

**2019 - 2019 STAFF CLIMATE SURVEY SUMMARY REPORT FOR
FLORIDA STATE UNIVERSITY**

Total number of responses: 228/726

Response Rate: 31.40%

Group Codes

Core

What best describes your role

	Response Percent	Response Total
Senior administrator (e.g., President, Chancellor, Vice-President, Dean)	0.9%	2
Mid-level administrator/manager (e.g., Associate Dean, Assistant Dean, Director)	25.9%	58
Staff (e.g., Administrative Assistant, Analyst, Skilled Craft Worker)	65.6%	147
Other (e.g., Postdoctoral Researcher, Affiliate, Courtesy Staff)	7.6%	17

Are you a

	Response Percent	Response Total
Full-time, permanent employee	86.3%	196
Full-time, temporary/contract employee	6.6%	15
Part-time, permanent employee	1.8%	4
Part-time, temporary/contract employee	5.3%	12

Which of the following best describes YOUR UNIT on campus

	Response Percent	Response Total
Academic Advising	0.9%	2
Academic Department/School	0.9%	2
Library Services	0.0%	0
Research Institute or Support/Oversight (e.g., Institutional Review Board, Office of Contracts and Grants)	0.5%	1
Other Academic Affairs	2.3%	5
Campus Safety/Police/Emergency Management	0.0%	0
Capital Planning	0.5%	1
Dining Services	0.0%	0
Facilities -- Custodial Services	0.0%	0
Facilities -- Maintenance	2.7%	6
Finance and Treasury (incl. Accounting)	0.5%	1
Human Resources (including academic personnel)	0.0%	0
Information Technology Services	0.5%	1
Institutional Research/Assessment/Planning	0.0%	0
Legal Affairs	0.0%	0
Medical Center/Hospital	6.3%	14
Transportation and Parking	0.0%	0
Other Business/Administrative Services	2.7%	6
Alumni Affairs	0.0%	0
Communications	0.5%	1
Community Engagement/Partnerships	0.5%	1
Public Relations	0.0%	0
University Advancement/Development/Planned Giving	0.0%	0
Other External Affairs	0.0%	0
Admissions/Enrollment Management/Registrar	0.0%	0

Athletics (Varsity/Club)	0.0%	0
Financial Aid	0.0%	0
Housing/Residential Life	8.6%	19
Student Affairs (e.g., Dean of Students, Student Government, Judicial Affairs, Orientation, Campus Activities, College Union, Student Recreation, Career Services, Student Health Services, International Student Services)	63.5%	141
Other Student Life/Services	2.7%	6
Diversity, Equity, and Inclusion	1.4%	3
Office of the Chancellor/President	0.0%	0
Office of the Provost/Vice President	0.9%	2
Other Leadership and Diversity	1.8%	4
Other, please specify	2.7%	6

How many direct reports do you have (excluding student employees)?

	Response Percent	Response Total
I do not directly supervise employees	54.9%	123
1 to 2	14.3%	32
3 to 5	17.4%	39
6 to 10	8.9%	20
11 or more	4.5%	10

How many years have you been employed

	Less than one year	1-4 years	5-10 years	11-15 years	16-20 years	More than 20 years
At this institution	17.1% (38)	41.9% (93)	19.8% (44)	8.6% (19)	7.2% (16)	5.4% (12)
In your current position	24.9% (53)	49.8% (106)	15.5% (33)	4.7% (10)	1.9% (4)	3.3% (7)

Do you identify as transgender?

	Response Percent	Response Total
Yes	0.0%	0
No	100.0%	220

What is your current gender identity?

	Response Percent	Response Total
Man / Trans Man	29.0%	63
Woman / Trans Woman	67.3%	146
Genderqueer/Gender non-conforming	0.9%	2
Identity not listed above (please state):	2.8%	6

In what year were you born?

	Response Percent	Response Total
2016	0.0%	0
2015	0.0%	0
2014	0.5%	1

2013	0.0%	0
2012	0.0%	0
2011	0.0%	0
2010	0.0%	0
2009	0.0%	0
2008	0.0%	0
2007	0.0%	0
2006	0.0%	0
2005	0.0%	0
2004	0.0%	0
2003	0.0%	0
2002	0.0%	0
2001	0.0%	0
2000	0.0%	0
1999	0.0%	0
1998	0.0%	0
1997	0.0%	0
1996	1.0%	2
1995	7.3%	15
1994	2.9%	6
1993	8.7%	18
1992	2.9%	6
1991	6.8%	14
1990	4.9%	10
1989	1.0%	2
1988	2.4%	5
1987	2.9%	6
1986	3.9%	8
1985	4.9%	10
1984	3.4%	7
1983	3.4%	7
1982	2.9%	6
1981	2.4%	5
1980	1.0%	2
1979	1.9%	4
1978	2.4%	5
1977	3.4%	7
1976	2.9%	6
1975	1.9%	4
1974	0.5%	1
1973	1.0%	2
1972	1.5%	3
1971	1.5%	3
1970	1.9%	4

1969	1.0%	2
1968	3.4%	7
1967	1.5%	3
1966	0.0%	0
1965	1.5%	3
1964	0.5%	1
1963	1.5%	3
1962	0.5%	1
1961	0.0%	0
1960	0.0%	0
1959	1.0%	2
1958	1.9%	4
1957	1.5%	3
1956	1.0%	2
1955	1.0%	2
1954	0.5%	1
1953	0.0%	0
1952	0.5%	1
1951	0.0%	0
1950	0.0%	0
1949	0.5%	1
1948	0.0%	0
1947	0.0%	0
1946	0.0%	0
1945	0.5%	1
1944	0.0%	0
1943	0.0%	0
1942	0.0%	0
1941	0.0%	0
1940	0.0%	0
1939	0.0%	0
1938	0.0%	0
1937	0.0%	0
1936	0.0%	0
1935	0.0%	0
1934	0.0%	0
1933	0.0%	0
1932	0.0%	0
1931	0.0%	0
1930	0.0%	0
1929	0.0%	0
1928	0.0%	0
1927	0.0%	0
1926	0.0%	0

1925	0.0%	0
1924	0.0%	0
1923	0.0%	0
1922	0.0%	0
1921	0.0%	0
1920	0.0%	0
1919	0.0%	0
1918	0.0%	0
1917	0.0%	0
1916	0.0%	0

How do you self-identify?

	Response Percent	Response Total
Heterosexual/Straight	83.9%	182
Gay	5.1%	11
Lesbian	0.5%	1
Bisexual	4.1%	9
Queer	3.7%	8
Pansexual	1.8%	4
Asexual	0.0%	0
Not listed above	0.9%	2

How do you self-identify? (Select all that apply)

	Response Percent	Response Total
American Indian or Alaska Native or Alaska Native	Multiple Answers Entered	5
Asian East Asian (e.g., Chinese, Japanese, Korean, Taiwanese)	Multiple Answers Entered	1
 Filipina/o/x	Multiple Answers Entered	1
 Southeast Asian (e.g., Cambodian, Vietnamese, Hmong)	Multiple Answers Entered	1
 South Asian (e.g., Indian, Pakistani, Nepalese, Sri Lankan)	Multiple Answers Entered	1
 Other Asian	Multiple Answers Entered	0
Black African American/Black	Multiple Answers Entered	39
 African	Multiple Answers Entered	0
 Caribbean	Multiple Answers Entered	3
 Other Black	Multiple Answers Entered	1
Native Hawaiian or Other Pacific Islander Hawaiian or Other Pacific Islander	Multiple Answers Entered	0
Hispanic or Latina/o/x Mexican American/Chicana/o/x	Multiple Answers Entered	3
 Puerto Rican	Multiple Answers Entered	5
 Central American	Multiple Answers Entered	4
 South American	Multiple Answers Entered	5
 Other Hispanic or Latina/o/x	Multiple Answers Entered	4

Middle Eastern	Multiple Answers Entered	0
White	Multiple Answers Entered	146
Other White	Multiple Answers Entered	14
Other	Multiple Answers Entered	1

Please rate your satisfaction with your institution in each area

	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied	Can't Rate
Overall sense of community among students, staff, and faculty	17.3% (37)	55.1% (118)	16.4% (35)	7.5% (16)	2.8% (6)	0.9% (2)
Racial and ethnic diversity of the faculty	12.7% (27)	21.1% (45)	22.1% (47)	22.5% (48)	8.5% (18)	13.1% (28)
Racial and ethnic diversity of the staff	15.4% (33)	29.9% (64)	22.9% (49)	23.4% (50)	7.5% (16)	0.9% (2)
Racial and ethnic diversity of the student body	16.9% (36)	35.2% (75)	27.7% (59)	14.1% (30)	4.2% (9)	1.9% (4)
Commitment to hiring women and minorities	14.9% (32)	36.3% (78)	22.8% (49)	14.9% (32)	6.0% (13)	5.1% (11)
Atmosphere for:Sexual orientation differences	20.9% (44)	46.4% (98)	18.0% (38)	6.6% (14)	2.4% (5)	5.7% (12)
Atmosphere for:Political differences	14.0% (30)	36.9% (79)	29.9% (64)	10.7% (23)	5.6% (12)	2.8% (6)
Atmosphere for:Religious differences	15.9% (34)	38.8% (83)	25.7% (55)	11.2% (24)	3.3% (7)	5.1% (11)
Atmosphere for:Gender differences	18.3% (39)	41.8% (89)	22.1% (47)	10.8% (23)	3.3% (7)	3.8% (8)
Atmosphere for:Individuals with disabilities	16.4% (35)	36.0% (77)	20.1% (43)	15.9% (34)	6.5% (14)	5.1% (11)
Timeliness of Administrative responses to:Campus emergencies	28.3% (60)	51.4% (109)	7.1% (15)	4.7% (10)	2.4% (5)	6.1% (13)
Timeliness of Administrative responses to:Sexual assault	14.7% (31)	33.6% (71)	14.2% (30)	11.4% (24)	4.7% (10)	21.3% (45)
Timeliness of Administrative responses to:Discrimination/bias	13.7% (29)	27.4% (58)	18.9% (40)	14.2% (30)	6.6% (14)	19.3% (41)
Outcome of Administrative responses to: Campus emergencies	23.5% (50)	45.1% (96)	14.6% (31)	5.2% (11)	1.4% (3)	10.3% (22)
Outcome of Administrative responses to: Sexual assault	14.0% (30)	25.7% (55)	23.4% (50)	13.6% (29)	3.7% (8)	19.6% (42)
Outcome of Administrative responses to: Discrimination/bias	12.3% (26)	24.2% (51)	22.3% (47)	13.3% (28)	7.6% (16)	20.4% (43)

Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following

	Strongly Agree	Agree	Disagree	Strongly Disagree	Can't Rate/Don't Know
Faculty respect staff	6.1% (13)	42.7% (91)	23.5% (50)	6.1% (13)	21.6% (46)
Staff concerns are considered when making policy	8.8% (19)	36.3% (78)	29.8% (64)	11.6% (25)	13.5% (29)
Staff respect each other	19.6% (42)	61.2% (131)	13.1% (28)	3.7% (8)	2.3% (5)
Staff respect the faculty	15.1% (32)	67.9% (144)	4.2% (9)	0.5% (1)	12.3% (26)
Students respect staff	15.0% (32)	73.7% (157)	7.0% (15)	1.4% (3)	2.8% (6)
Staff respect students	24.3% (52)	65.9% (141)	6.1% (13)	0.5% (1)	3.3% (7)

Please indicate the extent to which you agree or disagree with the following statements. This institution

Strongly Agree	Agree	Disagree	Strongly Disagree	Can't Rate/Don't Know
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Encourages staff to have a public voice and share their ideas openly	8.2% (17)	44.7% (93)	27.9% (58)	13.9% (29)	5.3% (11)
Encourages students to have a public voice and share their ideas openly	27.1% (57)	60.0% (126)	6.7% (14)	2.4% (5)	3.8% (8)
Has campus administrators who regularly speak about the value of diversity	19.7% (41)	52.4% (109)	13.9% (29)	8.2% (17)	5.8% (12)
Promotes the appreciation of cultural differences	23.0% (48)	52.2% (109)	16.7% (35)	4.3% (9)	3.8% (8)
Provides the campus community with opportunities to share feelings about issues of concern	16.3% (34)	50.7% (106)	21.1% (44)	7.7% (16)	4.3% (9)
Rewards staff for their participation in diversity efforts	10.0% (21)	27.6% (58)	31.4% (66)	12.4% (26)	18.6% (39)
Has effective hiring practices and policies that increase staff diversity	10.0% (21)	35.2% (74)	23.8% (50)	11.4% (24)	19.5% (41)
Has a lot of racial tension	6.7% (14)	23.9% (50)	42.6% (89)	16.3% (34)	10.5% (22)
Takes responsibility for educating underprepared students	17.3% (36)	49.0% (102)	13.9% (29)	1.4% (3)	18.3% (38)
Effectively communicates information about employee compensation and benefits	13.8% (29)	51.0% (107)	23.3% (49)	7.1% (15)	4.8% (10)

Please indicate the extent to which you agree or disagree with the following statements.

	Strongly Agree	Agree	Disagree	Strongly Disagree
I feel unsafe on this campus	2.9% (6)	3.8% (8)	61.1% (127)	32.2% (67)
I feel my contributions are valued by my department	18.8% (39)	54.8% (114)	17.3% (36)	9.1% (19)
I achieve a healthy balance between my personal life and my professional life	17.9% (37)	51.2% (106)	19.8% (41)	11.1% (23)
I feel a sense of belonging to this campus	19.7% (41)	57.7% (120)	15.4% (32)	7.2% (15)

How often in the past year at this institution have you

	Very Often	Often	Sometimes	Seldom	Never
Challenged others on issues of discrimination	4.8% (10)	10.1% (21)	33.2% (69)	22.1% (46)	29.8% (62)
Educated yourself about individuals who are different from you	26.7% (55)	43.7% (90)	22.8% (47)	2.4% (5)	4.4% (9)
Participated in a coalition of different groups to address social justice issues	7.8% (16)	11.7% (24)	28.2% (58)	27.2% (56)	25.2% (52)
Attended programs focused on diversity (e.g., presentations, performances, art exhibits, debates)	14.9% (31)	26.4% (55)	37.0% (77)	13.0% (27)	8.7% (18)

Please indicate how often at this institution you have

	Very Often	Often	Sometimes	Seldom	Never	Not Applicable/ No Experience
Assisted a student with a problem about discrimination	3.4% (7)	16.1% (33)	26.3% (54)	21.5% (44)	15.1% (31)	17.6% (36)
Witnessed discrimination	2.9% (6)	10.7% (22)	24.9% (51)	24.4% (50)	24.9% (51)	12.2% (25)
Reported an incident of discrimination to a campus authority	1.5% (3)	3.0% (6)	11.8% (24)	14.8% (30)	52.2% (106)	16.7% (34)
Been sexually harassed	0.0% (0)	0.0% (0)	3.9% (8)	10.7% (22)	69.3% (142)	16.1% (33)
Reported an incident of sexual harassment to a campus	1.0% (2)	2.4% (5)	8.8% (18)	14.6% (30)	56.6%	16.6% (34)

authority					(116)	
Heard insensitive or disparaging remarks about race/ethnicity from:Faculty	1.0% (2)	1.0% (2)	11.8% (24)	16.7% (34)	47.1% (96)	22.5% (46)
Heard insensitive or disparaging remarks about race/ethnicity from:Staff	1.5% (3)	6.4% (13)	21.1% (43)	24.5% (50)	38.7% (79)	7.8% (16)
Heard insensitive or disparaging remarks about race/ethnicity from:Students	0.5% (1)	7.8% (16)	29.4% (60)	25.0% (51)	29.4% (60)	7.8% (16)
Heard insensitive or disparaging remarks about race/ethnicity from:Senior Administrators	0.5% (1)	2.4% (5)	8.8% (18)	18.5% (38)	55.1% (113)	14.6% (30)

At this institution, how often have you been discriminated against or excluded from activities because of your

	Very Often	Often	Sometimes	Seldom	Never
Ability/disability status	2.4% (5)	2.4% (5)	4.9% (10)	2.0% (4)	88.3% (181)
Age	1.5% (3)	3.9% (8)	10.8% (22)	13.2% (27)	70.6% (144)
Citizenship status	0.0% (0)	0.0% (0)	0.5% (1)	1.0% (2)	98.5% (201)
Gender/Gender identity	1.0% (2)	2.0% (4)	9.9% (20)	9.9% (20)	77.3% (157)
Job classification (e.g., Title, Position)	3.9% (8)	8.8% (18)	17.1% (35)	14.6% (30)	55.6% (114)
Level of education	2.0% (4)	2.0% (4)	8.9% (18)	13.8% (28)	73.4% (149)
Political beliefs	0.5% (1)	1.0% (2)	4.9% (10)	5.4% (11)	88.3% (181)
Race/ethnicity	2.5% (5)	2.9% (6)	7.8% (16)	7.4% (15)	79.4% (162)
Religious/spiritual beliefs	1.0% (2)	2.0% (4)	5.9% (12)	8.3% (17)	82.8% (169)
Sexual orientation	1.0% (2)	1.0% (2)	2.4% (5)	3.4% (7)	92.2% (189)
Socioeconomic status	0.0% (0)	1.5% (3)	4.9% (10)	6.9% (14)	86.8% (177)
Parent/guardian status	1.0% (2)	0.5% (1)	4.9% (10)	5.4% (11)	88.3% (181)

How satisfied are you with the following aspects of your job?

	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied	Not Applicable/ No Experience
Autonomy and independence	29.8% (61)	42.0% (86)	11.7% (24)	8.8% (18)	7.8% (16)	0.0% (0)
Collegiality among staff	25.6% (52)	39.9% (81)	14.3% (29)	14.8% (30)	4.9% (10)	0.5% (1)
Competence of colleagues	25.4% (52)	42.4% (87)	21.5% (44)	7.8% (16)	2.9% (6)	0.0% (0)
Departmental support for work-life balance	28.4% (58)	36.8% (75)	16.7% (34)	8.8% (18)	8.8% (18)	0.5% (1)
Flexibility in relation to family matters or emergencies	43.2% (89)	40.3% (83)	7.3% (15)	4.4% (9)	2.9% (6)	1.9% (4)
Institutional support for work-life balance	18.0% (37)	35.1% (72)	21.5% (44)	13.7% (28)	10.2% (21)	1.5% (3)
Job security	27.3% (56)	47.3% (97)	16.6% (34)	4.4% (9)	4.4% (9)	0.0% (0)
Overall job satisfaction	22.0% (45)	47.8% (98)	13.7% (28)	9.8% (20)	6.8% (14)	0.0% (0)
Professional relationships with colleagues	25.9% (53)	48.8% (100)	13.7% (28)	8.3% (17)	3.4% (7)	0.0% (0)
Prospects for career advancement	13.2% (27)	30.2% (62)	22.4% (46)	18.5% (38)	12.7% (26)	2.9% (6)
Quality of students	37.1% (76)	50.7% (104)	7.8% (16)	2.4% (5)	0.5% (1)	1.5% (3)
Relationship with my supervisor	39.5% (81)	32.2% (66)	8.8% (18)	11.7% (24)	7.3% (15)	0.5% (1)
Relative equity of salary and job benefits	16.1% (33)	28.3% (58)	16.6% (34)	23.9% (49)	13.7% (28)	1.5% (3)

Support for career advancement	19.4% (40)	33.5% (69)	20.4% (42)	17.0% (35)	8.3% (17)	1.5% (3)
Tolerance of different staff opinions and beliefs	16.2% (33)	45.1% (92)	17.6% (36)	13.7% (28)	6.9% (14)	0.5% (1)
Workspace	28.3% (58)	40.0% (82)	12.2% (25)	11.2% (23)	8.3% (17)	0.0% (0)

Please rate your satisfaction with

	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied	Not Eligible
Quality of health benefits	46.3% (95)	40.5% (83)	4.4% (9)	1.0% (2)	0.5% (1)	7.3% (15)
Cost of health benefits	39.0% (80)	40.0% (82)	8.8% (18)	3.9% (8)	1.0% (2)	7.3% (15)
Retirement benefits	25.9% (52)	47.3% (95)	12.4% (25)	4.0% (8)	2.0% (4)	8.5% (17)
Salary	9.8% (20)	29.8% (61)	20.0% (41)	25.4% (52)	10.7% (22)	4.4% (9)
Extended leave policies (e.g., paternity/maternity leave, caring for a family member, medical leave)	17.6% (36)	40.5% (83)	17.6% (36)	7.8% (16)	5.4% (11)	11.2% (23)
Amount of paid time off: Vacation time	34.6% (71)	45.4% (93)	6.8% (14)	5.4% (11)	0.5% (1)	7.3% (15)
Amount of paid time off: Sick leave	33.3% (68)	47.1% (96)	7.4% (15)	4.9% (10)	0.5% (1)	6.9% (14)

To what extent is each of the following currently a priority at this institution?

	Highest Priority	High Priority	Medium Priority	Low Priority	Not a Priority	Can't Rate/Don't Know
Increase or maintain institutional prestige	62.7% (128)	29.9% (61)	2.9% (6)	1.5% (3)	0.5% (1)	2.5% (5)
Create and sustain partnerships with surrounding communities	6.4% (13)	27.0% (55)	38.7% (79)	19.6% (40)	3.9% (8)	4.4% (9)
Enhance diversity on campus	11.8% (24)	32.8% (67)	35.8% (73)	14.7% (30)	1.5% (3)	3.4% (7)
Investment in the professional development of staff	7.8% (16)	20.1% (41)	40.2% (82)	22.1% (45)	8.8% (18)	1.0% (2)
Consider staff views in institutional decision-making	6.5% (13)	13.0% (26)	28.0% (56)	32.0% (64)	16.0% (32)	4.5% (9)
Improve or maintain the physical appearance of campus (e.g., landscaping, cleanliness)	18.1% (37)	48.5% (99)	24.5% (50)	4.9% (10)	0.5% (1)	3.4% (7)
Build or modernize campus facilities (e.g., new buildings or remodeling)	19.2% (39)	49.8% (101)	20.7% (42)	5.4% (11)	2.0% (4)	3.0% (6)

Indicate the extent to which you agree or disagree with each of the following. My supervisor

	Strongly Agree	Agree	Disagree	Strongly Disagree
Supports my professional development	47.3% (96)	41.4% (84)	6.4% (13)	4.9% (10)
Sets unrealistic expectations for my job	9.8% (20)	14.7% (30)	52.0% (106)	23.5% (48)
Demonstrates a commitment to diversity and inclusion	41.7% (85)	42.6% (87)	10.8% (22)	4.9% (10)
Provides me with feedback that assists me in performing my job responsibilities	32.4% (66)	42.2% (86)	17.6% (36)	7.8% (16)
Advocates for me	38.7% (79)	38.2% (78)	13.7% (28)	9.3% (19)
Lacks the skills or knowledge to support me in my job	8.8% (18)	12.7% (26)	36.3% (74)	42.2% (86)

During the past year, have you participated in any of the following opportunities provided by this institution

	Yes	No	Not Eligible	Not Available
Diversity-related trainings or workshops	66.7% (136)	28.9% (59)	0.5% (1)	3.9% (8)
Optional technical skill development	36.6% (74)	52.0% (105)	0.5% (1)	10.9% (22)
Leadership development	52.0% (106)	36.8% (75)	2.5% (5)	8.8% (18)
Enhancement of interpersonal skills	43.1% (87)	44.6% (90)	2.5% (5)	9.9% (20)
Job benefits training	26.6% (54)	64.0% (130)	3.4% (7)	5.9% (12)
Public safety/security training	58.6% (119)	35.0% (71)	1.0% (2)	5.4% (11)
Health and wellness programs	46.3% (94)	47.3% (96)	1.0% (2)	5.4% (11)
Mentorship	23.5% (48)	63.7% (130)	2.0% (4)	10.8% (22)
Networking events	54.2% (110)	40.4% (82)	1.5% (3)	3.9% (8)
Policy and procedure training	57.5% (115)	35.0% (70)	0.5% (1)	7.0% (14)

Are you a member of a union?

	Response Percent	Response Total
Yes	6.4%	13
No	93.6%	191

Please indicate the extent to which each of the following had been a source of stress for you during the past year (Mark one for each item)

	Extensive	Somewhat	Not at All	Not Applicable
Managing household responsibilities	19.6% (40)	49.0% (100)	30.4% (62)	1.0% (2)
Child care	7.9% (16)	15.8% (32)	21.7% (44)	54.7% (111)
My physical health	14.7% (30)	57.4% (117)	25.0% (51)	2.9% (6)
My emotional well-being	31.0% (63)	43.3% (88)	23.6% (48)	2.0% (4)
Review/promotion process	12.9% (26)	30.2% (61)	46.5% (94)	10.4% (21)
Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia)	3.9% (8)	22.7% (46)	61.6% (125)	11.8% (24)
Meetings	10.3% (21)	41.7% (85)	46.6% (95)	1.5% (3)
Institutional procedures and "red tape"	22.1% (45)	47.5% (97)	28.4% (58)	2.0% (4)
Lack of personal time	17.6% (36)	43.1% (88)	37.7% (77)	1.5% (3)
Job security	7.8% (16)	21.6% (44)	67.6% (138)	2.9% (6)
Self-imposed high expectations	26.0% (53)	48.0% (98)	25.0% (51)	1.0% (2)
Increasing work responsibilities	31.4% (64)	37.7% (77)	29.4% (60)	1.5% (3)
Budget cuts in my department/unit	9.4% (19)	19.2% (39)	61.1% (124)	10.3% (21)
Physical demands of the job	3.4% (7)	13.2% (27)	76.0% (155)	7.4% (15)
Relationship with supervisor	17.2% (35)	24.0% (49)	58.3% (119)	0.5% (1)
Relationship with co-workers	8.3% (17)	38.2% (78)	52.5% (107)	1.0% (2)
Physical work environment	8.4% (17)	18.2% (37)	71.4% (145)	2.0% (4)
Workplace safety	2.0% (4)	7.4% (15)	87.7% (178)	3.0% (6)
Students	6.0% (12)	37.8% (76)	55.2% (111)	1.0% (2)
Parking	26.0% (53)	36.8% (75)	35.3% (72)	2.0% (4)
Commuting	8.3% (17)	19.1% (39)	68.6% (140)	3.9% (8)
Disconnect between my personal political beliefs and the dominant views on campus	4.4% (9)	12.3% (25)	80.4% (164)	2.9% (6)
Planning for retirement	1.5% (3)	26.2% (53)	63.9% (129)	8.4% (17)

How frequently does your job/position require you to interact with students?

	Response Percent	Response Total
Very Often	72.1%	147
Often	11.3%	23
Sometimes	9.3%	19
Seldom	5.9%	12
Never	1.5%	3

How frequently do you voluntarily interact with students?

	Response Percent	Response Total
Very Often	51.7%	105
Often	26.6%	54
Sometimes	16.7%	34
Seldom	3.4%	7
Never	1.5%	3

Within the next year, how likely are you to leave

	Very Likely	Likely	Unlikely	Very Unlikely
Your current position	21.8% (44)	17.3% (35)	29.2% (59)	31.7% (64)
This institution	15.8% (32)	12.9% (26)	32.2% (65)	39.1% (79)

What is the highest level of education you have completed?

	Response Percent	Response Total
Junior high/middle school or less	0.0%	0
Some high school	0.0%	0
High school graduate/GED	2.5%	5
Some college	3.0%	6
Technical certificate	1.5%	3
Associate's degree	5.0%	10
Bachelor's (B.A., B.S., etc.)	20.8%	42
Master's (M.A., M.S., M.F.A., M.B.A.)	55.0%	111
J.D.	1.0%	2
M.D., D.D.S., D.V.M., etc. (Medical)	0.5%	1
Ph.D.	7.4%	15
Professional Doctorate (Ed.D., Psy.D., etc.)	3.5%	7

With which language do you feel most comfortable?

	Response Percent	Response Total
English	96.6%	196
Other language (please specify other language)	0.0%	0
Equally comfortable with English and Other Language (please specify other language)	3.4%	7

Do you have any of the following?

	Yes	No
Attention deficit/hyperactivity disorder (ADHD)	10.1% (20)	89.9% (178)
Chronic illness (e.g., cancer, diabetes, autoimmune disorders)	14.8% (29)	85.2% (167)
Autism spectrum disorder	0.5% (1)	99.5% (195)
Learning disability (e.g., dyslexia)	5.1% (10)	94.9% (187)
Physical disability (e.g., speech, sight, mobility, hearing)	9.1% (18)	90.9% (179)
Psychological disorder (e.g., depression, anxiety, PTSD)	27.1% (54)	72.9% (145)
Other	5.5% (10)	94.5% (171)

How would you characterize your political views?

	Response Percent	Response Total
Far left	5.0%	10
Liberal	52.8%	105
Middle-of-the-road	30.7%	61
Conservative	11.6%	23
Far right	0.0%	0

Which of the following most accurately describes you?

	Response Percent	Response Total
U.S. citizen	99.0%	202
Permanent legal resident (Green Card)	0.5%	1
In U.S. on visa or work authorization	0.5%	1
None of the above	0.0%	0

If you were NOT born in the U.S., at what age did you arrive in the U.S.?

	Response Percent	Response Total
Not applicable/born in the U.S.	93.1%	188
Under 5	2.0%	4
6-12	1.5%	3
13-18	0.5%	1
19-25	2.5%	5
26 or older	0.5%	1

Current religious preference

	Response Percent	Response Total
Agnostic	12.2%	24
Atheist	7.1%	14
Baptist	13.7%	27
Buddhist	0.5%	1
Church of Christ	1.0%	2
Eastern Orthodox	0.0%	0
Episcopalian	2.0%	4

Hindu	0.0%	0
Jewish	2.5%	5
LDS (Mormon)	0.0%	0
Lutheran	1.0%	2
Methodist	4.1%	8
Muslim	0.0%	0
Presbyterian	3.6%	7
Quaker	0.0%	0
Roman Catholic	15.7%	31
Seventh-day Adventist	0.0%	0
United Church of Christ/Congregational	0.5%	1
Other Christian	20.8%	41
Other Religion(s)/Belief(s) (please specify):	6.6%	13
None	8.6%	17

Military status

	Response Percent	Response Total
None	98.5%	198
In the Reserves or National Guard	0.0%	0
On Active Duty	0.0%	0
Discharged veteran NOT serving on Active Duty, in Reserves, or in National Guard	1.5%	3

How many children do you have?

	0	1	2	3	4+
Under 18 years old	68.3% (127)	11.8% (22)	15.1% (28)	3.8% (7)	1.1% (2)
18 years or older	78.0% (135)	8.7% (15)	8.7% (15)	2.3% (4)	2.3% (4)

Are you serving as a caregiver for another adult (e.g., parent, other relative)?

	Response Percent	Response Total
Yes	7.3%	15
No	92.7%	190

Do you give the Higher Education Research Institute (HERI) permission to retain your contact information (i.e., your email address and name) for possible follow-up research? HERI maintains strict standards of confidentiality and will not release your identifying information.

	Response Percent	Response Total
If Yes, Please provide your email address:	100.0%	63

Closed-Ended Additional Questions

How effective is the DSA Breakfast for building community?

	Response Percent	Response Total
Very Effective	7.0%	14
Moderately Effective	17.5%	35
Slightly Effective	29.0%	58
Not Effective	29.0%	58
Can't Rate/Don't Know	17.5%	35

How effective are the DSA Awards for recognizing staff?

	Response Percent	Response Total
Very Effective	13.0%	26
Moderately Effective	31.0%	62
Slightly Effective	24.5%	49
Not Effective	8.0%	16
Can't Rate/Don't Know	23.5%	47

How effective is the DSA summer social (bowling or block party) for showing appreciation of staff?

	Response Percent	Response Total
Very Effective	10.6%	21
Moderately Effective	19.7%	39
Slightly Effective	22.7%	45
Not Effective	13.1%	26
Can't Rate/Don't Know	33.8%	67

How effective is the DSA Half-Day Conference for professional development?

	Response Percent	Response Total
Very Effective	5.1%	10
Moderately Effective	20.3%	40
Slightly Effective	23.4%	46
Not Effective	21.3%	42
Can't Rate/Don't Know	29.9%	59

The DSA provides quality professional development opportunities.

	Response Percent	Response Total
Strongly Agree	15.7%	31
Somewhat Agree	41.4%	82
Somewhat Disagree	14.6%	29
Strongly Disagree	9.1%	18
Can't Rate/Don't Know	19.2%	38

There are sufficient professional development opportunities offered by DSA.

Response Percent	Response Total
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Strongly Agree	15.1%	30
Somewhat Agree	39.7%	79
Somewhat Disagree	15.6%	31
Strongly Disagree	13.1%	26
Can't Rate/Don't Know	16.6%	33

Scheduling conflicts prevent me from attending DSA professional development opportunities.

	Response Percent	Response Total
Strongly Agree	18.9%	37
Somewhat Agree	50.5%	99
Somewhat Disagree	10.7%	21
Strongly Disagree	8.2%	16
Can't Rate/Don't Know	11.7%	23

The amount of work I need to complete limits my involvement in DSA professional development opportunities.

	Response Percent	Response Total
Strongly Agree	27.9%	55
Somewhat Agree	39.1%	77
Somewhat Disagree	15.2%	30
Strongly Disagree	8.6%	17
Can't Rate/Don't Know	9.1%	18

An inability to leave my office/workspace limits my involvement in DSA professional development opportunities.

	Response Percent	Response Total
Strongly Agree	15.3%	30
Somewhat Agree	27.6%	54
Somewhat Disagree	21.4%	42
Strongly Disagree	25.5%	50
Can't Rate/Don't Know	10.2%	20

The professional development opportunities offered by DSA meet my needs as a professional.

	Response Percent	Response Total
Strongly Agree	6.1%	12
Somewhat Agree	32.3%	64
Somewhat Disagree	23.7%	47
Strongly Disagree	18.7%	37
Can't Rate/Don't Know	19.2%	38

How interested are you in professional development opportunities focused on

	Extremely Interested	Moderately Interested	Somewhat Interested	Not Interested
Assessment, Evaluation, & Research	20.8% (41)	37.6% (74)	22.8% (45)	18.8% (37)
Leadership & Supervision	52.5% (105)	28.0% (56)	12.0% (24)	7.5% (15)
Personal Wellbeing	47.0% (93)	29.3% (58)	13.1% (26)	10.6% (21)

Conflict Resolution & Communication	41.1% (81)	36.0% (71)	15.2% (30)	7.6% (15)
Risk Management & Legal Issues	33.2% (65)	29.1% (57)	25.0% (49)	12.8% (25)
Finance & Budgeting	28.7% (56)	26.2% (51)	27.7% (54)	17.4% (34)

I receive meaningful information at division-wide events (DSA Breakfast, DSA Half-Day Conference).

	Response Percent	Response Total
Strongly Agree	12.6%	25
Somewhat Agree	44.2%	88
Somewhat Disagree	18.6%	37
Strongly Disagree	10.6%	21
Can't Rate/Don't Know	14.1%	28

The email communication I receive from the division provides useful information for my role.

	Response Percent	Response Total
Strongly Agree	15.7%	31
Somewhat Agree	43.9%	87
Somewhat Disagree	19.7%	39
Strongly Disagree	15.7%	31
Can't Rate/Don't Know	5.1%	10

I feel a sense of belonging in the FSU DSA.

	Response Percent	Response Total
Strongly Agree	16.1%	32
Somewhat Agree	41.2%	82
Somewhat Disagree	26.1%	52
Strongly Disagree	12.6%	25
Can't Rate/Don't Know	4.0%	8

Open-Ended Additional Questions