UW-Platteville
Assessment of Campus Climate

(Administered for the University of Wisconsin System by Rankin & Associates, Consulting)

Purpose
You are invited to participate in a survey of students, faculty, staff and administrators regarding the climate at UW-Platteville. The results of the survey will provide important information about our climate and will enable us to improve the environment for working, living, and learning at the University.

Procedures
You will be asked to complete the attached survey. Your participation is confidential. Please answer the questions as openly and honestly as possible. You may skip questions. The survey will take between 20 and 40 minutes to complete. You must be 18 years of age or older to participate. When you have completed the survey, please return it directly to the external consultants (Rankin and Associates) using the enclosed envelope. 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. Anonymous quotes from submitted comments will also be used throughout the report to give “voice” to the quantitative data.

Discomforts and Risks
There are no anticipated risks in participating in this assessment 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. Should you experience discomfort please contact the following:

Students:
Artanya Wesley
Interim Dean of Students
342-1854
butlera@uwplatt.edu

Faculty/Staff:
Jeanne Durr
Director of Human Resources
342-1176
durrj@uwplatt.edu

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 the University is conducive to working, living, and learning.

Voluntary Participation
Participation in this assessment 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). 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.
Statement of Confidentiality for Participation

In the event of any publication or presentation resulting from the assessment, no personally identifiable information will be shared. 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 confidentiality. Instead, Rankin & Associates will combine the groups to eliminate any potential for demographic information to be identifiable. Please also remember that you do not have to answer any question or questions about which you are uncomfortable.

Statement of Anonymity for Comments

Upon submission, all comments from participants will be de-identified in an attempt to make those comments anonymous. Thus, participant comments will not be attributable to their author nor to any demographic characteristics. However, depending on what you say, others who know you may be able to attribute certain comments to you. The anonymous comments will be analyzed using content analysis and submitted as an appendix to the survey report. In order to give “voice” to the quantitative data, some anonymous comments may be quoted in publications related to this survey.

Right to Ask Questions

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

Susan R. Rankin, Ph.D.
Principal
Rankin and Associates, Consulting
sue@rankin-consulting.com
814-625-2780

Questions regarding the survey process may also be directed to:

Mark R. Mailloux
Office of Institutional Research
342-1785
maillouxm@uwplatt.edu

Questions concerning the rights of participants should be directed to:

Heather Kim
Associate Vice President
Office of Policy Analysis and Research
UW System Administration
hkim@uwsa.edu
608-890-3529

Kathy Lomax
Office of Sponsored Programs
342-1456
lomax@uwplatt.edu

By completing and submitting this survey, you have indicated your consent to participate in the project. It is recommended that you save this statement for your records.

This informed consent form (IRB Protocol #2010-11-32) was reviewed and approved by the Office of Sponsored Programs at UW-Platteville on March 11, 2011. It will expire on March 11, 2012.
Directions

Please read and answer each question carefully. For each answer, darken the appropriate oval completely. If you want to change an answer, erase your first answer completely and darken the oval of your new answer. 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, student, 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:** 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 harassment may consist of a repeated course conduct, or it may occur from a single incident if the perpetrator’s conduct is sufficiently egregious.

**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, education and familial background.

**Social Support:** The resources other people provide, including a person's perception that he or she can rely on other people for help with problems or in times of crisis. Having feelings of connectedness and being a part of a community.

**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** status at UW-Platteville? *(Please mark only one)*

- Administrator
- Non-degree-seeking student
- Bachelor-degree seeking student, entered UW-Platteville as a first-year student
- Bachelor-degree seeking student, entered UW-Platteville as a transfer student
- Associate degree student
- Master degree student
- Doctoral degree student
- Professional degree student
- Limited Term Employee (LTE)
- Classified staff – represented
- Classified staff – non-represented
- Instructor
- Assistant professor
- Associate professor
- Professor
- Instructional academic staff
- Other academic staff
- Post-doctoral researcher/fellow
- Other (please specify) _____________________________________________

**Personal Experiences**

*Within The Past Two Years…*

2. Overall, how comfortable are you with the climate at UW-Platteville?

- Very Comfortable
- Comfortable
- Neither comfortable nor uncomfortable
- Uncomfortable
- Very Uncomfortable

3. Overall, how comfortable are you with the climate in your department/work unit?

- Very Comfortable
- Comfortable
- Neither comfortable nor uncomfortable
- Uncomfortable
- Very Uncomfortable
- Not Applicable

4. Overall, how comfortable are you with the climate in your classes?

- Very Comfortable
- Comfortable
- Neither comfortable nor uncomfortable
- Uncomfortable
- Very Uncomfortable
- Not Applicable

5. If you would like to elaborate on your responses in questions 2-4, please do so here.

__________________________________________________________________________________
__________________________________________________________________________________
__________________________________________________________________________________

________________________________________
6. **As a faculty/staff member**, how satisfied are you with…

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<thead>
<tr>
<th></th>
<th>Highly satisfied</th>
<th>Satisfied</th>
<th>Neither satisfied nor dissatisfied</th>
<th>Dissatisfied</th>
<th>Highly dissatisfied</th>
</tr>
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<tbody>
<tr>
<td>Your job?</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
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<tr>
<td>The way your career has progressed?</td>
<td>☐</td>
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</tbody>
</table>

7. Why are you satisfied or dissatisfied with your job and/or the way your career has progressed?

__________________________________________________________________________________
__________________________________________________________________________________
__________________________________________________________________________________

8. **As a student**, how satisfied are you with your education?

- ☐ Highly satisfied
- ☐ Satisfied
- ☐ Neither satisfied nor dissatisfied
- ☐ Dissatisfied
- ☐ Highly dissatisfied

9. Why were you satisfied or dissatisfied with your education?

__________________________________________________________________________________
__________________________________________________________________________________
__________________________________________________________________________________

10. Have you ever seriously considered leaving UW-Platteville?

- ☐ Yes
- ☐ No [Go to Question 12]

11. Why did you consider leaving and/or why did you decide to stay?

__________________________________________________________________________________
__________________________________________________________________________________
__________________________________________________________________________________

12. **Within the past two years**, have you personally experienced any exclusionary (e.g., shunned, ignored), intimidating, offensive and/or hostile conduct (harassing behavior) that has interfered with your ability to work or learn at UW-Platteville?

- ☐ Yes
- ☐ [Go to Question 19]
13. What do you believe this conduct was based upon? (Mark all that apply.)
- My age
- My country of origin
- My educational level
- My English language proficiency/accord
- My ethnicity
- My gender
- My gender expression
- My gender identity
- My immigrant status
- My learning disability
- My military/veteran status
- My parental status (e.g., having children)
- My psychological disability (e.g. post-traumatic stress disorder, depression, anxiety)
- My physical characteristics
- My physical disability
- My political views
- My race
- My religion/spiritual status
- My sexual orientation
- My socioeconomic status
- My status (e.g., part-time status, faculty, staff, student)
- Other (please specify) __________________________________________________

14. 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 derogatory written comments
- I received derogatory phone calls
- I received threats of physical violence
- I received derogatory/unsolicited e-mails, text messages, Facebook post, Twitter post
- 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
  - e.g., “that’s so gay”, “I got Jewed down”, “she’s/he’s such a ________”
- I felt intimidated/bullied
- I feared for my physical safety
- I feared for my family’s 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 received a low performance evaluation
- I was singled out as the “resident authority” due to my identity
- I felt isolated or left out when work was required in groups
- I felt isolated or left out because of my identity
- Other (please specify) __________________________________________________
15. Where did this conduct occur? (Mark all that apply)

- In class
- While working at a campus job
- While walking on campus
- In a university housing residence hall
- In a private residence hall
- In a university housing apartment
- In a fraternity/sorority house
- In a University dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Other off-campus location
- Other (please specify) _______________________________________________

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

- Academic administrator (dean, associate dean, assistant dean, etc.)
- Administrator
- Campus media (poster, brochures, flyers, handouts, web sites, etc.)
- Campus security
- Campus visitor(s)
- Center director
- Colleague
- Community member
- Department chair
- Don't know source
- Faculty advisor
- Faculty member
- Graduate student
- Person that I supervise
- Research assistant
- Staff member
- Supervisor
- Teaching assistant
- Undergraduate student
- Other (please specify) _______________________________________________

17. 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 confronted the harasser at the time
- I ignored it
- I was angry
- I was afraid
- I left the situation immediately
- I didn’t know who to go to
- I confronted the harasser later
- I made a complaint to 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 sought support from counseling/advocacy services
- I did report it but my complaint wasn’t taken seriously
- I didn’t report it for fear that my complaint would not be taken seriously
- Other (please specify) _______________________________________________
18. If you would like to elaborate on your personal experiences, please do so here.

__________________________________________________________________________________

__________________________________________________________________________________

__________________________________________________________________________________

**Sexual Misconduct**

**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.

**Within Your Time at UW-Platteville:**

19. I have been touched in a sexual manner that has made me feel uncomfortable or fearful at UW-Platteville.
   - Never
   - Rarely
   - Sometimes
   - Often
   - Very often

20. There are times when I fear being the object of sexual harassment at UW-Platteville.
   - Never [Go to Question 22]
   - Rarely
   - Sometimes
   - Often
   - Very often

21. Who is the source of this fear? (**Mark all that apply.**)
   - Academic advisor
   - Acquaintance
   - Administrator
   - Department chair
   - Co-worker
   - Faculty advisor
   - Faculty member
   - Friend
   - Partner/spouse
   - Person that I supervise
   - Post-doctoral researcher/fellow
   - Research assistant
   - Staff member
   - Stranger
   - Student
   - Supervisor
   - Teaching assistant
   - Other (please specify) _____________________________________

22. Have you ever been a victim of sexual assault while at this campus?
   - Yes
   - No [Go to Question 28]
23. Who was the offender(s)? **(Mark all that apply.)**
   - Academic advisor
   - Acquaintance
   - Administrator
   - Department chair
   - Co-worker
   - Faculty advisor
   - Faculty member
   - Friend
   - Partner/spouse
   - Person that I supervise
   - Post-doctoral researcher/fellow
   - Research assistant
   - Staff member
   - Stranger
   - Student
   - Supervisor
   - Teaching assistant
   - Other (please specify) ______________________________________

24. Where did the incident(s) occur? **(Mark all that apply.)**
   - Off-campus (please specify location) __________________________
   - On-campus (please specify location) __________________________
   - Other location (please specify) ______________________________

25. 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 sought support from a Campus Resource/Counseling Center(s)
   - I sought medical services
   - I contacted Campus Police/Security
   - I contacted local law enforcement official
   - I contacted my Union
   - I reported the incident and it was ignored
   - I sought support from a staff person
   - I sought support from a faculty member
   - I sought support from a spiritual advisor (e.g., pastor, rabbi, priest)
   - I sought information on-line
   - I did nothing
   - Other (please specify) ______________________________________

26. If you did not report the sexual assault to a campus official, staff member please explain why you did not.
   ____________________________________________________________
   ____________________________________________________________
   ____________________________________________________________

27. 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.
   ____________________________________________________________
   ____________________________________________________________
   ____________________________________________________________
**Discomforts and Risks**

There are no anticipated risks in participating in this assessment 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. Should you experience discomfort please contact the following:

**Students:**
Artanya Wesley  
Interim Dean of Students  
342-1854  
butlera@uwplatt.edu

**Faculty/Staff:**
Jeanne Durr  
Director of Human Resources  
342-1176  
durrj@uwplatt.edu

**Work-Life Issues**

28. As a faculty/staff member ...

<table>
<thead>
<tr>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Not Applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am reluctant to bring up issues that concern me for fear that it will affect my performance evaluation and/or tenure decision.</td>
<td>○</td>
<td>○</td>
<td>○</td>
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<tr>
<td>I am comfortable asking questions about performance expectations.</td>
<td>○</td>
<td>○</td>
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<tr>
<td>My colleagues/peers expect me to represent “the point of view” of my identity (e.g., race, gender, sexual orientation).</td>
<td>○</td>
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<td>○</td>
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<tr>
<td>My colleagues/peers have lower expectations of me than other faculty/staff.</td>
<td>○</td>
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<tr>
<td>My colleagues/peers have higher expectations of me than other faculty/staff.</td>
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<tr>
<td>I constantly feel under scrutiny by my colleagues.</td>
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<tr>
<td>My research/professional interests are valued by my colleagues.</td>
<td>○</td>
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<tr>
<td>I feel pressured to change my research agenda to make tenure/be promoted.</td>
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<tr>
<td>I am reluctant to take family leave that I am entitled to for fear that it may affect my career.</td>
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<tr>
<td>I have to work harder than I believe my colleagues do in order to be perceived as legitimate.</td>
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<tr>
<td>I have to work harder than I believe my colleagues do in order to achieve the same recognition/rewards.</td>
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<tr>
<td>There are many unwritten rules concerning how one is expected to interact with colleagues in my work unit.</td>
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<tr>
<td>Others seem to find it easier than I do to “fit in”.</td>
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<td>○</td>
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<tr>
<td>I feel pressured to change my methods of teaching to achieve tenure/be promoted.</td>
<td>○</td>
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</table>
29. As a faculty/staff member...

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am usually satisfied with the way in which I am able to balance my professional and personal life.</td>
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<td>I find that UW-Platteville is supportive of my family leave.</td>
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<tr>
<td>I have to miss out on important things in my personal life because of professional responsibilities.</td>
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<td>I feel that faculty/staff who have children are considered less committed to their careers.</td>
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<tr>
<td>I feel that faculty/staff who do not have children are often burdened with work responsibilities (e.g., stay late, early classes) beyond those who do have children.</td>
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<td>I find that UW-Platteville is unfair in providing health benefits to unmarried, co-parenting families.</td>
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<tr>
<td>I have equitable access to domestic partner benefits.</td>
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<td>I have equitable access to tuition reimbursement.</td>
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</table>

30. **Faculty/Staff only**: Please indicate your level of agreement with the following statements about the resources that are available to you:

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>Don't know</th>
<th>Not applicable</th>
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<tbody>
<tr>
<td>I have colleagues or peers who give me career advice or guidance when I need it.</td>
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<td>I have support from decision makers/colleagues who support my career advancement.</td>
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<td>I have the equipment and supplies I need to adequately perform my work.</td>
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<tr>
<td>I receive regular maintenance/upgrades of my equipment compared to my colleagues.</td>
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<tr>
<td>I have equitable work space in terms of quantity and quality as compared to my colleagues.</td>
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<tr>
<td>I have equitable laboratory space in terms of quantity and quality as compared to my colleagues.</td>
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<td>I have equitable access to shared space as my colleagues.</td>
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<tr>
<td>I have equitable access to shared equipment/technology for research support as my colleagues.</td>
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<tr>
<td>I have equitable teaching support (e.g., materials, technology, funding opportunities, TAs).</td>
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<td>I feel that my compensation is equitable to my peers with similar level of experience.</td>
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<tr>
<td>I have equitable access to health benefits.</td>
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<tr>
<td>I feel that my supervisor/manager is receptive to accommodating a telecommuting arrangement.</td>
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</tbody>
</table>
Demographic Information

Rankin & Associates will not report any group data for groups of fewer than 5 individuals that may be small enough to compromise identity. Instead, the groups will be combined to eliminate the possibility of identifying an individual.

31. What is your gender identity?
   - Woman
   - Man
   - Transgender
   - Other (please specify) _________________________

32. What is your race/ethnicity?
   (If you are of a multi-racial/multi-ethnic/multi-cultural identity, mark all that apply.)
   - African (please specify)
   - African American/Black (not Hispanic)(please specify) ____________________________
   - Alaskan Native (please specify corporation) ____________________________
   - Asian (please specify) ____________________________
   - Asian American (please specify) ____________________________
   - Southeast Asian (please specify) ____________________________
   - Caribbean/West Indian (please specify) ____________________________
   - Caucasian/White (not Latino(a)/Hispanic)(please specify) ____________________________
   - Indian subcontinent (please specify) ____________________________
   - Latino(a)/Hispanic (please specify) ____________________________
   - Middle Eastern (please specify) ____________________________
   - Native American Indian (please specify Tribal affiliations) ____________________________
   - Pacific Islander/Hawaiian Native (please specify) ____________________________
   - Other (please specify) ____________________________

33. Which term best describes your sexual orientation?
   - Bisexual
   - Gay
   - Heterosexual
   - Lesbian
   - Queer
   - Questioning
   - Other (please specify) ____________________________

34. What is your age?
   - 19 or under
   - 20-21
   - 22-25
   - 26-32
   - 33-42
   - 43-51
   - 52-60
   - 61-69
   - 70 and over

35. What is your current parental status?
   - No children
   - Single parent
   - Pregnant
   - Co-parent with a partner/spouse
   - Other (e.g., expectant partner, adoption pending)
36. What is your current relationship situation?

- Single
- Partnered
- Partnered in civil union
- Married
- Separated
- Divorced
- Remarried
- Partner/spouse deceased

37. Are you active military status or a veteran?

- Yes
- No

38. Students Only: What is the highest level of education achieved by your parent(s)/legal guardian(s)?

<table>
<thead>
<tr>
<th></th>
<th>No high school</th>
<th>High school</th>
<th>Some college</th>
<th>Business/Technical certificate/degree</th>
<th>Associates degree</th>
<th>Bachelors degree</th>
<th>Some graduate work</th>
<th>Masters degree</th>
<th>Doctoral degree</th>
<th>Other professional degree</th>
<th>Unknown</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Parent/Legal Guardian 1:</td>
<td>○</td>
<td>○</td>
<td>○</td>
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<tr>
<td>Parent/Legal Guardian 2:</td>
<td>○</td>
<td>○</td>
<td>○</td>
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<td>○</td>
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<td>○</td>
</tr>
</tbody>
</table>

39. Faculty/Staff Only: What is your highest level of education?

- Did not complete high school
- Completed high school
- Some college
- Some graduate work
- Associates degree
- Bachelors degree
- Masters degree
- Doctoral degree/Terminal Professional degree
- Business/Technical certificate/degree
- Other professional degree

40. With which academic department/work unit/program are you primarily affiliated at this time?

- College of Business, Industry, Life Science and Agriculture (BILSA)
- College of Engineering, Mathematics and Science (EMS)
- College of Liberal Arts and Education (LAE)
- Undecided/Undeclared Student (BILSA, EMS, LAE)
- Academic Affairs other than the Colleges
- Student Affairs
- Administrative Services
- Advancement/University Relations/Foundation
- Chancellor’s Office
- Other (please specify ___________________________________ )
41. Are you full-time or part-time in that primary status?
   - Full-time
   - Part-time

42. Do you have a disability (physical, learning, psychological) that substantially affects a major life activity?
   - No disability
   - Mobility impairment
   - Sensory impairment (e.g., Deaf/hard of hearing, visual)
   - Learning disability (e.g., dyslexia)
   - Mental health disorder (e.g., anxiety, depression, ADD/ADHD, Asperger's, Autism spectrum disorder)
   - Chronic health disorder
   - Other (please specify) ____________________________

43. What is your citizenship status?
   - U.S. born citizen
   - U.S. citizen – naturalized
   - Dual citizenship
   - Permanent resident (immigrant)
   - Permanent resident (refugee)
   - International (F-1, J-1, H1-B, or other visa)
   - Other (please specify) ____________________________

44. What is your religious or spiritual affiliation?
   - Animist
   - Anabaptist
   - Agnostic
   - Atheist
   - Baha'i
   - Baptist
   - Buddhist
   - Eastern Orthodox
   - Episcopalian
   - Hindu
   - Jehovah's Witness
   - Jewish
   - Later Day Saints (Mormon)
   - Lutheran
   - Mennonite
   - Methodist
   - Moravian
   - Muslim
   - Native American Traditional Practitioner
   - Nondenominational Christian
   - Pagan
   - Pentecostal
   - Presbyterian
   - Quaker
   - Roman Catholic
   - Seventh Day Adventist
   - Shamanist
   - Sikh
   - Unitarian Universalist
   - United Church of Christ
   - Wiccan
   - Spiritual, but no religious affiliation
   - No affiliation
   - Other (please specify) ____________________________
45. **Faculty/Staff only**: How long have you been employed by the campus?
   - 1 year or less
   - 2-4 years
   - 5-10 years
   - 11-15 years
   - 16-20 years
   - 21-30 years
   - 31+ years

46. **Faculty/Staff only**: Have you worked at more than one UW-System institution/System Administration?
   - Yes
   - No [Go to Question 53]

47. **Faculty/Staff only**: Please indicate where you have worked and for how many years. [Go to Question 53]

<table>
<thead>
<tr>
<th>University</th>
<th>1-2</th>
<th>3-4</th>
<th>5-6</th>
<th>7-8</th>
<th>9-10</th>
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</thead>
<tbody>
<tr>
<td>UW - EauClaire</td>
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<td>UW - Green Bay</td>
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<td>UW - LaCrosse</td>
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<td>UW - Madison</td>
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<td>UW - Milwaukee</td>
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<td>UW - Parkside</td>
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<td>UW - Platteville</td>
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<td>UW - River Falls</td>
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<td>UW - Stevens Point</td>
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<td>UW - Stout</td>
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<td>UW - Superior</td>
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<td>UW - Whitewater</td>
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<tr>
<td>UW - Colleges</td>
<td></td>
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<td></td>
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</tr>
<tr>
<td>UW - System Administration</td>
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</tr>
</tbody>
</table>

48. **Students only**: Where are you in your college career?
   - Non-degree seeking student
   - First year undergraduate student
   - Second year undergraduate student
   - Third year undergraduate student
   - Fourth year undergraduate student
   - Five years or more as an undergraduate student
   - Master degree candidate
   - Doctoral degree student
   - Professional degree student
   - Other (please specify) ______________________________________________________

49. **Students only**: Are you currently dependent (family/guardian is assisting with your living/educational expenses) or independent (you are the sole provider for your living/educational expenses)
   - Dependent
   - Independent
50. **Students only:** What is your best estimate of your family's yearly income (if partnered, married, or a dependent student) or your yearly income (if single or an independent student)?

- Below $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
- Don't know

51. **Students only:** Where do you live?

- University housing residence hall
- Private residence hall
- University housing apartment
- Fraternity/sorority housing
- Off-campus apartment/house
- With partner/spouse/children
- With parent(s)/family/relative(s)
- Other (please specify) __________________________________________________________

52. **Students only:** Are you working 20 or more hours per week?

- Yes
- No

53. In what environment did you grow up? (Please mark only one)

- Farm/ranch
- Rural, non-farm
- Small-town
- Suburban
- Urban
- International
- Combination
- Other (please specify) __________________________________________________________

### Perceptions

**Within The Past 2 Years…**

54. Within the past two years, 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 exclusionary (e.g., shunned, ignored), intimidating, offensive and/or or hostile (harassing) working or learning environment?

- Yes
- No [Employees: Go to Question 61, Students: Go to Question 70]
55. What do you believe were the bases for this conduct? *(Mark all that apply.)*

- Age
- Country of origin
- Educational level
- English language proficiency/accent
- Ethnicity
- Gender
- Gender expression
- Gender identity
- Immigrant status
- Institutional status (e.g., part-time status, faculty, staff, student)
- Learning disability
- Military/veteran status
- Parental status (e.g., having children)
- Psychological disability (e.g. post-traumatic stress disorder, depression, anxiety)
- Physical characteristics
- Physical disability
- Political views
- Race
- Religion/spiritual status
- Sexual orientation
- Socioeconomic status
- Other (please specify) _______________________________________________

56. What forms of conduct have you observed or personally been made aware of? For all of the following response choices, if a participant checks a box she/he will be directed to the choices of where it occurred. *(See response choices below)*

*(Mark all that apply.)*

- Someone being racially/ethnically profiled [Please answer Question 56a]
- Graffiti (e.g., event advertisements removed or defaced) [Please answer Question 56b]
- Someone receiving derogatory written comments because of his/her identity [Please answer question 56c]
- Someone receiving derogatory phone calls because of his/her identity [Please answer Question 56d]
- Someone receiving threats of physical violence [Please answer Question 56e]
- Someone receiving derogatory/unsolicited e-mails, text messages, Facebook post, Twitter post because of his/her identity [Please answer question 56f]
- Someone being the target of physical violence because of his/her identity [Please answer Question 56g]
- Someone being stared at because of his/her identity [Please answer Question 56h]
- Someone being deliberately ignored or excluded because of his/her identity [Please answer Question 56i]
- Someone being the target of derogatory remarks because of his/her identity [Please answer Question 56j]
- Someone being intimidated/bullied because of his/her identity [Please answer Question 56k]
- Someone fearing for their physical safety because of his/her identity [Please answer Question 56l]
- Someone fearing for their family’s safety because of his/her identity [Please answer Question 56m]
- The assumption that someone was admitted or hired because of his/her identity [Please answer Question 56n]
- Someone being the victim of a crime because of his/her identity [Please answer Question 56o]
- Someone receiving a poor grade because of a hostile classroom environment [Please answer Question 56p]
- Someone receiving a low performance evaluation [Please answer Question 56q]
- Someone singled out as the “resident authority” due to his/her identity [Please answer Question 56r]
- Someone isolated or left out when work was required in groups because of his/her identity [Please answer Question 56s]
- Someone isolated or left out because of his/her identity [Please answer Question 56t]
- Someone isolated or left out because of his/her socioeconomic status [Please answer Question 56u]
- Other (please specify) ____________________________________________ [Please answer Question 56v]
56a. Referring to your answer, "Someone being racially/ethnically profiled" in question #56, where did this conduct occur? (Mark all that apply.)
- In a class
- While working at a campus job
- While walking on campus
- In a university housing residence hall
- In a private residence hall
- In a university housing apartment
- In a fraternity/sorority house
- In a University dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus location
- Other (please specify) _______________________________________________________

56b. Referring to your answer, "Graffiti (e.g., event advertisements removed or defaced)" in question #56, where did this conduct occur? (Mark all that apply.)
- In a class
- While working at a campus job
- While walking on campus
- In a university housing residence hall
- In a private residence hall
- In a university housing apartment
- In a fraternity/sorority house
- In a University dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus location
- Other (please specify) _______________________________________________________

56c. Referring to your answer, "Someone receiving derogatory written comments because of his/her identity" in question #56, where did this conduct occur? (Mark all that apply.)
- In a class
- While working at a campus job
- While walking on campus
- In a university housing residence hall
- In a private residence hall
- In a university housing apartment
- In a fraternity/sorority house
- In a University dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus location
- Other (please specify) _______________________________________________________

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56d. Referring to your answer, "Someone receiving derogatory phone calls because of his/her identity" in question #56, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a university housing residence hall
- In a private residence hall
- In a university housing apartment
- In a fraternity/sorority house
- In a University dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus location
- Other (please specify) __________________________________________________

56e. Referring to your answer, "Someone receiving threats of physical violence" in question #56, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a university housing residence hall
- In a private residence hall
- In a university housing apartment
- In a fraternity/sorority house
- In a University dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus location
- Other (please specify) __________________________________________________

56f. Referring to your answer, "Someone receiving derogatory/unsolicited e-mails, text message, Facebook post, Twitter post because of his/her identity" in question #56, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a university housing residence hall
- In a private residence hall
- In a university housing apartment
- In a fraternity/sorority house
- In a University dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus location
- Other (please specify) __________________________________________________
56g. Referring to your answer, "Someone being the target of physical violence because of his/her identity" in question #56, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a university housing residence hall
- In a private residence hall
- In a university housing apartment
- In a fraternity/sorority house
- In a University dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus location
- Other (please specify) __________________________________________________

56h. Referring to your answer, "Someone being stared at because of his/her identity" in question #56, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a university housing residence hall
- In a private residence hall
- In a university housing apartment
- In a fraternity/sorority house
- In a University dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus location
- Other (please specify) __________________________________________________

56i. Referring to your answer, "Someone being deliberately ignored or excluded because of his/her identity" in question #56, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a university housing residence hall
- In a private residence hall
- In a university housing apartment
- In a fraternity/sorority house
- In a University dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus location
- Other (please specify) __________________________________________________
56j. Referring to your answer, "Someone being the target of derogatory remarks because of his/her identity" in question #56, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a university housing residence hall
- In a private residence hall
- In a university housing apartment
- In a fraternity/sorority house
- In a University dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus location
- Other (please specify) ________________________________________________

56k. Referring to your answer, "Someone being intimidated/bullied because of his/her identity" in question #56, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a university housing residence hall
- In a private residence hall
- In a university housing apartment
- In a fraternity/sorority house
- In a University dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus location
- Other (please specify) ________________________________________________

56l. Referring to your answer, "Someone fearing for their physical safety because of his/her identity" in question #56, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a university housing residence hall
- In a private residence hall
- In a university housing apartment
- In a fraternity/sorority house
- In a University dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus location
- Other (please specify) ________________________________________________
56m. Referring to your answer, "Someone fearing for their family’s safety because of his/her identity" in question #56, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a university housing residence hall
- In a private residence hall
- In a university housing apartment
- In a fraternity/sorority house
- In a University dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus location
- Other (please specify) ________________________________________________

56n. Referring to your answer, "The assumption that someone was admitted or hired because of his/her identity" in question #56, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a university housing residence hall
- In a private residence hall
- In a university housing apartment
- In a fraternity/sorority house
- In a University dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus location
- Other (please specify) ________________________________________________

56o. Referring to your answer, "Someone being the victim of a crime because of his/her identity" in question #56, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a university housing residence hall
- In a private residence hall
- In a university housing apartment
- In a fraternity/sorority house
- In a University dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus location
- Other (please specify) ________________________________________________
56p. Referring to your answer, "Someone receiving a poor grade because of a hostile classroom environment" in question #56, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a university housing residence hall
- In a private residence hall
- In a university housing apartment
- In a fraternity/sorority house
- In a University dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus location
- Other (please specify) _____________________________________________

56q. Referring to your answer, "Someone receiving a low performance evaluation" in question #56, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a university housing residence hall
- In a private residence hall
- In a university housing apartment
- In a fraternity/sorority house
- In a University dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus location
- Other (please specify) _____________________________________________

56r. Referring to your answer, "Someone singled out as the 'resident authority' due to his/her identity" in question #56, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a university housing residence hall
- In a private residence hall
- In a university housing apartment
- In a fraternity/sorority house
- In a University dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus location
- Other (please specify) _____________________________________________
56s. Referring to your answer, "Someone isolated or left out when work was required in groups because of his/her identity" in question #56, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a university housing residence hall
- In a private residence hall
- In a university housing apartment
- In a fraternity/sorority house
- In a University dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus location
- Other (please specify) _______________________________________________

56t. Referring to your answer, "Someone isolated or left out because of his/her identity" in question #56, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a university housing residence hall
- In a private residence hall
- In a university housing apartment
- In a fraternity/sorority house
- In a University dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus location
- Other (please specify) _______________________________________________

56u. Referring to your answer, "Someone isolated or left out because of his/her socioeconomic status" in question #56, where did this conduct occur? (Mark all that apply.)

- In a class
- While working at a campus job
- While walking on campus
- In a university housing residence hall
- In a private residence hall
- In a university housing apartment
- In a fraternity/sorority house
- In a University dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus location
- Other (please specify) _______________________________________________
56v. Referring to your answer, "Other", in question #56, where did this conduct occur? (Mark all that apply.)
- In a class
- While working at a campus job
- While walking on campus
- In a university housing residence hall
- In a private residence hall
- In a university housing apartment
- In a fraternity/sorority house
- In a University dining facility
- In a campus office
- At a campus event
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In off-campus housing
- In athletic facilities
- Off campus location
- Other (please specify) _______________________________________________________

58. Who was the source of this conduct? (Mark all that apply.)
- Academic administrator (dean, associate dean, assistant dean, etc.)
- Administrator
- Campus media (posters, brochures, flyers, handouts, web sites, etc.)
- Campus security
- Campus visitor(s)
- Center director
- Colleague
- Community member
- Department chair
- Don’t know source
- Faculty advisor
- Faculty member
- Graduate student
- Person that I supervise
- Post-doctoral research/fellow
- Research assistant
- Staff member
- Supervisor
- Teaching assistant
- Undergraduate student
- Other (please specify) _______________________________________________________

59. Please describe your reactions to observing this conduct. (Mark all that apply.)
- I felt embarrassed
- I told a friend
- I avoided the person who engaged in the inappropriate conduct
- I confronted the the person who engaged in the inappropriate conduct at the time
- I ignored it
- I was afraid
- I was angry
- I left the situation immediately
- I didn’t know who to go to
- I confronted the person who engaged in the inappropriate conduct later
- 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 sought support from counseling/advocacy services
- I didn’t report it for fear that my complaint would not be taken seriously
- Other (please specify) _______________________________________________________

Rankin & Associates Consulting
UW-Platteville Report
October 2011
60. If you would like to elaborate on your observations, please do so here. [Students: Go to Question 70]


61. **Employee only**: I have observed unfair, unjust, or discriminatory hiring practices at UW-Platteville (e.g., hiring supervisor bias, search committee bias, limited recruiting pool, lack of effort in diversifying recruiting pool).
   - Yes
   - No [Go to Question 64]

62. **Employee only**: I believe that the unfair, unjust, or discriminatory hiring practice was based upon:
   (Mark all that apply.)
   - Advanced experience level of the job candidate
   - Age
   - Country of origin
   - Educational level
   - English language proficiency/accent
   - Ethnicity
   - Gender
   - Gender expression
   - Gender identity
   - Immigrant status
   - Institutional status (e.g., part-time status, faculty, staff, student)
   - Learning disability
   - Marital/partner status
   - Military/veteran status
   - Parental status (e.g., having children)
   - Psychological disability (e.g., post-traumatic stress disorder, depression, anxiety)
   - Physical characteristics
   - Physical disability
   - Political views
   - Race
   - Religion/spiritual status
   - Sexual orientation
   - Socioeconomic status
   - Other (please specify) ____________________________________________________________
63. If you would like to elaborate on your observations, please do so here.

____________________________________________________________________________________
____________________________________________________________________________________
____________________________________________________________________________________

64. I have observed unfair, unjust, or discriminatory employment-related disciplinary actions at UW-Platteville, up to and including dismissal.

☐ Yes
☐ No [Go to Question 67]

65. I believe that the unfair, unjust, or discriminatory action was based upon: (Mark all that apply.)

☐ Advanced experience level of the job candidate
☐ Age
☐ Country of origin
☐ Educational level
☐ English language proficiency/accent
☐ Ethnicity
☐ Gender
☐ Gender expression
☐ Gender identity
☐ Immigrant status
☐ Institutional status (e.g., part-time status, faculty, staff, student)
☐ Learning disability
☐ Marital/partner status
☐ Military/veteran status
☐ Parental status (e.g., having children)
☐ Psychological disability (e.g., post-traumatic stress disorder, depression, anxiety)
☐ Physical characteristics
☐ Physical disability
☐ Political views
☐ Race
☐ Religion/spiritual status
☐ Sexual orientation
☐ Socioeconomic status
☐ Other (please specify) ____________________________________________

66. If you would like to elaborate on your observations, please do so here.

____________________________________________________________________________________
____________________________________________________________________________________
____________________________________________________________________________________

67. I have observed unfair, unjust, or discriminatory behavior, procedures, or employment practices related to promotion at UW-Platteville.

☐ Yes
☐ No [Go to Question 70]
68. I believe the unfair, unjust, or discriminatory behavior, procedures, or employment practices was based upon:
(Mark all that apply.)

- Advanced experience level of the job candidate
- Age
- Country of origin
- Educational level
- English language proficiency/accent
- Ethnicity
- Gender
- Gender expression
- Gender identity
- Immigrant status
- Institutional status (e.g., part-time status, faculty, staff, student)
- Learning disability
- Marital/partner status
- Military/veteran status
- Parental status (e.g., having children)
- Psychological disability (e.g., post-traumatic stress disorder, depression, anxiety)
- Physical characteristics
- Physical disability
- Political views
- Race
- Religion/spiritual status
- Sexual orientation
- Socioeconomic status
- Other (please specify) ______________________________________

69. If you would like to elaborate on your observations, please do so here.
_____________________________________________________________________________________
_____________________________________________________________________________________
_____________________________________________________________________________________  

70. 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, “friendly—hostile,” 1=very friendly, 2=somewhat friendly, 3=neither friendly nor hostile, 4= somewhat hostile and 5=very hostile)

<table>
<thead>
<tr>
<th>Friendly</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>Hostile</th>
</tr>
</thead>
<tbody>
<tr>
<td>Concerned</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Indifferent</td>
</tr>
<tr>
<td>Cooperative</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Uncooperative</td>
</tr>
<tr>
<td>Improving</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Regressing</td>
</tr>
<tr>
<td>Accessible to persons with disabilities</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Inaccessible to persons with disabilities</td>
</tr>
<tr>
<td>Positive for people who identify as lesbian, gay, bisexual, or transgender</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Negative for people who identify as lesbian, gay, bisexual, or transgender</td>
</tr>
<tr>
<td>Positive for people of my faith/spiritual practice</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Negative for people of my faith/spiritual practice</td>
</tr>
<tr>
<td>Positive for non-native English speakers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Negative for non-native English speakers</td>
</tr>
<tr>
<td>Positive for people who are immigrants</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Not positive for people who are immigrants</td>
</tr>
<tr>
<td>Positive for international people</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Not positive for international people</td>
</tr>
<tr>
<td>Welcoming</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Non-welcoming</td>
</tr>
<tr>
<td>Welcoming</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Non-welcoming</td>
</tr>
<tr>
<td>Respectful</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Disrespectful</td>
</tr>
<tr>
<td>Positive for people who are raising children</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Not positive for people who are raising children</td>
</tr>
<tr>
<td>Positive for people of low socioeconomic status</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Not positive for people of low socioeconomic status</td>
</tr>
</tbody>
</table>
71. 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”)

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>Non-racist</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Racist</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Non-racist</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>Sexist</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Non-sexist</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>Homophobic</td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Non-homophobic</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>Age biased</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Not age biased</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>Classist (e.g., socioeconomic status)</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
</tr>
<tr>
<td>Non-classist (e.g., employment status)</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>Classist (e.g., employment status)</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
</tr>
</tbody>
</table>

72. The classroom climate is welcoming for students based on their:

<table>
<thead>
<tr>
<th></th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Don’t Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
</tr>
<tr>
<td>Country of origin</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
</tr>
<tr>
<td>Ethnicity</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
</tr>
<tr>
<td>Mental health status</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
</tr>
<tr>
<td>Gender</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
</tr>
<tr>
<td>Gender identity</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
</tr>
<tr>
<td>Gender expression</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
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<tr>
<td>Immigrant status</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
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<tr>
<td>Learning disability status</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
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<tr>
<td>Marital/partner status</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
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<tr>
<td>Parental status</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
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<tr>
<td>Physical characteristics</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
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<tr>
<td>Physical disability status</td>
<td>♦</td>
<td>♦</td>
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<td>♦</td>
<td>♦</td>
<td>♦</td>
</tr>
<tr>
<td>Political views</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
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<tr>
<td>Race</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
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<td>♦</td>
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<tr>
<td>Religion/spiritual status</td>
<td>♦</td>
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<tr>
<td>Sexual orientation</td>
<td>♦</td>
<td>♦</td>
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<td>♦</td>
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<tr>
<td>Socioeconomic status</td>
<td>♦</td>
<td>♦</td>
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<td>♦</td>
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<td>♦</td>
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<tr>
<td>Veterans/active military</td>
<td>♦</td>
<td>♦</td>
<td>♦</td>
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</tr>
</tbody>
</table>
73. The workplace climate is welcoming for employees based on their:

<table>
<thead>
<tr>
<th>Age</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Don't Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Country of origin</td>
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<td>Ethnicity</td>
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<tr>
<td>Mental health status</td>
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<tr>
<td>Gender</td>
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<tr>
<td>Gender identity</td>
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<tr>
<td>Gender expression</td>
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<td>Immigrant status</td>
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<tr>
<td>Learning disability status</td>
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<tr>
<td>Marital/partner status</td>
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<tr>
<td>Parental status</td>
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<tr>
<td>Physical characteristics</td>
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<tr>
<td>Physical disability status</td>
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<tr>
<td>Political views</td>
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<td>Race</td>
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<td>Religion/spiritual status</td>
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<tr>
<td>Sexual orientation</td>
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<tr>
<td>Socioeconomic status</td>
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<tr>
<td>Veterans/active military</td>
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</tr>
</tbody>
</table>

74. How would you rate the accessibility on campus for people with disabilities?

<table>
<thead>
<tr>
<th>Physical access</th>
<th>Fully accessible</th>
<th>Accessible with assistance or intervention</th>
<th>Not accessible</th>
<th>Don't know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Attitudinal Access</td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Laboratories</td>
<td></td>
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</tr>
<tr>
<td>Parking</td>
<td></td>
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<tr>
<td>Southwest Hall</td>
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<tr>
<td>McGregor Hall</td>
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<tr>
<td>Other Residence Halls</td>
<td></td>
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<tr>
<td>Meal Access</td>
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<tr>
<td>Glenview/Greenwood Market</td>
<td></td>
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<tr>
<td>Pioneer Student Center</td>
<td></td>
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<tr>
<td>Athletic Facilities</td>
<td></td>
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<tr>
<td>Center for the Fine Arts</td>
<td></td>
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<tr>
<td>Karrmann Library</td>
<td></td>
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<tr>
<td>Textbook Center</td>
<td></td>
<td></td>
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<tr>
<td>Administrative offices</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Faculty offices</td>
<td></td>
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<tr>
<td>Student Services offices</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Services for Students with Disabilities office</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>ADA office</td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Campus Events and Programming</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Farm and Living Learning Center</td>
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<td></td>
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</tr>
<tr>
<td>UW-Platteville Website</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Online Courses</td>
<td></td>
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<tr>
<td>Desire to Learn (D2L)/PASS</td>
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<tr>
<td>Needed accommodations</td>
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<td>Elections on campus</td>
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<tr>
<td>Resources on disabilities</td>
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</tbody>
</table>
75. If you would like to elaborate on your observations, please do so here.

_______________________________________________________________________________________
_______________________________________________________________________________________
_______________________________________________________________________________________

76. **Students only.** Before I enrolled, I expected that the campus climate would be welcoming for people who are:

<table>
<thead>
<tr>
<th></th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Do not agree nor disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>From other than Christian religious affiliations</td>
<td>○</td>
<td>○</td>
<td>□</td>
<td>□</td>
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<tr>
<td>From Christian affiliations</td>
<td>○</td>
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<tr>
<td>Gay, lesbian, bisexual, transgender persons</td>
<td>○</td>
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<tr>
<td>Immigrants</td>
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</tr>
<tr>
<td>International students, staff, or faculty</td>
<td>○</td>
<td>○</td>
<td>□</td>
<td>□</td>
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<tr>
<td>Learning disabled (e.g., dyslexia)</td>
<td>○</td>
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<tr>
<td>Men</td>
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<tr>
<td>Affected by mental health disorder (e.g., anxiety, depression, ADD/ADHD)</td>
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<td>Non-native English speakers</td>
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<tr>
<td>People with children</td>
<td>○</td>
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<tr>
<td>Racial/ethnic minority</td>
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<tr>
<td>Returning/non-traditional students</td>
<td>○</td>
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<tr>
<td>Socioeconomically disadvantaged</td>
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<tr>
<td>Women</td>
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<td>Veterans/active military</td>
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<tr>
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77. **Students only.** My access to college is being compromised by:

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<tr>
<th></th>
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<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
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<td>Concerns regarding financial debt upon graduation</td>
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<tr>
<td>Tuition increases that are not met by corresponding increases in financial aid</td>
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78. How would you rate the overall climate on campus for persons from the following racial/ethnic backgrounds?

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<th>Moderately Respectful</th>
<th>Somewhat Respectful</th>
<th>Not at all Respectful</th>
<th>Don't Know</th>
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</thead>
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<tr>
<td>African American/Black (not Hispanic)</td>
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<tr>
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<tr>
<td>Multiracial, multiethnic, or multicultural persons</td>
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<tr>
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<tr>
<td>Pacific Islanders/Hawaiian Natives</td>
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</table>

79. How would you rate the overall climate on campus for people who are:

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<thead>
<tr>
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<th>Very Respectful</th>
<th>Moderately Respectful</th>
<th>Somewhat Respectful</th>
<th>Not at all Respectful</th>
<th>Don't Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>From other than Christian religious affiliations</td>
<td>○</td>
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<tr>
<td>From Christian affiliations</td>
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<tr>
<td>Gay, lesbian, bisexual, transgender persons</td>
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<tr>
<td>Immigrants</td>
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<tr>
<td>International students, staff, or faculty</td>
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<tr>
<td>Learning disabled</td>
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<tr>
<td>Affected by mental health disorder (e.g., anxiety, depression, ADD/ADHD)</td>
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<tr>
<td>Non-native English speakers</td>
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<td>People with children</td>
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<tr>
<td>People who provide care for other than a child (e.g., elder care)</td>
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<td>Physically challenged</td>
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<td>Returning/non-traditional students</td>
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<tr>
<td>Socioeconomically disadvantaged</td>
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<tr>
<td>Women</td>
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<tr>
<td>Veterans/active military</td>
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<td>Other, please specify</td>
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</tbody>
</table>
Institutional Actions Relative to Climate Issues

80. There is visible leadership to foster diversity/inclusion on campus from:

<table>
<thead>
<tr>
<th></th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Don't Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Office of the Chancellor</td>
<td>○</td>
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<tr>
<td>Office of the Provost &amp; Vice Chancellor</td>
<td>○</td>
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<tr>
<td>Office of Assistant Chancellor for Student Affairs</td>
<td>○</td>
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<tr>
<td>Office of Assistant Chancellor for Administrative Services</td>
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<tr>
<td>Associate Vice Chancellor &amp; Dean of Graduate Studies</td>
<td>○</td>
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<tr>
<td>Office of Associate Chancellor for University Relations</td>
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<tr>
<td>Office of Associate Chancellor for Information Technology</td>
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<tr>
<td>Deans of EMS, BILSA, and LAE</td>
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<td>Department Chairs</td>
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<tr>
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81. The courses I have taken or have taught at UW-Platteville includes materials, perspectives and/or experiences of people based on their:

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<td>○</td>
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<td>○</td>
<td>○</td>
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</tr>
<tr>
<td>Veterans/active military</td>
<td>○</td>
<td>○</td>
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</tr>
</tbody>
</table>

82. The following factors influence my attendance at diversity initiatives (e.g., cultural training, presentations and performances).

<table>
<thead>
<tr>
<th></th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Diversity initiative are relevant to my work.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Diversity events are well advertised.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Diversity events fit into my schedule.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I am expected/required to attend these events.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I feel that I am welcome at these events.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I learn from these events.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>My work/school load prevents me from attending.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>A personal invitation from institutional leadership (department head, dean, supervisor) would encourage me to attend.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Diversity initiative are not relevant to my role on campus.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Other, please specify</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>
### Recommendations to Improve the Climate

83. **Employee only:** In your judgment, how strongly would you agree that each of the following positively affect the climate at UW-Platteville?

<table>
<thead>
<tr>
<th>Recommendation</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Don't Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Providing tenure clock options with more flexibility for promotion/tenure for faculty/staff with families (e.g., family leave).</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Providing recognition and rewards for including diversity in course objectives across the curriculum.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Requiring all writing emphasis classes to involve at least one assignment that focuses on issues, research and perspective that involve diverse populations.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
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</tr>
<tr>
<td>Training mentors and leaders within departments to model positive climate behavior.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
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<tr>
<td>Offer diversity training/programs as community outreach for members of the public/community.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
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<tr>
<td>Rewarding research efforts that evaluate outcomes of diversity training.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
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</tr>
<tr>
<td>Providing immersion experiences for faculty/staff/students to learn a second language.</td>
<td>○</td>
<td>○</td>
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<td>○</td>
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</tr>
<tr>
<td>Providing immersion experiences for faculty/staff/students in service learning projects with lower socioeconomic populations</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Providing immersion experiences for faculty/staff/students with underrepresented/underserved populations.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Providing on-campus child-care services.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
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</tr>
<tr>
<td>Providing gender neutral/family friendly facilities.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Provide, promote and improve access to quality counseling available to faculty/staff/students who experience sexual abuse on campus or in the community.</td>
<td>○</td>
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</tr>
<tr>
<td>Provide mentors for minority faculty/staff/students new to campus.</td>
<td>○</td>
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<tr>
<td>Provide a clear protocol for responding to hate/hostile incidents process on campus.</td>
<td>○</td>
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<tr>
<td>Provide clear protocol for responding to hate/hostile incidents process at the departmental level.</td>
<td>○</td>
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<tr>
<td>Reallocating resources to support an inclusive climate changes on campus.</td>
<td>○</td>
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<td>○</td>
<td>○</td>
<td>○</td>
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</tr>
<tr>
<td>Including diversity related activities as one of the criteria for hiring and/or evaluation of staff/faculty and administrators.</td>
<td>○</td>
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<td>○</td>
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</tr>
<tr>
<td>Requiring diversity and equity training to every search and screen committee including faculty, staff and administrators.</td>
<td>○</td>
<td>○</td>
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</tbody>
</table>
84. **Students and Employees:** Please offer any recommendations you suggest to improve the climate.

_______________________________________________________________________________________

_______________________________________________________________________________________

_______________________________________________________________________________________

**Your Additional Comments**

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

_______________________________________________________________________________________

_______________________________________________________________________________________

_______________________________________________________________________________________

86. 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.

_______________________________________________________________________________________

_______________________________________________________________________________________

_______________________________________________________________________________________

87. **Student Only:** If you could make your college-choice decision all over again, would you still choose UW-Platteville?

☐ Definitely
☐ Probably
☐ Uncertain
☐ Probably Not
☐ Definitely Not

88. **Student Only:** Students often consider more than one college/university when making the decision of where to pursue a college degree. Was UW-Platteville your:

☐ First Choice
☐ Second Choice
☐ Third Choice
☐ Fourth Choice
☐ Fifth Choice or Lower

89. **Faculty/Staff Only:** How often do you look for primary job opportunities (i.e., not a second, extra job, but your main job) outside of employment at UW-Platteville?

☐ Very Frequently
☐ Frequently
☐ Occasionally
☐ Infrequently
☐ Never
90. **Student Only**: I have participated, enrolled, or interacted with the following program/course/service:

<table>
<thead>
<tr>
<th>Precollege program/s</th>
<th>Yes</th>
<th>No</th>
<th>Don't know</th>
</tr>
</thead>
<tbody>
<tr>
<td>A first year experience course (e.g. Intro to College Life, Bioquest, Engineering Success Skills, Intro to Engineering Projects)</td>
<td></td>
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<tr>
<td>A PAL-assisted course (PAL = &quot;Peer Assisted Learning&quot;)</td>
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<tr>
<td>Pioneer Passage (new student registration in summer months)</td>
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<tr>
<td>A Campus visit prior to enrollment at UW-Platteville</td>
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<tr>
<td>A remedial course (e.g. MATH 10, MATH 15, ENGLISH 10)</td>
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<tr>
<td>New Student Orientation (Occurring the weekend before the start of fall term classes)</td>
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<tr>
<td>Athletics</td>
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<tr>
<td>Services for Students with Disabilities</td>
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<tr>
<td>Tutoring Services</td>
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<tr>
<td>Counseling Services</td>
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<tr>
<td>Student Health Services</td>
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<tr>
<td>The UW-Platteville Career Center</td>
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<tr>
<td>The Pioneer Involvement Center</td>
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<tr>
<td>The Multi-Cultural Education Resource Center</td>
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<tr>
<td>Advising and Career Exploration Services</td>
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<tr>
<td>On-campus Employment</td>
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<tr>
<td>Office of Information Technology</td>
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<tr>
<td>Student Support Center</td>
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<tr>
<td>Women’s Services (e.g., Women in Engineering, Women’s Center, Women in Technology)</td>
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<tr>
<td>Other, please specify</td>
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</tbody>
</table>
91. **Student Only**: The following program/course/service was important to my success as a college student:

<table>
<thead>
<tr>
<th>Service</th>
<th>Extremely Important</th>
<th>Very Important</th>
<th>Moderately Important</th>
<th>Somewhat Important</th>
<th>Not at All Important</th>
<th>Don’t know/Can’t Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Precollege program/s</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<td></td>
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<tr>
<td>A first year experience course (e.g. Intro to College Life, Bioquest, Engineering Success Skills, Intro to Engineering Projects)</td>
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<tr>
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<tr>
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<td>Tutoring Services</td>
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<td>Counseling Services</td>
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<tr>
<td>Student Health Services</td>
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<tr>
<td>The UW-Platteville Career Center</td>
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<tr>
<td>The Pioneer Involvement Center</td>
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<td>On-campus Employment</td>
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<tr>
<td>Office of Information Technology</td>
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<td>Student Support Center</td>
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<tr>
<td>Women’s Services (e.g., Women in Engineering, Women’s Center, Women in Technology)</td>
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<tr>
<td>Other, please specify</td>
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</tbody>
</table>

92. I am confident in the leadership/administration of UW-Platteville (e.g., Chancellor, Provost, Assistant Chancellors, Deans) to both protect and advance the interests of students, faculty, and staff.

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree
93. Please rate the level to which any of the following issues are currently a source of worry or stress.

<table>
<thead>
<tr>
<th>Issue</th>
<th>Very High</th>
<th>High</th>
<th>Moderate</th>
<th>Low</th>
<th>Very Low</th>
<th>Not Applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>The ability of my income to meet my expenses</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>The overall state of the US economy</td>
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</tr>
<tr>
<td>The state of the local economy</td>
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</tr>
<tr>
<td>My ability to complete the assignments/demands of my UW-Platteville job</td>
<td></td>
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</tr>
<tr>
<td>My ability to complete the assignments/demands of my UW-Platteville course work</td>
<td></td>
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<tr>
<td>My relationship with my significant other (spouse, partner, etc.)</td>
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<tr>
<td>The welfare of my child/children/family</td>
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<tr>
<td>The welfare of my parents</td>
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<td></td>
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<tr>
<td>Personal substance abuse issues</td>
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<tr>
<td>Personal mental health issues (e.g. Anxiety Disorders, Depression)</td>
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<tr>
<td>My physical health</td>
<td></td>
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<td></td>
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<tr>
<td>My safety on campus</td>
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<tr>
<td>My safety in the Platteville community</td>
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<tr>
<td>Whether my academic major is the right one for me</td>
<td></td>
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</tr>
<tr>
<td>Spiritual issues (e.g. finding a place of worship that I’m comfortable with)</td>
<td></td>
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<tr>
<td>Future career opportunities after receiving a college degree from UW-Platteville</td>
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</tr>
<tr>
<td>The likelihood of advancing in my career working for UW-Platteville</td>
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<tr>
<td>Losing touch with my culture/community</td>
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<tr>
<td>Other, please specify</td>
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</tbody>
</table>

94. What do you like best about UW-Platteville?

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

95. What do you like least about UW-Platteville?

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
THANK YOU FOR YOUR PARTICIPATION 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 discrimination. In the event that any questions asked are disturbing, you may stop responding to the survey at any time. Should you experience discomfort please contact the following:

Students:
Artanya Wesley
Interim Dean of Students
342-1854
butlera@uwplatt.edu

Faculty Staff:
Jeanne Durr
Director of Human Resources
342-1176
durrr@uwplatt.edu

Questions concerning the rights of research participants should be directed to:
Kathy Lomax
Office of Sponsored Programs
342-1456
lomax@uwplatt.edu

Questions concerning the methodology of the survey should be directed to:
Mark R. Mailoux
Office of Institutional Research
342-1785
maillouxm@uwplatt.edu

To thank campus community members for their participation we are offering the opportunity to win a “Campus Climate Thank You!” prize.

Submitting your name for a prize is optional. No survey information is connected to entering your name for a prize.

To enter a chance to win a prize all you need to do is send an email using the link below that matches your role at the university. In the subject heading of the email write “CS completed” and in the body of the message type in your contact information where you can easily be notified about winning a prize.

Please send only one email using one category. Duplicate entries will be deleted. Randomly drawn names will be selected weekly from submitted emails for prizes including:

- 2 IPads or Netbook Computers
- $50, $100, or $150 Dining Dollars$$ Cards

Here are the email links to enter your name for a chance at to win “Campus Climate Thank You!” prize:

Students
climatesurveystudent@uwplatt.edu

Faculty and Staff
climatesurveyemployee@uwplatt.edu