

PART I: Demographics

The demographic information tables contain actual percentages except where noted.

NOTE: Several respondents chose “other” as their primary response to Question #28 which only allowed them to respond to the “staff” questions. Upon “cleaning” the data, many of these respondents were actually students (n=101). Those respondents who specified their position as student or faculty in the “other, please specify” response will not be included in any of the “student-only” or “faculty-only” specific analyses.

Table B1

What is your gender identity? (Question 21)

Gender	n	%
Woman	2007	62.0
Man	1209	37.3
Transgender	5	0.2
Other	6	0.2
Missing	12	0.4

Table B2

What is your race/ethnicity (If you are of a multi-racial/multi-ethnic/multi-cultural identity, mark all that apply)?
 (Question 22)

Race/Ethnicity	n	%
African	28	0.9
African American/Black (not Hispanic)	137	4.2
Alaskan Native	2	0.1
Asian	52	1.6
Asian American	34	1.0
Southeast Asian	36	1.1
Caribbean/West Indian	10	0.3
White/Caucasian (not Latino(a)/Hispanic)	2868	88.5
Indian subcontinent	18	0.6
Latino(a)/Hispanic	95	2.9
Middle Eastern	10	0.3
Native American Indian	46	1.4
Pacific Islander	10	0.3
Other	33	1.0

Note: Percentages may not sum to 100% due to multiple responses

Table B3

Which term best describes your sexual orientation? (Question 23)

Sexual Identity	n	%
Bisexual	86	2.7
Gay	44	1.4
Heterosexual	3004	92.7
Lesbian	31	1.0
Queer	7	0.2
Questioning	26	0.8
Other	17	0.5
Missing	24	0.7

Table B4

What is your age? (Question 24)

Age	n	%
19 or under	1019	31.5
20-21	855	26.4
22-25	470	14.5
26-32	183	5.6
33-42	213	6.6
43-51	211	6.5
52-60	201	6.2
61-69	72	2.2
70 and over	6	0.2
Missing	9	0.3

Table B5

What is your current parental status? (Question 25)

Parental Status	n	%
No children	2572	79.4
Single Parent	117	3.6
Pregnant	12	0.4
Co-Parent with a partner/spouse	481	14.9
Grandparent/Parent of Grown Children	14	0.4
Partner Expecting	5	0.2
Other	17	0.5
Missing	21	0.6

Table B6

What is your current relationship situation? (Question 26)

Relationship Status	n	%
Single	1807	55.8
Partnered	713	22.0
Partnered in civil union	9	0.3
Married	610	18.8
Separated	10	0.3
Divorced	62	1.9
Remarried	7	0.2
Partner/Spouse deceased	11	0.3
Missing	10	0.3

Table B7

Are you active military or a veteran? (Question 27)

Active Military/Veteran	n	%
Yes	98	3.0
No	3122	96.4
Missing	19	0.6

Table B8

What is your primary status on campus? (Question 28)

Position	n	%
Transfer student	143	4.4
Associate degree student	142	4.4
Dual enrollment	5	0.2
Non-degree seeking student	37	1.1
Bachelor degree student	1869	57.7
Master Degree student	226	7.0
Doctoral/Terminal Degree student	6	0.2
Professional degree student	23	0.7
Adjunct professor	7	0.2
Instructional Academic Staff	90	2.8
Assistant professor	71	2.2
Associate professor	79	2.4
Professor	57	1.8
Limited Term employee	15	0.5
Classified staff non-exempt	133	4.1
Classified staff exempt staff	71	2.2
Non-instructional academic staff	130	4.0
Limited academic staff	5	0.2
Administrator	29	0.9
Other	101	3.1

Note: There are no missing data for this question; all respondents were required to select an answer

Note: Of the 101 respondents who selected “Other” as their answer to this question, 79 were re-coded as students.

These respondents did not have a chance to answer the “Students Only” questions later in the survey.

Table B9

Students Only: Which of the following best describes your academic plans? (Question 28a)

Academic Plans	n	%
Working towards an Associate degree only	152	52.4
Working towards an Associate degree and then transferring to another institution	82	28.3
Will transfer without an Associate degree	17	5.9
Missing	39	13.4

Note: Table includes only those who answered that they were a “Transfer,” “Associate degree,” or “Dual enrollment” student in Question 28 (n=290).

Table B10

Students Only: What is the highest level of education achieved by your parent/legal guardian?
(Question 29)

Level of Education	Parent /Legal Guardian 1		Parent/Legal Guardian 2	
	n	%	n	%
No high school	66	2.6	74	2.9
High school	690	27.3	689	27.2
Some college	394	15.6	386	15.3
Business/Technical certificate/degree	221	8.7	200	7.9
Associates degree	189	7.5	191	7.5
Bachelors degree	483	19.1	531	21.0
Some graduate work	56	2.2	52	2.1
Masters degree	268	10.6	193	7.6
Doctorate degree	41	1.6	18	0.7
Other professional degree	16	0.6	24	0.9
Unknown	7	0.3	27	1.1
Not applicable	10	0.4	28	1.1
Missing	89	3.5	117	4.6

Note: Table includes only those who indicated they were students in Question 28 (n=2530).

Note: The “Missing” row in this table includes 79 respondents that initially answered “Other” to Question 28 about their primary status at UW-Whitewater and were then re-coded as students. Respondents that selected “Other” in Question 28 did not have a chance to answer questions specifically directed at faculty or students.

Table B11

Faculty/Staff Only: What type of appointment do you have? (Question 30)

Appointment	n	%
Unclassified staff	99	14.1
Faculty	200	28.5
Academic staff	151	21.5
Limited staff	6	0.9
Classified staff	100	14.3
Represented classified staff	65	9.3
Non-represented classified staff	20	2.9
Limited term appointments	23	3.3
Project appointments	8	1.1
Missing	29	4.1

Note: Table includes only those who indicated they were employees in Question 28 (n=701).

Table B12

Faculty/Staff Only: What is your highest level of education? (Question 31)

	n	%
Did not complete high school	3	0.4
Completed high school	26	3.7
Some college	44	6.3
Some graduate work	13	1.9
Associates degree	33	4.7
Bachelors degree	98	14.0
Masters degree	192	27.4
Doctorate degree/Terminal Professional degree	254	36.2
Other professional degree	8	1.1
Business/Technical certificate/degree	2	0.3
Other	0	0.0
Missing	28	4.0

Note: Table includes only those who indicated they were employees in Question 28 (n=701).

Table B13

Faculty/Staff Only: With which academic department/work unit are you primarily affiliated at this time?
 (Question 32)

Academic/Work Unit	n	%
College of Arts and Communication	60	8.6
College of Business and Economics	67	9.6
College of Education	89	12.7
College of Letters and Sciences	144	20.5
School of Graduate Studies and Continuing Education	18	2.6
Chancellor's Office and/or Provost's Office	8	1.1
Academic Affairs	74	10.6
Administrative Services	63	9.0
Division of Student Affairs	90	12.8
University Advancement	14	2.0
Intercollegiate Athletics	24	3.4
Other	55	7.8

Note: Table includes only those who indicated they were employees in Question 28 (n=701).

Table B14

Faculty/Staff Only: Are you full-time or part-time in that primary status? (Question 33)

Status	n	%
Full-time	619	88.3
Part-time	77	11.0
Missing	5	0.7

Note: Table includes only those who indicated they were employees in Question 28 (n=701).

Table B15

Do you have a disability (physical, learning, psychological) that substantially affects a major life activity?
 (Question 34)

Disability	n	%
Yes	193	6.0
No	3027	93.5
Missing	19	0.6

Table B16

What is your disability? (mark all that apply) (Question 35)

Disability	n	%
Physical condition	121	62.7
Learning disability	75	38.9
Psychological condition	52	26.9

Note: Table includes only those who indicated they had a disability in Question 34 (n = 193).

Table B17

What is your citizenship status? (Question 36)

Citizenship status	n	%
U.S. citizen	3108	96.0
U.S. citizen – naturalized	52	1.6
Dual citizenship	11	0.3
Permanent resident (immigrant)	24	0.7
Permanent resident (refugee)	1	0.0
International (F-1, J-1, or H1-B, or other visa)	37	1.1
Other	2	0.1
Missing	4	0.1

Table B18

What is your religious or spiritual affiliation? (Question 37)

Spiritual Affiliation	n	%
Animist	1	0.0
Anabaptist	1	0.0
Agnostic	162	5.0
Atheist	114	3.5
Baha'i	0	0.0
Baptist	89	2.7
Buddhist	17	0.5
Eastern Orthodox	2	0.1
Episcopalian	19	0.6
Hindu	9	0.3
Islam	12	0.4
Jehovah's Witness	0	0.0
Jewish	35	1.1
LDS (Mormon)	4	0.1
Lutheran	583	18.0
Mennonite	1	0.0
Methodist	158	4.9
Moravian	3	0.1
Native American Traditional Practitioner	3	0.1
Nondenominational Christian	264	8.1
Pagan	10	0.3
Pentecostal	23	0.7
Presbyterian	46	1.4
Quaker	3	0.1
Roman Catholic	858	26.5
Seventh Day Adventist	2	0.1
Shamanist	18	0.6
Sikh	1	0.0
Unitarian Universalist	12	0.4
United Church of Christ	83	2.6
Wiccan	6	0.2
Spiritual, but no religious Affiliation	179	5.5
No affiliation	396	12.2
Other	97	3.0
Missing	28	0.9

Table B19

Faculty/Staff Only: How long have you been employed by the campus? (Question 38)

Time	n	%
1 year or less	70	10.0
2-4 years	155	22.1
5-10 years	175	25.0
11-15 years	86	12.3
16-20 years	79	11.3
21-30 years	100	14.3
31+ years	27	3.9
Missing	9	1.3

Note: Table includes only those who indicated they were employees in Question 28 (n=701).

Table B20

Faculty/Staff Only: Have you worked at more than one UW System institution/System Administration? (Question 39)

Worked at more than one UW Institution	n	%
Yes	187	26.7
No	495	70.6
Missing	19	2.7

Note: Table includes only those who indicated they were employees in Question 28 (n=701).

Table B21

Faculty/Staff Only: Please indicate where you have worked and for how many years (Question 40)

Institution	1-2 years n	3-4 years n	5-6 years n	7-8 years n	9-10 years n	More than 10 years n
UW – Eau Claire	2	4	1	1	0	0
UW - Green Bay	2	1	0	0	0	0
UW – La Crosse	5	0	0	0	1	0
UW - Madison	33	23	19	9	3	2
UW - Milwaukee	20	5	6	3	2	6
UW - Oshkosh	3	2	3	0	0	0
UW - Parkside	4	4	0	1	0	0
UW - Platteville	3	4	1	0	1	0
UW - River Falls	0	1	1	1	0	0
UW - Stevens Point	3	1	0	0	0	0
UW - Stout	2	0	1	0	0	0
UW - Superior	0	0	0	0	0	0
UW - Whitewater	10	12	11	7	5	43
UW - Colleges	12	3	1	2	1	1
UW - System Administration	1	2	1	1	0	0

Note: Table includes only those employees who indicated they have worked at more than one UW-System Institution in Question 39 (n=187).

Note: Due to multiple responses, calculating percentages is not possible and there were no “missing” responses.

Table B22

Students Only: Where are you in your college career?
 (Question 41)

	n	%
First year student	610	24.1
Second year student	483	19.1
Third year student	471	18.6
Fourth year student	466	18.4
Five years or more as an undergraduate	233	9.2
Master's degree candidate	152	6.0
Doctoral/Terminal Degree student	1	0.0
Professional degree student	5	0.2
Other	20	0.8
Missing	89	3.5

Note: Table includes only those who indicated they were students in Question 28 (n=2,530).

Note: The "Missing" row in this table includes 79 respondents that initially answered "Other" to Question 28 about their primary status at UW-Whitewater and were then re-coded as students. Respondents that selected "Other" in Question 28 did not have a chance to answer questions specifically directed at faculty or students.

Table B23

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)? (Question 42)

	n	%
Dependent	1762	69.6
Independent	674	26.6
Missing	94	3.7

Note: Table includes only those who indicated they were students in Question 28 (n=2,530).

Note: The “Missing” row in this table includes 79 respondents that initially answered “Other” to Question 28 about their primary status at UW-Whitewater and were then re-coded as students. Respondents that selected “Other” in Question 28 did not have a chance to answer questions specifically directed at faculty or students.

Table B24

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)? (Question 43)

Income	n	%
Below \$29,999	512	20.2
\$30,000-\$39, 999	154	6.1
\$40,000-\$49,999	148	5.8
\$50,000-\$59,999	181	7.2
\$60,000 - \$69,999	182	7.2
\$70,000 - \$79,999	180	7.1
\$80,000 - \$89,999	147	5.8
\$90,000 - \$99,999	140	5.5
\$100,000 - \$149,000	275	10.9
\$150,000 - \$199,000	79	3.1
\$200,000 - \$249,000	44	1.7
\$250,000 and above	42	1.7
Don’t know	357	14.1
Missing	89	3.5

Note: Table includes only those who indicated they were students in Question 28 (n=2,530).

Note: The “Missing” row in this table includes 79 respondents that initially answered “Other” to Question 28 about their primary status at UW-Whitewater and were then re-coded as students. Respondents that selected “Other” in Question 28 did not have a chance to answer questions specifically directed at faculty or students.

Table B25

Students Only: Where do you live? (Question 44)

Residence	n	%
Residence hall	1096	43.3
Fraternity/Sorority housing	58	2.3
Off campus apartment/house	987	39.0
With partner/spouse/children	141	5.6
With parent(s)/family/relative(s)	144	5.7
Other	19	0.8
Missing	85	3.4

Note: Table includes only those who indicated they were students in Question 28 (n=2,530).

Note: The “Missing” row in this table includes 79 respondents that initially answered “Other” to Question 28 about their primary status at UW-Whitewater and were then re-coded as students. Respondents that selected “Other” in Question 28 did not have a chance to answer questions specifically directed at faculty or students.

Table B26

Students Only: Are you working 20 or more hours per week? (Question 45)

Working more than 20 hrs a week	n	%
Yes	678	26.8
No	1761	69.6
Missing	91	3.6

Note: Table includes only those who indicated they were students in Question 28 (n=2,530).

Note: The “Missing” row in this table includes 79 respondents that initially answered “Other” to Question 28 about their primary status at UW-Whitewater and were then re-coded as students. Respondents that selected “Other” in Question 28 did not have a chance to answer questions specifically directed at faculty or students.

Table B27

In what environment did you grow up? (Question 46)

Environment	n	%
Farm/ranch	192	5.9
Rural, non-farm	379	11.7
Small-town	986	30.4
Suburban	1019	31.5
Urban	455	14.0
International	43	1.3
Combination	147	4.5
Other	11	0.3
Missing	7	0.2

PART II: Findings

The tables in this section all contain valid percentages except where noted

Table B28

Overall, how comfortable are you with the climate at UW-Whitewater?
 (Question 1)

Comfort	n	%
Very Comfortable	1032	31.9
Comfortable	1813	56.1
Neither comfortable nor uncomfortable	273	8.4
Uncomfortable	94	2.9
Very Uncomfortable	21	0.6

Table B29

Overall, how comfortable are you with the climate in your department/work?
 (Question 2)

Comfort	n	%
Very Comfortable	1114	34.7
Comfortable	1635	50.9
Neither comfortable nor uncomfortable	342	10.6
Uncomfortable	83	2.6
Very Uncomfortable	38	1.2

Table B30

Overall, how comfortable are you with the climate in your classes?
 (Question 3)

Comfort	n	%
Very Comfortable	826	29.2
Comfortable	1625	57.5
Neither comfortable nor uncomfortable	271	9.6
Uncomfortable	90	3.2
Very Uncomfortable	15	0.5

Note: Table includes answers from only those who indicated they were students or faculty in Question 28 (n=2,834).

Table B31

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-Whitewater? (Question 5)

Experienced	n	%
Yes	445	13.8
No	2785	86.2

Table B32

What do you believe was the basis for this conduct? (Question 6)

Based on:	n	%
My gender	129	29.0
My age	113	25.4
My status (e.g., part-time status, faculty, staff, student)	110	24.7
My physical characteristics	65	14.6
My religion/spiritual status	53	11.9
My political views	52	11.7
My educational level	49	11.0
My race	49	11.0
My ethnicity	46	10.3
My sexual orientation	34	7.6
My psychological disability (e.g. post-traumatic stress disorder, depression, anxiety)	24	5.4
My socioeconomic status	23	5.2
My parental status (e.g., having children)	18	4.0
My country of origin	17	3.8
My English language proficiency/accent	15	3.4
My gender expression	13	2.9
My learning disability	13	2.9
My military/veteran status	10	2.2
My physical disability	10	2.2
My immigrant status	6	1.3
My gender identity	5	1.1
Other	90	20.2

Note: Only answered by respondents who experienced harassment (n= 445). Percentages do not sum to 100 due to multiple responses.

Table B33

How did you experience this conduct? (Question 7)

Form	n	%
Deliberately ignored or excluded	218	49.0
Felt intimidated/bullied	143	32.1
Stares	93	20.9
Derogatory remarks	89	20.0
Isolated or left out when working in groups	75	16.9
Isolated or left out because of my identity	54	12.1
Received a low performance evaluation	49	11.0
Derogatory written comments	41	9.2
Feared getting a poor grade because of hostile classroom environment	40	9.0
Feared for my physical safety	35	7.9
Target of racial/ethnic profiling	34	7.6
Singled out as the “resident authority” regarding my identity	28	6.3
Derogatory/unsolicited e-mails	23	5.2
Threats of physical violence	22	4.9
Someone assumed I was admitted or hired because of my identity	22	4.9
Derogatory phone calls	18	4.0
Graffiti	12	2.7
Victim of a crime	12	2.7
Target of physical violence	11	2.5
Feared for my family’s safety	7	1.6
Other	65	14.6

Note: Only answered by respondents who experienced harassment (n= 445). Percentages do not sum to 100 due to multiple responses.

Table B34

Referring to your answer, "I was the target of racial/ethnic profiling" in question #7, where did this conduct occur? (Question 8a)

Location	n	%
In a class	16	47.1
Residence hall	10	29.4
While working at a campus job	8	23.5
While walking on campus	8	23.5
Public space on campus	8	23.5
In a meeting with a group of people	7	20.6
Off campus	7	20.6
University dining facility	5	14.7
Campus office	5	14.7
Campus event	5	14.7
In a meeting with one other person	4	11.8
Faculty office	3	8.8
Off-campus housing	3	8.8
Athletic facilities	3	8.8
Fraternity/sorority house	2	5.9
Other	1	2.9

Note: Only answered by respondents who were the target of racial/ethnic profiling (n=34). Percentages do not sum to 100 due to multiple responses.

Table B35

Referring to your answer, "I was the target of graffiti (e.g., event advertisements removed or defaced)" in question #7, where did this conduct occur? (Question 8b)

Location	n	%
Residence hall	10	83.3
While working at a campus job	3	25.0
While walking on campus	3	25.0
Fraternity/sorority house	2	16.7
University dining facility	2	16.7
Off-campus housing	2	16.7
Athletic facilities	2	16.7
Off campus	2	16.7
In a class	1	8.3
Campus office	1	8.3
Campus event	1	8.3
Faculty office	1	8.3
Public space on campus	1	8.3
In a meeting with one other person	1	8.3
In a meeting with a group of people	1	8.3
Other	1	8.3

Note: Only answered by respondents who were the target of graffiti (n=12).
 Percentages do not sum to 100 due to multiple responses.

Table B36

Referring to your answer, "I received derogatory written comments" in question #7, where did this conduct occur?
 (Question 8c)

Location	n	%
Residence hall	13	31.7
While working at a campus job	10	24.4
In a class	8	19.5
Off campus	8	19.5
Public space on campus	5	12.2
In a meeting with a group of people	5	12.2
Off-campus housing	5	12.2
Fraternity/sorority house	4	9.8
Campus office	4	9.8
Faculty office	4	9.8
In a meeting with one other person	4	9.8
While walking on campus	3	7.3
Athletic facilities	3	7.3
University dining facility	1	2.4
Campus event	1	2.4
Other	8	19.5

Note: Only answered by respondents who received derogatory written comments (n=41).
 Percentages do not sum to 100 due to multiple responses.

Table B37

Referring to your answer, "I received derogatory phone calls" in question #7, where did this conduct occur?
 (Question 8d)

Location	n	%
Residence hall	6	33.3
Off campus	6	33.3
Off-campus housing	4	22.2
While working at a campus job	3	16.7
While walking on campus	3	16.7
Fraternity/sorority house	3	16.7
Faculty office	3	16.7
Campus office	2	11.1
Public space on campus	2	11.1
In a meeting with one other person	2	11.1
Athletic facilities	2	11.1
In a class	1	5.6
University dining facility	1	5.6
Campus event	1	5.6
In a meeting with a group of people	1	5.6
Other	1	5.6

Note: Only answered by respondents who received derogatory phone calls (n=18).
 Percentages do not sum to 100 due to multiple responses.

Table B38

Referring to your answer, "I received threats of physical violence" in question #7, where did this conduct occur?
 (Question 8e)

Location	n	%
While walking on campus	7	31.8
Off campus	7	31.8
Residence hall	6	27.3
While working at a campus job	5	22.7
Fraternity/sorority house	3	13.6
Campus event	3	13.6
University dining facility	2	9.1
Public space on campus	2	9.1
Off-campus housing	2	9.1
In a class	1	4.5
Campus office	1	4.5
Faculty office	1	4.5
In a meeting with one other person	1	4.5
In a meeting with a group of people	1	4.5
Athletic facilities	1	4.5
Other	1	4.5

Note: Only answered by respondents who received threats of physical violence (n=22).
 Percentages do not sum to 100 due to multiple responses.

Table B39

Referring to your answer, "I received derogatory/unsolicited e-mails" in question #7, where did this conduct occur?
 (Question 8f)

Location	n	%
While working at a campus job	7	30.4
Campus office	5	21.7
Faculty office	5	21.7
Off campus	5	21.7
In a meeting with one other person	4	17.4
In a meeting with a group of people	4	17.4
Residence hall	3	13.0
In a class	2	8.7
Fraternity/sorority house	2	8.7
Athletic facilities	2	8.7
While walking on campus	1	4.3
University dining facility	1	4.3
Campus event	1	4.3
Public space on campus	1	4.3
Off-campus housing	1	4.3
Other	3	13.0

Note: Only answered by respondents who received derogatory/unsolicited emails (n=23).
 Percentages do not sum to 100 due to multiple responses.

Table B40

Referring to your answer, "I was the target of physical violence" in question #7, where did this conduct occur?
 (Question 8g)

Location	n	%
Residence hall	7	63.6
Off-campus housing	5	45.5
While working at a campus job	3	27.3
Off campus	3	27.3
Fraternity/sorority house	2	18.2
University dining facility	2	18.2
Campus event	2	18.2
Public space on campus	2	18.2
In a class	1	9.1
While walking on campus	1	9.1
Campus office	1	9.1
Faculty office	1	9.1
In a meeting with one other person	1	9.1
In a meeting with a group of people	1	9.1
Athletic facilities	1	9.1
Other	0	0.0

Note: Only answered by respondents who were the target of physical violence (n=11).
 Percentages do not sum to 100 due to multiple responses.

Table B41

Referring to your answer, "I observed others staring at me" in question #7, where did this conduct occur?
 (Question 8h)

Location	n	%
In a class	49	52.7
While walking on campus	44	47.3
Residence hall	38	40.9
Public space on campus	29	31.2
While working at a campus job	18	19.4
University dining facility	15	16.1
In a meeting with a group of people	15	16.4
Campus event	14	15.1
Athletic facilities	11	11.8
Off campus	11	11.8
Campus office	8	8.6
Off-campus housing	7	7.5
Faculty office	5	5.4
In a meeting with one other person	5	5.4
Fraternity/sorority house	3	3.2
Other	1	1.1

Note: Only answered by respondents who observed others staring at them (n=93)
 Percentages do not sum to 100 due to multiple responses.

Table B42

Referring to your answer, "I felt I was deliberately ignored or excluded" in question #7, where did this conduct occur? (Question 8i)

Location	n	%
In a class	75	34.4
In a meeting with a group of people	71	32.6
While working at a campus job	66	30.3
Residence hall	40	18.3
Campus office	25	11.5
Public space on campus	25	11.5
Campus event	20	9.2
In a meeting with one other person	20	9.2
Off campus	19	8.7
While walking on campus	18	8.3
University dining facility	15	6.9
Athletic facilities	13	6.0
Faculty office	11	5.0
Off-campus housing	11	5.0
Fraternity/sorority house	6	2.8
Other	12	5.5

Note: Only answered by respondents who felt they were deliberately ignored or excluded (n=218). Percentages do not sum to 100 due to multiple responses.

Table B43

Referring to your answer, "I was the target of derogatory remarks" in question #7, where did this conduct occur?
 (Question 8j)

Location	n	%
While working at a campus job	29	32.6
In a class	27	30.3
Residence hall	27	30.3
While walking on campus	23	25.8
In a meeting with a group of people	19	21.3
Off campus	17	19.1
Public space on campus	14	15.7
In a meeting with one other person	13	14.6
Campus event	12	13.5
University dining facility	9	10.1
Faculty office	6	6.7
Off-campus housing	6	6.7
Campus office	5	5.6
Athletic facilities	5	5.6
Fraternity/sorority house	4	4.5
Other	5	5.6

Note: Only answered by respondents who were the target of derogatory remarks (n=89).
 Percentages do not sum to 100 due to multiple responses.

Table B44

Referring to your answer, "I felt intimidated/bullied" in question #7, where did this conduct occur?
 (Question 8k)

Location	n	%
While working at a campus job	48	33.6
In a class	36	25.2
In a meeting with a group of people	34	23.8
Campus office	26	18.2
Residence hall	24	16.8
In a meeting with one other person	20	14.0
While walking on campus	17	11.9
Campus event	15	10.5
Faculty office	11	7.7
Public space on campus	10	7.0
Off campus	10	7.0
University dining facility	6	4.2
Off-campus housing	6	4.2
Athletic facilities	5	3.5
Fraternity/sorority house	3	2.1
Other	12	8.4

Note: Only answered by respondents who felt intimidated/bullied (n=143).
 Percentages do not sum to 100 due to multiple responses.

Table B45

Referring to your answer, "I feared for my physical safety" in question #7, where did this conduct occur?
 (Question 81)

Location	n	%
Residence hall	15	42.9
While walking on campus	11	31.4
While working at a campus job	8	22.9
Off campus	8	22.9
Public space on campus	7	20.0
Off-campus housing	5	14.3
In a class	4	11.4
In a meeting with a group of people	4	11.4
Fraternity/sorority house	3	8.6
Campus office	3	8.6
Campus event	3	8.6
University dining facility	2	5.7
Faculty office	2	5.7
In a meeting with one other person	2	5.7
Athletic facilities	2	5.7
Other	0	0.0

Note: Only answered by respondents who feared for their physical safety (n=35).
 Percentages do not sum to 100 due to multiple responses.

Table B46

Referring to your answer, "I feared for my family's safety" in question #7, where did this conduct occur?
 (Question 8m)

Location	n	%
Off campus	3	42.9
In a class	2	28.6
Residence hall	2	28.6
Campus event	2	28.6
Public space on campus	2	28.6
While working at a campus job	1	14.3
While walking on campus	1	14.3
Fraternity/sorority house	1	14.3
University dining facility	1	14.3
Campus office	1	14.3
Faculty office	1	14.3
In a meeting with one other person	1	14.3
In a meeting with a group of people	1	14.3
Off-campus housing	1	14.3
Athletic facilities	1	14.3
Other	0	0.0

Note: Only answered by respondents who feared for their family's safety (n=7).
 Percentages do not sum to 100 due to multiple responses.

Table B47

Referring to your answer, "Someone assumed I was admitted or hired because of my identity" in question #7, where did this conduct occur? (Question 8n)

Location	n	%
While working at a campus job	13	59.1
In a meeting with a group of people	6	27.3
In a class	5	22.7
Campus office	5	22.7
Faculty office	4	18.2
While walking on campus	3	13.6
Residence hall	2	9.1
Campus event	2	9.1
In a meeting with one other person	2	9.1
Off campus	2	9.1
Fraternity/sorority house	1	4.5
University dining facility	1	4.5
Public space on campus	1	4.5
Off-campus housing	1	4.5
Athletic facilities	1	4.5
Other	1	4.5

Note: Only answered by respondents reporting someone assumed they were admitted or hired because of their identity (n=22). Percentages do not sum to 100 due to multiple responses.

Table B48

Referring to your answer, "I was the victim of a crime" in question #7, where did this conduct occur?
 (Question 8o)

Location	n	%
Residence hall	7	58.3
While working at a campus job	3	25.0
In a class	2	16.7
Fraternity/sorority house	2	16.7
Faculty office	2	16.7
Off-campus housing	2	16.7
Off campus	2	16.7
While walking on campus	1	8.3
University dining facility	1	8.3
Campus office	1	8.3
Campus event	1	8.3
Public space on campus	1	8.3
In a meeting with one other person	1	8.3
In a meeting with a group of people	1	8.3
Athletic facilities	1	8.3
Other	0	0.0

Note: Only answered by respondents who were the victim of a crime (n=12).
 Percentages do not sum to 100 due to multiple responses.

Table B49

Referring to your answer, "I feared getting a poor grade because of a hostile classroom environment" in question #7, where did this conduct occur?
 (Question 8p)

Location	n	%
In a class	38	95.0
Faculty office	6	15.0
In a meeting with one other person	4	10.0
In a meeting with a group of people	4	10.0
Residence hall	2	5.0
Campus office	2	5.0
While working at a campus job	1	2.5
While walking on campus	1	2.5
Fraternity/sorority house	1	2.5
University dining facility	1	2.5
Campus event	1	2.5
Public space on campus	1	2.5
Off-campus housing	1	2.5
Athletic facilities	1	2.5
Off campus	1	2.5
Other	2	5.0

Note: Only answered by respondents who feared getting a good grade (n=40).
 Percentages do not sum to 100 due to multiple responses.

Table B50

Referring to your answer, "I received a low performance evaluation" in question #7, where did this conduct occur?
 (Question 8q)

Location	n	%
While working at a campus job	21	42.9
In a class	20	40.8
Faculty office	12	24.5
In a meeting with a group of people	9	18.4
In a meeting with one other person	8	16.3
Campus office	6	12.2
While walking on campus	2	4.1
Campus event	2	4.1
Public space on campus	2	4.1
Residence hall	1	2.0
Fraternity/sorority house	1	2.0
University dining facility	1	2.0
Off-campus housing	1	2.0
Athletic facilities	1	2.0
Off campus	1	2.0
Other	4	8.2

Note: Only answered by respondents who received a low performance evaluation (n=49).
 Percentages do not sum to 100 due to multiple responses.

Table B51

Referring to your answer, "I was singled out as the 'resident authority' due to my identity" in question #7, where did this conduct occur? (Question 8r)

Location	n	%
While working at a campus job	14	50.0
Residence hall	13	46.4
In a meeting with a group of people	9	32.1
In a class	8	28.6
Campus event	5	17.9
Public space on campus	5	17.9
Campus office	4	14.3
In a meeting with one other person	4	14.3
Fraternity/sorority house	3	10.7
University dining facility	3	10.7
Faculty office	3	10.7
While walking on campus	2	7.1
Off-campus housing	2	7.1
Athletic facilities	2	7.1
Off campus	2	7.1
Other	0	0.0

Note: Only answered by respondents who were singled out as the resident authority (n=28). Percentages do not sum to 100 due to multiple responses.

Table B52

Referring to your answer, "I felt isolated or left out when work was required in groups" in question #7, where did this conduct occur? (Question 8s)

Location	n	%
In a class	47	62.7
In a meeting with a group of people	27	36.0
While working at a campus job	19	25.3
Residence hall	11	14.7
Campus office	9	12.0
In a meeting with one other person	8	10.7
While walking on campus	5	6.7
Campus event	5	6.7
Athletic facilities	5	6.7
Off campus	5	6.7
Fraternity/sorority house	3	4.0
Public space on campus	3	4.0
Off-campus housing	3	4.0
University dining facility	2	2.7
Faculty office	2	2.7
Other	2	2.7

Note: Only answered by respondents who felt isolated or left out (n=75).
 Percentages do not sum to 100 due to multiple responses.

Table B53

Referring to your answer, "I felt isolated or left out because of my identity" in question #7, where did this conduct occur? (Question 8t)

Location	n	%
In a class	18	33.3
While working at a campus job	16	29.6
In a meeting with a group of people	14	25.9
Residence hall	9	16.7
While walking on campus	7	13.0
In a meeting with one other person	7	13.0
Campus office	6	11.1
Faculty office	5	9.3
Public space on campus	5	9.3
Campus event	4	7.4
University dining facility	3	5.6
Fraternity/sorority house	2	3.7
Off campus	2	3.7
Off-campus housing	1	1.9
Athletic facilities	1	1.9
Other	3	5.6

Note: Only answered by respondents who felt isolated or left out because of their identity (n=54). Percentages do not sum to 100 due to multiple responses.

Table B54

Referring to your answer, "Other - Specified" in question #7, where did this conduct occur?
 (Question 8u)

Location	n	%
While working at a campus job	19	29.2
In a class	17	26.2
Campus office	14	21.5
Public space on campus	8	12.3
In a meeting with a group of people	8	12.3
While walking on campus	7	10.8
Faculty office	6	9.2
In a meeting with one other person	6	9.2
Campus event	4	6.2
Off-campus housing	3	4.6
Residence hall	2	3.1
Fraternity/sorority house	2	3.1
University dining facility	2	3.1
Off campus	2	3.1
Athletic facilities	1	1.5
Other	9	13.8

Note: Only answered by respondents reporting "Other" (n=65).
 Percentages do not sum to 100 due to multiple responses.

Table B55

Who was the source of this conduct? (Question 9)

Source	n	%
Undergraduate student	161	36.2
Colleague	102	22.9
Faculty member	95	21.3
Staff member	64	14.4
Administrator	34	7.6
Department chair	33	7.4
Supervisor	32	7.2
Academic administrator	31	7.0
Don't know source	26	5.8
Campus media (posters, brochures, flyers, handouts, web sites, etc.)	16	3.6
Campus visitor(s)	14	3.1
Faculty advisor	14	3.1
Community member	12	2.7
Graduate student	12	2.7
Center director	6	1.3
Person that I supervise	6	1.3
Campus security	4	0.9
Research assistant	2	0.4
Teaching assistant	2	0.4
Other	36	8.1

Note: Only answered by respondents who experienced harassment (n= 445).
 Percentages do not sum to 100 due to multiple responses.

Table B56

Please describe your reactions to experiencing this conduct? (Question 10)

Reactions	n	%
Was angry	250	56.2
Felt embarrassed	182	40.9
Told a friend	172	38.7
Avoided the person who harassed me	149	33.5
Ignored it	124	27.9
Didn't report it for fear of retaliation	80	18.0
Was afraid	79	17.8
Didn't know who to go to	74	16.6
Confronted the harasser at the time	73	16.4
Made a complaint to a campus employee/official	70	15.7
Didn't report it for fear my complaint would not be taken seriously	53	11.9
Felt somehow responsible	48	10.8
Left the situation immediately	47	10.6
Did report it but my complaint was not taken seriously	40	9.0
Confronted the harasser later	30	6.7
Didn't affect me at the time	24	5.4
Sought support from counseling/advocacy services	23	5.2
Other	28	6.3

Note: Only answered by respondents who experienced harassment (n= 445).
 Percentages do not sum to 100 due to multiple responses.

Table B57

I have been touched in a sexual manner that has made me feel uncomfortable or fearful at UW-Whitewater.
 (Question 12)

Touched in a sexual manner that made me uncomfortable	n	%
Never	3010	93.2
Rarely	162	5.0
Sometimes	49	1.5
Often	5	0.2
Very often	4	0.1

Table B58

There are times when I fear being the object of sexual harassment at UW-Whitewater.
 (Question 13)

Times when I fear being the object of sexual harassment	n	%
Never	2621	81.1
Rarely	446	13.8
Sometimes	143	4.4
Often	13	0.4
Very often	9	0.3

Table B59

Who is the source of this fear? (Question 14)

Source	n	%
Stranger	300	49.1
Student	289	47.3
Acquaintance	83	13.6
Friend	77	12.6
Co-worker	41	6.7
Faculty member	15	2.5
Partner/spouse	11	1.8
Staff member	11	1.8
Administrator	10	1.3
Department chair	7	1.1
Supervisor	6	1.0
Academic advisor	5	0.8
Person that I supervise	5	0.8
Research assistant	3	0.5
Teaching Assistant	3	0.5
Faculty advisor	2	0.3
Other	36	5.9

Note: Only answered by respondents who fear sexual harassment (n=611).
 Percentages do not sum to 100 due to multiple responses.

Table B60

Have you ever been a victim of sexual assault while at this campus? (Question 15)

Sexually assaulted	n	%
Yes	73	2.3
No	3158	97.7

Table B61

Who was the offender(s)? Mark all that apply. (Question 16)

Source	n	%
Student	28	38.4
Friend	19	26.0
Stranger	9	12.3
Co-worker	6	8.2
Acquaintance	5	6.8
Faculty member	5	6.8
Partner/spouse	5	6.8
Department chair	3	4.1
Supervisor	3	4.1
Research assistant	2	2.7
Staff member	2	2.7
Academic advisor	1	1.4
Administrator	1	1.4
Faculty advisor	1	1.4
Person that I supervise	1	1.4
Teaching Assistant	1	1.4
Other	7	9.6

Note: Only answered by respondents who experienced sexual assault (n = 73).

Percentages do not sum to 100 due to multiple responses.

Table B62

Where did the incident(s) occur? (Question 17)

Location	n	%
Off-campus	30	41.1
On-campus	38	52.1
Other location	4	5.5

Note: Only answered by respondents who experienced sexual assault (n = 73).
Percentages do not sum to 100 due to multiple responses.

Table B63

Please describe your response to experiencing the incident(s).
 (Question 18)

Response	n	%
Told a friend	45	61.6
Did nothing	17	23.3
Told a family member	12	16.4
Sought support from a campus resource/counseling center(s)	11	15.1
Contacted Campus Police/Security	8	11.0
Sought support from a staff person	8	11.0
Sought medical services	5	6.8
Sought support from a spiritual advisor	5	6.8
Sought support from off-campus hotline/advocacy service	4	5.5
Reported the incident and it was ignored	4	5.5
Sought support from a faculty member	4	5.5
Contacted my local law enforcement official	3	4.1
Sought information on-line	3	4.1
Contacted my Union	2	2.7
Other	0	0.0

Note: Only answered by respondents who experienced sexual assault (n = 73).
 Percentages do not sum to 100 due to multiple responses.

Table B64

If you did report the sexual assault to a campus official or staff member, did you feel that it was responded to appropriately? (Question 20)

Was responded to appropriately	n
Yes	12
No	12

Note: Table does not include percentages since Question 18 allowed for respondents to mark multiple ways in which they reported the sexual assault.

Table B65

Faculty/Staff Only: How satisfied are you with...
 (Question 47)

	Highly Satisfied		Satisfied		Neither satisfied nor dissatisfied		Dissatisfied		Highly dissatisfied	
	N	%	n	%	n	%	n	%	n	%
Your job	207	30.4	346	50.7	79	11.6	42	6.2	8	1.2
The way your career has progressed	148	21.8	310	45.7	113	16.6	91	13.4	17	2.5

Note: Table includes only those who indicated they were employees in Question 28 (n=701).

Table B66

Students Only: How satisfied are you with...
 (Question 49)

	Highly Satisfied		Satisfied		Neither satisfied nor dissatisfied		Dissatisfied		Highly dissatisfied	
	n	%	n	%	n	%	n	%	n	%
Your education	729	29.8	1468	60.0	189	7.7	54	2.2	7	0.3
The way your academic career has progressed	672	27.8	1267	52.5	331	13.7	127	5.3	17	0.7

Note: Table includes only those who indicated they were students in Question 28 (n=2,530).

Note: Respondents that selected "Other" in Question 28 did not have a chance to answer questions specifically directed at faculty or students.

Table B67

Have you ever seriously considered leaving the institution?
(Question 51)

Considered leaving	n	%
Yes	1206	37.5
No	2011	62.5

Table B68

As a *Faculty/Staff* member... (Question 53)

Issues	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Not applicable	
	n	%	n	%	n	%	n	%	n	%	n	%
I am reluctant to bring up issues that concern me for fear that it will affect my performance evaluation or tenure decision	55	8.0	115	16.6	118	17.1	218	31.5	151	21.9	34	4.9
I am comfortable asking questions about performance expectations	170	24.6	348	50.3	79	11.4	49	7.1	32	4.6	14	2.0
My colleagues expect me to represent “the point of view” of my identity	28	4.1	75	10.9	250	36.4	140	20.4	104	15.1	90	13.1
My colleagues have lower expectations of me than of other faculty/staff	14	2.0	35	5.1	134	19.5	226	32.9	248	36.1	30	4.4
My colleagues have higher expectations of me than of other faculty/staff	48	7.0	158	23.0	214	31.2	155	22.6	83	12.1	28	4.1
I constantly feel under scrutiny by my colleagues	45	6.5	112	16.3	144	20.9	221	32.1	149	21.7	17	2.5
My research interests are valued by my colleagues ¹	29	9.7	104	34.7	74	24.7	32	10.7	24	8.0	37	12.3
I feel pressured to change my research agenda to make tenure/be promoted ¹	11	3.7	21	7.0	49	16.4	70	23.5	71	23.8	76	25.5
I am reluctant to take family leave that I am entitled to for fear that it may affect my career	26	3.8	49	7.2	132	19.3	152	22.3	159	23.3	165	24.2
I have to work harder than I believe my colleagues do in order to be perceived as legitimate	55	8.1	125	18.3	126	18.4	201	29.4	140	20.5	36	5.3
I have to work harder than I believe my colleagues do in order to achieve the same recognition/rewards	76	11.1	118	17.2	135	19.7	190	27.7	129	18.8	39	5.7
There are many unwritten rules concerning how one is expected to interact with colleagues in my work unit	81	11.7	177	25.7	145	21.0	170	24.6	93	13.5	24	3.5
Others seem to find it easier than I do to “fit in”	37	5.4	102	14.8	150	21.8	214	31.1	159	23.1	27	3.9
I feel pressured to change my methods of teaching to achieve tenure/be promoted	22	7.3	32	10.6	45	15.0	83	27.6	82	27.2	37	12.3

Note: Table includes only those who indicated they were employees in Question 28 (n=701).

¹Only answered by those who indicated they were faculty in Question 28 (n=304).

Table B69

As a *Faculty/Staff* member... (Question 54)

Issues	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree	
	n	%	n	%	n	%	n	%	n	%
I am usually satisfied with the way in which I am able to balance my professional and personal life	100	14.5	359	52.2	55	8.0	131	19.0	43	6.2
I find that UW-Whitewater is supportive of my family leave	72	10.6	215	31.6	305	44.9	37	5.4	51	7.5
I have to miss out on important things in my personal life because of professional responsibilities	71	10.3	185	27.0	129	18.8	231	33.7	70	10.2
I feel that faculty/staff who have children are considered less committed to their careers	32	4.7	89	12.9	167	24.3	261	37.9	139	20.2
I feel that faculty/staff who do not have children are often burdened with work responsibilities	44	6.4	81	11.8	194	28.3	252	36.8	114	16.6
I find UW-Whitewater unfair in providing health benefits to unmarried, co-parenting families	34	5.0	48	7.1	296	43.7	169	24.9	131	19.3
I have equitable access to domestic partner benefits	40	6.1	109	16.7	395	60.6	31	4.8	77	11.8
I have equitable access to tuition reimbursement	38	5.8	121	18.4	310	47.0	78	11.8	112	17.0

Note: Table includes only those who indicated they were employees in Question 28 (n=701).

Table B70

Faculty/Staff Only: Please indicate your level of agreement with the following statements about the resources available to you: (Question 55)

Issues	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Not applicable	
	n	%	n	%	n	%	n	%	n	%	n	%
I have colleagues or peers who give me career advice or guidance when I need it	217	34.0	270	42.3	84	13.2	7	1.1	8	1.3	52	8.2
I have support from decision makers/colleagues who support my career advancement	116	17.0	315	46.1	121	17.7	81	11.9	28	4.1	22	3.2
I have the equipment and supplies I need to adequately perform my work	164	23.9	349	50.9	63	9.2	67	9.8	39	5.7	4	0.6
I receive regular maintenance/upgrades of my equipment compared to my colleagues	113	16.4	274	39.9	151	22.0	74	10.8	34	4.9	41	6.0
I have equitable work space in terms of quantity and quality as compared to my colleagues	176	25.7	348	50.8	65	9.5	56	8.2	28	4.1	12	1.8
I have equitable laboratory space in terms of quantity and quality as compared to my colleagues	66	10.1	115	17.6	267	40.9	19	2.9	19	2.9	167	25.6
I have equitable access to shared space as my colleagues	148	21.8	362	53.3	112	16.5	25	3.7	11	1.6	21	3.1
I have equitable access to shared equipment/technology for research support as my colleagues	103	15.4	259	38.8	179	26.8	28	4.2	12	1.8	87	13.0
I have equitable teaching support (e.g., materials, technology, TAs)	74	11.2	182	27.6	202	30.6	53	8.0	34	5.2	115	17.4
I feel that my compensation is equitable to my peers with a similar level of experience	55	8.1	195	28.6	109	16.0	163	23.9	116	17.0	43	6.3
I have equitable access to health benefits	237	34.5	370	53.9	47	6.8	7	1.0	13	1.9	13	1.9
I feel that my supervisor/manager is receptive to accommodating a telecommuting arrangement	79	11.7	156	23.0	216	31.9	64	9.5	53	7.8	109	16.1

Note: Table includes only those who indicated they were employees in Question 28 (n=701).

Table B71

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? (Question 56)

Observed	n	%
Yes	727	22.6
No	2493	77.4

Table B72

What do you believe were the bases for this conduct? (Question 57)

Based on:	n	%
Sexual orientation	282	38.8
Race	203	27.9
Ethnicity	179	24.6
Gender	162	22.3
Religion/spiritual status	143	19.7
Gender expression	126	17.3
Age	121	16.6
Gender identity	120	16.5
Political views	97	13.3
Physical characteristics	93	12.8
Physical disability	74	10.2
Learning disability	72	9.9
Country of origin	69	9.5
Educational level	65	8.9
English language proficiency/accent	60	8.3
Status (e.g., part-time status, faculty, staff, student)	57	7.8
Socioeconomic status	52	7.2
Psychological disability (e.g. post-traumatic stress disorder, depression, anxiety)	45	6.2
Immigrant status	34	4.7
Parental status (e.g., having children)	27	3.7
Military/veteran status	18	2.5
Other	95	13.1

Note: Only answered by respondents who observed harassment (n = 727).
 Percentages do not sum to 100 due to multiple responses.

Table B73

What forms of conduct have you observed or personally been made aware of? (Question 58)

Form	n	%
Derogatory remarks	265	36.5
Deliberately ignored or excluded	219	30.1
Racial/ethnic profiling	215	29.6
Stares	214	29.4
Intimidation/bullying	149	20.5
Someone isolated or left out because of their identity	125	17.2
Derogatory written comments	120	16.5
Assumption that someone was admitted or hired because of their identity	90	12.4
Someone isolated or left out when working in groups	82	11.3
Graffiti	81	11.1
Threats of physical violence	61	8.4
Someone receiving a low performance evaluation	54	7.4
Someone receiving a poor grade because of hostile classroom environment	53	7.3
Someone singled out as the “resident authority” regarding their identity	49	6.7
Someone fearing for their physical safety	47	6.5
Someone isolated or left out because of their socioeconomic status	42	5.8
Derogatory/unsolicited e-mails	34	4.7
Derogatory phone calls	26	3.6
Physical violence	23	3.2
Victim of a crime	22	3.0
Someone fearing for their family’s safety	15	2.1
Other	80	11.0

Note: Only answered by respondents who observed harassment (n = 727). Percentages do not sum to 100 due to multiple responses.

Table B74

Referring to your answer, "Someone being racially/ethnically profiled" in question #58, where did this conduct occur? (Question 59a)

Location	n	%
While walking on campus	75	34.9
Residence hall	73	34.0
In a class	67	31.2
Public space on campus	55	25.6
Off campus	40	18.6
While working at a campus job	34	15.8
Campus event	27	12.6
University dining facility	26	12.1
In a meeting with a group of people	25	11.6
Off-campus housing	21	9.8
Athletic facilities	14	6.5
Campus office	9	4.2
Fraternity/sorority house	6	2.8
In a meeting with one other person	6	2.8
Faculty office	2	0.9
Other	5	2.3

Note: Only answered by respondents who observed or were aware of someone being racially/ethnically profiled (n=215). Percentages do not sum to 100 due to multiple responses.

Table B75

Referring to your answer, "Graffiti (e.g., event advertisements removed or defaced)" in question #58, where did this conduct occur? (Question 59b)

Location	n	%
Residence hall	35	43.2
Public space on campus	30	37.0
While walking on campus	21	25.9
Off campus	14	17.3
In a class	10	12.3
University dining facility	10	12.3
Off-campus housing	6	7.4
Fraternity/sorority house	5	6.2
Campus event	5	6.2
While working at a campus job	4	4.9
In a meeting with one other person	3	3.7
In a meeting with a group of people	3	3.7
Athletic facilities	3	3.7
Campus office	2	2.5
Faculty office	2	2.5
Other	7	8.6

Note: Only answered by respondents who observed or were aware of graffiti (n=81). Percentages do not sum to 100 due to multiple responses.

Table B76

Referring to your answer, "Someone receiving derogatory written comments because of his/her identity" in question #58, where did this conduct occur? (Question 59c)

Location	n	%
Residence hall	42	35.0
While walking on campus	34	28.3
Public space on campus	25	20.8
In a class	20	16.7
Off campus	18	15.0
Campus event	13	10.8
Off-campus housing	13	10.8
While working at a campus job	11	9.2
In a meeting with a group of people	10	8.3
Fraternity/sorority house	9	7.5
University dining facility	6	5.0
Campus office	5	4.2
Faculty office	5	4.2
In a meeting with one other person	5	4.2
Athletic facilities	3	2.5
Other	13	10.8

Note: Only answered by respondents who observed or were aware of someone receiving derogatory written comments (n=120). Percentages do not sum to 100 due to multiple responses.

Table B77

Referring to your answer, "Someone receiving derogatory phone calls because of his/her identity" in question #58, where did this conduct occur? (Question 59d)

Location	n	%
Residence hall	10	38.5
Off campus	9	34.6
Off-campus housing	8	30.8
Public space on campus	5	19.2
In a class	2	7.7
While walking on campus	2	7.7
Fraternity/sorority house	2	7.7
University dining facility	2	7.7
Campus event	2	7.7
In a meeting with one other person	2	7.7
In a meeting with a group of people	2	7.7
Athletic facilities	2	7.7
While working at a campus job	1	3.8
Campus office	1	3.8
Faculty office	1	3.8
Other	2	7.7

Note: Only answered by respondents who observed or were aware of someone receiving derogatory phone calls (n=26). Percentages do not sum to 100 due to multiple responses.

Table B78

Referring to your answer, "Someone receiving threats of physical violence" in question #58, where did this conduct occur? (Question 59e)

Location	n	%
Residence hall	23	37.7
Off campus	16	26.2
Public space on campus	14	23.0
While walking on campus	13	21.3
Off-campus housing	11	18.0
Campus event	6	9.8
In a class	5	8.2
Fraternity/sorority house	4	6.6
While working at a campus job	3	4.9
University dining facility	3	4.9
In a meeting with a group of people	3	4.9
Campus office	2	3.3
In a meeting with one other person	2	3.3
Athletic facilities	2	3.3
Faculty office	1	1.6
Other	4	6.6

Note: Only answered by respondents who observed or were aware of someone receiving threats of physical violence (n=61). Percentages do not sum to 100 due to multiple responses.

Table B79

Referring to your answer, "Someone receiving derogatory/unsolicited e-mails because of his/her identity" in question #58, where did this conduct occur? (Question 59f)

Location	n	%
Residence hall	11	32.4
Off campus	9	26.5
In a class	6	17.6
While working at a campus job	6	17.6
Campus office	6	17.6
Public space on campus	5	14.7
Fraternity/sorority house	4	11.8
Campus event	4	11.8
Off-campus housing	4	11.8
While walking on campus	3	8.8
University dining facility	2	5.9
In a meeting with one other person	2	5.9
In a meeting with a group of people	2	5.9
Faculty office	1	2.9
Athletic facilities	1	2.9
Other	4	11.8

Note: Only answered by respondents who observed or were aware of someone receiving derogatory/unsolicited emails (n=34). Percentages do not sum to 100 due to multiple responses.

Table B80

Referring to your answer, "Someone being the target of physical violence because of his/her identity" in question #58, where did this conduct occur? (Question 59g)

Location	n	%
Public space on campus	10	43.5
Residence hall	8	34.8
Off campus	8	34.8
While walking on campus	6	26.1
Campus event	4	17.4
Off-campus housing	4	17.4
In a class	3	13.0
Fraternity/sorority house	3	13.0
Faculty office	2	8.7
In a meeting with a group of people	2	8.7
Athletic facilities	2	8.7
While working at a campus job	1	4.3
University dining facility	1	4.3
Campus office	1	4.3
In a meeting with one other person	1	4.3
Other	0	0.0

Note: Only answered by respondents who observed or were aware of someone being a target of physical violence (n=23). Percentages do not sum to 100 due to multiple responses.

Table B81

Referring to your answer, "Someone being stared at because of his/her identity" in question #58, where did this conduct occur? (Question 59h)

Location	n	%
While walking on campus	126	58.9
In a class	101	47.2
Public space on campus	85	39.7
Residence hall	71	33.2
Campus event	49	22.9
University dining facility	44	20.6
Off campus	41	19.2
In a meeting with a group of people	27	12.6
While working at a campus job	21	9.8
Athletic facilities	21	9.8
Off-campus housing	16	7.5
Campus office	14	6.5
Fraternity/sorority house	7	3.3
In a meeting with one other person	7	3.3
Faculty office	6	2.8
Other	3	1.4

Note: Only answered by respondents who observed or were aware of someone being stared at (n=214). Percentages do not sum to 100 due to multiple responses.

Table B82

Referring to your answer, "Someone being deliberately ignored or excluded because of his/her identity" in question #58, where did this conduct occur? (Question 59i)

Location	n	%
In a class	101	46.1
Residence hall	57	26.0
Public space on campus	53	24.2
While walking on campus	52	23.7
In a meeting with a group of people	48	21.9
While working at a campus job	33	15.1
Off campus	30	13.7
Campus event	29	13.2
Campus office	23	10.5
In a meeting with one other person	13	5.9
University dining facility	12	5.5
Athletic facilities	11	5.0
Fraternity/sorority house	8	3.7
Off-campus housing	8	3.7
Faculty office	6	2.7
Other	5	2.3

Note: Only answered by respondents who observed or were aware of someone being deliberately ignored or excluded (n=219). Percentages do not sum to 100 due to multiple responses.

Table B83

Referring to your answer, "Someone being the target of derogatory remarks because of his/her identity" in question #58, where did this conduct occur? (Question 59j)

Location	n	%
While walking on campus	99	37.4
Public space on campus	97	36.6
In a class	78	29.4
Residence hall	67	25.3
Off campus	49	18.5
While working at a campus job	33	12.5
In a meeting with a group of people	32	12.1
Campus event	29	10.9
University dining facility	21	7.9
Off-campus housing	18	6.8
In a meeting with one other person	17	6.4
Athletic facilities	17	6.4
Campus office	16	6.0
Fraternity/sorority house	11	4.2
Faculty office	11	4.2
Other	6	2.3

Note: Only answered by respondents who observed or were aware of someone being the target of derogatory remarks (n=265). Percentages do not sum to 100 due to multiple responses.

Table B84

Referring to your answer, "Someone being intimidated/bullied because of his/her identity" in question #58, where did this conduct occur? (Question 59k)

Location	n	%
While walking on campus	46	30.9
Public space on campus	42	28.2
In a class	36	24.2
Residence hall	33	22.1
While working at a campus job	29	19.5
In a meeting with a group of people	23	15.4
Campus event	19	12.8
Off campus	18	12.1
Campus office	16	10.7
In a meeting with one other person	12	8.1
Off-campus housing	11	7.4
Fraternity/sorority house	10	6.7
Faculty office	9	6.0
University dining facility	7	4.7
Athletic facilities	5	3.4
Other	2	1.3

Note: Only answered by respondents who observed or were aware of someone being intimidated or bullied (n=149). Percentages do not sum to 100 due to multiple responses.

Table B85

Referring to your answer, "Someone fearing for their physical safety because of his/her identity" in question #58, where did this conduct occur? (Question 591)

Location	n	%
While walking on campus	21	44.7
Residence hall	19	40.4
Off campus	15	31.9
Public space on campus	12	25.5
Campus event	10	21.3
Off-campus housing	8	17.0
While working at a campus job	7	14.9
In a class	4	8.5
Fraternity/sorority house	3	6.4
University dining facility	3	6.4
Athletic facilities	3	6.4
Campus office	1	2.1
Faculty office	1	2.1
In a meeting with one other person	1	2.1
In a meeting with a group of people	1	2.1
Other	1	2.1

Note: Only answered by respondents who observed or were aware of someone fearing for their safety (n=47). Percentages do not sum to 100 due to multiple responses.

Table B86

Referring to your answer, "Someone fearing for their family's safety because of his/her identity" in question #58, where did this conduct occur? (Question 59m)

Location	n	%
Off campus	9	60.0
Residence hall	5	33.3
Public space on campus	3	20.0
Off-campus housing	3	20.0
In a class	2	13.3
Campus event	2	13.3
While working at a campus job	1	6.7
While walking on campus	1	6.7
Fraternity/sorority house	1	6.7
University dining facility	1	6.7
Campus office	1	6.7
Faculty office	1	6.7
In a meeting with one other person	1	6.7
In a meeting with a group of people	1	6.7
Athletic facilities	1	6.7
Other	0	0.0

Note: Only answered by respondents who observed or were aware of someone fearing for their family's safety (n=15). Percentages do not sum to 100 due to multiple responses.

Table B87

Referring to your answer, "The assumption that someone was admitted or hired because of his/her identity" in question #58, where did this conduct occur? (Question 59n)

Location	n	%
While working at a campus job	34	37.8
Campus office	22	24.4
In a meeting with a group of people	15	16.7
In a class	14	15.6
Residence hall	12	13.3
Faculty office	10	11.1
Off campus	10	11.1
Public space on campus	9	10.0
In a meeting with one other person	9	10.0
University dining facility	8	8.9
While walking on campus	4	4.4
Campus event	4	4.4
Athletic facilities	2	2.2
Fraternity/sorority house	1	1.1
Off-campus housing	1	1.1
Other	4	4.4

Note: Only answered by respondents who observed or were aware of the assumption that someone was admitted or hired because of their identity (n=90). Percentages do not sum to 100 due to multiple responses.

Table B88

Referring to your answer, "Someone being the victim of a crime because of his/her identity" in question #58, where did this conduct occur? (Question 59o)

Location	n	%
Residence hall	10	45.5
Off campus	10	45.5
Off-campus housing	6	27.3
While walking on campus	4	18.2
In a class	3	13.6
While working at a campus job	3	13.6
Fraternity/sorority house	3	13.6
Campus event	3	13.6
Public space on campus	3	13.6
Campus office	2	9.1
In a meeting with one other person	2	9.1
In a meeting with a group of people	2	9.1
University dining facility	1	4.5
Faculty office	1	4.5
Athletic facilities	1	4.5
Other	1	4.5

Note: Only answered by respondents who observed or were aware of someone being the victim of a crime (n=22). Percentages do not sum to 100 due to multiple responses.

Table B89

Referring to your answer, "Someone receiving a poor grade because of a hostile classroom environment" in question #58, where did this conduct occur? (Question 59p)

Location	n	%
In a class	49	92.5
Faculty office	6	11.3
In a meeting with a group of people	6	11.3
Residence hall	3	5.7
Campus office	3	5.7
In a meeting with one other person	3	5.7
While working at a campus job	2	3.8
Fraternity/sorority house	2	3.8
Public space on campus	2	3.8
Athletic facilities	2	3.8
Off campus	2	3.8
While walking on campus	1	1.9
University dining facility	1	1.9
Campus event	1	1.9
Off-campus housing	1	1.9
Other	0	0.0

Note: Only answered by respondents who observed or were aware of someone receiving a poor grade (n=53). Percentages do not sum to 100 due to multiple responses.

Table B90

Referring to your answer, "Someone receiving a low performance evaluation" in question #58, where did this conduct occur? (Question 59q)

Location	n	%
In a class	24	44.4
While working at a campus job	21	38.9
Campus office	10	18.5
In a meeting with one other person	10	18.5
In a meeting with a group of people	10	18.5
Faculty office	7	13.0
Residence hall	5	9.3
Public space on campus	4	7.4
Off campus	4	7.4
While walking on campus	3	5.6
Campus event	3	5.6
Athletic facilities	3	5.6
Off-campus housing	2	3.7
Fraternity/sorority house	1	1.9
University dining facility	1	1.9
Other	4	7.4

Note: Only answered by respondents who observed or were aware of someone receiving a low performance evaluation (n=54). Percentages do not sum to 100 due to multiple responses.

Table B91

Referring to your answer, "Someone singled out as the 'resident authority' due to his/her identity" in question #58, where did this conduct occur? (Question 59r)

Location	n	%
In a class	27	55.1
While working at a campus job	12	24.5
In a meeting with a group of people	12	24.5
Public space on campus	10	20.4
Residence hall	9	18.4
Campus event	8	16.3
Campus office	7	14.3
In a meeting with one other person	4	8.2
While walking on campus	3	6.1
University dining facility	3	6.1
Off campus	3	6.1
Fraternity/sorority house	2	4.1
Faculty office	2	4.1
Off-campus housing	2	4.1
Athletic facilities	1	2.0
Other	0	0.0

Note: Only answered by respondents who observed or were aware of someone singled out as the "resident authority" (n=49). Percentages do not sum to 100 due to multiple responses.

Table B92

Referring to your answer, "Someone isolated or left out when work was required in groups because of his/her identity" in question #58, where did this conduct occur? (Question 59s)

Location	n	%
In a class	56	68.3
In a meeting with a group of people	32	39.0
While working at a campus job	12	14.6
Public space on campus	10	12.2
In a meeting with one other person	10	12.2
Campus office	9	11.0
Off campus	9	11.0
Residence hall	8	9.8
Campus event	8	9.8
While walking on campus	5	6.1
Faculty office	5	6.1
Athletic facilities	5	6.1
Fraternity/sorority house	3	3.7
University dining facility	3	3.7
Off-campus housing	3	3.7
Other	2	2.4

Note: Only answered by respondents who observed or were aware of someone isolated or left out when work was required in groups (n=82). Percentages do not sum to 100 due to multiple responses.

Table B93

Referring to your answer, "Someone isolated or left out because of his/her identity" in question #58, where did this conduct occur? (Question 59t)

Location	n	%
In a class	63	50.4
In a meeting with a group of people	36	28.8
Residence hall	33	26.4
While walking on campus	24	19.2
Public space on campus	24	19.2
While working at a campus job	21	16.8
Off campus	20	16.0
Campus event	18	14.4
In a meeting with one other person	15	12.0
Campus office	11	8.8
University dining facility	10	8.0
Faculty office	9	7.2
Off-campus housing	9	7.2
Athletic facilities	8	6.4
Fraternity/sorority house	7	5.6
Other	3	2.4

Note: Only answered by respondents who observed or were aware of someone isolated or left out (n=125). Percentages do not sum to 100 due to multiple responses.

Table B94

Referring to your answer, "Someone isolated or left out because of his/her socioeconomic status" in question #58, where did this conduct occur? (Question 59u)

Location	n	%
In a class	18	42.9
Off campus	12	28.6
In a meeting with a group of people	11	26.2
Public space on campus	10	23.8
Fraternity/sorority house	9	21.4
Campus event	9	21.4
In a meeting with one other person	7	16.7
Residence hall	5	11.9
Off-campus housing	4	9.5
Athletic facilities	4	9.5
While working at a campus job	3	7.1
While walking on campus	3	7.1
Faculty office	3	7.1
University dining facility	2	4.8
Campus office	2	4.8
Other	1	2.4

Note: Only answered by respondents who observed or were aware of someone isolated or left out because of their socioeconomic status (n=42). Percentages do not sum to 100 due to multiple responses.

Table B95

Referring to your answer, "Other - Specified" in question #58, where did this conduct occur? (Question 59v)

Location	n	%
Public space on campus	22	27.5
While walking on campus	17	21.2
In a class	16	20.0
While working at a campus job	13	16.2
In a meeting with a group of people	13	16.2
Campus event	9	11.2
Residence hall	7	8.8
Campus office	6	7.5
Faculty office	4	5.0
In a meeting with one other person	4	5.0
Off campus	4	5.0
Fraternity/sorority house	3	3.8
University dining facility	3	3.8
Off-campus housing	1	1.2
Athletic facilities	0	0.0
Other	16	20.0

Note: Only answered by respondents who observed or were aware of "Other" (n=80). Percentages do not sum to 100 due to multiple responses.

Table B96

Who was the source of this conduct? (Question 60)

Source	n	%
Undergraduate student	313	43.1
Don't know source	134	18.4
Colleague	107	14.7
Faculty member	97	13.3
Staff member	61	8.4
Campus visitor(s)	57	7.8
Community member	39	5.4
Administrator	35	4.8
Supervisor	34	4.7
Academic administrator	29	4.0
Campus media	28	3.9
Department chair	22	3.0
Graduate student	20	2.8
Campus security	13	1.8
Faculty advisor	9	1.2
Center director	5	0.7
Person that I supervise	4	0.6
Teaching assistant	3	0.4
Research assistant	1	0.1
Other	69	9.5

Note: Only answered by respondents who observed harassment (n = 727).
 Percentages do not sum to 100 due to multiple responses.

Table B97

Please describe your reactions to experiencing this conduct? (Question 61)

Reactions	n	%
Was angry	290	39.9
Felt embarrassed	223	30.7
Told a friend	142	19.5
Ignored it	139	19.1
Didn't affect me at the time	95	13.1
Left the situation immediately	80	11.0
Confronted the harasser at the time	77	10.6
Didn't know who to go to	76	10.5
Made a complaint to a campus employee/official	70	9.6
Didn't report it for fear my complaint would not be taken seriously	53	7.3
Confronted the harasser later	49	6.7
Was afraid	45	6.2
Avoided the person who harassed me	41	5.6
Didn't report it for fear of retaliation	41	5.6
Felt somehow responsible	31	4.3
Sought support from counseling/advocacy services	17	2.3
Other	71	9.8

Note: Only answered by respondents who observed harassment (n = 727).
 Percentages do not sum to 100 due to multiple responses.

Table B98

Employees only: I have observed unfair, unjust, or discriminatory hiring practices at UW-Whitewater (e.g., hiring supervisor bias, search committee bias, limited recruiting pool, lack of effort in diversifying recruiting pool).
(Question 63)

Observed discriminatory hiring	n	%
Yes	170	24.5
No	523	75.5

Note: Table includes only those who indicated they were employees in Question 28 (n=701).

Table B99

Employees only: I believe that the unfair, unjust, or discriminatory hiring practice was based upon: (Question 64)

Characteristic	n	%
Gender	38	22.4
Race	35	20.6
Ethnicity	33	19.4
Campus status (e.g., part-time status, faculty, staff, student)	33	19.4
Age	19	11.2
Advanced experience level of the job candidate	17	10.0
Marital/partner status	15	8.8
Educational level	10	5.9
Sexual orientation	9	5.3
Physical characteristics	8	4.7
Gender expression	7	4.1
Country of origin	6	3.5
Physical disability	6	3.5
Political views	6	3.5
Learning disability	4	2.4
Gender identity	3	1.8
Immigrant status	3	1.8
Parental status (e.g., having children)	3	1.8
Psychological disability (e.g., post-traumatic stress disorder, depression, anxiety)	3	1.8
Religion/spiritual status	3	1.8
English language proficiency/accent	2	1.2
Military/veteran status	2	1.2
Socioeconomic status	2	1.2
Other	57	33.5

Note: Only answered by employees who observed discriminatory practices (n=170). Percentages do not sum to 100 due to multiple responses.

Table B100

Employees only: I have observed unfair, unjust, or discriminatory employment-related disciplinary actions at UW-Whitewater, up to and including dismissal. (Question 66)

Observed discriminatory dismissal	n	%
Yes	79	11.5
No	610	88.5

Note: Table includes only those who indicated they were employees in Question 28 (n=701).

Table B101

Employees only: I believe that the unfair, unjust, or discriminatory action was based upon: (Question 67)

Characteristic	n	%
Race	18	22.8
Age	16	20.3
Gender	16	20.3
Campus status (e.g., part-time status, faculty, staff, student)	16	16.5
Ethnicity	9	11.4
Advanced experience level of the job candidate	7	8.9
Political views	7	8.9
Educational level	6	7.6
Parental status (e.g., having children)	5	6.3
Physical characteristics	5	6.3
Country of origin	4	5.1
Gender expression	4	5.1
Marital/partner status	4	5.1
Psychological disability (e.g., post-traumatic stress disorder, depression, anxiety)	4	5.1
Sexual orientation	4	5.1
English language proficiency/accent	2	2.5
Gender identity	2	2.5
Immigrant status	2	2.5
Learning disability	2	2.5
Physical disability	2	2.5
Religion/spiritual status	2	2.5
Socioeconomic status	2	2.5
Military/veteran status	1	1.3
Other	22	27.8

Note: Only answered by employees who observed discriminatory practices (n=79). Percentages do not sum to 100 due to multiple responses.

Table B102

Employees only: I have observed unfair, unjust, or discriminatory behavior, procedures, or employment practices related to promotion at UW-Whitewater. (Question 69)

Observed discriminatory promotion	n	%
Yes	140	20.4
No	547	79.6

Note: Table includes only those who indicated they were employees in Question 28 (n=701).

Table B103

Employees only: I believe that the unfair, unjust, or discriminatory employment practice was based upon:
 (Question 70)

Characteristic	n	%
Gender	38	27.1
Age	23	16.4
Race	23	16.4
Campus status (e.g., part-time status, faculty, staff, student)	21	15.0
Ethnicity	18	12.9
Educational level	14	10.0
Political views	14	10.0
Parental status (e.g., having children)	10	7.1
Advanced experience level of the job candidate	8	5.7
Sexual orientation	7	5.0
Marital/partner status	5	3.6
Physical characteristics	4	2.9
Religion/spiritual status	4	2.9
Military/veteran status	3	2.1
Country of origin	2	1.4
English language proficiency/accent	2	1.4
Gender expression	2	1.4
Gender identity	2	1.4
Psychological disability (e.g., post-traumatic stress disorder, depression, anxiety)	2	1.4
Socioeconomic status	2	1.4
Immigrant status	1	0.7
Learning disability	1	0.7
Physical disability	1	0.7
Other	36	25.7

Note: Only answered by employees who observed discriminatory practices (n=140).

Table B104

Using a scale of 1-5, please rate the overall climate on your campus on the following dimensions: (Question 72)

Dimension	1		2		3		4		5		Mean	Standard Deviation
	n	%	n	%	n	n	n	%	n	%		
Friendly/Hostile	1324	41.2	1495	46.5	340	10.6	44	1.4	12	0.4	1.7	0.7
Concerned/Indifferent	626	19.6	1241	38.8	1014	31.7	235	7.4	79	2.5	2.3	1.0
Cooperative/Uncooperative	892	27.9	1661	51.9	504	15.8	114	3.6	27	0.8	2.0	0.8
Improving/Regressing	952	29.8	1492	46.8	632	19.8	88	2.8	26	0.8	2.0	0.8
Accessible to persons with disabilities/ Inaccessible to persons with disabilities	1870	58.4	1002	31.3	245	7.7	71	2.2	13	0.4	1.5	0.8
Positive for people who identify as lesbian, gay, bisexual or transgender/Not positive	714	22.6	1225	38.7	1016	32.1	169	5.3	39	1.2	2.2	0.9
Positive for people of my faith or spiritual practice/Not positive	878	27.6	110	34.9	977	30.7	159	5.0	54	1.7	2.2	1.0
Positive for non-native English speakers/not positive for non-native English speakers	609	19.3	1139	36.0	1168	36.9	214	6.8	33	1.0	2.3	0.9
Positive for people who are immigrants/Not positive	641	20.4	1122	35.6	1198	38.1	162	5.1	25	0.8	2.3	0.9
Positive for international people/Not positive for international people	953	30.1	1341	42.4	758	24.0	93	2.9	16	0.5	2.0	0.8
Welcoming/Non-welcoming	1479	46.3	1308	41.0	315	9.9	76	2.4	16	0.5	1.7	0.8
Respectful/Disrespectful	1177	36.9	1449	45.5	435	13.6	101	3.2	26	0.8	1.9	0.8
Positive for people who are raising children/not positive for people who are raising children	865	27.3	1227	38.7	952	30.0	106	3.3	21	0.7	2.1	0.9
Positive for people of low socioeconomic status/not positive for people of low socioeconomic status	760	24.0	1093	34.5	1066	33.7	206	6.5	39	1.2	2.3	0.9

Table B105

Using a scale of 1-5, please rate the overall climate on your campus (or, if you are not on a campus, in the UW Colleges Online Program or at the UW Colleges Central Administration Office) on the following dimensions: (Question 73)

Dimension	1		2		3		4		5		Mean	Standard Deviation
	n	%	n	%	n	n	%	%	n	%		
Non-racist/Racist	1087	34.0	1260	39.4	596	18.6	227	7.1	30	0.9	2.0	0.9
Non-sexist/Sexist	1144	35.7	1162	36.3	653	20.4	211	6.6	31	1.0	2.0	1.0
Non-homophobic/ homophobic	881	27.7	1111	35.0	826	26.0	306	9.6	54	1.7	2.2	1.0
Not age biased/Age biased	1122	35.2	1119	35.1	665	20.8	236	7.4	48	1.5	2.0	1.0
Non-classist (e.g., socioeconomic status)/ Classist	1004	31.6	1141	35.9	772	24.3	221	7.0	37	1.2	2.1	1.0
Non-classist (e.g., employment status)/Classist	1056	33.2	1052	33.1	774	24.4	225	7.1	71	2.2	2.1	1.0

Table B106

Students Only: The classroom climate is welcoming for students based on their: (Question 74)

Characteristic	Strongly agree		Agree		Neither agree or disagree		Disagree		Strongly disagree		Don't Know	
	n	%	n	%	n	%	n	%	n	%	n	%
Age	905	36.3	1198	48.1	259	10.4	84	3.4	12	0.5	32	1.3
Country of origin	829	33.4	1125	45.3	389	15.7	58	2.3	10	0.4	73	2.9
Ethnicity	816	33.0	1148	46.4	364	14.7	83	3.4	13	0.5	50	2.0
Mental health status	622	25.1	996	40.2	578	23.3	143	5.8	20	0.8	118	4.8
Gender	1061	42.9	1018	41.1	291	11.8	62	2.5	9	0.4	35	1.4
Gender identity	741	29.9	987	39.9	496	20.0	122	4.9	21	0.8	108	4.4
Gender expression	724	29.2	980	39.6	509	20.6	137	5.5	24	1.0	102	4.1
Immigrant status	715	28.9	1000	40.5	525	21.2	78	3.2	13	0.5	140	5.7
Learning disability status	807	32.6	1062	42.9	381	15.4	101	4.1	22	0.9	104	4.2
Marital/partner status	932	37.7	980	39.6	393	15.9	48	1.9	14	0.6	108	4.4
Parental status	9.3	36.5	985	39.8	400	16.2	64	2.6	15	0.6	105	4.2
Physical characteristics	808	32.7	1066	43.1	414	16.7	112	4.5	20	0.8	54	2.2
Physical disability status	890	35.9	1068	43.1	357	14.4	82	3.3	16	0.6	63	2.5
Political views	709	28.7	975	39.4	484	19.6	166	6.7	64	2.6	75	3.0
Race	863	34.9	1065	43.1	378	15.3	95	3.8	20	0.8	49	2.0
Religion/spiritual status	775	31.4	990	40.1	475	19.2	116	4.7	44	1.8	70	2.8
Sexual orientation	723	29.3	973	39.5	505	20.5	139	5.6	37	1.5	87	3.5
Socioeconomic status	781	31.6	1009	40.9	483	19.6	90	3.6	24	1.0	82	3.3
Veterans/active military status	1015	41.3	898	36.5	389	15.8	40	1.6	22	0.9	96	3.9

Note: Table includes only those who indicated they were students in Question 28 (n=2,530).

Note: Respondents that selected "Other" in Question 28 did not have a chance to answer questions specifically directed at faculty or students

Table B107

Employees Only: The workplace climate is welcoming for employees based on their: (Question 75)

Characteristic	Strongly agree		Agree		Neither agree or disagree		Disagree		Strongly disagree		Don't Know	
	n	%	n	%	n	%	n	%	n	%	n	%
Age	168	25.1	310	46.4	118	17.7	53	7.9	10	1.5	9	1.3
Country of origin	162	24.3	316	47.4	128	19.2	25	3.8	10	1.5	25	3.8
Ethnicity	156	23.6	325	49.2	110	16.7	39	5.9	10	1.5	20	3.0
Mental health status	95	14.4	214	32.5	181	27.5	68	10.3	8	1.2	93	14.1
Gender	174	26.4	300	45.5	115	17.4	43	6.5	16	2.4	12	1.8
Gender identity	125	19.1	262	40.0	146	22.3	47	7.2	15	2.3	60	9.2
Gender expression	122	18.5	252	38.2	155	23.5	48	7.3	17	2.6	66	10.0
Immigrant status	127	19.4	261	39.8	148	22.6	32	4.9	10	1.5	77	11.8
Learning disability status	118	17.9	216	32.7	178	26.9	33	5.0	8	1.2	108	16.3
Marital/partner status	173	26.3	281	42.6	146	22.2	22	3.3	4	0.6	33	5.0
Parental status	160	24.2	303	45.8	118	17.8	40	6.0	10	1.5	31	4.7
Physical characteristics	154	23.4	280	42.6	144	21.9	36	5.5	7	1.1	37	5.6
Physical disability status	161	24.3	292	44.1	133	20.1	25	3.8	7	1.1	44	6.6
Political views	115	17.4	250	37.8	170	25.7	55	8.3	34	5.1	37	5.6
Race	154	23.3	296	44.8	123	18.6	48	7.3	12	1.8	27	4.1
Religion/spiritual status	132	20.1	257	39.1	165	25.1	40	6.1	22	3.3	41	6.2
Sexual orientation	134	20.3	275	41.6	138	20.9	44	6.7	18	2.7	52	7.9
Socioeconomic status	143	21.8	281	42.8	140	21.3	43	6.5	8	1.2	42	6.4
Veterans/active military status	171	26.0	267	40.6	145	22.1	12	1.8	8	1.2	54	8.2

Note: Table includes only those who indicated they were employees in Question 28 (n=701).

Table B108

How would you rate the accessibility on campus for people with disabilities? (Question 76)

	Very Accessible		Accessible		Somewhat Accessible		Very Inaccessible		Don't Know	
	n	%	n	%	n	%	n	%	n	%
UW-WHITEWATER BUILDINGS										
Alumni Center	720	23.8	736	24.3	242	8.0	37	1.2	1288	42.6
Andersen Library	1085	35.8	1119	36.9	335	11.1	47	1.6	444	14.7
Carlson Hall	691	23.1	817	27.3	338	11.3	52	1.7	1090	36.5
Dining facilities	870	28.9	979	32.5	389	12.9	45	1.5	732	24.3
Goodhue Hall	733	24.5	810	27.1	278	9.3	36	1.2	1133	37.9
Greenhill Center of the Arts	970	32.4	1038	34.6	227	7.6	19	0.6	744	24.8
Heide Hall	851	28.4	1056	35.2	400	13.3	43	1.4	647	21.6
Hyer Hall	820	27.3	1055	35.2	398	13.3	78	2.6	650	21.7
Hyland Hall	1322	44.1	824	27.5	116	3.9	23	0.8	713	23.8
McCutchan Hall	661	22.1	746	25.0	330	11.0	76	2.5	1174	39.3
McGraw Hall	838	28.0	1018	34.0	260	8.7	19	0.6	860	28.7
Observatory	521	17.5	515	17.3	185	6.2	40	1.3	1718	57.7
Perkins Football Stadium	762	25.5	823	27.5	309	10.3	62	2.1	1034	34.6
Residence Halls	718	24.0	873	29.2	505	16.9	93	3.1	801	26.8
Roseman Hall	821	27.6	932	31.3	292	9.8	22	0.7	912	30.6
Student Athletic Complex	754	25.3	728	24.5	247	8.3	42	1.4	1204	40.5
University Bookstore/Textbook Rental	914	30.5	1071	35.8	371	12.4	74	2.5	564	18.8
University Center	1437	48.0	1050	35.1	128	4.3	14	0.5	366	12.2
University Health Center	896	30.0	928	31.1	192	6.4	19	0.6	950	31.8
Upham Hall	989	33.2	991	33.2	141	4.7	13	0.4	847	28.4
Visitors Center	1149	38.5	971	32.6	127	4.3	11	0.4	723	24.3
White Hall	625	21.1	683	23.0	315	10.6	69	2.3	1272	42.9
Williams Center/Fieldhouse	1056	35.5	936	31.5	168	5.7	23	0.8	788	26.5
Winther Hall	807	27.1	988	33.2	332	11.1	59	2.0	793	26.6
Young Auditorium	1058	35.5	1031	34.6	209	7.0	28	0.9	653	21.9

Table B108^{cont.}

How would you rate the accessibility on campus for people with disabilities? (Question 76)

	Very Accessible		Accessible		Somewhat Accessible		Very Inaccessible		Don't Know	
	n	%	n	%	n	%	n	%	n	%
PHYSICAL ACCESSIBILITY										
Bathrooms in general	847	28.2	1198	39.9	506	16.9	162	5.4	288	9.6
Doors and Entrances	960	32.1	1186	39.7	478	16.0	99	3.3	266	8.9
Elevators	1070	35.8	1174	39.3	362	12.1	88	2.9	292	9.8
Parking	988	33.1	1059	35.5	378	12.7	152	5.1	407	13.6
Walkways and pedestrian paths	1026	34.4	1164	39.0	375	12.6	129	4.3	287	9.6
COURSE INSTRUCTION/ MATERIALS										
Classroom labs and studios	897	30.4	1016	34.4	286	9.7	45	1.5	708	24.0
Computer labs	961	32.5	1054	35.6	295	10.0	50	1.7	598	20.2
D2L	1209	41.0	946	32.1	178	6.0	33	1.1	582	19.7
In-class instruction	1024	34.8	1099	37.3	223	7.6	33	1.1	566	19.2
Online and hybrid courses	1015	34.5	928	31.5	185	6.3	33	1.1	782	26.6
UW-Whitewater website	1239	42.0	1012	34.3	157	5.3	30	1.0	512	17.4
WINS	1165	39.6	983	33.4	190	6.5	44	1.5	560	19.0
SERVICES AND PROGRAMS										
Academic Advising & Exploration Center	863	29.6	880	30.2	186	6.4	30	1.0	957	32.8
Adaptive Sports/Recreation	842	28.9	815	27.9	138	4.7	16	0.5	1107	37.9
Admissions Office	860	29.5	858	29.4	178	6.1	17	0.6	1003	34.4
Academic Support Services	822	28.3	818	28.1	162	5.6	23	0.8	1083	37.2
Athletic Facilities indoor/outdoor	847	29.2	854	29.5	187	6.5	22	0.8	989	34.1

Table B108^{cont.}

How would you rate the accessibility on campus for people with disabilities? (Question 76)

	Very Accessible		Accessible		Somewhat Accessible		Very Inaccessible		Don't Know	
	n	%	n	%	n	%	n	%	n	%
CAMPUS-SPONSORED SERVICES AND PROGRAMS										
Career Services	862	29.5	881	30.2	139	4.8	14	0.5	1023	35.0
Center for Students with Disabilities	1083	37.0	813	27.8	114	3.9	18	0.6	896	30.6
Children's Center	751	25.7	789	27.0	158	5.4	13	0.4	1208	41.4
Counseling Center	756	26.0	787	27.0	165	5.7	21	0.7	1184	40.6
Financial Aid	767	26.2	872	29.8	210	7.2	37	1.3	1036	35.5
Financial Services	758	26.0	862	39.5	208	7.1	34	1.2	1059	36.3
Graduate Studies	699	24.0	763	26.2	147	5.0	12	0.4	1296	44.4
Health Services	825	28.3	879	30.1	153	5.2	18	0.6	1041	35.7
Leadership Services	806	27.6	782	26.8	125	4.3	10	0.3	1196	41.0
Physical Therapy	719	24.7	697	24.0	122	4.2	12	0.4	1356	46.7
Recreational and Intramural Sports	781	26.9	782	26.9	173	5.9	29	1.0	1143	39.3
Registrar's Office	754	25.9	864	29.7	176	6.0	22	0.8	1095	37.6
Residence Life	794	27.2	861	29.5	187	6.4	17	0.6	1055	36.2
Student Employment	691	23.8	794	27.3	206	7.1	43	1.5	1175	40.4
Student Life & First Year Experience	803	27.7	801	27.6	157	5.4	17	0.6	1120	38.6
Student-sponsored activities, performances, and events	799	27.6	854	29.5	187	6.5	20	0.7	1039	35.8
Student-sponsored organizations (specify)	495	20.7	474	19.8	122	5.1	8	0.3	1290	54.0
Technology Help Desk	770	26.8	849	29.6	199	6.9	31	1.1	1021	35.6

Table B109

Students Only: Before I enrolled, I expected that the campus climate would be welcoming for people who are or who have a: (Question 77)

Characteristic	Strongly agree		Agree		Neither agree or disagree		Disagree		Strongly disagree	
	n	%	n	%	n	%	n	%	n	%
From other than Christian religious affiliations	788	34.1	1042	45.1	423	18.3	48	2.1	11	0.5
From Christian affiliations	866	37.5	1029	44.6	359	15.5	44	1.9	11	0.5
Gay, lesbian, bisexual, transgender persons	640	27.7	1042	45.2	524	22.7	81	3.5	20	0.9
Immigrants	658	28.6	1044	45.4	543	23.6	44	1.9	13	0.6
International students, staff, or faculty	796	34.6	1092	47.5	379	16.5	23	1.0	8	0.3
Learning disabled	793	34.6	1089	47.5	378	16.5	26	1.1	7	0.3
Men	1016	44.2	963	41.9	294	12.8	15	0.7	9	0.4
Affected by mental health issues	649	28.2	962	41.8	600	26.1	70	3.0	20	0.9
Non-native English speakers	635	27.6	1003	43.6	552	24.0	89	3.9	23	1.0
People with children	727	31.7	1017	44.3	473	20.6	66	2.9	13	0.6
People who provide care for other than a child	729	31.8	960	41.8	545	23.7	46	2.0	15	0.7
Physically challenged	929	40.5	1005	43.8	324	14.1	30	1.3	8	0.3
Racial/ethnic minority	811	35.3	1080	47.0	350	15.2	47	2.0	8	0.3
Returning/non-traditional students	811	35.3	1056	45.9	381	16.6	45	2.0	6	0.3
Socioeconomically disadvantaged	737	32.2	1036	45.2	453	19.8	51	2.2	15	0.7
Women	976	42.5	1002	43.7	292	12.7	18	0.8	7	0.3
Veterans/active military status	908	39.6	984	43.0	372	16.2	19	0.8	8	0.3
Other	249	9.8	355	14.0	333	13.2	5	0.2	63	2.5

Note: Table includes only those who indicated they were students in Question 28 (n=2,530).

Note: Respondents that selected “Other” in Question 28 did not have a chance to answer questions specifically directed at faculty or students.

Table B110

Students Only: My access to college is being compromised by: (Question 78)

Factor	Strongly agree		Agree		Neither agree or disagree		Disagree		Strongly disagree	
	n	%	n	%	n	%	n	%	n	%
Lack of available financial aid	457	19.6	583	25.0	580	24.8	437	18.7	279	11.9
Concerns regarding financial debt upon graduation	565	24.3	665	28.6	487	21.0	372	16.0	233	10.0
Tuition increases that are not met by corresponding increases in financial aid	618	26.6	682	29.4	535	23.1	290	12.5	196	8.4
Other	136	22.3	117	19.2	276	45.2	35	5.7	46	7.5

Note: Table includes only those who indicated they were students in Question 28 (n=2530).

Note: Respondents that selected "Other" in Question 28 did not have a chance to answer questions specifically directed at faculty or students.

Table B111

How would you rate the overall climate on your campus for persons from the following **racial/ethnic** backgrounds? (Question 79)

Group	Very Respectful		Respectful		Disrespectful		Very Disrespectful		Don't Know	
	n	%	n	%	n	%	n	%	n	%
African	873	28.9	1611	53.3	97	3.2	14	0.5	430	14.2
African American/Black (not Hispanic)	859	28.4	1630	54.0	177	5.9	22	0.7	333	11.0
Alaskan Native	734	24.4	1249	41.5	38	1.3	8	0.3	983	32.6
Asian American	879	29.2	1619	53.7	51	1.7	8	0.3	456	15.1
Asian	870	28.9	1625	53.9	67	2.2	8	0.3	445	14.8
Southeast Asian	838	27.9	1560	51.9	52	1.7	9	0.3	547	18.2
Caribbean/West Indian	771	25.7	1398	46.6	48	1.6	8	0.3	776	25.9
Caucasian/White (not Latino(a)/Hispanic)	1256	41.6	1490	49.3	53	1.8	15	0.5	208	6.9
Indian subcontinent	784	26.1	1438	47.9	55	1.8	5	0.2	721	24.0
Latino(a)/Hispanic	863	28.7	1585	52.8	115	3.8	20	0.7	421	14.0
Middle Eastern	758	25.2	1445	48.1	137	4.6	30	1.0	634	21.1
Multiracial, multiethnic, or multicultural persons	842	28.1	1546	51.6	57	1.9	12	0.4	542	18.1
Native American Indian	793	26.5	1432	47.8	56	1.9	11	0.4	705	23.5
Pacific Islanders/Hawaiian Natives	771	25.8	1358	45.4	36	1.2	10	0.3	817	27.3
Other	180	17.4	351	34.0	19	1.8	9	0.9	474	45.9

Table B112

How would you rate the overall climate on your campus for people who are: (Question 80)

Group	Very Respectful		Respectful		Disrespectful		Very Disrespectful		Don't Know	
	n	%	n	%	n	%	n	%	n	%
From other than Christian religious affiliations	807	27.3	1572	53.2	117	4.0	30	1.0	431	14.6
From Christian affiliations	952	32.3	1540	52.2	102	3.5	29	1.0	328	11.1
Gay, lesbian, bisexual, transgender persons	660	22.4	1559	52.8	265	9.0	48	1.6	418	14.2
Immigrants	708	24.0	1524	41.7	132	4.5	21	0.7	560	19.0
International students, staff, or faculty	874	29.7	1592	54.1	93	3.2	13	0.4	372	12.6
Learning disabled	787	26.7	1626	55.2	102	3.5	13	0.4	417	14.2
Men	1107	37.5	1519	51.5	55	1.9	12	0.4	259	8.8
Affected by mental health issues	655	22.2	1440	48.9	196	6.7	27	0.9	629	21.3
Non-native English speakers	681	23.1	1526	51.8	210	7.1	32	1.1	496	16.8
People with children	830	28.2	1648	55.9	70	2.4	15	0.5	385	13.1
People who provide care for other than a child	800	27.2	1507	51.2	45	1.5	11	0.4	578	19.7
Physically challenged	949	32.2	1590	54.0	75	2.5	13	0.4	318	10.8
Returning/non-traditional students	870	29.5	1613	54.8	102	3.5	18	0.6	343	11.6
Socioeconomically disadvantaged	767	26.1	1553	52.8	140	4.8	24	0.8	458	15.6
Women	984	33.3	1645	55.7	81	2.7	20	0.7	224	7.6
Veterans/active military status	1041	35.3	1469	49.8	44	1.5	12	0.4	382	13.0
Other	167	17.7	356	37.7	13	1.4	4	0.4	405	42.9

Table B113

There is visible leadership to foster diversity/inclusion on campus from: (Question 81)

Individual/Office	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Don't Know	
	n	%	n	%	n	%	n	%	n	%	n	%
Academic Support Services	825	28.9	1022	35.8	250	8.8	42	1.5	16	0.6	698	24.5
Chancellor's Office	709	24.9	919	32.3	337	11.8	75	2.6	23	0.8	782	27.5
Career & Leadership Development	837	30.3	919	33.3	229	8.3	29	1.0	11	0.4	738	26.7
Center for Students with Disabilities	915	32.2	999	35.2	204	7.2	24	0.8	11	0.4	687	24.2
Dean of the College of Arts & Communication	565	20.0	782	27.6	292	10.3	49	1.7	13	0.5	1130	39.9
Dean of the College of Business & Economics	625	22.2	829	29.4	293	10.4	51	1.8	15	0.5	1008	35.7
Dean of the College of Education	633	22.4	836	29.6	272	9.6	34	1.2	21	0.7	1029	36.4
Dean of the College of Letters & Sciences	632	22.3	862	30.5	287	10.1	32	1.1	13	0.5	1002	35.4
Dean of the School of Graduate Studies & Continuing Education	566	20.1	753	26.8	295	10.5	38	1.4	16	0.6	1146	40.7
Governance Groups	612	21.6	883	31.2	285	10.1	69	2.4	20	0.7	958	33.9
Human Resources & Diversity	722	25.5	973	34.4	278	9.8	37	1.3	12	0.4	807	28.5
Intercollegiate Athletics	704	24.9	895	31.7	290	10.3	46	1.6	16	0.6	876	31.0
International Education & Programs	715	25.4	927	33.0	256	9.1	38	1.4	13	0.5	861	30.6
Office of the Assistant to the Chancellor for Affirmative Action & Diversity	640	22.8	813	28.9	284	10.1	36	1.3	25	0.9	1011	36.0
Offices in the Division of Administrative Affairs	472	17.3	718	26.4	338	12.4	63	2.3	24	0.9	1109	40.7
Offices in the Division of Student Affairs	683	24.3	877	31.2	271	9.6	37	1.3	13	0.5	929	33.1
Office of Residence Life	765	27.1	919	32.5	249	8.8	38	1.3	16	0.6	837	29.6
Provost's Office/Academic Affairs	591	21.1	800	28.5	303	10.8	30	1.1	23	0.8	1058	37.7
Student Organizations	813	30.0	861	31.7	229	8.4	25	0.9	14	0.5	771	28.4
University Advancement	544	19.5	750	26.9	309	11.1	39	1.4	21	0.8	1128	40.4
Other	191	16.0	275	23.1	120	10.1	10	0.8	3	0.3	593	49.7

Table B114

The courses I have taken or have taught at the UW-Whitewater campus include materials, perspectives, and/or experiences of people based on their: (Question 82)

Characteristic	Strongly agree		Agree		Neither agree or disagree		Disagree		Strongly disagree		Don't Know	
	n	%	n	%	n	%	n	%	n	%	n	%
Country of origin	687	27.0	1149	45.1	354	13.9	91	3.6	33	1.3	233	9.1
Ethnicity	717	28.2	1197	47.1	320	12.6	74	2.9	28	1.1	208	8.2
Mental health status	474	18.8	832	33.0	581	23.0	251	9.9	77	3.1	308	12.2
Gender	701	27.7	1135	44.9	360	14.2	79	3.1	37	1.5	215	8.5
Gender identity	570	22.6	935	37.1	503	19.9	181	7.2	70	2.8	264	10.5
Gender expression	562	22.3	917	36.3	523	20.7	180	7.1	69	2.7	274	10.9
Immigrant status	521	20.7	970	38.4	512	20.3	166	6.6	52	2.1	302	12.0
Learning disability status	496	19.7	853	33.9	585	23.3	219	8.7	72	2.9	290	11.5
Physical characteristics	530	21.1	938	37.3	545	21.7	166	6.6	63	2.5	272	10.8
Physical disability status	529	21.0	937	37.2	544	21.6	174	6.9	63	2.5	271	10.8
Race	725	28.7	1139	45.1	324	12.8	84	3.3	35	1.4	219	8.7
Religion/spiritual status	578	23.0	1038	41.2	446	17.7	153	6.1	56	2.2	246	9.8
Sexual orientation	548	21.7	902	35.8	542	21.5	178	7.1	75	3.0	278	11.0
Socioeconomic status	597	23.7	1025	40.6	458	18.1	135	5.3	46	1.8	263	10.4
Veterans/active military status	460	18.4	790	31.6	625	25.0	197	7.9	96	3.8	334	13.3

Note: Table includes only those who indicated they were students or faculty in Question 28 (n=2,834).

Table B115

The following factors influence my attendance at diversity initiatives (e.g., cultural training, presentations, and performances).
 (Question 83)

Factor	Strongly agree		Agree		Neither agree or disagree		Disagree		Strongly disagree	
	n	%	n	%	n	%	n	%	n	%
Diversity initiatives are relevant to my work.	649	22.4	1032	35.7	887	30.7	217	7.5	106	3.7
Diversity events are well advertised.	543	18.8	1175	40.7	848	29.4	266	9.2	56	1.9
Diversity events fit into my schedule.	537	18.6	824	28.6	1015	35.2	378	13.1	126	4.4
I am expected to attend these events.	461	16.0	759	26.4	939	32.7	534	18.6	181	6.3
I feel that I am welcome at these events.	645	22.4	1179	40.9	859	29.8	133	4.6	66	2.3
I learn from these events.	632	22.0	1153	40.2	909	31.7	108	3.8	69	2.4
My work/school load prevents me from attending.	662	22.9	1032	35.8	854	29.6	258	8.9	80	2.8
Personal invitation from UW-Whitewater leadership	435	15.3	786	27.6	1131	39.7	351	12.3	147	5.2
Diversity initiatives are not relevant to my role on campus	317	11.1	588	20.5	1021	35.6	571	19.9	368	12.8
Other	108	14.6	170	22.9	378	51.0	14	1.9	71	9.6

Table B116

Employees Only: In your judgment, how strongly would you agree that each of the following positively affect the climate at the UW-Whitewater campus? (Question 84)

	Strongly Agree		Agree		Do not Agree or Disagree		Disagree		Strongly Disagree		Don't Know	
	n	%	n	%	n	%	n	%	n	%	n	%
Providing tenure clock options with more flexibility for promotion/tenure for faculty/staff with families	130	20.2	172	26.8	85	13.2	45	7.0	18	2.8	192	29.9
Providing recognition and rewards for including diversity in course objectives across the curriculum.	75	11.7	219	34.1	131	20.4	64	10.0	29	4.5	125	19.4
Requiring all writing emphasis classes to involve at least one assignment that focuses on issues, research and perspective that involve diverse populations.	71	11.1	189	29.5	133	20.7	91	14.2	34	5.3	123	19.2
Training mentors and leaders within departments to model positive climate behavior.	135	20.9	278	43.0	103	15.9	40	6.2	24	3.7	67	10.4
Offering diversity training/programs as community outreach for members of the public/community.	92	14.4	273	42.8	165	21.2	37	5.8	16	2.5	85	13.3
Rewarding research efforts that evaluate outcomes of diversity training.	66	10.3	194	30.4	167	26.2	74	11.6	32	5.0	105	16.5
Providing immersion experiences for faculty/staff/students to learn a second language.	119	18.8	270	42.6	115	18.1	39	6.2	16	2.5	75	11.8
Providing immersion experiences for faculty/staff/students in service learning projects with lower socioeconomic populations.	107	17.0	264	41.8	132	20.9	26	4.1	16	2.5	86	13.6
Providing immersion experiences for faculty/staff/students with underrepresented/underserved populations.	112	17.7	265	41.9	133	21.0	25	3.9	17	2.7	81	12.8

Note: Table includes only those who indicated they were employees in Question 28 (n=701).

Table B116^{cont.}

Employees Only: In your judgment, how strongly would you agree that each of the following positively affect the climate at the UW-Whitewater campus? (Question 84)

	Strongly Agree		Agree		Do not Agree or Disagree		Disagree		Strongly Disagree		Don't Know	
	n	%	n	%	n	%	n	%	n	%	n	%
Providing on-campus child-care services.	217	34.0	264	41.4	80	12.5	17	2.7	10	1.6	50	7.8
Providing gender neutral/family friendly facilities.	164	25.9	232	36.7	120	19.0	35	5.5	13	2.1	68	10.8
Provide, promote and improve access to quality counseling available to faculty/staff/students who experience sexual abuse on campus or in the community	199	31.4	261	41.2	101	16.0	7	1.1	5	0.8	60	9.5
Provide mentors for minority faculty/staff/students new to campus	171	26.8	273	42.7	102	16.0	19	3.0	12	1.9	62	9.7
Providing a clear protocol for responding to hate/hostile incidents process at the departmental level.	217	34.1	262	41.1	89	14.0	9	1.4	9	1.4	51	8.0
Reallocating resources to support inclusive climate changes on campus	90	14.3	203	32.3	176	28.0	53	8.4	27	4.3	79	12.6
Including diversity related activities as one of the criteria for hiring and/or evaluation of staff/faculty and administrators.	73	11.6	132	21.0	185	29.4	106	16.9	61	9.7	72	11.4
Requiring Affirmative Action Office to provide diversity and equity training to every search and screen committee including faculty, staff, and administrators.	86	13.6	170	26.9	180	28.5	82	13.0	49	7.8	64	10.1

Note: Table includes only those who indicated they were employees in Question 28 (n=701).