2009-2010
University of Delaware
Climate Survey

For the purposes of this survey, the word climate refers to a measure, real or perceived, of current attitudes, behaviors, and standards held by faculty, staff, and students. It also concerns access for, inclusion of, and level of respect for individual and group needs, abilities, and potential. This is the general atmosphere of the campus, in the classroom or work environment, and it is realized through policies, procedures, and programming, as well as through both subtle and overt attitudes and values.

Dear University Faculty, Staff, and Students:

The University of Delaware is administering this climate survey to determine how you perceive your working and learning environment. Understanding the opportunities and dismantling the barriers for building a truly inclusive and welcoming environment for all faculty, staff, and students is another step toward ensuring our Path to Prominence™. This survey was developed with assistance from the Diversity Action Council and the Office for Institutional Research, and received input from the Commission to Promote Racial and Cultural Diversity, Commission on the Status of Women, Student Government Association, Graduate Student Senate, HAVEN, and the Office of Equity and Inclusion.

The information gathered from this survey will be used to inform and improve our ability to create an educational community that is intellectually, culturally and socially inclusive, enriched by the contributions and full participation of persons from many different backgrounds. Several demographic questions are included on the survey to assist in determining whether certain groups perceive being treated equitably. Individual responses will remain confidential and anonymous — survey data will be analyzed and reported only in the aggregate that will not compromise the identity of respondents.

I ask that you take 10 minutes out of your busy day to complete and return the survey by December 11, 2009. Thank you for your participation.

Sincerely,

J.J. Davis
Vice President for Administration

AN EQUAL OPPORTUNITY EMPLOYER-The University of Delaware is committed to assuring equal opportunity to all persons and does not discriminate on the basis of race, creed, color, gender, genetic information, age, religion, national origin, veteran or disability status, or sexual orientation in its educational programs, activities, admissions or employment practices as required by Title IX of the Educational Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, Title VII of the Civil Rights Act of 1964, and other applicable statutes. Inquiries concerning the above should be referred to the Office of Equity and Inclusion, (302) 831-8735, located at 305 Hullihen Hall.
Instructions: Please mark the appropriate box which best describes your answer. Pay particular attention as to which questions are directed at faculty/staff and which questions are directed at students. Thank you for participating in this survey.

1. How comfortable are you with the climate at UD?
   □ Very Comfortable  □ Comfortable  □ Neutral  □ Uncomfortable  □ Very Uncomfortable

**Faculty/Staff only:**

2. How comfortable are you with the climate in your department/unit?
   □ Very Comfortable  □ Comfortable  □ Neutral  □ Uncomfortable  □ Very Uncomfortable

**Everyone:**

3. Within the past two years, have you experienced behavior meant to include you, assist you, support you, or show respect for you that helped you to work and learn at UD? □ Yes  □ No (IF NO SKIP TO 6)

4. If yes, how often? ________________________________________________________________

5. If you would like to elaborate, please do so here: ________________________________________________________________

6. Within the past two years, have you experienced any exclusionary, intimidating, offensive and/or hostile conduct (harassing behavior) that interfered with your ability to work or learn at UD? □ Yes  □ No (IF NO SKIP TO 13)

7. If yes, how often? ________________________________________________________________

Questions 8-12 refer to your response to number 6.

8. What do you believe this conduct was based upon? *(Mark all that apply)*
   □ My age
   □ My country of origin
   □ My English language proficiency/accent
   □ My race/ethnicity
   □ My gender/gender identity
   □ My psychological disability (e.g., depression, anxiety, bi-polar, PTSD)
   □ My learning disability
   □ My physical disability
   □ My religious/spiritual views
   □ My sexual orientation
   □ My socioeconomic status
   □ Other *(please specify)* ________________________________________________________________

9. How did you experience this conduct? *(Mark all that apply)*
   □ I felt my effort was judged unfairly
   □ I felt I was ignored or excluded
   □ I felt isolated or left out
   □ I was the target of racial/ethnic profiling
   □ I was the target of derogatory remarks
   □ I was the target of physical violence
   □ I was the target of gender-based violence
   □ I was singled out as the “resident authority” due to my identity
   □ I received derogatory written comments
   □ I received derogatory phone calls
   □ I received threats of physical violence
   □ I received derogatory/unsolicited e-mails
   □ I feared for my physical safety
   □ I feared receiving a poor grade because of a hostile classroom environment
   □ Other *(please specify)* ________________________________________________________________
10. Where did this conduct occur? (Mark all that apply)
☐ In a class
☐ While working at a campus job
☐ In a residence hall
☐ In the surrounding community (e.g. Main Street)
☐ In off-campus housing
☐ In a department meeting
☐ At a campus event
☐ In a faculty office
☐ In a public space on campus
☐ In athletic facilities
☐ Other (please specify) ____________________________

11. Who/What was the source of this conduct? (Mark all that apply)
☐ Administrator
☐ Campus media (posters, brochures, flyers, handouts, web sites, etc.)
☐ Community member (e.g. not UD-affiliated)
☐ Department chair
☐ Faculty member
☐ UD employee
☐ Student
☐ Supervisor
☐ Teaching assistant
☐ Don’t know source
☐ Other (please specify) ____________________________

12. If you would like to elaborate, please do so here:
_____________________________________________________________________________________
_____________________________________________________________________________________

13. Please indicate your level of agreement with the following statements: (5-point scale - Strongly Agree, Agree, Neutral, Disagree, Strongly Disagree, Don’t Know)

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<tr>
<th>Statement</th>
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<tbody>
<tr>
<td>Sexual harassment is a problem at UD.</td>
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<tr>
<td>Sexual assault is a problem at UD.</td>
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<tr>
<td>If someone I knew or if I were sexually harassed, I would know where to go to get help.</td>
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<tr>
<td>If someone I knew or if I were sexually assaulted I would know where to go to get help.</td>
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<td>I understand UD’s formal procedures to address complaints of sexual harassment.</td>
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<tr>
<td>I understand UD’s formal procedures to address complaints of sexual assault.</td>
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<td>I have confidence that UD administers the formal procedures to address complaints of sexual harassment fairly.</td>
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<tr>
<td>I have confidence that UD administers the formal procedures to address complaints of sexual assault fairly.</td>
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<td>UD administers and promotes programs that effectively address issues of sexual violence.</td>
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</table>

14. Please indicate your level of agreement with the following statements: (5-point scale - Strongly Agree, Agree, Neutral, Disagree, Strongly Disagree, Don’t Know)

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<th>Statement</th>
<th>SA</th>
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<tr>
<td>Racial discrimination is a problem at UD.</td>
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<td>If someone I knew or if I were discriminated against because of race, I would know where to go to get help.</td>
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<tr>
<td>I understand UD’s formal procedures to address complaints of racial discrimination.</td>
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<tr>
<td>I have confidence that UD administers the formal procedures to address complaints of racial discrimination fairly.</td>
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<tr>
<td>UD administers and promotes programs that effectively address issues of racial discrimination.</td>
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</tbody>
</table>
15. Please indicate your level of agreement with the following statements: (5-point scale - Strongly Agree, Agree, Neutral, Disagree, Strongly Disagree, Don’t Know)

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<tr>
<th>Statement</th>
<th>SA</th>
<th>A</th>
<th>N</th>
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<tbody>
<tr>
<td>I feel a strong sense of belonging and community at UD</td>
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<tr>
<td>Other people at UD have tried to impose their religious beliefs on me.</td>
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<tr>
<td>Other people at UD have tried to impose their political beliefs on me.</td>
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The University’s current policies and procedures effectively address campus issues related to:
- Race/ethnicity
- Gender
- Gender Identity
- Sexual orientation
- Age
- Disability
- Individual religious beliefs
- Individual political beliefs
- People of different socioeconomic classes

The University’s current programs effectively address campus issues related to:
- Race/ethnicity
- Gender
- Gender Identity
- Sexual orientation
- Age
- Disability
- Individual religious beliefs
- Individual political beliefs
- People of different socioeconomic classes
- People from different countries

If you would like to elaborate, please do so here:
_____________________________________________________________________
_____________________________________________________________________

16. Before coming to the University of Delaware, I expected the campus climate to be welcoming for all people and groups (Strongly Agree, Agree, Neutral, Disagree, Strongly Disagree)

17. Since coming to the University of Delaware, I have found the campus climate to be welcoming for all people and groups (Strongly Agree, Agree, Neutral, Disagree, Strongly Disagree)

If you would like to elaborate, please do so here:
_____________________________________________________________________
_____________________________________________________________________

18. Please indicate your agreement about the climate at UD (5-point scale - Strongly Agree, Agree, Neutral, Disagree, Strongly Disagree, Don’t Know)

**I find the university to be:**

<table>
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<tr>
<th>Quality</th>
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<td>friendly</td>
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<td>concerned about people like me</td>
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<tr>
<td>cooperative</td>
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<tr>
<td>improving</td>
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<tr>
<td>welcoming to people of all groups</td>
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<tr>
<td>respectful to people of all groups</td>
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<td>equitable for people of different races</td>
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<td>equitable for people of different sexual orientations</td>
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<td>equitable for people of different genders</td>
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<tr>
<td>welcoming to people of all religions</td>
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<td>supportive of people with family responsibilities</td>
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</table>
19. If you would like to elaborate, please do so here: 

________________________________________________________________

________________________________________________________________

20. I find the campus to be physically accessible (5-point scale - Strongly Agree, Agree, Neutral, Disagree, Strongly Disagree, Don't Know)  
(☐ Strongly Agree, ☐ Agree, ☐ Neutral, ☐ Disagree, ☐ Strongly Disagree ☐ Don't Know)  

21. Compared to my experience before coming to UD, I find that this is a diverse campus  
(☐ Strongly Agree, ☐ Agree, ☐ Neutral, ☐ Disagree, ☐ Strongly Disagree ☐ Don't Know)  

22. Have you ever associated with, been friends with, lived with, or dated a person of the following groups?  
(Y=Yes; N=No; W = No but I would)  

<table>
<thead>
<tr>
<th>Group</th>
<th>Associated</th>
<th>Friends</th>
<th>Lived with</th>
<th>Dated</th>
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<tbody>
<tr>
<td>African American/Black/African Heritage</td>
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<tr>
<td>Native American</td>
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<tr>
<td>Asian/Pacific Islander</td>
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<tr>
<td>Chicano/Latino/Hispanic</td>
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<tr>
<td>White</td>
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<tr>
<td>A heterosexual woman</td>
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<tr>
<td>A heterosexual man</td>
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<tr>
<td>An openly gay or bisexual woman</td>
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<tr>
<td>An openly gay or bisexual man</td>
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<tr>
<td>A disabled person</td>
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<td>A person with religious beliefs different than your own</td>
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<td>An international student</td>
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<tr>
<td>A person with strongly divergent political views</td>
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STUDENTS ONLY:  

23. Have you experienced financial hardship at UD?  ☐ Yes  ☐ No  IF NO SKIP TO 25  

24. If yes, how have you experienced financial hardship?  

________________________________________________________________________________________

________________________________________________________________________________________

________________________________________________________________________________________

25. Are you an active member of a student organization?  ☐ Yes  ☐ No (If NO, SKIP TO 27)  

26. If yes, indicate which type(s): (Check all that apply then skip to 28)  
☐ Multicultural  
☐ Religious  
☐ Partisan Political  
☐ Greek (Fraternity/Sorority)  
☐ Other (please specify) __________________________________________

(skip to question 28)  

27. If you answered no to question 25, please indicate your reason for not joining  
☐ There is not a welcoming environment in the organization  
☐ There is not an organization that fits my needs  
☐ Scheduling conflicts  
☐ Other (please specify) _________________________________________
28. Please indicate your general level of agreement with the following statements: (5-point scale - Strongly Agree, Agree, Neutral, Disagree, Strongly Disagree, Don’t Know)

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<tr>
<th>Statement</th>
<th>SA</th>
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<tbody>
<tr>
<td>I feel valued by faculty in the classroom</td>
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<td>I feel valued by other students in the classroom</td>
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<td>I think faculty are genuinely concerned with my welfare</td>
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<tr>
<td>I think staff/administrators are genuinely concerned with my welfare</td>
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<td>I think faculty pre-judge my abilities based on my identity/background</td>
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<td>I perceive racial/ethnic tensions in the classroom</td>
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<td>I perceive racial/ethnic tensions in social situations</td>
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<td>I believe the campus climate encourages free and open discussion of difficult topics</td>
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<td>As a first-year student I feel/felt academically prepared for UD</td>
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<td>I feel confident of my ability to succeed academically at UD</td>
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<td>I am comfortable with the climate in my classes.</td>
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<tr>
<td>My courses at UD have included materials, perspectives, and/or experiences of people from diverse backgrounds</td>
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<td>The climate at UD has facilitated my academic success</td>
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<tr>
<td>The climate at UD has facilitated my personal success</td>
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29. If you would like to elaborate, please do so here: ______________________
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**FACULTY ONLY:**

30. Please indicate your general level of agreement with the following statements: (5-point scale - Strongly Agree, Agree, Neutral, Disagree, Strongly Disagree, Don’t Know)

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<tr>
<td>My colleagues solicit my opinions about their work.</td>
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<td>My research/professional interests are valued by my colleagues.</td>
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<tr>
<td>My courses at UD include materials, perspectives, and/or experiences of people from diverse backgrounds</td>
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<tr>
<td>There is a fair distribution of workload in my department.</td>
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<tr>
<td>I am comfortable with the climate in my classes.</td>
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<td>I think the university acts effectively to recruit and retain a diverse faculty and staff.</td>
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<tr>
<td>I am reluctant to bring up issues that concern me for fear that it will affect my performance evaluation and/or tenure decision.</td>
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<td>My colleagues/peers expect me to represent “the point of view” of my identity (e.g., race, gender, sexual orientation).</td>
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<td>I am reluctant to take personal/family leave for fear that it may affect my career.</td>
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<td>I have to work harder than others in order to achieve the same recognition/rewards.</td>
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<td>There are many unwritten rules/expectations concerning how one is expected to interact with others in my work unit</td>
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<td>My research and scholarship is valued by my colleagues.</td>
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<td>My teaching is valued by my colleagues</td>
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<td>My colleagues pay attention to what I have to say</td>
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<tr>
<td>My research is well supported by the institution.</td>
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<tr>
<td>My teaching is well supported by the institution.</td>
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<tr>
<td>I spend more time in service activities (department/college/university) than others in my department.</td>
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<tr>
<td>I believe that tenure and/or promotion procedures are fair.</td>
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I believe tenure and/or promotion procedures are clear.
I believe salary determinations are fair.
I believe salary determinations are clear.
In my department, faculty who have children are considered less committed to their careers.
In my department, faculty who do not have children are often burdened with extra work responsibilities.
I am rewarded for including diversity issues in my courses.
I find I am often a token, present only to represent diversity.
I am satisfied with the domestic partner benefits provided by the University.
I have colleagues who give me career advice or guidance when I need it.
I believe that decision makers/colleagues support my career advancement.
I have the equipment and supplies I need to perform my job well.
I have sufficient workspace to perform my job well.
I have equitable access to health benefits.

31. If you would like to elaborate, please do so here: ____________________________________________________________________
_________________________________________________________________________________________________________________

STAFF ONLY:

32. Please indicate your general level of agreement with the following statements: (5-point scale - Strongly Agree, Agree, Neutral, Disagree, Strongly Disagree, Don’t Know)

My colleagues solicit my opinions about their work.
My professional interests are valued by my colleagues.
I think the university acts effectively to recruit and retain a diverse faculty and staff.
I have colleagues who give me career advice or guidance when I need it.
I believe that decision makers/colleagues support my career advancement.
I am reluctant to bring up issues that concern me for fear that it will affect my performance evaluation and/or tenure decision.
My colleagues/peers expect me to represent “the point of view” of my identity (e.g., race, gender, sexual orientation).
I am reluctant to take personal/family leave for fear that it may affect my career.
I have to work harder than others in order to achieve the same recognition/rewards.
There are many unwritten rules/expectations concerning how one is expected to interact with others in my work unit.
My colleagues/decision makers pay attention to what I have to say.
I believe promotion procedures are fair.
I believe promotion procedures are clear.
I believe salary determinations are fair.
I believe salary determinations are clear.
In my department/unit, staff who have children are considered less committed to their careers.
In my department/unit, staff who do not have children are often burdened with extra work responsibilities.
I find I am often a token, present only to represent diversity.
I am satisfied with the domestic partner benefits provided by the university.
I have the equipment and supplies I need to perform my job well.
I have sufficient workspace to perform my job well.
I have equitable access to health benefits.
EVERYONE:
34. What suggestions would you make to the university to improve the campus climate (e.g., providing diversity education programs for all faculty/staff, increasing the diversity of the student body, increasing opportunities for cross-cultural dialogue, and incorporating issues of diversity into the curriculum)? ________________________________________________________________

35. How might the university be able to achieve these suggestions? ________________________________________________________________

36. This survey has raised a large number of issues. If there is anything you think we missed or you would like to elaborate on, please do so here. ________________________________________________________________

Respondent Demographics

The information gathered from this survey will be used to inform and improve our commitment to create an educational community that is intellectually, culturally and socially inclusive, enriched by the contributions and full participation of persons from many different backgrounds. Several demographic questions are included on the survey to assist in determining whether certain groups perceive being treated equitably. Individual responses will remain confidential and anonymous, and the survey data will be analyzed and reported only in aggregated ways that will not compromise the identity of respondents.

1. University Classification: (Please circle) Student Faculty Staff

2a. For students only: Please circle your answer
   1. Class: freshman sophomore junior senior Master's Doctoral
   2. Status: full-time part-time
   3. Are you a first-generation college student? Yes No
   4. Are you a U.S. citizen? Yes No

2b. For faculty only: Please circle your answer
   1. Rank: instructor assistant associate full/named
   2. Are you a U.S. citizen? Yes No

2c. For staff only: Please circle your answer
   1. Employee Classification: executive/administrative/managerial non-faculty professional secretarial/clerical technical/paraprofessional skilled crafts service/maintenance
   2. Are you a U.S. citizen? Yes No

We recognize that our demographic selections for some questions are not fully inclusive, as we have identified some specific categorical selections to aid us in our analysis. You may elect not to answer any or all of the demographic questions.

3. Race/Ethnicity: Please circle your answer
   1. Are you Hispanic/Latino? Yes No
   2. Regardless of your answer above, check any of the boxes that pertain to you ☐ African American/Black/African Heritage, ☐ American Native, Asian/Pacific Islander, ☐ Middle Eastern, ☐ White/Caucasian, ☐ Multiracial/multiethnic,
   ☐ I prefer to identify myself as (fill in) ____________________

4. Sex/Gender: Female Male Transgender I prefer to identify myself as (fill in) ____________________

5. Religious Affiliation: Atheist/Agnostic Buddhist Christian Hindu Jewish Muslim/Islamic
   Pagan/Wiccan Spiritualist Unitarian/Universalist Other not identified here (fill in) ____________________

6. Sexual orientation: Asexual Bisexual Gay Heterosexual Lesbian Questioning Queer
   I prefer to identify myself as (fill in) ____________________

7. Do you care for dependents? Yes No

8. Do you have a physical disability? Yes No

9. Do you have a mental disability? Yes No

10. Do you have a learning disability? Yes No

11. Military Status: None Active Veteran

12. Age: fill-in _______

13. On the following scale, please circle your political affiliation: Very liberal Liberal Neutral Conservative Very conservative

14. Household income: Please circle your answer 0-$25K $25K-$50K $50K-$75K $75K-$100K over $100K