HR Staff Engagement Survey 2021

Start of Block: Consent

The University is conducting a Staff Engagement Survey. This survey is being sent to all Princeton University staff members. The questions explore how you and your colleagues experience Princeton University, your department, and the workplace overall.

Your responses provide important information about working at Princeton and will be used to address employee interests and plan for the future. Your responses will be linked to your Princeton Employee ID number during the data collection phase of the survey: to reduce the length of the survey; to avoid sending reminders to employees who have already completed the survey; and to incorporate additional data required for reporting.

To help ensure the confidentiality of your responses, your Princeton Employee ID number will be removed from the survey response file before the data is analyzed, and replaced with a randomly generated survey identification number. Both numbers will be stored in a separate and secured archival key file.

All survey material will be encrypted and stored securely on Duo-enabled computers. These materials will be retained until they are no longer needed. Individual responses are completely confidential. All findings, reports, and analyses based upon this survey will be reported in a manner that does not identify individuals.

Because this survey is confidential, information you provide in this survey is for administrative uses and does not constitute a "report" to Princeton University; as such, the University will not be in a position to take any action on an individual case with respect to information you provide in this survey. Should you have issues, concerns, or complaints that you would like to report to the University (and for which you would like the University to take action), please contact Cheri Burgess, Director for Institutional Equity and Equal Employment Opportunity at clawson@princeton.edu.

The survey will take about 20 minutes to complete. Participation in this survey is completely voluntary and highly encouraged. Although your answers to each question are important to us, you may skip any questions that you are not inclined to answer.

If you have any questions or concerns about this survey questionnaire, please contact:

Jed Marsh, Vice Provost for Institutional Research at jmarsh@princeton.edu
Office of Institutional Research
Thank you for contributing your thoughts and opinions to this survey.

End of Block: Consent

Start of Block: Overall Princeton Workplace Rating

I believe ${e://Field/Princeton_or_PPPL} has done a good job responding to the impacts of the pandemic.

- Strongly Agree (5)
- Agree (4)
- Neither Agree Nor Disagree (3)
- Disagree (2)
- Strongly Disagree (1)
- I Don't Know (0)

End of Block: Overall Princeton Workplace Rating

Start of Block: About Princeton University

About Princeton University

To what extent do you agree or disagree with the following statement about Princeton University?
I am proud to work at ${{e://Field/Princeton_or_PPPL}}$.

- Strongly Agree (5)
- Agree (4)
- Neither Agree Nor Disagree (3)
- Disagree (2)
- Strongly Disagree (1)
- I Don't Know (0)

End of Block: About Princeton University

Start of Block: About your Department

About your Department

To what extent do you agree or disagree with each of the following statements about the department where you work?
I feel respected and appreciated by the person I report to in ${e://Field/Department_Survey_Lowercase}.

- Strongly Agree (5)
- Agree (4)
- Neither Agree Nor Disagree (3)
- Disagree (2)
- Strongly Disagree (1)
- I Don't Know (0)

I feel respected and appreciated by my colleagues in ${e://Field/Department_Survey_Lowercase}.

- Strongly Agree (5)
- Agree (4)
- Neither Agree Nor Disagree (3)
- Disagree (2)
- Strongly Disagree (1)
- I Don't Know (0)
About Diversity and Inclusion

In this section, several words and phrases related to Diversity & Inclusion at $\{\text{e://Field/Princeton_or_PPPL}\}$ are used. Below are some helpful definitions for you to reference while answering the questions that follow.

Definitions

**Climate:** Current attitudes, behaviors, and standards concerning the access for, inclusion of, and level of respect for individual and group needs, abilities, and potential.

**Diversity:** Refers to the similarities and differences of identity and life experience that each of us contribute to a group. These can include our race, ethnicity, age, gender, sexual orientation, religion, national origin, socioeconomic background, and abilities and disabilities, among other qualities.

**Inclusion:** Refers to our ability to actively create a sense of supportiveness and belonging (feeling respected and valued for our similarities/differences) with others as we work to achieve our common goals.

**Inclusive Work Environments:** Environments in which individual and group differences are valued. All individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to the goals of the organization or department.

**Accommodations:** Modifications or provisions made for an individual with a disability to provide access or enable them to perform the essential functions of a role.
Please tell us to what extent you agree or disagree with each of the following statements about Diversity and Inclusion at ${e://Field/Princeton_or_PPPL}.

${e://Field/Princeton_or_PPPL} provides accessible work spaces, services, and programs for employees with disabilities.

- Strongly Agree (5)
- Agree (4)
- Neither Agree Nor Disagree (3)
- Disagree (2)
- Strongly Disagree (1)
- I Don't Know (0)

If needed, I know what to do and where to go to request an accommodation(s).
An accommodation is a modification or provision made for an individual with a disability to provide access or enable them to perform the essential functions of a role.

- Strongly Agree (5)
- Agree (4)
- Neither Agree Nor Disagree (3)
- Disagree (2)
- Strongly Disagree (1)
- I Don't Know (0)
The people I work with in ${e://Field/Department_Survey_Lowercase} value different ideas and diversity of thought.

- Strongly Agree (5)
- Agree (4)
- Neither Agree Nor Disagree (3)
- Disagree (2)
- Strongly Disagree (1)
- I Don't Know (0)
$\{e://Field/Department_Survey_Uppercase\}$ has an inclusive work environment where individual or group differences are valued.

- Strongly Agree (5)
- Agree (4)
- Neither Agree Nor Disagree (3)
- Disagree (2)
- Strongly Disagree (1)
- I Don't Know (0)

$\{e://Field/Department_Survey_Uppercase\}$ has an inclusive work environment where all individuals are treated fairly and respectfully.

- Strongly Agree (5)
- Agree (4)
- Neither Agree Nor Disagree (3)
- Disagree (2)
- Strongly Disagree (1)
- I Don't Know (0)
Diversity and Inclusion programs at Princeton and in your department or unit acknowledge the similarities and differences of identity and life experience that each of us contribute to a group. These can include our race, ethnicity, age, gender, sexual orientation, religion, national origin, socioeconomic background, and abilities and disabilities, among other qualities.

Inclusion programs seek to actively create a sense of supportiveness and belonging (feeling respected and valued for our similarities/differences) with others as we work to achieve our common goals.

${e://Field/Department_Survey_Uppercase} supports and promotes Diversity & Inclusion and is supportive if I choose to participate in these efforts.

- Strongly Agree (5)
- Agree (4)
- Neither Agree Nor Disagree (3)
- Disagree (2)
- Strongly Disagree (1)
- I Don't Know (0)
Some additional questions about Unwelcomed and Exclusionary Behavior

During the past 12 months, have you experienced any unwelcome comments, jokes, offensive remarks, or images directed at you by students, staff, or faculty? This could be based on the following:

- your job, position, or role
- your race
- your ethnicity
- your nationality
- your religion
- your gender
- your gender identity or expression
- your sexual orientation
- your disability
- your age
- your political views or opinion
- another aspect of your identity

- Yes (0)
- No (1)

During the past 12 months, have you felt excluded from full participation? This could be based on the following:

- your job, position, or role
- your race
- your ethnicity
- your nationality
- your religion
- your gender
- your gender identity or expression
- your sexual orientation
- your disability
- your age
- your political views or opinions
- another aspect of your identity

- Yes (0)
- No (1)
During the past 12 months, have you heard or observed exclusionary behavior, unwelcome comments, jokes, offensive remarks, or images directed at another person or people. This could be based on the following:

- their job, position, or role
- their race
- their ethnicity
- their nationality
- their religion
- their gender
- their gender identity or expression
- their sexual orientation
- their disability
- their age
- their political views or opinions
- or another aspect of their identity

- Yes (0)
- No (1)
During the past 12 months, how frequently have you experienced any unwelcome comments, jokes, offensive remarks, or images directed at you based on:
<table>
<thead>
<tr>
<th>Question</th>
<th>Never (3)</th>
<th>Once or twice this year (2)</th>
<th>More frequently (1)</th>
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</thead>
<tbody>
<tr>
<td>your job, position or role at ${e://Field/Princeton_or_PPPL}$</td>
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<tr>
<td>(S4Q7_2020_1)</td>
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</tr>
<tr>
<td>your race (S4Q7_2020_2)</td>
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<tr>
<td>your ethnicity (S4Q7_2020_3)</td>
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<tr>
<td>your nationality (S4Q7_2020_4)</td>
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<tr>
<td>your religion (S4Q7_2020_5)</td>
<td></td>
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</tr>
<tr>
<td>your gender (S4Q7_2020_6)</td>
<td></td>
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</tr>
<tr>
<td>your gender identity or expression (S4Q7_2020_7)</td>
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<tr>
<td>your sexual orientation (S4Q7_2020_8)</td>
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<tr>
<td>your disability (S4Q7_2020_9)</td>
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<tr>
<td>your age (S4Q7_2020_10)</td>
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</tr>
<tr>
<td>your political views or opinions (S4Q7_2020_11)</td>
<td></td>
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</tr>
</tbody>
</table>
another aspect of your identity
(S4Q7_2020_13)

Where did you experience such behavior? (Mark all that apply)

☐ In-person or on-line department-sponsored events (meetings, trainings or presentation) (1)

☐ In the office, shop, lab or other workspace (2)

☐ At an in-person or on-line conference or on a work-related trip (3)

☐ Department-sponsored social events either in-person or on-line (4)

☐ Campus public spaces (5)

☐ Non-departmental social events with departmental colleagues (parties, social events, social gatherings) either in-person or on-line (6)

☐ On-line / Internet (work email, Zoom, social media, websites, personal e-mail) (7)

☐ Other place(s) (8)
During the past 12 months, how frequently **have you felt excluded from full participation** due to:
<table>
<thead>
<tr>
<th></th>
<th>Never (3)</th>
<th>Once or twice this year (2)</th>
<th>More frequently (1)</th>
</tr>
</thead>
<tbody>
<tr>
<td>your job, position or role at $e://Field/Princeton_or_PPPL$</td>
<td>(1)</td>
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<td></td>
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<tr>
<td>your race</td>
<td>(2)</td>
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<td>your ethnicity</td>
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<td>your nationality</td>
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<td>your religion</td>
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<td>your gender</td>
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<tr>
<td>your gender identity or expression</td>
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<tr>
<td>your sexual orientation</td>
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<tr>
<td>your disability</td>
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<tr>
<td>your age</td>
<td>(10)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>your political views or opinions</td>
<td>(11)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
another aspect of your identity (13)

Where did you experience such behavior? (Mark all that apply)

☐ In-person or on-line department-sponsored events (meetings, trainings or presentation) (1)
☐ In the office, shop, lab or other workspace (2)
☐ At an in-person or on-line conference or on a work-related trip (3)
☐ Department-sponsored social events either in-person or on-line (4)
☐ Campus public spaces (5)
☐ Non-departmental social events with departmental colleagues (parties, social events, social gatherings) either in-person or on-line (6)
☐ On-line / Internet (work email, Zoom, social media, websites, personal e-mail) (7)
☐ Other place(s) (8)
During the past 12 months, how frequently have you heard or observed exclusionary behavior, unwelcome comments, jokes, offensive remarks, or images directed at another person or people based on:
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<th></th>
<th>Never (3)</th>
<th>Once or twice this year (2)</th>
<th>More frequently (1)</th>
</tr>
</thead>
<tbody>
<tr>
<td>their job, position or role at $e://Field/Princeton_or_PPPL$ (1)</td>
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<td></td>
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<tr>
<td>their race (2)</td>
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<tr>
<td>their ethnicity (3)</td>
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<td></td>
<td></td>
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<tr>
<td>their nationality (4)</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>their religion (5)</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>their gender (6)</td>
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<tr>
<td>their gender identity or expression (7)</td>
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<tr>
<td>their sexual orientation (8)</td>
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<tr>
<td>their disability (9)</td>
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<tr>
<td>their age (10)</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>their political views or opinions (11)</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
another aspect of their identity (13)
About the Person To Whom You Report

To what extent do you agree or disagree with each of the following statements about the person to whom you report?

The person I report to supports my efforts to achieve necessary fit, flexibility or balance between my work and personal life.

- Strongly Agree (5)
- Agree (4)
- Neither Agree Nor Disagree (3)
- Disagree (2)
- Strongly Disagree (1)
- I Don't Know (0)
The person I report to recognizes me when I do a good job.

- **Strongly Agree** (5)
- **Agree** (4)
- **Neither Agree Nor Disagree** (3)
- **Disagree** (2)
- **Strongly Disagree** (1)
- **I Don't Know** (0)

The person I report to is open to hearing opinions that differ from their own.

- **Strongly Agree** (5)
- **Agree** (4)
- **Neither Agree Nor Disagree** (3)
- **Disagree** (2)
- **Strongly Disagree** (1)
- **I Don't Know** (0)
HR Staff Engagement Survey 2021
Public Document

End of Block: Your Immediate Supervisor/Manager

Start of Block: Job Performance, Evaluations, and Professional Development

About Your Job Performance, Evaluations, and Professional Development

To what extent do you agree or disagree with each of the following statements about your job performance, evaluations, and professional development?

I have access to professional development learning opportunities, even if accessed on-line due to COVID-19.

- Strongly Agree (5)
- Agree (4)
- Neither Agree Nor Disagree (3)
- Disagree (2)
- Strongly Disagree (1)
- I Don't Know (0)
The person I report to takes into account the impact of the pandemic on my job duties, goals, and deliverables for the purposes of assessing my performance.

- Strongly Agree (5)
- Agree (4)
- Neither Agree Nor Disagree (3)
- Disagree (2)
- Strongly Disagree (1)
- I Don't Know (0)
About Your Job and Career

To what extent do you agree or disagree with each of the following statements about your job and career at ${e://Field/Princeton_or_PPPL}$?

I have a manageable amount of work.

- Strongly Agree (5)
- Agree (4)
- Neither Agree Nor Disagree (3)
- Disagree (2)
- Strongly Disagree (1)
- I Don't Know (0)
I work in an environment that is free from (all of the following) harassment, discrimination, and/or retaliation.

- Strongly Agree (5)
- Agree (4)
- Neither Agree Nor Disagree (3)
- Disagree (2)
- Strongly Disagree (1)
- I Don't Know (0)
I know how to report ethical concerns or policy and/or regulatory violations should the need arise. This includes, but is not limited to:

<table>
<thead>
<tr>
<th>Yes (2)</th>
<th>No (1)</th>
<th>I Don't Know (0)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ethics Point Anonymous Reporting Hotline (1)</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Vice Provost for Institutional Equity and Diversity (2)</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Dean of the Faculty (3)</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Office of Human Resources (4)</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>I would not be comfortable making a report (9)</td>
<td>☐</td>
<td>☐</td>
</tr>
</tbody>
</table>
I am aware of **Princeton University's** resources to support my **financial well-being**. This includes, but is not limited to:

<table>
<thead>
<tr>
<th>Resource</th>
<th>Strongly Agree (5)</th>
<th>Agree (4)</th>
<th>Neither Agree Nor Disagree (3)</th>
<th>Disagree (2)</th>
<th>Strongly Disagree (1)</th>
<th>Not applicable (0)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee Child Care Assistance Program (ECCAP) (1)</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Children's Educational Assistance Plan (2)</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>CAPTRUST (3)</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Health Savings Account (4)</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Mass Transit Subsidy (5)</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>COVID-19 related time off (6)</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
</tbody>
</table>
I am aware of Princeton University's resources to support my mental/emotional well-being. This includes, but is not limited to:

<table>
<thead>
<tr>
<th>Service</th>
<th>Strongly Agree (5)</th>
<th>Agree (4)</th>
<th>Neither Agree Nor Disagree (3)</th>
<th>Disagree (2)</th>
<th>Strongly Disagree (1)</th>
<th>Not applicable (0)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Behavioral Health Navigator (1)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>AbleTo (2)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Teladoc Behavioral Health (3)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
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<tr>
<td>CareBridge (4)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>
I am aware of Princeton University's resources to support my physical well-being. This includes, but is not limited to:

<table>
<thead>
<tr>
<th>Resource</th>
<th>Strongly Agree (5)</th>
<th>Agree (4)</th>
<th>Neither Agree Nor Disagree (3)</th>
<th>Disagree (2)</th>
<th>Strongly Disagree (1)</th>
<th>Not applicable (0)</th>
</tr>
</thead>
<tbody>
<tr>
<td>My Health Coach (1)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Employee Assistance Program offered through Carebridge (2)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Health Advocate (3)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Best Doctors (4)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Teladoc (5)</td>
<td>○</td>
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<td>○</td>
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<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

End of Block: About Your Job and Career  
Start of Block: Job Safety
About Job Safety

To what extent do you agree or disagree with each of the following statements about Job Safety?

In ${e://Field/Department_Survey_Lowercase}, we comply with safety policies and procedures.

- Strongly Agree (5)
- Agree (4)
- Neither Agree Nor Disagree (3)
- Disagree (2)
- Strongly Disagree (1)
- I Don't Know (0)
I have access to the **tools, equipment, and resources** to do my job safely and effectively whether I work on campus or remotely.

- **Strongly Agree** (5)
- **Agree** (4)
- **Neither Agree Nor Disagree** (3)
- **Disagree** (2)
- **Strongly Disagree** (1)
- **Not applicable** (0)

I have access to the technology that I need to do my job safely and effectively whether I work on campus or remotely.

- **Strongly Agree** (5)
- **Agree** (4)
- **Neither Agree Nor Disagree** (3)
- **Disagree** (2)
- **Strongly Disagree** (1)
- **Not applicable** (0)
I have access to the supplies/and materials that I need to do my job safely and effectively whether I work on campus or remotely.

- Strongly Agree (5)
- Agree (4)
- Neither Agree Nor Disagree (3)
- Disagree (2)
- Strongly Disagree (1)
- Not applicable (0)
I have access to the safe climbing equipment that I need to do my job safely and effectively whether I work on campus or remotely.

- Strongly Agree (5)
- Agree (4)
- Neither Agree Nor Disagree (3)
- Disagree (2)
- Strongly Disagree (1)
- Not applicable (0)

I have access to the adequate electrical outlets that I need to do my job safely and effectively whether I work on campus or remotely.

- Strongly Agree (5)
- Agree (4)
- Neither Agree Nor Disagree (3)
- Disagree (2)
- Strongly Disagree (1)
- Not applicable (0)
I have access to the adequate lighting that I need to do my job safely and effectively whether I work on campus or remotely.

- Strongly Agree (5)
- Agree (4)
- Neither Agree Nor Disagree (3)
- Disagree (2)
- Strongly Disagree (1)
- Not applicable (0)
I have access to the safe furniture that I need to do my job safely and effectively whether I work on campus or remotely.

- **Strongly Agree** (5)
- **Agree** (4)
- **Neither Agree Nor Disagree** (3)
- **Disagree** (2)
- **Strongly Disagree** (1)
- **Not applicable** (0)

I am expected to work safely in ${e://Field/Department_Survey_Lowercase}.

- **Strongly Agree** (5)
- **Agree** (4)
- **Neither Agree Nor Disagree** (3)
- **Disagree** (2)
- **Strongly Disagree** (1)
- **I Don't Know** (0)
I have the time I need to do my job safely.

- Strongly Agree (5)
- Agree (4)
- Neither Agree Nor Disagree (3)
- Disagree (2)
- Strongly Disagree (1)
- I Don't Know (0)
I have an obligation to communicate issues and concerns about safety to the person to whom I report.

- Strongly Agree (5)
- Agree (4)
- Neither Agree Nor Disagree (3)
- Disagree (2)
- Strongly Disagree (1)
- I Don't Know (0)

The person I report to reviews proper work planning and controls with me prior to me performing work (job hazard analysis, etc.)

- Strongly Agree (5)
- Agree (4)
- Neither Agree Nor Disagree (3)
- Disagree (2)
- Strongly Disagree (1)
- I Don't Know (0)
I have the responsibility and expectation, to stop work, if I see an unsafe act or condition.

- Strongly Agree (5)
- Agree (4)
- Neither Agree Nor Disagree (3)
- Disagree (2)
- Strongly Disagree (1)
- I Don't Know (0)
PPPL management encourages the reporting of injuries, near misses, events in the workplace.

- Strongly Agree (5)
- Agree (4)
- Neither Agree Nor Disagree (3)
- Disagree (2)
- Strongly Disagree (1)
- I Don't Know (0)

PPPL management promotes continuous improvement.

- Strongly Agree (5)
- Agree (4)
- Neither Agree Nor Disagree (3)
- Disagree (2)
- Strongly Disagree (1)
- I Don't Know (0)
Please indicate your agreement or disagreement with each of the following statements:

My job is fulfilling.

- Strongly Agree (5)
- Agree (4)
- Neither Agree Nor Disagree (3)
- Disagree (2)
- Strongly Disagree (1)
- I Don't Know (0)
My work life has a clear sense of purpose.

- Strongly Agree (5)
- Agree (4)
- Neither Agree Nor Disagree (3)
- Disagree (2)
- Strongly Disagree (1)
- I Don't Know (0)

I am optimistic about my future.

- Strongly Agree (5)
- Agree (4)
- Neither Agree Nor Disagree (3)
- Disagree (2)
- Strongly Disagree (1)
- I Don't Know (0)
My work life is going well.

- Strongly Agree (5)
- Agree (4)
- Neither Agree Nor Disagree (3)
- Disagree (2)
- Strongly Disagree (1)
- I Don't Know (0)
I feel good most of the time.

- Strongly Agree (5)
- Agree (4)
- Neither Agree Nor Disagree (3)
- Disagree (2)
- Strongly Disagree (1)
- I Don't Know (0)

What I do in my job is valuable and worthwhile.

- Strongly Agree (5)
- Agree (4)
- Neither Agree Nor Disagree (3)
- Disagree (2)
- Strongly Disagree (1)
- I Don't Know (0)
I can succeed if I put my mind to it.

- Strongly Agree (5)
- Agree (4)
- Neither Agree Nor Disagree (3)
- Disagree (2)
- Strongly Disagree (1)
- I Don't Know (0)
I am achieving most of my goals.

- Strongly Agree (5)
- Agree (4)
- Neither Agree Nor Disagree (3)
- Disagree (2)
- Strongly Disagree (1)
- I Don't Know (0)

In most work activities I do, I feel energized.

- Strongly Agree (5)
- Agree (4)
- Neither Agree Nor Disagree (3)
- Disagree (2)
- Strongly Disagree (1)
- I Don't Know (0)
There are people at ${e://Field/Princeton_or_PPPL} who appreciate me as a person.

- [ ] Strongly Agree (5)
- [ ] Agree (4)
- [ ] Neither Agree Nor Disagree (3)
- [ ] Disagree (2)
- [ ] Strongly Disagree (1)
- [ ] I Don't Know (0)
I feel a sense of belonging in the $\{e://Field/Princeton_or_PPPL\}$ community.

- Strongly Agree (5)
- Agree (4)
- Neither Agree Nor Disagree (3)
- Disagree (2)
- Strongly Disagree (1)
- I Don't Know (0)

End of Block: Brief Inventory of Thriving (BIT)

Start of Block: Return to Work and COVID-19 Working Experience

The following questions ask for insights about your working experiences during the COVID-19 pandemic.
Where have you primarily worked over the past year?

- Remotely (away from campus) (1)
- Returned (worked remotely then returned to an on-campus location) (2)
- Hybrid (a mix of working remotely and on-campus) (3)
- On-campus (never left) (4)
How would you rate your communication with colleagues during the last year at ${e://Field/Princeton_or_PPPL}$, whether you worked remotely or not?

- Excellent (4)
- Good (3)
- Fair (2)
- Poor (1)

How would you rate communications from the person you directly report to during the last year at ${e://Field/Princeton_or_PPPL}$, whether you worked remotely or not?

- Excellent (4)
- Good (3)
- Fair (2)
- Poor (1)
HR Staff Engagement Survey 2021
Public Document

How would you rate communications from university leadership during the last year at $\{e://Field/Princeton_or_PPPL\}$, whether you worked remotely or not?

- Excellent (4)
- Good (3)
- Fair (2)
- Poor (1)
As you consider a return to a "typical" work life after the COVID-19 pandemic, do you have concerns in any of the following areas. Mark all that apply:

☐ Health and safety (1)
☐ Job security (2)
☐ Personal responsibilities (3)
☐ COVID-19 regulations and restrictions (4)
☐ Balance between work and personal life (5)
☐ ☒No concerns (7) (If “No concerns” is checked, other boxes will not be available)

End of Block: Return to Work and COVID-19 Working Experience

Start of Block: About Yourself

About Yourself

Important Note: As stated in the cover letter of this questionnaire, individual responses to these questions are completely confidential. We emphasize confidentiality again because in the following questions you are asked for your ethnicity, gender, and other demographic questions. The reason for these questions is that they make it possible for us to measure various demographic groups to understand if there are concerns specific to one group or another.
What is your race or ethnicity? (please select all that apply)

☐ American Indian or Alaska Native (1)

☐ Asian or Asian American (2)

☐ Black or African American (3)

☐ Hispanic or Latino (4)

☐ Mexican American (5)

☐ Puerto Rican (6)

☐ Middle Eastern or North African (7)

☐ Native Hawaiian or Other Pacific Islander (8)

☐ White (9)

☐ Identity Not Listed Above (10) ________________________________
Are you?

☐ Chinese (1)
☐ Filipino (2)
☐ Indian (3)
☐ Japanese (4)
☐ Korean (5)
☐ Pakistani (6)
☐ Taiwanese (7)
☐ Vietnamese (8)
☐ Other (please specify) (9) ________________________________________________
Do you identify as a? (please select all that apply)

☐ Woman (1)

☐ Man (2)

☐ Cisgender person (3)

☐ Transgender person (4)

☐ Genderqueer / Gender Non-Conforming / Non-binary person (5)

☐ Identity Not Listed Above (6) ________________________________________________
What is your sexual orientation? (please select all that apply)

☐ Asexual (1)

☐ Bisexual (2)

☐ Gay or Lesbian (3)

☐ Heterosexual or Straight (4)

☐ Queer (5)

☐ Questioning (6)

☐ Identity Not Listed Above (7) ________________________________
What is your current religious affiliation? (please select all that apply)

- Protestant (1)
- Catholic (2)
- Other Christian (3)
- Jewish (4)
- Muslim (5)
- Buddhist (6)
- Hindu (7)
- Sikh (8)
- Secular Humanist (9)
- Unaffiliated or No Religion (10)
- Agnostic, or Atheist (11)
- Religious Affiliation Not Listed Above (12) ________________________________________________
Do you have a disability (such as, physical, psychological, cognitive)?

- Yes (1)
- No (2)

If you require an accommodation(s), do you feel appropriately accommodated by $\{e://Field/Princeton_or_PPPL\}$ in order to do your job?

- Yes (1)
- No (2)
- I do not require an accommodation(s), in order to do my job (4)

Have you ever served in any of the service branches of the US military in any capacity (Active Duty, National Guard, Reserves)?

- Yes (1)
- No (2)
Do you supervise or manage others?

- Yes (1)
- No (2)

End of Block: About Yourself

Start of Block: Resource Page Confirmation

After you submit your survey, you will be provided with information and links to a variety of resources available to Princeton University employees. If you are interested in having these resource links sent to your university e-mail address to save for future use, please answer "Yes, I would like to have these resources sent to my university e-mail address for future use".

- Yes, I would like to have these resources sent to my university e-mail address for future use (1)
- No, I would not like to have these resources sent to my university e-mail address (2)

End of Block: Resource Page Confirmation

Start of Block: Submit

Be sure to click the "Next page" button located in lower right hand corner of this page to be taken to the final screen. Once you click the "Next page" button you will not be able to change your answers.

Thank you for taking this survey!