

Appendix A PART I: Demographics

The demographic information tables contain actual percentages except where noted.

Table 1

What is your primary role at NDSU? (Question 1)

Primary Role	n	%
Faculty	289	17.4
Staff	523	31.5
Student	849	51.1

Table 2

What is your gender? (Question 51)

Gender	n	%
Woman	111	38.4
Man	166	57.4
Transgender	1	0.3
Missing	11	3.8

Table 3

What is your sexual identity?
 (Question 52)

Sexual Identity	n	%
Bisexual	11	3.8
Gay	1	0.3
Heterosexual	252	87.2
Lesbian	2	0.7
Uncertain	4	1.4
Missing	19	6.6

Table 4

What is your age? (Question 53)

Age	n	%
18-19	0	0.0
20-21	0	0.0
22-32	20	6.9
33-42	89	30.8
43-51	49	17.0
52 and over	119	41.2
Missing	12	4.2

Table 5

Do you work... (Question 54)

Status	n	%
Full-time, 12 months	121	41.9
Full-time, less than 12 months	151	52.2
Part-time, 12 months	4	1.4
Part-time, less than 12 months	4	1.4
Missing	9	3.1

Table 6

What is your race or ethnicity?
 (Question 55)

Race/ethnicity	n	%
African American	1	0.3
African	2	0.7
Alaskan Native/Hawaiian Native	0	0.0
American Indian	4	1.4
Asian/Pacific Islander	14	4.8
Latino(a)/Hispanic/Chicano(a)	4	1.4
Middle Eastern	5	1.7
White/Caucasian	256	88.6
Other	3	1.0

Table 7

What is your citizenship status? (Question 56)

Citizenship status	n	%
U.S. citizen – born in the United States	235	81.3
U.S. citizen – naturalized	15	5.2
Permanent resident (immigrant)	22	7.6
Permanent resident (refugee)	0	0.0
International (F-1, J-1, or H1-B, or other visa)	5	1.7
Missing	12	4.2

Table 8

What is your religious or spiritual affiliation? (Question 54)

Spiritual Affiliation	n	%	Spiritual Affiliation	n	%
Animist	0	0.0	Native American Traditional Practitioner	0	0.0
Anabaptist	0	0.0	Nondenominational Christian	12	4.2
Agnostic	12	4.2	Pagan	1	0.3
Atheist	20	6.9	Pentecostal	1	0.3
Baha'i	0	0.0	Presbyterian	9	3.1
Baptist	3	1.0	Quaker	0	0.0
Buddhist	0	0.0	Roman Catholic	44	15.2
Christian Orthodox	7	2.4	Seventh Day Adventist	1	0.3
Confucianist	0	0.0	Shamanist	0	0.0
Druid	0	0.0	Shinto	0	0.0
Eastern Orthodox	0	0.0	Sikh	0	0.0
Episcopalian	5	1.7	Taoist	0	0.0
Hindu	5	1.7	Unitarian Universalist	5	1.7
Jehovah's Witness	0	0.0	United Church of Christ	2	0.7
Jewish	3	1.0	Wiccan	0	0.0
Latter Day Saints (Mormon)	7	2.4	Zoroastrian	0	0.0
Lutheran	58	20.1	Spiritual, but no religious Affiliation	20	6.9
Mennonite	0	0.0	No affiliation	32	11.1
Methodist/AME	8	2.8	Other	9	3.1
Moravian	0	0.0	Missing	23	8.0
Muslim	2	0.7			

Table 9

How long have you been at NDSU? (Question 58)

Time	n	%
1 year or less	28	9.7
2-4 years	56	19.4
5-10 years	76	26.3
11-19 years	57	19.7
Over 20 years	63	21.8
Missing	9	3.1

Table 10

What is your current parental status? (Question 59)

Parental Status	n	%
Co-Parent with a partner/spouse	169	58.5
No children	79	27.3
Pregnant	0	0.0
Single Parent	11	3.8
Adult children*	14	4.8
Other	4	1.4
Missing	12	4.2

* Note: The “Adult Children” category was created since 14 respondents who checked “other” indicated they had adult children.

Table 11

What is your marital/relationship status? (Question 60)

Marital/relationship Status	n	%
Divorced	15	5.2
Married	223	77.2
Partnered	9	3.1
Single	26	9.0
Widowed	4	1.4
Other	1	0.3
Missing	11	3.8

Table 12

What is your academic college? (Question 61)

Academic college	n	%
Agriculture, Food Systems, and Natural Resources	64	22.1
Arts, Humanities and Social Sciences	64	22.1
Business	6	2.1
Engineering and Architecture	24	8.3
Human Development and Education	45	15.6
Pharmacy, Nursing and Allied Sciences	14	4.8
Science and Mathematics	42	14.5
University Studies	2	0.7

Table 13

Do you have a disability?
(Question 62)

Disability	n	%
Yes	10	3.5
No	277	95.8
Missing	2	0.7

Table 14

If yes, is your disability related to...?
(Question 63)

Disability	n	%
Physical condition	6	60.0
Learning disability	1	10.0
Psychological condition	2	20.0

Note: Table includes only those who indicated they had a disability (n = 10).
Note: Percentages do not sum to 100% due to multiple responses.

PART II: Findings

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

Table 15

Overall, how comfortable are you with the climate at NDSU?
 (Question 2)

Comfort	n	%
Very Comfortable	75	26.0
Comfortable	116	40.1
Neither comfortable nor uncomfortable	50	17.3
Uncomfortable	37	12.8
Very Uncomfortable	11	3.8

Table 16

Overall, how comfortable are you with the climate in your academic department/work area (e.g. Mathematics, Fine Arts, Sociology)? (Question 3)

Comfort	n	%
Very Comfortable	93	32.2
Comfortable	111	38.4
Neither comfortable nor uncomfortable	31	10.7
Uncomfortable	34	11.8
Very Uncomfortable	20	6.9

Table 17

Have you personally experienced harassment (any offensive, hostile, or intimidating conduct that has interfered unreasonably with your ability to work) at NDSU? (Question 4)

Experienced harassment	n	%
Yes	80	27.8
No	208	72.2

Table 18

What do you feel this conduct was based upon, your... (Question 5)

Characteristic	n	%
Age	22	27.5
Country of origin	10	12.5
Employment category	22	27.5
Ethnicity	12	15.0
Family/parental status	4	5.0
Gender identity	8	10.0
Immigrant status	1	1.3
Learning disability	0	0.0
Marital/relationship status	5	6.3
Mental disability	0	0.0
Physical characteristics	4	5.0
Physical disability	0	0.0
Race	7	8.8
Religion/spirituality	5	6.3
Sex	33	41.3
Sexual orientation	2	2.5
Socioeconomic status	0	0.0
Veteran's status	1	1.3
Other	22	27.5

Note: Only answered by respondents who experienced harassment (n = 80).
Percentages do not sum to 100 due to multiple responses.

Table 19

How did you experience this conduct? (Question 6)

Form	n	%
I was deliberately ignored or excluded	41	51.3
Felt excluded from some activities	34	42.5
Written comments	21	26.3
Target of derogatory remarks	19	23.8
Unsolicited e-mails	9	11.3
Unwanted sexual advances/attention	7	8.8
Stares	5	6.3
Target of racial/ethnic profiling	4	5.0
Received anonymous phone calls	2	2.5
Threats of physical violence	2	2.5
Graffiti	1	1.3
Target of physical violence	1	1.3
Target of sexual violence/assault	0	0.0
Other	38	47.5

Note: Only answered by respondents who experienced harassment (n = 80).
Percentages do not sum to 100 due to multiple responses.

Table 20

Where did this conduct occur? (Question 7)

Location	n	%
While working at an NDSU job	59	73.8
In a meeting with a group of people	31	38.8
In a meeting with one other person	29	36.2
Faculty office	27	33.8
Campus office	20	25.0
Campus event	5	6.3
Public space on campus	5	6.3
While walking on campus	3	3.8
Other	8	10.0

Note: Only answered by respondents who experienced harassment (n = 80).
 Percentages do not sum to 100 due to multiple responses.

Table 21

Who was the source of this conduct? (Question 8)

Source	n	%
Faculty	53	66.3
Administrator	31	38.8
Student	18	22.5
Supervisor	15	18.8
Staff member	11	13.8
Don't know classification of the source	1	1.3
Campus security/public safety	0	0.0
Other	4	5.0

Note: Only answered by respondents who experienced harassment (n = 80).
 Percentages do not sum to 100 due to multiple responses.

Table 22

Please describe your reactions to experiencing this conduct? (Question 9)

Reactions	n	%
Felt embarrassed	30	37.5
Avoided the harasser	27	33.8
Made a complaint to an NDSU employee/official	24	30.0
Didn't report it for fear of retaliation	24	30.0
Told a friend	23	28.8
Ignored it	15	18.8
Confronted the harasser at the time	14	17.5
Didn't know who to go to	13	16.3
Confronted the harasser later	13	16.3
Left the situation immediately	10	12.5
Didn't affect me at the time	4	5.0
Filed a Bias/Bigotry/Hate Response complaint	2	2.5
Other	16	20.0

Note: Only answered by respondents who experienced harassment (n = 80).
 Percentages do not sum to 100 due to multiple responses.

Table 23

Have you observed or personally been made aware of any harassment (conduct that you feel has created an offensive, hostile, or intimidating working or learning environment) directed toward a person or group of people at NDSU? (Question 11)

Experienced harassment	n	%
Yes	130	45.3
No	157	54.7

Table 24

What do you feel this conduct was based upon? (Question 12)

Characteristic	n	%
Sex	59	45.4
Ethnicity	35	26.9
Gender identity	31	23.8
Race	28	21.5
Sexual orientation	23	17.7
Age	21	16.2
Employment category	21	16.2
Country of origin	20	15.4
Religion/spirituality	14	10.8
Marital/relationship status	13	10.0
Physical characteristics	11	8.5
Family/parental status	6	4.6
Immigrant status	5	3.8
Mental disability	4	3.1
Learning disability	3	2.3
Physical disability	3	2.3
Socioeconomic status	3	2.3
Veteran's status	2	1.5
Other	15	11.5

Note: Only answered by respondents who observed or were made aware of harassment (n = 130).
Percentages do not sum to 100 due to multiple responses.

Table 25

What forms of conduct have you observed or personally been made aware of? (Question 13)

Form	n	%
Derogatory remarks	54	41.5
Someone being deliberately ignored	43	33.1
Others excluded from activities	43	33.1
Racial/ethnic profiling	26	20.0
Unwanted sexual advances/attention	25	19.2
Unsolicited e-mails	17	13.1
Someone being stared at	15	11.5
Graffiti	10	7.7
Publications on campus	10	7.7
Threats of physical violence	7	5.4
Physical assault or injury	0	0.0
Sexual assault	0	0.0
Other	35	26.9

Note: Only answered by respondents who observed or were made aware of harassment (n = 130).
Percentages do not sum to 100 due to multiple responses.

Table 26

Where did this conduct occur? (Question 14)

Location	n	%
While working at an NDSU job	74	56.9
In a meeting with a group of people	41	31.5
Campus office	34	26.2
In a meeting with one other person	26	20.0
Public space on campus	24	18.5
Faculty office	22	16.9
Campus event	19	13.6
While walking on campus	14	10.8
Other	16	12.3

Note: Only answered by respondents who observed or were made aware of harassment (n = 130).
Percentages do not sum to 100 due to multiple responses.

Table 27

Who was the source of this conduct? (Question 15)

Source	n	%
Faculty	77	59.2
Student	49	37.7
Administrator	34	26.2
Staff member	21	16.2
Supervisor	10	7.7
Don't know classification of the source	10	7.7
Campus security/public safety	2	1.5
Other	8	6.2

Note: Only answered by respondents who observed or were made aware of harassment (n = 130).
Percentages do not sum to 100 due to multiple responses.

Table 28

Please describe your reactions to observing this conduct? (Question 16)

Reactions	n	%
Encouraged the victim to report the incident	44	33.8
Felt embarrassed	37	28.5
Told a friend	31	23.8
Made a complaint to an NDSU employee/official	26	20.0
Confronted the harasser at the time	22	16.9
Confronted the harasser later	19	14.6
Avoided the harasser	15	11.5
Didn't know who to go to	14	10.8
Ignored it	10	7.7
Left the situation immediately	5	3.8
Filed a Bias/Bigotry/Hate Response complaint	4	3.1
Didn't affect me at the time	3	2.3
Other	24	18.5

Note: Only answered by respondents who observed or were made aware of harassment (n = 130).
Percentages do not sum to 100 due to multiple responses.

Table 29

As a University employee, have you observed discriminatory hiring at NDSU?
(Question 18)

Observed discriminatory hiring	n	%
Yes	61	21.3
No	226	78.7

Table 30

The discrimination was based upon? (Question 19)

Characteristic	n	%
Sex	29	47.5
Country of origin	15	24.6
Age	13	21.3
Ethnicity	13	21.3
Gender identity	12	19.7
Race	10	16.4
Family/parental status	4	6.6
Employment category	3	4.9
Marital/relationship status	3	4.9
Immigrant status	2	3.3
Physical characteristics	2	3.3
Religion/spirituality	2	3.3
Sexual orientation	2	3.3
Physical disability	1	1.6
Veteran's status	1	1.6
Learning disability	0	0.0
Mental disability	0	0.0
Socioeconomic status	0	0.0
Other	11	18.0

Note: Only answered by respondents who observed discriminatory hiring (n = 61).
Percentages do not sum to 100 due to multiple responses.

Table 31

As a University employee, have you observed discriminatory firing at NDSU? (Question 18)

Observed discriminatory firing	n	%
Yes	32	11.2
No	254	88.8

Table 32

The discrimination was based upon? (Question 20)

Characteristic	n	%
Sex	11	34.4
Age	9	28.1
Employment category	5	15.6
Gender identity	5	15.6
Ethnicity	4	12.5
Race	4	12.5
Sexual orientation	4	12.5
Country of origin	3	9.4
Physical disability	2	6.3
Religion/spirituality	2	6.3
Immigrant status	1	3.1
Family/parental status	0	0.0
Learning disability	0	0.0
Marital/relationship status	0	0.0
Mental disability	0	0.0
Physical characteristics	0	0.0
Socioeconomic status	0	0.0
Veteran's status	0	0.0
Other	7	21.9

Note: Only answered by respondents who observed discriminatory firing (n = 32).
Percentages do not sum to 100 due to multiple responses.

Table 33

As a University employee, have you observed discriminatory promotion at NDSU? (Question 22)

Observed discriminatory promotion	n	%
Yes	57	19.9
No	230	80.1

Table 34

The discrimination was based upon? (Question 23)

Characteristic	n	%
Sex	32	56.1
Gender identity	14	24.6
Ethnicity	9	15.8
Age	7	12.3
Country of origin	7	12.3
Race	4	7.0
Employment category	3	5.3
Marital/relationship status	3	5.3
Family/parental status	2	3.5
Immigrant status	1	1.8
Physical characteristics	1	1.8
Religion/spirituality	1	1.8
Learning disability	0	0.0
Mental disability	0	0.0
Physical disability	0	0.0
Sexual orientation	0	0.0
Socioeconomic status	0	0.0
Veteran's status	0	0.0
Other	12	21.1

Note: Only answered by respondents who observed discriminatory promotion (n = 57).
Percentages do not sum to 100 due to multiple responses.

Table 35

Do you identify as being part of an underrepresented group at NDSU (i.e., race, ethnicity, religion, sex, sexual orientation)? (Question 24)

Identify as part of an underrepresented group	n	%
Yes	104	36.2
No	183	63.8

Table 36

Are you comfortable being open on campus about your identity? (Question 26)

Comfort	n	%
Very Often	37	35.6
Often	21	20.2
Sometimes	18	17.3
Rarely	10	9.6
Never	0	0.0
Not applicable	18	17.3

Note: Only answered by respondents who identified as being part of an underrepresented group (n = 104).

Table 37

Do you know someone who is concealing a part of his/her identity for fear of negative consequences if he/she revealed that identity? (Question 27)

Know someone concealing his/her identity	n	%
Yes	58	20.2
No	229	79.8

Table 38

What identity is this person(s) concealing? (Question 28)

Identity	n	%
Sexual orientation	34	58.6
Gender identity	11	19.0
Religion/spirituality	10	17.2
Marital/relationship status	8	13.8
Ethnicity	5	8.6
Age	3	5.2
Family/parental status	3	5.2
Race	3	5.2
Country of origin	2	3.4
Employment category	2	3.4
Immigrant status	2	3.4
Learning disability	2	3.4
Mental disability	2	3.4
Sex	2	3.4
Veteran's status	1	1.7
Physical characteristics	0	0.0
Physical disability	0	0.0
Socioeconomic status	0	0.0
Other	3	5.2

Note: Only answered by respondents who know someone who is concealing a part of their identity (n = 58).
Percentages do not sum to 100 due to multiple responses.

Table 39

Have you attended the following events at NDSU? (Question 30)

Event	n	%
New faculty orientation program	222	76.8
Diversity workshop/training	133	46.0
New staff orientation program	62	21.5
Anti-racism training	62	21.5
Safe Zone Ally/LGBTQ training	41	14.2
Diversity program	121	41.9
Other	11	3.8

Table 40

Which of the following factors influence your attendance at diversity initiatives at NDSU? (Question 31)

Factors	n	%
Diversity initiatives are relevant to my work	116	40.1
Diversity events are well advertised	85	29.4
Diversity events fit into my schedule	90	31.1
I am expected to attend these events	53	18.3
I feel that I am welcome at these events	89	30.8
I learn from these events	143	49.5
My work load prevents me from attending	124	42.9
Personal invitation from campus leadership	40	13.8
Diversity initiatives are not relevant to my role on campus	10	3.5
Other	12	4.2

Table 41

In your opinion, does NDSU positively address issues related to... (Question 33)

Characteristic	Strongly agree		Agree		Disagree		Strongly disagree		Don't Know	
	n	%	n	%	n	%	n	%	n	%
Age	48	17.2	117	41.9	36	12.9	11	3.9	67	24.0
Country of origin	59	21.2	114	41.0	38	13.7	12	4.3	55	19.8
Employment Category	41	14.7	103	37.1	34	12.2	18	6.5	82	29.5
Ethnicity	60	21.7	127	46.0	39	14.1	12	4.3	38	13.8
Family/parental status	48	17.3	103	37.1	50	18.0	26	9.4	51	18.3
Gender identity	40	14.4	119	43.0	35	12.6	18	6.5	65	23.5
Immigrant status	47	16.9	108	38.8	25	9.0	11	4.0	87	31.3
Learning disability	63	22.6	122	43.7	24	8.6	6	2.2	64	22.9
Marital/relationship status	48	17.3	110	39.7	38	13.7	10	3.6	71	25.6
Mental disability	34	12.2	84	30.2	22	7.9	6	2.2	132	47.5
Physical characteristics	37	13.3	104	37.4	22	7.9	9	3.2	106	38.1
Physical disability	54	19.3	128	45.7	33	11.8	7	2.5	58	20.7
Race	61	21.9	131	47.1	37	13.3	17	6.1	32	11.5
Religion/spirituality	36	12.9	99	35.6	39	14.0	29	10.4	75	27.0
Sex	46	16.5	106	38.0	52	18.6	28	10.0	47	16.8
Sexual orientation	44	15.8	113	40.6	26	9.4	25	9.0	70	25.2
Socioeconomic status	35	12.7	98	35.5	31	11.2	14	5.1	98	35.5
Veteran's status	59	21.2	105	37.8	11	4.0	2	0.7	101	36.3
Other	3	8.1	6	16.2	1	2.7	3	8.1	24	64.9

Table 42

Are the people in the offices I frequent accepting of people based on their... (Question 34)

Characteristic	n	%
Age	216	74.7
Country of origin	197	68.2
Employment Category	190	65.7
Ethnicity	201	69.6
Family/parental status	187	64.7
Gender identity	168	58.1
Immigrant status	189	65.4
Learning disability	164	56.7
Marital/relationship status	193	66.8
Mental disability	143	49.5
Physical characteristics	181	62.6
Physical disability	186	64.4
Race	196	67.8
Religion/spirituality	166	57.4
Sex	196	67.8
Sexual orientation	157	54.3
Socioeconomic status	169	58.5
Veteran's status	171	59.2
Other	13	4.5

Table 43

In your opinion...? (Questions 35-37)

	Strongly Agree		Agree		Disagree		Strongly Disagree		Don't Know	
	n	%	n	%	n	%	n	%	n	%
Do upper level administrators at NDSU visibly foster diversity?	70	24.5	139	48.6	41	14.3	18	6.3	18	6.3
Does NDSU course content include materials about individuals from underrepresented groups?	22	7.7	110	38.5	30	10.5	15	5.2	109	38.1
Does NDSU value your involvement in diversity initiatives on campus?	41	14.3	112	39.2	43	15.0	14	4.9	76	26.6

Table 44

Which of the following have accessibility problems for people with disabilities? (Question 38)

Facility	n	%
Administrative Building	26	9.0
Athletic Facilities	23	8.0
Classroom Buildings	68	23.5
Grounds (sidewalks, snow)	100	34.6
Information in Alternative Formats	20	6.9
Library	14	4.8
Memorial Union	14	4.8
NDSU Web Site	14	4.8
Official Publications	13	4.5
Parking	50	17.3
Recreational Facilities	10	3.5
Residence Halls	11	3.8
Restrooms	48	16.6
Specific Classrooms	60	20.8
Transportation	19	6.6
Wellness Center	7	2.4
Other	17	5.9

Table 45

How would you rate the overall campus climate for the following groups? (Question 40)

Group	Very positive		Positive		Negative		Very negative		Unable to judge	
	n	%	n	%	n	%	n	%	n	%
African Americans/Blacks	36	13.0	122	44.0	45	16.2	8	2.9	66	23.8
American Indians/Alaskan Natives	34	12.3	113	40.9	48	17.4	14	5.1	67	24.3
Caucasians/Whites	157	56.5	97	34.9	8	2.9	3	1.1	13	4.7
Latino(a)s/Chicano(a)s	34	12.3	117	42.2	38	13.7	4	1.4	84	30.3
Men	140	50.4	94	33.8	19	6.8	8	2.9	17	6.1
Middle Eastern persons	32	11.6	108	39.0	58	20.9	9	3.2	70	25.3
Multiracial, multiethnic, or multicultural persons	33	11.9	133	48.0	35	12.6	5	1.8	71	25.6
Gay, lesbian, bisexual, or transgendered persons	26	9.3	83	29.7	59	21.1	22	7.9	89	31.9
Persons with physical disabilities	40	14.5	128	46.5	41	14.9	1	0.4	65	23.6
Persons with mental disabilities	28	10.1	90	32.6	44	15.9	6	2.2	108	39.1
Persons with religious backgrounds different from your own	42	15.2	96	34.7	42	15.2	14	5.1	83	30.0
Persons of ages different than your own	56	20.4	134	48.7	24	8.7	3	1.1	58	21.1
Persons who are non-native English speakers	31	11.3	100	36.4	81	29.5	22	8.0	41	14.9
People from ethnic backgrounds different than your own	39	14.1	125	45.1	54	19.5	5	1.8	54	19.5
People from cultural backgrounds different than yours	37	13.4	127	46.0	53	19.2	7	2.5	52	18.8
People who do not fit the "perfect" physique	35	12.8	128	46.7	36	13.1	8	2.9	67	24.5
People who are raising children	42	15.2	130	47.1	54	19.6	10	3.6	40	14.5
People of low socioeconomic status	34	12.4	105	38.3	48	17.5	7	2.6	80	29.2
Women	58	20.9	125	45.0	56	20.1	23	8.3	16	5.8
People in all job classifications	37	13.5	129	46.9	29	10.5	1	0.4	79	28.7

Table 46

Using a scale of 1-5, please rate the overall climate on campus on the following dimensions: (Question 41)

Dimension	1		2		3		4		5		Mean	Standard Deviation
	n	%	n	%	n	n	%	%	n	%		
Non-racist/Racist	66	23.7	89	31.9	68	24.4	44	15.8	12	4.3	2.5	1.1
Non-sexist/Sexist	58	20.7	76	27.1	53	18.9	63	22.5	30	10.7	2.8	1.3
Non-homophobic/ Homophobic	52	18.9	54	19.6	81	29.5	61	22.2	27	9.8	2.8	1.2
Not age biased/Age biased	81	28.8	98	34.9	64	22.8	32	11.4	6	2.1	2.2	1.1
Non-classist/ Classist	75	27.9	90	33.5	70	26.0	28	10.4	6	2.2	2.3	1.0
Non-ableist/Ableist	58	23.4	78	31.5	82	33.1	28	11.3	2	0.8	2.3	1.0

Table 47

As a faculty member... (Question 42, 44)

Issues	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Don't know	
	n	%	n	%	n	%	n	%	n	%	n	%
I am reluctant to bring up issues that concern me for fear that it will affect my tenure decision	54	19.4	57	20.5	41	14.7	46	16.5	64	23.0	16	5.8
My colleagues expect me to represent "the point of view" of my identity	19	6.8	62	22.2	60	21.5	53	19.0	51	18.3	34	12.2
My colleagues solicit my opinion about their work	41	14.5	142	50.2	41	14.5	38	13.4	17	6.0	4	1.4
My colleagues have lower expectations of me than of other faculty	6	2.1	23	8.1	28	9.9	105	37.1	106	37.5	15	5.3
I am reluctant to take family leave that I am entitled to for fear that it may affect my career	16	5.7	41	14.5	41	14.5	69	24.5	77	27.3	38	13.5
I have to work harder than I believe my colleagues do in order to be perceived as legitimate	43	15.3	63	22.4	31	11.0	70	24.9	67	23.8	7	2.5
Others seem to find it easier than I do to "fit in."	19	6.7	55	19.5	52	18.4	78	27.7	69	24.5	9	3.2
I am usually satisfied with the way in which I am able to balance my professional and personal life.	35	12.4	130	45.9	28	9.9	63	22.3	26	9.2	1	0.4
I find that personal responsibilities and commitments have slowed down my career progression.	25	8.9	69	24.5	56	19.9	88	31.2	42	14.9	2	0.7
I find that NDSU is supportive of my family leave.	27	9.7	74	26.5	57	20.4	29	10.4	15	5.4	77	27.6
I feel that faculty who have children are considered less committed to their careers.	18	6.4	45	16.0	41	14.6	88	31.3	71	25.3	18	6.4
I feel that faculty who do not have children are often burdened with work responsibilities (e.g., stay late, early classes) beyond those who do have children.	17	6.0	43	15.3	38	13.5	93	33.1	62	22.1	28	10.0

Table 48

Please indicate your level of agreement with the following statements about the resources that are available to you: (Question 46)

Resources	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Not applicable	
	n	%	n	%	n	%	n	%	n	%	n	%
I have support from decision makers/colleagues who support my career advancement.	63	22.3	139	49.3	35	12.4	20	7.1	16	5.7	9	3.2
I have the equipment and supplies I need to adequately perform my work.	50	17.8	127	45.2	29	10.3	46	16.4	27	9.6	2	0.7
I have equitable work space in terms of quantity and quality as compared to my colleagues.	65	23.0	133	47.0	27	9.5	28	9.9	28	9.9	2	0.7
I have equitable access for research support as compared to my colleagues.	49	17.4	116	41.1	46	16.3	39	13.8	19	6.7	13	4.6
I have equitable teaching support as compared to my colleagues.	54	19.1	143	50.7	28	9.9	30	10.6	17	6.0	10	3.5
I feel that my compensation is equitable to my peers with a similar level of experience.	39	13.8	105	37.2	25	8.9	57	20.2	46	16.3	10	3.5
I have equitable access to health benefits.	118	41.8	136	48.2	11	3.9	9	3.2	4	1.4	4	1.4

Table 49

Have you ever seriously considered leaving NDSU?
(Question 48)

Considered leaving	n	%
Yes	181	63.7
No	103	36.3