Academic Diversity & Inclusion Committee Agenda December 10, 2019 1 PM Shawnee Room

- I. Approval of minutes from November 12 meeting (attachment p. 2)
- II. Reports from Student Organization Meetings
- III. New Business
 - a. WU-mester
 - i. WU-mester 2020 updates (attachment p. 3-4)
 - ii. WU-mester 2021 discussion
 - b. Campus Climate Survey: January 27–February 14
 - i. Discussion of survey instrument (attachment pp. 5–29)
 - ii. Discussion of possible additional institutional questions
 - iii. Ideas for promotion
- IV. Discussion Items
 - a. Diversity designation in catalog

Washburn University Meeting of the Academic Diversity & Inclusion Committee November 12, 2019 1 PM Shawnee Room

In attendance: Berumen, Brown, Dempsey-Swopes, DeSota, Ellis, Erby, Grant, Juma, Kendall-Morwick, Lambing, McClendon, Petersen, Thimesch, Wasserstein, Williams, Wynn

- I. Minutes from October 8 meeting were approved.
- II. Reports from Student Organization Meetings
- III. Old Business
 - 1. Update on Proposed Minor Program: It is moving through the faculty governance process. The proposed gen ed course has been approved, pending CAS approval.
 - 2. Update on Multicultural Resource Center: WUBOR approved funds for Union remodeling. Construction will begin mid-December.
- IV. New Business
 - 1. Williams and Juma led a discussion of the documents prepared by the affinity groups subcommittee and several committee members recommended revisions. Sundal and Erby will make revisions and send to VPAA for review and discussion.
- V. Announcements
 - 1. As part of international education week, there will be a Celebration of Cultures on November 20th in the Union from 4–7 pm.
 - 2. BSU t-shirt order forms from Walter are due November 18th.
 - 3. Philosophy lecture on the 13th from Dr. Chike Jeffers on "What Counts as a Collective Gift? Culture and Value in Du Bois' *The Gift of Black Folk.*"
- VI. Other Discussion
 - 1. The December meeting will focus on WU-mester 2020. Kendall-Morwick also requested discussion of next year's WU-mester topic. Several committee members suggested it should address climate change.
 - 2. Wynn announced a conference on March 27th and 28th connected to WUmester regarding the right to vote. Call for papers is available at http://suffrage.wuhistory.com/. The keynote speaker will be Sarah Deer, faculty at KU in the School of Public Affairs and Administration. She is a McArthur Fellow and has done much work in political engagement focusing on Indian law and victim's rights.
 - 3. Erby brought up an idea for a university wide diversity award one for faculty and one for staff. Let her know if you would like to help in the creation of this award.

Adjournment

Citizenship and Suffrage WU-mester 2020 Dates-- DRAFT

American Bar Association Law Library of Congress 19th Amendment Traveling Exhibit, January 21–February 4, 2020. Washburn School of Law Library; opening January 23, 2019

I Dream a World : Portraits of Black Women Who Changed the World, February 7– June 13, 2020, Mulvane Art Museum https://www.washburn.edu/mulvane/exhibitions/exhibitions-blocks/2020-Exhibits/IDreamAWorld.html; public opening Feb. 14

BSU "Art for Thought Exhibit" on the promise and limitation of the 15th amendment and voter suppression today, etc—Feb. (unconfirmed)

Public Lecture by Flonzie Brown-Wright, civil rights and voting rights activist, February 10, 2020, 7 p.m. Mulvane Art Museum

Annual Lincoln-Harmon Lecture (late February—trying to seure Dr. Carol Anderson, author of *One Person, No Vote.* Note this event is not yet confirmed)

League of Women Voters Exhibit, March 16–20, 2020, Washburn University

Harvard Method of Teaching Civics Demonstration, March 18, 6 pm, co-sponsored by League of Women Voters

The Right to Vote--A Conference at the Centennial of the 19th Amendment, March 27–8, 2020, keynote by MacArthur Fellow Sarah Deer March 27. See http://suffrage.wuhistory.com

Student exhibit on what voting means to them, March, 2020, Memorial Union

WIFI Film Festival, April 2–4, 2020. See <u>https://washburn.edu/wifi/</u>: featuring films about and by pioneering women in history and film

Sunflower Music Festival: "The Year of the Woman," June 19–27, 2020, featuring the debut of an original composition by Libby Larsen for a work for chamber orchestra with narration, focusing on the evolution of women's voting rights. See https://www.sunflowermusicfestival.org.

"Radical Women" exhibit at the Mulvane—opening May 2020

Film Series—evenings throughout semester—TBA

Panel Discussions—throughout the semester—dates TBA

- Film and discussion on immigration process
- Environmental stewardship
- Social Media and Citizenship
- African American women in Topeka

Mondays at the Mabee—throughout the semester--TBD

College of Arts and Sciences Faculty Colloquium—throughout the semester

Citizenship around the World—International House BB by Baili Zhang-- TBA

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Section 1 - Response Key Section

Perceptions of Institution

To what extent do you agree with the following statements?

This institution is welcoming.

This institution is welcoming.		
Answers	Column	Value
(1) Strongly disagree	Q001	1
2)	Q001	2
3)	Q001	3
4) Neutral	Q001	4
5)	Q001	5
6)	Q001	6
7) Strongly agree	Q001	7
Not applicable	Q001	99
This institution is respectful.		
Answers	Column	Value
1) Strongly disagree	Q002	1
2)	Q002 Q002	2
3)	Q002 Q002	3
4) Neutral	Q002	4
5)	Q002 Q002	5
6)	Q002 Q002	6
7) Strongly agree	Q002 Q002	7
lot applicable	Q002 Q002	99
••		<u>,,,</u>
Students at this institution are treated fairly regardless of their		
Inswers	Column	Value
1) Strongly disagree	Q003	1
2)	Q003	2
3)	Q003	3
4) Neutral	Q003	4
5)	Q003	5
6)	Q003	6
7) Strongly agree	Q003	7
Not applicable	Q003	99
Students at this institution are treated fairly regardless of their	ane	
	Column	Value
Inswers 1) Steam ale diagonas		
1) Strongly disagree	Q004	1
2)	Q004	2
3)	Q004	3
4) Neutral	Q004	4
5)	Q004	5
	Q004	6
7) Strongly agree	Q004	7
Not applicable	Q004	99
Students at this institution are treated fairly regardless of their	^r gender.	
Answers	- Column	Value
1) Strongly disagree	Q005	1
2)	Q005	2
3)	Q005	3
4) Neutral	Q005	4
5)	Q005	5
<i>6</i>)	Q005	6
7) Strongly agree	Q005	7
Not applicable	Q005	99
	-	
Students at this institution are treated fairly regardless of their		
Inswers		Value
1) Strongly disagree	Q006	1
2)	Q006	2
3)	Q006	3
4) Neutral	Q006	4
5)	Q006	5
6)	Q006	6
7) Strongly agree	Q006	7
lot applicable	Q006	99
Students at this institution are treated fairly regardless of their	political ideology	
	Column	Value
	Column	1
Inswers	0007	1
1nswers 1) Strongly disagree	Q007	
1nswers 1) Strongly disagree 2)	Q007 Q007	2
1nswers 1) Strongly disagree 2) 3)	Q007 Q007 Q007	2 3
Answers 1) Strongly disagree 2) 3) 4) Neutral	Q007 Q007 Q007 Q007	2 3 4
<i>Inswers</i> 1) Strongly disagree 2) 3) 4) Neutral 5)	Q007 Q007 Q007 Q007 Q007 Q007	2 3 4 5
	Q007 Q007 Q007 Q007	2 3 4

Not applicable	Q007	99
Students at this institution are treated fairly regardless of the	eir race.	
Inswers	Column	Value
1) Strongly disagree	Q008	1
2)	Q008	2
3)	Q008	3
4) Neutral	Q008	4
5)	Q008	5
6)	Q008	6
7) Strongly agree	Q008	7
Not applicable	Q008	99
Students at this institution are treated fairly regardless of the	eir religion/faith.	
Inswers		Value
1) Strongly disagree	Q009	1
2)	Q009	2
3)	Q009	3
4) Neutral	Q009	4
5)	Q009	5
6)	Q009	6
7) Strongly agree	Q009	7
Not applicable	Q009	99
Students at this institution are treated fairly regardless of the	eir sexual orientation.	
Answers	Column	Value
1) Strongly disagree	Q010	1
2)	Q010	2
3)	Q010	3
4) Neutral	Q010	4
5)	Q010	5
6)	Q010	6
7) Strongly agree	Q010	7
Not applicable	Q010	99
Students at this institution are treated fairly regardless of the	eir socioeconomic status.	
Answers	Column	Value
1) Strongly disagree	Q011	1
2)	Q011	2
3)	Q011	3
4) Neutral	Q011	4
5)	Q011	5
6)	Q011	6
7) Strongly agree	Q011	7
Not applicable	Q011	99
Section 2 - Response Key Section		

Section 2 - Response Key Section

Visibility

To what extent do you agree with the following statements? This institution has students from diverse backgrounds.

Answers	Column	Value
(1) Strongly disagree	Q012	1
(2)	Q012	2
(3)	Q012	3
(4) Neutral	Q012	4
(5)	Q012	5
(6)	Q012	6
(7) Strongly agree	Q012	7
Not applicable	Q012	99
This institution has faculty from diverse backgrounds.		
Answers	Column	Value
1) Strongly disagree	Q013	1
(2)	Q013	2
(3)	Q013	3
(4) Neutral	Q013	4
(5)	Q013	5
(6)	Q013	6
(7) Strongly agree	Q013	7
Not applicable	Q013	99
This institution has staff from diverse backgrounds.		
Answers	Column	Value
1) Strongly disagree	Q014	1
(2)	Q014	2
(3)	Q014	3
4) Neutral	Q014	4
(5)	Q014	5
(6)	Q014	6
7) Strongly agree	Q014	7
Not applicable	Q014	99
This institution has senior leadership from diverse backgrounds.		
Answers	Column	Value

(2)	Q015	2
(3)	Q015	3
(4) Neutral	Q015	4
(5)	Q015	5
(6)	Q015	6
(7) Strongly agree	Q015	7
Not applicable	Q015	99
Section 2 Decreance Key Section		

Section 3 - Response Key Section

Personal Attitudes and Behaviors

To what extent do you agree with the following statements?

I am comfortable interacting with students from diverse backgrounds.

Answers	Column	Value
1) Strongly disagree	Q016	1
2)	Q016	2
3)	Q016	3
4) Neutral	Q016	4
5)	Q016	5
(6)	Q016	6
(7) Strongly agree	Q016	7
Not applicable	Q016	99
l am comfortable having friends from diverse backgrounds.		
Answers	Column	Value
(1) Strongly disagree	Q017	1
2)	Q017	2
3)	Q017	3
4) Neutral	Q017	4
(5)	0017	5
(6)	Q017	6
(7) Strongly agree	Q017	7
Not applicable	Q017 Q017	, 99
am comfortable having roommates or neighbors from diverse bac	•	
	Column	Value
(1) Strongly disagree	O018	<u>1</u>
(2)	Q018 Q018	2
(3)	Q018 Q018	3
	Q018 Q018	3 4
(4) Neutral	· ·	4 5
(5) ()	Q018	
6) 7) Strongly agree	Q018	6
(7) Strongly agree	Q018	7
Not applicable	Q018	99
I have discussions with people whose ideas and values are different		
Answers	Column	Value
(1) Strongly disagree	Q019	1
(2)	Q019	2
(3)	Q019	3
(4) Neutral	Q019	4
(5)	Q019	5
(6)	Q019	6
(7) Strongly agree	Q019	7
Not applicable	Q019	99
	nt	
I feel comfortable bringing up issues of discrimination or harassme		
	Column	Value
Answers		Value 1
Answers (1) Strongly disagree	Column	
Answers (1) Strongly disagree (2)	Column Q020	1
Answers (1) Strongly disagree (2) (3)	<u>Column</u> Q020 Q020	1 2
Answers (1) Strongly disagree (2) (3) (4) Neutral	<u>Column</u> Q020 Q020 Q020 Q020	1 2 3
Answers (1) Strongly disagree (2) (3) (4) Neutral (5)	<u>Column</u> Q020 Q020 Q020 Q020 Q020 Q020	1 2 3 4 5
Answers (1) Strongly disagree (2) (3) (4) Neutral	<u>Column</u> Q020 Q020 Q020 Q020 Q020	1 2 3 4

Section 4 - Response Key Section

Co-Curricular Environment

To what extent do you agree with the following statements?

The student activities offered by this institution enhance my ability to interact with people who are different from myself (i.e., race, gender, beliefs).

Answers	Column	Value	
(1) Strongly disagree	Q021	1	
(2)	Q021	2	
(3)	Q021	3	
(4) Neutral	Q021	4	
(5)	Q021	5	
(6)	Q021	6	
(7) Strongly agree	Q021	7	
Not applicable	Q021	99	

The student activities offered by this institution enhance my ability to value and respect people who are different from myself (i.e., race, gender, beliefs).

Answers	Column	Value
(1) Strongly disagree	Q022	1
(2)	Q022	2
(3)	Q022	3
(4) Neutral	Q022	4
(5)	Q022	5
(6)	Q022	6
(7) Strongly agree	Q022	7
Not applicable	Q022	99
The student activities offered by this institution enhance my al	bility to work with peop	ole who are differ
from myself (i.e., race, gender, beliefs).		
Answers	Column	Value
1) Strongly disagree	Q023	1
2)	Q023	2
3)	Q023	3
4) Neutral	Q023	4
(5)	Q023	5
(6)	Q023	6
7) Strongly agree	Q023	7
Not applicable	Q023	99
Student organizations at this institution are welcoming.		
Answers	Column	Value
1) Strongly disagree	Q024	1
(2)	Q024	2
3)	Q024	3
4) Neutral	Q024	4
(5)	Q024	5
6)	Q024	6
7) Strongly agree	Q024	7
Not applicable	Q024	99
Student organizations at this institution reflect diverse groups	of people.	
Answers	Column	Value
1) Strongly disagree	Q025	1
2)	Q025	2
3)	Q025	3
4) Neutral	Q025	4
	0025	5
2)		(
(5) (6)	0025	0
(5) (6) (7) Strongly agree	Q025 Q025	6 7

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Section 1 - Response Key Section

Perceptions of Peers

To what extent do you agree with the following statements?

 Students at this institution encourage free and open discussions about difficult or controversial topics.

 Answers
 Column
 Value

 (1) Strongly disagree
 Q026
 1

 (2)
 Q026
 2

(1) Strongly disagree	Q026	1
2)	Q026	2
3)	Q026	3
4) Neutral	Q026	4
5)	Q026	5
6)	Q026	6
7) Strongly agree	Q026	7
Not applicable	Q026	99
Students at this institution are willing to talk about group differe	nces.	
Answers	Column	Value
1) Strongly disagree	Q027	1
2)	Q027	2
3)	Q027	3
4) Neutral	Q027	4
(5)	Q027	5
6)	Q027	6
7) Strongly agree	Q027	7
Not applicable	Q027	99
Students at this institution are open-minded when it comes to sha	aring different ideas	and beliefs.
Answers	Column	Value
(1) Strongly disagree	Q028	1
2)	Q028	2
3)	Q028	3
(4) Neutral	Q028	4
5)	Q028	5

Section 2 - Response Key Section

Perceptions of Faculty

To what extent do you agree with the following statements?

Faculty at this institution value different perspectives in the classroom.

Answers	Column	Value
(1) Strongly disagree	Q029	1
(2)	Q029	2
(3)	Q029	3
(4) Neutral	Q029	4
(5)	Q029	5
(6)	Q029	6
7) Strongly agree	Q029	7
Not applicable	Q029	99
Faculty at this institution treat me with respect.		
Answers	Column	Value
1) Strongly disagree	Q030	1
2)	Q030	2
3)	Q030	3
4) Neutral	Q030	4
5)	Q030	5
6)	Q030	6
7) Strongly agree	Q030	7
Not applicable	Q030	99
Faculty at this institution turn difficult or controversial topics into a	•	sions
Answars	Column	Value
1) Strongly disagree	Q031	1
2)	Q031	2
3)	Q031	3
4) Neutral	Q031	4
5)	Q031	5
6)	Q031	6
7) Strongly agree	Q031	7
Not applicable	Q031	99
Faculty at this institution are genuinely concerned about my welfar	•	
Answers	Column	Value
1) Strongly disagree	Q032	1
2)	Q032	2
3)	Q032	3
	Q032	4
	0032	
(4) Neutral	x	5
(4) Neutral (5)	Q032	5
(3) (4) Neutral (5) (6) (7) Strongly agree	x	

Section 3 - Response Key Section

Perceptions of Staff

To what extent do you agree with the following statements?

Staff at this institution are supportive of students from diverse backgrounds.

Answers	Column	Value
(1) Strongly disagree	Q033	1
(2)	Q033	2
(3)	Q033	3
(4) Neutral	Q033	4
(5)	Q033	5
(6)	Q033	6
(7) Strongly agree	Q033	7
Not applicable	Q033	99
Staff at this institution create an environment of a	cceptance for students from divers	e background
Answers	Column	Value
(1) Strongly disagree	Q034	1
(2)	Q034	2
(3)	Q034	3
(4) Neutral	Q034	4
(5)	Q034	5
(6)	Q034	6
(7) Strongly agree	Q034	7
Not applicable	Q034	99
Staff at this institution treat me with respect.		
Answers	Column	Value
(1) Strongly disagree	Q035	1
(2)	Q035	2
(3)	Q035	3
(4) Neutral	Q035	4

(5)	Q035	5
(6)	Q035	6
(7) Strongly agree	Q035	7
Not applicable	Q035	99
Section 4 - Response Key Section		

Perceptions of Administration

To what extent do you agree with the following statements?

Administrators at this institution are genuinely concerned about my welfare. Value Answers Column (1) Strongly disagree Q036 0036 2 (2)Q036 3 (3) (4) Neutral Q036 4 Q036 (5) 5 0036 6 (6) (7) Strongly agree Q036 7 Not applicable Q036 99 Administrators at this institution respect what students think. Value Answers Column (1) Strongly disagree O037 1 Q037 (2) 2 (3) Q037 3 Q037 (4) Neutral 4 (5) Õ037 5 (6) Q037 6 (7) Strongly agree Q037 7 Not applicable Q037 99 Administrators at this institution treat students fairly. Answers Column Value (1) Strongly disagree O038 1 (2) Q038 2 (3) Q038 3 (4) Neutral Õ038 4 5 (5) Q038 (6) Q038 6 (7) Strongly agree Q038 7 Not applicable Õ038 99 Administrators at this institution regularly speak about the value of diversity. Column Value Answers (1) Strongly disagree Q039 1 Q039 2 (2) Q039 3 (3)Q039 (4) Neutral 4 (5) Q039 5 Q039 (6) 6 7 0039 (7) Strongly agree 99 Not applicable O039 Administrators at this institution demonstrate leadership that fosters diversity. Value Answers Column (1) Strongly disagree Q040 1 Q040 2 (2) Õ040 3 (3) (4) Neutral Q040 4 (5) Q040 5 O040 6 (6)Q040 (7) Strongly agree 7 Not applicable Q040 99

Section 5 - Response Key Section

Policies

Administrative Policies-To what extent do you agree with the following statements?

This institution proactively implements policies to prevent discrimination related to abilities/disabilities.

Answers	Column	Value
(1) Strongly disagree	Q041	1
(2)	Q041	2
(3)	Q041	3
(4) Neutral	Q041	4
(5)	Q041	5
(6)	Q041	6
(7) Strongly agree	Q041	7
Not applicable	Q041	99
This institution proactively implements policie	s to prevent discrimination related to a	ige.
Answers	Column	Value

Answers Column Value

	00.42	1
1) Strongly disagree 2)	Q042 Q042	$\frac{1}{2}$
<i>- ,</i> 3)	Q042 O042	3
)) Neutral	Q042 Q042	3
) Neutrai	Q042 Q042	4 5
	Q042 Q042	5
)) Strongly agree	Q042 Q042	6 7
) Strongly agree ot applicable	Q042 Q042	/ 99
••		
his institution proactively implements policies to prevent discrimination		
nswers	Column	
) Strongly disagree	Q043	1
)	Q043	2
	Q043	3
) Neutral	Q043	4
)	Q043	5
)	Q043	6
) Strongly agree	Q043	7
lot applicable	Q043	99
his institution proactively implements policies to prevent discrimination	on related to pol	itical ideology.
nswers	Column	
) Strongly disagree	O044	1
)	Q044	2
	Q044	3
) Neutral	Q044	4
)	Q044	5
	Q044	6
) Strongly agree	Q044	7
ot applicable	Q044	99
his institution proactively implements policies to prevent discrimination		ionality.
	<i>c</i> .	Value
<i>nswers</i>) Strongly disagree	O045	1
) Strongry disagree	Q045 Q045	1 2
	Q043 Q045	3
) Neutral	Q043 Q045	4
	Q045 Q045	4 5
)	Q045 Q045	6
) Strongly agree	Q045 Q045	6 7
ot applicable	Q045 Q045	/ 99
	2070	11
	on rolated to	^
his institution proactively implements policies to prevent discrimination		
nswers	Column	Value
nswers) Strongly disagree	Column Q046	<i>Value</i> 1
<u>nswers</u>)) Strongly disagree 2)	<u>Column</u> Q046 Q046	Value 1 2
nswers) Strongly disagree))	<u>Column</u> Q046 Q046 Q046	Value 1 2 3
<u>nswers</u>) Strongly disagree)))) Neutral	<u>Column</u> Q046 Q046 Q046 Q046 Q046	<u>Value</u> 1 2 3 4
nswers) Strongly disagree)))) Neutral)	<u>Column</u> Q046 Q046 Q046 Q046 Q046 Q046	Value 1 2 3 4 5
nswers) Strongly disagree)))) Neutral))	<u>Column</u> Q046 Q046 Q046 Q046 Q046 Q046	<u>Value</u> 1 2 3 4 5 6
<i>nswers</i>) Strongly disagree))) Neutral))))) Strongly agree	<u>Column</u> Q046 Q046 Q046 Q046 Q046 Q046 Q046 Q046	<u>Value</u> 1 2 3 4 5 6 7
nswers) Strongly disagree))) Neutral)))))) Strongly agree ot applicable	<u>Column</u> Q046 Q046 Q046 Q046 Q046 Q046 Q046 Q046	<u>Value</u> 1 2 3 4 5 6 7 99
nswers) Strongly disagree))) Neutral)))))) Strongly agree ot applicable	<u>Column</u> Q046 Q046 Q046 Q046 Q046 Q046 Q046 Q046	<u>Value</u> 1 2 3 4 5 6 7 99
nswers) Strongly disagree)) Neutral))) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination	<u>Column</u> Q046 Q046 Q046 Q046 Q046 Q046 Q046 Q046	<u>Value</u> 1 2 3 4 5 6 7 99
nswers) Strongly disagree)) Neutral)) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination nswers	<u>Column</u> Q046 Q046 Q046 Q046 Q046 Q046 Q046 Q046	<u>Value</u> 1 2 3 4 5 6 7 99 gion/faith. <u>Value</u> 1
nswers) Strongly disagree)) Neutral)) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination nswers) Strongly disagree)	<u>Column</u> Q046 Q046 Q046 Q046 Q046 Q046 Q046 on related to reli <u>Column</u> Q047 Q047	Value 1 2 3 4 5 6 7 99 gion/faith. Value 1 2
nswers) Strongly disagree)) Neutral)) Strongly agree to applicable his institution proactively implements policies to prevent discrimination nswers) Strongly disagree)	<u>Column</u> Q046 Q046 Q046 Q046 Q046 Q046 Q046 on related to reli <u>Column</u> Q047 Q047 Q047	Value 1 2 3 4 5 6 7 99 gion/faith. Value 1 2 3
nswers) Strongly disagree)) Neutral)) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination nswers) Strongly disagree)) Neutral	<u>Column</u> Q046 Q046 Q046 Q046 Q046 Q046 Q046 On related to reli <u>Column</u> Q047 Q047 Q047 Q047	<u>Value</u> 1 2 3 4 5 6 7 99 gion/faith. <u>Value</u> 1 2 3 4
nswers) Strongly disagree)) Neutral)) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination nswers) Strongly disagree)) Neutral)	<u>Column</u> Q046 Q046 Q046 Q046 Q046 Q046 Q046 On related to reli <u>Column</u> Q047 Q047 Q047 Q047 Q047 Q047	Value 1 2 3 4 5 6 7 99 gion/faith. Value 1 2 3 4 5 6 7 99
nswers) Strongly disagree)) Neutral)) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination ()) Strongly disagree)) Neutral)) Neutral	<u>Column</u> Q046 Q046 Q046 Q046 Q046 Q046 Q046 on related to reli <u>Column</u> Q047 Q047 Q047 Q047 Q047 Q047 Q047	<u>Value</u> 1 2 3 4 5 6 7 99 gion/faith. <u>Value</u> 1 2 3 4 5 6 6
nswers) Strongly disagree)) Neutral)) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination nswers) Strongly disagree)) Neutral)) Neutral)) Strongly agree	<u>Column</u> Q046 Q046 Q046 Q046 Q046 Q046 Q046 Q046	<u>Value</u> 1 2 3 4 5 6 7 99 gion/faith. <u>Value</u> 1 2 3 4 5 6 7 9
nswers) Strongly disagree)) Neutral)) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination nswers) Strongly disagree)) Neutral)) Neutral)) Strongly agree	<u>Column</u> Q046 Q046 Q046 Q046 Q046 Q046 Q046 on related to reli <u>Column</u> Q047 Q047 Q047 Q047 Q047 Q047 Q047	<u>Value</u> 1 2 3 4 5 6 7 99 gion/faith. <u>Value</u> 1 2 3 4 5 6 6
nswers) Strongly disagree)) Neutral)) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination nswers) Strongly disagree)) Neutral))) Neutral))) Strongly agree ot applicable	<u>Column</u> Q046 Q046 Q046 Q046 Q046 Q046 Q046 Q046	Value 1 2 3 4 5 6 7 99 gion/faith. Value 1 2 3 4 5 6 7 99
nswers) Strongly disagree)) Neutral)) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination nswers) Strongly disagree))) Neutral)) Neutral)) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination	<u>Column</u> Q046 Q046 Q046 Q046 Q046 Q046 Q046 Q046	Value 1 2 3 4 5 6 7 99 gion/faith. Value 1 2 3 4 5 6 7 99
nswers) Strongly disagree)) Neutral)) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination inswers) Strongly disagree)) Neutral)) Neutral)) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination is institution proactively is institution proac	<u>Column</u> Q046 Q046 Q046 Q046 Q046 Q046 Q046 Q046	<u>Value</u> 1 2 3 4 5 6 7 99 gion/faith. <u>Value</u> 1 2 3 4 5 6 7 99 ual orientation.
nswers) Strongly disagree)) Neutral)) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination is wers) Strongly disagree)) Neutral)) Neutral)) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination is wers) Strongly disagree	<u>Column</u> Q046 Q046 Q046 Q046 Q046 Q046 Q046 Q047 Q047 Q047 Q047 Q047 Q047 Q047 Q047 Q047 Q047 Q047 Q047 Q047 Q047 Q047 Q047 Q047 Q047 Q047 Q048	Value 1 2 3 4 5 6 7 99 gion/faith. Value 1 2 3 4 5 6 7 99 ual orientation. Value
nswers) Strongly disagree)) Neutral)) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination nswers) Strongly disagree)) Neutral)) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination nswers) Strongly disagree)) Strongly disagree	<u>Column</u> Q046 Q046 Q046 Q046 Q046 Q046 Q046 Q046 on related to reli <u>Column</u> Q047 Q047 Q047 Q047 Q047 Q047 Q047 Q047 Q047 Q047 Q047 Q047 Q047 Q047 Q047 Q048 Q048 Q048	<u>Value</u> 1 2 3 4 5 6 7 99 gion/faith. <u>Value</u> 1 2 3 4 5 6 7 99 wal orientation. <u>Value</u> 1 2
<pre>swers) Strongly disagree)) Neutral)) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination swers) Strongly disagree)) Neutral)) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination swers) Strongly agree)) Strongly agree) Strongly agree) Strongly disagree) Strongly d</pre>	Column Q046 Q046 Q046 Q046 Q046 Q046 Q046 Q046 Q047 Q048 Q048	<u>Value</u> 1 2 3 4 5 6 7 99 gion/faith. <u>Value</u> 1 2 3 4 5 6 7 99 guol orientation. <u>Value</u> 1
<pre>swers) Strongly disagree)) Neutral)) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination tswers) Strongly disagree)) Neutral)) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination tswers) Strongly agree)) Neutral) Neutral</pre>	<u>Column</u> Q046 Q046 Q046 Q046 Q046 Q046 Q046 Q047 Q047 Q047 Q047 Q047 Q047 Q047 Q047 Q047 Q047 Q047 Q047 Q047 Q047 Q047 Q047 Q047 Q048 Q048 Q048 Q048	Value 1 2 3 4 5 6 7 99 gion/faith. Value 1 2 3 4 5 6 7 99 val orientation. Value 1 2 3 4 5 6 7 99 val 3
<pre>iswers) Strongly disagree) Neutral) Strongly agree ot applicable nis institution proactively implements policies to prevent discrimination iswers) Strongly disagree) Neutral) Neutral) Strongly agree is institution proactively implements policies to prevent discrimination iswers) Strongly agree) Strongly disagree) Strongly disagree) Neutral) Neutral) Neutral) Neutral </pre>	<u>Column</u> Q046 Q046 Q046 Q046 Q046 Q046 Q046 Q047 Q047 Q047 Q047 Q047 Q047 Q047 Q047 Q047 Q047 Q047 Q047 Q047 Q047 Q047 Q048 Q048 Q048 Q048 Q048 Q048	Value 1 2 3 4 5 6 7 99 gion/faith. Value 1 2 3 4 5 6 7 99 cual orientation. Value 1 2 3 4 5 6 7 99
<pre>nswers) Strongly disagree)) Neutral)) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination aswers) Strongly disagree)) Neutral)) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination aswers) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination aswers) Strongly disagree)) Neutral))</pre>	<u>Column</u> Q046 Q046 Q046 Q046 Q046 Q046 Q046 Q047 Q047 Q047 Q047 Q047 Q047 Q047 Q047 Q047 Q047 Q047 Q047 Q047 Q047 Q047 Q048 Q048 Q048 Q048 Q048 Q048 Q048 Q048	Value 1 2 3 4 5 6 7 99 gion/faith. Value 1 2 3 4 5 6 7 99 wal orientation. Value 1 2 3 4 5 6 7 99 value 1 2 3 4 5 6 7 99
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nswers) Strongly disagree)) Neutral))) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination nswers) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination nswers) Strongly disagree)) Strongly agree)) Strongly agree)) Strongly agree)) Strongly agree)) Strongly agree)) Strongly agree)) Strongly agree ot applicable	Column Q046 Q047 Q048 Q048	Value 1 2 3 4 5 6 7 99 gion/faith. Value 1 2 3 4 5 6 7 99 wal orientation. Value 1 2 3 4 5 6 7 99 99
nswers) Strongly disagree)) Neutral)) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination inswers) Strongly disagree)) Neutral)) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination nswers) Strongly disagree)) Strongly disagree)) Strongly disagree)) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination nswers) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination)	Column Q046 Q047 Q048 Q048	Value 1 2 3 4 5 6 7 99 gion/faith. Value 1 2 3 4 5 6 7 99 cual orientation. Value 1 2 3 4 5 6 7 99 cual orientation. Value 1 2 3 4 5 6 7 99 cioeconomic stat
<pre>nswers) Strongly disagree)) Neutral))) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination nswers)) Strongly disagree)) Neutral)) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination nswers) Strongly disagree)) Neutral)) Neutral)) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination nswers)) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination nswers</pre>	Column Q046 Q047 Q048	Value 1 2 3 4 5 6 7 99 gion/faith. Value 1 2 3 4 5 6 7 99 val orientation. Value 1 2 3 4 5 6 7 99 val orientation. 1 2 3 4 5 6 7 99 valorientation. Value 1 2 3 4 5 6 7 99 valorientation. Value 1 2 3 4 5 6 7 99 valorientation.
<pre>nswers) Strongly disagree)) Neutral)) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination nswers) Strongly disagree)) Neutral)) Neutral)) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination nswers) Strongly disagree)) Neutral)) Neutral)) Neutral)) Neutral)) Neutral)) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination nswers) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination nswers) Strongly disagree</pre>	Column Q046 Q047 Q048 Q048 Q048 Q048 Q048 Q048 Q048 Q048 Q049	Value 1 2 3 4 5 6 7 99 gion/faith. Value 1 2 3 4 5 6 7 99 val orientation. Value 1 2 3 4 5 6 7 99 valorientation. 1 2 3 4 5 6 7 99 valorientation. 1 2 3 4 5 6 7 99 valorientation. 1 2 3 4 5 6 7 99 valorientation. 1 2 3 4 5 6 7 99 valorientation. 1 2 3 4 5 6 7 99 valorientation. 1 2 3 4 5 6 7 99 valorientation. 1 2 3 4 5 6 7 99 valorientation. 1 2 3 4 5 6 7 99 valorientation. 1 2 3 4 5 6 7 99 valorientation. 1 2 3 4 5 6 7 99
<pre>nswers) Strongly disagree)) Neutral)) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination nswers) Neutral)) Neutral)) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination nswers)) Strongly disagree)) Neutral)) Neutral)) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination nswers)) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination nswers)) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination nswers) Strongly disagree)) Strongly disagree</pre>	Column Q046 Q046 Q046 Q046 Q046 Q046 Q046 Q046 Q046 Q047 Q048 Q048 Q048 Q048 Q048 Q048 Q048 Q048 Q048 Q049	Value 1 2 3 4 5 6 7 99 gion/faith. Value 1 2 3 4 5 6 7 99 val orientation. Value 1 2 3 4 5 6 7 99 valorientation. Value 1 2 3 4 5 6 7 99 valorientation. 2 3 4 5 6 7 9 9
<pre>nswers) Strongly disagree)) Neutral)) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination nswers) Strongly disagree)) Neutral)) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination nswers) Strongly disagree)) Neutral)) Neutral)) Neutral)) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination nswers)) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination nswers)) Strongly disagree)) Strongly disagree)) Strongly disagree)</pre>	Column Q046 Q047 Q048 Q048 Q048 Q048 Q048 Q048 Q049 Q049 Q049 Q049	Value 1 2 3 4 5 6 7 99 gion/faith. Value 1 2 3 4 5 6 7 99 toioeconomic state Value 1 2 3
<pre>nswers) Strongly disagree)) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination nswers) Strongly disagree)) Neutral)) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination nswers)) Strongly disagree)) Neutral)) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination nswers)) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination nswers) Strongly disagree)) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination nswers) Strongly disagree)) Neutral</pre>	Column Q046 Q047 Q048 Q049 Q049 Q049 Q049	Value 1 2 3 4 5 6 7 99 gion/faith. Value 1 2 3 4 5 6 7 99 constant 1 2 3 4 5 6 7 99 constant 1 2 3 4 5 6 7 99 cioeconomic statt Value 1 2 3 4
nswers) Strongly disagree)) Neutral)) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination nswers) Strongly agree of applicable his institution proactively implements policies to prevent discrimination nswers) Strongly disagree)) Neutral)) Neutral)) Strongly agree of applicable his institution proactively implements policies to prevent discrimination nswers) Strongly agree)) Neutral)) Strongly agree)) Strongly agree)) Strongly disagree)) Strongly disagree)) Strongly disagree)) Neutral)) Neutral	Column Q046 Q047 Q048 Q048 Q048 Q048 Q048 Q048 Q049 Q049 Q049 Q049 Q049 Q049 Q049 Q049	Value 1 2 3 4 5 6 7 99 gion/faith. Value 1 2 3 4 5 6 7 99 constant 1 2 3 4 5 6 7 99 constant 2 3 4 5 6 7 99 constant 2 3 4 5
nswers) Strongly disagree)) Neutral)) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination nswers) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination nswers) Strongly disagree)) Neutral)) Neutral)) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination nswers) Strongly agree)) Neutral)) Strongly agree ot applicable his institution proactively implements policies to prevent discrimination nswers) Strongly disagree)) Neutral)) Neutral)) Neutral	Column Q046 Q047 Q048 Q048 Q048 Q048 Q049 Q049 Q049 Q049	$\begin{tabular}{c} \hline Value \\ \hline 1 \\ \hline 2 \\ \hline 3 \\ \hline 4 \\ \hline 5 \\ \hline 6 \\ \hline 7 \\ 99 \\ \hline gion/faith. \\ \hline Value \\ \hline 1 \\ \hline 2 \\ \hline 3 \\ \hline 4 \\ \hline 5 \\ \hline 6 \\ \hline 7 \\ 99 \\ \hline val orientation. \\ \hline Value \\ \hline 1 \\ \hline 2 \\ \hline 3 \\ \hline 4 \\ \hline 5 \\ \hline 6 \\ \hline 7 \\ 99 \\ \hline ioeconomic state \\ \hline Value \\ \hline 1 \\ \hline 2 \\ \hline 3 \\ \hline 4 \\ \hline 5 \\ \hline 6 \\ \hline 7 \\ 99 \\ \hline ioeconomic state \\ \hline 1 \\ \hline 2 \\ \hline 3 \\ \hline 4 \\ \hline 5 \\ \hline 6 \\ \hline 7 \\ 99 \\ \hline ioeconomic state \\ \hline 1 \\ \hline 2 \\ \hline 3 \\ \hline 4 \\ \hline 5 \\ \hline 6 \\ \hline 7 \\ 99 \\ \hline 0 \\ \hline 0 \\ \hline 1 \\ \hline 2 \\ \hline 3 \\ \hline 4 \\ \hline 5 \\ \hline 6 \\ \hline 7 \\ 99 \\ \hline 0 \\ \hline 1 \\ \hline 2 \\ \hline 3 \\ \hline 1 \\ \hline 2 \\ \hline 3 \\ \hline 1 \\ \hline 1 \\ \hline 2 \\ \hline 3 \\ \hline 1 \\ 1 \\$
nswers) Strongly disagree))) Neutral)))) Strongly agree (ot applicable his institution proactively implements policies to prevent discrimination inswers)) Strongly disagree)))) Neutral)))) Neutral)))) Strongly agree (ot applicable his institution proactively implements policies to prevent discrimination inswers)) Strongly disagree)))) Neutral)))) Neutral)))) Neutral)))) Strongly agree ())) Strongly agree () Stro	Column Q046 Q047 Q048 Q048 Q048 Q048 Q048 Q048 Q049 Q049 Q049 Q049 Q049 Q049 Q049 Q049	Value 1 2 3 4 5 6 7 99 gion/faith. Value 1 2 3 4 5 6 7 99 constant 1 2 3 4 5 6 7 99 constant 2 3 4 5 6 7 99 constant 2 3 4 5

Section 6 - Standard Question Section

Campus Accessibility

Do you have a documented or diagnosed disability?

 Answers
 Column

 No
 D050

 Yes
 D050

YesD0501Branch:2- Page 4D0502

Value

0

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The following answers branch to this page: Answered: Yes Question: **Do you have a documented or diagnosed disability?**

Section 1 - Response Key Section

Campus Accessibility

To what extent do you agree with the following statements?

nswers	Column	Value
1) Strongly disagree	Q051	1
	Q051	2
	Q051	3
) Neutral	Q051	4
ý)	Q051	5
	Q051	6
) Strongly agree	Q051	7
ot applicable	Q051	99
can easily access campus web sites.	2001	
nswers	Column	Value
) Strongly disagree	Q052	1
)	Q052	2
)	Q052	3
) Neutral	Q052 Q052	4
	Q052 Q052	5
	Q052 Q052	6
		7
) Strongly agree	Q052	/ 99
ot applicable	Q052	77
can easily access course materials (i.e., textbooks, online materials).	~ .	
nswers	Column	Value
) Strongly disagree	Q053	1
	Q053	2
	Q053	3
) Neutral	Q053	4
)	Q053	5
	Q053	6
) Strongly agree	Q053	7
ot applicable	Q053	99
can easily access classrooms.	-	
nswers	Column	Value
) Strongly disagree	Q054	1
)	Q054	2
	Q054 Q054	3
) Neutral	Q054 Q054	4
)	Q054	5
	Q054	6
) Strongly agree	Q054	7
ot applicable	Q054	99
can easily access campus buildings.		
nswers	Column	Value
) Strongly disagree	Q055	1
	Q055	2
	Q055	3
) Neutral	Q055	4
	Q055	5
	Q055	6
) Strongly agree	Q055	7
of applicable	Q055 Q055	99
	0000	77
can easily access campus dining facilities.	6.1	17.2
nswers	Column	Value
) Strongly disagree	Q056	1
	Q056	2
	Q056	3
2) 2)		
	Q056	4
ý		4 5 6

(7) Strongly agree Not applicable	Q056 Q056	7 99
I can easily access campus sidewalks.	2050	,,
Answers	Column	Value
(1) Strongly disagree	Q057	1
(2) (2) (2) (2) (2) (2) (2) (2) (2) (2)	Q057	2
$(\overline{3})$	Q057	3
(4) Neutral	Q057	4
(5)	Q057	5
(6)	Q057	6
(7) Strongly agree	Q057	7
Not applicable	Q057	99
I can easily access campus events (i.e., sporting events, lectures, concerts).	-	
Answers	Column	Value
(1) Strongly disagree	Q058	1
(2)	Q058	2
(3)	Q058	3
(4) Neutral	Q058	4
(5)	Q058	5
(6)	Q058	6
(7) Strongly agree	Q058	7
Not applicable	Q058	99

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Section 1 - Response Key Section

Campus Safety

To what extent do you agree with the following statements? This institution is a safe place for students.

Iswers Strongly disagree Neutral Strongly agree ot applicable his institution keeps the campus safe. Iswers Strongly disagree Neutral Strongly agree Strongly agree Strongly agree Strongly agree	Column Q059 Q059 Q050 Q060 Q060 Q060 Q060 Q060 Q060 Q060	Value 1 2 3 4 5 6 7 99 Value 1 2 3
) Neutral) Strongly agree ot applicable his institution keeps the campus safe. <i>iswers</i>) Strongly disagree)) Neutral)) Strongly agree ot applicable	Q059 Q059 Q059 Q059 Q059 Q059 Q059 Column Q060 Q060 Q060 Q060 Q060	2 3 4 5 6 7 99 <i>Value</i> 1 2 3
)) Neutral)))))))))))))	Q059 Q059 Q059 Q059 Q059 Q059 Column Q060 Q060 Q060 Q060	3 4 5 6 7 99 Value 1 2 3
)) Neutral)))))))))))))	Q059 Q059 Q059 Q059 Q059 Q059 Column Q060 Q060 Q060 Q060	4 5 6 7 99 <i>Value</i> 2 3
) Neutral)) Strongly agree his institution keeps the campus safe. <i>iswers</i>) Strongly disagree)) Neutral)) Strongly agree of applicable	Q059 Q059 Q059 Q059 Q059 Q059 Column Q060 Q060 Q060 Q060	4 5 6 7 99 <i>Value</i> 2 3
)) Strongly agree nis institution keeps the campus safe. <i>tswers</i>) Strongly disagree)) Neutral)) Neutral)) Strongly agree ot applicable	Q059 Q059 Q059 Q059 Q059 Q060 Q060 Q060 Q060 Q060	6 7 99 <i>Value</i> 1 2 3
)) Strongly agree ot applicable nis institution keeps the campus safe. <i>iswers</i>) Strongly disagree)) Neutral)) Strongly agree ot applicable	Q059 Q059 Q059 <u>Column</u> Q060 Q060 Q060 Q060	6 7 99 <i>Value</i> 1 2 3
) Strongly agree of applicable his institution keeps the campus safe. <i>Iswers</i>) Strongly disagree)) Neutral)) Strongly agree of applicable	Q059 Q059 Column Q060 Q060 Q060 Q060	7 99 <i>Value</i> 1 2 3
ot applicable his institution keeps the campus safe. <i>Iswers</i>) Strongly disagree)) Neutral)) Strongly agree ot applicable	Q059 <u>Column</u> Q060 Q060 Q060 Q060	99 <i>Value</i> 1 2 3
his institution keeps the campus safe. <i>iswers</i> Strongly disagree Neutral Strongly agree of applicable	<u>Column</u> Q060 Q060 Q060 Q060	Value 1 2 3
<i>iswers</i>) Strongly disagree)) Neutral))) Strongly agree of applicable	Q060 Q060 Q060 Q060 Q060	1 2 3
) Strongly disagree)) Neutral))) Strongly agree ot applicable	Q060 Q060 Q060 Q060 Q060	1 2 3
)) Neutral))) Strongly agree ot applicable	Q060 Q060 Q060	2 3
)) Neutral))) Strongly agree ot applicable	Q060 Q060	3
) Neutral))) Strongly agree ot applicable	Q060	
))) Strongly agree ot applicable		4
)) Strongly agree ot applicable	Q000	4 5
Strongly agree ot applicable	0060	6
ot applicable	Q060	6 7
••	Q060	
	Q060	99
nis institution does enough to protect the safety of students.	<i>c i</i>	¥7.4
iswers	Column	Value
Strongly disagree	Q061	1
	Q061	2
	Q061	3
) Neutral	Q061	4
	Q061	5
	Q061	6
) Strongly agree	Q061	7
ot applicable	Q061	99
nis institution has adequate outdoor lighting.		
iswers	Column	Value
) Strongly disagree	Q062	1
)	Q062	2
	Q062	3
) Neutral	Q062	4
	Q062	5
	Q062	6
) Strongly agree	Q062	7
ot applicable	Q062	99
his institution is safe to walk around at night.	X	
-	Column	Value
1SWPTS	Q063	1
<i>tswers</i> Strongly disagree	2005	
) Strongly disagree	0063	2
) Strongly disagree)	Q063	2
) Strongly disagree))	Q063	3
) Strongly disagree))) Neutral	Q063 Q063	3 4
) Strongly disagree))) Neutral)	Q063 Q063 Q063	3 4 5
) Strongly disagree))) Neutral	Q063 Q063	3 4

Page 7 - Page 7 Section 1 - Response Key Section

Overall Learning

As a result of my experiences at this institution:

I discuss issues related to diversity.

Answers	Column	Value
I) Strongly disagree	Q078	1
	Q078	2
)	Q078	3
) Neutral	Q078	4
$\hat{0}$	Q078	5
	Q078	6
7) Strongly agree	Q078	7
ot applicable	Q078	99
make an effort to get to know people from diverse backgrounds.		
nswers	Column	Value
) Strongly disagree	Q079	1
	Q079	2
)	Q079	3
Í) Neutral	Q079	4
5)	Q079	5
\dot{b}	Q079	6
7) Strongly agree	Q079	7
for applicable	Q079	99
have felt challenged to think more broadly about diverse issues.	X · · · ·	
nswers	Column	Value
l) Strongly disagree	Q080	1
2)	Q080	2
3)	Q080	3
) Neutral	Q080	4
5)	Q080	5
	Q080	6
7) Strongly agree	Q080	7
for applicable	Q080	, 99
	2000	,,,
have recognized biases that affect my thinking.	Calana	IZ-L
Inswers	<u>Column</u>	Value
1) Strongly disagree	Q081	1
2)	Q081	2
3)	Q081	3
4) Neutral	Q081	4
5)	Q081	5
	Q081	6
7) Strongly agree	Q081	7
ot applicable	Q081	99
have critically evaluated my position on diverse issues.		
nswers	Column	Value
l) Strongly disagree	Q082	1
2)	Q082	2
3)	Q082	3
4) Neutral	Q082	4
5)	Q082	5
6) 	Q082	6
7) Strongly agree	Q082	7
ot applicable	Q082	99
can communicate effectively with people who are different from	myself (i.e., race, g	ender, beliefs, etc
nswers	Column	Value
1) Strongly disagree	Q083	1
	Q083	2
	Q083	3
3)	Q083	4
3) 4) Neutral		4 5
2) 3) 4) Neutral 5) 6)	Q083	
3) 4) Neutral 5)	Q083 Q083	5

Section 2 - Response Key Section

Overall Satisfaction

To what extent do you agree with the following statements?

Overall, I am satisfied with my experience at this institution.

Answers Column Value

(1) Strongly disagree	Q084	1	
(2)	Q084	2	
(3)	Q084	3	
(4) Neutral	Q084	4	
(5)	Q084	5	
(6)	Q084	6	
(7) Strongly agree	Q084	7	
Not applicable	Q084	99	
I belong at this institution.			
Answers	Column	Value	
(1) Strongly disagree	Q085	1	
(2)	Q085	2	
(3)	Q085	3	
(4) Neutral	Q085	4	
(5)	Q085	5	
(6)	Q085	6	
(7) Strongly agree	Q085	° 7	
Not applicable	Q085	, 99	
	2005	,,,	
I would recommend this institution to a friend.			
Answers		Value	
(1) Strongly disagree	Q086	1	
(2)	Q086	2	
(3)	Q086	3	
(4) Neutral	Q086	4	
(5)	Q086	5	
(6)	Q086	6	
(7) Strongly agree	Q086	7	
Not applicable	Q086	99	
I feel accepted by students at this institution.			
Answers	Column	Value	
(1) Strongly disagree	Q087	1	
(2)	Q087	2	
(3)	Q087	3	
(4) Neutral	Q087	4	
(5)	Q087	5	
(6)	Q087	6	
(7) Strongly agree	Q087	7	
Not applicable	Q087	99	
I feel valued by students at this institution.	2 000		
4	Column	Value	
(1) Strongly disagree	Q088	1	
(1) Strongly disagree (2)	Q088 Q088	2	
(3)	Q088 Q088	3	
(3) (4) Neutral	Q088	4	
(4) Neutral (5)	Q088 Q088	5	
(6)	Q088 Q088	6	
(7) Strongly agree	Q088 Q088	7	
Not applicable	Q088 Q088	, 99	
	2000	,,	
Section 3 - Standard Ouestion Section			

Section 3 - Standard Question Section

Have you considered leaving this institution because of an issue related to diversity or inclusion?

Answers	Column	Value	
No	D089	0	
Yes, I previously considered leaving this institution	D089	1	
Yes, I am currently considering leaving this institution	D089	2	
Unsure	D089	3	
Prefer not to answer	D089	4	
Section 4 - Response Key Section			

I intend to:

Return to this institution next year (please mark N/A if graduating or studying abroad).

Answers	Column	Value
(1) Strongly disagree	Q090	1
(2)	Q090	2
(3)	Q090	3
4) Neutral	Q090	4
5)	Q090	5
6)	Q090	6
7) Strongly agree	Q090	7
Not applicable	Q090	99
Graduate from this institution.		
Answers	Column	Value
1) Strongly disagree	Q091	1
2)	Q091	2
3)	Q091	3
	Q091 Q091	3 4
4) Neutral		3 4 5
4) Neutral 5)	Q091	3 4 5 6
(3) (4) Neutral (5) (6) (7) Strongly agree	Q091 Q091	3 4 5 6 7

Section 5 - Standard Question Section

Feedback

How would you describe the campus culture at this institution?			
Answers	Column	Value	
Text Answer	LA092	0	
What is one thing you would do to improve the campus culture at this in	nstitution?		
Answers	Column	Value	
Text Answer	LA093	0	

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Section 1 - Standard Question Section

Personal Characteristics

What is your gender?		
Answers	Column	Value
Semale	D094	0
Ale	D094	1
ransgender	D094	2
Other	D094	3
refer not to answer	D094	4
What is your sexual orientation?		
Inswers	Column	Value
Ieterosexual or straight	D095	0
Bisexual	D095	1
Say or lesbian	D095	2
nsure or questioning	D095	3
Other	D095	4
Prefer not to answer	D095	5
What is your ethnicity?		
	Calumn	Values
nswers Francisco Lation	<u>Column</u>	Value
lispanic or Latino	D096	0
tot Hispanic or Latino	D096	1
refer not to answer	D096	2
Vhat is your race? (Choose all that apply.)		
Inswers	Column	Value
merican Indian or Alaska Native	MR097 1	1
sian	MR097 2	1
Black or African American	MR097_3	1
ative Hawaiian or other Pacific Islander	MR097_4	1
Vhite	MR097_5	1
Prefer not to answer	MR097_6	1
	-	
Race/Ethnicity (reporting only) <i>Hidden Question</i>		
Answers	Column	Value
Hispanic (regardless of race)	D098	0
American Indian/Alaska Native/First Nation	D098	1
sian	D098	2
Black or African American	D098	3
Native Hawaiian or other Pacific Islander	D098	4
White	D098	5
wo or more races	D098	6
Race and ethnicity unknown	D098	7
		,
Are you an international student (i.e., not a US citizen or pe		
Inswers	Column	Value
No -	D099	0
/es	D099	1
Prefer not to answer	D099	2
How old are you?		
Inswers	Column	Value
0 years old or younger	D100	0
1 to 25 years old	D100	1
6 to 30 years old	D100	2
1 to 40 years old	D100	3
1 to 50 years old	D100	4
1 vears old or older	D100	5
•	D100	5
Vhat is your current academic class standing?		
nswers	Column	Value
reshman/first-year	D101	0
ophomore	D101	1
unior	D101	2
enior	D101	3
Graduate/professional student	D101	4
Kon-degree or other	D101	5
Did you transfer to this institution this academic year?		
Inswers	Column	Value
111317613	Coumn	<i>r</i> иис

No	D102	0
Yes	D102	1
Have you ever served in the Armed Forces of the United States?		
Answers	Column	Value
No previous or current military service	D103	0
Yes, currently serving (including Guard or Reservist)	D103	1
Yes, previous service but not currently serving	D103	2
What is your cumulative GPA?		
Answers	Column	Value
Below 2.00	D104	0
2.00 to 2.49	D104	1
2.50 to 2.99	D104	2
3.00 to 3.49	D104	3
3.50 or above	D104	4
Don't know	D104	5
What is your place of residence?		
Answers	Column	Value
Residence hall	D105	0
Fraternity/Sorority	D105	1
On-campus apartment	D105	2
Off-campus apartment	D105	3
Living at home	D105	4
Other	D105	5
Did either of your parents/guardians graduate from college?		
Answers	Column	Value
No	D106	0
Yes	D106	1
Don't know	D106	2

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Survey Outline Benchworks Faculty/Staff Campus Climate, Safety, and Sexual Assault Assessment

Page 2 - Page 2 Section 1 - Response Key Section

Perception of Institution

To what extent do you agree with the following statements?

This institution is welcoming.

This institution is welcoming.		
Answers	Column	Value
(1) Strongly disagree	Q001	1
2)	Q001	2
3)	Q001	3
4) Neutral	Q001	4
5)	Q001	5
6)	Q001	6
7) Strongly agree	Q001	7
Not applicable	Q001	99
This institution is respectful.		
Answers	Column	Value
1) Strongly disagree	Q002	1
2)	Q002 Q002	2
(3)	Q002 Q002	3
(4) Neutral	Q002 Q002	4
(5)	Q002 Q002	5
(6)	Q002 Q002	6
(7) Strongly agree	Q002 Q002	7
Not applicable	Q002 Q002	, 99
))
This institution encourages free and open discussion on difficult topi		
Answers	Column	Value
(1) Strongly disagree	Q003	1
2)	Q003	2
(3)	Q003	3
(4) Neutral	Q003	4
(5)	Q003	5
(6)	Q003	6
(7) Strongly agree	Q003	7
Not applicable	Q003	99
This institution makes me feel included as a member of the communi	ity.	
Answers	Column	Value
(1) Strongly disagree	Q004	1
(2)	Q004 Q004	2
(3)	Q004 Q004	3
(4) Neutral	Q004	4
(5)	Q004 Q004	5
(6)	Q004	6
(7) Strongly agree	Q004 Q004	7
Not applicable	Q004	, 99
		,,
This institution encourages faculty and staff to openly share their ide		
Answers	Column	Value
(1) Strongly disagree	Q005	1
(2)	Q005	2
(3)	Q005	3
(4) Neutral	Q005	4
(5)	Q005	5
(6)	Q005	6
(7) Strongly agree	Q005	7
Not applicable	Q005	99
This institution has a strong commitment to diversity.		
Answers	Column	Value
(1) Strongly disagree	Q006	1
(2)	Q006	2
(3)	Q006	3
(4) Neutral	Q006	4
5)	Q006	4 5
(6)	Q006	6
o) 7) Strongly agree	Q006	7
7) Strongty agree Not applicable	Q006	99
		77
This institution adequately keeps faculty and staff informed on impo		
	Column	Value
Answers		1
Answers	Q007	
Answers (1) Strongly disagree	Q007 Q007	2
Answers (1) Strongly disagree (2)		2 3
Answers 1) Strongly disagree 2) 3)	Q007	
Answers (1) Strongly disagree (2) (3) (4) Neutral	Q007 Q007 Q007	3
Answers (1) Strongly disagree (2) (3) (4) Neutral (5)	Q007 Q007	3 4
Answers (1) Strongly disagree (2) (3) (4) Neutral	Q007 Q007 Q007 Q007	3 4 5

Campus Environment

To what extent do you agree with the following statements? Faculty and staff are treated fairly regardless of their abilities/disabilities.

1) Strongly disagree	Column	Value
	Q008	1
2)	Q008	2
3) O Neutral	Q008	3
4) Neutral	Q008 Q008	4 5
5) 6)	Q008 Q008	6
7) Strongly agree	Q008 Q008	7
lot applicable	Q008 Q008	, 99
aculty and staff are treated fairly regardless of their age.	2000	<i>,,</i>
inswers	Column	Value
1) Strongly disagree	Q009	1
2)	Q009	2
3)	Q009	3
4) Neutral	Q009	4
5)	Q009	5
	Q009	6
7) Strongly agree	Q009	7
ot applicable	Q009	99
aculty and staff are treated fairly regardless of their gender.		
nswers	Column	Value
1) Strongly disagree	Q010	1
2)	Q010	2
3) () Noutrol	Q010	3
4) Neutral	Q010 Q010	4 5
5) 6)	Q010 Q010	5
7) Strongly agree	Q010 Q010	7
<i>lot</i> applicable	Q010 Q010	, 99
aculty and staff are treated fairly regardless of their nationality.	x	
acuity and start are treated fairly regardless of their flationality.	Column	Value
1) Strongly disagree	Q011	<i>v aue</i>
2)	Q011	2
3)	Q011	3
4) Neutral	Q011	4
5)	Q011	5
6)	Q011	6
7) Strongly agree	Q011	7
Not applicable	Q011	99
aculty and staff are treated fairly regardless of their political ideology.		
Inswers	Column	Value
1) Strongly disagree	Q012	1
2)	Q012	2
3) A Nartal	Q012	3
4) Neutral	Q012	4
5) 6)	Q012 Q012	5 6
o) 7) Strongly agree	Q012 Q012	7
	Q012 Q012	, 99
lot annlicable	×***	//
••		
aculty and staff are treated fairly regardless of their race.	Column	Value
aculty and staff are treated fairly regardless of their race.	Column	Value
aculty and staff are treated fairly regardless of their race.	Q013	1
aculty and staff are treated fairly regardless of their race. (nswers 1) Strongly disagree 2)		
Faculty and staff are treated fairly regardless of their race. Inswers I) Strongly disagree 2) 3)	Q013 Q013	1 2
Faculty and staff are treated fairly regardless of their race. Inswers I) Strongly disagree 2) 3) 4) Neutral	Q013 Q013 Q013 Q013 Q013 Q013	1 2 3
Faculty and staff are treated fairly regardless of their race. Inswers 1) Strongly disagree 2) 3) 4) Neutral 5) 6)	Q013 Q013 Q013 Q013 Q013 Q013 Q013	1 2 3 4 5 6
Faculty and staff are treated fairly regardless of their race. Inswers I) Strongly disagree 2) 3) 4) Neutral 5) 6) 7) Strongly agree	Q013 Q013 Q013 Q013 Q013 Q013 Q013 Q013	1 2 3 4 5 6 7
Faculty and staff are treated fairly regardless of their race. (nswers 1) Strongly disagree 2) 3) 4) Neutral 5) 6) 7) Strongly agree Not applicable	Q013 Q013 Q013 Q013 Q013 Q013 Q013	1 2 3 4 5 6
Faculty and staff are treated fairly regardless of their race. (Inswers 1) Strongly disagree 2) 3) 4) Neutral 5) 6) 7) Strongly agree Not applicable Faculty and staff are treated fairly regardless of their religion/faith.	Q013 Q013 Q013 Q013 Q013 Q013 Q013 Q013	1 2 3 4 5 6 7
aculty and staff are treated fairly regardless of their race. <i>nswers</i>) Strongly disagree 2) 3) 4) Neutral 5) 5) 7) Strongly agree (ot applicable aculty and staff are treated fairly regardless of their religion/faith.	Q013 Q013 Q013 Q013 Q013 Q013 Q013 Q013	1 2 3 4 5 6 7
aculty and staff are treated fairly regardless of their race. <i>nswers</i>) Strongly disagree 2) 3) 4) Neutral 5) 5) 7) Strongly agree 1) Strongly agree 1) Strongly disagree () Strongly disagree () Strongly disagree () Strongly disagree	Q013 Q013 Q013 Q013 Q013 Q013 Q013 Q013	1 2 3 4 5 6 7 99 <i>Value</i> 1
aculty and staff are treated fairly regardless of their race. <i>nswers</i>) Strongly disagree)) Neutral) Neutral)))))))))))))))))))	Q013 Q013 Q013 Q013 Q013 Q013 Q013 Q013	1 2 3 4 5 6 7 99 <i>Value</i> 1 2
aculty and staff are treated fairly regardless of their race. <i>nswers</i>) Strongly disagree 2) 3) 4) Neutral 5) 6) 7) Strongly agree 10 tapplicable aculty and staff are treated fairly regardless of their religion/faith. <i>nswers</i> 1) Strongly disagree 2) 3)	Q013 Q013 Q013 Q013 Q013 Q013 Q013 Q013	1 2 3 4 5 6 7 99 <i>Value</i> 1 2 3
aculty and staff are treated fairly regardless of their race. <i>nswers</i>) Strongly disagree)) Neutral)) Strongly agree ot applicable aculty and staff are treated fairly regardless of their religion/faith. <i>nswers</i>) Strongly disagree) Notingly disagree) Neutral	Q013 Q013 Q013 Q013 Q013 Q013 Q013 Q013	1 2 3 4 5 6 7 99 99 Value 1 2 3 4
aculty and staff are treated fairly regardless of their race. <i>nswers</i>) Strongly disagree 2) 3) 4) Neutral 5) 7) Strongly agree 10 applicable aculty and staff are treated fairly regardless of their religion/faith. <i>nswers</i> 1) Strongly disagree 2) 3) 4) Neutral 5)	Q013 Q013 Q013 Q013 Q013 Q013 Q013 Q013	1 2 3 4 5 6 7 99 Value 1 2 3 4 5
aculty and staff are treated fairly regardless of their race. Inswers I) Strongly disagree 2) 3) 4) Neutral 5) 6) 7) Strongly agree Not applicable Faculty and staff are treated fairly regardless of their religion/faith. Inswers 1) Strongly disagree 2) 3) 4) Neutral 5) 6)	Q013 Q013 Q013 Q013 Q013 Q013 Q013 Q013	1 2 3 4 5 6 7 99 <i>Value</i> 1 2 3 4 5 6
aculty and staff are treated fairly regardless of their race. Inswers I) Strongly disagree 2) 3) 4) Neutral 5) 6) 7) Strongly agree 1) Strongly disagree 2) 3) 4) Neutral 5) 6) 7) Strongly disagree 2) 7) Strongly agree 2)	Q013 Q013 Q013 Q013 Q013 Q013 Q013 Q013	1 2 3 4 5 6 7 99 <i>Value</i> 1 2 3 4 5 6 7
aculty and staff are treated fairly regardless of their race. (nswers 1) Strongly disagree 2) 3) 4) Neutral 5) 6) 7) Strongly agree Not applicable Faculty and staff are treated fairly regardless of their religion/faith. (nswers 1) Strongly disagree 2) 3) 4) Neutral 5) 6) 7) Strongly agree Not applicable	Q013 Q013 Q013 Q013 Q013 Q013 Q013 Q013	1 2 3 4 5 6 7 99 <i>Value</i> 1 2 3 4 5 6
Not applicable aculty and staff are treated fairly regardless of their race. Inswers 1) Strongly disagree 2) 3) 4) Neutral 5) 6) 7) Strongly agree Not applicable Faculty and staff are treated fairly regardless of their religion/faith. Inswers 1) Strongly disagree 2) 3) 4) Neutral 5) 6) 7) Strongly agree Not applicable Faculty and staff are treated fairly regardless of their sexual orientation.	Q013 Q013 Q013 Q013 Q013 Q013 Q013 Q013	1 2 3 4 5 6 7 99 <i>Value</i> 1 2 3 4 5 6 7 99
aculty and staff are treated fairly regardless of their race. (nswers 1) Strongly disagree 2) 3) 4) Neutral 5) 6) 7) Strongly agree Not applicable Faculty and staff are treated fairly regardless of their religion/faith. (nswers 1) Strongly disagree 2) 3) 4) Neutral 5) 6) 7) Strongly agree Not applicable Faculty and staff are treated fairly regardless of their sexual orientation. (nswers	Q013 Q013 Q013 Q013 Q013 Q013 Q013 Q013	1 2 3 4 5 6 7 99 <i>Value</i> 1 2 3 4 5 6 7 99 <i>Value</i> <i>Value</i> <i>Value</i> <i>Value</i> <i>Value</i>
aculty and staff are treated fairly regardless of their race. (nswers 1) Strongly disagree 2) 3) 4) Neutral 5) 6) 7) Strongly agree tot applicable faculty and staff are treated fairly regardless of their religion/faith. (nswers 1) Strongly disagree 2) 3) 4) Neutral 5) 6) 7) Strongly agree tot applicable faculty and staff are treated fairly regardless of their sexual orientation. (nswers 1) Strongly agree tot applicable faculty and staff are treated fairly regardless of their sexual orientation. (nswers 1) Strongly disagree	Q013 Q013 Q013 Q013 Q013 Q013 Q013 Q013	1 2 3 4 5 6 7 99 <i>Value</i> 1 2 3 4 5 6 7 99 <i>Value</i> 1 2 3 4 5 6 7 99 <i>Value</i> 1 2 3 4 5 6 7 99 <i>Value</i> 1 2 3 4 5 6 7 99 <i>Value</i> 1 2 3 4 5 6 7 99 <i>Value</i> 1 2 3 4 5 6 7 99 <i>Value</i> 1 2 3 4 5 6 7 99 <i>Value</i> 1 1 1 1 1 1 1 1 1 1 1 1 1
aculty and staff are treated fairly regardless of their race. (nswers 1) Strongly disagree 2) 3) 4) Neutral 5) 6) 7) Strongly agree Not applicable Faculty and staff are treated fairly regardless of their religion/faith. (nswers 1) Strongly disagree 2) 3) 4) Neutral 5) 6) 7) Strongly agree Kot applicable Faculty and staff are treated fairly regardless of their sexual orientation.	Q013 Q013 Q013 Q013 Q013 Q013 Q013 Q013	1 2 3 4 5 6 7 99 <i>Value</i> 1 2 3 4 5 6 7 99 <i>Value</i> <i>Value</i> <i>Value</i> <i>Value</i> <i>Value</i>

(5)	Q015	5
(6)	Q015	6
(7) Strongly agree	Q015	7
Not applicable	Q015	99
Faculty and staff are treated fairly regardless of their	socioeconomic status.	
Answers	Column	Value
(1) Strongly disagree	Q016	1
(2)	Q016	2
(3)	Q016	3
(4) Neutral	Q016	4
(5)	Q016	5
(6)	Q016	6
(7) Strongly agree	Q016	7
Not applicable	Q016	99
Section 3 - Response Key Section		

Visibility

To what extent do you agree with the following statements? This institution has students from diverse backgrounds.

Answers	Column	Value
(1) Strongly disagree	Q017	1
(2)	Q017	2
(3)	Q017	3
(4) Neutral	Q017	4
(5)	Q017	5
(6)	Q017	6
7) Strongly agree	Q017	7
Not applicable	Q017	99
This institution has faculty from diverse backgrounds.		
Answers	Column	Value
1) Strongly disagree	Q018	1
2)	Q018	2
3)	Q018	3
4) Neutral	Q018	4
5)	Q018	5
6)	Q018	6
7) Strongly agree	Q018	7
Not applicable	Q018	99
This institution has staff from diverse backgrounds.		
Answers	Column	Value
1) Strongly disagree	Q019	1
2)	Q019 Q019	2
3)	Q019	3
4) Neutral	Q019	4
5)	Q019	5
6)	Q019 Q019	6
7) Strongly agree	Q019 Q019	7
Not applicable	Q019	99
This institution has senior leadership from diverse backgrounds.	×	
Answers	Column	Value
1) Strongly disagree	 Q020	1
2)	Q020 Q020	2
3)	Q020 Q020	3
4) Neutral	Q020 Q020	4
5)	Q020 Q020	4 5
5) 6)	Q020 Q020	6
7) Strongly agree	Q020 Q020	0 7
/ j Sti Uligiy agree	Q020	/
Not applicable	O020	99

Section 4 - Response Key Section

Work Environment

To what extent do you agree with the following statements?

My supervisor treats me with respect.

Answers	Column	Value
(1) Strongly disagree	Q021	1
(2)	Q021	2
(3)	Q021	3
(4) Neutral	Q021	4
(5)	Q021	5
(6)	Q021	6
(7) Strongly agree	Q021	7
Not applicable	Q021	99
My supervisor values the work I do.		
Answers	Column	Value
(1) Strongly disagree	Q022	1
(2)	Q022	2
(3)	Q022	3
(4) Neutral	Q022	4

(5) (6) (7) Strongly agree Not applicable	Q022 Q022 Q022 Q022	5 6 7 99
Appropriate and inclusive language is used in my work environment.		
Answers	Column	Value
(1) Strongly disagree	Q023	1
(2)	Q023	2
(3)	Q023	3
(4) Neutral	Q023	4
(5)	Q023	5
(6)	Q023	6
(7) Strongly agree	Q023	7
Not applicable	Q023	99
I feel welcome in my work environment.		
Answers	Column	Value
(1) Strongly disagree	Q024	1
(2)	Q024	2
(3)	Q024	3
(4) Neutral	Q024	4
(5)	Q024	5
(6)	Q024	6
(7) Strongly agree	Q024	7
Not applicable	Q024	99

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Section 1 - Response Key Section

Perceptions of Faculty

To what extent do you agree with the following statements?

Faculty treat me with respect.

active treat the with respect.	Column	Value
1) Strongly disagree	Q025	1
2)	Q025	2
3)	Õ025	3
4) Neutral	Q025	4
5)	Q025	5
6)	Q025	6
7) Strongly agree	Q025	7
Not applicable	Q025	99
aculty display an appreciation for those from diverse backgrounds.		
Inswers	Column	Value
1) Strongly disagree	Q026	1
2)	Q026	2
3)	Q026	3
4) Neutral	Q026	4
5)	Q026	5
6)	Q026	6
7) Strongly agree	Q026	7
Not applicable	Q026	99
aculty value the work I do.		
Inswers	Column	Value
1) Strongly disagree	Q027	1
2)	Q027	2
3)	Q027	3
4) Neutral	Q027	4
5)	Q027	5
6)	Q027	6
7) Strongly agree	Q027	7
Not applicable	Q027	99
aculty value my feedback.		
Inswers	Column	Value
1) Strongly disagree	Q028	1
2)	Q028	2
3)	Q028	3
4) Neutral	Q028	4
5)	Q028	5
		(
6)	Q028	6
	Q028 Q028 Q028	6 7 99

Section 2 - Response Key Section

Perceptions of Staff To what extent do you agree with the following statements?

Staff treat me with respect.

(2)	Q029	2
(3)	Q029	3
(4) Neutral	Q029	4
(5)	Q029	5
(6)	O029	6
(7) Strongly agree	Q029	7
Not applicable	Q029	99
Staff display an appreciation for individuals from diverse backgrounds.		
Answers	Column	Value
(1) Strongly disagree	O030	1
(1) Strongly disagree (2)	Q030 Q030	2
(2)	Q030 O030	3
(3) (4) Neutral	Q030 Q030	4
	· ·	4 5
(5)	Q030	
	Q030	6
(7) Strongly agree	Q030	7 99
Not applicable	Q030	99
Staff value the work I do.		
	<i><i>c</i>₁</i>	17.1
Answers	Column	Value
Answers (1) Strongly disagree	Q031	1
(1) Strongly disagree	Q031	1
(1) Strongly disagree (2)	Q031 Q031	1 2
(1) Strongly disagree (2) (3)	Q031 Q031 Q031	1 2 3
 (1) Strongly disagree (2) (3) (4) Neutral 	Q031 Q031 Q031 Q031 Q031	1 2 3 4
(1) Strongly disagree (2) (3) (4) Neutral (5)	Q031 Q031 Q031 Q031 Q031 Q031	1 2 3 4 5
(1) Strongly disagree (2) (3) (4) Neutral (5) (6)	Q031 Q031 Q031 Q031 Q031 Q031 Q031	1 2 3 4 5 6
 (1) Strongly disagree (2) (3) (4) Neutral (5) (6) (7) Strongly agree Not applicable 	Q031 Q031 Q031 Q031 Q031 Q031 Q031 Q031	1 2 3 4 5 6 7
 (1) Strongly disagree (2) (3) (4) Neutral (5) (6) (7) Strongly agree Not applicable Staff value my feedback. Auswars 	Q031 Q031 Q031 Q031 Q031 Q031 Q031 Q031	1 2 3 4 5 6 7
 (1) Strongly disagree (2) (3) (4) Neutral (5) (6) (7) Strongly agree Not applicable Staff value my feedback. Answers 	Q031 Q031 Q031 Q031 Q031 Q031 Q031 Q031	1 2 3 4 5 6 7 99
(1) Strongly disagree (2) (3) (4) Neutral (5) (6) (7) Strongly agree Not applicable Staff value my feedback. <u>Answers</u> (1) Strongly disagree	Q031 Q031 Q031 Q031 Q031 Q031 Q031 Q031	1 2 3 4 5 6 7 99 <i>Value</i> 1
(1) Strongly disagree (2) (3) (4) Neutral (5) (6) (7) Strongly agree Not applicable Staff value my feedback. <u>Answers</u> (1) Strongly disagree (2)	Q031 Q031 Q031 Q031 Q031 Q031 Q031 Q031	1 2 3 4 5 6 7 99 <i>Value</i>
(1) Strongly disagree (2) (3) (4) Neutral (5) (6) (7) Strongly agree Not applicable Staff value my feedback. Answers (1) Strongly disagree (2) (3)	Q031 Q031 Q031 Q031 Q031 Q031 Q031 Q031	1 2 3 4 5 6 7 99 Value 1 2
(1) Strongly disagree (2) (3) (4) Neutral (5) (6) (7) Strongly agree Not applicable Staff value my feedback. Answers (1) Strongly disagree (2) (3) (4) Neutral	Q031 Q031 Q031 Q031 Q031 Q031 Q031 Q031	1 2 3 4 5 6 7 99 99 Value 1 2 3 4
(1) Strongly disagree (2) (3) (4) Neutral (5) (6) (7) Strongly agree Not applicable Staff value my feedback. <u>Answers</u> (1) Strongly disagree (2) (3) (4) Neutral (5)	Q031 Q031 Q031 Q031 Q031 Q031 Q031 Q031	1 2 3 4 5 6 7 99 99 Value 1 2 3 4 5
(1) Strongly disagree (2) (3) (4) Neutral (5) (6) (7) Strongly agree Not applicable Staff value my feedback. <u>Answers</u> (1) Strongly disagree (2) (3) (4) Neutral (5) (6)	Q031 Q031 Q031 Q031 Q031 Q031 Q031 Q031	1 2 3 4 5 6 7 99 <i>Value</i> 1 2 3 4 5 6
(1) Strongly disagree (2) (3) (4) Neutral (5) (6) (7) Strongly agree Not applicable Staff value my feedback. <u>Answers</u> (1) Strongly disagree (2) (3) (4) Neutral (5)	Q031 Q031 Q031 Q031 Q031 Q031 Q031 Q031	1 2 3 4 5 6 7 99 99 Value 1 2 3 4 5

Section 3 - Response Key Section

Perceptions of Students

To what extent do you agree with the following statements?

Students treat me with respect.

Students treat me with respect.		
Answers	Column	Value
(1) Strongly disagree	Q033	1
2)	Q033	2
3)	Q033	3
4) Neutral	Q033	4
(5)	Q033	5
(6)	Q033	6
(7) Strongly agree	Q033	7
Not applicable	Q033	99
Students display an appreciation for individuals from diverse backg	rounds	
Answers	Column	Value
(1) Strongly disagree	Q034	1
(2)	Q034 Q034	2
(3)	Q034 Q034	3
(4) Neutral	Q034 Q034	4
5)	Q034 Q034	5
6)	Q034 Q034	6
7) Strongly agree	Q034 Q034	7
Not applicable	Q034 Q034	99
	Q034	77
Students value the work I do.		
Answers	Column	Value
(1) Strongly disagree	Q035	1
(2)	Q035	2
(3)	Q035	3
(4) Neutral	Q035	4
(5)	Q035	5
(6)	Q035	6
(7) Strongly agree	Q035	7
Not applicable	Q035	99
Students value my feedback.		
Answers	Column	Value
(1) Strongly disagree	Q036	1
(2)	Q036	2
3)	Q036	3
(4) Neutral	Q036	4
(5)	Q036	5
		6
	O036	0
(6) (7) Strongly agree	Q036 Q036	6 7

Section 4 - Response Key Section

Perceptions of Administration

To what extent do you agree with the following statements?

Administrators are genuinely concerned about my welfare.

Answers	Column	Value
(1) Strongly disagree	Q037	1
(2)	Q037	2
(3)	Q037	3
(4) Neutral	Q037	4
(5)	Q037	5
(6)	Q037	6
(7) Strongly agree	Q037	7
Not applicable	Q037	99
Administrators respect what faculty and staff think.		
Answers	Column	Value
(1) Strongly disagree	Q038	1
(2)	Q038	2
(3)	Q038	3
(4) Neutral	Q038	4
(5)	Q038	5
(6)	Q038	6
(7) Strongly agree	Q038	7
Not applicable	Q038	99
Administrators value the work I do.		
Answers	Column	Value
(1) Strongly disagree	Q039	1
(2)	Q039	2
(3)	Q039	3
(4) Neutral	Q039	4
(5)	Q039	5
(6)	Q039	6
(7) Strongly agree	Q039	7
Not applicable	Q039	99

Section 5 - Response Key Section

Administrative Policies

To what extent do you agree with the following statements?

This institution proactively implements policies to prevent discrimination related to abilities/disabilities.

Answers	Column	Value
(1) Strongly disagree	Q040	1
(2)	Q040	2
(3)	Q040	3
(4) Neutral	Q040	4
(5)	Q040	5
(6)	Q040	6
(7) Strongly agree	Q040	7
Not applicable	Q040	99
This institution proactively implements policies t	o prevent discrimination related to a	ge.
Answers	Column	Value
(1) Strongly disagree	Q041	1
(2)	Q041	2
(3)	Q041	3
(4) Neutral	Q041	4
(5)	Q041	5
(6)	Q041	6
(7) Strongly agree	Q041	7
Not applicable	Q041	99
This institution proactively implements policies t	o prevent discrimination related to g	ender.
Answers	Column	Value
(1) Strongly disagree	Q042	1
(2)	Q042	2
(3)	Q042	3
(4) Neutral	Q042	4
(5)	Q042	5
(6)	Q042	6
(7) Strongly agree	Q042	7
Not applicable	Q042	99
This institution proactively implements policies t	o prevent discrimination related to n	ationality.
Answers	Column	Value
(1) Strongly disagree	Q043	1
(2)	Q043	2
(3)	Q043	3
(4) Neutral	Q043	4
(5)	Q043	5
(6)	Q043	6
(7) Strongly agree	Q043	7

Inswers	Column	Value
1) Strongly disagree	Q044	1
2)	Q044	2
3)	Q044	3
4) Neutral	Q044	4
5)	Q044	5
6)	Q044	6
7) Strongly agree	Q044	7
Not applicable	Q044	99
his institution proactively implements policies to prevent discrimin	nation related to r	ace
Inswers	Column	Value
1) Strongly disagree	0045	1
2)	Q045	2
3)	Q045 Q045	3
4) Neutral	Q043 Q045	4
	Q045 Q045	5
5) 6)	Q045 Q045	5
o) 7) Strongly agree	Q043 Q045	6 7
	Q043 Q045	/ 99
lot applicable	•	
This institution proactively implements policies to prevent discrimin		
Inswers	Column	Value
1) Strongly disagree	Q046	1
2)	Q046	2
3)	Q046	3
4) Neutral	Q046	4
5)	Q046	5
6)	Q046	6
7) Strongly agree	Q046	7
lot applicable	Q046	99
his institution proactively implements policies to prevent discrimin	ation related to s	sexual orientation.
Inswers	Column	Value
1) Strongly disagree	0047	1
,	Q047 Q047	2
2) 3)	Q047 Q047	$\frac{2}{3}$
	Q047 Q047	4
4) Neutral 5)	Q047 Q047	4 5
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6) Ti Stranghi agus	Q047	6 7
7) Strongly agree	Q047	/ 99
kot applicable	Q047	
This institution proactively implements policies to prevent discrimin		
Inswers	Column	Value
1) Strongly disagree	Q048	1
2)	Q048	2
	Q048	3
3)	0048	4
	Q048	
3) 4) Neutral	Q048 Q048	5
3)		5 6
3) 4) Neutral 5) 6)	Q048	
3) 4) Neutral 5)	Q048 Q048	6

Campus Accessibility

Do you have a documented or diagnosed disability?AnswersColumnValueNoD0490YesD0491Branch:
- Page 4--Prefer not to answerD0492

Page 4 - Page 4

The following answers branch to this page: Answered: Yes Question: **Do you have a documented or diagnosed disability?**

Section 1 - Response Key Section

Campus Accessibility

To what extent do you agree with the following statements?

I can easily access campus administrative offices.

Answers	Column	Value
(1) Strongly disagree	Q050	1
(2)	Q050	2
(3)	Q050	3
(4) Neutral	Q050	4
(5)	Q050	5
(6)	Q050	6
(7) Strongly agree	Q050	7
Not applicable	Q050	99

Answers Column Value (1) Strongly disagree Q051 1 (2) Q051 2 (3) Q051 3 (4) Neutral Q051 5 (5) Q051 6 (7) Strongly agree Q051 7 Not applicable Q051 7 I can easily access classrooms. Value 7 (1) Strongly disagree Q052 1 (2) Q052 2 1 (3) Q052 2 1 (3) Q052 3 1 (2) Q052 3 1 (3) Q052 5 6 (5) Q052 5 6 (5) Q052 5 6 (7) Strongly agree Q052 9 1 Can easily access campus buildings. Answers Column Value (1) Strongly disagree Q053 1 2 (3) Q053 </th <th>l can easily access campus web sites.</th> <th></th> <th></th>	l can easily access campus web sites.		
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(7) Strongly agree Q056 7			
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Not applicable Q056 99			
	Not applicable	Q056	99

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Section 1 - Response Key Section

Campus Safety

To what extent do you agree with the following statements? This institution is a safe place for students.

Answers	Column	Value
(1) Strongly disagree	Q057	1
(2)	Q057	2
(3)	Q057	3
(4) Neutral	Q057	4
(5)	Q057	5
(6)	Q057	6
(7) Strongly agree	Q057	7
Not applicable	Q057	99
This institution is a safe place for faculty and staff.		
Answers	Column	Value
(1) Strongly disagree	Q058	1

(2)	Q058	2
3)	Q058	3
4) Neutral	Q058	4
5)	Q058	5
6) 7) Strongly agree	Q058	6 7
7) Strongly agree	Q058	
Not applicable	Q058	99
This institution does enough to protect the safety of faculty and staff.	Column	Value
	Q059	<u>1</u>
1) Strongly disagree 2)	Q059 Q059	2
3)	Q059 O059	3
4) Neutral	Q059	4
5)	Q059	5
6)	Q059 Q059	6
7) Strongly agree	Q059 Q059	7
Not applicable	Q059	, 99
This institution does enough to protect the safety of students.		
Insuration does enough to protect the safety of students.	Column	Value
1) Strongly disagree	Q060	1
2)	Q060	2
3)	Q060	3
4) Neutral	Q060	4
5)	Q060	5
ó)	Q060	6
7) Strongly agree	Q060	7
Not applicable	Q060	99
This institution has adequate outdoor lighting.		
Answers	Column	Value
1) Strongly disagree	Q061	1
2)	Q061	2
3)	Q061	3
4) Neutral	Q061	4
5)	Q061	5
6)	Q061	6
7) Strongly agree	Q061	7
Not applicable	Q061	99
This institution is safe to walk around at night.		
Answers	Column	Value
1) Strongly disagree	Q062	1
2)	Q062	2
3)	Q062	3
4) Neutral	Q062	4
5)	Q062	5
	Q062	6
7) Strongly agree	Q062	7
Not applicable	Q062	99
am satisfied with the physical safety of my work environment.	~ .	
Answers	Column	Value
1) Strongly disagree	Q063	1
2)	Q063	2
3)	Q063	3
4) Neutral	Q063	4
5)	Q063	5
6)	Q063	6
7) Strongly agree Not applicable	Q063 Q063	7 99

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Section 1 - Response Key Section

Personal Attitudes and Behaviors

To what extent do you agree with the following statements? I am comfortable interacting with students from diverse backgrounds.

Answers	Column	Value
(1) Strongly disagree	Q078	1
2)	Q078	2
3)	Q078	3
(4) Neutral	Q078	4
(5)	Q078	5
6)	Q078	6
(7) Strongly agree	Q078	7
Not applicable	Q078	99
am comfortable interacting with faculty and	staff from diverse backgrounds.	
	staff from diverse backgrounds. Column	Value
am comfortable interacting with faculty and s Answers 1) Strongly disagree		Value
Answers 1) Strongly disagree	Column	<i>Value</i> 1 2
Answers	Column Q079	<i>Value</i> 1 2 3
Answers 1) Strongly disagree 2)	<u>Column</u> Q079 Q079	<i>Value</i> 1 2 3 4
Answers 1) Strongly disagree 2) 3)	<u>Column</u> Q079 Q079 Q079 Q079	<i>Value</i> 1 2 3 4 5

(7) Strongly agree	O079	7
Not applicable	Q079 Q079	99
**	Q073	"
I am comfortable having colleagues from diverse backgrounds.		
Answers	Column	Value
(1) Strongly disagree	Q080	1
(2)	Q080	2
(3)	Q080	3
(4) Neutral	Q080	4
(5)	Q080	5
(6)	Q080	6
(7) Strongly agree	Q080	7
Not applicable	Q080	99
I have discussions with people whose ideas and values are differ	ent from my own.	
Answers	Column	Value
(1) Strongly disagree	O081	1
(2)	Q081	2
(3)	Q081	3
(4) Neutral	Q081	4
(5)	Q081	5
(6)	Q081	6
(7) Strongly agree	Q081	7
	•	99
Not applicable	Q081	99

Section 2 - Response Key Section

Overall Perceptions

To what extent do you agree with the following statements? Overall, I am satisfied with my work environment.

distante de la construction de l	Column	Value
Answers	O082	1
	Q082 Q082	2
2)		
3) A) Neutral	Q082	3
4) Neutral	Q082	4
5)	Q082	5
6)	Q082	6
7) Strongly agree	Q082	7
Not applicable	Q082	99
would recommend working at this institution to a close friend.		
Answers	Column	Value
1) Strongly disagree	Q083	1
2)	Q083	2
3)	Q083	3
4) Neutral	Q083	4
5)	Q083	5
6)	Q083	6
7) Strongly agree	Q083	7
Not applicable	Q083	, 99
feel accepted by students.	2005	
Answers	Column	Value
(1) Strongly disagree	O084	1
2)	Q084 Q084	2
	Q084 Q084	3
3) A) Northol		3
4) Neutral	Q084	
5)	Q084	5
	Q084	6
7) Strongly agree	Q084	7
Not applicable	Q084	99
feel valued by students.		
Answers	Column	Value
(1) Strongly disagree	Q085	1
2)	Q085	2
3)	Q085	3
4) Neutral	Q085	4
5)	Q085	5
6)	Q085	6
7) Strongly agree	Q085	7
Not applicable	Q085	, 99
feel accepted by faculty and staff.	× · · · ·	
4 45 16 24 5	Column	Value
1) Strongly disagree	Q086	1
2)	Q086	2
3)	Q086	3
4) Neutral	Q080 Q086	4
	Q086	4 5
5)	Q086 Q086	5
6) 7) Strangte agree	· ·	
7) Strongly agree	Q086	7
Not applicable	Q086	99
feel valued by faculty and staff.		
Answers	Column	Value
1) Strongly disagree	Q087	1
1) Strongly usagree	2007	1

(3)	Q087	3	
(4) Neutral	Q087	4	
(5)	Q087	5	
(6)	Q087	6	
(7) Strongly agree	Q087	7	
Not applicable	Q087	99	
I belong at this institution.			
Answers	Column	Value	
(1) Strongly disagree	Q088	1	
(1) Strongly disagree	Q088 Q088	1 2	
		1 2 3	
(1) Strongly disagree (2)	Q088	2	
(1) Strongly disagree(2)(3)	Q088 Q088	3	
 (1) Strongly disagree (2) (3) (4) Neutral 	Q088 Q088 Q088	3	
 (1) Strongly disagree (2) (3) (4) Neutral (5) 	Q088 Q088 Q088 Q088 Q088	2 3 4 5	
(1) Strongly disagree (2) (3) (4) Neutral (5) (6)	Q088 Q088 Q088 Q088 Q088 Q088	2 3 4 5 6	

Section 3 - Standard Question Section

Have you considered leaving this institution because of an is	sue related to diversity o	or inclusion?
Answers	Column	Value
No	D089	0
Yes, I previously considered leaving this institution	D089	1
Yes, I am currently considering leaving this institution	D089	2
Unsure	D089	3
Prefer not to answer	D089	4

Section 4 - Standard Question Section

Feedback

How would you describe the campus culture at this institution?		
Answers	Column	Value
Text Answer	LA090	0
What is one thing you would do to improve the campus culture at this	institution?	
Answers	Column	Value
Text Answer	LA091	0

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Section 1 - Standard Question Section

Personal Characteristics

What	is	your	gend	er?
Answar	c			

Native Hawaiian or other Pacific Islander

White

Two or more races

Race and ethnicity unknown

John John John Strater		
Answers	Column	Value
Female	D092	0
Male	D092	1
Transgender	D092	2
Other	D092	3
Prefer not to answer	D092	4
What is your sexual orientation?		
Answers	Column	Value
Heterosexual or straight	D093	0
Bisexual	D093	1
Gay or lesbian	D093	2
Unsure or questioning	D093	3
Other	D093	4
Prefer not to answer	D093	5
What is your ethnicity?		
Answers	Column	Value
Hispanic or Latino	D094	0
Not Hispanic or Latino	D094	1
Prefer not to answer	D094	2
What is your race? (Choose all that apply.)		
Answers	Column	Value
American Indian or Alaska Native	MR095 1	1
Asian	MR095 ²	1
Black or African American	MR095_3	1
Native Hawaiian or other Pacific Islander	MR095_4	1
White	MR095_5	1
Prefer not to answer	MR095_6	1
Race/Ethnicity (reporting only)Hidden Question		
Answers	Column	Value
Hispanic (regardless of race)	D096	0
American Indian/Alaska Native/First Nation	D096	1
Asian	D096	2
Black or African American	D096	3

D096

D096 D096

D096

Vhat best describes your citizenship status? Anwers S. citizen S. permanent resident Wher refer not to answer low old are you? Anwers O years old or younger I to 30 years old I to 40 years old I to 40 years old I to 60 years old I to 70 years I to 10 years I to 20 years I to 30 ye	Column D097 D097 D097 D097 D098 D098 D098 D098 D098 D098 D098 D099 D091 D092 D093 D094 D095 D095 D096 D097 D098 D099 D099 D091 D0100 D101 D101	Value 0 1 2 3 Value 0 1 2 3 4 5 Value 0 1 2 3 4 5 0 1 2 3 4 5 6 7 Value 0 1 Value 0 1
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ervice/Maintenance/Skilled Craft Staff eaching/Graduate Assistant tudent	D102	3
eaching/Graduate Assistant tudent	D102	4
tudent	D102	5
	D102	6
	D102	7
Vhat is your tenure status?		
nswers		Value
enured	Column	
iranch:	Column D103	0
Page 9	Column D103	0
enure-track		0
enure-track	D103	
Page 9		0
rage 9	D103	
fot applicable	D103 D103	1
	D103	

What best describes your citizenship status?

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The following answers branch to this page: Answered: Tenured Question: What is your tenure status? Answered: Tenure-track Question: What is your tenure status?

Section 1 - Standard Question Section

Rank and Title

What is your current rank/title?

Answers	Column	Value	
Full professor	D104	0	
Associate professor	D104	1	
Assistant professor	D104	2	
Not applicable	D104	3	
Other (Please specify.)	D104	4	

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