

Appendix B

PART I: Demographics

The demographic information tables contain actual percentages except where noted.

Table B1

What is your gender identity? (Question 21)

Gender	n	%
Woman	1250	65.8
Man	633	33.3
Transgender	5	0.3
Other	3	0.2
Missing	10	0.5

Table B2

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

Race/Ethnicity	n	%
African	4	0.2
African American/Black (not Hispanic)	29	1.5
Alaskan Native	1	0.1
Asian	48	2.5
Asian American	25	1.3
Southeast Asian	17	0.9
Caribbean/West Indian	3	0.2
White/Caucasian (not Latino(a)/Hispanic)	1721	90.5
Indian subcontinent	4	0.2
Latino(a)/Hispanic	33	1.7
Middle Eastern	10	0.5
Native American Indian	39	2.1
Pacific Islander	5	0.3
Other	27	1.4

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

Table B3

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

Sexual Identity	n	%
Bisexual	45	2.4
Gay	29	1.5
Heterosexual	1754	92.3
Lesbian	12	0.6
Queer	8	0.4
Questioning	21	1.1
Other	10	0.5
Missing	22	1.2

Table B4

What is your age? (Question 24)

Age	n	%
19 or under	395	20.8
20-21	484	25.5
22-25	377	19.8
26-32	120	6.3
33-42	138	7.3
43-51	165	8.7
52-60	157	8.3
61-69	49	2.6
70 and over	1	0.1
Missing	15	0.8

Table B5

What is your current parental status? (Question 25)

Parental Status	n	%
No children	1421	74.8
Single Parent	64	3.4
Pregnant	15	0.8
Co-Parent with a partner/spouse	346	18.2
Other	34	1.8
Missing	0	0.0

Table B6

What is your current relationship situation? (Question 26)

Relationship Status	n	%
Single	883	46.4
Partnered	64	3.4
Partnered in civil union	15	0.8
Married	442	23.3
Separated	12	0.6
Divorced	36	1.9
Remarried	7	0.4
Partner/Spouse deceased	9	0.5
Missing	18	0.9

Table B7

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

Active Military/Veteran	n	%
Yes	84	4.4
No	1794	94.4
Missing	23	1.2

Table B8

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

Position	n	%
Transfer student	122	6.4
Associate's degree student	29	1.5
Dual enrollment	3	0.2
Non-degree seeking student	14	0.7
Bachelor's degree student	1163	61.2
Master's Degree student	33	1.7
Doctoral/Terminal Degree student	7	0.4
Professional degree student	6	0.3
Adjunct professor	6	0.3
Instructional Academic Staff	48	2.5
Assistant professor	46	2.4
Associate professor	50	2.6
Professor	65	3.4
Limited Term employee	23	1.2
Classified staff non-exempt	94	4.9
Classified staff exempt staff	33	1.7
Non-instructional academic staff	95	5.0
Limited academic staff	9	0.5
Administrator	22	1.2
Other	33	1.7

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

Table B9

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

Academic Plans	n	%
Working towards an associate's degree only	58	37.7
Working towards an associate's degree and then transferring to another institution	41	26.6
Will transfer without an associate's degree	26	16.9
Missing	29	18.8

Note: Table includes only those who answered that they were a "Transfer," "Associate degree," or "Dual enrollment" student in Question 28 (n = 154).

Table B10

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

Level of Education	Parent /Legal Guardian 1		Parent/Legal Guardian 2	
	n	%	n	%
No high school	42	3.0	38	2.7
High school	444	31.9	418	30.8
Some college	207	14.9	199	14.7
Business/Technical certificate/degree	124	8.9	142	10.2
Associates degree	90	6.5	109	7.8
Bachelors degree	252	18.1	267	19.2
Some graduate work	19	1.4	31	2.2
Masters degree	142	10.2	108	7.8
Doctorate degree	30	2.2	16	1.2
Other professional degree	8	0.6	10	0.7
Unknown	13	0.9	16	1.2
Not applicable	0	0.0	3	0.2
Missing	20	1.4	34	2.4

Note: Table includes only those who answered that they were students in Question 28 (n = 1391).

Table B11

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

Appointment	n	%
Unclassified staff	15	3.0
Faculty	168	33.4
Academic staff	152	30.2
Limited staff	4	0.8
Classified staff	74	14.7
Represented classified staff	38	7.6
Non-represented classified staff	15	6.0
Limited term appointments	15	3.0
Project appointments	5	1.0
Missing	17	3.4

Note: Table includes only those who indicated they were employees in Question 28 (n = 503).

Table B12

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

	n	%
Did not complete high school	1	0.2
Completed high school	15	3.0
Some college	30	6.0
Some graduate work	17	3.4
Associate's degree	18	3.6
Bachelor's degree	95	18.9
Master's degree	120	23.9
Doctorate degree/Terminal Professional degree	182	36.2
Other professional degree	2	0.4
Business/Technical certificate/degree	6	1.2
Other	0	0.0
Missing	17	3.4

Note: Table includes only those who indicated they were employees in Question 28 (n = 503).

Table B13

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

Academic/Work Unit	n	%
Academic Affairs	46	9.1
Student Affairs	99	19.7
Business Affairs	38	7.6
Executive Office	10	2.0
College of Fine Arts and Communication	46	9.1
College of Letters and Science	117	23.3
College of Natural Resources	58	11.5
College of Professional Studies	67	13.3
Other	37	7.4

Note: Table includes only those who indicated they were employees in Question 28 (n = 503).

Table B14

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

Status	n	%
Full-time	436	86.7
Part-time	59	11.7
Missing	8	1.6

Note: Table includes only those who indicated they were employees in Question 28 (n = 503).

Table B15

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

Disability	n	%
Yes	107	5.6
No	1779	93.6
Missing	15	0.8

Table B16

What is your disability?
(Question 35)

<u>Disability</u>	<u>n</u>	<u>%</u>
Physical condition	45	42.1
Learning disability	29	27.1
<u>Psychological condition</u>	<u>47</u>	<u>43.9</u>

Note: Table includes only those who indicated they had a disability in Question 34 (n = 107).
Note: Percentages do not sum to 100% due to multiple responses.

Table B17

What is your citizenship status? (Question 36)

Citizenship status	n	%
U.S. citizen	1806	95.0
U.S. citizen – naturalized	24	1.3
Dual citizenship	7	0.4
Permanent resident (immigrant)	17	0.9
Permanent resident (refugee)	0	0.0
International (F-1, J-1, or H1-B, or other visa)	35	1.8
Other	1	0.1
Missing	11	0.6

Table B18

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

Spiritual Affiliation	n	%
Animist	2	0.1
Anabaptist	0	0.0
Agnostic	85	4.5
Atheist	62	3.3
Baha'i	2	0.1
Baptist	31	1.6
Buddhist	13	0.7
Eastern Orthodox	4	0.2
Episcopalian	11	0.6
Hindu	2	0.1
Islam	5	0.3
Jehovah's Witness	1	0.1
Jewish	8	0.4
LDS (Mormon)	5	0.3
Lutheran	351	18.5
Mennonite	0	0.0
Methodist	63	3.3
Moravian	5	0.3
Native American Traditional Practitioner	4	0.2
Nondenominational Christian	135	7.1
Pagan	7	0.4
Pentecostal	10	0.5
Presbyterian	32	1.7
Quaker	2	0.1
Roman Catholic	499	26.2
Seventh Day Adventist	2	0.1
Shamanist	7	0.4
Sikh	0	0.0
Unitarian Universalist	17	0.9
United Church of Christ	24	1.3
Wiccan	7	0.4
Spiritual, but no religious Affiliation	158	8.3
No affiliation	257	13.5
Other	64	3.4
Missing	26	1.4

Table B19

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

Time	n	%
1 year or less	58	11.5
2-4 years	96	19.1
5-10 years	132	26.2
11-15 years	50	9.9
16-20 years	53	10.5
21-30 years	81	16.1
31+ years	30	6.0
Missing	3	0.6

Note: Table includes only those who indicated they were employees in Question 28 (n = 503).

Table B20

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

Worked at more than one UW Institution	n	%
Yes	80	15.9
No	410	81.5
Missing	13	2.6

Note: Table includes only those who indicated they were employees in Question 28 (n = 503).

Table B21

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

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

Note: Table includes only those employees who indicated they have worked at more than one UW-System Institution in Question 39 (n = 80).
Note: Due to multiple responses, calculating percentages is not possible and there were no “missing” responses.

Table B22

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

	n	%
First year student	358	25.7
Second year student	273	19.6
Third year student	284	20.4
Fourth year student	251	18.0
Five years or more as an undergraduate	164	11.8
Master's degree candidate	24	1.7
Doctoral/Terminal Degree student	6	0.4
Professional degree student	3	0.2
Other	7	0.5
Missing	21	1.5

Note: Table includes only those who answered that they were students in Question 28 (n = 1391).

Table B23

Students Only: Are you currently dependent (family/guardian is assisting with your living/educational expenses) or independent (you are the sole provider for your living/educational expenses)? (Question 42)

	n	%
Dependent	906	65.1
Independent	461	33.1
Missing	24	1.7

Note: Table includes only those who answered that they were students in Question 28 (n = 1391).

Table B24

Students Only: What is your best estimate of your family’s yearly income (if partnered, married, or a dependent student) or your yearly income (if single or an independent student)? (Question 43)

Income	n	%
Below \$29,999	367	26.4
\$30,000-\$39, 999	93	6.7
\$40,000-\$49,999	102	7.3
\$50,000-\$59,999	103	7.4
\$60,000 - \$69,999	119	8.6
\$70,000 - \$79,999	103	7.4
\$80,000 - \$89,999	89	6.4
\$90,000 - \$99,999	74	5.3
\$100,000 - \$149,000	118	8.5
\$150,000 - \$199,000	33	2.4
\$200,000 - \$249,000	6	0.4
\$250,000 and above	17	1.2
Don’t know	153	11.0
Missing	14	1.0

Note: Table includes only those who answered that they were students in Question 28 (n = 1391).

Table B25

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

Residence	n	%
Residence hall	579	41.6
Fraternity/Sorority housing	3	0.2
Off campus apartment/house	577	41.5
With partner/spouse/children	90	6.5
With parent(s)/family/relative(s)	113	8.1
Other	9	0.6
Missing	20	1.4

Note: Table includes only those who answered that they were students in Question 28 (n = 1391).

Table B26

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

Working more than 20 hrs a week	n	%
Yes	40	29.3
No	959	68.9
Missing	24	1.7

Note: Table includes only those who answered that they were students in Question 28 (n = 1391).

Table B27

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

Environment	n	%
Farm/ranch	145	7.6
Rural, non-farm	347	18.3
Small town	628	33.0
Suburban	403	21.2
Urban	227	11.9
International	27	1.4
Combination	98	5.2
Other	11	0.6
Missing	15	0.8

PART II: Findings

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

Table B28

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

Comfort	n	%
Very Comfortable	530	28.0
Comfortable	1098	58.0
Neither comfortable nor uncomfortable	183	9.7
Uncomfortable	72	3.8
Very Uncomfortable	9	0.5

Table B29

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

Comfort	n	%
Very Comfortable	676	35.8
Comfortable	901	47.7
Neither comfortable nor uncomfortable	222	11.8
Uncomfortable	72	3.8
Very Uncomfortable	18	1.0

Table B30

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

Comfort	n	%
Very Comfortable	490	30.5
Comfortable	881	54.9
Neither comfortable nor uncomfortable	168	10.5
Uncomfortable	61	3.8
Very Uncomfortable	5	0.3

Note: Table includes answers from only those who indicated they were students or faculty in Question 28 (n = 1614).

Table B31

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

Experienced	n	%
Yes	316	16.7
No	1574	83.3

Table B32

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

Based on:	n	%
My gender	128	40.5
My age	111	35.1
My status (e.g., part-time status, faculty, staff, student)	74	23.4
My political views	51	16.1
My educational level	49	15.5
My religion/spiritual status	46	14.6
My physical characteristics	42	13.3
My ethnicity	39	12.3
My race	34	10.8
My sexual orientation	25	7.9
My country of origin	23	7.3
My parental status (e.g., having children)	20	6.3
My English language proficiency/accent	18	5.7
My socioeconomic status	18	5.7
My psychological disability (e.g. post-traumatic stress disorder, depression, anxiety)	17	5.4
My gender expression	16	5.1
My gender identity	15	4.7
My learning disability	12	3.8
My military/veteran status	6	1.9
My immigrant status	1	0.3
My physical disability	1	0.3
Other	54	17.1

Note: Only answered by respondents who experienced harassment (n = 316). Percentages do not sum to 100 due to multiple responses.

Table B33

How did you experience this conduct? (Question 7)

Form	n	%
Deliberately ignored or excluded	162	51.3
Felt intimidated/bullied	117	37.0
Stares	94	29.7
Derogatory remarks	75	23.7
Isolated or left out when working in groups	64	20.3
Isolated or left out because of my identity	55	17.4
Derogatory written comments	37	11.7
Feared getting a poor grade because of hostile classroom environment	35	11.1
Received a low performance evaluation	35	11.1
Singled out as the “resident authority” regarding my identity	26	8.2
Someone assumed I was admitted or hired because of my identity	24	7.6
Target of racial/ethnic profiling	20	6.3
Derogatory/unsolicited e-mails	20	.3
Feared for my physical safety	17	5.4
Derogatory phone calls	11	3.5
Threats of physical violence	11	3.5
Graffiti	8	2.5
Victim of a crime	7	2.2
Feared for my family’s safety	2	0.6
Target of physical violence	0	0.0
Other	48	15.2

Note: Only answered by respondents who experienced harassment (n = 316).
 Percentages do not sum to 100 due to multiple responses.

Table B34

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

Location	n	%
In a class	12	60.0
Residence hall	8	40.0
Campus office	8	40.0
Public space on campus	8	40.0
While working at a campus job	7	35.0
While walking on campus	6	30.0
In a meeting with a group of people	5	25.0
Faculty office	4	20.0
Off campus	4	20.0
In a meeting with one other person	3	15.0
University dining facility	2	10.0
Campus event	2	10.0
Off-campus housing	2	10.0
Fraternity/sorority house	1	5.0
Athletic facilities	1	5.0
Other	1	5.0

Note: Only answered by respondents who were the target of racial/ethnic profiling (n = 20). Percentages do not sum to 100 due to multiple responses.

Table B35

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

Location	n	%
Residence hall	6	75.0
While walking on campus	4	50.0
Public space on campus	3	37.5
In a class	0	0.0
While working at a campus job	0	0.0
Fraternity/sorority house	0	0.0
University dining facility	0	0.0
Campus office	0	0.0
Campus event	0	0.0
Faculty office	0	0.0
In a meeting with one other person	0	0.0
In a meeting with a group of people	0	0.0
Off-campus housing	0	0.0
Athletic facilities	0	0.0
Off campus	0	0.0
Other	1	12.5

Note: Only answered by respondents who were the target of graffiti (n = 8).
 Percentages do not sum to 100 due to multiple responses.

Table B36

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

Location	n	%
In a class	12	32.4
While working at a campus job	12	32.4
Residence hall	11	29.7
Off campus	8	21.6
Public space on campus	7	18.9
While walking on campus	4	10.8
Off-campus housing	3	8.1
University dining facility	2	5.4
Campus office	2	5.4
Campus event	2	5.4
Faculty office	2	5.4
In a meeting with one other person	1	2.7
In a meeting with a group of people	1	2.7
Athletic facilities	1	2.7
Fraternity/sorority house	0	0.0
Other	4	10.8

Note: Only answered by respondents who received derogatory written comments (n = 37).
 Percentages may not sum to 100 due to multiple responses.

Table B37

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

Location	n	%
Off campus	6	54.5
Residence hall	3	27.3
Faculty office	2	18.2
Off-campus housing	2	18.2
While working at a campus job	1	9.1
Fraternity/sorority house	1	9.1
University dining facility	1	9.1
Campus office	1	9.1
Campus event	1	9.1
Athletic facilities	1	9.1
In a class	0	0.0
While walking on campus	0	0.0
Public space on campus	0	0.0
In a meeting with one other person	0	0.0
In a meeting with a group of people	0	0.0
Other	0	0.0

Note: Only answered by respondents who received derogatory phone calls (n = 11).
 Percentages do not sum to 100 due to multiple responses.

Table B38

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

Location	n	%
While walking on campus	3	27.3
Off campus	3	27.3
Residence hall	2	18.2
In a meeting with a group of people	2	18.2
Athletic facilities	2	18.2
Public space on campus	1	9.1
Off-campus housing	1	9.1
In a class	0	0.0
While working at a campus job	0	0.0
Fraternity/sorority house	0	0.0
University dining facility	0	0.0
Campus office	0	0.0
Campus event	0	0.0
Faculty office	0	0.0
In a meeting with one other person	0	0.0
Other	0	0.0

Note: Only answered by respondents who received threats of physical violence (n = 11).
 Percentages do not sum to 100 due to multiple responses.

Table B39

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

Location	n	%
While working at a campus job	8	40.0
Off campus	4	20.0
Campus office	3	15.0
Faculty office	3	15.0
In a class	2	10.0
Residence hall	2	10.0
University dining facility	1	5.0
Public space on campus	1	5.0
In a meeting with a group of people	1	5.0
Off-campus housing	1	5.0
While walking on campus	0	0.0
Fraternity/sorority house	0	0.0
Campus event	0	0.0
In a meeting with one other person	0	0.0
Athletic facilities	0	0.0
Other	3	15.0

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

Table B40

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

No respondents were the target of physical violence.

Table B41

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

Location	n	%
In a class	56	59.6
While walking on campus	49	52.1
Residence hall	28	29.8
Public space on campus	26	27.7
Off campus	26	27.7
University dining facility	24	25.5
In a meeting with a group of people	18	19.1
While working at a campus job	17	18.1
Campus event	13	13.8
Off-campus housing	10	10.6
Athletic facilities	8	8.5
Campus office	5	5.3
In a meeting with one other person	5	5.3
Fraternity/sorority house	3	3.2
Faculty office	2	2.1
Other	5	5.3

Note: Only answered by respondents who observed others staring at them (n = 94)
 Percentages do not sum to 100 due to multiple responses.

Table B42

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

Location	n	%
In a class	78	48.1
In a meeting with a group of people	51	31.5
While working at a campus job	41	25.3
Residence hall	33	20.4
Off campus	22	13.6
Public space on campus	20	12.3
While walking on campus	17	10.5
Campus office	17	10.5
Campus event	16	9.9
Faculty office	13	8.0
In a meeting with one other person	9	5.6
University dining facility	7	4.3
Athletic facilities	7	4.3
Off-campus housing	4	2.5
Fraternity/sorority house	2	1.2
Other	12	7.4

Note: Only answered by respondents who felt they were deliberately ignored or excluded (n = 162). Percentages do not sum to 100 due to multiple responses.

Table B43

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

Location	n	%
In a class	27	36.0
Residence hall	24	32.0
While walking on campus	23	30.7
Public space on campus	19	25.3
In a meeting with a group of people	19	25.3
While working at a campus job	18	24.0
Off campus	15	20.0
In a meeting with one other person	9	12.0
Campus event	8	10.7
University dining facility	6	8.0
Athletic facilities	5	6.7
Campus office	3	4.0
Faculty office	3	4.0
Off-campus housing	3	4.0
Fraternity/sorority house	1	1.3
Other	5	6.7

Note: Only answered by respondents who were the target of derogatory remarks (n = 75).
 Percentages do not sum to 100 due to multiple responses.

Table B44

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

Location	n	%
In a class	44	37.6
While working at a campus job	37	31.6
In a meeting with a group of people	25	21.4
In a meeting with one other person	21	17.9
While walking on campus	20	17.1
Residence hall	20	17.1
Public space on campus	20	17.1
Campus office	17	14.5
Off campus	15	12.8
Faculty office	14	12.0
University dining facility	5	4.3
Campus event	5	4.3
Off-campus housing	5	4.3
Athletic facilities	5	4.3
Fraternity/sorority house	0	0.0
Other	5	4.3

Note: Only answered by respondents who felt intimidated/bullied (n = 117).
 Percentages do not sum to 100 due to multiple responses.

Table B45

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

Location	n	%
Residence hall	7	41.2
While walking on campus	5	29.4
While working at a campus job	3	17.6
Public space on campus	3	17.3
Athletic facilities	3	17.6
Off campus	3	17.6
Off-campus housing	2	11.8
University dining facility	1	5.9
In a meeting with a group of people	1	5.9
In a class	0	0.0
Fraternity/sorority house	0	0.0
Campus office	0	0.0
Campus event	0	0.0
Faculty office	0	0.0
In a meeting with one other person	0	0.0
Other	0	0.0

Note: Only answered by respondents who feared for their physical safety (n = 17).
 Percentages do not sum to 100 due to multiple responses.

Table B46

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

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

Note: Only answered by respondents who feared for their family's safety (n = 2).
 Percentages do not sum to 100 due to multiple responses.

Table B47

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

Location	n	%
In a class	8	33.3
While working at a campus job	8	33.3
Off campus	6	25.0
In a meeting with one other person	5	20.8
In a meeting with a group of people	5	20.8
Residence hall	2	8.3
Campus event	2	8.3
Public space on campus	2	8.3
Campus office	1	4.2
While walking on campus	0	0.0
Fraternity/sorority house	0	0.0
University dining facility	0	0.0
Faculty office	0	0.0
Off-campus housing	0	0.0
Athletic facilities	0	0.0
Other	4	16.7

Note: Only answered by respondents reporting someone assumed they were admitted or hired because of their identity (n = 24). Percentages do not sum to 100 due to multiple responses.

Table B48

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

Location	n	%
Off campus	3	42.9
Residence hall	2	28.6
Public space on campus	1	14.3
In a class	0	0.0
While working at a campus job	0	0.0
While walking on campus	0	0.0
Fraternity/sorority house	0	0.0
University dining facility	0	0.0
Campus office	0	0.0
Campus event	0	0.0
Faculty office	0	0.0
In a meeting with one other person	0	0.0
In a meeting with a group of people	0	0.0
Off-campus housing	0	0.0
Athletic facilities	0	0.0
Other	0	0.0

Note: Only answered by respondents who were the victim of a crime (n = 7).
 Percentages do not sum to 100 due to multiple responses.

Table B49

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

Location	n	%
In a class	33	94.3
Faculty office	5	14.3
In a meeting with a group of people	2	5.7
Residence hall	1	2.9
In a meeting with one other person	1	2.9
While working at a campus job	0	0.0
While walking on campus	0	0.0
Fraternity/sorority house	0	0.0
University dining facility	0	0.0
Campus office	0	0.0
Campus event	0	0.0
Public space on campus	0	0.0
Off-campus housing	0	0.0
Athletic facilities	0	0.0
Off campus	0	0.0
Other	0	0.0

Note: Only answered by respondents who feared getting a good grade (n = 35).
 Percentages do not sum to 100 due to multiple responses.

Table B50

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

Location	n	%
In a class	20	57.1
While working at a campus job	10	28.6
In a meeting with one other person	5	14.3
Campus office	4	11.4
Residence hall	2	5.7
Faculty office	2	5.7
While walking on campus	1	2.9
Fraternity/sorority house	0	0.0
University dining facility	0	0.0
Campus event	0	0.0
Public space on campus	0	0.0
In a meeting with a group of people	0	0.0
Off-campus housing	0	0.0
Athletic facilities	0	0.0
Off campus	0	0.0
Other	1	2.9

Note: Only answered by respondents who received a low performance evaluation (n = 35). Percentages do not sum to 100 due to multiple responses.

Table B51

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

Location	n	%
In a class	12	46.2
While working at a campus job	8	30.8
Residence hall	7	26.9
In a meeting with a group of people	6	23.1
Public space on campus	4	15.4
Faculty office	3	11.5
In a meeting with one other person	3	11.5
Campus office	2	7.7
While walking on campus	1	3.8
Campus event	1	3.8
Off campus	1	3.8
Fraternity/sorority house	0	0.0
University dining facility	0	0.0
Off-campus housing	0	0.0
Athletic facilities	0	0.0
Other	1	3.8

Note: Only answered by respondents who were singled out as the resident authority (n = 26). Percentages do not sum to 100 due to multiple responses.

Table B52

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

Location	n	%
In a class	39	60.9
In a meeting with a group of people	24	37.5
While working at a campus job	15	23.4
Residence hall	9	14.1
Public space on campus	7	10.9
Campus office	5	7.8
Faculty office	4	6.3
University dining facility	3	4.7
In a meeting with one other person	3	4.7
While walking on campus	2	3.1
Campus event	2	3.1
Off-campus housing	2	3.1
Athletic facilities	2	3.1
Off campus	2	3.1
Fraternity/sorority house	0	0.0
Other	2	3.1

Note: Only answered by respondents who felt isolated or left out (n = 64).
 Percentages do not sum to 100 due to multiple responses.

Table B53

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

Location	n	%
In a class	26	47.3
In a meeting with a group of people	19	34.5
While working at a campus job	10	18.2
Public space on campus	10	18.2
Off campus	9	16.4
Residence hall	8	14.5
In a meeting with one other person	8	14.5
While walking on campus	7	12.7
Campus office	5	9.1
Campus event	3	5.5
University dining facility	2	3.6
Faculty office	2	3.6
Athletic facilities	2	3.6
Off-campus housing	1	1.8
Fraternity/sorority house	0	0.0
Other	4	7.3

Note: Only answered by respondents who felt isolated or left out because of their identity (n = 55). Percentages do not sum to 100 due to multiple responses.

Table B54

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

Location	n	%
While working at a campus job	14	29.2
In a class	13	27.1
Campus office	11	22.9
In a meeting with a group of people	10	20.8
Faculty office	5	10.4
Public space on campus	4	8.3
Residence hall	3	6.3
While walking on campus	2	4.2
University dining facility	2	4.2
In a meeting with one other person	2	4
Off campus	2	4.2
Campus event	1	2.1
Athletic facilities	1	2.1
Fraternity/sorority house	0	0.0
Off-campus housing	0	0.0
Other	7	14.6

Note: Only answered by respondents reporting "Other" (n = 48).
 Percentages do not sum to 100 due to multiple responses.

Table B55

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

Source	n	%
Undergraduate student	113	35.8
Faculty member	79	25.0
Colleague	73	23.1
Don't know source	37	11.7
Staff member	37	11.7
Administrator	22	7.0
Academic administrator	20	6.3
Supervisor	17	5.4
Campus visitor(s)	15	4.7
Community member	13	4.1
Department chair	12	3.8
Campus media (posters, brochures, flyers, handouts, web sites, etc.)	9	2.8
Faculty advisor	9	2.8
Campus security	5	1.6
Center director	4	1.3
Person that I supervise	4	1.3
Graduate student	2	0.6
Research assistant	2	0.6
Teaching assistant	2	0.6
Other	34	10.8

Note: Only answered by respondents who experienced harassment (n = 316).
 Percentages do not sum to 100 due to multiple responses.

Table B56

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

Reactions	n	%
Was angry	171	54.1
Felt embarrassed	135	42.7
Told a friend	124	42.7
Ignored it	111	35.1
Avoided the person who harassed me	104	32.9
Didn't know who to go to	64	20.3
Was afraid	59	18.7
Didn't report it for fear of retaliation	49	15.5
Confronted the harasser at the time	48	15.2
Made a complaint to a campus employee/official	47	14.9
Didn't report it for fear my complaint would not be taken seriously	40	12.7
Did report it but my complaint was not taken seriously	32	10.1
Felt somehow responsible	30	9.5
Confronted the harasser later	29	9.2
Left the situation immediately	26	8.2
Didn't affect me at the time	21	6.6
Sought support from counseling/advocacy services	13	4.1
Other	25	7.9

Note: Only answered by respondents who experienced harassment (n = 316).
 Percentages do not sum to 100 due to multiple responses.

Table B57

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

Touched in a sexual manner that made me uncomfortable	n	%
Never	1713	90.8
Rarely	148	7.8
Sometimes	25	1.3
Often	0	0.0
Very often	1	0.1

Table B58

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

Fear Being the Object of Sexual Harassment at UWSP	n	%
Never	1490	78.9
Rarely	310	16.4
Sometimes	84	4.4
Often	5	0.3
Very often	0	0.0

Table B59

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

Source	n	%
Student	196	49.1
Stranger	141	35.3
Acquaintance	71	17.8
Friend	48	12.0
Co-worker	43	10.8
Faculty member	28	7.0
Staff member	22	5.5
Administrator	11	2.8
Supervisor	10	2.5
Partner/spouse	9	2.3
Department chair	3	0.8
Person that I supervise	3	0.8
Academic advisor	2	0.5
Faculty advisor	1	0.3
Teaching Assistant	1	0.3
Research assistant	0	0.0
Other	22	5.5

Note: Only answered by respondents who fear sexual harassment (n = 399).
 Percentages do not sum to 100 due to multiple responses.

Table B60

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

Sexually assaulted	n	%
Yes	51	2.7
No	1837	97.3

Table B61

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

Source	n	%
Student	28	54.9
Acquaintance	10	19.6
Friend	10	19.6
Stranger	10	19.6
Co-worker	3	5.9
Faculty member	2	3.9
Partner/spouse	1	2.0
Staff member	1	2.0
Academic advisor	0	0.0
Administrator	0	0.0
Department chair	0	0.0
Faculty advisor	0	0.0
Person that I supervise	0	0.0
Research assistant	0	0.0
Supervisor	0	0.0
Teaching Assistant	0	0.0
Other	4	7.8

Note: Only answered by respondents who experienced sexual assault (n = 51).
 Percentages do not sum to 100 due to multiple responses.

Table B62

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

Location	n	%
Off-campus	28	54.9
On-campus	28	54.9
Other location	2	3.9

Note: Only answered by respondents who experienced sexual assault (n = 51).
 Percentages do not sum to 100 due to multiple responses.

Table B63

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

Response	n	%
Told a friend	34	66.7
Told a family member	18	35.3
Did nothing	14	27.5
Sought medical services	3	5.9
Contacted Campus Police/Security	3	5.9
Sought support from a campus resource/counseling center(s)	2	3.9
Reported the incident and it was ignored	2	3.9
Sought support from a spiritual advisor	2	3.9
Sought information on-line	2	3.9
Sought support from off-campus hotline/advocacy service	1	2.0
Contacted my local law enforcement official	1	2.0
Sought support from a staff person	1	2.0
Contacted my Union	0	0.0
Sought support from a faculty member	0	0.0
Other	3	5.9

Note: Only answered by respondents who experienced sexual assault (n = 51).
 Percentages do not sum to 100 due to multiple responses.

Table B64

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

Was responded to appropriately	n
Yes	8
No	6

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

Table B65

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

	Highly Satisfied		Satisfied		Neither satisfied nor dissatisfied		Dissatisfied		Highly dissatisfied	
	n	%	n	%	n	%	n	%	n	%
Your job	181	36.6	215	43.5	46	9.3	46	9.3	6	1.2
The way your career has progressed	130	26.4	232	47.1	65	13.2	57	11.6	9	1.8

Note: Table includes only those who indicated they were employees in Question 28 (n = 503).

Table B66

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

	Highly Satisfied		Satisfied		Neither satisfied nor dissatisfied		Dissatisfied		Highly dissatisfied	
	n	%	n	%	n	%	n	%	n	%
Your education	303	22.1	846	61.8	159	11.6	58	4.2	3	0.2
The way your academic career has progressed	257	18.9	699	51.3	264	19.4	122	9.0	20	1.5

Note: Table includes only those who answered that they were students in Question 28 (n = 1391).

Table B67

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

Considered leaving	n	%
Yes	840	44.6
No	1045	55.4

Table B68

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

Issues	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Not applicable	
	n	%	n	%	n	%	n	%	n	%	n	%
I am reluctant to bring up issues that concern me for fear that it will affect my performance evaluation or tenure decision	28	5.7	90	18.3	69	14.0	164	33.3	122	24.7	20	4.1
I am comfortable asking questions about performance expectations	149	30.2	240	48.6	52	10.5	32	6.5	17	3.4	4	0.8
My colleagues expect me to represent “the point of view” of my identity	21	4.3	63	12.9	170	34.7	105	21.4	72	14.7	59	12.0
My colleagues have lower expectations of me than of other faculty/staff	10	2.0	18	3.7	84	17.1	154	31.4	214	43.7	10	2.0
My colleagues have higher expectations of me than of other faculty/staff	25	5.1	85	17.2	149	30.2	133	27.0	92	18.7	9	1.8
I constantly feel under scrutiny by my colleagues	23	4.7	68	13.9	88	18.0	168	34.3	138	28.2	5	1.0
My research interests are valued by my colleagues ¹	34	15.5	79	36.1	42	19.2	35	16.0	11	5.0	18	8.2
I feel pressured to change my research agenda to make tenure/be promoted ¹	7	3.2	23	10.5	29	13.2	55	25.1	73	33.3	32	14.6
I am reluctant to take family leave that I am entitled to for fear that it may affect my career	20	4.1	42	8.6	68	13.9	123	25.2	110	22.5	126	25.8
I have to work harder than I believe my colleagues do in order to be perceived as legitimate	39	8.0	70	14.4	78	16.0	150	30.8	127	26.1	23	4.7
I have to work harder than I believe my colleagues do in order to achieve the same recognition/rewards	38	7.8	79	16.2	83	17.0	133	27.3	129	26.5	25	5.1
There are many unwritten rules concerning how one is expected to interact with colleagues in my work unit	48	9.8	123	25.1	79	16.1	125	25.5	106	21.6	9	1.8
Others seem to find it easier than I do to “fit in”	16	3.3	70	14.3	98	20.0	163	33.2	136	27.7	8	1.6
I feel pressured to change my methods of teaching to achieve tenure/be promoted ¹	7	3.2	23	10.5	29	13.2	55	25.1	73	33.3	32	14.6

Note: Table includes only those who indicated they were employees in Question 28 (n = 503).

¹Only answered by those who indicated they were faculty in Question 28 (n = 223).

Table B69

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

Issues	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree	
	n	%	n	%	n	%	n	%	n	%
I am usually satisfied with the way in which I am able to balance my professional and personal life	71	14.4	249	50.6	48	9.8	100	20.3	24	4.9
I find that the institution is supportive of my family leave	68	13.9	160	32.7	194	39.7	29	5.9	38	7.8
I have to miss out on important things in my personal life because of professional responsibilities	34	6.9	129	26.2	103	20.9	172	35.0	54	11.0
I feel that faculty/staff who have children are considered less committed to their careers	17	3.5	51	10.4	122	24.8	195	39.7	106	21.6
I feel that faculty/staff who do not have children are often burdened with work responsibilities	17	3.5	62	12.7	139	28.4	176	36.0	95	19.4
I find the institution unfair in providing health benefits to unmarried, co-parenting families	44	9.1	51	10.5	189	39.0	106	21.9	94	19.4
I have equitable access to domestic partner benefits	30	6.5	59	12.7	282	60.8	23	5.0	70	15.1
I have equitable access to tuition reimbursement	57	12.0	151	31.9	179	37.8	37	7.8	50	10.5

Note: Table includes only those who indicated they were employees in Question 28 (n = 503).

Table B70

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

Issues	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Don't Know	
	n	%	n	%	n	%	n	%	n	%	n	%
I have colleagues or peers who give me career advice or guidance when I need it	114	23.3	252	51.5	61	12.5	35	7.2	12	2.5	15	3.1
I have support from decision makers/colleagues who support my career advancement	121	24.8	218	44.7	77	15.8	39	8.0	21	4.3	12	2.5
I have the equipment and supplies I need to adequately perform my work	110	22.4	259	52.6	40	8.1	58	11.8	22	4.5	3	0.6
I receive regular maintenance/upgrades of my equipment compared to my colleagues	86	17.5	215	43.7	101	20.5	43	8.7	20	4.1	27	5.5
I have equitable work space in terms of quantity and quality as compared to my colleagues	119	24.2	250	50.9	60	12.2	30	6.1	20	4.1	12	2.4
I have equitable laboratory space in terms of quantity and quality as compared to my colleagues	38	8.3	85	18.6	176	38.4	16	3.5	16	3.5	127	27.7
I have equitable access to shared space as my colleagues	108	22.4	250	51.9	80	16.6	12	2.5	7	1.5	25	5.2
I have equitable access to shared equipment/technology for research support as my colleagues	81	17.3	170	36.2	122	26.0	19	4.1	6	.3	71	15.1
I have equitable teaching support (e.g., materials, technology, TAs)	69	15.0	128	27.8	132	28.6	32	6.9	11	2.4	89	19.3
I feel that my compensation is equitable to my peers with a similar level of experience	42	8.7	154	31.8	71	14.7	116	24.0	78	16.1	23	4.8
I have equitable access to health benefits	159	32.5	265	54.2	35	7.2	10	2.0	12	2.5	8	1.6
I feel that my supervisor/manager is receptive to accommodating a telecommuting arrangement	52	10.8	108	22.5	132	27.5	42	8.8	28	5.8	118	24.6

Note: Table includes only those who indicated they were employees in Question 28 (n = 503).

Table B71

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

Observed	n	%
Yes	503	26.6
No	1387	73.4

Table B72

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

Based on:	n	%
Sexual orientation	205	40.8
Ethnicity	161	32.0
Race	156	31.0
Gender	128	25.4
Gender expression	111	22.1
Country of origin	109	21.7
Gender identity	97	19.3
Religion/spiritual status	92	18.3
English language proficiency/accent	91	18.1
Political views	88	17.5
Age	85	16.9
Physical characteristics	76	15.1
Educational level	51	10.1
Status (e.g., part-time status, faculty, staff, student)	51	10.1
Physical disability	47	9.3
Learning disability	43	8.5
Psychological disability (e.g. post-traumatic stress disorder, depression, anxiety)	39	7.8
Socioeconomic status	39	7.8
Immigrant status	31	6.2
Parental status (e.g., having children)	30	6.0
Military/veteran status	12	2.4
Other	51	10.1

Note: Only answered by respondents who observed harassment (n = 503).
 Percentages do not sum to 100 due to multiple responses.

Table B73

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

Form	n	%
Stares	214	42.5
Derogatory remarks	197	39.2
Someone being deliberately ignored or excluded	178	35.4
Racial/ethnic profiling	177	35.2
Someone isolated or left out because of their identity	113	22.5
Intimidation/bullying	97	19.3
Derogatory written comments	96	19.1
Assumption that someone was admitted or hired because of their identity	83	16.5
Graffiti	81	16.1
Someone isolated or left out when working in groups	71	14.1
Someone singled out as the “resident authority” regarding their identity	59	11.7
Threats of physical violence	45	8.9
Someone isolated or left out because of their socioeconomic status	41	8.2
Someone receiving a poor grade because of hostile classroom environment	36	7.2
Someone receiving a low performance evaluation	36	7.2
Someone fearing for their physical safety	33	6.6
Derogatory/unsolicited e-mails	22	4.4
Physical violence	19	3.8
Derogatory phone calls	18	3.6
Victim of a crime	14	2.8
Someone fearing for their family’s safety	10	2.0
Other	52	10.3

Note: Only answered by respondents who observed harassment (n = 503). Percentages do not sum to 100 due to multiple responses.

Table B74

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

Location	n	%
While walking on campus	87	49.2
Residence hall	69	39.0
In a class	61	34.5
Public space on campus	50	28.2
Off campus	43	24.3
University dining facility	27	15.3
While working at a campus job	24	13.6
In a meeting with a group of people	18	10.2
Off-campus housing	17	9.6
Athletic facilities	15	8.5
Campus event	14	7.9
In a meeting with one other person	11	6.2
Campus office	8	4.5
Fraternity/sorority house	4	2.3
Faculty office	2	1.1
Other	4	2.3

Note: Only answered by respondents who observed or were aware of someone being racially/ethnically profiled (n = 177). Percentages do not sum to 100 due to multiple responses.

Table B75

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

Location	n	%
Residence hall	40	49.4
Public space on campus	29	35.8
While walking on campus	23	28.4
In a class	9	11.1
Off campus	8	9.9
Off-campus housing	5	6.2
While working at a campus job	4	4.9
Fraternity/sorority house	2	2.5
University dining facility	2	2.5
Campus event	2	2.5
In a meeting with a group of people	1	1.2
Athletic facilities	1	1.2
Campus office	0	0.0
Faculty office	0	0.0
In a meeting with one other person	0	0.0
Other	2	2.5

Note: Only answered by respondents who observed or were aware of graffiti (n = 81).
 Percentages do not sum to 100 due to multiple responses.

Table B76

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

Location	n	%
Residence hall	44	45.8
In a class	17	17.7
Public space on campus	16	16.7
Off campus	16	16.7
While walking on campus	13	13.5
While working at a campus job	12	12.5
Campus office	8	8.3
University dining facility	6	6.3
Campus event	5	5.2
In a meeting with a group of people	5	5.2
Faculty office	4	4.2
Off-campus housing	4	4.2
Fraternity/sorority house	3	3.1
Athletic facilities	3	3.1
In a meeting with one other person	2	2.1
Other	5	5.2

Note: Only answered by respondents who observed or were aware of someone receiving derogatory written comments (n = 96). Percentages do not sum to 100 due to multiple responses.

Table B77

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

Location	n	%
Residence hall	7	38.9
Off campus	4	22.2
Public space on campus	2	11.1
While working at a campus job	1	5.6
University dining facility	1	5.6
Campus office	1	5.6
Faculty office	1	5.6
In a meeting with one other person	1	5.6
Off-campus housing	1	5.6
In a class	0	0.0
While walking on campus	0	0.0
Fraternity/sorority house	0	0.0
Campus event	0	0.0
In a meeting with a group of people	0	0.0
Athletic facilities	0	0.0
Other	1	5.6

Note: Only answered by respondents who observed or were aware of someone receiving derogatory phone calls (n = 18). Percentages do not sum to 100 due to multiple responses.

Table B78

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

Location	n	%
Off campus	17	37.8
While walking on campus	14	31.1
Residence hall	13	28.9
Public space on campus	7	15.6
While working at a campus job	5	11.1
Off-campus housing	5	11.1
Campus event	3	6.7
In a class	2	4.4
In a meeting with one other person	2	4.4
University dining facility	1	2.2
In a meeting with a group of people	1	2.2
Athletic facilities	1	2.2
Fraternity/sorority house	0	0.0
Campus office	0	0.0
Faculty office	0	0.0
Other	2	4.4

Note: Only answered by respondents who observed or were aware of someone receiving threats of physical violence (n = 15). Percentages do not sum to 100 due to multiple responses.

Table B79

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

Location	n	%
Residence hall	6	27.3
Public space on campus	5	22.7
In a class	3	13.6
While working at a campus job	3	13.6
Faculty office	3	13.6
Off campus	3	13.6
Campus office	2	9.1
While walking on campus	1	4.5
University dining facility	1	4.5
Campus event	1	4.5
In a meeting with a group of people	1	4.5
Fraternity/sorority house	0	0.0
In a meeting with one other person	0	0.0
Off-campus housing	0	0.0
Athletic facilities	0	0.0
Other	0	0.0

Note: Only answered by respondents who observed or were aware of someone receiving derogatory/unsolicited emails (n = 22). Percentages do not sum to 100 due to multiple responses.

Table B80

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

Location	n	%
Off campus	11	57.9
Residence hall	5	26.3
While walking on campus	4	21.1
Public space on campus	3	15.8
In a meeting with a group of people	2	10.5
In a class	1	5.3
While working at a campus job	1	5.3
Campus event	1	5.3
Faculty office	1	5.3
In a meeting with one other person	1	5.3
Off-campus housing	1	5.3
Athletic facilities	1	5.3
Fraternity/sorority house	0	0.0
University dining facility	0	0.0
Campus office	0	0.0
Other	0	0.0

Note: Only answered by respondents who observed or were aware of someone being a target of physical violence (n = 19). Percentages do not sum to 100 due to multiple responses.

Table B81

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

Location	n	%
While walking on campus	132	61.7
In a class	95	44.4
Public space on campus	89	41.6
Residence hall	61	28.5
Off campus	57	26.6
University dining facility	52	24.3
Campus event	41	19.2
While working at a campus job	26	12.1
In a meeting with a group of people	22	10.3
Athletic facilities	17	7.9
Off-campus housing	14	6.5
Campus office	11	5.1
In a meeting with one other person	11	5.1
Fraternity/sorority house	6	2.8
Faculty office	4	1.9
Other	2	0.9

Note: Only answered by respondents who observed or were aware of someone being stared at (n = 214). Percentages do not sum to 100 due to multiple responses.

Table B82

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

Location	n	%
In a class	72	40.4
While walking on campus	43	24.2
Off campus	43	24.2
Public space on campus	38	21.3
Residence hall	36	20.2
In a meeting with a group of people	33	18.5
While working at a campus job	30	16.9
Campus event	27	15.2
University dining facility	15	8.4
Campus office	14	7.9
Off-campus housing	11	6.2
In a meeting with one other person	8	4.5
Athletic facilities	7	3.9
Faculty office	5	2.8
Fraternity/sorority house	1	0.6
Other	6	3.4

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

Table B83

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

Location	n	%
While walking on campus	92	46.7
Public space on campus	65	33.0
In a class	62	31.5
Residence hall	56	28.4
Off campus	54	27.4
While working at a campus job	27	13.7
In a meeting with a group of people	26	13.2
Campus event	24	12.2
University dining facility	21	10.7
Campus office	17	8.6
Off-campus housing	16	8.1
Athletic facilities	11	5.6
In a meeting with one other person	10	5.1
Faculty office	7	3.6
Fraternity/sorority house	6	3.0
Other	13	6.6

Note: Only answered by respondents who observed or were aware of someone being the target of derogatory remarks (n = 197). Percentages do not sum to 100 due to multiple responses.

Table B84

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

Location	n	%
While walking on campus	33	34.0
In a class	29	29.9
Off campus	26	26.8
Public space on campus	25	25.8
Residence hall	23	23.7
In a meeting with a group of people	16	16.5
While working at a campus job	15	15.5
Campus office	10	10.3
Campus event	9	9.3
Faculty office	9	9.3
University dining facility	7	7.2
In a meeting with one other person	7	7.2
Off-campus housing	6	6.2
Athletic facilities	3	3.1
Fraternity/sorority house	0	0.0
Other	5	5.2

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

Table B85

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

Location	n	%
Off campus	15	45.5
Residence hall	10	30.3
While walking on campus	9	27.3
Campus event	6	18.2
Public space on campus	6	18.2
In a class	5	15.2
While working at a campus job	4	12.1
In a meeting with a group of people	3	9.1
Off-campus housing	3	9.1
Campus office	2	6.1
Athletic facilities	2	6.1
Fraternity/sorority house	1	3.0
University dining facility	1	3.0
In a meeting with one other person	1	3.0
Faculty office	0	0.0
Other	1	3.0

Note: Only answered by respondents who observed or were aware of someone fearing for their safety (n = 33). Percentages do not sum to 100 due to multiple responses.

Table B86

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

Location	n	%
Off campus	7	70.0
Campus event	3	30.0
Public space on campus	3	30.0
Residence hall	2	20.0
In a class	1	10.0
While working at a campus job	1	10.0
While walking on campus	1	10.0
Off-campus housing	1	10.0
Fraternity/sorority house	0	0.0
University dining facility	0	0.0
Campus office	0	0.0
Faculty office	0	0.0
In a meeting with one other person	0	0.0
In a meeting with a group of people	0	0.0
Athletic facilities	0	0.0
Other	0	0.0

Note: Only answered by respondents who observed or were aware of someone fearing for their family's safety (n = 10). Percentages do not sum to 100 due to multiple responses.

Table B87

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

Location	n	%
While working at a campus job	29	34.9
In a class	21	25.3
Off campus	17	20.5
Residence hall	15	18.1
Campus office	8	9.6
Public space on campus	8	9.6
University dining facility	7	8.4
In a meeting with a group of people	7	8.4
Faculty office	4	4.8
In a meeting with one other person	4	4.8
While walking on campus	3	3.6
Campus event	2	2.4
Off-campus housing	2	2.4
Athletic facilities	2	2.4
Fraternity/sorority house	0	0.0
Other	4	4.8

Note: Only answered by respondents who observed or were aware of the assumption that someone was admitted or hired because of their identity (n = 83). Percentages do not sum to 100 due to multiple responses.

Table B88

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

Location	n	%
Off campus	5	35.7
Residence hall	4	28.6
Public space on campus	3	21.4
In a class	2	14.3
While working at a campus job	2	14.3
While walking on campus	2	14.3
Fraternity/sorority house	1	7.1
Campus event	1	7.1
Off-campus housing	1	7.1
University dining facility	0	0.0
Campus office	0	0.0
Faculty office	0	0.0
In a meeting with one other person	0	0.0
In a meeting with a group of people	0	0.0
Athletic facilities	0	0.0
Other	0	0.0

Note: Only answered by respondents who observed or were aware of someone being the victim of a crime (n = 14). Percentages do not sum to 100 due to multiple responses.

Table B89

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

Location	n	%
In a class	32	88.9
While working at a campus job	1	2.8
Residence hall	1	2.8
Faculty office	1	2.8
Public space on campus	1	2.8
In a meeting with one other person	1	2.8
In a meeting with a group of people	1	2.8
Off campus	1	2.8
While walking on campus	0	0.0
Fraternity/sorority house	0	0.0
University dining facility	0	0.0
Campus office	0	0.0
Campus event	0	0.0
Off-campus housing	0	0.0
Athletic facilities	0	0.0
Other	2	5.6

Note: Only answered by respondents who observed or were aware of someone receiving a poor grade (n = 36). Percentages do not sum to 100 due to multiple responses.

Table B90

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

Location	n	%
In a class	16	44.4
While working at a campus job	13	36.1
In a meeting with a group of people	9	25.0
Campus office	8	22.2
Faculty office	3	8.3
In a meeting with one other person	3	8.3
While walking on campus	2	5.6
Public space on campus	2	5.6
Residence hall	1	2.8
University dining facility	1	2.8
Campus event	1	2.8
Off campus	1	2.8
Fraternity/sorority house	0	0.0
Off-campus housing	0	0.0
Athletic facilities	0	0.0
Other	2	5.6

Note: Only answered by respondents who observed or were aware of someone receiving a low performance evaluation (n = 36). Percentages do not sum to 100 due to multiple responses.

Table B91

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

Location	n	%
In a class	32	54.2
Residence hall	16	27.1
In a meeting with a group of people	12	20.3
While working at a campus job	11	18.6
Public space on campus	10	16.9
Off campus	7	11.9
Campus office	5	8.5
Campus event	5	8.5
While walking on campus	4	6.8
Off-campus housing	3	5.1
Fraternity/sorority house	2	3.4
University dining facility	2	3.4
In a meeting with one other person	2	3.4
Faculty office	1	1.7
Athletic facilities	0	0.0
Other	1	1.7

Note: Only answered by respondents who observed or were aware of someone singled out as the "resident authority" (n = 59). Percentages do not sum to 100 due to multiple responses.

Table B92

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

Location	n	%
In a class	38	53.5
In a meeting with a group of people	23	32.4
While working at a campus job	13	18.3
Residence hall	8	11.3
Campus event	8	11.3
Off campus	8	11.3
While walking on campus	6	8.5
Campus office	6	8.5
Public space on campus	5	7.0
University dining facility	4	5.6
Off-campus housing	2	2.8
Athletic facilities	2	2.8
Fraternity/sorority house	1	1.4
Faculty office	1	1.4
In a meeting with one other person	1	1.4
Other	4	5.6

Note: Only answered by respondents who observed or were aware of someone isolated or left out when work was required in groups (n = 71). Percentages do not sum to 100 due to multiple responses.

Table B93

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

Location	n	%
In a class	50	44.2
Residence hall	28	24.8
Off campus	25	22.1
While walking on campus	23	20.4
In a meeting with a group of people	22	19.5
Public space on campus	19	16.8
Campus event	16	14.2
While working at a campus job	12	10.6
Campus office	7	6.2
University dining facility	6	5.3
Off-campus housing	5	4.4
Athletic facilities	5	4.4
Faculty office	3	2.7
In a meeting with one other person	3	2.7
Fraternity/sorority house	0	0.0
Other	4	3.5

Note: Only answered by respondents who observed or were aware of someone isolated or left out (n = 113). Percentages do not sum to 100 due to multiple responses.

Table B94

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

Location	n	%
In a class	14	34.1
Residence hall	13	31.7
Off campus	11	26.8
Public space on campus	10	24.4
In a meeting with a group of people	8	19.5
While working at a campus job	7	17.1
While walking on campus	7	17.1
Campus event	7	17.1
University dining facility	5	12.2
Fraternity/sorority house	2	4.9
Faculty office	1	2.4
In a meeting with one other person	1	2.4
Off-campus housing	1	2.4
Athletic facilities	1	2.4
Campus office	0	0.0
Other	4	9.8

Note: Only answered by respondents who observed or were aware of someone isolated or left out because of their socioeconomic status (n = 41). Percentages do not sum to 100 due to multiple responses.

Table B95

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

Location	n	%
While walking on campus	15	28.8
In a meeting with a group of people	12	23.1
Public space on campus	11	21.2
In a class	9	17.3
While working at a campus job	7	13.5
Campus office	6	11.5
Off campus	6	11.5
Residence hall	4	7.7
Campus event	3	5.8
Faculty office	3	5.8
University dining facility	1	1.9
Athletic facilities	1	1.9
Fraternity/sorority house	0	0.0
In a meeting with one other person	0	0.0
Off-campus housing	0	0.0
Other	12	23.1

Note: Only answered by respondents who observed or were aware of "Other" (n = 52).
 Percentages do not sum to 100 due to multiple responses.

Table B96

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

Source	n	%
Undergraduate student	247	49.1
Don't know source	111	22.1
Faculty member	78	15.5
Colleague	70	13.9
Community member	39	7.8
Staff member	36	7.2
Administrator	28	5.6
Campus visitor(s)	19	3.8
Supervisor	18	3.8
Campus media	14	2.8
Department chair	11	2.2
Academic administrator	10	2.0
Campus security	7	1.4
Faculty advisor	7	1.4
Center director	6	1.2
Graduate student	6	1.2
Person that I supervise	6	1.2
Research assistant	3	0.6
Teaching assistant	3	0.6
Other	46	9.1

Note: Only answered by respondents who experienced harassment (n = 503).
 Percentages do not sum to 100 due to multiple responses.

Table B97

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

Reactions	n	%
Was angry	211	41.9
Felt embarrassed	145	28.8
Ignored it	109	21.7
Told a friend	108	21.5
Didn't affect me at the time	66	13.1
Confronted the harasser at the time	56	11.1
Left the situation immediately	47	9.3
Didn't know who to go to	40	8.0
Made a complaint to a campus employee/official	36	7.2
Felt somehow responsible	35	7.0
Didn't report it for fear of retaliation	35	7.0
Was afraid	32	6.4
Didn't report it for fear my complaint would not be taken seriously	29	5.8
Avoided the person who harasser	28	5.6
Confronted the harasser later	27	5.4
Sought support from counseling/advocacy services	7	1.4
Other	47	9.3

Note: Only answered by respondents who experienced harassment (n = 503).
 Percentages do not sum to 100 due to multiple responses.

Table B98

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

Observed discriminatory hiring	n	%
Yes	109	22.0
No	386	78.0

Note: Table includes only those who indicated they were employees in Question 28 (n = 503).

Table B99

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

Characteristic	n	%
Gender	28	25.7
Campus status (e.g., part-time status, faculty, staff, student)	20	18.3
Race	16	14.7
Age	14	12.8
Marital/partner status	13	11.9
Educational level	12	11.0
Ethnicity	9	8.3
Country of origin	7	6.4
Advanced experience level of the job candidate	6	5.5
English language proficiency/accent	6	5.5
Parental status (e.g., having children)	6	5.5
Sexual orientation	5	4.6
Immigrant status	4	3.7
Physical characteristics	3	2.8
Gender identity	2	1.8
Religion/spiritual status	2	1.8
Military/veteran status	1	0.9
Physical disability	1	0.9
Political views	1	0.9
Psychological disability (e.g., post-traumatic stress disorder, depression, anxiety)	1	0.9
Socioeconomic status	1	0.9
Gender expression	0	0.0
Learning disability	0	0.0
Other	33	30.3

Note: Only answered by employees who observed discriminatory practices (n = 109). Percentages do not sum to 100 due to multiple responses.

Table B100

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

Observed discriminatory dismissal	n	%
Yes	43	8.7
No	451	91.3

Note: Table includes only those who indicated they were employees in Question 28 (n = 503).

Table B101

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

Characteristic	n	%
Gender	17	39.5
Campus status (e.g., part-time status, faculty, staff, student)	6	14.0
Marital/partner status	6	14.0
Political views	6	14.0
Age	5	11.6
Advanced experience level of the job candidate	3	7.0
Physical characteristics	3	7.0
Educational level	2	4.7
Country of origin	2	4.7
Parental status (e.g., having children)	2	4.7
Physical disability	2	4.7
Sexual orientation	2	4.7
English language proficiency/accent	1	2.3
Ethnicity	1	2.3
Immigrant status	1	2.3
Psychological disability (e.g., post-traumatic stress disorder, depression, anxiety)	1	2.3
Race	1	2.3
Socioeconomic status	1	2.3
Gender expression	0	0.0
Gender identity	0	0.0
Learning disability	0	0.0
Military/veteran status	0	0.0
Religion/spiritual status	0	0.0
Other	11	25.6

Note: Only answered by employees who observed discriminatory practices (n = 43). Percentages do not sum to 100 due to multiple responses.

Table B102

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

Observed discriminatory promotion	n	%
Yes	89	18.0
No	406	82.0

Note: Table includes only those who indicated they were employees in Question 28 (n = 503).

Table B103

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

Characteristic	n	%
Gender	29	32.6
Campus status (e.g., part-time status, faculty, staff, student)	16	18.0
Age	10	11.2
Marital/partner status	7	7.9
Educational level	6	6.7
Ethnicity	6	6.7
Socioeconomic status	6	6.7
Political views	5	5.6
Race	5	5.6
Advanced experience level of the job candidate	4	4.5
Parental status (e.g., having children)	4	4.5
Physical characteristics	3	3.4
English language proficiency/accent	3	3.4
Physical disability	3	3.4
Country of origin	2	2.2
Sexual orientation	2	2.2
Gender identity	1	1.1
Immigrant status	1	1.1
Learning disability	1	1.1
Military/veteran status	1	1.1
Psychological disability (e.g., post-traumatic stress disorder, depression, anxiety)	1	1.1
Religion/spiritual status	1	1.1
Gender expression	0	0.0
Other	28	31.5

Note: Only answered by employees who observed discriminatory practices (n = 89).

Table B104

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

Dimension	1		2		3		4		5		Mean	Standard Deviation
	n	%	n	%	n	%	n	%	n	%		
Friendly/Hostile	698	37.2	897	47.8	246	13.1	32	1.7	2	0.1	1.8	0.8
Concerned/Indifferent	352	18.8	763	41.8	550	29.4	165	8.8	38	2.0	2.2	1.0
Cooperative/Uncooperative	413	22.1	983	52.7	379	20.3	87	4.7	5	0.3	2.1	0.8
Improving/Regressing	369	19.8	833	44.8	530	28.5	106	5.7	22	1.2	2.5	1.0
Accessible to persons with disabilities/ Inaccessible to persons with disabilities	350	18.8	762	40.9	510	27.4	196	10.5	46	2.5	2.4	1.0
Positive for people who identify as lesbian, gay, bisexual or transgender/Not positive	305	16.4	706	38.0	641	34.5	174	9.4	32	1.7	2.7	1.0
Positive for people of my faith or spiritual practice/Not positive	403	21.7	682	36.8	598	32.2	130	7.0	42	2.3	2.5	0.9
Positive for non-native English speakers/not positive for non-native English speakers	307	16.5	704	37.9	636	34.3	187	10.1	22	1.2	2.7	1.0
Positive for people who are immigrants/Not positive	290	15.7	641	34.6	751	40.6	146	7.9	23	1.2	2.6	0.9
Positive for international people/Not positive for international people	429	23.1	821	44.2	481	25.9	110	5.9	17	0.9	2.4	0.9
Welcoming/Non-welcoming	602	32.1	932	49.7	265	14.1	66	3.5	10	0.5	2.0	0.8
Respectful/Disrespectful	516	27.6	943	50.4	315	16.8	80	4.3	17	0.9	2.1	0.9
Positive for people who are raising children/not positive for people who are raising children	427	23.0	696	67.4	620	33.4	95	5.1	21	1.1	2.2	0.9
Positive for people of low socioeconomic status/not positive for people of low socioeconomic status	304	16.4	663	35.7	685	36.9	171	9.2	34	1.8	2.5	0.9

Table B105

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

Dimension	1		2		3		4		5		Mean	Standard Deviation
	n	%	n	%	n	n	%	%	n	%		
Non-racist/Racist	518	27.7	727	38.8	416	22.2	189	10.1	23	1.2	2.4	1.0
Non-sexist/Sexist	516	27.6	720	38.5	438	23.4	173	9.3	23	1.2	2.4	1.1
Non-homophobic/ homophobic	391	21.0	626	33.6	526	28.2	268	14.4	53	2.8	2.7	1.1
Not age biased/Age biased	528	28.3	692	37.0	406	21.7	205	11.0	37	2.0	2.4	1.1
Non-classist (e.g., socioeconomic status)/ Classist	474	25.5	696	37.4	526	28.3	140	7.5	23	1.2	2.4	0.9
Non-classist (e.g., employment status)/Classist	456	24.5	359	35.4	545	29.3	156	8.4	43	2.3	2.6	1.1

Table B106

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

Characteristic	Strongly agree		Agree		Neither agree or disagree		Disagree		Strongly disagree		Don't Know	
	n	%	n	%	n	%	n	%	n	%	n	%
Age	356	26.0	692	50.6	208	15.2	69	5.0	21	1.5	22	1.6
Country of origin	289	21.3	649	47.8	292	21.5	62	.6	11	0.8	55	4.1
Ethnicity	288	21.1	679	49.9	264	19.4	69	5.1	19	1.4	43	3.2
Psychological disability status	221	16.2	523	38.4	390	28.6	103	7.6	19	1.4	106	7.8
Gender	464	34.0	603	44.1	229	16.8	41	3.0	13	1.0	16	1.2
Gender identity	277	20.3	536	39.2	356	26.0	107	7.8	21	1.5	70	5.1
Gender expression	264	19.3	519	38.0	378	27.7	114	8.3	23	1.7	69	5.0
Immigrant status	254	18.6	552	40.4	392	28.7	57	4.2	7	0.5	103	7.52
Learning disability status	248	18.2	533	39.1	368	27.0	101	7.4	17	1.2	96	7.0
Marital/partner status	385	28.2	587	43.0	275	20.1	31	2.3	16	1.2	71	5.2
Parental status	359	26.3	592	43.4	270	19.8	53	3.9	25	1.8	66	4.8
Physical characteristics	319	23.4	602	44.1	309	22.7	80	5.9	21	1.5	33	2.4
Physical disability status	258	19.0	592	43.5	331	24.3	83	6.1	20	1.5	77	5.7
Political views	304	22.3	544	39.9	322	23.6	109	8.0	40	2.9	46	3.4
Race	347	25.4	613	44.9	282	20.7	66	4.8	22	1.6	35	2.6
Religion/spiritual status	308	22.6	581	42.6	318	23.3	79	5.8	33	2.4	44	3.2
Sexual orientation	268	19.7	549	40.4	345	25.4	114	8.4	28	2.1	54	4.0
Socioeconomic status	289	21.2	578	42.4	363	26.6	69	5.1	18	1.3	46	3.4
Veterans/active military status	408	29.9	553	40.5	277	20.3	29	2.1	12	0.9	58	4.2

Note: Table includes only those who indicated they were students in Question 28 (n = 1391).

Table B107

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

Characteristic	Strongly agree		Agree		Neither agree or disagree		Disagree		Strongly disagree		Don't Know	
	n	%	n	%	n	%	n	%	n	%	n	%
Age	112	24.0	220	47.2	79	17.0	36	7.7	6	1.3	13	2.8
Country of origin	108	23.1	222	17.5	85	18.2	18	3.9	4	0.9	30	6.4
Ethnicity	104	22.5	215	46.5	86	18.6	26	5.6	5	1.1	26	5.6
Psychological disability status	72	15.7	148	32.3	110	24.0	47	10.3	4	0.9	77	16.8
Gender	125	26.8	205	44.0	84	18.0	35	7.5	5	1.1	12	2.6
Gender identity	95	20.5	158	34.1	107	23.1	39	8.4	8	1.7	57	12.3
Gender expression	92	20.0	150	32.5	112	24.3	48	10.4	7	1.5	52	11.3
Immigrant status	99	21.4	179	38.7	96	20.7	22	4.8	8	1.7	59	12.7
Learning disability status	78	16.9	167	36.1	110	23.8	25	5.4	3	0.6	79	17.1
Marital/partner status	120	25.9	193	41.7	93	20.1	24	5.2	9	1.9	24	5.2
Parental status	120	25.9	194	41.8	93	20.0	22	4.7	8	1.7	27	5.8
Physical characteristics	101	22.0	202	43.9	102	22.2	25	5.4	3	0.7	27	5.9
Physical disability status	102	22.2	182	39.6	87	18.9	34	7.4	2	0.4	53	11.5
Political views	92	20.0	175	38.0	127	27.6	28	6.1	11	2.4	27	5.9
Race	101	22.1	201	43.9	93	20.3	35	7.6	5	1.1	23	5.0
Religion/spiritual status	99	21.6	181	39.4	113	24.6	32	7.0	10	2.2	24	5.2
Sexual orientation	91	19.7	166	35.9	101	21.9	44	9.5	12	2.6	48	10.4
Socioeconomic status	97	21.2	182	39.7	102	22.3	39	8.5	7	1.5	31	6.8
Veterans/active military status	112	24.3	180	39.0	96	20.8	13	2.8	3	0.7	57	12.4

Note: Table includes only those who indicated they were employees in Question 28 (n = 503).

Table B108

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

Location	Very Accessible		Accessible		Somewhat Accessible		Very Inaccessible		Don't Know	
	n	%	n	%	n	%	n	%	n	%
Entry ways	327	17.8	765	41.6	501	27.3	90	4.9	154	8.4
Bathrooms	268	14.6	744	40.5	566	30.8	110	6.0	147	8.0
Classrooms	259	14.1	749	40.9	533	29.1	89	4.9	203	11.1
Labs	193	10.6	552	30.3	475	26.0	116	6.4	488	26.8
Residential facilities	160	8.8	427	23.4	428	23.5	265	14.6	541	29.7
Food facilities	215	11.8	647	35.4	443	24.2	122	6.7	400	21.9
Buildings	215	11.7	777	42.4	567	31.0	108	5.9	164	9.0
Offices	196	10.7	639	35.0	573	31.4	142	7.8	277	15.2
Ramps	329	18.0	842	46.0	364	19.9	71	3.9	223	12.2
Elevators	340	18.7	843	46.2	355	19.5	102	5.6	183	10.0
Sidewalks	418	22.8	854	46.6	324	17.7	110	6.0	127	6.9
Lots	391	21.3	807	44.0	350	19.1	112	6.1	175	9.5
Pathways	339	18.6	762	41.8	411	22.5	130	7.1	182	10.0
Curbs	299	16.4	737	40.3	449	24.6	143	7.8	199	10.9
Snow removal	177	9.7	436	23.8	506	27.7	517	28.3	193	10.6
Web sites	538	29.7	680	37.5	188	10.4	25	1.4	381	21.0
Classroom accommodations	356	19.6	738	40.6	297	16.3	44	2.4	383	21.1
Disabilities services	350	19.2	632	34.7	227	12.5	29	1.6	583	32.0
Test-taking accommodations	409	22.5	652	35.9	186	10.2	29	1.6	541	29.8

Table B109

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

Characteristic	Strongly agree		Agree		Neither agree or disagree		Disagree		Strongly disagree	
	n	%	n	%	n	%	n	%	n	%
From other than Christian religious affiliations	358	26.9	660	49.5	269	20.2	42	3.2	4	0.3
From Christian affiliations	445	33.4	657	49.4	206	15.5	19	1.4	4	0.3
Gay, lesbian, bisexual, transgender persons	293	22.1	645	48.6	298	22.4	78	5.9	14	1.1
Immigrants	301	22.8	638	48.2	334	25.2	41	3.1	9	0.7
International students, staff, or faculty	371	28.0	713	53.7	209	15.7	27	2.0	7	0.5
Learning disabled	309	23.3	678	51.2	298	22.5	36	2.7	3	0.2
Men	513	38.6	634	47.7	176	13.2	5	0.4	1	0.1
Affected by mental health issues	258	19.4	572	43.0	398	29.9	92	6.9	10	0.8
Non-native English speakers	292	22.0	625	47.2	312	23.5	83	6.3	13	1.0
People with children	329	24.8	675	50.8	274	20.6	43	3.2	7	0.5
People who provide care for other than a child	312	23.5	632	47.5	344	25.9	32	2.4	10	0.8
Physically challenged	313	23.6	665	50.1	304	22.9	40	3.0	5	0.4
Returning/non-traditional students	357	26.9	701	52.8	226	17.0	37	2.8	6	0.5
Socioeconomically disadvantaged	322	24.3	648	48.9	301	22.7	47	3.5	7	0.5
Women	475	35.8	667	50.3	175	13.2	8	0.6	1	0.1
Veterans/active military status	435	32.9	646	48.8	229	17.3	9	0.7	5	0.4
Other	84	20.7	162	39.9	137	33.7	2	0.5	21	5.2

Note: Table includes only those who indicated they were students in Question 28 (n = 1391).

Table B110

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

Factor	Strongly agree		Agree		Neither agree or disagree		Disagree		Strongly disagree	
	n	%	n	%	n	%	n	%	n	%
Lack of available financial aid	287	21.5	373	27.9	308	23.0	262	19.6	107	8.0
Concerns regarding financial debt upon graduation	371	27.8	422	31.7	249	18.7	204	15.3	87	6.5
Tuition increases that are not met by corresponding increases in financial aid	445	33.3	432	32.4	264	19.8	133	10.0	61	4.6
Other	72	34.0	38	17.9	83	39.2	11	5.2	8	3.8

Note: Table includes only those who indicated they were students in Question 28 (n = 1391).

Table B111

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

Group	Very Respectful		Respectful		Disrespectful		Very Disrespectful		Don't Know	
	n	%	n	%	n	%	n	%	n	%
African	349	19.4	990	55.0	67	3.7	20	1.1	375	20.8
African American/Black (not Hispanic)	347	19.3	1031	57.3	110	6.1	23	1.3	289	16.1
Alaskan Native	304	17.0	773	43.3	18	1.0	8	0.4	683	38.2
Asian American	373	20.9	1010	56.5	111	6.2	22	1.2	272	15.2
Asian	355	19.8	995	55.5	152	8.5	26	1.5	264	14.7
Southeast Asian	336	18.8	947	52.9	136	7.6	24	1.3	346	19.3
Caribbean/West Indian	310	17.5	814	45.9	41	2.3	11	0.6	597	33.7
Caucasian/White (not Latino(a)/Hispanic)	716	39.8	922	51.3	23	1.3	3	0.2	133	7.4
Indian subcontinent	313	17.5	871	48.7	61	3.4	9	0.5	535	29.9
Latino(a)/Hispanic	345	19.3	977	54.6	111	6.2	16	0.9	342	19.1
Middle Eastern	291	16.3	848	47.4	131	7.3	45	2.5	474	26.5
Multiracial, multiethnic, or multicultural persons	347	19.4	963	53.8	55	3.1	11	0.6	414	23.1
Native American Indian	341	19.1	926	51.9	64	3.6	21	1.2	433	24.3
Pacific Islanders/Hawaiian Natives	322	18.0	806	45.0	35	2.0	7	0.4	621	34.7
Other	53	12.0	158	35.7	13	2.9	0	0.0	219	49.4

Table B112

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

Group	Very Respectful		Respectful		Disrespectful		Very Disrespectful		Don't Know	
	n	%	n	%	n	%	n	%		
From other than Christian religious affiliations	351	19.8	992	55.8	143	8.0	29	1.6	262	14.7
From Christian affiliations	530	29.9	965	54.4	71	4.0	19	1.1	189	10.7
Gay, lesbian, bisexual, transgender persons	287	16.2	916	51.7	245	13.8	52	2.9	272	15.3
Immigrants	287	16.2	935	52.9	144	8.1	19	1.1	384	21.7
International students, staff, or faculty	379	21.5	1057	60.0	104	5.9	11	0.6	211	12.0
Learning disabled	304	17.2	971	55.1	111	6.3	12	0.7	365	20.7
Men	602	33.9	1004	56.6	34	1.9	4	0.2	131	7.4
Affected by mental health issues	256	14.5	819	46.4	184	10.4	26	1.5	481	27.2
Non-native English speakers	288	16.3	938	53.2	191	10.8	40	2.3	305	17.3
People with children	409	23.2	1039	58.8	62	3.5	16	0.9	240	13.6
People who provide care for other than a child	346	19.6	938	53.1	46	2.6	4	0.2	433	24.5
Physically challenged	312	17.6	1009	57.0	115	6.5	17	1.0	316	17.9
Returning/non-traditional students	373	21.2	1062	60.4	116	6.6	13	0.7	195	11.1
Socioeconomically disadvantaged	312	17.7	993	56.2	146	8.3	13	0.7	303	17.1
Women	482	27.1	1085	61.1	86	4.8	16	0.9	107	6.0
Veterans/active military status	484	27.4	962	54.5	41	2.3	5	0.3	273	15.5
Other	45	12.5	145	40.3	12	3.3	4	1.1	154	42.8

Table B113

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

Individual/Office	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Don't Know	
	n	%	n	%	n	%	n	%	n	%	n	%
Chancellor	180	10.1	422	23.7	354	19.8	203	11.4	136	7.6	489	27.4
Vice Chancellor	218	12.2	442	24.8	344	19.3	145	8.1	63	3.5	568	31.9
University Officers	195	11.0	540	30.5	345	19.5	122	6.9	44	2.5	525	29.6
Equity and Affirmative Action Office	258	14.5	474	26.7	331	18.7	104	5.9	34	1.9	573	32.3
Equity and Affirmative Action Committee	226	12.7	441	24.8	345	19.4	99	5.6	32	1.8	632	35.6
Diversity Council	220	12.4	453	25.6	294	16.6	99	5.6	29	1.6	673	38.1
Plan 2008 Committee	153	8.7	325	18.5	345	19.6	112	6.4	32	1.8	792	45.0
Multicultural Affairs	458	25.8	642	36.2	224	12.6	55	3.1	17	1.0	378	21.3
Student Diversity Groups	425	23.9	687	38.7	235	13.2	47	2.6	15	0.8	366	20.6
Deans	204	11.5	495	28.0	360	20.4	123	7.0	33	1.9	552	31.2
Personnel/HR	216	12.2	479	27.2	358	20.3	93	5.3	26	1.5	592	33.6
Residential Living	310	17.6	564	32.0	269	15.3	59	3.3	26	1.5	534	30.3
Faculty and Staff Gay-Straight Alliance (FSGSA)	337	19.1	575	32.5	273	15.4	52	2.9	25	1.4	505	28.6
Other	24	8.7	44	15.9	50	18.1	6	2.2	5	1.8	147	53.3

Table B114

Students/Faculty Only: The courses I have taken or have taught at the UW Stevens Point campus includes materials, perspectives, and/or experiences of people based on their:
(Question 82)

Characteristic	Strongly agree		Agree		Neither agree or disagree		Disagree		Strongly disagree		Don't Know	
	n	%	n	%	n	%	n	%	n	%	n	%
Country of origin	291	19.8	686	46.8	252	17.2	87	5.9	14	1.0	137	9.3
Ethnicity	296	20.0	682	46.0	259	17.5	89	6.0	13	0.9	142	9.6
Psychological disability status	185	12.5	469	31.8	398	27.0	176	11.9	36	2.4	211	14.3
Gender	315	21.3	663	44.8	265	17.9	79	5.3	15	1.0	142	9.6
Gender identity	207	14.1	495	33.7	378	25.7	159	10.8	38	2.6	191	13.0
Gender expression	197	13.4	478	32.5	395	26.8	168	11.4	39	2.6	195	13.2
Immigrant status	195	13.2	520	35.3	382	25.9	147	10.0	28	1.9	203	13.8
Learning disability status	180	12.2	408	27.6	440	29.8	189	12.8	35	2.4	224	15.2
Physical characteristics	189	12.8	486	32.9	410	27.8	159	10.8	36	2.4	195	13.2
Physical disability status	183	12.4	440	29.9	429	29.2	768	11.4	34	2.3	216	14.7
Race	304	20.7	632	43.0	281	19.1	84	5.7	17	1.2	153	10.4
Religion/spiritual status	247	16.8	589	40.1	332	22.6	116	7.9	24	1.6	162	11.0
Sexual orientation	198	13.4	485	32.9	404	27.4	151	10.2	40	2.7	198	13.4
Socioeconomic status	245	16.6	544	36.9	368	25.0	110	7.5	29	2.0	178	12.1
Veterans/active military status	165	11.5	415	28.9	436	30.3	161	11.2	46	3.2	215	15.0

Note: Table includes only those who indicated they were students or faculty in Question 28 (n = 1614).

Table B115

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

Factor	Strongly agree		Agree		Neither agree or disagree		Disagree		Strongly disagree	
	n	%	n	%	n	%	n	%	n	%
Diversity initiatives are relevant to my work.	294	17.1	605	35.1	592	34.3	186	10.8	49	2.8
Diversity events are well advertised.	240	13.9	726	42.1	522	30.3	207	12.0	30	1.7
Diversity events fit into my schedule.	233	13.5	448	26.0	670	38.8	320	18.6	54	3.1
I am expected to attend these events.	135	7.8	287	16.6	630	36.5	525	30.5	147	8.5
I feel that I am welcome at these events.	296	17.1	712	41.2	590	34.1	108	6.2	24	1.4
I learn from these events.	294	17.1	692	40.2	647	37.6	54	3.1	36	2.1
My work/school load prevents me from attending.	331	19.2	678	39.3	510	29.5	162	9.4	45	2.6
Personal invitation from institutional leadership	162	9.5	394	23.1	759	44.	286	16.8	106	6.2
Diversity initiatives are not relevant to my role on campus	116	6.8	298	17.4	671	39.1	431	25.1	198	11.6
Other	28	13.9	29	14.4	122	60.4	3	1.5	20	9.9

Table B116

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

	Strongly Agree		Agree		Do not Agree or Disagree		Disagree		Strongly Disagree		Don't Know	
	n	%	n	%	n	%	n	%	n	%	n	%
Providing tenure clock options with more flexibility for promotion/tenure for faculty/staff with families	92	20.0	147	32.0	52	11.3	23	5.0	12	2.6	133	29.0
Providing recognition and rewards for including diversity in course objectives across the curriculum.	74	16.1	138	29.9	91	19.7	55	11.9	20	4.3	83	18.0
Requiring all writing emphasis classes to involve at least one assignment that focuses on issues, research and perspective that involve diverse populations.	50	10.9	116	25.3	91	19.9	72	15.7	49	10.7	80	17.5
Training mentors and leaders within departments to model positive climate behavior.	95	20.9	186	41.0	84	18.5	28	6.2	17	3.7	44	9.7
Offering diversity training/programs as community outreach for members of the public/community.	82	18.0	186	40.8	107	23.5	24	5.3	15	3.3	42	9.2
Rewarding research efforts that evaluate outcomes of diversity training.	59	13.1	116	25.7	118	26.2	55	12.2	29	6.4	74	16.4
Providing immersion experiences for faculty/staff/students to learn a second language.	101	22.5	170	37.9	85	19.0	30	6.7	14	3.1	48	10.7
Providing immersion experiences for faculty/staff/students in service learning projects with lower socioeconomic populations.	86	19.3	188	42.2	97	21.7	15	3.4	10	2.2	50	11.2
Providing immersion experiences for faculty/staff/students with underrepresented/underserved populations.	93	20.7	184	41.0	95	21.2	15	3.3	10	2.2	52	11.6

Note: Table includes only those who indicated they were employees in Question 28 (n = 503).

Table B116 (cont.)

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

	Strongly Agree		Agree		Do not Agree or Disagree		Disagree		Strongly Disagree		Don't Know	
	n	%	n	%	n	%	n	%	n	%	n	%
Providing on-campus child-care services.	163	36.3	187	41.6	55	12.2	6	1.3	11	2.4	27	6.0
Providing gender neutral/family friendly facilities.	108	24.2	166	37.1	99	22.1	18	4.0	17	3.8	39	8.7
Provide, promote and improve access to quality counseling available to faculty/staff/students who experience sexual abuse on campus or in the community	165	36.6	195	43.2	46	10.2	5	1.1	4	0.9	36	8.0
Provide mentors for minority faculty/staff/students new to campus	155	34.1	216	47.6	47	10.4	2	0.4	5	1.1	29	6.4
Providing a clear protocol for responding to hate/hostile incidents process on campus	199	43.9	180	39.7	31	6.8	2	0.4	6	1.3	35	7.7
Providing a clear protocol for responding to hate/hostile incidents process at the departmental level.	198	43.8	171	37.8	40	8.8	6	1.3	4	0.9	33	7.3
Reallocating resources to support inclusive climate changes on campus	87	19.4	121	27.0	127	28.3	36	8.0	26	5.8	51	11.4
Including diversity related activities as one of the criteria for hiring and/or evaluation of staff/faculty and administrators.	62	13.9	76	17.0	131	29.3	77	17.2	53	11.9	48	10.7
Requiring Affirmative Action Office to provide diversity and equity training to every search and screen committee including faculty, staff, and administrators.	85	18.8	122	27.1	102	22.6	57	12.6	45	10.0	40	8.9

Note: Table includes only those who indicated they were employees in Question 28 (n = 503)

Table B117

How comfortable are you in using the following offices/individuals if you need help or have concerns?
 (Question 88)

Office/Individual	Very comfortable		Comfortable		Uncomfortable		Very Uncomfortable		Not familiar with this office/individual	
	n	%	n	%	n	%	n	%	n	%
Employee Assistance Program	203	11.8	511	29.6	119	6.9	29	1.7	864	50.1
Equity and Affirmative Action Office	231	13.4	548	31.7	119	6.9	31	1.8	800	46.3
Multicultural Affairs Office/Multicultural Resource Center	285	16.6	615	35.8	126	7.3	25	1.5	668	38.9
Disability Services Office	282	16.4	520	30.2	97	5.6	25	1.5	799	46.4
University Officers	263	15.3	681	39.7	147	8.6	51	3.0	573	33.4
Counseling Center	301	17.5	695	40.3	172	10.0	62	3.6	493	28.6
Foreign Students Office	232	13.5	508	19.6	98	5.7	16	0.9	861	50.2
Dean	262	15.2	577	33.4	234	13.6	85	4.9	568	32.9
Department head	480	27.8	740	42.8	161	9.3	50	2.9	297	17.2
Personnel/HR	300	17.5	727	42.3	112	6.5	32	1.9	546	31.8
Faculty	551	32.0	933	54.1	102	5.9	35	2.0	102	5.9
Other	32	17.6	58	31.9	9	4.9	10	5.5	73	40.1

Table B118

Employees Only: How many people at work can you rely on for “social support”?
 (Question 89)

Number of people	n	%
1-2 people	104	21.4
3-4 people	144	29.6
5-6 people	105	21.6
7-8 people	40	8.2
9-10 people	18	3.7
More than 10 people	75	15.4

Table B119

Employees Only: How many times per week do you suffer physical symptoms from work related stress?
 (Question 90)

Number of times	n	%
1-2 times	251	62.9
3-4 times	70	17.5
5-6 times	45	11.3
7-8 times	17	4.3
9-10 times	5	1.3
More than 10 times	11	2.8

Table B120

Employees Only: How many times per week do you use alcohol, over-the-counter drugs, or prescription drugs to relieve work related stress?
 (Question 91)

Number of times	n	%
1-2 times	230	76.4
3-4 times	32	10.6
5-6 times	21	7.0
7-8 times	16	5.3
9-10 times	1	0.3
More than 10 times	1	0.3

Table B121

Employees Only: Have you ever felt excluded on the UWSP campus for any reason?
 (Question 92)

	n	%
Yes	153	31.2
No	326	66.4