

North Dakota University System
Campus Diversity Climate Assessment Survey
(Administered for NDUS by Rankin & Associates, Consulting)

Rationale

You are invited to participate in a survey of students, faculty, staff, and administrators regarding the climate at your institution as part of the North Dakota University System (NDUS). The results of the survey will provide important information about our diversity climate and will enable us to improve the environment for learning and working environment on campus. The survey is being conducted for NDUS by Rankin & Associates, an outside consulting firm.

Participation in this research is voluntary. If you decide to participate, you will not be asked to provide any identifying information. All information you provide on the survey will remain confidential. You may skip any questions on the survey that you do not wish to answer. You may stop taking the survey at any time. You do not need to submit your completed responses if you decline to participate.

By completing and submitting the survey, your informed consent is implied. The survey will take about 20 minutes to complete. You must be 18 years of age or older to participate. You may print a copy of this consent form for your records.

Confidentiality

If you are concerned that your confidentiality will be compromised by some (or all) of the questions, please keep in mind that **individuals will not be identified and only group data will be reported**. In addition, the external consultant (Rankin & Associates) will not report any group data for groups that may be small enough to compromise confidentiality. Instead, Rankin & Associates will combine the groups to eliminate any potential for identifiable demographic information. Please remember, you do not have to answer any question(s) about which you are uncomfortable.

To further assure anonymity and confidentiality, online survey responses will be submitted directly to Rankin & Associates' server at which time IP addresses will be stripped from the submissions and short answer responses will be separated from multiple choice responses.

Right to Ask Questions

You can ask questions about this research. Contact Susan Rankin at 814-625-2780 (sue@rankin-consulting.com) with questions. If you agree to take part in this research study and the information outlined above, please click on the "Continue" 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.

Continue button – leads participant to the survey.

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

Directions

URL only: 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 physical or mental condition that substantially limits one or more major life activities. Some examples include, but are not limited to, blindness, diabetes, learning disabilities, deafness, etc.

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.

English as a Second Language Speaker: 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 Orientation: Defining orientation according to the sex of the people to which one tends to be emotionally, physically and sexually attracted ; this is inclusive of, but not limited to, lesbians, gay men, bisexual people, heterosexual people, and those who identify as queer.

Social Justice: In regard to curricular issues and educational programming, social justice is the term used to operationalize the discussion of the issues and concerns facing the groups defined in the diversity definition.¹

Socio-economic class: The status one holds in society based on one's level of income, wealth, educational and familial background.

Transgender/gender-queer: Umbrella terms for someone whose self-identity challenges traditional societal definitions of male and female.

Thank you for your participation in this project.

¹ For a more complete review of this discussion, please refer to *Teaching for Diversity and Social Justice: A Sourcebook*. 1997. NY: Routledge, Edited by Maurianne Adams, Lee Ann Bell, Pat Griffin. For a more detailed discussion of social justice see:
Rawls, J. (1971, 1999). *A Theory Of Justice* (revised edition). Cambridge Massachusetts: The Belknap Press of Harvard University Press.
Young. I. M. (1990). *Justice and the Politics of Difference*. Princeton, NJ: Princeton University Press.

Questions concerning this project should be directed to:

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Please do not complete this survey more than once.

Part 1. Campus Experiences

Within the past year...

- Overall, how comfortable are you with the campus climate at your institution?
(**Note: Climate refers to 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.**)

Very comfortable	Comfortable	Unsure	Uncomfortable	Very uncomfortable
1	2	3	4	5
- Overall, how comfortable are you with the campus climate in your academic department/program of study (e.g., College of Education, College of Science) or administrative department (e.g., Admissions, Facilities Management, Student Affairs)?

Very comfortable	Comfortable	Unsure	Uncomfortable	Very uncomfortable
1	2	3	4	5
- Overall, how comfortable are you with the campus climate in your classes/work area and/or unit?

Very comfortable	Comfortable	Unsure	Uncomfortable	Very uncomfortable
1	2	3	4	5
- Overall, how comfortable are you with the climate in the local community surrounding your institution?

Very comfortable	Comfortable	Unsure	Uncomfortable	Very uncomfortable
1	2	3	4	5
- I have attended the following diversity program/event at my institution: (Please mark all that apply).
 - Residence hall diversity program
 - Campus sponsored multicultural program
 - Academic unit sponsored diversity event
 - Other cultural events (e.g., Powwow, Black History month event, Cultural speakers)
 - Other (please specify) _____
 - I have not attended any multi-cultural/diversity programs/events
- Have you personally experienced** any offensive, hostile, or intimidating conduct that has interfered with your ability to work, learn, or participate in any activity on your campus?
 - yes
 - no (If no, please skip to question 13)

7. What do you believe was the basis for this conduct? **(Mark all that apply.)**
- my age
 - my country of origin
 - my English language proficiency/accent
 - my educational level
 - my psychological disability
 - my learning disability
 - my physical disability
 - my physical characteristics
 - my ethnicity
 - my race
 - my skin color
 - my gender expression
 - my gender identity (female, male, transgender)
 - my sexual orientation
 - my military/veteran status
 - my parental status (e.g., having children or not having children)
 - my political views
 - my religion
 - my socioeconomic class
 - my position on campus (e.g., part-time instructor, faculty, classified staff, student)
 - other (please specify)_____
8. How did you experience this conduct? (Mark all that apply.)
- I was the target of racial/ethnic profiling
 - I was the target of graffiti (e.g., event advertisements removed or defaced)
 - I received written comments
 - I received phone calls
 - I received threats of physical violence
 - I received threats through electronic media (e.g., e-mails, IM, Chat rooms, Blogs)
 - I was the target of physical violence
 - I observed others staring at me
 - I felt I was deliberately ignored or excluded
 - I was the target of derogatory remarks or discriminatory jokes
 - I felt intimidated
 - I felt bullied
 - I feared for my physical safety
 - Someone assumed I was admitted or hired because of my identity
 - I was the victim of a crime
 - I feared getting a poor grade because of a hostile classroom environment
 - I was singled out as the “authority” regarding my identity
 - I felt isolated or left out when work was required in groups
 - I felt isolated or left out on campus because of my socioeconomic class status
 - I was denied a scholarship or other financial assistance
 - I was denied a promotion or a raise
 - I was denied a campus job
 - other (please specify)_____

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

- in class
- while working at a campus job
- while walking on campus
- in campus housing
- in campus dining facility
- in a campus office
- at a campus event
- in a faculty office
- in a public space on campus (e.g., Student Union, Library)
- in the Student Health Center
- in a meeting with one other person
- in a meeting with a group of people
- in off-campus housing
- in the athletic community
- in the local community
- in the Greek community/campus fraternities/sororities
- other (please specify)_____

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

- student
- department chair/program director
- administrator
- staff member
- faculty member
- Campus Security/Public Safety
- local police
- student group
- campus housing staff
- dining services staff
- academic advisor
- Health Center Staff
- teaching assistant
- student organization advisor
- supervisor/manager
- person that I supervise
- member of my peer group
- athletic coach
- athletic trainers/athletic team physicians
- campus media and events reporter
- organization on campus (please specify _____)
- community member
- don't know source
- other (please specify)_____

11. 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 a campus employee/official
 - I felt somehow responsible
 - I didn't report it for fear of retaliation (e.g., job loss)
 - It didn't affect me at the time
 - I sought support from counseling/advocacy services
 - other (please specify) _____
12. If you would like to elaborate on this experience (these experiences), please do so here.
[Insert text box](#)
13. **Have you observed or personally been made aware of any** conduct directed toward a person or group of people on campus that you believe has created an offensive, hostile, or intimidating working or learning environment?
- yes no (if no, please skip to question 20)
14. In your opinion, what characteristics were the targets for this conduct? **(Mark all that apply.)**
- age
 - country of origin
 - English language proficiency/accent
 - race
 - skin color
 - ethnicity
 - educational level
 - psychological disability
 - learning disability
 - physical disability
 - physical characteristics
 - gender expression
 - gender identity
 - sexual orientation
 - military/veteran status
 - parental status (e.g., having children)
 - political views
 - religion
 - socioeconomic class
 - position status (e.g., part-time instructor, faculty, classified staff, student)
 - other (please specify) _____

15. What forms of conduct have you observed or personally been made aware of? **(Mark all that apply.)**
- Someone being racially/ethnically profiled
 - Graffiti (e.g., event advertisements removed or defaced)
 - Someone receiving derogatory written comments because of their identity
 - Someone receiving derogatory phone calls because of their identity
 - Someone receiving threats of physical violence
 - Someone receiving derogatory/unsolicited e-mails because of their identity
 - Someone being the victim of physical violence because of their identity
 - Person(s) staring at someone because of their identity
 - Someone being deliberately ignored or excluded because of their identity
 - Person(s) making receiving derogatory remarks because of someone's identity
 - Someone being intimidated/bullied because of their identity
 - Someone fearing for their physical safety because of their identity
 - The assumption that someone was admitted or hired because of their identity or someone was not hired or admitted because of their identity
 - Someone being the victim of a crime because of their identity
 - Someone receiving a poor grade because of a hostile classroom environment
 - Someone singled out as the "resident authority" due to their identity
 - Someone isolated or left out when work was required in groups because of their identity
 - Someone isolated or left out on campus because of their identity
 - other (please specify)_____

16. Where did this conduct occur? **(Mark all that apply.)**
- in a class
 - while working at a campus job
 - while walking on campus
 - in campus housing
 - in campus dining facility
 - in a campus office
 - at a campus event
 - in a faculty office
 - in the Student Health Center
 - in a public space on campus (e.g., Student Union, Library)
 - in a meeting with one other person
 - in a meeting with a group of people
 - in off-campus housing
 - in the local community
 - in the athletic community
 - other (specify)_____

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

- student
- department chair/program director
- administrator
- staff member
- faculty member
- Campus Security/Public Safety
- local police
- student group
- campus housing staff
- dining services staff
- academic advisor
- Health Center Staff
- teaching assistant
- student organization advisor
- supervisor/manager
- person that I supervise
- member of my peer group
- athletic coach
- athletic trainer
- campus media and events reporter
- organization on campus (please specify _____)
- don't know source
- other (please specify)_____

18. Please describe your reactions to observing this conduct. (Mark all that apply.)

- I had an emotional response (e.g., scared, embarrassed, angry)
- I told a friend
- I avoided the person responsible for the conduct
- I confronted the person responsible for the conduct at the time
- I confronted the person responsible for the conduct at a later time
- I ignored it
- I left the situation immediately
- I didn't know who to go to
- I made a complaint to a campus employee/official
- I felt somehow responsible
- I didn't report it for fear of retaliation
- It didn't affect me at the time
- I contemplated leaving the institution
- I sought support from counseling/advocacy services
- other (please specify) _____

19. If you would like to elaborate on these experiences, please do so here.

[Insert text box](#)

20. I observed discriminatory behavior or employment practices on campus (e.g., search committee bias, limited recruiting pool, expelled, poor grades).
 yes no (if no, please skip to question 22)
21. I believe that the discrimination was based upon (**Mark all that apply.**)
 age
 country of origin
 educational level
 psychological disability
 English language proficiency/accent
 ethnicity
 gender expression
 gender identity
 learning disability
 military/veteran status
 parental status (e.g., having children)
 physical characteristics
 physical disability
 political views
 race
 religion
 sexual orientation
 skin color
 socioeconomic class
 position status (e.g., part-time instructor, faculty, classified staff, student)
 other (please specify)_____

Questions 22 – 29 refer to Sexual Misconduct

Note: Sexual assault, as used here, includes any unwelcome intentional sexual conduct. This includes sexual intercourse, sexual touching that is direct or through clothing, and sexually explicit words or invitations. This refers to conduct that is unwelcome, meaning unwanted or offensive.

Sexual harassment, as used here, refers to an environment in which persons are subjected to unwelcome inquiries, conversations, words, jokes, or pictures that are sexual or sexually suggestive in nature. This refers to conduct that is unwelcome, meaning unwanted or offensive.

22. If I was sexually assaulted on campus, I am confident the campus community would support me and take action on my behalf.
 yes no unsure
23. I have been touched in a sexual manner while on campus that has made me feel uncomfortable or fearful.
 Never Rarely Sometimes Often Very often
24. Have you been a victim of sexual assault as a member of this institution?
 yes no (if no, please skip to question 30)

25. Who was the offender(s)? **(Mark all that apply)**
- acquaintance
 - athletic personnel
 - co-worker
 - roommate
 - relative
 - staff member
 - classmate
 - current partner/spouse
 - ex-partner/spouse
 - stranger
 - professor
 - friend
 - resident assistant or housing staff
 - other (please specify) _____
26. Where did the incident(s) occur? **(Mark all that apply)**
- On campus (please specify location _____)
 - Off-campus (please specify location _____)
 - Other location (please specify) _____
27. Please describe your response to experiencing the incident(s). **(Mark all that apply.)**
- I sought support from off-campus hot-line/advocacy services
 - I told a friend
 - I told a family member
 - I told my RA
 - I sought support from a campus resource (e.g., Counseling Center, Human Resources, Campus Advocate)
 - I sought medical services
 - I contacted Campus Security/Public Safety
 - I contacted the local police
 - I contacted my Union
 - I sought support from a campus staff person
 - I sought support from a campus faculty member
 - I sought information on-line
 - I did nothing
 - other (please specify) _____
28. If you did not report the sexual assault to a campus official or staff member, please explain why you did not.
Insert text box here
29. If you did report the sexual assault to a campus official or staff member, did you feel that it was responded to appropriately? If not, please explain why you felt that it was not.
Insert text box here

Part 2: Campus Actions Relative to Climate Issues

30. My institution takes initiative in addressing issues related to:

	strongly agree	agree	do not agree nor disagree	disagree	strongly disagree
age	1	2	3	4	5
ethnicity	1	2	3	4	5
race	1	2	3	4	5
international status	1	2	3	4	5
skin color	1	2	3	4	5
English as a second language speakers	1	2	3	4	5
psychological disability	1	2	3	4	5
learning disability	1	2	3	4	5
physical disability	1	2	3	4	5
physical characteristics	1	2	3	4	5
sexual orientation	1	2	3	4	5
gender identity	1	2	3	4	5
gender expression	1	2	3	4	5
parental status	1	2	3	4	5
employee status	1	2	3	4	5
religion	1	2	3	4	5
socioeconomic class	1	2	3	4	5
military status/veteran	1	2	3	4	5

31. If you would like to elaborate on how your institution does or does not address these issues, please do so here. [Insert text box here](#)

32. There is visible leadership that fosters diversity/social justice on my campus from:

	strongly agree	agree	do not agree or disagree	disagree	strongly disagree	not applicable
The President's Office	1	2	3	4	5	6
Vice President's for Student Affairs	1	2	3	4	5	6
Vice President for Business Affairs	1	2	3	4	5	6
Vice President for Academic Affairs	1	2	3	4	5	6
Dean of Student's Office	1	2	3	4	5	6
My school dean/unit head	1	2	3	4	5	6
My direct supervisor	1	2	3	4	5	6
Faculty in my school	1	2	3	4	5	6
Student government	1	2	3	4	5	6
Student organizations	1	2	3	4	5	6
Faculty senate	1	2	3	4	5	6
Affirmative Action Office	1	2	3	4	5	6
Athletics	1	2	3	4	5	6
Campus Violence Advocate	1	2	3	4	5	6
Other (please specify)_____	1	2	3	4	5	6

33. Course content at my institution includes materials, perspectives, and/or experiences of people from historically underrepresented/marginalized groups.

(Note: Underrepresented/marginalized groups can be based on age, gender, gender expression, racial or ethnic identity, disability, national origin, religious creed, sexual orientation, or socioeconomic status.)

strongly agree	agree	do not agree nor disagree	disagree	strongly disagree	not applicable
1	2	3	4	5	6

34. I believe that my institution values my involvement in diversity initiatives on campus.

strongly agree	agree	do not agree nor disagree	disagree	strongly disagree
1	2	3	4	5

35. I believe the classroom climate is welcoming for students from historically underrepresented/marginalized groups.

strongly agree	agree	do not agree nor disagree	disagree	strongly disagree	not applicable
1	2	3	4	5	6

36. I believe the workplace climate is welcoming for employees from historically underrepresented/marginalized groups.

strongly agree	agree	do not agree nor disagree	disagree	strongly disagree	not applicable
1	2	3	4	5	6

37. How would you rate the accessibility of the campus for people with disabilities?

	Very Accessible	Accessible	Don't Know	Somewhat Inaccessible	Very Inaccessible	Not Applicable
Administrative Buildings	1	2	3	4	5	6
Athletic Facilities	1	2	3	4	5	6
Classroom Buildings	1	2	3	4	5	6
Computer Labs	1	2	3	4	5	6
Science Labs	1	2	3	4	5	6
Dining Halls	1	2	3	4	5	6
Grounds (snow, construction)	1	2	3	4	5	6
Information in Alternative Formats (Braille, etc)	1	2	3	4	5	6
Library	1	2	3	4	5	6
Parking	1	2	3	4	5	6
Restrooms	1	2	3	4	5	6
Recreational Facilities	1	2	3	4	5	6
Residence Halls	1	2	3	4	5	6
Campus Web Site	1	2	3	4	5	6
Specific Classrooms	1	2	3	4	5	6
Student Union	1	2	3	4	5	6
Student Health Center	1	2	3	4	5	6
Transportation	1	2	3	4	5	6
Field Sites	1	2	3	4	5	6
On-line courses	1	2	3	4	5	6

38. If you wish to elaborate on any access issues, either positive or negative, that you have experienced or observed on campus, please do so in the space provided below.

[Insert text box here](#)

How would you rate the overall campus community climate in regard to the following groups:
 (Note: *Climate refers to 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.*)

39. For persons from the following racial/ethnic backgrounds?

	Very Respectful	Moderately Respectful	Don't Know	Somewhat Respectful	Not at all Respectful
African Americans/Blacks	1	2	3	4	5
Arabs/Arab Americans	1	2	3	4	5
Asian/Asian Americans	1	2	3	4	5
Caucasians/Whites (non-Hispanic)	1	2	3	4	5
Latino(a)s/Chicano(a)s/Hispanics	1	2	3	4	5
Middle Eastern persons	1	2	3	4	5
Multiracial, multiethnic, or multicultural persons	1	2	3	4	5
Native American/Alaskan Natives	1	2	3	4	5
Pacific Islanders/Hawaiian Natives	1	2	3	4	5

40. For people who are.....

	Very Respectful	Moderately Respectful	Don't Know	Somewhat Respectful	Not at all Respectful
Men	1	2	3	4	5
Women	1	2	3	4	5
Physically challenged	1	2	3	4	5
Mentally challenged	1	2	3	4	5
International students, staff, or faculty	1	2	3	4	5
English as a second language speakers	1	2	3	4	5
Active Military Status	1	2	3	4	5
Veterans	1	2	3	4	5
Economically disadvantaged	1	2	3	4	5
Christian religion affiliated	1	2	3	4	5
Non-Christian affiliated	1	2	3	4	5
Religion affiliated	1	2	3	4	5
Non-Religion affiliated	1	2	3	4	5
Traditional age students (18-24 years)	1	2	3	4	5
Adult learners (25 years and older)	1	2	3	4	5
Students with children	1	2	3	4	5
Gay, lesbian, bisexual persons	1	2	3	4	5
Transgender persons	1	2	3	4	5

Part 3. Demographic Information

If you are concerned that your confidentiality will be compromised by some (or all) of the questions, please keep in mind that individuals will not be identified and only group data will be reported. In addition, the external consultant (Rankin & Associates) will not report any group data for groups that may be small enough to compromise identity. Instead, Rankin & Associates will combine the groups to eliminate any potential for identifiable demographic information.

41. What is your gender identity?
- Female
 - Male
 - Transgender
42. What is your race/ethnicity? **(If you are of a multi-racial/multi-ethnic/multi-cultural identity, mark all that apply.)**
- African
 - African American
 - Black
 - Alaskan Native (please specify corporation _____)
 - Asian
 - Asian American
 - Latino(a)/Hispanic/Chicano(a)
 - Middle Eastern
 - Native American/American Indian (please specify Tribal affiliations/lineage_____)
 - Pacific Islander/Filipino
 - Hawaiian Native
 - Caucasian/White
 - Other (please specify) _____
43. Which term best describes your sexual orientation?
- bisexual
 - gay
 - heterosexual
 - lesbian
 - uncertain
 - other (please specify) _____
44. What is your age?
- 19 or under
 - 20-21
 - 22-24
 - 25-32
 - 33-42
 - 43-51
 - 52-60
 - 61-69
 - 70 and over

45. What is your current relationship situation? (Mark all that apply.)

- single, not dating
- single, dating
- partnered
- married
- separated
- divorced
- remarried
- partner/spouse deceased

46. What is your current parental status? (Mark all that apply.)

- no children
- children, not living at home
- single parent
- non-custodial parent
- custodial with a partner/spouse
- custodial without a partner/spouse
- other (please specify) _____

47. What is the highest level of education achieved by your parents/guardians?

- | | |
|---|---|
| <u>Mother/Guardian 1:</u> | <u>Father/Guardian 2:</u> |
| <input type="radio"/> no formal education | <input type="radio"/> no formal education |
| <input type="radio"/> no high school | <input type="radio"/> no high school |
| <input type="radio"/> high school | <input type="radio"/> high school |
| <input type="radio"/> some college | <input type="radio"/> some college |
| <input type="radio"/> Associates degree | <input type="radio"/> Associates degree |
| <input type="radio"/> Bachelors degree | <input type="radio"/> Bachelors degree |
| <input type="radio"/> Masters | <input type="radio"/> Masters |
| <input type="radio"/> Doctorate | <input type="radio"/> Doctorate |
| <input type="radio"/> Other professional degree | <input type="radio"/> Other professional degree |
| <input type="radio"/> Unknown | <input type="radio"/> Unknown |

48. What is your **primary** status on campus? (Please mark only one)

- Certificate program student
- Associate degree student
- Baccalaureate degree student
- Post-Baccalaureate student
- Master Degree candidate
- Doctoral Degree candidate
- Instructor
- Lecturer/Adjunct
- Assistant Professor
- Associate Professor
- Professor
- Classified Staff (e.g., broad-banded)
- Non-Classified Staff (e.g., non-banded staff)
- Academic Staff
- Administrator
- Other (please specify)_____

49. Are you full-time or part-time in that primary position?
- full-time part-time
50. Do you have any of the following conditions that substantially affects a major life activity? (Please mark all that apply).
- learning disabilities
 orthopedic
 visual
 hearing
 psychological
 ADHD/ADD
 Health related
 TBI (traumatic brain injury)
 Speech
 Other
51. What is your citizenship status?
- U.S. citizen - born in the United States
 U.S. citizen – naturalized
 permanent resident (immigrant)
 permanent resident (refugee)
 international (F-1, J-1, H1-B, or other visa)

52. What is your religious or spiritual affiliation?
- Atheist
 - Agnostic
 - Assembly of God
 - Baptist (e.g., American, Southern)
 - Baha'i
 - Buddhist
 - Community of Christ (Reorganize Church of Latter Day Saints)
 - Eastern Orthodox
 - Episcopal
 - Evangelical Free
 - Hindu
 - Hutterite
 - Islamic
 - Jehovah's Witness
 - Jewish
 - LDS (Mormon)
 - Lutheran
 - Methodist
 - Mennonite
 - Native American Traditional Practitioner
 - Pagan
 - Pentecostal
 - Presbyterian
 - Quaker
 - Roman Catholic
 - Scientology
 - Seventh Day Adventist
 - Unitarian/Universalist
 - Wiccan
 - Spiritual, but no religious affiliation
 - No affiliation
 - Other (please specify) _____

53. How long have you been affiliated with this institution?
- 1 year or less
 - 2-4 years
 - 5-10 years
 - 11-19 years
 - 20-29 years
 - 30+ years

54. What is your yearly income (if single or an independent student) or your best estimate of your family's yearly income (if partnered, married, or a dependent student)?
- below \$4,999
 - \$5,000 - \$9,999
 - \$10,000 - \$19,999
 - \$20,000 - \$29,999
 - \$30,000 - \$39,999
 - \$40,000 - \$49,999
 - \$50,000 - \$59,999
 - \$60,000 - \$69,999
 - \$70,000 - \$79,999
 - \$80,000 - \$89,999
 - \$90,000 - \$99,999
 - \$100,000 - \$149,999
 - \$150,000 - \$199,999
 - \$200,000 - \$249,999
 - \$250,000 and above
55. **If you are a student**, where do you live?
- family housing
 - residence hall/apartment style housing
 - off-campus apartment/house
 - off-campus with partner/spouse/children
 - off-campus with parent(s)/family/relative(s)
 - Other (please specify) _____
56. If you are a student, what is your primary location or avenue for taking classes?
- at the Main Campus
 - at a Satellite Campus
 - through Distance Learning (e.g., IVN or ONLINE)
 - through both on campus classes and Distance Learning

Part 4. How to Improve the Campus Climate

In your judgment, would each of the following positively affect the campus climate?

(Note: Climate refers to 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.)

57. Providing more social justice workshops/programs to raise campus awareness of the issues and concerns facing people based upon their: (Note: In regard to curricular issues and educational programming, social justice is the term used to operationalize the discussion of the issues and concerns facing the groups defined in the diversity definition)

	strongly agree	agree	do not agree or disagree	disagree	strongly disagree
age	1	2	3	4	5
country of origin	1	2	3	4	5
ethnicity	1	2	3	4	5
race	1	2	3	4	5
psychological disability status	1	2	3	4	5
learning disability status	1	2	3	4	5
physical disability status	1	2	3	4	5
physical characteristics	1	2	3	4	5
sexual orientation	1	2	3	4	5
gender identity	1	2	3	4	5
gender expression	1	2	3	4	5
religion	1	2	3	4	5
socioeconomic class	1	2	3	4	5
status as veterans/ active military	1	2	3	4	5

58. Requiring all students, staff, and faculty to take at least one social justice class that focuses on issues, research, and perspectives regarding...

	strongly agree	agree	do not agree or disagree	disagree	strongly disagree
age	1	2	3	4	5
country of origin	1	2	3	4	5
ethnicity	1	2	3	4	5
race	1	2	3	4	5
psychological disability status	1	2	3	4	5
learning disability status	1	2	3	4	5
physical disability status	1	2	3	4	5
physical characteristics	1	2	3	4	5
sexual orientation	1	2	3	4	5
gender identity	1	2	3	4	5
gender expression	1	2	3	4	5
religion	1	2	3	4	5
socioeconomic class	1	2	3	4	5
status as veterans/ active military	1	2	3	4	5

59. Include social justice related activities as one of the criteria for hiring and/or evaluations of non-student staff, faculty, and administrators.

strongly agree	agree	do not agree or disagree	disagree	strongly disagree
1	2	3	4	5

60. Using a scale of 1-5, please rate the overall campus climate on the following dimensions:
(Note: As an example, for the first item, “friendly—hostile,” 1=very friendly, 2=somewhat friendly, 3=neither friendly nor hostile, 4=somewhat hostile, and 5=very hostile)

friendly	1.....2.....3.....4.....5	hostile
communicative	1.....2.....3.....4.....5	reserved
concerned	1.....2.....3.....4.....5	indifferent
respectful	1.....2.....3.....4.....5	disrespectful
cooperative	1.....2.....3.....4.....5	uncooperative
improving	1.....2.....3.....4.....5	regressing
accessible to persons with disabilities	1.....2.....3.....4.....5	inaccessible to persons with disabilities
positive for people who identify as lesbian, gay, or bisexual	1.....2.....3.....4.....5	not positive for people who identify as lesbian, gay, or bisexual
positive for people who are transgender	1.....2.....3.....4.....5	not positive for people who are transgender
positive for Native American/American Indian	1.....2.....3.....4.....5	not positive or Native American/ American Indian
positive for people of Jewish heritage	1.....2.....3.....4.....5	anti-Semitic (anti-Jewish)
positive for people of Islamic faith	1.....2.....3.....4.....5	anti-Islamic
positive for people who practice other than the Christian faith	1.....2.....3.....4.....5	not positive for people who practice other than the Christian faith
positive for Christians	1.....2.....3.....4.....5	not positive for Christians
positive for English as a second language speakers	1.....2.....3.....4.....5	not positive for English as a second language speakers
welcoming	1.....2.....3.....4.....5	unwelcoming
positive for people who are raising children	1.....2.....3.....4.....5	not positive for people who are raising children
positive for people from low socioeconomic classes	1.....2.....3.....4.....5	not positive for people from low socioeconomic classes

61. Using a scale of 1-5, please rate the overall campus climate on the following dimensions:
(Note: As an example, for the first item, “friendly—hostile,” 1=very friendly, 2=somewhat friendly, 3=neither friendly nor hostile, 4=somewhat hostile, and 5=very hostile)

non-racist	1.....2.....3.....4.....5	racist
non-sexist	1.....2.....3.....4.....5	sexist
non-heterosexist	1.....2.....3.....4.....5	heterosexist

Part 5. Experiences As Member of the Campus Community

To what extent have you had the following experiences in the past year on campus?

62. I am comfortable being open on campus about my identity.
 never rarely sometimes often very often not applicable
 1 2 3 4 5 6
63. I feel that my cultural heritage is valued on my campus.
 never rarely sometimes often very often
 1 2 3 4 5
64. As a student, I have had classes with the following: **(Mark all that apply.)**
- Male Professor
 - Female Professor
 - Professor of Color
 - Native American/American Indian Professor
 - International Professor
 - White Professor
 - “Out” Lesbian, Gay, or Bisexual Professor
 - Professor with a Disability

65. As a student, I am comfortable requesting help from a:

	strongly agree	agree	do not agree or disagree	disagree	strongly disagree	not applicable
Male Professor/ Instructor	1	2	3	4	5	6
Female Professor/ Instructor	1	2	3	4	5	6
Professor/Instructor of Color	1	2	3	4	5	6
Native American/ Indian Professor/ Instructor	1	2	3	4	5	6
White Professor/ Instructor	1	2	3	4	5	6
“Out” Lesbian, Gay, or Bisexual Professor	1	2	3	4	5	6
Professor/Instructor with a Disability	1	2	3	4	5	6
International Professor/ Instructor	1	2	3	4	5	6

66. As a student, I am comfortable requesting help from a:

	strongly agree	agree	do not agree or disagree	disagree	strongly disagree	not applicable
Male Staff Member	1	2	3	4	5	6
Female Staff Member	1	2	3	4	5	6
Staff Member of Color	1	2	3	4	5	6
Native American Staff Member	1	2	3	4	5	6
White Staff Member	1	2	3	4	5	6
“Out” Lesbian, Gay, or Bisexual Staff Member	1	2	3	4	5	6
Staff Member with a Disability	1	2	3	4	5	6
International Staff Member	1	2	3	4	5	6

Part 6. Your Additional Comments

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

THANK YOU FOR YOUR PARTICIPATION IN THIS SURVEY.

You are invited to print this page and take it to any campus drop off site to be eligible for prizes by or before April 28, 2006. The prize drawing will be May 1, 2006. The drop off sites are Plant Services, Main Room 108, Model Room 108, Olson Library (Reference/Info Desk), L. Perzinski, 2nd Floor - Student Union, Hartnett Hall Room 148 West, NDCPD - Memorial Hall Room 203, Moore Room 140 and during any MSU Dorm office hours . For online students please send this page to:

Evelyn Klimpel
Student Health and Development Center
Minot State University
500 University Avenue West
Minot, North Dakota 58707
Fax: 701-858-4341
Email: evelyn.klimpel@minotstateu.edu

You may also want to print this page to show to supervisors, faculty, or your RA that you completed the survey.

Printing this page is strictly voluntary and cannot be connected with your survey responses.

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

Students who wish to discuss their experiences with a counselor after taking the survey are encouraged to contact:

Minot State University Counseling Services
Student Health and Development Center
Lura Manor – Lower Level
500 University Avenue West
Minot, North Dakota 58707
701-858-3371 or toll free at 1-800-777-0750.
Celeste.barfield@minotstateu.edu

Faculty, staff, and administrators who wish to discuss their experiences with a counselor after taking the survey are encouraged to contact:

The Village Family Service Center
308 2nd Ave SW
Minot, ND 58701
701-852-3328.

Confidential services are provided to Minot State University employees.