

Appendix B – Faculty Survey
NDSU President's Diversity Council
Assessment of Organizational Climate
(Administered for NDSU by Rankin & Associates, Consulting)

Purpose

You are invited to participate in a survey of students, faculty, and staff regarding the climate at North Dakota State University. The results of the survey will provide important information about our climate and will enable us to improve the environment for working and learning at NDSU.

Procedures

You will be asked to complete an online survey. Your participation and responses are confidential. Please answer the questions as openly and honestly as possible. You may skip questions. The survey will take about 20 minutes to complete. You must be 18 years of age or older to participate. Please note that you can choose to withdraw your responses at any time before you submit your answers. The survey results will be submitted directly to a secure server where any computer identification that might identify participants is deleted from the submissions. Any comments provided by participants are also separated at submission so that comments are not attributed to any demographic characteristics. These comments will be analyzed using content analysis and submitted as an appendix to the survey report. Quotes from submitted comments will also be used throughout the report to give “voice” to the quantitative data.

Discomforts and Risks

There are no risks in participating in this research beyond those experienced in everyday life. Some of the questions are personal and might cause discomfort. In the event that any questions asked are disturbing, you may stop responding to the survey at any time. Students who experience discomfort are encouraged to contact the NDSU Counseling Center located in 212 Ceres Hall. Faculty and staff who experience discomfort are encouraged to contact The Village Employee Assistance Program, located at 1201 25th Street South in Fargo.

Benefits

The results of the survey will provide important information about our climate and will help us in our efforts to ensure that the environment at NDSU is conducive to working and learning.

Statement of Confidentiality

You will not be asked to provide any identifying information and information you provide on the survey will remain confidential. In the event of any publication or presentation resulting from the research, no personally identifiable information will be shared. Your confidentiality will be kept to the degree permitted by the technology used (e.g., IP addresses will be stripped when the survey is submitted). No guarantees can be made regarding the interception of data sent via the Internet by any third parties. In addition, the external consultant (Rankin & Associates) will not report any group data for groups of fewer than 5 individuals that may be small enough to compromise identity. Instead, Rankin & Associates will combine the groups to eliminate any potential for identifiable demographic information. Please also remember that you do not have to answer any question or questions about which you are uncomfortable.

Voluntary Participation

Participation in this research is voluntary. If you decide to participate, you do not have to answer any questions on the survey that you do not wish to answer. **Individuals will not be identified and only group data will be reported** (e.g., the analysis will include only aggregate data). By completing the survey, your informed consent will be implied. Please note that you can choose to withdraw your responses at any time before you submit your answers. Refusal to take part in this research study will involve no penalty or loss of student or employee benefits.

Right to Ask Questions

You can ask questions about this research. Questions concerning this project should be directed to:

Susan R. Rankin, Ph.D.
Principal & Senior Research Associate
Rankin and Associates, Consulting
PO Box 576
Howard, PA 16841
sue@rankin-consulting.com
814-625-2780

Questions regarding the survey process may also be directed to:

Kara E. Gravley-Stack
Equity & Diversity Center
North Dakota State University
205 Old Main
PO Box 6050
Fargo, ND 58105-5476
701.231.7091
Kara.Gravley-Stack@ndsu.edu

Questions concerning the rights of research participants should be directed to:

Institutional Review Board
North Dakota State University
Office of Sponsored Programs
Administration Room 130,
Research 1, Research & Technology Park
Fargo, ND 58105
Phone: 701.231.8908

If you agree to take part in this research study as outlined in the information above, please click on the “Next” button below, which indicates your consent to participate in this study. It is recommended that you print this statement for your records, or record the address for this site and keep it for reference. This informed consent form was reviewed and approved by the Office of Sponsored Programs (#insert here) at NDSU on (insert approval date here). It will expire on (insert expiration date here).

Next button – leads participant to the survey.

If participant declines participation, she/he is led to a “thank you” page.

Directions

Please read and answer each question carefully. For each answer, click on/fill in the appropriate oval. If you want to change an answer, click on/fill in the oval of your new answer and your previous response will be erased. You may decline to answer specific questions.

Survey Terms and Definitions

Climate: Current attitudes, behaviors, and standards of employees and students concerning the access for, inclusion of, and level of respect for individual and group needs, abilities, and potential.

Disability: A person who has a physical or mental impairment which substantially limits one or more major life activities, has a record of such impairment or is regarded as having such impairment

Ethnic Identity: A unique social and cultural heritage shared by a group of people.

Gender Identity: A person’s inner sense of being male, female, both, or neither. The internal identity may or may not be expressed outwardly, and may or may not correspond to one’s physical characteristics.

Gender Expression: The manner in which a person outwardly represents their gender, regardless of the physical characteristics that might typically define them as male or female.

Institutional Status: Within the institution, the status one holds by virtue of their position/status within the institution (e.g., staff, full-time faculty, part-time faculty, administrator, etc.)

American Indian (Native American): A person having origin in any of the original tribes of North America who maintains cultural identification through tribal affiliation or community recognition.

Non-Native English Speakers: People for whom English is not their first language.

Physical Characteristics: Term that refers to one’s appearance.

Racial Identity: A socially constructed category about a group of people based on generalized physical features such as skin color, hair type, shape of eyes, physique, etc.

Sexual Harassment: A repeated course of conduct whereby one person engages in verbal or physical behavior of a sexual nature, that is unwelcome, serves no legitimate purpose, intimidates another person, and has the effect of creating an intimidating, hostile or offensive work or classroom environment.

Sexual Assault: Intentional physical contact, such as sexual intercourse or touching, of a person’s intimate body parts by someone who did not have permission to make such contact.

Sexual Orientation: Term that refers to the sex of the people one tends to be emotionally, physically and sexually attracted to; this is inclusive of, but not limited to, lesbians, gay men, bisexual people, heterosexual people, and those who identify as queer.

Socioeconomic Status: The status one holds in society based on one's level of income, wealth, educational, and familial background.

Transgender: Umbrella term for someone whose self-identity challenges traditional societal definitions of male and female.

Please do not complete this survey more than once.

1. What is your primary role at NDSU?
☐ Faculty
☐ Staff
☐ Student

Part 1. Campus Experiences

Please answer these questions based on your experiences/perceptions within the **past 5 years at NDSU** (since the previous campus climate assessment was conducted).

2. Overall, how comfortable are you with the climate at NDSU?
(Note: Climate is considered as current attitudes, behaviors, and standards of faculty, staff, and students concerning the level of respect for individual needs, abilities, and potential.)
☐ Very comfortable
☐ Comfortable
☐ Neither comfortable nor uncomfortable
☐ Uncomfortable
☐ Very uncomfortable
3. Overall, how comfortable are you with the climate in your academic department/work area (e.g. Mathematics, Fine Arts, Sociology)?
☐ Very comfortable
☐ Comfortable
☐ Neither comfortable nor uncomfortable
☐ Uncomfortable
☐ Very uncomfortable
4. Have you personally experienced harassment (any offensive, hostile, or intimidating conduct that has interfered unreasonably with your ability to work) at NDSU?
☐ Yes
☐ No (If no, please skip to question 11)
5. What do you feel this conduct was based upon, your...(Mark all that apply)
☐ Age
☐ Country of origin
☐ Employment category
☐ Ethnicity
☐ Family/parental status
☐ Gender identity
☐ Immigrant status
☐ Learning disability
☐ Marital/relationship status
☐ Mental disability
☐ Physical characteristics
☐ Physical disability
☐ Race
☐ Religion/spirituality
☐ Sex
☐ Sexual orientation
☐ Socioeconomic status
☐ Veteran's status
☐ Other (specify)_____
6. How did you experience this conflict? (Mark all that apply)
☐ I was the target of racial/ethnic profiling
☐ I was the target of graffiti

- ☐ I received written comments
- ☐ I felt I was deliberately ignored
- ☐ I received anonymous phone calls
- ☐ I received threats of physical violence
- ☐ I received unsolicited e-mails
- ☐ I was the target of physical violence
- ☐ I observed others staring at me
- ☐ I felt excluded from some activities
- ☐ I received unwanted sexual advances/attention
- ☐ I was the target of sexual violence/assault
- ☐ I was the target of derogatory remarks (e.g. "that's so gay, "I got Jewed down")
- ☐ Other (specify)_____

7. Where did this conduct occur? **(Mark all that apply)**

- ☐ While working at an NDSU job
- ☐ While walking on campus
- ☐ In a campus office
- ☐ At a campus event
- ☐ In a faculty office
- ☐ In a meeting with another person
- ☐ In a meeting with a group of people
- ☐ In a public space on campus (e.g. Memorial Union, library, athletic facility)
- ☐ Other (specify)_____

8. Who was the source of this conduct? **(Mark all that apply)**

- ☐ Administrator
- ☐ Campus security/public safety
- ☐ Faculty
- ☐ Staff member
- ☐ Student
- ☐ Supervisor
- ☐ Don't know classification of the source
- ☐ Other (specify)_____

9. Please describe your reactions to experiencing this conduct. **(Mark all that apply)**

- ☐ I felt embarrassed
- ☐ I told a friend
- ☐ I avoided the person who harassed me
- ☐ I ignored it
- ☐ I left the situation immediately
- ☐ I confronted the harasser at the time
- ☐ I didn't know who to go to
- ☐ I confronted the harasser later
- ☐ I made a complaint to an NDSU employee/official
- ☐ I filed a Bias/Bigotry/Hate Response complaint
- ☐ I didn't report it for fear of retaliation
- ☐ It didn't affect me at the time
- ☐ Other (specify)_____

10. Is there anything more that you would like to say about this incident of personally experienced harassment?
Insert Text Box here
11. 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 North Dakota State University?
☐ Yes
☐ No (if no, please skip to question 18)
12. Do you feel that this conduct was based upon... **(Mark all that apply)**
☐ Age
☐ Country of origin
☐ Employment category
☐ Ethnicity
☐ Family/parental status
☐ Gender identity
☐ Immigrant status
☐ Learning disability
☐ Marital/relationship status
☐ Mental disability
☐ Physical characteristics
☐ Physical disability
☐ Race
☐ Religion/spirituality
☐ Sex
☐ Sexual orientation
☐ Socioeconomic status
☐ Veteran's status
☐ Other (specify) _____
13. What forms of conduct have you observed or personally been made aware of? **(Mark all that apply)**
☐ Racial/ethnic profiling
☐ Graffiti
☐ Written comments
☐ Threats of physical violence
☐ Publications on campus
☐ Physical assault or injury
☐ Unsolicited e-mails
☐ Someone being deliberately ignored
☐ Someone being stared at
☐ Others excluded from activities
☐ Unwanted sexual advances/attention
☐ Sexual assault
☐ Derogatory remarks (e.g. "that's so gay, "I got Jewed down")
☐ Other (specify) _____

14. Where did this conduct occur? **(Mark all that apply)**
- ☐ While working at an NDSU job
 - ☐ While walking on campus
 - ☐ In a campus office
 - ☐ At a campus event
 - ☐ In a faculty office
 - ☐ In a meeting with another person
 - ☐ In a meeting with a group of people
 - ☐ In a public space on campus (e.g. Memorial Union, library)
 - ☐ Other (specify)_____
15. Who was the source of this conduct? **(Mark all that apply)**
- ☐ Administrator
 - ☐ Campus security/public safety
 - ☐ Faculty
 - ☐ Staff member
 - ☐ Student
 - ☐ Supervisor
 - ☐ Don't know classification of the source
 - ☐ Other (specify)_____
16. Please describe your reactions to observing this conduct. **(Mark all that apply)**
- ☐ I felt embarrassed
 - ☐ I told a friend
 - ☐ I avoided the harasser
 - ☐ I ignored it
 - ☐ I left the situation immediately
 - ☐ I confronted the harasser at the time
 - ☐ I didn't know who to go to
 - ☐ I confronted the harasser later
 - ☐ I made a complaint to an NDSU employee/official
 - ☐ I encouraged the victim to report the incident
 - ☐ I filed a Bias/Bigotry/Hate Response complaint
 - ☐ It didn't affect me at the time
 - ☐ Other (specify)_____
17. Is there anything more that you would like to say about this incident of observed harassment?
Insert Text Box here
18. As a University employee, have you observed discriminatory hiring at NDSU?
(Note: Discriminatory refers to a prejudicial act based on the characteristics listed.)
- ☐ Yes
 - ☐ No (if no, please skip to question 20)

19. The discrimination was based upon **(Mark all that apply)**

- ☐ Age
- ☐ Country of origin
- ☐ Employment category
- ☐ Ethnicity
- ☐ Family/parental status
- ☐ Gender identity
- ☐ Immigrant status
- ☐ Learning disability
- ☐ Marital/relationship status
- ☐ Mental disability
- ☐ Physical characteristics
- ☐ Physical disability
- ☐ Race
- ☐ Religion/spirituality
- ☐ Sex
- ☐ Sexual orientation
- ☐ Socioeconomic status
- ☐ Veteran's status
- ☐ Other (specify)_____

20. As a University employee, have you observed discriminatory firing at NDSU?

- ☐ yes
- ☐ no (if no, please skip to question 22)

21. The discrimination was based upon **(Mark all that apply)**

- ☐ Age
- ☐ Country of origin
- ☐ Employment category
- ☐ Ethnicity
- ☐ Family/parental status
- ☐ Gender identity
- ☐ Immigrant status
- ☐ Learning disability
- ☐ Marital/relationship status
- ☐ Mental disability
- ☐ Physical characteristics
- ☐ Physical disability
- ☐ Race
- ☐ Religion/spirituality
- ☐ Sex
- ☐ Sexual orientation
- ☐ Socioeconomic status
- ☐ Veteran's status
- ☐ Other (specify)_____

22. As a University employee, have you observed discriminatory promotion at NDSU?

- ☐ Yes
- ☐ No (if no, please skip to question 24)

23. The discrimination was based upon **(Mark all that apply)**
- ☐ Age
 - ☐ Country of origin
 - ☐ Employment category
 - ☐ Ethnicity
 - ☐ Family/parental status
 - ☐ Gender identity
 - ☐ Immigrant status
 - ☐ Learning disability
 - ☐ Marital/relationship status
 - ☐ Mental disability
 - ☐ Physical characteristics
 - ☐ Physical disability
 - ☐ Race
 - ☐ Religion/spirituality
 - ☐ Sex
 - ☐ Sexual orientation
 - ☐ Socioeconomic status
 - ☐ Veteran's status
 - ☐ Other (specify) _____
24. Is there anything more that you would like to say about observed experiences with discriminatory hiring, firing or promotional practices at NDSU?
Insert Text Box here
25. Do you identify as being part of an underrepresented group at NDSU (i.e., race, ethnicity, religion, sex, sexual orientation)
- ☐ Yes
 - ☐ No (if no, please skip to question 27)
26. Are you comfortable being open on campus about your identity?
- ☐ Very Often
 - ☐ Often
 - ☐ Sometimes
 - ☐ Rarely
 - ☐ Never
 - ☐ Not applicable
27. Do you know someone who is concealing a part of his/her identity for fear of negative consequences if he/she revealed that identity?
- ☐ Yes
 - ☐ No (if no, please skip to question 30)

28. What identity is this person(s) concealing? **(Mark all that apply)**

- ☐ Age
- ☐ Country of origin
- ☐ Employment category
- ☐ Ethnicity
- ☐ Family/parental status
- ☐ Gender identity
- ☐ Immigrant status
- ☐ Learning disability
- ☐ Marital/relationship status
- ☐ Mental disability
- ☐ Physical characteristics
- ☐ Physical disability
- ☐ Race
- ☐ Religion/spirituality
- ☐ Sex
- ☐ Sexual orientation
- ☐ Socioeconomic status
- ☐ Veteran's status
- ☐ Other (specify) _____

29. If you would like to elaborate on answers 25-28, please do so here.

Insert Text Box here

Part 2. Campus Resources & Initiatives

30. Have you attended the following events at NDSU: **(Mark all that apply)**

- ☐ New faculty orientation program
- ☐ Diversity workshop/training
- ☐ New staff orientation program
- ☐ Anti-racism training
- ☐ Safe Zone Ally /LGBTQ training
- ☐ Diversity program (e.g., Civil Education Month, Women's Week, Black History Month, American Indian Heritage Month)
- ☐ other (specify) _____

31. Which of the following factors influence your attendance at diversity initiatives (e.g., cultural training, presentations, performances). **(Mark all that apply)**

- ☐ Diversity initiatives are relevant to my work
- ☐ Diversity events are well advertised
- ☐ Diversity events fit into my schedule
- ☐ I am expected to attend these events
- ☐ I feel that I am welcome at these events
- ☐ I learn from these events
- ☐ My work load prevents me from attending
- ☐ Personal invitation from campus leadership (department head, dean, supervisor)
- ☐ Diversity initiatives are not relevant to my role on campus
- ☐ Other (specify) _____

32. Please explain your reasons for attending or not attending diversity events on campus.

Insert Text Box here

33. In your opinion, does North Dakota State University positively address issues related to...

Age	strongly agree	agree	disagree	strongly disagree	don't know
Country of origin	strongly agree	agree	disagree	strongly disagree	don't know
Employment category	strongly agree	agree	disagree	strongly disagree	don't know
Ethnicity	strongly agree	agree	disagree	strongly disagree	don't know
Family/parental status	strongly agree	agree	disagree	strongly disagree	don't know
Gender identity	strongly agree	agree	disagree	strongly disagree	don't know
Immigrant status	strongly agree	agree	disagree	strongly disagree	don't know
Learning disability	strongly agree	agree	disagree	strongly disagree	don't know
Marital/relationship status	strongly agree	agree	disagree	strongly disagree	don't know
Mental disability	strongly agree	agree	disagree	strongly disagree	don't know
Physical characteristics	strongly agree	agree	disagree	strongly disagree	don't know
Physical disability	strongly agree	agree	disagree	strongly disagree	don't know
Race	strongly agree	agree	disagree	strongly disagree	don't know
Religion/spirituality	strongly agree	agree	disagree	strongly disagree	don't know
Sex	strongly agree	agree	disagree	strongly disagree	don't know
Sexual orientation	strongly agree	agree	disagree	strongly disagree	don't know
Socioeconomic status	strongly agree	agree	disagree	strongly disagree	don't know
Veteran's status	strongly agree	agree	disagree	strongly disagree	don't know
Other (specify) _____	strongly agree	agree	disagree	strongly disagree	don't know

34. Are the people in the offices I frequent accepting of people based upon their...(Mark all that apply)

- ☐ Age
- ☐ Country of origin
- ☐ Employment category
- ☐ Ethnicity
- ☐ Family/parental status
- ☐ Gender identity
- ☐ Immigrant status
- ☐ Learning disability
- ☐ Marital/relationship status
- ☐ Mental disability
- ☐ Physical characteristics
- ☐ Physical disability
- ☐ Race
- ☐ Religion/spirituality
- ☐ Sex
- ☐ Sexual orientation
- ☐ Socioeconomic status
- ☐ Veteran's status
- ☐ Other (specify)_____

35. In your opinion, do upper level administrators at NDSU visibly foster diversity?

- ☐ Strongly agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Don't know

36. In your opinion, does NDSU course content include materials about individuals from underrepresented groups? (Note: Underrepresented groups can be based on age, ancestry, gender, racial or ethnic background, disability, national origin, religious creed, or sexual orientation.)

- ☐ Strongly agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Don't know

37. Does NDSU value your involvement in diversity initiatives on campus?

- ☐ Strongly agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly disagree
- ☐ Don't know

38. Which of the following have accessibility problems for people with disabilities? **(Mark all that apply)**

- ☐ Administrative Building
- ☐ Athletic Facilities
- ☐ Classroom Buildings
- ☐ Grounds (sidewalks, snow)
- ☐ Information in Alternative Formats
- ☐ Library
- ☐ Memorial Union
- ☐ NDSU Web Site
- ☐ Official Publications
- ☐ Parking
- ☐ Recreational Facilities
- ☐ Residence Halls
- ☐ Restrooms
- ☐ Specific Classrooms
- ☐ Transportation
- ☐ Wellness Center
- ☐ Other (specify) _____

39. Please comment on campus resources and initiatives relevant to providing an inclusive environment for all people.

Insert Text Box here

Part 3. Campus Climate

40. How would you rate the overall campus climate for the following groups:

African Americans/Blacks	very positive	positive	negative	very negative	unable to judge
American Indians/Alaskan Natives	very positive	positive	negative	very negative	unable to judge
Asians/Pacific Islanders	very positive	positive	negative	very negative	unable to judge
Caucasians/Whites	very positive	positive	negative	very negative	unable to judge
Latino(a)s/Chicano(a)s	very positive	positive	negative	very negative	unable to judge
Men	very positive	positive	negative	very negative	unable to judge
Middle Eastern persons	very positive	positive	negative	very negative	unable to judge
Persons from multiracial, multiethnic, or multicultural backgrounds	very positive	positive	negative	very negative	unable to judge
Gay, lesbian, bisexual, or transgendered persons	very positive	positive	negative	very negative	unable to judge
Persons with physical disabilities	very positive	positive	negative	very negative	unable to judge
Persons with mental disabilities	very positive	positive	negative	very negative	unable to judge
Persons with religious backgrounds different from your own	very positive	positive	negative	very negative	unable to judge
Persons of ages different from your own	very positive	positive	negative	very negative	unable to judge
People who are non-native English speakers	very positive	positive	negative	very negative	unable to judge
People from ethnic backgrounds different from yours	very positive	positive	negative	very negative	unable to judge
People from cultural backgrounds different from yours	very positive	positive	negative	very negative	unable to judge
People who do not fit the "perfect" physique	very positive	positive	negative	very negative	unable to judge
People who are raising children	very positive	positive	negative	very negative	unable to judge
People of low socio-economic status	very positive	positive	negative	very negative	unable to judge
Women	very positive	positive	negative	very negative	unable to judge
People in all job classifications	very positive	positive	negative	very negative	unable to judge

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

(Note: As an example, for the first item, 1= "non-racist" and 5 = "racist")

non-racist	1	2	3	4	5	racist
non-sexist	1	2	3	4	5	sexist
non-homophobic	1	2	3	4	5	homophobic
not age biased	1	2	3	4	5	age biased
non-classist	1	2	3	4	5	classist
non-ableist	1	2	3	4	5	ableist

42. As a faculty member ...

	Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	Don't Know
I am reluctant to bring up issues that concern me for fear that it will affect my tenure decision.	O	O	O	O	O	O
My colleagues expect me to represent "the point of view" of my identity (e.g., race, gender, sexual orientation).	O	O	O	O	O	O
My colleagues solicit my opinions about their work.	O	O	O	O	O	O
My colleagues have lower expectations of me than of other faculty.	O	O	O	O	O	O
I am reluctant to take family leave that I am entitled to for fear that it may affect my career.	O	O	O	O	O	O
I have to work harder than I believe my colleagues do in order to be perceived as legitimate.	O	O	O	O	O	O
Others seem to find it easier than I do to "fit in."	O	O	O	O	O	O

43. If you would like to elaborate on your responses to question 42, please do so here.

Insert Text Box here

44. As a faculty member...

	Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	Don't Know
I am usually satisfied with the way in which I am able to balance my professional and personal life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I find that personal responsibilities and commitments have slowed down my career progression.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I find that NDSU is supportive of my family leave.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that faculty who have children are considered less committed to their careers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

45. If you would like to elaborate on your responses to question 44, please do so here.

Insert Text Box here

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

	Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	Don't Know
I have support from decision makers/colleagues who support my career advancement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have the equipment and supplies I need to adequately perform my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have equitable work space in terms of quantity and quality as compared to my colleagues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have equitable access for research support as compared to my colleagues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have equitable teaching support as compared to my colleagues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that my compensation is equitable to my peers with a similar level of experience.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have equitable access to health benefits.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

47. If you would like to elaborate on your response to question 46, please do so here.

Insert Text Box here

48. Have you ever seriously considered leaving NDSU?

☐ Yes

☐ No

49. Why or why not?

Insert Text Box here

50. What recommendations, if any, would you offer to improve the campus climate at NDSU for all people.

Insert Text Box here

Part 4. Background Information

51. What is your gender?
☐ Woman
☐ Man
☐ Transgender
52. What is your sexual identity?
☐ Bisexual
☐ Gay
☐ Heterosexual
☐ Lesbian
☐ Uncertain
53. What is your age?
☐ 18-19
☐ 20-21
☐ 22-32
☐ 33-42
☐ 43-51
☐ 52 and over
54. Do you work...
☐ Full-time, 12 months
☐ Full-time, less than 12 months
☐ Part-time, 12 months
☐ Part-time, less than 12 months
55. What is your race or ethnicity? **(If you are of a multi-racial/multi-ethnic/multi-cultural background, mark all that apply.)**
☐ African American
☐ African
☐ Alaskan Native/Hawaiian Native
☐ American Indian
☐ Asian/Pacific Islander
☐ Latino(a)/Hispanic/Chicano(a)
☐ Middle Eastern
☐ White/Caucasian
☐ Other (specify) _____
56. What is your citizenship status?
☐ US citizen - born in the United States
☐ US citizen – naturalized
☐ Permanent resident (immigrant)
☐ Permanent resident (refugee)
☐ International (F-1, J-1, H1-B, or other visa)

57. What is your religious/spiritual affiliation?

- ☐ Animist
- ☐ Anabaptist
- ☐ Agnostic
- ☐ Atheist
- ☐ Baha'i
- ☐ Baptist
- ☐ Buddhist
- ☐ Christian Orthodox
- ☐ Confucianist
- ☐ Druid
- ☐ Eastern Orthodox
- ☐ Episcopalian
- ☐ Hindu
- ☐ Jehovah's Witness
- ☐ Jewish
- ☐ Latter Day Saints (Mormon)
- ☐ Lutheran
- ☐ Mennonite
- ☐ Methodist/AME
- ☐ Moravian
- ☐ Muslim
- ☐ Native American Traditional Practitioner or Ceremonial
- ☐ Nondenominational Christian
- ☐ Pagan
- ☐ Pentecostal
- ☐ Presbyterian
- ☐ Quaker
- ☐ Roman Catholic
- ☐ Seventh Day Adventist
- ☐ Shamanist
- ☐ Shinto
- ☐ Sikh
- ☐ Taoist
- ☐ Unitarian Universalist
- ☐ United Church of Christ
- ☐ Wiccan
- ☐ Zoroastrian
- ☐ Spiritual, but no religious affiliation
- ☐ No affiliation
- ☐ Other (please specify) _____

58. How long have you been at NDSU?

- ☐ 1 year or less
- ☐ 2-4 years
- ☐ 5-10 years
- ☐ 11-19 years
- ☐ over 20 years

59. What is your current parental status?

- ☐ Co-parent with a partner/spouse
- ☐ No children
- ☐ Pregnant
- ☐ Single parent

☐ Other (specify) _____

60. What is your marital/relationship status?

☐ Divorced

☐ Married

☐ Partnered

☐ Single

☐ Widowed

☐ Other (specify) _____

61. What is your academic college(s)? **(Mark all that apply)**

☐ Agriculture, Food Systems, and Natural Resources

☐ Arts, Humanities and Social Sciences

☐ Business

☐ Engineering and Architecture

☐ Human Development and Education

☐ Pharmacy, Nursing and Allied Sciences

☐ Science and Mathematics

☐ University Studies

62. Do you have a disability?

☐ Yes

☐ No (if no, skip to question 65)

63. If yes, is your disability related to...

☐ Physical condition (e.g., seeing, hearing, walking)

☐ Learning disability (e.g., dyslexia)

☐ Psychological condition (e.g., post-traumatic stress disorder, depression)

64. What barriers, if any, impede your success at NDSU because of your ability status (e.g., physical barriers, procedural barriers)?

Insert Text Box here

Part 5. Additional Comments

65. Are your experiences on campus different than those you experience in the community surrounding campus? If so, how are these experiences different?

66. This survey has asked you to reflect upon a large number of issues related to the climate and your experiences in this climate, using a multiple-choice format. If you would like to elaborate upon any of your survey responses, further describe your experiences, or offer additional thoughts about these issues and ways that the campus might improve the climate, we encourage you to do so in the space provided below.

Thank you for Participating in this Survey!

We recognize that answering some of the questions on this survey may have been difficult for people who have witnessed or experienced acts of harassment and/or discrimination.

Students who experience discomfort are encouraged to contact:

NDSU Counseling Center located in 212 Ceres Hall.

Faculty, staff, and administrators who experience discomfort are encouraged to contact;

The Village Employee Assistance Program
1201 25th Street South in Fargo

Questions concerning the rights of research participants should be directed to:

Institutional Review Board
North Dakota State University
Office of Sponsored Programs
Administration Room 130,
Research 1, Research & Technology Park
Fargo, ND 58105
Phone: 701.231.8908

As a way to thank you for your participation, you may enter a drawing for NDSU promotional items (sweatshirts, notebooks, t-shirts, Wellness Center trial membership). The drawing will in no way link to your survey responses and will be conducted out of the Office for Equity, Diversity and Global Outreach. To enter the drawing, please send an e-mail to NDSU.Diversity@ndsu.edu.

Survey results will be available Fall 2009. Watch for announcements about NDSU's strategic initiatives that will be developed from the results of this survey.

Thank you again for your participation!