

SADC Staff Perceptions Survey

Description: Please provide access to Richard Diaz, Kari Ellingson, and Debra Daniels.

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This survey will ask you to reflect on the way in which your Department and the Division of Student Affairs function. For the purpose of this assessment, department refers to the unit in which you currently work (e.g., Housing, Admission's Office, Child Care Office, Women's Resource Center, Career Services). The Division refers to the entire Student Affairs organization as a whole.

Required answers: 0 Allowed answers: 0

Please indicate your level of agreement with each of the following statements regarding your department:

Q1 As a representative of my department, I can communicate effectively with diverse students, staff, or faculty.

Strongly agree [Code = 5]

Agree [Code = 4]

Neither agree nor disagree [Code = 3]

Disagree [Code = 2]

Strongly disagree [Code = 1]

I don't know. [Code = 0]

Required answers: 1 Allowed answers: 1

Q2 As a representative of my department, I understand the difference between equity and equality.

Strongly agree [Code = 5]

Agree [Code = 4]

Neither agree nor disagree [Code = 3]

Disagree [Code = 2]

Strongly disagree [Code = 1]

I don't know. [Code = 0]

Required answers: 1 Allowed answers: 1

Q3 Within my department, discussions of diversity issues help guide our work with students.

Strongly agree [Code = 5]

Agree [Code = 4]

Neither agree nor disagree [Code = 3]

Disagree [Code = 2]

Strongly disagree [Code = 1]

I don't know. [Code = 0]

Required answers: 1 Allowed answers: 1

Q4 Staff at all levels of my department notice if diversity is not considered during program planning or service delivery.

Strongly agree [Code = 5]

Agree [Code = 4]

Neither agree nor disagree [Code = 3]

Disagree [Code = 2]

Strongly disagree [Code = 1]

I don't know. [Code = 0]

Required answers: 1 Allowed answers: 1

Q5 Within my department, diversity elements are added into planning documents as an afterthought.

Strongly agree [Code = 5]

Agree [Code = 4]

Neither agree nor disagree [Code = 3]

Disagree [Code = 2]

Strongly disagree [Code = 1]

I don't know. [Code = 0]

Required answers: 1 Allowed answers: 1

Q6 Diversity is integrated in most aspects of the program planning process in my department, and not viewed as a special or a one-shot program.

Strongly agree [Code = 5]

Agree [Code = 4]

Neither agree nor disagree [Code = 3]

Disagree [Code = 2]

Strongly disagree [Code = 1]

I don't know. [Code = 0]

Required answers: 1 Allowed answers: 1

Q7 Diversity programming within my department is under-valued and not rewarded.

Strongly agree [Code = 5]

Agree [Code = 4]

Neither agree nor disagree [Code = 3]

Disagree [Code = 2]

Strongly disagree [Code = 1]

I don't know. [Code = 0]

Required answers: 1 Allowed answers: 1

Q8 Within my department, programs exist to foster the success of diverse students.

Strongly agree [Code = 5]

Agree [Code = 4]

Neither agree nor disagree [Code = 3]

Disagree [Code = 2]

Strongly disagree [Code = 1]

I don't know. [Code = 0]

Required answers: 1 Allowed answers: 1

Q9 Services and programs in my department reach an ethnically and racially diverse mass of students.

Strongly agree [Code = 5]

Agree [Code = 4]

Neither agree nor disagree [Code = 3]

Disagree [Code = 2]

Strongly disagree [Code = 1]

I don't know. [Code = 0]

Required answers: 1 Allowed answers: 1

Please indicate your level of agreement with each of the following statements regarding your department:

Q10 Diversity in my department is represented by counting heads, and not as an integral value-added component of our work.

Strongly agree [Code = 5]

Agree [Code = 4]

Neither agree nor disagree [Code = 3]

Disagree [Code = 2]

Strongly disagree [Code = 1]

I don't know. [Code = 0]

Required answers: 1 Allowed answers: 1

Q11 Within my department, individual performance evaluations include recognition of diversity-related efforts.

Strongly agree [Code = 5]

Agree [Code = 4]

Neither agree nor disagree [Code = 3]

Disagree [Code = 2]

Strongly disagree [Code = 1]

I don't know. [Code = 0]

Required answers: 1 Allowed answers: 1

Q12 Diversity-related assessment evidence is used to further develop a culture of inclusion in my department.

Strongly agree [Code = 5]

Agree [Code = 4]

Neither agree nor disagree [Code = 3]

Disagree [Code = 2]

Strongly disagree [Code = 1]

I don't know. [Code = 0]

Required answers: 1 Allowed answers: 1

Q13 Within my department, staff who develop diversity-related initiatives/programs are valued and acknowledged.

Strongly agree [Code = 5]

Agree [Code = 4]

Neither agree nor disagree [Code = 3]

Disagree [Code = 2]

Strongly disagree [Code = 1]

I don't know. [Code = 0]

Required answers: 1 Allowed answers: 1

Q14 The value of a diverse student body is understood by my department.

Strongly agree [Code = 5]

Agree [Code = 4]

Neither agree nor disagree [Code = 3]

Disagree [Code = 2]

Strongly disagree [Code = 1]

I don't know. [Code = 0]

Required answers: 1 Allowed answers: 1

Q15 Diversity elements do not appear in my department's planning documents (e.g., mission statement, objectives, goals).

Strongly agree [Code = 5]

Agree [Code = 4]

Neither agree nor disagree [Code = 3]

Disagree [Code = 2]

Strongly disagree [Code = 1]

I don't know. [Code = 0]

Required answers: 1 Allowed answers: 1

Q16 Diversity issues are the responsibility of specific members of my department.

Strongly agree [Code = 5]

Agree [Code = 4]

Neither agree nor disagree [Code = 3]

Disagree [Code = 2]

Strongly disagree [Code = 1]

I don't know. [Code = 0]

Required answers: 1 Allowed answers: 1

Q17 People within my department struggle with how to be inclusive and value differences.

Strongly agree [Code = 5]

Agree [Code = 4]

Neither agree nor disagree [Code = 3]

Disagree [Code = 2]

Strongly disagree [Code = 1]

I don't know. [Code = 0]

Required answers: 1 Allowed answers: 1

Q18 Discussions in my department consciously include how diverse students may be affected by any institutional decision, program, or policy being considered.

Strongly agree [Code = 5]

Agree [Code = 4]

Neither agree nor disagree [Code = 3]

Disagree [Code = 2]

Strongly disagree [Code = 1]

I don't know. [Code = 0]

Required answers: 1 Allowed answers: 1

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Please indicate your level of agreement with the following statements regarding the Division:

Q19 The Division of Student Affairs fosters an institutional culture where issues of power and privilege are identified and addressed.

Strongly agree [Code = 5]

Agree [Code = 4]

Neither agree nor disagree [Code = 3]

Disagree [Code = 2]

Strongly disagree [Code = 1]

I don't know. [Code = 0]

Required answers: 1 Allowed answers: 1

Q20 When working with students, the Division of Student Affairs does not consider diversity an important value.

Strongly agree [Code = 5]

Agree [Code = 4]

Neither agree nor disagree [Code = 3]

Disagree [Code = 2]

Strongly disagree [Code = 1]

I don't know. [Code = 0]

Required answers: 1 Allowed answers: 1

Q21 The Division of Student Affairs makes statements demonstrating the importance of diversity in our work.

Strongly agree [Code = 5]

Agree [Code = 4]

Neither agree nor disagree [Code = 3]

Disagree [Code = 2]

Strongly disagree [Code = 1]

I don't know. [Code = 0]

Required answers: 1 Allowed answers: 1

Q22 Efforts are made to link diversity programming with the goals and strategic objectives of the Division.

Strongly agree [Code = 5]

Agree [Code = 4]

Neither agree nor disagree [Code = 3]

Disagree [Code = 2]

Strongly disagree [Code = 1]

I don't know. [Code = 0]

Required answers: 1 Allowed answers: 1

Q23 Few resources are available in the Division of Student Affairs for diversity initiatives, services, or programming.

Strongly agree [Code = 5]

Agree [Code = 4]

Neither agree nor disagree [Code = 3]

Disagree [Code = 2]

Strongly disagree [Code = 1]

I don't know. [Code = 0]

Required answers: 1 Allowed answers: 1

Q24 Government mandated Affirmative Action policies exist in the Division.

Strongly agree [Code = 5]

Agree [Code = 4]

Neither agree nor disagree [Code = 3]

Disagree [Code = 2]

Strongly disagree [Code = 1]

I don't know. [Code = 0]

Required answers: 1 Allowed answers: 1

Please indicate your level of agreement with the following statements regarding the Division:

Q25 Within the Division, special "how-to" programs are needed to train staff on diversity issues (e.g., how to recruit and retain diverse students, how to work in a diverse environment, how to overcome bias).

Strongly agree [Code = 5]

Agree [Code = 4]

Neither agree nor disagree [Code = 3]

Disagree [Code = 2]

Strongly disagree [Code = 1]

I don't know. [Code = 0]

Required answers: 1 Allowed answers: 1

Q26 Special programs to help mentor and advance underrepresented students exist in the Division.

Strongly agree [Code = 5]

Agree [Code = 4]

Neither agree nor disagree [Code = 3]

Disagree [Code = 2]

Strongly disagree [Code = 1]

I don't know. [Code = 0]

Required answers: 1 Allowed answers: 1

Q27 Resources are allocated to increase the knowledge of diversity, equity, and inclusion in the Division.

Strongly agree [Code = 5]

Agree [Code = 4]

Neither agree nor disagree [Code = 3]

Disagree [Code = 2]

Strongly disagree [Code = 1]

I don't know. [Code = 0]

Required answers: 1 Allowed answers: 1

Q28 Within the Division, internal measures of equity include increasing the number of diverse students utilizing services.

Strongly agree [Code = 5]

Agree [Code = 4]

Neither agree nor disagree [Code = 3]

Disagree [Code = 2]

Strongly disagree [Code = 1]

I don't know. [Code = 0]

Required answers: 1 Allowed answers: 1

Q29 Within the Division, assessment studies and data about diversity guide departmental and divisional change efforts.

Strongly agree [Code = 5]

Agree [Code = 4]

Neither agree nor disagree [Code = 3]

Disagree [Code = 2]

Strongly disagree [Code = 1]

I don't know. [Code = 0]

Required answers: 1 Allowed answers: 1

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Please indicate your level of agreement with the following statements regarding leadership:

Q30 Students Affairs leadership values contributions to diversity, equity, or inclusion made by individuals within the Division.

Strongly agree [Code = 5]

Agree [Code = 4]

Neither agree nor disagree [Code = 3]

Disagree [Code = 2]

Strongly disagree [Code = 1]

I don't know. [Code = 0]

Required answers: 1 Allowed answers: 1

Q31 Student Affairs leadership addresses and/or intervenes when acts of hatred or intolerance affect the University community.

Strongly agree [Code = 5]

Agree [Code = 4]

Neither agree nor disagree [Code = 3]

Disagree [Code = 2]

Strongly disagree [Code = 1]

I don't know. [Code = 0]

Required answers: 1 Allowed answers: 1

Q32 Leadership in Student Affairs value diversity and represent the values of a diverse constituency in their work.

Strongly agree [Code = 5]

Agree [Code = 4]

Neither agree nor disagree [Code = 3]

Disagree [Code = 2]

Strongly disagree [Code = 1]

I don't know. [Code = 0]

Required answers: 1 Allowed answers: 1

Q33 Inclusiveness, equity, and diversity are assumed to be part of the way Student Affairs functions.

Strongly agree [Code = 5]

Agree [Code = 4]

Neither agree nor disagree [Code = 3]

Disagree [Code = 2]

Strongly disagree [Code = 1]

I don't know. [Code = 0]

Required answers: 1 Allowed answers: 1

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Q34 What is your current employee status?

Exempt [Code = 1]

Non-exempt [Code = 2]

Graduate student [Code = 3]

Undergraduate student [Code = 4]

Required answers: 1 Allowed answers: 1

Q35 To whom does your department report?

VP for Enrollment Management - Kay Harward (i.e., Admissions Office, Registrar's Office, Financial Aid and Scholarships, Student Recruitment and High School Services, and Network Support) [Code = 1]

VP for Student Development - Kari Ellingson (i.e., Assessment, Evaluation, and Research, Bennion Center, Career Services, Counseling Center, Center for Disability Services, Educational Opportunity Programs, International Center, Study Abroad, L.G.B.T. Resource Center, Orientation and Leadership Development, Student Health Center, Women's Resource Center) [Code = 2]

VP for Business and Auxiliary Services - Jerry Basford (i.e., Housing and Residential Education, Conference and Guest Services, Contract Administration, Dining Services) [Code = 3]

Dean of Students - Annie N. Christensen (i.e., Campus Recreation Services, Child Care, University Union, Dean of Students) [Code = 4]

Required answers: 1 Allowed answers: 1

Q36 With which race or ethnicity do you most identify?

African American/Black [Code = 1]

Asian/Pacific Islander [Code = 2]

Hispanic/Latino/a [Code = 3]

Native American/American Indian [Code = 4]

White/Caucasian [Code = 5]

Multiracial [Code = 6]

Other [Code = 7]

Prefer not to respond [Code = 8]

Required answers: 1 Allowed answers: 1

Q37 With which gender do you most identify?

Female [Code = 1]

Male [Code = 2]

Transgender [Code = 3]

Other [Code = 4]

Required answers: 1 Allowed answers: 1

Q38 Which of the following are the top three areas or issues you feel your department will benefit from learning the most about? (Check up to three)

Race/ethnicity [Code = 1]

Class [Code = 2]

Gender [Code = 3]

Sexuality [Code = 4]

Ability [Code = 5]

Religion [Code = 6]

Age [Code = 7]

Legal and immigration status [Code = 8]

Other (please specify) [Code = 9] [TextBox]

Required answers: 1 Allowed answers: 3

Q39 Is there any other information you feel will benefit the Student Affairs Diversity Council (SADC) as they plan programs and services for the next academic year?

Yes (please explain) [Code = 1] [TextBox]

No [Code = 2]

Required answers: 1 Allowed answers: 1

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