

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

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

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

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

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

Adjournment

Citizenship and Suffrage

WU-mester 2020

Dates-- DRAFT

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

I Dream a World: Portraits of Black Women Who Changed the World, February 7–June 13, 2020, Mulvane Art Museum

<https://www.washburn.edu/mulvane/exhibitions/exhibitions-blocks/2020-Exhibits/IDreamAWorld.html>; public opening Feb. 14

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

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

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

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

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

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

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

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

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

“Radical Women” exhibit at the Mulvane—opening May 2020

Film Series—evenings throughout semester—TBA

Panel Discussions—throughout the semester—dates TBA

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

Mondays at the Mabee—throughout the semester--TBD

College of Arts and Sciences Faculty Colloquium—throughout the semester

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

Survey Outline

Student Campus Climate, Safety and Sexual Assault Assessment

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Section 1 - Response Key Section

Perceptions of Institution

To what extent do you agree with the following statements?

This institution is welcoming.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q001	1
(2)	Q001	2
(3)	Q001	3
(4) Neutral	Q001	4
(5)	Q001	5
(6)	Q001	6
(7) Strongly agree	Q001	7
Not applicable	Q001	99

This institution is respectful.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q002	1
(2)	Q002	2
(3)	Q002	3
(4) Neutral	Q002	4
(5)	Q002	5
(6)	Q002	6
(7) Strongly agree	Q002	7
Not applicable	Q002	99

Students at this institution are treated fairly regardless of their abilities/disabilities.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q003	1
(2)	Q003	2
(3)	Q003	3
(4) Neutral	Q003	4
(5)	Q003	5
(6)	Q003	6
(7) Strongly agree	Q003	7
Not applicable	Q003	99

Students at this institution are treated fairly regardless of their age.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q004	1
(2)	Q004	2
(3)	Q004	3
(4) Neutral	Q004	4
(5)	Q004	5
(6)	Q004	6
(7) Strongly agree	Q004	7
Not applicable	Q004	99

Students at this institution are treated fairly regardless of their gender.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q005	1
(2)	Q005	2
(3)	Q005	3
(4) Neutral	Q005	4
(5)	Q005	5
(6)	Q005	6
(7) Strongly agree	Q005	7
Not applicable	Q005	99

Students at this institution are treated fairly regardless of their nationality.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q006	1
(2)	Q006	2
(3)	Q006	3
(4) Neutral	Q006	4
(5)	Q006	5
(6)	Q006	6
(7) Strongly agree	Q006	7
Not applicable	Q006	99

Students at this institution are treated fairly regardless of their political ideology.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q007	1
(2)	Q007	2
(3)	Q007	3
(4) Neutral	Q007	4
(5)	Q007	5
(6)	Q007	6
(7) Strongly agree	Q007	7

Not applicable Q007 99

Students at this institution are treated fairly regardless of their race.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q008	1
(2)	Q008	2
(3)	Q008	3
(4) Neutral	Q008	4
(5)	Q008	5
(6)	Q008	6
(7) Strongly agree	Q008	7
Not applicable	Q008	99

Students at this institution are treated fairly regardless of their religion/faith.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q009	1
(2)	Q009	2
(3)	Q009	3
(4) Neutral	Q009	4
(5)	Q009	5
(6)	Q009	6
(7) Strongly agree	Q009	7
Not applicable	Q009	99

Students at this institution are treated fairly regardless of their sexual orientation.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q010	1
(2)	Q010	2
(3)	Q010	3
(4) Neutral	Q010	4
(5)	Q010	5
(6)	Q010	6
(7) Strongly agree	Q010	7
Not applicable	Q010	99

Students at this institution are treated fairly regardless of their socioeconomic status.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q011	1
(2)	Q011	2
(3)	Q011	3
(4) Neutral	Q011	4
(5)	Q011	5
(6)	Q011	6
(7) Strongly agree	Q011	7
Not applicable	Q011	99

Section 2 - Response Key Section

Visibility

To what extent do you agree with the following statements?

This institution has students from diverse backgrounds.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q012	1
(2)	Q012	2
(3)	Q012	3
(4) Neutral	Q012	4
(5)	Q012	5
(6)	Q012	6
(7) Strongly agree	Q012	7
Not applicable	Q012	99

This institution has faculty from diverse backgrounds.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q013	1
(2)	Q013	2
(3)	Q013	3
(4) Neutral	Q013	4
(5)	Q013	5
(6)	Q013	6
(7) Strongly agree	Q013	7
Not applicable	Q013	99

This institution has staff from diverse backgrounds.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q014	1
(2)	Q014	2
(3)	Q014	3
(4) Neutral	Q014	4
(5)	Q014	5
(6)	Q014	6
(7) Strongly agree	Q014	7
Not applicable	Q014	99

This institution has senior leadership from diverse backgrounds.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q015	1

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

Section 3 - Response Key Section

Personal Attitudes and Behaviors

To what extent do you agree with the following statements?

I am comfortable interacting with students from diverse backgrounds.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q016	1
(2)	Q016	2
(3)	Q016	3
(4) Neutral	Q016	4
(5)	Q016	5
(6)	Q016	6
(7) Strongly agree	Q016	7
Not applicable	Q016	99

I am comfortable having friends from diverse backgrounds.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q017	1
(2)	Q017	2
(3)	Q017	3
(4) Neutral	Q017	4
(5)	Q017	5
(6)	Q017	6
(7) Strongly agree	Q017	7
Not applicable	Q017	99

I am comfortable having roommates or neighbors from diverse backgrounds.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q018	1
(2)	Q018	2
(3)	Q018	3
(4) Neutral	Q018	4
(5)	Q018	5
(6)	Q018	6
(7) Strongly agree	Q018	7
Not applicable	Q018	99

I have discussions with people whose ideas and values are different from my own.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q019	1
(2)	Q019	2
(3)	Q019	3
(4) Neutral	Q019	4
(5)	Q019	5
(6)	Q019	6
(7) Strongly agree	Q019	7
Not applicable	Q019	99

I feel comfortable bringing up issues of discrimination or harassment.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q020	1
(2)	Q020	2
(3)	Q020	3
(4) Neutral	Q020	4
(5)	Q020	5
(6)	Q020	6
(7) Strongly agree	Q020	7
Not applicable	Q020	99

Section 4 - Response Key Section

Co-Curricular Environment

To what extent do you agree with the following statements?

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

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

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

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q022	1
(2)	Q022	2
(3)	Q022	3
(4) Neutral	Q022	4
(5)	Q022	5
(6)	Q022	6
(7) Strongly agree	Q022	7
Not applicable	Q022	99

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

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q023	1
(2)	Q023	2
(3)	Q023	3
(4) Neutral	Q023	4
(5)	Q023	5
(6)	Q023	6
(7) Strongly agree	Q023	7
Not applicable	Q023	99

Student organizations at this institution are welcoming.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q024	1
(2)	Q024	2
(3)	Q024	3
(4) Neutral	Q024	4
(5)	Q024	5
(6)	Q024	6
(7) Strongly agree	Q024	7
Not applicable	Q024	99

Student organizations at this institution reflect diverse groups of people.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q025	1
(2)	Q025	2
(3)	Q025	3
(4) Neutral	Q025	4
(5)	Q025	5
(6)	Q025	6
(7) Strongly agree	Q025	7
Not applicable	Q025	99

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Section 1 - Response Key Section

Perceptions of Peers

To what extent do you agree with the following statements?

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

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q026	1
(2)	Q026	2
(3)	Q026	3
(4) Neutral	Q026	4
(5)	Q026	5
(6)	Q026	6
(7) Strongly agree	Q026	7
Not applicable	Q026	99

Students at this institution are willing to talk about group differences.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q027	1
(2)	Q027	2
(3)	Q027	3
(4) Neutral	Q027	4
(5)	Q027	5
(6)	Q027	6
(7) Strongly agree	Q027	7
Not applicable	Q027	99

Students at this institution are open-minded when it comes to sharing different ideas and beliefs.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q028	1
(2)	Q028	2
(3)	Q028	3
(4) Neutral	Q028	4
(5)	Q028	5
(6)	Q028	6

(7) Strongly agree
Not applicable

Q028 7
Q028 99

Section 2 - Response Key Section

Perceptions of Faculty

To what extent do you agree with the following statements?

Faculty at this institution value different perspectives in the classroom.

Answers	Column	Value
(1) Strongly disagree	Q029	1
(2)	Q029	2
(3)	Q029	3
(4) Neutral	Q029	4
(5)	Q029	5
(6)	Q029	6
(7) Strongly agree	Q029	7
Not applicable	Q029	99

Faculty at this institution treat me with respect.

Answers	Column	Value
(1) Strongly disagree	Q030	1
(2)	Q030	2
(3)	Q030	3
(4) Neutral	Q030	4
(5)	Q030	5
(6)	Q030	6
(7) Strongly agree	Q030	7
Not applicable	Q030	99

Faculty at this institution turn difficult or controversial topics into constructive discussions.

Answers	Column	Value
(1) Strongly disagree	Q031	1
(2)	Q031	2
(3)	Q031	3
(4) Neutral	Q031	4
(5)	Q031	5
(6)	Q031	6
(7) Strongly agree	Q031	7
Not applicable	Q031	99

Faculty at this institution are genuinely concerned about my welfare.

Answers	Column	Value
(1) Strongly disagree	Q032	1
(2)	Q032	2
(3)	Q032	3
(4) Neutral	Q032	4
(5)	Q032	5
(6)	Q032	6
(7) Strongly agree	Q032	7
Not applicable	Q032	99

Section 3 - Response Key Section

Perceptions of Staff

To what extent do you agree with the following statements?

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

Answers	Column	Value
(1) Strongly disagree	Q033	1
(2)	Q033	2
(3)	Q033	3
(4) Neutral	Q033	4
(5)	Q033	5
(6)	Q033	6
(7) Strongly agree	Q033	7
Not applicable	Q033	99

Staff at this institution create an environment of acceptance for students from diverse backgrounds.

Answers	Column	Value
(1) Strongly disagree	Q034	1
(2)	Q034	2
(3)	Q034	3
(4) Neutral	Q034	4
(5)	Q034	5
(6)	Q034	6
(7) Strongly agree	Q034	7
Not applicable	Q034	99

Staff at this institution treat me with respect.

Answers	Column	Value
(1) Strongly disagree	Q035	1
(2)	Q035	2
(3)	Q035	3
(4) Neutral	Q035	4

(5)	Q035	5
(6)	Q035	6
(7) Strongly agree	Q035	7
Not applicable	Q035	99

Section 4 - Response Key Section

Perceptions of Administration

To what extent do you agree with the following statements?

Administrators at this institution are genuinely concerned about my welfare.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q036	1
(2)	Q036	2
(3)	Q036	3
(4) Neutral	Q036	4
(5)	Q036	5
(6)	Q036	6
(7) Strongly agree	Q036	7
Not applicable	Q036	99

Administrators at this institution respect what students think.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q037	1
(2)	Q037	2
(3)	Q037	3
(4) Neutral	Q037	4
(5)	Q037	5
(6)	Q037	6
(7) Strongly agree	Q037	7
Not applicable	Q037	99

Administrators at this institution treat students fairly.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q038	1
(2)	Q038	2
(3)	Q038	3
(4) Neutral	Q038	4
(5)	Q038	5
(6)	Q038	6
(7) Strongly agree	Q038	7
Not applicable	Q038	99

Administrators at this institution regularly speak about the value of diversity.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q039	1
(2)	Q039	2
(3)	Q039	3
(4) Neutral	Q039	4
(5)	Q039	5
(6)	Q039	6
(7) Strongly agree	Q039	7
Not applicable	Q039	99

Administrators at this institution demonstrate leadership that fosters diversity.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q040	1
(2)	Q040	2
(3)	Q040	3
(4) Neutral	Q040	4
(5)	Q040	5
(6)	Q040	6
(7) Strongly agree	Q040	7
Not applicable	Q040	99

Section 5 - Response Key Section

Policies

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

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

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q041	1
(2)	Q041	2
(3)	Q041	3
(4) Neutral	Q041	4
(5)	Q041	5
(6)	Q041	6
(7) Strongly agree	Q041	7
Not applicable	Q041	99

This institution proactively implements policies to prevent discrimination related to age.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
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(1) Strongly disagree	Q042	1
(2)	Q042	2
(3)	Q042	3
(4) Neutral	Q042	4
(5)	Q042	5
(6)	Q042	6
(7) Strongly agree	Q042	7
Not applicable	Q042	99

This institution proactively implements policies to prevent discrimination related to gender.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q043	1
(2)	Q043	2
(3)	Q043	3
(4) Neutral	Q043	4
(5)	Q043	5
(6)	Q043	6
(7) Strongly agree	Q043	7
Not applicable	Q043	99

This institution proactively implements policies to prevent discrimination related to political ideology.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q044	1
(2)	Q044	2
(3)	Q044	3
(4) Neutral	Q044	4
(5)	Q044	5
(6)	Q044	6
(7) Strongly agree	Q044	7
Not applicable	Q044	99

This institution proactively implements policies to prevent discrimination related to nationality.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q045	1
(2)	Q045	2
(3)	Q045	3
(4) Neutral	Q045	4
(5)	Q045	5
(6)	Q045	6
(7) Strongly agree	Q045	7
Not applicable	Q045	99

This institution proactively implements policies to prevent discrimination related to race.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q046	1
(2)	Q046	2
(3)	Q046	3
(4) Neutral	Q046	4
(5)	Q046	5
(6)	Q046	6
(7) Strongly agree	Q046	7
Not applicable	Q046	99

This institution proactively implements policies to prevent discrimination related to religion/faith.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q047	1
(2)	Q047	2
(3)	Q047	3
(4) Neutral	Q047	4
(5)	Q047	5
(6)	Q047	6
(7) Strongly agree	Q047	7
Not applicable	Q047	99

This institution proactively implements policies to prevent discrimination related to sexual orientation.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q048	1
(2)	Q048	2
(3)	Q048	3
(4) Neutral	Q048	4
(5)	Q048	5
(6)	Q048	6
(7) Strongly agree	Q048	7
Not applicable	Q048	99

This institution proactively implements policies to prevent discrimination related to socioeconomic status.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q049	1
(2)	Q049	2
(3)	Q049	3
(4) Neutral	Q049	4
(5)	Q049	5
(6)	Q049	6
(7) Strongly agree	Q049	7
Not applicable	Q049	99

Section 6 - Standard Question Section

Campus Accessibility

Do you have a documented or diagnosed disability?

<i>Answers</i>	<i>Column</i>	<i>Value</i>
No	D050	0
Yes	D050	1
Branch: - Page 4 Prefer not to answer	D050	2

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The following answers branch to this page:

Answered: Yes Question: **Do you have a documented or diagnosed disability?**

Section 1 - Response Key Section

Campus Accessibility

To what extent do you agree with the following statements?

I can easily access administrative functions (i.e., registering for classes, applying for financial aid).

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q051	1
(2)	Q051	2
(3)	Q051	3
(4) Neutral	Q051	4
(5)	Q051	5
(6)	Q051	6
(7) Strongly agree	Q051	7
Not applicable	Q051	99

I can easily access campus web sites.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q052	1
(2)	Q052	2
(3)	Q052	3
(4) Neutral	Q052	4
(5)	Q052	5
(6)	Q052	6
(7) Strongly agree	Q052	7
Not applicable	Q052	99

I can easily access course materials (i.e., textbooks, online materials).

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q053	1
(2)	Q053	2
(3)	Q053	3
(4) Neutral	Q053	4
(5)	Q053	5
(6)	Q053	6
(7) Strongly agree	Q053	7
Not applicable	Q053	99

I can easily access classrooms.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q054	1
(2)	Q054	2
(3)	Q054	3
(4) Neutral	Q054	4
(5)	Q054	5
(6)	Q054	6
(7) Strongly agree	Q054	7
Not applicable	Q054	99

I can easily access campus buildings.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q055	1
(2)	Q055	2
(3)	Q055	3
(4) Neutral	Q055	4
(5)	Q055	5
(6)	Q055	6
(7) Strongly agree	Q055	7
Not applicable	Q055	99

I can easily access campus dining facilities.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q056	1
(2)	Q056	2
(3)	Q056	3
(4) Neutral	Q056	4
(5)	Q056	5
(6)	Q056	6

(7) Strongly agree	Q056	7
Not applicable	Q056	99

I can easily access campus sidewalks.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q057	1
(2)	Q057	2
(3)	Q057	3
(4) Neutral	Q057	4
(5)	Q057	5
(6)	Q057	6
(7) Strongly agree	Q057	7
Not applicable	Q057	99

I can easily access campus events (i.e., sporting events, lectures, concerts).

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q058	1
(2)	Q058	2
(3)	Q058	3
(4) Neutral	Q058	4
(5)	Q058	5
(6)	Q058	6
(7) Strongly agree	Q058	7
Not applicable	Q058	99

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Section 1 - Response Key Section

Campus Safety

To what extent do you agree with the following statements?

This institution is a safe place for students.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q059	1
(2)	Q059	2
(3)	Q059	3
(4) Neutral	Q059	4
(5)	Q059	5
(6)	Q059	6
(7) Strongly agree	Q059	7
Not applicable	Q059	99

This institution keeps the campus safe.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q060	1
(2)	Q060	2
(3)	Q060	3
(4) Neutral	Q060	4
(5)	Q060	5
(6)	Q060	6
(7) Strongly agree	Q060	7
Not applicable	Q060	99

This institution does enough to protect the safety of students.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q061	1
(2)	Q061	2
(3)	Q061	3
(4) Neutral	Q061	4
(5)	Q061	5
(6)	Q061	6
(7) Strongly agree	Q061	7
Not applicable	Q061	99

This institution has adequate outdoor lighting.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q062	1
(2)	Q062	2
(3)	Q062	3
(4) Neutral	Q062	4
(5)	Q062	5
(6)	Q062	6
(7) Strongly agree	Q062	7
Not applicable	Q062	99

This institution is safe to walk around at night.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q063	1
(2)	Q063	2
(3)	Q063	3
(4) Neutral	Q063	4
(5)	Q063	5
(6)	Q063	6
(7) Strongly agree	Q063	7

Section 2 - Response Key Section

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Section 1 - Response Key Section

Overall Learning

As a result of my experiences at this institution:

I discuss issues related to diversity.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q078	1
(2)	Q078	2
(3)	Q078	3
(4) Neutral	Q078	4
(5)	Q078	5
(6)	Q078	6
(7) Strongly agree	Q078	7
Not applicable	Q078	99

I make an effort to get to know people from diverse backgrounds.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q079	1
(2)	Q079	2
(3)	Q079	3
(4) Neutral	Q079	4
(5)	Q079	5
(6)	Q079	6
(7) Strongly agree	Q079	7
Not applicable	Q079	99

I have felt challenged to think more broadly about diverse issues.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q080	1
(2)	Q080	2
(3)	Q080	3
(4) Neutral	Q080	4
(5)	Q080	5
(6)	Q080	6
(7) Strongly agree	Q080	7
Not applicable	Q080	99

I have recognized biases that affect my thinking.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q081	1
(2)	Q081	2
(3)	Q081	3
(4) Neutral	Q081	4
(5)	Q081	5
(6)	Q081	6
(7) Strongly agree	Q081	7
Not applicable	Q081	99

I have critically evaluated my position on diverse issues.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q082	1
(2)	Q082	2
(3)	Q082	3
(4) Neutral	Q082	4
(5)	Q082	5
(6)	Q082	6
(7) Strongly agree	Q082	7
Not applicable	Q082	99

I can communicate effectively with people who are different from myself (i.e., race, gender, beliefs, etc.).

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q083	1
(2)	Q083	2
(3)	Q083	3
(4) Neutral	Q083	4
(5)	Q083	5
(6)	Q083	6
(7) Strongly agree	Q083	7
Not applicable	Q083	99

Section 2 - Response Key Section

Overall Satisfaction

To what extent do you agree with the following statements?

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

<i>Answers</i>	<i>Column</i>	<i>Value</i>
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(1) Strongly disagree	Q084	1
(2)	Q084	2
(3)	Q084	3
(4) Neutral	Q084	4
(5)	Q084	5
(6)	Q084	6
(7) Strongly agree	Q084	7
Not applicable	Q084	99

I belong at this institution.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q085	1
(2)	Q085	2
(3)	Q085	3
(4) Neutral	Q085	4
(5)	Q085	5
(6)	Q085	6
(7) Strongly agree	Q085	7
Not applicable	Q085	99

I would recommend this institution to a friend.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q086	1
(2)	Q086	2
(3)	Q086	3
(4) Neutral	Q086	4
(5)	Q086	5
(6)	Q086	6
(7) Strongly agree	Q086	7
Not applicable	Q086	99

I feel accepted by students at this institution.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q087	1
(2)	Q087	2
(3)	Q087	3
(4) Neutral	Q087	4
(5)	Q087	5
(6)	Q087	6
(7) Strongly agree	Q087	7
Not applicable	Q087	99

I feel valued by students at this institution.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q088	1
(2)	Q088	2
(3)	Q088	3
(4) Neutral	Q088	4
(5)	Q088	5
(6)	Q088	6
(7) Strongly agree	Q088	7
Not applicable	Q088	99

Section 3 - Standard Question Section

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

<i>Answers</i>	<i>Column</i>	<i>Value</i>
No	D089	0
Yes, I previously considered leaving this institution	D089	1
Yes, I am currently considering leaving this institution	D089	2
Unsure	D089	3
Prefer not to answer	D089	4

Section 4 - Response Key Section

I intend to:

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

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q090	1
(2)	Q090	2
(3)	Q090	3
(4) Neutral	Q090	4
(5)	Q090	5
(6)	Q090	6
(7) Strongly agree	Q090	7
Not applicable	Q090	99

Graduate from this institution.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q091	1
(2)	Q091	2
(3)	Q091	3
(4) Neutral	Q091	4
(5)	Q091	5
(6)	Q091	6
(7) Strongly agree	Q091	7
Not applicable	Q091	99

Section 5 - Standard Question Section

Feedback

How would you describe the campus culture at this institution?

Answers	Column	Value
Text Answer	LA092	0

What is one thing you would do to improve the campus culture at this institution?

Answers	Column	Value
Text Answer	LA093	0

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Section 1 - Standard Question Section

Personal Characteristics

What is your gender?

Answers	Column	Value
Female	D094	0
Male	D094	1
Transgender	D094	2
Other	D094	3
Prefer not to answer	D094	4

What is your sexual orientation?

Answers	Column	Value
Heterosexual or straight	D095	0
Bisexual	D095	1
Gay or lesbian	D095	2
Unsure or questioning	D095	3
Other	D095	4
Prefer not to answer	D095	5

What is your ethnicity?

Answers	Column	Value
Hispanic or Latino	D096	0
Not Hispanic or Latino	D096	1
Prefer not to answer	D096	2

What is your race? (Choose all that apply.)

Answers	Column	Value
American Indian or Alaska Native	MR097_1	1
Asian	MR097_2	1
Black or African American	MR097_3	1
Native Hawaiian or other Pacific Islander	MR097_4	1
White	MR097_5	1
Prefer not to answer	MR097_6	1

Race/Ethnicity (reporting only) *Hidden Question*

Answers	Column	Value
Hispanic (regardless of race)	D098	0
American Indian/Alaska Native/First Nation	D098	1
Asian	D098	2
Black or African American	D098	3
Native Hawaiian or other Pacific Islander	D098	4
White	D098	5
Two or more races	D098	6
Race and ethnicity unknown	D098	7

Are you an international student (i.e., not a US citizen or permanent resident)?

Answers	Column	Value
No	D099	0
Yes	D099	1
Prefer not to answer	D099	2

How old are you?

Answers	Column	Value
20 years old or younger	D100	0
21 to 25 years old	D100	1
26 to 30 years old	D100	2
31 to 40 years old	D100	3
41 to 50 years old	D100	4
51 years old or older	D100	5

What is your current academic class standing?

Answers	Column	Value
Freshman/first-year	D101	0
Sophomore	D101	1
Junior	D101	2
Senior	D101	3
Graduate/professional student	D101	4
Non-degree or other	D101	5

Did you transfer to this institution this academic year?

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

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Survey Outline

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

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Section 1 - Response Key Section

Perception of Institution

To what extent do you agree with the following statements?

This institution is welcoming.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q001	1
(2)	Q001	2
(3)	Q001	3
(4) Neutral	Q001	4
(5)	Q001	5
(6)	Q001	6
(7) Strongly agree	Q001	7
Not applicable	Q001	99

This institution is respectful.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q002	1
(2)	Q002	2
(3)	Q002	3
(4) Neutral	Q002	4
(5)	Q002	5
(6)	Q002	6
(7) Strongly agree	Q002	7
Not applicable	Q002	99

This institution encourages free and open discussion on difficult topics.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q003	1
(2)	Q003	2
(3)	Q003	3
(4) Neutral	Q003	4
(5)	Q003	5
(6)	Q003	6
(7) Strongly agree	Q003	7
Not applicable	Q003	99

This institution makes me feel included as a member of the community.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q004	1
(2)	Q004	2
(3)	Q004	3
(4) Neutral	Q004	4
(5)	Q004	5
(6)	Q004	6
(7) Strongly agree	Q004	7
Not applicable	Q004	99

This institution encourages faculty and staff to openly share their ideas.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q005	1
(2)	Q005	2
(3)	Q005	3
(4) Neutral	Q005	4
(5)	Q005	5
(6)	Q005	6
(7) Strongly agree	Q005	7
Not applicable	Q005	99

This institution has a strong commitment to diversity.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q006	1
(2)	Q006	2
(3)	Q006	3
(4) Neutral	Q006	4
(5)	Q006	5
(6)	Q006	6
(7) Strongly agree	Q006	7
Not applicable	Q006	99

This institution adequately keeps faculty and staff informed on important matters.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q007	1
(2)	Q007	2
(3)	Q007	3
(4) Neutral	Q007	4
(5)	Q007	5
(6)	Q007	6
(7) Strongly agree	Q007	7
Not applicable	Q007	99

Section 2 - Response Key Section

Campus Environment

To what extent do you agree with the following statements?

Faculty and staff are treated fairly regardless of their abilities/disabilities.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q008	1
(2)	Q008	2
(3)	Q008	3
(4) Neutral	Q008	4
(5)	Q008	5
(6)	Q008	6
(7) Strongly agree	Q008	7
Not applicable	Q008	99

Faculty and staff are treated fairly regardless of their age.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q009	1
(2)	Q009	2
(3)	Q009	3
(4) Neutral	Q009	4
(5)	Q009	5
(6)	Q009	6
(7) Strongly agree	Q009	7
Not applicable	Q009	99

Faculty and staff are treated fairly regardless of their gender.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q010	1
(2)	Q010	2
(3)	Q010	3
(4) Neutral	Q010	4
(5)	Q010	5
(6)	Q010	6
(7) Strongly agree	Q010	7
Not applicable	Q010	99

Faculty and staff are treated fairly regardless of their nationality.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q011	1
(2)	Q011	2
(3)	Q011	3
(4) Neutral	Q011	4
(5)	Q011	5
(6)	Q011	6
(7) Strongly agree	Q011	7
Not applicable	Q011	99

Faculty and staff are treated fairly regardless of their political ideology.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q012	1
(2)	Q012	2
(3)	Q012	3
(4) Neutral	Q012	4
(5)	Q012	5
(6)	Q012	6
(7) Strongly agree	Q012	7
Not applicable	Q012	99

Faculty and staff are treated fairly regardless of their race.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q013	1
(2)	Q013	2
(3)	Q013	3
(4) Neutral	Q013	4
(5)	Q013	5
(6)	Q013	6
(7) Strongly agree	Q013	7
Not applicable	Q013	99

Faculty and staff are treated fairly regardless of their religion/faith.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q014	1
(2)	Q014	2
(3)	Q014	3
(4) Neutral	Q014	4
(5)	Q014	5
(6)	Q014	6
(7) Strongly agree	Q014	7
Not applicable	Q014	99

Faculty and staff are treated fairly regardless of their sexual orientation.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q015	1
(2)	Q015	2
(3)	Q015	3
(4) Neutral	Q015	4

(5)	Q015	5
(6)	Q015	6
(7) Strongly agree	Q015	7
Not applicable	Q015	99

Faculty and staff are treated fairly regardless of their socioeconomic status.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q016	1
(2)	Q016	2
(3)	Q016	3
(4) Neutral	Q016	4
(5)	Q016	5
(6)	Q016	6
(7) Strongly agree	Q016	7
Not applicable	Q016	99

Section 3 - Response Key Section

Visibility

To what extent do you agree with the following statements?

This institution has students from diverse backgrounds.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q017	1
(2)	Q017	2
(3)	Q017	3
(4) Neutral	Q017	4
(5)	Q017	5
(6)	Q017	6
(7) Strongly agree	Q017	7
Not applicable	Q017	99

This institution has faculty from diverse backgrounds.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q018	1
(2)	Q018	2
(3)	Q018	3
(4) Neutral	Q018	4
(5)	Q018	5
(6)	Q018	6
(7) Strongly agree	Q018	7
Not applicable	Q018	99

This institution has staff from diverse backgrounds.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q019	1
(2)	Q019	2
(3)	Q019	3
(4) Neutral	Q019	4
(5)	Q019	5
(6)	Q019	6
(7) Strongly agree	Q019	7
Not applicable	Q019	99

This institution has senior leadership from diverse backgrounds.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q020	1
(2)	Q020	2
(3)	Q020	3
(4) Neutral	Q020	4
(5)	Q020	5
(6)	Q020	6
(7) Strongly agree	Q020	7
Not applicable	Q020	99

Section 4 - Response Key Section

Work Environment

To what extent do you agree with the following statements?

My supervisor treats me with respect.

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

My supervisor values the work I do.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q022	1
(2)	Q022	2
(3)	Q022	3
(4) Neutral	Q022	4

(5)	Q022	5
(6)	Q022	6
(7) Strongly agree	Q022	7
Not applicable	Q022	99

Appropriate and inclusive language is used in my work environment.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q023	1
(2)	Q023	2
(3)	Q023	3
(4) Neutral	Q023	4
(5)	Q023	5
(6)	Q023	6
(7) Strongly agree	Q023	7
Not applicable	Q023	99

I feel welcome in my work environment.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q024	1
(2)	Q024	2
(3)	Q024	3
(4) Neutral	Q024	4
(5)	Q024	5
(6)	Q024	6
(7) Strongly agree	Q024	7
Not applicable	Q024	99

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Section 1 - Response Key Section

Perceptions of Faculty

To what extent do you agree with the following statements?

Faculty treat me with respect.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q025	1
(2)	Q025	2
(3)	Q025	3
(4) Neutral	Q025	4
(5)	Q025	5
(6)	Q025	6
(7) Strongly agree	Q025	7
Not applicable	Q025	99

Faculty display an appreciation for those from diverse backgrounds.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q026	1
(2)	Q026	2
(3)	Q026	3
(4) Neutral	Q026	4
(5)	Q026	5
(6)	Q026	6
(7) Strongly agree	Q026	7
Not applicable	Q026	99

Faculty value the work I do.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q027	1
(2)	Q027	2
(3)	Q027	3
(4) Neutral	Q027	4
(5)	Q027	5
(6)	Q027	6
(7) Strongly agree	Q027	7
Not applicable	Q027	99

Faculty value my feedback.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q028	1
(2)	Q028	2
(3)	Q028	3
(4) Neutral	Q028	4
(5)	Q028	5
(6)	Q028	6
(7) Strongly agree	Q028	7
Not applicable	Q028	99

Section 2 - Response Key Section

Perceptions of Staff

To what extent do you agree with the following statements?

Staff treat me with respect.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q029	1

(2)	Q029	2
(3)	Q029	3
(4) Neutral	Q029	4
(5)	Q029	5
(6)	Q029	6
(7) Strongly agree	Q029	7
Not applicable	Q029	99

Staff display an appreciation for individuals from diverse backgrounds.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q030	1
(2)	Q030	2
(3)	Q030	3
(4) Neutral	Q030	4
(5)	Q030	5
(6)	Q030	6
(7) Strongly agree	Q030	7
Not applicable	Q030	99

Staff value the work I do.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q031	1
(2)	Q031	2
(3)	Q031	3
(4) Neutral	Q031	4
(5)	Q031	5
(6)	Q031	6
(7) Strongly agree	Q031	7
Not applicable	Q031	99

Staff value my feedback.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q032	1
(2)	Q032	2
(3)	Q032	3
(4) Neutral	Q032	4
(5)	Q032	5
(6)	Q032	6
(7) Strongly agree	Q032	7
Not applicable	Q032	99

Section 3 - Response Key Section

Perceptions of Students

To what extent do you agree with the following statements?

Students treat me with respect.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q033	1
(2)	Q033	2
(3)	Q033	3
(4) Neutral	Q033	4
(5)	Q033	5
(6)	Q033	6
(7) Strongly agree	Q033	7
Not applicable	Q033	99

Students display an appreciation for individuals from diverse backgrounds.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q034	1
(2)	Q034	2
(3)	Q034	3
(4) Neutral	Q034	4
(5)	Q034	5
(6)	Q034	6
(7) Strongly agree	Q034	7
Not applicable	Q034	99

Students value the work I do.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q035	1
(2)	Q035	2
(3)	Q035	3
(4) Neutral	Q035	4
(5)	Q035	5
(6)	Q035	6
(7) Strongly agree	Q035	7
Not applicable	Q035	99

Students value my feedback.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q036	1
(2)	Q036	2
(3)	Q036	3
(4) Neutral	Q036	4
(5)	Q036	5
(6)	Q036	6
(7) Strongly agree	Q036	7
Not applicable	Q036	99

Section 4 - Response Key Section

Perceptions of Administration

To what extent do you agree with the following statements?

Administrators are genuinely concerned about my welfare.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q037	1
(2)	Q037	2
(3)	Q037	3
(4) Neutral	Q037	4
(5)	Q037	5
(6)	Q037	6
(7) Strongly agree	Q037	7
Not applicable	Q037	99

Administrators respect what faculty and staff think.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q038	1
(2)	Q038	2
(3)	Q038	3
(4) Neutral	Q038	4
(5)	Q038	5
(6)	Q038	6
(7) Strongly agree	Q038	7
Not applicable	Q038	99

Administrators value the work I do.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q039	1
(2)	Q039	2
(3)	Q039	3
(4) Neutral	Q039	4
(5)	Q039	5
(6)	Q039	6
(7) Strongly agree	Q039	7
Not applicable	Q039	99

Section 5 - Response Key Section

Administrative Policies

To what extent do you agree with the following statements?

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

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q040	1
(2)	Q040	2
(3)	Q040	3
(4) Neutral	Q040	4
(5)	Q040	5
(6)	Q040	6
(7) Strongly agree	Q040	7
Not applicable	Q040	99

This institution proactively implements policies to prevent discrimination related to age.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q041	1
(2)	Q041	2
(3)	Q041	3
(4) Neutral	Q041	4
(5)	Q041	5
(6)	Q041	6
(7) Strongly agree	Q041	7
Not applicable	Q041	99

This institution proactively implements policies to prevent discrimination related to gender.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q042	1
(2)	Q042	2
(3)	Q042	3
(4) Neutral	Q042	4
(5)	Q042	5
(6)	Q042	6
(7) Strongly agree	Q042	7
Not applicable	Q042	99

This institution proactively implements policies to prevent discrimination related to nationality.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q043	1
(2)	Q043	2
(3)	Q043	3
(4) Neutral	Q043	4
(5)	Q043	5
(6)	Q043	6
(7) Strongly agree	Q043	7
Not applicable	Q043	99

This institution proactively implements policies to prevent discrimination related to political ideology.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q044	1
(2)	Q044	2
(3)	Q044	3
(4) Neutral	Q044	4
(5)	Q044	5
(6)	Q044	6
(7) Strongly agree	Q044	7
Not applicable	Q044	99

This institution proactively implements policies to prevent discrimination related to race.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q045	1
(2)	Q045	2
(3)	Q045	3
(4) Neutral	Q045	4
(5)	Q045	5
(6)	Q045	6
(7) Strongly agree	Q045	7
Not applicable	Q045	99

This institution proactively implements policies to prevent discrimination related to religion/faith.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q046	1
(2)	Q046	2
(3)	Q046	3
(4) Neutral	Q046	4
(5)	Q046	5
(6)	Q046	6
(7) Strongly agree	Q046	7
Not applicable	Q046	99

This institution proactively implements policies to prevent discrimination related to sexual orientation.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q047	1
(2)	Q047	2
(3)	Q047	3
(4) Neutral	Q047	4
(5)	Q047	5
(6)	Q047	6
(7) Strongly agree	Q047	7
Not applicable	Q047	99

This institution proactively implements policies to prevent discrimination related to socioeconomic status.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q048	1
(2)	Q048	2
(3)	Q048	3
(4) Neutral	Q048	4
(5)	Q048	5
(6)	Q048	6
(7) Strongly agree	Q048	7
Not applicable	Q048	99

Section 6 - Standard Question Section**Campus Accessibility****Do you have a documented or diagnosed disability?**

<i>Answers</i>	<i>Column</i>	<i>Value</i>
No	D049	0
Yes	D049	1
<i>Branch:</i> - Page 4		
Prefer not to answer	D049	2

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The following answers branch to this page:

Answered: Yes Question: **Do you have a documented or diagnosed disability?**

Section 1 - Response Key Section**Campus Accessibility****To what extent do you agree with the following statements?****I can easily access campus administrative offices.**

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

I can easily access campus web sites.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q051	1
(2)	Q051	2
(3)	Q051	3
(4) Neutral	Q051	4
(5)	Q051	5
(6)	Q051	6
(7) Strongly agree	Q051	7
Not applicable	Q051	99

I can easily access classrooms.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q052	1
(2)	Q052	2
(3)	Q052	3
(4) Neutral	Q052	4
(5)	Q052	5
(6)	Q052	6
(7) Strongly agree	Q052	7
Not applicable	Q052	99

I can easily access campus buildings.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q053	1
(2)	Q053	2
(3)	Q053	3
(4) Neutral	Q053	4
(5)	Q053	5
(6)	Q053	6
(7) Strongly agree	Q053	7
Not applicable	Q053	99

I can easily access campus dining facilities.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q054	1
(2)	Q054	2
(3)	Q054	3
(4) Neutral	Q054	4
(5)	Q054	5
(6)	Q054	6
(7) Strongly agree	Q054	7
Not applicable	Q054	99

I can easily access campus sidewalks.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q055	1
(2)	Q055	2
(3)	Q055	3
(4) Neutral	Q055	4
(5)	Q055	5
(6)	Q055	6
(7) Strongly agree	Q055	7
Not applicable	Q055	99

I can easily access my work space.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q056	1
(2)	Q056	2
(3)	Q056	3
(4) Neutral	Q056	4
(5)	Q056	5
(6)	Q056	6
(7) Strongly agree	Q056	7
Not applicable	Q056	99

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Section 1 - Response Key Section

Campus Safety

To what extent do you agree with the following statements?

This institution is a safe place for students.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q057	1
(2)	Q057	2
(3)	Q057	3
(4) Neutral	Q057	4
(5)	Q057	5
(6)	Q057	6
(7) Strongly agree	Q057	7
Not applicable	Q057	99

This institution is a safe place for faculty and staff.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q058	1

(2)	Q058	2
(3)	Q058	3
(4) Neutral	Q058	4
(5)	Q058	5
(6)	Q058	6
(7) Strongly agree	Q058	7
Not applicable	Q058	99

This institution does enough to protect the safety of faculty and staff.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q059	1
(2)	Q059	2
(3)	Q059	3
(4) Neutral	Q059	4
(5)	Q059	5
(6)	Q059	6
(7) Strongly agree	Q059	7
Not applicable	Q059	99

This institution does enough to protect the safety of students.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q060	1
(2)	Q060	2
(3)	Q060	3
(4) Neutral	Q060	4
(5)	Q060	5
(6)	Q060	6
(7) Strongly agree	Q060	7
Not applicable	Q060	99

This institution has adequate outdoor lighting.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q061	1
(2)	Q061	2
(3)	Q061	3
(4) Neutral	Q061	4
(5)	Q061	5
(6)	Q061	6
(7) Strongly agree	Q061	7
Not applicable	Q061	99

This institution is safe to walk around at night.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q062	1
(2)	Q062	2
(3)	Q062	3
(4) Neutral	Q062	4
(5)	Q062	5
(6)	Q062	6
(7) Strongly agree	Q062	7
Not applicable	Q062	99

I am satisfied with the physical safety of my work environment.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q063	1
(2)	Q063	2
(3)	Q063	3
(4) Neutral	Q063	4
(5)	Q063	5
(6)	Q063	6
(7) Strongly agree	Q063	7
Not applicable	Q063	99

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Section 1 - Response Key Section

Personal Attitudes and Behaviors

To what extent do you agree with the following statements?

I am comfortable interacting with students from diverse backgrounds.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q078	1
(2)	Q078	2
(3)	Q078	3
(4) Neutral	Q078	4
(5)	Q078	5
(6)	Q078	6
(7) Strongly agree	Q078	7
Not applicable	Q078	99

I am comfortable interacting with faculty and staff from diverse backgrounds.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q079	1
(2)	Q079	2
(3)	Q079	3
(4) Neutral	Q079	4
(5)	Q079	5
(6)	Q079	6

(7) Strongly agree	Q079	7
Not applicable	Q079	99

I am comfortable having colleagues from diverse backgrounds.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q080	1
(2)	Q080	2
(3)	Q080	3
(4) Neutral	Q080	4
(5)	Q080	5
(6)	Q080	6
(7) Strongly agree	Q080	7
Not applicable	Q080	99

I have discussions with people whose ideas and values are different from my own.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q081	1
(2)	Q081	2
(3)	Q081	3
(4) Neutral	Q081	4
(5)	Q081	5
(6)	Q081	6
(7) Strongly agree	Q081	7
Not applicable	Q081	99

Section 2 - Response Key Section

Overall Perceptions

To what extent do you agree with the following statements?

Overall, I am satisfied with my work environment.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q082	1
(2)	Q082	2
(3)	Q082	3
(4) Neutral	Q082	4
(5)	Q082	5
(6)	Q082	6
(7) Strongly agree	Q082	7
Not applicable	Q082	99

I would recommend working at this institution to a close friend.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q083	1
(2)	Q083	2
(3)	Q083	3
(4) Neutral	Q083	4
(5)	Q083	5
(6)	Q083	6
(7) Strongly agree	Q083	7
Not applicable	Q083	99

I feel accepted by students.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q084	1
(2)	Q084	2
(3)	Q084	3
(4) Neutral	Q084	4
(5)	Q084	5
(6)	Q084	6
(7) Strongly agree	Q084	7
Not applicable	Q084	99

I feel valued by students.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q085	1
(2)	Q085	2
(3)	Q085	3
(4) Neutral	Q085	4
(5)	Q085	5
(6)	Q085	6
(7) Strongly agree	Q085	7
Not applicable	Q085	99

I feel accepted by faculty and staff.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q086	1
(2)	Q086	2
(3)	Q086	3
(4) Neutral	Q086	4
(5)	Q086	5
(6)	Q086	6
(7) Strongly agree	Q086	7
Not applicable	Q086	99

I feel valued by faculty and staff.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q087	1
(2)	Q087	2

(3)	Q087	3
(4) Neutral	Q087	4
(5)	Q087	5
(6)	Q087	6
(7) Strongly agree	Q087	7
Not applicable	Q087	99

I belong at this institution.

<i>Answers</i>	<i>Column</i>	<i>Value</i>
(1) Strongly disagree	Q088	1
(2)	Q088	2
(3)	Q088	3
(4) Neutral	Q088	4
(5)	Q088	5
(6)	Q088	6
(7) Strongly agree	Q088	7
Not applicable	Q088	99

Section 3 - Standard Question Section

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

<i>Answers</i>	<i>Column</i>	<i>Value</i>
No	D089	0
Yes, I previously considered leaving this institution	D089	1
Yes, I am currently considering leaving this institution	D089	2
Unsure	D089	3
Prefer not to answer	D089	4

Section 4 - Standard Question Section

Feedback

How would you describe the campus culture at this institution?

<i>Answers</i>	<i>Column</i>	<i>Value</i>
Text Answer	LA090	0

What is one thing you would do to improve the campus culture at this institution?

<i>Answers</i>	<i>Column</i>	<i>Value</i>
Text Answer	LA091	0

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Section 1 - Standard Question Section

Personal Characteristics

What is your gender?

<i>Answers</i>	<i>Column</i>	<i>Value</i>
Female	D092	0
Male	D092	1
Transgender	D092	2
Other	D092	3
Prefer not to answer	D092	4

What is your sexual orientation?

<i>Answers</i>	<i>Column</i>	<i>Value</i>
Heterosexual or straight	D093	0
Bisexual	D093	1
Gay or lesbian	D093	2
Unsure or questioning	D093	3
Other	D093	4
Prefer not to answer	D093	5

What is your ethnicity?

<i>Answers</i>	<i>Column</i>	<i>Value</i>
Hispanic or Latino	D094	0
Not Hispanic or Latino	D094	1
Prefer not to answer	D094	2

What is your race? (Choose all that apply.)

<i>Answers</i>	<i>Column</i>	<i>Value</i>
American Indian or Alaska Native	MR095_1	1
Asian	MR095_2	1
Black or African American	MR095_3	1
Native Hawaiian or other Pacific Islander	MR095_4	1
White	MR095_5	1
Prefer not to answer	MR095_6	1

Race/Ethnicity (reporting only) Hidden Question

<i>Answers</i>	<i>Column</i>	<i>Value</i>
Hispanic (regardless of race)	D096	0
American Indian/Alaska Native/First Nation	D096	1
Asian	D096	2
Black or African American	D096	3
Native Hawaiian or other Pacific Islander	D096	4
White	D096	5
Two or more races	D096	6
Race and ethnicity unknown	D096	7

What best describes your citizenship status?

<i>Answers</i>	<i>Column</i>	<i>Value</i>
U.S. citizen	D097	0
U.S. permanent resident	D097	1
Other	D097	2
Prefer not to answer	D097	3

How old are you?

<i>Answers</i>	<i>Column</i>	<i>Value</i>
20 years old or younger	D098	0
21 to 30 years old	D098	1
31 to 40 years old	D098	2
41 to 50 years old	D098	3
51 to 60 years old	D098	4
More than 60 years old	D098	5

What is the highest level of education you have completed?

<i>Answers</i>	<i>Column</i>	<i>Value</i>
Less than high school	D099	0
High school diploma or GED	D099	1
Some college	D099	2
Associate's degree	D099	3
Bachelor's degree	D099	4
Master's degree	D099	5
Doctoral degree	D099	6
Professional degree (i.e. law, medicine)	D099	7

Are you a full-time or part-time employee?

<i>Answers</i>	<i>Column</i>	<i>Value</i>
Full-time	D100	0
Part-time	D100	1

How long have you been employed at this institution?

<i>Answers</i>	<i>Column</i>	<i>Value</i>
Less than 1 year	D101	0
1 to 2 years	D101	1
3 to 5 years	D101	2
6 to 10 years	D101	3
11 to 20 years	D101	4
21 to 30 years	D101	5
More than 30 years	D101	6

Which of the following describes your primary position/role?

<i>Answers</i>	<i>Column</i>	<i>Value</i>
Faculty	D102	0
Executive (i.e., President, Provost, Vice President, Dean, AVP)	D102	1
Professional Staff (i.e., Director, Assistant Director, Coordinator)	D102	2
Administrative Support Staff/Paraprofessional	D102	3
Service/Maintenance/Skilled Craft Staff	D102	4
Teaching/Graduate Assistant	D102	5
Student	D102	6
Other (Please specify.)	D102	7

What is your tenure status?

<i>Answers</i>	<i>Column</i>	<i>Value</i>
Tenured	D103	0
<i>Branch:</i> - Page 9		
Tenure-track	D103	1
<i>Branch:</i> - Page 9		
Not tenure track	D103	2
Not applicable	D103	3

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The following answers branch to this page:

Answered: Tenured Question: **What is your tenure status?**

Answered: Tenure-track Question: **What is your tenure status?**

Section 1 - Standard Question Section

Rank and Title

What is your current rank/title?

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