

# 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)

# THE STAFF EXPERIENCE

---

**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.**

- **Staff Demographics**
- **Satisfaction and Sources of Stress**
- **Perspectives of Campus Climate**
- **Work Environment**
- **COVID-19 Response**

# Table of Contents

## Demographics

- Staff Roles & Years Employed
- Employment Status & Campus Unit
- Direct Reports & Compensation Type
- Highest Level of Education & Gender Identity
- Race/Ethnicity
- Sexual Orientation

## Staff Satisfaction & Sources of Stress

- Workplace Satisfaction
- Satisfaction with Work-Life Balance
- Satisfaction with Benefits & Compensation
- Sources of Stress

## Campus Climate

- Campus Diversity
- Campus Atmosphere
- Staff Perspectives on Campus Climate
- Campus Community & Diversity: Institutional Priorities
- Staff Discrimination or Exclusion
- Discrimination & Harassment
- Satisfaction with Administrative Responses

## Work Environment

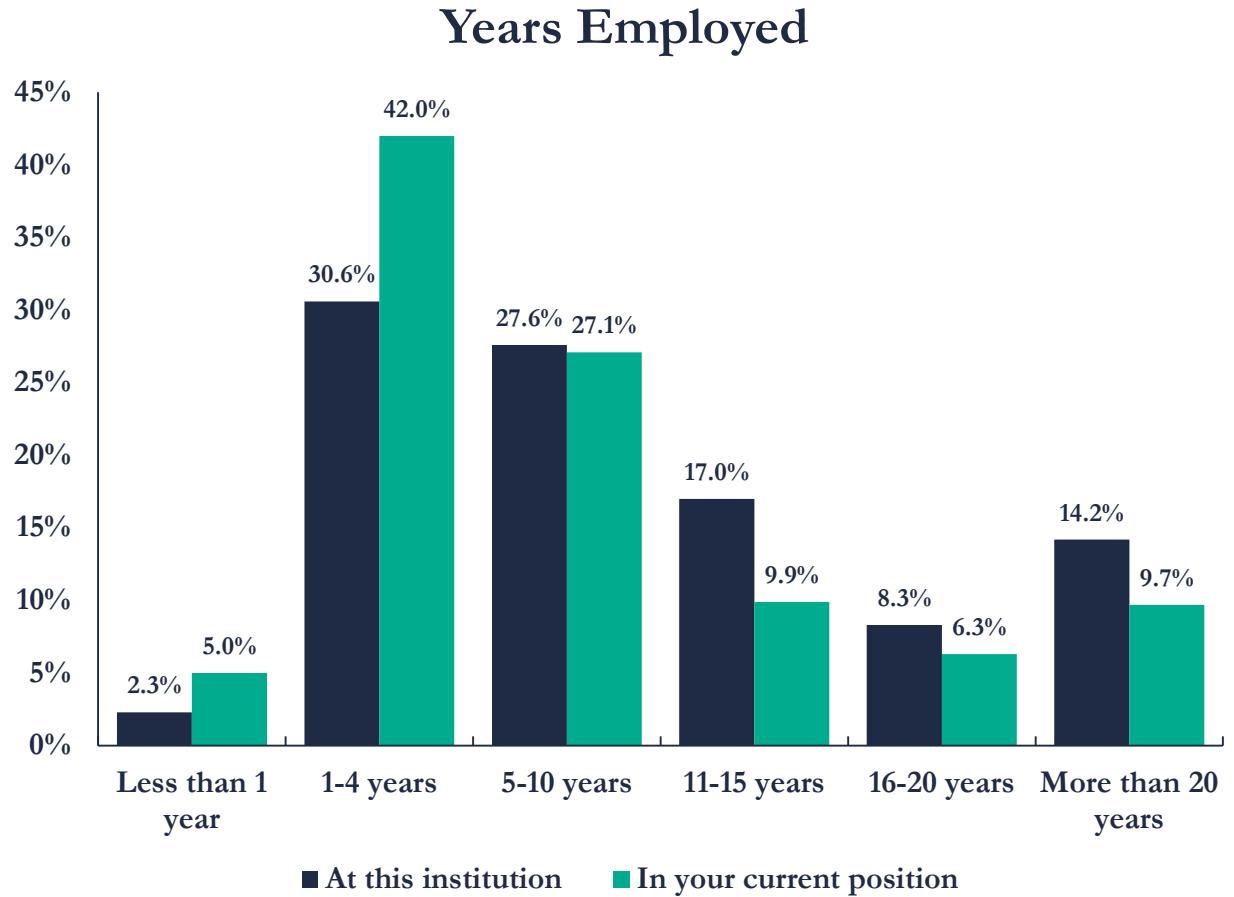
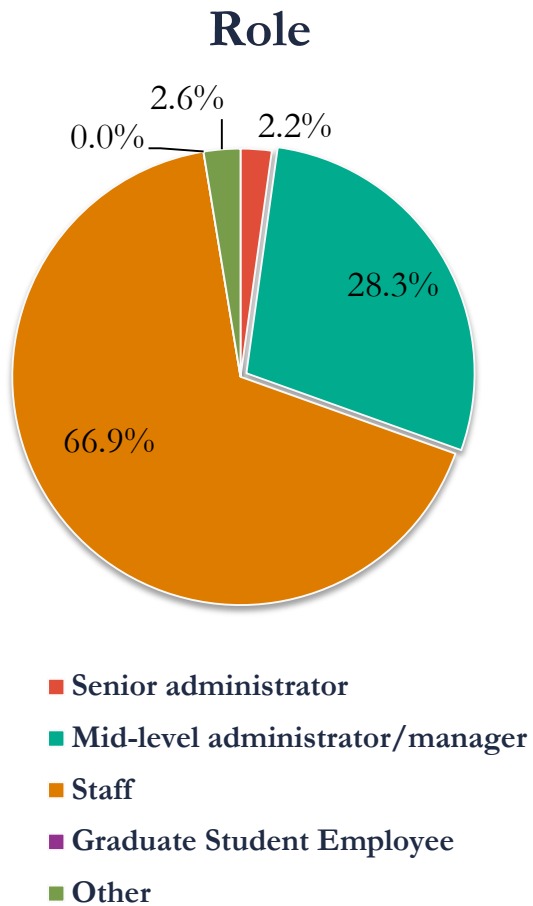
- Supervisors
- Professional Development

## COVID-19 Response

- Campus Response to COVID-19
- Satisfaction with Institutional Efforts Toward In-person Operations
- Sources of Stress Due to COVID-19
- How COVID-19 Affected Your Job

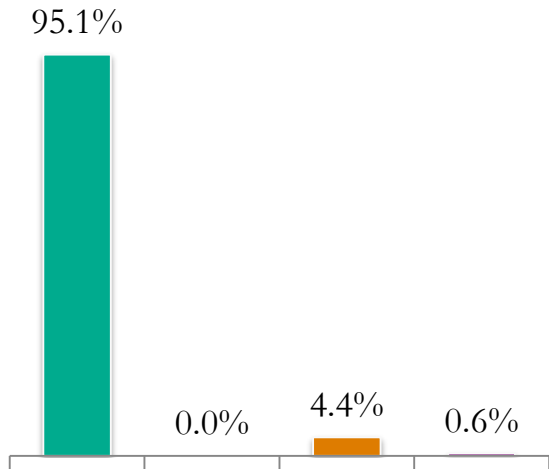
# Demographics

# Demographics



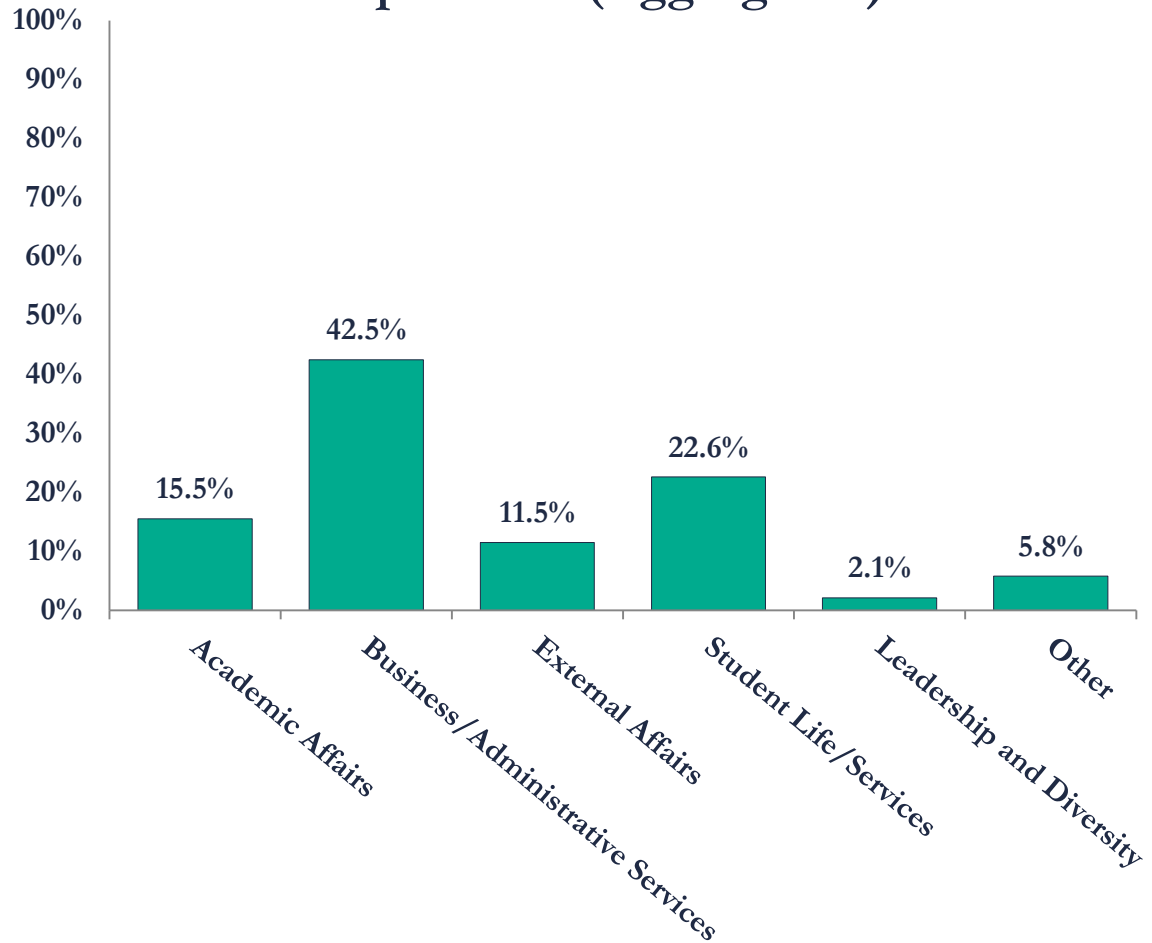
# Demographics

## Employment



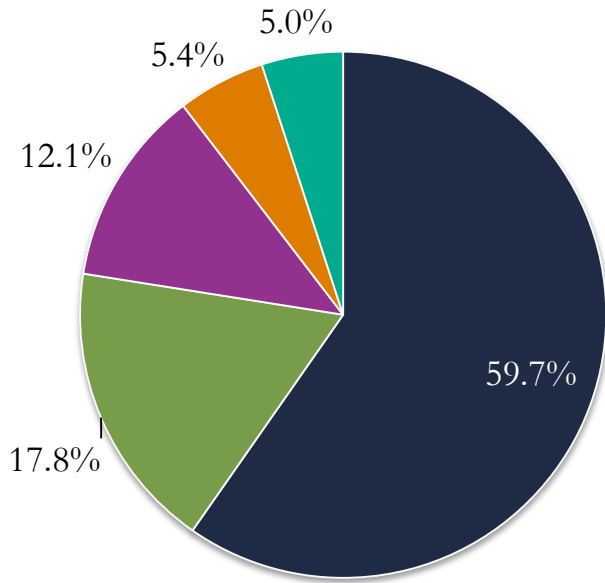
- Full-time, permanent
- Full-time, temporary/contract
- Part-time, permanent
- Part-time, temporary/contract

## Campus Unit (Aggregated)



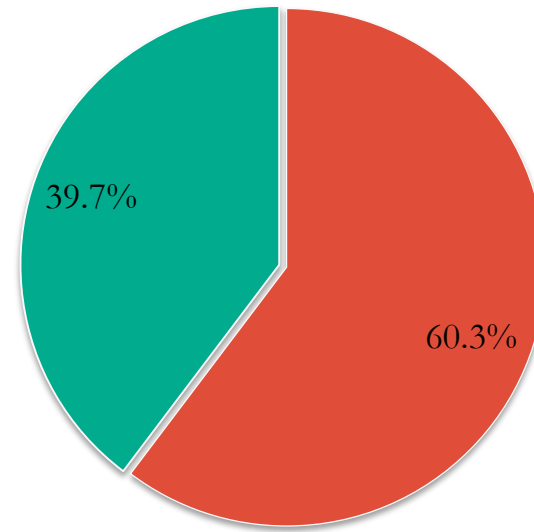
# Demographics

## Number of Direct Reports



- I do not directly supervise employees
- 1 to 2
- 3 to 5
- 6 to 10
- 11 or more

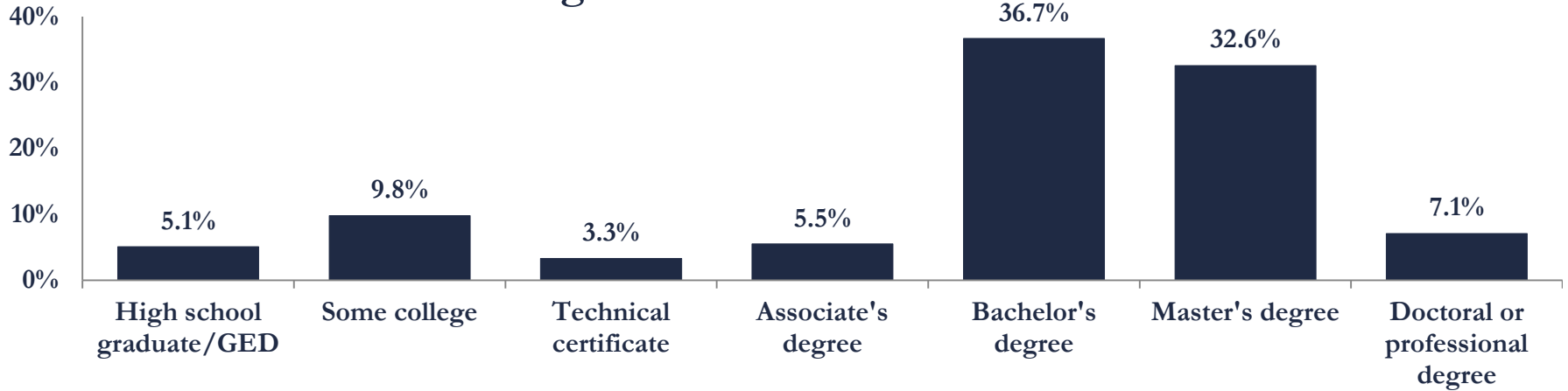
## Compensation Type



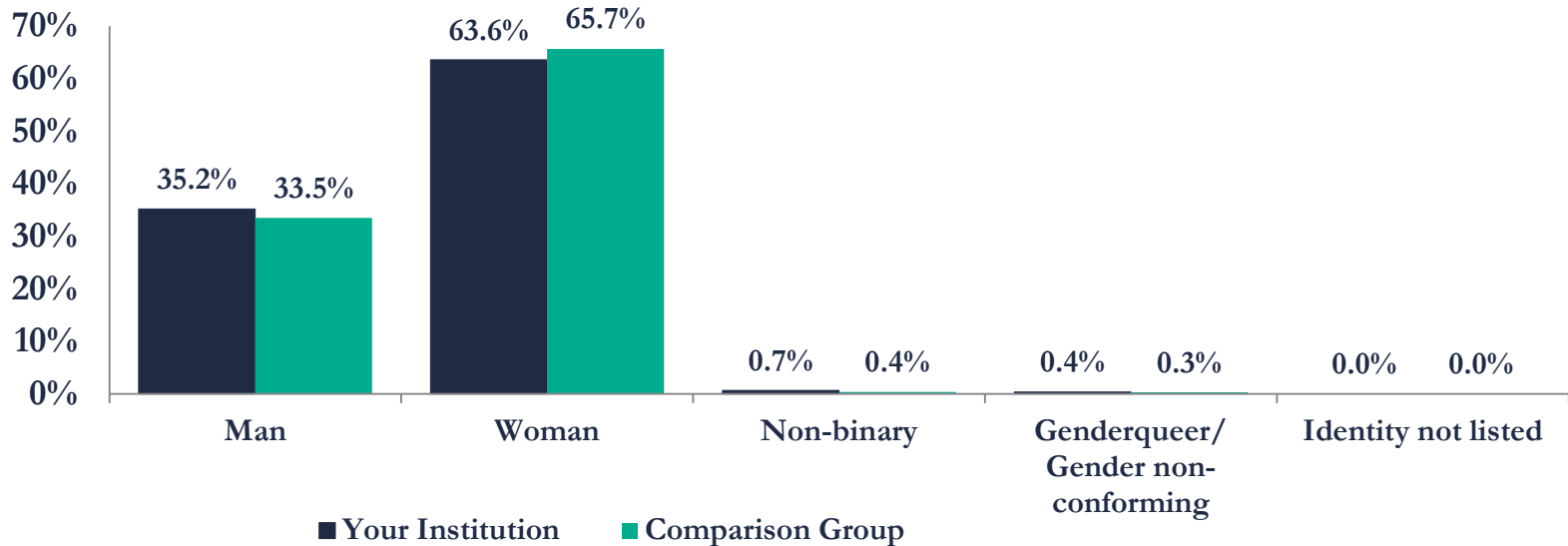
- Salaried (exempt)
- Hourly (non-exempt), eligible for overtime pay

# Demographics

## Highest Level of Education



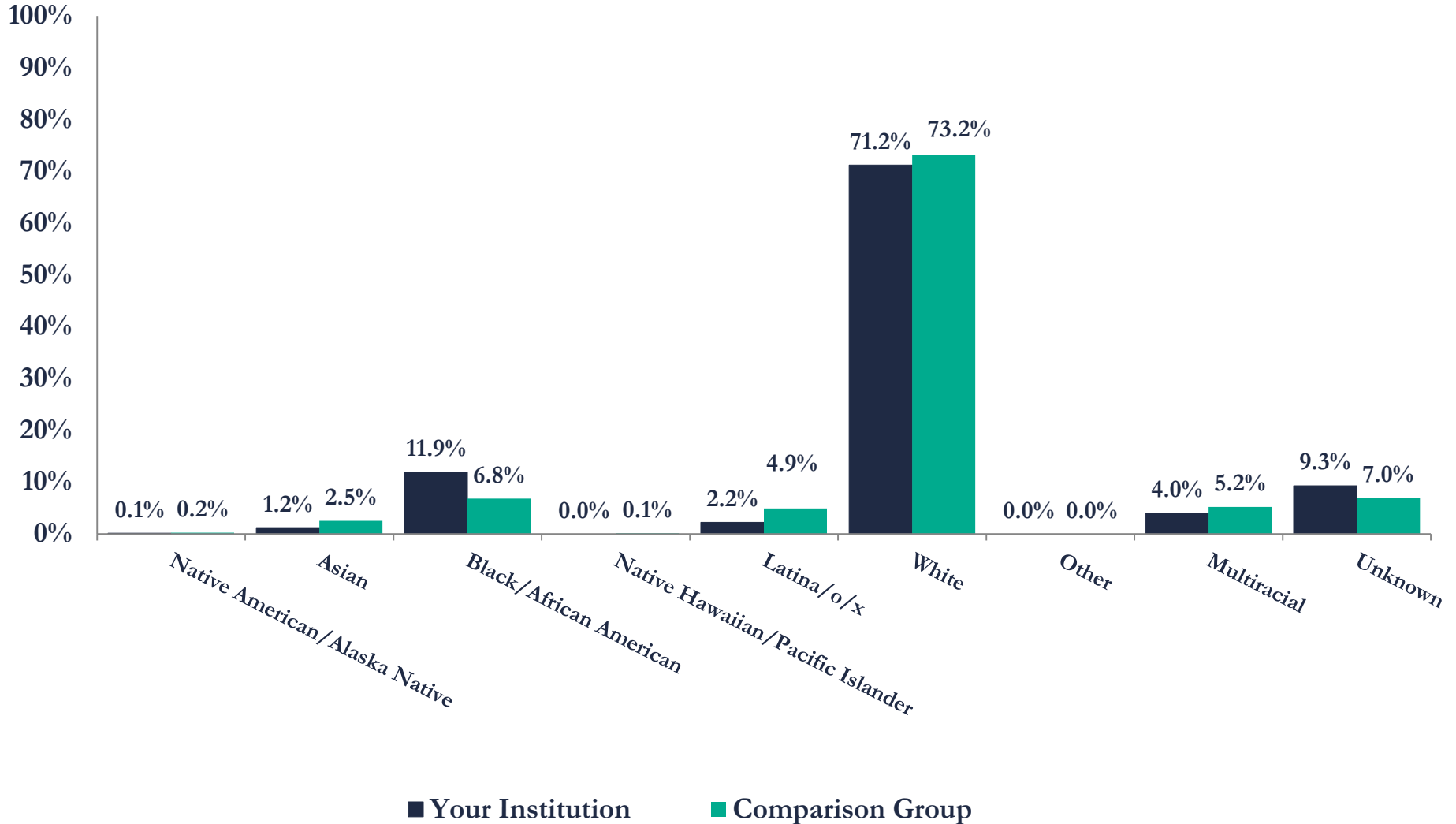
## Gender Identity





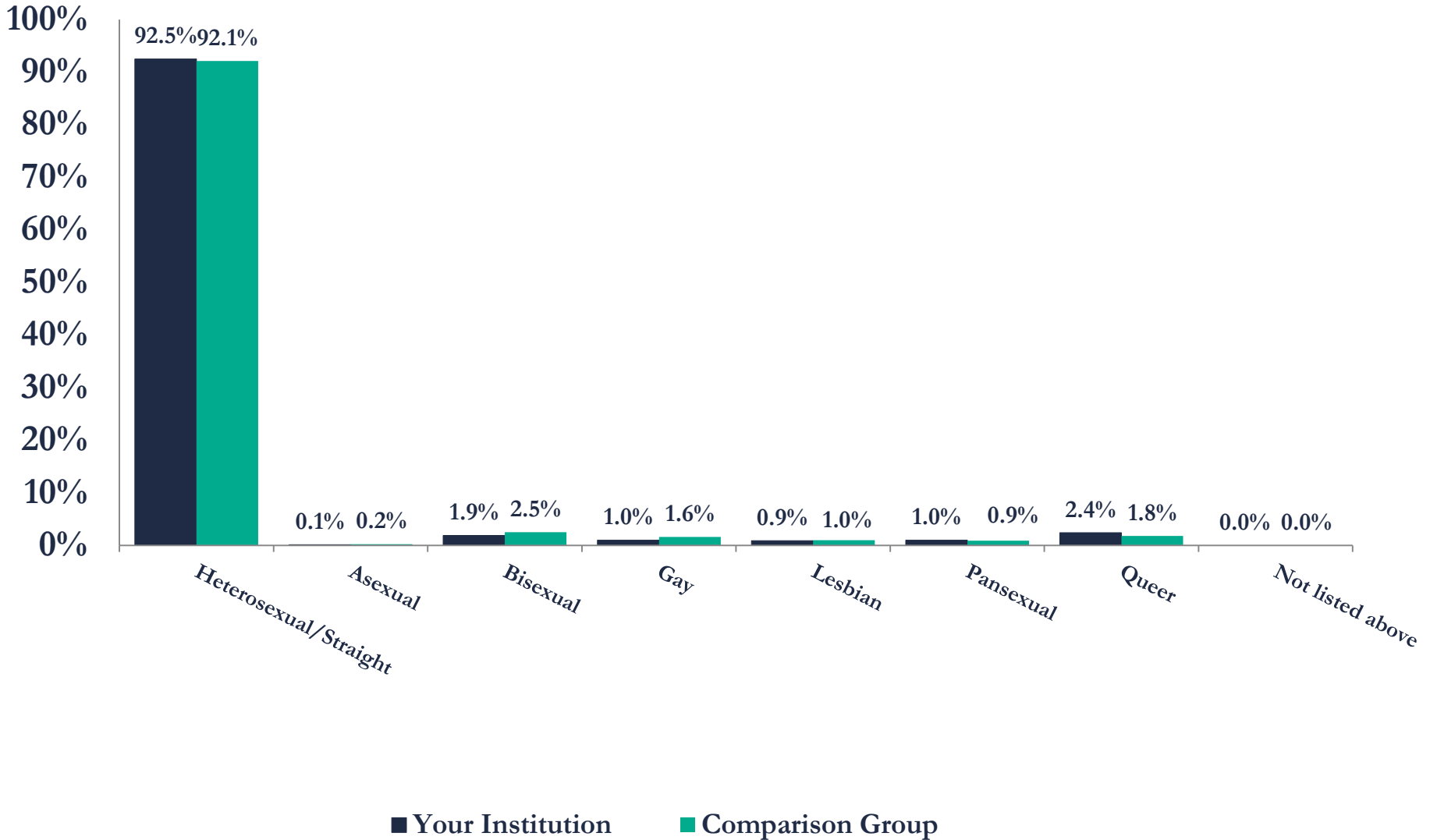
# Demographics

## Race/Ethnicity



# Demographics

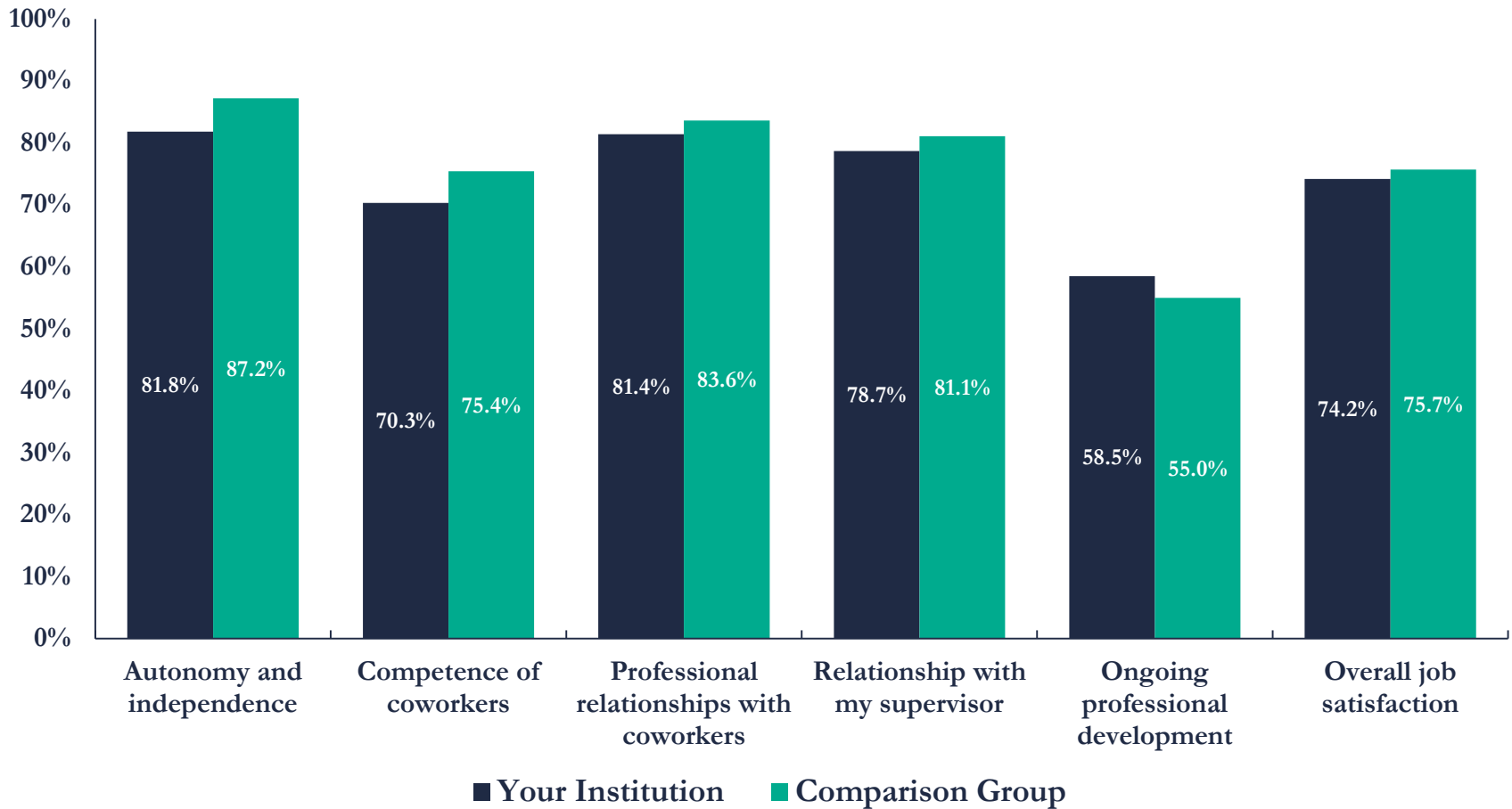
## Sexual Orientation



# Staff Satisfaction & Sources of Stress

# Workplace Satisfaction

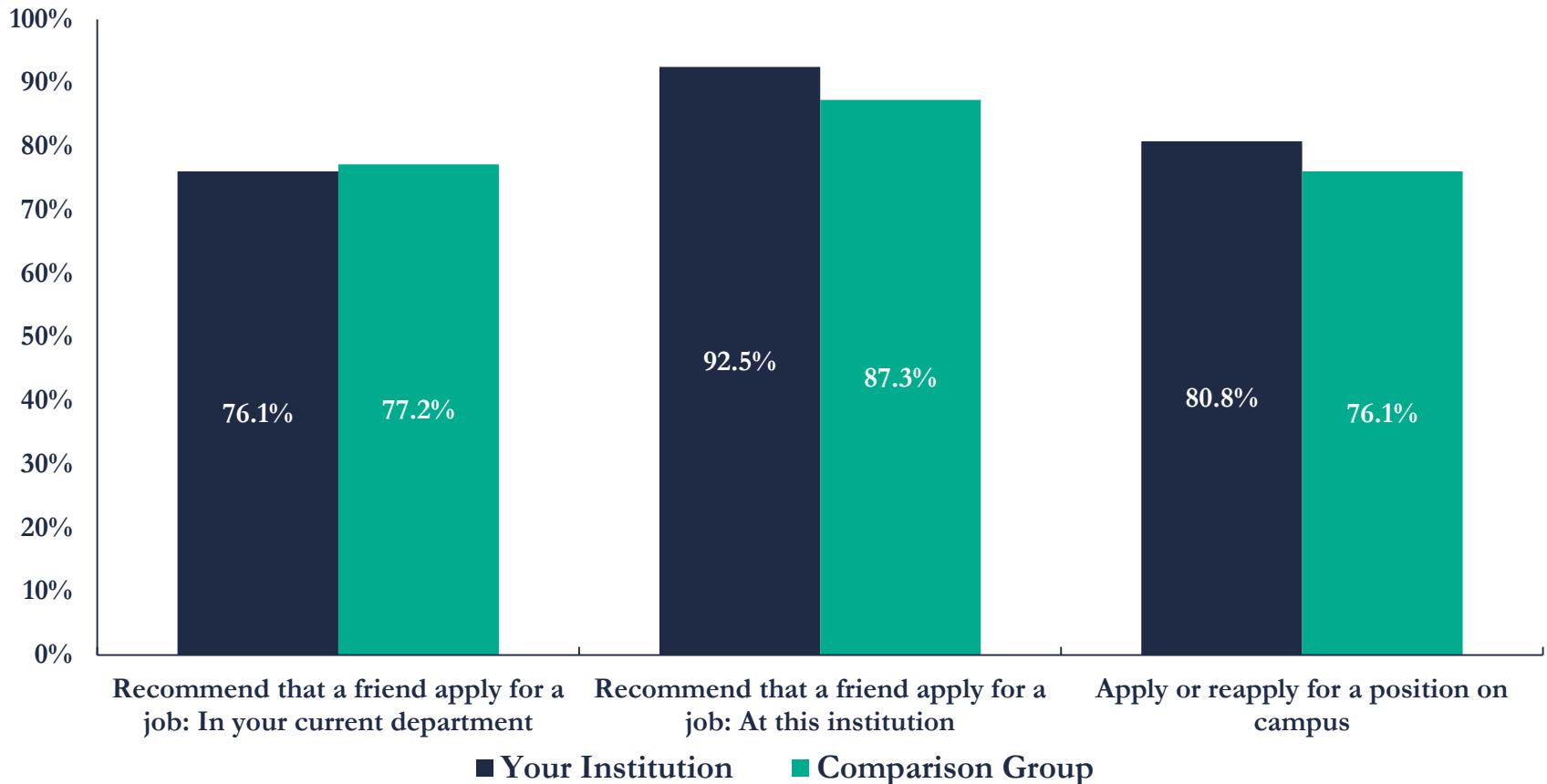
(% Indicating “Satisfied” or “Very Satisfied”)



# Workplace Satisfaction

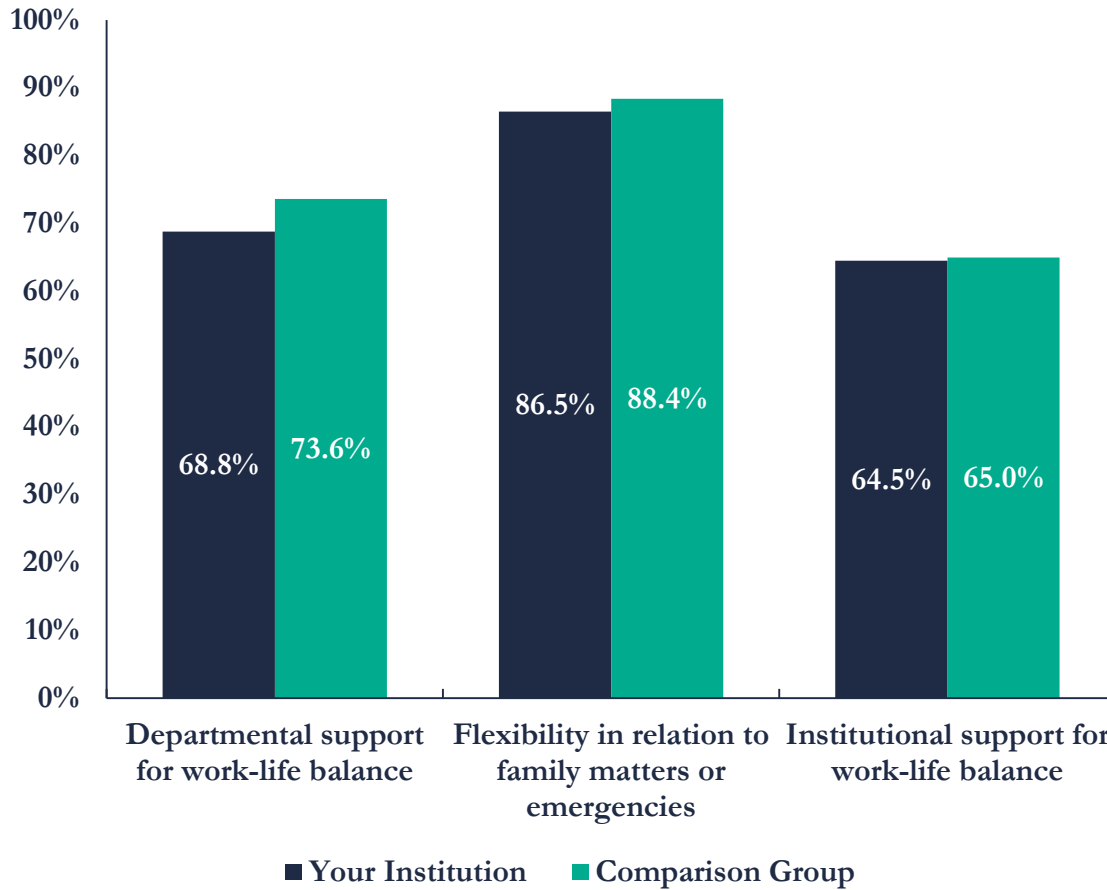
(% Indicating “Likely” or “Very Likely”)

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

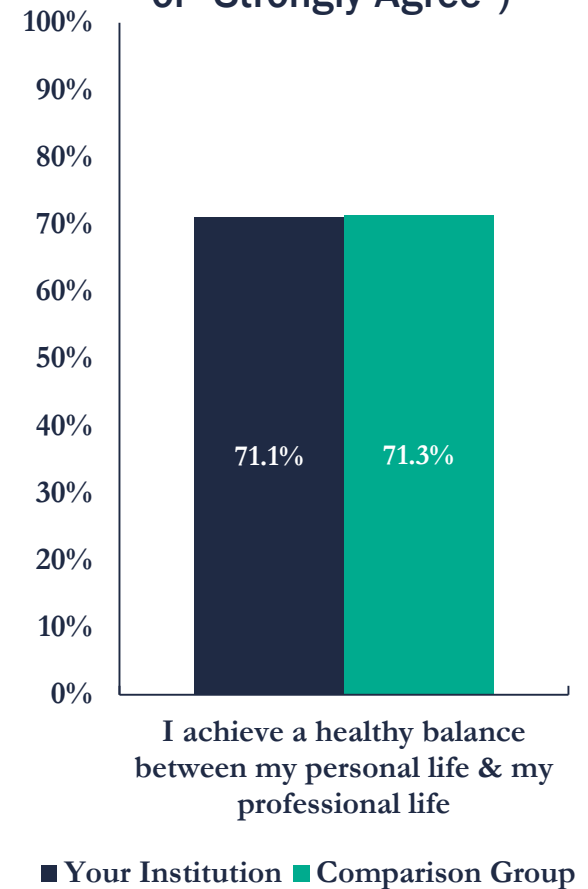


# Satisfaction with Work-Life Balance

(% Indicating “Satisfied” or “Very Satisfied”)

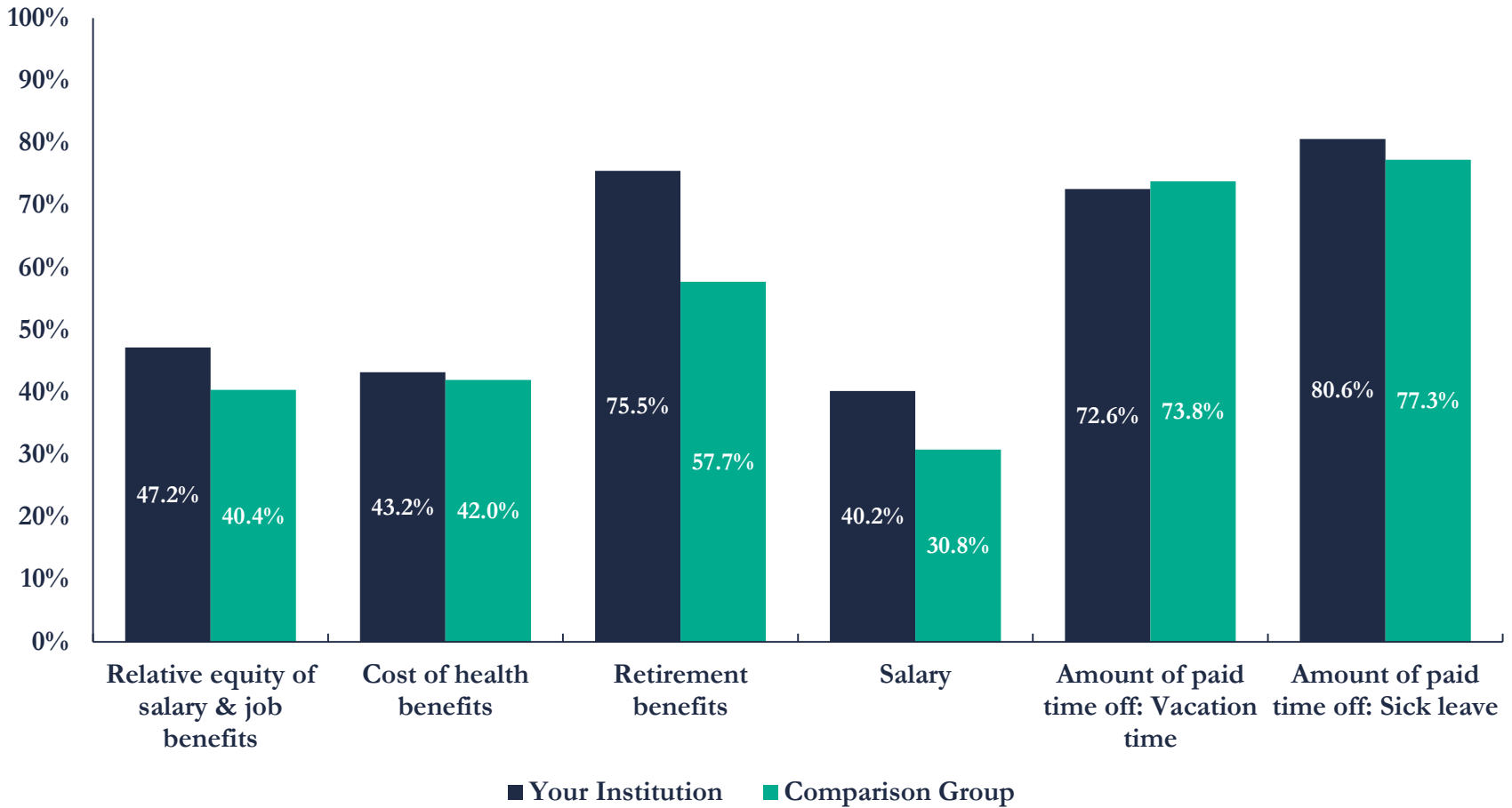


(% Indicating “Agree” or “Strongly Agree”)



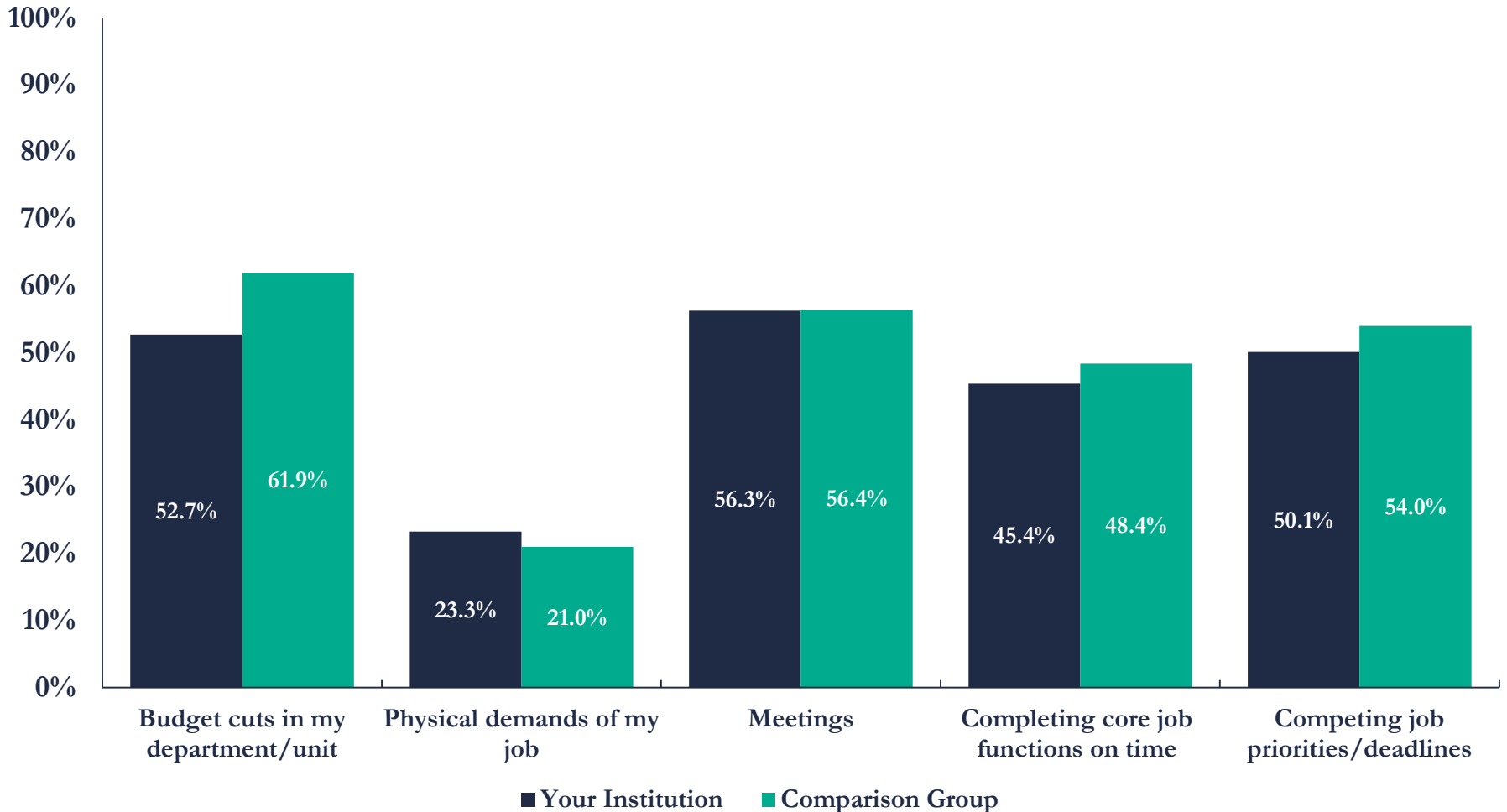
# Satisfaction with Benefits & Compensation

(% Indicating “Satisfied” or “Very Satisfied”)



# Sources of Stress

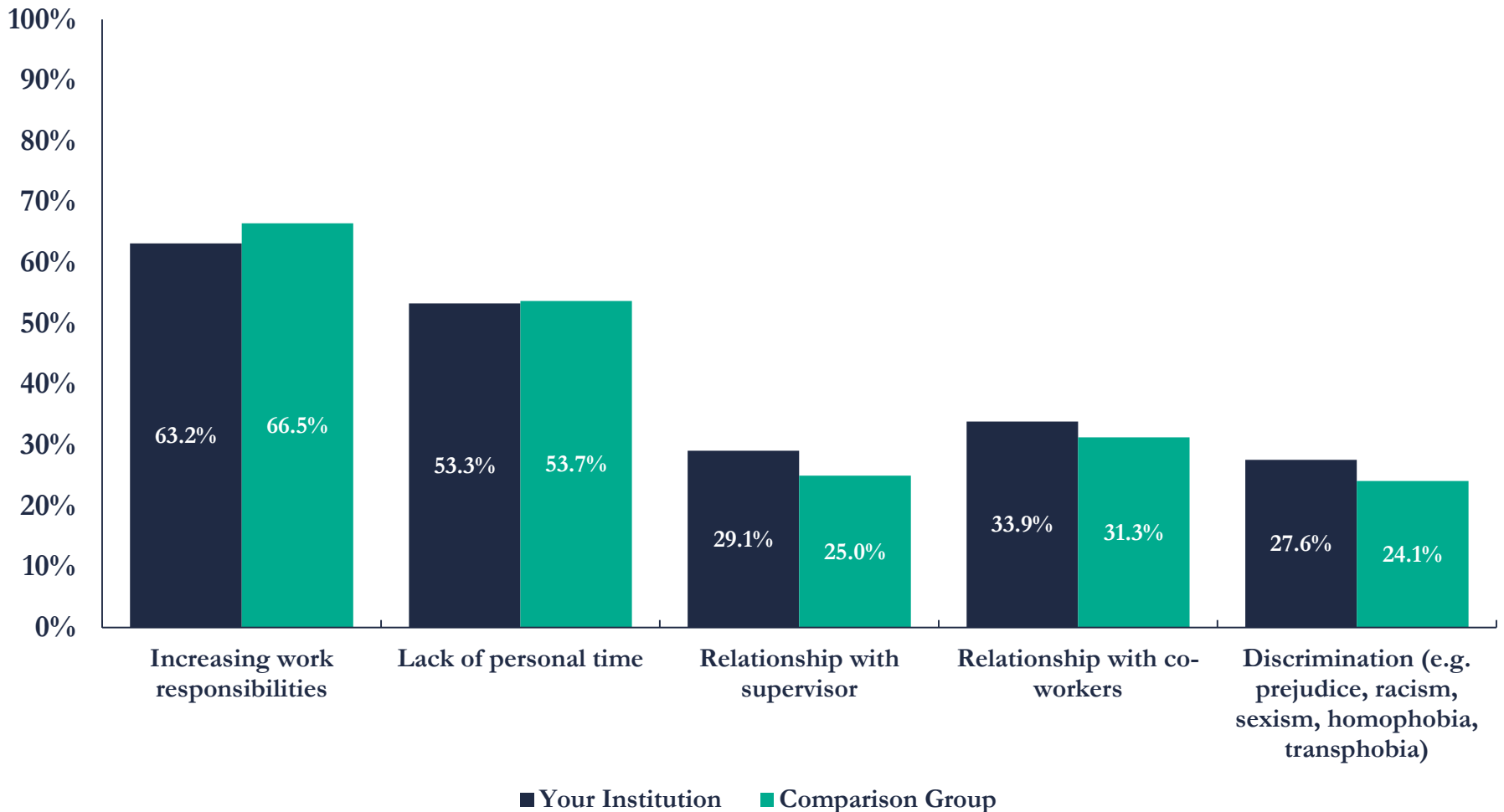
(% Indicating “Somewhat” or “Extensive”)





# Sources of Stress

(% Indicating “Somewhat” or “Extensive”)

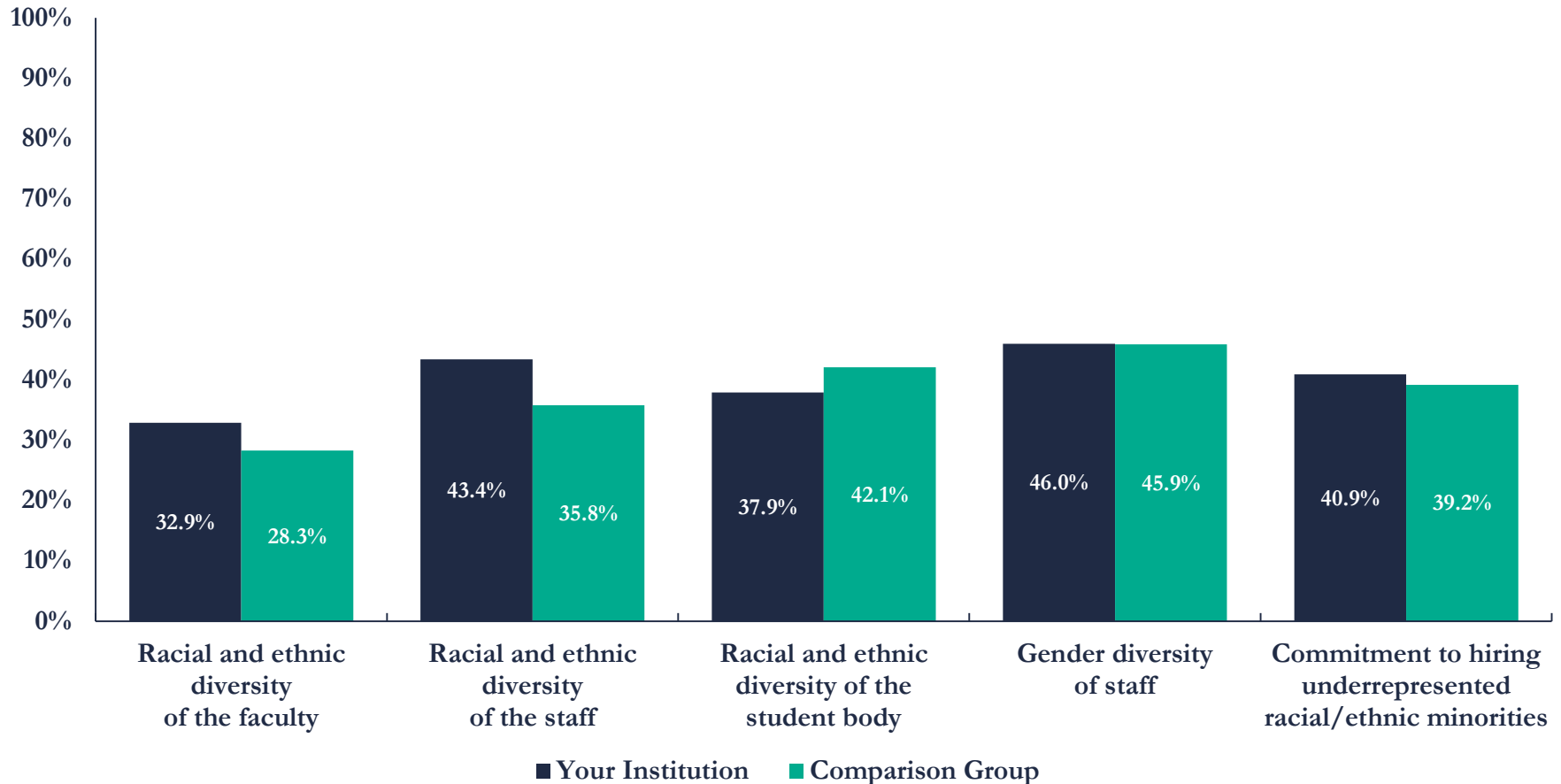


# Campus Climate

# Campus Diversity

(% Indicating “Satisfied” or “Very Satisfied”)

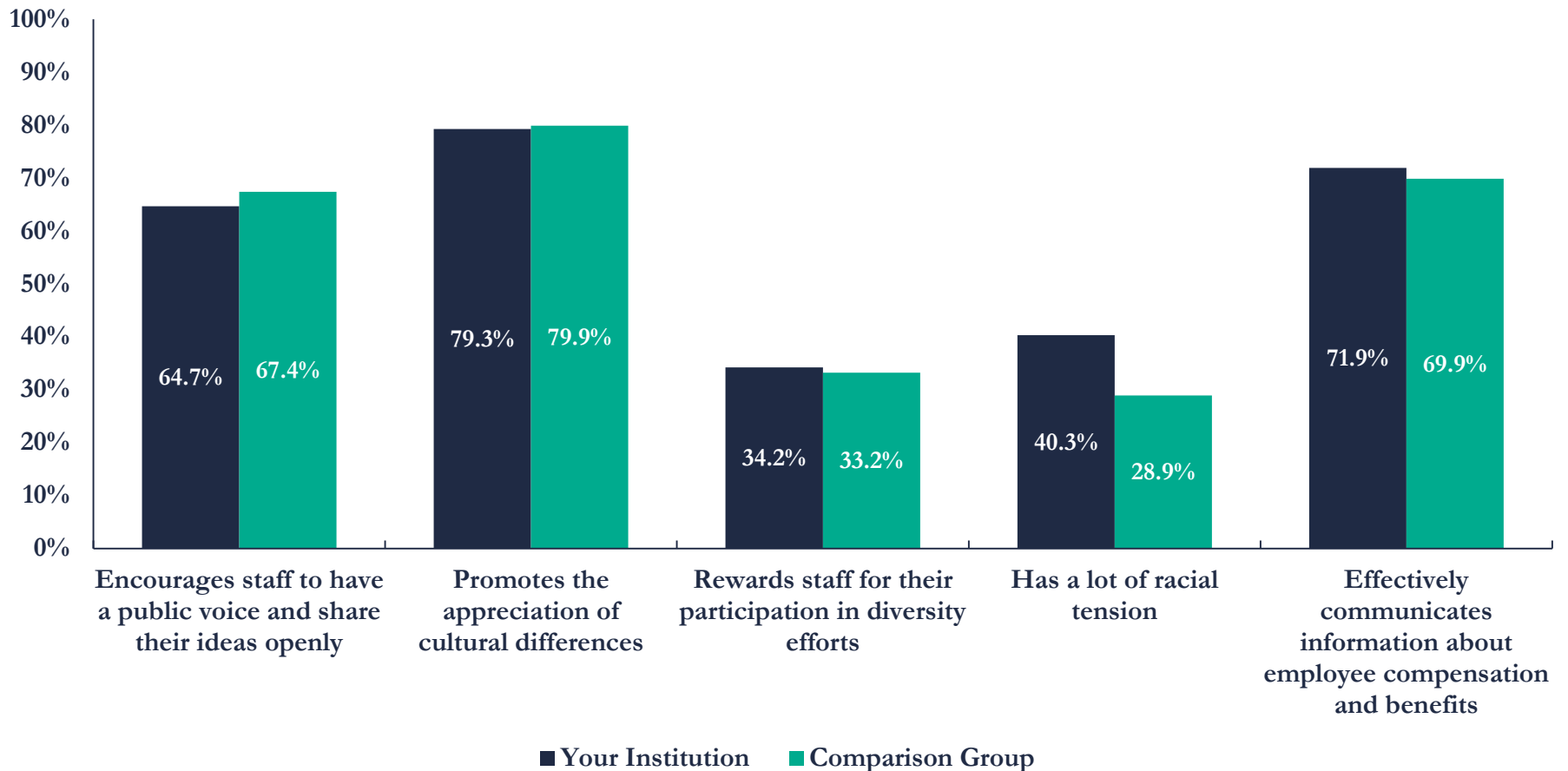
Please rate your satisfaction with your institution in each area:



# Campus Atmosphere

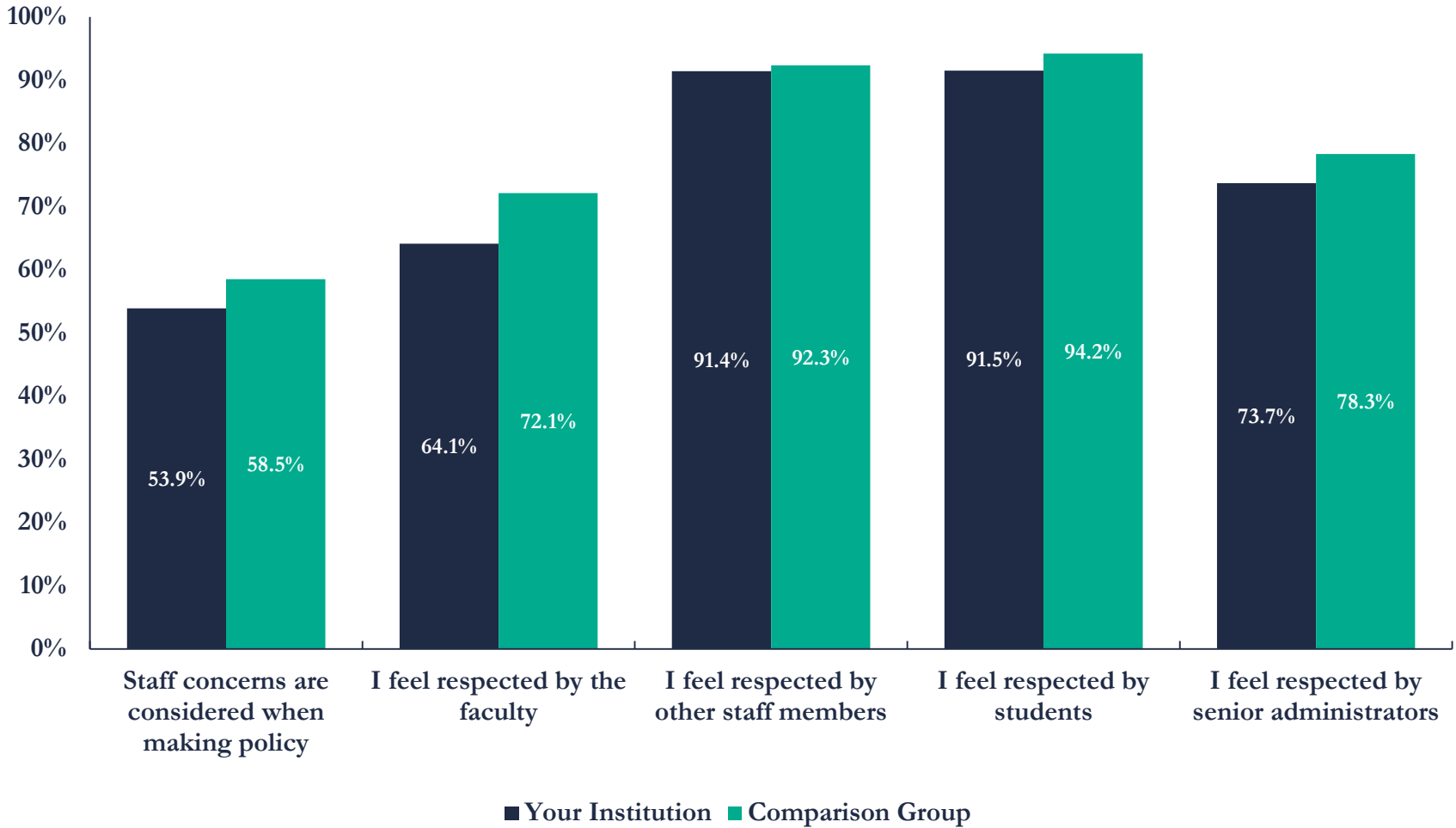
(% Indicating “Agree” or “Strongly Agree”)

This Institution:



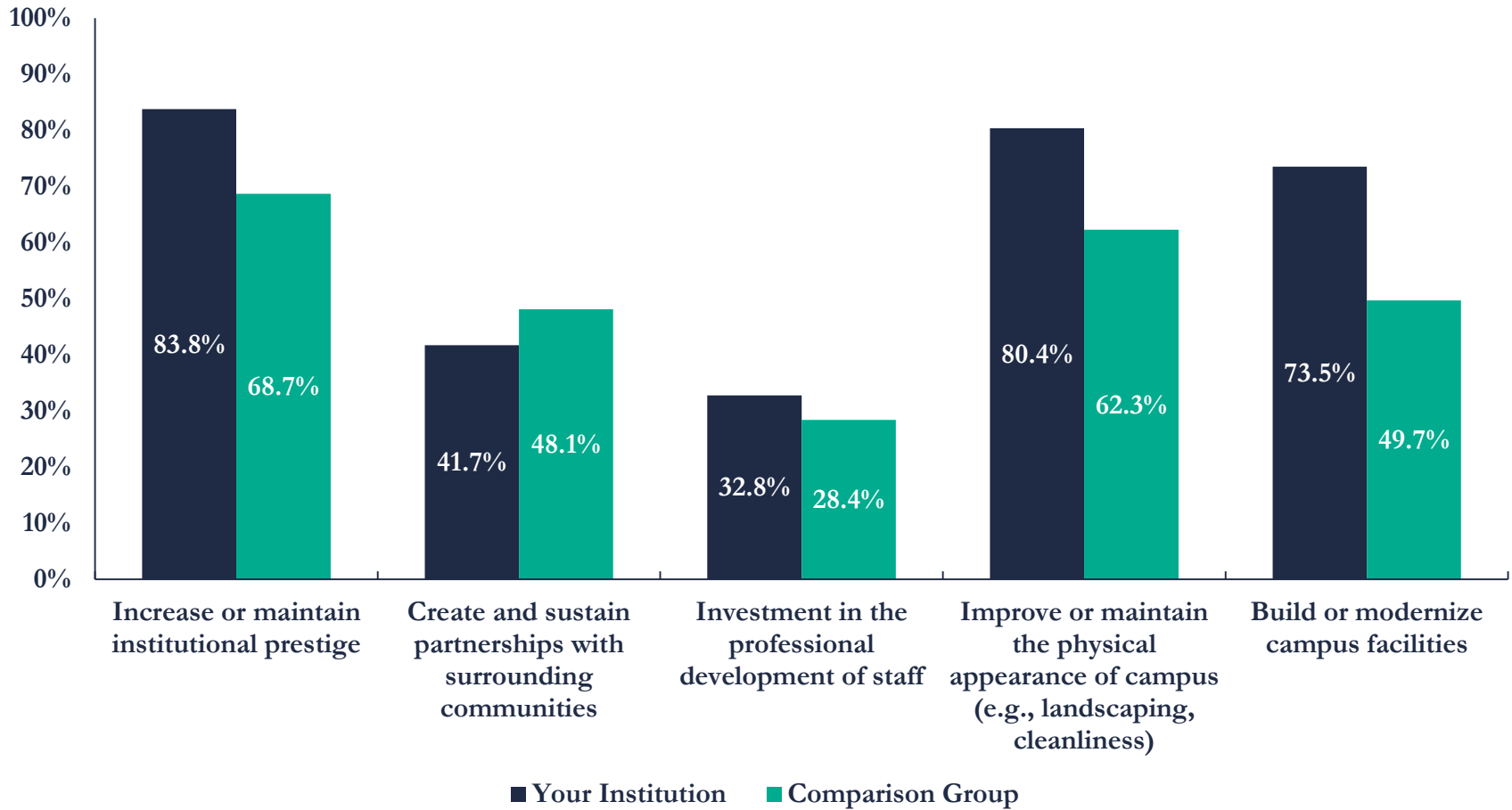
# Staff Perspectives on Campus Climate

(% Indicating “Agree” or “Strongly Agree”)



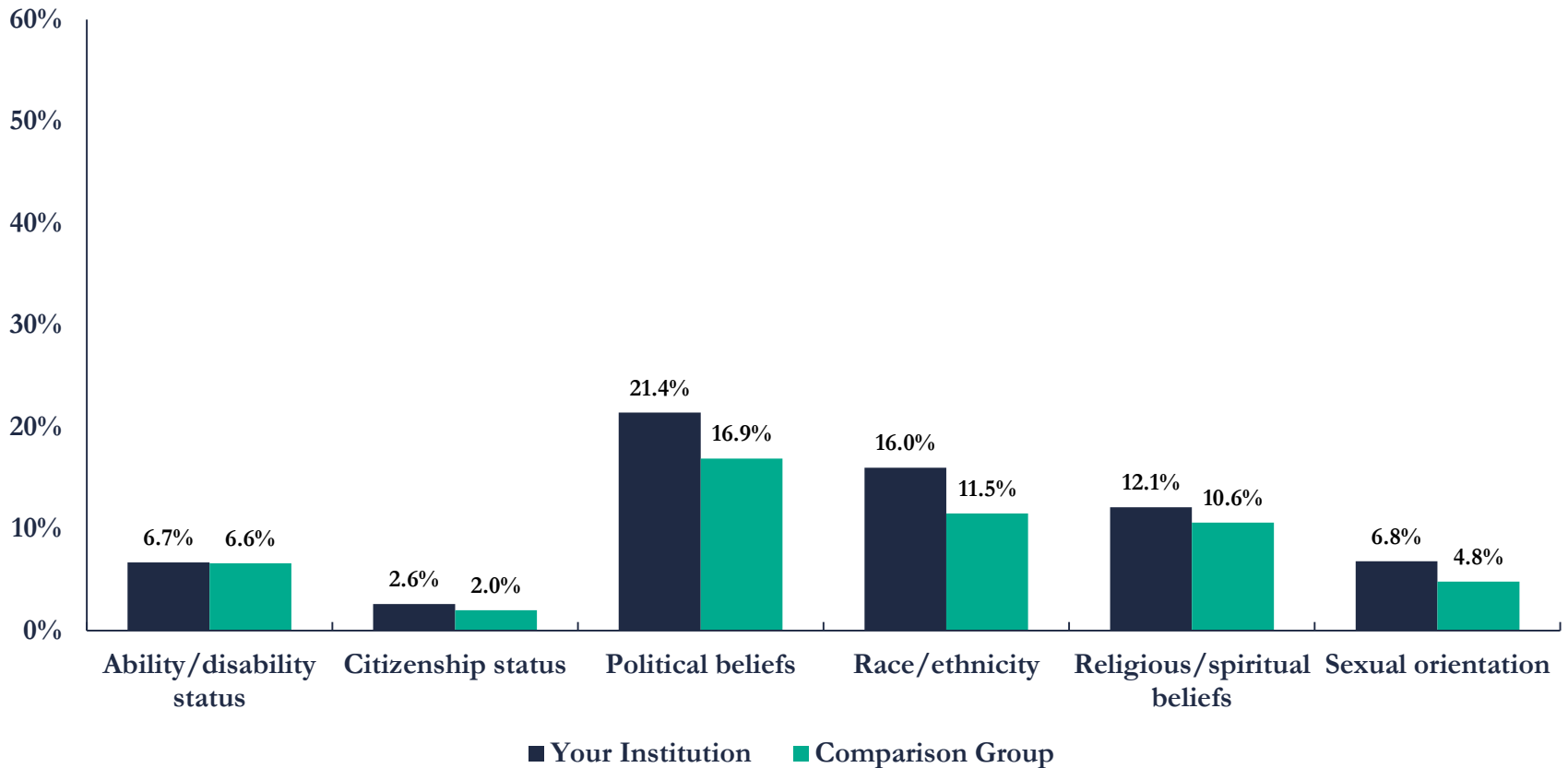
# Campus Community & Diversity: Institutional Priorities

(% Indicating “High” or “Highest” Priority)



# Staff Discrimination or Exclusion

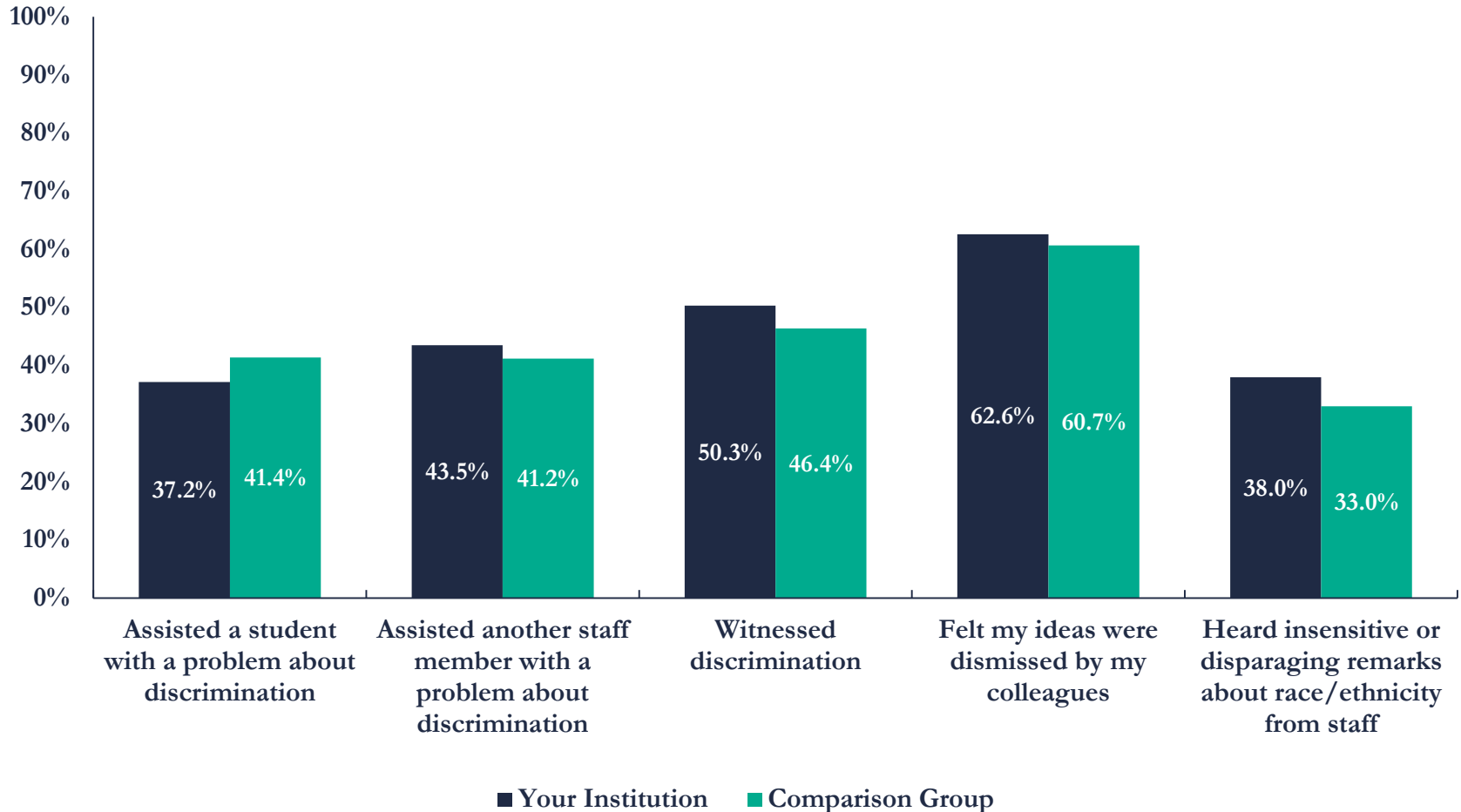
**% Indicating Experience with Discrimination or Exclusion at this Institution Because of Their:**



# Discrimination & Harassment

(% Indicating Ever Experienced at This Institution):

Please indicate how often at this institution you have:

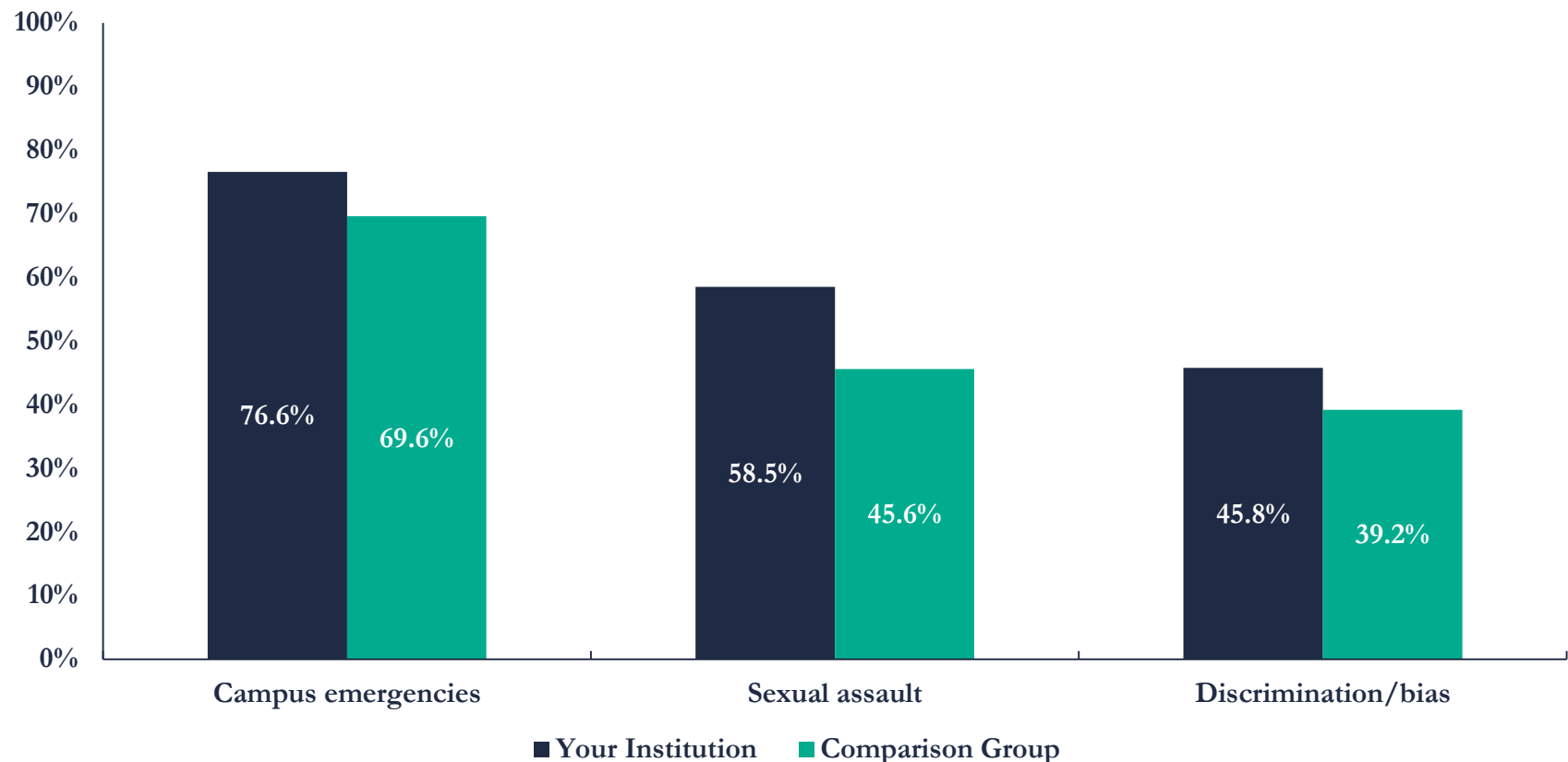




# Staff Satisfaction with Administrative Responses

(% Indicating “Satisfied” or “Very Satisfied”)

## Satisfaction with Outcomes of Administrative responses to:

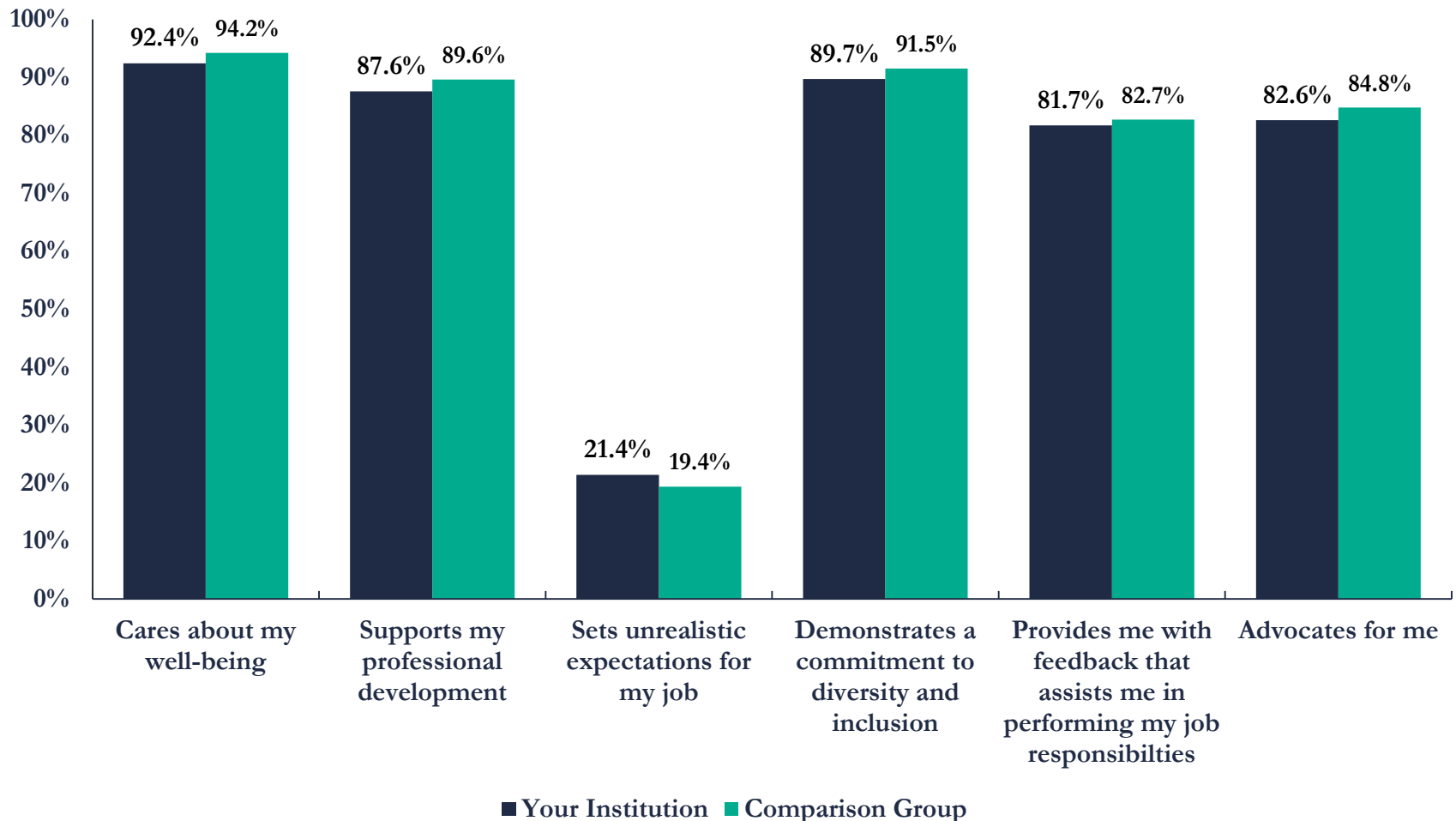


# Work Environment

# Supervisors

(% Indicating “Agree” or “Strongly Agree”)

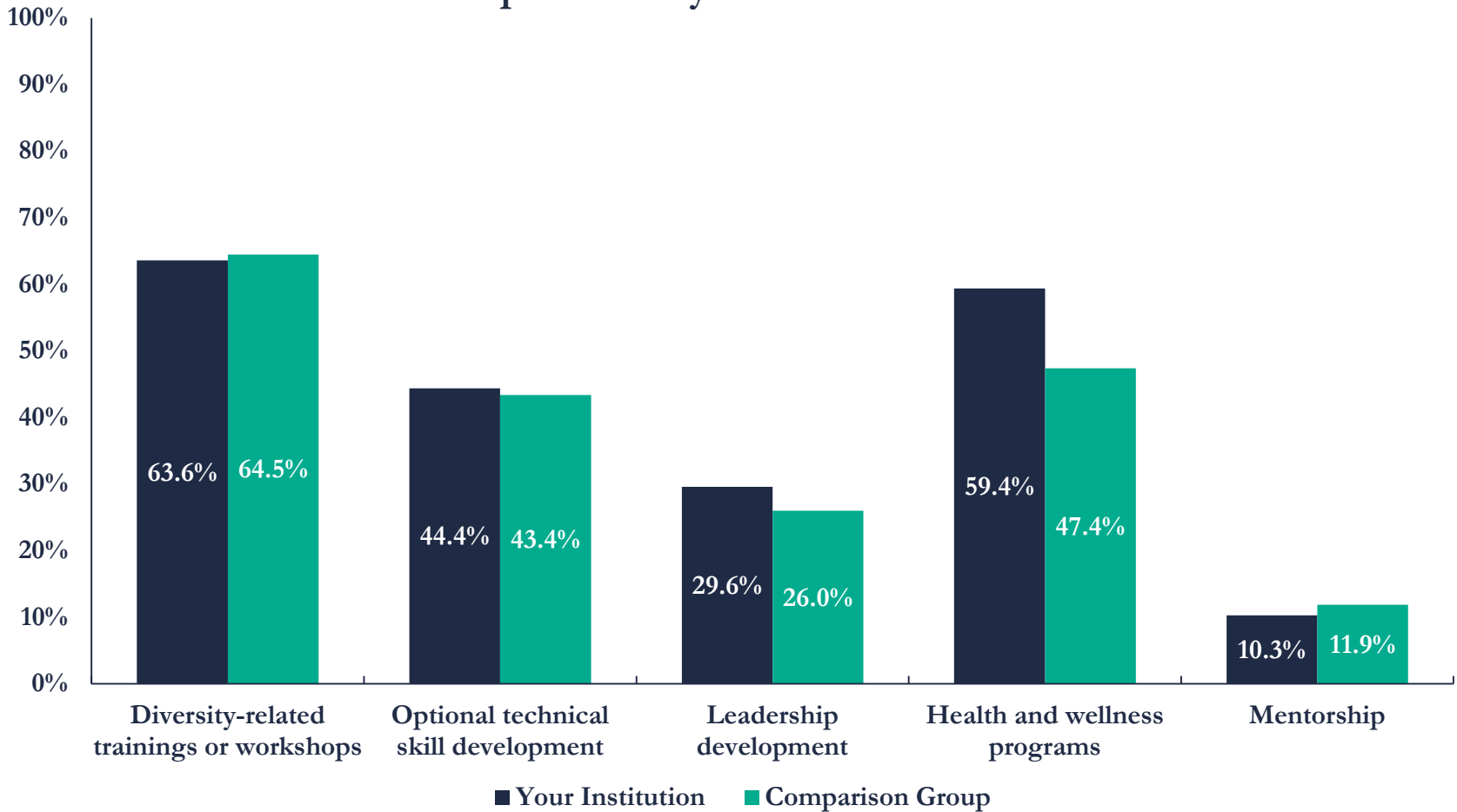
My Supervisor:



# Professional Development

(% Indicating “Yes”)

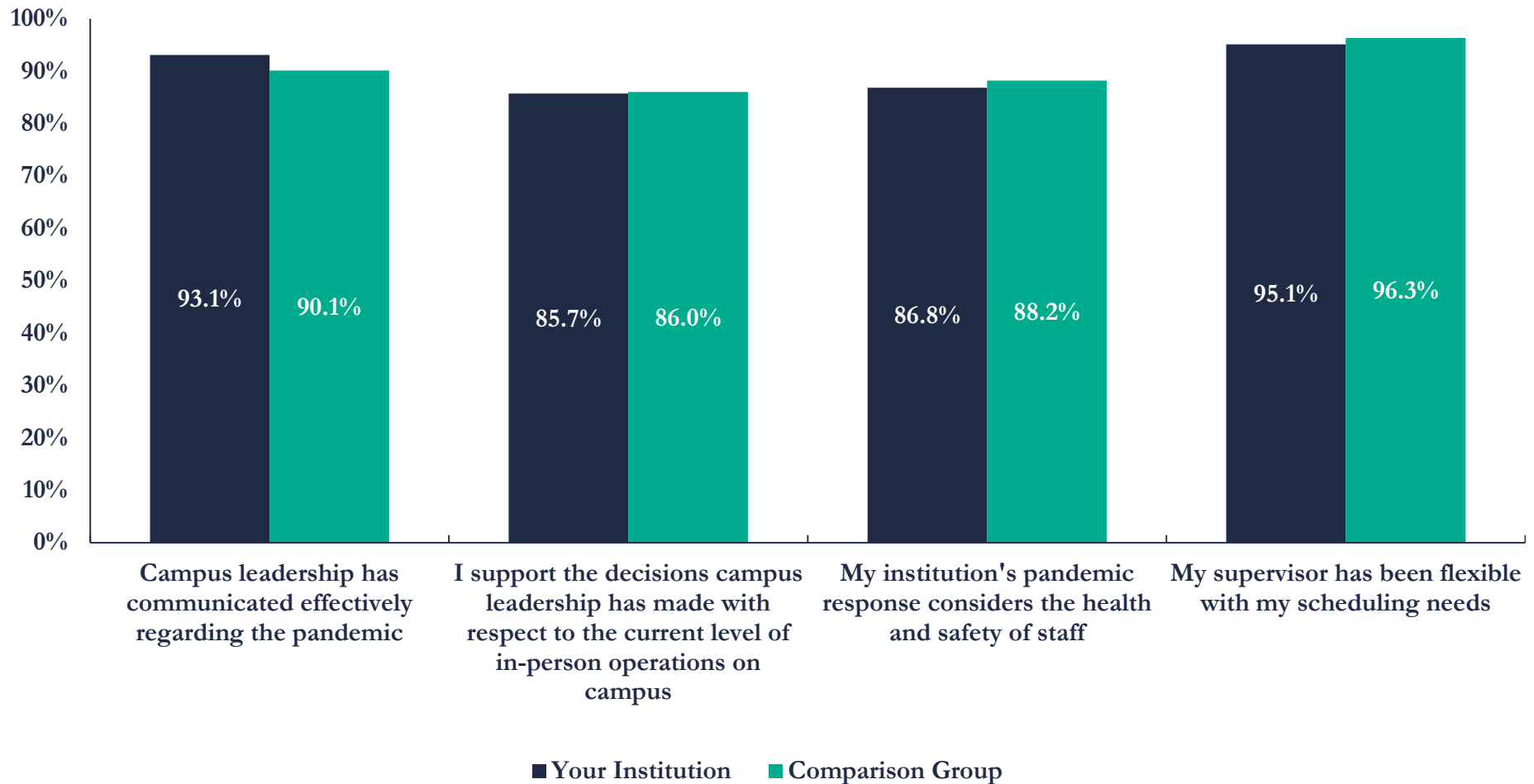
Have you participated in any of the following opportunities provided by this institution:



# COVID-19 Response

# Campus Response to COVID-19

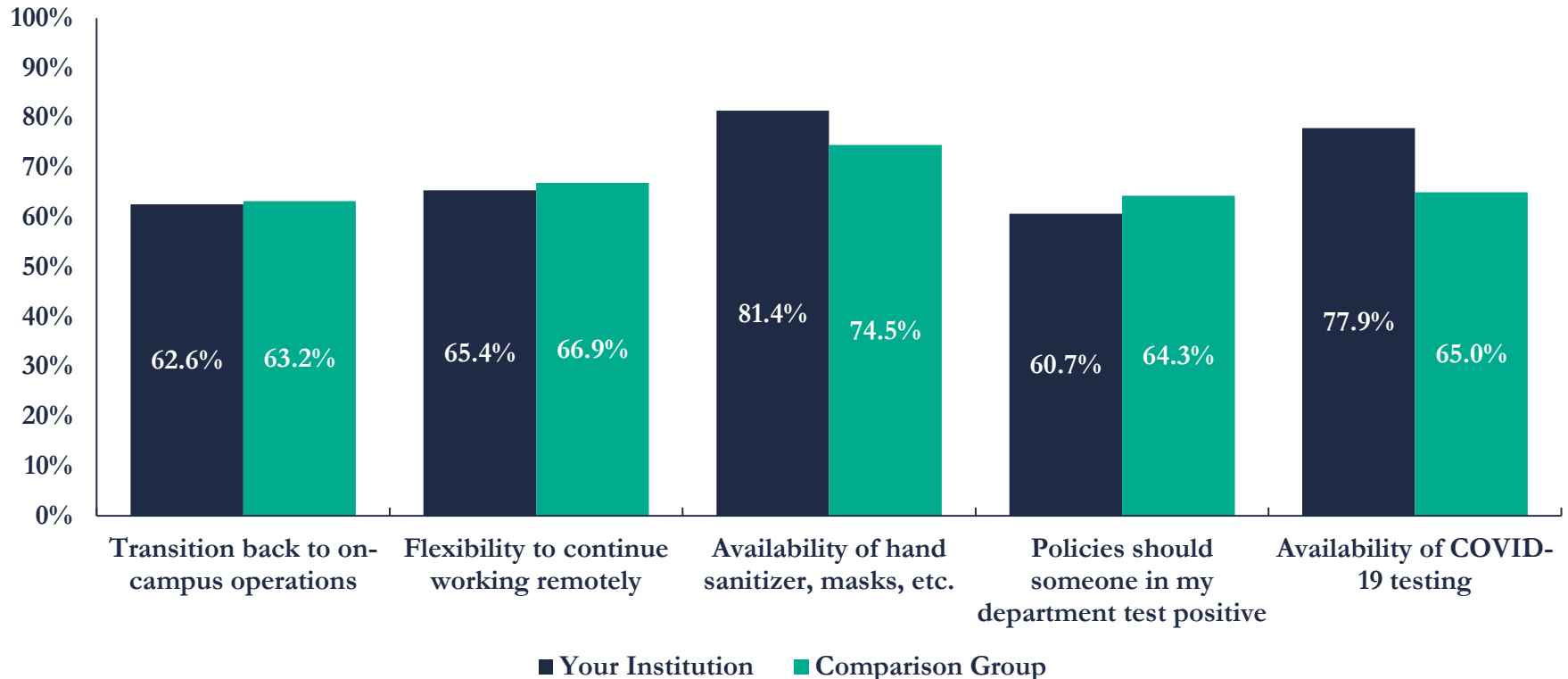
(% Indicating “Agree Somewhat” or “Strongly Agree”)



# Satisfaction With Institutional Efforts Toward In-person Operations

(% Indicating “Satisfied” or “Very Satisfied”)

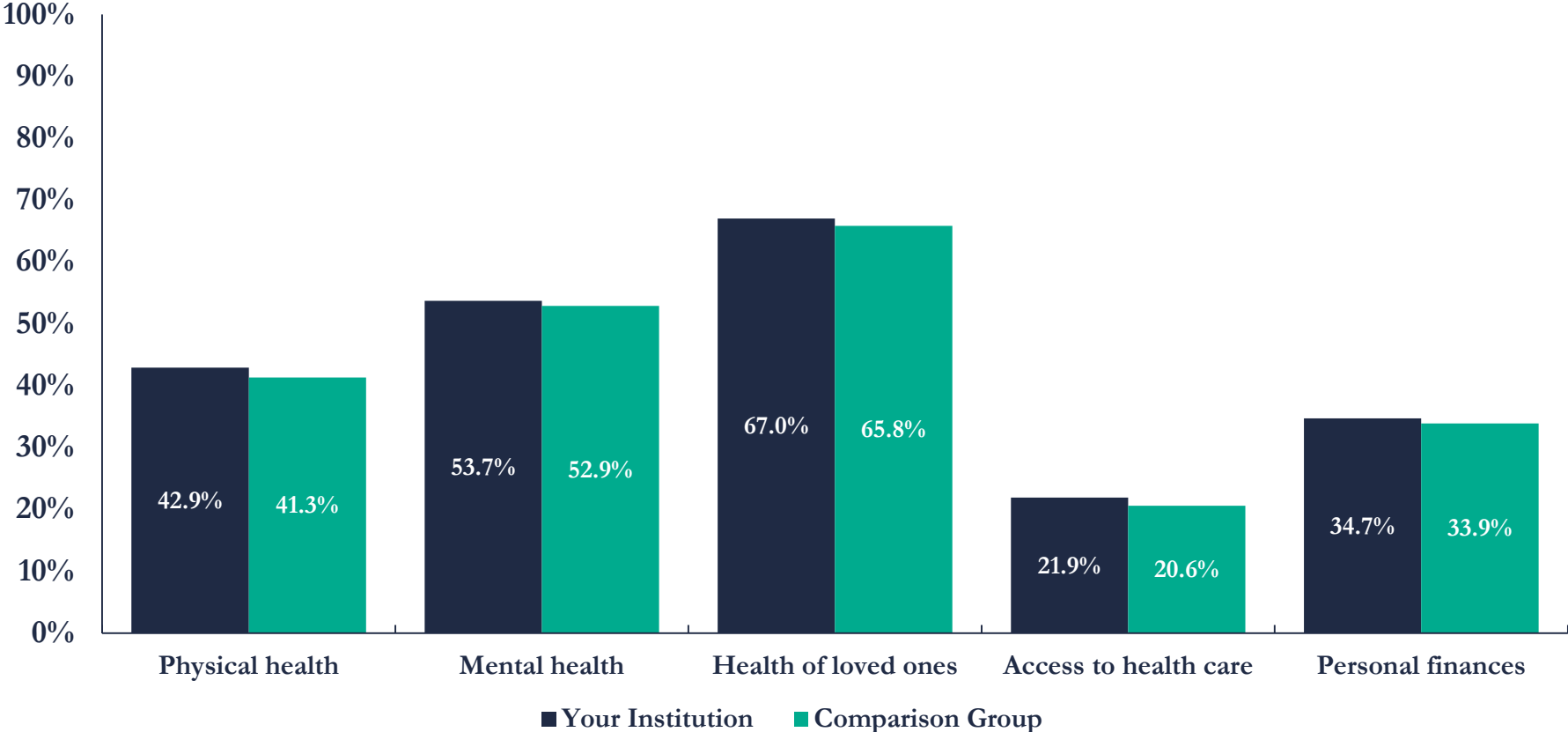
If your campus has returned to in-person operations, to what extent are you satisfied with the following:



# 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:

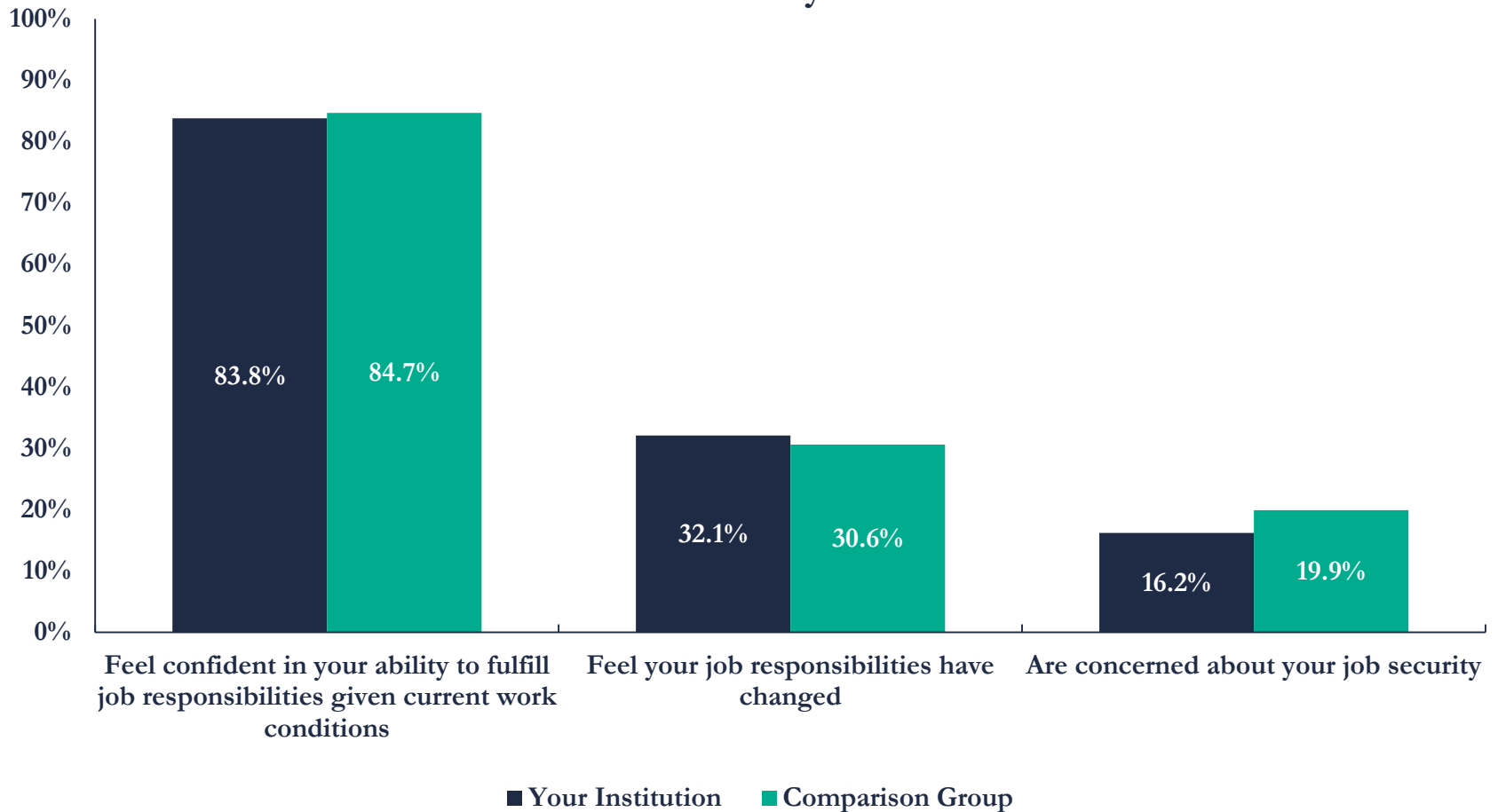




# How COVID-19 Affected Your Job

(% 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:



The more you get to know your campus community,  
the better you can understand their needs.

**For more information on the HERI Staff Climate Survey at UR please contact:**

**Dr. Glyn Hughes**  
**Director, Institutional Equity and Inclusion**  
**ghughes@richmond.edu**

**Media inquiries should be directed to:**  
**Cynthia Price**  
**Associate Vice President of Media & PR**  
**cprice2@richmond.edu**  
**804-287-6659**

**For information about HERI/CIRP Surveys please contact:**  
**heri@ucla.edu (310) 825-1925 [www.heri.ucla.edu](http://www.heri.ucla.edu)**