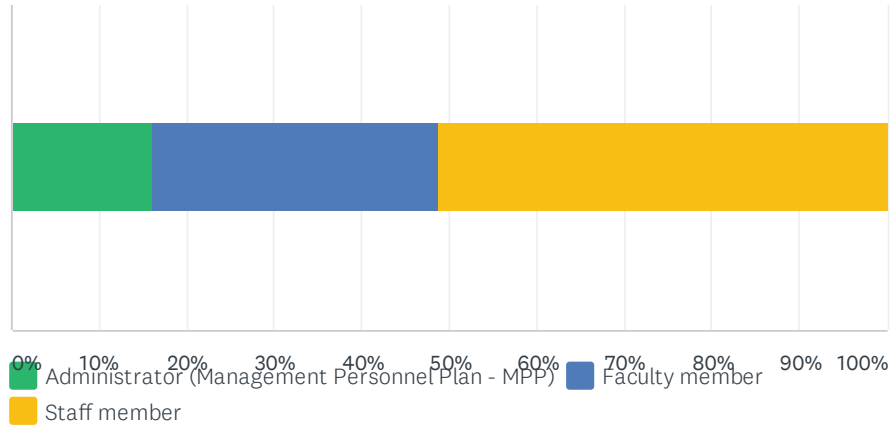


## Q1 Which type of employee are you (your primary role)?

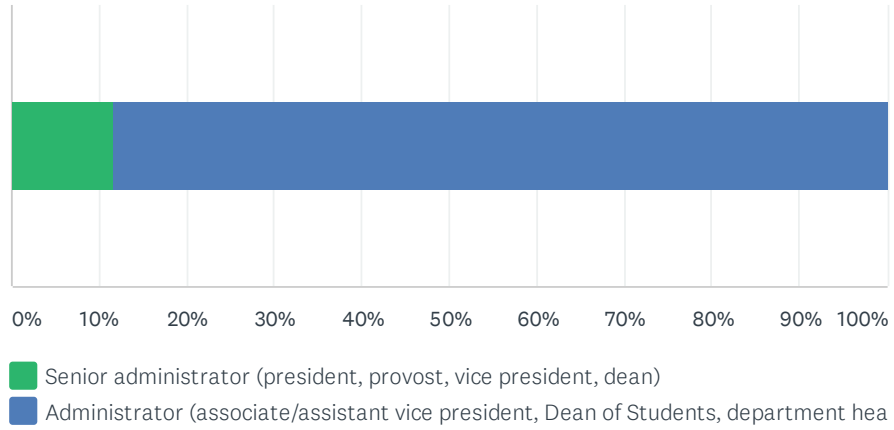
Answered: 733 Skipped: 3



ANSWER CHOICES	RESPONSES	
Administrator (Management Personnel Plan - MPP)	16.10%	118
Faculty member	32.74%	240
Staff member	51.16%	375
<b>TOTAL</b>		<b>733</b>

## Q2 Which type of administrator are you?

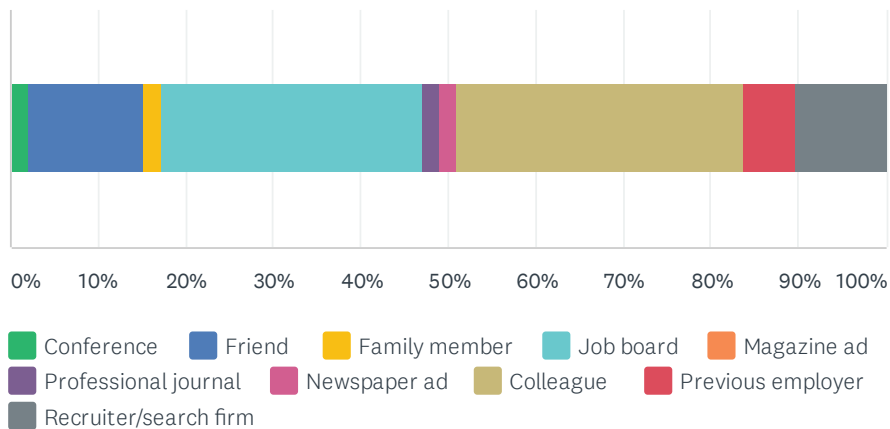
Answered: 111 Skipped: 625



ANSWER CHOICES	RESPONSES	
Senior administrator (president, provost, vice president, dean)	11.71%	13
Administrator (associate/assistant vice president, Dean of Students, department head, executive director)	88.29%	98
<b>TOTAL</b>		<b>111</b>

### Q3 How did you first learn about your job opening?

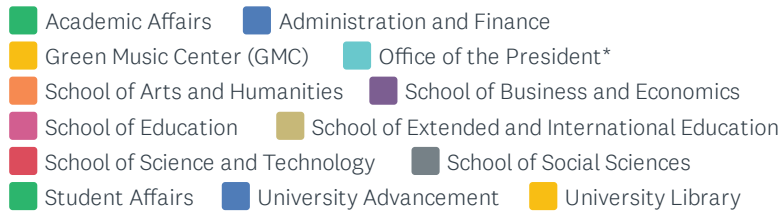
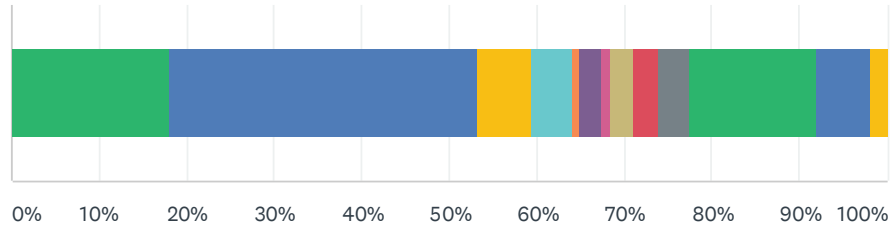
Answered: 98 Skipped: 638



ANSWER CHOICES	RESPONSES	
Conference	2.04%	2
Friend	13.27%	13
Family member	2.04%	2
Job board	29.59%	29
Magazine ad	0.00%	0
Professional journal	2.04%	2
Newspaper ad	2.04%	2
Colleague	32.65%	32
Previous employer	6.12%	6
Recruiter/search firm	10.20%	10
<b>TOTAL</b>		<b>98</b>

## Q4 Which area do you work in?

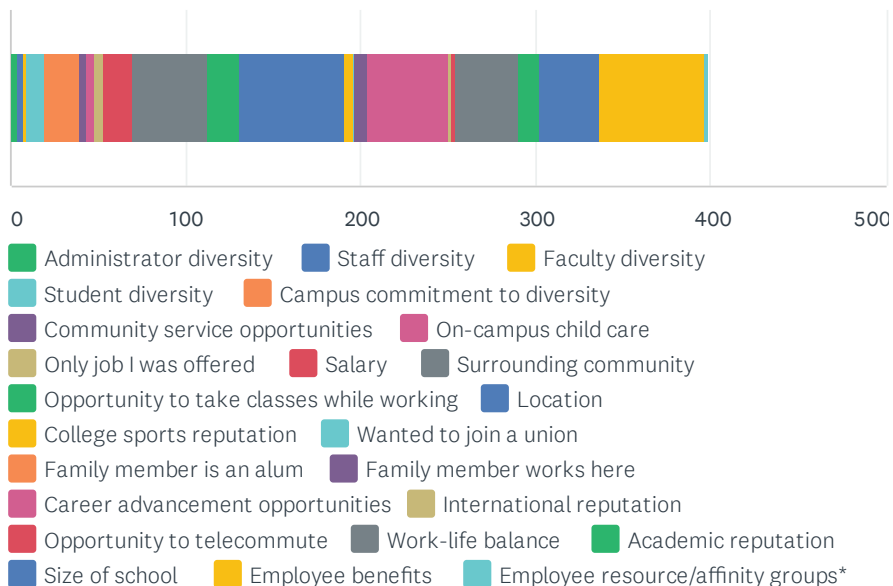
Answered: 111 Skipped: 625



ANSWER CHOICES	RESPONSES	
Academic Affairs	18.02%	20
Administration and Finance	35.14%	39
Green Music Center (GMC)	6.31%	7
Office of the President*	4.50%	5
School of Arts and Humanities	0.90%	1
School of Business and Economics	2.70%	3
School of Education	0.90%	1
School of Extended and International Education	2.70%	3
School of Science and Technology	2.70%	3
School of Social Sciences	3.60%	4
Student Affairs	14.41%	16
University Advancement	6.31%	7
University Library	1.80%	2
<b>TOTAL</b>		<b>111</b>

### Q5 Why did you choose to work at SSU? Check all that apply.

Answered: 105 Skipped: 631

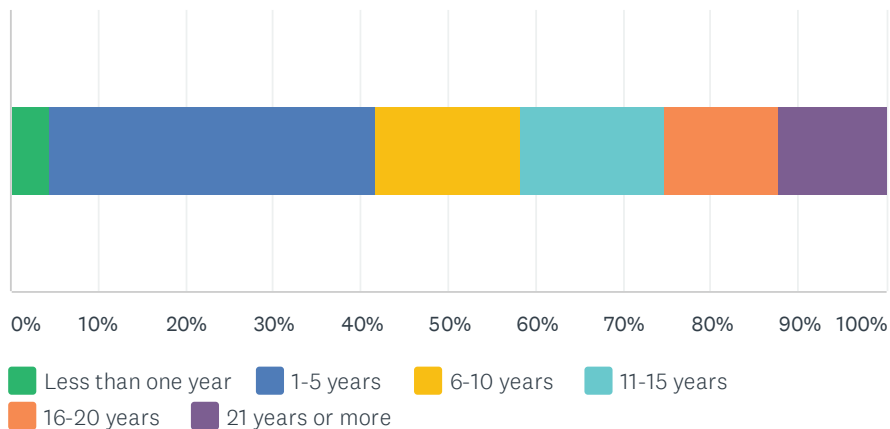


Sonoma State University Campus Climate Survey for Administrators, Faculty, and Staff

ANSWER CHOICES	RESPONSES	
Administrator diversity	3.81%	4
Staff diversity	2.86%	3
Faculty diversity	1.90%	2
Student diversity	9.52%	10
Campus commitment to diversity	19.05%	20
Community service opportunities	3.81%	4
On-campus child care	4.76%	5
Only job I was offered	4.76%	5
Salary	15.24%	16
Surrounding community	40.95%	43
Opportunity to take classes while working	18.10%	19
Location	57.14%	60
College sports reputation	4.76%	5
Wanted to join a union	0.95%	1
Family member is an alum	0.00%	0
Family member works here	6.67%	7
Career advancement opportunities	43.81%	46
International reputation	1.90%	2
Opportunity to telecommute	1.90%	2
Work-life balance	34.29%	36
Academic reputation	11.43%	12
Size of school	32.38%	34
Employee benefits	58.10%	61
Employee resource/affinity groups*	1.90%	2
Total Respondents: 105		

## Q6 How long have you been employed at SSU?

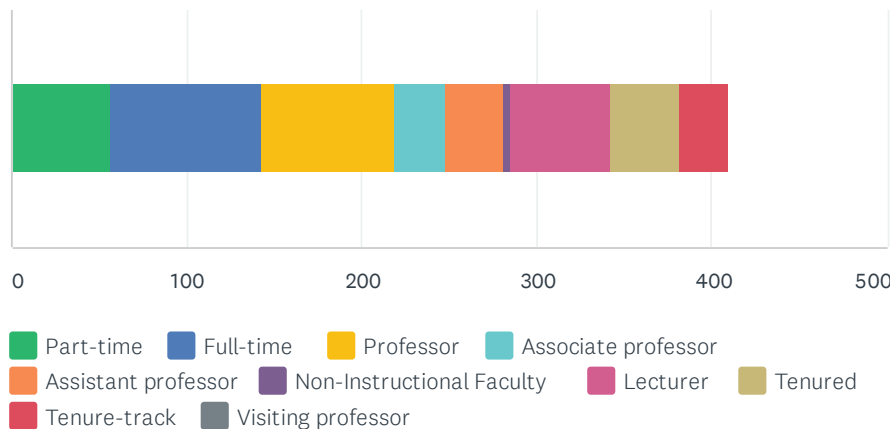
Answered: 115 Skipped: 621



ANSWER CHOICES	RESPONSES	
Less than one year	4.35%	5
1-5 years	37.39%	43
6-10 years	16.52%	19
11-15 years	16.52%	19
16-20 years	13.04%	15
21 years or more	12.17%	14
<b>TOTAL</b>		<b>115</b>

## Q7 Which type of faculty member are you? Check all that apply.

Answered: 236 Skipped: 500

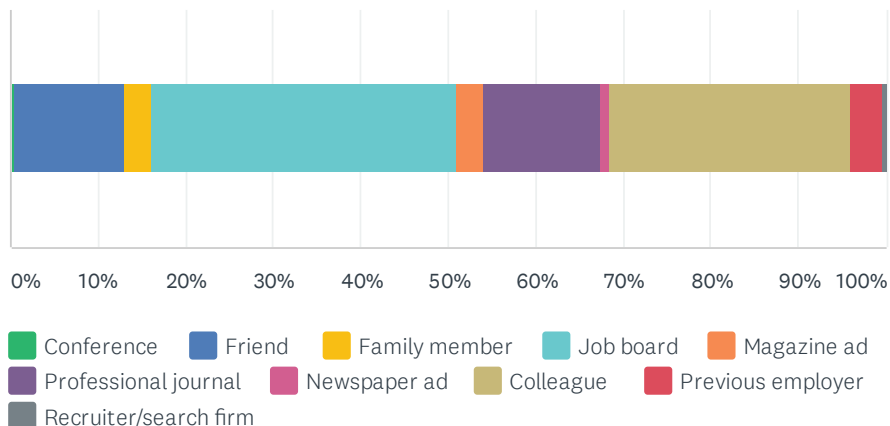


ANSWER CHOICES	RESPONSES	
Part-time	23.73%	56
Full-time	36.86%	87
Professor	32.20%	76
Associate professor	12.29%	29
Assistant professor	13.98%	33
Non-Instructional Faculty	1.69%	4
Lecturer	24.15%	57
Tenured	16.95%	40
Tenure-track	11.86%	28
Visiting professor	0.00%	0
Total Respondents: 236		



## Q8 How did you first learn about your job opening?

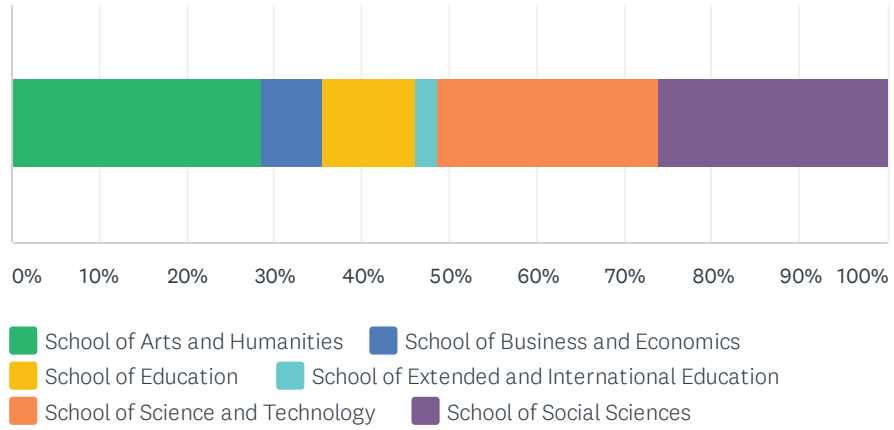
Answered: 200 Skipped: 536



ANSWER CHOICES	RESPONSES	
Conference	0.50%	1
Friend	12.50%	25
Family member	3.00%	6
Job board	35.00%	70
Magazine ad	3.00%	6
Professional journal	13.50%	27
Newspaper ad	1.00%	2
Colleague	27.50%	55
Previous employer	3.50%	7
Recruiter/search firm	0.50%	1
<b>TOTAL</b>		<b>200</b>

## Q9 Which school do you teach in?

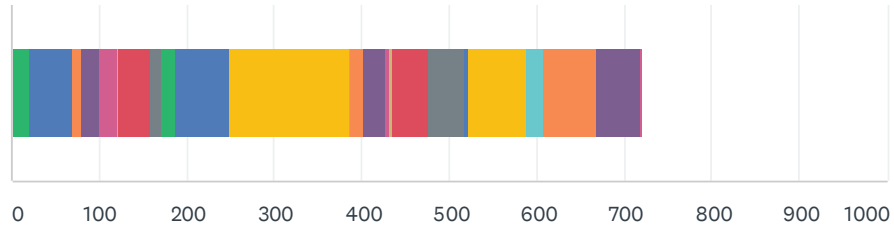
Answered: 214 Skipped: 522



ANSWER CHOICES	RESPONSES	
School of Arts and Humanities	28.50%	61
School of Business and Economics	7.01%	15
School of Education	10.75%	23
School of Extended and International Education	2.34%	5
School of Science and Technology	25.23%	54
School of Social Sciences	26.17%	56
<b>TOTAL</b>		<b>214</b>

## Q10 Why did you choose to teach at SSU? Check all that apply.

Answered: 213 Skipped: 523



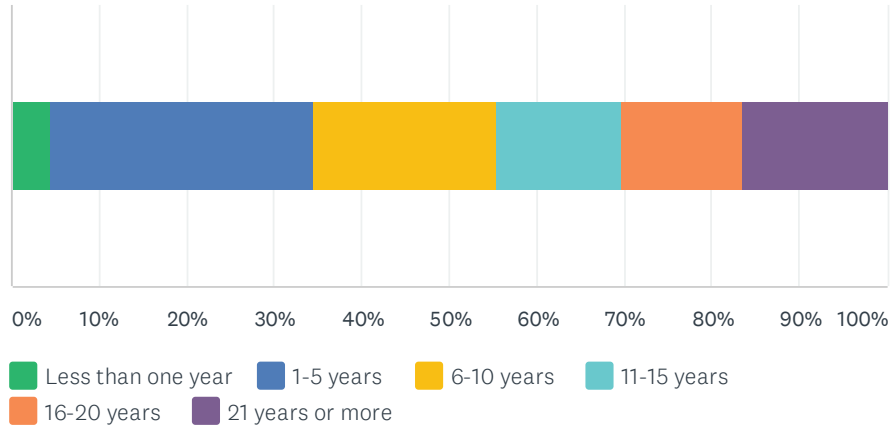
- Research opportunities
  Tenure process
  Administrator diversity
- Staff diversity
  Faculty diversity
  Student diversity
- Campus commitment to diversity
  On-campus child care
- Only job I was offered
  Community service opportunities
  Salary
- Surrounding community
  Location
  College sports reputation
- Wanted to join a union
  I am an alum
  Family member is an alum
- Family member works here
  Career advancement opportunities
- Professional development
  International reputation
- Opportunity to telecommute
  Work-life balance
  Academic reputation
- Size of school
  Employee benefits
  Employee resource/affinity groups\*

Sonoma State University Campus Climate Survey for Administrators, Faculty, and Staff

ANSWER CHOICES	RESPONSES	
Research opportunities	9.39%	20
Tenure process	23.47%	50
Administrator diversity	0.00%	0
Staff diversity	0.47%	1
Faculty diversity	4.23%	9
Student diversity	9.86%	21
Campus commitment to diversity	8.92%	19
On-campus child care	0.94%	2
Only job I was offered	16.90%	36
Community service opportunities	6.10%	13
Salary	7.04%	15
Surrounding community	29.58%	63
Location	64.32%	137
College sports reputation	0.94%	2
Wanted to join a union	6.10%	13
I am an alum	12.21%	26
Family member is an alum	2.35%	5
Family member works here	1.88%	4
Career advancement opportunities	18.78%	40
Professional development	19.72%	42
International reputation	0.47%	1
Opportunity to telecommute	1.41%	3
Work-life balance	30.99%	66
Academic reputation	9.39%	20
Size of school	28.17%	60
Employee benefits	23.94%	51
Employee resource/affinity groups*	0.94%	2
Total Respondents: 213		

## Q11 How long have you been employed at SSU?

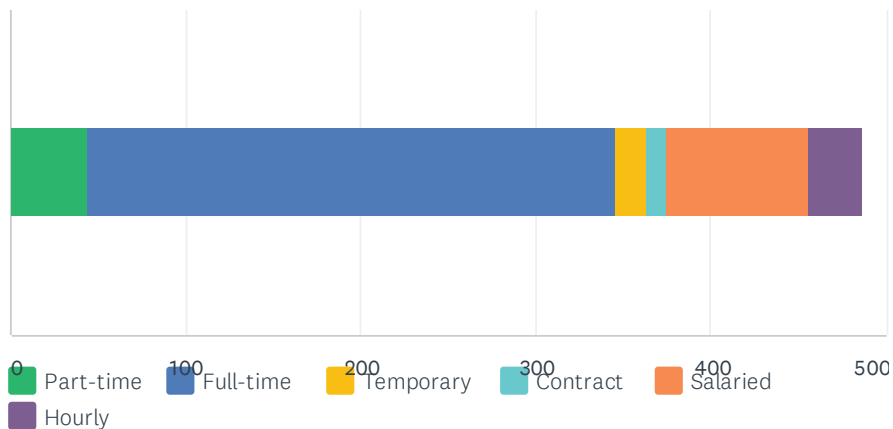
Answered: 231 Skipped: 505



ANSWER CHOICES	RESPONSES	
Less than one year	4.33%	10
1-5 years	30.30%	70
6-10 years	20.78%	48
11-15 years	14.29%	33
16-20 years	13.85%	32
21 years or more	16.45%	38
<b>TOTAL</b>		<b>231</b>

## Q12 Which type of staff member are you? Check all that apply.

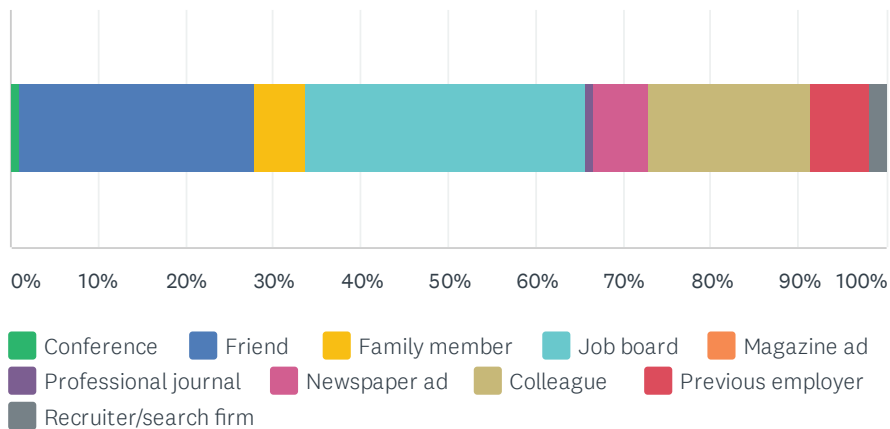
Answered: 362 Skipped: 374



ANSWER CHOICES	RESPONSES	
Part-time	12.15%	44
Full-time	83.15%	301
Temporary	4.97%	18
Contract	3.04%	11
Salaried	22.65%	82
Hourly	8.56%	31
Total Respondents: 362		

## Q13 How did you first learn about your job opening?

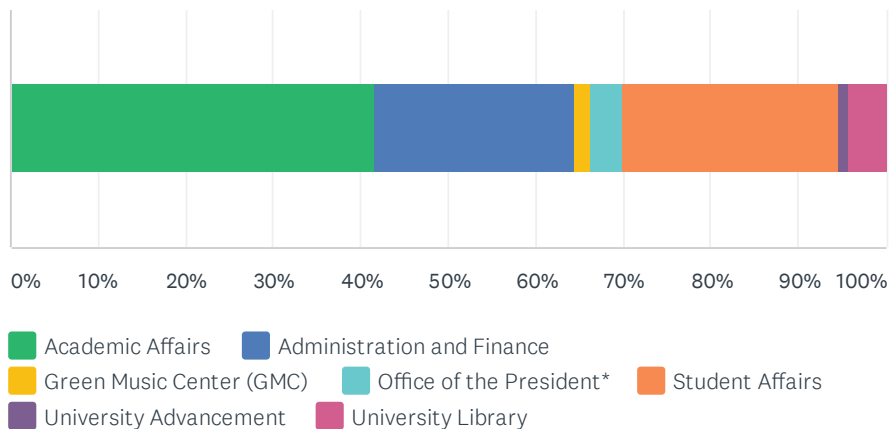
Answered: 276 Skipped: 460



ANSWER CHOICES	RESPONSES	
Conference	1.09%	3
Friend	26.81%	74
Family member	5.80%	16
Job board	31.88%	88
Magazine ad	0.00%	0
Professional journal	1.09%	3
Newspaper ad	6.16%	17
Colleague	18.48%	51
Previous employer	6.88%	19
Recruiter/search firm	1.81%	5
<b>TOTAL</b>		<b>276</b>

## Q14 Which area do you work in?

Answered: 279 Skipped: 457

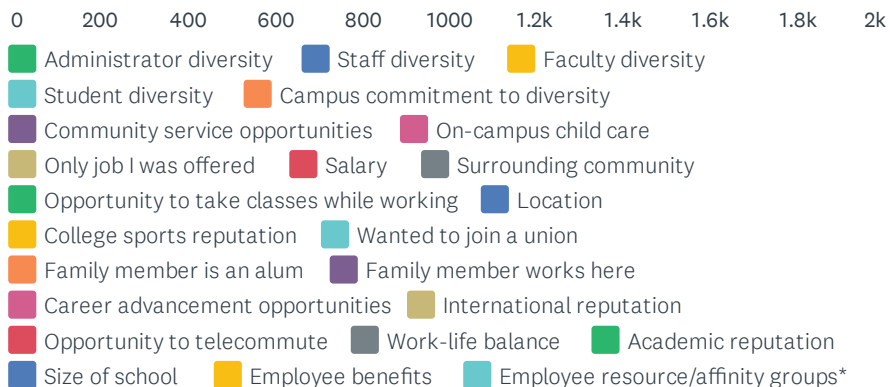
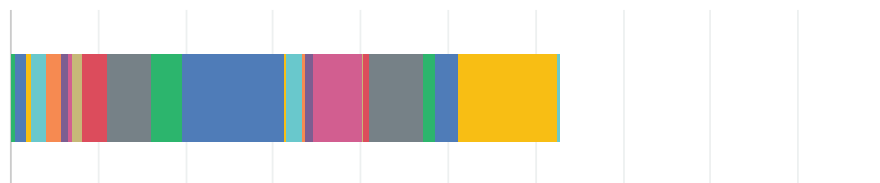


ANSWER CHOICES	RESPONSES	
Academic Affairs	41.58%	116
Administration and Finance	22.94%	64
Green Music Center (GMC)	1.79%	5
Office of the President*	3.58%	10
Student Affairs	24.73%	69
University Advancement	1.08%	3
University Library	4.30%	12
<b>TOTAL</b>		<b>279</b>



### Q15 Why did you choose to work at SSU? Check all that apply.

Answered: 340 Skipped: 396

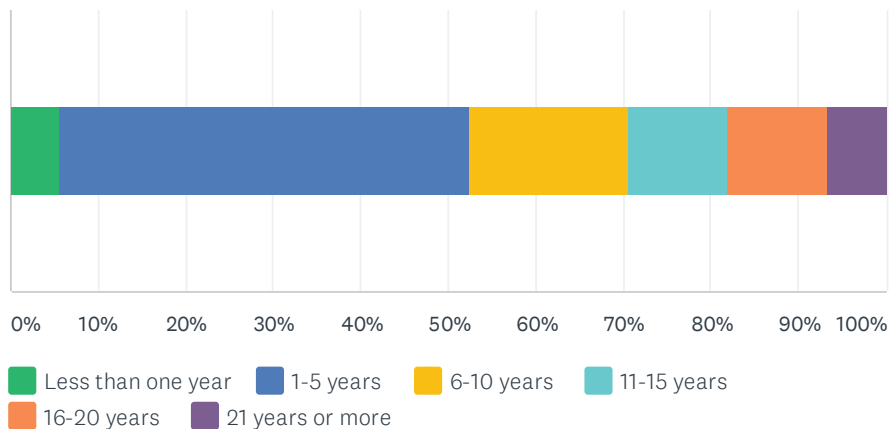


Sonoma State University Campus Climate Survey for Administrators, Faculty, and Staff

ANSWER CHOICES	RESPONSES	
Administrator diversity	3.53%	12
Staff diversity	7.06%	24
Faculty diversity	3.53%	12
Student diversity	9.12%	31
Campus commitment to diversity	11.47%	39
Community service opportunities	4.41%	15
On-campus child care	1.76%	6
Only job I was offered	7.65%	26
Salary	16.18%	55
Surrounding community	29.41%	100
Opportunity to take classes while working	22.06%	75
Location	67.94%	231
College sports reputation	0.88%	3
Wanted to join a union	10.59%	36
Family member is an alum	2.35%	8
Family member works here	4.71%	16
Career advancement opportunities	33.53%	114
International reputation	1.76%	6
Opportunity to telecommute	3.24%	11
Work-life balance	36.76%	125
Academic reputation	7.65%	26
Size of school	15.88%	54
Employee benefits	65.59%	223
Employee resource/affinity groups*	2.35%	8
Total Respondents: 340		

## Q16 How long have you been employed at SSU?

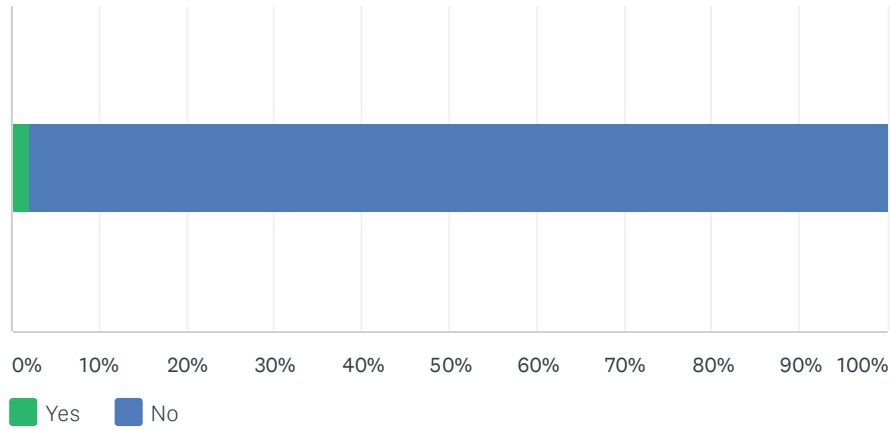
Answered: 359 Skipped: 377



ANSWER CHOICES	RESPONSES	
Less than one year	5.57%	20
1-5 years	46.80%	168
6-10 years	18.38%	66
11-15 years	11.14%	40
16-20 years	11.42%	41
21 years or more	6.69%	24
<b>TOTAL</b>		<b>359</b>

## Q17 Are you currently a member of the United States military or a military veteran?

Answered: 712 Skipped: 24

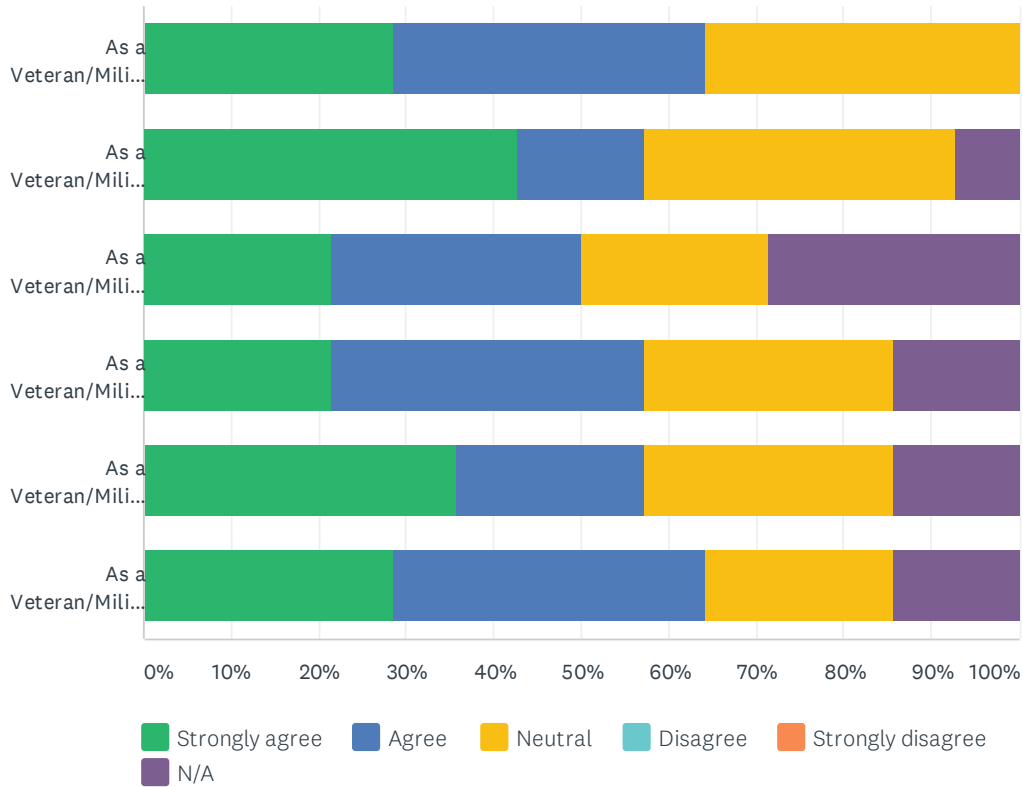


ANSWER CHOICES	RESPONSES
Yes	1.97% 14
No	98.03% 698
TOTAL	712

#	OTHER	DATE
	There are no responses.	

## Q18 To what extent do you agree or disagree with the following statements?

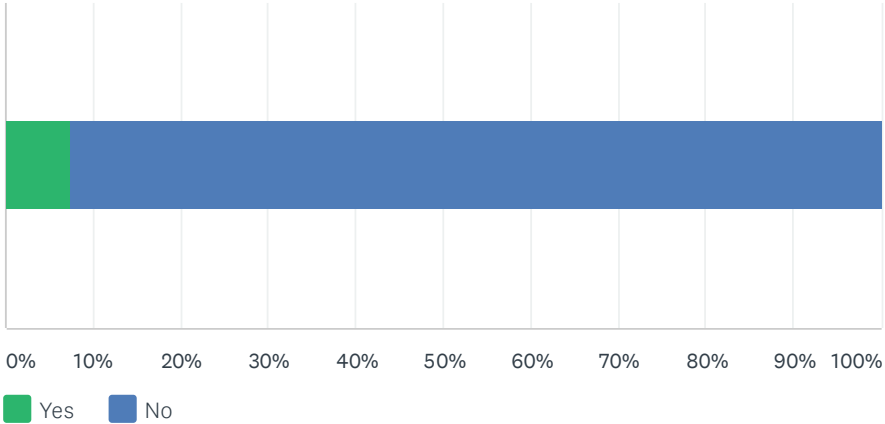
Answered: 14 Skipped: 722



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
As a Veteran/Military, I feel welcome on campus	28.57% 4	35.71% 5	35.71% 5	0.00% 0	0.00% 0	0.00% 0	14	2.07
As a Veteran/Military, I feel welcome in the surrounding community	42.86% 6	14.29% 2	35.71% 5	0.00% 0	0.00% 0	7.14% 1	14	1.92
As a Veteran/Military, I am treated with respect by students	21.43% 3	28.57% 4	21.43% 3	0.00% 0	0.00% 0	28.57% 4	14	2.00
As a Veteran/Military, I am treated with respect by faculty	21.43% 3	35.71% 5	28.57% 4	0.00% 0	0.00% 0	14.29% 2	14	2.08
As a Veteran/Military, I am treated with respect by staff	35.71% 5	21.43% 3	28.57% 4	0.00% 0	0.00% 0	14.29% 2	14	1.92
As a Veteran/Military, I am treated with respect by administrators	28.57% 4	35.71% 5	21.43% 3	0.00% 0	0.00% 0	14.29% 2	14	1.92

### Q19 Do you have a disability\*?

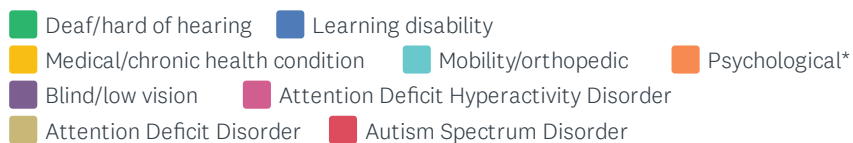
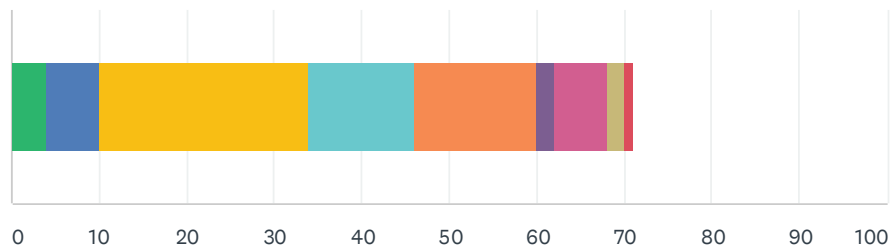
Answered: 709 Skipped: 27



ANSWER CHOICES	RESPONSES	
Yes	7.33%	52
No	92.67%	657
TOTAL		709

## Q20 What type of disability do you have? Check all that apply.

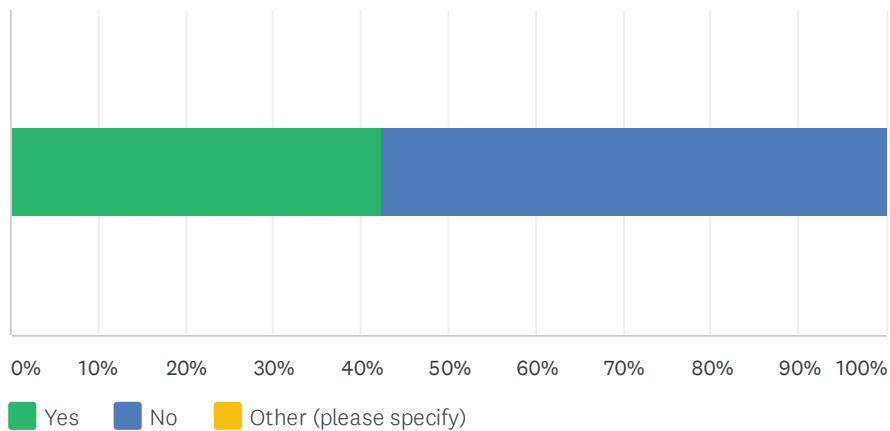
Answered: 48 Skipped: 688



ANSWER CHOICES	RESPONSES	
Deaf/hard of hearing	8.33%	4
Learning disability	12.50%	6
Medical/chronic health condition	50.00%	24
Mobility/orthopedic	25.00%	12
Psychological*	29.17%	14
Blind/low vision	4.17%	2
Attention Deficit Hyperactivity Disorder	12.50%	6
Attention Deficit Disorder	4.17%	2
Autism Spectrum Disorder	2.08%	1
Total Respondents: 48		

## Q21 Have you connected with Human Resources about a disability?

Answered: 52 Skipped: 684

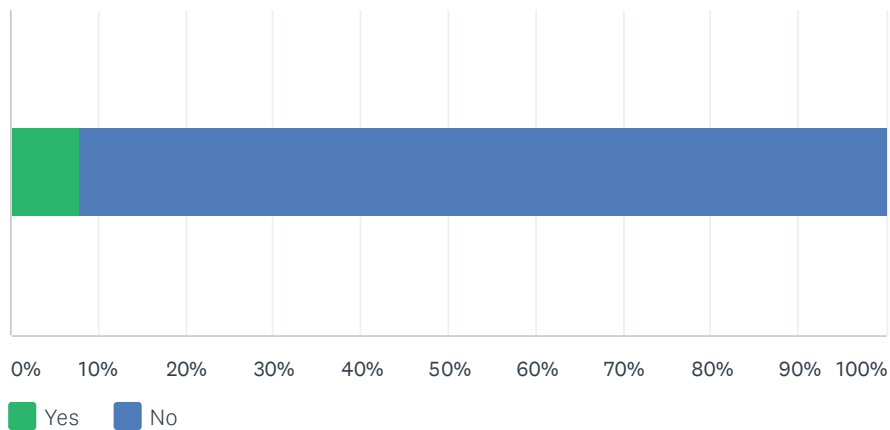


ANSWER CHOICES	RESPONSES	
Yes	42.31%	22
No	57.69%	30
Other (please specify)	0.00%	0
<b>TOTAL</b>		<b>52</b>



## Q22 Have you ever utilized the Employee Assistance program Empathia through Human Resources?

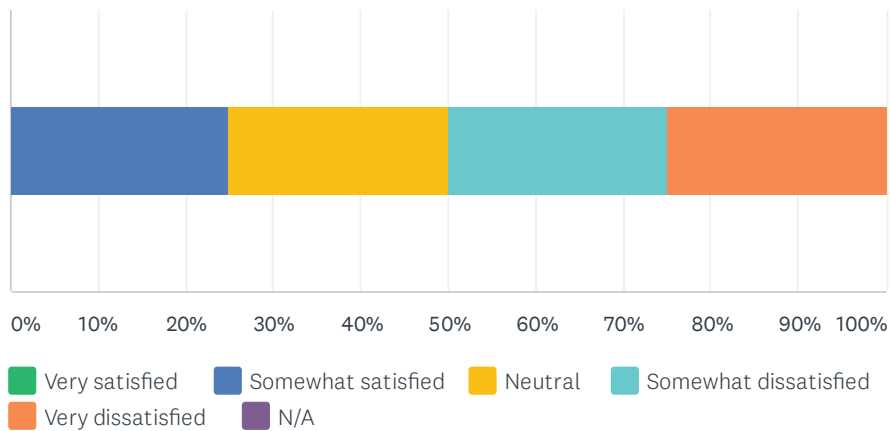
Answered: 51 Skipped: 685



ANSWER CHOICES	RESPONSES	
Yes	7.84%	4
No	92.16%	47
TOTAL		51

## Q23 How satisfied are you with Empathia services?

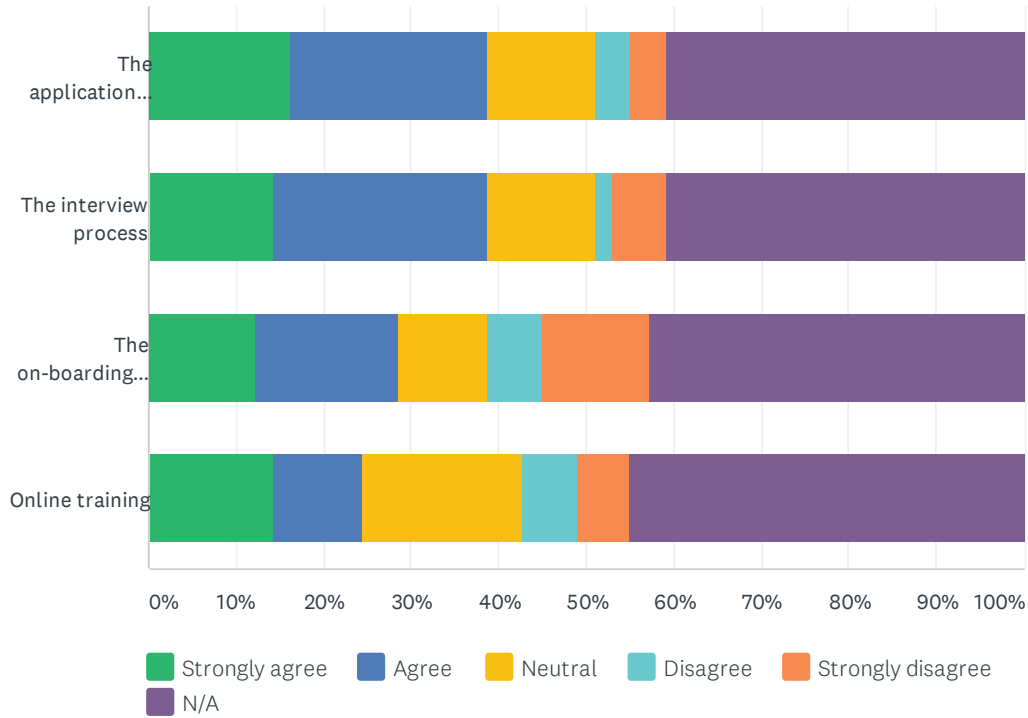
Answered: 4 Skipped: 732



ANSWER CHOICES	RESPONSES	
Very satisfied	0.00%	0
Somewhat satisfied	25.00%	1
Neutral	25.00%	1
Somewhat dissatisfied	25.00%	1
Very dissatisfied	25.00%	1
N/A	0.00%	0
<b>TOTAL</b>		<b>4</b>

## Q24 The accommodations I received while participating in the following met my expectations.

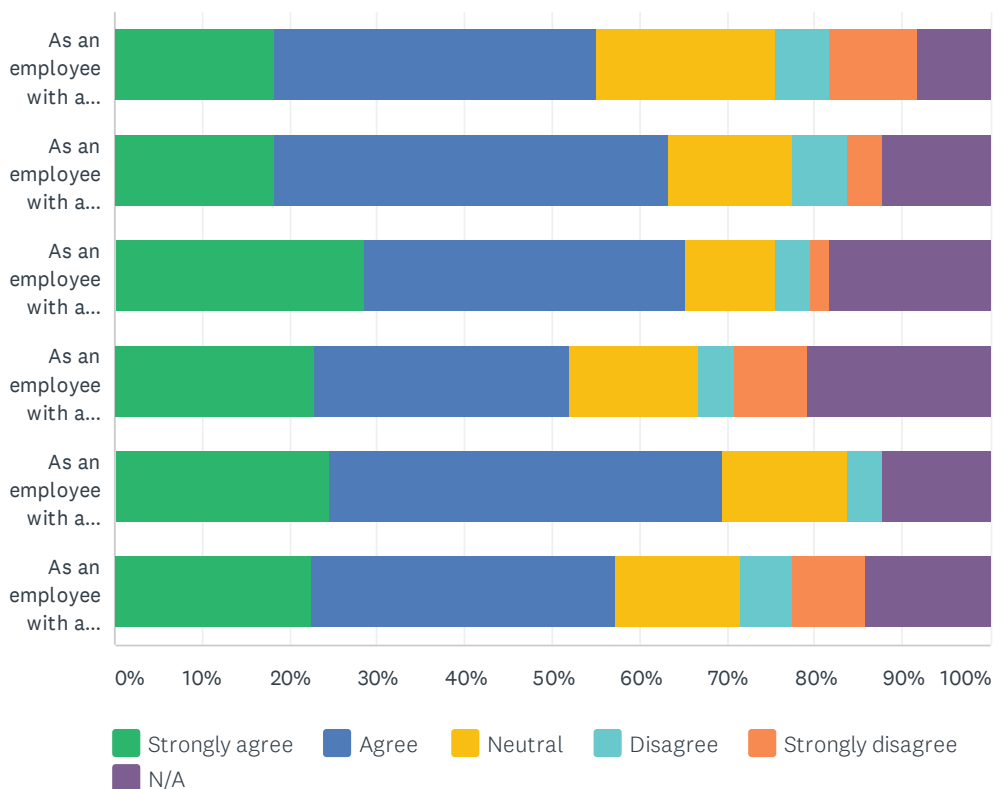
Answered: 49 Skipped: 687



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
The application process	16.33% 8	22.45% 11	12.24% 6	4.08% 2	4.08% 2	40.82% 20	49	2.28
The interview process	14.29% 7	24.49% 12	12.24% 6	2.04% 1	6.12% 3	40.82% 20	49	2.34
The on-boarding process*	12.24% 6	16.33% 8	10.20% 5	6.12% 3	12.24% 6	42.86% 21	49	2.82
Online training	14.29% 7	10.20% 5	18.37% 9	6.12% 3	6.12% 3	44.90% 22	49	2.63

## Q25 To what extent do you agree or disagree with the following statements?

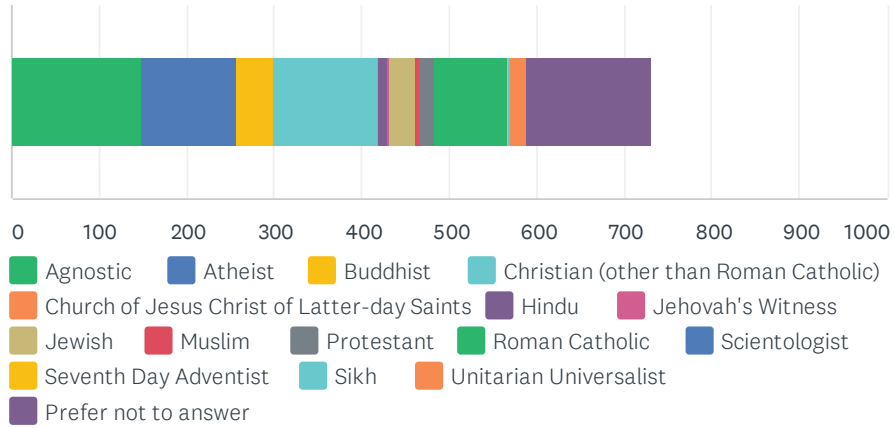
Answered: 49 Skipped: 687



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
As an employee with a disability, I feel welcome on campus	18.37% 9	36.73% 18	20.41% 10	6.12% 3	10.20% 5	8.16% 4	49	2.49
As an employee with a disability, I feel welcome in the surrounding community	18.37% 9	44.90% 22	14.29% 7	6.12% 3	4.08% 2	12.24% 6	49	2.23
As an employee with a disability, I am treated with respect by students	28.57% 14	36.73% 18	10.20% 5	4.08% 2	2.04% 1	18.37% 9	49	1.95
As an employee with a disability, I am treated with respect by faculty	22.92% 11	29.17% 14	14.58% 7	4.17% 2	8.33% 4	20.83% 10	48	2.32
As an employee with a disability, I am treated with respect by staff	24.49% 12	44.90% 22	14.29% 7	4.08% 2	0.00% 0	12.24% 6	49	1.98
As an employee with a disability, I am treated with respect by administrators	22.45% 11	34.69% 17	14.29% 7	6.12% 3	8.16% 4	14.29% 7	49	2.33

## Q26 What is your religion/spiritual affiliation? Check all that apply.

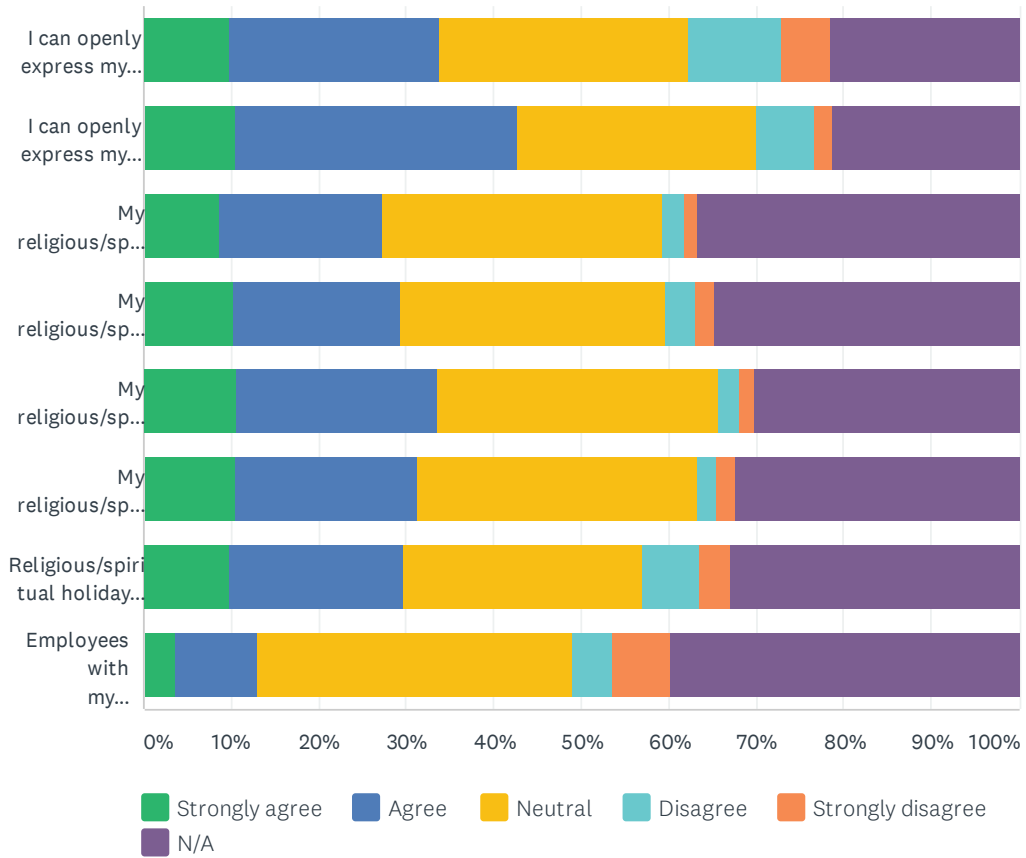
Answered: 630 Skipped: 106



ANSWER CHOICES	RESPONSES	
Agnostic	23.49%	148
Atheist	17.46%	110
Buddhist	6.51%	41
Christian (other than Roman Catholic)	18.89%	119
Church of Jesus Christ of Latter-day Saints	0.32%	2
Hindu	1.59%	10
Jehovah's Witness	0.16%	1
Jewish	4.92%	31
Muslim	0.48%	3
Protestant	2.86%	18
Roman Catholic	13.17%	83
Scientologist	0.00%	0
Seventh Day Adventist	0.32%	2
Sikh	0.32%	2
Unitarian Universalist	2.86%	18
Prefer not to answer	22.54%	142
<b>Total Respondents: 630</b>		

## Q27 To what extent do you agree or disagree with the following statements?

Answered: 691 Skipped: 45

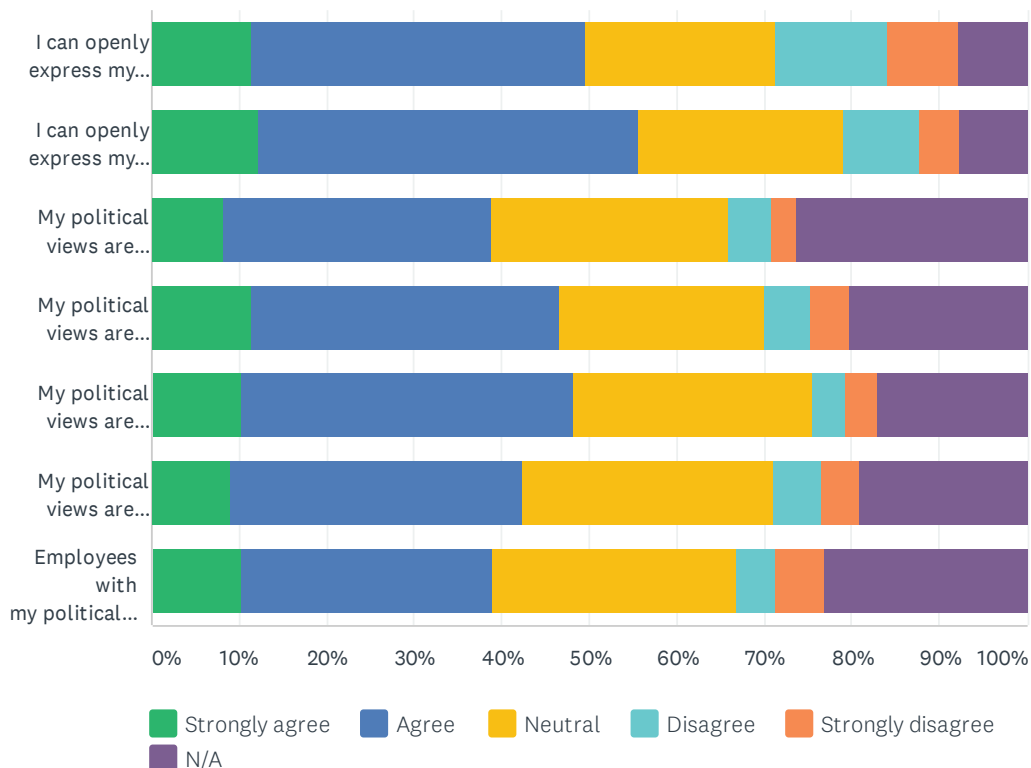


Sonoma State University Campus Climate Survey for Administrators, Faculty, and Staff

	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
I can openly express my religious/spiritual beliefs on campus	9.84% 68	23.88% 165	28.51% 197	10.71% 74	5.64% 39	21.42% 148	691	2.73
I can openly express my religious/spiritual beliefs in the surrounding community	10.42% 72	32.27% 223	27.35% 189	6.66% 46	2.03% 14	21.27% 147	691	2.46
My religious/spiritual beliefs are treated with respect by students	8.54% 59	18.81% 130	31.98% 221	2.46% 17	1.45% 10	36.76% 254	691	2.52
My religious/spiritual beliefs are treated with respect by faculty	10.32% 71	19.04% 131	30.23% 208	3.49% 24	2.18% 15	34.74% 239	688	2.51
My religious/spiritual beliefs are treated with respect by staff	10.74% 74	22.79% 157	32.22% 222	2.32% 16	1.89% 13	30.04% 207	689	2.45
My religious/spiritual beliefs are treated with respect by administrators	10.43% 72	20.87% 144	31.88% 220	2.17% 15	2.32% 16	32.32% 223	690	2.48
Religious/spiritual holidays I celebrate are respected by the campus community	9.84% 68	19.83% 137	27.35% 189	6.37% 44	3.62% 25	33.00% 228	691	2.61
Employees with my religious/spiritual beliefs are well-represented on our diversity council	3.52% 24	9.53% 65	35.92% 245	4.69% 32	6.60% 45	39.74% 271	682	3.02

## Q28 To what extent do you agree or disagree with the following statements?

Answered: 685 Skipped: 51

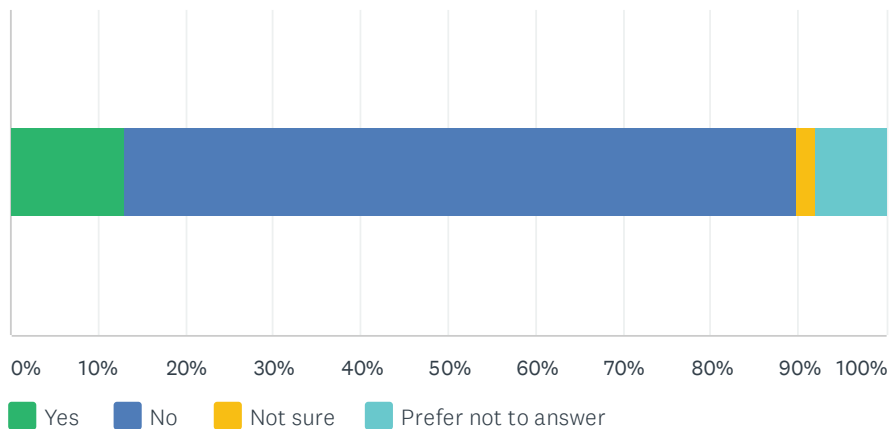


	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
I can openly express my political views on campus	11.53% 79	38.10% 261	21.61% 148	12.99% 89	7.88% 54	7.88% 54	685	2.65
I can openly express my political views in the surrounding community	12.26% 84	43.36% 297	23.50% 161	8.61% 59	4.67% 32	7.59% 52	685	2.46
My political views are treated with respect by students	8.32% 57	30.36% 208	27.15% 186	4.96% 34	2.92% 20	26.28% 180	685	2.51
My political views are treated with respect by faculty	11.40% 78	35.09% 240	23.54% 161	5.26% 36	4.39% 30	20.32% 139	684	2.45
My political views are treated with respect by staff	10.25% 70	37.92% 259	27.23% 186	3.95% 27	3.51% 24	17.13% 117	683	2.43
My political views are treated with respect by administrators	9.06% 62	33.33% 228	28.65% 196	5.41% 37	4.53% 31	19.01% 130	684	2.54
Employees with my political views are well-represented on our diversity council	10.34% 70	28.66% 194	27.92% 189	4.43% 30	5.47% 37	23.19% 157	677	2.56



## Q29 Are you a member of the LGBTQIA+\* community?

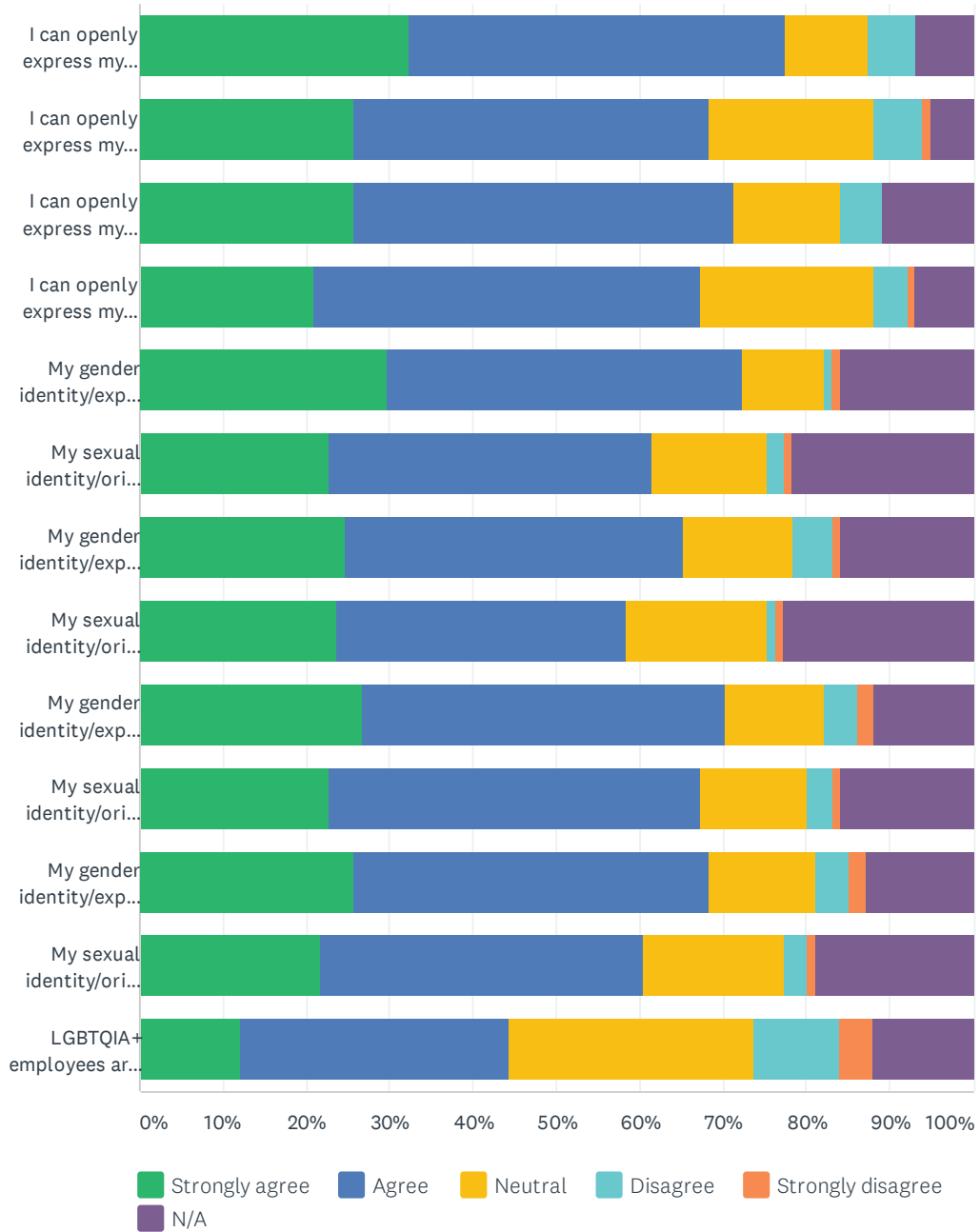
Answered: 690 Skipped: 46



ANSWER CHOICES	RESPONSES	
Yes	13.04%	90
No	76.81%	530
Not sure	2.17%	15
Prefer not to answer	7.97%	55
<b>TOTAL</b>		<b>690</b>

### Q30 To what extent do you agree or disagree with the following statements?

Answered: 102 Skipped: 634

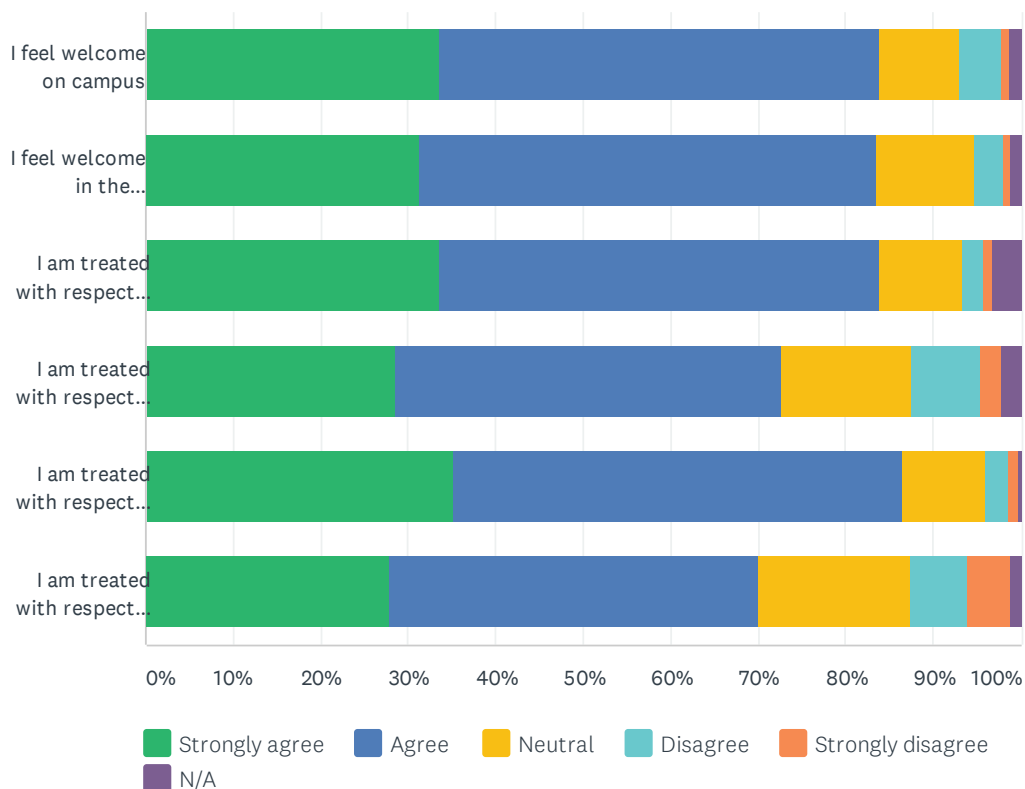


Sonoma State University Campus Climate Survey for Administrators, Faculty, and Staff

	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
I can openly express my gender identity/expression* on campus	32.35% 33	45.10% 46	9.80% 10	5.88% 6	0.00% 0	6.86% 7	102	1.88
I can openly express my sexual identity/orientation** on campus	25.74% 26	42.57% 43	19.80% 20	5.94% 6	0.99% 1	4.95% 5	101	2.09
I can openly express my gender identity/expression in the surrounding community	25.74% 26	45.54% 46	12.87% 13	4.95% 5	0.00% 0	10.89% 11	101	1.97
I can openly express my sexual identity/orientation in the surrounding community	20.79% 21	46.53% 47	20.79% 21	3.96% 4	0.99% 1	6.93% 7	101	2.12
My gender identity/expression is treated with respect by students	29.70% 30	42.57% 43	9.90% 10	0.99% 1	0.99% 1	15.84% 16	101	1.82
My sexual identity/orientation is treated with respect by students	22.77% 23	38.61% 39	13.86% 14	1.98% 2	0.99% 1	21.78% 22	101	1.97
My gender identity/expression is treated with respect by faculty	24.75% 25	40.59% 41	12.87% 13	4.95% 5	0.99% 1	15.84% 16	101	2.01
My sexual identity/orientation is treated with respect by faculty	23.76% 24	34.65% 35	16.83% 17	0.99% 1	0.99% 1	22.77% 23	101	1.97
My gender identity/expression is treated with respect by staff	26.73% 27	43.56% 44	11.88% 12	3.96% 4	1.98% 2	11.88% 12	101	1.99
My sexual identity/orientation is treated with respect by staff	22.77% 23	44.55% 45	12.87% 13	2.97% 3	0.99% 1	15.84% 16	101	1.99
My gender identity/expression is treated with respect by administrators	25.74% 26	42.57% 43	12.87% 13	3.96% 4	1.98% 2	12.87% 13	101	2.01
My sexual identity/orientation is treated with respect by administrators	21.78% 22	38.61% 39	16.83% 17	2.97% 3	0.99% 1	18.81% 19	101	2.05
LGBTQIA+ employees are well-represented on our diversity council	12.12% 12	32.32% 32	29.29% 29	10.10% 10	4.04% 4	12.12% 12	99	2.56

### Q31 To what extent do you agree or disagree with the following statements?

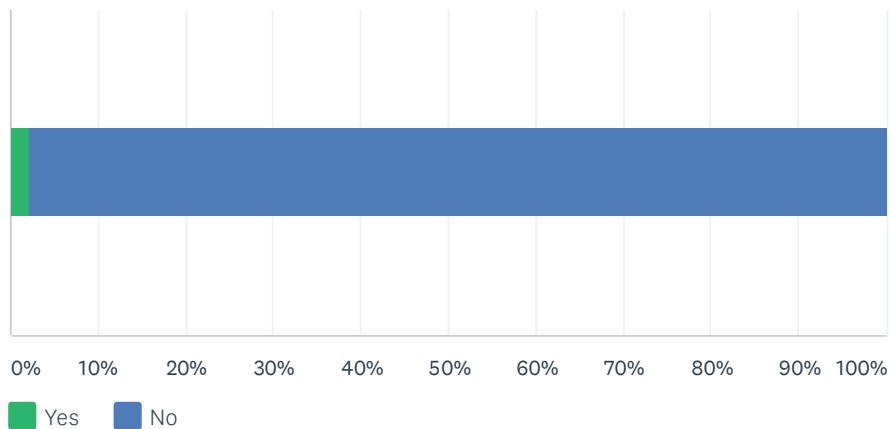
Answered: 683 Skipped: 53



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
I feel welcome on campus	33.63% 229	50.37% 343	8.96% 61	4.85% 33	1.03% 7	1.17% 8	681	1.88
I feel welcome in the surrounding community	31.32% 213	52.21% 355	11.32% 77	3.24% 22	0.74% 5	1.18% 8	680	1.89
I am treated with respect by students	33.53% 229	50.37% 344	9.52% 65	2.34% 16	1.02% 7	3.22% 22	683	1.83
I am treated with respect by faculty	28.53% 194	44.12% 300	14.85% 101	7.94% 54	2.35% 16	2.21% 15	680	2.09
I am treated with respect by staff	35.19% 240	51.32% 350	9.38% 64	2.64% 18	1.32% 9	0.15% 1	682	1.83
I am treated with respect by administrators	27.86% 190	42.23% 288	17.30% 118	6.60% 45	4.84% 33	1.17% 8	682	2.17

## Q32 Are you an international employee\*?

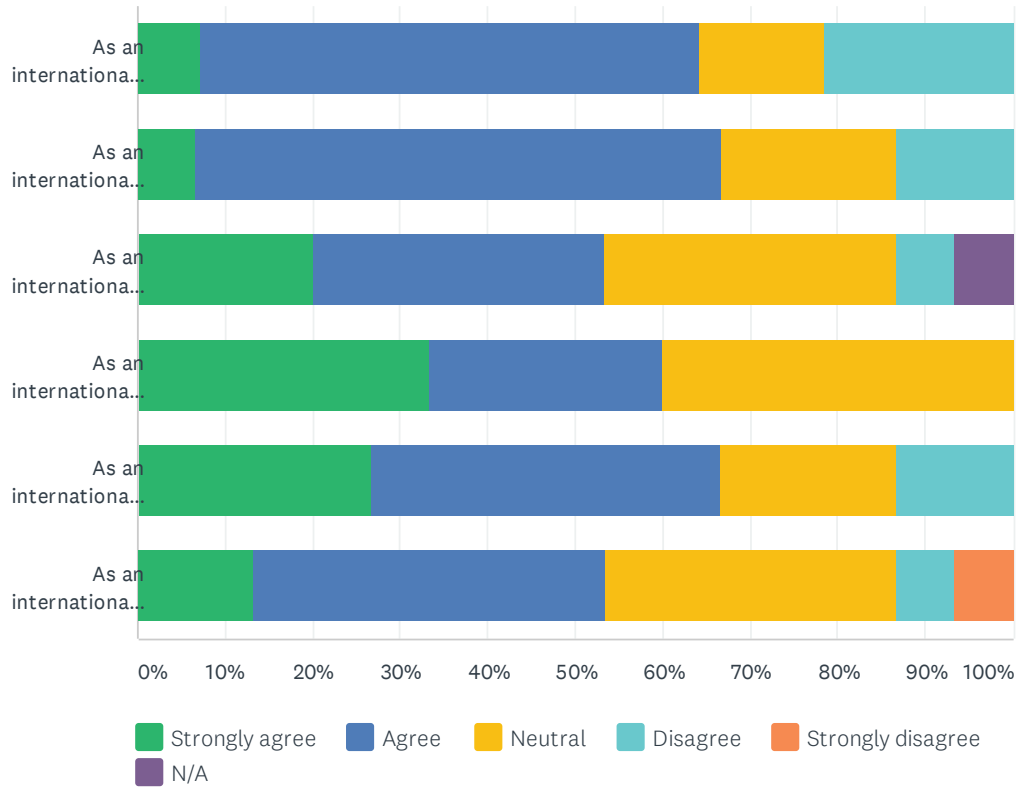
Answered: 682 Skipped: 54



ANSWER CHOICES	RESPONSES	
Yes	2.20%	15
No	97.80%	667
TOTAL		682

### Q33 To what extent do you agree or disagree with the following statements?

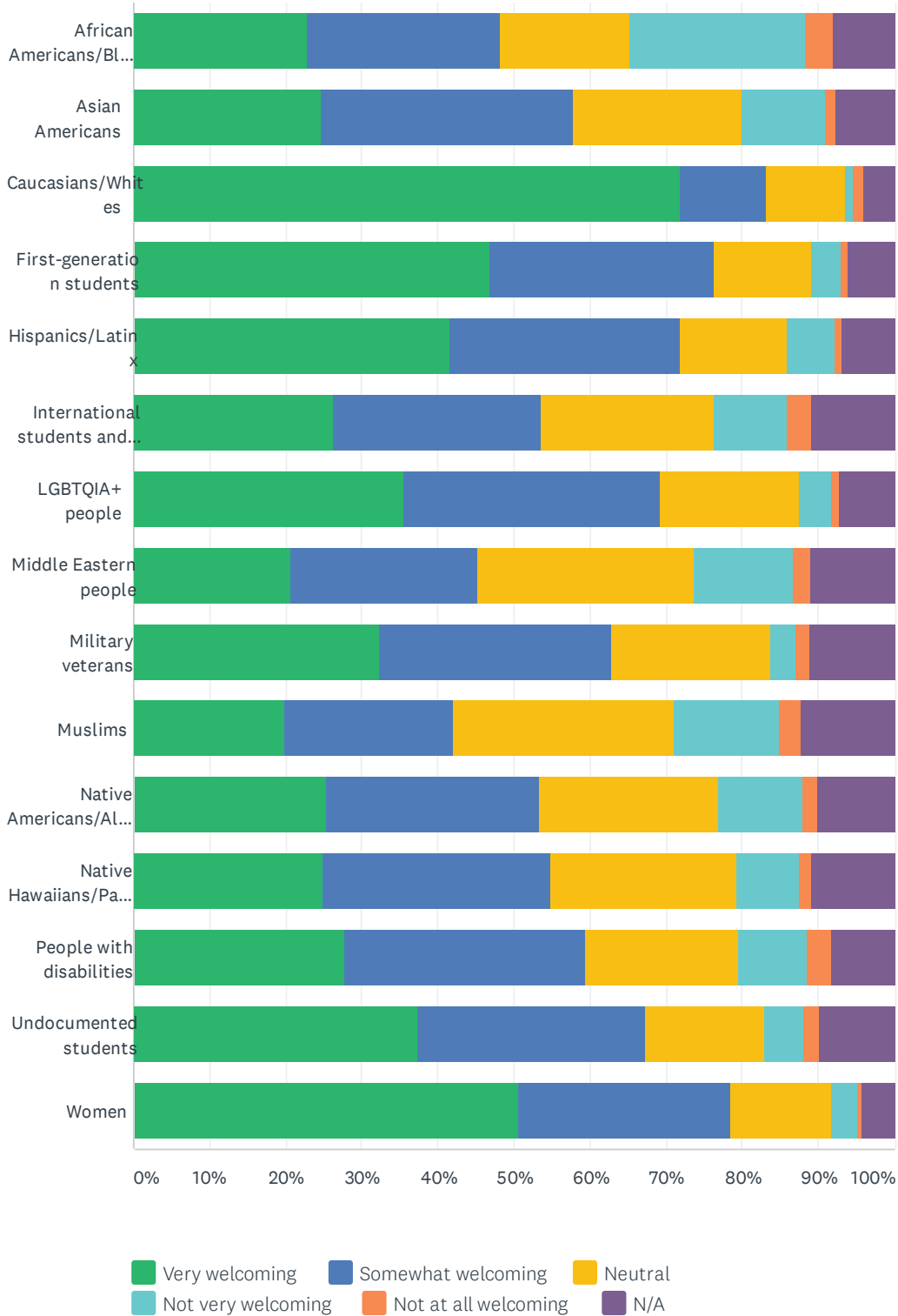
Answered: 15 Skipped: 721



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
As an international employee, I feel welcome on campus	7.14% 1	57.14% 8	14.29% 2	21.43% 3	0.00% 0	0.00% 0	14	2.50
As an international employee, I feel welcome in the surrounding community	6.67% 1	60.00% 9	20.00% 3	13.33% 2	0.00% 0	0.00% 0	15	2.40
As an international employee, I am treated with respect by students	20.00% 3	33.33% 5	33.33% 5	6.67% 1	0.00% 0	6.67% 1	15	2.29
As an international employee, I am treated with respect by faculty	33.33% 5	26.67% 4	40.00% 6	0.00% 0	0.00% 0	0.00% 0	15	2.07
As an international employee, I am treated with respect by staff	26.67% 4	40.00% 6	20.00% 3	13.33% 2	0.00% 0	0.00% 0	15	2.20
As an international employee, I am treated with respect by administrators	13.33% 2	40.00% 6	33.33% 5	6.67% 1	6.67% 1	0.00% 0	15	2.53

## Q34 How welcoming is our campus to the following groups?

Answered: 645 Skipped: 91



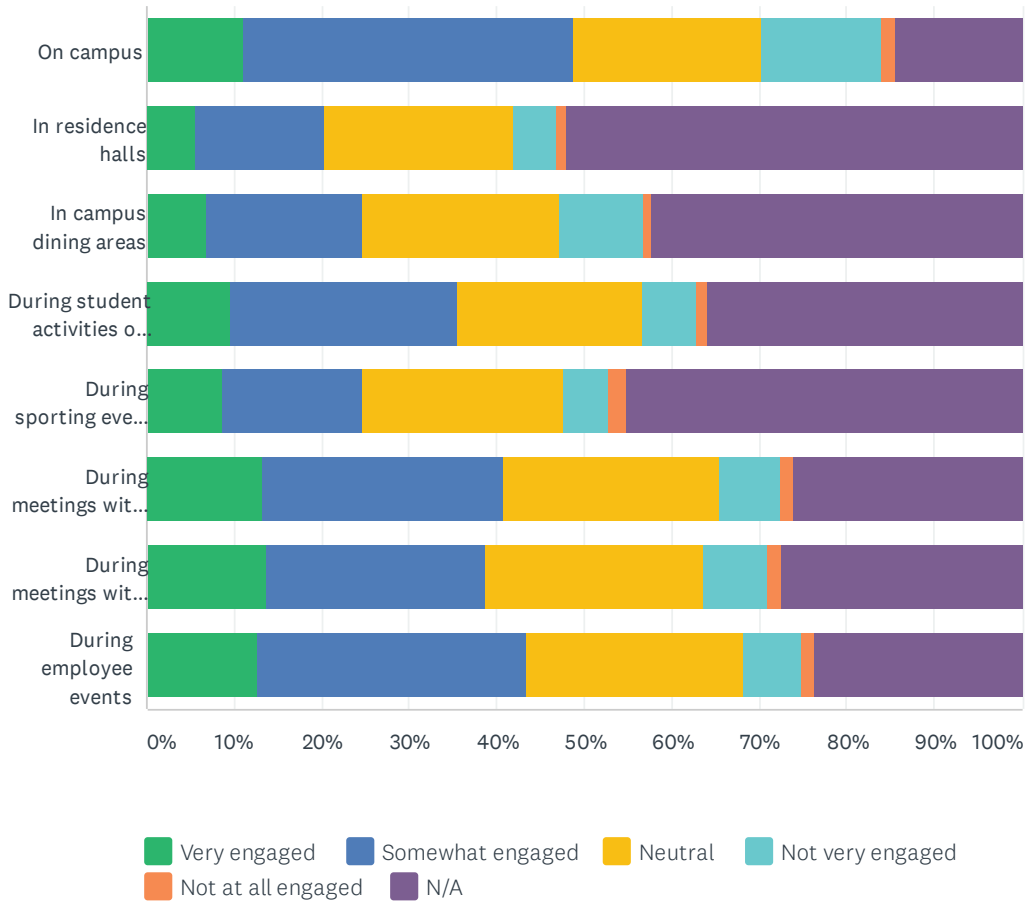
Sonoma State University Campus Climate Survey for Administrators, Faculty, and Staff

	VERY WELCOMING	SOMEWHAT WELCOMING	NEUTRAL	NOT VERY WELCOMING	NOT AT ALL WELCOMING	N/A	TOTAL	WEIGHTED AVERAGE
African Americans/Blacks	22.81% 146	25.47% 163	17.03% 109	22.97% 147	3.75% 24	7.97% 51	640	2.56
Asian Americans	24.65% 157	33.12% 211	22.14% 141	10.99% 70	1.57% 10	7.54% 48	637	2.26
Caucasians/Whites	71.86% 457	11.32% 72	10.38% 66	1.10% 7	1.26% 8	4.09% 26	636	1.42
First-generation students	46.87% 299	29.47% 188	12.85% 82	3.76% 24	1.10% 7	5.96% 38	638	1.75
Hispanics/Latinx	41.47% 265	30.52% 195	13.93% 89	6.26% 40	1.10% 7	6.73% 43	639	1.87
International students and employees	26.26% 167	27.36% 174	22.64% 144	9.59% 61	3.30% 21	10.85% 69	636	2.29
LGBTQIA+ people	35.53% 226	33.81% 215	18.24% 116	4.25% 27	0.94% 6	7.23% 46	636	1.92
Middle Eastern people	20.63% 130	24.60% 155	28.41% 179	13.02% 82	2.38% 15	10.95% 69	630	2.46
Military veterans	32.33% 205	30.44% 193	20.98% 133	3.31% 21	1.89% 12	11.04% 70	634	2.01
Muslims	19.90% 125	21.97% 138	29.14% 183	14.01% 88	2.71% 17	12.26% 77	628	2.52
Native Americans/Alaska Natives	25.32% 160	28.16% 178	23.42% 148	11.08% 70	1.90% 12	10.13% 64	632	2.29
Native Hawaiians/Pacific Islanders	24.96% 158	29.86% 189	24.49% 155	8.21% 52	1.58% 10	10.90% 69	633	2.23
People with disabilities	27.72% 176	31.65% 201	20.16% 128	8.98% 57	3.31% 21	8.19% 52	635	2.22
Undocumented students	37.26% 237	30.03% 191	15.72% 100	5.19% 33	1.89% 12	9.91% 63	636	1.92
Women	50.55% 321	27.87% 177	13.39% 85	3.46% 22	0.47% 3	4.25% 27	635	1.70



### Q35 How would you categorize the level of engagement between racial/ethnic groups at SSU?

Answered: 632 Skipped: 104

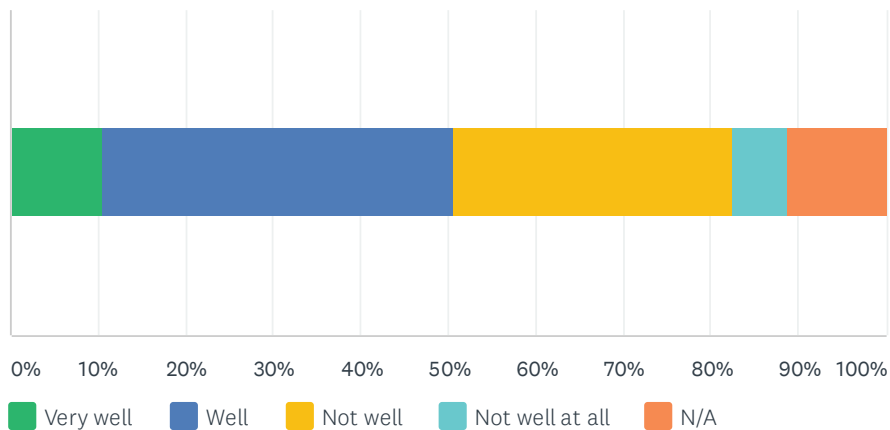


Sonoma State University Campus Climate Survey for Administrators, Faculty, and Staff

	VERY ENGAGED	SOMEWHAT ENGAGED	NEUTRAL	NOT VERY ENGAGED	NOT AT ALL ENGAGED	N/A	TOTAL	WEIGHTED AVERAGE
On campus	11.02% 69	37.70% 236	21.57% 135	13.58% 85	1.60% 10	14.54% 91	626	2.50
In residence halls	5.62% 35	14.61% 91	21.67% 135	4.98% 31	1.12% 7	52.01% 324	623	2.61
In campus dining areas	6.91% 43	17.85% 111	22.51% 140	9.49% 59	0.96% 6	42.28% 263	622	2.65
During student activities on campus	9.71% 61	25.80% 162	21.02% 132	6.37% 40	1.11% 7	35.99% 226	628	2.43
During sporting events on campus	8.64% 54	16.00% 100	22.88% 143	5.28% 33	2.08% 13	45.12% 282	625	2.57
During meetings with faculty	13.22% 83	27.55% 173	24.68% 155	7.01% 44	1.43% 9	26.11% 164	628	2.40
During meetings with administrators	13.58% 85	25.24% 158	24.76% 155	7.35% 46	1.60% 10	27.48% 172	626	2.42
During employee events	12.60% 79	30.78% 193	24.88% 156	6.70% 42	1.44% 9	23.60% 148	627	2.39

### Q36 How well does our institution promote racial/cultural interaction between different groups?

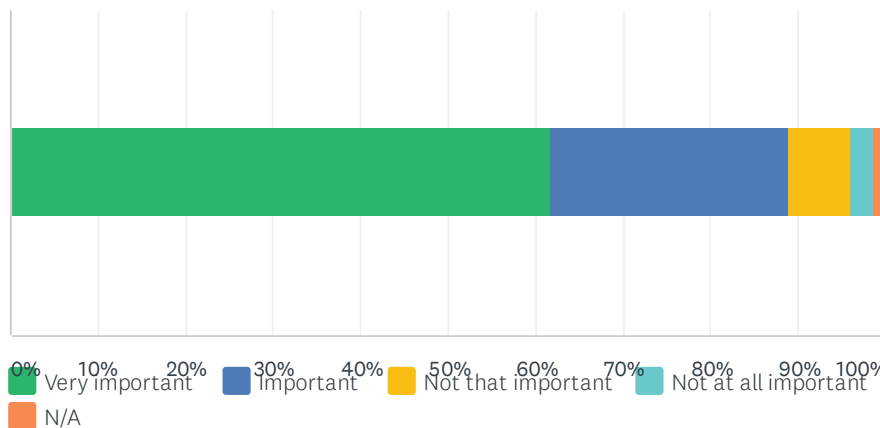
Answered: 647 Skipped: 89



ANSWER CHOICES	RESPONSES	
Very well	10.51%	68
Well	40.19%	260
Not well	31.84%	206
Not well at all	6.18%	40
N/A	11.28%	73
<b>TOTAL</b>		<b>647</b>

### Q37 How important, in your opinion, is diversity, equity and inclusion to the campus leadership?

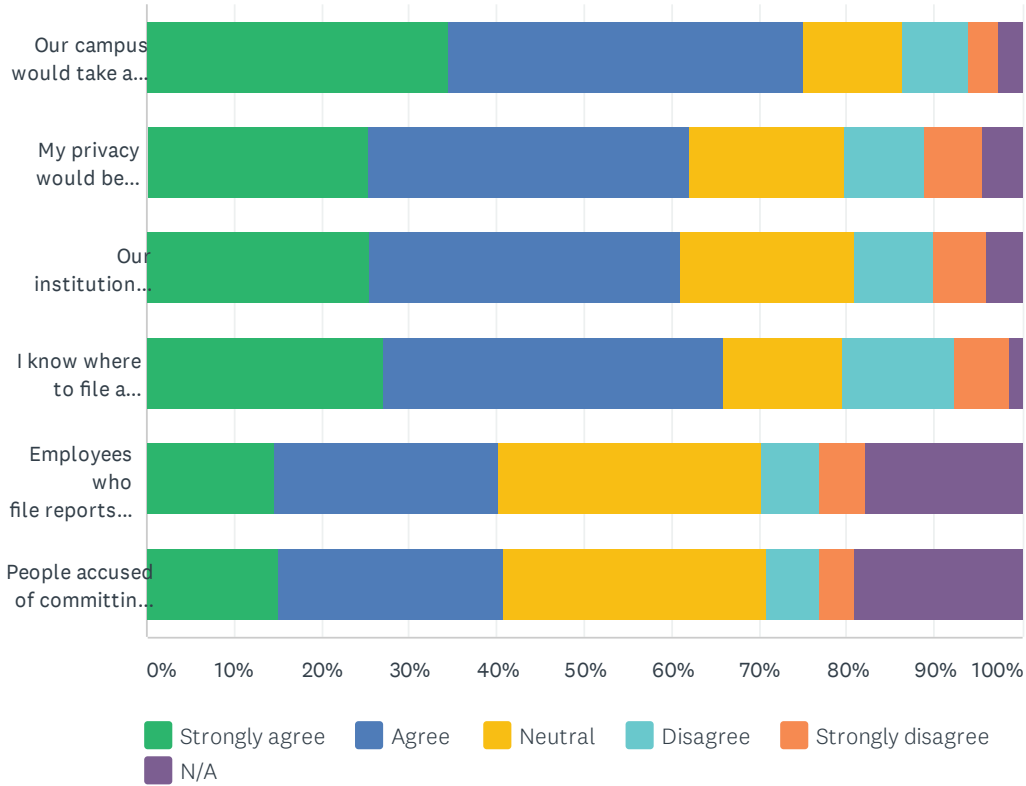
Answered: 658 Skipped: 78



ANSWER CHOICES	RESPONSES	
Very important	61.70%	406
Important	27.20%	179
Not that important	7.14%	47
Not at all important	2.58%	17
N/A	1.37%	9
<b>TOTAL</b>		<b>658</b>

### Q38 To what extent do you agree or disagree with the following statements regarding SSU's responsiveness to a report of discrimination<sup>1</sup>/bias<sup>2</sup>/harassment<sup>3</sup>?

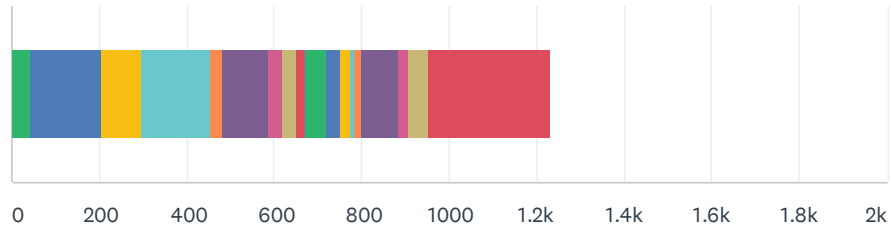
Answered: 641 Skipped: 95



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
Our campus would take a report seriously	34.63% 222	40.41% 259	11.23% 72	7.80% 50	3.28% 21	2.65% 17	641	2.02
My privacy would be maintained if I were to file a report	25.39% 162	36.68% 234	17.71% 113	9.09% 58	6.74% 43	4.39% 28	638	2.32
Our institution would take steps to protect my safety if I were to file a report	25.55% 163	35.42% 226	19.91% 127	9.09% 58	6.11% 39	3.92% 25	638	2.32
I know where to file a report	27.03% 173	38.75% 248	13.75% 88	12.81% 82	6.25% 40	1.41% 9	640	2.32
Employees who file reports are treated fairly during an investigation	14.67% 93	25.55% 162	30.13% 191	6.47% 41	5.36% 34	17.82% 113	634	2.54
People accused of committing an offense are treated fairly during an investigation	15.03% 95	25.63% 162	30.22% 191	6.01% 38	3.96% 25	19.15% 121	632	2.48

### Q39 Have you experienced any of the following while employed at SSU? Check all that apply.

Answered: 610 Skipped: 126



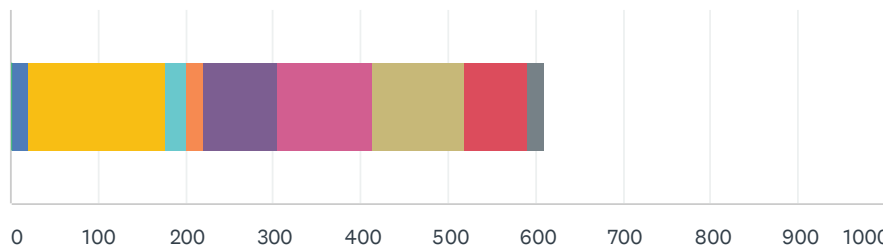
- An illegal activity
- Bullying
- Discrimination/bias/harassment based on age
- Discrimination/bias/harassment based on gender
- Discrimination/bias/harassment based on gender identity/expression<sup>1</sup>
- Discrimination/bias/harassment based on race/ethnicity
- Discrimination/bias/harassment based on lack of English language proficiency (fo...
- Discrimination/bias/harassment based on national origin
- Discrimination/bias/harassment based on disability
- Discrimination/bias/harassment based on veteran status
- Discrimination/bias/harassment based on religion/worldview/spiritual a...
- Discrimination/bias/harassment based on a medical condition or illness
- Discrimination/bias/harassment based on sexual identity/orientation<sup>2</sup>
- Discrimination/bias/harassment based on genetic information
- Discrimination/bias/harassment based on pregnancy
- Retaliation<sup>3</sup>
- Sexual misconduct<sup>4</sup>
- Other
- None of the above

Sonoma State University Campus Climate Survey for Administrators, Faculty, and Staff

ANSWER CHOICES	RESPONSES	
An illegal activity	7.38%	45
Bullying	26.07%	159
Discrimination/bias/harassment based on age	15.25%	93
Discrimination/bias/harassment based on gender	25.90%	158
Discrimination/bias/harassment based on gender identity/expression <sup>1</sup>	4.26%	26
Discrimination/bias/harassment based on race/ethnicity	17.05%	104
Discrimination/bias/harassment based on lack of English language proficiency (foreign accent)	5.41%	33
Discrimination/bias/harassment based on national origin	5.08%	31
Discrimination/bias/harassment based on disability	3.61%	22
Discrimination/bias/harassment based on veteran status	0.49%	3
Discrimination/bias/harassment based on religion/worldview/spiritual affiliation	7.54%	46
Discrimination/bias/harassment based on a medical condition or illness	5.41%	33
Discrimination/bias/harassment based on sexual identity/orientation <sup>2</sup>	3.93%	24
Discrimination/bias/harassment based on genetic information	0.82%	5
Discrimination/bias/harassment based on pregnancy	3.11%	19
Retaliation <sup>3</sup>	13.61%	83
Sexual misconduct <sup>4</sup>	3.77%	23
Other	7.21%	44
None of the above	45.90%	280
Total Respondents: 610		

### Q40 Who caused the offense(s)? Check all that apply.

Answered: 317 Skipped: 419



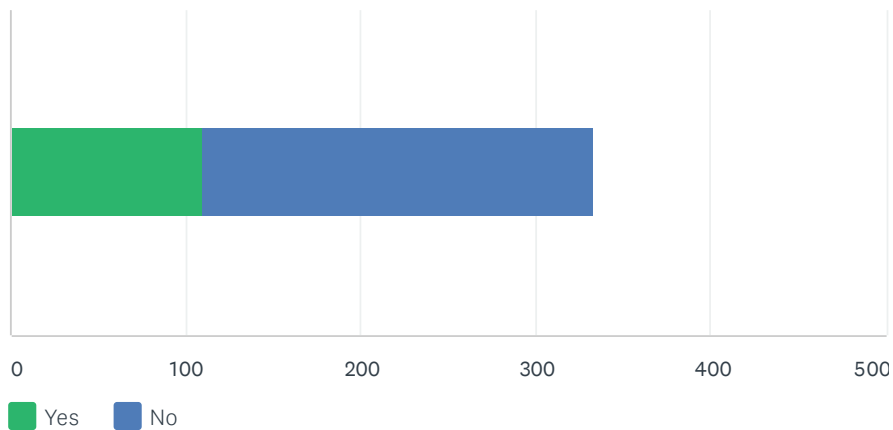
- Athletic coach
- Campus police
- Faculty member
- Member of the surrounding community
- Parent of a student
- Senior administrator (vice president or dean)
- Other administrator
- Staff member
- Student
- Unknown

ANSWER CHOICES	RESPONSES	
Athletic coach	0.95%	3
Campus police	5.68%	18
Faculty member	48.90%	155
Member of the surrounding community	7.89%	25
Parent of a student	6.31%	20
Senior administrator (vice president or dean)	26.50%	84
Other administrator	34.38%	109
Staff member	32.81%	104
Student	23.03%	73
Unknown	5.99%	19
Total Respondents: 317		



### Q41 Have you ever reported any incident(s) of discrimination/bias/harassment?

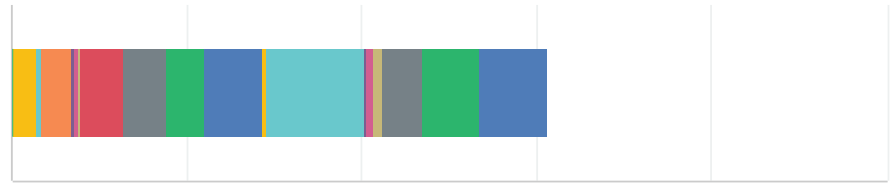
Answered: 329 Skipped: 407



ANSWER CHOICES	RESPONSES	
Yes	33.13%	109
No	68.09%	224
Total Respondents: 329		

### Q42 Who did you report the incident(s) to? Check all that apply.

Answered: 107 Skipped: 629



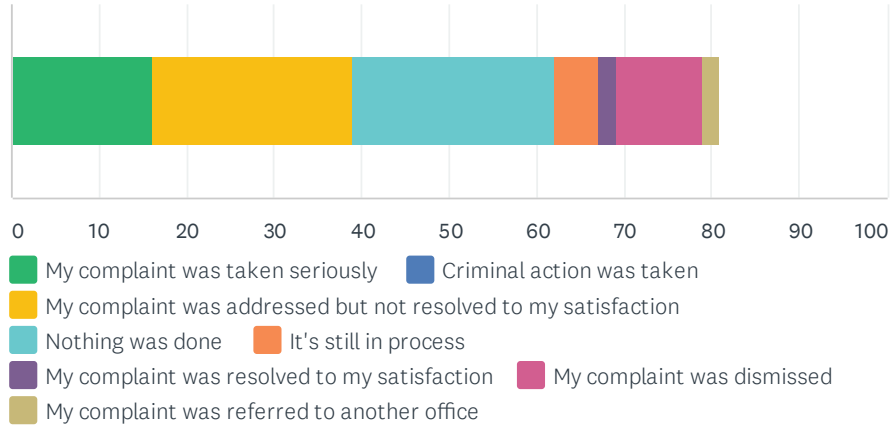
- Athletic department
- Campus health center
- Campus police
- Chief diversity officer
- Confidential Advocate
- Counseling center
- EEO office
- Equal Employment Opportunity Commission
- Faculty member
- Family member
- Friend
- Human resources
- Legal department
- My supervisor
- NAACP
- Off-campus ministry
- Off-campus police
- Off-campus healthcare professional
- Office of Civil Rights
- Office for the Prevention of Harassment and Discrimination
- Senior administrator
- I reported to my Union

Sonoma State University Campus Climate Survey for Administrators, Faculty, and Staff

ANSWER CHOICES	RESPONSES	
Athletic department	0.93%	1
Campus health center	0.00%	0
Campus police	12.15%	13
Chief diversity officer	2.80%	3
Confidential Advocate	15.89%	17
Counseling center	1.87%	2
EEO office	1.87%	2
Equal Employment Opportunity Commission	0.93%	1
Faculty member	23.36%	25
Family member	22.43%	24
Friend	20.56%	22
Human resources	31.78%	34
Legal department	1.87%	2
My supervisor	52.34%	56
NAACP	0.00%	0
Off-campus ministry	0.93%	1
Off-campus police	3.74%	4
Off-campus healthcare professional	4.67%	5
Office of Civil Rights	0.00%	0
Office for the Prevention of Harassment and Discrimination	21.50%	23
Senior administrator	29.91%	32
I reported to my Union	36.45%	39
Total Respondents: 107		

### Q43 If you have filed a sexual misconduct or a bias/harassment/discrimination report in the past two years, what was the result? Check all that apply.

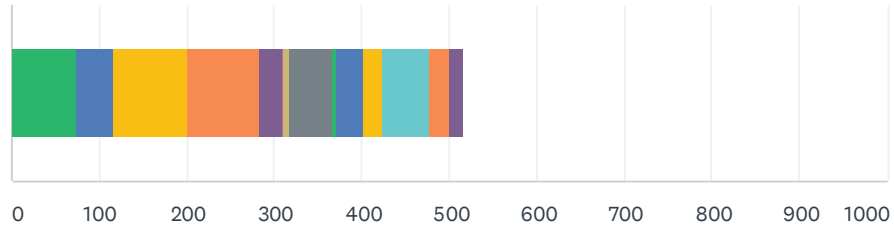
Answered: 49 Skipped: 687



ANSWER CHOICES	RESPONSES	
My complaint was taken seriously	32.65%	16
Criminal action was taken	0.00%	0
My complaint was addressed but not resolved to my satisfaction	46.94%	23
Nothing was done	46.94%	23
It's still in process	10.20%	5
My complaint was resolved to my satisfaction	4.08%	2
My complaint was dismissed	20.41%	10
My complaint was referred to another office	4.08%	2
Total Respondents: 49		

## Q44 Why didn't you report the incident(s)? Check all that apply.

Answered: 180 Skipped: 556

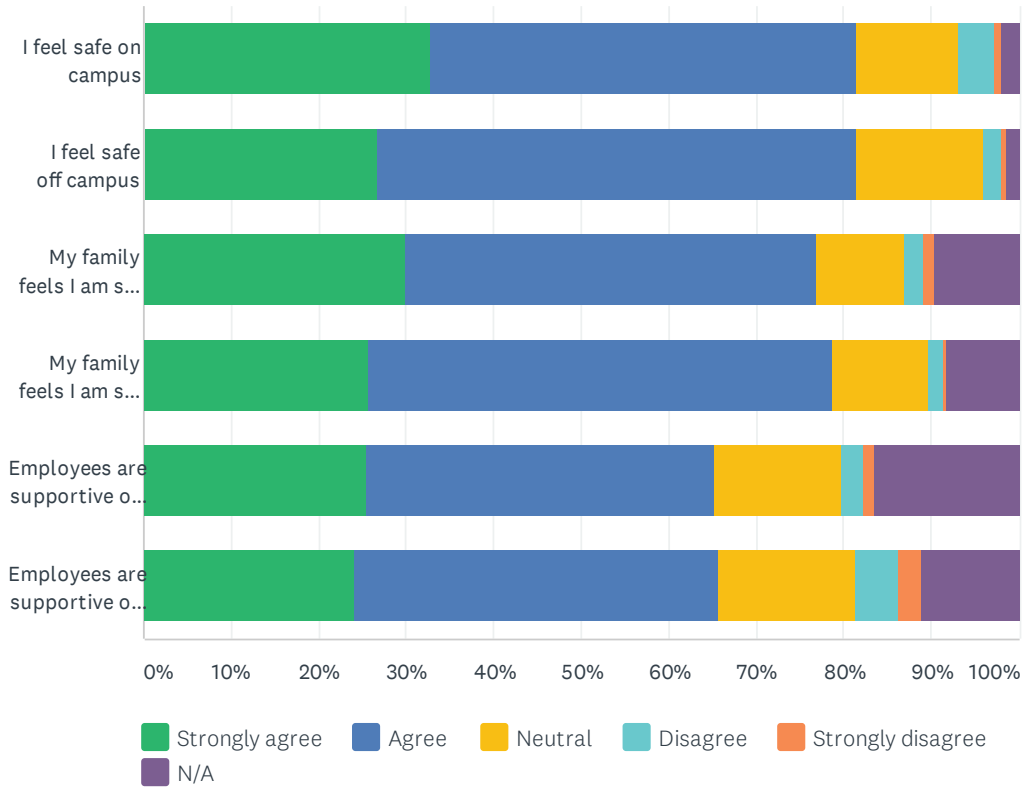


- I decided it wasn't important enough
- There was not enough evidence
- I feared retaliation
- The offender asked me not to
- I didn't think anything would happen
- The offender is no longer here
- There was too much pressure by my peers/colleagues not to report
- There was too much pressure by my supervisor not to report
- There was too much pressure by my friends/family not to report
- I feared losing my job
- I felt it was my fault
- I had no witnesses to support me
- The process to file a complaint was not secure
- I didn't think the school would support me
- I was embarrassed
- I didn't know where to report

ANSWER CHOICES	RESPONSES	
I decided it wasn't important enough	41.67%	75
There was not enough evidence	22.78%	41
I feared retaliation	47.22%	85
The offender asked me not to	0.00%	0
I didn't think anything would happen	46.11%	83
The offender is no longer here	13.89%	25
There was too much pressure by my peers/colleagues not to report	1.67%	3
There was too much pressure by my supervisor not to report	2.78%	5
There was too much pressure by my friends/family not to report	0.56%	1
I feared losing my job	27.78%	50
I felt it was my fault	2.22%	4
I had no witnesses to support me	16.67%	30
The process to file a complaint was not secure	11.67%	21
I didn't think the school would support me	30.56%	55
I was embarrassed	12.78%	23
I didn't know where to report	8.89%	16
<b>Total Respondents: 180</b>		

## Q45 To what extent do you agree or disagree with the following statements about safety on/off campus?

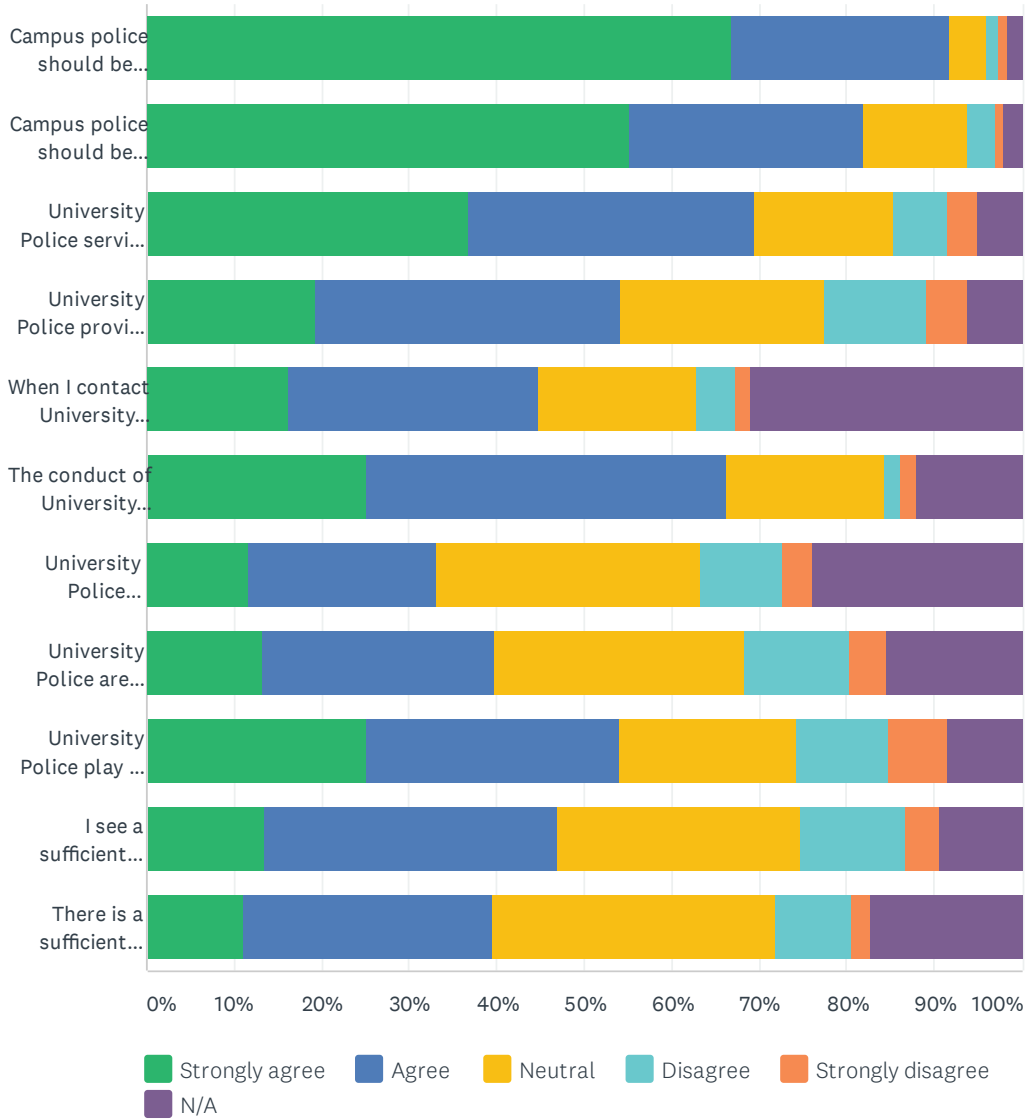
Answered: 629 Skipped: 107



	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
I feel safe on campus	32.75% 206	48.81% 307	11.61% 73	3.97% 25	0.95% 6	1.91% 12	629	1.89
I feel safe off campus	26.68% 167	54.79% 343	14.54% 91	2.08% 13	0.48% 3	1.44% 9	626	1.93
My family feels I am safe on campus	29.98% 188	46.89% 294	10.05% 63	2.23% 14	1.12% 7	9.73% 61	627	1.87
My family feels I am safe off campus	25.72% 161	53.04% 332	11.02% 69	1.60% 10	0.48% 3	8.15% 51	626	1.89
Employees are supportive of other employees who have experienced incidences of physical confrontation	25.56% 159	39.71% 247	14.47% 90	2.57% 16	1.13% 7	16.56% 103	622	1.97
Employees are supportive of other employees who have experienced incidences of emotional confrontation (discrimination, sexual harassment, bullying)	24.19% 150	41.45% 257	15.65% 97	5.00% 31	2.74% 17	10.97% 68	620	2.11

Q46 Please indicate the degree to which you agree or disagree with the following statements. If it's not applicable, select N/A.

Answered: 628 Skipped: 108



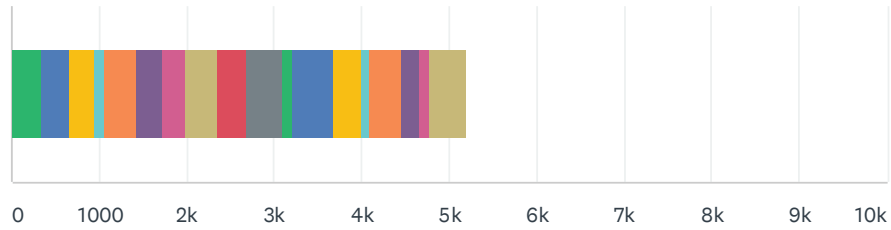
Sonoma State University Campus Climate Survey for Administrators, Faculty, and Staff

	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
Campus police should be required to participate in ongoing diversity training	66.83% 419	25.04% 157	4.15% 26	1.44% 9	0.96% 6	1.59% 10	627	1.42
Campus police should be reflective of the diversity of our students	55.18% 346	26.79% 168	11.80% 74	3.19% 20	0.96% 6	2.07% 13	627	1.65
University Police services contribute to the University's mission	36.74% 230	32.75% 205	15.81% 99	6.23% 39	3.51% 22	4.95% 31	626	2.02
University Police provide adequate communication regarding matters affecting the campus community	19.20% 120	35.04% 219	23.36% 146	11.52% 72	4.64% 29	6.24% 39	625	2.44
When I contact University Police with a problem they are concerned with helping me resolve my problem	16.32% 102	28.48% 178	18.08% 113	4.48% 28	1.76% 11	30.88% 193	625	2.23
The conduct of University Police employees is professional	25.20% 157	41.09% 256	18.14% 113	1.77% 11	1.77% 11	12.04% 75	623	2.02
University Police employees are sensitive to the cultural diversity of this campus	11.63% 72	21.49% 133	30.21% 187	9.37% 58	3.39% 21	23.91% 148	619	2.62
University Police are involved with our campus community	13.25% 82	26.49% 164	28.43% 176	12.12% 75	4.20% 26	15.51% 96	619	2.62
University Police play an essential role in creating a campus climate conducive to learning	25.16% 156	28.87% 179	20.32% 126	10.32% 64	6.94% 43	8.39% 52	620	2.40
I see a sufficient number of uniformed police officers on our campus and in our parking lots	13.43% 83	33.50% 207	27.83% 172	11.97% 74	3.88% 24	9.39% 58	618	2.55
There is a sufficient number of officers on campus to handle emergency situations	10.99% 68	28.59% 177	32.31% 200	8.56% 53	2.26% 14	17.29% 107	619	2.55



### Q47 Which of the following would make you feel safe at SSU? Check all that apply.

Answered: 608 Skipped: 128



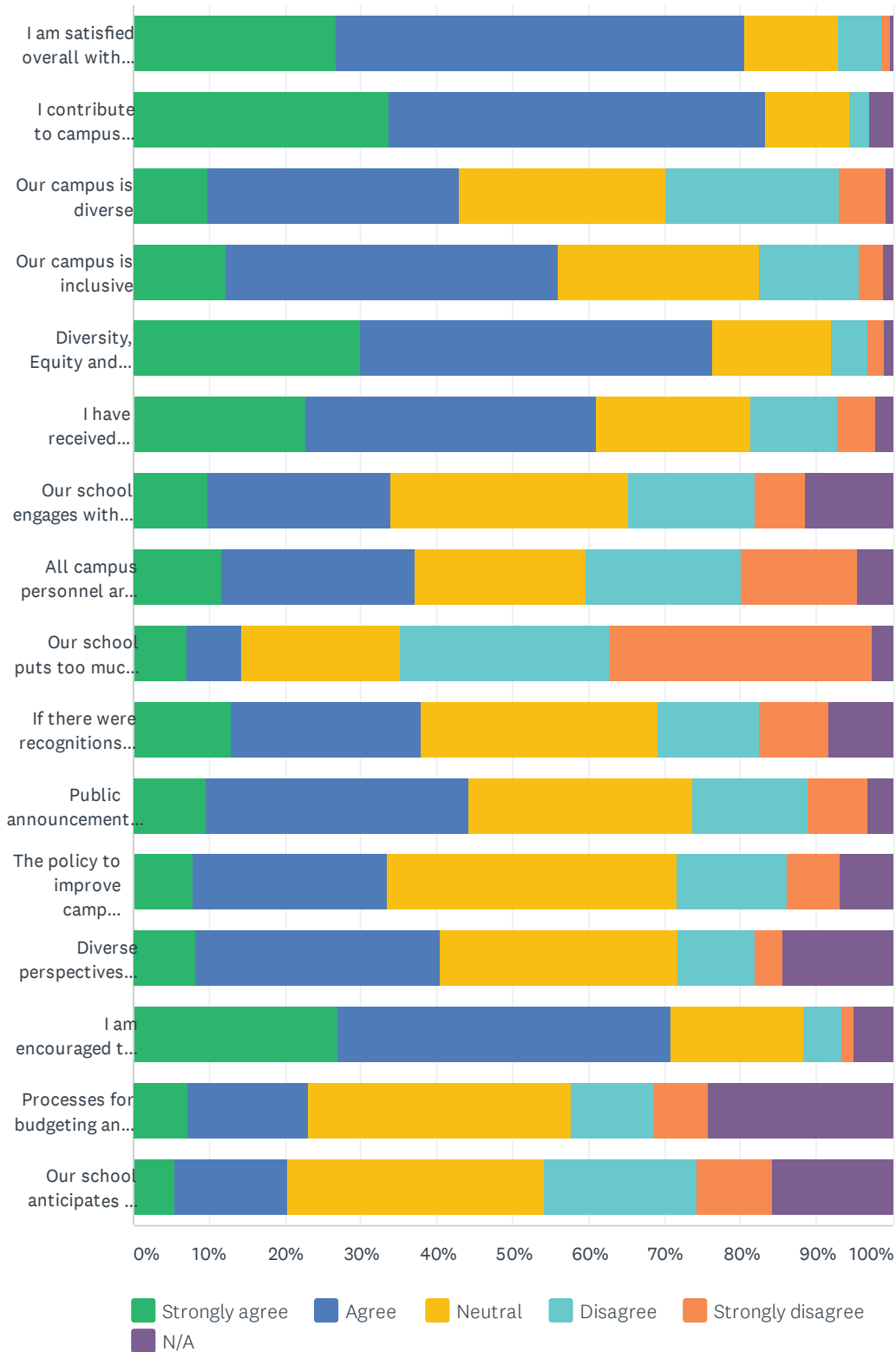
- Ability to anonymously report concerns about a student or employee
- Bike or foot patrol campus police
- Designated walking/bike paths
- Efforts to keep non-students or non-employees off campus
- Emergency call boxes
- Emergency services for incidents of sexual assault
- Escorts to other buildings on campus
- Information about emergency procedures in case of a campus lockdown, extreme weather
- Interior lighting in campus buildings after dark
- Maintenance of improperly working safety items (lightbulbs that are out, call boxes not working)
- Parking lot attendants
- Parking lot lighting
- Quick response by administration to campus emergencies
- Shuttle bus waiting areas
- Street lighting
- Surveillance cameras
- Volunteer designated drivers
- Walkway lighting

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ANSWER CHOICES	RESPONSES	
Ability to anonymously report concerns about a student or employee	57.07%	347
Bike or foot patrol campus police	50.49%	307
Designated walking/bike paths	47.53%	289
Efforts to keep non-students or non-employees off campus	20.39%	124
Emergency call boxes	58.39%	355
Emergency services for incidents of sexual assault	49.51%	301
Escorts to other buildings on campus	44.74%	272
Information about emergency procedures in case of a campus lockdown, extreme weather, etc.	56.74%	345
Interior lighting in campus buildings after dark	56.74%	345
Maintenance of improperly working safety items (lightbulbs that are out, call boxes not working, etc.)	65.95%	401
Parking lot attendants	20.72%	126
Parking lot lighting	74.67%	454
Quick response by administration to campus emergencies	52.96%	322
Shuttle bus waiting areas	19.08%	116
Street lighting	58.55%	356
Surveillance cameras	33.22%	202
Volunteer designated drivers	18.42%	112
Walkway lighting	69.08%	420
Total Respondents: 608		

## Q48 To what extent do you agree or disagree with the following statements about the overall climate at SSU?

Answered: 621 Skipped: 115



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	<b>STRONGLY AGREE</b>	<b>AGREE</b>	<b>NEUTRAL</b>	<b>DISAGREE</b>	<b>STRONGLY DISAGREE</b>	<b>N/A</b>	<b>TOTAL</b>	<b>WEIGHTED AVERAGE</b>
I am satisfied overall with my interactions with other employees	26.62% 164	53.90% 332	12.50% 77	5.52% 34	1.30% 8	0.16% 1	616	2.01
I contribute to campus diversity, equity and inclusion efforts	33.66% 207	49.76% 306	10.89% 67	2.60% 16	0.16% 1	2.93% 18	615	1.82
Our campus is diverse	9.92% 61	33.01% 203	27.15% 167	22.93% 141	6.18% 38	0.81% 5	615	2.82
Our campus is inclusive	12.27% 75	43.70% 267	26.51% 162	13.09% 80	3.27% 20	1.15% 7	611	2.51
Diversity, Equity and Inclusion is a core value of our institution's mission	29.92% 184	46.34% 285	15.61% 96	4.88% 30	2.28% 14	0.98% 6	615	2.02
I have received adequate diversity, equity, and inclusion training to engage with students and employees on campus	22.69% 140	38.41% 237	20.26% 125	11.51% 71	4.86% 30	2.27% 14	617	2.36
Our school engages with external communities to understand their interests and respond to their needs	9.79% 60	24.14% 148	31.32% 192	16.64% 102	6.69% 41	11.42% 70	613	2.85
All campus personnel are held to the same code of professional ethics and conduct	11.64% 71	25.57% 156	22.46% 137	20.49% 125	15.25% 93	4.59% 28	610	3.02
Our school puts too much emphasis on diversity, equity, and inclusion	6.99% 43	7.32% 45	20.81% 128	27.64% 170	34.63% 213	2.60% 16	615	3.78
If there were recognitions (awards, financial incentives, etc.) for contributions to campus diversity, equity, and inclusion I would help in advancing those efforts	12.81% 78	25.12% 153	31.20% 190	13.30% 81	9.20% 56	8.37% 51	609	2.79
Public announcements regarding internal communications and practices are timely and informative	9.70% 59	34.54% 210	29.44% 179	15.30% 93	7.73% 47	3.29% 20	608	2.76
The policy to improve campus climate via diverse hiring is effective	7.86% 48	25.70% 157	38.13% 233	14.40% 88	7.04% 43	6.87% 42	611	2.86
Diverse perspectives can easily be found within our general education programs	8.25% 50	32.01% 194	31.52% 191	10.23% 62	3.47% 21	14.52% 88	606	2.63
I am encouraged to weave diversity, equity, inclusion/cultural competence* into my work	26.96% 165	43.95% 269	17.48% 107	4.90% 30	1.63% 10	5.07% 31	612	2.06
Processes for budgeting and monitoring diversity	7.30% 44	15.75% 95	34.66% 209	10.95% 66	6.97% 42	24.38% 147	603	2.93

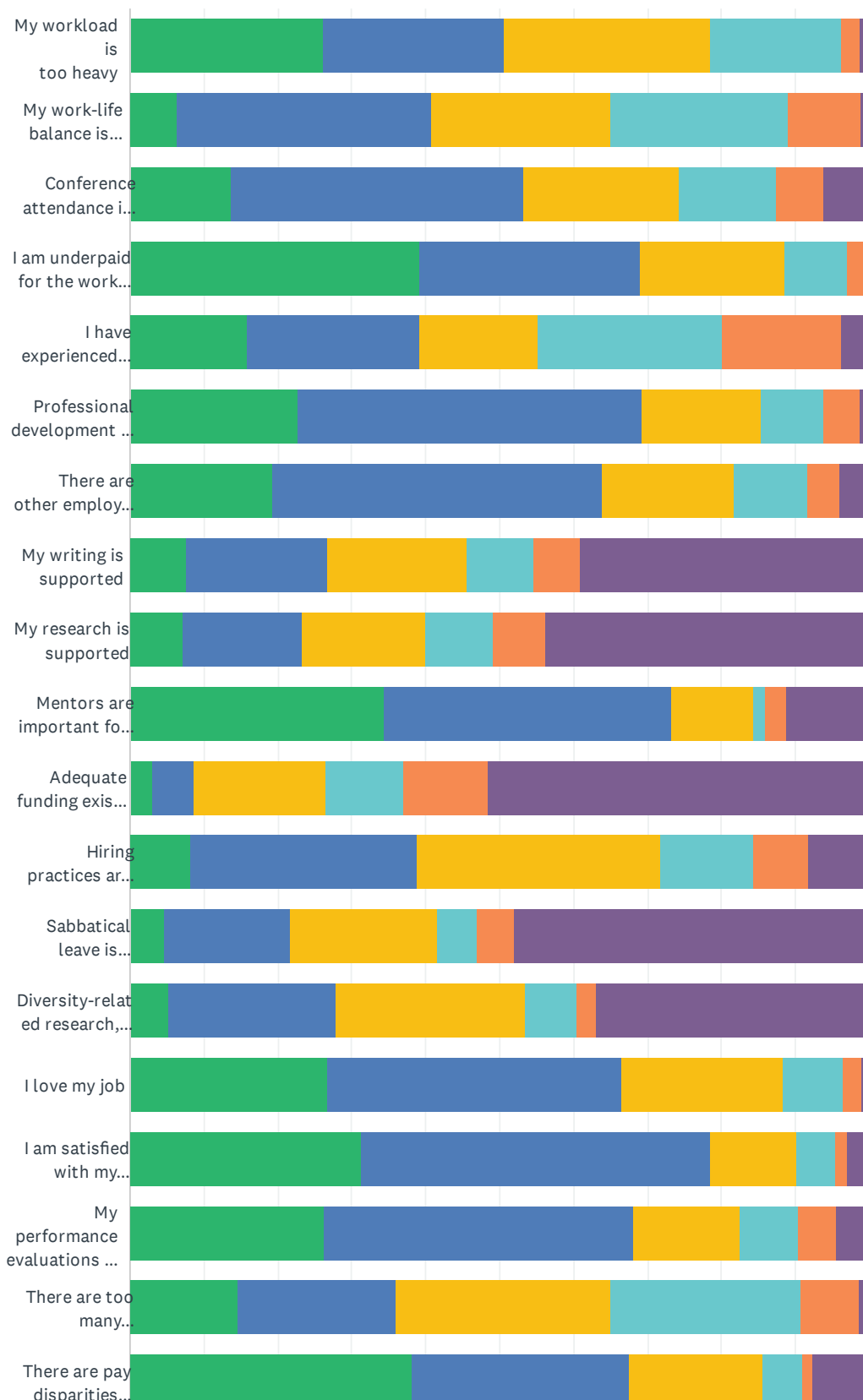
Sonoma State University Campus Climate Survey for Administrators, Faculty, and Staff

programs receive the same consideration as all other programs

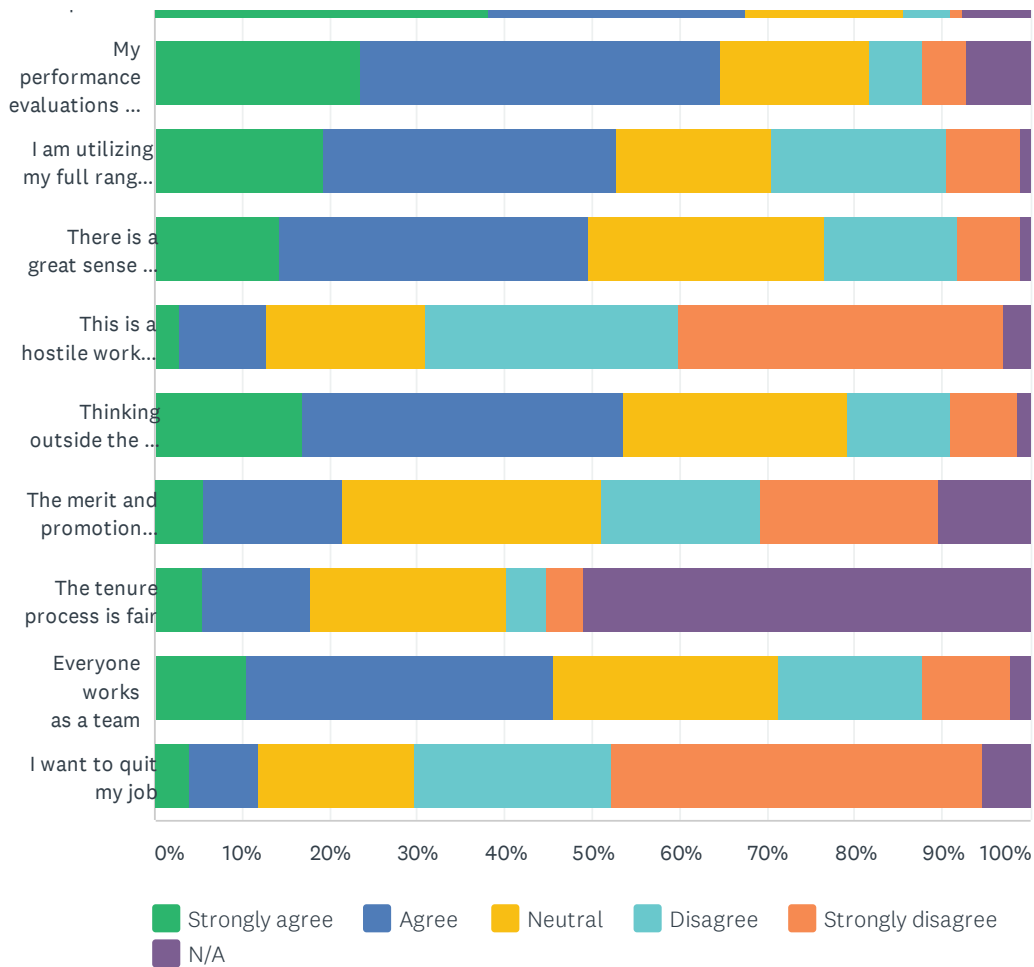
Our school anticipates the emergence of demographic shifts and makes adjustments before crises occur	5.43% 33	14.80% 90	34.05% 207	20.07% 122	9.70% 59	15.95% 97	608	3.16
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## Q49 To what extent do you agree or disagree with the following statements about your work experience at SSU?

Answered: 622 Skipped: 114



# Sonoma State University Campus Climate Survey for Administrators, Faculty, and Staff



Sonoma State University Campus Climate Survey for Administrators, Faculty, and Staff

	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
My workload is too heavy	26.14% 161	24.51% 151	27.92% 172	17.53% 108	2.60% 16	1.30% 8	616	2.45
My work-life balance is appropriate	6.47% 40	34.30% 212	24.27% 150	23.95% 148	9.87% 61	1.13% 7	618	2.96
Conference attendance is supported	13.61% 84	39.55% 244	21.23% 131	12.97% 80	6.48% 40	6.16% 38	617	2.56
I am underpaid for the work that I do	39.26% 243	29.73% 184	19.55% 121	8.40% 52	2.26% 14	0.81% 5	619	2.04
I have experienced microaggressions* in my department/division/unit	15.80% 97	23.29% 143	16.12% 99	24.92% 153	15.96% 98	3.91% 24	614	3.02
Professional development is encouraged	22.69% 140	46.68% 288	16.05% 99	8.27% 51	5.02% 31	1.30% 8	617	2.25
There are other employees I can get career advice from	19.32% 119	44.48% 274	17.86% 110	9.90% 61	4.38% 27	4.06% 25	616	2.33
My writing is supported	7.62% 47	19.12% 118	18.80% 116	9.08% 56	6.16% 38	39.22% 242	617	2.79
My research is supported	7.13% 44	16.21% 100	16.53% 102	9.40% 58	6.97% 43	43.76% 270	617	2.87
Mentors are important for junior administrators/faculty/staff	34.25% 211	38.96% 240	11.04% 68	1.79% 11	2.76% 17	11.20% 69	616	1.87
Adequate funding exists for my research	2.92% 18	5.68% 35	17.86% 110	10.55% 65	11.36% 70	51.62% 318	616	3.45
Hiring practices are fair	8.32% 51	30.51% 187	32.95% 202	12.56% 77	7.50% 46	8.16% 50	613	2.79
Sabbatical leave is supported at SSU	4.58% 28	17.16% 105	19.93% 122	5.23% 32	5.07% 31	48.04% 294	612	2.79
Diversity-related research, teaching, and community service are considered in the hiring process	5.26% 32	22.70% 138	25.49% 155	7.07% 43	2.47% 15	37.01% 225	608	2.66
I love my job	26.61% 165	39.84% 247	21.94% 136	7.90% 49	2.74% 17	0.97% 6	620	2.20
I am satisfied with my employee benefits package	31.23% 193	47.25% 292	11.65% 72	5.34% 33	1.46% 9	3.07% 19	618	1.95
My performance evaluations are done on a regular basis	26.31% 161	41.67% 255	14.54% 89	7.84% 48	5.23% 32	4.41% 27	612	2.21
There are too many expectations of me	14.73% 90	21.28% 130	29.13% 178	25.70% 157	7.69% 47	1.47% 9	611	2.90
There are pay disparities here	38.20% 233	29.34% 179	18.03% 110	5.41% 33	1.48% 9	7.54% 46	610	1.95
My performance evaluations are fair and impartial	23.50% 145	41.17% 254	17.02% 105	6.00% 37	5.19% 32	7.13% 44	617	2.23
I am utilizing my full range of skills in my current	19.35% 119	33.50% 206	17.56% 108	20.16% 124	8.46% 52	0.98% 6	615	2.65



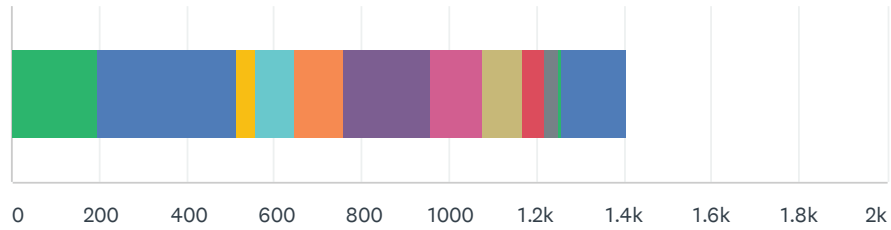
Sonoma State University Campus Climate Survey for Administrators, Faculty, and Staff

position

There is a great sense of belonging	14.19% 87	35.40% 217	26.92% 165	15.33% 94	7.18% 44	0.98% 6	613	2.66
This is a hostile working environment	2.77% 17	10.10% 62	18.08% 111	28.83% 177	37.13% 228	3.09% 19	614	3.90
Thinking outside the box is rewarded in my department/division/unit	16.94% 104	36.64% 225	25.57% 157	11.89% 73	7.49% 46	1.47% 9	614	2.56
The merit and promotion processes are fair	5.72% 35	15.69% 96	29.58% 181	18.30% 112	20.26% 124	10.46% 64	612	3.35
The tenure process is fair	5.37% 33	12.54% 77	22.31% 137	4.56% 28	4.23% 26	50.98% 313	614	2.79
Everyone works as a team	10.47% 64	35.19% 215	25.70% 157	16.37% 100	10.15% 62	2.13% 13	611	2.80
I want to quit my job	4.08% 25	7.84% 48	17.81% 109	22.55% 138	42.32% 259	5.39% 33	612	3.96

### Q50 If you have ever considered leaving SSU, please tell us why. Check all that apply.

Answered: 573 Skipped: 163

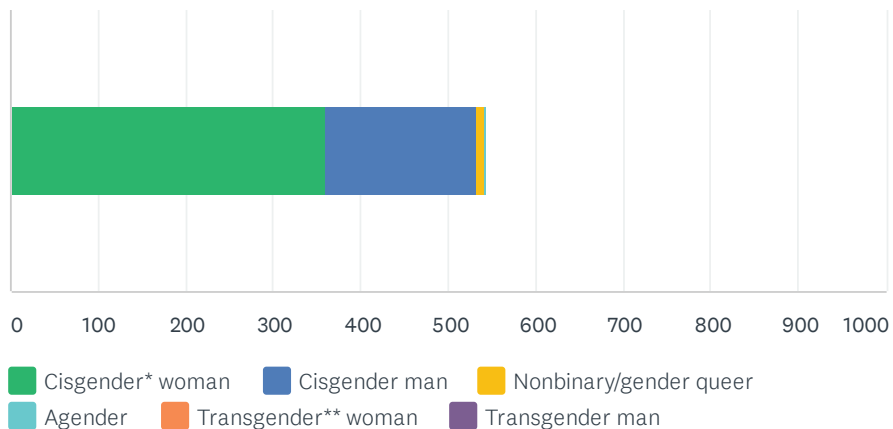


- No career advancement opportunities
- Salary/benefits are not adequate
- Family relocation
- Offered a job elsewhere
- Co-worker tension
- Work not appreciated
- Feeling of not belonging
- Harassed or bullied at work
- No sense of belonging in the surrounding community
- Insufficient child care services on campus
- Pregnancy
- I have not considered leaving

ANSWER CHOICES	RESPONSES	
No career advancement opportunities	34.38%	197
Salary/benefits are not adequate	55.50%	318
Family relocation	7.68%	44
Offered a job elsewhere	15.01%	86
Co-worker tension	19.72%	113
Work not appreciated	34.38%	197
Feeling of not belonging	21.47%	123
Harassed or bullied at work	15.88%	91
No sense of belonging in the surrounding community	8.03%	46
Insufficient child care services on campus	6.28%	36
Pregnancy	0.87%	5
I have not considered leaving	26.35%	151
Total Respondents: 573		

## Q51 What is your gender?

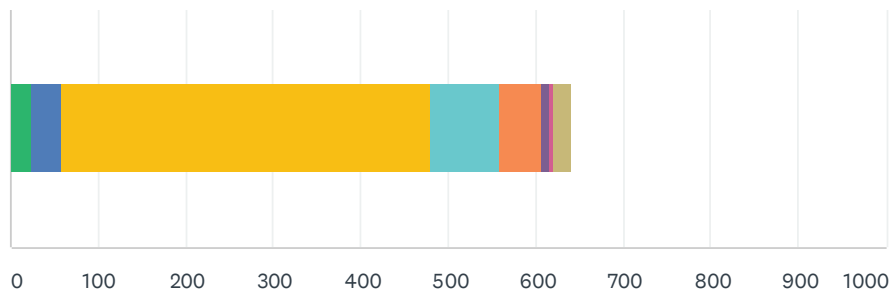
Answered: 543 Skipped: 193



ANSWER CHOICES	RESPONSES	
Cisgender* woman	66.30%	360
Cisgender man	31.86%	173
Nonbinary/gender queer	1.84%	10
Agender	0.18%	1
Transgender** woman	0.18%	1
Transgender man	0.00%	0
Total Respondents: 543		

## Q52 What is your race\*?

Answered: 591 Skipped: 145

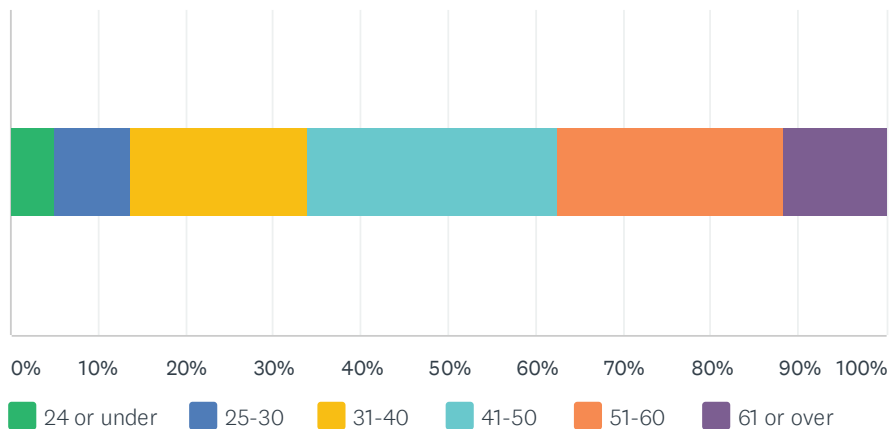


■ African American/Black   
 ■ Asian American/Asian   
 ■ Caucasian/White  
■ Hispanic/Latinx   
 ■ Multiracial\*\*   
 ■ Native American/Alaska Native  
■ Native Hawaiian/Pacific Islander   
 ■ Other (please specify)

ANSWER CHOICES	RESPONSES	
African American/Black	4.23%	25
Asian American/Asian	5.75%	34
Caucasian/White	71.07%	420
Hispanic/Latinx	13.54%	80
Multiracial**	7.95%	47
Native American/Alaska Native	1.69%	10
Native Hawaiian/Pacific Islander	0.68%	4
Other (please specify)	3.55%	21
<b>Total Respondents: 591</b>		

## Q53 What is your age?

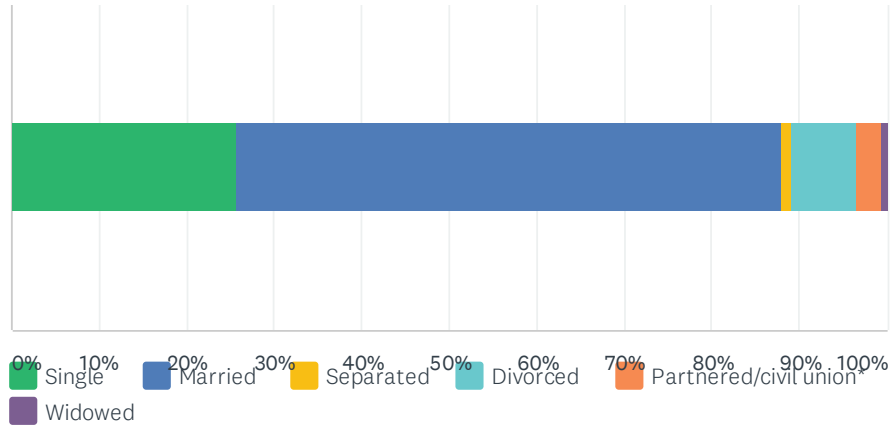
Answered: 597 Skipped: 139



ANSWER CHOICES	RESPONSES	
24 or under	5.03%	30
25-30	8.54%	51
31-40	20.27%	121
41-50	28.64%	171
51-60	25.80%	154
61 or over	11.73%	70
<b>TOTAL</b>		<b>597</b>

## Q54 What is your marital status?

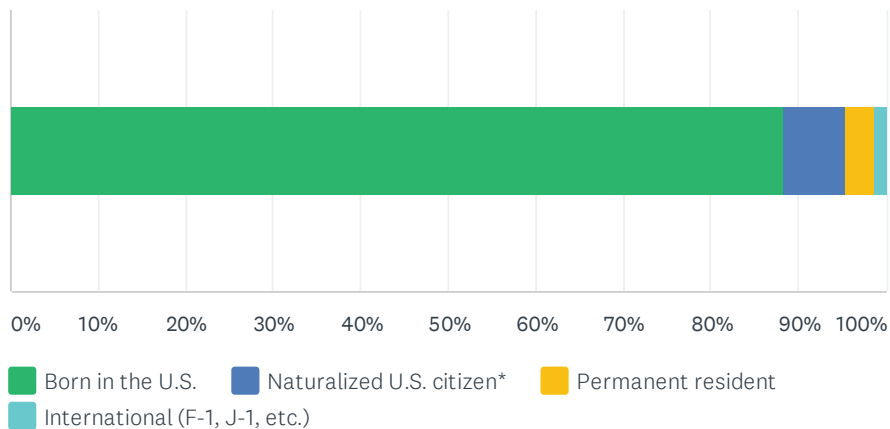
Answered: 594 Skipped: 142



ANSWER CHOICES	RESPONSES	
Single	25.76%	153
Married	62.12%	369
Separated	1.35%	8
Divorced	7.41%	44
Partnered/civil union*	2.86%	17
Widowed	0.51%	3
<b>TOTAL</b>		<b>594</b>

## Q55 What is your citizenship status?

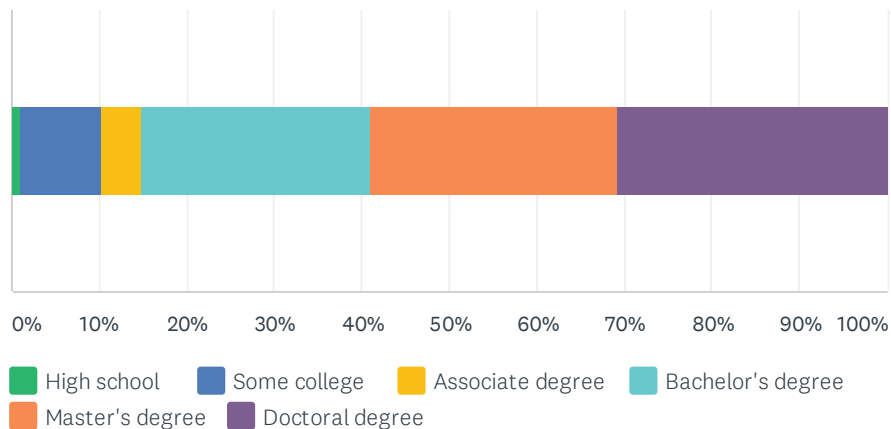
Answered: 598 Skipped: 138



ANSWER CHOICES	RESPONSES	
Born in the U.S.	88.29%	528
Naturalized U.S. citizen*	7.02%	42
Permanent resident	3.51%	21
International (F-1, J-1, etc.)	1.17%	7
<b>TOTAL</b>		<b>598</b>

## Q56 What is your highest level of education?

Answered: 605 Skipped: 131

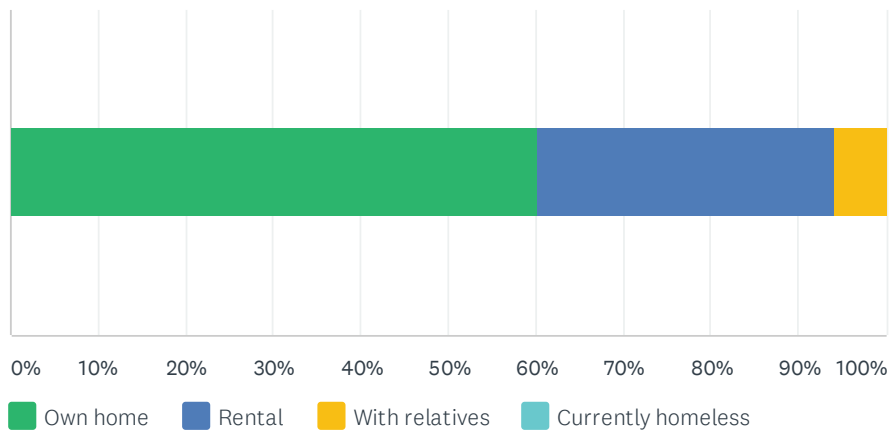


ANSWER CHOICES	RESPONSES
High school	0.99% 6
Some college	9.26% 56
Associate degree	4.63% 28
Bachelor's degree	26.12% 158
Master's degree	28.26% 171
Doctoral degree	30.74% 186
<b>TOTAL</b>	<b>605</b>



## Q57 Where do you live?

Answered: 599 Skipped: 137



ANSWER CHOICES	RESPONSES	
Own home	60.27%	361
Rental	33.89%	203
With relatives	5.84%	35
Currently homeless	0.00%	0
<b>TOTAL</b>		<b>599</b>