

Appendix B

Data Tables

PART I: Demographics

**The demographic information tables contain
actual percentages except where noted.**

Table B1

What is your gender identity? (Question 21)

Gender	n	%
Woman	2112	66.5
Man	1046	32.9
Transgender	7	0.2
Other	3	0.1
Missing	7	0.2

Table B2

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

Race/Ethnicity	n	%
African	4	0.1
African American/Black (not Hispanic)	43	1.4
Alaskan Native	2	0.1
Asian	51	1.6
Asian American	34	1.1
Southeast Asian	31	1.0
Caribbean/West Indian	4	0.1
White/Caucasian (not Latino(a)/Hispanic)	2946	92.8
Indian subcontinent	9	0.3
Latino(a)/Hispanic	56	1.8
Middle Eastern	11	0.3
Native American Indian	44	1.4
Pacific Islander	7	0.2
Other	19	0.6

Note: Percentages do not sum to 100% due to multiple responses

Table B3
 Which term best describes your sexual orientation?
 (Question 23)

Sexual Identity	n	%
Bisexual	71	2.2
Gay	27	0.9
Heterosexual	2982	93.9
Lesbian	25	0.8
Queer	7	0.2
Questioning	15	0.5
Other	23	0.7
Missing	25	0.8

Table B4
 What is your age? (Question 24)

Age	n	%
19 or under	445	14.0
20-21	812	25.6
22-25	757	23.8
26-32	346	10.9
33-42	292	9.2
43-51	247	7.8
52-60	219	6.9
61-69	46	1.4
70 and over	3	0.1
Missing	8	0.3

Table B5
 What is your current parental status? (Question 25)

Parental Status	n	%
No children	2344	73.8
Single Parent	126	4.0
Pregnant	18	0.6
Co-Parent with a partner/spouse	595	18.7
Other	78	2.5
Missing	14	0.4

Table B6
 What is your current relationship situation? (Question 26)

Relationship Status	n	%
Single	1518	47.8
Partnered	724	22.8
Partnered in civil union	8	0.3
Married	814	25.6
Separated	6	0.2
Divorced	71	2.2
Remarried	12	0.4
Partner/Spouse deceased	11	0.3
Missing	11	0.3

Table B7
 Are you active military or a veteran? (Question 27)

Active Military/Veteran	n	%
Yes	122	3.8
No	3037	95.7
Missing	16	0.5

Table B8
 What is your primary status on campus? (Question 28)

Position	n	%
Transfer student	159	5.0
Associate degree student	49	1.5
Dual enrollment	18	0.6
Non-degree seeking student	25	0.8
Bachelor degree student	1919	60.4
Master Degree student	276	8.7
Doctoral/Terminal Degree student	4	0.1
Professional degree student	18	0.6
Adjunct professor	16	0.5
Instructional Academic Staff	62	2.0
Assistant professor	55	1.7
Associate professor	70	2.2
Professor	59	1.9
Limited Term employee	27	0.9
Classified staff non-exempt	147	4.6
Classified staff exempt staff	26	0.8
Non-instructional academic staff	145	4.6
Limited academic staff	14	0.4
Administrator	32	1.0
Other	54	1.7

Note: There are no missing data for this question; all respondents were required to select an answer

Table B9

Students Only: Which of the following best describes your academic plans? (Question 28a)

Academic Plans	n	%
Working towards an Associate degree only	109	48.2
Working towards an Associate degree and then transferring to another institution	47	20.8
Will transfer without an Associate degree	25	11.1
Missing	45	19.9

Note: Table includes only those who answered that they were a “Transfer,” “Associate degree,” or “Dual enrollment” student in Question 28 (n = 226).

Table B10

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

Level of Education	Parent /Legal Guardian 1		Parent/Legal Guardian 2	
	n	%	n	%
No high school	88	3.5	99	4.0
High school	870	34.8	832	33.3
Some college	357	14.3	351	14.0
Business/Technical certificate/degree	220	8.8	238	9.5
Associates degree	146	5.8	189	7.6
Bachelors degree	422	16.9	430	17.2
Some graduate work	48	1.9	44	1.8
Masters degree	223	8.9	168	6.7
Doctorate degree	59	2.4	36	1.4
Other professional degree	13	0.5	14	0.6
Unknown	12	0.5	27	1.1
Not applicable	5	0.2	8	0.3
Missing	36	1.4	63	2.5

Note: Table includes only those who answered that they were students in Question 28 (n = 2499). 31 respondents who answered “Other” in question 28 were re-coded as students; they did not answer this question so are included in the “Missing” row.

Table B11

Employees Only: What type of appointment do you have? (Question 30)

Appointment	n	%
Unclassified staff	20	3.0
Faculty	187	28.1
Academic staff	212	31.9
Limited staff	20	3.0
Classified staff	102	15.3
Represented classified staff	37	5.6
Non-represented classified staff	11	1.7
Limited term appointments	35	5.3
Project appointments	8	1.2
Missing	33	5.0

Note: Table includes only those who indicated they were employees in Question 28 (n = 665).

Table B12
Employees Only: What is your highest level of education? (Question 31)

	n	%
Did not complete high school	0	0.0
Completed high school	26	3.9
Some college	39	5.9
Some graduate work	21	3.2
Associates degree	21	3.2
Bachelors degree	113	17.0
Masters degree	177	26.6
Doctorate degree/Terminal Professional degree	224	33.7
Other professional degree	4	0.6
Business/Technical certificate/degree	6	0.9
Other	0	0.0
Missing	34	5.1

Note: Table includes only those who indicated they were employees in Question 28 (n = 665)

Table B13

Employees Only: With which academic department/work unit are you primarily affiliated at this time?
 (Question 32)

Academic/Work Unit	n	%
College of Business Administration	43	6.5
College of Education and Human Services	78	11.7
College of Letters and Sciences	197	29.6
College of Nursing	22	3.3
Chancellor's Office	7	1.1
Provost's Office	70	10.5
Administrative Services	48	7.2
Foundation and Advancement	20	3.0
Student Affairs	134	20.2
Other	54	8.1

Note: Table includes only those who indicated they were employees in Question 28 (n = 665).

Table B14

Employees Only: Are you full-time or part-time in that primary status? (Question 33)

Status	n	%
Full-time	560	84.2
Part-time	96	14.4
Missing	9	1.4

Note: Table includes only those who indicated they were employees in Question 28 (n = 665).

Table B15

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

Disability	n	%
Yes	191	6.0
No	2966	93.4
Missing	18	0.6

Table B16

What is your disability? (mark all that apply) (Question 35)

Disability	n	%
Physical condition	56	29.3
Learning disability	72	37.7
Psychological condition	98	51.3

Note: Table includes only those who indicated they had a disability in Question 34 (n = 191).

Table B17
 What is your citizenship status? (Question 36)

Citizenship status	n	%
U.S. citizen	3046	95.9
U.S. citizen – naturalized	45	1.4
Dual citizenship	10	0.3
Permanent resident (immigrant)	19	0.6
Permanent resident (refugee)	7	0.2
International (F-1, J-1, or H1-B, or other visa)	36	1.1
Other	3	0.1
Missing	9	0.3

Table B18
What is your religious or spiritual affiliation? (Question 37)

Spiritual Affiliation	n	%
Animist	8	0.3
Anabaptist	0	0.0
Agnostic	151	4.8
Atheist	128	4.0
Baha`i	3	0.1
Baptist	53	1.7
Buddhist	20	0.6
Eastern Orthodox	10	0.3
Episcopalian	26	0.8
Hindu	6	0.2
Islam	10	0.3
Jehovah`s Witness	3	0.1
Jewish	25	0.8
LDS (Mormon)	8	0.3
Lutheran	618	19.5
Mennonite	0	0.0
Methodist	107	3.4
Moravian	4	0.1
Native American Traditional Practitioner	2	0.1
Nondenominational Christian	262	8.3
Pagan	10	0.3
Pentecostal	19	0.6
Presbyterian	45	1.4
Quaker	6	0.2
Roman Catholic	909	28.6
Seventh Day Adventist	2	0.1
Shamanist	25	0.8
Sikh	1	0.0
Unitarian Universalist	25	0.8
United Church of Christ	78	2.5
Wiccan	4	0.1
Spiritual, but no religious affiliation	202	6.4
No affiliation	327	10.3
Other	56	1.8
Missing	22	0.7

Table B19

Employees Only: How long have you been employed by the campus? (Question 38)

Time	n	%
1 year or less	86	12.9
2-4 years	133	20.0
5-10 years	177	26.6
11-15 years	89	13.4
16-20 years	68	10.2
21-30 years	78	11.7
31+ years	26	3.9
Missing	8	1.2

Note: Table includes only those who indicated they were employees in Question 28 (n = 665).

Table B20

Employees Only: Have you worked at more than one UW-System institution/System Administration? (Question 39)

Worked at more than one UW Institution	n	%
Yes	133	20.0
No	516	77.6
Missing	16	2.4

Note: Table includes only those who indicated they were employees in Question 28 (n = 665).

Table B21

Employees Only: Please indicate where you have worked and for how many years (Question 40)

Institution	1-2 years n	3-4 years n	5-6 years n	7-8 years n	9-10 years n	More than 10 years n
UW – Eau Claire	0	1	0	1	0	0
UW - Green Bay	5	3	2	0	0	0
UW – La Crosse	4	3	3	0	0	0
UW - Madison	16	11	6	3	0	2
UW - Milwaukee	15	4	2	2	0	1
UW - Oshkosh	6	9	6	8	4	33
UW - Parkside	0	0	0	1	0	0
UW - Platteville	2	4	0	0	0	0
UW - River Falls	3	1	0	0	0	0
UW - Stevens Point	3	3	0	0	0	1
UW - Stout	4	2	0	0	0	0
UW - Superior	2	2	0	0	0	0
UW - Whitewater	4	2	1	1	0	0
UW System Administration	1	1	0	0	0	1

Note: Table includes only those employees who indicated they have worked at more than one UW-System Institution in Question 39 (n = 133).

Note: Due to multiple responses, calculating percentages is not possible and there were no “missing” responses.

Table B22
Students Only: where are you in your college career?
 (Question 41)

	n	%
First year student	370	14.8
Second year student	433	17.3
Third year student	511	20.4
Fourth year student	490	19.6
Five years or more as an undergraduate	364	14.6
Master degree candidate	223	8.9
Doctoral/Terminal Degree student	0	0.0
Professional degree student	8	0.3
Other	32	1.3
Missing	68	2.7

Note: Table includes only those who indicated they were students in Question 28 (n = 2499). 31 respondents who answered "Other" in question 28 were re-coded as students; they did not answer this question so are included in the "Missing" row.

Table B23

Students Only: 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)? (Question 42)

	n	%
Dependant	1393	55.7
Independent	1032	41.3
Missing	4	3.0

Note: Table includes only those who indicated they were students in Question 28 (n = 2499). 31 respondents who answered "Other" in question 28 were re-coded as students; they did not answer this question so are included in the "Missing" row.

Table B24

Students Only: 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)? (Question 43)

Income	n	%
Below \$29,999	696	27.9
\$30,000-\$39, 999	186	7.4
\$40,000-\$49,999	183	7.3
\$50,000-\$59,999	186	7.4
\$60,000 - \$69,999	194	7.8
\$70,000 - \$79,999	174	7.0
\$80,000 - \$89,999	163	6.5
\$90,000 - \$99,999	135	5.4
\$100,000 - \$149,000	254	10.2
\$150,000 - \$199,000	66	2.6
\$200,000 - \$249,000	25	1.0
\$250,000 and above	23	0.9
Don't know	198	7.9
Missing	16	0.6

Note: Table includes only those who indicated they were students in Question 28 (n = 2499).

Table B25
Students Only: Where do you live? (Question 44)

Residence	n	%
Residence hall	734	29.4
Fraternity/Sorority housing	21	0.8
Off campus apartment/house	1134	45.4
With partner/spouse/children	297	11.9
With parent(s)/family/relative(s)	240	9.6
Other	20	0.8
Missing	53	2.1

Note: Table includes only those who indicated they were students in Question 28 (n = 2499). 31 respondents who answered "Other" in question 28 were re-coded as students; they did not answer this question so are included in the "Missing" row.

Table B26
Students Only: Are you working 20 or more hours per week? (Question 45)

Working more than 20 hrs a week	n	%
Yes	1108	44.3
No	1333	53.3
Missing	58	2.3

Note: Table includes only those who indicated they were students in Question 28 (n = 2499). 31 respondents who answered "Other" in question 28 were re-coded as students; they did not answer this question so are included in the "Missing" row.

Table B27

In what environment did you grow up? (Question 56)

Environment	n	%
Farm/ranch	221	7.0
Rural, non-farm	481	15.1
Small-town	1026	32.3
Suburban	779	24.5
Urban	436	13.7
International	40	1.3
Combination	136	4.3
Other	42	1.3
Missing	14	0.4

PART II: Findings

The tables in this section all contain valid percentages except where noted

Table B28

Overall, how comfortable are you with the climate at your institution?
 (Question 1)

Comfort	n	%
Very Comfortable	659	20.8
Comfortable	1935	61.1
Neither comfortable nor uncomfortable	412	13.0
Uncomfortable	136	4.3
Very Uncomfortable	23	0.7

Table B29

Overall, how comfortable are you with the climate in your department/work?
 (Question 2)

Comfort	n	%
Very Comfortable	936	29.8
Comfortable	1676	53.3
Neither comfortable nor uncomfortable	361	11.5
Uncomfortable	131	4.2
Very Uncomfortable	40	1.3

Table B30

Overall, how comfortable are you with the climate in your classes?
 (Question 3)

Comfort	n	%
Very Comfortable	668	24.2
Comfortable	1631	59.1
Neither comfortable nor uncomfortable	318	11.5
Uncomfortable	121	4.4
Very Uncomfortable	12	0.4

Note: Table includes answers from only those who indicated they were students or faculty in Question 28 (n = 2761).

Table B31

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? (Question 5)

Experienced	n	%
Yes	577	18.2
No	2587	81.8

Table B32
 What do you believe was the basis for this conduct? (Question 6)

Based on:	n	%
My gender	182	31.5
My age	155	26.9
My status (e.g., part-time status, faculty, staff, student)	130	22.5
My educational level	99	17.2
My political views	86	14.9
My physical characteristics	66	11.4
My religion/spiritual status	64	11.1
My race	57	9.9
My ethnicity	57	9.9
My sexual orientation	43	7.5
My socioeconomic status	30	5.2
My gender expression	25	4.3
My learning disability	22	3.8
My country of origin	21	3.6
My parental status (e.g., having children)	21	3.6
My psychological disability (e.g. post-traumatic stress disorder, depression, anxiety)	18	3.1
My gender identity	17	2.9
My English language proficiency/accent	14	2.4
My physical disability	8	1.4
My immigrant status	7	1.2
My military/veteran status	7	1.2
Other	116	20.1

Note: Only answered by respondents who experienced harassment (n = 577).
 Percentages do not sum to 100 due to multiple responses.

Table B33

How did you experience this conduct? (Question 7)

Form	n	%
Deliberately ignored or excluded	285	49.4
Felt intimidated/bullied	186	32.2
Stares	128	22.2
Derogatory remarks	123	21.3
Isolated or left out when working in groups	111	19.2
Isolated or left out because of my identity	89	15.4
Feared getting a poor grade because of hostile classroom environment	69	12.0
Derogatory written comments	62	10.7
Received a low performance evaluation	51	8.8
Singled out as the “resident authority” regarding my identity	35	6.1
Feared for my physical safety	32	5.5
Derogatory/unsolicited e-mails	31	5.4
Someone assumed I was admitted or hired because of my identity	29	5.0
Target of racial/ethnic profiling	23	4.0
Derogatory phone calls	20	3.5
Threats of physical violence	16	2.8
Graffiti	14	2.4
Victim of a crime	10	1.7
Target of physical violence	9	1.6
Feared for my family’s safety	8	1.4
Other	92	15.9

Note: Only answered by respondents who experienced harassment (n = 577).
Percentages do not sum to 100 due to multiple responses.

Table B34

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

Location	n	%
In a class	15	65.2
In a meeting with a group of people	7	30.4
While walking on campus	6	26.1
Residence hall	6	26.1
Public space on campus	5	21.7
Campus office	4	17.4
In a meeting with one other person	4	17.4
While working at a campus job	3	13.0
Campus event	3	13.0
Off campus	3	13.0
University dining facility	2	8.7
Faculty office	2	8.7
Fraternity/sorority house	1	4.3
Off-campus housing	1	4.3
Athletic facilities	1	4.3
Other	1	1.3

Note: Only answered by respondents who were the target of racial/ethnic profiling (n = 23). Percentages do not sum to 100 due to multiple responses.

Table B35

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? (Question 8b)

Location	n	%
Residence hall	8	57.1
Public space on campus	6	42.9
While walking on campus	5	35.7
In a class	3	21.4
University dining facility	3	21.4
Fraternity/sorority house	2	14.3
Campus office	2	14.3
While working at a campus job	1	7.1
Faculty office	1	7.1
In a meeting with one other person	1	7.1
Off campus	1	7.1
Campus event	0	0.0
In a meeting with a group of people	0	0.0
Off-campus housing	0	0.0
Athletic facilities	0	0.0
Other	1	7.1

Note: Only answered by respondents who were the target of graffiti (n = 14).
 Percentages do not sum to 100 due to multiple responses.

Table B36

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

Location	n	%
While working at a campus job	23	37.1
In a class	12	19.4
Residence hall	10	16.1
Campus office	10	16.1
Faculty office	10	16.1
Public space on campus	10	16.1
In a meeting with a group of people	10	16.1
While walking on campus	9	14.5
Off campus	8	12.9
In a meeting with one other person	5	8.1
Athletic facilities	2	3.2
Fraternity/sorority house	1	1.6
University dining facility	1	1.6
Campus event	1	1.6
Off-campus housing	1	1.6
Other	10	16.1

Note: Only answered by respondents who received derogatory written comments (n = 62). Percentages do not sum to 100 due to multiple responses.

Table B37

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

Location	n	%
Off campus	7	35.0
Residence hall	6	30.0
While working at a campus job	3	15.0
Off-campus housing	3	15.0
In a class	2	10.0
While walking on campus	1	5.0
Campus office	1	5.0
Public space on campus	1	5.0
Fraternity/sorority house	0	0.0
University dining facility	0	0.0
Campus event	0	0.0
Faculty office	0	0.0
In a meeting with one other person	0	0.0
In a meeting with a group of people	0	0.0
Athletic facilities	0	0.0
Other	4	20.0

Note: Only answered by respondents who received derogatory phone calls (n = 20).
 Percentages do not sum to 100 due to multiple responses.

Table B38

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

Location	n	%
Off campus	7	43.8
While walking on campus	5	31.3
While working at a campus job	3	18.8
Residence hall	2	12.5
Fraternity/sorority house	2	12.5
University dining facility	2	12.5
Public space on campus	2	12.5
Off-campus housing	2	12.5
In a class	1	6.3
Campus office	1	6.3
Athletic facilities	1	6.3
Campus event	0	0.0
Faculty office	0	0.0
In a meeting with one other person	0	0.0
In a meeting with a group of people	0	0.0
Other	0	0.0

Note: Only answered by respondents who received threats of physical violence (n = 16).
 Percentages do not sum to 100 due to multiple responses.

Table B39

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

Location	n	%
While working at a campus job	15	48.4
Faculty office	5	16.1
Residence hall	4	12.9
Campus office	4	12.9
Off campus	3	9.7
In a class	2	6.5
Off-campus housing	2	6.5
While walking on campus	1	3.2
In a meeting with one other person	1	3.2
In a meeting with a group of people	1	3.2
Fraternity/sorority house	0	0.0
University dining facility	0	0.0
Campus event	0	0.0
Public space on campus	0	0.0
Athletic facilities	0	0.0
Other	4	12.9

Note: Only answered by respondents who received derogatory/unsolicited emails (n = 31). Percentages do not sum to 100 due to multiple responses.

Table B40

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

Location	n	%
While working at a campus job	2	22.2
Residence hall	2	22.2
Off-campus housing	2	22.2
Off campus	2	22.2
While walking on campus	1	11.1
Fraternity/sorority house	1	11.1
University dining facility	1	11.1
In a class	0	0.0
Campus office	0	0.0
Campus event	0	0.0
Faculty office	0	0.0
Public space on campus	0	0.0
In a meeting with one other person	0	0.0
In a meeting with a group of people	0	0.0
Athletic facilities	0	0.0
Other	1	11.1

Note: Only answered by respondents who were the target of physical violence (n = 9).
 Percentages do not sum to 100 due to multiple responses.

Table B41

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

Location	n	%
In a class	86	67.2
While walking on campus	69	53.9
Public space on campus	46	35.9
Residence hall	38	29.7
In a meeting with a group of people	33	25.8
Off campus	31	24.2
University dining facility	26	20.3
Campus event	26	20.3
Campus office	19	14.8
While working at a campus job	16	12.5
In a meeting with one other person	11	8.6
Off-campus housing	11	8.6
Faculty office	9	7.0
Athletic facilities	9	7.0
Fraternity/sorority house	7	5.5
Other	7	5.5

Note: Only answered by respondents who observed others staring at them (n = 128)
 Percentages do not sum to 100 due to multiple responses.

Table B42

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

Location	n	%
In a class	137	48.1
In a meeting with a group of people	103	36.1
While working at a campus job	60	21.1
Campus office	43	15.1
Residence hall	32	11.2
Public space on campus	32	11.2
In a meeting with one other person	31	10.9
Off campus	31	10.9
While walking on campus	26	9.1
Campus event	23	8.1
Faculty office	16	5.6
University dining facility	11	3.9
Athletic facilities	9	3.2
Fraternity/sorority house	6	2.1
Off-campus housing	6	2.1
Other	25	8.8

Note: Only answered by respondents who felt they were deliberately ignored or excluded (n = 285). Percentages do not sum to 100 due to multiple responses.

Table B43

Referring to your answer, "I was the target of derogatory remarks" in question #7, where did this conduct occur? (Question 8j)

Location	n	%
In a class	50	40.7
While walking on campus	39	31.7
Residence hall	33	26.8
Public space on campus	30	24.4
While working at a campus job	25	20.3
In a meeting with a group of people	24	19.5
Off campus	21	17.1
Campus office	12	9.8
Campus event	12	9.8
In a meeting with one other person	10	8.1
University dining facility	8	6.5
Faculty office	6	4.9
Fraternity/sorority house	5	4.1
Off-campus housing	5	4.1
Athletic facilities	5	4.1
Other	10	8.1

Note: Only answered by respondents who were the target of derogatory remarks (n = 123). Percentages do not sum to 100 due to multiple responses.

Table B44

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

Location	n	%
In a class	61	32.8
In a meeting with a group of people	57	30.6
While working at a campus job	45	24.2
In a meeting with one other person	41	22.0
Campus office	36	19.4
While walking on campus	29	15.6
Faculty office	25	13.4
Residence hall	20	10.8
Public space on campus	18	9.7
Off campus	15	8.1
Campus event	7	3.8
Off-campus housing	7	3.8
Fraternity/sorority house	5	2.7
Athletic facilities	5	2.7
University dining facility	4	2.2
Other	16	8.6

Note: Only answered by respondents who felt intimidated/bullied (n = 186).
 Percentages do not sum to 100 due to multiple responses.

Table B45

Referring to your answer, "I feared for my physical safety" in question #7, where did this conduct occur?
 (Question 81)

Location	n	%
While walking on campus	17	53.1
Off campus	7	21.9
In a class	6	18.8
Public space on campus	6	18.8
Residence hall	5	15.6
Campus office	5	15.6
Off-campus housing	5	15.6
While working at a campus job	3	9.4
Faculty office	3	9.4
In a meeting with one other person	3	9.4
In a meeting with a group of people	3	9.4
University dining facility	2	6.3
Fraternity/sorority house	1	3.1
Campus event	1	3.1
Athletic facilities	1	3.1
Other	4	12.5

Note: Only answered by respondents who feared for their physical safety (n = 32).
 Percentages do not sum to 100 due to multiple responses.

Table B46

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

Location	n	%
Off campus	3	37.5
Off-campus housing	2	25.0
In a class	1	12.5
While working at a campus job	1	12.5
While walking on campus	1	12.5
Campus event	1	12.5
Public space on campus	1	12.5
In a meeting with a group of people	1	12.5
Athletic facilities	1	12.5
Residence hall	0	0.0
Fraternity/sorority house	0	0.0
University dining facility	0	0.0
Campus office	0	0.0
Faculty office	0	0.0
In a meeting with one other person	0	0.0
Other	0	0.0

Note: Only answered by respondents who feared for their family's safety (n = 8).
 Percentages do not sum to 100 due to multiple responses.

Table B47

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

Location	n	%
While working at a campus job	11	37.9
In a meeting with one other person	8	27.6
In a class	7	24.1
In a meeting with a group of people	7	24.1
Residence hall	4	13.8
Campus office	4	13.8
Off campus	4	13.8
Faculty office	3	10.3
While walking on campus	2	6.9
Campus event	2	6.9
University dining facility	1	3.4
Public space on campus	1	3.4
Off-campus housing	1	3.4
Athletic facilities	1	3.4
Fraternity/sorority house	0	0.0
Other	3	10.3

Note: Only answered by respondents reporting someone assumed they were admitted or hired because of their identity (n = 29). Percentages do not sum to 100 due to multiple responses.

Table B48

Referring to your answer, "I was the victim of a crime" in question #7, where did this conduct occur?
 (Question 80)

Location	n	%
Off-campus housing	5	50.0
Off campus	3	30.0
Residence hall	2	20.0
In a class	1	10.0
While working at a campus job	1	10.0
Public space on campus	1	10.0
While walking on campus	0	0.0
Fraternity/sorority house	0	0.0
University dining facility	0	0.0
Campus office	0	0.0
Campus event	0	0.0
Faculty office	0	0.0
In a meeting with one other person	0	0.0
In a meeting with a group of people	0	0.0
Athletic facilities	0	0.0
Other	1	10.0

Note: Only answered by respondents who were the victim of a crime (n = 10).
 Percentages do not sum to 100 due to multiple responses.

Table B49

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

Location	n	%
In a class	64	92.8
In a meeting with a group of people	11	15.9
Faculty office	9	13.0
In a meeting with one other person	5	7.2
Campus office	4	5.8
Off campus	2	2.9
While walking on campus	1	1.4
Public space on campus	1	1.4
Off-campus housing	1	1.4
While working at a campus job	0	0.0
Residence hall	0	0.0
Fraternity/sorority house	0	0.0
University dining facility	0	0.0
Campus event	0	0.0
Athletic facilities	0	0.0
Other	3	4.3

Note: Only answered by respondents who feared getting a good grade (n = 69).
 Percentages do not sum to 100 due to multiple responses.

Table B50

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

Location	n	%
In a class	24	47.1
While working at a campus job	12	23.5
In a meeting with one other person	8	15.7
Faculty office	7	13.7
In a meeting with a group of people	7	13.7
Residence hall	2	3.9
Campus office	2	3.9
Off campus	1	2.0
While walking on campus	0	0.0
Fraternity/sorority house	0	0.0
University dining facility	0	0.0
Campus event	0	0.0
Public space on campus	0	0.0
Off-campus housing	0	0.0
Athletic facilities	0	0.0
Other	8	15.7

Note: Only answered by respondents who received a low performance evaluation (n = 51). Percentages do not sum to 100 due to multiple responses.

Table B51

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

Location	n	%
In a class	15	42.9
While working at a campus job	14	40.0
In a meeting with a group of people	12	34.3
Residence hall	10	28.6
Campus event	7	20.0
In a meeting with one other person	7	20.0
Off campus	7	20.0
Campus office	6	17.1
Faculty office	6	17.1
Public space on campus	5	14.3
While walking on campus	4	11.4
University dining facility	4	11.4
Fraternity/sorority house	2	5.7
Off-campus housing	1	2.9
Athletic facilities	1	2.9
Other	2	5.7

Note: Only answered by respondents who were singled out as the resident authority (n = 35). Percentages do not sum to 100 due to multiple responses.

Table B52

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

Location	n	%
In a class	69	62.2
In a meeting with a group of people	47	42.3
While working at a campus job	19	17.1
Campus office	9	8.1
Public space on campus	9	8.1
In a meeting with one other person	8	7.2
Off campus	7	6.3
Campus event	6	5.4
While walking on campus	5	4.5
Athletic facilities	3	2.7
Fraternity/sorority house	2	1.8
Faculty office	2	1.8
Residence hall	1	0.9
Off-campus housing	1	0.9
University dining facility	0	0.0
Other	4	3.6

Note: Only answered by respondents who felt isolated or left out (n = 111).
 Percentages do not sum to 100 due to multiple responses.

Table B53

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

Location	n	%
In a meeting with a group of people	42	47.2
In a class	41	46.1
While working at a campus job	27	30.3
In a meeting with one other person	21	23.6
Campus office	20	22.5
Off campus	17	19.1
Campus event	12	13.5
Public space on campus	12	13.5
While walking on campus	10	11.2
Residence hall	10	11.2
Faculty office	10	11.2
University dining facility	8	9.0
Fraternity/sorority house	6	6.7
Off-campus housing	3	3.4
Athletic facilities	2	2.2
Other	7	7.9

Note: Only answered by respondents who felt isolated or left out because of their identity (n = 89). Percentages do not sum to 100 due to multiple responses.

Table B54

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

Location	n	%
In a class	27	29.3
While working at a campus job	23	25.0
In a meeting with a group of people	21	22.8
In a meeting with one other person	14	15.2
Campus office	13	14.1
Faculty office	10	10.9
Public space on campus	8	8.7
Off campus	8	8.7
While walking on campus	5	5.4
Campus event	5	5.4
Residence hall	2	2.2
University dining facility	2	2.2
Off-campus housing	1	1.1
Fraternity/sorority house	0	0.0
Athletic facilities	0	0.0
Other	19	20.7

Note: Only answered by respondents reporting "Other" (n = 92).
 Percentages do not sum to 100 due to multiple responses.

Table B55
 Who was the source of this conduct? (Question 9)

Source	n	%
Undergraduate student	190	32.9
Faculty member	169	29.3
Colleague	118	20.5
Staff member	99	17.2
Administrator	56	9.7
Academic administrator	40	6.9
Don't know source	39	6.8
Supervisor	37	6.4
Campus media (posters, brochures, flyers, handouts, web sites, etc.)	32	5.5
Community member	30	5.2
Department chair	29	5.0
Graduate student	21	3.6
Campus visitor(s)	20	3.5
Faculty advisor	17	2.9
Center director	13	2.3
Person that I supervise	11	1.9
Campus security	7	1.2
Teaching assistant	4	0.7
Research assistant	2	0.3
Other	65	11.3

Note: Only answered by respondents who experienced harassment (n = 577).
 Percentages do not sum to 100 due to multiple responses.

Table B56

Please describe your reactions to experiencing this conduct? (Question 10)

Reactions	n	%
Was angry	356	61.7
Felt embarrassed	250	43.3
Told a friend	233	40.4
Avoided the person who harassed me	189	32.8
Ignored it	179	31.0
Was afraid	102	17.7
Didn't know who to go to	95	16.5
Didn't report it for fear of retaliation	86	14.9
Made a complaint to a campus employee/official	85	14.7
Confronted the harasser at the time	81	14.0
Didn't report it for fear my complaint would not be taken seriously	60	10.4
Felt somehow responsible	59	10.2
Left the situation immediately	53	9.2
Sought support from counseling/advocacy services	50	8.7
Confronted the harasser later	47	8.1
Did report it but my complaint was not taken seriously	45	7.8
Didn't affect me at the time	25	4.3
Other	56	9.7

Note: Only answered by respondents who experienced harassment (n = 577).
 Percentages do not sum to 100 due to multiple responses.

Table B57

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

Touched in a sexual manner that made me uncomfortable	n	%
Never	2933	92.6
Rarely	195	6.2
Sometimes	35	1.1
Often	2	0.1
Very often	2	0.1

Table B58

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

Times when I fear being the object of sexual harassment	n	%
Never	2494	78.7
Rarely	478	15.1
Sometimes	165	5.2
Often	24	0.8
Very often	6	0.2

Table B32
 Who is the source of this fear? (Question 14)

Source	n	%
Academic advisor	7	1.0
Acquaintance	91	13.5
Administrator	14	2.1
Department chair	3	0.4
Co-worker	46	6.8
Faculty advisor	3	0.4
Faculty member	50	7.4
Friend	72	10.7
Partner/spouse	11	1.6
Person that I supervise	2	0.3
Research assistant	0	0.0
Staff member	24	3.6
Stranger	352	52.3
Student	265	39.4
Supervisor	6	0.9
Teaching Assistant	1	0.1
Other	44	6.5

Note: Only answered by respondents who fear sexual harassment (n = 673).
 Percentages do not sum to 100 due to multiple responses.

Table B54

Have you ever been a victim of sexual assault while at this campus? (Question 15)

Sexually assaulted	n	%
Yes	75	2.4
No	3094	97.4
Missing	6	0.2

Table B55

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

Source	n	%
Student	33	44.0
Stranger	18	24.0
Acquaintance	14	18.7
Friend	14	18.7
Faculty member	3	4.0
Partner/spouse	2	2.7
Staff member	2	2.7
Co-worker	1	1.3
Academic advisor	0	0.0
Administrator	0	0.0
Department chair	0	0.0
Faculty advisor	0	0.0
Person that I supervise	0	0.0
Research assistant	0	0.0
Supervisor	0	0.0
Teaching Assistant	0	0.0
Other	5	6.7

Note: Only answered by respondents who experienced sexual assault (n = 75).
 Percentages do not sum to 100 due to multiple responses.

Table B56

Where did the incident(s) occur? (Question 17)

Location	n	%
Off-campus	29	38.7
On-campus	39	52.0
Other location	2	2.7

Note: Only answered by respondents who experienced sexual assault (n = 75).
 Percentages do not sum to 100 due to multiple responses.

Table B57

Please describe your response to experiencing the incident(s).
 (Question 18)

Response	n	%
Told a friend	53	70.7
Told a family member	15	20.0
Did nothing	14	18.7
Sought medical services	8	10.7
Contacted my local law enforcement official	6	8.0
Sought support from a campus resource/counseling center(s)	5	6.7
Contacted Campus Police/Security	4	5.3
Sought support from a faculty member	4	5.3
Sought information on-line	4	5.3
Sought support from off-campus hotline/advocacy service	3	4.0
Reported the incident and it was ignored	3	4.0
Sought support from a staff person	2	2.7
Sought support from a spiritual advisor	2	2.7
Contacted my Union	0	0.0
Other	4	5.3

Note: Only answered by respondents who experienced sexual assault (n = 75).
 Percentages do not sum to 100 due to multiple responses.

Table B58

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

Was responded to appropriately	n
Yes	10
No	10

Note: Table does not include percentages since Question 18 allowed for respondents to mark multiple ways in which they reported the sexual assault.

Table B59

Employees Only: How satisfied are you with... (Question 47)

	Highly Satisfied		Satisfied		Neither satisfied nor dissatisfied		Dissatisfied		Highly dissatisfied	
	n	%	n	%	n	%	n	%	n	%
Your job	198	30.2	317	48.4	9	13.6	40	6.1	11	1.7
The way your career has progressed	141	22.0	302	47.0	119	18.5	65	10.1	15	2.3

Note: Table includes only those who indicated they were employees in Question 28 (n = 665).

Table B60

As a student, how satisfied are you with... (Question 49)

	Highly Satisfied		Satisfied		Neither satisfied nor dissatisfied		Dissatisfied		Highly dissatisfied	
	n	%	n	%	n	%	n	%	n	%
Your education	484	19.7	1605	65.2	256	10.4	102	4.1	14	0.6
The way your academic career has progressed	420	17.2	1306	53.5	420	17.2	264	10.8	32	1.3

Note: Table includes only those who indicated they were students in Question 28 (n = 2499). 31 respondents who answered "Other" in question 28 were re-coded as students; they did not answer this question.

Table 61
Have you ever seriously considered leaving the institution?
(Question 51)

Considered leaving	n	%
Yes	1357	42.9
No	18.0	57.1

Table B62
Employees Only: As a faculty/staff member ... (Question 53)

Issues	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Not applicable	
	n	%	n	%	n	%	n	%	n	%	n	%
I am reluctant to bring up issues that concern me for fear that it will affect my performance evaluation or tenure decision	37	5.6	102	15.5	119	18.1	216	32.9	168	25.6	15	2.3
I am comfortable asking questions about performance expectations	174	26.5	349	53.1	67	10.2	41	6.2	22	3.3	4	0.6
My colleagues expect me to represent “the point of view” of my identity	25	3.8	93	14.2	220	33.7	151	23.1	108	16.5	56	8.6
My colleagues have lower expectations of me than of other faculty/staff	9	1.4	37	5.6	127	19.4	242	36.9	226	34.5	14	2.1
My colleagues have higher expectations of me than of other faculty/staff	31	4.7	133	20.4	213	32.6	175	26.8	85	13.0	16	2.5
I constantly feel under scrutiny by my colleagues	38	5.8	78	11.9	146	22.2	226	34.3	157	23.9	13	2.0
My research interests are valued by my colleagues ¹	31	12.2	85	33.3	52	20.4	25	9.8	25	9.8	37	14.5
I feel pressured to change my research agenda to make tenure/be promoted ¹	11	4.2	18	6.9	36	13.9	55	21.2	68	26.3	71	27.4
I am reluctant to take family leave that I am entitled to for fear that it may affect my career	25	3.8	41	6.3	89	13.7	163	25.1	152	23.4	180	27.7
I have to work harder than I believe my colleagues do in order to be perceived as legitimate	40	6.2	98	15.1	113	17.4	201	31.0	161	24.8	35	5.4
I have to work harder than I believe my colleagues do in order to achieve the same recognition/rewards	47	7.2	108	16.6	113	17.4	201	30.9	150	23.0	32	4.9
There are many unwritten rules concerning how one is expected to interact with colleagues in my work unit	69	10.6	158	24.3	104	16.0	186	28.6	112	17.2	22	3.4
Others seem to find it easier than I do to “fit in”	36	5.5	77	11.8	144	22.2	213	32.8	165	25.4	15	2.3
I feel pressured to change my methods of teaching to achieve tenure/be promoted ¹	9	3.5	28	10.9	36	14.0	72	27.9	76	29.0	37	14.1

Note: Table includes only those who indicated they were employees in Question 28 (n = 665)

¹Only answered by those who indicated they were faculty in Question 28 (n = 263)

Table B63
Employees Only: As a faculty/staff member... (Question 54)

Issues	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree	
	n	%	n	%	n	%	n	%	n	%
I am usually satisfied with the way in which I am able to balance my professional and personal life	92	14.0	362	55.2	67	10.2	100	15.2	35	5.3
I find that the institution is supportive of my family leave	74	11.4	517	33.5	270	41.7	28	4.3	58	9.0
I have to miss out on important things in my personal life because of professional responsibilities	32	4.9	142	21.7	141	21.6	275	42.1	63	9.6
I feel that faculty/staff who have children are considered less committed to their careers	17	2.6	91	14.0	156	23.9	267	41.0	121	18.6
I feel that faculty/staff who do not have children are often burdened with work responsibilities	3	3.5	86	13.2	163	25.0	286	43.9	93	14.3
I find the institution unfair in providing health benefits to unmarried, co-parenting families	47	7.3	55	8.5	282	43.8	162	25.2	98	15.2
I have equitable access to domestic partner benefits	23	3.7	61	9.8	405	64.9	29	4.6	106	17.0
I have equitable access to tuition reimbursement	26	4.1	107	17.0	326	51.9	54	8.6	115	18.3

Note: Table includes only those who indicated they were employees in Question 28 (n = 665)

Table 64

Employees Only: Please indicate your level of agreement with the following statements about the resources available to you: (Question 55)

Issues	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Not applicable	
	n	%	n	%	n	%	n	%	n	%	n	%
I have colleagues or peers who give me career advice or guidance when I need it	111	17.0	373	57.0	85	13.0	55	8.4	19	2.9	11	1.7
I have support from decision makers/colleagues who support my career advancement	110	16.9	325	49.8	115	17.6	52	8.0	33	5.1	17	2.6
I have the equipment and supplies I need to adequately perform my work	112	17.1	379	57.8	53	8.0	73	11.1	36	5.5	3	0.5
I receive regular maintenance/upgrades of my equipment compared to my colleagues	87	13.3	293	44.8	133	20.3	72	11.0	29	4.4	40	6.1
I have equitable work space in terms of quantity and quality as compared to my colleagues	127	19.4	362	55.4	76	11.6	54	8.3	25	3.8	10	1.5
I have equitable laboratory space in terms of quantity and quality as compared to my colleagues	31	5.1	107	17.6	242	39.7	20	3.3	5	0.8	204	33.5
I have equitable access to shared space as my colleagues	121	18.9	354	55.4	97	15.2	20	3.1	12	1.9	35	5.5
I have equitable access to shared equipment/technology for research support as my colleagues	77	12.5	246	39.9	141	22.9	19	3.1	9	1.5	125	20.3
I have equitable teaching support (e.g., materials, technology, TAs)	58	9.4	182	29.6	168	27.4	37	6.0	18	2.9	151	24.6
I feel that my compensation is equitable to my peers with a similar level of experience	49	7.6	212	32.8	114	17.6	140	21.7	98	15.2	33	5.1
I have equitable access to health benefits	181	27.8	381	58.4	50	7.7	13	2.0	17	2.6	10	1.5
I feel that my supervisor/manager is receptive to accommodating a telecommuting arrangement	59	9.2	174	27.2	162	25.4	59	9.2	46	7.2	139	21.8

Note: Table includes only those who indicated they were employees in Question 28 (n = 665)

Table B65

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? (Question 56)

Observed	n	%
Yes	872	27.6
No	2287	72.4

Table B66

What do you believe were the bases for this conduct? (Question 57)

Based on:	n	%
Sexual orientation	427	49.0
Gender	258	29.6
Ethnicity	253	29.0
Race	247	28.3
Gender expression	207	23.7
Gender identity	206	23.6
Age	170	19.5
Religion/spiritual status	163	18.7
Country of origin	153	17.5
Political views	153	17.5
English language proficiency/accent	132	15.1
Physical characteristics	111	12.7
Learning disability	100	11.5
Educational level	80	9.2
Status (e.g., part-time status, faculty, staff, student)	67	7.7
Physical disability	64	7.3
Socioeconomic status	62	7.1
Immigrant status	58	6.7
Psychological disability (e.g. post-traumatic stress disorder, depression, anxiety)	56	6.4
Parental status (e.g., having children)	47	5.4
Military/veteran status	16	1.8
Other	60	6.9

Note: Only answered by respondents who observed harassment (n = 872).
 Percentages do not sum to 100 due to multiple responses.

Table B67

What forms of conduct have you observed or personally been made aware of? (Question 58)

Form	n	%
Derogatory remarks	372	42.7
Stares	330	37.8
Deliberately ignored or excluded	290	33.3
Racial/ethnic profiling	280	32.1
Intimidation/bullying	239	27.4
Derogatory written comments	185	21.2
Someone isolated or left out because of their identity	178	20.4
Threats of physical violence	164	18.8
Graffiti	157	18.0
Someone fearing for their physical safety	138	15.8
Assumption that someone was admitted or hired because of their identity	124	14.2
Someone isolated or left out when working in groups	103	11.8
Physical violence	97	11.1
Someone singled out as the “resident authority” regarding their identity	94	10.8
Someone receiving a poor grade because of hostile classroom environment	82	9.4
Victim of a crime	75	8.6
Someone receiving a low performance evaluation	73	8.4
Derogatory/unsolicited e-mails	72	8.3
Someone isolated or left out because of their socioeconomic status	62	7.1
Derogatory phone calls	60	6.9
Someone fearing for their family’s safety	22	2.5
Other	90	10.3

Note: Only answered by respondents who observed harassment (n = 872).
 Percentages do not sum to 100 due to multiple responses.

Table B68

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

Location	n	%
While walking on campus	117	41.8
In a class	96	34.3
Residence hall	79	28.2
Public space on campus	71	25.4
Off campus	62	22.1
University dining facility	39	13.9
In a meeting with a group of people	32	11.4
Campus event	29	10.4
While working at a campus job	26	9.3
Off-campus housing	22	7.9
Campus office	19	6.8
Fraternity/sorority house	13	4.6
Athletic facilities	13	4.6
In a meeting with one other person	11	3.9
Faculty office	6	2.1
Other	11	3.9

Note: Only answered by respondents who observed or were aware of someone being racially/ethnically profiled (n = 280). Percentages do not sum to 100 due to multiple responses.

Table B69

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

Location	n	%
Public space on campus	81	51.6
While walking on campus	71	45.2
Residence hall	61	38.9
In a class	16	10.2
Off campus	16	10.2
Campus event	9	5.7
University dining facility	7	4.5
In a meeting with a group of people	4	2.5
While working at a campus job	3	1.9
Fraternity/sorority house	3	1.9
Off-campus housing	3	1.9
Athletic facilities	3	1.9
Faculty office	2	1.3
In a meeting with one other person	2	1.3
Campus office	1	0.6
Other	3	1.9

Note: Only answered by respondents who observed or were aware of graffiti (n = 157). Percentages do not sum to 100 due to multiple responses.

Table B70

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

Location	n	%
Residence hall	61	33.0
Public space on campus	47	25.4
While walking on campus	41	22.2
In a class	36	19.5
Off campus	33	17.8
While working at a campus job	20	10.8
Campus event	13	7.0
In a meeting with a group of people	13	7.0
Campus office	10	5.4
University dining facility	7	3.8
Off-campus housing	7	3.8
Fraternity/sorority house	6	3.2
In a meeting with one other person	5	2.7
Faculty office	2	1.1
Athletic facilities	2	1.1
Other	18	9.7

Note: Only answered by respondents who observed or were aware of someone receiving derogatory written comments (n = 185). Percentages do not sum to 100 due to multiple responses.

Table B71

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

Location	n	%
Residence hall	29	48.3
Off campus	17	28.3
Off-campus housing	7	11.7
While walking on campus	6	10.0
Campus office	5	8.3
Campus event	5	8.3
Public space on campus	4	6.7
Fraternity/sorority house	3	5.0
Faculty office	3	5.0
While working at a campus job	2	3.3
In a class	1	1.7
University dining facility	1	1.7
In a meeting with one other person	0	0.0
In a meeting with a group of people	0	0.0
Athletic facilities	0	0.0
Other	0	0.0

Note: Only answered by respondents who observed or were aware of someone receiving derogatory phone calls (n = 60). Percentages do not sum to 100 due to multiple responses.

Table B72

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

Location	n	%
While walking on campus	78	47.6
Off campus	51	31.1
Public space on campus	45	27.4
Residence hall	34	20.7
Campus event	13	7.9
Off-campus housing	13	7.9
While working at a campus job	9	5.5
Campus office	5	3.0
In a meeting with a group of people	5	3.0
In a class	4	2.4
University dining facility	3	1.8
In a meeting with one other person	3	1.8
Fraternity/sorority house	2	1.2
Faculty office	2	1.2
Athletic facilities	1	0.6
Other	5	3.0

Note: Only answered by respondents who observed or were aware of someone receiving threats of physical violence (n = 164). Percentages do not sum to 100 due to multiple responses.

Table B73

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

Location	n	%
While working at a campus job	18	25.0
Residence hall	17	23.6
Off campus	11	15.3
Campus office	9	12.5
Faculty office	8	11.1
Public space on campus	7	9.7
Off-campus housing	7	9.7
In a class	6	8.3
Campus event	3	4.2
While walking on campus	2	2.8
In a meeting with one other person	2	2.8
In a meeting with a group of people	2	2.8
Fraternity/sorority house	1	1.4
Athletic facilities	1	1.4
University dining facility	0	0.0
Other	8	11.1

Note: Only answered by respondents who observed or were aware of someone receiving derogatory/unsolicited emails (n = 72). Percentages do not sum to 100 due to multiple responses.

Table B74

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

Location	n	%
While walking on campus	58	59.8
Off campus	29	29.9
Public space on campus	26	26.8
Residence hall	15	15.5
Fraternity/sorority house	6	6.2
Off-campus housing	4	4.1
In a meeting with one other person	3	3.1
In a class	2	2.1
While working at a campus job	2	2.1
University dining facility	2	2.1
Campus event	2	2.1
In a meeting with a group of people	2	2.1
Athletic facilities	2	2.1
Campus office	1	1.0
Faculty office	1	1.0
Other	1	1.0

Note: Only answered by respondents who observed or were aware of someone being a target of physical violence (n = 97). Percentages do not sum to 100 due to multiple responses.

Table B75

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

Location	n	%
While walking on campus	201	60.9
Public space on campus	157	47.6
In a class	156	47.3
Residence hall	103	31.2
Off campus	84	25.5
Campus event	74	22.4
University dining facility	73	22.1
While working at a campus job	38	11.5
In a meeting with a group of people	36	10.9
Off-campus housing	25	7.6
Campus office	21	6.4
Fraternity/sorority house	18	5.5
In a meeting with one other person	16	4.8
Athletic facilities	13	3.9
Faculty office	8	2.4
Other	6	1.8

Note: Only answered by respondents who observed or were aware of someone being stared at (n = 330). Percentages do not sum to 100 due to multiple responses.

Table B76

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

Location	n	%
In a class	149	51.4
Public space on campus	73	25.2
Residence hall	63	21.7
While walking on campus	61	21.0
In a meeting with a group of people	52	17.9
Off campus	45	15.5
While working at a campus job	43	14.8
Campus event	30	10.3
Campus office	24	8.3
University dining facility	22	7.6
Fraternity/sorority house	13	4.5
In a meeting with one other person	12	4.1
Off-campus housing	12	4.1
Athletic facilities	10	3.4
Faculty office	8	2.8
Other	12	4.1

Note: Only answered by respondents who observed or were aware of someone being deliberately ignored or excluded (n = 290). Percentages do not sum to 100 due to multiple responses.

Table B77

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

Location	n	%
While walking on campus	180	48.4
Public space on campus	137	36.8
In a class	110	29.6
Residence hall	88	23.7
Off campus	68	18.3
Campus event	50	13.4
While working at a campus job	43	11.6
In a meeting with a group of people	39	10.5
University dining facility	33	8.9
Campus office	31	8.3
Off-campus housing	24	6.5
In a meeting with one other person	20	5.4
Fraternity/sorority house	16	4.3
Faculty office	14	3.8
Athletic facilities	9	2.4
Other	15	4.0

Note: Only answered by respondents who observed or were aware of someone being the target of derogatory remarks (n = 372). Percentages do not sum to 100 due to multiple responses.

Table B78

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

Location	n	%
While walking on campus	100	41.8
Public space on campus	86	36.0
In a class	62	25.9
Off campus	54	22.6
Residence hall	49	20.5
While working at a campus job	31	13.0
In a meeting with a group of people	20	8.4
Campus office	18	7.5
Campus event	18	7.5
Off-campus housing	13	5.4
In a meeting with one other person	11	4.6
University dining facility	9	3.8
Fraternity/sorority house	6	2.5
Athletic facilities	6	2.5
Faculty office	5	2.1
Other	12	5.0

Note: Only answered by respondents who observed or were aware of someone being intimidated or bullied (n = 239). Percentages do not sum to 100 due to multiple responses.

Table B79

Referring to your answer, "Someone fearing for their physical safety because of his/her identity" in question #58, where did this conduct occur? (Question 591)

Location	n	%
While walking on campus	81	58.7
Off campus	55	39.9
Public space on campus	47	34.1
Residence hall	28	20.3
Campus event	16	11.6
Off-campus housing	12	8.7
While working at a campus job	10	7.2
In a class	8	5.8
In a meeting with a group of people	6	4.3
University dining facility	5	3.6
Campus office	5	3.6
In a meeting with one other person	4	2.9
Fraternity/sorority house	3	2.2
Faculty office	2	1.4
Athletic facilities	2	1.4
Other	10	7.2

Note: Only answered by respondents who observed or were aware of someone fearing for their safety (n = 138). Percentages do not sum to 100 due to multiple responses.

Table B80

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

Location	n	%
Off campus	10	45.5
While walking on campus	4	18.2
Public space on campus	4	18.2
Residence hall	3	13.6
Off-campus housing	2	9.1
Fraternity/sorority house	1	4.5
Campus office	1	4.5
Campus event	1	4.5
In a meeting with a group of people	1	4.5
In a class	0	0.0
While working at a campus job	0	0.0
University dining facility	0	0.0
Faculty office	0	0.0
In a meeting with one other person	0	0.0
Athletic facilities	0	0.0
Other	1	4.5

Note: Only answered by respondents who observed or were aware of someone fearing for their family's safety (n = 22). Percentages do not sum to 100 due to multiple responses.

Table B81

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? (Question 59n)

Location	n	%
In a class	34	27.4
While working at a campus job	30	24.2
Campus office	24	19.4
In a meeting with a group of people	23	18.5
Residence hall	20	16.1
Off campus	19	15.3
Public space on campus	18	14.5
University dining facility	12	9.7
Faculty office	12	9.7
While walking on campus	11	8.9
In a meeting with one other person	10	8.1
Campus event	6	4.8
Fraternity/sorority house	5	4.0
Off-campus housing	4	3.2
Athletic facilities	3	2.4
Other	7	5.6

Note: Only answered by respondents who observed or were aware of the assumption that someone was admitted or hired because of their identity (n = 124). Percentages do not sum to 100 due to multiple responses.

Table B82

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

Location	n	%
Off campus	41	54.7
While walking on campus	33	44.0
Public space on campus	23	30.7
Residence hall	12	16.0
Off-campus housing	9	12.0
Fraternity/sorority house	3	4.0
In a class	2	2.7
Campus event	2	2.7
Athletic facilities	2	2.7
While working at a campus job	1	1.3
University dining facility	1	1.3
Campus office	1	1.3
Faculty office	1	1.3
In a meeting with one other person	1	1.3
In a meeting with a group of people	1	1.3
Other	2	2.7

Note: Only answered by respondents who observed or were aware of someone being the victim of a crime (n = 75). Percentages do not sum to 100 due to multiple responses.

Table B83

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

Location	n	%
In a class	72	87.8
Faculty office	5	6.1
In a meeting with a group of people	3	3.7
Off campus	3	3.7
While working at a campus job	2	2.4
Fraternity/sorority house	2	2.4
Campus office	2	2.4
Residence hall	1	1.2
Public space on campus	1	1.2
In a meeting with one other person	1	1.2
Off-campus housing	1	1.2
While walking on campus	0	0.0
University dining facility	0	0.0
Campus event	0	0.0
Athletic facilities	0	0.0
Other	4	4.9

Note: Only answered by respondents who observed or were aware of someone receiving a poor grade (n = 82). Percentages do not sum to 100 due to multiple responses.

Table B84

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

Location	n	%
In a class	35	47.9
While working at a campus job	19	26.0
In a meeting with a group of people	14	19.2
Campus office	8	11.0
In a meeting with one other person	6	8.2
Faculty office	5	6.8
Public space on campus	5	6.8
Off campus	4	5.5
While walking on campus	2	2.7
Residence hall	2	2.7
Off-campus housing	2	2.7
Fraternity/sorority house	1	1.4
Athletic facilities	1	1.4
University dining facility	0	0.0
Campus event	0	0.0
Other	6	8.2

Note: Only answered by respondents who observed or were aware of someone receiving a low performance evaluation (n = 73). Percentages do not sum to 100 due to multiple responses.

Table B85

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

Location	n	%
In a class	49	52.1
In a meeting with a group of people	40	42.6
While working at a campus job	26	27.7
Residence hall	26	27.7
Campus office	21	22.3
Public space on campus	17	18.1
In a meeting with one other person	17	18.1
Campus event	13	13.8
While walking on campus	10	10.6
Off campus	10	10.6
Faculty office	8	8.5
Fraternity/sorority house	4	4.3
Off-campus housing	2	2.1
University dining facility	1	1.1
Athletic facilities	0	0.0
Other	2	2.1

Note: Only answered by respondents who observed or were aware of someone singled out as the "resident authority" (n = 94). Percentages do not sum to 100 due to multiple responses.

Table B86

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? (Question 59s)

Location	n	%
In a class	60	58.3
In a meeting with a group of people	30	29.1
While working at a campus job	18	17.5
Public space on campus	13	12.6
Residence hall	11	10.7
Campus event	9	8.7
Campus office	8	7.8
While walking on campus	7	6.8
In a meeting with one other person	7	6.8
Athletic facilities	6	5.8
Off campus	6	5.8
Fraternity/sorority house	5	4.9
University dining facility	3	2.9
Off-campus housing	3	2.9
Faculty office	2	1.9
Other	4	3.9

Note: Only answered by respondents who observed or were aware of someone isolated or left out when work was required in groups (n = 103). Percentages do not sum to 100 due to multiple responses.

Table B87

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

Location	n	%
In a class	87	48.9
Residence hall	41	23.0
Public space on campus	40	22.5
In a meeting with a group of people	39	21.9
While walking on campus	31	17.4
While working at a campus job	28	15.7
Off campus	26	14.6
Campus event	20	11.2
Campus office	16	9.0
University dining facility	15	8.4
Off-campus housing	12	6.7
Fraternity/sorority house	10	5.6
In a meeting with one other person	8	4.5
Athletic facilities	7	3.9
Faculty office	2	1.1
Other	9	5.1

Note: Only answered by respondents who observed or were aware of someone isolated or left out (n = 178). Percentages do not sum to 100 due to multiple responses.

Table B88

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

Location	n	%
In a class	28	45.2
Public space on campus	20	32.3
Off campus	17	27.4
Residence hall	15	24.2
While walking on campus	13	21.0
In a meeting with a group of people	11	17.7
Fraternity/sorority house	8	12.9
Off-campus housing	8	12.9
University dining facility	6	9.7
Campus event	6	9.7
Athletic facilities	6	9.7
While working at a campus job	4	6.5
Campus office	3	4.8
Faculty office	3	4.8
In a meeting with one other person	2	3.2
Other	1	1.6

Note: Only answered by respondents who observed or were aware of someone isolated or left out because of their socioeconomic status (n = 62). Percentages do not sum to 100 due to multiple responses.

Table B89

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

Location	n	%
In a class	23	25.6
Public space on campus	22	24.4
While walking on campus	17	18.9
Campus office	14	15.6
While working at a campus job	12	13.3
In a meeting with a group of people	12	13.3
Off campus	5	5.6
Residence hall	4	4.4
Campus event	4	4.4
Faculty office	4	4.4
In a meeting with one other person	2	2.2
Athletic facilities	1	1.1
Fraternity/sorority house	0	0.0
University dining facility	0	0.0
Off-campus housing	0	0.0
Other	17	18.9

Note: Only answered by respondents who observed or were aware of "Other" (n = 90).
 Percentages do not sum to 100 due to multiple responses.

Table B90
 Who was the source of this conduct? (Question 60)

Source	n	%
Undergraduate student	402	46.1
Don't know source	220	25.2
Faculty member	139	15.9
Colleague	127	14.6
Community member	74	8.5
Campus visitor(s)	73	8.4
Staff member	68	7.8
Campus media	62	7.1
Administrator	47	5.4
Academic administrator	42	4.8
Supervisor	33	3.8
Graduate student	27	3.1
Department chair	23	2.6
Campus security	20	2.3
Faculty advisor	16	1.8
Center director	10	1.1
Research assistant	3	0.3
Teaching assistant	3	0.3
Person that I supervise	1	0.1
Other	72	8.3

Note: Only answered by respondents who experienced harassment (n = 872).
 Percentages do not sum to 100 due to multiple responses.

Table B91

Please describe your reactions to experiencing this conduct? (Question 61)

Reactions	n	%
Was angry	405	46.4
Felt embarrassed	233	26.7
Told a friend	206	23.6
Ignored it	179	20.5
Didn't affect me at the time	112	12.8
Confronted the harasser at the time	100	11.5
Left the situation immediately	98	11.2
Didn't know who to go to	98	11.2
Was afraid	71	8.1
Didn't report it for fear my complaint would not be taken seriously	68	7.8
Made a complaint to a campus employee/official	62	7.1
Felt somehow responsible	60	6.9
Didn't report it for fear of retaliation	58	6.7
Avoided the person who harassed me	44	5.0
Confronted the harasser later	41	4.7
Sought support from counseling/advocacy services	20	2.3
Other	86	9.9

Note: Only answered by respondents who experienced harassment (n = 872). Percentages do not sum to 100 due to multiple responses.

Table B92

Employees 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). (Question 63)

Observed discriminatory hiring	n	%
Yes	135	20.8
No	515	79.2

Note: Table includes only those who indicated they were employees in Question 28 (n = 665).

Table B93

Employees only: I believe that the unfair, unjust, or discriminatory hiring practice was based upon: (Question 64)

Characteristic	n	%
Campus status (e.g., part-time status, faculty, staff, student)	33	24.4
Gender	30	22.2
Race	27	20.0
Age	21	15.6
Ethnicity	15	11.1
Advanced experience level of the job candidate	11	8.1
Marital/partner status	7	5.2
Sexual orientation	7	5.2
Country of origin	6	4.4
Educational level	5	3.7
Physical characteristics	5	3.7
Political views	5	3.7
Religion/spiritual status	5	3.7
Parental status (e.g., having children)	4	3.0
English language proficiency/accent	3	2.2
Gender identity	3	2.2
Military/veteran status	3	2.2
Gender expression	2	1.5
Socioeconomic status	2	1.5
Immigrant status	1	0.7
Physical disability	1	0.7
Psychological disability (e.g., post-traumatic stress disorder, depression, anxiety)	1	0.7
Learning disability	0	0.0
Other	38	28.1

Note: Only answered by employees who observed discriminatory practices (n = 135).
Percentages do not sum to 100 due to multiple responses

Table B94

Employees only: I have observed unfair, unjust, or discriminatory employment-related disciplinary actions in my institution, up to and including dismissal. (Question 66)

Observed discriminatory dismissal	n	%
Yes	58	8.8
No	601	91.2

Note: Table includes only those who indicated they were employees in Question 28 (n = 665)

Table B95

Employees only: I believe that the unfair, unjust, or discriminatory action was based upon: (Question 67)

Characteristic	n	%
Age	13	22.4
Campus status (e.g., part-time status, faculty, staff, student)	12	20.7
Gender	12	20.7
Educational level	6	10.3
Political views	6	10.3
Race	6	10.3
Advanced experience level of the job candidate	5	8.6
Ethnicity	4	6.9
Country of origin	3	5.2
English language proficiency/accent	3	5.2
Religion/spiritual status	3	5.2
Immigrant status	2	3.4
Psychological disability (e.g., post-traumatic stress disorder, depression, anxiety)	2	3.4
Sexual orientation	2	3.4
Marital/partner status	1	1.7
Physical characteristics	1	1.7
Gender expression	0	0.0
Gender identity	0	0.0
Learning disability	0	0.0
Military/veteran status	0	0.0
Parental status (e.g., having children)	0	0.0
Physical disability	0	0.0
Socioeconomic status	0	0.0
Other	21	36.2

Note: Only answered by employees who observed discriminatory practices (n = 58).
Percentages do not sum to 100 due to multiple responses

Table B96

Employees only: I have observed unfair, unjust, or discriminatory behavior, procedures, or employment practices related to promotion at my institution. (Question 69)

Observed discriminatory promotion	n	%
Yes	120	18.3
No	536	80.6

Note: Table includes only those who indicated they were employees in Question 28 (n = 665)

Table B97

Employees only: I believe that the unfair, unjust, or discriminatory employment practice was based upon: (Question 70)

Characteristic	n	%
Gender	37	30.8
Campus status (e.g., part-time status, faculty, staff, student)	21	17.5
Age	19	15.8
Educational level	16	13.3
Race	14	11.7
Advanced experience level of the job candidate	12	10.0
Ethnicity	7	5.8
Political views	5	4.2
Sexual orientation	5	4.2
English language proficiency/accent	3	2.5
Gender identity	3	2.5
Marital/partner status	3	2.5
Parental status (e.g., having children)	2	1.7
Physical characteristics	2	1.7
Socioeconomic status	2	1.7
Country of origin	1	0.8
Gender expression	1	0.8
Immigrant status	1	0.8
Military/veteran status	1	0.8
Physical disability	1	0.8
Psychological disability (e.g., post-traumatic stress disorder, depression, anxiety)	1	0.8
Religion/spiritual status	1	0.8
Learning disability	0	0.0
Other	29	24.2

Note: Only answered by employees who observed discriminatory practices (n =).

Table B98

Using a scale of 1-5, please rate the overall climate on your campus on the following dimensions: (Question 72)

Dimension	n	1	%	n	2	%	n	3	%	n	4	%	n	5	%	Mean n
Friendly/Hostile	889	28.2		1639	52.0		534	17.0		77	2.4		11	0.3		1.9
Concerned/Indifferent	407	13.0		1203	38.3		1121	35.7		317	10.1		93	3.0		2.5
Cooperative/Uncooperative	578	18.4		1602	51.0		773	24.6		160	5.1		28	0.9		2.2
Improving/Regressing	550	17.6		1363	43.5		1025	32.7		161	5.1		32	1.0		2.3
Accessible to persons with disabilities/ Inaccessible to persons with disabilities	622	19.8		1311	41.8		862	27.5		288	9.2		52	1.7		2.3
Positive for people who identify as lesbian, gay, bisexual or transgender/Not positive	404	13.0		1059	34.0		1260	40.4		342	11.0		54	1.7		2.5
Positive for people of my faith or spiritual practice/Not positive	503	16.1		1065	34.0		1286	41.1		208	6.6		68	2.2		2.4
Positive for non-native English speakers/not positive for non-native English speakers	323	10.4		1000	32.2		1352	43.6		366	11.8		63	2.0		2.6
Positive for people who are immigrants/Not positive	357	11.5		1032	33.3		1375	44.3		279	9.0		58	1.9		2.6
Positive for international people/Not positive for international people	492	15.8		1298	41.8		1078	34.7		205	6.6		35	1.1		2.4
Welcoming/Non-welcoming	810	25.7		1586	50.4		584	18.6		137	4.4		29	0.9		2.0
Respectful/Disrespectful	721	22.9		1571	50.0		646	20.6		170	5.4		34	1.1		2.1
Positive for people who are raising children/not positive for people who are raising children	566	18.1		1308	41.9		1025	32.8		183	5.9		41	1.3		2.3
Positive for people of low socioeconomic status/not positive for people of low socioeconomic status	400	12.8		1086	34.8		1251	40.1		326	10.3		60	1.9		2.5

Table B99

Using a scale of 1-5, please rate the overall climate on your campus (or, if you are not on a campus, in the UW Colleges Online Program or at the UW Colleges Central Administration Office) on the following dimensions: (Question 73)

Dimension	1		2		3		4		5		Mean n
	n	%	n	%	n	n	%	%	n	%	
Non-racist/Racist	757	24.1	1177	37.5	814	25.9	341	10.9	52	1.7	2.3
Non-sexist/Sexist	764	24.3	1180	37.6	843	26.8	314	10.0	39	1.2	2.3
Non-homophobic/ homophobic	582	18.7	978	31.3	982	31.5	464	14.9	114	3.7	2.5
Not age biased/Age biased	756	24.1	1084	34.6	874	27.9	355	11.3	65	2.0	2.3
Non-classist (e.g., socioeconomic status)/ Classist	658	21.0	1131	36.1	995	31.8	309	9.9	36	1.2	2.3
Non-classist (e.g., employment status)/Classist	669	21.4	1066	34.1	1041	33.3	271	8.7	75	2.4	2.4

Table B100

Students Only: The classroom climate is welcoming for students based on their: (Question 74)

Characteristic	Strongly agree		Agree		Neither agree or disagree		Disagree		Strongly disagree		Don't Know	
	(n)	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)	%
Age	560	22.7	1301	52.7	394	16.0	136	5.5	39	1.6	40	1.6
Country of origin	456	18.5	1250	50.7	539	21.9	105	4.3	17	0.7	98	4.0
Ethnicity	462	18.8	1232	50.1	541	22.0	130	5.3	22	0.9	72	2.9
Psychological disability status	346	14.1	1009	41.0	732	29.8	171	7.0	40	1.6	162	6.6
Gender	683	27.7	1209	49.1	450	18.3	71	2.9	16	0.6	34	1.4
Gender identity	410	16.6	1082	43.8	638	25.9	173	7.0	32	1.3	133	5.4
Gender expression	394	16.0	1033	41.9	673	27.3	194	7.9	39	1.6	130	5.3
Immigrant status	394	16.0	1024	41.6	740	30.1	108	4.4	19	0.8	174	7.1
Learning disability status	409	16.6	1035	42.1	677	27.5	157	6.4	27	1.1	156	6.3
Marital/partner status	616	25.0	1152	46.8	525	21.3	63	2.6	14	0.6	90	3.7
Parental status	590	23.9	1142	46.3	510	20.7	93	3.8	29	1.2	102	4.1
Physical characteristics	467	19.0	1162	47.3	570	23.2	166	6.8	33	1.3	61	2.5
Physical disability status	413	16.8	1099	44.6	659	26.8	158	6.4	26	1.1	107	4.3
Political views	485	19.7	1048	42.5	604	24.5	179	7.3	83	3.4	64	2.6
Race	508	20.6	1160	47.1	551	22.4	154	6.3	30	1.2	59	2.4
Religion/spiritual status	464	18.8	1101	44.7	631	25.6	135	5.5	64	2.6	69	2.8
Sexual orientation	408	16.6	991	40.3	687	27.9	215	8.7	57	2.3	104	4.2
Socioeconomic status	447	18.1	1107	44.9	665	27.0	138	5.6	32	1.3	75	3.0
Veterans/active military status	636	25.9	1054	42.8	571	23.2	37	1.5	18	0.7	144	5.9

Note: Table includes only those who indicated they were students in Question 28 (n = 2499).

Table B101

Employees Only: The workplace climate is welcoming for employees based on their: (Question 75)

Characteristic	Strongly agree		Agree		Neither agree or disagree		Disagree		Strongly disagree		Don't Know	
	(n)	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)	%
Age	114	17.8	348	54.4	110	17.2	38	5.9	10	1.6	20	3.1
Country of origin	118	18.3	328	50.9	123	19.1	25	3.9	9	1.4	42	6.5
Ethnicity	113	17.8	319	50.2	117	18.4	42	6.6	12	1.9	33	5.2
Psychological disability status	65	10.2	229	35.9	190	29.8	46	7.2	14	2.2	94	14.7
Gender	122	19.1	314	49.1	124	19.4	50	7.8	11	1.7	18	2.8
Gender identity	82	12.9	258	40.5	153	24.0	56	8.8	12	1.9	76	11.9
Gender expression	74	11.6	244	38.4	162	25.5	62	9.7	13	2.0	81	12.7
Immigrant status	96	15.1	260	40.8	152	23.9	33	5.2	14	2.2	82	12.9
Learning disability status	67	10.5	223	35.1	187	29.4	38	6.0	10	1.6	111	17.5
Marital/partner status	115	18.1	300	47.1	142	22.3	27	4.1	11	1.7	42	6.6
Parental status	118	18.5	314	49.1	140	21.9	21	3.3	9	1.4	37	5.8
Physical characteristics	95	14.9	293	46.1	164	25.8	32	5.0	9	1.4	43	6.8
Physical disability status	74	11.7	282	44.5	154	24.3	35	5.5	13	2.1	76	12.0
Political views	86	13.5	276	43.2	158	24.7	53	8.3	24	3.8	42	6.6
Race	101	15.8	298	46.7	132	20.7	46	7.2	25	3.9	36	5.6
Religion/spiritual status	86	13.5	270	42.5	173	27.2	48	7.6	12	1.9	46	7.2
Sexual orientation	83	13.1	254	40.2	149	23.6	57	9.0	25	4.0	64	10.1
Socioeconomic status	96	15.1	273	42.9	166	26.1	39	6.1	16	2.5	46	7.2
Veterans/active military status	117	18.4	288	45.2	129	20.3	12	1.9	6	0.9	85	13.3

Note: Table includes only those who indicated they were employees in Question 28 (n = 665)

Table B102
 How would you rate the accessibility on campus for people with disabilities? (Question 76)

Location	Very Accessible		Accessible		Somewhat Accessible		Very Inaccessible		Don't Know	
	n	%	n	%	n	%	n	%	n	%
University Website	1114	36.1	1152	37.4	233	7.6	25	0.8	559	18.1
Dining	561	18.3	1266	41.3	533	17.4	52	1.7	656	21.4
Grounds/Campus	499	16.2	1295	42.1	783	25.4	125	4.1	376	12.2
Computer Labs/Adaptive Technology	504	16.4	1274	41.5	552	18.0	64	2.1	673	21.9
Parking/Transportation	389	12.6	993	32.3	834	27.1	343	11.2	517	16.8
Recreation and Athletics	362	11.8	911	29.7	647	21.1	161	5.2	989	32.2
Classroom Facilities	432	14.0	1257	40.9	798	26.0	134	4.4	454	14.8
Classroom Materials	481	15.7	1319	42.9	572	18.6	86	2.8	615	20.0
Residence Facilities	341	11.2	838	27.4	627	20.5	192	6.3	1058	34.6
Elevators/Stairs	447	14.6	1179	38.4	794	25.9	204	6.6	445	14.5
Entrances/Doorways	464	15.1	1195	38.9	830	27.0	182	5.9	404	13.1
Social Activities	380	12.0	1021	33.4	504	16.5	116	3.8	1037	33.9
Student Services	498	16.3	1215	39.7	384	12.6	58	1.9	903	29.5
Necessary Accommodations from Instructors	526	17.2	1148	37.5	413	13.5	63	2.1	910	29.7
Necessary Accommodations from Student Services	498	16.3	1141	37.3	375	12.3	49	1.6	993	32.5

Table B103

Students Only: Before I enrolled, I expected that the campus climate would be welcoming for people who are: (Question 77)

Characteristic	Strongly agree		Agree		Neither agree or disagree		Disagree		Strongly disagree	
	(n)	%	(n)	%	(n)	%	(n)	%	(n)	%
From other than Christian religious affiliations	593	24.8	1227	51.3	484	20.2	80	3.3	8	0.3
From Christian affiliations	679	28.4	1236	51.7	418	17.5	51	2.1	7	0.3
Gay, lesbian, bisexual, transgender persons	480	20.1	1177	49.2	574	24.0	140	5.9	20	0.8
Immigrants	504	21.2	1212	50.9	590	24.8	69	2.9	6	0.3
International students, staff, or faculty	595	25.0	1282	53.8	450	18.9	50	2.1	4	0.2
Learning disabled	529	22.2	1247	52.3	534	22.4	67	2.8	6	0.3
Men	782	32.8	1222	51.2	352	14.7	23	1.0	8	0.3
Affected by mental health issues	442	18.5	1067	44.7	734	30.8	121	5.1	22	0.9
Non-native English speakers	452	18.9	1164	48.8	627	26.3	130	5.4	14	0.6
People with children	556	23.3	1263	53.0	491	20.6	66	2.8	7	0.3
People who provide care for other than a child	522	21.9	1230	51.5	582	24.4	42	1.8	11	0.5
Physically challenged	503	21.1	1274	53.5	535	22.5	62	5.6	8	0.3
Returning/non-traditional students	618	26.0	1293	54.3	393	16.5	66	2.8	10	0.4
Socioeconomically disadvantaged	533	22.4	1200	50.4	526	22.1	102	4.3	18	0.8
Women	751	31.6	1260	53.0	331	13.9	32	1.3	5	0.2
Veterans/active military status	668	29.0	1213	51.1	438	18.4	22	0.9	14	0.6
Other	108	16.4	271	41.1	250	37.9	4	0.6	26	3.9

Note: Table includes only those who indicated they were students in Question 28 (n = 2499). 31 respondents who answered "Other" in question 28 were re-coded as students; they did not answer this question.

Table B104

Students Only: My access to college is being compromised by: (Question 78)

Factor	Strongly agree		Agree		Neither agree or disagree		Disagree		Strongly disagree	
	(n)	%	(n)	%	(n)	%	(n)	%	(n)	%
Lack of available financial aid	484	20.2	594	24.8	596	24.8	505	21.0	221	9.2
Concerns regarding financial debt upon graduation	652	27.1	703	29.3	487	20.3	378	15.7	183	7.6
Tuition increases that are not met by corresponding increases in financial aid	768	32.0	692	28.8	515	21.5	284	11.8	141	5.9
Other	118	35.0	50	14.8	137	40.7	18	5.3	14	4.2

Note: Table includes only those who indicated they were students in Question 28 (n = 2499). 31 respondents who answered "Other" in question 28 were re-coded as students; they did not answer this question.

Table B105

How would you rate the overall climate on your campus for persons from the following **racial/ethnic** backgrounds? (Question 79)

Group	Very Respectful		Respectful		Disrespectful		Very Disrespectful		Don't Know	
	n	%	n	%	n	%	n	%	n	%
African	475	15.7	1632	53.9	161	5.3	34	1.1	726	24.0
African American/Black (not Hispanic)	463	15.3	1660	54.8	220	7.3	53	1.7	633	20.9
Alaskan Native	427	14.2	1317	43.8	63	2.1	18	0.6	1182	39.3
Asian American	522	17.3	1664	55.2	164	5.4	25	0.8	637	21.1
Asian	499	16.6	1647	54.7	179	5.9	26	0.9	661	21.9
Southeast Asian	469	15.6	1570	52.1	170	5.6	31	1.0	773	25.7
Caribbean/West Indian	445	14.9	1415	47.2	102	3.4	19	0.6	1014	33.9
Caucasian/White (not Latino(a)/Hispanic)	1077	35.5	1570	51.8	46	1.5	16	0.5	322	10.6
Indian subcontinent	441	14.7	1486	49.5	132	4.4	18	0.6	926	30.8
Latino(a)/Hispanic	470	15.6	1592	52.8	199	6.6	34	1.1	721	23.9
Middle Eastern	409	13.6	1421	47.2	249	8.3	99	3.3	832	27.6
Multiracial, multiethnic, or multicultural persons	480	16.0	1555	51.9	135	4.5	30	1.0	798	26.6
Native American Indian	459	15.2	1536	51.0	156	5.2	35	1.2	827	27.4
Pacific Islanders/Hawaiian Natives	457	15.2	1412	47.0	74	2.5	13	0.4	1050	34.9
Other	51	7.3	224	32.0	12	1.7	10	1.4	402	57.5

Table B106

How would you rate the overall climate on your campus for people who are: (Question 80)

Group	Very Respectful		Respectful		Disrespectful		Very Disrespectful		Don't Know	
	n	%	n	%	n	%	n	%		
From other than Christian religious affiliations	468	15.6	1698	56.5	209	7.0	47	1.6	585	19.5
From Christian affiliations	683	21.5	1775	59.2	111	3.7	30	1.0	399	13.3
Gay, lesbian, bisexual, transgender persons	342	11.4	1491	49.7	492	16.4	116	3.9	562	18.7
Immigrants	391	13.1	1608	53.7	245	8.2	39	1.3	710	23.7
International students, staff, or faculty	528	17.6	1749	58.3	162	5.4	24	0.8	535	17.8
Learning disabled	447	15.0	1700	57.0	182	6.1	25	0.8	629	21.1
Men	890	29.7	1705	56.9	56	1.9	10	0.3	336	11.2
Affected by mental health issues	345	11.6	1434	48.1	324	10.9	43	1.4	838	28.1
Non-native English speakers	386	12.9	1571	52.5	329	11.0	65	2.2	639	21.4
People with children	563	18.8	1830	61.1	115	3.8	30	0.9	459	15.3
People who provide care for other than a child	476	15.9	1667	55.8	83	2.8	21	0.7	741	24.8
Physically challenged	404	13.5	1726	57.6	225	7.5	44	1.5	596	18.8
Returning/non-traditional students	542	18.1	1815	60.6	201	6.7	36	1.2	400	13.4
Socioeconomically disadvantaged	431	14.4	1674	56.1	242	8.1	55	1.8	582	19.5
Women	666	22.2	1877	62.6	138	4.6	30	1.0	286	9.5
Veterans/active military status	675	22.6	1664	55.7	65	2.2	21	0.7	560	18.8
Other	50	8.8	223	39.3	19	3.4	8	1.4	267	47.1

Table B107

There is visible leadership to foster diversity/inclusion on campus from:
 (Question 81)

Individual/Office	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Don't Know	
	(n)	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)	%
Affirmative Action and Equity Office	357	11.9	929	30.9	547	18.2	151	5.0	67	2.2	955	31.8
Center for Academic Support and Diversity/MEC	414	13.8	1053	35.1	486	16.2	153	5.1	62	2.1	833	27.8
Chancellor	411	13.7	1113	37.0	546	18.1	170	5.6	59	2.0	711	23.6
College Deans	328	10.9	1008	33.6	613	20.4	192	6.4	46	1.5	817	27.2
Dean of Students	380	12.7	1063	35.5	541	18.1	162	5.4	53	1.8	793	26.5
Governance and Advisory Groups	413	13.8	1026	34.2	564	18.8	138	4.6	44	1.5	818	27.2

Table B108

The courses I have taken or have taught on my campus includes materials, perspectives, and/or experiences of people based on their: (Question 82)

Characteristic	Strongly agree		Agree		Neither agree or disagree		Disagree		Strongly disagree		Don't Know	
	(n)	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)	%
Country of origin	492	19.1	1246	48.3	451	17.5	121	4.7	35	1.4	236	9.1
Ethnicity	515	19.8	1280	49.3	436	16.8	119	4.6	34	1.3	214	8.2
Psychological disability status	315	12.2	872	33.7	740	28.6	259	10.0	72	2.8	327	12.6
Gender	530	20.4	1238	47.7	457	17.6	111	4.3	39	1.5	220	8.5
Gender identity	401	15.5	925	35.8	645	25.0	243	9.4	72	2.8	298	11.5
Gender expression	379	14.7	906	35.1	664	25.8	245	9.5	77	3.0	307	11.9
Immigrant status	338	13.1	1011	39.2	657	25.5	212	8.2	54	2.1	307	11.9
Learning disability status	297	11.5	828	32.1	745	28.9	288	11.2	77	3.0	346	13.4
Physical characteristics	332	12.9	931	36.1	709	27.5	241	9.3	64	2.5	303	11.7
Physical disability status	312	12.1	871	33.9	731	28.4	261	10.1	71	2.8	327	12.7
Race	529	20.5	1220	47.2	451	17.5	118	4.6	39	1.5	227	8.8
Religion/spiritual status	405	15.7	1123	43.5	560	21.7	175	6.8	58	2.2	261	10.1
Sexual orientation	360	14.0	907	35.2	674	26.2	251	9.7	84	3.3	301	11.7
Socioeconomic status	397	15.4	1041	40.4	596	23.1	194	7.5	60	2.3	291	11.3
Veterans/active military status	291	11.4	804	31.4	733	28.6	262	10.2	89	3.5	384	15.0

Note: Table includes only those who indicated they were students or faculty in Question 28 (n = 2761).

Table B109

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

Factor	Strongly agree		Agree		Neither agree or disagree		Disagree		Strongly disagree	
	(n)	%	(n)	%	(n)	%	(n)	%	(n)	%
Diversity initiatives are relevant to my work.	538	18.2	1032	34.9	1009	34.1	285	9.6	94	3.2
Diversity events are well advertised.	375	12.7	1285	43.4	892	30.1	339	11.4	71	2.4
Diversity events fit into my schedule.	367	12.4	721	24.3	1048	35.4	671	22.7	155	5.2
I am expected to attend these events.	254	8.6	555	18.8	1074	36.3	807	27.3	265	9.0
I feel that I am welcome at these events.	431	14.5	1196	40.3	1059	35.7	210	7.1	70	2.4
I learn from these events.	434	14.7	1166	39.4	1155	39.1	105	3.6	96	3.2
My work/school load prevents me from attending.	648	21.9	1145	38.7	822	27.8	270	9.1	72	2.4
Personal invitation from institutional leadership	246	8.4	708	24.1	1405	47.7	414	14.1	170	5.8
Diversity initiatives are not relevant to my role on campus	228	7.7	542	18.4	1125	38.2	681	23.1	370	12.6
Other	47	12.5	72	19.1	217	57.7	7	1.9	33	8.8

Table B110

Employees Only: In your judgment, how strongly would you agree that each of the following positively affect the climate on your campus? (Question 84)

	Strongly Agree		Agree		Do not Agree or Disagree		Disagree		Strongly Disagree		Don't Know	
	n	%	n	%	n	%	n	%	n	%	n	%
Providing tenure clock options with more flexibility for promotion/tenure for faculty/staff with families	124	19.7	189	30.0	69	11.0	25	4.0	10	1.6	213	33.8
Providing recognition and rewards for including diversity in course objectives across the curriculum.	85	13.4	202	32.0	132	20.9	65	10.3	20	3.2	128	20.3
Requiring all writing emphasis classes to involve at least one assignment that focuses on issues, research and perspective that involve diverse populations.	82	13.0	189	30.0	120	19.1	89	14.1	16	2.5	133	21.1
Training mentors and leaders within departments to model positive climate behavior.	144	22.6	276	43.3	104	16.3	39	6.1	8	1.3	67	10.5
Offering diversity training/programs as community outreach for members of the public/community.	105	16.6	273	43.3	136	21.6	43	6.8	8	1.3	66	10.5
Rewarding research efforts that evaluate outcomes of diversity training.	78	12.5	193	31.0	165	26.5	60	9.6	23	3.7	104	16.7
Providing immersion experiences for faculty/staff/students to learn a second language.	120	19.0	255	40.4	116	18.4	40	6.3	12	1.9	88	13.9
Providing immersion experiences for faculty/staff/students in service learning projects with lower socioeconomic populations.	103	16.3	284	44.9	121	19.1	34	5.4	7	1.1	83	13.1
Providing immersion experiences for faculty/staff/students with underrepresented/underserved populations.	113	18.0	279	44.4	116	18.5	28	4.5	6	1.0	86	13.7

Note: Table includes only those who indicated they were employees in Question 28 (n = 665)

Table B110 (cont.)

Employees Only: In your judgment, how strongly would you agree that each of the following positively affect the climate on your campus? (Question 84)

	Strongly Agree		Agree		Do not Agree or Disagree		Disagree		Strongly Disagree		Don't Know	
	n	%	n	%	n	%	n	%	n	%	n	%
Providing on-campus child-care services.	188	29.7	282	44.5	90	14.2	11	1.7	6	0.9	56	8.8
Providing gender neutral/family friendly facilities.	137	21.8	252	40.1	141	22.4	27	4.3	7	1.1	65	10.3
Provide, promote and improve access to quality counseling available to faculty/staff/students who experience sexual abuse on campus or in the community	195	31.0	280	44.5	81	12.9	7	1.1	3	0.5	63	10.0
Provide mentors for minority faculty/staff/students new to campus	208	32.9	275	43.5	72	11.4	15	2.4	7	1.1	55	8.7
Providing a clear protocol for responding to hate/hostile incidents process on campus	249	39.6	258	41.1	62	9.9	11	1.8	4	0.6	44	7.0
Providing a clear protocol for responding to hate/hostile incidents process at the departmental level.	235	37.2	253	40.1	76	12.0	15	2.4	3	0.5	49	7.8
Reallocating resources to support inclusive climate changes on campus	108	17.5	213	34.5	153	24.8	43	7.0	17	2.8	84	13.6
Including diversity related activities as one of the criteria for hiring and/or evaluation of staff/faculty and administrators.	81	13.0	159	25.4	161	25.8	85	13.6	50	8.0	89	14.2
Requiring Affirmative Action Office to provide diversity and equity training to every search and screen committee including faculty, staff, and administrators.	115	18.4	208	33.3	155	24.8	55	8.8	32	5.1	60	9.6

Note: Table includes only those who indicated they were employees in Question 28 (n = 665)