



## Campus Climate Survey for Faculty

Below are summaries of selected questions from the Viewfinder™ Campus Climate Survey for Faculty. They are intended to provide an overview of the types and quality of information that is important to gather in order to truly understand and identify areas of strength and weakness regarding the campus climate at institutions of higher education.

### GENERAL INFORMATION

- Why did you choose to work at our institution?

### MILITARY VETERANS

- Is there a recognized veteran's organization on campus for you to join?
- Is the office of veterans' affairs staffed with personnel trained in veteran-related mental health issues?
- Has your acclimation to civilian life been facilitated by the office of veterans' affairs?

### FACULTY WITH A DISABILITY

- Are there recognized campus organizations for employees with your disability?
- Do you agree/disagree that disability services staff are well-informed about support needed for your disability?
- Did you receive the proper accommodations for your disability during the application, interview, and on-boarding processes?
- Are employees with disabilities represented on the diversity council?

### RELIGION/WORLDVIEW/SPIRITUAL AFFILIATION

- Can you openly express your political views on campus?
- Are there safe spaces on campus to meet your spiritual needs?

### LGBTQIA+ FACULTY

- Are campus counselors well-informed about LGBTQIA+ issues?
- Is campus leadership supportive of employees who identify as LGBTQIA+?

# SAMPLE ONLY: DO NOT DUPLICATE

## INTERNATIONAL FACULTY

- Was there sufficient information available to you about international employees before you applied to work on our campus?
- Are human resources staff well-informed about your specific needs as an international employee?

## CAMPUS DIVERSITY

- Is the race and ethnicity of the administration, faculty, and staff representative of the race and ethnicity of the students?
- Should employees, search committee heads, and governing board members be required to participate in diversity training?
- If you have served on a search committee, did you require a diverse pool of candidates?
- Does your department participate in pipeline programs to attract diverse faculty?
- Is your department held accountable for diversity progress?
- Are there adequate financial resources available to drive diversity efforts in your department?

## PERSONAL EXPERIENCES OF DISCRIMINATION/BIAS/HARASSMENT

- Have you experienced discrimination/bias/harassment (responses include: based on English language proficiency/foreign accent, etc.)?
- Who did you report the offense to (responses include: EEOC, diversity or EEO office, campus ministry, athletic department, etc.)?
- If you didn't report the incident, tell us why (responses include: the offender is no longer here, I had no witnesses, I feared losing my job, I didn't think the school would support me, etc.).

## SAFETY ON CAMPUS AND IN THE COMMUNITY

- Does your family feel you are safe on campus?
- Should campus police be required to participate in ongoing diversity training?
- Are employees supportive of other employees who have experienced incidences of physical confrontation?

## OVERALL CAMPUS EXPERIENCE

- Is our campus diverse, but not inclusive?
- Have you received adequate diversity training to engage with students and employees on campus?
- Does our school place too much emphasis on diversity?
- Are there pay disparities here?
- Have you ever considered leaving your job, and if so, why (responses include: no sense of belonging, being harassed or bullied, work not appreciated, etc.)?
- What did you think of this survey (responses include: this survey captures the campus culture, I learned a lot about myself by taking this survey, etc.)?

For more information about Viewfinder™ Campus Climate Surveys, contact Lenore Pearlstein at [301.219.6464](tel:301.219.6464) or [lpearlstein@viewfindersurveys.com](mailto:lpearlstein@viewfindersurveys.com).

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