University of Richmond
2021 Staff Climate Survey

Staff
University of Richmond
N=730
All private 4-yr colleges
N=2,106
(UR Administration Period: February 1-April 30, 2021)

Higher Education Research Institute, University of California at Los Angeles
Results from the Staff Climate Survey assess the campus climate from the staff perspective. The survey also touches on staff’s level of stress, satisfaction with their institution, and work-related experiences as staff members in postsecondary institutions.

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- Perspectives of Campus Climate
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- COVID-19 Response
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Demographics
Demographics

Employment

- Full-time, permanent: 95.1%
- Full-time, temporary/contract: 0.0%
- Part-time, permanent: 4.4%
- Part-time, temporary/contract: 0.6%

Campus Unit (Aggregated)

- Academic Affairs: 15.5%
- Business/Administrative Services: 42.5%
- External Affairs: 11.5%
- Student Life/Services: 22.6%
- Leadership and Diversity: 5.8%

Legend:
- Full-time, permanent
- Full-time, temporary/contract
- Part-time, permanent
- Part-time, temporary/contract
Demographics

Number of Direct Reports

- 59.7%: I do not directly supervise employees
- 5.4%: 1 to 2
- 12.1%: 3 to 5
- 17.8%: 6 to 10
- 60.3%: 11 or more

Compensation Type

- 60.3%: Salaried (exempt)
- 39.7%: Hourly (non-exempt), eligible for overtime pay
**Demographics**

### Highest Level of Education

- **High school graduate/GED**: 5.1%
- **Some college**: 9.8%
- **Technical certificate**: 3.3%
- **Associate's degree**: 5.5%
- **Bachelor's degree**: 36.7%
- **Master's degree**: 32.6%
- **Doctoral or professional degree**: 7.1%

### Gender Identity

- **Man**: 35.2%
- **Woman**: 63.6%
- **Non-binary**: 65.7%
- **Genderqueer/Gender non-conforming**: 0.7%
- **Identity not listed**: 0.4%

*Comparison Group*
Demographics

Race/Ethnicity

<table>
<thead>
<tr>
<th>Category</th>
<th>Your Institution</th>
<th>Comparison Group</th>
</tr>
</thead>
<tbody>
<tr>
<td>Native American/Alaska Native</td>
<td>0.1%</td>
<td>0.2%</td>
</tr>
<tr>
<td>Asian</td>
<td>1.2%</td>
<td>2.5%</td>
</tr>
<tr>
<td>Black/African American</td>
<td>6.8%</td>
<td>11.9%</td>
</tr>
<tr>
<td>Native Hawaiian/Pacific Islander</td>
<td>0.0%</td>
<td>0.1%</td>
</tr>
<tr>
<td>Latina/o/x</td>
<td>2.2%</td>
<td>4.9%</td>
</tr>
<tr>
<td>White</td>
<td>71.2%</td>
<td>73.2%</td>
</tr>
<tr>
<td>Other</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Multiracial</td>
<td>4.0%</td>
<td>5.2%</td>
</tr>
<tr>
<td>Unknown</td>
<td>9.3%</td>
<td>7.0%</td>
</tr>
</tbody>
</table>

2021 Staff Climate Survey
Demographics

Sexual Orientation

<table>
<thead>
<tr>
<th>Identity</th>
<th>Your Institution</th>
<th>Comparison Group</th>
</tr>
</thead>
<tbody>
<tr>
<td>Heterosexual/Straight</td>
<td>92.5%</td>
<td>92.1%</td>
</tr>
<tr>
<td>Asexual</td>
<td>0.1%</td>
<td>0.2%</td>
</tr>
<tr>
<td>Bisexual</td>
<td>1.9%</td>
<td>2.5%</td>
</tr>
<tr>
<td>Gay</td>
<td>1.0%</td>
<td>1.6%</td>
</tr>
<tr>
<td>Lesbian</td>
<td>0.9%</td>
<td>1.0%</td>
</tr>
<tr>
<td>Pansexual</td>
<td>1.0%</td>
<td>0.9%</td>
</tr>
<tr>
<td>Queer</td>
<td>2.4%</td>
<td>1.8%</td>
</tr>
<tr>
<td>Not listed above</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
</tbody>
</table>
Staff Satisfaction & Sources of Stress
Workplace Satisfaction
(% Indicating “Satisfied” or “Very Satisfied”)

Autonomy and independence
- Your Institution: 81.8%
- Comparison Group: 87.2%

Competence of coworkers
- Your Institution: 70.3%
- Comparison Group: 75.4%

Professional relationships with coworkers
- Your Institution: 81.4%
- Comparison Group: 83.6%

Relationship with my supervisor
- Your Institution: 78.7%
- Comparison Group: 81.1%

Ongoing professional development
- Your Institution: 58.5%
- Comparison Group: 55.0%

Overall job satisfaction
- Your Institution: 74.2%
- Comparison Group: 75.7%
Workplace Satisfaction
(% Indicating “Likely” or “Very Likely”)

Rate the likelihood with which you would do each of the following:

- Recommend that a friend apply for a job: In your current department - Your Institution: 76.1%, Comparison Group: 77.2%
- Recommend that a friend apply for a job: At this institution - Your Institution: 92.5%, Comparison Group: 87.3%
- Apply or reapply for a position on campus - Your Institution: 80.8%, Comparison Group: 76.1%
Satisfaction with Work-Life Balance

(\% \text{Indicating “Satisfied” or “Very Satisfied”})

- Departmental support for work-life balance: Your Institution 68.8\% \text{, Comparison Group} 73.6\%
- Flexibility in relation to family matters or emergencies: Your Institution 86.5\% \text{, Comparison Group} 88.4\%
- Institutional support for work-life balance: Your Institution 64.5\% \text{, Comparison Group} 65.0\%

(\% \text{Indicating “Agree” or “Strongly Agree”})

- I achieve a healthy balance between my personal life & my professional life: Your Institution 71.1\% \text{, Comparison Group} 71.3\%
Satisfaction with Benefits & Compensation
(% Indicating “Satisfied” or “Very Satisfied”)

Relative equity of salary & job benefits
- Your Institution: 47.2%
- Comparison Group: 40.4%

Cost of health benefits
- Your Institution: 43.2%
- Comparison Group: 42.0%

Retirement benefits
- Your Institution: 75.5%
- Comparison Group: 57.7%

Salary
- Your Institution: 40.2%
- Comparison Group: 30.8%

Amount of paid time off: Vacation time
- Your Institution: 72.6%
- Comparison Group: 73.8%

Amount of paid time off: Sick leave
- Your Institution: 80.6%
- Comparison Group: 77.3%
Sources of Stress
(% Indicating “Somewhat” or “Extensive”)

- Budget cuts in my department/unit: 52.7% (Your Institution), 61.9% (Comparison Group)
- Physical demands of my job: 23.3% (Your Institution), 21.0% (Comparison Group)
- Meetings: 56.3% (Your Institution), 56.4% (Comparison Group)
- Completing core job functions on time: 45.4% (Your Institution), 48.4% (Comparison Group)
- Competing job priorities/deadlines: 50.1% (Your Institution), 54.0% (Comparison Group)
Sources of Stress
(% Indicating “Somewhat” or “Extensive”)

- Increasing work responsibilities: 63.2% (Your Institution) vs. 66.5% (Comparison Group)
- Lack of personal time: 53.3% (Your Institution) vs. 53.7% (Comparison Group)
- Relationship with supervisor: 29.1% (Your Institution) vs. 25.0% (Comparison Group)
- Relationship with co-workers: 33.9% (Your Institution) vs. 31.3% (Comparison Group)
- Discrimination (e.g., prejudice, racism, sexism, homophobia, transphobia): 27.6% (Your Institution) vs. 24.1% (Comparison Group)
Campus Climate
Campus Diversity
(% Indicating “Satisfied” or “Very Satisfied”)

Please rate your satisfaction with your institution in each area:

- Racial and ethnic diversity of the faculty: 32.9% (Your Institution), 28.3% (Comparison Group)
- Racial and ethnic diversity of the staff: 43.4% (Your Institution), 35.8% (Comparison Group)
- Racial and ethnic diversity of the student body: 37.9% (Your Institution), 42.1% (Comparison Group)
- Gender diversity of staff: 46.0% (Your Institution), 45.9% (Comparison Group)
- Commitment to hiring underrepresented racial/ethnic minorities: 40.9% (Your Institution), 39.2% (Comparison Group)
Campus Atmosphere
(% Indicating “Agree” or “Strongly Agree”)

This Institution:

- Encourages staff to have a public voice and share their ideas openly: 64.7% (Your Institution), 67.4% (Comparison Group)
- Promotes the appreciation of cultural differences: 79.3% (Your Institution), 79.9% (Comparison Group)
- Rewards staff for their participation in diversity efforts: 34.2% (Your Institution), 33.2% (Comparison Group)
- Has a lot of racial tension: 40.3% (Your Institution), 28.9% (Comparison Group)
- Effectively communicates information about employee compensation and benefits: 71.9% (Your Institution), 69.9% (Comparison Group)
Staff Perspectives on Campus Climate
(% Indicating “Agree” or “Strongly Agree”)

- Staff concerns are considered when making policy: 53.9% (Your Institution), 58.5% (Comparison Group)
- I feel respected by the faculty: 64.1% (Your Institution), 72.1% (Comparison Group)
- I feel respected by other staff members: 91.4% (Your Institution), 92.3% (Comparison Group)
- I feel respected by students: 91.5% (Your Institution), 94.2% (Comparison Group)
- I feel respected by senior administrators: 73.7% (Your Institution), 78.3% (Comparison Group)
Campus Community & Diversity: Institutional Priorities
(% Indicating “High” or “Highest” Priority)

- Increase or maintain institutional prestige: 83.8% (Your Institution), 68.7% (Comparison Group)
- Create and maintain partnerships with surrounding communities: 41.7% (Your Institution), 48.1% (Comparison Group)
- Investment in the professional development of staff: 32.8% (Your Institution), 28.4% (Comparison Group)
- Improve or maintain the physical appearance of campus (e.g., landscaping, cleanliness): 80.4% (Your Institution), 62.3% (Comparison Group)
- Build or modernize campus facilities: 73.5% (Your Institution), 49.7% (Comparison Group)

Legend:
- Your Institution
- Comparison Group
Staff Discrimination or Exclusion

% Indicating Experience with Discrimination or Exclusion at this Institution Because of Their:

- Ability/disability status
- Citizenship status
- Political beliefs
- Race/ethnicity
- Religious/spiritual beliefs
- Sexual orientation

Your Institution  Comparison Group

- Ability/disability status: 6.7% 6.6%
- Citizenship status: 2.6% 2.0%
- Political beliefs: 21.4% 16.9%
- Race/ethnicity: 16.0% 11.5%
- Religious/spiritual beliefs: 12.1% 10.6%
- Sexual orientation: 6.8% 4.8%
Discrimination & Harassment
(% Indicating Ever Experienced at This Institution):

Please indicate how often at this institution you have:

- Assisted a student with a problem about discrimination: Your Institution - 37.2%, Comparison Group - 41.4%
- Assisted another staff member with a problem about discrimination: Your Institution - 43.5%, Comparison Group - 41.2%
- Witnessed discrimination: Your Institution - 50.3%, Comparison Group - 46.4%
- Felt my ideas were dismissed by my colleagues: Your Institution - 62.6%, Comparison Group - 60.7%
- Heard insensitive or disparaging remarks about race/ethnicity from staff: Your Institution - 38.0%, Comparison Group - 33.0%
Staff Satisfaction with Administrative Responses
(% Indicating “Satisfied” or “Very Satisfied”)

Satisfaction with Outcomes of Administrative responses to:

- Campus emergencies: 76.6% (Your Institution), 69.6% (Comparison Group)
- Sexual assault: 58.5% (Your Institution), 45.6% (Comparison Group)
- Discrimination/bias: 45.8% (Your Institution), 39.2% (Comparison Group)
Work Environment
Supervisors
(% Indicating “Agree” or “Strongly Agree”)

My Supervisor:

- Cares about my well-being: 92.4% (Your Institution), 94.2% (Comparison Group)
- Supports my professional development: 87.6% (Your Institution), 89.6% (Comparison Group)
- Sets unrealistic expectations for my job: 21.4% (Your Institution), 19.4% (Comparison Group)
- Demonstrates a commitment to diversity and inclusion: 89.7% (Your Institution), 91.5% (Comparison Group)
- Provides me with feedback that assists me in performing my job responsibilities: 81.7% (Your Institution), 82.7% (Comparison Group)
- Advocates for me: 82.6% (Your Institution), 84.8% (Comparison Group)
Professional Development
(% Indicating “Yes”)

Have you participated in any of the following opportunities provided by this institution:

- Diversity-related trainings or workshops
- Optional technical skill development
- Leadership development
- Health and wellness programs
- Mentorship

<table>
<thead>
<tr>
<th>Your Institution</th>
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<tbody>
<tr>
<td>Diversity-related trainings or workshops</td>
<td>63.6%</td>
</tr>
<tr>
<td>Optional technical skill development</td>
<td>44.4%</td>
</tr>
<tr>
<td>Leadership development</td>
<td>29.6%</td>
</tr>
<tr>
<td>Health and wellness programs</td>
<td>59.4%</td>
</tr>
<tr>
<td>Mentorship</td>
<td>10.3%</td>
</tr>
</tbody>
</table>
COVID-19 Response
Campus Response to COVID-19
(% Indicating “Agree Somewhat” or “Strongly Agree”)

- Campus leadership has communicated effectively regarding the pandemic: 93.1% (Your Institution), 90.1% (Comparison Group)
- I support the decisions campus leadership has made with respect to the current level of in-person operations on campus: 85.7% (Your Institution), 86.0% (Comparison Group)
- My institution's pandemic response considers the health and safety of staff: 86.8% (Your Institution), 88.2% (Comparison Group)
- My supervisor has been flexible with my scheduling needs: 95.1% (Your Institution), 96.3% (Comparison Group)
Satisfaction With Institutional Efforts Toward In-person Operations
(% Indicating “Satisfied” or “Very Satisfied”)

If your campus has returned to in-person operations, to what extent are you satisfied with the following:

- Transition back to on-campus operations
- Flexibility to continue working remotely
- Availability of hand sanitizer, masks, etc.
- Policies should someone in my department test positive
- Availability of COVID-19 testing

<table>
<thead>
<tr>
<th>Area</th>
<th>Your Institution</th>
<th>Comparison Group</th>
</tr>
</thead>
<tbody>
<tr>
<td>Transition back to on-campus operations</td>
<td>62.6%</td>
<td>63.2%</td>
</tr>
<tr>
<td>Flexibility to continue working remotely</td>
<td>65.4%</td>
<td>66.9%</td>
</tr>
<tr>
<td>Availability of hand sanitizer, masks, etc.</td>
<td>81.4%</td>
<td>74.5%</td>
</tr>
<tr>
<td>Policies should someone in my department test positive</td>
<td>60.7%</td>
<td>64.3%</td>
</tr>
<tr>
<td>Availability of COVID-19 testing</td>
<td>77.9%</td>
<td>65.0%</td>
</tr>
</tbody>
</table>
Sources of Stress Due to COVID-19
(% responding 5, 6, or 7)

Indicate the extent to which each of the following has been a source of stress for you since the beginning of the pandemic:
How COVID-19 Affected Your Job
(% Indicating “To a Large Extent” or “To a Very Large Extent”)

As a result of the COVID-19 pandemic, please indicate the extent to which you:

- Feel confident in your ability to fulfill job responsibilities given current work conditions
- Feel your job responsibilities have changed
- Are concerned about your job security

<table>
<thead>
<tr>
<th></th>
<th>Your Institution</th>
<th>Comparison Group</th>
</tr>
</thead>
<tbody>
<tr>
<td>Feel confident</td>
<td>83.8%</td>
<td>84.7%</td>
</tr>
<tr>
<td>Feel job responsibilities changed</td>
<td>32.1%</td>
<td>30.6%</td>
</tr>
<tr>
<td>Are concerned about your job security</td>
<td>16.2%</td>
<td>19.9%</td>
</tr>
</tbody>
</table>
For more information on the HERI Staff Climate Survey at UR please contact:

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