

Employee Culture and Climate Survey

Sustainability Knowledge and Perspectives Survey

Q1

We are reaching out to staff and faculty to get your input on sustainability at UNH. Sustainability is a core value at UNH. Sustainability is a commitment that balances the values of environmental stewardship, social responsibility, and economic vitality in order to meet the needs of present and future generations. At UNH, sustainability relates to our research agenda, the education of students, our engagement, and how we operate our three campuses.

Your responses to this survey matter. The results will help guide our work and will ensure sustainability is a consistent thread that connects and enhances our entire learning community.

This survey should take about 10 minutes to complete. Participation is voluntary and your responses will be kept confidential. The data you provide will be combined with others and will only be reported in the aggregate.

Q2 Knowledge of Sustainability at UNH

How much have you heard about each of the following UNH sustainability initiatives?

	Nothing at all (1)	Only a little (2)	A fair amount (3)	A great deal (4)
UNH has reduced its carbon footprint by 30% over the past 15 years, getting us closer to our stated goal of a 50% reduction by 2020. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
UNH is the largest (number of riders annually) public transit provider in New Hampshire. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In the fall of 2017, UNH will launch a program that guarantees free tuition for NH students receiving Pell grants. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
UNH's purchasing office provides guidance and tools to equip staff and faculty to identify the best value for goods and services, based on a number of criteria, including sustainability. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The majority of the energy used to heat and power UNH's Durham campus comes from methane gas piped in from a local landfill and from small hydroelectric dams in New England. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
UNH is the only place in the state of New Hampshire to have 3-Star Green rated restaurants. (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In a recent study, UNH was ranked second among over 300 North American universities in scholarly productivity in the field of ecology. (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q4 Rate your level of interest in the following sustainability issues:

ROTATE STATEMENT 1 - 12

	Never Heard of This (1)	Not at all Interested (2)	Not Very Interested (3)	Somewhat Interested (4)	Very Interested (5)	Don't Know (6)
Climate change (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Food security (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Human rights (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Biodiversity (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Poverty (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Discrimination (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Waste management (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Air pollution (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Access to healthcare (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Habitat destruction (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Democracy (11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Racial equality (12)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Renewable energy (13)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q5 Is there another sustainability issue that is of interest to you?

- Yes (1)
- No (2)

Display This Question:

If Is there another sustainability issue that is of interest to you? Yes Is Selected

Q6 Please specify:

Open box for answer

Q7 How often do you engage in the following activities?

ROTATE STATEMENT 1 - 8

	Never (1)	Sometimes (2)	About Half the Time (3)	Most of the Time (4)	Always (5)	Not Applicable (6)
Make food choices with broader impacts in mind. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Turn off lights (when leave a room). (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recycle (e.g., paper, plastic, glass). (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Use a reusable water bottle, coffee container, etc. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Use water refill stations. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recycle electronics. (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Participate in university-wide councils, forums, and other types of gatherings to facilitate positive change on campus. (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When I feel strongly about an issue, I contact local, state or national representatives about it. (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Attend lectures and events on sustainability issues (e.g., human rights, arts, and society). (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q8 Are there other activities or behaviors that you practice that support sustainability?

Open box for answer

Q9 Working at UNH

The following questions will ask your opinions about campus climate and your work experience at UNH.

An important component of sustainability is fostering a positive work climate at UNH. By climate we mean the current attitudes, behaviors, and standards of employees and students concerning the access for, inclusion of, and level of respect for individual and group needs, abilities, and potential.

Please tell us whether you agree with the following statements about the work climate at UNH.

ROTATE STATEMENT 1 - 7

	Strongly Disagree (1)	Disagree (2)	Neither Disagree nor Agree (3)	Agree (4)	Strongly Agree (5)	Don't Know (6)
I feel informed about what is going on at the university. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The university understands the value of a diverse workforce/community. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall, morale is good at UNH. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall, staff morale is good within my unit/department. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would recommend working at UNH to my friends. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am proud to work at UNH. (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
UNH encourages sustainability. (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q10 Overall, how comfortable are you with the **climate** in your department/work unit?

- Very Uncomfortable (1)
- Uncomfortable (2)
- Neither Uncomfortable nor Comfortable (3)
- Comfortable (4)
- Very Comfortable (5)

Q11 Overall, how comfortable are you with the **climate** at UNH?

- Very Uncomfortable (1)
- Uncomfortable (2)
- Neither Uncomfortable nor Comfortable (3)
- Comfortable (4)
- Very Comfortable (5)

Q12 How satisfied or dissatisfied are you, in general, with your job at UNH?

- Very Dissatisfied (1)
- Dissatisfied (2)
- Neither Dissatisfied nor Satisfied (3)
- Satisfied (4)
- Very Satisfied (5)

Q13 How satisfied or dissatisfied are you, in general, with the ability to express concerns about important topics or bring your ideas to your work place at UNH?

- Very Dissatisfied (1)
- Dissatisfied (2)
- Neither Dissatisfied nor Satisfied (3)
- Satisfied (4)
- Very Satisfied (5)

Q14 What do you value most about working at UNH?

Please select UP TO THREE attributes you value most from the following list, if there are other attributes you value, please specify them.

ONLY THREE CHOICES ARE ALLOWED

ROTATE STATEMENT 1 - 6

- Compensation and benefits package (1)
- Sense of community (2)
- Working with students (3)
- Outdoor amenities (4)
- Working in a campus environment (5)
- Working on impactful issues (6)
- Other attribute (SPECIFY) (7) _____
- Other attribute (SPECIFY) (8) _____
- Other attribute (SPECIFY) (9) _____
- NONE OF THE ABOVE (10)

Q15 Overall, how important is sustainability to you *personally*?

- Not at all Important (1)
- Not Very Important (2)
- Somewhat Important (3)
- Very Important (4)

Q16 Overall, how important is sustainability to you *professionally*?

- Not at all Important (1)
- Not Very Important (2)
- Somewhat Important (3)
- Very Important (4)

Q17 Please share your thoughts on how UNH can improve our sustainability efforts regarding, education, research, and practice, across our three campuses

Open box for answer

Q18 About You

How would you describe your primary position at UNH?

- Tenure Track Faculty (1)
- AAUP Lecturer Faculty (2)
- Affiliated Faculty (3)
- Extension Educator (4)
- Temporary (Adjunct) Faculty (5)
- Research Faculty (6)
- Clinical Faculty (7)
- Professional Administrative & Technical (PAT) (8)
- Operating Staff (OS) (9)
- Temporary (Adjunct) Staff (10)
- Other (11) _____

Q19 In what college, school, or department do you work or teach?

- Advancement (1)
- Athletics (2)
- Business Affairs (Hospitality Services, Housing, Printing & Mail, Transportation, etc.) (3)
- CEPS - College of Engineering and Physical Sciences (4)
- CHHS - College of Health and Human Services (5)
- COLA - College of Liberal Arts (6)
- COLSA - College of Life Sciences and Agriculture (7)
- Community, Equity and Diversity (8)
- Cooperative Extension (9)
- Enrollment Management (10)
- EOS - Institute for the Study of Earth, Oceans and Space (School for Marine and Ocean Engineering) (11)
- Graduate School (Carsey School of Public Policy) (12)
- IT - Information Technology (13)
- Library (14)
- PAUL - Peter T. Paul College of Business and Economics (15)
- President's Office (President's Commissions) (16)
- Provost's Office (Academic Affairs, Academic Technology, Research, Student Affairs, etc.) (17)
- UNH Manchester (18)
- UNH School of Law (19)
- Vice President for Finance & Administration Office (Facilities, University Police, HR, Finance and Planning, etc.) (20)
- Other (21)

Q20 Please name the department or unit in which you work?

Q21 On which campus do you work most often?

- UNH Durham (1)
- UNH Manchester (2)
- UNH Law School (Concord) (3)
- Other location (open box for location)

Q22 What best describes your gender?

- Male (1)
- Female (2)
- Transgender (3)
- Gender Nonconforming (4)
- Prefer not to say (5)

Q23 What is your age?

- 18 to 34 (1)
- 35 to 44 (2)
- 45 to 54 (3)
- 55 to 64 (4)
- 65 and older (5)

Q24 How many years have you been employed at UNH (in any capacity)?

- Less than 1 year (1)
- 1 to 2 years (2)
- 3 to 5 years (3)
- 6 to 10 years (4)
- 11 to 20 years (5)
- More than 20 years (6)

Q25 What is the highest level of education you have completed?

- High school (GED) or less (1)
- Some college (2)
- Technical or vocational school (3)
- Associate's Degree (4)
- Bachelor's degree (5)
- Master's degree (6)
- PhD, JD, MD, or other doctorate level degree (7)

Q26 How do you learn about various sustainability initiatives on campus? Select all that apply.

- UNH landing page (1)
- UNH Sustainability Institute's website (2)
- Other UNH website (3)
- Facebook (4)
- Twitter (5)
- YouTube (6)
- Friend (7)
- Tabling on campus (8)
- The New Hampshire (9)
- Town Halls (10)
- Direct email communications (11)
- Colleagues (12)
- Other (please specify) (13) _____
- NONE OF THE ABOVE (14)

Q27 Thank you for completing this survey! For more information on sustainability initiatives at UNH please visit the UNH Sustainability website. Please click "Submit" to submit your

responses and be redirected to enter the drawing for a chance to win **1 of 25** - \$25 gift certificates for UNH Cat's Cache.

DRAWING PAGE (redirect to new website)

Q1 Would you like to enter the drawing for a chance to win **1 of 25** - \$25 gift certificates for UNH Cat's Cache.

- Yes (1)
- No (2)

Answer If Would you like to enter the drawing for a chance to win 1 of 25 - \$25 gift certificates for UNH Cat's Cache. Yes Is Selected

Q2 Please provide the following information so that we may contact you if you are the winner.

Name (1)

Phone (2)

Email (3)