



5744



The College of New Jersey

2004 STAFF & ADMINISTRATION INCLUSIVENESS SURVEY

The information you submit in this survey will NOT be reported on an individual basis. It will be reported on an aggregate level.

Please Shade your response like this: ●

Not like this: ☒ ☑

Section I: General Atmosphere at TCNJ

This section of the survey addresses your perceptions regarding the general atmosphere on the TCNJ campus. Please indicate your level of agreement with the following statements:

Please rate the following statements using the scale below:

-- 1 = Strongly Agree; 2 = Agree; 3 = Disagree; 4 = Strongly Disagree

- a. TCNJ administration is committed to making TCNJ a campus that includes staff members from diverse backgrounds..... **1 2 3 4**
○ ○ ○ ○
- b. TCNJ supervisors should be required to participate in diversity and inclusion training..... ○ ○ ○ ○
- c. The hiring of staff of color (e.g., African-American, Latino-American, Native-American) should be a priority for TCNJ..... ○ ○ ○ ○
- d. The hiring of female staff in disciplines in which they are underrepresented should be a priority for TCNJ..... ○ ○ ○ ○
- e. TCNJ administration is committed to creating an environment that welcomes many different ideas and perspectives..... ○ ○ ○ ○
- f. I would feel comfortable recommending TCNJ as a good place to work for female staff..... ○ ○ ○ ○
- g. I would feel comfortable recommending TCNJ as a good place to work for staff of color (e.g., Native-American, Latino-American, African-American)..... ○ ○ ○ ○

Section II: Beliefs and Attitudes Regarding the Work Environment

In this section you will be asked to rate your satisfaction and perceptions with various aspects of your work. Please follow the directions below and record your responses in the boxes to the right.

Please rate the following statements using the scale below:

-- 1 = Completely Satisfied; 2 = Mostly Satisfied; 3 = Undecided; 4 = Mostly Dissatisfied; 5 = Completely Dissatisfied

- a. Ability to influence important decisions within your department..... **1 2 3 4 5**
○ ○ ○ ○ ○
- b. Amount and quality of resources available to perform your job..... ○ ○ ○ ○ ○
- c. Amount of work you are asked to do..... ○ ○ ○ ○ ○
- d. Assistance from TCNJ with balancing your professional and personal life..... ○ ○ ○ ○ ○
- e. Flexibility of your work schedule..... ○ ○ ○ ○ ○
- f. Quality of feedback received from your supervisor..... ○ ○ ○ ○ ○
- g. Respect you receive from faculty..... ○ ○ ○ ○ ○
- h. Respect you receive from students..... ○ ○ ○ ○ ○
- i. Respect you receive from administrators..... ○ ○ ○ ○ ○
- j. Respect you receive from your supervisor..... ○ ○ ○ ○ ○
- k. Sense of being valued by coworkers in your department..... ○ ○ ○ ○ ○
- l. Sense of being valued by your supervisor..... ○ ○ ○ ○ ○
- m. Sense of support from colleagues in your department..... ○ ○ ○ ○ ○



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Section II continued...

Please rate the following statements using the scale below:

-- 1 = Strongly Agree; 2 = Agree; 3 = Disagree; 4 = Strongly Disagree; 0 = Not Applicable

- | | 1 | 2 | 3 | 4 | 0 |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| a. TCNJ provides opportunities for me to advance my career..... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. I understand the steps I need to take to move to higher level positions at TCNJ..... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. TCNJ has provided training opportunities that help me develop new skills and knowledge..... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. In my department, I feel free to voice my opinions about work-related matters..... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. In my department, my opinions about work-related matters are respected..... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. I have received diversity/inclusion training at TCNJ..... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| g. I have felt pressure to minimize characteristics of myself in order to fit in at TCNJ..... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| h. In my department, staff members who work to enhance diversity at TCNJ receive credit for this in their annual performance evaluations..... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Section III: Individual Perceptions

This section concerns your individual perceptions regarding diversity and inclusion.

Please rate the following statements using the scale below:

-- 1 = Always; 2 = Usually; 3 = Sometimes; 4 = Rarely; 5 = Never

- | | 1 | 2 | 3 | 4 | 5 |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| a. I often think about leaving TCNJ..... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. I feel valued at TCNJ..... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. I feel closely connected to TCNJ..... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. I am glad that I came to TCNJ..... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. Overall, I am satisfied with my TCNJ experience..... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. My point of view is valued as a staff member..... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| g. I feel free to express my point of view without fear of reprisal..... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| h. I feel physically safe on TCNJ's campus..... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| i. I value the diversity of staff members at TCNJ..... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Section IV: Course-Related Attitudes and Experiences

This section reports on your attitudes toward the role of diversity and inclusion in the classroom.

Please rate the following statements using the scale below:

-- 1 = Strongly Agree; 2 = Somewhat Agree; 3 = Undecided; 4 = Somewhat Disagree; 5 = Strongly Disagree

- | | 1 | 2 | 3 | 4 | 5 |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| a. Having students interact with those that are different from themselves helps all students develop critical thinking ability..... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. Diversity interactions in the classroom are important because they foster the development of students' leadership abilities..... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. Enabling students to interact with students different from themselves helps all students develop a willingness to examine their own perspectives and values..... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. Too much emphasis on racial/ethnic diversity has lowered the quality of education at TCNJ..... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. Diversity interactions help expose students to perspectives with which they disagree or which they do not understand..... | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |



Section V: Experiences at TCNJ

This section collects information regarding negative comments you may have received from students or your peers. Additionally, job related experiences are queried in this section. The type of assistance you may have received is also in this section.

5. A. Within the last 12 months, please indicate the number of occurrences you experienced offensive language or behavior directed toward you by a **student** because of your:

-- 1 = 0 Occurrences; 2 = 1 - 3 Occurrences; 3 = 4 - 6 Occurrences; 4 = 7 - 9 Occurrences; 5 = 10 or more Occurrences

	1	2	3	4	5
a. Age.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Ancestry.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Color.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Country of Origin.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Creed.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Disability.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Domestic Partnership Status.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Familial Status.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Gender.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Marital Status.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. National Origin/Nationality.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Physical ability/disability.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Race.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. Religion.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. Sexual orientation.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
p. Socio/economic status.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
q. Veterans Status.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
r. Other.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

5. B. Within the last 12 months, please indicate the number of occurrences you experienced offensive language or behavior directed toward you by a **faculty member, administrator or staff member** because of your:

-- 1 = 0 Occurrences; 2 = 1 - 3 Occurrences; 3 = 4 - 6 Occurrences; 4 = 7 - 9 Occurrences; 5 = 10 or more Occurrences

	1	2	3	4	5
a. Age.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Ancestry.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Color.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Country of Origin.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Creed.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Disability.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Domestic Partnership Status.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Familial Status.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Gender.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Marital Status.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. National Origin/Nationality.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Physical ability/disability.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Race.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. Religion.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. Sexual orientation.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
p. Socio/economic status.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
q. Veterans Status.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
r. Other.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Section V: Experiences at TCNJ continued...

5. C. Do you believe you have ever been denied job-related benefits at TCNJ due to any of the following factors?
-- Please check 'Y' for "Yes" or 'N' for "No."

	Y	N
a. Age.....	<input type="radio"/>	<input type="radio"/>
b. Ancestry.....	<input checked="" type="radio"/>	<input type="radio"/>
c. Color.....	<input type="radio"/>	<input type="radio"/>
d. Country of Origin.....	<input checked="" type="radio"/>	<input type="radio"/>
e. Creed.....	<input type="radio"/>	<input type="radio"/>
f. Disability.....	<input checked="" type="radio"/>	<input type="radio"/>
g. Domestic Partnership Status.....	<input type="radio"/>	<input type="radio"/>
h. Familial Status.....	<input checked="" type="radio"/>	<input type="radio"/>
i. Gender.....	<input type="radio"/>	<input type="radio"/>
j. Marital Status.....	<input checked="" type="radio"/>	<input type="radio"/>
k. National Origin/Nationality.....	<input type="radio"/>	<input type="radio"/>
l. Physical ability/disability.....	<input checked="" type="radio"/>	<input type="radio"/>
m. Race.....	<input type="radio"/>	<input type="radio"/>
n. Religion.....	<input checked="" type="radio"/>	<input type="radio"/>
o. Sexual orientation.....	<input type="radio"/>	<input type="radio"/>
p. Socio/economic status.....	<input checked="" type="radio"/>	<input type="radio"/>
q. Veterans Status.....	<input type="radio"/>	<input type="radio"/>
r. Other.....	<input checked="" type="radio"/>	<input type="radio"/>

Section V: Experiences at TCNJ continued...

5d. Please indicate the frequency of assistance you received from your TCNJ colleagues for the following:
-- 1 = Always; 2 = Usually; 3 = Sometimes; 4 = Rarely; 5 = Never

	1	2	3	4	5
a. Serving as a mentor or role model.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Collaborating with you on projects.....	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>
c. Promoting your reputation to others.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Giving you feedback on your projects.....	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>
e. Advising you with respect to your performance.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Advising you with respect to important career decisions.....	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Section VI: Demographics

Please check the boxes that best describe you:

- a.) Ethnicity**
- African American
 - Asian
 - Hispanic/Latin American
 - Multi-racial
 - Native American
 - Native Hawaiian/Pacific Islander
 - White/Caucasian
 - Other (please list):

- b.) Gender**
- Female
 - Male
 - Transgendered

- c.) Religion**
- Christian, Catholic
 - Christian, non-Catholic
 - Jewish
 - Muslim
 - None, Atheist, Agnostic



Section VI: Demographics continued...

- d.) Sexual Orientation**
- Bisexual
 - Gay
 - Heterosexual
 - Lesbian
 - Transgendered

- e.) Years of Service at TCNJ**
- 0-11 months
 - 1-3 years
 - 4-6 years
 - 7-10 years
 - > 11 years

- f.) Job Classification**
- Academic Counselor
 - Accountant
 - Administrative Support
 - Analyst
 - Assistant
 - Coach and/or trainer
 - Coordinator
 - Dean
 - Director
 - Equipment Operator
 - Health Care Specialist
 - Information Technology Support
 - Laborer
 - Residence Life Professional
 - Specialist
 - Student Life Professional
 - Other

Please provide any general comments you wish to make regarding this survey. If you would like a response to your comments or have any other additional suggestions, please provide your email address and/or your extension.
