

UW Oshkosh Campus Climate Survey: Perceptions and Experiences of Students and Employees

(Administered for the University of Wisconsin System by Rankin & Associates, Consulting)

Purpose

You are invited to participate in a survey of students, faculty, staff and administrators regarding the climate at the UW Oshkosh campus. The results of the survey will provide important information about our climate and will enable us to improve the environment for working and learning at the University.

Procedures

You will be asked to complete the attached survey. Your participation and responses are confidential. Please answer the questions as openly and honestly as possible. You may skip questions. The survey will take between 20 and 30 minutes to complete. You must be 18 years of age or older to participate. Any comments provided by participants will be separated so that comments are not attributed to any demographic characteristics. These comments will be analyzed using content analysis and submitted as an appendix to the survey report. Quotes from submitted comments will also be used throughout the report to give “voice” to the quantitative data.

Discomforts and Risks

There are no risks in participating in this research beyond those experienced in everyday life. Some of the questions are personal and might cause discomfort. In the event that any questions asked are disturbing, you may stop responding to the survey at any time. Students who experience discomfort are encouraged to contact the Counseling Center, 201 Dempsey Hall, 920-424-2061. Faculty and staff can contact Employee Assistance Program (EAP) located in the Counseling Center, 201 Dempsey Hall, 920-424-2061.

Benefits

The results of the survey will provide important information about our climate and will help us in our efforts to ensure that the environment at the University is conducive to working and learning.

Statement of Confidentiality

You will not be asked to provide any identifying information and information you provide on the survey will remain confidential. In the event of any publication or presentation resulting from the research, no personally identifiable information will be shared. The external consultant (Rankin & Associates) will not report any group data for groups of fewer than 10 individuals that may be small enough to compromise identity. Instead, Rankin & Associates will combine the groups to eliminate any potential for identifiable demographic information. Please also remember that you do not have to answer any question or questions about which you are uncomfortable.

Voluntary Participation

Participation in this research is voluntary. If you decide to participate, you do not have to answer any questions on the survey that you do not wish to answer. **Individuals will not be identified and only group data will be reported** (e.g., the analysis will include only aggregate data). By completing the survey, your informed consent will be implied. Please note that you can choose to withdraw your responses at any time before you submit your answers. Refusal to take part in this research study will involve no penalty or loss of student or employee benefits.

Right to Ask Questions

You can ask questions about this research.

Questions concerning this project should be directed to:

Susan R. Rankin, Ph.D.

Principal & Senior Research Associate
Rankin and Associates, Consulting
PO Box 576
Howard, PA 16841
sue@rankin-consulting.com
814-625-2780

Questions regarding the survey process may also be directed to:

Denise Clark

Associate Professor of Education
920-424-7032
clarkd@uwosh.edu

Sharon Wilhelm

Office of Policy and Analysis
608-262-3905
swilhelm@uwsa.edu

Questions concerning the rights of research participants should be directed to:

Linda Freed

920-424-3215
freed@uwosh.edu

If you agree to take part in this research study, your completion of the survey indicates your consent to participate in this study. It is recommended that you copy this page of the survey for your records. This informed consent form was reviewed and approved by the Institutional Review Board at UW Oshkosh on February 21, 2008. It will expire on February 21, 2009.

Directions

Please read and answer each question carefully. For each answer, fill in the appropriate answer space. If you want to change an answer, fill in the space of your new answer and either erase or cross out your previous response. You may decline to answer specific questions.

Survey Terms and Definitions

Climate: 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.

Disability: A person who has a physical or mental impairment which substantially limits one or more major life activities, has a record of such impairment or is regarded as having such impairment

Ethnic Identity: A unique social and cultural heritage shared by a group of people.

Gender Identity: A person's inner sense of being male, female, both, or neither. The internal identity may or may not be expressed outwardly, and may or may not correspond to one's physical characteristics.

Gender Expression: The manner in which a person outwardly represents their gender, regardless of the physical characteristics that might typically define them as male or female.

Institutional Status: Within the institution, the status one holds by virtue of their position/status within the institution (e.g., staff, full-time faculty, part-time faculty, administrator, etc.)

American Indian (Native American): A person having origin in any of the original tribes of North America who maintains cultural identification through tribal affiliation or community recognition.

Non-Native English Speakers: People for whom English is not their first language.

Physical Characteristics: Term that refers to one's appearance.

Racial Identity: A socially constructed category about a group of people based on generalized physical features such as skin color, hair, eye color, shape of eyes, physique, etc.

Sexual harassment: A repeated course of conduct whereby one person engages in verbal or physical behavior of a sexual nature, that is unwelcome, serves no legitimate purpose, intimidates another person, and has the effect of creating an intimidating, hostile or offensive work or classroom environment.

Sexual assault: Intentional physical contact, such as sexual intercourse or touching, of a person's intimate body parts by someone who did not have permission to make such contact.

Sexual Orientation: Term that refers to the sex of the people one tends to be emotionally, physically and sexually attracted to; this is inclusive of, but not limited to, lesbians, gay men, bisexual people, heterosexual people, and those who identify as queer.

Socioeconomic Status: The status one holds in society based on one's level of income, wealth, education, and familial background.

Social Support: The resources other people provide, including a person's perception that he or she can rely on other people for help with problems or in times of crisis. Having feelings of connectedness and being a part of a community.

Transgender: Umbrella term for someone whose self-identity challenges traditional societal definitions of male and female.

Please do not complete this survey more than once.

Personal Experiences

Within The Past Two Years...

1. Overall, how comfortable are you with the climate at your institution?

- Very Comfortable
- Comfortable
- Neither comfortable nor uncomfortable
- Uncomfortable
- Very Uncomfortable

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

- Very Comfortable
- Comfortable
- Neither comfortable nor uncomfortable
- Uncomfortable
- Very Uncomfortable

3. Overall, how comfortable are you with the climate in your classes?

- Very Comfortable
- Comfortable
- Neither comfortable nor uncomfortable
- Uncomfortable
- Very Uncomfortable

4. If you would like to elaborate on your responses in questions 1-3, please do so here.

5. Within the past two years, have you personally experienced any exclusionary (e.g., shunned, ignored), intimidating, offensive and/or hostile conduct (harassing behavior) that has interfered with your ability to work or learn at your institution?

- Yes
- No [Go to question 12]

6. What do you believe this conduct was based upon? (Mark all that apply.)

- My age
- My country of origin
- My educational level
- My English language proficiency/accent
- My ethnicity
- My gender
- My gender expression
- My gender identity
- My immigrant status
- My learning disability
- My military/veteran status
- My parental status (e.g., having children)
- My psychological disability (e.g. post-traumatic stress disorder, depression, anxiety)
- My physical characteristics
- My physical disability
- My political views
- My race
- My religion/spiritual status
- My sexual orientation
- My socioeconomic status
- My status (e.g., part-time status, faculty, staff, student)
- Other (please specify) _____

7. How did you experience this conduct? (Mark all that apply.)

- I was the target of racial/ethnic profiling [Go to question 8a]
- I was the target of graffiti (e.g., event advertisements removed or defaced) [Go to question 8b]
- I received derogatory written comments [Go to question 8c]
- I received derogatory phone calls [Go to question 8d]
- I received threats of physical violence [Go to question 8e]
- I received derogatory/unsolicited e-mails [Go to question 8f]
- I was the target of physical violence [Go to question 8g]
- I observed others staring at me [Go to question 8h]
- I felt I was deliberately ignored or excluded [Go to question 8i]
- I was the target of derogatory remarks (e.g., "that's so gay", "I got Jewed down", "she's/he's such a _____" [Go to question 8j]
- I felt intimidated/bullied [Go to question 8k]
- I feared for my physical safety [Go to question 8l]
- I feared for my family's safety [Go to question 8m]
- Someone assumed I was admitted or hired because of my identity [Go to question 8n]
- I was the victim of a crime [Go to question 8o]
- I feared getting a poor grade because of a hostile classroom environment [Go to question 8p]
- I received a low performance evaluation [Go to question 8q]
- I was singled out as the "resident authority" due to my identity [Go to question 8r]
- I felt isolated or left out when work was required in groups [Go to question 8s]
- I felt isolated or left out because of my identity [Go to question 8t]
- Other (please specify) _____ [Go to question 8u]

8a. Referring to your answer, "I was the target of racial/ethnic profiling" in question #7, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a residence hall
- In a fraternity/sorority house
- In University dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus
- Other (please specify) _____

8b. Referring to your answer, "I was the target of graffiti (e.g., event advertisements removed or defaced)" in question #7, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a residence hall
- In a fraternity/sorority house
- In University dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus
- Other (please specify) _____

8c. Referring to your answer, "I received derogatory written comments" in question #7, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a residence hall
- In a fraternity/sorority house
- In University dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus
- Other (please specify) _____

8d. Referring to your answer, "I received derogatory phone calls" in question #7, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a residence hall
- In a fraternity/sorority house
- In University dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus
- Other (please specify) _____

8e. Referring to your answer, "I received threats of physical violence" in question #7, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a residence hall
- In a fraternity/sorority house
- In University dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus
- Other (please specify) _____

8f. Referring to your answer, "I received derogatory/unsolicited e-mails" in question #7, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a residence hall
- In a fraternity/sorority house
- In University dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus
- Other (please specify) _____

8g. Referring to your answer, "I was the target of physical violence" in question #7, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a residence hall
- In a fraternity/sorority house
- In University dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus
- Other (please specify) _____

8h. Referring to your answer, "I observed others staring at me" in question #7, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a residence hall
- In a fraternity/sorority house
- In University dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus
- Other (please specify) _____

8i. Referring to your answer, "I felt I was deliberately ignored or excluded" in question #7, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a residence hall
- In a fraternity/sorority house
- In University dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus
- Other (please specify) _____

8j. Referring to your answer, "I was the target of derogatory remarks (e.g., 'that's so gay', 'I got Jewed down', 'she's/he's such a _____')" in question #7, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a residence hall
- In a fraternity/sorority house
- In University dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus
- Other (please specify) _____

8k. Referring to your answer, "I felt intimidated/bullied" in question #7, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a residence hall
- In a fraternity/sorority house
- In University dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus
- Other (please specify) _____

8l. Referring to your answer, "I feared for my physical safety" in question #7, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a residence hall
- In a fraternity/sorority house
- In University dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus
- Other (please specify) _____

8m. Referring to your answer, "I feared for my family's safety" in question #7, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a residence hall
- In a fraternity/sorority house
- In University dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus
- Other (please specify) _____

8n. Referring to your answer, "Someone assumed I was admitted or hired because of my identity" in question #7, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a residence hall
- In a fraternity/sorority house
- In University dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus
- Other (please specify) _____

8o. Referring to your answer, "I was the victim of a crime" in question #7, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a residence hall
- In a fraternity/sorority house
- In University dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus
- Other (please specify) _____

8p. Referring to your answer, "I feared getting a poor grade because of a hostile classroom environment" in question #7, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a residence hall
- In a fraternity/sorority house
- In University dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus
- Other (please specify) _____

8q. Referring to your answer, "I received a low performance evaluation" in question #7, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a residence hall
- In a fraternity/sorority house
- In University dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus
- Other (please specify) _____

8r. Referring to your answer, "I was singled out as the 'resident authority' due to my identity" in question #7, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a residence hall
- In a fraternity/sorority house
- In University dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus
- Other (please specify) _____

8s. Referring to your answer, "I felt isolated or left out when work was required in groups" in question #7, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a residence hall
- In a fraternity/sorority house
- In University dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus
- Other (please specify) _____

8t. Referring to your answer, "I felt isolated or left out because of my identity" in question #7, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a residence hall
- In a fraternity/sorority house
- In University dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus
- Other (please specify) _____

8u. Referring to your answer, "Other - Specified" in question #7, where did this conduct occur?

(Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a residence hall
- In a fraternity/sorority house
- In University dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus
- Other (please specify) _____

9. Who was the source of this conduct? (Mark all that apply.)

- Academic administrator
- Administrator
- Campus media (posters, brochures, flyers, handouts, web sites, etc.)
- Campus security
- Campus visitor(s)
- Center director
- Colleague
- Community member
- Department chair
- Don't know source
- Faculty advisor
- Faculty member
- Graduate student
- Person that I supervise
- Research assistant
- Staff member
- Supervisor
- Teaching assistant
- Undergraduate student
- Other (please specify) _____

10. Please describe your reactions to experiencing this conduct. (Mark all that apply.)

- I felt embarrassed
- I told a friend
- I avoided the person who harassed me
- I confronted the harasser at the time
- I ignored it
- I was angry
- I was afraid
- I left the situation immediately
- I didn't know who to go to
- I confronted the harasser later
- I made a complaint to a campus employee/official
- I felt somehow responsible
- I didn't report it for fear of retaliation
- It didn't affect me at the time
- I sought support from counseling/advocacy services
- I did report it but my complaint was not taken seriously
- I didn't report it for fear that my complaint would not be taken seriously
- Other (please specify) _____

11. If you would like to elaborate on your personal experiences, please do so here.

Sexual Misconduct

Within Your Time at University of Wisconsin Oshkosh

Sexual harassment: A repeated course of conduct whereby one person engages in verbal or physical behavior of a sexual nature, that is unwelcome, serves no legitimate purpose, intimidates another person, and has the effect of creating an intimidating, hostile or offensive work or classroom environment.

Sexual assault: Intentional physical contact, such as sexual intercourse or touching, of a person's intimate body parts by someone who did not have permission to make such contact.

12. I have been touched in a sexual manner that has made me feel uncomfortable or fearful at my institution.

- Never
- Rarely
- Sometimes
- Often
- Very often

13. There are times when I fear being the object of sexual harassment at my institution.

- Never
- Rarely
- Sometimes
- Often
- Very often

14. Who is the source of this fear? (Mark all that apply.)

- Academic advisor
- Acquaintance
- Administrator
- Department chair
- Co-worker
- Faculty advisor
- Faculty member
- Friend
- Partner/spouse
- Person that I supervise
- Research assistant
- Staff member
- Stranger
- Student
- Supervisor
- Teaching assistant
- Other (please specify) _____

15. Have you ever been a victim of sexual assault while at this campus?

- Yes
- No

16. Who was the offender(s)? (Mark all that apply.)

- Academic advisor
- Acquaintance
- Administrator
- Department chair
- Co-worker
- Faculty advisor
- Faculty member
- Friend
- Partner/spouse
- Person that I supervise
- Research assistant
- Staff member
- Stranger
- Student
- Supervisor
- Teaching assistant
- Other (please specify) _____

17. Where did the incident(s) occur? (Mark all that apply.)

- Off-campus (please specify location) _____
- On-campus (please specify location) _____
- Other location (please specify) _____

18. Please describe your response to experiencing the incident(s). (Mark all that apply.)

- I sought support from off-campus hot-line/advocacy services [Go to question 20]
- I told a friend [Go to question 20]
- I told a family member [Go to question 20]
- I sought support from a Campus Resource/Counseling Center(s) [Go to question 20]
- I sought medical services [Go to question 20]
- I contacted Campus Police/Security [Go to question 20]
- I contacted local law enforcement official [Go to question 20]
- I contacted my Union [Go to question 20]
- I reported the incident and it was ignored [Go to question 20]
- I sought support from a staff person [Go to question 20]
- I sought support from a faculty member [Go to question 20]
- I sought support from a spiritual advisor (e.g., pastor, rabbi, priest) [Go to question 20]
- I sought information on-line [Go to question 20]
- I did nothing [Go to question 19]
- Other (please specify) _____

19. If you did not report the sexual assault to a campus official, staff member please explain why you did not.

20. If you did report the sexual assault to a campus official or staff member, did you feel that it was responded to appropriately?

- Yes [Go to question 21]
- No

20a. If not, please explain why you felt that it was not.

Demographic Information

Rankin & Associates will not report any group data for groups of fewer than 10 individuals that may be small enough to compromise identity. Instead, the groups will be combined to eliminate the possibility of identifying an individual.

21. What is your gender identity?

- Woman
- Man
- Transgender
- Other (please specify) _____

22. What is your race/ethnicity? (If you are of a multi-racial/multi-ethnic/multi-cultural identity, mark all that apply.)

- African
- African American/Black (not Hispanic)
- Alaskan Native (please specify corporation) _____
- Asian (please specify) _____
- Asian American
- Southeast Asian (please specify) _____
- Caribbean/West Indian (please specify) _____
- Caucasian/White (not Latino(a)/Hispanic)
- Indian subcontinent
- Latino(a)/Hispanic (please specify) _____
- Middle Eastern (please specify) _____
- Native American Indian (please specify Tribal affiliations) _____
- Pacific Islander/Hawaiian Native
- Other (please specify) _____

23. Which term best describes your sexual orientation?

- Bisexual
- Gay
- Heterosexual
- Lesbian
- Queer
- Questioning
- Other (please specify) _____

24. What is your age?

- 19 or under
- 20-21
- 22-25
- 26-32
- 33-42
- 43-51
- 52-60
- 61-69
- 70 and over

25. What is your current parental status?

- No children
- Single parent
- Pregnant
- Co-parent with a partner/spouse
- Other (please specify) _____

26. What is your current relationship situation?

- Single
- Partnered
- Partnered in civil union
- Married
- Separated
- Divorced
- Remarried
- Partner/spouse deceased

27. Are you active military status or a veteran?

- Yes
- No

28. What is your primary status on campus? (Please mark only one)

- Transfer student [Go to question 28a]
- Associate degree student [Go to question 28a]
- Dual enrollment [Go to question 28a]
- Non-degree seeking student [Go to question 29]
- Bachelor degree student [Go to question 29]
- Master Degree student [Go to question 29]
- Doctoral/Terminal Degree student [Go to question 29]
- Professional degree student [Go to question 29]
- Adjunct professor [Go to question 30]
- Instructional Academic Staff [Go to question 30]
- Assistant professor [Go to question 30]
- Associate professor [Go to question 30]
- Professor [Go to question 30]
- Limited Term employee [Go to question 30]
- Classified staff non-exempt [Go to question 30]
- Classified staff exempt staff [Go to question 30]
- Non-instructional academic staff [Go to question 30]
- Limited academic staff [Go to question 30]
- Administrator [Go to question 30]
- Other (please specify) _____

28a. Which of the following best describes your academic plans?

- Working towards an Associate degree only
- Working towards an Associate degree and then transferring to another institution
- Will transfer without an Associate degree

29. **Students Only:** What is the highest level of education achieved by your parent(s)/legal guardian(s)?

Parent/Legal Guardian 1

- No high school High school Some college Business/Technical certificate/degree
- Associates degree Bachelors degree Some graduate work Masters degree
- Doctoral degree Other professional degree Unkonwn Not applicable

Parent/Legal Guardian 2

- No high school High school Some college Business/Technical certificate/degree
- Associates degree Bachelors degree Some graduate work Masters degree
- Doctoral degree Other professional degree Unkonwn Not applicable

30. **Faculty/Staff Only:** What type of appointment do you have?

- Unclassified staff
- Faculty
- Academic staff
- Limited staff
- Classified staff
- Represented classified staff
- Non-represented classified staff
- Limited term appointments
- Project appointments

31. **Faculty/Staff Only:** What is your highest level of education?

- Did not complete high school
- Completed high school
- Some college
- Some graduate work
- Associates degree
- Bachelors degree
- Masters degree
- Doctoral degree/Terminal Professional degree
- Business /Technical certificate/degree
- Other professional degree

32. With which academic department/work unit/program are you primarily affiliated at this time?

(Mark all that apply.)

- College of Business Administration
- College of Education and Human Services
- College of Letters and Sciences
- College of Nursing
- Chancellor's Office
- Provost's Office (Division reporting to Lane Earns)
- Administrative Services (Division reporting to Tom Sonnleitner)
- Foundation and Advancement (Division reporting to Art Rathjen)
- Student Affairs (Division reporting to Petra Roter)
- Other _____

33. Are you full-time or part-time in that primary status?

- Full-time
- Part-time

34. Do you have a disability (physical, learning, psychological) that substantially affects a major life activity?

- Yes
- No [Go to question 36]

35. What is your disability?

- Physical condition (e.g., seeing, hearing, walking)?
- Learning disability (e.g. dyslexia)
- Psychological condition (e.g., ADHD, post-traumatic stress disorder, depression)

36. What is your citizenship status?

- U.S. citizen
- U.S. citizen -- naturalized
- Dual citizenship
- Permanent resident (immigrant)
- Permanent resident (refugee)
- International (F-1, J-1, H1-B, or other visa)
- Other (please specify _____)

37. What is your religious or spiritual affiliation?

- Animist
- Anabaptist
- Agnostic
- Atheist
- Baha'i
- Baptist
- Buddhist
- Eastern Orthodox
- Episcopalian
- Hindu
- Islam
- Jehovah's Witness
- Jewish
- Later Day Saints (Mormon)
- Lutheran
- Mennonite
- Methodist
- Moravian
- Native American Traditional Practitioner
- Nondenominational Christian
- Pagan
- Pentecostal
- Presbyterian
- Quaker
- Roman Catholic
- Seventh Day Adventist
- Shamanist
- Sikh
- Unitarian Universalist
- United Church of Christ
- Wiccan
- Spiritual, but no religious affiliation
- No affiliation
- Other (please specify) _____

38. **If your primary status is as an employee**, how long have you been employed by the campus?

- 1 year or less
- 2-4 years
- 5-10 years
- 11-15 years
- 16-20 years
- 21-30 years
- 31+ years

39. Have you worked at more than one UW-System institution/System Administration?

- Yes
- No [Go to question 41]

40. Please indicate where you have worked and for how many years.

UW - EauClaire

1-2 3-4 5-6 7-8 9-10 more than 10

UW - Green Bay

1-2 3-4 5-6 7-8 9-10 more than 10

UW - LaCrosse

1-2 3-4 5-6 7-8 9-10 more than 10

UW - Madison

1-2 3-4 5-6 7-8 9-10 more than 10

UW - Milwaukee

1-2 3-4 5-6 7-8 9-10 more than 10

UW - Oshkosh

1-2 3-4 5-6 7-8 9-10 more than 10

UW - Parkside

1-2 3-4 5-6 7-8 9-10 more than 10

UW - Platteville

1-2 3-4 5-6 7-8 9-10 more than 10

UW - River Falls

1-2 3-4 5-6 7-8 9-10 more than 10

UW - Stevens Point

1-2 3-4 5-6 7-8 9-10 more than 10

UW - Stout

1-2 3-4 5-6 7-8 9-10 more than 10

UW - Superior

1-2 3-4 5-6 7-8 9-10 more than 10

UW - Whitewater

1-2 3-4 5-6 7-8 9-10 more than 10

UW - Colleges

1-2 3-4 5-6 7-8 9-10 more than 10

UW - System Administration

1-2 3-4 5-6 7-8 9-10 more than 10

41. **If your primary status is as a student**, where are you in your college career?

- First year student
- Second year student
- Third year student
- Fourth year student
- Five years or more as an undergraduate
- Master degree candidate
- Doctoral/Terminal Degree student
- Professional degree student
- Other, please specify _____

42. **If your primary status is a student**, are you currently dependent (family/guardian is assisting with your living/educational expenses) or independent (you are the sole provider for your living/educational expenses)

- dependent
- independent

43. What is your best estimate of your family's yearly income (if partnered, married, or a dependent student) or your yearly income (if single or an independent student)?

- Below \$29,999
- \$30,000 - \$39,999
- \$40,000 - \$49,999
- \$50,000 - \$59,999
- \$60,000 - \$69,999
- \$70,000 - \$79,999
- \$80,000 - \$89,999
- \$90,000 - \$99,999
- \$100,000 - \$149,999
- \$150,000 - \$199,999
- \$200,000 - \$249,999
- \$250,000 and above
- Don't know

44. **If you are a student**, where do you live?

- Residence hall
- Fraternity/sorority housing
- Off-campus apartment/house
- With partner/spouse/children
- With parent(s)/family/relative(s)
- Other (please specify) _____

45. **If you are a student**, are you working 20 or more hours per week?

- Yes
- No

46. In what environment did you grow up? (Please mark only one)

- Farm/ranch
- Rural, non-farm
- Small-town
- Suburban
- Urban
- International
- Combination
- Other (please specify) _____

47. **As a faculty/staff member**, how satisfied are you with...

Your job?

- Highly satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Highly dissatisfied

The way your career has progressed?

- Highly satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Highly dissatisfied

48. Why are you satisfied or dissatisfied with your job and/or the way your career has progressed?

49. **As a student**, how satisfied are you with...

Your education?

- Highly satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Highly dissatisfied

The way your academic career has progressed?

- Highly satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Highly dissatisfied

50. Why were you satisfied or dissatisfied with your education and/or the way your academic career has progressed?

51. Have you ever seriously considered leaving the institution?

- Yes
- No

52. Why did you consider leaving or why did you decide to stay?

Work-Life Issues

Employee-Only Questions

53. As a faculty/staff member ...	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Not Applicable
I am reluctant to bring up issues that concern me for fear that it will affect my performance evaluation and/or tenure decision.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am comfortable asking questions about performance expectations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My colleagues/peers expect me to represent "the point of view" of my identity (e.g., race, gender, sexual orientation).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My colleagues/peers have lower expectations of me than other faculty/staff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My colleagues/peers have higher expectations of me than other faculty/staff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I constantly feel under scrutiny by my colleagues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My research interests are valued by my colleagues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel pressured to change my research agenda to make tenure/be promoted.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am reluctant to take family leave that I am entitled to for fear that it may affect my career.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have to work harder than I believe my colleagues do in order to be perceived as legitimate.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have to work harder than I believe my colleagues do in order to achieve the same recognition/rewards.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There are many unwritten rules concerning how one is expected to interact with colleagues in my work unit.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Others seem to find it easier than I do to "fit in."	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel pressured to change my methods of teaching to achieve tenure/be promoted.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

54. As a faculty/staff member ...	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
I am usually satisfied with the way in which I am able to balance my professional and personal life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I find that the institution is supportive of my family leave.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have to miss out on important things in my personal life because of professional responsibilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that faculty/staff who have children are considered less committed to their careers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that faculty/staff who do not have children are often burdened with work responsibilities (e.g., stay late, early classes) beyond those who do have children.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I find the institution unfair in providing health benefits to unmarried, co-parenting families.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have equitable access to domestic partner benefits.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have equitable access to tuition reimbursement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

55. Please indicate your level of agreement with the following statements about the resources that are available to you:

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't Know
I have colleagues or peers who give me career advice or guidance when I need it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have support from decision makers/colleagues who support my career advancement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have the equipment and supplies I need to adequately perform my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I receive regular maintenance/upgrades of my equipment compared to my colleagues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have equitable work space in terms of quantity and quality as compared to my colleagues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have equitable laboratory space in terms of quantity and quality as compared to my colleagues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have equitable access to shared space as my colleagues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have equitable access to shared equipment/technology for research support as my colleagues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have equitable teaching support (e.g., materials, technology, funding opportunities, TAs).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that my compensation is equitable to my peers with similar level of experience.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have equitable access to health benefits.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that my supervisor/manager is receptive to accommodating a telecommuting arrangement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Perceptions

Within The Past 2 Years...

56. Within the past two years, have you observed or personally been made aware of any conduct directed toward a person or group of people on campus that you believe has created an exclusionary (e.g., shunned, ignored), intimidating, offensive and/or or hostile (harassing) working or learning environment?

- Yes
- No **[Employees go to question 63] [Students go to question 72]**

57. What do you believe were the bases for this conduct? (Mark all that apply.)

- Age
- Country of origin
- Educational level
- English language proficiency/accent
- Ethnicity
- Gender
- Gender expression
- Gender identity
- Immigrant status
- Learning disability
- Military/veteran status
- Parental status (e.g., having children)
- Psychological disability (e.g. post-traumatic stress disorder, depression, anxiety)
- Physical characteristics
- Physical disability
- Political views
- Race
- Religion/spiritual status
- Sexual orientation
- Socioeconomic status
- Status (e.g., part-time status, faculty, staff, student)
- Other (please specify) _____

58. What forms of conduct have you observed or personally been made aware of?

(Mark all that apply.)

- Someone being racially/ethnically profiled [Go to question 59a]
- Graffiti (e.g., event advertisements removed or defaced) [Go to question 59b]
- Someone receiving derogatory written comments because of his/her identity [Go to question 59c]
- Someone receiving derogatory phone calls because of his/her identity [Go to question 59d]
- Someone receiving threats of physical violence [Go to question 59e]
- Someone receiving derogatory/unsolicited e-mails because of his/her identity [Go to question 59f]
- Someone being the target of physical violence because of his/her identity [Go to question 59g]
- Someone being stared at because of his/her identity [Go to question 59h]
- Someone being deliberately ignored or excluded because of his/her identity [Go to question 59i]
- Someone being the target of derogatory remarks because of his/her identity [Go to question 59j]
- Someone being intimidated/bullied because of his/her identity [Go to question 59k]
- Someone fearing for his/her physical safety because of his/her identity [Go to question 59l]
- Someone fearing for his/her family's safety because of his/her identity [Go to question 59m]
- The assumption that someone was admitted or hired because of his/her identity [Go to question 59n]
- Someone being the victim of a crime because of his/her identity [Go to question 59o]
- Someone receiving a poor grade because of a hostile classroom environment [Go to question 59p]
- Someone receiving a low performance evaluation because of his/her identity [Go to question 59q]
- Someone singled out as the "resident authority" due to his/her identity [Go to question 59r]
- Someone isolated or left out when work was required in groups because of his/her identity [Go to question 59s]
- Someone isolated or left out because of his/her identity [Go to question 59t]
- Someone isolated or left out because of his/her socioeconomic status [Go to question 59u]
- Other (please specify) _____ [Go to question 59v]

59a. Referring to your answer, "Someone being racially/ethnically profiled" in question #58, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a residence hall
- In a fraternity/sorority house
- In the campus dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus
- Other (please specify) _____

59b. Referring to your answer, "Graffiti (e.g., event advertisements removed or defaced)" in question #58, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a residence hall
- In a fraternity/sorority house
- In the campus dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus
- Other (please specify) _____

59c. Referring to your answer, "Someone receiving derogatory written comments because of his/her identity" in question #58, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a residence hall
- In a fraternity/sorority house
- In the campus dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus
- Other (please specify) _____

59d. Referring to your answer, "Someone receiving derogatory phone calls because of his/her identity" in question #58, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a residence hall
- In a fraternity/sorority house
- In the campus dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus
- Other (please specify) _____

59e. Referring to your answer, "Someone receiving threats of physical violence" in question #58, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a residence hall
- In a fraternity/sorority house
- In the campus dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus
- Other (please specify) _____

59f. Referring to your answer, "Someone receiving derogatory/unsolicited e-mails because of his/her identity" in question #58, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a residence hall
- In a fraternity/sorority house
- In the campus dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus
- Other (please specify) _____

59g. Referring to your answer, "Someone being the target of physical violence because of his/her identity" in question #58, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a residence hall
- In a fraternity/sorority house
- In the campus dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus
- Other (please specify) _____

59h. Referring to your answer, "Someone being stared at because of his/her identity" in question #58, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a residence hall
- In a fraternity/sorority house
- In the campus dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus
- Other (please specify) _____

59i. Referring to your answer, "Someone being deliberately ignored or excluded because of his/her identity" in question #58, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a residence hall
- In a fraternity/sorority house
- In the campus dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus
- Other (please specify) _____

59j. Referring to your answer, "Someone being the target of derogatory remarks because of his/her identity" in question #58, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a residence hall
- In a fraternity/sorority house
- In the campus dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus
- Other (please specify) _____

59k. Referring to your answer, "Someone being intimidated/bullied because of his/her identity" in question #58, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a residence hall
- In a fraternity/sorority house
- In the campus dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus
- Other (please specify) _____

59l. Referring to your answer, "Someone fearing for their physical safety because of his/her identity" in question #58, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a residence hall
- In a fraternity/sorority house
- In the campus dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus
- Other (please specify) _____

59m. Referring to your answer, "Someone fearing for their family's safety because of his/her identity" in question #58, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a residence hall
- In a fraternity/sorority house
- In the campus dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus
- Other (please specify) _____

59n. Referring to your answer, "The assumption that someone was admitted or hired because of his/her identity" in question #58, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a residence hall
- In a fraternity/sorority house
- In the campus dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus
- Other (please specify) _____

59o. Referring to your answer, "Someone being the victim of a crime because of his/her identity" in question #58, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a residence hall
- In a fraternity/sorority house
- In the campus dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus
- Other (please specify) _____

59p. Referring to your answer, "Someone receiving a poor grade because of a hostile classroom environment" in question #58, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a residence hall
- In a fraternity/sorority house
- In the campus dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus
- Other (please specify) _____

59q. Referring to your answer, "Someone receiving a low performance evaluation" in question #58, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a residence hall
- In a fraternity/sorority house
- In the campus dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus
- Other (please specify) _____

59r. Referring to your answer, "Someone singled out as the 'resident authority' due to his/her identity" in question #58, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a residence hall
- In a fraternity/sorority house
- In the campus dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus
- Other (please specify) _____

59s. Referring to your answer, "Someone isolated or left out when work was required in groups because of his/her identity" in question #58, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a residence hall
- In a fraternity/sorority house
- In the campus dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus
- Other (please specify) _____

59t. Referring to your answer, "Someone isolated or left out because of his/her identity" in question #58, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a residence hall
- In a fraternity/sorority house
- In the campus dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus
- Other (please specify) _____

59u. Referring to your answer, "Someone isolated or left out because of his/her socioeconomic status" in question #58, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a residence hall
- In a fraternity/sorority house
- In the campus dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus
- Other (please specify) _____

59v. Referring to your answer, "Other - Specified" in question #58, where did this conduct occur?

(Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a residence hall
- In a fraternity/sorority house
- In the campus dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus
- Other (please specify) _____

60. Who was the source of this conduct? (Mark all that apply.)

- Academic administrator
- Administrator
- Campus security
- Campus visitor
- Center director
- Colleague
- Community member
- Department chair
- Don't know source
- Graduate student
- Faculty advisor
- Faculty member
- Campus media (posters, brochures, flyers, handouts, web sites, etc.)
- Person that I supervise
- Research assistant
- Staff member
- Supervisor
- Teaching assistant
- Undergraduate student
- Other (please specify) _____

61. Please describe your reactions to observing this conduct. (Mark all that apply.)

- I felt embarrassed
- I told a friend
- I avoided the person who harassed me
- I confronted the harasser at the time
- I ignored it
- I was afraid
- I was angry
- I left the situation immediately
- I didn't know who to go to
- I confronted the harasser later
- I made a complaint to a campus employee/official
- I felt somehow responsible
- I didn't report it for fear of retaliation
- It didn't affect me at the time
- I sought support from counseling/advocacy services
- I didn't report it for fear that my complaint would not be taken seriously
- Other (please specify) _____

62. If you would like to elaborate on your observations, please do so here.

[Employees go to question 63] [Students go to question 72]

63. **Employee only:** I have observed unfair, unjust, or discriminatory hiring practices at my institution (e.g., hiring supervisor bias, search committee bias, limited recruiting pool, lack of effort in diversifying recruiting pool).

- Yes
- No [Go to question 66]

64. **Employee only:** I believe that the unfair, unjust, or discriminatory hiring practice was based upon: (Mark all that apply.)

- Advanced experience level of the job candidate
- Age
- Country of origin
- Educational level
- English language proficiency/accent
- Ethnicity
- Gender
- Gender expression
- Gender identity
- Immigrant status
- Learning disability
- Marital/partner status
- Military/veteran status
- Parental status (e.g., having children)
- Psychological disability (e.g., post-traumatic stress disorder, depression, anxiety)
- Physical characteristics
- Physical disability
- Political views
- Race
- Religion/spiritual status
- Sexual orientation
- Socioeconomic status
- Campus status (e.g., part-time status, faculty, staff, student)
- Other (please specify) _____

65. If you would like to elaborate on your observations, please do so here.

66. I have observed unfair, unjust, or discriminatory employment-related disciplinary actions in my institution, up to and including dismissal.

- Yes
- No [Go to question 69]

67. I believe that the unfair, unjust, or discriminatory action was based upon: (Mark all that apply.)

- Advanced experience level of the job candidate
- Age
- Country of origin
- Educational level
- English language proficiency/accent
- Ethnicity
- Gender
- Gender expression
- Gender identity
- Immigrant status
- Learning disability
- Marital/partner status
- Military/veteran status
- Parental status (e.g., having children)
- Psychological disability (e.g., post-traumatic stress disorder, depression, anxiety)
- Physical characteristics
- Physical disability
- Political views
- Race
- Religion/spiritual status
- Sexual orientation
- Socioeconomic status
- Campus status (e.g., part-time status, faculty, staff, student)
- Other (please specify) _____

68. If you would like to elaborate on your observations, please do so here.

69. I have observed unfair, unjust, or discriminatory behavior, procedures, or employment practices related to promotion at my institution.

- Yes
- No [Go to question 72]

70. I believe the unfair, unjust, or discriminatory behavior, procedures, or employment practices was based upon: (Mark all that apply.)

- Advanced experience level of the job candidate
- Age
- Country of origin
- Educational level
- English language proficiency/accent
- Ethnicity
- Gender
- Gender expression
- Gender identity
- Immigrant status
- Learning disability
- Marital/partner status
- Military/veteran status
- Parental status (e.g., having children)
- Psychological disability (e.g., post-traumatic stress disorder, depression, anxiety)
- Physical characteristics
- Physical disability
- Political views
- Race
- Religion/spiritual status
- Sexual orientation
- Socioeconomic status
- Campus status (e.g., part-time status, faculty, staff, student)
- Other (please specify) _____

71. If you would like to elaborate on your observations, please do so here.

72. Using a scale of 1-5, please rate the overall climate on campus on the following dimensions:
(Note: As an example, for the first item, “friendly—hostile”; 1=very friendly, 2=somewhat friendly, 3=neither friendly nor hostile, 4=somewhat hostile, and 5=very hostile)

	1	2	3	4	5	
Friendly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Hostile
Concerned	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Indifferent
Cooperative	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Uncooperative
Improving	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Regressing
Accessible to persons with disabilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Inaccessible to persons with disabilities
Positive for people who identify as lesbian, gay, bisexual, or transgender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Negative for people who identify as lesbian, gay, bisexual, or transgender
Positive for people of my faith/spiritual practice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Negative for people of my faith/spiritual practice
Positive for non-native English speakers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Negative for non-native English speakers
Positive for people who are immigrants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Not positive for people who are immigrants
Positive for international people	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Not positive for international people
Welcoming	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Non-welcoming
Respectful	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Disrespectful
Positive for people who are raising children	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Not positive for people who are raising children
Positive for people of low socioeconomic status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Not positive for people of low socioeconomic status

73. Using a scale of 1-5, please rate the overall climate on campus on the following dimensions:
(Note: As an example, for the first item, 1= “non-racist” and 5 = “racist”)

	1	2	3	4	5	
Non-racist	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Racist
Non-sexist	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Sexist
Non-homophobic	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Homophobic
Not age biased	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Age biased
Non-classist (e.g., socioeconomic status)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Classist (e.g., socioeconomic status)
Non-classist (e.g., employment status)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Classist (e.g., employment status)

74. The classroom climate is welcoming for students based on their:

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't Know
Age	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Country of origin	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ethnicity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Psychological disability status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender identity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender expression	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Immigrant status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Learning disability status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Marital/partner status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Parental status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Physical characteristics	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Physical disability status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Political views	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Race	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Religion/spiritual status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual orientation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Socioeconomic status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Veterans/active military status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

75. The workplace climate is welcoming for employees based on their:

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't Know
Age	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Country of origin	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ethnicity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Psychological disability status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender identity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender expression	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Immigrant status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Learning disability status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Marital/partner status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Parental status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Physical characteristics	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Physical disability status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Political views	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Race	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Religion/spiritual status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual orientation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Socioeconomic status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Veterans/active military status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

76. How would you rate the accessibility on campus for people with disabilities?

	Very Accessible	Accessible	Somewhat Accessible	Very Inaccessible	Don't Know
University Website/D2L	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dining	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Grounds/Campus Layout	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Computer Labs/Adaptive Technology	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Parking/Transportation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recreation and Athletics	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Classroom Facilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Classroom Materials	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Residence Facilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Elevators/Stairs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Entrances/Doorways	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Social Activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Student Services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Necessary Accommodations from Instructors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Necessary Accommodations from Student Services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

77. **For students only.** Before I enrolled, I expected that the campus climate would be welcoming for people who are:

	Strongly Agree	Agree	Do not Agree nor Disagree	Disagree	Strongly Disagree
From other than Christian religious affiliations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
From Christian affiliations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gay, lesbian, bisexual, transgender persons	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Immigrants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
International students, staff, or faculty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Learning disabled (e.g., dyslexia)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Men	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Affected by mental health issues (e.g., depression, schizophrenia, bi-polar)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Non-native English speakers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People with children	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People who provide care for other than a child (e.g., elder care)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Physically challenged	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Returning/non-traditional students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Socioeconomically disadvantaged	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Women	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Veterans/active military status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other, please specify _____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

78. **For students only.** My access to college is being compromised by:

	Strongly Agree	Agree	Do not Agree nor Disagree	Disagree	Strongly Disagree
Lack of available financial aid	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Concerns regarding financial debt upon graduation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tuition increases that are not met by corresponding increases in financial aid	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other, please specify _____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

79. How would you rate the overall climate on campus for persons from the following racial/ethnic backgrounds?

	Very Respectful	Respectful	Disrespectful	Very Disrespectful	Don't Know
African	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
African American/Black (not Hispanic)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Alaskan Native	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Asian American	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Asian	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Southeast Asian	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Caribbean/West Indian	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Caucasian/White (not Latino(a)/Hispanic)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Indian subcontinent	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Latino(a)/Hispanic	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Middle Eastern	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Multiracial, multiethnic, or multicultural persons	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Native American Indian	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pacific Islanders/Hawaiian Natives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other, please specify _____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

80. How would you rate the overall climate on campus for people who are:

	Very Respectful	Respectful	Disrespectful	Very Disrespectful	Don't Know
From other than Christian religious affiliations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
From Christian affiliations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gay, lesbian, bisexual, transgender persons	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Immigrants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
International students, staff, or faculty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Learning disabled (e.g., dyslexia)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Men	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Affected by mental health issues (e.g., depression, schizophrenia, bi-polar)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Non-native English speakers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People with children	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People who provide care for other than a child (e.g., elder care)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Physically challenged	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Returning/non-traditional students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Socioeconomically disadvantaged	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Women	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Veterans/active military status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other, please specify _____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Institutional Actions Relative to Climate Issues

81. There is visible leadership to foster diversity/inclusion on campus from:

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't Know
Affirmative Action and Equity Office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Center for Academic Support and Diversity/MEC	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Chancellor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
College Deans	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dean of Students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Governance and Advisory Groups (OSA, Faculty Senate, Senate of Academic Staff and CSAC)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provost	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Student Organizations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Vice Chancellor for Administrative Services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Vice Chancellor for Student Affairs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

82. The courses I have taken or have taught at the UW Oshkosh campus includes materials, perspectives, and/or experiences of people based on their:

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't Know
Country of origin	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ethnicity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Psychological disability status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender identity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender expression	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Immigrant status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Learning disability status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Physical characteristics	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Physical disability status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Race	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Religion/spiritual status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual orientation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Socioeconomic status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Veterans/active military status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

83. The following factors influence my attendance at diversity initiatives (e.g., cultural training, presentations, and performances). (Mark all that apply.)

	Strongly Agree	Agree	Do not Agree nor Disagree	Disagree	Strongly Disagree
Diversity initiatives are relevant to my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Diversity events are well advertised.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Diversity events fit into my schedule.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am expected to attend these events.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that I am welcome at these events.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I learn from these events.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My work/school load prevents me from attending.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Personal invitation from institutional leadership (department head, dean, supervisor).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Diversity initiatives are not relevant to my role on campus.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other, please specify _____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Recommendations to Improve the Climate

84. **Employees only:** In your judgment, how strongly would you agree that each of the following positively affect the climate at the UW Oshkosh campus?

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't Know
Providing tenure clock options with more flexibility for promotion/tenure for faculty/staff with families (e.g., family leave).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Providing recognition and rewards for including diversity in course objectives across the curriculum.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Requiring all writing emphasis classes to involve at least one assignment that focuses on issues, research and perspective that involve diverse populations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Training mentors and leaders within departments to model positive climate behavior.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Offering diversity training/programs as community outreach for members of the public/community.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rewarding research efforts that evaluate outcomes of diversity training.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Providing immersion experiences for faculty/staff/students to learn a second language.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Providing immersion experiences for faculty/staff/students in service learning projects with lower socioeconomic populations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Providing immersion experiences for faculty/staff/students with underrepresented/underserved populations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Providing on-campus child-care services.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Providing gender neutral/family friendly facilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Providing, promote and improve access to quality counseling available to faculty/staff/students who experience sexual abuse on campus or in the community.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Providing mentors for minority faculty/staff/students new to campus.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Providing a clear protocol for responding to hate/hostile incidents process on campus.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Providing a clear protocol for responding to hate/hostile incidents process at the departmental level.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reallocating resources to support inclusive climate changes on campus.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Including diversity related activities as one of the criteria for hiring and/or evaluation of staff/faculty and administrators.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Requiring Affirmative Action Office to provide diversity and equity training to every search and screen committee including faculty, staff, and administrators.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

85. Please offer any recommendations you suggest to improve the climate.

Your Additional Comments

86. Are your experiences on campus different than those you experience in the community surrounding campus? If so, how are these experiences different?

87. This survey has asked you to reflect upon a large number of issues related to the climate and your experiences in this climate, using a multiple-choice format. If you would like to elaborate upon any of your survey responses, further describe your experiences, or offer additional thoughts about these issues and ways that the campus might improve the climate, we encourage you to do so in the space provided below.

88. When considering the current campus climate, from where do you see leadership coming? Please explain.

89. Describe your perception of the current campus climate in the classroom.

90. Outside the classroom environment, describe your perception of the current campus climate.

91. (Optional) The department you identify with:

THANK YOU FOR YOUR PARTICIPATION IN THIS SURVEY!

To thank community members for their participation we are offering the opportunity to win a "Climate Survey Thank You!" prize.

Submitting your name for a prize is optional. No survey information is connected to entering your name for a prize.

To enter for a chance to win a prize all you need to do is send an e-mail using the link below that matches your role at the university. In the subject heading of the email write "CS completed" and in the body of the message type in your contact information where you can be easily be notified about winning a prize.

Please send only one email using one category. Duplicate entrees will be deleted. Randomly drawn names will be selected weekly from the submitted e-mails for two grand prizes: (1) a 1 month designated parking space and (2) a laptop computer.

Here is the email link to enter your name for a chance at a "Climate Survey Thank You!" prize:
climatestudy@uwosh.edu

We also recognize that answering some of the questions on this survey may have been difficult for people who have witnessed or experienced acts of discrimination.

Students who wish to discuss their experiences with a counselor after taking the survey are encouraged to contact:

UW Oshkosh Counseling Center at 920/424-2061.

Faculty and staff who wish to discuss their experiences with a counselor after taking the survey are encouraged to contact:

Employee Assistance Program at 920/424-2061.

Questions concerning the rights of research participants should be directed to:
Linda Freed 920/424-3215 or freed@uwosh.edu

Thanks again for your participation. Survey results will be available Fall 2008.

Watch for announcements about UW Oshkosh strategic initiatives that will be developed from the results of this survey.