



Mark as shown:      Please use a ball-point pen or a thin felt tip. This form will be processed automatically.

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.

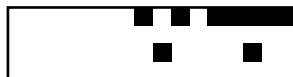
***This section asks questions about your department or unit.***

- 1.5 At work I have the opportunity to do what I do best every day.
- 1.6 My department/unit has adequate staff employees
- 1.7 My department/unit has adequate faculty employees
- 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?

***This section asks questions about your direct supervisor.***

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

- 1.12 My supervisor creates a collegial and supportive environment.
- 1.13 My supervisor acts consistently.
- 1.14 My supervisor values my work and contributions.



1. **Job Satisfaction** [Continue]

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

- 1.15 My supervisor treats me with respect.
- 1.16 Supervisors are chosen based on qualifications.
- 1.17 My supervisor makes ethical decisions.
- 1.18 My supervisor handles conflict effectively.
- 1.19 My supervisor is aware of, and adheres to, policies, procedures, and the collective bargaining agreement.

1.20 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

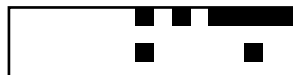
- I am given the opportunity to serve on important committees.***
- 2.13 In your department/unit
  - 2.14 In your College or Division
  - 2.15 Campus-wide

- 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      Strongly Disagree      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

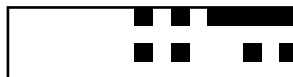
***Collective Bargaining Agreements are followed.***

- 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**

Strongly Agree    Neither Agree/Disagree    Agree    Disagree    Strongly 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:

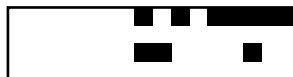
**4. Communication and Leadership**

Strongly Agree    Neither Agree/Disagree    Agree    Disagree    Strongly 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 evaluation process for senior administration takes into account meaningful input from faculty and staff.

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



5. Diversity Inclusion and Equity

Please choose one of the responses for each of the statements below:

Neither Agree/Disagree  
 Somewhat Agree  
 Strongly Agree  
 Somewhat Disagree  
 Strongly Disagree

- 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:



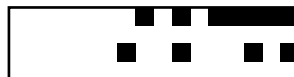




**7. Salary and Benefits**

	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 Staff promotions to new positions provide for appropriate salary increases.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7.7 The In-Range Progress (IRP) process and reclassification process are implemented equitably and fairly.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7.8 There is support available for the IRP and reclassification processes.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7.9 Hiring managers have the authority to offer fair and competitive salaries at the time of hire.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7.10 I believe the CSU, Chico administration is as concerned about fair, reasonable and equitable staff salaries as they are about fair and equitable faculty salaries.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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



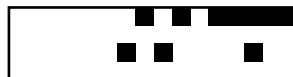
**8. Collaboration**

	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"/>

**9. Physical Plant/Facilities Use**

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

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



**10. Personnel Evaluation**

	Strongly Agree	Neither Agree/Disagree	Agree	Disagree	Strongly Disagree	Not Applicable
10.1 I know how my performance is measured.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10.2 My performance reviews are conducted on a regular basis.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10.3 Performance evaluations/reviews are fair and equitable	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10.4 Performance evaluations/reviews provide meaningful feedback	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10.5 My position is properly classified and reflects my duties accurately.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10.6 My supervisor and I work together to establish my goals for the next year.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10.7 My supervisor conducts my personnel evaluation properly.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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



**11. Employee Stress**

Very Frequently  Frequently  Neutral  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  Source of Stress  Rarely a Source of Stress  Neither  Never a Source of Stress  Not Applicable

- 11.2 Your salary
- 11.3 Benefits
- 11.4 Length of time it takes for reclass and IRP
- 11.5 Results of a reclass or IRP
- 11.6 Salary increase in connection with reclass or IRP
- 11.7 Downgrading or removing duties from your position description
- 11.8 An increase in duties or working out of class.
- 11.9 Committee and/or administrative responsibilities
- 11.10 Unit/Departmental meetings and functions
- 11.11 Managing a group or major project (e.g., finances, personnel)
- 11.12 Unit/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               | Neutral                  | Infrequently             | Very Infrequently        | Not Applicable           |
| 11.18 | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 11.19 | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 11.20 | <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           | Neither Agree/Disagree   | Agree                    | Disagree                   | Strongly Disagree        | Not Applicable           |
| 11.21 | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>   | <input type="checkbox"/> | <input type="checkbox"/> |
| 11.22 | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>   | <input type="checkbox"/> | <input type="checkbox"/> |
| 11.23 | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>   | <input type="checkbox"/> | <input type="checkbox"/> |
| 11.24 | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>   | <input type="checkbox"/> | <input type="checkbox"/> |
| 11.25 | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>   | <input type="checkbox"/> | <input type="checkbox"/> |
| 11.26 | <input type="checkbox"/> | Not at all aware         | <input type="checkbox"/> | Somewhat aware             | <input type="checkbox"/> | Very aware               |
| 11.27 | <input type="checkbox"/> | No, have not needed them | <input type="checkbox"/> | No, but have considered it | <input type="checkbox"/> | Yes                      |
| 11.28 | <input type="checkbox"/> | Not at all               | <input type="checkbox"/> | Somewhat                   | <input type="checkbox"/> | Very                     |
| 11.29 | <input type="checkbox"/> | Not applicable           | <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. Staying at Chico State** [Continue]

- 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  Not applicable
- Somewhat likely  Very likely

**To what extent, if at all, have you considered the following as reasons to leave in the next three years? (Not at all; To some extent; To a great extent; Not Applicable)**

	To some extent Not at all	No opinion	All the time Often		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 enhance your career	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12.5 To find a more supportive work environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12.6 To increase your time to do research	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12.7 To pursue a different career	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12.8 To seek a more balanced workload	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12.9 To reduce stress	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12.10 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"/>
12.11 To leave current campus climate	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12.12 To escape low morale work environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12.13 To address child-related issues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12.14 To address other family-related issues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12.15 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"/>
12.16 To lower your cost of living	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12.17 For health reasons	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12.18 To live in a more culturally diverse community	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12.19 Current appointment ending	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12.20 Retirement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12.21 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"/> No high school diploma              | <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**

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

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?

