

Campus Climate Survey 2015
Executive Summary
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College campuses are complex social systems. They are defined by the relationships between faculty, staff, students, and alumni; bureaucratic procedures embodied by institutional policies; structural frameworks; institutional missions, visions, and core values; institutional history and traditions; and larger social contexts (Hurtado, Milem, Clayton-Pederson, Alma, & Allen, 1998). Institutional missions suggest that higher education values multicultural awareness and understanding within an environment of mutual respect and cooperation. Academic communities expend a great deal of effort fostering a climate to nurture their missions with the understanding that climate has a profound effect on the academic community's ability to excel in teaching, research, and scholarship. Institutional strategic plans advocate creating welcoming and inclusive climates that are grounded in respect, nurtured by dialogue, and evidenced by a pattern of civil interaction.

The climate on college campuses not only affects the creation of knowledge, but also affects members of the academic community who, in turn, contribute to the creation of the campus climate. Several national education association reports and higher education researchers advocate creating a more inclusive, welcoming climate on college campuses (Boyer, 1990; AAC&U, 1995; Harper & Hurtado, 2007; Ingle, 2005; Milem, Chang, & Antonio, 2005). Because of the inherent complexity of the topic of diversity, it is crucial to examine the multiple dimensions of diversity in higher education. The conceptual model used as the foundation for this assessment of campus climate was developed by Smith (1999) and modified by Rankin (2002). In 2005, a taskforce committee was formed to search for consulting firms that conduct climate assessments in higher education. Rankin & Associates (R&A) was identified as leader in conducting multiple identity studies in higher education. In 2006, R&A presented a proposal to the UW System Provosts and various constituent groups, which resulted in the formation by UW System administrators of the *Climate Study Working Group* (CSWG)² and subsequent contract with R&A to facilitate a system-wide climate assessment.

Fact-finding groups were held in September 2007 to discuss with University of Wisconsin System students, staff, and faculty their perceptions of the system climate. Informed by these fact-finding groups and by previous R&A work, the CSWG developed the final survey instrument template that was administered to the five participating campuses in spring 2008. UW-Stevens Point (UWSP) was one of the five UW System institutions that participated in the initial climate project in 2007-2008. A Diversity Leadership Committee (DLC) was created at UW-Stevens Point to assist in coordinating the survey effort on campus. The DLC reviewed the survey template and revised the instrument to better match the campus context at UW-Stevens Point. The final survey contained 96 questions, including open-ended questions for respondents to provide commentary. In 2015, the UWSP Diversity Council conducted a follow-up survey of current students, faculty, and staff using a slightly modified version of the 2008 Survey in order to assess any changes since the last evaluation of campus climate. This report provides an overview of the findings of the internal assessment conducted in Spring of 2015.

All members of the campus community (e.g., students, faculty, academic staff, and classified staff) were invited to participate in the survey. The survey was designed for respondents to provide information about their personal experiences with regard to climate issues, their perceptions of the campus climate, employees' work-life issues, and respondents' perceptions of institutional actions, including administrative policies and academic initiatives regarding climate issues and concerns on campus. A summary of the findings, presented in bullet form below, suggests that while UW-Stevens Point has several challenges with regard to diversity issues, these challenges are found in many other higher education institutions across the country.

Sample Demographics

810 surveys were returned representing the following (note: not all respondents answered all the survey questions):

- 401 Students and 409 Faculty and Staff
- 88% of the student sample identified as Caucasian and 12% as People of Color; 76% of the faculty/staff sample identified as Caucasian and 24% as People of Color.
- 58 students and 27 faculty/staff identified as having a disability
- 50 student participants and 27 faculty/staff participants identified as lesbian, gay, bisexual, asexual, or queer; 4 students and 2 faculty/staff were questioning their sexuality
- Gender identity for the student sample was reported as 259 women; 82 men; 1 transgender; 4 non-binary; and for the faculty/staff sample as 208 women; 141 men; and 10 who preferred not to identify.
- 168 students and 162 faculty/staff identified their spiritual affiliation as other than Christian (including those with no affiliation)

Comparison to 2008 Survey Results:

1,901 surveys were returned representing the following:

- 1,377 undergraduate students, 492 faculty and staff
- 89% Caucasian; 11% People of Color
- 121 people who identified as having a disability
- 94 people who identified as lesbian, gay, bisexual, or queer; 21 who were questioning their sexuality
- 1,250 women; 633 men; 5 transgender
- 636 people who identified their spiritual affiliation as other than Christian (including those with no affiliation)

Based on the survey responses, data from the 2015 student sample should be interpreted cautiously as the number of completed surveys in 2015 was substantially lower than the response rate from 2008. The response rate for the faculty/staff survey, however, is similar in 2015 to that from 2008 and represents approximately 33% of faculty and staff currently employed at UWSP. Due to this concern, the data for 2015 have not been combined as they were in 2008, rather, the data have been analyzed separately based upon student or faculty/staff status. Despite these limitations, the results provided here reflect participants' beliefs and concerns with regard to the campus climate.

Quantitative Findings

Personal Experiences with Campus Climate

- **14.2% of student respondents and 23% of faculty/staff respondents believed they had personally experienced offensive, hostile, or intimidating conduct that interfered unreasonably with their ability to work or learn on campus (hereafter referred to as harassment) within the past two years (see Student Table 23 and Faculty/Staff Table 23) People of Color and sexual minorities perceived such harassment more often than White people and those who identified as Straight, and many felt the harassment was due to their race or sexual orientation. Perceived harassment largely went unreported.**
 - Sexual orientation (10%) and Ethnicity (9%) were most often cited as the reasons given for the perceived harassment for the student sample (See Student Table 24.)
 - Job Classification/University Status (22%) and Gender (15%) were most often cited as the reasons given for the perceived harassment for the faculty/staff sample (See Faculty/Staff Table 24.)
- 3.5% of student respondents and 15% of faculty/staff respondents reported being uncomfortable or very uncomfortable with the overall campus climate. (See Student Table 21 and Faculty/Staff Table 20).
- 3.5% of students reported feeling uncomfortable or very uncomfortable in their classes and 13.5% of faculty/staff reported feeling uncomfortable or very uncomfortable in their departments/work units. (See Student Table 22 and Faculty/Staff Table 21).
- Compared with 15% of White students and 22.5% of White faculty, 27% of students of color and 40% of faculty/staff of color believed they had personally experienced harassment
- Compared with 14 percent of women, 17 percent of men students believed they had personally experienced harassment; Reported harassment by men and women in the faculty/staff sample was equal, with 24% of respondents from both groups endorsing harassment experiences.
- Compared with 13% of heterosexual student respondents and 22% of heterosexual faculty/staff respondents, 30% of sexual minority student respondents and 43% of faculty/staff sexual minority respondents believed they had personally experienced harassment.
- 5.5% of student participants made complaints to UW-Stevens Point officials, 5.1% did not report for fear that their complaint would not be taken seriously, 4% did not report the incident for fear of retaliation, and 4% did not know to whom to report (see Student Table 83); 7 % of faculty/staff participants made complaints to UWSP officials, 4.6% did not report for fear that their complaint would not be taken seriously, 6.3% did not report the incident for fear of retaliation, and 3% did not know to whom to report (see Faculty/Staff Table 45).
- 3.5% of student respondents and .5% of faculty/staff respondents reported that they had been sexually assaulted while at this institution (see Student Table 51 and Faculty/Staff Table 49) and of 10.5% of student respondents and 3% of faculty/staff respondents reported fear of being the object of sexual harassment at this institution (see Student Table 49 and Faculty/Staff Table 47).
 - The source of the fears of sexual harassment for students was reported most often to be strangers and fellow students. Faculty/staff endorsed the source of fears of sexual harassment to stem from undergraduate students and colleagues.

Comparison to 2008 Results:

17% of respondents believed they had personally experienced offensive, hostile, or intimidating conduct that interfered unreasonably with their ability to

work or learn on campus (hereafter referred to as harassment) within the past two years. Gender was most often cited as the reason given for the perceived harassment. People of Color and sexual minorities perceived such harassment more often than White people and those who identified as Straight, and many felt the harassment was due to their race or sexual orientation. Perceived harassment largely went unreported.

- Respondents' gender (41%), age (35%), and university status (23%) were most often cited as the reasons given for the perceived harassment
- Most respondents indicated that they were "comfortable" or "very comfortable" with the overall climate at UW-Stevens Point (86%), in their departments or work units (84%), and in their classes (85%).
- Compared with 14 percent of White people, 35 percent of people of color believed they had personally experienced harassment.
- Compared with 15 percent of men, 17 percent of women believed they had personally experienced harassment.
- Compared with 16 percent of heterosexual respondents, 30 percent of sexual minority respondents believed they had personally experienced harassment.
- 15 percent of participants made complaints to UW-Stevens Point officials, while 20 percent did not know who to go to, and 16 percent did not report the incident for fear of retaliation.
- A small percentage of respondents believed they had been sexually harassed or sexually assaulted.
 - 9 percent believed they had been touched in a sexual manner that made them feel uncomfortable or fearful while at UW-Stevens Point.
 - 51 respondents believed they had been sexually assaulted during their time at UW-Stevens Point.
 - Most of the respondents who believed that they had been sexually assaulted were students (48 people), female (46 people), heterosexual (45 people), and White (43 people).
 - The alleged perpetrators of the perceived sexual assault were most often students, friends, acquaintances, and strangers.

Satisfaction with UW-Stevens Point

- **58 percent of UW-Stevens Point employees were "highly satisfied" or "satisfied" with their jobs at UW-Stevens Point. 49.5 percent were "highly satisfied" or "satisfied" with the way their careers have progressed at UW-Stevens Point. (See Faculty/Staff Tables 54 and 55).**
- **72 percent of percent of students were "highly satisfied" or "satisfied" with their education at UW-Stevens Point, while 58 percent were "highly satisfied" or "satisfied" with the way their academic careers have progressed at UW-Stevens Point. (See Student Tables 56 and 57)**
- **45 percent of all respondents have seriously considered leaving UW-Stevens Point.**
 - Among employees, 71% considered leaving UW-Stevens Point. (See Faculty/Staff Table 56)
 - Among students, 35% considered leaving the University. (See Student Table 58)
- **Numerous respondents indicated that they were aware of or believed they had observed harassment on campus.**

- 25% of student respondents and 41% of faculty/staff respondents believed that they had observed or personally been made aware of conduct on campus that created an offensive, hostile, or intimidating working or learning environment. (See Student Table 59 and Faculty/Staff Table 89).

• 16% of employee respondents believed that they had observed discriminatory employment practices, and indicated that these practices were most often based on gender and University Classification. (See Faculty/Staff Tables 114 and 115.)

- 25% percent of employee respondents believed they had observed discriminatory hiring
- 14% percent believed that they had observed discriminatory employment-related disciplinary actions at UW-Stevens Point (up to and including dismissal).

Comparison to 2008 Survey Results:

Satisfaction with UW-Stevens Point

• 80 percent of UW-Stevens Point employees were “highly satisfied” or “satisfied” with their jobs at UW-Stevens Point. 74 percent were “highly satisfied” or “satisfied” with the way their careers have progressed at UW-Stevens Point.

• 84 percent of percent of students were “highly satisfied” or “satisfied” with their education at UW-Stevens Point, while 70 percent were “highly satisfied” or “satisfied” with the way their academic careers have progressed at UW-Stevens Point.

• 45 percent of all respondents have seriously considered leaving UW-Stevens Point.

- Among employees, 62 percent considered leaving UW-Stevens Point.
- Among students, 39% percent considered leaving the University.

Numerous respondents indicated that they were aware of or believed they had observed harassment on campus.

- 27 percent of participants believed that they had observed or personally been made aware of conduct on campus that created an offensive, hostile, or intimidating working or learning environment.

• 22% of employee respondents believed that they had observed discriminatory employment practices, and indicated that these practices were most often based on gender.

- 22 percent of employee respondents believed they had observed discriminatory hiring.
- 9 percent believed that they had observed discriminatory employment-related disciplinary actions at UW-Stevens Point (up to and including dismissal).

Institutional Actions

• 34% of faculty/staff respondents “strongly agreed”/“agreed” that there is visible leadership to foster diversity/inclusion from Senior Administrators/Chancellors Office.

• 42% of all respondents believed the Deans to have visible leadership that fosters inclusion of diverse members of the campus community.

- 45% of respondents believed the Human Resources/Affirmative Action has visible leadership to foster diversity/inclusion.
- 48% of respondents believed the Office of Diversity and College Access to have visible leadership to foster diversity/inclusion.
- 38% of respondents believed the Diversity Council to have visible leadership to foster diversity/inclusion.
- 50 percent of all respondents believed that diversity initiatives are relevant to their work
- 52 percent felt welcome at campus diversity events.

Comparison to 2008 Survey Results:

Institutional Actions

- More than half of the respondents “strongly agreed”/“agreed” that Multicultural Affairs, Student Diversity Groups, and FSGSA provided visible leadership that foster inclusion of diverse members of the campus community.
- 34 percent of all respondents believed the Chancellor’s Office to have visible leadership that fosters inclusion of diverse members of the campus community.
- 52 percent of all respondents believed that diversity initiatives are relevant to their work
- 58 percent felt welcome at campus diversity events.

****Additional information regarding participant responses to the quantitative survey items can be found in the tables provided in Appendix A (faculty/staff responses) and Appendix B (student responses).**

Qualitative Findings

Out of the 810 surveys received at UW-Stevens Point, several respondents contributed remarks to the open-ended questions. No respondents commented on all open-ended questions. Respondents included undergraduate and graduate students, as well as faculty, academic staff, and classified staff. The open-ended questions asked whether their campus experiences differed from experiences in the surrounding community, for general elaboration of personal experiences and thoughts, to name three things the respondent would like to see changed on campus and three things they would like to see remain the same, and to describe the current classroom and campus climates.

Many praised UW-Stevens Point’s efforts to create a welcoming atmosphere, asserted that the climate had improved in recent years, and/or suggested the campus would further benefit from additional actions to promote diversity. Others believed, however, that diversity efforts were over-emphasized or have led to reverse discrimination. These comments indicate that many respondents believe not only that diversity efforts are unnecessary, but also that diversity efforts are actively harmful.

While many respondents reported positive experiences with diversity and diversity initiatives, some individuals described common experiences with a lack of adequate responses to specific types of complaints. It is not suggested that these experiences are typical, or that the conclusions drawn by the commenter are accurate representations of what happened. Rather, these examples “give voice” to the experiences reported in the quantitative findings of the report. As mentioned

in the comments, some respondents indicated they would not report complaints because of perceived lack of support of the UW-Stevens Point.

Overall, the results in this report parallel those in similar investigations where people of color, women, sexual minorities, and people with disabilities tend to feel that the institution is not addressing systemic, structural, and informal issues as favorably as for their White, male, heterosexual, and able-bodied respondents. The next steps in this project are to use the results of this assessment to identify specific strategies for addressing the challenges facing the community and to support positive initiatives on campus.

More detailed summaries of participant open-ended question responses follow. Those items that elicited the most participant feedback or are most pertinent to campus climate change are reviewed in the following sections.

Faculty/Staff Participant Responses:

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

- **84 comments provided; 9 were positive and 75 were negative**
- **Sample Positive Comments:**
 - “We have a wonderful department and I enjoy working with everyone. Dean XXXX is excellent.”
 - “The campus does an excellent job of recognizing areas in the diversity arena that need to be addressed. However, some of the groups and their advisors need to realize that all groups will be held to the same standards, while adhering to the same policies and procedures that everyone else is required to follow.”
 - “Institution is very comfortable. Individuals here are devoted to providing safe and comfortable environment.”
 - “I am more comfortable now than I used to be.”
- **Sample Negative Comments:**
 - “What happens in my classroom is, in most cases, within my control. I set the tone and model for my students’ inclusivity and diversity. My department supports this even if every member doesn't embrace this as consciously as I do. The larger University climate needs a lot of work.”
 - ”We live in an area where lots of people enjoy hunting and fishing, while I do not condemn these activities (in fact am grateful for the concern for the environment that accompanies those interests, am grateful woodlands are preserved privately, and that the numbers of caught fish and animals are counted) I do feel as if I'm treated in a bigoted way due to being vegetarian. I have a friend who is Islamic and she finds it difficult to follow hallal food practices. I have friends who are Jewish who find it hard to follow kosher practices; have a hard time finding parve foods (likewise it’s hard for me to find vegan choices). I am also grateful that my diversity is fairly hidden. If I were someone who stood out due to physical characteristics, or due to an unusual sounding name, or an accent, I believe I would feel very uncomfortable here. I have friends with accents who

are constantly being asked from strangers about their accents when we are in public places. It's exhausting and I'm not even the recipient. Those are general comments about this area where we live. Specifically on campus I've heard UWSP employees, people who I think should know better, make fun of names of people who are from different ethnic groups here in the US. I've heard them make long, drawn out conversations on the subject, in an obvious attempt at humor. I do not find it funny, I find it embarrassing. Once I witnessed an employee closely related to diversity on campus make fun of students for ethnic names. The student was gracious and played along as if it was a joke, but I was deeply offended, embarrassed, and quite sick about the incident for some time afterwards. I didn't know how to react at the time and because I didn't react it made me look as if I thought it was acceptable behavior.

- “UW Stevens Point is an extremely white environment. There are very few African Americans in the classes I teach. There have never been any Native Americans. When I do have an African American in my class they usually struggle, mostly because of poor educational preparation in their grade schools. I feel that UWSP would only benefit from the presence of more minority students, minority students that do well academically.”
- “This campus has ceased being inclusive. While ideas are asked for, it's simply lip service. This is as top-down a campus as I have ever seen. The last few years we have been asked to plan, plan, plan (strategic, program prioritization), and then when a budget crisis hits, we are not proactive, but knee-jerk. There have been no real conversations, to attempt to get buy-in up and down the line. This campus currently has the worst climate in my 20 years of being here.”

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

- ***206 comments provided; 101 were positive, 105 were negative***
- ***Sample Positive Comments:***
 - “I am fairly satisfied in my current position, although of course, the wages could certainly be higher. However, I have been frustrated over many years in the past as to how difficult it is for a classified staff employee to move up in classifications and/or pay.”
 - “Working toward a vision I have for the world and my community. I'm doing worthwhile work that matters.”
 - “Very much enjoy what I do, enjoy working with the students as well as my colleagues. My career is moved along as expected.”
 - “The opportunity to help students each day. No day is ever the same.”
- ***Sample Negative Comments:***
 - “Workload is too high. I'm also somewhat skeptical of the overall cultural emphasis of higher education which overemphasizes personal success and middle-class, modernist American values (i.e., an implicit acceptance of the so-called knowledge or information economy, the emphasis of career over everything else, and a general failure to critically evaluate what could be called the American way of life).”

- “Where to begin? In short, the pay is low and I fear it will continue to shrink either in real dollars or in spending power. My duties have kept me so busy that I have not been able to produce much scholarship. When I first took the job, I knew it would be low pay for teaching a great deal outside of my primary area of expertise. When I arrived, I discovered that this would be accompanied by a crushing service load of departmental committees, university committees, and student advising. Then I also discovered that because of salary compression, I could expect to earn pretty much the same dollar amount during my entire career at UWSP, while the cost of living continued to increase. For this, I moved to an area where the resources available for research are minimal and where my spouse (also an academic) has not been able to find stable, satisfying, remunerative work. Then Scott Walker got elected in 2010 and things got measurably worse. With my promotion to associate professor, I was finally earning as much money as I was when I was first hired. With the latest budget cuts, it appears that there will no longer be any sabbaticals for faculty to get their research done, and the entire campus is suffused with a climate of fear. Also, it is very difficult to teach students who are as ill-prepared for college and as unwilling to buy textbooks as our students are. With that said, when students show interest and demonstrate that they have been learning from me that is immensely rewarding. It is especially rewarding to think that by teaching at a public institution I am actually providing learning to students who might not have the opportunity otherwise.”
- “Undervalued in the public eye. Lack of appreciation of my work on campus. Education in public schools is clearly being torpedoed by politicians in Madison. Uncertainty regarding future of tenure is a big concern.”
- “There are few chances for promotion or increased compensation. Across the board percentage increases in pay result in large raises for better paid employees and smaller increases for poorer paid employees. "The rich get richer." This isn't equitable.”

Negative comments were coded into the following theme categories:

- Issues with Salary: 33
- Issues with Government: 27
- Lack of Advancement: 21
- Global dissatisfied with career: 14
- Issues with Administration: 13
- Issues with workload: 13
- Issues with Employment status: 11
- Issues with life choices: 6
- Issues with Faculty: 4
- Issues with personal Choices: 3
- Issues with Students: 1
- Dislike supervision: 1
- Issues with Personal power: 1
- Issues with budget: 1

- Lack of employment: 1

Why did you consider leaving UWSP or why did you decide to stay?

- ***208 comments provided***
- ***Sample Comments:***
 - “Workload is too high. Academics promote workaholism and never question the health or personal consequences of it. These aren't just implicit observations. I have witnessed administrators and faculty congratulate one another on working 60-80 hours a week. I stayed because I do like my job and university (particularly interacting with students in the classroom) and would like it even more if the workload was less. I'm also approaching mid-career, come from a poor or low SES background, was a first-generation college-student, and see obtaining a Ph.D. and getting tenure to be my major, personal accomplishment. So, I'm invested”
 - “Tired of not being appreciated; better pay.”
 - “To find a more satisfying work environment - where pay increases offered as deserved/earned - ability to promote. Amount of time already dedicated - retirement.”
 - “Was not offered another job that paid more. Tuition for dependents is not one of our benefits, this is a strong incentive to leave this institution.”
 - “The Governor's budget cuts are forcing me to consider positions outside of the UW System.”
 - “While I have applied for other positions, so far, I have not had any opportunity to consider leaving UWSP. Even with actual offers, I would need to carefully consider - due to personal circumstances, whether or not to leave this area. However, I am thrilled to have the opportunity to teach again full time and to interact with students and colleagues. My focus will now be on that work.”

Comments were coded into the following theme categories:

- Low Salary/Wages: 65
- Lack of advancement opportunity: 35
- Issues with administration/ management: 25
- Poor work environment: 19
- Lack of appreciation: 18
- Desire career advancement: 16
- Location kept me here: 16
- Issues with government: 15
- Desire better location: 11
- Familial obligations: 11
- Job Security: 11
- Schedule flexibility: 9
- Lack of diversity: 8

- Wanted to change career: 4
- Retirement: 3
- Lack of benefits: 3
- Incompetent coworkers: 1

This survey asked you to reflect upon a large number of issues related to climate and your experiences. Please use the space below to provide any additional information regarding campus climate at UWSP.

- **49 comments provided, ranging from remarks regarding general dissatisfaction with climate and desire for more diversity and inclusivity knowledge, skills, and awareness to several who noted no need to focus on diversity and/or too much emphasis/resources being devoted to diversity efforts. Some comments were compliments to or criticisms of the survey itself.**
- **Sample comments:**
 - “While I believe that the university strives to be inclusive and respectful, my experience is that students from underrepresented populations and/or more diverse urban environments struggle to connect with the UWSP community due to a lack of overall representation within the staff/faculty and surrounding community.”
 - “When Personnel started giving certain classified members raises, it was a popularity contest, and based on if your supervisor was supportive of you. In any case, many members of the classified staff were overlooked and morale for us plummeted. You truly feel totally useless when others in your college get huge bonuses and you don't get anything, not even a positive comment once in a while. It was totally unfair, and I hate this campus because of it.”
 - “UWSP is very white. Also, the students as well as the people who were here do not know much about non-white population. I was raised in a very diversified community.”
 - “We are a good school, we have a lot of things to be proud of. We need to nurture and nourish the good in ourselves and the surrounding community as much as we have the ability to do it. We are facing tremendous difficulty in days ahead. Within a 40-mile radius we are going to have a factory farm and tar sands pipeline from Canada that will cause enormous destruction to our ground water and natural resources. The land which sustains us will be poisoned and our children will suffer in less than one generation. We need everyone to help us deal with these enormously difficult issues. We can't have all of our best and brightest jumping ship to move to nicer neighborhoods where the community does pull together, and keeps the real estate prices high. We need to protect ourselves by connecting with everyone. We have resources right here. The world's largest eco-fair is right here. There are lots of people who are concerned and want to help.”
 - “Too many resources are currently devoted to diversity-related issues. We need to stop cutting faculty and academic programs and start cutting administrators.”
 - We overemphasize diversity. Simply let it be. We should be talking about how we are the same rather than different. Diversity education unwittingly becomes racism in a number of instances. And multiculturalism is a myth. We have one essential culture.”

How has UWSP been successful in the past and in current diversity efforts?

- ***109 comments provided; about 25% of those responding indicated that past efforts have not been successful with the remainder offering one or more identified areas of improvement.***
- ***Sample Comments***
 - “Within this survey I see a vast improvement from previous years, by including consideration of sundry demographics beyond the "formal federals". However, we need be cautious that we not so finely split hairs or vacuously re-label that there emerge Census check boxes for "left-handed Lithuanians" or "Persons of Gender"; that would improve us little. My own philosophy? Judge every person as an individual, not as some social category. Following that approach, there are VERY few people anywhere ever that I've met who I truly dislike, or would totally oppose.”
 - “When I first attended UWSP, I was on a wing with students from Grambling. There was a lot of strife, and a lot of anger. I am happy to see that most students don't recognize "race" any more. What they recognize is differences in morality and socio-diversity.”
 - “We've had mixed success. We're well behind on these issues.”
 - “We recruited students from cities. We had an outreach to the Hmong community. However, we will probably always draw from a basically white, working class community.”
 - “Not very successful. Many of the diversity attempts have not been carried out successfully by the staff charged with doing so.”
 - “UWSP is not making any progress. There is a lot of talk about diversity efforts, but the decisions that the university is making prevents diversity, but promotes homogeneity in the population.”
 - “We have increased the diversity of our student body. We are also becoming more welcoming to LGBTQ students, faculty and staff.”

What are some current challenges facing UWSP regarding diversity?

- ***132 comments provided***
- ***Sample Comments***
 - “Women's issues could be strengthened. Not devoting full time staff to the Women and Gender Studies administration has hurt this program and that's one I've been heavily invested in.”
 - “White people are making decisions that exclude teaching non-western thoughts, culture, and history.”
 - “We often don't want to talk about diversity challenges; we just want to create programs without ever really talking about the issues.”
 - “We need to have more support for these students because we see many coming in as first generation students and also having these students think they're alone in their struggles. We need to make sure we, as faculty and staff, are helping ease the transition for many of these students coming to a predominantly white community for the very first time and also adjusting to school.”
 - “Very little ethnic diversity or racial diversity and not much religious diversity in the immediate region. The challenge is to keep attitudes positive and access reasonable in the face of attitudes shaped by that social environment. Affirmative action here to

me means attracting more of our blue-collar population, especially including the Mexican-Americans.”

- “There is not a strong enough infrastructure established to support the diversity efforts the university is trying to promote. There seems to be a willingness to support and encourage diversity here in attitude, but not necessarily in the infrastructure.”
- “Students accepting as Native Americans as peers is one. Another is being able to handle and address that diversity does not mean that we all agree. Especially when some of the beliefs/thoughts of people on campus are at odds with each other. Getting along without agreeing is important, but I don't think this is really addressed. Unaware bias can be addressed, but encouraging people to get along without ideological agreement on contentious issues is a real problem.”
- “Not much tolerance for the conservative viewpoint.”
- “Lack of engagement by upper administration, inability of suggestions from minorities to be followed, no open space for discussion, privilege is not openly addressed or discussed, no campus vision for what we are trying to achieve and what this looks like in our everyday lives.”

Student Participant Responses:

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

- **64 comments provided; 18 were positive and 46 were negative**
- ***Sample Positive Comments:***
 - “This community and my class settings are easy to talk and participate in. The comfortable atmosphere here is a large reason I chose to attend UWSP.”
 - “I feel as though professors and students are generally willing to create a comfortable environment for all students in classes as well as on campus. They do this by being generally friendly and open to discussion.”
- ***Sample Negative Comments:***
 - “Professors make quick judgments about students and are treated accordingly.”
 - “On campus I've heard some derogatory slurs such as "fag", "pussy", etc. Mostly near the academic buildings by males.”
 - “Chiefly the attitudes, behaviors, and standards of many of the student body are troubling and make me uncomfortable.”
 - “While overall I am comfortable, I do find it very disconcerting that many of my professors have a very hard time keeping their own politics out of the classroom”
 - “There isn't enough openness to the transgender community.”

Comments were coded into the following categories:

- Satisfied with professors – 9
- Satisfied with Classes -4
- Satisfied with university - 3

- Satisfied with students - 2
- Issues With Professors – 13
- Issues with students – 9
- Issues with Classes - 7
- Issues against sexuality and gender identity/expression - 7
- Issues with Community – 2
- Issues With Administration – 2
- Issues against race - 2
- Issues against non-traditional students – 2
- Issues with University in general – 2
- Issues with Student Organizations – 1
- Issues with Comfort overall – 1

Please elaborate on your experiences of harassment at UWSP.

- ***19 comments provided***
- ***Sample comments:***
- “The professor showed a movie where the main character was a victim of sexual abuse. The professor said that the man who abused her was only a flirt, not a rapist. Also, before showing the film he didn't warn students of any possible triggers. I had spoken to two other faculty members in the same department who only said that it was wrong, but did nothing to address the issue.”
- “I was humiliated in front of a classroom of students by a faculty member because I did not wish to stay later than the allotted class time due to my obligation to another class. I was yelled at and treated condescendingly because the faculty member did not view the foreign language class as a valuable investment of my time since the language taught in the class is not spoken widely in Wisconsin. I tried to switch out of the section to avoid further harassment, but was told it was not possible. I reported the incident to my advisor and the chair of the department, but the department chair did not seem to take the complaint seriously and there was no indication that any serious attempt at a follow-up was made. In fact, during the rest of the semester, the professor who had harassed me made snide comments in front of the class that resembled things I had said to the department chair in our private conversation, so I was left the impression that the offense was treated as a joke.”
- “I lost my job at a campus org because I was an atheist and refused to be silent about it, and I had a full, large-size Hardee's soda thrown at my head from a moving car on Isadore Street (walking on the campus side) because I had the audacity to walk around at 9pm hold my (lesbian) girlfriend's hand. I am also a transgender woman, and during my first year in the resident halls people would either stare (not often) or refuse to look in me in the eye (common).”
- “I am a staff member in a hall and generally I am a well-respected part of the UWSP community. However, these things have happened throughout the year and I am sure they happen even more to students that are not in leadership positions around campus.”
- “As a conservative female I receive a lot of indirect grief from professors that makes me feel embarrassed, angry, and isolated. I do not feel like a member of these classrooms, although I have

always worked my hardest. I have had professors come straight out and make inflammatory and hurtful remarks about both my political views (particularly with this budget cut possibility), and also mocking my religious beliefs. In a class I received a low grade on an opinion paper because "I had the wrong opinion" and I therefore must be anti-woman. I have never received less than an A in any other class and because I exerted the same amount of effort in this class, I believe that I was punished for my beliefs."

- **Overall, how satisfied are you with your education at UWSP?**
 - **191 comments provided; About 70% of the comments provided indicated at least some areas of satisfaction.**
 - **Sample Positive Comments:**
 - "The University of Wisconsin-Stevens Point has been my home for the last four years. This campus is welcoming to anyone and everyone. I have become so attached to this campus, faculty, and peers as they have all played an exponential role in my education I can't imagine going anywhere other than here for my undergraduate degree. Thank you."
 - "My professors are committed to teaching and making sure we get the most of our education. My education has allowed me to get an internship this summer and progress in the way I feel I should."
 - "My education went smoothly, and I was lucky to take advantage of the Study Abroad opportunities available. Being almost done I couldn't have had it better. Although, I still feel unprepared for the working world, and the direction I should take after I walk across the stage next spring."
 - "I am extremely satisfied with the coursework I have taken at UWSP. My professors are very intelligent, engaging and approachable."
 - **Sample Negative Comments:**
 - "I don't think I am learning as much as I could here if I had more engaged instructors."
 - "This school is terrible for helping older students achieve their educational needs in a timely matter. Most older students are working with families to support and need to have both work and school schedules work. Most classes here at least for the art program, are only during the day and not online, more suited for the "traditional" student. There are too many prerequisites with too many "spring only" or "fall only" classes linked to them too. I think some instructors empathize with this, but a few of their attitudes are, "Well, that's too bad". Also I have prior schooling from a Technical school in the same kind of program, learning the same thing, but nothing transfers to this UW school. The process to get anything accepted to be waived is very difficult."
 - "There was a serious lack of academic advising during the transition into college from high school that created significant problems for the progress of my degree. I also faced a lot of obstacles in my personal life while taking care of a family member with a physical disability that made fulfilling academic obligations

difficult, and very few professors are willing to be patient with students who have non-traditional responsibilities (like providing care for a disabled relative) that may interfere with their abilities to meet all of the classroom criteria at specific times.”

Why have you considered Leaving UWSP?

- ***111 comments provided***
- ***Sample comments***
 - “You're cutting nearly every class that pushes diversity. Asian studies? Native American studies? Anthropology, for Christ's sake! This is a white campus and it's going to teach nothing to the students but white entitlement and hate for the "other". If I wasn't so close to graduating I would abandon this sinking ship without looking back.”
 - “The environment is too small-town for me. The TNR seems to dominate and there isn't enough diversity around me to make me feel comfortable in my own skin. I feel like I have to change in order to be accepted.”
 - “I wanted to transfer to UW-Madison. I felt there were better academic opportunities at a larger more influential institution.”
 - “I wanted to leave because I didn't like the unwelcoming environment. I love the school itself and the faculty, but many of the students here are not people that I want to be around. They're superficial and just don't seem to care about others. It's kind of like the stereotypical "popular group" in high school. We're all supposed to be adults, but many are immature and don't take responsibility for their hateful actions and comments. I stayed because a lot of my credits wouldn't transfer and I wanted to graduate as soon as I could.”
 - “I considered transferring to another school because I felt my advisor didn't care about my personal interests at all.”
 - “I came from a high ranking position in the military in which people respected me for that rank and as a person. Then I transferred to a class room full of judgmental, self-assuming, inexperienced teens, without the least bit of respect.”
 - “I am leaving when the semester ends. The care toward majors that aren't natural resource related is extremely low. I didn't come here for natural resources, and it doesn't seem that the university cares about any other departments' growth.”
- ***Responses were coded into the following categories:***
 - Lack of course topics/majors: 15
 - Location of campus: 13
 - Issues with personal disabilities/mental health: 12
 - Tuition costs: 10
 - Budget cuts: 9
 - Lack of academic opportunities: 8
 - Issues with peers: 7
 - Lack of campus prestige: 6
 - Lack of diversity: 6

- Personal reasons: 6
 - Issues with faculty: 5
 - Transferring issues: 4
 - Issues with course availability: 4
 - Major selection: 3
 - Lack of involvement opportunities: 2
 - Issues with campus: 2
 - Campus size: 2
 - Academic issues: 1
 - Issues with major selection: 1
 - Indifferent: 1
 - Issues with student services: 1
 - Prior commitments: 1
 - Issues with advising: 1
 - Issues deciding on a major: 1
 - Employment: 1
- ***Why did you decide to stay at UWSP?***
 - ***111 comments provided***
 - ***Sample comments:***
 - “I stayed because I have high motivation to complete my degree.”
 - “Originally, I did not want to attend UWSP because I did not want to go to the same school my sister attended. That was until I realized that was an awful excuse to not attend a reputable school. After my sophomore year, I was accepted into University of British Columbia- Vancouver. I began to say goodbye to friends and make plans to move until I realized there was no need to leave. I had more work to do here.”
 - “I've thought about going to a different college off and on--there's one in Minnesota that I sometimes feel would be more within my comfort zone for a number of reasons. I stay because I do think UWSP is a great school and I've cultivated beautiful relationships in my time here.”
 - “I enjoyed the extra workshop and certification courses provided through UWSP.”
 - “I wanted to leave last semester, during XXX classes, because it was extremely overwhelming. The program promoted an unhealthy life balance. The semester really hurt my self-confidence. I'm glad I stayed though. UW-Stevens Point as a whole has a lot of great resources on campus and this semester has built my confidence back up. Feeling connected to the campus and student organizations has helped.”
 - “I stayed because I am progressing although it isn't easy to do in this climate.”
 - “I only stayed because I am too close to graduating; it would just be a waste to leave now.”
 - ***What are your suggestions to improve campus climate.***
 - ***83 comments provided***
 - ***Sample comments***
 - “We need to end racism and the mistreatment of women on this campus. I am sure there are other issues but these are the ones I have directly seen. Also the budget cuts are creating quite the mess. We see who is on what side now”

- “Transgender inclusion by making a transgender safe zone training mandatory for all faculty members.”
 - “Sexual assault prevention outreach to fraternities and education about gender expression and identity”
 - “More needs to be done about hateful comments and bigoted thought. More diversity courses need to be required and taken seriously.”
 - “I would recommend increased financial support to aid the positive actions this university already has in place to create a vibrant, active, and disciplined learning environment.”
 - “Courses on diversity such as women's and gender studies are extremely important and should be required for freshmen to emphasize that the university does not tolerate negative attitudes towards diversity.”
 - “More inclusivity and competency training for all departments”
- **Comments were coded into the following categories:**
 - Increase inclusivity education: 18
 - Increase gender ID/sexual orientation education: 9
 - Promote inclusive course work: 9
 - Increase disability accessibility: 7
 - Improve non-trad student inclusion: 5
 - Improve faculty involvement: 5
 - Advertise diversity events: 5
 - Advertise campus events: 5
 - Need for administration follow through: 5
 - Reduce political affiliation discrimination: 3
 - Increase budget to inclusivity education: 2
 - Incentives for inclusivity: 2
 - Increase diversity recruiting: 2
 - Increase sexual assault education: 1
 - Increase residential living events: 1
 - Reduce targeting on the basis of religion: 1
 - Lower tuition cost: 1
 - Increase mental health care accessibility: 1
 - ***Please elaborate on any survey item here:***
 - ***53 comments provided***
 - ***Sample comments***
 - “The university often claims to promote inclusivity but will only buy into support for minority groups when there is money involved or other campuses have already bought into those policies. This does not reflect a campus that cares about diversity.”
 - “Making people aware of diversity is always a very difficult task. It can be an inconvenience and it can cost more and it may not appeal to the masses. However, it's the right thing to do. Campus could really improve the climate by continuing to support diverse activities, like Coffee and Culture, the GSA, and

diverse housing accommodations. Please seriously consider taking some of the curriculum from Education 205 and incorporating it into other required classes. I would legit cry tears of joy if you just did that. People need to know that America isn't a melting pot anymore and that saying you're colorblind is actually really minimizing to black people. People need to know about gender and sex and stuff.”

- “I think that members of predominately male institutions on campus (fraternities) need to be taught about consent and sexual assault as a preventative measure to keep female students safer at UWSP.”
- “I had a transgender friend who attended UWSP. She felt uncomfortable and attacked because she had so many problems with campus housing and other areas of campus because of her appearance and gender preference. The facilities on campus were not able to provide her with resources and serve her needs so she left. We need to have services ready and available to people in the Trans community. We also need to provide gender neutral bathrooms in all campus buildings. I have other friends who are Muslim. Although they are allowed to use a space in the DUC that is usually a dressing room as a prayer space there should be other places dedicated to the spiritual and religious practices of students and faculty. I understand that the majority of the buildings on campus are old; however, I have personally tried to use the bathroom with a wheelchair in the CPS and could NOT. The CPS needs updated bathrooms for ADA. How can we expect students of all physical capabilities to feel safe and respected on campus if they can't even find a bathroom that will serve their needs?”
- “Bullying is reported but not taken seriously in my experience. Campus security is not helpful in both my experience and the experiences of my peers.”

- ***How has UWSP been successful in diversity efforts?***

- ***114 comments provided***

- ***Sample comments:***

- “Promoting GLBTQ events and societies for racial minorities as well as events put on by those organizations.”
- “I really enjoy and think that the Coffee and Culture program is a great way to have open conversations about different cultures and ethnic groups.”
- “I feel the GSA, the TLC, and the Multicultural Resource Center really goes out of their way to make people feel comfortable and accepted, and I'm proud to be part of them.”
- “I believe UWSP has provided many opportunities for those of diverse/minority backgrounds to be comfortable and at home here at UWSP. I also believe UWSP provides many opportunities for those of the majority background to interact and learn from students to a diverse or different background and culture.”
- “Gender neutral housing was a huge step forward; gender neutral bathrooms are the next big issue, as well as education for professors about handling students with 'alternative' gender identities.”

- “I’m more open to new people and things now.”
- “I’m impressed with UWSP’s outreach, especially through the counseling center and the TLC in the library. Also, here’s a shout-out to the success of the GSA’s LGBT Safe Zone training!”
- **What challenges are facing UWSP related to campus climate?**
 - **116 Respondents comments provided**
 - **Sample comments:**
 - “Too much money/focus on sports for a D3 school we need to spend more resources on cultural events and advertising events.”
 - “This is a personal bias, but there are some religious and political groups that I feel set Stevens Point backward in terms of accepting diversity.”
 - “There is a polarization of diverse groups and lack of general education on diversity.”
 - “Not enough resources for women or people of different sexual orientations.”
 - “Many students come here and experience new cultures and people for the first time, exposing students to these cultures early on in a student’s career can help address any stereotypes they may hold about that culture.”
 - “It’s ironic that the fastest growing segment of the student population--nontraditional students-is where UWSP really falls down. There is no doubt (in my experience) that this needs to be a department of services within student services as there are so many barriers that these students need assistance with on a daily basis just to be able to physically get to class--these students make huge efforts and sacrifices in terms of finances and family just to be able to pull into the parking lot every day. It is hard for these students and there should be more awareness and real assistance for their situations.”
 - “It is hard to get students to be active in diversity efforts. They see it has more work, instead of a great opportunity.”
 - “I think homophobia and racism are still pretty common on campus.”
 - “Gender equality. Racial profiling. Bullying.”
 - “Budget cuts are creating concerns over what resources for students of color and other forms of diversity will be influenced. I have also noticed that the vast majority of the professors at UWSP are white/Caucasian. It would be awesome to have an open form for professors from various departments to share their stories of diversity with students to learn about the diverse staff we have.”
- **Comments were coded into the following categories**

Lack of diversity on campus: 18

Location of campus: 16

Lack of diversity education: 14

Students not interested in diversity: 10

Budget crisis: 10

Sexism: 5

Racism: 5

Too much white privilege: 5

Issues with gender identification: 5
Unawareness of prejudice: 4
Lack of inclusion: 4
Homophobia: 3
Lack of inclusion of international students: 3
No communication between diverse groups: 3
Neglect to non-traditional students: 2
Lack of support for disabled students: 2
Too much focus on athletics: 1
Religious exclusion: 1

Table 1. What is your race/ethnicity (If you are of a multi-racial/multi-ethnic/multi-cultural identity, mark all that apply)?

Race/Ethnicity	n	%
African	0	0.0
African American/Black (not Hispanic)	6	1.6
Alaskan Native	0	0.0
Asian	8	2.1
Asian American	5	.54
Southeast Asian	3	.81
Caribbean/West Indian	0	0
Caucasian/White	310	84.4
Hmong/Hmong American	0	0.0
Indian Subcontinent	2	.54
Latino(a)/Hispanic	6	1.6
Middle Eastern	0	0.0
Multiracial/Multiethnic/Multicultural	0	0.0
Native American Indian	0	0.0
Pacific Islander/Hawaiian Native	0	0.0
Prefer not to identify	17	3.8

Table 2. What is your gender identity?

Gender	n	%
Woman	208	57.9
Man	141	39.3
Prefer not to Identify	10	2.8
Total	359	100.0

Table 3. Which term best describe your sexual orientation?

Sexual Orientation	n	%
Asexual	6	1.7
Bisexual	11	3.1
Gay	8	2.2
Heterosexual	303	84.9
Lesbian	1	.3
Queer	1	.3
Questioning	2	.6
Prefer not to identify	22	6.2
Other (please specify)	3	.8
Total	357	100.0

Table 4. What is your age?

Age	n	%
19 or under	1	.3
20-25	9	2.5
26-32	33	9.3
33-42	87	24.4
43-51	82	23.0
52-60	93	26.1
61-69	30	8.4
70 and over	5	1.4
Prefer not to identify	16	4.5
Total	356	100.0

Table 5. What is your current parental status?

Parental Status	n	%
No children	124	34.8
Single parent	14	3.9
Pregnant	4	1.1
Co-parent with a partner/spouse	174	48.9
Other (please specify)	17	4.8
Prefer not to identify	23	6.5
Total	356	100.0

Table 6. What is your current relationship situation?

Relationship Status	n	%
Single	43	12.0
Partnered	23	6.4
Partnered in domestic partnership or civil union	9	2.5
Married	240	66.9
Divorced	15	4.2
Remarried	4	1.1
Partner/spouse deceased	2	.6
Partner/spouse employed in another town or state	3	.8
Prefer not to identify	18	5.0
Self Identify:	2	.6
Total	359	100.0

Table 7. Are you active military status or a veteran?

Military Status	n	%
Yes	9	2.5
No	345	97.5
Total	354	100.0

Table 8. What is your primary status on campus? (please mark only 1)

Campus Status	n	%
Adjunct professor	9	2.6
Instructional academic staff	19	5.4
Assistant professor	33	9.4
Associate professor	23	6.5
Professor	49	13.9
Limited Term Employee	16	4.5
Classified staff non-exempt	57	16.2
Classified staff exempt staff	32	9.1
Non-instructional academic staff	78	22.2
Limited academic staff	8	2.3
Administrator	14	4.0
Other (please specify)	14	4.0
Total	352	100.0

Table 9. What type of appointment do you have?

Position Title	n	%
Faculty	110	32.0
Academic Staff	113	32.8
Limited (for unclassified executive administrators)	9	2.6
Classified	90	26.2
Limited term appointments	17	4.9
Project appointments	5	1.5
Total	344	100.0

Table 10. What is your highest level of education?

Highest Level of Education	n	%
Completed high school	9	2.6
Business/Technical certificate	7	2.0
Some college	9	2.6
Some graduate work	6	1.7
Associates degree	9	2.6
Bachelors degree	77	21.9
Masters degree	105	29.8
Doctoral/Terminal degree (ABD)	11	3.1
Doctoral/Terminal degree	113	32.1
Professional degree	6	1.7
Total	352	100.0

Table 11. Which area do you primarily affiliate with at this time?

Area of Primary Affiliation	n	%
Academic Affairs	60	17.3
Student Affairs	49	14.1
Business Affairs	28	8.1
University Advancement	6	1.7
Chancellor's Office	6	1.7
College of Fine Arts/Cp,	38	11.0
College of Letters/Sci	60	17.3
College of Nat. Res.	34	9.8
College of Pro. Studies	50	14.4
Other (please specify)	16	4.6
Total	347	100.0

Table 12. Are you full-time or part-time in that primary status?

Employment Status	n	%
Full-time	313	90.2
Part-time	34	9.8
Total	347	100.0

Table 13. Do you have a disability (physical, learning, psychological) that substantially affects a major l...

Disability	n	%
Yes	27	7.7
No	325	92.3
Total	352	100.0

Table 14. What is your disability (mark all that apply)?

Disability Type	n	%
Physical condition (e.g., seeing, hearing, walking)?	9	24.3
Psychological condition (e.g., ADHD, PTSD, depression)	12	32.4
Chronic health condition	9	24.3
Prefer not to identify	4	10.8
Self Identify	3	8.1

Table 15. What is your citizenship status?

Citizenship Status	n	%
U.S. citizen	333	94.3
U.S. citizen -- naturalized	8	2.3
Dual citizenship	1	.3
Permanent resident (immigrant)	3	.8
International (F-1, J-1, H1-B, or other visa)	4	1.1
Prefer not to specify	4	1.1
Total	353	100.0

Table 16. What is your primary religious, spiritual or non-religious affiliation?

Religion	n	%
Agnostic	22	6.3
Atheist	23	6.6
Baptist	5	1.4
Buddhist	3	.9
Eastern Orthodox	1	.3
Episcopalian	4	1.1
Hindu	1	.3
Jewish	2	.6
Latter Day Saints	1	.3
Lutheran	44	12.5
Methodist	16	4.6
Muslim	2	.6
Nondenominational Christian	22	6.3
Pagan	1	.3
Pentecostal	1	.3
Presbyterian	12	3.4
Quaker	1	.3
Roman Catholic	58	16.5
Shamanist	1	.3
Taoist	1	.3
Unitarian Universalist	2	.6

United Church of Christ	4	1.1
Spiritual, but no religious affiliation	32	9.1
No affiliation	48	13.7
Prefer not to identify	35	10.0
Other (please specify)	9	2.6
Total	351	100.0

Table 17. How long have you been employed by the campus?

Years Employed on Campus	n	%
1 year or less	35	10.1
2-4 years	75	21.6
5-10 years	94	27.1
11-15 years	43	12.4
16-20 years	27	7.8
21-30 years	60	17.3
31+ years	13	3.7
Total	347	100.0

Table 18. Have you worked at more than one UW-System institution/System Administration?

Have you Worked for Another UW?	n	%
Yes	48	14.2
No	291	85.8
Total	339	100.0

Table 19. Have you worked at more than one UW-System institution/System Administration?

Previous UW Employer and years Employed	n	%
UW-Eau Claire-1-2 years	2	3.2
UW-Green Bay-1-2 years	3	4.8
UW-LaCrosse-1-2 years	3	4.8
UW-LaCrosse-more than 10 years	2	3.2
UW-Madison-1-2 years	6	9.5
UW-Madison-5-6 years	3	4.8
UW-Madison-7-8 years	2	3.2
UW-Madison-more than 10 years	2	3.2
UW-Milwaukee-1-2 years	2	3.2
UW-Oshkosh-1-2 years	3	4.8
UW-Oshkosh-3-4 years	2	3.2
UW-Platteville-9-10 years	2	3.2
UW-River Falls-more than 10 years	2	3.2
UW-Stevens Point-1-2 years	4	6.3
UW-Stevens Point-3-4 years	4	6.3
UW-Stevens Point-5-6 years	3	4.8
UW-Stevens Point-more than 10 years	12	19.0
UW-Colleges and Extension-1-2 years	4	6.3
UW-Colleges and Extension-3-4 years	2	3.2

Table 20. Overall, how comfortable are you with the climate at your institution?

Institution comfort	n	%
Very Comfortable	74	18.1
Comfortable	177	43.3
Neither comfortable nor uncomfortable	61	14.9
Uncomfortable	50	12.2
Very Uncomfortable	11	2.7

Table 21. Overall, how comfortable are you with the climate in your department/work?

Department Comfort	n	%
Very Comfortable	150	36.7
Comfortable	136	33.3
Neither comfortable nor uncomfortable	31	7.6
Uncomfortable	37	9.0
Very Uncomfortable	18	4.4

Table 22. Overall, how comfortable are you with the climate in your classes?

Class Comfort	n	%
Very Comfortable	73	17.8
Comfortable	77	18.8
Neither comfortable nor uncomfortable	26	6.4
Uncomfortable	3	.7
Very Uncomfortable	1	.2
Does not apply	190	46.5

Table 23. 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?

Experience	n	%
Yes	94	23.0
No	276	67.5

Table 24. What do you believe was the basis for this conduct?

Conduct	n	%
Age	22	12.2
Classification (e.g., student)	39	21.7
Country of origin	4	2.2
Educational level	7	3.9
English language proficiency/accent	4	2.2
Ethnicity	8	4.4
Gender	27	15.0
Gender expression	0	0.0
Gender identity	0	0.0
Immigrant status	1	.5
Learning Disability	1	.5
Military/veteran status	1	.5
Parental status	1	.5
Psychological disability	2	1.1
Physical characteristics	7	3.9
Physical disability	0	0.0
Political views	11	6.1
Race	7	3.9
Religious/Non-Religious/Spiritual status	7	3.9
Sexual orientation	4	2.2
Socioeconomic status	3	1.6
Traumatic brain injury	23	12.8
Other	0	0.0

Table 25. How did you experience this conduct?

Experience	n	%
I was the target of racial/ethnic profiling	1	.60
I was the target of graffiti (e.g., event advertisements removed or defaced)	0	0.0
I received derogatory written comments	4	2.4
I received derogatory phone calls	1	.60
I received threats of physical violence	0	0.0
I received derogatory/unsolicited emails	1	.60
I was the target of physical violence	0	0.0
I observed others staring at me	9	5.4
felt I was deliberately ignored or excluded	39	23.6
I was affected by derogatory remarks	14	8.4
I felt intimidated/bullied	37	22.4
I feared for my physical safety	4	2.4
I feared for my family's safety	1	.60
Someone assumed I was admitted or hired because of my identity	1	.60
I was the victim of a crime	0	0.0
I feared getting a poor grade because of a hostile classroom environment	9	5.4
I received a low evaluation	4	2.4
I was singled out as the 'resident authority' due to my identity	14	8.4
I felt isolated or left out when work was required in groups	11	6.6
I felt isolated or left out because of my identity	16	9.6

Table 26. Referring to your answer, "I was the target of racial/ethnic profiling" in question #7, where did this conduct occur?

Location	n	%
In a class	1	50
While working at a campus job	0	0.0
While walking on campus	0	0.0
In a residence hall	0	0.0
In a fraternity/sorority house	0	0.0
In a University dining facility	0	0.0
In a campus office	0	0.0
At a campus event	0	0.0
In a faculty office	0	0.0
In a 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
In off-campus housing	0	0.0
In an athletic facility	1	0
Off campus	0	0.0
Other	0	0.0

Table 27. Referring to your answer, "I received derogatory written comments" in question #7, where did this conduct occur?

Location	n	%
In a class	0	0.0
While working at a campus job	1	16.6
While walking on campus	0	0.0
In a residence hall	0	0.0
In a fraternity/sorority house	0	0.0
In a University dining facility	0	0.0
In a campus office	2	33.3
At a campus event	0	0.0
In a faculty office	0	0.0
In a public space on campus	0	0.0
In a meeting with one other person	1	16.6
In a meeting with a group of people	1	16.6
In off-campus housing	0	0.0
In an athletic facility	0	0.0
Off campus	0	0.0
Other	1	16.6

Table 28. Referring to your answer, "I received derogatory phone calls" in question #7, where did this conduct occur?

Location	n	Sum
In a class	0	0.0
While working at a campus job	1	33.3
While walking on campus	0	0.0
In a residence hall	0	0.0
In a fraternity/sorority house	0	0.0
In a University dining facility	0	0.0
In a campus office	1	33.3
At a campus event	0	0.0
In a faculty office	0	0.0
In a public space on campus	0	0.0
In a meeting with one other person	1	33.3
In a meeting with a group of people	0	0.0
In off-campus housing	0	0.0
In an athletic facility	0	0.0
Off campus	0	0.0
Other	0	0.0

Table 29. Referring to your answer, "I received threats of physical violence" in question #7, where did this conduct occur?

There were no respondents who received threats of physical violence

Table 30. Referring to your answer, "I received derogatory/unsolicited e-mails" in question #7, where did this conduct occur?

Location	n	%
In a class	0	0.0
While working at a campus job	1	33.3
While walking on campus	0	0.0
In a residence hall	0	0.0
In a fraternity/sorority house	0	0.0
In a University dining facility	0	0.0
In a campus office	1	33.3
At a campus event	0	0.0
In a faculty office	0	0.0
In a public space on campus	0	0.0
In a meeting with one other person	1	33.3
In a meeting with a group of people	0	0.0
In off-campus housing	0	0.0
In an athletic facility	0	0.0
Off campus	0	0.0
\Other	0	0.0

Table 31. Referring to your answer, "I was the target of physical violence" in question #7, where did this conduct occur?

No respondents were the target of physical violence

Table 32. Referring to your answer, "I observed others staring at me" in question #7, where did this conduct occur?

Location	n	%
In a class	2	9.9
While working at a campus job	4	18.1
While walking on campus	3	13.6
In a residence hall	0	0.0
In a fraternity/sorority house	0	0.0
In a University dining facility	0	0.0
In a campus office	3	13.6
At a campus event	3	13.6
In a faculty office	1	4.5
In a public space on campus	1	4.5
In a meeting with one other person	1	4.5
In a meeting with a group of people	2	9.9
In off-campus housing	0	0.0
In an athletic facility	0	0.0
Off campus	2	9.9
Other	0	0.0

Table 33. Referring to your answer, "I felt I was deliberately ignored or excluded" in question #7, where did this conduct occur?

Location	n	%
In a class	0	0.0
While working at a campus job	24	31.5
While walking on campus	1	1.3
In a residence hall	0	0.0
In a fraternity/sorority house	0	0.0
In a University dining facility	1	1.3
In a campus office	10	13.1
At a campus event	0	0.0
In a faculty office	2	2.6
In a public space on campus	1	1.3
In a meeting with one other person	11	14.4
In a meeting with a group of people	26	34.2
In off-campus housing	0	0.0
In an athletic facility	0	0.0
Off campus	0	0.0
Other	0	0.0

Table 34. Referring to your answer, "I was the target of derogatory remarks" in question #7, where did this conduct occur?

Location	n	%
In a class	2	5.8
While working at a campus job	6	17.6
While walking on campus	1	2.9
In a residence hall	0	0.0
In a fraternity/sorority house	0	0.0
In a University dining facility	0	0.0
In a campus office	4	11.7
At a campus event	5	14.7
In a faculty office	2	5.8
In a public space on campus	1	2.9
In a meeting with one other person	3	8.8
In a meeting with a group of people	9	26.4
In off-campus housing	0	0.0
In an athletic facility	1	2.9
Off campus	0	0.0
Other	0	0.0

Table 35. Referring to your answer, "I felt intimidated/bullied" in question #7, where did this conduct occur?

Location	n	%
In a class	1	.58
While working at a campus job	25	14.5
While walking on campus	0	0.0
In a residence hall	0	0.0
In a fraternity/sorority house	0	0.0
In a University dining facility	2	1.6
In a campus office	10	5.8
At a campus event	2	1.6
In a faculty office	4	2.3
In a public space on campus	6	3.4
In a meeting with one other person	13	7.5
In a meeting with a group of people	17	9.8
In off-campus housing	0	0.0
In an athletic facility	0	0.0
Off campus	0	0.0
Other	2	1.6

Table 36. Referring to your answer, "I feared for my physical safety" in question #7, where did this conduct occur?

Location	n	%
In a class	0	0.0
While working at a campus job	4	33.3
While walking on campus	0	0.0
In a residence hall	0	0.0
In a fraternity/sorority house	0	0.0
In a University dining facility	0	0.0
In a campus office	2	16.6
At a campus event	1	8.3
In a faculty office	1	8.3
In a public space on campus	1	8.3
In a meeting with one other person	1	8.3
In a meeting with a group of people	2	16.6
In off-campus housing	0	0.0
In an athletic facility	0	0.0
Off campus	0	0.0
Other	0	0.0

Table 37. Referring to your answer, "I feared for my family's safety" in question #7, where did this conduct occur?

Location	n	%
In a class	0	0.0
While working at a campus job	1	25
While walking on campus	0	0.0
In a residence hall	0	0.0
In a fraternity/sorority house	0	0.0
In a University dining facility	0	0.0
In a campus office	1	25
At a campus event	0	0.0
In a faculty office	0	0.0
In a public space on campus	0	0.0
In a meeting with one other person	1	25
In a meeting with a group of people	1	25
In off-campus housing	0	0.0
In an athletic facility	0	0.0
Off campus	0	0.0
Other	0	0.0

Table 38. Referring to your answer, "Someone assumed I was admitted or hired because of my identity" in question #7, where did this conduct occur?

Location	n	%
In a class	0	0.0
While working at a campus job	1	50
While walking on campus	0	0.0
In a residence hall	0	0.0
In a fraternity/sorority house	0	0.0
In a University dining facility	0	0.0
In a campus office	0	0.0
At a campus event	0	0.0
In a faculty office	0	0.0
In a 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	1	50
In off-campus housing	0	0.0
In an athletic facility	0	0.0
Off campus	0	0.0
Other	0	0.0

Table 39. Referring to your answer, "I received a low performance evaluation" in question #7, where did this conduct occur?

Location	n	%
In a class	2	9.0
While working at a campus job	7	31.8
While walking on campus	0	0.0
In a residence hall	0	0.0
In a fraternity/sorority house	0	0.0
In a University dining facility	0	0.0
In a campus office	3	13.6
At a campus event	0	0.0
In a faculty office	1	4.5
In a public space on campus	1	4.5
In a meeting with one other person	5	22.7
In a meeting with a group of people	3	13.6
In off-campus housing	0	0.0
In an athletic facility	0	0.0
Off campus	0	0.0
Other	0	0.0

Table 40. Referring to your answer, "I was singled out as the 'resident authority' due to my identity" in question #7, where did this conduct occur?

Location	n	%
In a class	12	23
While working at a campus job	10	19.2
While walking on campus	3	5.7
In a residence hall	2	3.8
In a fraternity/sorority house		
In a University dining facility		
In a campus office	4	7.6
At a campus event	4	7.6
In a faculty office	3	5.7
In a public space on campus	0	0.0
In a meeting with one other person	5	9.6
In a meeting with a group of people	9	17.3
In off-campus housing		
In an athletic facility	0	0.0
Off campus	0	0.0
Other	0	0.0

Table 41. Referring to your answer, "I felt isolated or left out when work was required in groups" in question #7, where did this conduct occur?

Location	n	%
In a class	5	17.2
While working at a campus job	6	20.6
While walking on campus	2	6.8
In a residence hall	2	6.8
In a fraternity/sorority house		
In a University dining facility	0	0.0
In a campus office	3	5.7
At a campus event	2	6.8
In a faculty office	0	0.0
In a public space on campus		
In a meeting with one other person	2	6.8
In a meeting with a group of people	7	24.1
In off-campus housing	0	0.0
In an athletic facility	0	0.0
Off campus	0	0.0
Other location not listed above	0	0.0

Table 42. Referring to your answer, "I felt isolated or left out because of my identity" in question #7, where did this conduct occur?

Location	n	%
In a class	5	7.1
While working at a campus job	11	15.7
While walking on campus	5	7.1
In a residence hall	7	10
In a fraternity/sorority house		
In a University dining facility	2	2.8
In a campus office	5	7.1
At a campus event	2	2.8
In a faculty office	3	7.5
In a public space on campus	6	11.5
In a meeting with one other person	6	11.5
In a meeting with a group of people	13	18.5
In off-campus housing	3	7.5
In an athletic facility	2	2.8
Off campus	0	0.0
Other location not listed above	0	0.0

Table 43. Referring to your answer, "Other - Specified" in question #7, where did this conduct occur?

Location	n	%
In a class	2	16.6
While working at a campus job	0	0.0
While walking on campus	0	0.0
In a residence hall	2	16.6
In a fraternity/sorority house	0	0.0
In a University dining facility		16.6
In a campus office	2	
At a campus event		
In a faculty office		
In a public space on campus	2	16.6
In a meeting with one other person		
In a meeting with a group of people	2	16.6
In off-campus housing	0	0.0
In an athletic facility	0	0.0
Off campus	2	16.6
Other location not listed above	0	0.0

Table 44. Who was the source of this conduct?

Source	n	%
Administrator	30	12.8
Campus security	5	2.14
Campus visitor	8	3.43
Colleague	38	16.3
Community member	10	4.29
Department chair	9	3.86
Don't know source	18	7.72
Graduate student	0	0.0
Faculty advisor		
Faculty member	34	14.5
Campus media (posters, brochures, flyers, handouts, web sites, etc.	2	.85
Person that I supervise	0	0.0
Research assistant		
Staff member	14	6.0
Supervisor	16	6.86
Teaching assistant	2	.85
Undergraduate student	44	18.8
Other	3	1.28

Table 45, Please describe your reactions to experiencing this conduct?

Reaction	n	%
I felt embarrassed	38	
I told a friend	16	
I avoided the person who harassed me	11	
I confronted the harasser at the time	15	
I ignored it	13	
I was afraid	8	
I was angry	55	
I left the situation immediately	9	
I didn't know who to go to	7	
I confronted the harasser later	9	
I made a complaint to a campus employee/official	18	
I felt somehow responsible	5	
I didn't report it for fear of retaliation	15	
It didn't affect me at the time	8	
I sought support from counseling/advocacy services	2	
I didn't report it for fear that my complaint would not be taken seriously	11	
Other	18	

Table 46. I have been touched in a sexual manner that has made me feel uncomfortable or fearful at my institution.

	n	%
Never	352	86.1
Rarely	11	2.7

Table 47. There are times when I fear being the object of sexual harassment at my institution

	n	%
Never	313	76.5
Rarely	37	9.0
Sometimes	10	2.4
Often	2	.5

Table 48. Who was the source of this fear?

	n	%
Administrator	30	12.7
Campus security	5	2.1
Campus visitor	8	3.04
Colleague	38	16.1
Community member	10	4.25
Department chair	9	3.82
Don't know source	18	7.65
Graduate student	1	.42
Faculty advisor	0	0.0
Faculty member	34	14.4
Campus media (posters, brochures, flyers, handouts, web sites, etc.	2	.85
Person that I supervise	1	.42
Research assistant	0	0.0
Staff member	14	5.95
Supervisor	16	6.80
Teaching assistant	2	.85
Undergraduate student	44	18.7
Other	3	1.27

Table 49. Have you ever been a victim of sexual assault while at this campus?

	n	%
Yes	2	.5
No	361	88.3

Table 50. Who was the offender(s)?

	n	%
Acquaintance	1	50
Administrator	0	0.0
Department Chair	0	0.0
Co-worker	0	0.0
Faculty member	0	0.0
Friend	0	0.0
Partner/Spouse	0	0.0
Person that I supervise	0	0.0
Research Assistant	0	0.0
Staff member	0	0.0
Stranger	1	50
Student	0	0.0
Supervisor	0	0.0
Teaching assistant	0	0.0
Other	0	0.0

Table 51. Where did the incident(s) occur?

	n	%
Off-campus	2	100
On-campus	0	0.0
Other location	0	0.0

Table 52. Please describe your response to experiencing the incident(s)

	n	%
I sought support from off-campus hot-line/advocacy services	1	10
I told a friend	2	20
I told a family member	2	20
I sought support from a campus resource/Counseling Center(s)	1	10
I sought medical services	0	0.0
I contacted Campus Police/Security	1	10
I contacted local law enforcement official	1	10
I contacted my Union governance representative]	0	0.0
I reported the incident and it was ignored	0	0.0
I sought support from a staff person	1	10
I sought support from a faculty member	0	0.0
I sought support from a spiritual advisor (e.g., pastor, rabbi, priest)	0	0.0
I sought information online	1	10
I did nothing	0	0.0
Other	0	0.0

Table 53. If you did report the sexual assault to a campus official or staff member, did you feel that it was responded to appropriately?

	N	%
Yes	1	100
No	0	0.0

Table 54. How satisfied or dissatisfied are you with...-Your job?

	n	%
Highly Dissatisfied	14	3.4
Dissatisfied	47	11.5
Neither dissatisfied nor satisfied	48	11.7
Satisfied	175	42.8
Highly Satisfied	64	15.6

Table 55. How satisfied or dissatisfied are you with...-The way your career has progressed?

	n	%
Highly Dissatisfied	20	4.9
Dissatisfied	54	13.2
Neither dissatisfied nor satisfied	64	15.6
Satisfied	145	35.5
Highly Satisfied	57	13.9

Table 56. Have you ever seriously considered leaving this institution?

	n	%
Yes	249	71.3
No	100	28.7

Table 57. As a faculty/staff member...-Others seem to find it easier than I do to "fit in."

	n	%
Strongly Disagree	59	14.4
Disagree	119	29.1
Neither Agree nor Disagree	88	21.5
Agree	46	11.2
Strongly Agree	20	4.9

Table 58. As a faculty/staff member...-I feel that faculty/staff who have children are considered less committed to their careers.

	n	%
Strongly Disagree	85	20.8
Disagree	131	32.0
Valid Neither Agree nor Disagree	75	18.3
Agree	30	7.3
Strongly Agree	8	2.0

Table 59. As a faculty/staff member...-I am reluctant to bring up issues that concern me for fear that it will affect my performance evaluation and/or tenure decision.

	n	%
Strongly Disagree	56	13.7
Disagree	124	30.3
Neither Agree nor Disagree	60	14.7
Agree	71	17.4
Strongly Agree	25	6.1

Table 60. As a faculty/staff member...-I am comfortable asking questions about performance expectations

	n	%
Strongly Disagree	9	2.2
Disagree	23	5.6
Neither Agree nor Disagree	41	10.0
Agree	168	41.1
Strongly Agree	97	23.7

Table 61. As a faculty/staff member...-My colleagues/peers expect me to represent "the point of view" of my identity (e.g., race, gender, sexual orientation).

	n	%
Strongly Disagree	47	11.5
Disagree	73	17.8
Neither Agree nor Disagree	170	41.6
Agree	34	8.3
Strongly Agree	12	2.9

Table 62. As a faculty/staff member...-My colleagues/peers have lower expectations of me than other faculty/staff.

	n	%
Strongly Disagree	105	25.7
Disagree	131	32.0
Neither Agree nor Disagree	81	19.8
Agree	13	3.2
Strongly Agree	5	1.2

Table 63. As a faculty/staff member...-My colleagues/peers have higher expectations of me than other faculty/staff.

	n	%
Strongly Disagree	41	10.0
Disagree	92	22.5
Neither Agree nor Disagree	127	31.1
Agree	51	12.5
Strongly Agree	25	6.1

Table 64. As a faculty/staff member...-I constantly feel under scrutiny by my colleagues.

	n	%
Strongly Disagree	58	14.2
Disagree	133	32.5
Neither Agree nor Disagree	73	17.8
Agree	60	14.7
Strongly Agree	12	2.9

Table 65. As a faculty/staff member...-My research interests are valued by my colleagues.

	n	%
Strongly Disagree	13	3.2
Disagree	26	6.4
Neither Agree nor Disagree	157	38.4
Agree	108	26.4
Strongly Agree	21	5.1

Table 66. As a faculty/staff member...-I am reluctant to take family leave that I am entitled to for fear that it may affect my career.

	n	%
Strongly Disagree	72	17.6
Disagree	91	22.2
Neither Agree nor Disagree	121	29.6
Agree	37	9.0
Strongly Agree	7	1.7

Table 67. As a faculty/staff member...-I have to work harder than I believe my colleagues do in order to be perceived as legitimate.

	n	%
Strongly Disagree	58	14.2
Disagree	107	26.2
Neither Agree nor Disagree	87	21.3
Agree	59	14.4
Strongly Agree	24	5.9

Table 68. As a faculty/staff member...-I have to work harder than I believe my colleagues do in order to achieve the same recognition/rewards.

	n	%
Strongly Disagree	53	13.0
Disagree	100	24.4
Neither Agree nor Disagree	87	21.3
Agree	65	15.9
Strongly Agree	30	7.3

Table 69. As a faculty/staff member...-There are many unwritten rules concerning how one is expected to interact with colleagues in my work unit.

	n	%
Strongly Disagree	42	10.3
Disagree	104	25.4
Neither Agree nor Disagree	68	16.6
Agree	87	21.3
Strongly Agree	33	8.1

Table 70. As a faculty/staff member...-I feel pressured to change my methods of teaching to achieve tenure/be promoted.

	n	%
Strongly Disagree	52	12.7
Disagree	61	14.9
Neither Agree nor Disagree	170	41.6
Agree	22	5.4
Strongly Agree	6	1.5

Table 71. As a faculty/staff member...-I am usually satisfied with the way in which I am able to balance my professional and personal life.

	n	%
Strongly Disagree	29	7.1
Disagree	66	16.1
Neither Agree nor Disagree	45	11.0
Agree	161	39.4
Strongly Agree	33	8.1

Table 72. As a faculty/staff member...-I am usually satisfied with the way in which I am able to balance my professional and personal life.

	n	%
Strongly Disagree	29	7.1
Disagree	66	16.1
Neither Agree nor Disagree	45	11.0
Agree	161	39.4
Strongly Agree	33	8.1

Table 73. As a faculty/staff member...-I find that the institution is supportive of my family leave.

	n	%
Strongly Disagree	8	2.0
Disagree	25	6.1
Neither Agree nor Disagree	148	36.2
Agree	111	27.1
Strongly Agree	34	8.3

Table 74. As a faculty/staff member...-I have to miss out on important things in my personal life because of professional responsibilities.

	n	%
Strongly Disagree	37	9.0
Disagree	119	29.1
Neither Agree nor Disagree	66	16.1
Agree	82	20.0
Strongly Agree	27	6.6

Table 75. As a faculty/staff member...-I feel that faculty/staff who do not have children are often burdened with work responsibilities (e.g., stay late, early classes) beyond those who do have children.

	n	%
Strongly Disagree	51	12.5
Disagree	128	31.3
Neither Agree nor Disagree	85	20.8
Agree	53	13.0
Strongly Agree	14	3.4

Table 76. As a faculty/staff member...-I find the institution unfair in providing health benefits to unmarried, co-parenting families.

	n	%
Strongly Disagree	60	14.7
Disagree	92	22.5
Neither Agree nor Disagree	144	35.2
Agree	20	4.9
Strongly Agree	9	2.2

Table 77. As a faculty/staff member...-I have equitable access to domestic partner benefits.

	n	%
Strongly Disagree	8	2.0
Disagree	5	1.2
Neither Agree nor Disagree	210	51.3
Agree	65	15.9
Strongly Agree	25	6.1

Table 78. As a faculty/staff member...-I have equitable access to tuition reimbursement.

	n	%
Strongly Disagree	51	12.5
Disagree	44	10.8
Neither Agree nor Disagree	163	39.9
Agree	47	11.5
Strongly Agree	12	2.9

Table 79. I have colleagues or peers who give me career advice or guidance when I need it.

	n	%
Strongly Disagree	7	1.7
Disagree	28	6.8
Neither Agree nor Disagree	67	16.4
Agree	170	41.6
Strongly Agree	58	14.2

Table 80. Please indicate your level of agreement with the following statements about the resources that are available to me...-I have the equipment and supplies I need to adequately perform my work.

	n	%
Strongly Disagree	17	4.2
Disagree	40	9.8
Neither Agree nor Disagree	39	9.5
Agree	170	41.6
Strongly Agree	68	16.6

Table 81. Please indicate your level of agreement with the following statements about the resources that are available to me...-I receive regular maintenance/upgrades of my equipment compared to my colleagues.

	n	%	
Valid	Strongly Disagree	10	2.4
	Disagree	31	7.6
	Neither Agree nor Disagree	135	33.0
	Agree	124	30.3
	Strongly Agree	34	8.3

Table 82. Please indicate your level of agreement with the following statements about the resources that ar...-I have equitable work space in terms of quantity and quality as compared to my colleagues.

		n	%
Valid	Strongly Disagree	10	2.4
	Disagree	20	4.9
	Neither Agree nor Disagree	44	10.8
	Agree	179	43.8
	Strongly Agree	80	19.6

Table 83. Please indicate your level of agreement with the following statements about the resources that ar...-I have equitable access to shared space as my colleagues

		n	%
	Strongly Disagree	3	.7
	Disagree	10	2.4
	Neither Agree nor Disagree	47	11.5
	Agree	194	47.4
	Strongly Agree	77	18.8

Table 84. Please indicate your level of agreement with the following statements about the resources that ar...-I have equitable access to shared equipment/technology for research support as my colleagues.

		n	%
Valid	Strongly Disagree	4	1.0
	Disagree	11	2.7
	Neither Agree nor Disagree	83	20.3
	Agree	162	39.6
	Strongly Agree	59	14.4

Table 85. Please indicate your level of agreement with the following statements about the resources that ar...-I have equitable teaching support (e.g., materials, technology, funding opportunities, TAs).

		n	%
	Strongly Disagree	8	2.0
	Disagree	19	4.6
	Neither Agree nor Disagree	143	35.0
	Agree	96	23.5
	Strongly Agree	44	10.8

Table 86. Please indicate your level of agreement with the following statements about the resources that ar...-I feel that my compensation is equitable to my peers with similar level of experience.

	n	%
Strongly Disagree	80	19.6
Disagree	88	21.5
Neither Agree nor Disagree	47	11.5
Agree	103	25.2
Strongly Agree	16	3.9

Table 87. Please indicate your level of agreement with the following statements about the resources that ar...-I have equitable access to health benefits.

	n	%
Strongly Disagree	6	1.5
Disagree	8	2.0
Neither Agree nor Disagree	38	9.3
Agree	198	48.4
Strongly Agree	83	20.3

Table 88. Please indicate your level of agreement with the following statements about the resources that ar...-I feel that my supervisor/manager is receptive to accommodating a telecommuting arrangement.

	n	%
Strongly Disagree	40	9.8
Disagree	39	9.5
Neither Agree nor Disagree	162	39.6
Agree	62	15.2
Strongly Agree	23	5.6

Table 89. 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?

	N
Yes	339
No	0

Table 90. What do you believe were the bases for this conduct?

	n	%
Age	23	5.4
Classification (e.g., faculty, staff)	39	9.21
Country of origin	20	4.7
Educational level	17	4.01
English language proficiency/accent	16	3.7
Ethnicity	35	8.27
Gender	46	10.8
Gender expression	19	4.4
Gender identity	17	4.01
Immigrant status	8	1.89
Learning Disability	9	2.12
Military/veteran status	4	.94
Parental status (e.g., having children)	6	1.41
Psychological disability (e.g., post-traumatic stress disorder, depression, anxiety)	10	2.36
Physical characteristics	9	2.12
Physical disability	4	.94
Political view(s)	16	3.78
Race	34	8.03
Religious/Non-Religious/Spiritual status	13	3.07
Sexual orientation	45	10.6
Socioeconomic status	8	1.89
Traumatic brain injury	2	.47
Other	19	4.4

Table 91. What forms of conduct have you observed or personally been made aware of?

Location	n	%
Someone being racially/ethnically profiled	35	8.4
Graffiti (e.g., event advertisements removed or defaced)	21	5
Someone receiving derogatory written comments because of his/her identity	24	5.7
Someone receiving derogatory phone calls because of his/her identity	2	.5
Someone receiving threats of physical violence	9	2.2
Someone receiving derogatory/unsolicited emails because of his/her identity	3	.7
Someone being the target of physical violence because of his/her identity	8	1.9
Someone being stared at because of his/her identity	33	7.9
Someone being deliberately ignored or excluded because of his/her identity	36	8.6
Someone being the target of derogatory remarks because of his/her identity	50	12
Someone being intimidated/bullied because of his/her identity	36	8.6
Someone fearing for his/her physical safety because of his/her identity	21	5
Someone fearing for his/her family's safety because of his/her identity	3	.72
The assumption that someone was admitted or hired because of his/her identity	21	5
Someone being the victim of a crime because of his/her identity	8	1.9
Someone receiving a poor grade because of a hostile classroom environment	3	.7
Someone receiving a low performance evaluation because of his/her identity	13	3.1
Someone singled out as the "resident authority" due to his/her identity	23	5.5
Someone isolated or left out when work was required in groups because of his/her identity	14	3.3
Someone isolated or left out because of his/her identity	28	6.7
Someone isolated or left out because of his/her socioeconomic status	11	2.6
Other (please specify)	16	3.8

Table 92. Referring to your answer, "Someone being racially/ethnically profiled" in question #58, where did this conduct occur?

Location	n	%
In a class	8	9.3
While working at a campus job	13	15.1
While walking on campus	21	24.4
In a residence hall	14	16.2
In a fraternity/sorority house		
In a University dining facility	0	0
In a campus office	3	3.5
At a campus event	4	4.7
In a faculty office	2	2.3
In a public space on campus	11	12.8
In a meeting with one other person	2	2.3
In a meeting with a group of people	4	4.7
In off-campus housing	2	2.3
In an athletic facility	0	0
Off campus (please specify if you choose)	2	2.3
Other location not listed above (please specify)	0	0

Table 93. Referring to your answer, "Graffiti (e.g., event advertisements removed or defaced)" in question #58, where did this conduct occur?

Location	n	%
In a class	0	0
While working at a campus job	0	0
While walking on campus	10	32.3
In a residence hall	8	25.8
In a fraternity/sorority house	0	0
In a University dining facility	0	0
In a campus office	0	0
At a campus event	0	0
In a faculty office	0	0
In a public space on campus	11	35.5
In a meeting with one other person	0	0
In a meeting with a group of people	0	0
In off-campus housing	0	0
In an athletic facility	0	0
Off campus (please specify location if you choose)	0	0
Other location not listed above (please specify)	2	6.5

Table 94. 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	%
In a class	7	14.6
While working at a campus job	6	12.5
While walking on campus	6	12.5
In a residence hall	8	16.7
In a fraternity/sorority house	0	0
In a University dining facility	2	4.2
In a campus office	2	4.2
At a campus event	0	0
In a faculty office	0	0
In a public space on campus	4	8.3
In a meeting with one other person	2	4.2
In a meeting with a group of people	3	6.3
In off-campus housing	0	0
In an athletic facility	0	0
Off campus (please specify location if you choose)	3	6.3
Other location not listed above (please specify)	5	10.4

Table 95

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

Location	n	%
In a class	0	0
While working at a campus job	2	12.5
While walking on campus	5	31.3
In a residence hall	5	31.3
In a fraternity/sorority house	0	0
In a University dining facility	0	0
In a campus office	0	0
At a campus event	0	0
In a faculty office	0	0
In a public space on campus	0	0
In a meeting with one other person	0	0
In a meeting with a group of people	0	0
In off-campus housing	0	0
In an athletic facility	2	12.5
Off campus (please specify location if you choose)	2	12.5
Other location not listed above (please specify)	0	0

Table 96

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	%
In a class	0	0
While working at a campus job	2	100
While walking on campus	0	0
In a residence hall	0	0
In a fraternity/sorority house	0	0
In a University dining facility	0	0
In a campus office	0	0
At a campus event	0	0
In a faculty office	0	0
In a public space on campus	0	0
In a meeting with one other person	0	0
In a meeting with a group of people	0	0
In off-campus housing	0	0
In an athletic facility	0	0
Off campus (please specify location if you choose)	0	0
Other location not listed above (please specify)	0	0

Table 97. 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	%
In a class	10	10.1
While working at a campus job	10	10.1
While walking on campus	21	21.2
In a residence hall	6	6
In a fraternity/sorority house	0	0
In a University dining facility	4	4
In a campus office	3	3
At a campus event	9	9
In a faculty office	3	3
In a public space on campus	15	15.1
In a meeting with one other person	2	2
In a meeting with a group of people	5	5
In off-campus housing	2	2
In an athletic facility	4	4
Off campus (please specify location if you choose)	5	5
Other location not listed above (please specify)	0	0

Table 98. 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	8	10.1
While working at a campus job	16	20.3
While walking on campus	7	8.9
In a residence hall	5	6.3
In a fraternity/sorority house	0	0
In a University dining facility	2	2.5
In a campus office	5	6.3
At a campus event	3	3.8
In a faculty office	3	3.8
In a public space on campus	5	6.3
In a meeting with one other person	3	3.8
In a meeting with a group of people	16	20.3
In off-campus housing	3	3.8
In an athletic facility	3	3.8
Off campus (please specify location if you choose)	0	0
Other location not listed above (please specify)	0	0

Table 99. 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	%
In a class	12	11.1
While working at a campus job	9	8.3
While walking on campus	22	20.4
In a residence hall	12	11.1
In a fraternity/sorority house	0	0
In a University dining facility	3	2.8
In a campus office	4	2.7
At a campus event	3	2.8
In a faculty office	3	2.8
In a public space on campus	14	13
In a meeting with one other person	7	6.5
In a meeting with a group of people	9	8.3
In off-campus housing	2	1.9
In an athletic facility	2	1.9
Off campus (please specify location if you choose)	3	2.8
Other location not listed above (please specify)	3	2.8

Table 100. 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	%
In a class	9	10.5
While working at a campus job	11	12.8
While walking on campus	9	10.5
In a residence hall	8	9.3
In a fraternity/sorority house	0	0
In a University dining facility	4	4.7
In a campus office	5	5.8
At a campus event	3	3.5
In a faculty office	4	4.7
In a public space on campus	10	11.6
In a meeting with one other person	5	5.8
In a meeting with a group of people	9	10.5
In off-campus housing	2	2.3
In an athletic facility	2	2.3
Off campus (please specify location if you choose)	5	5.8
Other location not listed above (please specify)	0	0

Table 101. Referring to your answer, "Someone fearing for their physical safety because of his/her identity" in question #58, where did this conduct occur? (Question 59l)

Location	n	%
In a class	2	4.2
While working at a campus job	4	8.3
While walking on campus	13	27.1
In a residence hall	6	12.5
In a fraternity/sorority house	0	0
In a University dining facility	3	6.2
In a campus office	0	0
At a campus event	2	4.2
In a faculty office	0	0
In a public space on campus	5	10.4
In a meeting with one other person	2	4.2
In a meeting with a group of people	3	6.3
In off-campus housing	3	6.3
In an athletic facility	0	0
Off campus (please specify location if you choose)	3	6.3
Other location not listed above (please specify)	2	4.2

Table 102. 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	%
In a class	0	0
While working at a campus job	0	0
While walking on campus	0	0
In a residence hall	0	0
In a fraternity/sorority house	0	0
In a University dining facility	0	0
In a campus office	0	0
At a campus event	0	0
In a faculty office	0	0
In a public space on campus	0	0
In a meeting with one other person	0	0
In a meeting with a group of people	0	0
In off-campus housing	0	0
In an athletic facility	0	0
Off campus (please specify location if you choose)	0	0
Other location not listed above (please specify)	0	0

Table 103

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

Location	n	%
In a class	3	7
While working at a campus job	11	25.6
While walking on campus	2	4.7
In a residence hall	0	0
In a fraternity/sorority house	0	0
In a University dining facility	0	0
In a campus office	8	18.6
At a campus event	0	0
In a faculty office	4	9.3
In a public space on campus	3	7
In a meeting with one other person	5	11.6
In a meeting with a group of people	7	16.3
In off-campus housing	0	0
In an athletic facility	0	0
Off campus (please specify location if you choose)	0	0
Other location not listed above (please specify)	0	0

Table 104. 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	%
In a class	0	0
While working at a campus job	0	0
While walking on campus	3	42.9
In a residence hall	0	0
In a fraternity/sorority house	0	0
In a University dining facility	0	0
In a campus office	0	0
At a campus event	2	28.6
In a faculty office	0	0
In a public space on campus	2	25.6
In a meeting with one other person	0	0
In a meeting with a group of people	0	0
In off-campus housing	0	0
In an athletic facility	0	0
Off campus (please specify location if you choose)	0	0
Other location not listed above (please specify)	0	0

Table 105. 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	2	100
While working at a campus job	0	0
While walking on campus	0	0
In a residence hall	0	0
In a fraternity/sorority house	0	0
In a University dining facility	0	0
In a campus office	0	0
At a campus event	0	0
In a faculty office	0	0
In a public space on campus	0	0
In a meeting with one other person	0	0
In a meeting with a group of people	0	0
In off-campus housing	0	0
In an athletic facility	0	0
Off campus (please specify location if you choose)	0	0
Other location not listed above (please specify)	0	0

Table 106. 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	2	10
While working at a campus job	5	25
While walking on campus	0	0
In a residence hall	0	0
In a fraternity/sorority house	0	0
In a University dining facility	0	0
In a campus office	4	20
At a campus event	0	0
In a faculty office	0	0
In a public space on campus	2	10
In a meeting with one other person	4	20
In a meeting with a group of people	3	15
In off-campus housing	0	0
In an athletic facility	0	0
Off campus (please specify location if you choose)	0	0
Other location not listed above (please specify)	0	0

Table 107. 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	12	23
While working at a campus job	10	19.2
While walking on campus	3	5.8
In a residence hall	2	3.8
In a fraternity/sorority house	0	0
In a University dining facility	0	0
In a campus office	4	7.7
At a campus event	4	7.7
In a faculty office	3	5.8
In a public space on campus	0	0
In a meeting with one other person	5	9.6
In a meeting with a group of people	9	17.3
In off-campus housing	0	0
In an athletic facility	0	0
Off campus (please specify location if you choose)	0	0
Other location not listed above (please specify)	0	0

Table 108. 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	5	17.2
While working at a campus job	6	20.7
While walking on campus	2	6.9
In a residence hall	2	6.9
In a fraternity/sorority house	0	0
In a University dining facility	0	0
In a campus office	3	10.3
At a campus event	2	6.9
In a faculty office	0	0
In a public space on campus	0	0
In a meeting with one other person	2	6.9
In a meeting with a group of people	7	24.1
In off-campus housing	0	0
In an athletic facility	0	0
Off campus (please specify location if you choose)	0	0
Other location not listed above (please specify)	0	0

Table 109. 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	5	7.1
While working at a campus job	11	15.7
While walking on campus	5	7.1
In a residence hall	7	10
In a fraternity/sorority house	0	0
In a University dining facility	2	2.9
In a campus office	5	7.1
At a campus event	2	2.9
In a faculty office	3	4.3
In a public space on campus	6	8.6
In a meeting with one other person	6	8.6
In a meeting with a group of people	13	18.6
In off-campus housing	3	4.3
In an athletic facility	2	2.9
Off campus (please specify location if you choose)	0	0
Other location not listed above (please specify)	0	0

Table 110. Referring to your answer, "Someone isolated or left out because of his/her socioeconomic status" in question #58, where did this conduct occur?

Isolated/Left out due to Socioeconomic Status	N	%
In a class	2	16.7
While working at a campus job	0	0.0
While walking on campus	0	0.0
In a residence hall	2	16.7
In a fraternity/sorority house	0	0.0
In a University dining facility	2	16.7
In a campus office	0	0.0
At a campus event	0	0.0
In a faculty office	2	16.7
In a 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	2	16.7
In off-campus housing	0	0.0
In an athletic facility	0	0.0
Off campus (please specify location if you choose)	2	16.7
Other location not listed above (please specify)	0	0.0

Table 111. Referring to your answer, "Other - Specified" in question #58, where did this conduct occur?5.

	N	%
In a class	0	0.0
While working at a campus job	3	25
	0	0.0
While walking on campus	0	0.0
In a residence hall	0	0.0
In a fraternity/sorority house	0	0.0
In a University dining facility	2	16.7
In a campus office	0	0.0
At a campus event	0	0.0
In a faculty office	0	0.0
In a public space on campus	0	0.0
In a meeting with one other person	5	41.7
In a meeting with a group of people	0	0.0
In off-campus housing	0	0.0
In an athletic facility	0	0.0
Off campus (please specify location if you choose)	2	16.7
Other location not listed above (please specify)		

Table 112. Who was the source of this conduct?

Who was the source of conduct?	N	%
Administrator	30	12.9
Campus security	5	2.1
Campus visitor	8	3.4
Colleague	38	16.3
Community member	10	4.3
Department chair	9	3.9
Don't know source	18	7.7
Graduate student	0	0.0
Faculty advisor	0	0.0
Faculty member	34	14.6
Campus media (posters, brochures, flyers, handouts, web sites, etc.)	2	.86
Person that I supervise	0	0.0
Research assistant	0	0.0
Staff member	14	6.0
Supervisor	16	6.9
Teaching assistant	2	.86
Undergraduate student	44	18.9
Other (please specify)	3	1.3

Table 113. Please describe your reactions to experiencing this conduct?

Reactions to observing this conduct	N	%
I felt embarrassed	38	14.7
I told a friend	16	6.2
I avoided the person who harassed me	11	4.3
I confronted the harasser at the time	15	5.8
I ignored it	13	5.0
I was afraid	8	3.1
I was angry	55	21.3
I left the situation immediately	9	3.5
I didn't know who to go to	7	2.7
I confronted the harasser later	9	3.5
I made a complaint to a campus employee/official	18	7.0
I felt somehow responsible	5	1.9
I didn't report it for fear of retaliation	15	5.8
It didn't affect me at the time	8	3.1

I sought support from counseling/advocacy services	2	.78
I didn't report it for fear that my complaint would not be taken seriously	11	4.3
Other (please specify)	18	7.0

Table 114. I believe that the unfair, unjust, or discriminatory hiring practice was based upon:

I believe that the unfair, unjust, or discriminatory hiring was based upon	N	%
Advance experience level of the job candidate	20	12.3
Age	15	9.2
Classification (e.g., faculty, staff)	14	8.6
Country of origin	6	3.7
Education level	9	5.5
English language proficiency/accent	7	4.3
Ethnicity	17	10.4
Gender	13	8.0
Gender expression	0	0.0
Gender identity	0	0.0
Immigrant status	0	0.0
Learning disability	0	0.0
Marital/partner status	10	6.1
Military/veteran status	0	0.0
Parental status (e.g., having children)	2	1.2
Psychological disability (e.g., post-traumatic stress disorder, depression, anxiety)	0	0.0
Physical characteristics	5	3.1
Physical disability	0	0.0
Political views	2	1.2
Race	12	7.4
religious/spiritual status	0	0.0
Sexual orientation	5	3.1
Socioeconomic status	0	0.0
Other (please specify)	26	16.0

Table 115. I believe that the unfair, unjust, or discriminatory action was based upon:

I believe that the unfair, unjust, or discriminatory action was based upon	N	%
Advance experience level of the job candidate	3	4.4
Age	6	8.8
Classification (e.g., faculty or staff)	9	13.2
Country of origin	2	2.9
Education level	4	5.9
English language proficiency/accent	0	0.0
Ethnicity	4	5.9
Gender	14	20.6
Gender expression	0	0.0
\Gender identity	0	0.0
Immigrant status	0	0.0
Learning disability	0	0.0
Marital/partner status	0	0.0
Military/veteran status	0	0.0
Parental status (e.g., having children)	0	0.0
Psychological disability (e.g., post-traumatic stress disorder, depression, anxiety)	0	0.0
Physical characteristics	2	2.9
Physical disability	0	0.0
Political views	3	4.4
Race	3	4.4
Religious/Non-religious/spiritual status	0	0.0
Sexual orientation	5	7.4
Socioeconomic status	0	0.0
Traumatic brain injury	0	0.0
Other (please specify)	13	19.1

Table 116. How many times per week do you suffer physical symptoms from work related stress? (e.g., headache...

	Frequenc y	%
Never	81	27.9
1-2 times	111	38.3
3-4 times	50	17.2
5-6 times	27	9.3
7-8 times	8	2.8
9-10 times	3	1.0
More than 10 times	10	3.4

Table 117 How many times per week do you use alcohol, over-the-counter drugs or prescription drugs to relieve work related stress?

		Frequency	%
	Never	170	58.6
	1-2 times	72	24.8
	3-4 times	31	10.7
	5-6 times	9	3.1
	7-8 times	6	2.1
	More than 10 times	2	.7

Table 118. Have you ever felt excluded on the UWSP campus for any reason?

	Frequency	%
Yes	109	37.3
No	183	62.7

Table 1. What is your gender identity?

Gender	n	%
Woman	259	73.6
Man	82	23.3
Transgender Woman	1	.3
Non-Binary or Gender Queer	4	1.1
Self Identify	1	.3
Prefer not to identify	5	1.4
Total	352	100.0

Table 2. What is your race/ethnicity (If you are of a multi-racial/multi-ethnic/multi-cultural identity, mark all that apply)?

Race/Ethnicity	n	%
		0.2
African	1	
African American/Black (not Hispanic)	2	0.5
Alaskan Native	0	0.0
Asian	5	1.3
Asian American	2	0.5
Southeast Asian	2	0.5
Caribbean/West Indian	0	0.0
Caucasian/White	324	88.0
Hmong	2	0.5
Hmong American	2	0.5
Indian Subcontinent	0	0.0
Latino(a)/Hispanic	4	1.0
Middle Eastern	2	0.5
Multiracial/Multiethnic/Multicultural	4	1.0
Native American Indian	4	1.0
Pacific Islander/Hawaiian Native	1	0.2
Prefer not to identify	11	2.9
Self- Identify	2	0.5

Table 3. Which term best describe your sexual orientation?

Sexual Orientation	n	%
Asexual	22	6.3
Bisexual	14	4.0
Gay	7	2.0
Heterosexual	275	78.1
Lesbian	5	1.4
Queer	12	3.4
Questioning	4	1.1
Prefer not to identify	9	2.6
Other (please specify)	4	1.1
Total	352	100.0

Table 4. What is your age?

Age	n	%
19 or under	65	18.5
20-21	151	43.0
22-25	86	24.5
26-32	23	6.6
33-42	13	3.7
43-51	5	1.4
52-60	6	1.7
61-69	2	.6
Total	351	100.0

Table 5. What is your current parental status?

Parental Status	n	%
No children	313	89.4
Single parent	7	2.0
Co-parent with a partner/spouse	21	6.0
Other (please specify)	4	1.1
Prefer not to identify	5	1.4
Total	350	100.0

Table 6. What is your current relationship situation?

Relationship Status	n	%
Single	192	55.3
Partnered	115	33.1
Partnered in domestic partnership or civil union	2	.6
Married	22	6.3
Partner/spouse deceased	1	.3
Partner/spouse employed in another town or state	3	.9
Prefer not to identify	5	1.4
Self identify	7	2.0
Total	347	100.0

Table 7. Are you active military status or a veteran?

Military Status	n	%
Yes	18	5.1
No	332	94.9
Total	350	100.0

Table 8. What is your primary status on campus? (please mark only one)

Campus Status	n	%
Transfer student	60	17.1
Associate degree student	4	1.1
Dual enrollment	1	.3
Non-degree seeking student	2	.6
Bachelor degree student	260	74.3
Master degree student	13	3.7
Doctoral/Terminal degree student	1	.3
Professional degree student	2	.6
Other (please specify)	7	2.0
Total	350	100.0

Table 9. Which of the following best describes your academic plans?

Academic Plans	n	%
Working towards an Associate degree only	1	1.5
Working towards a Bachelor's Degree	61	93.8
Working towards a Master's Degree	3	4.6
Total	65	100.0

Table 10. What is the highest level of education achieved by your parent(s)/legal guardian(s)?

Parent's Education Level	n	%
No high school	9	2.6
High School	77	22.1
Some College	40	11.5
Business/Technical certificate	25	7.2
Associate degree	32	9.2
Bachelor's degree	91	26.1
Some graduate work	9	2.6
Master's degree	45	12.9
Doctoral/Terminal degree	11	3.2
Professional degree	4	1.1
Unknown	1	.3
Not applicable	5	1.4
Total	349	100.0

Table 11. Do you have a disability (physical, learning, psychological) that substantially affects a major l...

Disibility	n	%
Yes	58	16.6
No	291	83.4
Total	349	100.0

Table 12. What is your disability?

Disability Type	n	%
Physical condition (e.g., seeing, hearing, walking)?	10	13.7
Learning Disability (e.g. dyslexia)	9	12.3
Psychological condition (e.g., ADHD, post-traumatic stress disorder, depression)	39	53.4
Chronic health condition	8	10.9
Traumatic brain injury	2	2.7
Self Identify	5	6.8
Total	73	100

Table 13. What is your citizenship status?

Citizenship Status	n	%
U.S. citizen	339	97.4
U.S. citizen -- naturalized	3	.9
Dual citizenship	2	.6
International (F-1, J-1, H1-B, or other visa)	4	1.1
Total	348	100.0

Table 14. What is your religious, spiritual or non-religious affiliation?

Religion	n	%
Agnostic	29	8.4
Atheist	29	8.4
Buddhist	2	.6
Episcopalian	1	.3
Hindu	1	.3
Hmong	2	.6
Jewish	1	.3
Lutheran	64	18.5
Methodist	14	4.0
Moravian	1	.3
Native American Traditional Practitioner	1	.3
Nondenominational Christian	23	6.6
Pagan	2	.6
Pentecostal	1	.3
Presbyterian	3	.9
Quaker	1	.3
Roman Catholic	50	14.5
Seventh Day Adventist	1	.3
Unitarian Universalist	3	.9

United Church of Christ	8	2.3
Wicca	4	1.2
Spiritual, but no religious affiliation	28	8.1
No affiliation	41	11.8
Prefer not to identify	13	3.8
Other (please specify)	23	6.6
Total	346	100.0

Table 15. Where are you in your college career?

Year in College	n	%
First year student	48	13.8
Second year student	60	17.3
Third year student	93	26.8
Fourth year student	84	24.2
Five years or more as an undergraduate	42	12.1
Master's degree student	12	3.5
Professional degree student	1	.3
Other, please specify	7	2.0
Total	347	100.0

Table 16. Are you currently dependent (family/guardian is assisting you with your living/education expenses...

Dependency on Parents	n	%
Dependent	207	61.8
Independent	128	38.2
Total	335	100.0

Table 17. What is the best estimate of your family's yearly income (if partnered, married, or a dependent s...

Yearly Income	n	%
Below \$29,999	104	30.1
\$30,000-\$39,999	23	6.6
\$40,000-\$49,999	18	5.2
\$50,000-\$59,999	23	6.6
\$60,000-\$69,999	26	7.5
\$70,000-\$79,999	20	5.8
\$80,000-\$89,999	24	6.9
\$90,000-\$99,999	17	4.9
\$100,000-\$149,999	27	7.8
\$150,000-\$199,999	11	3.2
\$200,000-\$249,999	1	.3
\$250,000 and above	3	.9
Don't know	49	14.2
Total	346	100.0

Table 18. Where do you live?

Residence	n	%
Residence Hall	138	39.8
Off-campus apartment/house	150	43.2
With partner/spouse/children	28	8.1
With parent(s)/family/relative(s)	28	8.1
Other (please specify)	3	.9
Total	347	100.0

Table 19. Are you working 20 or more hours per week?

Work Hours	n	%
Yes	114	32.9
No	233	67.1
Total	347	100.0

Table 20. In what environment did you grow up?

Environment	n	%
Farm/ranch	36	9.0
Rural, non-farm	68	17.0
Small-town	112	27.9
Suburban	73	18.2
Urban	30	7.5
International	2	.5
Combination	22	5.5
Other (please specify)	4	1.0

Table 21. Overall, how comfortable are you with the climate at your institution?

Climate Comfort	n	%
Very Comfortable	101	25.2
Comfortable	210	52.4
Neither comfortable nor uncomfortable	30	7.5
Uncomfortable	13	3.2
Very Uncomfortable	1	.2

Table 22. Overall, how comfortable are you with the climate in your classes?

Class Climate	n	%
Very Comfortable	101	25.2
Comfortable	210	52.4
Neither comfortable nor uncomfortable	30	7.5
Uncomfortable	13	3.2
Very Uncomfortable	1	.2

Table 23. 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?

Experienced	n	%
Yes	57	14.2
No	297	74.1

Table 24. What do you believe was the basis for this conduct?

	N	Sum
Age	13	2.5
Classification (e.g., student)	13	2.5
Country of origin	22	4.2
Educational level	8	1.5
English language proficiency/accent	28	5.4
Ethnicity	45	8.7
Gender	42	8.1
Gender expression	41	7.9
Gender identity	40	7.7
Immigrant status	6	1.1
Learning Disability	21	21
Military/veteran status	5	.97
Parental status	10	1.9
Psychological disability	20	3.8
Physical characteristics	20	3.8
Physical disability	11	2.1
Political views	19	3.6
Race	42	8.1

Religious/Non-Religious/Spiritual status	36	6.9
Sexual orientation	51	9.9
Socioeconomic status	12	2.3
Traumatic brain injury	2	.3
Other	8	1.5

Table 25. How did you experience this conduct?

experience	n	%
I was the target of racial/ethnic profiling	1	.6
I was the target of graffiti (e.g., event advertisements removed or defaced)	2	1.3
I received derogatory written comments	6	3.9
I received derogatory phone calls	1	.6
I received threats of physical violence	1	.6
I received derogatory/unsolicited emails	1	.6
I was the target of physical violence]	5	3.2
I observed others staring at me	21	13.7
felt I was deliberately ignored or excluded	23	15.0
I was affected by derogatory remarks	18	11.7
I felt intimidated/bullied	18	11.7
I feared for my physical safety	9	5.8
I feared for my family's safety	0	0.0
	5	3.2
Someone assumed I was admitted or hired because of my identity		
I was the victim of a crime	3	1.9
I feared getting a poor grade because of a hostile classroom environment	10	6.5
I received a low evaluation	3	1.9
I was singled out as the 'resident authority' due to my identity	4	2.6
I felt isolated or left out when work was required in groups	13	8.4
I felt isolated or left out because of my identity	4	2.6
Other	5	3.2

Table 26. Referring to your answer, "I was the target of racial/ethnic profiling" in question #7, where did this conduct occur?

Location	n	%
In a class	1	100
While working at a campus job	0	0.0
While walking on campus	0	0.0
In a residence hall	0	0.0
In a fraternity/sorority house	0	0.0
In a University dining facility	0	0.0
In a campus office	0	0.0
At a campus event	0	0.0
In a faculty office	0	0.0
In a 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
In off-campus housing	0	0.0
In an athletic facility	0	0.0
Off campus	0	0.0
Other	0	0.0

Table 27. 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?

Location	n	%
In a class	0	0.0
While working at a campus job	0	0.0
While walking on campus	0	0.0
In a residence hall	0	0.0
In a fraternity/sorority house	0	0.0
In a University dining facility	0	0.0
In a campus office	0	0.0
At a campus event	0	0.0
In a faculty office	0	0.0
In a public space on campus	2	100
In a meeting with one other person	0	0.0
In a meeting with a group of people	0	0.0
In off-campus housing	0	0.0
In an athletic facility	0	0.0
Off campus	0	0.0
Other	0	0.0

Table 28. Referring to your answer, "I received derogatory written comments" in question #7, where did this conduct occur?

location	n	%
In a class	2	33.3
While working at a campus job	0	0.0
While walking on campus	0	0.0
In a residence hall	0	0.0
In a fraternity/sorority house	0	0.0
In a University dining facility	0	0.0
In a campus office	0	0.0
At a campus event	0	0.0
In a faculty office	0	0.0
In a 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
In off-campus housing	0	0.0
In an athletic facility	0	0.0
Off campus	2	33.3
Other	2	33.3

Table 29. Referring to your answer, "I received derogatory phone calls" in question #7, where did this conduct occur?

Location	n	%
In a class	0	0.0
While working at a campus job	0	0.0
While walking on campus	0	0.0
In a residence hall	1	100
In a fraternity/sorority house	0	0.0
In a University dining facility	0	0.0
In a campus office	0	0.0
At a campus event	0	0.0
In a faculty office	0	0.0
In a 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
In off-campus housing	0	0.0
In an athletic facility	0	0.0
Off campus	0	0.0
Other	0	0.0

Table 30. Referring to your answer, "I received threats of physical violence" in question #7, where did this conduct occur?

Location	n	%
In a class	0	0.0
While working at a campus job	0	0.0
While walking on campus	1	50
In a residence hall	0	0.0
In a fraternity/sorority house	0	0.0
In a University dining facility	0	0.0
In a campus office	0	0.0
At a campus event	0	0.0
In a faculty office	0	0.0
In a public space on campus	1	50
In a meeting with one other person	0	0.0
In a meeting with a group of people	0	0.0
In off-campus housing	0	0.0
In an athletic facility	0	0.0
Off campus	0	0.0
Other	0	0.0

Table 31. Referring to your answer, "I received derogatory/unsolicited e-mails" in question #7, where did this conduct occur?

Location	n	%
In a class	0	0.0
While working at a campus job	0	0.0
While walking on campus	0	0.0
In a residence hall	1	100
In a fraternity/sorority house	0	0.0
In a University dining facility	0	0.0
In a campus office	0	0.0
At a campus event	0	0.0
In a faculty office	0	0.0
In a 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
In off-campus housing	0	0.0
In an athletic facility	0	0.0
Off campus	0	0.0
Other	0	0.0

Table 32. Referring to your answer, "I was the target of physical violence" in question #7, where did this conduct occur?6

Location	n	%
In a class	0	0.0
While working at a campus job	0	0.0
While walking on campus	2	3.3
In a residence hall	0	0.0
In a fraternity/sorority house	0	0.0
In a University dining facility	0	0.0
In a campus office	0	0.0
At a campus event	0	0.0
In a faculty office	0	0.0
In a public space on campus	1	16.6
In a meeting with one other person	1	16.6
In a meeting with a group of people	0	0.0
In off-campus housing	0	0.0
In an athletic facility	0	0.0
Off campus	2	33.3
Other	0	0.0

Table 33. Referring to your answer, "I observed others staring at me" in question #7, where did this conduct occur?

Location	n	%
In a class	13	15.6
While working at a campus job	2	2.4
While walking on campus	15	18.0
In a residence hall	9	10.8
In a fraternity/sorority house	0	0.0
In a University dining facility	8	9.6
In a campus office	3	3.6
At a campus event	5	6.0
In a faculty office	2	2.4
In a public space on campus	9	10.8
In a meeting with one other person	6	7.2
In a meeting with a group of people	6	7.2
In off-campus housing	2	2.4
In an athletic facility	3	3.6
Off campus	0	0.0
Other	0	0.0

Table 34. Referring to your answer, "I felt I was deliberately ignored or excluded" in question #7, where did this conduct occur?

Location	n	%
In a class	15	26.3
While working at a campus job	6	10.5
While walking on campus	4	4.8
In a residence hall	6	10.5
In a fraternity/sorority house	0	0.0
In a University dining facility	2	3.5
In a campus office	2	3.5
At a campus event	2	3.5
In a faculty office	2	3.5
In a public space on campus	3	5.2
In a meeting with one other person	3	5.2
In a meeting with a group of people	10	17.5
In off-campus housing	1	1.7
In an athletic facility	0	0.0
Off campus	0	0.0
Other	1	1.7

Table 35. Referring to your answer, "I was the target of derogatory remarks" in question #7, where did this conduct occur?

Location	n	%
In a class	12	17.9
While working at a campus job	4	5.9
While walking on campus	11	16.4
In a residence hall	8	11.8
In a fraternity/sorority house	1	1.4
In a University dining facility	4	5.9
In a campus office	1	1.4
At a campus event	4	5.9
In a faculty office	1	1.4
In a public space on campus	9	13.4
In a meeting with one other person	3	4.4
In a meeting with a group of people	7	10.4
In off-campus housing	1	1.4
In an athletic facility	1	1.4
Off campus	0	0.0
Other	0	0.0

Table 36. Referring to your answer, "I felt intimidated/bullied" in question #7, where did this conduct occur?

Location	n	%
In a class	11	22.4
While working at a campus job	2	4.0
While walking on campus	8	16.3
In a residence hall	3	6.1
In a fraternity/sorority house	0	0.0
In a University dining facility	3	6.1
In a campus office	1	2.0
At a campus event	3	6.1
In a faculty office	1	2.0
In a public space on campus	6	12.2
In a meeting with one other person	3	6.1
In a meeting with a group of people	5	10.2
In off-campus housing	1	2.0
In an athletic facility	0	0.0
Off campus	1	2.0
Other	1	0

Table 37. Referring to your answer, "I feared for my physical safety" in question #7, where did this conduct occur?

Location	n	%
In a class	2	7.4
While working at a campus job	1	3.7
While walking on campus	7	25.9
In a residence hall	0	0.0
In a fraternity/sorority house	0	0.0
In a University dining facility	0	0.0
In a campus office	1	3.7
At a campus event	0	0.0
In a faculty office	0	0.0
In a public space on campus	5	18.5
In a meeting with one other person	4	14.8
In a meeting with a group of people	2	7.4
In off-campus housing	2	7.4
In an athletic facility	1	3.7
Off campus	2	7.4
Other	0	0.0

Table 38. Referring to your answer, "Someone assumed I was admitted or hired because of my identity" in question #7, where did this conduct occur?

Location	n	%
In a class	2	40
While working at a campus job	2	40
While walking on campus	0	0.0
In a residence hall	1	12.5
In a fraternity/sorority house	0	0.0
In a University dining facility	0	0.0
In a campus office	0	0.0
At a campus event	0	0.0
In a faculty office	0	0.0
In a public space on campus	1	12.5
In a meeting with one other person	1	12.5
In a meeting with a group of people	0	0.0
In off-campus housing	0	0.0
In an athletic facility	0	0.0
Off campus	1	12.5
Other	0	0.0

Table 39. Referring to your answer, "I was the victim of a crime" in question #7, where did this conduct occur?

Location	n	%
In a class	0	0.0
While working at a campus job	0	0.0
While walking on campus	1	25
In a residence hall	0	0.0
In a fraternity/sorority house	0	0.0
In a University dining facility	0	0.0
In a campus office	0	0.0
At a campus event	0	0.0
In a faculty office	0	0.0
In a public space on campus	1	25
In a meeting with one other person	0	0.0
In a meeting with a group of people	0	0.0
In off-campus housing	1	25
In an athletic facility	0	0.0
Off campus	1	25
Other	0	0.0

Table 40. Referring to your answer, "I feared getting a poor grade because of a hostile classroom environment" in question #7, where did this conduct occur?

Location	n	%
In a class	10	52.6
While working at a campus job	0	0.0
While walking on campus	0	0.0
In a residence hall	0	0.0
In a fraternity/sorority house	0	0.0
In a University dining facility	0	0.0
In a campus office	1	5.2
At a campus event	0	0.0
In a faculty office	3	15.7
In a public space on campus	1	5.2
In a meeting with one other person	2	10.5
In a meeting with a group of people	2	10.5
In off-campus housing	0	0.0
In an athletic facility	0	0.0
Off campus	0	0.0
Other	0	0.0

Table 41. Referring to your answer, "I received a low performance evaluation" in question #7, where did this conduct occur?

Location	n	%
In a class	3	37.5
While working at a campus job	0	0.0
While walking on campus	0	0.0
In a residence hall	0	0.0
In a fraternity/sorority house	0	0.0
In a University dining facility	0	0.0
In a campus office	1	12.5
At a campus event	0	0.0
In a faculty office	1	12.5
In a public space on campus	1	12.5
In a meeting with one other person	1	12.5
In a meeting with a group of people	1	12.5
In off-campus housing	0	0.0
In an athletic facility	0	0.0
Off campus	0	0.0
Other	0	0.0

Table 42. “I was singled out as the ‘resident authority’ due to my identity”, where did this conduct occur?

Location	n	%
In a class	9	50
While working at a campus job	0	0.0
While walking on campus	2	11.1
In a residence hall	3	16.6
In a fraternity/sorority house		
In a University dining facility	0	0.0
In a campus office	0	0.0
At a campus event	0	0.0
In a faculty office	0	0.0
In a public space on campus	2	11.1
In a meeting with one other person	0	0.0
In a meeting with a group of people	2	11.1
In off-campus housing	0	0.0
In an athletic facility	0	0.0
Off campus	0	0.0
Other location not listed above	0	0.0

Table 43. “I felt isolated or left out when work was required in groups”, where did this conduct occur?

Location	n	%
In a class	16	21.6
While working at a campus job	7	9.4
While walking on campus	8	10.8
In a residence hall	8	10.8
In a fraternity/sorority house	0	0.0
In a University dining facility	5	6.7
In a campus office	2	2.7
At a campus event	4	5.4
In a faculty office	2	2.7
In a public space on campus	10	13.5
In a meeting with one other person	2	2.7
In a meeting with a group of people	5	6.7
In off-campus housing	3	4.05
In an athletic facility	2	2.7
Off campus	0	0.0
Other location not listed above	0	0.0

Table 44. “I felt isolated or left out because of my identity”, where did this conduct occur?

Location	n	%
In a class	5	45.4
While working at a campus job	0	0.0
While walking on campus	3	27.2
In a residence hall	3	27.2
In a fraternity/sorority house		
In a University dining facility	0	0.0
In a campus office	0	0.0
At a campus event	0	0.0
In a faculty office	0	0.0
In a public space on campus	3	27.2
In a meeting with one other person	0	0.0
In a meeting with a group of people	0	0.0
In off-campus housing		
In an athletic facility	0	0.0
Off campus		
Other location not listed above	0	0.0

Table 45. “Other-Specified” Where did this conduct occur?

Location	n	%
In a class	0	0.0
While working at a campus job	0	0.0
While walking on campus	1	25
In a residence hall	0	0.0
In a fraternity/sorority house	0	0.0
In a University dining facility	0	0.0
In a campus office	0	0.0
At a campus event	0	0.0
In a faculty office	0	0.0
In a public space on campus	1	25
In a meeting with one other person	0	0.0
In a meeting with a group of people	0	0.0
In off-campus housing	1	25
In an athletic facility	0	0.0
Off campus (please specify location if you choose)	1	25
Other location not listed above	0	0.0

Table 46. Who was the source of this conduct?

Who	n	%
Administrator	3	3.1
Campus media (posters, brochures, flyers, handouts, Web sites, etc.)	2	2.1
Campus Security	0	0.0
Campus Visitor(s)	1	1.06
Colleague	13	13.8
Community member	5	5.3
Department chair	1	1.06
Don't know source	2	2.1
Faculty advisor	1	1.06
Faculty member	22	23.4
Graduate student	1	1.06
Person that I supervise	1	1.06
Research assistant	0	0.0
Staff member	7	7.4
Supervisor	0	0.0
Teaching assistant	1	1.06
Undergraduate student	31	32.9
Other	3	3.1

Table 47. Please describe your reactions to experiencing this conduct?

Reaction	n	%
I felt embarrassed	27	11.4
I told a friend	27	11.4
I avoided the person who harassed me	20	8.5
I confronted the harasser at the time	9	3.8
I ignored it	17	7.2
I was angry	31	13.1
I was afraid	14	4.7
I left the situation immediately	8	3.4
I don't know who to go to	8	3.4
I confronted the harasser later	5	2.1
I made a complaint to a campus employee/official	13	5.5
I felt somehow responsible	10	4.2
I didn't report it for fear of retaliation	9	3.8
It didn't affect me at the time	2	.85
I sought support from counseling/advocacy services	10	4.2
I did report it but my complaint was not taken seriously	7	2.9
I didn't report it for fear that my complaint would not be taken seriously	12	5.1
Other	6	2.5

Table 48. I have been touched in a sexual manner that has made me feel uncomfortable or fearful at this institution.

Touched	n	%
Never	319	90
Rarely	28	7.1
Sometimes	5	1.4

Table 49. There are times when I fear being the object of sexual harassment at my institution.

Harassment	n	%
Never	240	68.3
Rarely	73	20.7
Sometimes	32	9.1
Often	4	1.1
Very Often	2	.56

Table 50. Who is the source of this fear?

Source	n	%
Academic advisor	0	0.0
Acquaintance	27	15
Administrator	0	0.0
Department Chair	0	0.0
Co-worker	8	44.4
Faculty advisor	1	.55
Faculty member	4	2.2
Friend	10	5.5
Partner/Spouse	2	1.1
Person that I supervise	0	0.0
Research Assistant	0	0.0
Staff member	0	0.0
Stranger	66	36.6
Student	56	31.1
Supervisor	1	.55
Teaching assistant	0	0.0
Other	5	2.7

Table 51. Have you ever been a victim of sexual assault while at this institution?

Victim	n	%
Yes	12	3.4
No	340	96.5

Table 52. Who was the offender(s)?

Offender	n	%
Academic advisor	0	0.0
Acquaintance	2	9.5
Administrator	0	0.0
Department Chair	0	0.0
Co-worker	1	4.7
Faculty advisor	0	0.0
Faculty member	0	0.0
Friend	4	19
Partner/Spouse	1	4.7
Person that I supervise	0	0.0
Research Assistant	0	0.0
Staff member	0	0.0
Stranger	2	9.5
Student	9	42.8
Supervisor	0	0.0
Teaching assistant	0	0.0
Other	1	4.7

Table 53. Where did the incident(s) occur?

Location	n	%
Off-campus	8	57.1
On-campus	6	42.8
Other location	0	0.0

Table 54. Please describe your response to experiencing the incident(s).

Response	n	%
I sought support from off-campus hot-line/advocacy services	2	7.1
I told a friend	10	35.7
I told a family member	1	3.5
I sought support from a campus resource/Counseling Center(s)	3	10.1
I sought medical services	2	7.1
I contacted Campus Police/Security	1	3.5
I contacted local law enforcement official	1	3.5
I contacted my governance representative	0	0.0
I reported the incident and it was ignored	0	0.0
I sought support from a staff person]	3	10.7
I sought support from a faculty member]	1	3.5
I sought support from a spiritual advisor (e.g., pastor, rabbi, priest)]	1	3.5
I sought information online]	2	7.1
I did nothing	0	0.0
Other	1	3.5

Table 55. If you did report the sexual assault to a campus official or staff member, did you feel that it was responded to appropriately?

	n	%
Yes	1	100
No	0	0.0

Table 56. How satisfied are you with...-Your education?

	Frequency	Percent
Highly Dissatisfied	8	2.0
Dissatisfied	16	4.0
Neither dissatisfied nor satisfied	32	8.0
Satisfied	217	54.1
Highly Satisfied	74	18.5

Table 57. How satisfied are you with...-The way your academic career has progressed?

	Frequency	Percent
Highly Dissatisfied	13	3.2
Dissatisfied	30	7.5
Neither dissatisfied nor satisfied	70	17.5
Satisfied	161	40.1
Highly Satisfied	72	18.0

Table 57. Have you ever seriously considered leaving the institution?

	n	%
Yes	0	0.0
No	347	100

Table 58. 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?

	n	%
Yes	101	25.2
No	245	61.1

Table 59. What do you believe were the bases for this conduct?

	n	%
Age	13	2.5
Classification (e.g., student)	13	2.5
Country of origin	22	4.2
Educational level	8	1.5
English language proficiency/accent	28	5.4
Ethnicity	45	8.7
Gender	42	8.1
Gender expression	41	7.9
Gender identity	40	7.7
Immigrant status	6	1.1
Learning Disability	21	4.0
Military/veteran status	5	.9
Parental status (e.g., having children)	10	1.9
Psychological disability (e.g., post-traumatic stress disorder, depression, anxiety)	20	3.8
Physical characteristics	20	3.8
Physical disability	11	2.1
Political views	19	3.6
Race	42	8.1
Religious/Non-Religious/Spiritual status	36	6.9
Sexual orientation	51	9.9
Socioeconomic status	12	2.3
Traumatic brain injury	2	.3
Other	8	1.5

Table 60. What forms of conduct have you observed or personally been made aware of?

Location	n	%
Someone being racially/ethnically profiled	45	12.7
Graffiti (e.g., event advertisements removed or defaced)	16	4.5
Someone receiving derogatory written comments because of his/her identity	25	7.1
Someone receiving derogatory phone calls because of his/her identity	2	.6
Someone receiving threats of physical violence	18	5.1
Someone receiving derogatory/unsolicited emails because of his/her identity	2	.6
Someone being the target of physical violence because of his/her identity	5	1.4
Someone being stared at because of his/her identity	47	13.3
Someone being deliberately ignored or excluded because of his/her identity	34	9.6
Someone being the target of derogatory remarks because of his/her identity	40	11.3
Someone being intimidated/bullied because of his/her identity	20	5.7
Someone fearing for his/her physical safety because of his/her identity	12	3.4
Someone fearing for his/her family's safety because of his/her identity	0	0
The assumption that someone was admitted or hired because of his/her identity	17	4.8
Someone being the victim of a crime because of his/her identity	2	.6
Someone receiving a poor grade because of a hostile classroom environment	8	2.3
Someone receiving a low performance evaluation because of his/her identity	4	1.1

Someone singled out as the “resident authority” due to his/her identity	9	2.5
	11	3.1
Someone isolated or left out when work was required in groups because of his/her identity		
	24	6.8
Someone isolated or left out because of his/her identity		
	7	2
Someone isolated or left out because of his/her socioeconomic status		
Other (please specify)	5	1.4

Table 61. Referring to your answer, "Someone being racially/ethnically profiled" in question #58, where did this conduct occur?

Location	n	%
In a class	10	10.3
While working at a campus job	4	4.1
While walking on campus	29	29.9
In a residence hall	13	13.4
In a fraternity/sorority house	0	0
In a University dining facility	4	4.1
In a campus office	0	0
At a campus event	5	5.1
In a faculty office	0	0
In a public space on campus	14	14.4

In a meeting with one other person	2	2.1
In a meeting with a group of people	4	4.1
In off-campus housing	3	3.1
In an athletic facility	2	2.1
Off campus (please specify if you choose)	7	7.2
Other location not listed above (please specify)	0	0

Table 62. Referring to your answer, "Graffiti (e.g., event advertisements removed or defaced)" in question #58, where did this conduct occur?

Location	n	%
In a class	0	0
While working at a campus job	2	9.1
While walking on campus	8	36.4
In a residence hall	8	36.4
In a fraternity/sorority house	0	0
In a University dining facility	0	0
In a campus office	0	0

At a campus event	0	0
In a faculty office	0	0
In a public space on campus	4	18.2
In a meeting with one other person	0	0
In a meeting with a group of people	0	0
In off-campus housing	0	0
In an athletic facility	0	0
Off campus (please specify location if you choose)	0	0
Other location not listed above (please specify)	0	0

Table 63. Referring to your answer, "Someone receiving derogatory written comments because of his/her identity" in question #58, where did this conduct occur?

Location	n	%
In a class	5	17.2
While working at a campus job	2	6.9
While walking on campus	4	13.8
In a residence hall	11	38
In a fraternity/sorority house	0	0
In a University dining facility	0	0
In a campus office	0	0
At a campus event	3	10.3
In a faculty office	0	0
In a public space on campus	4	13.8
In a meeting with one other person	0	0
In a meeting with a group of people	0	0
In off-campus housing	0	0
In an athletic facility	0	0
Off campus (please specify location if you choose)	0	0
Other location not listed above (please specify)	0	0

Table 64. Referring to your answer, "Someone receiving derogatory phone calls because of his/her identity" in question #58, where did this conduct occur?

Location	n	%
In a class	0	0
While working at a campus job	0	0
While walking on campus	0	0
In a residence hall	0	0
In a fraternity/sorority house	0	0
In a University dining facility	0	0
In a campus office	0	0
At a campus event	0	0
In a faculty office	0	0
In a public space on campus	0	0
In a meeting with one other person	0	0
In a meeting with a group of people	0	0
In off-campus housing	0	0
In an athletic facility	0	0
Off campus (please specify location if you choose)	0	0
Other location not listed above (please specify)	0	0

Table 65. Referring to your answer, "Someone receiving threats of physical violence" in question #58, where did this conduct occur?

Location	n	%
In a class	0	0
While working at a campus job	0	0
While walking on campus	9	37.5
In a residence hall	4	16.7
In a fraternity/sorority house	0	0
In a University dining facility	2	8.3
In a campus office	0	0
At a campus event	2	8.3
In a faculty office	0	0
In a public space on campus	4	16.7
In a meeting with one other person	0	0
In a meeting with a group of people	0	0
In off-campus housing	0	0
In an athletic facility	0	0
Off campus (please specify location if you choose)	3	12.5
Other location not listed above (please specify)	0	0

Table 66. Referring to your answer, "Someone receiving derogatory/unsolicited e-mails because of his/her identity" in question #58, where did this conduct occur?

Location	n	%
In a class	2	100
While working at a campus job	0	0
While walking on campus	0	0
In a residence hall	0	0
In a fraternity/sorority house	0	0
In a University dining facility	0	0
In a campus office	0	0
At a campus event	0	0
In a faculty office	0	0
In a public space on campus	0	0
In a meeting with one other person	0	0
In a meeting with a group of people	0	0
In off-campus housing	0	0
In an athletic facility	0	0
Off campus (please specify location if you choose)	0	0
Other location not listed above (please specify)	0	0

Table 67. Referring to your answer, "Someone being stared at because of his/her identity" in question #58, where did this conduct occur?

Location	n	%
In a class	27	15.6
While working at a campus job	7	4
While walking on campus	33	19.1
In a residence hall	18	10.4
In a fraternity/sorority house	0	0
In a University dining facility	16	9.2
In a campus office	5	2.9
At a campus event	15	8.7
In a faculty office	2	1.2
In a public space on campus	28	16.2
In a meeting with one other person	3	1.7
In a meeting with a group of people	5	2.9
In off-campus housing	3	1.7
In an athletic facility	6	3.5
Off campus (please specify location if you choose)	5	2.9
Other location not listed above (please specify)	0	0

Table 68. 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	20	24.7
While working at a campus job	3	3.7
While walking on campus	8	9.9
In a residence hall	8	9.9
In a fraternity/sorority house	0	0
In a University dining facility	6	7.4
In a campus office	2	2.5
At a campus event	8	9.9
In a faculty office	2	2.5
In a public space on campus	11	13.6
In a meeting with one other person	2	2.5
In a meeting with a group of people	7	8.6
In off-campus housing	0	0
In an athletic facility	4	4.9

Table 69. 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	%
In a class	19	15.8
While working at a campus job	7	5.8
While walking on campus	24	20
In a residence hall	16	13.3
In a fraternity/sorority house	0	0
In a University dining facility	10	8.3
In a campus office	3	2.5
At a campus event	7	5.8
In a faculty office	2	1.7
In a public space on campus	19	15.8
In a meeting with one other person	2	1.7
In a meeting with a group of people	6	5
In off-campus housing	3	2.5
In an athletic facility	2	1.7
Off campus (please specify location if you choose)	0	0
Other location not listed above (please specify)	0	0

Table 70. 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	%
In a class	6	14.3
While working at a campus job	2	4.8
While walking on campus	13	30.9
In a residence hall	7	16.7
In a fraternity/sorority house	0	0
In a University dining facility	4	9.5
In a campus office	0	0
At a campus event	3	7.1
In a faculty office	0	0
In a public space on campus	5	11.9
In a meeting with one other person	0	0
In a meeting with a group of people	2	4.8
In off-campus housing	0	0
In an athletic facility	0	0
Off campus (please specify location if you choose)	0	0
Other location not listed above (please specify)	0	0

Table 71. 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	%
In a class	0	0
While working at a campus job	0	0
While walking on campus	8	50
In a residence hall	6	37.5
In a fraternity/sorority house	0	0
In a University dining facility	0	0
In a campus office	0	0
At a campus event	0	0
In a faculty office	0	0
In a public space on campus	2	12.5
In a meeting with one other person	0	0
In a meeting with a group of people	0	0
In off-campus housing	0	0
In an athletic facility	0	0
Off campus (please specify location if you choose)	0	0
Other location not listed above (please specify)	0	0

Table 72. 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	%
In a class	0	0
While working at a campus job	0	0
While walking on campus	0	0
In a residence hall	0	0
In a fraternity/sorority house	0	0
In a University dining facility	0	0
In a campus office	0	0
At a campus event	0	0
In a faculty office	0	0
In a public space on campus	0	0
In a meeting with one other person	0	0
In a meeting with a group of people	0	0
In off-campus housing	0	0
In an athletic facility	0	0
Off campus (please specify location if you choose)	0	0
Other location not listed above (please specify)	0	0

Table 73. Referring to your answer, "The assumption that someone was admitted or hired because of his/her identity" in question #58, where did this conduct occur? (Question 59n)

Location	n	%
In a class	5	18.5
While working at a campus job	7	25.9
While walking on campus	3	11.1
In a residence hall	5	18.5
In a fraternity/sorority house	0	0
In a University dining facility	0	0
In a campus office	0	0
At a campus event	0	0
In a faculty office	0	0
In a public space on campus	7	25.9
In a meeting with one other person	0	0
In a meeting with a group of people	0	0
In off-campus housing	0	0
In an athletic facility	0	0
Off campus (please specify location if you choose)	0	0
Other location not listed above (please specify)	0	0

Table 74. 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	%
In a class	0	0
While working at a campus job	0	0
While walking on campus	2	100
In a residence hall	0	0
In a fraternity/sorority house	0	0
In a University dining facility	0	0
In a campus office	0	0
At a campus event	0	0
In a faculty office	0	0
In a public space on campus	0	0
In a meeting with one other person	0	0
In a meeting with a group of people	0	0
In off-campus housing	0	0
In an athletic facility	0	0
Off campus (please specify location if you choose)	0	0
Other location not listed above (please specify)	0	0

Table 75. Referring to your answer, "Someone receiving a poor grade because of a hostile classroom environment" in question #58, where did this conduct occur?

Location	n	%
In a class	8	100
While working at a campus job	0	0
While walking on campus	0	0
In a residence hall	0	0
In a fraternity/sorority house	0	0
In a University dining facility	0	0
In a campus office	0	0
At a campus event	0	0
In a faculty office	0	0
In a public space on campus	0	0
In a meeting with one other person	0	0
In a meeting with a group of people	0	0
In off-campus housing	0	0
In an athletic facility	0	0
Off campus (please specify location if you choose)	0	0
Other location not listed above (please specify)	0	0

Table 76. Referring to your answer, "Someone receiving a low performance evaluation" in question #58, where did this conduct occur?

Location	n	%
In a class	3	100
While working at a campus job	0	0
While walking on campus	0	0
In a residence hall	0	0
In a fraternity/sorority house	0	0
In a University dining facility	0	0
In a campus office	0	0
At a campus event	0	0
In a faculty office	0	0
In a public space on campus	0	0
In a meeting with one other person	0	0
In a meeting with a group of people	0	0
In off-campus housing	0	0
In an athletic facility	0	0
Off campus (please specify location if you choose)	0	0
Other location not listed above (please specify)	0	0

Table 77. Referring to your answer, "Someone singled out as the 'resident authority' due to his/her identity" in question #58, where did this conduct occur?

Location	n	%
In a class	7	24.1
While working at a campus job	4	13.8
While walking on campus	2	6.9
In a residence hall	4	13.8
In a fraternity/sorority house	0	0
In a University dining facility	0	0
In a campus office	2	6.9
At a campus event	3	10.3
In a faculty office	0	0
In a public space on campus	3	10.3
In a meeting with one other person	0	0
In a meeting with a group of people	4	13.8
In off-campus housing	0	0
In an athletic facility	0	0
Off campus (please specify location if you choose)	0	0
Other location not listed above (please specify)	0	0

Table 78. 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?

Location	n	%
In a class	9	50
While working at a campus job	0	0
While walking on campus	2	11.1
In a residence hall	3	16.7
In a fraternity/sorority house	0	0
In a University dining facility	0	0
In a campus office	0	0
At a campus event	0	0
In a faculty office	0	0
In a public space on campus	2	11.1
In a meeting with one other person	0	0
In a meeting with a group of people	2	11.1
In off-campus housing	0	0
In an athletic facility	0	0
Off campus (please specify location if you choose)	0	0

Table 79. Referring to your answer, "Someone isolated or left out because of his/her identity" in question #58, where did this conduct occur?

Location	n	%
In a class	16	21.6
While working at a campus job	7	9.5
While walking on campus	8	10.8
In a residence hall	8	10.8
In a fraternity/sorority house	0	0
In a University dining facility	5	6.8
In a campus office	2	2.7
At a campus event	4	5.4
In a faculty office	2	2.7
In a public space on campus	10	13.5
In a meeting with one other person	2	2.7
In a meeting with a group of people	5	6.8
In off-campus housing	3	4.1
In an athletic facility	2	2.7
Off campus (please specify location if you choose)	0	0
Other location not listed above (please specify)	0	0

Table 80. Referring to your answer, "Someone isolated or left out because of his/her socioeconomic status" in question #58, where did this conduct occur?

Singled out due to Socioeconomic status:	N	%
In a class	5	45.5
While working at a campus job	0	0.0
While walking on campus	3	27.3
In a residence hall	3	27.3
In a fraternity/sorority house	0	0.0
In a University dining facility	0	0.0
In a campus office	0	0.0
At a campus event	0	0.0
In a faculty office	0	0.0
In a public space on campus	3	27.3
In a meeting with one other person	0	0.0
In a meeting with a group of people	0	0.0
In off-campus housing		
In an athletic facility	0	0.0
Off campus (please specify location if you choose)	0	0.0
Other location not listed above (please specify)	0	0.0

Table 81. Referring to your answer, "Other - Specified" in question #58, where did this conduct occur

Singled out due to ‘resident authority’ due to identity	N	%
In a class	0	0.0
While working at a campus job	0	0.0
While walking on campus	0	0.0
In a residence hall	0	0.0
In a fraternity/sorority house	0	0.0
In a University dining facility	0	0.0
In a campus office	0	0.0
At a campus event	0	0.0
In a faculty office	0	0.0
In a 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
In off-campus housing	0	0.0
In an athletic facility	0	0.0
Off campus (please specify location if you choose)	0	0.0
Other location not listed above (please specify)	2	100

Table 82. Who was the source of this conduct?

Who was the source of this conduct?	N	%
Administrator	2	1.3
Campus security	0	0.0
Campus visitor	5	3.2
Colleague	10	6.4
Community member	10	6.4
Department chair	0	0.0
Don't know source	25	16
Graduate student	0	0.0
Faculty advisor	0	0.0
Faculty member	15	9.6
Campus media (posters, brochures, flyers, handouts, web sites, etc.)	8	5.1
Person that I supervise	0	0.0
Research assistant	0	0.0
Staff member	8	5.1
Supervisor	0	0.0
Teaching assistant	0	0.0
Undergraduate student	67	42.9
Other (please specify)	6	3.8

Table 83. Please describe your reactions to experiencing this conduct?

Describe your reactions	Sum	%
I felt embarrassed	32	17.6
I told a friend	26	14.3
I avoided the person who harassed me	5	2.7
I confronted the harasser at the time	13	7.1
I ignored it	29	15.9
I was afraid	9	4.9
I was angry	44	24.2
I left the situation immediately	13	7.1
I didn't know who to go to	9	4.9
I confronted the harasser later	2	1.1
I made a complaint to a campus employee/official	10	5.5
I felt somehow responsible	9	4.9
I didn't report it for fear of retaliation	3	1.6
It didn't affect me at the time	11	6.4
I sought support from counseling/advocacy services	3	1.6
I didn't report it for fear that my complaint would not be taken seriously	12	6.6
Other (please specify)	10	5.5