

Staff Campus Climate Survey

Start of Block: Default Question Block

Intro Campus Climate Survey - Spring 2023

Staff/Administrators

Introduction and Informed Consent

BACKGROUND

In the context of an organization, “Climate” refers to the perception of the culture and work environment. The university community began the process of assessing the campus’ climate in 2014 via a questionnaire jointly sponsored by the Office of the President and Academic Senate. That questionnaire was followed by full-length Campus Climate Surveys, the results of which can be found [here](#). Staff and administrators, faculty, and student employees are all completing versions of this survey, which is similar to the 2016 and 2018 versions, allowing for comparison across years. Past surveys have helpfully informed changes on campus. You can assist in continuing this effort by taking the 2023 Campus Climate Survey.

CONFIDENTIALITY

Your participation in this survey is completely voluntary and confidential. Specific identifying information (name, employee ID, etc) will not be requested. Demographic questions will be deidentified and aggregated. All responses will be combined and reported as statistical summaries. All open-ended responses will be edited to remove any identifiers and will then be categorized and reported in the aggregate. The survey is being administered by our Institutional Research office and they will not be recording IP addresses from the device you use to take the survey. Questions about the data collection may be directed to Institutional Research and Strategic Analytics, at ir@csuchico.edu.

TAKING THE SURVEY

Staff and administrators, thank you very much for taking the time to answer this survey. If you also have a faculty appointment, you will receive a separate link to the Faculty survey for your responses regarding that appointment. For staff members, your supervisors have been directed to allow you time at work to complete this survey. The survey will take approximately 15 minutes to complete, depending on how much time you take to answer the four open-ended questions at the end of the survey. The survey committee asks that you answer all questions in the survey. If a question does not apply to you or you do not want to respond, please select the “Not Applicable/No Response option”. We appreciate the time you will take to honestly provide your responses to the important topics raised in this survey. Previous year’s climate surveys generated high response rates, and we encourage you to continue this effort to better

understand and improve campus morale.

FOLLOW-UP

The Employee Campus Climate Survey Committee (ECCSC) will ensure that the survey results will be made available to the campus community as provided in previous years, and the ECCSC will continue its stewardship of the data, its analyses, summary, and presentation to campus. The target for sharing the survey results is Fall 2023.

Thank you to the members of the Employee Campus Climate Survey Committee, who can answer questions about how the survey was created: Allie Allen, Tiffani Anderson, Anina Berman, Lori Fuentes (retired), Maria Giovanni, Nicholas Lytal, Vardayani Ratti (resigned), Gina Sims, Matthew Thomas, Mary Wallmark, Ann Wilson, Sheryl Woodward, Suzanne Zivnuska (resigned), and Yvette Zúñiga.

End of Block: Default Question Block

Start of Block: Section 1 – Job Satisfaction

Q5 Overall, how satisfied are you working at Chico State?

- Very Satisfied (1)
 - Somewhat Satisfied (2)
 - Neither Satisfied nor Dissatisfied (3)
 - Somewhat Dissatisfied (4)
 - Very Dissatisfied (5)
 - Not Applicable/No Response (6)
-

Q6 I am optimistic about the future of my career at Chico State.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
 - Not Applicable/No Response (6)
-

Q7 My department/unit has adequate staff.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
 - Not Applicable/No Response (6)
-

Q8 My department/unit has adequate faculty.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
 - Not Applicable/No Response (6)
-

Q9 I feel part of an effective team.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
 - Not Applicable/No Response (6)
-

Q10 My department/unit has adequate funding for operating expenses (OE), technology, and supplies.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
 - Not Applicable/No Response (6)
-

Q11 My supervisor treats me with respect.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
 - Not Applicable/No Response (6)
-

Q12 My supervisor handles conflict effectively.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
 - Not Applicable/No Response (6)
-

Q13 My supervisor is aware of and adheres to policies, procedures, and/or collective bargaining agreements.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
 - Not Applicable/No Response (6)
-

Q14 I would recommend Chico State as a place of employment.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
 - Not Applicable/No Response (6)
-

Q15 There are opportunities for career advancement and/or promotions at Chico State.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
 - Not Applicable/No Response (6)
-

Q76 The faculty and staff, as a whole, have timely access to information necessary for faculty and staff to give input into decision-making.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
 - Not Applicable/No Response (6)
-

Q77 I feel Chico State is succeeding at prioritizing equity, diversity, and inclusion issues.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
 - Not Applicable/No Response (6)
-

Q78 During my employment at Chico State, I have received fair and equitable treatment.

- Strongly Agree (1)
- Agree (2)
- Neither Agree nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- Not Applicable/No Response (6)

End of Block: Section 1 – Job Satisfaction

Start of Block: Section 2 - Campus Satisfaction

Q16 Note: Cabinet Level Leadership includes the President, Vice Presidents of each division, and the Chief of Staff.

Q17 A clear mission and vision are communicated by:

	Strong Agree (1)	Agree (2)	Neither Agree nor Disagree (3)	Disagree (4)	Strongly Disagree (5)	Not Applicable/No Response (6)
My Department/Unit (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My College or Division (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cabinet-level Leadership (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q18 I believe equity, diversity, and inclusion are valued by:

	Strong Agree (1)	Agree (2)	Neither Agree nor Disagree (3)	Disagree (4)	Strongly Disagree (5)	Not Applicable/No Response (6)
My Department/Unit (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My College or Division (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cabinet-level Leadership (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q19 I feel safe expressing my opinion without fear of consequences or retribution by:

	Strong Agree (1)	Agree (2)	Neither Agree nor Disagree (3)	Disagree (4)	Strongly Disagree (5)	Not Applicable/No Response (6)
My Department/Unit (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My College or Division (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cabinet-level Leadership (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q20 New policies and procedures are communicated in a timely manner by:

	Strong Agree (1)	Agree (2)	Neither Agree nor Disagree (3)	Disagree (4)	Strongly Disagree (5)	Not Applicable/No Response (6)
My Department/Unit (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My College or Division (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cabinet-level Leadership (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q21 Policies and procedures are followed by:

	Strong Agree (1)	Agree (2)	Neither Agree nor Disagree (3)	Disagree (4)	Strongly Disagree (5)	Not Applicable/No Response (6)
My Department/Unit (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My College or Division (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cabinet-level Leadership (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q22 In the next three years, how likely are you to leave Chico State, excluding retirement?

- Very Likely (1)
- Somewhat Likely (2)
- Neither Likely nor Unlikely (3)
- Somewhat Unlikely (4)
- Very Unlikely (5)
- Not Applicable/No Response (6)

End of Block: Section 2 - Campus Satisfaction

Start of Block: Section 3 - Teaching, Research, and Professional Development

Q24 I have been provided with growth and learning opportunities.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
 - Not Applicable/No Response (6)
-

Q25 My salary is in line with my job duties and workload.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
 - Not Applicable/No Response (6)
-

Q26 There are fair and equitable opportunities for salary increases.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
 - Not Applicable/No Response (6)
-

Q30 Chico State offers a competitive salary compared to other employment opportunities.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
 - Not Applicable/No Response (6)
-

Q31 Chico State offers a competitive benefits package compared to other employment opportunities.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
 - Not Applicable/No Response (6)
-

Q32 Staff promotions/advancements to new positions on campus receive appropriate salary increases.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
 - Not Applicable/No Response (6)
-

Q33 The In-Range Progression (IRP) and Reclassification processes are implemented equitably and fairly.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
 - Not Applicable/No Response (6)
-

Q79 My performance evaluations are conducted on a regular basis.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
 - Not Applicable/No Response (6)
-

Q80 Performance evaluations are fair and equitable.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
 - Not Applicable/No Response (6)
-

Q81 My position is properly classified and reflects my duties accurately.

- Strongly Agree (1)
- Agree (2)
- Neither Agree nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- Not Applicable/No Response (6)

End of Block: Section 3 - Teaching, Research, and Professional Development

Start of Block: Section 4 - Compensation and Benefits

Q34 My position provides options for the following (Check all that Apply):

- Remote Work (1)
 - Alternative Work Schedules (2)
 - Not Applicable/No Response (3)
-

Q82 My supervisor supports (Check all that Apply):

- Remote Work (1)
 - Alternative Work Schedules (2)
 - Not Applicable/No Response (3)
-

Q35 The distribution of flexible work options in my department/unit is fair and equitable.

- Strongly Agree (1)
- Agree (2)
- Neither Agree nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- Not Applicable/No Response (6)

End of Block: Section 4 - Compensation and Benefits

Start of Block: Section 5 – Parking and Facilities

Q38 I am satisfied with the availability of campus parking.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
 - Not Applicable/No Response (6)
-

Q39 I am satisfied with the physical maintenance of facilities.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
 - Not Applicable/No Response (6)
-

Q40 I am satisfied with the process of space allocation and use across campus.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
 - Not Applicable/No Response (6)
-

Q41 I am satisfied with my ability to access facilities across campus.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
 - Not Applicable/No Response (6)
-

Q42 I feel safe as a pedestrian on campus with bikes, skate boards, scooters, etc.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
 - Not Applicable/No Response (6)
-

Q43 I feel safe and in control as a rider on the bike path.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
 - Not Applicable/No Response (6)
-

Q44 I feel that my bike is secure when locked on campus racks.

- Strongly Agree (1)
- Agree (2)
- Neither Agree nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- Not Applicable/No Response (6)

End of Block: Section 5 – Parking and Facilities

Start of Block: Section 6 - Emotional and Physical Wellness

Q45 In general, how often does your work cause you stress?

	Very Frequently (1)	Frequently (2)	Occasionally (3)	Infrequently (4)	Very Infrequently (5)	Not Applicable/No Response (6)
While at work (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Away from work (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q46 In general, how would you rate the level of your job stress?

	Extreme (1)	High (2)	Moderate (3)	Mild (4)	Minimal (5)	Not Applicable/No Response (6)
While at work (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Away from work (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q47 I feel excluded from an informal network in my department/unit.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
 - Not Applicable/No Response (6)
-

Q48 I have to work harder than some of my colleagues to be taken seriously.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
 - Not Applicable/No Response (6)
-

Q49 The University appropriately responds to the emotional and physical needs of the campus community.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
 - Not Applicable/No Response (6)
-

Q50 I feel safe on campus.

	Strongly Agree (1)	Agree (2)	Neither Agree nor Disagree (3)	Disagree (4)	Strongly Disagree (5)	Not Applicable/No Reponse (6)
During the day (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
During the night (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
On the weekends (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q51 The following contribute to my feeling safe on campus.

	Strongly Agree (1)	Agree (2)	Neither Agree nor Disagree (3)	Disagree (4)	Strongly Disagree (5)	Not Applicable/No Reponse (6)
Campus Lighting (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Blue Light Phones (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Grounds Maintenance (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
University Police Presence (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Building Security (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Emergency/Safety Protocols (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

End of Block: Section 6 - Emotional and Physical Wellness

Start of Block: Section 7 – Inclusion

Q53 I consistently feel appreciated by my staff colleagues.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
 - Not Applicable/No Response (6)
-

Q52 I consistently feel appreciated by my faculty colleagues.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
 - Not Applicable/No Response (6)
-

Q83 I consistently feel accepted by my supervisor.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
 - Not Applicable/No Response (6)
-

Q84 I consistently feel comfortable talking with my supervisor.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
 - Not Applicable/No Response (6)
-

Q54 Which statement best describes your sense of belonging at Chico State?

- I feel like I do not belong in most situations at Chico State (1)
 - I feel like I belong rarely and with only a small group of others (2)
 - I feel like I belong most of the time (3)
 - I have a strong sense of belonging (4)
-

Q55 Which statement best describes your sense of belonging in your present work environment?

- I feel like I do not belong in most situations in my present work environment (1)
 - I feel like I belong rarely and with only a small group of others (2)
 - I feel like I belong most of the time (3)
 - I have a strong sense of belonging (4)
-

Q56 In my work environment, I have been treated in an equal manner to other employees regardless of my:

	Strongly Agree (1)	Agree (2)	Neither Agree nor Disagree (3)	Disagree (4)	Strongly Disagree (5)	Not Applicable/No Reponse (6)
Age (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Country of Birth (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Disability (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Economic Status (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Faith/Religion (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Family Responsibilities (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Political Orientation (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Race/Ethnicity (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual Orientation (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Status as a Veteran (11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (12)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q57 In my work environment, I have witnessed others being treated in an unequal manner due to their:

	Strongly Agree (1)	Agree (2)	Neither Agree nor Disagree (3)	Disagree (4)	Strongly Disagree (5)	Not Applicable/No Reponse (6)
Age (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Country of Birth (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Disability (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Economic Status (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Faith/Religion (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Family Responsibilities (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Political Orientation (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Race/Ethnicity (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual Orientation (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Status as a Veteran (11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (12)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

End of Block: Section 7 – Inclusion

Start of Block: Block 8

Q58 My team mostly operated effectively during the crises we have faced in the past five years.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
 - Not Applicable/No Response (6)
-

Q59 The University responded appropriately to the Camp Fire.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
 - Not Applicable/No Response (6)
-

Q60 The University communicated effectively during the Camp Fire.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
 - Not Applicable/No Response (6)
-

Q61 The University responded and continues to respond appropriately to COVID-19.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
 - Not Applicable/No Response (6)
-

Q62 The University communicated and continues to communicate effectively to COVID-19.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
 - Not Applicable/No Response (6)
-

Q63 While working remotely during COVID-19, I had adequate tools (internet, computer, etc.) to work effectively.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
 - Not Applicable/No Response (6)
-

Q64 The University has and continues to respond appropriately to the emotional and physical needs of the campus community during the various crises.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
 - Not Applicable/No Response (6)
-

Q65 The University has and continues to communicate effectively regarding the emotional and physical needs of the campus community during the various crises.

- Strongly Agree (1)
- Agree (2)
- Neither Agree nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- Not Applicable/No Response (6)

End of Block: Block 8

Start of Block: Section 9 - Demographics

Q66 We realize that responses to some demographic questions may be identifiable. These responses were developed to be as inclusive as possible. To ensure confidentiality, responses will be deidentified or aggregated in analysis and for reporting.

What is your current position?

- Administrator (MPP) (1)
 - Exempt Staff (2)
 - Non-exempt Staff (3)
 - Prefer Not To State (4)
-

Q85 In which division(s) are you employed (Check all that Apply):

- Academic Affairs (1)
 - Advancement (2)
 - Business and Finance (3)
 - Information Technology (4)
 - Student Affairs (5)
 - Other (6)
 - Prefer Not To State (7)
-

Q67 How many years have you worked at Chico State?

- Less than a year (1)
 - 1 to 2 years (2)
 - 3 to 5 years (3)
 - 6 to 10 years (4)
 - 11 to 20 years (5)
 - 21 years or more (6)
 - Prefer Not To State (7)
-

Q68 How long have you been in your current position at Chico State?

- Less than a year (1)
 - 1 or 2 years (2)
 - 3 to 5 years (3)
 - 6 to 10 years (4)
 - 11 to 20 years (5)
 - 21 years or more (6)
 - Prefer Not To State (7)
-

Q69 What is the highest level of education you have completed?

- High school diploma or equivalent (1)
 - Post secondary school other than college (2)
 - Associate's degree (3)
 - Bachelor's degree (4)
 - Master's degree in the Arts and Sciences (MA, MS) (5)
 - MBA (6)
 - Other professional master's degree (e.g., MPA, MSW, MSE, MSN, MAT, MPH, MFA) (7)
 - PhD (8)
 - Medical degree (MD, DO, DDS, DVM) (9)
 - Law degree (JD, LLB) (10)
 - Other doctoral degree (e.g., EdD, DDiv, ScD, DrPH, DBA, DMP) (11)
 - Joint degree (e.g., MD/PhD, MBA/JD) (12)
 - Other degree or certificate (13)
 - Prefer Not To State (14)
-

Q70 What is your gender identity? (Please check all that apply)

- Man (1)
 - Woman (2)
 - Trans Man (3)
 - Trans Woman (4)
 - Genderqueer/Gender Non-Conforming (5)
 - Non-Binary (6)
 - Not Sure (7)
 - Prefer Not To State (8)
 - Another Identity (9)
-

Q71 What is your gender expression?

- Gender Conforming (Cis) (1)
 - Gender Non-Conforming (Queer) (2)
 - Both (3)
 - Unknown (4)
 - Prefer Not To State (5)
-

Q72 What is your sexual orientation? (Please mark all that apply)

- Straight/Heterosexual (1)
 - Queer (2)
 - Gay (3)
 - Lesbian (4)
 - Bisexual (5)
 - Pansexual (6)
 - Asexual (7)
 - Not Sure (8)
 - Another Orientation (9)
 - Prefer Not To State (10)
-

Q73 What is your race/ethnicity? (Please check all that apply)

- American Indian or Alaska Native (1)
 - Asian (2)
 - Black or African American (3)
 - Hispanic or Latinx (4)
 - Native Hawaiian or Other Pacific Islander (5)
 - White (6)
 - Two or More Races/Ethnicities (7)
 - Prefer Not To State (8)
 - Other (9)
 - Tribal Affiliation (if applicable) (10)
-

Q74 What is your age?

- 18 - 24 (1)
 - 25 - 34 (2)
 - 35 - 44 (3)
 - 45 - 54 (4)
 - 55 - 64 (5)
 - 65 or older (6)
 - Prefer Not To State (7)
-

Q75 Do you have a disability that impacts your daily activity?

- Yes (1)
- No (2)
- Prefer Not To Say (3)

End of Block: Section 9 - Demographics

Start of Block: Section 10 - Open-Ended Questions

Q76 What are some of the best aspects of working at Chico State? Include comments about any areas you marked above where you were **more than satisfied**.

Q77 What are some of the challenges of working at Chico State? Include comments about any areas you marked above where you were **less than satisfied**.

Q78 If you would like to see improvements in your department/unit and/or generally at Chico State, what **remedies or strategies would you suggest**?

Q79 Do you have other **comments** you would like to share about your experience at Chico State?

End of Block: Section 10 - Open-Ended Questions
