

UWSP Campus Diversity Climate Survey

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

Purpose

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

Procedures

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

Discomforts and Risks

There are no risks in participating in this research beyond those experienced in everyday life. Some of the questions are personal and might cause discomfort. In the event that any questions asked are disturbing, you may stop responding to the survey at any time. Students, Faculty, staff, and administrators who experience discomfort are encouraged to contact UWSP Counseling Center, Delzell Hall, x3553

Benefits

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

Statement of Confidentiality

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

Voluntary Participation

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

Right to Ask Questions

**You can ask questions about this research.
Questions concerning this project should be directed to:**

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

Questions regarding the survey process may also be directed to:

R. Anne Abbott, PhD.
Professor, Health Promotion and Human Development
715-346-4420
Anne.Abbott@uwsp.edu

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

Dr. Jason Davis, Chair
Institutional Review Board for the Protection of Human Subjects
Department of Business & Economics
University of Wisconsin-Stevens Point
Stevens Point, WI 54481
(715) 346-4598

If you agree to take part in this research study, your completion of the survey indicates your consent to participate in this study. It is recommended that you copy this page of the survey for your records. This informed consent form was reviewed and approved by the Institutional Review Board at UW-Stevens Point on February 29, 2008. It will expire on February 28, 2009.

Directions

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

Survey Terms and Definitions

Climate: Current attitudes, behaviors, and standards of employees and students concerning the access for, inclusion of, and level of respect for individual and group needs, abilities, and potential.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Please do not complete this survey more than once.

Personal Experiences

Within The Past Two Years...

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

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

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

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

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

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

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

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

- Yes
- No [Go to question 12]

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(Mark all that apply.)

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

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

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

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

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

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

Sexual Misconduct

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

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

Within Your Time at University of Wisconsin Stevens Point:

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

- Never
- Rarely
- Sometimes
- Often
- Very often

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

- Never
- Rarely
- Sometimes
- Often
- Very often

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

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

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

- Yes
- No

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

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

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

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

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

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

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

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

- Yes [Go to question 21]
- No

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

Demographic Information

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

21. What is your gender identity?

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

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

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

23. Which term best describes your sexual orientation?

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

24. What is your age?

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

25. What is your current parental status?

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

26. What is your current relationship situation?

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

27. Are you active military status or a veteran?

- Yes
- No

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

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

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

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

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

Parent/Legal Guardian 1

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

Parent/Legal Guardian 2

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

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

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

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

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

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

(Mark all that apply.)

- Academic Affairs
- Student Affairs
- Business Affairs
- Executive Office
- College of Fine Arts and Communication
- College of Letters and Science
- College of Natural Resources
- College of Professional Studies
- Other (please specify) _____

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

- Full-time
- Part-time

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

- Yes
- No [Go to Question 36]

35. What is your disability?

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

36. What is your citizenship status?

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

37. What is your religious or spiritual affiliation?

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

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

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

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

- Yes
- No [Go to question 41]

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

UW - EauClaire

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

UW - Green Bay

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

UW - LaCrosse

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

UW - Madison

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

UW - Milwaukee

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

UW - Oshkosh

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

UW - Parkside

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

UW - Platteville

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

UW - River Falls

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

UW - Stevens Point

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

UW - Stout

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

UW - Superior

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

UW - Whitewater

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

UW - Colleges

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

UW - System Administration

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

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

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

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

- dependent
- independent

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

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

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

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

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

- Yes
- No

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

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

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

Your job?

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

The way your career has progressed?

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

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

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

Your education?

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

The way your academic career has progressed?

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

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