

HR Staff Survey 2017
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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 will provide important information about working at Princeton and will be used to help the University address employee interests and plan for the future. To reduce the length of the survey, avoid sending reminders to those employees who have already completed the survey, and to incorporate additional data required for our reporting, your responses will be linked to your Princeton Employee ID number during the data collection phase of the survey.

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

The data analysis will be conducted by Mercer | Sirota, an outside company. Mercer | Sirota will incorporate this survey into a normative database that they maintain for use in benchmarking studies. These data may be used in future collaborative research studies conducted by Princeton faculty, staff, and students on behalf of the University. All survey material will be stored securely on password-protected computers. Individual responses are completely confidential. All findings, reports, and analyses based upon this survey will be reported in a manner that does not identify any individuals.

Because this survey is confidential, information that 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 to 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. Although your answers to every question are important to us, you may skip any questions that you are not inclined to answer.

If you have questions or concerns about this survey, please contact:
Debbie Bazarsky, Manager of Diversity and Inclusion at bazarsky@princeton.edu.

Thank you for contributing your thoughts and opinions to this survey.

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S1Q1 Overall, how would you rate Princeton University as a place to work?

- One of the Best (1)
- Above Average (2)
- Average (3)
- Below Average (4)
- One of the Worst (5)

S2H1 About Princeton University

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

S2Q1 Princeton University strives for excellence in all that it does.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

S2Q2 Princeton University treats employees fairly, with respect to race, ethnicity, nationality, religion, gender, gender identity, sexual orientation, disability, class, or education.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

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S2Q3 Princeton University has an inclusive work environment where staff diversity is valued and encouraged.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

S2Q4 Princeton University does a good job of retaining people with diverse backgrounds.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

S2Q5 Princeton University Is genuinely concerned with the well-being of its employees.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

S2Q6 Princeton University has senior-level leaders who are accessible to all employees.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

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S2Q7 Princeton University emphasizes improvement in all aspects of work rather than being content with the current state of affairs.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

S2Q8 Princeton University deals effectively with poor performers.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

S2Q9 Princeton University seeks to hire a diverse population of highly qualified and high performing employees.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

S2Q10 Princeton University provides support for employees with disabilities (such as, accessible work spaces, services, and programs).

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

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S2Q11 Princeton University places too much focus on where someone went to school or received their education when making hiring decisions.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

S2H2 About Princeton University

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

S2Q13 Overall, Princeton University is an effectively managed organization.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

S2Q14 I feel proud to work at Princeton University.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

S2Q15 I would choose to stay at Princeton University even if offered a job with another employer that provided additional growth opportunities.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

S3H1 About Your Department To what extent do you agree or disagree with each of the following statements about where you work/your department?

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S3Q1 In my department, I feel part of a team that works well together.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

Display This Question:

If VPRregion Is Equal to OIT

S3OIT1 In my department, colleagues support me through collaboration when I need it.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

S3Q2 In my department, there are efforts to promote diversity and inclusion in the workplace (for example, recruiting, training, retention, etc.).

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

S3Q3 In my department, different opinions about how to solve work problems are welcomed.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

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S3Q4 In my department, decisions are made without unnecessary delay.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

S3Q5 In my department, employees are encouraged to report important information up the line, even if it is "bad news."

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

S3Q6 In my department, my colleagues value diverse ideas, perspectives, styles, and backgrounds.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

S3Q7 In my department, there are high performance standards and expectations for employees.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

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S3Q8 In my department, strong performance is recognized and rewarded.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

S3H2 About Your Department

To what extent do you agree or disagree with each of the following statements about where you work/your department?

S3Q9 Overall, my department is effectively managed and well-run.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

S3Q10 I would choose to stay in my department even if offered the same pay and benefits elsewhere.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

Display This Question:

If VPRRegion Is Equal to OIT

S3OIT2 I understand how my job aligns with the goals and objectives of my department/unit.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

Display This Question:

If VPRRegion Is Equal to OIT

S3OIT3 I am provided adequate support to stay current in my field.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

Display This Question:

If VPRRegion Is Equal to VPCL

S3VPCL1 The spiritual beliefs and practices of staff in my department are respected

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

Display This Question:

If VPRRegion Is Equal to VPCL

S3VPCL2 I feel well informed about diversity programs, workshops, employee resource groups or other learning opportunities and/or support resources

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

Display This Question:

If VPRRegion Is Equal to VPCL

S3VPCL3 I feel that I have access to the appropriate avenues to address your workplace concerns

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

Display This Question:

If VPRRegion Is Equal to VPCL

S3VPCL4 I feel I have the appropriate professional development opportunities available to me both internal and external to the University.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

Display This Question:

If VPRRegion Is Equal to VPCL

S3VPCL5 Please feel free to elaborate about professional development opportunities that may or may not be available to you.

S4H1 Some Additional Questions About Diversity and Inclusion

To what extent do you agree or disagree with each of the following statements about diversity and inclusion at Princeton University?

S4Q1 I would encourage a prospective employee who resembles me (in interests, background, etc.) to accept a position at Princeton.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

Display This Question:

If VPRRegion Is Equal to OIT

S4OIT5 I would encourage a prospective employee who resembles me (in interests, background, etc.) to accept a position in my department.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

S4Q2 In my department, the senior leaders are active in diversity and inclusion efforts.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

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S4Q3 I am given opportunities to learn about diversity and inclusion.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

S4Q4 To what extent is the University a welcoming place?

- Very welcoming (1)
- Moderately welcoming (2)
- Not very welcoming (3)

S4Q5 To what extent is your department a welcoming place?

- Very welcoming (1)
- Moderately welcoming (2)
- Not very welcoming (3)

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S4H2 Some Additional Questions About Diversity and Inclusion

S4Q6 During the past 12 months, how frequently have you experienced any unwelcome comments, jokes, offensive remarks, or images directed at you based on:

	Never (1)	Once or twice this year (2)	Once or twice a month (3)	Once or twice a week (4)	Daily (5)
Race (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ethnicity (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Nationality (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Religion (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender identity or expression (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual orientation (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Disability (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Age (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Another identity (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Display This Question:

If During the past 12 months, how frequently have you experienced any unwelcome comments, jokes, offensive remarks, or images directed at you based on: - Daily Is Greater Than 0

Or During the past 12 months, how frequently have you experienced any unwelcome comments, jokes, offensive remarks, or images directed at you based on: - Once or twice this year Is Greater Than 0

Or During the past 12 months, how frequently have you experienced any unwelcome comments, jokes, offensive remarks, or images directed at you based on: - Once or twice a month Is Greater Than 0

Or During the past 12 months, how frequently have you experienced any unwelcome comments, jokes, offensive remarks, or images directed at you based on: - Once or twice a week Is Greater Than 0

S4Q6A Where did you experience such behavior? (Mark all that apply.)

- In my work space (for example: office, department, unit, shop, or lab) (1)
- In other campus spaces (for example: graffiti, comments made generally on campus) (2)
- Through electronic means (for example: email, social media) (3)

S4Q7 During the past 12 months, how frequently have you experienced any unwelcome comments, jokes, offensive remarks, or images directed at another person or people based on:

	Never (1)	Once or twice this year (2)	Once or twice a month (3)	Once or twice a week (4)	Daily (5)
Race (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ethnicity (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Nationality (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Religion (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender identity or expression (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual orientation (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Disability (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Age (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Another identity (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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S4Q8 During the past 12 months, how frequently have you felt singled out or targeted for different or less favorable treatment due to:

	Never (1)	Once or twice this year (2)	Once or twice a month (3)	Once or twice a week (4)	Daily (5)
Race (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ethnicity (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Nationality (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Religion (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender identity or expression (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual orientation (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Disability (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Age (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Another identity (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

S4Q9 During the past year, how frequently have you felt accepted as part of the campus community?

- Most of the time (1)
- Often (2)
- Sometimes (3)
- Rarely (4)
- Almost never (5)

S4Q10 Please rate the degree of inclusion in your department.

- Extremely inclusive of individuals with diverse backgrounds and interests (1)
- Very inclusive of individuals with diverse backgrounds and interests (2)
- Inclusive of individuals with diverse backgrounds and interests (3)
- Slightly inclusive of individuals with diverse backgrounds and interests (4)
- Not at all inclusive of individuals with diverse backgrounds and interests (5)

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S4H3 Some Additional Questions About Diversity and Inclusion

S4Q11 How is Princeton University doing in achieving its goal of creating an inclusive environment that is welcoming to people of diverse backgrounds and interests? Please write in the space provided below.

S4Q12 What suggestions for improvement do you have? Please write in the space provided below.

S4Q13 What types of diversity programming and training would you like to see Princeton University Human Resources provide for staff? We welcome your ideas and suggestion. Please write in the space provided below.

S5H1 About Your Immediate Supervisor/Manager

To what extent do you agree or disagree with each of the following statements about your immediate supervisor/manager.

S5Q1 My immediate supervisor/manager supports my efforts to achieve balance between my work and personal life.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

S5Q2 My immediate supervisor/manager listens to my concerns and suggestions.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

S5Q3 My immediate supervisor/manager supports my professional development.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

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S5Q4 My immediate supervisor/manager treats me with respect and dignity.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

S5Q5 My immediate supervisor/manager takes timely and appropriate action on employee concerns or suggestions.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

S5Q6 My immediate supervisor/manager regularly gives me helpful feedback about my performance.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

S5Q7 My immediate supervisor/manager recognizes me when I do a good job.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

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S5Q8 My immediate supervisor/manager is competent in dealing with people

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

S5Q9 My immediate supervisor/manager values diverse ideas, perspectives, work styles, and backgrounds.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

S6H1 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 Princeton University?

S6Q1 The last performance appraisal I received was both fair and accurate.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)
- I have not received a performance appraisal in my job at Princeton (7)

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S6Q2 I understand how employees are selected for promotions or lateral moves.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

S6Q3 I understand Princeton University's salary policies and practices.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

S6Q4 I experience manageable levels of stress and tension in my job.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

S6Q5 I am satisfied with my combined total compensation and benefits at Princeton.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

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S6Q6 I feel my career goals can be met at Princeton University.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

S6Q7 I feel free to speak my mind without fear of negative consequences.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

S6Q8 I can use my own judgment in doing my job/work.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

S6Q9 I have opportunities to be promoted or advance in my career at the University.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

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S6Q10 I can report unethical behavior or practices without fear of retaliation.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

S6Q11 I am treated with respect and dignity in my interactions with all people at the University (including faculty, students, other staff members, alumni).

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

S6Q12 I have a manageable amount of work.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

S6Q13 I am encouraged to be innovative in my job (that is, trying new ways of doing things).

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

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S6Q14 When new employees are hired, they receive effective training and orientation.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

S6Q15 I understand how my job aligns to the mission and goals of the University

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

S6Q16 I work in an environment that is free from harassment, discrimination, and retaliation.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

Display This Question:

If VPRregion Is Equal to FACILITIES

S6FAC1 Have you attended any workshops or trainings related to diversity and inclusion?

- Yes (1)
- No (2)
- I Don't Know (3)

Display This Question:

If Have you attended any workshops or trainings related to diversity and inclusion? Yes Is Selected

S6FAC2 As a result of attending a workshop or training, did you change any workplace behavior?

- Yes (1)
- No (2)
- I Don't Know (3)

Display This Question:

If As a result of attending a workshop or training, did you change any workplace behavior? Yes Is Selected

S6FAC3 Would you tell us how your workplace behavior has changed since you attended the workshop or training related to diversity and inclusion?

S7H1 Some Additional Questions About Resources and Technology

We seek to better understand employee's use of technology.

S7Q1 For work, I use (please select all that apply):

- my Princeton email account to access information sent by the University (1)
- a smart phone or tablet to access email and search the Internet (2)
- a computer in my home to access email and search the Internet (3)

S7Q2 Outside of work, I use (please select all that apply):

- a personal email account (1)
- a smart phone or tablet to access email and search the Internet (2)
- a computer in my home to access email and search the Internet (3)

S8H1 Some General Questions

To what extent do you agree or disagree:

S8Q1 Considering everything, I am satisfied with my overall work experience at Princeton.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

Display This Question:

If VPRRegion Is Equal to OIT

Q109 The physical location of my office impacts my ability to feel connected to the University in a positive way.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

S8Q2 I believe that the information from this employee survey will be used to improve the Princeton University work experience.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

S8Q3 Whether we covered it or not, what do you like best about working here? Please write in the space provided below.

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S8Q4 Whether we covered it or not, what do you like least about working here? Please write in the space provided below.

S9H1 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.

S9Q1 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)
- Middle Eastern or North African (6)
- Native Hawaiian or Other Pacific Islander (5)
- White (7)
- Identity Not Listed Above (8) _____
- Prefer Not to Answer (9)

S9Q2 What is your gender identity? (please select all that apply)

- Woman (1)
- Man (2)
- Cisgender (3)
- Transgender (4)
- Genderqueer / Gender Non-Conforming (5)
- Identity Not Listed Above (6) _____
- Prefer Not to Answer (7)

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S9Q3 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) _____
- Prefer Not to Answer (8)

S9Q4 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) _____
- Prefer Not to Answer (13)

S9Q5 Do you have a disability (such as, physical, psychological, cognitive)?

- Yes (1)
- No (2)
- Prefer Not to Answer (3)

Display This Question:

If Do you have a disability (such as, physical, psychological, cognitive)? Yes Is Selected

S9Q6 If you require an accommodation(s), do you feel appropriately accommodated by the University in order to do your job?

- Yes (1)
- No (2)
- I do not require an accommodation(s), in order to do my job (4)
- Prefer Not to Answer (3)

S9Q7 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)
- Prefer Not to Answer (3)

S9Q8 Do you supervise or manage others?

- Yes (1)
- No (2)
- Prefer Not to Answer (3)

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Submit

Be sure to click the Submit Survey button located in lower right hand corner of this page.

Once you click the Submit Survey button you will not be able to change your answers.

Thank you for taking this survey!