

# Student Campus Climate Survey

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Start of Block: Default Question Block

Intro **Campus Climate Survey - Spring 2023**

**Student Employee**

**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](#). This Student Employee survey is new, but similar to the 2016 and 2018 faculty, staff, and administrator surveys. These surveys have helpfully informed changes on campus and the input of student employees is critical to 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 computer you might use to take the survey.** Questions about the data collection may be directed to Institutional Research and Strategic Analytics, at [ir@csuchico.edu](mailto:ir@csuchico.edu).

## **TAKING THE SURVEY**

As a student employee, we greatly appreciate you taking time to participate in this survey. The survey will take approximately 15 minutes to answer, 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 climate surveys generated high response rates. We encourage you to continue this effort to provide better understanding on how we may 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, and the ECCSC will continue its stewardship of the data, its analyses, summary, and presentation to our campus. The target for initial dissemination of survey results for this iteration is the fall 2023 semester. 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

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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)
- Extremely Dissatisfied (5)



Q6 How many paid jobs do you currently have at Chico State?

▼ -- Please Select -- (4) ... Three (3)

Q7 How many of your campus jobs are for personal/professional development?

- One (1)
- Two (2)
- Three (3)

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*Display This Question:*

*If How many paid jobs do you currently have at Chico State? = One*

Q8 For student employees with multiple jobs, please respond to this question, and the next question multiple times for each job (up to three jobs):

My department/unit has an adequate number of staff, for Job #1

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

Q81 My department/unit has an adequate number of staff, for Job #2

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

Q82 My department/unit has an adequate number of staff, for Job #3

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

*Display This Question:*

*If How many paid jobs do you currently have at Chico State? = One*

Q9 I feel part of an effective team for job #1.

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

Q83 I feel part of an effective team for job #2.

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

Q84 I feel part of an effective team for job #3.

- 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)
- 

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 I feel my opinions and concerns are respected by my work colleagues at Chico State.

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

Q85 I feel like a valued member of my office, department, or unit by my colleagues at Chico State.

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

Q86 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)

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*Display This Question:*

*If How many paid jobs do you currently have at Chico State? = One*

Q87 For student employees with multiple jobs, please respond to the next three questions multiple times for each job (up to three jobs):

How did you find your job at Chico State, for Job #1?

- Word of Mouth (1)
- Colleague/Peer (2)
- Professor (3)
- Career Center (4)
- Student Jobs Website (Handshake) (5)
- Student Announcements (6)
- Other (7) \_\_\_\_\_

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Q88 For student employees with multiple jobs, please respond to the next three questions multiple times for each job (up to three jobs):



How did you find your job at Chico State, for Job #2?

- Word of Mouth (1)
  - Colleague/Peer (2)
  - Professor (3)
  - Career Center (4)
  - Student Jobs Website (Handshake) (5)
  - Student Announcements (6)
  - Other (7) \_\_\_\_\_
- 

Q89 For student employees with multiple jobs, please respond to the next three questions multiple times for each job (up to three jobs):

How did you find your job at Chico State, for Job #3?

- Word of Mouth (1)
  - Colleague/Peer (2)
  - Professor (3)
  - Career Center (4)
  - Student Jobs Website (Handshake) (5)
  - Student Announcements (6)
  - Other (7) \_\_\_\_\_
- 

*Display This Question:*

*If How many paid jobs do you currently have at Chico State? = One*

Q90 How often do you feel your work negatively impacts your studies at Chico State, for Job #1?

- Daily (1)
  - Weekly (2)
  - Monthly (3)
  - Not At All (4)
  - Prefer Not To State (5)
- 

Q91 How often do you feel your work negatively impacts your studies at Chico State, for Job #2?

- Daily (1)
  - Weekly (2)
  - Monthly (3)
  - Not At All (4)
  - Prefer Not To State (5)
- 

Q92 How often do you feel your work negatively impacts your studies at Chico State, for Job #3?

- Daily (1)
- Weekly (2)
- Monthly (3)
- Not At All (4)
- Prefer Not To State (5)

---

*Display This Question:*

*If How many paid jobs do you currently have at Chico State? = One*

Q93 My work schedule is manageable, and my supervisor considers my academics, for Job #1.

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

Q94 My work schedule is manageable, and my supervisor considers my academics, for Job #2.

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

Q95 My work schedule is manageable, and my supervisor considers my academics, for Job #3.

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

Q133 I have been made aware of offices on campus that can help and/or protect me as a student employee.

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

**End of Block: Section 1 – Job Satisfaction**

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**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.

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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"/>
Cabinet-level Leadership (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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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"/>
Cabinet-level Leadership (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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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"/>
Cabinet-level Leadership (2)	<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"/>
Cabinet-level Leadership (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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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"/>
Cabinet-level Leadership (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

End of Block: Section 2 - Campus Satisfaction

Start of Block: Section 3 - Professional Development

*Display This Question:*

*If How many paid jobs do you currently have at Chico State? = One*

Q24 For student employees with multiple jobs, please respond to the next two questions multiple times for each job (up to three jobs):

I have been given growth and learning opportunities, for job #1.

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

Q96 For student employees with multiple jobs, please respond to the next two questions multiple times for each job (up to three jobs):

I have been given growth and learning opportunities, for job #2.

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

Q97 For student employees with multiple jobs, please respond to the next two questions multiple times for each job (up to three jobs):

I have been given growth and learning opportunities, for job #3.

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

*Display This Question:*

*If How many paid jobs do you currently have at Chico State? = One*

Q25 My department/unit adequately supports my attending trainings, conferences, etc., for Job #1.

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

Q98 My department/unit adequately supports my attending trainings, conferences, etc., for Job #2.

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



Q99 My department/unit adequately supports my attending trainings, conferences, etc., for Job #3.

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

Q26 My workload allows me to complete my academic coursework in a timely and efficient manner.

- 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 - Professional Development**

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**Start of Block: Section 4 - Compensation and Benefits**

*Display This Question:*

*If How many paid jobs do you currently have at Chico State? = One*

Q34 For student employees with multiple jobs, please respond to this question multiple times for each job (up to three jobs):

My pay is in line with my job duties and workload, for Job #1.

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

Q100 My pay is in line with my job duties and workload, for Job #2.

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

Q101 My pay is in line with my job duties and workload, for Job #3.

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

Q82 Chico State offers competitive pay 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)

**End of Block: Section 4 - Compensation and Benefits**

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**Start of Block: Section 5 – Parking and Facilities**

Q38 I am satisfied with parking availability around campus.

- 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)
-

Q41 I am satisfied with my ability to access campus buildings, the library, and group meeting spaces.

- 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**

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**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"/>

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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"/>

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*Display This Question:*

*If How many paid jobs do you currently have at Chico State? = One*

Q47 For student employees with multiple jobs, please respond to the next two questions multiple times for each job (up to three jobs):

I feel excluded from an informal network in my department/unit, for Job #1.

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

Q102 I feel excluded from an informal network in my department/unit, for Job #2.

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



Q103 I feel excluded from an informal network in my department/unit, for Job #3.

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

*Display This Question:*

*If How many paid jobs do you currently have at Chico State? = One*

Q48 I have to work harder than some of my colleagues to be taken seriously, for job #1.

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

Q104 I have to work harder than some of my colleagues to be taken seriously, for job #2.

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

Q105 I have to work harder than some of my colleagues to be taken seriously, for job #3.

- 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

Display This Question:

If How many paid jobs do you currently have at Chico State? = One

Q53 For student employees with multiple jobs, please respond to the next four questions multiple times for each job (up to three jobs):

I consistently feel appreciated by my staff colleagues, for job #1.

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

Q106 I consistently feel appreciated by my staff colleagues, for job #2.

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

Q107 I consistently feel appreciated by my staff colleagues, for job #3.

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

*Display This Question:*

*If How many paid jobs do you currently have at Chico State? = One*

Q52 I consistently feel appreciated by my faculty colleagues, for job #1.

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

Q108 I consistently feel appreciated by my faculty colleagues, for job #2.

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

Q109 I consistently feel appreciated by my faculty colleagues, for job #3.

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

*Display This Question:*

*If How many paid jobs do you currently have at Chico State? = One*

Q83 I consistently feel accepted by my supervisor, for job #1.

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

Q110 I consistently feel accepted by my supervisor, for job #2.

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



Q111 I consistently feel accepted by my supervisor, for job #3.

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

*Display This Question:*

*If How many paid jobs do you currently have at Chico State? = One*

Q84 I consistently feel comfortable talking with my supervisor, for job #1.

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

Q112 I consistently feel comfortable talking with my supervisor, for job #2.

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

Q113 I consistently feel comfortable talking with my supervisor, for job #3.

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

*Display This Question:*

*If How many paid jobs do you currently have at Chico State? = One*

Q114 My current job will positively affect my future job search, for Job #1.

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

Q115 My current job will positively affect my future job search, for Job #2.

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

Q116 My current job will positively affect my future job search, for Job #3.

- 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)
- 

*Display This Question:*

*If How many paid jobs do you currently have at Chico State? = One*

Q55 For student employees with multiple jobs, please respond to the next three questions multiple times for each job (up to three jobs):

Which statement best describes your sense of belonging in your present work environment, for job #1?

- 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)
- 

Q117 Which statement best describes your sense of belonging in your present work environment, for job #2?

- 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)
- 

Q118 Which statement best describes your sense of belonging in your present work environment, for job #3?

- 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)
-

Display This Question:

If How many paid jobs do you currently have at Chico State? = One

Q56 In my work environment, I have been treated in an equal manner to other employees regardless of my, for job #1:

	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"/>

Q119 In my work environment, I have been treated in an equal manner to other employees regardless of my, for job #2:

	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"/>

Q120 In my work environment, I have been treated in an equal manner to other employees regardless of my, for job #3:

	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"/>

*Display This Question:*  
*If How many paid jobs do you currently have at Chico State? = One*



Q57 In my work environment, I have witnessed others being treated in an unequal manner for job #1, 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"/>

Q121 In my work environment, I have witnessed others being treated in an unequal manner for job #2, 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"/>

Q122 In my work environment, I have witnessed others being treated in an unequal manner for job #3, 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"/>

Q123 I consistently feel comfortable requesting time off for personal or educational needs.

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

End of Block: Section 7 – Inclusion

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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 has 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 has 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)
- 

Q64 The University has and continues to *respond effectively* to the emotional and physical needs of the campus community during the various crises (respond based on your experience with any or all of the 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 appropriately* regarding the emotional and physical needs of the campus community during the various crises (respond based on your experience with any or all of the 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

*Display This Question:*

*If How many paid jobs do you currently have at Chico State? = One*

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.*

For student employees with multiple jobs, please respond to the next two questions multiple times for each job (up to three jobs):

What is your current position, for job #1?

- Instructional Student Assistant (1)
- Associated Student Employee (2)
- University Housing Employee (3)
- Graduate Assistant (4)
- Other (5) \_\_\_\_\_
- Prefer Not To State (6)

---

Q124 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, for job #2?

- Instructional Student Assistant (1)
- Associated Student Employee (2)
- University Housing Employee (3)
- Graduate Assistant (4)
- Other (5) \_\_\_\_\_
- Prefer Not To State (6)

---

Q125 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, for job #3?

- Instructional Student Assistant (1)
  - Associated Student Employee (2)
  - University Housing Employee (3)
  - Graduate Assistant (4)
  - Other (5) \_\_\_\_\_
  - Prefer Not To State (6)
-



*Display This Question:*

*If How many paid jobs do you currently have at Chico State? = One*

Q85 In which division are you employed, for job #1?

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

Q126 In which division are you employed, for job #2?

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

Q127 In which division are you employed, for job #3?

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

Q67 How long have you worked at Chico State?

- 0 to 3 months (1)
  - 6 months to 12 months (2)
  - 1 to 2 years (3)
  - 3 or more years (4)
  - Prefer Not To State (5)
- 

*Display This Question:*

*If How many paid jobs do you currently have at Chico State? = One*

Q68 For student employees with multiple jobs, please respond to this question multiple times for each job (up to three jobs):

How long have you been in your current position at Chico State, for job #1?

- 0 to 3 months (1)
  - 6 months to 12 months (2)
  - 1 to 2 years (3)
  - 3 or more years (4)
  - Prefer Not To State (5)
- 

Q128 How long have you been in your current position at Chico State, for job #2?

- 0 to 3 months (1)
  - 6 months to 12 months (2)
  - 1 to 2 years (3)
  - 3 or more years (4)
  - Prefer Not To State (5)
- 

Q129 How long have you been in your current position at Chico State, for job #3?

- 0 to 3 months (1)
- 6 months to 12 months (2)
- 1 to 2 years (3)
- 3 or more years (4)
- Prefer Not To State (5)

---

Q69 What level of degree are you currently enrolled in at Chico State?

- Bachelor's degree (1)
  - Master's degree in the Arts and Sciences (MA, MS) (2)
  - MBA (3)
  - Other professional master's degree (e.g., MPA, MSW, MSE, MSN, MAT, MPH, MFA) (4)
  - Other degree or certificate (5)
  - Prefer Not To State (6)
- 

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

- Male (1)
  - Female (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 (1)
  - Gender Non-Conforming (Queer) (2)
  - Both (3)
  - Not sure (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 or older (5)
- Prefer Not To State (6)

---

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

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

Q130 Are you a first generation college student?

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

Q131 Did you begin Chico State as a first-year student or a transfer student?

- First-Year Student (1)
  - Transfer Student (2)
  - I am not sure (3)
  - Prefer Not To State (4)
- 

Q132 What is your major?

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End of Block: Section 9 - Demographics

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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**.

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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**.

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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?

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

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End of Block: Section 10 - Open-Ended Questions

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