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Correction: Please follow the examples shown on the left hand side to help optimize the reading results.

Introduction and Informed Consent

BACKGROUND

Last May, President Zingg and the Cabinet, in conjunction with Academic Senate, administered a Campus Climate Questionnaire to the campus community. The purpose of the questionnaire was to gauge the work environment here at CSU, Chico, and to see whether a lengthier climate survey was warranted. Almost 400 employees completed the brief questionnaire, and analyses of the results suggested that a more detailed climate survey should be given.

Interim Provost Elrod constituted an *ad hoc* Campus Climate Survey Working Group, with the express purpose of creating a survey to better understand campus morale and work-life balance on our campus. The Working Group, which includes staff, faculty, and administrators, used the results of the Campus Climate Questionnaire, along with work-life surveys from a variety of other institutions' professionally developed and validated surveys, to create the CSU Chico Campus Climate Survey. The final survey was developed in a highly collaborative process by this working group. Separate surveys are being given to students to assess their experiences on campus.

CONFIDENTIALITY

Your participation in this survey is completely voluntary and confidential. No personal identifiers will be connected or stored with your responses to this survey. 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 Bill Allen, Director of Institutional Research (ballen@csuchico.edu or x6033). You may also request a paper copy of the survey to complete through the Office of Institutional Research by contacting Chris Winch at cwinch@csuchico.edu or x5624.

TAKING THE SURVEY

For staff members, your supervisors have been directed to allow you time at work to complete this survey.

The survey will take approximately 30 minutes to answer. This is a significant time commitment, but we appreciate the time you will take to honestly provide your responses to the important topics raised in this survey. The Campus Climate Questionnaire played a pivotal role by both identifying the need for a full survey, and also by providing direction for the construction of the current survey. We promised the campus community a follow up survey and it will only be useful to us in improving the climate and morale on campus if participation is high.

FOLLOW-UP

The Campus Climate Survey Working Group will ensure that the survey results will be made available to the campus community, and will continue its stewardship of the data, its analyses, summary, and presentation to campus. The target for initial dissemination of survey results is early fall 2015.

The responses to this survey, along with the responses to the Campus Climate Questionnaire, will be used to formulate actions that will be targeted at making improvements in the areas identified by the survey.

Thanks to the members of the Campus Climate Working Group (below), who can also answer questions about how the survey was created:

Sharyn Abernatha, Bill Allen, Susan Elrod, Robert Knight, Wenshu Lee, Robin McCrea, Jennifer Meadows, Paula Selvester, Ann Schulte, Matthew Thomas, Joe Wills



1. Job Satisfaction

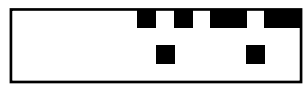
- 1.1 Overall, how satisfied are you working at CSU, Chico?
- Very satisfied Somewhat satisfied Neither dissatisfied nor satisfied
 Somewhat dissatisfied Very dissatisfied

Strongly Agree Neither Agree/Disagree Agree Strongly Disagree Disagree Not Applicable

- 1.2 I am proud to say I work at CSU, Chico.
- 1.3 My work gives me a sense of personal accomplishment.
- 1.4 I am optimistic about the future of my career at CSU, Chico.

This section asks questions about your department or unit.

- 1.5 At work I have the opportunity to do what I do best every day.
- 1.6 My department/unit has adequate staff
- 1.7 My department/unit has adequate faculty
- 1.8 Work is distributed fairly among co-workers.
- 1.9 I feel part of an effective team.
- 1.10 I enjoy working with my coworkers.
- 1.11 Do you have any other thoughts on this section?



2. Comparison across levels

Neither Agree/Disagree
 Strongly Agree Agree Disagree Strongly Disagree

- I feel recognized for my contributions.***
- 2.1 In your department/unit
- 2.2 In your College or Division
- 2.3 Campus-wide

- Leadership has communicated a clear direction.***
- 2.4 In your department/unit
- 2.5 In your College or Division
- 2.6 Campus-wide

- I have confidence in the decision-making process.***
- 2.7 In your department/unit
- 2.8 In your College or Division
- 2.9 Campus-wide

- I believe diversity is valued.***
- 2.10 In your department/unit
- 2.11 In your College or Division
- 2.12 Campus-wide
- I am given the opportunity to serve on important committees.***
- 2.13 In your department/unit
- 2.14 In your College or Division
- 2.15 Campus-wide

- I feel safe expressing my opinion without fear of consequences or retribution.***
- 2.16 In your department/unit
- 2.17 In your College or Division
- 2.18 Campus-wide

- There is opportunity for advancement at CSU, Chico.***
- 2.19 In your department/unit
- 2.20 In your College or Division
- 2.21 Campus-wide

- Administration, faculty, and staff model collegiality, respect, tolerance, and civility toward other members of the campus community and each other.***
- 2.22 In your department/unit
- 2.23 In your College or Division
- 2.24 Campus-wide

- Communications throughout the university are open and carried out in good faith and in an atmosphere of trust.***
- 2.25 In your department/unit
- 2.26 In your College or Division
- 2.27 Campus-wide



2. Comparison across levels [Continue]

Neither Agree/Disagree
 Strongly Agree Agree Disagree Strongly Disagree

New policies and procedures are communicated in a timely manner.

- 2.28 In your department/unit
- 2.29 In your College or Division
- 2.30 Campus-wide

The rationale for new policies and procedures are clearly explained

- 2.31 In your department/unit
- 2.32 In your College or Division
- 2.33 Campus-wide

Campus policies reflect fair interpretations of CSU-system policies and procedures.

- 2.34 In your department/unit
- 2.35 In your College or Division
- 2.36 In your College or Division

Policies and procedures are followed.

- 2.37 In your department/unit
- 2.38 In your College or Division
- 2.39 Campus-wide

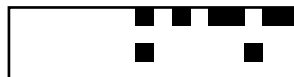
Collective Bargaining Agreements are followed.

- 2.40 In your department/unit
- 2.41 In your College or Division
- 2.42 Campus-wide

I can navigate the unwritten rules concerning how I should conduct myself in my position at CSU, Chico.

- 2.43 In your department/unit
- 2.44 In your College or Division
- 2.45 Campus-wide

2.46 Do you have any comments related to the questions in this section? If so, please make your comments here:



3. Job Growth and Development

Neither Agree/Disagree Strongly Disagree
 Strongly Agree Agree Disagree
 Not Applicable

3.1 I have been given growth and learning opportunities during the last year.

3.2 I have the tools and resources, including appropriate training, I need to do my job well.

3.3 Are there particular professional development activities or trainings you're interested in? If so, please specify:

4. Communication and Leadership

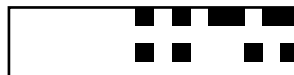
Neither Agree/Disagree Strongly Disagree
 Strongly Agree Agree Disagree
 Not Applicable

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

4.2 The president and senior administration respect faculty recommendations.

4.3 The evaluation process for senior administration takes into account meaningful input from faculty and staff.

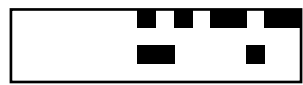
4.4 Do you have other comments or thoughts about shared governance at CSU, Chico? If so, please tell us:



5. Diversity Inclusion and Equity

Neither Agree nor Disagree
 Strongly Disagree
 Disagree
 Agree
 Strongly Agree

- 5.1 I feel CSU, Chico is committed to diversity.
- 5.2 I feel CSU, Chico is succeeding at prioritizing diversity issues.
- 5.3 I feel all people regardless of differences are valued at Chico State.
- 5.4 During my employment at Chico State, I have received fair and equal treatment. Yes No
- Are you aware of the following programs or policies?**
- 5.5 Office of Diversity and Inclusion Yes No
- 5.6 University Policy on Sexual Harassment Yes No
- 5.7 Cross Cultural Leadership Center (CCLC) Yes No
- 5.8 Gender Sexuality Equity Center (GSEC) Yes No
- 5.9 University Diversity Action Plan Yes No
- 5.10 Multicultural and Gender Studies Yes No
- 5.11 Conversations on Diversity and Inclusion Yes No
- 5.12 Do you have other comments or thoughts? If so, please tell us:



6. Workload

- 6.1 Overall, how would you rate your workload? Much too light Too light About right
 Too heavy Much too heavy

6.2 How many hours is your typical work week?

How satisfied are you with each of the following:

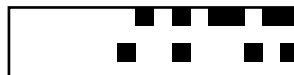
	Very Satisfied	Satisfied	Neither	Dissatisfied	Highly Dissatisfied	Not Applicable
6.3 Support for securing grants, including RESP	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6.4 Access to Teaching Assistants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6.5 Support for teaching, CELT, TLP	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6.6 Support for the teacher/scholar model	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6.7 Office space	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6.8 Lab or research space	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6.9 Classroom space and equipment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6.10 Space for meetings, conferences, and other collaborative activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6.11 Library resources	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6.12 Physical maintenance of facilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6.13 Do you have other comments or thoughts? If so, please tell us:						



6. **Workload** [Continue]

Please indicate the number of committees (formal and ad hoc) you served on or been staff to within the last year, excluding graduate culminating experience committees (Choices are Zero to 8 or More):

- | | Zero | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 or more |
|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 6.26 Unit/Department/Program committees | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 6.27 College committees | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 6.28 University committees | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 6.29 External committees, boards or service (e.g., accreditation, editor of a journal, officer of a professional association) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 6.30 Do you have other comments or thoughts? If so, please tell us: | | | | | | | | | |

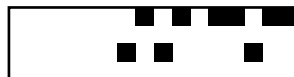


7. Salary and Benefits

- | | Strongly Agree | Agree | Neither Agree/Disagree | Disagree | Strongly Disagree | Not Applicable |
|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 7.1 My salary is in line with my job duties and workload. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 7.2 There are fair and equitable opportunities for salary increases. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 7.3 CSU, Chico offers a competitive salary compared to other employment opportunities. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 7.4 CSU, Chico offers a competitive benefits package compared to other employment opportunities. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 7.5 CSU, Chico offers excellent job security. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 7.6 Do you have other comments or thoughts? If so, please tell us: | | | | | | |

8. Collaboration

- | | Strongly Agree | Agree | Neither Agree/Disagree | Disagree | Strongly Disagree | Not Applicable |
|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 8.1 I value collaborating with others. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 8.2 There is opportunity for collaboration between faculty and staff. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 8.3 It is easy to find space to collaborate and also to foster collaborative relationships. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 8.4 There is opportunity for collaboration between junior and senior faculty. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 8.5 Do you have other comments or thoughts? If so, please tell us: | | | | | | |

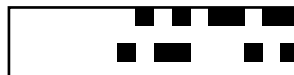


9. Physical Plant/Facilities Use

Neither Agree/Disagree Strongly Disagree
 Strongly Agree Agree Disagree Not Applicable

- 9.1 CSU Chico facilities contribute to good working conditions.
- 9.2 I am satisfied with the availability of campus parking.
- 9.3 I am able to schedule space when needed.
- 9.4 Space allocation and use is fair and consistent across campus
- 9.5 Academically-related activities are clearly defined for facilities reservations.
- 9.6 Campus facility-use charges for non-academic related activities are equitable and consistent.
- 9.7 The implementation of campus facility-use charges balances campus resource requirements with community needs.

9.8 Please use the space below to detail any space allocation or facility use issues you face:



10. Personnel Evaluation

Neither Agree/Disagree Strongly Disagree Not Applicable
 Strongly Agree Agree Disagree

10.1 The criteria for tenure and promotion are clearly communicated.

In your experience, to what extent are the following items valued in the tenure process?

Neither Agree/Disagree Not Valued Much Not Valued at All Not Applicable
 Highly Valued Valued

10.2 Teaching

10.3 Professional Development (Research/Scholarly Activity, etc.)

10.4 Service (committee work, advising, etc.)

How appropriately are these items valued in the tenure process?

Neither Agree/Disagree Very Inappropriately Not Applicable
 Very Appropriately Appropriately Inappropriately

10.5 Teaching

10.6 Professional Development (Research/Scholarly Activity, etc.)

10.7 Service (committee work, advising, etc.)

10.8 Do you have any observations to share about CSU, Chico's tenure process?



10. Personnel Evaluation [Continue]

	Strongly Agree	Neither Agree/Disagree	Agree	Disagree	Strongly Disagree	Not Applicable
10.9 Research is encouraged at CSU, Chico.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10.10 There is value in research that is connected to classroom practices.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10.11 Faculty are supported to conduct research through adequate release time.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10.12 There is sufficient funding to conduct research.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10.13 The monetary incentive returned from indirect is adequate.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10.14 The non-federal indirect rate for research is adequate to receive competitive funding.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10.15 There are sufficient opportunities for research.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

10.16 Do you have other comments or thoughts? If so, please tell us:



11. Employee Stress

Very Frequently
 Frequently
 Neither Agree/Disagree
 Infrequently
 Very Infrequently
 Not Applicable

11.1 How often does your work cause you stress?

Please indicate the extent to which each of the following aspects of WORK has been a source of stress for you over the past twelve months:

Significant Source
 Neither Agree/Disagree
 Rarely a Source of Stress
 Never a Source of Stress
 Not Applicable

- 11.2 Your salary
- 11.3 Benefits
- 11.4 Teaching responsibilities
- 11.5 Advising responsibilities
- 11.6 Scholarly productivity
- 11.7 Committee and/or administrative responsibilities
- 11.8 Review/promotion process
- 11.9 Departmental meetings and functions
- 11.10 Securing funding for research
- 11.11 Managing a group or major project (e.g., finances, personnel)
- 11.12 Departmental or campus politics
- 11.13 Bias/discrimination/unfairness
- 11.14 Uncertain or undefined job expectations
- 11.15 Lack of community at work
- 11.16 Lack of time for friends and family
- 11.17 Are there other sources of stress that we did not list above? If yes, please describe below:



11. Employee Stress [Continue]

- | | | | | | | |
|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| | Very Frequently | Frequently | Neither Agree/Disagree | Infrequently | Very Infrequently | Not Applicable |
| 11.18 How often does your home life cause you stress? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 11.19 My work has a negative impact on my home life | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 11.20 My home life has a negative impact on my work | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Please indicate your level of agreement or disagreement with the following statements:

- | | | | | | | |
|---|---|--------------------------|--------------------------|--------------------------|---|-------------------------------------|
| | Strongly Agree | Agree | Neither Agree/Disagree | Disagree | Strongly Disagree | Not Applicable |
| 11.21 I feel excluded from an informal network in my department/unit. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 11.22 I have to work harder than some of my colleagues to be taken seriously. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 11.23 I am motivated to give 100% at my job | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 11.24 I can properly prioritize competing job duties. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 11.25 I feel pressure to behave in ways contrary to my personal ethics. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 11.26 How aware are you of the complaint resolution/grievance procedures available to you at CSU, Chico? | <input type="checkbox"/> Not at all aware | | | | <input type="checkbox"/> Somewhat aware | <input type="checkbox"/> Very aware |
| 11.27 Have you used the procedures? | <input type="checkbox"/> No, have not needed them | | | | <input type="checkbox"/> No, but have considered it | <input type="checkbox"/> Yes |
| 11.28 Were they effective? | <input type="checkbox"/> Not at all | | | | <input type="checkbox"/> Somewhat | <input type="checkbox"/> Very |
| | <input type="checkbox"/> Not applicable | | | | | |
| 11.29 Currently, there is a pilot staff-only alternative dispute resolution office. Should CSU, Chico implement a confidential and effective ombudsman program that is inclusive of students, staff, faculty, and administrators? | <input type="checkbox"/> Yes | | | | <input type="checkbox"/> No | |

11.30 Do you have other comments or thoughts? If so, please tell us:



12. Staying at Chico State

- 12.1 In the next three years, how likely are you to leave CSU, Chico, excluding retirement? Very unlikely Somewhat unlikely Neither likely nor unlikely
- 12.2 If I didn't have so much time invested and/or wasn't so close to retirement, I would look for positions off-campus or at another educational institution. Somewhat likely Very likely Neither likely nor unlikely
- Very unlikely Somewhat unlikely Very likely
- Somewhat likely Very likely

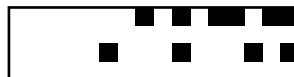
To what extent, if at all, have you considered the following as reasons to leave in the next three years?

	To some extent Not at all	No opinion	All the time Often	All the time	Not Applicable
12.3 To increase your salary	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12.4 To improve your prospects for tenure	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12.5 To enhance your career	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12.6 To find a more supportive work environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12.7 To increase your time to do research	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12.8 To pursue a nonacademic job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12.9 To seek a more balanced workload	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12.10 To reduce stress	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12.11 To reduce stress, frustration and morale magnified by current CSUC administrative "practices".	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12.12 To leave current campus climate	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12.13 To escape low morale work environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12.14 To address child-related issues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12.15 To address other family-related issues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12.16 To improve the employment situation of your spouse or partner	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12.17 To lower your cost of living	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12.18 For health reasons	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12.19 To live in a more culturally diverse community	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12.20 Current appointment ending	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12.21 Retirement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12.22 Other, please specify	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



13. Demographics

- 13.1 What is your current position?
- | | | |
|--|--|---|
| <input type="checkbox"/> Administrator (MPP) | <input type="checkbox"/> Exempt Staff | <input type="checkbox"/> Non-exempt Staff |
| <input type="checkbox"/> Assistant Professor | <input type="checkbox"/> Associate Professor | <input type="checkbox"/> Full Professor |
| <input type="checkbox"/> Lecturer | <input type="checkbox"/> Prefer not to state | |
- 13.2 In which division are you employed?
- | | | |
|---|---|--|
| <input type="checkbox"/> Academic Affairs | <input type="checkbox"/> Business and Finance | <input type="checkbox"/> Student Affairs |
| <input type="checkbox"/> Advancement | <input type="checkbox"/> Other | <input type="checkbox"/> Prefer not to state |
- 13.3 How many years have you worked at CSU, Chico?
- | | | |
|--|---|---|
| <input type="checkbox"/> Less than a year | <input type="checkbox"/> 1 to 2 years | <input type="checkbox"/> 3 to 5 years |
| <input type="checkbox"/> 6 to 10 years | <input type="checkbox"/> 11 to 20 years | <input type="checkbox"/> 21 years or more |
| <input type="checkbox"/> Prefer not to state | | |
- 13.4 How long have you been in your current position or rank at CSU, Chico?
- | | | |
|--|---|---|
| <input type="checkbox"/> Less than a year | <input type="checkbox"/> 1 to 2 years | <input type="checkbox"/> 3 to 5 years |
| <input type="checkbox"/> 6 to 10 years | <input type="checkbox"/> 11 to 20 years | <input type="checkbox"/> 21 years or more |
| <input type="checkbox"/> Prefer not to state | | |
- 13.5 What is the highest level of education you have completed?
- | | | |
|---|--|--|
| <input type="checkbox"/> High school diploma or equivalent | <input type="checkbox"/> Post-secondary school other than college | <input type="checkbox"/> Associate's degree |
| <input type="checkbox"/> Bachelor's degree | <input type="checkbox"/> Master's degree in the Arts and Sciences (MA, MS) | <input type="checkbox"/> MBA |
| <input type="checkbox"/> Other professional master's degree (e.g., MPA, MSW, MSE, MSN, MAT, MPH, MFA) | <input type="checkbox"/> PhD | <input type="checkbox"/> Medical degree (MD, DO, DDS, DVM) |
| <input type="checkbox"/> Law degree (JD, LLB) | <input type="checkbox"/> Other doctoral degree (e.g., EdD, DDiv, ScD, DrPH, DBA) | <input type="checkbox"/> Joint degree (e.g., MD/PhD, MBA/JD) |
| <input type="checkbox"/> Other degree or certificate | <input type="checkbox"/> Prefer not to state | |
- 13.6 What is your gender?
- | | | |
|--------------------------------|--|--------------------------------------|
| <input type="checkbox"/> Male | <input type="checkbox"/> Female | <input type="checkbox"/> Transgender |
| <input type="checkbox"/> Other | <input type="checkbox"/> Prefer not to state | |
- 13.7 What is your sexual orientation?
- | | | |
|---------------------------------------|--|------------------------------------|
| <input type="checkbox"/> Heterosexual | <input type="checkbox"/> Queer | <input type="checkbox"/> Gay |
| <input type="checkbox"/> Lesbian | <input type="checkbox"/> Bisexual | <input type="checkbox"/> Pansexual |
| <input type="checkbox"/> Other | <input type="checkbox"/> Prefer not to state | |
- 13.8 What is your race/ethnicity?
- | | | |
|---|--|--|
| <input type="checkbox"/> American Indian or Alaska Native | <input type="checkbox"/> Asian | <input type="checkbox"/> Black or African American |
| <input type="checkbox"/> Hispanic or Latino | <input type="checkbox"/> Native Hawaiian or Other Pacific Islander | <input type="checkbox"/> White |
| <input type="checkbox"/> Biracial | <input type="checkbox"/> Multi-racial | <input type="checkbox"/> Prefer not to state |
| <input type="checkbox"/> Other | | |
- 13.9 What is your marital/partnership status?
- | | | |
|--|--|--|
| <input type="checkbox"/> Single, never married/partnered | <input type="checkbox"/> Married or domestic partnership | <input type="checkbox"/> Widowed |
| <input type="checkbox"/> Divorced | <input type="checkbox"/> Separated | <input type="checkbox"/> Prefer not to state |
- 13.10 What is your age?
- | | | |
|--------------------------------|--------------------------------------|--|
| <input type="checkbox"/> 18-24 | <input type="checkbox"/> 25-34 | <input type="checkbox"/> 35-44 |
| <input type="checkbox"/> 45-54 | <input type="checkbox"/> 55 or older | <input type="checkbox"/> Prefer not to state |



13. **Demographics** [Continue]

13.11 How many children under 18 in your household?

13.12 Are you the sole provider in your household?

 Yes No Prefer not to state

13.13 Do you have a disability?

 Yes No Prefer not to state

14. **Summing Up**

Strongly Agree Neither Agree/Disagree Strongly Disagree Not Applicable
 Agree Disagree

14.1 I believe my answers on this survey will make a positive impact towards change at CSU, Chico.

14.2 I would recommend CSU, Chico as a place of employment to those I care about.

14.3 What are some of the best aspects of working at Chico State?

14.4 What are some of the challenges of working at Chico State?

14.5 If you would like to see improvement in the atmosphere/climate of your department/unit, or in general at CSU, Chico, what remedies or strategies would you suggest?

14.6 Do you have other comments you'd like to share about your experience at CSU, Chico?

