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

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

<table>
<thead>
<tr>
<th>Statement</th>
<th>In your department/unit</th>
<th>In your College or Division</th>
<th>Campus-wide</th>
</tr>
</thead>
<tbody>
<tr>
<td>I feel recognized for my contributions.</td>
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<tr>
<td>2.1 Leadership has communicated a clear direction.</td>
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<tr>
<td>2.2 I have confidence in the decision-making process.</td>
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<tr>
<td>2.3 I believe diversity is valued.</td>
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<td>2.4 I am given the opportunity to serve on important committees.</td>
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<td>2.5 I feel safe expressing my opinion without fear of consequences or retribution.</td>
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<td>2.6 There is opportunity for advancement at CSU, Chico.</td>
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<tr>
<td>2.7 Administration, faculty, and staff model collegiality, respect, tolerance, and civility toward other members of the campus community and each other.</td>
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<tr>
<td>2.8 Communications throughout the university are open and carried out in good faith and in an atmosphere of trust.</td>
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</tbody>
</table>
2. **Comparison across levels**  [Continue]

- **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

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

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**

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.  

Are you aware of the following programs or policies?  
5.5 Office of Diversity and Inclusion  
5.6 University Policy on Sexual Harassment  
5.7 Cross Cultural Leadership Center (CCLC)  
5.8 Gender Sexuality Equity Center (GSEC)  
5.9 University Diversity Action Plan  
5.10 Multicultural and Gender Studies  
5.11 Conversations on Diversity and Inclusion  
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?

![Workweek Hours](image)

**How satisfied are you with each of the following:**

6.3 Support for securing grants, including RESP

6.4 Access to Teaching Assistants

6.5 Support for teaching, CELT, TLP

6.6 Support for the teacher/scholar model

6.7 Office space

6.8 Lab or research space

6.9 Classroom space and equipment

6.10 Space for meetings, conferences, and other collaborative activities

6.11 Library resources

6.12 Physical maintenance of facilities

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

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_Faculty Campus Climate Survey - Spring 2015_

_Draft_
6. Workload [Continue]

Please indicate the percentage of time that you spend on various tasks each week:

6.14 Teaching - Percentage of Time Spent on Task each Week

6.15 Research/Scholarship - Percentage of Time Spent on Task each Week

6.16 Advising - Percentage of Time Spent on Task each Week

6.17 Service - Percentage of Time Spent on Task each Week

6.18 Administration - Percentage of Time Spent on Task each Week

6.19 Other work duties - Percentage of Time Spent on Task each Week

Please indicate the percentage of time that you would Prefer to Spend on various tasks each week:

6.20 Teaching - Percentage of Time Prefer to Spend on Task each Week

6.21 Research/Scholarship - Percentage of Time You Would Prefer to Spend on Tasks

6.22 Advising - Percentage of Time You Would Prefer to Spend on Tasks

6.23 Service - Percentage of Time You Would Prefer to Spend on Tasks

6.24 Administration - Percentage of Time You Would Prefer to Spend on Tasks

6.25 Other work duties - Percentage of Time You Would Prefer to Spend on Tasks
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):*

- [ ] 0
- [ ] 1
- [ ] 2
- [ ] 3
- [ ] 4
- [ ] 5
- [ ] 6
- [ ] 7
- [x] 8 or more

6.26 Unit/Department/Program committees

6.27 College committees

6.28 University committees

6.29 External committees, boards or service (e.g., accreditation, editor of a journal, officer of a professional association)

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

[Blank space for comments]
7. Salary and Benefits

7.1 My salary is in line with my job duties and workload.  
7.2 There are fair and equitable opportunities for salary increases.  
7.3 CSU, Chico offers a competitive salary compared to other employment opportunities.  
7.4 CSU, Chico offers a competitive benefits package compared to other employment opportunities.  
7.5 CSU, Chico offers excellent job security.  
7.6 Do you have other comments or thoughts? If so, please tell us:

8. Collaboration

8.1 I value collaborating with others.  
8.2 There is opportunity for collaboration between faculty and staff.  
8.3 It is easy to find space to collaborate and also to foster collaborative relationships.  
8.4 There is opportunity for collaboration between junior and senior faculty.  
8.5 Do you have other comments or thoughts? If so, please tell us:
9. **Physical Plant/Facilities Use**

<table>
<thead>
<tr>
<th></th>
<th>Neither Agree/Disagree</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Not Applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>9.1</td>
<td>CSU Chico facilities contribute to good working conditions.</td>
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<td>9.2</td>
<td>I am satisfied with the availability of campus parking.</td>
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<td>9.3</td>
<td>I am able to schedule space when needed.</td>
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<td>9.4</td>
<td>Space allocation and use is fair and consistent across campus</td>
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<td>9.5</td>
<td>Academically-related activities are clearly defined for facilities reservations.</td>
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<td>9.6</td>
<td>Campus facility-use charges for non-academic related activities are equitable and consistent.</td>
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<td>9.7</td>
<td>The implementation of campus facility-use charges balances campus resource requirements with community needs.</td>
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</tbody>
</table>

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

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04/27/2015, Page 11/18
### 10. Personnel Evaluation

10. The criteria for tenure and promotion are clearly communicated.

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

<table>
<thead>
<tr>
<th></th>
<th>Not Valued at All</th>
<th>Not Valued Much</th>
<th>Neither Agree/Disagree</th>
<th>Valued</th>
<th>Highly Valued</th>
<th>Very Appropriately</th>
<th>Appropriately</th>
<th>Inappropriately</th>
<th>Very Inappropriately</th>
<th>Not Applicable</th>
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</thead>
<tbody>
<tr>
<td>Teaching</td>
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<td>Professional Development</td>
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<td>Service (committee work</td>
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<td>Advising, etc.)</td>
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</table>

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?*

<table>
<thead>
<tr>
<th></th>
<th>Not Valued at All</th>
<th>Not Valued Much</th>
<th>Neither Agree/Disagree</th>
<th>Valued</th>
<th>Highly Valued</th>
<th>Very Appropriately</th>
<th>Appropriately</th>
<th>Inappropriately</th>
<th>Very Inappropriately</th>
<th>Not Applicable</th>
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<tbody>
<tr>
<td>Teaching</td>
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<td>Service (committee work</td>
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<td>Advising, etc.)</td>
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</tbody>
</table>

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?
### Personnel Evaluation [Continue]

<table>
<thead>
<tr>
<th>10.9</th>
<th>Research is encouraged at CSU, Chico.</th>
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<tbody>
<tr>
<td>10.10</td>
<td>There is value in research that is connected to classroom practices.</td>
</tr>
<tr>
<td>10.11</td>
<td>Faculty are supported to conduct research through adequate release time.</td>
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<tr>
<td>10.12</td>
<td>There is sufficient funding to conduct research.</td>
</tr>
<tr>
<td>10.13</td>
<td>The monetary incentive returned from indirect is adequate.</td>
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<tr>
<td>10.14</td>
<td>The non-federal indirect rate for research is adequate to receive competitive funding.</td>
</tr>
<tr>
<td>10.15</td>
<td>There are sufficient opportunities for research.</td>
</tr>
</tbody>
</table>

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

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11. **Employee Stress**

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:

<table>
<thead>
<tr>
<th>Source of Stress</th>
<th>Not Applicable</th>
<th>Never a Source of Stress</th>
<th>Rarely a Source of Stress</th>
<th>Neither Agree/Disagree</th>
<th>Significant Source</th>
<th>Very Frequently</th>
<th>Very Infrequently</th>
<th>Infrequently</th>
<th>Frequently</th>
<th>Very Frequently</th>
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</thead>
<tbody>
<tr>
<td>Your salary</td>
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<tr>
<td>Benefits</td>
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</table>
| Teaching
responsibilities |                |                          |                           |                        |                    |                 |                  |             |            |                 |
| Advising
responsibilities |                |                          |                           |                        |                    |                 |                  |             |            |                 |
| Scholarly
productivity |                |                          |                           |                        |                    |                 |                  |             |            |                 |
| Committee and/or administrative
responsibilities |                |                          |                           |                        |                    |                 |                  |             |            |                 |
| Review/promotion
process |                |                          |                           |                        |                    |                 |                  |             |            |                 |
| Departmental
meetings and functions |                |                          |                           |                        |                    |                 |                  |             |            |                 |
| Securing funding for research |                |                          |                           |                        |                    |                 |                  |             |            |                 |
| Managing a group or major project (e.
g., finances, personnel) |                |                          |                           |                        |                    |                 |                  |             |            |                 |
| Departmental or campus
politics |                |                          |                           |                        |                    |                 |                  |             |            |                 |
| Bias/discrimination/unfairness |                |                          |                           |                        |                    |                 |                  |             |            |                 |
| Uncertain or undefined job
expectations |                |                          |                           |                        |                    |                 |                  |             |            |                 |
| Lack of community at work |                |                          |                           |                        |                    |                 |                  |             |            |                 |
| 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**  

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

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Neither Agree/Disagree</th>
<th>Very Infrequently</th>
<th>Frequently</th>
<th>Very Frequently</th>
<th>Not Applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>11.18 How often does your home life cause you stress?</td>
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<tr>
<td>11.19 My work has a negative impact on my home life</td>
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<tr>
<td>11.20 My home life has a negative impact on my work</td>
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<tr>
<td>11.21 I feel excluded from an informal network in my department/unit.</td>
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<tr>
<td>11.22 I have to work harder than some of my colleagues to be taken seriously.</td>
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<td>11.23 I am motivated to give 100% at my job</td>
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<td>11.24 I can properly prioritize competing job duties.</td>
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<td>11.25 I feel pressure to behave in ways contrary to my personal ethics.</td>
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<tr>
<td>11.26 How aware are you of the complaint resolution/grievance procedures available to you at CSU, Chico?</td>
<td>Not at all aware</td>
<td>Somewhat aware</td>
<td>Very aware</td>
<td></td>
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<tr>
<td>11.27 Have you used the procedures?</td>
<td>No, have not needed them</td>
<td>No, but have considered it</td>
<td>Yes</td>
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<tr>
<td>11.28 Were they effective?</td>
<td>Not at all</td>
<td>Not applicable</td>
<td>Somewhat</td>
<td>Very</td>
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<tr>
<td>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?</td>
<td>Yes</td>
<td></td>
<td></td>
<td>No</td>
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<tr>
<td>11.30 Do you have other comments or thoughts? If so, please tell us:</td>
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</table>
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
- Somewhat likely
- Very likely

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.

- Very unlikely
- Somewhat unlikely
- Neither likely nor unlikely
- Somewhat likely
- Very likely

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

<table>
<thead>
<tr>
<th>Reason</th>
<th>Not at all</th>
<th>To some extent</th>
<th>Often</th>
<th>All the time</th>
<th>Not Applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>To increase your salary</td>
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<tr>
<td>To improve your prospects for tenure</td>
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<tr>
<td>To enhance your career</td>
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<td>To find a more supportive work environment</td>
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<td>To increase your time to do research</td>
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<td>To pursue a nonacademic job</td>
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<td>To seek a more balanced workload</td>
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<td>To reduce stress</td>
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<td>To reduce stress, frustration and morale magnified by current CSUC</td>
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<td>administrative “practices”.</td>
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<td>To leave current campus climate</td>
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<td>To escape low morale work environment</td>
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<td>To address child-related issues</td>
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<td>To address other family-related issues</td>
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<td>To improve the employment situation of your spouse or partner</td>
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<td>To lower your cost of living</td>
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<td>For health reasons</td>
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<td>To live in a more culturally diverse community</td>
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<td>Current appointment ending</td>
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<td>Retirement</td>
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<td>Other, please specify</td>
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</table>
## 13. Demographics

### 13.1 What is your current position?
- Administrator (MPP)
- Assistant Professor
- Lecturer
- Exempt Staff
- Associate Professor
- Prefer not to state
- Non-exempt Staff
- Full Professor

### 13.2 In which division are you employed?
- Academic Affairs
- Business and Finance
- Student Affairs
- Advancement
- Other
- Prefer not to state

### 13.3 How many years have you worked at CSU, Chico?
- Less than a year
- 1 to 2 years
- 3 to 5 years
- 6 to 10 years
- 11 to 20 years
- 21 years or more
- Prefer not to state

### 13.4 How long have you been in your current position or rank at CSU, Chico?
- Less than a year
- 1 to 2 years
- 3 to 5 years
- 6 to 10 years
- 11 to 20 years
- 21 years or more
- Prefer not to state

### 13.5 What is the highest level of education you have completed?
- High school diploma or equivalent
- Post-secondary school other than college
- Bachelor's degree
- Master's degree in the Arts and Sciences (MA, MS)
- Other professional master's degree (e.g., MPA, MSW, MSE, MSN, MAT, MPH, MFA)
- PhD
- Other doctoral degree (e.g., EdD, DDiv, ScD, DrPH, DBA)
- Law degree (JD, LLB)
- Joint degree (e.g., MD/PhD, MBA/JD)
- Other degree or certificate
- Prefer not to state

### 13.6 What is your gender?
- Male
- Female
- Prefer not to state
- Other
- Transgender

### 13.7 What is your sexual orientation?
- Heterosexual
- Queer
- Prefer not to state
- Lesbian
- Gay
- Bisexual
- Pansexual
- Other

### 13.8 What is your race/ethnicity?
- American Indian or Alaska Native
- Asian
- Black or African American
- Hispanic or Latino
- Native Hawaiian or Other Pacific Islander
- White
- Biracial
- Multi-racial
- Prefer not to state
- Other

### 13.9 What is your marital/partnership status?
- Single, never married/partnered
- Married or domestic partnership
- Divorced
- Separated
- Prefer not to state
- Widowed

### 13.10 What is your age?
- 18-24
- 25-34
- 35-44
- 45-54
- 55 or older
- 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**

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?