

Appendix B

Faculty Questionnaire

Oakland University Climate Study—Faculty Questionnaire

1. So that we can direct you to the appropriate set of questions, from the list below, please select your current position(s)/role at Oakland University.

- ☐ Faculty
- ☐ Academic Professional
- ☐ Academic Administrator/Staff
- ☐ Student

Later in this questionnaire, we will be asking you more questions about your role and location at the University and about yourself. You will also have the opportunity to provide comments toward the end of this questionnaire.

“Climate” may be considered as the atmosphere of an organization as perceived by its members. An organization’s climate is reflected in its structures, policies, and practices; the demographics of its members; the attitudes and values of its members and leaders; and the quality of personal interactions. It includes perceptions of inclusiveness, diversity, friendliness, cooperation, professionalism, recognition, respect, accessibility, support and opportunities for advancement.

PROGRAMMING NOTE: Rolling over the term “inclusiveness and diversity” will show this definition “Diversity and inclusion at Oakland include the dimensions of race, sex, gender identity, gender expression, sexual orientation, age, height, weight, disability, color, religion and creed, national origin or ancestry, marital status, familial status or veteran status.”

- 2a. Overall, how would you rate the climate on the **campus** where you are primarily located?

If you are not located on the main campus (for example, if you are at a different site or are taking courses primarily online, etc.) please interpret “campus” to mean Oakland University community rather than a specific geographic location.

- ☐ Very poor
- ☐ Poor
- ☐ Fair
- ☐ Good
- ☐ Very good

2b. Overall, how would you rate the climate in your primary **department/unit**?

If you are affiliated with more than one department/unit, please answer this question with reference to the department/unit in which you spend the most time.

- ☐ Very poor
- ☐ Poor
- ☐ Fair
- ☐ Good
- ☐ Very good

2c. If your department/unit is part of a school or college, overall, how would you rate the climate in your **school or college**?

- ☐ Very poor
- ☐ Poor
- ☐ Fair
- ☐ Good
- ☐ Very good
- ☐ *Not applicable*

3. Overall, how isolated do you feel at this University?

- ☐ Not at all isolated
- ☐ Not very isolated
- ☐ Moderately isolated
- ☐ Very isolated
- ☐ Extremely isolated

4. How excluding or inclusive is your primary department/unit?

If you are affiliated with more than one department/unit, please answer this question with reference to the department/unit in which you spend the most time.

- ☐ Extremely excluding
- ☐ Somewhat excluding
- ☐ Neither excluding nor inclusive
- ☐ Somewhat inclusive
- ☐ Extremely inclusive

5. Overall, how satisfied are you with the diversity in your primary department/unit?

PROGRAMMING NOTE: Rolling over the term “diversity” will show this definition “Diversity and inclusion at Oakland include the dimensions of race, sex, gender identity, gender expression, sexual orientation, age, height, weight, disability, color, religion and creed, national origin or ancestry, marital status, familial status or veteran status.”

- ☐ Not at all satisfied
- ☐ Not very satisfied
- ☐ Moderately satisfied
- ☐ Very satisfied
- ☐ Extremely satisfied

6. How beneficial or detrimental are the actions of each of the following with respect to promoting diversity at this University?

	Extremely detrimental	Quite detrimental	Neither beneficial nor detrimental	Quite beneficial	Extremely beneficial	Not enough information to say
The University leadership—that is, the President and the Board of Trustees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Campus leadership—that is, Vice Presidents/Provosts and Deans	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Your department/unit leadership—that is, your Department /Program Director or Supervisor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

7. How comfortable do you feel expressing your personal identity in your immediate work environment?

- ☐ Not comfortable at all
- ☐ Not very comfortable
- ☐ Moderately comfortable
- ☐ Very comfortable
- ☐ Extremely comfortable

8. In the past 12 months, how often have you **personally experienced** excluding, intimidating, offensive, and/or hostile conduct from members of this University?

- ☐ Never
- ☐ Not very often
- ☐ Moderately often
- ☐ Very often
- ☐ Extremely often

9. In the past 12 months, how often have you heard others at the University make disparaging remarks about people because of their diversity?

- ☐ Never
☐ Not very often
☐ Moderately often
☐ Very often
☐ Extremely often

10. In the past 12 months, how fair and equitable do you feel the following practices or processes have been in your department/unit?

	Not at all	Not very	Moderately	Very	Extremely	Not enough information to say
Recruitment policies and practices	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Promotion decisions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Salary decisions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Allocation of space/equipment or other resources	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Access to departmental support staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Graduate student assignments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

11. You indicated that [RESPONSE FROM #10] was [NOT AT ALL/Not very] fair and equitable In the past 12 months. To which of the following factors would you attribute the treatment?

Please select all that apply.

- ☐ Ability/disability status
- ☐ Age
- ☐ Citizenship status
- ☐ Political beliefs
- ☐ Race/ethnicity
- ☐ Religious/spiritual beliefs
- ☐ Sex
- ☐ Gender identity/gender expression
- ☐ Sexual orientation
- ☐ Socioeconomic status
- ☐ National origin
- ☐ Marital or family status
- ☐ Veteran status
- ☐ Height
- ☐ Weight
- ☐ Other—PLEASE SPECIFY:

12. How well does your department/unit address issues of unfair or inequitable treatment to employees owing to their diversity?

PROGRAMMING NOTE: Rolling over the term “diversity” will show this definition “Diversity and inclusion at Oakland include the dimensions of race, sex, gender identity, gender expression, sexual orientation, age, height, weight, disability, color, religion and creed, national origin or ancestry, marital status, familial status or veteran status.”

- ☐ Not well at all
- ☐ Not very well
- ☐ Moderately well
- ☐ Very well
- ☐ Extremely well
- ☐ Not enough information to say

13. As far as you know, are there systems or offices in place to assist employees if they experience any treatment that is not fair and equitable, or does it not?

- ☐ There are systems/offices
- ☐ There are no systems/offices [SKIP TO #14]

13a. How effective are these systems or offices in addressing issues of treatment that are not fair and equitable?

- ☐ Not at all effective
- ☐ Not very effective
- ☐ Moderately effective
- ☐ Very effective
- ☐ Extremely effective
- ☐ *Not enough information to say*

14. If you experience treatment that is not fair and equitable, how confident are you that you can file a complaint or grievance without fear of negative consequences to you?

- ☐ Not at all confident
- ☐ Not very confident
- ☐ Moderately confident
- ☐ Very confident
- ☐ Extremely confident

15. How would you rate the physical safety of your immediate work environment?

- ☐ Not safe at all
- ☐ Not very safe
- ☐ Moderately safe
- ☐ Very safe
- ☐ Extremely safe

16. Overall, how would you rate the physical safety of your campus?

- ☐ Not safe at all
- ☐ Not very safe
- ☐ Moderately safe
- ☐ Very safe
- ☐ Extremely safe

17. Overall, how would you rate the physical safety of the areas close to campus?

- ☐ Not safe at all
- ☐ Not very safe
- ☐ Moderately safe
- ☐ Very safe
- ☐ Extremely safe

18. Overall, how well does your campus meet the needs of those with disabilities?

- ☐ Not well at all
- ☐ Not very well
- ☐ Moderately well
- ☐ Very well
- ☐ Extremely well
- ☐ *Not enough information to say*

19. To what extent do you feel your colleagues/coworkers treat you with respect?

- ☐ Not at all
- ☐ To a slight extent
- ☐ To a moderate extent
- ☐ To a large extent
- ☐ To a great extent

20. Please rate the relationships between the following groups in your department/unit/college/school in terms of the degree to which they are both courteous and professional.

	Not at all	Not very	Moderately	Very	Extremely	Not enough information to say
Between faculty	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Between faculty and department/unit leadership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Between faculty and staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Between faculty and students	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Between staff and students	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

21. How would you rate the overall quality of the relationship between you and students at the University?

- ☐ Very poor
- ☐ Poor
- ☐ Fair
- ☐ Good
- ☐ Very good

22. To what extent do you believe you have the tools and resources to do your job well?

- ☐ Not at all
- ☐ To a slight extent
- ☐ To a moderate extent
- ☐ To a large extent
- ☐ To a great extent

23. How much access do you have to accurate and timely information about the institutional policies and procedures you need to do your job well?

- ☐ Not at all
- ☐ A little
- ☐ Some
- ☐ A lot
- ☐ A great deal

24. How satisfied are you, in general, with your job at the University?

- ☐ Not at all satisfied
- ☐ Not very satisfied
- ☐ Moderately satisfied
- ☐ Very satisfied
- ☐ Extremely satisfied

25. How satisfied are you, in general, with your opportunities for career advancement within the University?

- ☐ Not at all satisfied
- ☐ Not very satisfied
- ☐ Moderately satisfied
- ☐ Very satisfied
- ☐ Extremely satisfied

26. To what extent does your current work environment provide opportunities for you to learn and grow?

- ☐ Not at all
- ☐ To a slight extent
- ☐ To a moderate extent
- ☐ To a large extent
- ☐ To a great extent

27. Do you feel that the work load in your current job is too low, too high, or just right?

- ☐ Too low
- ☐ Somewhat low
- ☐ Just right
- ☐ Somewhat high
- ☐ Too high

28. Is there anyone at the University whom you currently consider to be a mentor—an individual or individuals who gives advice, counsels on career issues, and/or advocates for you—or is there no one at the University like that?

- ☐ Yes, there is
- ☐ No, there is not **[SKIP TO #29]**

28a. Is your mentor part of a formal mentorship program, or is he or she not part of a formal mentorship program?

- ☐ Formal
- ☐ Not formal
- ☐ Don't know

29. How much recognition do you get for each of your following types of contribution at work?

	None at all	A little	A moderate amount	A lot	A great deal
Research	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Teaching	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Service	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

30. How committed is your department/unit head or chair to creating a positive work environment for you?

- ☐ Not at all committed
- ☐ Not very committed
- ☐ Moderately committed
- ☐ Very committed
- ☐ Extremely committed

31. How much of a say do you have in shaping your work environment?

- ☐ None at all
- ☐ A little bit
- ☐ A moderate amount
- ☐ A lot
- ☐ A great deal

32. How effective is your department in recruiting a diverse faculty and staff?

- ☐ Not at all effective
- ☐ Not very effective
- ☐ Moderately effective
- ☐ Very effective
- ☐ Extremely effective

33. How effective is your department in retaining a diverse faculty and staff?

- ☐ Not at all effective
- ☐ Not very effective
- ☐ Moderately effective
- ☐ Very effective
- ☐ Extremely effective

34. How committed is the **University and its leadership** to promoting practices that help recruit a diverse student body?

- ☐ Not at all committed
- ☐ Not very committed
- ☐ Moderately committed
- ☐ Very committed
- ☐ Extremely committed

35. How committed is the **University community at large** to helping to retain a diverse student body?

- ☐ Not at all committed
- ☐ Not very committed
- ☐ Moderately committed
- ☐ Very committed
- ☐ Extremely committed

36. As an employee on this campus, how difficult is it for you to balance your work and family life?

- ☐ Not at all
- ☐ Not very
- ☐ Moderately
- ☐ Very
- ☐ Extremely

37. Overall, how strongly would you recommend Oakland University to others as a good place to work?

- ☐ Not at all strongly
- ☐ Not very strongly
- ☐ Moderately strongly
- ☐ Very strongly
- ☐ Extremely strongly

38. Please provide your suggestions for how the climate on your campus could be improved.

39. From the list below, please select the main location out of which you work.

- ☐ Main campus / Rochester
- ☐ Other—PLEASE SPECIFY:

40. **[ASK IF RESPONSE TO #1 = FACULTY]** Which of the following best describes your tenure status?

- ☐ Tenure track, tenured
- ☐ Tenure track, not tenured
- ☐ Not tenure track

41. **[ASK IF RESPONSE TO #1 = FACULTY]** Which of the following best describes your academic status?

- ☐ Full time faculty, not in School of Medicine
- ☐ School of Medicine faculty
- ☐ Part-time faculty
- ☐ Special lecturers
- ☐ Academic Research, Visiting Faculty
- ☐ Continuing Education Instructor

42. In which school or college/administrative unit do you have your primary job appointment?

[LIST MENU]

43. In which department/unit/office do you have your primary job appointment?

[LIST MENU]

44. For how many total years have you worked at the University?

- ☐ Less than 1 year
- ☐ 1 year to less than 3 years
- ☐ 3 years to less than 5 years
- ☐ 5 years to less than 10 years
- ☐ 10 years or more

45. For how many years have you been working in your current position at the University?

- ☐ Less than 1 year
- ☐ 1 year to less than 3 years
- ☐ 3 years to less than 5 years
- ☐ 5 years to less than 10 years
- ☐ 10 years or more

46. What is your appointment period?

- ☐ 12 month
- ☐ 10 month
- ☐ 8 month
- ☐ Other, as contracted

47. Across all positions you hold at the University, how many hours per week are you currently contracted to work?

[TEXT BOX]

48. In what year were you born?

49. What is the highest level of education you have completed?

- ☐ Less than high school
- ☐ High school diploma or GED
- ☐ 2-year college degree (e.g., Associate's)
- ☐ 4-year college degree (e.g., BA, BS)
- ☐ Master's degree (e.g., MA, MS, MBA)
- ☐ Professional degree (e.g., JD, MD)
- ☐ Doctoral degree (e.g., PhD, EdD)

50. Please indicate your sex.

- ☐ Female
- ☐ Male
- ☐ Transgender (Please specify, e.g., Male to Female)
- ☐ Other

51. Which of the following best describes you?

- ☐ Straight or heterosexual (Skip to citizenship status)
- ☐ Gay (Skip to citizenship status)
- ☐ Lesbian (Skip to citizenship status)
- ☐ Bisexual (Skip to citizenship status)
- ☐ Queer (Skip to citizenship status)
- ☐ Other [Please specify]

52. What is your citizenship status?

- ☐ U.S. citizen
- ☐ Permanent Resident (e.g., Green Card holder)
- ☐ Non-resident alien/Visa holder
- ☐ Other

53. Do you have any dependent children (please include children you gave birth to, adopted, or are raising/have raised)?

- ☐ Have dependent children
- ☐ Do not have dependent children [SKIP TO #54]

53a. How many of your dependent children are...

Under the age of 18?

18 years or older?

54. Do you have any type of disability, or do you not?

- ☐ Have
- ☐ Do not have [SKIP TO #57]

55. Which of the following types of disability do you have? (PLEASE SELECT ALL THAT APPLY.)

- ☐ ADHD
- ☐ Blind
- ☐ Low-vision
- ☐ Acquired Brain Injury
- ☐ Deaf
- ☐ Hard-of-hearing
- ☐ Deaf-Blind
- ☐ Developmental Delay
- ☐ Specific Learning Disability
- ☐ Mobility
- ☐ Psychological
- ☐ Speech/Language Impairment
- ☐ Systemic/Chronic Health
- ☐ Other (please specify)

56. Have you requested an accommodation through Academic Human Resources (AHR), or have you not done that?

- ☐ Have requested
- ☐ Have not requested

57. Are you Hispanic/Latino, or are you not? (CLICK HERE FOR A DEFINITION OF “Hispanic/Latino”]

[**PROGRAMMING NOTE: DISPLAY** “A person of Cuban, Mexican, Puerto Rican, Central or South American, or other Spanish cultures or origin, regardless of race” **AS DEFINITION.**]

- ☐ Hispanic/Latino(a)
- ☐ Not Hispanic/Latino(a)

58. Which of the following racial groups best describes you? (PLEASE SELECT ALL THAT APPLY.) (CLICK HERE FOR A DEFINITION OF RACE CATEGORIES.)

- ☐ American Indian or Alaskan Native [PROGRAMMING NOTE: DISPLAY “: A person having origins in any of the original peoples of North and South America (including Central America), and who maintains a tribal affiliation or community attachment” AS DEFINITION.]
- ☐ Asian [PROGRAMMING NOTE: DISPLAY “A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand and Vietnam” AS DEFINITION.]
- ☐ Black or African American [PROGRAMMING NOTE: DISPLAY “A person having origins in any of the Black racial groups of Africa” AS DEFINITION.]
- ☐ Native Hawaiian or Other Pacific Islander [PROGRAMMING NOTE: DISPLAY “A person having origins in any of the original persons of Hawaii, Guam, Samoa or other Pacific Islands” AS DEFINITION.]
- ☐ White [PROGRAMMING NOTE: DISPLAY “A person having origins in any of the original peoples of Europe, North Africa, or the Middle East” AS DEFINITION.]

59. This questionnaire asked about perceptions of climate and about demographic information. If an issue of climate was not covered or some demographic information was not covered in this questionnaire, please let us know.