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 50)

Gender	n	%
Woman	353	67.5
Man	158	30.9
Transgender	1	0.2
Missing	11	2.1

Table 3

What is your sexual identity?
(Question 51)

Sexual Identity	n	%
Bisexual	14	2.7
Gay	5	1.0
Heterosexual	473	90.4
Lesbian	7	1.3
Uncertain	3	0.6
Missing	21	4.0

Table 4

What is your age? (Question 52)

Age	n	%
18-19	1	0.2
20-21	0	0.0
22-32	121	23.1
33-42	116	22.2
43-51	119	22.8
52 and over	151	28.9
Missing	15	2.9

Table 5

Do you work… (Question 53)

Status	n	%
Full-time, 12 months	484	92.5
Full-time, less than 12 months	16	3.1
Part-time, 12 months	13	2.5
Part-time, less than 12 months	3	0.6
Missing	7	1.3

Table 6

What is your race or ethnicity?
(Question 54)

Race/ethnicity	n	%
African American	4	0.8
African	0	0.0
Alaskan Native/Hawaiian Native	1	0.2
American Indian	6	1.1
Asian/Pacific Islander	6	1.1
Latino(a)/Hispanic/Chicano(a)	5	1.0
Middle Eastern	1	0.2
White/Caucasian	490	93.7
Other	12	2.3

Table 7

What is your citizenship status? (Question 55)

Citizenship status	n	%
U.S. citizen – born in the United States	503	96.2
U.S. citizen – naturalized	5	1.0
Permanent resident (immigrant)	5	1.0
Permanent resident (refugee)	0	0.0
International (F-1, J-1, or H1-B, or other visa)	4	0.8
Missing	6	1.1

Table 8

What is your religious or spiritual affiliation? (Question 56)

Spiritual Affiliation	n	%	Spiritual Affiliation	n	%
Animist	1	0.2	Native American Traditional Practitioner	0	0.0
Anabaptist	0	0.0	Nondenominational Christian	22	4.2
Agnostic	14	2.7	Pagan	0	0.0
Atheist	10	1.9	Pentecostal	6	1.1
Baha'i	1	0.2	Presbyterian	8	1.5
Baptist	10	1.9	Quaker	0	0.0
Buddhist	2	0.4	Roman Catholic	100	19.1
Christian Orthodox	12	2.3	Seventh Day Adventist	1	0.2
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	6	1.1	Taoist	0	0.0
Hindu	3	0.6	Unitarian Universalist	2	0.4
Jehovah's Witness	1	0.2	United Church of Christ	6	1.1
Jewish	2	0.4	Wiccan	0	0.0
Latter Day Saints (Mormon)	1	0.2	Zoroastrian	0	0.0
Lutheran	196	37.5	Spiritual, but no religious Affiliation	21	4.0
Mennonite	0	0.0	No affiliation	30	5.7
Methodist/AME	28	5.4	Other	21	4.1
Moravian	2	0.4	Missing	15	2.9
Muslim	2	0.4			

Table 9

How long have you been at NDSU? (Question 57)

Time	n	%
1 year or less	59	11.3
2-4 years	128	24.5
5-10 years	150	28.7
11-19 years	100	19.1
Over 20 years	78	14.9
Missing	8	1.5

Table 10

What is your current parental status? (Question 58)

Parental Status	n	%
Co-Parent with a partner/spouse	261	49.9
No children	158	30.2
Pregnant	8	1.5
Single Parent	39	7.5
Adult Children	36	6.9
Other	7	1.3
Missing	14	2.7

Table 11

What is your marital/relationship status? (Question 59)

Marital/relationship Status	n	%
Divorced	49	9.4
Married	351	67.1
Partnered	16	3.1
Single	83	15.9
Widowed	6	1.1
Other	5	1.0
Missing	13	2.5

Table 12

Within which division of NDSU do you work? (Question 60)

Division	n	%
Academic Affairs	73	14.0
Agriculture and University Extension	81	15.5
Equity, Diversity, and Global Outreach	12	2.3
Finance and Administration	59	11.3
Information Technology	22	4.2
President's Office	13	2.5
Research, Creative Activity, & Technology Transfer	28	5.4
Student Affairs	148	28.3
University Relations	20	3.8

Table 13

Do you have a disability?
(Question 61)

Disability	n	%
Yes	44	8.4
No	475	90.8
Missing	4	0.8

Table 14

If yes, is your disability related to…? (Mark all that apply)
(Question 62)

Disability	n	%
Physical condition	27	61.4
Learning disability	3	6.8
Psychological condition	14	31.8

Note: Table includes only those who indicated they had a disability (n = 44).
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	123	23.6
Comfortable	279	53.4
Neither comfortable nor uncomfortable	73	14.0
Uncomfortable	42	8.0
Very Uncomfortable	5	1.0

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	181	34.7
Comfortable	212	40.7
Neither comfortable nor uncomfortable	55	10.6
Uncomfortable	58	11.1
Very Uncomfortable	15	2.9

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	121	23.3
No	399	76.7

Table 18

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

Characteristic	n	%
Employment category	54	44.6
Age	39	32.2
Sex	29	24.0
Socioeconomic status	10	8.3
Family/parental status	9	7.4
Gender identity	9	7.4
Physical characteristics	8	6.6
Religion/spirituality	8	6.6
Sexual orientation	8	6.6
Ethnicity	7	5.8
Race	7	5.8
Marital/relationship status	4	3.3
Country of origin	3	2.5
Physical disability	3	2.5
Immigrant status	2	1.7
Learning disability	2	1.7
Mental disability	0	0.0
Veteran's status	0	0.0
Other	24	19.8

Note: Only answered by respondents who experienced harassment (n = 121).
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	55	45.5
Felt excluded from some activities	54	44.6
Target of derogatory remarks	36	29.8
Stares	25	20.7
Written comments	16	13.2
Unwanted sexual advances/attention	6	5.0
Target of racial/ethnic profiling	5	4.1
Unsolicited e-mails	3	2.5
Threats of physical violence	2	1.7
Target of physical violence	2	1.7
Graffiti	0	0.0
Received anonymous phone calls	0	0.0
Target of sexual violence/assault	0	0.0
Other	57	47.1

Note: Only answered by respondents who experienced harassment (n = 121).
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	102	84.3
Campus office	36	29.8
In a meeting with a group of people	28	23.1
In a meeting with one other person	26	21.5
Public space on campus	15	12.4
While walking on campus	10	8.3
Campus event	8	6.6
Faculty office	6	5.0
Other	11	9.1

Note: Only answered by respondents who experienced harassment (n = 121).
Percentages do not sum to 100 due to multiple responses.

Table 21

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

Source	n	%
Staff member	68	56.2
Administrator	39	32.2
Supervisor	37	30.6
Faculty	23	19.0
Student	10	8.3
Don't know classification of the source	4	3.3
Campus security/public safety	0	0.0
Other	12	9.9

Note: Only answered by respondents who experienced harassment (n = 121).
Percentages do not sum to 100 due to multiple responses.

Table 22

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

Reactions	n	%
Avoided the harasser	57	47.1
Felt embarrassed	45	37.2
Didn't report it for fear of retaliation	41	33.9
Told a friend	39	32.2
Made a complaint to an NDSU employee/official	32	26.4
Ignored it	26	21.5
Didn't know who to go to	26	21.5
Left the situation immediately	24	19.8
Confronted the harasser at the time	13	10.7
Confronted the harasser later	10	8.3
Didn't affect me at the time	7	5.8
Filed a Bias/Bigotry/Hate Response complaint	3	2.5
Other	30	24.8

Note: Only answered by respondents who experienced harassment (n = 121).
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	200	38.5
No	319	61.5

Table 24

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

Characteristic	n	%
Employment category	60	30.0
Sex	54	27.0
Race	49	24.5
Age	44	22.0
Ethnicity	43	21.5
Sexual orientation	31	15.5
Country of origin	30	15.0
Gender identity	27	13.5
Physical characteristics	20	10.0
Immigrant status	17	8.5
Religion/spirituality	12	6.0
Socioeconomic status	9	4.5
Family/parental status	8	4.0
Mental disability	8	4.0
Physical disability	7	3.5
Marital/relationship status	6	3.0
Learning disability	5	2.5
Veteran's status	3	1.5
Other	25	12.5

Note: Only answered by respondents who observed or were made aware of harassment (n = 200).
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	%
Someone being deliberately ignored	82	41.0
Derogatory remarks	80	40.0
Others excluded from activities	59	29.5
Someone being stared at	45	22.5
Racial/ethnic profiling	40	20.0
Written comments	36	18.0
Unwanted sexual advances/attention	17	8.5
Publications on campus	14	7.0
Graffiti	11	5.5
Threats of physical violence	11	5.5
Unsolicited e-mails	6	3.0
Sexual assault	4	2.0
Physical assault or injury	2	1.0
Other	51	25.5

Note: Only answered by respondents who observed or were made aware of harassment (n = 200).
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	123	61.5
Campus office	61	30.5
In a meeting with a group of people	43	21.5
Public space on campus	41	20.5
While walking on campus	25	12.5
Campus event	24	12.0
In a meeting with one other person	24	12.0
Faculty office	6	3.0
Other	17	8.5

Note: Only answered by respondents who observed or were made aware of harassment (n = 200).
Percentages do not sum to 100 due to multiple responses.

Table 27

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

Source	n	%
Staff member	105	52.5
Supervisor	47	23.5
Student	44	22.0
Administrator	43	21.5
Faculty	38	19.0
Don't know classification of the source	25	12.5
Campus security/public safety	1	0.5
Other	5	2.5

Note: Only answered by respondents who observed or were made aware of harassment (n = 200).
Percentages do not sum to 100 due to multiple responses.

Table 28

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

Reactions	n	%
Felt embarrassed	79	39.5
Encouraged the victim to report the incident	57	28.5
Told a friend	39	19.5
Made a complaint to an NDSU employee/official	35	17.5
Didn't know who to go to	33	16.5
Avoided the harasser	29	14.5
Confronted the harasser at the time	23	11.5
Ignored it	19	9.5
Confronted the harasser later	19	9.5
Left the situation immediately	15	7.5
Didn't affect me at the time	14	7.0
Filed a Bias/Bigotry/Hate Response complaint	5	2.5
Other	40	20.0

Note: Only answered by respondents who observed or were made aware of harassment (n = 200).
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	73	14.0
No	447	86.0

Table 30

The discrimination was based upon? (Question 19)

Characteristic	n	%
Sex	30	41.1
Age	17	23.3
Employment category	10	13.7
Race	10	13.7
Ethnicity	9	12.3
Gender identity	8	11.0
Veteran's status	8	11.0
Marital/relationship status	7	9.6
Country of origin	6	8.2
Physical characteristics	3	4.1
Sexual orientation	3	4.1
Socioeconomic status	3	4.1
Immigrant status	2	2.7
Family/parental status	1	1.4
Physical disability	1	1.4
Religion/spirituality	1	1.4
Learning disability	0	0.0
Mental disability	0	0.0
Other	15	20.5

Note: Only answered by respondents who observed discriminatory hiring (n = 73).
Percentages do not sum to 100 due to multiple responses.

Table 31

As a University employee, have you observed discriminatory firing at NDSU?
(Question 20)

Observed discriminatory firing	n	%
Yes	44	8.5
No	474	91.5

Table 32

The discrimination was based upon? (Question 21)

Characteristic	n	%
Age	12	27.3
Employment category	10	22.7
Sex	10	22.7
Physical characteristics	5	11.4
Gender identity	4	9.1
Marital/relationship status	3	6.8
Sexual orientation	3	6.8
Physical disability	2	4.5
Race	2	4.5
Ethnicity	1	2.3
Learning disability	1	2.3
Socioeconomic status	1	2.3
Country of origin	0	0.0
Family/parental status	0	0.0
Immigrant status	0	0.0
Mental disability	0	0.0
Religion/spirituality	0	0.0
Veteran's status	0	0.0
Other	11	25.0

Note: Only answered by respondents who observed discriminatory firing (n = 44).
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	99	19.2
No	417	80.8

Table 34

The discrimination was based upon? (Question 23)

Characteristic	n	%
Sex	42	42.4
Employment category	17	17.2
Age	15	15.2
Gender identity	9	9.1
Physical characteristics	7	7.1
Ethnicity	6	6.1
Race	6	6.1
Marital/relationship status	4	4.0
Family/parental status	3	3.0
Socioeconomic status	3	3.0
Physical disability	2	2.0
Religion/spirituality	2	2.0
Sexual orientation	2	2.0
Country of origin	1	1.0
Veteran's status	1	1.0
Immigrant status	0	0.0
Learning disability	0	0.0
Mental disability	0	0.0
Other	23	23.2

Note: Only answered by respondents who observed discriminatory promotion (n = 99).
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 25)

Identify as part of an underrepresented group	n	%
Yes	107	20.6
No	413	79.4

Table 36

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

Comfort	n	%
Very Often	44	41.1
Often	18	16.8
Sometimes	18	16.8
Rarely	8	7.5
Never	5	4.7
Not applicable	14	13.1

Note: Only answered by respondents who identified as being part of an underrepresented group (n = 107).

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 identity	n	%
Yes	64	12.3
No	457	87.7

Table 38

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

Identity	n	%
Sexual orientation	54	84.4
Race	6	9.4
Religion/spirituality	6	9.4
Marital/relationship status	4	6.3
Gender identity	3	4.7
Learning disability	3	4.7
Country of origin	2	3.1
Ethnicity	2	3.1
Mental disability	2	3.1
Socioeconomic status	2	3.1
Age	1	1.6
Family/parental status	1	1.6
Immigrant status	1	1.6
Physical disability	1	1.6
Sex	1	1.6
Veteran's status	1	1.6
Employment category	0	0.0
Physical characteristics	0	0.0
Other	5	7.8

Note: Only answered by respondents who know someone who is concealing a part of their identity (n = 64).
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	76	14.5
Diversity workshop/training	211	40.3
New staff orientation program	321	61.4
Anti-racism training	146	27.9
Safe Zone Ally/LGBTQ training	97	18.5
Diversity program	183	35.0
Other	16	3.1

Table 40

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

Event	n	%
Diversity initiatives are relevant to my work	198	37.9
Diversity events are well advertised	127	24.3
Diversity events fit into my schedule	135	25.8
I am expected to attend these events	99	18.9
I feel that I am welcome at these events	177	33.8
I learn from these events	249	47.6
My work load prevents me from attending	153	29.3
Personal invitation from campus leadership	68	13.0
Diversity initiatives are not relevant to my role on campus	24	4.6
Other	18	3.4

Table 41
In your opinion, does NDSU positively address issues related to… (Question 33)

Characteristic	Strongly agree n	Strongly agree %	Agree n	Agree %	Disagree n	Disagree %	Strongly disagree n	Strongly disagree %	Don't Know n	Don't Know %
Age	55	10.8	263	51.6	58	11.4	23	4.5	111	21.8
Country of origin	74	14.5	317	62.3	21	4.1	5	1.0	92	18.1
Employment Category	46	9.1	263	52.2	66	13.1	28	5.6	101	20.0
Ethnicity	98	19.6	309	61.8	32	6.4	7	1.4	54	10.8
Family/parental status	62	12.3	251	49.7	79	15.6	18	3.6	95	18.8
Gender identity	73	14.5	291	58.0	48	9.6	13	2.6	77	15.3
Immigrant status	64	12.7	269	53.4	29	5.8	7	1.4	135	26.8
Learning disability	72	14.3	258	51.1	39	7.7	3	0.6	133	26.3
Marital/relationship status	54	10.7	265	52.3	48	9.5	14	2.8	126	24.9
Mental disability	51	10.2	246	49.1	33	6.6	10	2.0	161	32.1
Physical characteristics	55	10.8	277	54.6	35	6.9	10	2.0	130	25.6
Physical disability	74	14.7	296	58.8	37	7.4	12	2.4	84	16.7
Race	108	21.5	305	60.8	36	7.2	3	0.6	50	10.0
Religion/spirituality	66	13.0	294	57.8	35	6.9	20	3.9	94	18.5
Sex	75	14.8	284	56.0	57	11.2	22	4.3	69	13.6
Sexual orientation	70	13.8	295	58.3	41	8.1	18	3.6	82	16.2
Socioeconomic status	49	9.7	239	47.5	69	13.7	22	4.4	124	24.7
Veteran's status	98	19.3	258	50.9	35	6.9	5	1.0	111	21.9
Other	5	7.4	20	29.4	5	7.4	7	10.3	31	45.6

Table 42

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

Characteristic	Agree n	%
Age	400	76.5
Country of origin	359	68.6
Employment Category	350	66.9
Ethnicity	368	70.4
Family/parental status	337	64.4
Gender identity	304	58.1
Immigrant status	310	59.3
Learning disability	322	61.6
Marital/relationship status	348	66.5
Mental disability	293	56.0
Physical characteristics	342	65.4
Physical disability	342	65.4
Race	367	70.2
Religion/spirituality	320	61.2
Sex	350	66.9
Sexual orientation	305	58.3
Socioeconomic status	310	59.3
Veteran's status	326	62.3
Other	19	3.6

Table 43

In your opinion…? (Questions 35-36)

	Strongly Agree		Agree		Disagree		Strongly Disagree		Don't Know	
	n	%	n	%	n	%	n	%	n	%
Do upper level administrators at NDSU visibly foster diversity?	101	19.6	285	55.2	43	8.3	19	3.7	68	13.2
Does NDSU value your involvement in diversity initiatives on campus?	86	16.7	239	46.3	46	8.9	14	2.7	131	25.4

Table 44

Which of the following have accessibility problems for people with disabilities? (Question 37)

Facility	n	%
Administrative Building	71	13.6
Athletic Facilities	44	8.4
Classroom Buildings	112	21.4
Grounds (sidewalks, snow)	198	37.9
Information in Alternative Formats	36	6.9
Library	23	4.4
Memorial Union	38	7.3
NDSU Web Site	21	4.0
Official Publications	14	2.7
Parking	123	23.5
Recreational Facilities	22	4.2
Residence Halls	44	8.4
Restrooms	77	14.7
Specific Classrooms	55	10.5
Transportation	36	6.9
Wellness Center	7	1.3
Other	37	7.1

Table 45

How would you rate the overall campus climate for the following groups? (Question 39)

Group	Very positive		Positive		Negative		Very negative		Unable to judge	
	n	%	n	%	n	%	n	%	n	%
African Americans/Blacks	56	11.1	301	59.5	30	5.9	2	0.4	117	23.1
American Indians/ Alaskan Natives	49	9.8	277	55.2	38	7.6	7	1.4	131	26.1
Caucasians/Whites	196	38.7	268	53.0	12	2.4	3	0.6	27	5.3
Latino(a)s/Chicano(a)s	47	9.3	269	53.5	28	5.6	0	0.0	159	31.6
Men	208	41.2	220	43.6	19	3.8	6	1.2	52	10.3
Middle Eastern persons	48	9.7	256	51.5	52	10.5	7	1.4	134	27.0
Multiracial, multiethnic, or multicultural persons	50	10.0	300	60.1	24	4.8	3	0.6	122	24.4
Gay, lesbian, bisexual, or transgendered persons	41	8.2	236	46.9	60	11.9	17	3.4	149	29.6
Persons with physical disabilities	60	11.9	278	55.3	37	7.4	2	0.4	126	25.0
Persons with mental disabilities	44	8.8	226	45.0	47	9.4	7	1.4	178	35.5
Persons with religious backgrounds different from your own	51	10.2	276	55.0	35	7.0	10	2.0	130	25.9

Table 45 (continued)	Very positive		Positive		Negative		Very negative		Unable to judge	
Group	n	%	n	%	n	%	n	%	n	%
Persons of ages different than your own	70	13.9	320	63.4	25	5.0	6	1.2	84	16.6
Persons who are non-native English speakers	42	8.4	236	47.0	88	17.5	15	3.0	121	24.1
People from ethnic backgrounds different than your own	53	10.6	322	64.1	28	5.6	5	1.0	94	18.7
People from cultural backgrounds different than yours	50	10.0	318	63.5	35	7.0	5	1.0	93	18.6
People who do not fit the "perfect" physique	45	8.9	278	55.3	59	11.7	7	1.4	114	22.7
People who are raising children	73	14.5	301	59.6	56	11.1	5	1.0	70	13.9
People of low socioeconomic status	43	8.5	259	51.4	76	15.1	8	1.6	118	23.4
Women	82	16.1	320	62.9	64	12.6	9	1.8	34	6.7
Other	47	9.5	282	56.7	58	11.7	10	2.0	100	20.1

Table 46

Using a scale of 1-5, please rate the overall climate on campus on the following dimensions: (Question 40)

Dimension	1 n	%	2 n	%	3 n	n	%	4 %	n	5 %	Mean	Standard Deviation
Non-racist/Racist	107	21.4	195	39.1	148	29.7	44	8.8	5	1.0	**2.3**	**0.9**
Non-sexist/Sexist	91	18.2	159	31.9	130	26.1	101	20.2	18	3.6	**2.6**	**1.1**
Non-homophobic/ Homophobic	73	14.7	149	30.0	163	32.9	96	19.4	15	3.0	**2.7**	**1.0**
Not age biased/Age biased	120	24.2	176	35.5	126	25.4	53	10.7	21	4.2	**2.4**	**1.1**
Non-classist/ Classist	113	23.3	155	31.9	141	29.0	60	12.3	17	3.5	**2.4**	**1.1**
Non-ableist/Ableist	95	20.3	162	34.5	174	37.1	31	6.6	7	1.5	**2.3**	**0.9**

Table 47

As a staff member… (Question 41, 43)

Issues	Strongly agree n	%	Agree n	%	Neither agree nor disagree n	%	Disagree n	%	Strongly disagree n	%	Don't know n	%
I am reluctant to bring up issues that concern me for fear that it will affect my career advancement	70	13.5	112	21.5	105	20.2	149	28.7	76	14.6	8	1.5
My colleagues expect me to represent "the point of view" of my identity	17	3.3	84	16.2	157	30.3	125	24.1	66	12.7	69	13.3
My colleagues solicit my opinion about their work	59	11.4	249	48.2	115	22.2	62	12.0	23	4.4	9	1.7
My colleagues have lower expectations of me than of other staff	12	2.3	17	3.3	84	16.3	209	40.6	175	34.0	18	3.5
I am reluctant to take family leave that I am entitled to for fear that it may affect my career	20	3.9	47	9.1	102	19.8	173	33.6	155	30.1	18	3.5
I have to work harder than I believe my colleagues do in order to be perceived as legitimate	32	6.2	92	17.9	74	14.4	182	35.5	128	25.0	5	1.0
Others seem to find it easier than I do to "fit in."	30	5.8	72	14.0	100	19.4	177	34.4	122	23.7	14	2.7
I am usually satisfied with the way in which I am able to balance my professional and personal life.	71	13.8	306	59.5	51	9.9	70	13.6	16	3.1	0	0.0
I find that personal responsibilities and commitments have slowed down my career progression.	19	3.7	78	15.2	123	23.9	228	44.4	60	11.7	6	1.2
I find that NDSU is supportive of my family leave.	85	16.5	220	42.8	123	23.9	39	7.6	9	1.8	38	7.4
I feel that staff who have children are considered less committed to their careers.	22	4.3	60	11.7	107	20.8	196	38.1	111	21.6	18	3.5
I feel that staff who do not have children are often burdened with work responsibilities (e.g., stay late, early classes) beyond those who do have children.	38	7.4	73	14.2	111	21.6	186	36.2	82	16.0	24	4.7

Table 48

Please indicate your level of agreement with the following statements about the resources that are available to you: (Question 45)

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.	82	16.1	258	50.7	94	18.5	48	9.4	13	2.6	14	2.8
I have the equipment and supplies I need to adequately perform my work.	101	19.6	309	60.1	42	8.2	53	10.3	9	1.8	0	0.0
I have equitable work space in terms of quantity and quality as compared to my colleagues.	93	18.1	293	56.9	50	9.7	56	10.9	23	4.5	0	0.0
I feel that my compensation is equitable to my peers with a similar level of experience.	49	9.6	219	42.7	74	14.4	103	20.1	59	11.5	9	1.8
I have equitable access to health benefits.	184	35.8	294	57.2	20	3.9	6	1.2	9	1.8	1	0.2

Table 49

Have you ever seriously considered leaving NDSU?
(Question 47)

Considered leaving	n	%
Yes	243	47.5
No	269	52.5

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