**LONG FORM STAFF SURVEY**

### Welcome Page

The University of Michigan (U-M) is committed to providing the best possible environment for all individuals within the campus community. An important step in creating a truly diverse, equitable and inclusive community is to understand faculty, staff and student perspectives and experiences related to their work and study at U-M. The U-M All staff DEI Climate Survey is designed to help us learn about our community’s perspectives and experiences related to diversity, equity and inclusion. The data collected will be used to understand the present climate at U-M and to inform current and future decisions about supporting a diverse, inclusive and vibrant campus community.

Your participation and responses will be strictly confidential and will not be part of any academic, medical, employment or disciplinary record. No individually identifiable information will be reported. This survey is completely voluntary. You do not have to participate in this survey. If you choose to participate you may skip any question and you may exit the survey at any time. Completing the questionnaire should take about 20 minutes.

To thank you for your time and consideration, when you complete the survey, you will receive (or may elect to donate) $15 cash. Additionally, you have a chance to win prizes including $100 gift cards and other giveaways for participating.

To ensure confidentiality of data, this survey is being conducted by SoundRocket, a survey research firm located in Ann Arbor, MI. SoundRocket is not affiliated with the University of Michigan. If you have any questions about the survey – or if you experience any difficulty in completing this survey – please contact the survey team via email at [UMclimate@srsrv.com](mailto:UMclimate@srsrv.com), or by phone at 734-527-2199.

Thank you in advance for your help with this important study!

Click “Next” to start the survey.

**Consent to Participate**

**U-M All Staff DEI Climate Survey Information**

* To assess perspectives, attitudes, and experiences related to diversity, equity and inclusion on the U-M campus in Ann Arbor, you will be asked questions about your employment experiences.
* Participating in this survey is completely voluntary.
* You have been randomly selected into a scientific sample from among all staff who are 18 years or older and who were employed at the U-M Ann Arbor campus as of September 20, 2021. Also, because of the added effort asked in responding as a scientifically sampled participant, you will have the opportunity to receive $15 in cash as a token of appreciation for your participation. You will be asked at the end of the survey if you accept, decline, or wish to donate your $15. If you chose to accept the $15, you must provide a valid mailing address to which the $15 will be mailed. Your mailing address collected will not be linked with your survey responses. The $15 will be mailed after the data collection is completed.
* While this survey is being offered to all staff, those who were not selected into the Long Form Survey are not eligible for the $15 token of appreciation.
* All eligible participants in the student, staff and faculty surveys will be included in a random drawing to win one of ten (10) $100 gift cards. Winners will be notified after the data collection is completed via email. Winners must respond to the notification and provide a valid mailing address to which the card will be mailed.
* The survey takes about 20 minutes to complete.
* You can choose to skip and not answer any question, and you may stop your participation at any time.
* The benefit to participating is that your personal perspectives and experiences will support the development and refinement of U-M programs and services designed to help create a diverse, inclusive, and equitable campus community.
* Your answers and personal information will be kept confidential.
* Results of the survey will only be reported in aggregate; your name will not be attached to any data.
* In the future, summaries of these data, which will not contain information that could identify you or any other individual participating in the survey, may be made available to others for related studies to evaluate University programs, assess University policies, improve protocols and studies of these topics, or provide background for future research on these topics.
* Additional institutional data from the University of Michigan will be appended to survey response records for the purposes of scientific sampling and data analysis. No personally identifying information will be appended to your survey responses.
* You must be at least 18 years old to complete the questionnaire; by completing the questionnaire, you are acknowledging that you are at least 18 years old.
* The data for this survey are being collected by SoundRocket, a social science survey organization that is based in Ann Arbor, Michigan.
* A representative from SoundRocket may contact you by phone to remind you to complete the survey.
* The project is funded by the University of Michigan.
* If you have any questions about the survey, please contact the survey team at [UMclimate@srsrv.com](mailto:UMclimate@srsrv.com) or 734­527­2199.
* If you would like to talk to someone about any questions or concerns you might have related to your experiences with campus climate, please contact the Equity, Civil Rights and Title IX Office (ECRT) (formerly Office for Institutional Equity - OIE). <https://hr.umich.edu/working-u-m/workplace-improvement/office-institutional-equity>. ECRT can discuss various options with you, including filing a civil rights complaint, a grievance or engaging mediation services to resolve conflict.
* If you would like to discuss any concerns in a confidential setting, faculty and staff members are encouraged to contact the Faculty and Staff Counseling and Consultation Office (FASCCO) <https://hr.umich.edu/benefits-wellness/health-well-being/mental-emotional-health/mental-health-counseling-consultation-services/faculty-staff-counseling-consultation-office-fascco>} Michigan Medicine Staff Members may contact the Michigan Medicine Office of Counseling and Workplace Resilience. <https://hr.umich.edu/benefits-wellness/health/mhealthy/mental-emotional-well-being/umhs-employee-assistance-program-eap/eap-counseling-consultation-services>}
* This project has been reviewed and approved by Heartland Institutional Review Board as a study led by SoundRocket. Questions concerning your rights as a participant in this research may be addressed to: Heartland Institutional Review Board – Ph: 866.618.HIRB – [director@heartlandirb.org](mailto:director@heartlandirb.org)

**STAFF CLIMATE SURVEY: PART 1**

DEM\_YEAR.

In what year did you first arrive at the U-M?

[RECORD NUMERIC RESPONSE 1950-2022]

DEM\_AGE.

What is your current age (in years)?

[NUMERIC RESPONSE 12-99]

*{Comment: sample selection to exclude individuals under age 18 based on U-M institutional data}*

DEM\_SEX.

What is your current sex?

* Male
* Female
* Preferred response not listed (Please specify): \_\_\_\_\_\_\_\_

DEM\_GENDER.

What is your gender/gender identity?

* Man
* Woman
* Transgender/Gender Non-Conforming
* Preferred response not listed (Please specify): \_\_\_\_\_\_\_\_

*{Asked of any person indicating that they are transgender/non-conforming.}*

DEM\_TRANS.

Please indicate which of the following best describe you. *(Select all that apply.)*

* Transgender man
* Transgender woman
* Gender non-conforming
* Genderqueer
* Preferred response not listed *(Please specify)*: \_\_\_\_\_\_\_\_

DEM\_SEX\_ORIENT.

What is your sexual orientation?

* Heterosexual
* Bisexual
* Gay/Lesbian
* Queer
* Questioning
* Asexual
* Preferred response not listed *(Please specify)*: \_\_\_\_\_\_\_\_

DEM\_RACE.

Please indicate the **racial or ethnic group(s)**with which you identify. *(Select all that apply.)*

* African American/Black
* Asian American/Asian
* Hispanic/Latino/a
* Middle Eastern/North African
* Native American/Alaskan Native
* Native Hawaiian/Other Pacific Islander
* White
* Other *(Please specify)*: \_\_\_\_\_\_\_\_

*{Asked of any person indicating that they identify as African American/Black.}*

DEM\_RACE\_BLACK.

Please identify any appropriate subcategory of **African American/Black** that you identify as, if any: *(Select all that apply)*

* U.S. born African American
* Afro-Caribbean or West Indian
* Sub-Saharan African
* Other African American/Black *(Please specify)*: \_\_\_\_\_\_\_\_

*{Asked of any person indicating that they identify as Asian.}*

DEM\_RACE\_ASIAN.

Please identify any appropriate subcategory of **Asian American/Asian** that you identify as, if any: *(Select all that apply)*

* Asian American
* Asian Indian
* Chinese
* Filipino
* Japanese
* Korean
* Southeast Asian
* Taiwanese
* Other Asian American/Asian *(Please specify)*: \_\_\_\_\_\_\_\_

*{Asked of any person indicating that they identify as Hispanic/Latino/a.}*

DEM\_RACE\_LATIN.

Please identify any appropriate subcategory of **Hispanic/Latino/a** that you identify as, if any: *(Select all that apply)*

* Cuban
* Central American
* Dominican
* Mexican
* Puerto Rican
* South American
* Other Hispanic/Latino/a *(Please specify)*: \_\_\_\_\_\_\_\_

*{Asked of any person indicating that they identify as Middle Eastern/North African.}*

DEM\_RACE\_ARABIC.

Please identify any appropriate subcategory of **Middle Eastern/North African** that you identify as, if any: *(Select all that apply)*

* Egyptian
* Iraqi
* Iranian
* Israeli
* Jordanian
* Lebanese
* Palestinian
* Syrian
* Yemeni
* Other Middle Eastern/North African *(Please specify)*: \_\_\_\_\_\_\_\_

*{Asked of any person indicating that they identify as Native American/Alaskan Native.}*

DEM\_RACE\_NATIVE.

Please indicate your tribal affiliation:

* Tribal Affiliation *(Please specify)*: \_\_\_\_\_\_\_\_

*{Asked of any person indicating that they identify as Native Hawaiian/Other Pacific Islander.}*

DEM\_RACE\_ISLANDER.

Please identify any appropriate subcategory of **Native Hawaiian/Pacific Islander** that you identify as, if any: *(Select all that apply)*

* Native Hawaiian
* Samoan
* Other Pacific Islander *(Please specify)*: \_\_\_\_\_\_\_\_

*{Asked of any person indicating that they identify with more than one racial or ethnic group.}*

DEM\_PRIMARY\_RACE.

Of the following, please mark **the one** racial or ethnic group with which you **most** **strongly** identify.

* African American/Black
* Asian American/Asian
* Hispanic/Latino/a
* Middle Eastern/North African
* Native American/Alaskan Native
* Native Hawaiian/Other Pacific Islander
* White
* Other

DEM\_BORN\_US.

Were you born in the United States, Puerto Rico, a U.S. Island area, or born abroad of U.S. citizen parents?

Yes

No

DEM\_GENERATION.

Please indicate your generation status:

All of my grandparents and both of my parents were born in the United States

Both of my parents were born in the United States

One of my parents was born in the United States

Neither of my parents were born in the United States

*{Asked of any person indicating that they were born outside of the United States.}*

DEM\_COUNTRY\_BORN.

In which country were you born?

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

HIGH\_DEGREE\_LEVEL.

What is the highest degree you have earned?

High school diploma or GED

Two-year college degree (Associate’s)

Four-year college degree (Bachelor’s)

Master’s degree in the Arts and Sciences (MA, MS)

Professional Master’s degree (e.g., MBA, MPA, MSW, MSE, MSN, MPH, MFA, etc.)

Ph.D.

Other Doctoral degree (e.g., EdD, DDiv, DrPH, DBA, etc.)

Medical degree (e.g., MD, DO, DDS, DVM)

Law degree (e.g., JD, LLM, SJD)

Other degree *(Please specify):* \_\_\_\_\_\_\_\_\_\_

DEM\_RELIGION.

With what religious affiliation, if any, do you **most strongly** identify?

|  |  |  |
| --- | --- | --- |
| * Agnostic * Atheist * Bahá’í * Baptist * Buddhist * Catholic * Church of Christ * Christian: Non-Denominational * Confucian * Eastern Orthodox | * Episcopalian * Hindu * Muslim * Jehovah’s Witness * Jewish * Jewish: Orthodox * Jewish: Other * LDS (Mormon) * Lutheran * Methodist | * Pentecostal * Presbyterian * Protestant: Non-Denominational * Quaker * Seventh Day Adventist * Sikh * Taoist * Unitarian/Universalist * UCC/Congregational * None * Other *(Please specify)*: \_\_\_\_\_\_\_\_ |

DEM\_DISABLE.

Do you have a disability?

* + Yes, I have a disability
  + No, I do not have a disability

*{Asked of any person indicating that they have a disability.}*

DEM\_DISABLE\_TYPE.

What type(s) of disability/disabilities do you have? *(Select all that apply.)*

* Acquired/Traumatic Brain Injury
* Attention Deficit/Hyperactivity Disorder
* Autism Spectrum
* Blind/Low Vision
* Deaf/Hard of Hearing
* Cognitive or Learning Disability
* Chronic Illness/Medical Condition
* Mental Health/Psychological Condition
* Physical/Mobility condition that affects walking
* Physical/Mobility condition that does **not**affect walking
* Speech/Communication Condition
* Other *(please specify)*: \_\_\_\_\_\_\_\_

DEM\_MILITARY.

Have you ever served in the U.S. Armed Forces, Military Reserves, or National Guard?

* + I am currently serving
  + I am no longer serving
  + I have never served

DEM\_POLITICAL.

When it comes to politics, where would you place yourself on the scale below arranged from “Very liberal” to “Very conservative”?

* Very liberal
* Liberal
* Slightly liberal
* Moderate/Middle of the Road
* Slightly conservative
* Conservative
* Very conservative
* Not thought about it/Don’t Know

**STAFF CLIMATE SURVEY: PART 2**

The following questions ask you to rate **conditions on the overall U-M campus** in Ann Arbor.

SATISFY\_UMCLIMATE.

How satisfied or dissatisfied are you with the overall campus climate/environment that you have experienced at the University of Michigan within the past 12 months? *(If you have been at U-M for under 12 months, please consider the time that you have been here.)*

* + - Very Dissatisfied
    - Dissatisfied
    - Neither Satisfied or Dissatisfied
    - Satisfied
    - Very Satisfied

DEI\_HIST\_INFO.

In October 2016, U-M began a university-wide 5-year strategic plan for building a more diverse, equitable and inclusive campus community (DEI Strategic Plan). The DEI initiative involves all academic and administrative units. The following four questions ask about your perceptions of and experiences with these efforts to date.

UM\_DEI\_ACT.

Over the past 12 months, please indicate whether you have participated in any of the following U-M DEI-related activities and events: *(If you have been at U-M for under 12 months, please consider the time that you have been here.*)

|  |  |  |  |
| --- | --- | --- | --- |
|  | Never | 1-2 times | 3 or more times |
| Attended a DEI-related training/workshop session | ¡ | ¡ | ¡ |
| Attended a DEI-related talk or seminar | ¡ | ¡ | ¡ |
| Listened to a DEI-related podcast | ¡ | ¡ | ¡ |
| Attended a DEI-related film series | ¡ | ¡ | ¡ |
| Attended a DEI-related meeting or retreat in my unit | ¡ | ¡ | ¡ |
| Read a book on a DEI-related topic | ¡ | ¡ | ¡ |
| Attended a DEI-related event in my unit | ¡ | ¡ | ¡ |
| Attended a DEI-related event at the U-M level | ¡ | ¡ | ¡ |
| Served on a DEI-related committee or taskforce | ¡ | ¡ | ¡ |
| Had a DEI-related conversation with a colleague/peer | ¡ | ¡ | ¡ |

PROGRESS\_DEI.

How satisfied are you with the progress that has been made **at U-M** as a result of the 5-year campuswide diversity, equity, and inclusion initiative? *(If you have been at U-M for less than 5 years, please consider progress you have seen during the time that you have been here.)*

* + - Very Dissatisfied
    - Dissatisfied
    - Neither Satisfied or Dissatisfied
    - Satisfied
    - Very Satisfied

RATE\_DEI.

Compared to the DEI climate at the start of the DEI strategic plan (2016), how would you rate the current DEI climate at U-M?

* + - Much worse now than it was before
    - Somewhat worse now than it was before
    - About the same now as it was before
    - Somewhat better now than it was before
    - Much better now than it was before

RATE\_DEI\_DK.

* Please check here if you do not believe you have been at U-M long enough to make that comparison.

COMPARE\_DEI.

How well do you think the U-M is doing in relation to DEI compared to other institutions?

* + - Among the very worst
    - Worse than most
    - About equal
    - Better than most
    - Among the very best

*{Asked of any person who selects either ““Among the very worst” or “Worse than most.}*

COMPARE\_DEI\_SCHOOLS.

Please list **up to** **3** other institutions that you feel are doing better. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

UMDIMENSIONS.

For the next several questions, select one option between each set of adjectives that best represents how you would rate **U-M** based on **your direct experiences**:

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Hostile | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ | Friendly |
| Racist | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ | Non-racist |
| Homogenous | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ | Diverse |
| Disrespectful | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ | Respectful |
| Contentious | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ | Collegial |
| Sexist | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ | Non-sexist |
| Individualistic | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ | Collaborative |
| Competitive | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ | Cooperative |
| Homophobic | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ | Non-homophobic |
| Unsupportive | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ | Supportive |
| Ageist | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ | Non-ageist |
| Unwelcoming | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ | Welcoming |
| Elitist | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ | Non-elitist |
| Transphobic | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ | Non-transphobic |

UM\_DEI\_ASPECTS.

Considering your experiences over the past 12 months **at U-M**, please indicate your level of agreement with each of the following statements: (*If you have been at U-M for under 12 months, please consider your experiences during the time that you have been here.)*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Strongly Disagree | Disagree | Neither  Agree Nor Disagree | Agree | Strongly Agree |
| I feel valued as an individual at U-M. | ¡ | ¡ | ¡ | ¡ | ¡ |
| I feel I belong at U-M. | ¡ | ¡ | ¡ | ¡ | ¡ |
| U-M has a strong commitment to diversity,  equity, and inclusion. | ¡ | ¡ | ¡ | ¡ | ¡ |
| I have considered leaving U-M because I felt  isolated or unwelcomed. | ¡ | ¡ | ¡ | ¡ | ¡ |
| I am treated with respect at U-M. | ¡ | ¡ | ¡ | ¡ | ¡ |
| I feel others don’t value my opinions at U-M. | ¡ | ¡ | ¡ | ¡ | ¡ |
| U-M is a place where I am able to perform up  to my full potential. | ¡ | ¡ | ¡ | ¡ | ¡ |
| I have opportunities at U-M for professional  success that are similar to those of my colleagues. | ¡ | ¡ | ¡ | ¡ | ¡ |
| I have found one or more communities or  groups where I feel I belong at U-M. | ¡ | ¡ | ¡ | ¡ | ¡ |
| There is too much emphasis put on issues of  diversity, equity, and inclusion here at U-M. | ¡ | ¡ | ¡ | ¡ | ¡ |
| U-M provides sufficient programs and  resources to foster the success of a diverse staff. | ¡ | ¡ | ¡ | ¡ | ¡ |
| I have to work harder than others to be valued  equally at U-M. | ¡ | ¡ | ¡ | ¡ | ¡ |
| My experience at U-M has had a positive  influence on my professional growth. | ¡ | ¡ | ¡ | ¡ | ¡ |

INTERACTION\_ALL.

During the past 12 months, how often have you interacted in a **meaningful** way with other people at U-M… *(If you have been* ***at U-M*** *for under 12 months, please consider your experiences during the time that you have been here.)*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Never | Seldom | Sometimes | Often | Very Often |
| …whose religious beliefs are different  than your own | ¡ | ¡ | ¡ | ¡ | ¡ |
| …whose political opinions are different  from your own | ¡ | ¡ | ¡ | ¡ | ¡ |
| …who are immigrants or from an  immigrant family | ¡ | ¡ | ¡ | ¡ | ¡ |
| …who are of a different nationality  than your own | ¡ | ¡ | ¡ | ¡ | ¡ |
| …who are of a different race or  ethnicity than your own | ¡ | ¡ | ¡ | ¡ | ¡ |
| …whose gender is different than your  own | ¡ | ¡ | ¡ | ¡ | ¡ |
| …whose sexual orientation is different  than your own | ¡ | ¡ | ¡ | ¡ | ¡ |
| …who are from a different social class | ¡ | ¡ | ¡ | ¡ | ¡ |
| …who have physical or other  observable disabilities | ¡ | ¡ | ¡ | ¡ | ¡ |
| …who have learning, psychological, or  other disabilities that are not readily apparent | ¡ | ¡ | ¡ | ¡ | ¡ |

DISCRIM\_UM.

In general over the past 12 months, have you felt discriminated against at U-M? *(If you have been at U-M for under 12 months, please consider the time that you have been here.)*

* + Yes
  + No

UM\_EXP\_DISCRIM.

Over the past 12 months, how often have **YOU** **experienced discriminatory events at U-M** because of your: *(If you have been at U-M for under 12 months, please consider your experiences during the time that you have been here.)*

|  |  |  |  |
| --- | --- | --- | --- |
|  | Never | 1-2 times | 3 or more times |
| Ability or disability status | ¡ | ¡ | ¡ |
| Racial or ethnic identity | ¡ | ¡ | ¡ |
| Sex | ¡ | ¡ | ¡ |
| Sexual orientation | ¡ | ¡ | ¡ |
| Gender identity or gender expression | ¡ | ¡ | ¡ |
| Veteran status | ¡ | ¡ | ¡ |
| Marital status | ¡ | ¡ | ¡ |
| National origin | ¡ | ¡ | ¡ |
| Age | ¡ | ¡ | ¡ |
| Religion | ¡ | ¡ | ¡ |
| Height or weight | ¡ | ¡ | ¡ |
| Political orientation | ¡ | ¡ | ¡ |
| Social class | ¡ | ¡ | ¡ |
| Mental health status | ¡ | ¡ | ¡ |

TREAT\_FAIR\_EQ.

How much do you agree/disagree with the following statement:  
  
**I am treated fairly and equitably on campus in general.**

* + - Strongly Disagree
    - Disagree
    - Neither Agree nor Disagree
    - Agree
    - Strongly Agree

**STAFF CLIMATE SURVEY: PART 3**

The questions in this section ask you about your current job and to rate **conditions in your primary work unit.** **Please answer questions about your work unit with your immediate work environment in mind.**

If you have multiple appointments, we would like you to rate the work unit that you consider to be your primary appointment. Normally this would be the work unit in which you spend the most time (regardless of percentage of budgeted appointment).

**If you work in two units to an equal degree, please simply choose one to rate for the remainder of this survey.**

Please click “Next” to continue.

STAFF\_DESIGNATION.

What is your current job designation?

* Exempt (paid monthly)
* Non-Exempt (paid bi-weekly)
* Bargained-For

STAFF\_SUPERVISORY.

What is your supervisory status?

* I supervise or manage other employees
* I don’t supervise others

UNIT\_SATISFACTION.

How satisfied or dissatisfied are you with the climate/environment that you have experienced **within your work unit** over the past 12 months? *(If you have been* ***in your work unit*** *for under 12 months, please consider the time that you have been there.)*

* Very Dissatisfied
* Dissatisfied
* Neither Satisfied nor Dissatisfied
* Satisfied
* Very Satisfied

In October 2016, U-M began a university-wide 5-year strategic plan for building a more diverse, equitable and inclusive campus community (DEI Strategic Plan). The DEI initiative involves all academic and administrative units. The following three questions ask about your perceptions of these efforts to date **within your work unit**.

PROGRESS\_DEI\_UNIT.

How satisfied are you with the progress that has been made **within your work unit** as a result of the 5-year campus-wide diversity, equity and inclusion initiative? *(If you have been* ***in your work unit*** *for less than 5 years, please consider the time that you have been there.)*

* Very Dissatisfied
* Dissatisfied
* Neither Satisfied nor Dissatisfied
* Satisfied
* Very Satisfied

RATE\_DEI\_UNIT.

Compared to the DEI climate at the start of the DEI strategic plan (2016), how would you rate the current DEI climate **within your work unit**? *(If you have been* ***in your work unit*** *for less than 5 years, please consider the time that you have been there.)*

* Much worse now than it was before
* Somewhat worse now than it was before
* About the same now as it was before
* Somewhat better now than it was before
* Much better now than it was before

RATE\_DEI\_UNIT\_DK.

* Please check here if you do not believe you have been **in your work unit** long enough to make that comparison.

COMPARE\_DEI\_UNIT.

How well do you think **your** **work unit** is doing in relation to DEI compared to other school/colleges on campus?

* Among the very worst
* Worse than most
* About equal
* Better than most
* Among the very best

*{Asked of any person who selects either ““Among the very worst” or “Worse than most.}*

COMPARE\_DEI\_OTHER\_UNIT.

Please list **up to** **3** other units that you feel are doing better. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

UNITDIMENSIONS.

For the next several questions, select one option between each set of adjectives that best represents how you would rate **your work unit** based on **your direct experiences**:

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Hostile | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ | Friendly |
| Racist | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ | Non-racist |
| Homogenous | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ | Diverse |
| Disrespectful | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ | Respectful |
| Contentious | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ | Collegial |
| Sexist | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ | Non-sexist |
| Individualistic | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ | Collaborative |
| Competitive | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ | Cooperative |
| Homophobic | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ | Non-homophobic |
| Unsupportive | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ | Supportive |
| Ageist | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ | Non-ageist |
| Unwelcoming | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ | Welcoming |
| Elitist | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ | Non-elitist |
| Transphobic | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ | Non-transphobic |

UNIT\_DEI\_ASPECTS.

Considering your experiences **within your work unit** over the past 12 months, please indicate your level of agreement with each of the following statements: (*If you have* ***been in your work unit*** *for under 12 months, please consider the time that you have been there.)*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Strongly Disagree | Disagree | Neither Agree nor Disagree | Agree | Strongly Agree |
| I feel valued as an individual in my **work unit**. | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ |
| I feel I belong in my **work unit**. | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ |
| My **work unit** has a strong commitment to diversity, equity, and inclusion. | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ |
| I have considered leaving my **work unit** because I felt isolated or unwelcomed. | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ |
| I am treated with respect in my **work unit**. | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ |
| I feel others don’t value my opinions in my **work unit**. | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ |
| Other University mentors/advisors | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ |
| My **work unit** is a place where I am able to perform up to my full potential. | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ |
| I have opportunities in my **work unit** for professional success that are similar to those of my colleagues. | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ |
| I have found one or more communities or groups where I feel I belong in my **work unit**. | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ |
| There is too much emphasis put on issues of diversity, equity, and inclusion in my **work unit**. | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ |
| My **work unit** provides sufficient programs and resources to support the success of a diverse staff. | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ |
| I have to work harder than others to be valued equally in my **work unit**. | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ |
| My experience in my **work unit** has had a positive influence on my professional growth. | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ |

UNIT\_ASPECTS.

Please indicate your level of agreement with the following statements:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Strongly Disagree | Disagree | Neither Agree nor Disagree | Agree | Strongly Agree |
| My ideas are seriously considered in my **work unit**. | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ |
| I have a voice in the decision-making that affects my work in my **work unit**. | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ |
| The workload is fairly and equitably distributed in my **work unit**. | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ |
| There are fair and equitable processes for determining compensation in my **work unit**. | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ |
| Support is provided fairly and equitably in my **work unit**. | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ |
| Rewards for work performance are fairly and equitably distributed in my **work unit**. | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ |

DISCRIM\_UNIT.

In general over the past 12 months, have you felt discriminated against **in your work unit**?

* + Yes
  + No

UNIT\_EXP\_DISCRIM.

Over the past 12 months, how often have **YOU** **experienced discriminatory events** in **your work unit** because of your:

|  |  |  |  |
| --- | --- | --- | --- |
|  | Never | 1-2 times | 3 or more times |
| Ability or disability status | | ¡ | ¡ | ¡ |
| Racial or ethnic identity | | ¡ | ¡ | ¡ |
| Sex | | ¡ | ¡ | ¡ |
| Sexual orientation | | ¡ | ¡ | ¡ |
| Gender identity or gender expression | | ¡ | ¡ | ¡ |
| Veteran status | | ¡ | ¡ | ¡ |
| Marital status | | ¡ | ¡ | ¡ |
| National origin | | ¡ | ¡ | ¡ |
| Age | | ¡ | ¡ | ¡ |
| Religion | | ¡ | ¡ | ¡ |
| Height or weight | | ¡ | ¡ | ¡ |
| Political orientation | | ¡ | ¡ | ¡ |
| Social class | | ¡ | ¡ | ¡ |
| Mental health status | | ¡ | ¡ | ¡ |

**STAFF CLIMATE SURVEY: PART 4**

The questions in the following section ask you to rate aspects of your overall health and wellness.

WELLBEING\_PHYSICAL.

Overall, how would you describe your **physical health?**

* Excellent
* Very Good
* Good
* Fair
* Poor

WELLBEING\_MENTAL.

Overall, how would you describe your **mental health?**

* Excellent
* Very Good
* Good
* Fair
* Poor

WELLBEING\_SLEEP.

During the past month, how would you rate your sleep quality overall?

* Excellent
* Very Good
* Good
* Fair
* Poor

WELLBEING\_LIFE.

How much do you agree with each of the following statements?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Strongly Disagree | Disagree | Neither Agree nor Disagree | Agree | Strongly Agree |
| I am satisfied with my life. | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ |
| What I do in my life is worthwhile. | ⭘ | ⭘ | ⭘ | ⭘ | ⭘ |

COVID.

In general over the past 12 months, how much have you been adversely affected by COVID-19 in the following areas?

|  |  |  |  |
| --- | --- | --- | --- |
|  | Not at all affected | Somewhat affected | Affected a great deal |
| My own physical health | | ¡ | ¡ | ¡ |
| My own mental health | | ¡ | ¡ | ¡ |
| The health of a loved one | | ¡ | ¡ | ¡ |
| My ability to maintain social relationships | | ¡ | ¡ | ¡ |
| My financial situation | | ¡ | ¡ | ¡ |
| My housing situation | | ¡ | ¡ | ¡ |
| My work or academic performance | | ¡ | ¡ | ¡ |
| My experience of discrimination related to one or more of my identities | | ¡ | ¡ | ¡ |

**Thank you for participating in this important survey!**

INCENTIVE.

As a token of appreciation for sharing your time and participating in this survey, we would like to send you $15 cash.

To send the cash, we will need you to provide us with a current mailing address where you can be reached.

*PLEASE NOTE: to ensure your confidentiality, your address information will be stored in a separate database from your previous survey responses and will not be linked.*

Please indicate if you would like to receive the cash, donate to the United Way, or if you prefer not to receive it.

* Send me the cash; I will provide my mailing address on the next screen and I understand that my address will not be linked to my survey responses.
* Donate the cash to the United Way.
* No, I prefer not to receive the cash or have it donated.

*{Asked of those who select to receive the cash incentive.}*

Please provide an address where you can be reached. We expect to mail the cash in early January 2022.

Address1: \_\_\_\_\_\_\_\_\_\_\_\_\_\_

Address2: \_\_\_\_\_\_\_\_\_\_\_\_\_\_

City: \_\_\_\_\_\_\_\_\_\_\_\_\_\_

State/Province: \_\_\_\_\_\_\_\_\_\_\_\_\_\_

Zip/Postal: \_\_\_\_\_\_\_\_\_\_\_\_\_\_

Country: \_\_\_\_\_\_\_\_\_\_\_\_\_\_

**End Page**

**Thank you for your participation in this important research – we appreciate your time and input!**

You may now close your browser.