

2018 - 2018 STAFF CLIMATE SURVEY SUMMARY REPORT FOR UNIVERSITY OF CALIFORNIA-MERCED

Total number of responses: 553/1203

Response Rate: 46.00%

Core

What best describes your role

	Response Percent	Response Total
Senior administrator	3.3%	18
Mid-level administrator/manager	29.7%	164
Staff	63.8%	352
Other	3.3%	18

Are you a

	Response Percent	Response Total
Full-time, permanent employee	83.1%	458
Full-time, temporary/contract employee	13.4%	74
Part-time, permanent employee	1.5%	8
Part-time, temporary/contract employee	2.0%	11

Which of the following best describes YOUR UNIT on campus

	Response Percent	Response Total
Academic Advising	2.8%	15
Academic Department/School	14.0%	76
Library Services	3.9%	21
Research Institute or Support/Oversight (e.g., Institutional Review Board, Office of Contracts and Grants)	7.5%	41
Other Academic Affairs	2.9%	16
Campus Safety/Police/Emergency Management	1.7%	9
Capital Planning	0.7%	4
Dining Services	1.1%	6
Facilities -- Custodial Services	0.7%	4
Facilities -- Maintenance	2.6%	14
Finance and Treasury (incl. Accounting)	2.2%	12
Human Resources (including academic personnel)	4.0%	22
Information Technology Services	5.9%	32
Institutional Research/Assessment/Planning	2.0%	11
Legal Affairs	0.2%	1
Medical Center/Hospital	0.7%	4
Transportation and Parking	1.1%	6
Other Business/Administrative Services	9.6%	52
Alumni Affairs	0.6%	3

Communications	0.9%	5
Community Engagement/Partnerships	1.5%	8
Public Relations	1.3%	7
University Advancement/Development/Planned Giving	2.6%	14
Other External Affairs	0.4%	2
Admissions/Enrollment Management/Registrar	3.5%	19
Athletics (Varsity/Club)	1.5%	8
Financial Aid	1.1%	6
Housing/Residential Life	0.7%	4
Student Affairs (e.g., Dean of Students, Student Government, Judicial Affairs, Orientation, Campus Activities, College Union, Student Recreation, Career Services, Student Health Services, International Student Services)	11.0%	60
Other Student Life/Services	1.7%	9
Diversity, Equity, and Inclusion	0.0%	0
Office of the Chancellor/President	2.0%	11
Office of the Provost/Vice President	0.7%	4
Other Leadership and Diversity	0.2%	1
Other, please specify	6.8%	37

How many direct reports do you have (excluding student employees)?

	Response Percent	Response Total
I do not directly supervise employees	63.4%	344
1 to 2	16.2%	88
3 to 5	12.9%	70
6 to 10	3.3%	18
11 or more	4.2%	23

How many years have you been employed

	Less than one year	1-4 years	5-10 years	11-15 years	16-20 years	More than 20 years
At this institution	10.4% (56)	39.7% (213)	28.5% (153)	19.2% (103)	1.7% (9)	
In your current position	17.2% (86)	48.7% (243)	21.4% (107)	10.4% (52)	1.0% (5)	

What is your current gender identity?

	Response Percent	Response Total
Man	31.5%	169
Woman	67.0%	359
Trans man	0.2%	1
Trans woman	0.2%	1
Genderqueer/Gender non-conforming	0.2%	1
Different identity (please state):	0.9%	5

In what year were you born?

Response Percent Response Total

2016	0.0%	0
2015	0.0%	0
2014	0.0%	0
2013	0.0%	0
2012	0.0%	0
2011	0.0%	0
2010	0.0%	0
2009	0.0%	0
2008	0.0%	0
2007	0.0%	0
2006	0.0%	0
2005	0.0%	0
2004	0.0%	0
2003	0.0%	0
2002	0.0%	0
2001	0.0%	0
2000	0.0%	0
1999	0.0%	0
1998	0.0%	0
1997	0.2%	1
1996	0.0%	0
1995	0.8%	4
1994	1.4%	7
1993	1.8%	9
1992	3.1%	15
1991	1.6%	8
1990	2.7%	13
1989	2.5%	12
1988	2.7%	13
1987	3.1%	15
1986	3.1%	15
1985	4.1%	20
1984	2.7%	13
1983	2.3%	11
1982	4.5%	22
1981	3.9%	19
1980	3.9%	19
1979	3.5%	17
1978	2.9%	14
1977	2.9%	14
1976	2.5%	12
1975	2.5%	12
1974	3.5%	17
1973	2.9%	14

1972	2.1%	10
1971	3.5%	17
1970	2.1%	10
1969	3.1%	15
1968	2.1%	10
1967	2.3%	11
1966	1.2%	6
1965	2.3%	11
1964	2.1%	10
1963	1.2%	6
1962	1.2%	6
1961	1.6%	8
1960	1.6%	8
1959	1.8%	9
1958	1.0%	5
1957	0.2%	1
1956	1.8%	9
1955	0.6%	3
1954	0.6%	3
1953	0.6%	3
1952	0.8%	4
1951	0.0%	0
1950	0.2%	1
1949	0.4%	2
1948	0.4%	2
1947	0.0%	0
1946	0.2%	1
1945	0.0%	0
1944	0.0%	0
1943	0.0%	0
1942	0.0%	0
1941	0.0%	0
1940	0.0%	0
1939	0.0%	0
1938	0.0%	0
1937	0.0%	0
1936	0.0%	0
1935	0.0%	0
1934	0.0%	0
1933	0.0%	0
1932	0.0%	0
1931	0.0%	0
1930	0.0%	0
1929	0.0%	0

1928	0.0%	0
1927	0.0%	0
1926	0.0%	0
1925	0.0%	0
1924	0.0%	0
1923	0.0%	0
1922	0.0%	0
1921	0.0%	0
1920	0.0%	0
1919	0.0%	0
1918	0.0%	0
1917	0.0%	0
1916	0.0%	0

How do you self-identify?

	Response Percent	Response Total
Heterosexual/Straight	91.4%	487
Gay	1.7%	9
Lesbian	0.8%	4
Bisexual	3.0%	16
Queer	0.8%	4
Pansexual	0.6%	3
Asexual	0.0%	0
Not listed above	1.9%	10

Are you currently (Mark one)

	Response Percent	Response Total
Single	18.8%	101
Married (incl. civil union and domestic partnership)	59.1%	317
In a committed relationship, unmarried	14.7%	79
Separated	0.7%	4
Divorced	5.8%	31
Widowed	0.7%	4

How do you self-identify? (Select all that apply)

	Response Percent	Response Total
American Indian or Alaska Native	Multiple Answers Entered	18
East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)	Multiple Answers Entered	26
Filipino	Multiple Answers Entered	16
Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)	Multiple Answers Entered	18
South Asian (e.g., Indian, Pakistani, Nepalese, Sri Lankan)	Multiple Answers Entered	12
Other Asian	Multiple Answers Entered	4
African American/Black	Multiple Answers Entered	30
African	Multiple Answers Entered	5

Caribbean	Multiple Answers Entered	2
Other Black	Multiple Answers Entered	2
Native Hawaiian or Other Pacific Islander	Multiple Answers Entered	5
Mexican American/Chicano	Multiple Answers Entered	102
Puerto Rican	Multiple Answers Entered	5
Central American	Multiple Answers Entered	8
South American	Multiple Answers Entered	5
Other Hispanic or Latino	Multiple Answers Entered	23
Middle Eastern	Multiple Answers Entered	9
European	Multiple Answers Entered	152
Other White	Multiple Answers Entered	176
Other	Multiple Answers Entered	39

Please rate your satisfaction with your institution in each area

	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied	Can't Rate
Overall sense of community among students, staff, and faculty	11.3% (59)	43.9% (229)	22.8% (119)	14.8% (77)	5.7% (30)	
My personal safety on campus	31.2% (164)	52.8% (277)	9.9% (52)	3.4% (18)	0.8% (4)	
Racial and ethnic diversity of the faculty	13.7% (72)	28.5% (150)	25.4% (134)	11.8% (62)	7.2% (38)	
Racial and ethnic diversity of the staff	13.5% (71)	38.7% (204)	26.8% (141)	11.6% (61)	6.6% (35)	
Racial and ethnic diversity of the student body	30.5% (160)	37.0% (194)	19.8% (104)	3.2% (17)	1.3% (7)	
Commitment to hiring women and minorities	15.6% (82)	33.5% (176)	24.8% (130)	13.3% (70)	5.7% (30)	
Atmosphere for:Sexual orientation differences	15.6% (82)	39.2% (206)	23.4% (123)	6.3% (33)	2.1% (11)	
Atmosphere for:Political differences	8.9% (47)	30.3% (160)	25.9% (137)	17.0% (90)	10.4% (55)	
Atmosphere for:Religious differences	9.5% (50)	36.4% (192)	29.4% (155)	9.3% (49)	5.5% (29)	
Atmosphere for:Gender differences	14.2% (75)	37.3% (197)	27.1% (143)	8.5% (45)	3.0% (16)	
Atmosphere for:Individuals with disabilities	12.6% (66)	36.3% (190)	22.5% (118)	8.2% (43)	3.2% (17)	
Timeliness of Administrative responses to:Campus emergencies	15.4% (81)	41.7% (220)	17.5% (92)	8.7% (46)	4.0% (21)	
Timeliness of Administrative responses to:Sexual assault	8.0% (42)	19.0% (100)	18.2% (96)	5.1% (27)	4.6% (24)	
Timeliness of Administrative responses to:Discrimination/bias	6.9% (36)	19.1% (100)	17.7% (93)	12.8% (67)	11.3% (59)	
Outcome of Administrative responses to: Campus emergencies	15.1% (79)	39.2% (205)	18.0% (94)	8.6% (45)	3.6% (19)	
Outcome of Administrative responses to: Sexual assault	8.0% (42)	17.9% (94)	20.0% (105)	4.6% (24)	4.2% (22)	
Outcome of Administrative responses to: Discrimination/bias	7.0% (37)	16.8% (88)	19.6% (103)	12.8% (67)	11.2% (59)	

Below are some statements about your college or university. Indicate the extent to which you agree with each of the following

	Very Descriptive	Somewhat Descriptive	Not Descriptive
Faculty respect staff	15.6% (80)	60.5% (311)	23.9% (123)
Staff concerns are considered when making policy	11.3% (58)	49.9% (256)	38.8% (199)
Staff respect each other	32.9% (169)	53.3% (274)	13.8% (71)
Staff respect the faculty	40.6% (209)	51.5% (265)	8.0% (41)
Students respect staff	42.7% (219)	50.9% (261)	6.4% (33)

Staff respect students	57.6% (296)	40.3% (207)	2.1% (11)
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Please indicate the extent to which you agree or disagree with the following statements. This institution

	Strongly Agree	Agree	Disagree	Strongly Disagree	Can't Rate/Don't Know
Encourages staff to have a public voice and share their ideas openly	9.9% (50)	44.6% (226)	25.2% (128)	13.6% (69)	6.7% (34)
Encourages students to have a public voice and share their ideas openly	24.7% (125)	52.4% (265)	7.9% (40)	3.8% (19)	11.3% (57)
Has campus administrators who regularly speak about the value of diversity	23.6% (120)	54.6% (278)	10.2% (52)	4.3% (22)	7.3% (37)
Promotes the appreciation of cultural differences	23.0% (117)	55.2% (281)	10.8% (55)	4.1% (21)	6.9% (35)
Provides the campus community with opportunities to share feelings about issues of concern	15.5% (79)	48.4% (247)	20.8% (106)	8.2% (42)	7.1% (36)
Rewards staff for their participation in diversity efforts	7.1% (36)	20.5% (104)	27.6% (140)	13.8% (70)	31.0% (157)
Has effective hiring practices and policies that increase staff diversity	8.9% (45)	28.8% (146)	19.9% (101)	16.6% (84)	25.8% (131)
Has a lot of racial tension	3.9% (20)	16.3% (83)	43.9% (223)	19.5% (99)	16.3% (83)
Takes responsibility for educating underprepared students	17.1% (86)	37.5% (189)	8.1% (41)	4.2% (21)	33.1% (167)
Effectively communicates information about employee compensation and benefits	9.6% (49)	44.7% (228)	24.5% (125)	16.3% (83)	4.9% (25)

Please indicate the extent to which to agree or disagree with the following statements.

	Strongly Agree	Agree	Disagree	Strongly Disagree
I feel unsafe on this campus	3.2% (16)	8.0% (40)	52.3% (261)	36.5% (182)
I feel my contributions are valued by my department	20.9% (104)	47.0% (234)	18.5% (92)	13.7% (68)
I achieve a healthy balance between my personal life and my professional life	18.3% (91)	45.4% (226)	22.5% (112)	13.9% (69)

How often in the past year at this institution have you

	Very Often	Often	Sometimes	Seldom	Never
Challenged others on issues of discrimination	3.6% (18)	6.0% (30)	19.5% (97)	23.9% (119)	47.0% (234)
Educated yourself about individuals who are different from you	18.0% (90)	33.9% (169)	31.3% (156)	10.4% (52)	6.4% (32)
Participated in a coalition of different groups to address social justice issues	7.3% (36)	9.1% (45)	19.4% (96)	14.3% (71)	50.0% (248)
Attended programs focused on diversity (e.g., presentations, performances, art exhibits, debates)	9.6% (48)	16.3% (81)	32.7% (163)	18.5% (92)	22.9% (114)

Please indicate how often at this institution you have

Very Often	Often	Sometimes	Seldom	Never	Not Applicable /No Experience
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Assisted a student with a problem about discrimination	2.6% (13)	5.4% (27)	13.2% (66)	13.8% (69)	25.9% (129)
Witnessed discrimination	4.2% (21)	6.9% (34)	16.3% (81)	22.2% (110)	30.2% (150)
Been sexually harassed	0.8% (4)	0.6% (3)	4.0% (20)	7.9% (39)	63.7% (316)
Reported an incident of discrimination to a campus authority	1.2% (6)	2.6% (13)	5.8% (29)	9.7% (48)	56.5% (281)
Reported an incident of sexual harassment to a campus authority	0.6% (3)	1.4% (7)	4.8% (24)	7.1% (35)	59.9% (297)
Heard insensitive or disparaging racial remarks from:Faculty	0.8% (4)	2.0% (10)	6.0% (30)	10.0% (50)	54.2% (270)
Heard insensitive or disparaging racial remarks from:Staff	2.4% (12)	5.2% (26)	10.5% (52)	21.5% (107)	43.3% (215)
Heard insensitive or disparaging racial remarks from:Students	1.4% (7)	4.4% (22)	12.5% (62)	16.1% (80)	42.7% (212)
Heard insensitive or disparaging racial remarks from:Senior Administrators	1.6% (8)	3.2% (16)	5.5% (27)	12.1% (60)	56.3% (278)
Heard other types of insensitive or disparaging remarks from:Faculty	1.8% (9)	4.2% (21)	10.1% (50)	16.0% (79)	43.6% (216)
Heard other types of insensitive or disparaging remarks from:Staff	3.4% (17)	6.6% (33)	17.7% (88)	23.7% (118)	35.8% (178)
Heard other types of insensitive or disparaging remarks from:Students	2.2% (11)	5.0% (25)	12.1% (60)	17.7% (88)	41.3% (205)
Heard other types of insensitive or disparaging remarks from:Senior Administrators	2.4% (12)	4.4% (22)	10.3% (51)	15.3% (76)	48.9% (243)

At this institution, how often have you been discriminated against or excluded from activities because of your

	Very Often	Often	Sometimes	Seldom	Never
Ability/disability status	1.2% (6)	1.0% (5)	4.5% (22)	3.6% (18)	89.7% (443)
Age	1.4% (7)	3.0% (15)	9.7% (48)	9.5% (47)	76.3% (376)
Citizenship status	0.4% (2)	0.2% (1)	1.4% (7)	1.4% (7)	96.6% (476)
Gender/Gender identity	2.2% (11)	2.4% (12)	6.9% (34)	9.0% (44)	79.4% (390)
Job classification (e.g., Title, Position)	5.9% (29)	10.7% (53)	19.4% (96)	14.6% (72)	49.4% (244)
Level of education	2.4% (12)	4.4% (22)	11.1% (55)	9.9% (49)	72.2% (358)
Political beliefs	2.6% (13)	1.4% (7)	5.9% (29)	6.3% (31)	83.8% (415)
Race/ethnicity	3.5% (17)	2.0% (10)	7.5% (37)	7.9% (39)	79.1% (389)
Religious/spiritual beliefs	1.6% (8)	1.6% (8)	3.4% (17)	4.3% (21)	89.0% (439)
Sexual orientation	0.8% (4)	0.4% (2)	2.0% (10)	2.8% (14)	93.9% (464)
Socioeconomic status	1.2% (6)	0.4% (2)	4.1% (20)	4.7% (23)	89.7% (442)
Parent/Guardian status	0.8% (4)	0.2% (1)	4.3% (21)	4.7% (23)	90.0% (443)

How satisfied are you with the following aspects of your job?

	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied	Not Applicable /No Experience
Autonomy and independence	30.4% (150)	41.6% (205)	16.4% (81)	6.7% (33)	4.1% (20)	
Collegiality among staff	19.4% (96)	40.7% (201)	19.0% (94)	14.2% (70)	5.5% (27)	
Competence of colleagues	13.6% (67)	44.1% (218)	21.7% (107)	13.6% (67)	6.7% (33)	
Departmental support for work-life balance	21.8% (108)	32.1% (159)	20.8% (103)	12.9% (64)	11.1% (55)	
Flexibility in relation to family matters or emergencies	42.5% (209)	39.0% (192)	8.5% (42)	5.7% (28)	2.4% (12)	
Institutional support for work-life balance	18.6% (92)	34.5% (171)	20.4% (101)	12.7% (63)	11.5% (57)	

Overall job satisfaction	19.4% (96)	41.6% (206)	18.8% (93)	12.5% (62)	7.7% (38)
Professional relationships with colleagues	21.8% (108)	48.6% (241)	17.5% (87)	8.9% (44)	3.2% (16)
Prospects for career advancement	9.7% (48)	24.3% (120)	22.1% (109)	24.5% (121)	18.8% (93)
Quality of students	19.0% (94)	37.2% (184)	19.8% (98)	3.0% (15)	1.6% (8)
Relationship with my supervisor	34.3% (169)	32.0% (158)	14.4% (71)	10.1% (50)	9.1% (45)
Relative equity of salary and job benefits	11.5% (57)	30.8% (153)	17.1% (85)	22.4% (111)	16.7% (83)
Support for career advancement	11.2% (55)	31.9% (157)	20.3% (100)	20.1% (99)	15.4% (76)
Tolerance of different staff opinions and beliefs	13.6% (67)	33.8% (167)	25.9% (128)	14.6% (72)	10.1% (50)
Workspace	15.8% (78)	39.7% (196)	17.8% (88)	15.6% (77)	10.9% (54)
Job security	16.8% (83)	44.3% (219)	21.7% (107)	8.7% (43)	7.5% (37)

Please rate your satisfaction with

	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied	Not Eligible
Quality of health benefits	26.4% (130)	48.6% (239)	12.4% (61)	7.5% (37)	3.5% (17)	
Cost of health benefits	18.7% (92)	44.7% (220)	16.5% (81)	13.4% (66)	4.9% (24)	
Retirement benefits	17.5% (86)	47.3% (232)	23.2% (114)	6.5% (32)	2.4% (12)	
Salary	7.3% (36)	32.4% (159)	25.3% (124)	25.1% (123)	8.8% (43)	
Extended leave policies (e.g., paternity/maternity leave, caring for a family member, medical leave)	12.1% (59)	39.9% (194)	28.0% (136)	7.0% (34)	3.9% (19)	
Amount of paid time off: vacation time	17.4% (86)	48.8% (241)	17.6% (87)	11.3% (56)	3.4% (17)	
Amount of paid time off: sick leave	19.1% (94)	53.0% (261)	17.9% (88)	6.1% (30)	2.4% (12)	

To what extent is each of the following currently a priority at this institution?

	Highest Priority	High Priority	Medium Priority	Low Priority	Not a Priority	Can't Rate/Don't Know
Increase or maintain institutional prestige	24.1% (118)	46.7% (229)	14.1% (69)	4.9% (24)	1.2% (6)	
Create and sustain partnerships with surrounding communities	10.5% (51)	40.2% (196)	27.3% (133)	11.1% (54)	3.9% (19)	
Enhance diversity on campus	16.0% (78)	37.1% (181)	26.2% (128)	8.4% (41)	3.3% (16)	
Investment in the professional development of staff	4.1% (20)	17.5% (85)	29.4% (143)	30.0% (146)	12.8% (62)	
Consider staff views in institutional decision-making	3.9% (19)	13.9% (68)	24.7% (121)	27.4% (134)	21.9% (107)	
Improve or maintain the physical appearance of campus (e.g., landscaping, cleanliness)	13.5% (66)	39.4% (193)	30.0% (147)	8.4% (41)	2.9% (14)	
Build or modernize campus facilities (e.g., new buildings or remodeling)	54.5% (267)	25.9% (127)	8.2% (40)	4.5% (22)	3.3% (16)	

Indicate the extent to which you agree or disagree with each of the following. My supervisor

	Agree Strongly	Agree	Disagree	Disagree Strongly
Supports my professional development	40.5% (199)	40.3% (198)	12.4% (61)	6.7% (33)
Sets unrealistic expectations for my job	8.8% (43)	19.3% (95)	45.6% (224)	26.3% (129)
Demonstrates a commitment to diversity and inclusion	28.3% (137)	56.2% (272)	11.2% (54)	4.3% (21)
Provides me with feedback that assists me in performing my job	26.3% (129)	42.2% (207)	21.8% (107)	9.8% (48)

responsibilities				
Advocates for me	32.3% (155)	38.8% (186)	16.0% (77)	12.9% (62)
Lacks the skills or knowledge to support me in my job	11.9% (58)	16.0% (78)	35.7% (174)	36.5% (178)

During the past year, have you participated in any of the following opportunities provided by this institution

	Yes	No	Not Eligible	Not Available
Diversity-related trainings or workshops	46.3% (225)	45.5% (221)	1.2% (6)	7.0% (34)
Optional technical skill development	29.9% (145)	52.8% (256)	1.6% (8)	15.7% (76)
Leadership development	38.5% (187)	46.5% (226)	3.9% (19)	11.1% (54)
Enhancement of interpersonal skills	35.7% (173)	52.1% (252)	0.8% (4)	11.4% (55)
Job benefits training	26.0% (126)	60.3% (292)	1.9% (9)	11.8% (57)
Public safety/security training	39.7% (192)	53.9% (261)	0.6% (3)	5.8% (28)
Health and wellness programs	40.0% (193)	51.1% (247)	0.8% (4)	8.1% (39)
Mentorship	21.1% (102)	68.2% (330)	1.7% (8)	9.1% (44)
Networking events	48.0% (232)	43.3% (209)	1.0% (5)	7.7% (37)
Policy and procedure training	47.5% (228)	41.3% (198)	1.5% (7)	9.8% (47)

Are you a member of a union?

	Response Percent	Response Total
Yes	22.4%	108
No	77.6%	374

Please indicate the extent to which each of the following had been a source of stress for you during the past year (Mark one for each item)

	Extensive	Somewhat	Not at All	Not Applicable
Managing household responsibilities	20.9% (100)	47.4% (227)	29.6% (142)	2.1% (10)
Child care	9.8% (47)	21.7% (104)	27.1% (130)	41.5% (199)
My physical health	15.6% (75)	46.9% (225)	35.4% (170)	2.1% (10)
My mental health and/or wellbeing	21.3% (102)	41.3% (198)	36.0% (173)	1.5% (7)
Review/promotion process	18.4% (88)	37.7% (180)	35.8% (171)	8.2% (39)
Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia)	7.5% (36)	15.2% (73)	67.7% (325)	9.6% (46)
Meetings	10.2% (49)	39.5% (190)	48.6% (234)	1.7% (8)
Institutional procedures and "red tape"	26.7% (128)	36.0% (173)	30.0% (144)	7.3% (35)
Lack of personal time	15.2% (73)	37.8% (181)	44.5% (213)	2.5% (12)
Job security	11.9% (57)	29.0% (139)	56.6% (271)	2.5% (12)
Self-imposed high expectations	22.7% (109)	50.4% (242)	25.0% (120)	1.9% (9)
Increasing work responsibilities	31.0% (149)	40.2% (193)	26.9% (129)	1.9% (9)
Budget cuts in your department/unit	18.0% (86)	34.5% (165)	39.5% (189)	7.9% (38)
Physical demands of the job	6.5% (31)	14.9% (71)	69.5% (332)	9.2% (44)
Relationship with supervisor	16.9% (81)	24.8% (119)	56.0% (269)	2.3% (11)
Relationship with co-workers	10.0% (48)	35.2% (169)	52.9% (254)	1.9% (9)

Physical work environment	8.8% (42)	23.9% (114)	64.4% (307)	2.9% (14)
Workplace safety	1.9% (9)	12.1% (58)	82.0% (392)	4.0% (19)
Students	2.3% (11)	16.1% (77)	69.7% (333)	11.9% (57)
Parking	12.7% (61)	27.6% (132)	54.9% (263)	4.8% (23)
Commuting	9.8% (47)	25.7% (123)	59.3% (284)	5.2% (25)
Disconnect between my personal beliefs and the dominant views on campus	10.6% (51)	18.1% (87)	64.2% (308)	7.1% (34)

How frequently does your job/position require you to interact with students?

	Response Percent	Response Total
Very Often	36.6%	176
Often	12.1%	58
Sometimes	19.5%	94
Seldom	23.5%	113
Never	8.3%	40

How frequently do you voluntarily interact with students?

	Response Percent	Response Total
Very Often	27.6%	131
Often	20.2%	96
Sometimes	23.2%	110
Seldom	20.0%	95
Never	9.1%	43

Within the next year, how likely are you to leave

	Very Likely	Likely	Unlikely	Very Unlikely
Your current position	17.7% (85)	24.8% (119)	29.6% (142)	27.8% (133)
This institution	13.2% (63)	18.4% (88)	32.8% (157)	35.6% (170)

What is the highest level of education you have completed?

	Response Percent	Response Total
Junior high/middle school or less	0.2%	1
Some high school	0.0%	0
High school graduate/GED	2.1%	10
Some college	9.0%	43
Technical certificate	3.1%	15
Associate's degree	6.3%	30
Bachelor's degree	35.8%	172
Master's degree	28.1%	135
Doctoral or professional degree	15.4%	74

With which language do you feel most comfortable?

	Response Percent	Response Total
English	87.4%	417

Other language (please specify)	1.3%	6
Equally comfortable with English and Other Language (please specify)	11.3%	54

Do you have any of the following?

	Yes	No
Attention deficit/hyperactivity disorder (ADHD)	3.0% (14)	97.0% (457)
Chronic illness (e.g., cancer, diabetes, autoimmune disorders)	13.5% (64)	86.5% (411)
Autism spectrum disorder	0.4% (2)	99.6% (469)
Learning disability (e.g., dyslexia)	2.6% (12)	97.4% (454)
Physical disability (e.g., speech, sight, mobility, hearing)	5.6% (26)	94.4% (436)
Psychological disorder (e.g., depression, anxiety, PTSD, etc.)	17.2% (81)	82.8% (389)
Other	6.9% (28)	93.1% (380)

How would you characterize your political views?

	Response Percent	Response Total
Far left	5.8%	27
Liberal	35.7%	166
Middle-of-the-road	41.5%	193
Conservative	16.3%	76
Far right	0.6%	3

Which of the following most accurately describes you?

	Response Percent	Response Total
U.S. citizen	94.0%	451
Permanent legal resident (Green Card)	3.1%	15
In U.S. on visa or work authorization	2.5%	12
None of the above	0.4%	2

If you were NOT born in the U.S., at what age did you arrive in the U.S.?

	Response Percent	Response Total
Not applicable/born in the U.S.	82.4%	384
Under 5	4.3%	20
6-12	3.0%	14
13-18	2.1%	10
19-25	2.8%	13
26 or older	5.4%	25

Current religious preference

	Response Percent	Response Total
Agnostic	13.7%	64
Atheist	8.6%	40
Baptist	3.0%	14
Buddhist	1.9%	9

Church of Christ	1.3%	6
Eastern Orthodox	0.4%	2
Episcopalian	0.9%	4
Hindu	1.5%	7
Jewish	0.9%	4
LDS (Mormon)	0.4%	2
Lutheran	1.3%	6
Methodist	2.1%	10
Muslim	1.1%	5
Presbyterian	1.1%	5
Quaker	0.0%	0
Roman Catholic	19.7%	92
Seventh-day Adventist	0.2%	1
United Church of Christ/Congregational	0.6%	3
Other Christian	18.7%	87
Other Religion (please specify)	5.8%	27
None	16.7%	78

Military status

	Response Percent	Response Total
None	97.2%	456
In the Reserves or National Guard	0.0%	0
On Active Duty	0.0%	0
Discharged veteran NOT serving on Active Duty, in Reserves, or in National Guard	2.8%	13

How many children do you have?

	0	1	2	3	4+
Under 18 years old	52.4% (220)	16.7% (70)	21.9% (92)	7.4% (31)	1.7% (7)
18 years or older	68.8% (260)	10.8% (41)	11.9% (45)	5.0% (19)	3.4% (13)

Are you serving as a caregiver for another adult (e.g., parent, other relative)?

	Response Percent	Response Total
Yes	14.1%	67
No	85.9%	409

Do you give the Higher Education Research Institute (HERI) permission to retain your contact information (i.e., your email address and name) for possible follow-up research? HERI maintains strict standards of confidentiality and will not release your identifying information.

	Response Percent	Response Total
If Yes, Please provide your email address	100.0%	143

Group Codes

Closed-Ended Additional Questions

Please indicate the extent to which you agree or disagree with the following statement. Job applicants for staff positions should be required to submit a contribution to diversity statement. Administrative and faculty positions currently require a contribution to diversity statement. (The purpose of a contribution to diversity statement is to identify candidates who have professional skills, experience, and/or willingness to engage in activities that would enhance campus diversity and equity efforts.)

	Response Percent	Response Total
Strongly Agree	13.6%	64
Agree	28.9%	136
Disagree	23.6%	111
Strongly Disagree	14.9%	70
Can't Rate/Don't Know	18.9%	89

On item 18 you rated your satisfaction with several aspects of your job. We would like to ask about a few more. How satisfied are you with these aspects of your job?

	Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied	Not Applicable/ No Experience
Cultural inclusivity and appreciation of cultural backgrounds	20.8% (97)	56.1% (262)	10.5% (49)	2.8% (13)	9.9% (46)
Respect for sexual orientation differences	20.8% (97)	59.1% (276)	6.2% (29)	0.2% (1)	13.7% (64)
Respect for gender orientation differences	18.4% (85)	57.7% (267)	8.9% (41)	0.6% (3)	14.5% (67)
Respect for the differently abled	17.9% (83)	51.8% (240)	8.4% (39)	1.9% (9)	19.9% (92)

If you observed an activity that you believe would lead to the University being damaged (e.g., theft, fraud, law suit, fines, injuries, serious damage to reputation), are you confident that you could determine how to report the activity?

	Response Percent	Response Total
Yes	85.1%	399
No	14.9%	70

How comfortable would you be reporting the activity?

	Response Percent	Response Total
Very comfortable	35.6%	167
Comfortable	43.5%	204
Uncomfortable	14.7%	69
Very uncomfortable	6.2%	29

Assuming that you did report the activity, how confident are you that the University would respond appropriately?

	Response Percent	Response Total
Very confident	10.6%	50
Confident	29.9%	141
Unsure	36.9%	174
Doubtful	11.7%	55
Little or no confidence	10.8%	51

Open-Ended Additional Questions