1. We need to request your email address in order to confirm that you are affiliated with Michigan Tech and fill out the appropriate survey. This identification will not be linked to the confidential answers you provide.

<table>
<thead>
<tr>
<th>Response</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>250</td>
</tr>
</tbody>
</table>

- answered question 250
- skipped question 2

2. Please note: your email address WILL NOT BE connected to your individual responses. Your responses to the survey questions will remain confidential. Indicate below if you would like to be entered into the survey prize drawing.

<table>
<thead>
<tr>
<th>I understand that my email address will be used to enter me into a drawing for a prize after I have completed the entire survey.</th>
<th>Response Percent</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>100.0%</td>
<td>205</td>
</tr>
</tbody>
</table>

- answered question 205
- skipped question 47
### 3. Questions related to the mission, purpose, and diversity-related goals of the institution:

<table>
<thead>
<tr>
<th></th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neutral</th>
<th>Agree</th>
<th>Strongly Agree</th>
<th>Rating Average</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employers expect all Michigan Tech graduates to have the knowledge, skills, and experiences necessary for functioning well in a diverse workplace.</td>
<td>0.4% (1)</td>
<td>3.8% (9)</td>
<td>10.6% (25)</td>
<td>41.7% (98)</td>
<td>43.4% (102)</td>
<td>4.24</td>
<td>235</td>
</tr>
<tr>
<td>The campus community needs to work together to create a supportive and welcoming campus climate for all students, faculty, and staff.</td>
<td>0.4% (1)</td>
<td>0.0% (0)</td>
<td>5.0% (12)</td>
<td>33.6% (80)</td>
<td>60.9% (145)</td>
<td>4.55</td>
<td>238</td>
</tr>
<tr>
<td>Faculty at Michigan Tech benefit from gaining knowledge, skills, and experiences that support diversity-related goals.</td>
<td>3.0% (7)</td>
<td>5.1% (12)</td>
<td>12.2% (29)</td>
<td>36.7% (87)</td>
<td>43.0% (102)</td>
<td>4.12</td>
<td>237</td>
</tr>
<tr>
<td>Cultivating my personal cross-cultural skills enhances my professional knowledge and capacities.</td>
<td>2.1% (5)</td>
<td>5.9% (14)</td>
<td>12.7% (30)</td>
<td>34.7% (82)</td>
<td>44.5% (105)</td>
<td>4.14</td>
<td>236</td>
</tr>
<tr>
<td>Michigan Tech would benefit academically from having more women students and women faculty on campus.</td>
<td>1.3% (3)</td>
<td>5.1% (12)</td>
<td>21.3% (50)</td>
<td>28.5% (67)</td>
<td>43.8% (103)</td>
<td>4.09</td>
<td>235</td>
</tr>
<tr>
<td>Michigan Tech would benefit academically from having more racial/ethnic minority students, and racial/ethnic minority faculty on campus.</td>
<td>2.1% (5)</td>
<td>4.7% (11)</td>
<td>23.9% (56)</td>
<td>26.9% (63)</td>
<td>42.3% (99)</td>
<td>4.03</td>
<td>234</td>
</tr>
<tr>
<td>It is appropriate and necessary for Michigan Tech to actively recruit women and racial/ethnic minorities.</td>
<td>4.3% (10)</td>
<td>3.8% (9)</td>
<td>17.0% (40)</td>
<td>36.2% (85)</td>
<td>38.7% (91)</td>
<td>4.01</td>
<td>235</td>
</tr>
<tr>
<td>It is appropriate and necessary for Michigan Tech to provide personal and programmatic support for women and racial/ethnic minorities on campus.</td>
<td>5.5% (13)</td>
<td>5.1% (12)</td>
<td>18.6% (44)</td>
<td>32.9% (78)</td>
<td>38.0% (90)</td>
<td>3.93</td>
<td>237</td>
</tr>
</tbody>
</table>

*answered question 238*
### 4. Perceptions of diversity-related issues on campus:

<table>
<thead>
<tr>
<th>Issue</th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neutral</th>
<th>Agree</th>
<th>Strongly Agree</th>
<th>Rating Average</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Issues related to gender bias and/or sexual harassment are taken seriously on campus.</td>
<td>2.1% (5)</td>
<td>8.9% (21)</td>
<td>16.9% (40)</td>
<td>46.6% (110)</td>
<td>25.4% (60)</td>
<td>3.84</td>
<td>236</td>
</tr>
<tr>
<td>The recruitment of women is taken seriously on campus.</td>
<td>3.0% (7)</td>
<td>11.9% (28)</td>
<td>19.5% (46)</td>
<td>45.3% (107)</td>
<td>20.3% (48)</td>
<td>3.68</td>
<td>236</td>
</tr>
<tr>
<td>The recruitment of racial/ethnic minorities is taken seriously on campus.</td>
<td>4.3% (10)</td>
<td>9.8% (23)</td>
<td>20.4% (48)</td>
<td>47.7% (112)</td>
<td>17.9% (42)</td>
<td>3.65</td>
<td>235</td>
</tr>
<tr>
<td>Issues related to race, racism, and racial discrimination and/or bias are taken seriously on campus.</td>
<td>2.6% (6)</td>
<td>6.4% (15)</td>
<td>21.3% (50)</td>
<td>43.8% (103)</td>
<td>26.0% (61)</td>
<td>3.84</td>
<td>235</td>
</tr>
<tr>
<td>There are too few racial minorities in my department.</td>
<td>8.5% (20)</td>
<td>19.6% (46)</td>
<td>21.7% (51)</td>
<td>31.1% (73)</td>
<td>19.1% (45)</td>
<td>3.33</td>
<td>235</td>
</tr>
<tr>
<td>There are too few women in my department.</td>
<td>15.5% (36)</td>
<td>24.1% (56)</td>
<td>25.4% (59)</td>
<td>22.0% (51)</td>
<td>12.9% (30)</td>
<td>2.93</td>
<td>232</td>
</tr>
<tr>
<td>My department is actively recruiting racial/ethnic minority faculty.</td>
<td>3.0% (7)</td>
<td>8.7% (20)</td>
<td>39.0% (90)</td>
<td>29.4% (68)</td>
<td>19.9% (46)</td>
<td>3.55</td>
<td>231</td>
</tr>
<tr>
<td>My department is actively recruiting women faculty.</td>
<td>3.4% (8)</td>
<td>4.3% (10)</td>
<td>31.9% (74)</td>
<td>34.5% (80)</td>
<td>25.9% (60)</td>
<td>3.75</td>
<td>232</td>
</tr>
<tr>
<td>My department has too few women in leadership positions.</td>
<td>11.1% (26)</td>
<td>26.1% (61)</td>
<td>29.5% (69)</td>
<td>18.4% (43)</td>
<td>15.0% (35)</td>
<td>3.00</td>
<td>234</td>
</tr>
<tr>
<td>There is a lot of diversity among the people at Michigan Tech.</td>
<td>11.1% (26)</td>
<td>28.6% (67)</td>
<td>21.8% (51)</td>
<td>27.8% (65)</td>
<td>10.7% (25)</td>
<td>2.98</td>
<td>234</td>
</tr>
<tr>
<td>The university does a good job of informing students, staff, and faculty of its diversity-related goals.</td>
<td>5.5% (13)</td>
<td>15.7% (37)</td>
<td>33.1% (78)</td>
<td>32.6% (77)</td>
<td>13.1% (31)</td>
<td>3.32</td>
<td>236</td>
</tr>
<tr>
<td>Students at Michigan Tech are receptive to diversity issues and express support.</td>
<td>5.9% (14)</td>
<td>15.7% (37)</td>
<td>42.8% (101)</td>
<td>27.5% (65)</td>
<td>8.1% (19)</td>
<td>3.16</td>
<td>236</td>
</tr>
<tr>
<td>Faculty at Michigan Tech are receptive to diversity issues and express support.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>---</td>
<td>---</td>
<td>---</td>
<td>---</td>
<td>---</td>
<td>---</td>
<td>---</td>
<td></td>
</tr>
<tr>
<td>3.8% (9)</td>
<td>8.1% (19)</td>
<td>31.9% (75)</td>
<td><strong>46.8% (110)</strong></td>
<td>9.4% (22)</td>
<td>3.50</td>
<td>235</td>
<td></td>
</tr>
</tbody>
</table>

| Staff at Michigan Tech are receptive to diversity issues and express support. |
|---|---|---|---|---|---|---|
| 3.4% (8) | 9.3% (22) | **44.3% (105)** | 36.3% (86) | 6.8% (16) | 3.34 | 237 |

| Institutional excellence in the 21st century requires Michigan Tech to enhance campus diversity and develop an inclusive climate for all its members. |
|---|---|---|---|---|---|---|
| 3.0% (7) | 4.2% (10) | 16.9% (40) | **40.5% (96)** | 35.4% (84) | 4.01 | 237 |

| answered question | 237 |
| skipped question | 15 |
5. Satisfaction and workload:

<table>
<thead>
<tr>
<th></th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neutral</th>
<th>Agree</th>
<th>Strongly Agree</th>
<th>Rating Average</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am satisfied with my overall experience here at Michigan Tech.</td>
<td>3.4% (8)</td>
<td>9.1% (21)</td>
<td>12.1% (28)</td>
<td>53.9% (125)</td>
<td>21.6% (50)</td>
<td>3.81</td>
<td>232</td>
</tr>
<tr>
<td>I feel supported by the institution in pursuing my professional goals.</td>
<td>5.2% (12)</td>
<td>17.2% (40)</td>
<td>13.4% (31)</td>
<td>42.2% (98)</td>
<td>22.0% (51)</td>
<td>3.59</td>
<td>232</td>
</tr>
<tr>
<td>I am/was satisfied with the evaluation, tenure, and promotion process here at Michigan Tech.</td>
<td>4.9% (11)</td>
<td>17.3% (39)</td>
<td>25.2% (57)</td>
<td>38.5% (87)</td>
<td>14.2% (32)</td>
<td>3.40</td>
<td>226</td>
</tr>
<tr>
<td>Criteria for tenure and promotion are/were clear to me.</td>
<td>5.2% (12)</td>
<td>14.8% (34)</td>
<td>24.8% (57)</td>
<td>39.6% (91)</td>
<td>15.7% (36)</td>
<td>3.46</td>
<td>230</td>
</tr>
<tr>
<td>I often do work that is not formally recognized by my department and/or annual review process.</td>
<td>3.9% (9)</td>
<td>12.7% (29)</td>
<td>20.5% (47)</td>
<td>37.6% (86)</td>
<td>25.3% (58)</td>
<td>3.68</td>
<td>229</td>
</tr>
<tr>
<td>I feel supported by my department in pursuing my academic interests and goals here at Michigan Tech.</td>
<td>2.2% (5)</td>
<td>11.6% (27)</td>
<td>17.7% (41)</td>
<td>44.4% (103)</td>
<td>24.1% (56)</td>
<td>3.77</td>
<td>232</td>
</tr>
<tr>
<td>I have seriously considered leaving Michigan Tech because of the climate and/or lack of support/acknowledgement for my work.</td>
<td>27.2% (63)</td>
<td>24.6% (57)</td>
<td>19.4% (45)</td>
<td>18.1% (42)</td>
<td>10.8% (25)</td>
<td>2.61</td>
<td>232</td>
</tr>
<tr>
<td>I feel like I &quot;fit&quot; in my department.</td>
<td>4.3% (10)</td>
<td>8.7% (20)</td>
<td>22.5% (52)</td>
<td>38.1% (88)</td>
<td>26.4% (61)</td>
<td>3.74</td>
<td>231</td>
</tr>
<tr>
<td>I am satisfied with the mentoring I have received at Michigan Tech.</td>
<td>10.4% (24)</td>
<td>19.5% (45)</td>
<td>33.8% (78)</td>
<td>24.7% (57)</td>
<td>11.7% (27)</td>
<td>3.08</td>
<td>231</td>
</tr>
<tr>
<td>I feel isolated on campus.</td>
<td>26.8% (62)</td>
<td>38.5% (89)</td>
<td>16.9% (39)</td>
<td>10.8% (25)</td>
<td>6.9% (16)</td>
<td>2.32</td>
<td>231</td>
</tr>
<tr>
<td>I have seriously considered leaving Michigan Tech because of the climate and/or lack of diversity.</td>
<td>35.7% (82)</td>
<td>37.4% (86)</td>
<td>16.1% (37)</td>
<td>3.5% (8)</td>
<td>7.4% (17)</td>
<td>2.10</td>
<td>230</td>
</tr>
<tr>
<td>I enjoy working on team projects, serving on committees, and doing research with others.</td>
<td>0.9% (2)</td>
<td>5.2% (12)</td>
<td>15.1% (35)</td>
<td>51.7% (120)</td>
<td>27.2% (63)</td>
<td>3.99</td>
<td>232</td>
</tr>
<tr>
<td>My research area(s) is valued at Michigan Tech.</td>
<td>9.3% (21)</td>
<td>12.8% (29)</td>
<td>24.8% (56)</td>
<td>38.5% (87)</td>
<td>14.6% (33)</td>
<td>3.36</td>
<td>226</td>
</tr>
</tbody>
</table>
6. Please rate your DEPARTMENT on each scale below:

<table>
<thead>
<tr>
<th>Atmosphere</th>
<th>Hostile</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>Friendly</th>
<th>Rating Average</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1.7% (4)</td>
<td>10.0% (23)</td>
<td>13.9% (32)</td>
<td>30.4% (70)</td>
<td>43.9% (101)</td>
<td>4.05</td>
<td>230</td>
</tr>
</tbody>
</table>

7. Rate your department on:

<table>
<thead>
<tr>
<th>Respect</th>
<th>Disrespectful</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>Respectful</th>
<th>Rating Average</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2.2% (5)</td>
<td>10.4% (24)</td>
<td>15.2% (35)</td>
<td>27.4% (63)</td>
<td>44.8% (103)</td>
<td>4.02</td>
<td>230</td>
</tr>
</tbody>
</table>

8. Rate your department on:

<table>
<thead>
<tr>
<th>Change</th>
<th>Tradition-bound</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>Open to change and innovation</th>
<th>Rating Average</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>10.9% (25)</td>
<td>12.2% (28)</td>
<td>26.2% (60)</td>
<td>23.1% (53)</td>
<td>27.5% (63)</td>
<td>3.44</td>
<td>229</td>
</tr>
</tbody>
</table>

answered question 232
skipped question 20

answered question 230
skipped question 22

answered question 229
skipped question 23
9. Rate your department on:

<table>
<thead>
<tr>
<th>Uncooperative</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>Cooperative</th>
<th>Rating</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cooperation</td>
<td>3.0%</td>
<td>12.6%</td>
<td>20.9%</td>
<td>35.7%</td>
<td>27.8%</td>
<td>3.73</td>
</tr>
<tr>
<td></td>
<td>(7)</td>
<td>(29)</td>
<td>(48)</td>
<td>(82)</td>
<td>(64)</td>
<td>230</td>
</tr>
</tbody>
</table>

answered question 230

skipped question 22

10. Rate your department on:

<table>
<thead>
<tr>
<th>Racist</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>Not racist</th>
<th>Rating</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Racism</td>
<td>0.9%</td>
<td>3.1%</td>
<td>11.9%</td>
<td>21.6%</td>
<td>62.6%</td>
<td>4.42</td>
</tr>
<tr>
<td></td>
<td>(2)</td>
<td>(7)</td>
<td>(27)</td>
<td>(49)</td>
<td>(142)</td>
<td>227</td>
</tr>
</tbody>
</table>

answered question 227

skipped question 25

11. Rate your department on:

<table>
<thead>
<tr>
<th>Sexist</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>Not sexist</th>
<th>Rating</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sexism</td>
<td>4.4%</td>
<td>7.5%</td>
<td>12.7%</td>
<td>22.4%</td>
<td>53.1%</td>
<td>4.12</td>
</tr>
<tr>
<td></td>
<td>(10)</td>
<td>(17)</td>
<td>(29)</td>
<td>(51)</td>
<td>(121)</td>
<td>228</td>
</tr>
</tbody>
</table>

answered question 228

skipped question 24
### 12. Rate your department on:

<table>
<thead>
<tr>
<th>Homophobic</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>Not homophobic</th>
<th>Rating Average</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Homophobia</td>
<td>1.3% (3)</td>
<td>1.8% (4)</td>
<td>25.0% (56)</td>
<td>19.6% (44)</td>
<td>52.2% (117)</td>
<td>4.20</td>
</tr>
</tbody>
</table>

- answered question 224
- skipped question 28

### 13. Rate your department on:

<table>
<thead>
<tr>
<th>Does not accommodate those w/disabilities</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>Accommodates those w/disabilities</th>
<th>Rating Average</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accommodating to people with disabilities</td>
<td>1.3% (3)</td>
<td>2.2% (5)</td>
<td>23.3% (53)</td>
<td>25.6% (58)</td>
<td>47.6% (108)</td>
<td>4.16</td>
</tr>
</tbody>
</table>

- answered question 227
- skipped question 25

### 14. Please rate the CAMPUS on each scale below:

<table>
<thead>
<tr>
<th>Hostile</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>Friendly</th>
<th>Rating Average</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Atmosphere</td>
<td>0.9% (2)</td>
<td>4.8% (11)</td>
<td>18.8% (43)</td>
<td>41.9% (96)</td>
<td>33.6% (77)</td>
<td>4.03</td>
</tr>
</tbody>
</table>

- answered question 229
- skipped question 23
15. Rate the campus on:

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
<th>9</th>
<th>10</th>
</tr>
</thead>
<tbody>
<tr>
<td>Disrespectful</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Respect</td>
<td></td>
<td></td>
<td></td>
<td>42.3% (96)</td>
<td>27.8% (63)</td>
<td>3.88</td>
<td>227</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Respectful</td>
<td>1.3% (3)</td>
<td>7.0% (16)</td>
<td>21.6% (49)</td>
<td>27.8% (63)</td>
<td>3.88</td>
<td>227</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rating</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Response Count</td>
<td></td>
<td></td>
<td></td>
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</table>

16. Rate the campus on:

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
<th>9</th>
<th>10</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tradition-bounded</td>
<td></td>
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</tr>
<tr>
<td>Change</td>
<td></td>
<td></td>
<td>31.6% (72)</td>
<td>24.6% (56)</td>
<td>15.4% (35)</td>
<td>3.14</td>
<td>228</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Open to change and innovation</td>
<td></td>
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<td>Rating</td>
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</table>

17. Rate the campus on:

<table>
<thead>
<tr>
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<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
<th>9</th>
<th>10</th>
</tr>
</thead>
<tbody>
<tr>
<td>Uncooperative</td>
<td></td>
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<tr>
<td>Cooperation</td>
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<tr>
<td>Cooperative</td>
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<tr>
<td>Rating</td>
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<td></td>
</tr>
<tr>
<td>Response Count</td>
<td></td>
<td></td>
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<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

answered question 227
skipped question 25

answered question 228
skipped question 24

answered question 229
skipped question 23
18. Rate the campus on:

<table>
<thead>
<tr>
<th>Racist</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>Not racist</th>
<th>Rating</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Racism</td>
<td>0.0% (0)</td>
<td>10.8% (24)</td>
<td>22.0% (49)</td>
<td>33.2% (74)</td>
<td>34.1% (76)</td>
<td>3.91</td>
</tr>
</tbody>
</table>

answered question 223

skipped question 29

19. Rate the campus on:

<table>
<thead>
<tr>
<th>Sexist</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>Not sexist</th>
<th>Rating</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sexism</td>
<td>4.4% (10)</td>
<td>13.7% (31)</td>
<td>21.2% (48)</td>
<td>30.1% (68)</td>
<td>30.5% (69)</td>
<td>3.69</td>
</tr>
</tbody>
</table>

answered question 226

skipped question 26

20. Rate the campus on:

<table>
<thead>
<tr>
<th>Homophobic</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>Not homophobic</th>
<th>Rating</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Homophobia</td>
<td>4.1% (9)</td>
<td>14.9% (33)</td>
<td>27.5% (61)</td>
<td>24.8% (55)</td>
<td>28.8% (64)</td>
<td>3.59</td>
</tr>
</tbody>
</table>

answered question 222

skipped question 30
21. Rate the campus on:

<table>
<thead>
<tr>
<th>Does not accommodate those w/disabilities</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>Accommodates those w/disabilities</th>
<th>Rating Average</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accommodating to people with disabilities</td>
<td>2.7% (6)</td>
<td>8.0% (18)</td>
<td>24.8% (56)</td>
<td>32.3% (73)</td>
<td>32.3% (73)</td>
<td>3.84</td>
</tr>
</tbody>
</table>

answered question 226

skipped question 26
### 22. Climate for work/life balance:

<table>
<thead>
<tr>
<th>Description</th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neutral</th>
<th>Agree</th>
<th>Strongly Agree</th>
<th>Rating Average</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Most faculty in my department are supportive of colleagues who seek to balance family and career responsibilities.</td>
<td>1.7% (4)</td>
<td>12.7% (29)</td>
<td>21.8% (50)</td>
<td>41.5% (95)</td>
<td>22.3% (51)</td>
<td>3.70</td>
<td>229</td>
</tr>
<tr>
<td>It is difficult for some faculty in my department to adjust their work schedules to care for children or other family members.</td>
<td>11.1% (25)</td>
<td>27.4% (62)</td>
<td>31.9% (72)</td>
<td>25.2% (57)</td>
<td>4.4% (10)</td>
<td>2.85</td>
<td>226</td>
</tr>
<tr>
<td>Faculty who have and care for children are considered less committed to their careers.</td>
<td>15.5% (35)</td>
<td>35.4% (80)</td>
<td>27.9% (63)</td>
<td>14.2% (32)</td>
<td>7.1% (16)</td>
<td>2.62</td>
<td>226</td>
</tr>
<tr>
<td>Michigan Tech needs to provide more child care support for faculty, students, and staff.</td>
<td>5.3% (12)</td>
<td>12.9% (29)</td>
<td>39.6% (89)</td>
<td>26.7% (60)</td>
<td>15.6% (35)</td>
<td>3.34</td>
<td>225</td>
</tr>
<tr>
<td>Michigan Tech needs to provide support for faculty, students, and staff with elder care responsibilities.</td>
<td>3.1% (7)</td>
<td>8.5% (19)</td>
<td>42.9% (96)</td>
<td>33.5% (75)</td>
<td>12.1% (27)</td>
<td>3.43</td>
<td>224</td>
</tr>
<tr>
<td>I often have to forego professional activities (e.g. sabbaticals, conferences, meetings) because of personal responsibilities.</td>
<td>14.3% (32)</td>
<td>29.9% (67)</td>
<td>27.2% (61)</td>
<td>20.5% (46)</td>
<td>8.0% (18)</td>
<td>2.78</td>
<td>224</td>
</tr>
<tr>
<td>In the last year, I have seriously considered leaving Michigan Tech in order to achieve better balance between work and personal life.</td>
<td>32.5% (74)</td>
<td>27.6% (63)</td>
<td>19.7% (45)</td>
<td>11.0% (25)</td>
<td>9.2% (21)</td>
<td>2.37</td>
<td>228</td>
</tr>
<tr>
<td>Dual career issues are being addressed by the University.</td>
<td>16.4% (37)</td>
<td>19.5% (44)</td>
<td>37.2% (84)</td>
<td>22.6% (51)</td>
<td>4.4% (10)</td>
<td>2.79</td>
<td>226</td>
</tr>
</tbody>
</table>

answered question 229

skipped question 23
## 23. Personal relation to diversity-related principles and goals:

<table>
<thead>
<tr>
<th>Response</th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neutral</th>
<th>Agree</th>
<th>Strongly Agree</th>
<th>Rating Average</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>I personally have much to offer Michigan Tech in its efforts to reach diversity-related goals.</td>
<td>1.8% (4)</td>
<td>8.5% (19)</td>
<td>33.2% (74)</td>
<td>39.5% (88)</td>
<td>17.0% (38)</td>
<td>3.61</td>
<td>223</td>
</tr>
<tr>
<td>I personally have much to offer to Michigan Tech in its efforts to enhance the campus climate for all.</td>
<td>0.9% (2)</td>
<td>4.0% (9)</td>
<td>22.9% (51)</td>
<td>51.6% (115)</td>
<td>20.6% (46)</td>
<td>3.87</td>
<td>223</td>
</tr>
<tr>
<td>I am willing to enhance my diversity-related knowledge and skills.</td>
<td>2.2% (5)</td>
<td>6.7% (15)</td>
<td>18.4% (41)</td>
<td>51.6% (115)</td>
<td>21.1% (47)</td>
<td>3.83</td>
<td>223</td>
</tr>
<tr>
<td>I can identify specific ways that I can participate in the University's efforts to work toward its diversity-related goals.</td>
<td>3.2% (7)</td>
<td>10.4% (23)</td>
<td>38.9% (86)</td>
<td>33.0% (73)</td>
<td>14.5% (32)</td>
<td>3.45</td>
<td>221</td>
</tr>
<tr>
<td>I am willing to participate in the University's efforts to work toward diversity-related goals.</td>
<td>4.9% (11)</td>
<td>7.6% (17)</td>
<td>20.2% (45)</td>
<td>46.6% (104)</td>
<td>20.6% (46)</td>
<td>3.70</td>
<td>223</td>
</tr>
<tr>
<td>My peers or I would benefit from education/training around issues of sexual harassment or gender bias.</td>
<td>10.7% (24)</td>
<td>14.7% (33)</td>
<td>29.5% (66)</td>
<td>33.5% (75)</td>
<td>11.6% (26)</td>
<td>3.21</td>
<td>224</td>
</tr>
<tr>
<td>My peers or I would benefit from education/training around issues of racial/ethnic discrimination.</td>
<td>10.3% (23)</td>
<td>14.3% (32)</td>
<td>28.7% (64)</td>
<td>34.1% (76)</td>
<td>12.6% (28)</td>
<td>3.24</td>
<td>223</td>
</tr>
<tr>
<td>My peers or I would benefit from education/training concerning the link between diversity-related skills and our own professional development.</td>
<td>9.0% (20)</td>
<td>13.9% (31)</td>
<td>27.8% (62)</td>
<td>35.4% (79)</td>
<td>13.9% (31)</td>
<td>3.31</td>
<td>223</td>
</tr>
<tr>
<td>My peers or I would benefit from education/training concerning the link between diversity-related skills and the professional development of Michigan Tech students.</td>
<td>9.0% (20)</td>
<td>12.6% (28)</td>
<td>25.1% (56)</td>
<td>38.1% (85)</td>
<td>15.2% (34)</td>
<td>3.38</td>
<td>223</td>
</tr>
<tr>
<td>My peers or I would benefit from education regarding how diverse perspectives can often increase individuals' and groups' problem-</td>
<td>6.3% (14)</td>
<td>11.3% (25)</td>
<td>29.0% (64)</td>
<td>36.2% (80)</td>
<td>17.2% (38)</td>
<td>3.47</td>
<td>221</td>
</tr>
</tbody>
</table>
24. Diversity-related knowledge and skills:

<table>
<thead>
<tr>
<th></th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neutral</th>
<th>Agree</th>
<th>Strongly Agree</th>
<th>Rating Average</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am good at collaborating with others and sorting out tasks and responsibilities in groups.</td>
<td>0.0% (0)</td>
<td>1.8% (4)</td>
<td>9.0% (20)</td>
<td>58.8% (130)</td>
<td>30.3% (67)</td>
<td>4.18</td>
<td>221</td>
</tr>
<tr>
<td>I feel comfortable asking people of other races/ethnicities about issues involving race and/or cultural differences.</td>
<td>1.4% (3)</td>
<td>7.7% (17)</td>
<td>24.3% (54)</td>
<td>42.8% (95)</td>
<td>23.9% (53)</td>
<td>3.80</td>
<td>222</td>
</tr>
<tr>
<td>I am willing to have others challenge my perspective or feelings on issues that matter to me.</td>
<td>0.0% (0)</td>
<td>2.3% (5)</td>
<td>15.3% (34)</td>
<td>55.0% (122)</td>
<td>27.5% (61)</td>
<td>4.08</td>
<td>222</td>
</tr>
<tr>
<td>I am able to respectfully challenge others' opinions when I feel they are misinformed.</td>
<td>0.9% (2)</td>
<td>4.0% (9)</td>
<td>21.5% (48)</td>
<td>54.7% (122)</td>
<td>18.8% (42)</td>
<td>3.87</td>
<td>223</td>
</tr>
<tr>
<td>I feel comfortable talking about my socio-economic background with those who come from different socio-economic backgrounds.</td>
<td>0.4% (1)</td>
<td>5.8% (13)</td>
<td>15.7% (35)</td>
<td>51.6% (115)</td>
<td>26.5% (59)</td>
<td>3.98</td>
<td>223</td>
</tr>
<tr>
<td>I feel comfortable discussing my religious or spiritual beliefs with others and responding to their questions.</td>
<td>9.0% (20)</td>
<td>12.6% (28)</td>
<td>21.6% (48)</td>
<td>36.9% (82)</td>
<td>19.8% (44)</td>
<td>3.46</td>
<td>222</td>
</tr>
<tr>
<td>I feel comfortable listening to others express their religious or spiritual beliefs and engaging them in discussion.</td>
<td>8.6% (19)</td>
<td>7.2% (16)</td>
<td>23.1% (51)</td>
<td>39.4% (87)</td>
<td>21.7% (48)</td>
<td>3.58</td>
<td>221</td>
</tr>
<tr>
<td>I feel comfortable sharing my political views with those who disagree with me.</td>
<td>8.6% (19)</td>
<td>10.8% (24)</td>
<td>27.9% (62)</td>
<td>36.5% (81)</td>
<td>16.2% (36)</td>
<td>3.41</td>
<td>222</td>
</tr>
<tr>
<td>Statement</td>
<td>1.3% (3)</td>
<td>2.7% (6)</td>
<td>13.0% (29)</td>
<td>60.5% (135)</td>
<td>22.4% (50)</td>
<td>4.00</td>
<td>223</td>
</tr>
<tr>
<td>--------------------------------------------------------------------------</td>
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<td>-----</td>
</tr>
<tr>
<td>I am willing to respectfully listen to and consider political views other than my own.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I am comfortable having a conversation with someone who speaks English with an accent that is unfamiliar to me or difficult for me to understand.</td>
<td>0.0% (0)</td>
<td>1.3% (3)</td>
<td>11.2% (25)</td>
<td>38.1% (85)</td>
<td><strong>49.3% (110)</strong></td>
<td>4.35</td>
<td>223</td>
</tr>
<tr>
<td>I pay attention to the group interactions and point out problematic dynamics (i.e. the same group of people dominating the conversation) to colleagues.</td>
<td>1.3% (3)</td>
<td>9.4% (21)</td>
<td>34.1% (76)</td>
<td><strong>36.8% (82)</strong></td>
<td>18.4% (41)</td>
<td>3.61</td>
<td>223</td>
</tr>
<tr>
<td>When I hear derogatory remarks made by my peers aimed at particular identity groups (e.g. racial, gender, etc.), I challenge them.</td>
<td>1.4% (3)</td>
<td>8.6% (19)</td>
<td>27.7% (61)</td>
<td><strong>44.5% (98)</strong></td>
<td>17.7% (39)</td>
<td>3.69</td>
<td>220</td>
</tr>
<tr>
<td>I make efforts to get to know individuals from diverse backgrounds here on campus.</td>
<td>1.4% (3)</td>
<td>5.0% (11)</td>
<td>31.2% (69)</td>
<td><strong>43.0% (95)</strong></td>
<td>19.5% (43)</td>
<td>3.74</td>
<td>221</td>
</tr>
<tr>
<td>I notice when people are being left out of activities and make efforts to include them.</td>
<td>0.5% (1)</td>
<td>4.1% (9)</td>
<td>24.9% (55)</td>
<td><strong>48.9% (108)</strong></td>
<td>21.7% (48)</td>
<td>3.87</td>
<td>221</td>
</tr>
<tr>
<td>I can recognize when others or I make derogatory comments, assumptions, and/or jokes about specific identity groups (e.g. racial, gender, etc.).</td>
<td>0.0% (0)</td>
<td>0.0% (0)</td>
<td>14.5% (32)</td>
<td><strong>57.0% (126)</strong></td>
<td>28.5% (63)</td>
<td>4.14</td>
<td>221</td>
</tr>
<tr>
<td>I am willing to apologize for participating in or encouraging derogatory comments and/or jokes toward specific identity groups (e.g. racial, gender, etc.).</td>
<td>0.5% (1)</td>
<td>2.7% (6)</td>
<td>11.4% (25)</td>
<td><strong>49.1% (108)</strong></td>
<td>36.4% (80)</td>
<td>4.18</td>
<td>220</td>
</tr>
<tr>
<td>I know the steps to take if a student, colleague, or staff member comes to me with a problem with sexual harassment or gender bias.</td>
<td>3.2% (7)</td>
<td>13.2% (29)</td>
<td>21.5% (47)</td>
<td><strong>47.0% (103)</strong></td>
<td>15.1% (33)</td>
<td>3.58</td>
<td>219</td>
</tr>
<tr>
<td>I know the steps to take if a student, colleague, or staff member comes to me with a</td>
<td>3.2% (7)</td>
<td>14.0% (31)</td>
<td>22.5% (50)</td>
<td><strong>45.5% (101)</strong></td>
<td>14.9% (33)</td>
<td>3.55</td>
<td>222</td>
</tr>
</tbody>
</table>
I feel comfortable discussing gay/lesbian/transgender issues with people of different sexual orientations. 4.6% (10) 8.7% (19) 29.7% (65) 40.2% (88) 16.9% (37) 3.56 219

25. Orientation toward participating in diverse interactions:

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neutral</th>
<th>Agree</th>
<th>Strongly Agree</th>
<th>Rating Average</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>I value the opportunity to examine social issues in small group settings.</td>
<td>2.3% (5)</td>
<td>10.2% (22)</td>
<td>28.4% (61)</td>
<td>46.5% (100)</td>
<td>12.6% (27)</td>
<td>3.57</td>
<td>215</td>
</tr>
<tr>
<td>It is important for me to educate others about the identity groups (e.g. racial, gender, etc.) to which I belong.</td>
<td>6.9% (15)</td>
<td>21.7% (47)</td>
<td>42.9% (93)</td>
<td>19.8% (43)</td>
<td>8.8% (19)</td>
<td>3.02</td>
<td>217</td>
</tr>
<tr>
<td>It is important for me to become educated about identity groups (e.g. racial, gender, etc.) different from my own.</td>
<td>4.2% (9)</td>
<td>10.7% (23)</td>
<td>21.4% (46)</td>
<td>49.8% (107)</td>
<td>14.0% (30)</td>
<td>3.59</td>
<td>215</td>
</tr>
<tr>
<td>I think hearing about personal experiences helps shed light on social issues.</td>
<td>0.9% (2)</td>
<td>4.7% (10)</td>
<td>18.7% (40)</td>
<td>57.9% (124)</td>
<td>17.8% (38)</td>
<td>3.87</td>
<td>214</td>
</tr>
<tr>
<td>I believe there are many sides to social issues and I try to explore as many as possible.</td>
<td>1.4% (3)</td>
<td>2.8% (6)</td>
<td>23.4% (51)</td>
<td>50.5% (110)</td>
<td>22.0% (48)</td>
<td>3.89</td>
<td>218</td>
</tr>
<tr>
<td>I understand specifically how my background (e.g. my race, gender, ethnicity, socio-economic status, religion, education, physical abilities, experiences, and so on) have shaped my thoughts, feelings, and perspectives.</td>
<td>0.5% (1)</td>
<td>2.8% (6)</td>
<td>16.1% (35)</td>
<td>51.8% (113)</td>
<td>28.9% (63)</td>
<td>4.06</td>
<td>218</td>
</tr>
<tr>
<td>I enjoy learning about the reasons and/or experiences that have shaped the perspectives and</td>
<td>1.4% (3)</td>
<td>3.2% (7)</td>
<td>16.5% (36)</td>
<td>53.7% (117)</td>
<td>25.2% (55)</td>
<td>3.98</td>
<td>218</td>
</tr>
<tr>
<td>behaviors of others.</td>
<td>8.8% (19)</td>
<td>25.1% (54)</td>
<td><strong>32.1%</strong> (69)</td>
<td>25.6% (55)</td>
<td>8.4% (18)</td>
<td>3.00</td>
<td>215</td>
</tr>
<tr>
<td>-----------------------------------------------------------------------------------------------------------</td>
<td>-----------</td>
<td>------------</td>
<td>----------------</td>
<td>------------</td>
<td>-----------</td>
<td>------</td>
<td>------</td>
</tr>
<tr>
<td>I am uncomfortable with non-physical expressions of conflict and/or strong disagreement when discussing social issues.</td>
<td>0.9% (2)</td>
<td>3.7% (8)</td>
<td>23.8% (51)</td>
<td><strong>54.7%</strong> (117)</td>
<td>16.8% (36)</td>
<td>3.83</td>
<td>214</td>
</tr>
<tr>
<td>Thoughtful and respectful consideration of diverse perspectives and viewpoints is essential for people to work together effectively.</td>
<td>1.4% (3)</td>
<td>1.8% (4)</td>
<td>12.4% (27)</td>
<td><strong>56.9%</strong> (124)</td>
<td>27.5% (60)</td>
<td>4.07</td>
<td>218</td>
</tr>
<tr>
<td>Diverse perspectives often enhance both individuals' and work teams' capacities for solving difficult problems and generating innovative solutions.</td>
<td>2.3% (5)</td>
<td>2.8% (6)</td>
<td>15.3% (33)</td>
<td><strong>47.0%</strong> (101)</td>
<td>32.6% (70)</td>
<td>4.05</td>
<td>215</td>
</tr>
<tr>
<td>I do not enjoy working on group projects and/or teams.</td>
<td>30.2% (65)</td>
<td><strong>43.7%</strong> (94)</td>
<td>17.7% (38)</td>
<td>7.4% (16)</td>
<td>0.9% (2)</td>
<td>2.05</td>
<td>215</td>
</tr>
<tr>
<td>I believe even respectful conflict between individuals and/or groups makes it difficult for people to communicate with each other.</td>
<td>14.4% (31)</td>
<td><strong>33.0%</strong> (71)</td>
<td>27.4% (59)</td>
<td>21.9% (47)</td>
<td>3.3% (7)</td>
<td>2.67</td>
<td>215</td>
</tr>
<tr>
<td>I understand the connection between current and historical social inequalities in the US and how these relate to current diversity-related efforts throughout industry and higher education.</td>
<td>1.9% (4)</td>
<td>4.7% (10)</td>
<td>30.5% (65)</td>
<td><strong>46.0%</strong> (98)</td>
<td>16.9% (36)</td>
<td>3.71</td>
<td>213</td>
</tr>
</tbody>
</table>

| answered question | 219 |
| skipped question  | 33  |
### 26. Classroom and campus experiences:

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neutral</th>
<th>Agree</th>
<th>Strongly Agree</th>
<th>Rating Average</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>In class, I pay attention to the group interactions and point out problematic dynamics to the students.</td>
<td>0.5% (1)</td>
<td>5.6% (12)</td>
<td>32.4% (70)</td>
<td>47.7% (103)</td>
<td>13.9% (30)</td>
<td>3.69</td>
<td>216</td>
</tr>
<tr>
<td>I am conscious of the possible need for specifically mentoring women and under-represented minority students and colleagues at Michigan Tech.</td>
<td>1.8% (4)</td>
<td>4.1% (9)</td>
<td>18.9% (41)</td>
<td>52.5% (114)</td>
<td>22.6% (49)</td>
<td>3.90</td>
<td>217</td>
</tr>
<tr>
<td>I believe faculty have equal academic expectations of students from all social groups.</td>
<td>3.2% (7)</td>
<td>17.1% (37)</td>
<td>17.1% (37)</td>
<td>47.5% (103)</td>
<td>15.2% (33)</td>
<td>3.54</td>
<td>217</td>
</tr>
<tr>
<td>I have made changes to my teaching or course content over the years in order to incorporate more diverse or multicultural materials.</td>
<td>5.1% (11)</td>
<td>18.7% (40)</td>
<td>36.9% (79)</td>
<td>28.0% (60)</td>
<td>11.2% (24)</td>
<td>3.21</td>
<td>214</td>
</tr>
<tr>
<td>I make an effort to create an inclusive classroom/lab/work group climate.</td>
<td>0.5% (1)</td>
<td>0.5% (1)</td>
<td>10.1% (22)</td>
<td>54.4% (118)</td>
<td>34.6% (75)</td>
<td>4.22</td>
<td>217</td>
</tr>
<tr>
<td>My academic/research group experiences have expanded my understanding of diversity.</td>
<td>3.7% (8)</td>
<td>6.0% (13)</td>
<td>27.0% (58)</td>
<td>41.4% (89)</td>
<td>21.9% (47)</td>
<td>3.72</td>
<td>215</td>
</tr>
<tr>
<td>I would like to engage my students more in learning situations that increase their cross-cultural competencies.</td>
<td>3.7% (8)</td>
<td>7.4% (16)</td>
<td>25.8% (56)</td>
<td>42.4% (92)</td>
<td>20.7% (45)</td>
<td>3.69</td>
<td>217</td>
</tr>
<tr>
<td>Students at Michigan Tech are receptive to diversity issues and express support.</td>
<td>4.1% (9)</td>
<td>12.0% (26)</td>
<td>37.3% (81)</td>
<td>38.2% (83)</td>
<td>8.3% (18)</td>
<td>3.35</td>
<td>217</td>
</tr>
</tbody>
</table>

answered question 218

skipped question 34
### 27. Diversity-related experiences on campus:

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neutral</th>
<th>Agree</th>
<th>Strongly Agree</th>
<th>Rating Average</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>I learn the most about social issues in discussions with faculty and staff members.</td>
<td>8.0% (17)</td>
<td>22.1% (47)</td>
<td>43.2% (92)</td>
<td>23.9% (51)</td>
<td>2.8% (6)</td>
<td>2.92</td>
<td>213</td>
</tr>
<tr>
<td>I learn the most about social issues in discussions with students.</td>
<td>6.1% (13)</td>
<td>17.0% (36)</td>
<td>43.9% (93)</td>
<td>28.3% (60)</td>
<td>4.7% (10)</td>
<td>3.08</td>
<td>212</td>
</tr>
<tr>
<td>I attend at least 2 multicultural events on campus every year.</td>
<td>9.0% (19)</td>
<td>17.5% (37)</td>
<td>17.5% (37)</td>
<td>41.0% (87)</td>
<td>15.1% (32)</td>
<td>3.36</td>
<td>212</td>
</tr>
<tr>
<td>I attend at least 4 multicultural events on campus every year.</td>
<td>14.3% (30)</td>
<td>37.1% (78)</td>
<td>22.9% (48)</td>
<td>15.7% (33)</td>
<td>10.0% (21)</td>
<td>2.70</td>
<td>210</td>
</tr>
<tr>
<td>I feel comfortable raising questions about diverse identity groups (e.g. racial, gender, etc.) with students in class.</td>
<td>6.6% (14)</td>
<td>23.0% (49)</td>
<td>32.9% (70)</td>
<td>27.7% (59)</td>
<td>9.9% (21)</td>
<td>3.11</td>
<td>213</td>
</tr>
<tr>
<td>I believe faculty and staff at Michigan Tech treat students from all identity groups (e.g. racial, gender, etc.) fairly.</td>
<td>3.3% (7)</td>
<td>7.9% (17)</td>
<td>32.1% (69)</td>
<td>45.1% (97)</td>
<td>11.6% (25)</td>
<td>3.54</td>
<td>215</td>
</tr>
<tr>
<td>My campus experience has contributed to my understanding of diverse groups.</td>
<td>4.7% (10)</td>
<td>14.6% (31)</td>
<td>29.6% (63)</td>
<td>43.2% (92)</td>
<td>8.0% (17)</td>
<td>3.35</td>
<td>213</td>
</tr>
<tr>
<td>My professional experiences beyond campus have contributed to my understanding of diverse groups.</td>
<td>1.9% (4)</td>
<td>2.8% (6)</td>
<td>12.3% (26)</td>
<td>54.2% (115)</td>
<td>28.8% (61)</td>
<td>4.05</td>
<td>212</td>
</tr>
<tr>
<td>I feel comfortable participating in the diversity initiatives here at Michigan Tech.</td>
<td>4.7% (10)</td>
<td>11.2% (24)</td>
<td>25.2% (54)</td>
<td>41.1% (88)</td>
<td>17.8% (38)</td>
<td>3.56</td>
<td>214</td>
</tr>
<tr>
<td>Mentoring students is an important part of being a faculty member.</td>
<td>0.9% (2)</td>
<td>0.9% (2)</td>
<td>4.2% (9)</td>
<td>34.9% (75)</td>
<td>59.1% (127)</td>
<td>4.50</td>
<td>215</td>
</tr>
<tr>
<td>My experiences with colleagues have expanded my understanding of diversity.</td>
<td>4.2% (9)</td>
<td>5.2% (11)</td>
<td>28.3% (60)</td>
<td>50.0% (106)</td>
<td>12.3% (26)</td>
<td>3.61</td>
<td>212</td>
</tr>
<tr>
<td>I have been exposed to information and activities devoted to</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Note:** The ratings are given on a 1 to 5 scale, with 1 being strongly disagree and 5 being strongly agree.
<table>
<thead>
<tr>
<th>Understanding diverse groups in faculty meetings, inter-disciplinary activities, and professional development initiatives.</th>
<th>3.3% (7)</th>
<th>8.0% (17)</th>
<th>26.9% (57)</th>
<th>50.0% (106)</th>
<th>11.8% (25)</th>
<th>3.59</th>
<th>212</th>
</tr>
</thead>
<tbody>
<tr>
<td>I have been exposed to information and activities devoted to understanding diverse groups in informal interactions and conversations with friends.</td>
<td>1.0% (2)</td>
<td>2.9% (6)</td>
<td>21.6% (45)</td>
<td>54.8% (114)</td>
<td>19.7% (41)</td>
<td>3.89</td>
<td>208</td>
</tr>
<tr>
<td>I have benefited from attending the Parade of Nations, Powwow, Diwali Nite, the annual Martin Luther King, Jr. holiday celebrations, or events during Hispanic Heritage Week, Black History Week, or Women's History Week.</td>
<td>6.7% (14)</td>
<td>11.4% (24)</td>
<td>28.6% (60)</td>
<td>33.8% (71)</td>
<td>19.5% (41)</td>
<td>3.48</td>
<td>210</td>
</tr>
</tbody>
</table>

**28. Have you personally experienced or witnessed harassment or discrimination at Michigan Tech based on any of the following? (check all that apply)**

<table>
<thead>
<tr>
<th>Experienced myself</th>
<th>Witnessed</th>
<th>Have not experienced or witnessed at Tech</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Religious preference</td>
<td>8.4% (18)</td>
<td>15.3% (33)</td>
<td>78.6% (169)</td>
</tr>
<tr>
<td>Sexual orientation</td>
<td>0.9% (2)</td>
<td>28.3% (60)</td>
<td>70.8% (150)</td>
</tr>
<tr>
<td>Language/national origin</td>
<td>4.2% (9)</td>
<td>38.9% (84)</td>
<td>57.9% (125)</td>
</tr>
<tr>
<td>Gender</td>
<td>13.6% (29)</td>
<td>28.5% (61)</td>
<td>62.1% (133)</td>
</tr>
<tr>
<td>Race/ethnicity</td>
<td>3.7% (8)</td>
<td>29.4% (63)</td>
<td>69.2% (148)</td>
</tr>
<tr>
<td>Physical/mental ability</td>
<td>1.9% (4)</td>
<td>15.5% (33)</td>
<td>83.1% (177)</td>
</tr>
<tr>
<td>Age</td>
<td>7.0% (15)</td>
<td>16.4% (35)</td>
<td>78.9% (168)</td>
</tr>
</tbody>
</table>

answered question 216
skipped question 36
29. Any other forms of harassment or discrimination you have experienced other than those above (please specify):

<table>
<thead>
<tr>
<th>Response</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>27</td>
</tr>
</tbody>
</table>

27 answered question
225 skipped question

30. Personal safety:

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neutral</th>
<th>Agree</th>
<th>Strongly Agree</th>
<th>Rating</th>
<th>Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>59.2% (129)</td>
<td>26.1% (57)</td>
<td>5.0% (11)</td>
<td>6.9% (15)</td>
<td>2.8% (6)</td>
<td>1.68</td>
<td>218</td>
</tr>
</tbody>
</table>

There are times when I have felt physically unsafe on campus.

218 answered question
34 skipped question
### 31. I am:

<table>
<thead>
<tr>
<th>Role</th>
<th>Response Percent</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>A tenured professor</td>
<td>49.1%</td>
<td>105</td>
</tr>
<tr>
<td>A department chair</td>
<td>4.7%</td>
<td>10</td>
</tr>
<tr>
<td>On tenure-track</td>
<td>28.0%</td>
<td>60</td>
</tr>
<tr>
<td>An instructor</td>
<td>18.2%</td>
<td>39</td>
</tr>
<tr>
<td>An adjunct</td>
<td>2.8%</td>
<td>6</td>
</tr>
<tr>
<td>An administrator</td>
<td>5.1%</td>
<td>11</td>
</tr>
<tr>
<td>A department committee member</td>
<td>16.4%</td>
<td>35</td>
</tr>
<tr>
<td>A university committee member</td>
<td>14.0%</td>
<td>30</td>
</tr>
</tbody>
</table>

**answered question**: 214  
**skipped question**: 38

### 32. Academic program:

<table>
<thead>
<tr>
<th>Program</th>
<th>Response Percent</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engineering</td>
<td>39.0%</td>
<td>82</td>
</tr>
<tr>
<td>Business &amp; Economics</td>
<td>9.5%</td>
<td>20</td>
</tr>
<tr>
<td>Technology</td>
<td>4.8%</td>
<td>10</td>
</tr>
<tr>
<td>Sciences and Arts</td>
<td>41.4%</td>
<td>87</td>
</tr>
<tr>
<td>Forest Resources &amp; Environmental Science</td>
<td>5.7%</td>
<td>12</td>
</tr>
</tbody>
</table>

**answered question**: 210  
**skipped question**: 42
### 33. Gender:

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>68.7%</td>
<td>145</td>
</tr>
<tr>
<td>Female</td>
<td>31.3%</td>
<td>66</td>
</tr>
<tr>
<td>Transgender</td>
<td>0.0%</td>
<td>0</td>
</tr>
</tbody>
</table>

answered question 211

skipped question 41

### 34. Living situation:

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child care/elder care responsibilities</td>
<td>15.3%</td>
<td>33</td>
</tr>
<tr>
<td>Committed relationship</td>
<td>7.4%</td>
<td>16</td>
</tr>
<tr>
<td>Single</td>
<td>11.6%</td>
<td>25</td>
</tr>
<tr>
<td>Married</td>
<td>79.5%</td>
<td>171</td>
</tr>
<tr>
<td>Long-distance relationship</td>
<td>2.8%</td>
<td>6</td>
</tr>
<tr>
<td>Parent</td>
<td>28.4%</td>
<td>61</td>
</tr>
<tr>
<td>Dual Career at Michigan Tech</td>
<td>17.2%</td>
<td>37</td>
</tr>
</tbody>
</table>

answered question 215

skipped question 37
35. I have:

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>No disability</td>
<td>90.4%</td>
<td>188</td>
</tr>
<tr>
<td>Physical disability</td>
<td>3.4%</td>
<td>7</td>
</tr>
<tr>
<td>Learning disability</td>
<td>1.0%</td>
<td>2</td>
</tr>
<tr>
<td>Had temporary disability at Michigan Tech (injury, illness, etc)</td>
<td>6.3%</td>
<td>13</td>
</tr>
</tbody>
</table>

answered question 208
skipped question 44

36. I am from:

<table>
<thead>
<tr>
<th>Response</th>
<th>Percent</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Upper Peninsula of Michigan</td>
<td>9.8%</td>
<td>21</td>
</tr>
<tr>
<td>Michigan</td>
<td>15.0%</td>
<td>32</td>
</tr>
<tr>
<td>Out of state</td>
<td>50.9%</td>
<td>109</td>
</tr>
<tr>
<td>Outside the U.S.</td>
<td>27.6%</td>
<td>59</td>
</tr>
<tr>
<td>A suburb</td>
<td>9.3%</td>
<td>20</td>
</tr>
<tr>
<td>An urban area</td>
<td>13.6%</td>
<td>29</td>
</tr>
<tr>
<td>A rural area</td>
<td>8.9%</td>
<td>19</td>
</tr>
</tbody>
</table>

answered question 214
skipped question 38
37. I am:

<table>
<thead>
<tr>
<th>Identity</th>
<th>Response Percent</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American or Black</td>
<td>1.4%</td>
<td>3</td>
</tr>
<tr>
<td>Latino/a, Chicano/a or Hispanic</td>
<td>3.3%</td>
<td>7</td>
</tr>
<tr>
<td>Asian or Pacific Islander</td>
<td>13.3%</td>
<td>28</td>
</tr>
<tr>
<td>White, Caucasian, or European</td>
<td>81.0%</td>
<td>170</td>
</tr>
<tr>
<td>Multi-racial (please indicate all group identities on this question)</td>
<td>1.9%</td>
<td>4</td>
</tr>
<tr>
<td>Native American</td>
<td>1.4%</td>
<td>3</td>
</tr>
<tr>
<td>Of Middle Eastern or Arabic origin</td>
<td>1.0%</td>
<td>2</td>
</tr>
<tr>
<td>Of South Asian background</td>
<td>1.4%</td>
<td>3</td>
</tr>
<tr>
<td>Other (please specify)</td>
<td>1.0%</td>
<td>2</td>
</tr>
</tbody>
</table>

answered question 210
skipped question 42

38. Sexual orientation:

<table>
<thead>
<tr>
<th>Orientation</th>
<th>Response Percent</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Openly gay, lesbian or bisexual</td>
<td>0.5%</td>
<td>1</td>
</tr>
<tr>
<td>Privately gay, lesbian or bisexual</td>
<td>1.0%</td>
<td>2</td>
</tr>
<tr>
<td>Heterosexual</td>
<td>98.5%</td>
<td>197</td>
</tr>
</tbody>
</table>

answered question 200
skipped question 52
<table>
<thead>
<tr>
<th>Religious affiliation:</th>
<th>Response Percent</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Islamic</td>
<td>1.5%</td>
<td>3</td>
</tr>
<tr>
<td>Catholic</td>
<td>15.9%</td>
<td>32</td>
</tr>
<tr>
<td>Jewish</td>
<td>0.5%</td>
<td>1</td>
</tr>
<tr>
<td>Christian/Protestant</td>
<td>23.4%</td>
<td>47</td>
</tr>
<tr>
<td>Christian/Evangelical</td>
<td>8.5%</td>
<td>17</td>
</tr>
<tr>
<td>Hindu</td>
<td>5.0%</td>
<td>10</td>
</tr>
<tr>
<td>Buddhist</td>
<td>4.0%</td>
<td>8</td>
</tr>
<tr>
<td>Spiritual seeker</td>
<td>5.0%</td>
<td>10</td>
</tr>
<tr>
<td>Native spirituality</td>
<td>0.5%</td>
<td>1</td>
</tr>
<tr>
<td>None</td>
<td>32.8%</td>
<td>66</td>
</tr>
<tr>
<td>Other (please specify)</td>
<td>9.0%</td>
<td>18</td>
</tr>
</tbody>
</table>

answered question 201
skipped question 51
### 40. Political orientation:

<table>
<thead>
<tr>
<th>Political Orientation</th>
<th>Response Percent</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very Liberal</td>
<td>12.9%</td>
<td>27</td>
</tr>
<tr>
<td>Liberal</td>
<td>31.0%</td>
<td>65</td>
</tr>
<tr>
<td>Middle of the road</td>
<td>19.0%</td>
<td>40</td>
</tr>
<tr>
<td>Conservative</td>
<td>11.0%</td>
<td>23</td>
</tr>
<tr>
<td>Very Conservative</td>
<td>6.7%</td>
<td>14</td>
</tr>
<tr>
<td>Independent</td>
<td>16.7%</td>
<td>35</td>
</tr>
<tr>
<td>None</td>
<td>8.1%</td>
<td>17</td>
</tr>
</tbody>
</table>

- answered question: 210
- skipped question: 42

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### 41. Personal experiences (while at Michigan Tech):

<table>
<thead>
<tr>
<th>Experience</th>
<th>Response Percent</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Family crisis (death, divorce, etc.)</td>
<td>50.3%</td>
<td>100</td>
</tr>
<tr>
<td>Treatment for depression or anxiety</td>
<td>14.1%</td>
<td>28</td>
</tr>
<tr>
<td>Volunteer or community service</td>
<td>64.3%</td>
<td>128</td>
</tr>
<tr>
<td>Eating disorders</td>
<td>2.5%</td>
<td>5</td>
</tr>
<tr>
<td><strong>Book/Articles published</strong></td>
<td>76.4%</td>
<td>152</td>
</tr>
<tr>
<td>Complaints from students about my behavior or comments</td>
<td>6.5%</td>
<td>13</td>
</tr>
<tr>
<td>Received recognition, honor, or award</td>
<td>55.8%</td>
<td>111</td>
</tr>
<tr>
<td>Problem drinking or drug use</td>
<td>1.0%</td>
<td>2</td>
</tr>
<tr>
<td>International or exchange experiences</td>
<td>39.7%</td>
<td>79</td>
</tr>
<tr>
<td>PI on research grant project/s</td>
<td>68.8%</td>
<td>137</td>
</tr>
<tr>
<td>Advisor to a student group</td>
<td>67.8%</td>
<td>135</td>
</tr>
<tr>
<td>Change in family responsibilities (elder care, childcare)</td>
<td>36.2%</td>
<td>72</td>
</tr>
</tbody>
</table>

answered question 199
skipped question 53

### 42. Additional comments:

<table>
<thead>
<tr>
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answered question 69
skipped question 183