

Students

2017 Oakland University Climate Survey

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Methods

This report summarizes the results of the climate survey conducted by the Office of the Senior Advisor to the President for Diversity, Equity, and Inclusion and the Office of Inclusion at Oakland University under the direction of the Office of the President. The survey aimed to assess perceptions of the work and academic climate at Oakland University among faculty, staff, and students at Oakland University. The University of Illinois Survey Research Laboratory (SRL) assisted with the survey.

SRL personnel assisted in questionnaire development, programmed the Web survey instruments, managed the online data collection process, and conducted data analysis. Three separate questionnaires were prepared, one for each stratum of respondents: faculty, staff, and students. All questionnaires were designed to collect feedback about participants' perceptions of the work and academic climate at the university, including inclusiveness, friendliness, cooperation, professionalism, recognition, support, and opportunities for career advancement/academic success. Respondents also answered a few questions about themselves. The final student questionnaire is presented in Appendix D.

Approval for the study protocol was sought from the University at Illinois at Urbana-Champaign (UIUC) IRB, who approved it (under exempt protocol #17196) on September 28, 2016.

Data were collected primarily by means of an online survey. All faculty, staff, and students on the main campus and at other locations of Oakland University were sent an e-mail inviting them to participate in the survey (see Appendix C for text of the e-mail invitation). Initial e-mail invitations were sent by SRL on February 28 and March 1, 2017. Three e-mails reminding non-respondents to take part in the study were sent on March 7, 15, and 23, respectively. The survey was closed to responses on March 30, 2017.

Emails were sent out to 22,022 potential respondents including 1,605 faculty, 1,793 staff, and 18,624 students. Of these, 2,666 completed the questionnaire, broken out by category as follows: 407 faculty, 525 staff, and 1,734 students. Table 1 presents the response rate for the respondents who completed the questionnaire. Based on the numbers available for the total number of respondents to whom the initial emails were sent, the overall response rate is 12.1%. The response rate varied from a low of 9.3% among students to a high of 29.3% among staff (see Table 1).

Organization of the Reports

The Oakland University Climate Survey gathered information from faculty, staff, and students on the main campus and at other Oakland locations. The analysis and reports are stratified by University role: (1) all faculty, (2) all staff, and (3) all students.

Table 1. Sample Frame, Completed Interviews, & Response Rate, by Sample Stratum

	Estimated sample frame size	Completed interviews	Response rate
Faculty	1,605	407	25.5%
Staff	1,793	525	29.3%
Students	18,624	1,734	9.3%
TOTAL	22,022	2,666	12.1%

The reports provide background information on the method used to collect data, the overall approach to data analysis, computation of the measures, how to interpret the means, how to assess statistical significance,

and charts and tables of results. Each report also includes appendices containing the survey instrument used, text of invitation and reminder e-mails, and detailed tables on individual questions in the questionnaire.

Overall Approach to the Analysis of the Data

The climate survey collected data from 2,666 faculty, students, and staff. Each of the three questionnaires included over 50 questions, resulting in over 200 total variables in the data file. Presenting tables or graphs of all items in the questionnaire would result in an unwieldy amount of information from which it would be difficult to discern key findings. One of the challenges in analyzing the data was to organize the results in a way that included as much information as possible without overwhelming the reader with data. Our strategy for meeting this challenge is as follows: construct a measure that captures the perception of students on the overall climate at Oakland University, conduct principal components analysis to group the other questionnaire items into groups known as *principal components*, conduct regression analysis to understand how these components relate to or explain variation in perceptions of overall climate, prioritize components based on their relationship with overall climate and the mean ratings given to them by students, and assess whether there are any variations in these components based on student demographics.

Computing the Outcome Variable: Overall Climate

First, we computed a measure that would capture the perception of students on the overall work climate at Oakland University; this is the outcome variable of interest. It was created based on our judgment about which questions best capture respondent opinion of the overall university climate. For students, the items that best capture overall outcome are ones that ask about overall climate and recommendation of Oakland to other students:

- Overall, how would you rate the climate on the campus where you are primarily located?
- Overall, how strongly would you recommend Oakland University to other students?

We averaged the ratings given by students to these two items to create a single outcome variable, which we will call “overall climate.”

Principal Components Analysis

Next, we turned our attention to the questionnaire items asking about various aspects of the academic climate for students, including perceptions of diversity, fairness of treatment, academic support and physical safety on campus, among others. To reduce the number of explanatory variables while retaining as much information as possible, we employed a standard data reduction technique known as *principal components analysis*: individual items are sorted into groups known as *principal components*, based on their correlations with each other. Items grouped into one component will have higher correlations with each other than with items not included in that component. While there is no specific theory guiding the procedure—that is, there is no prior expectation about which items should group together—the resulting components are usually substantively meaningful. In other words, we would expect two items related to physical safety to be part of the same component; we would not expect items regarding issues as disparate as safety, academics, and friendliness to all belong to the same component.

Computing Explanatory Variables

In the 2013 Oakland Climate Survey, our approach to creating the explanatory components for these reports included four steps:

- Conducting principal components analysis for the five-point rating scale items.
- Inspecting the output to determine whether the results are substantively meaningful.
- If necessary, making adjustments to the components (based on component “loadings”—the strength of the relationship between the overall component and the individual items in that component).
- Once the final components were identified, computing a score for each component, which is the mean of all items belonging to that component.

For the 2017 Oakland Climate Survey, we are using the same components as in 2013, with some minor changes to take into account changes in the questionnaire between the two years. The score for each component is the mean of all items in the component.

Regression Analysis

After computing the components, we conducted a regression analysis in which the outcome variable—overall climate—was regressed on the explanatory components. Regression analysis helps to understand the relationship between the outcome variable—overall climate—and the explanatory variables—specific aspects of climate. The relationship can be expressed in terms of a standardized regression coefficient, which can range from -1.0 to 1.0 . The sign of the coefficient indicates the direction of the relationship: a negative coefficient indicates that the outcome variable and the explanatory variable are inversely related—as one increases, the other decreases; a positive coefficient means that as one variable increases, so does the other. The size of the coefficient indicates the strength of the relationship, while controlling for all other variables in the regression: the closer the correlation is to -1.0 or 1.0 , the stronger the relationship.

Prioritizing Explanatory Variables

Thereafter, we used the following procedures to determine the order of relevance for the explanatory variables:

- Examine the regression coefficient between the explanatory variables and the outcome variable (i.e., overall climate).
- Present the results in order of the explanatory variables’ association with the outcome variable, in order of decreasing strength of association.

The data in this report are presented as a series of grids for specific components, analyzed by background characteristics of the respondents. The appendices include frequencies for all closed-ended items in the questionnaire, cross-tabulated by respondent demographics.

Interpretation of the Means

All the items used in the construction of the explanatory and outcome variables are questions with five-point scales as response options. Some of the response scales used were unipolar; others were bipolar.

Below is an example of a unipolar scale.

Not at all important Not very important Moderately important Very important Extremely important

As the example indicates, a unipolar scale measures the degree to which an attribute or quality is present (“importance,” in this example). It has a zero-point at one end, indicating a complete absence of the attribute (“not at all”) with the other end indicating the largest amount or presence of the attribute (“extremely”). Unipolar scales were coded such that a value of 1 was assigned to the zero point and a value of 5 was assigned to the largest amount/presence point, with values of 2, 3, and 4 being assigned to the intermediate points. In the example above, “not very” was coded 2, the center of the scale point indicating a moderate amount or presence was coded 3, and “very” was coded 4. Thus, a score close to 1 indicates an absence of the attribute being asked about, a score close to 3 indicates a moderate presence, and a score close to 5 indicates a strong presence.

Below is an example of a bipolar scale. A bipolar scale has two opposing and mutually exclusive poles (“friendly” and “unfriendly,” in the example below) and a zero or neutral point in the middle.

Extremely unfriendly Somewhat unfriendly Neither friendly nor unfriendly Somewhat friendly Extremely friendly

Bipolar scales were coded such that a value of 1 was assigned to the pole anchored with a label indicating a negative attribute (“unfriendly,” in this example), while a value of 5 was assigned to the opposite pole indicating a positive attribute (“friendly,” in this example). A value of 3 was assigned to the zero or neutral point (“neither friendly nor unfriendly,” in this example). Thus, the closer the score is to 5, the more positive the response; the closer it is to 1, the more negative the response.

Individual items belonging to the same component are all scored in the same direction. For example, in the student data, one of the explanatory variables is personal identity and belongingness. It is the mean of eleven individual items. One of the items originally was written such that a value of 5 indicates a negative perception: the extent to which the respondent feels isolated. Before computing a component mean, this item was reverse coded so that a high value indicates not at all isolated and a low value means extremely isolated. Similarly, items assessing the frequency of negative experiences which are part of the “negative comments” component—the frequency with which the respondent has personally experienced offensive verbal, visual, or written communications and the frequency of threat of physical assault or actual physical assault—were coded such a high value indicates not at all frequently and a low value means extremely frequently.

In general, throughout the reports, a value close to 5 indicates a positive attitude, experience, or perception, while a value of 1 indicates a negative response.

Significance Tests

The climate survey report includes several graphs and tables that display mean differences in items and components by characteristics of the respondents (e.g., mean overall climate by number of semesters at Oakland). To calculate the means by respondent characteristic, we used the Analysis of Variance procedure

(ANOVA). The procedure includes options for conducting significance tests for both for the overall model and for specific categories of the explanatory variables. For example, one significance test might tell us that there are statistically significant differences in overall climate by numbers of semester at Oakland. If we want to know which differences between these categories (e.g., at Oakland for 1 to 6 semesters compared to 7 to 10 semesters) are statistically significant, we need to look at a different significance test (referred to as a post hoc test).

While we could display the overall significance test for each model with the tables and graphs in the report and appendices, this would provide no information about the statistical significance of specific differences in the categories of the independent variables. Displaying the information from the post hoc tests would provide this information but would produce messy and difficult-to-read graphs and tables with multiple subscripts and footnotes. Instead, we are providing general information about the margins of error for each stratum of analysis, which readers can use to guide their understanding of the significance of differences evident in the reports.

Although public opinion polls routinely report margins of error for an overall poll (e.g., “this poll has a margin of error of $\pm 3\%$ ”), margins of error are specific to individual items, not entire surveys, and depend on both the variation in the item and the sample size. For example, the margin of error of a yes/no question in which 50% said yes and 50% said no would differ from one in which 90% said yes and 10% said no, holding sample size constant. In order to simplify the reporting, public opinion polls generally report the margin of error that they would get with their sample size if they had a yes/no question in which 50% of the respondents said yes and 50% said no. This provides a conservative estimate of the margin of error without having to report on each specific item.

Table 2 employs the same strategy. The margin of error is what we would get for a yes/no question with a 50/50 split, assuming the sample sizes provided. The larger the sample size, the smaller the margin of error. In the overall student stratum, with 1,734 cases, the margin of error is 2.4%. This means that if a variable measured on a five-point scale has a mean of 3.0, the true value of that variable is $3.0 \pm 2.4\%$. On a five-point scale, that translates to a 3.0 ± 0.12 . If two means in that stratum differ by 0.13 points or more, then those differences are statistically significant. For example, if male students rated the climate as a 3.0 and female students as a 3.13, that difference would be statistically significant.

Table 2 demonstrates, for each of the three strata, the statistically significant effect size detectable with the attained sample sizes. However, a difference that is statistically significant is not necessarily substantively meaningful. Table 2 shows that the sample size among Oakland students is large enough to state that a difference between a mean of 3.0 and 3.13 is statistically significant, but whether this difference is substantively meaningful is subjective. In general though, if a finding presented in these results is large enough to be substantively interesting, it is also most likely statistically significant.

Table 2. Margins of Error & Scale Point Equivalents, by Stratum

Stratum	Sample Size	Margin of Error	Equivalent Scale Point Difference	Example	
Faculty	407	4.9%	0.24	3.0	3.25
Staff	525	4.3%	0.21	3.0	3.22
Students	1734	2.4%	0.12	3.0	3.13

Small Cell Sizes

In analyzing the climate data by campus and respondent background characteristics, we encountered some instances in which the sample sizes on a particular cross-tabulation were too small to present without potentially identifying the respondent. If a category of a demographic variable (e.g., transgender) included less than 15 respondents, we either suppressed the results for that group or combined it with another, if appropriate. For instance, there were 16 respondents who selected the “transgender” gender category; however, when one takes into account that not all 16 answered all questions on the survey, the cell size for this group for some items was below 15. We did not want to eliminate their views from the analysis, but it was also not appropriate to combine them with male or female categories; therefore, we combined them with respondents who selected “other” or were missing responses to the question on gender into an “other/missing” category.¹ Note, however, that though we will only report results for categories of a demographic that has 15 or more respondents overall, non-response to specific items might reduce this number to less than 15.

Sample Weights

Sample weights are generally constructed for two reasons: to adjust for differential probability of selection of respondents and to correct for minor differences in nonresponse by respondent stratum. Because all faculty, staff, and students on all campuses were invited to participate in the climate survey, they all have the same probability of selection—1.0—and no adjustment is necessary.

On the other hand, the response rates among the different strata varied considerably, from a low of 6.9% among students to a high of 34.7% among staff. If the analysis included all respondents regardless of role, we would need to weight the data to adjust for differential nonresponse. However, in each report we are presenting data on each respondent stratum (i.e., faculty, staff, students) separately and therefore do not need to calculate a weight for this variable because we never combine these strata in the analysis.

Appendices

Appendix A presents the mean ratings on explanatory components not significantly related to overall climate, by various demographic variables. Appendix B presents the results of additional items asked on the questionnaire, but which are not included as part of the explanatory components. Specifically, it presents results for instances of unfair treatment from faculty, staff, or other students and the reasons to which respondents attribute any unfair treatment they might have experienced from faculty, staff, or other students. It also

¹ The 15-respondent cutoff is arbitrary. We chose that number because it is large enough to protect the identity of individual respondents but small enough to minimize the number of categories we collapsed or omitted.

includes results for sources of any negative events (such as offensive comments or physical assault) personally experienced on campus, and reactions to the same.

As already indicated, Appendix C contains the text of the initial e-mail invitation and reminder messages, and Appendix D contains the questionnaire administered to all students.

Appendixes E through H contain each closed-ended item in the questionnaire cross-tabulated by respondent demographics. The items are presented as follows: items making up the outcome variable are presented first, followed by items making up the explanatory components, in order of the component's strength of association with the outcome variable. Closed-ended items that are not scale questions—and thus are not part of a component—are presented last.

Results

Demographic Profile of Student Respondents

Table 3 below presents the profile of the student respondents with respect to these demographic variables.

Table 3. Demographic & Personal Profile for Student Respondents

CHARACTERISTIC	%		
Main campus at which enrolled (n = 1,727)		High school diploma or GED	63.6
Main campus/Rochester	97.1%	2-year college degree (e.g., Associates)	16.8
Other	2.9	4-year college degree (e.g., BA, BS)	15.7
Student status (n = 1,724)		Master's degree (e.g., MA, MS, MBA)	3.6
Undergraduate (n = 1,441)	83.6	Professional degree (e.g., JD, MD)	<1.0
Freshman	20.7	Doctoral degree (e.g., PhD, EdD)	<1.0
Sophomore	18.9	Sexual orientation (n = 1,710)	
Junior	28.5	Straight or heterosexual	87.1
Senior	31.6	Gay	1.7
Graduate	14.4	Lesbian	1.2
Other	2.0	Bisexual	6.0
Transferred to Oakland University (n = 1,727)		Queer or Other	4.1
Transferred	29.7	Citizenship status (n = 1,719)	
Did not transfer	70.3	U S citizen	91.6
Degree toward which working (n = 1,721)		Permanent resident e g , green card holder)	2.9
Bachelors	81.7	Nonresident alien/Visa holder	5.3
Masters	11.0	Other	<1.0
Doctoral	4.1	Dependent children (n = 1,734)	
Professional	1.8	Has	9.7
Other (e g , nondegree certificate)	1.4	Does not have	90.4
Semesters been a student at Oakland (n = 1,674)		Currently working for pay (n = 1,710)	
Less than 1 semester	0.2	Working for pay (n = 1,154)	67.5
1 to 3 semesters	35.2	Work at the University	19.8
4 to 6 semesters	38.4	Work at other than the University	68.7
7 to 8 semesters	14.0	Both of the above	10.9
9 to 10 semesters	5.6	Missing	<1.0
10 to 14 semesters	4.5	Not working for pay	32.5
More than 14 semesters	2.2	Live on or off campus (n = 1,713)	
Gender (n = 1,714)		Live on campus	25.4
Female	66.4	Live off campus (n = 1,278)	74.6
Male	31.5	Less than 15 minutes	16.4
Transgender	<1.0	15 to 20 minutes	28.5
Other	1.2	21 to 25 minutes	10.6
Race (n = 1,734)		26 to 30 minutes	16.8
None specified	3.3	31 to 40 minutes	11.9
White	73.8	More than 40 minutes	15.7
African American/Black	7.0	Disability status (n = 1,714)	
Asian	8.9	Has some type of disability	10.4
American Indian	<1.0	Does not have any type of disability	89.6
Multiracial	3.1		
Hispanic/Latino	3.7		
Age (n = 1,676)			
18–21 years	59.1		
22–25 years	23.9		
26–30 years	8.1		
30+ years	8.9		
CHARACTERISTIC	%		
Highest level of education completed (n = 1,714)			

Outcome Variable Index and Items

Among student respondents, the outcome variable is the mean of two items that best capture overall climate: (1) overall rating of climate on the campus where the respondent is located and (2) recommendation of the university to other students. Responses to these two items were averaged to create the outcome variable index. Table 4 presents the mean rating on the index and on the individual items comprising the index. Throughout the rest of the report, the outcome variable index will be referred to as **overall climate**.

The mean overall climate rating is 3.9, indicating that students generally have a positive perception of the university. The means for the individual items asking about climate at the campus and willingness to recommend are 4.0 and 3.7, respectively. A value of 4 on the scale used for the first item translates to a “good” rating; for the second item, a value of 3 translates to “moderately strongly” and a value of 4 is “very strongly.”

Table 4. Overall Climate Index & Constituent Items with Mean Ratings: Students

	Mean
Overall Climate	3.9
Overall, how would you rate the climate on the campus where you are primarily located?	4.0
Overall, how strongly would you recommend Oakland University to other students?	3.7

Figures 1 through 8 show the mean values of overall climate by several respondent demographic characteristics. If differences in mean ratings between categories of a demographic characteristic are statistically significant, it is indicated with an “*” at the end of the chart title, and with the p-value displayed in the lower-left of the chart.

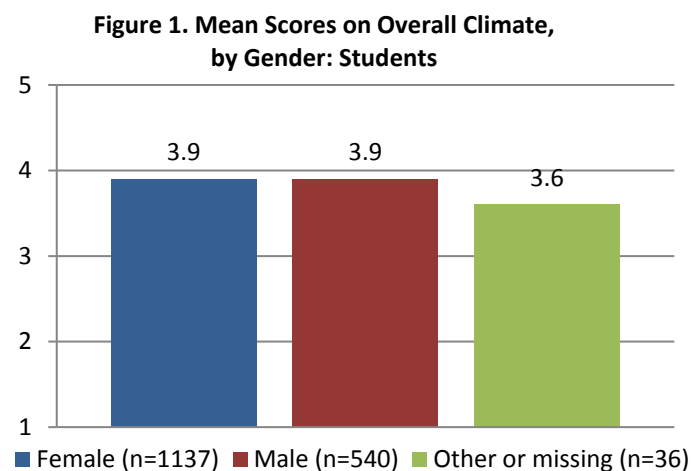


Figure 2. Mean Scores on Overall Climate, by Race/Ethnicity: Students*

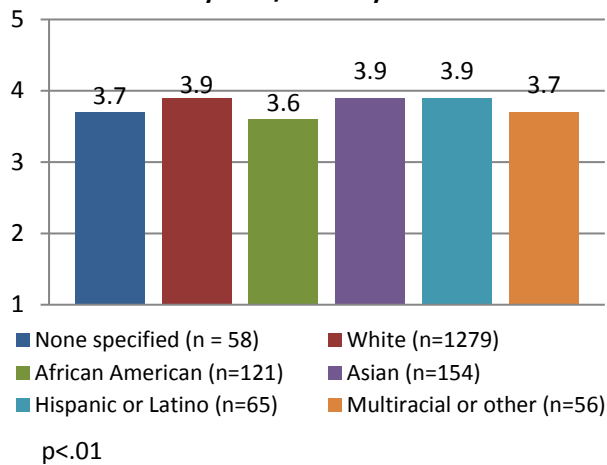


Figure 3. Mean Scores on Overall Climate, by Student Status: Students*

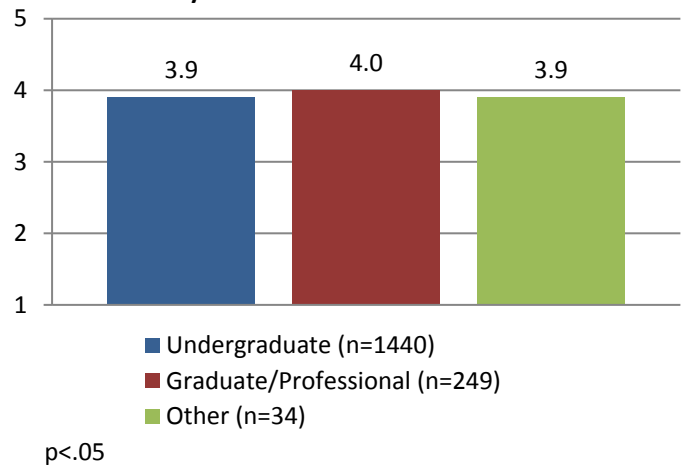


Figure 4. Mean Scores on Overall Climate, by Age: Students*

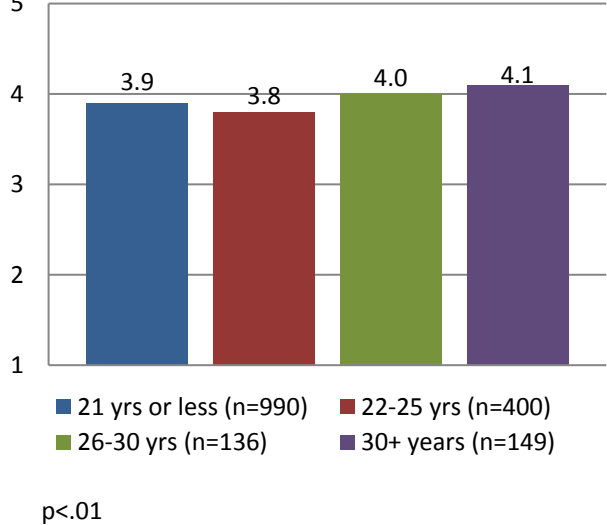
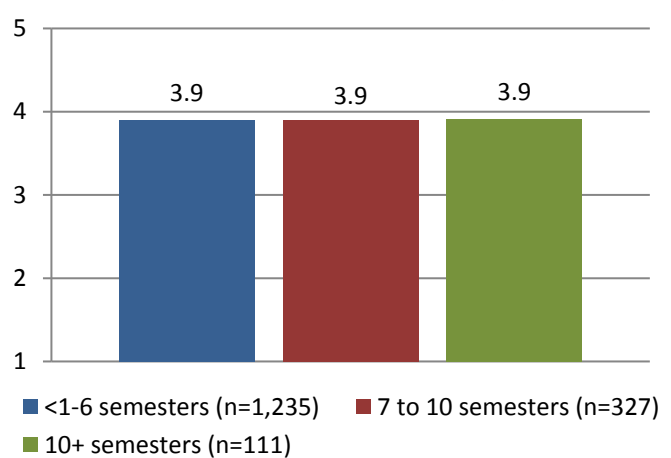


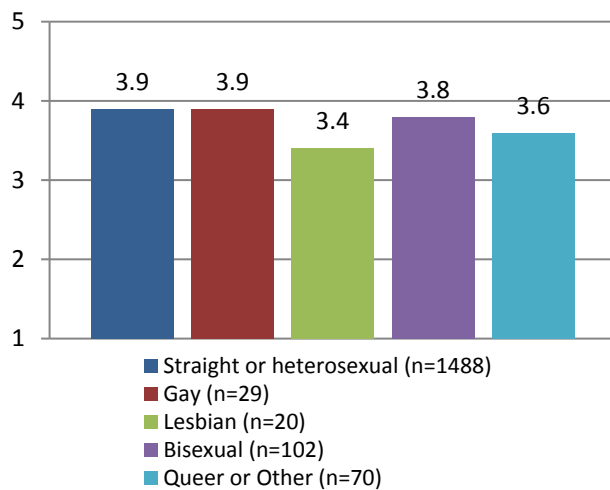
Figure 5. Mean Scores on Overall Climate, by Semesters Enrolled at the University: Students



The mean rating on overall climate varies significantly by race, student status, age, and sexual orientation. However, only few of the difference in mean ratings between categories of each demographic are substantive, i.e., different by .3 scale points or more. Overall climate scores are lower

- for those in the African American category than for the other race/ethnicity groups (Figure 2).
- for younger students as compared to older students (Figure 4), and
- for students who identify as “lesbian” as compared to those who identify as belonging to another sexual orientation category (Figure 6).

Figure 6. Mean Scores on Overall Climate, by Sexual Orientation: Students*



p<.01

Figure 7. Mean Scores on Overall Climate, by Ability/Disability Status: Students

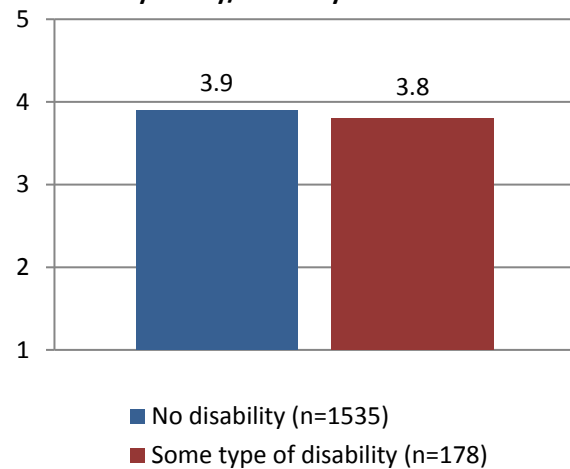
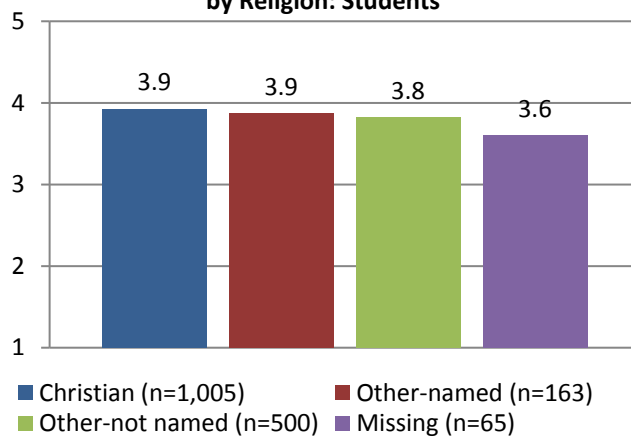


Figure 8. Mean Scores on Overall Climate, by Religion: Students



p<.01

Explanatory Variables and Items

As described in the introduction, the explanatory components (or themes) were constructed using principal components analysis. Table 5 shows the seven components, the individual items that belong to them, and the means for all components and items.

The first component includes eleven items, the majority of which ask about whether the campus environment is friendly, cooperative, or inclusive; feelings of isolation; treatment by other students; and expression of personal identity on campus. Thus, we named the component **belongingness and personal identity**. The question asking about isolation was coded such that a value of 1 means extremely isolated and a value of 5 means not at all isolated. A score was computed for this component by averaging responses to all eleven items. The overall mean on this component is 3.6. The ratings on the individual items range from 3.2 to

4.1; the lowest rating can be seen for the item asking how difficult it is to balance student and family life, while the highest ratings of 4.1 can be seen for the item asking about friendliness of the campus.

The second component listed in Table 5 includes seven items and is called **diversity**. Five of the items ask about satisfaction with the diversity in various places and among various groups on campus; one item asks about treatment of students by administrative support staff, and another asks about how the treatment of minority group students on campus. The overall mean on this component is 3.9. The means on the individual items do not vary much, ranging from 3.7 to 4.1.

Table 5. Explanatory Components & Constituent Items with Mean Ratings: Students

	Mean	n
BELONGINGNESS AND PERSONAL IDENTITY	3.6	1,734
How unfriendly or friendly is your campus?	4.1	1,724
How inclusive or excluding is your campus?	3.9	1,717
How comfortable do you feel expressing your personal identity on your campus?	3.9	1,728
How much do you think each of the following groups on campus treat you with dignity and respect: Other students on campus	3.9	1,682
Thinking about your campus, how satisfied are you with the academic programs that reflect your personal identity?	3.7	1,608
Overall, how socially isolated do you feel on your campus?	3.6	1,704
How cooperative is the environment on your campus?	3.6	1,730
Thinking about your campus, how satisfied are you with the social and cultural activities that reflect your personal identity?	3.6	1,463
How much of a say do you feel you have about things that affect your academic success at this university?	3.4	1,727
If you experience unfair treatment, how confident are you that you can file a complaint or grievance without negative consequences?	3.3	1,728
As a student on this campus, how difficult is it for you to balance your student and family life?	3.2	1,725
DIVERSITY	3.9	1,710
How much do you think each of the following groups on campus treats you with dignity and respect: Administrative support staff?	4.1	1,630
As far as you know, how often are students from minority groups treated unfairly on this campus?	4.1	1,725
How satisfied are you with the diversity in Faculty?	4.0	1,669
How satisfied are you with the diversity in Staff?	4.0	1,626
How satisfied are you with the diversity in Students?	3.8	1,679
How satisfied are you with the diversity in the Oakland student center?	3.8	1,570
How satisfied are you with the diversity in Classroom/Academic settings	3.7	1,663
ACADEMIC SUPPORT	3.9	1,720
How much do you think each of the following groups on campus treats you with dignity and respect: Faculty/instructors?	4.2	1,712
How helpful are faculty members/instructors on your campus?	3.9	1,711
How much do the faculty/instructors on this campus believe in your potential to succeed academically?	3.9	1,678
How easy is it for you to meet with faculty members/instructors on your campus when you need to?	3.8	1,705
How responsive are faculty/instructors on this campus when it comes to helping students resolve their academic problems?	3.8	1,666
How much do the faculty/instructors on this campus value your contributions in class?	3.8	1,698
How active are faculty/instructors on this campus in empowering you to learn?	3.7	1,713

Table 5. continued

	Mean	n
ACCESS TO SERVICES	3.7	1,517
How easy is it for you to access computer equipment/technology on your campus?	4.2	1,660
How well do you think each of the following groups on campus treats you with dignity and respect: Academic advising staff?	4.2	1,665
How easy is it for you to access tutoring services on your campus?	3.9	1,424
How easy is it for you to access academic advising on your campus?	3.8	1,680
How easy is it for you to access personal counseling services on your campus?	3.7	1,240
How easy is it for you to access career/job search advising on your campus?	3.7	1,422
Overall, how well does your campus meet the needs of those with disabilities?	3.6	1,405
Overall, how easy is it for you to get access to financial aid services on campus you need to stay enrolled?	3.2	1,481
How easy is it for you to get something done when it involves multiple units or offices on campus having to work together?	3.0	1,259
PHYSICAL THREATS TO SELF	4.9	1,733
How often have you personally experienced: Threats of physical violence	4.9	1,729
How often have you personally experienced: Physical assaults or injuries	4.9	1,733
PHYSICAL THREATS TO OTHER	4.6	1,733
How often you have heard or seen these things happening to others on this campus: Threats of physical violence	4.6	1,733
How often you have heard or seen these things happening to others on this campus: Physical assaults or injuries	4.6	1,731
NEGATIVE COMMENTS	4.5	1,734
How often have you personally experienced: Offensive written comments	4.6	1,732
How often have you personally experienced: Offensive visual images	4.6	1,732
How often you have heard or seen these things happening to others on this campus: Offensive written comments	4.5	1,732
How often you have heard or seen these things happening to others on this campus: Offensive visual images	4.5	1,731
How often have you personally experienced: Offensive verbal comments	4.4	1,730
How often you have heard or seen these things happening to others on this campus: Offensive verbal comments	4.3	1,731

The third component also includes seven items, the majority of which ask about issues that might impact the academic environment for students. We named this component **academic support**. A component score was constructed by averaging the responses to all items that comprise it. The mean on this component is 3.9; student ratings of the academic support they get are above the midpoint. Of the individual items comprising this component, the highest rating is evident for being treated well by faculty and instructors (mean = 4.2). The lowest rating is on the item asking about how active faculty and instructors are in empowering students to learn (mean = 3.7).

The next component is **access to services** and includes nine items, seven of which ask about ease of access to various resources on campus such as academic advising, financial aid, etc. The two with the highest rating — (4.2— ask about ease of access to computer equipment/technology and about how the academic advising staff treats students. The item with the lowest ranking—3.0—is for ease of getting something done when it involves multiple units or offices on campus having to work together.

The next component is labeled **physical threats to self** because the two items it includes ask about the frequency of students' personal experiences of physical assaults and threats of violence. Both items in this table have been coded such that ratings close to 1 indicate a high frequency of such behavior and ratings close to 5 indicate a low frequency of such behavior (Extremely often = 1, Very often = 2, Moderately often = 3, Not very often = 4, Never = 5). The mean rating of 4.9 on the overall component makes it the component with the highest mean rating, indicating that students almost never experience these types of threats. The ratings for the individual items are the same—both 4.9.

The second to last component is labeled **physical threats to other** because the two items it includes ask about the frequency of students' hearsay experiences of physical assaults and threats of violence to others. These items were also both coded such that 1=Extremely often and 5=Never. The overall component mean rating of 4.6 makes it the component with the second highest mean rating, indicating that students have rarely seen or heard of others having these types of experiences. The ratings for the two individual items are both 4.6.

The final component is **negative comments**. The component includes ratings of the frequency of personal experiences or hearsay experiences of offensive images, verbal comments, or written comments. Again, all items in this component were coded such that 1=Extremely often and 5=Never. The overall rating on this component is 4.5 indicating a very low frequency of such experiences; it has the third highest rating of all components.

After computing the components, we conducted a regression analysis in which the outcome variable—overall climate—was regressed on the seven explanatory components. Table 6 presents the standardized regression coefficients for each explanatory variable. As mentioned earlier, coefficients can range from –1.0 to 1.0. The sign of the coefficient indicates the direction of the relationship: a negative coefficient indicates that the outcome variable and the explanatory variable are inversely related—as one increases, the other decreases; a positive coefficient means that as one variable increases so does the other. Six of the seven coefficients are positive. The size of the coefficient indicates the strength of the relationship: the closer the correlation is to –1.0 or 1.0, the stronger the relationship. In Table 6, the explanatory variables are presented in order of the strength of their relationship with the outcome variable.

The component **belongingness and personal identity** has the highest coefficient with overall climate—0.51. This indicates that the more positively students rate this component, the higher they rate the overall climate.

Table 6. Standardized Regression Coefficients Ordered by Strength of Relationship with Overall Climate: Students

	Standardized Regression Coefficients
Belongingness and personal identity	0.51**
Diversity	0.14**
Academic support	0.09**
Access to services	0.07**
Adjusted R ²	.55
n	1502

Note: ** significant at the $p < .01$ level; * significant at the $p < .05$ level.

The next largest explanatory components is **diversity**. The final two explanatory components or items shown in Table 6—**academic support** and **access to services**—are both significantly related with overall climate; however much less strongly than belongingness and personal identity, and diversity.

The three other explanatory variables—**physical threats to self**, **physical threats to others**, and **negative comments**—are not significantly associated with the outcome variable. That is, scores on these components do not significantly affect the outcome variable.

Prioritizing Areas for Action

We have used the results of the regression analysis shown in Table 6 and the mean ratings on the components and the individual items shown in Table 5 to identify primary and secondary areas of strength and primary and secondary areas for action for students at Oakland University.

Primary versus secondary areas of focus

The results of the regression analysis can be used to define which issues can be tagged as primary or secondary. Three components that have the strongest relationship with overall climate—**belongingness and personal identity** and **diversity**—can be tagged as primary areas because affecting scores on these two components will greatly affect scores on overall climate. The other two components—**academic support** and **access to services** are tagged as secondary areas because while they are significantly related to overall climate, changes in the scores on these two components have a relatively smaller effect on overall climate scores.

Strengths versus areas for action

The mean ratings of the components and the individual items can be used to define which issues can be tagged as strengths and which ones as areas for action. Components or items for which the mean rating is at least half a scale point above the mean of 3 on a 5-point scale or higher—that is, above 3.5—can be considered as areas of strength and components or items for which the mean rating is at or below 3.5 can be considered as areas on which action needs to be taken. Please note that this cut-off point has been arbitrarily chosen for the reasons outlined above; the bar can be set higher or lower as desired.

Identifying strengths and prioritizing areas for action

Table 7 below presents the explanatory components delineated as primary or secondary and as strengths or areas for action. The cells in the top half represent primary areas, and the cells in the bottom half of the table represent secondary areas. The cells on the left represent areas of strength, and the cells on the right represent areas for action. Thus, components in the top left cell include those that have a strong relationship with overall climate and that students rated higher/more positively. These are strength areas for Oakland University with respect to students. Components in the top right cell include those that have a strong relationship with overall climate and that students rated relatively lower/more negatively. These are areas on which Oakland University could consider taking action, with respect to students.

Components in the bottom left are those that have a relatively weaker relationship with overall climate and that students rated relatively high/positively. These are strong areas for Oakland University but not as effectual in altering perceptions of overall climate. Components in the bottom right cell have a relatively weaker

relationship with overall climate and students provided a relatively low/negative rating to these. These are areas of concern for Oakland University but perhaps not as critical as ones in the top right cell.

Table 7. Explanatory Components Classified as Primary or Secondary, as Areas of Strength or Action

	High ratings (mean rating > 3.5)	Low ratings (mean rating ≤ 3.5)
Primary	Belongingness and personal identity (3.6) Diversity (3.9)	
Secondary	Academic support (3.9) Access to services (3.7)	

Tables 8, 9, 10, and 11 provide the same type of analysis but for individual items within each of the components presented in Table 7. Areas of strength and weakness are identified in the same way as for the explanatory components. To classify an item as primary or secondary, we use the factor loading of that item within the component to which it belongs; items with factor loadings of .5 and above are tagged as primary areas, and items with factor loadings from 0 to .49 are classified as secondary.

Areas of Strength and Action by Component

Belongingness and Personal Identity

This component has the strongest relationship with overall climate, and the average rating of all individual items in this component is 3.6, which makes it an area of strength for Oakland University as it is a primary component on which the mean score is higher than 3.5.

Table 8 provides the priority performance grid for individual items within this component. Areas of strength and weakness are identified in the same way as for the overall component, and primary and secondary areas are identified based on factor loadings of .5 or greater versus those below .5.

Table 8. Individual Items on “Belongingness & Personal Identity” Component Classified as Primary or Secondary, as Areas of Strength or Action

	High ratings (mean rating > 3.5)	Low ratings (mean rating ≤ 3.5)
Primary	<p>How friendly or unfriendly is your campus? (4.1)</p> <p>How comfortable do you feel expressing your personal identity on your campus? (3.9)</p> <p>How inclusive or excluding is your campus? (3.9)</p> <p>How much do you think each of the following groups on campus treat you with dignity and respect: Other students on campus (3.9)</p> <p>Thinking about your campus, how satisfied are you with the academic programs that reflect your personal identity? (3.7)</p> <p>Thinking about your campus, how satisfied are you with the social and cultural activities that reflect your personal identity? (3.6)</p> <p>Overall, how socially isolated do you feel on your campus? (3.6)</p> <p>How cooperative is the environment on your campus? (3.6)</p>	<p>How much of a say do you feel you have about things that affect your academic success at this university? (3.3)</p> <p>If you experience unfair treatment, how confident are you that you can file a complaint or grievance without negative consequences? (3.3)</p>
Secondary		<p>As a student on this campus, how difficult is it for you to balance your student and family life? (3.2)</p>

Figures 9 to 16 shows the mean scores on the belongingness and personal identity component by various demographic variables. As earlier, and throughout the main report, if differences in mean ratings between categories of a demographic characteristic are statistically significant, it is indicated with an ‘*’ following the chart title, and with the p-value displayed in the lower-left of the chart.

Figure 9. Mean Scores on Belongingness and Personal Identity by Gender: Students*

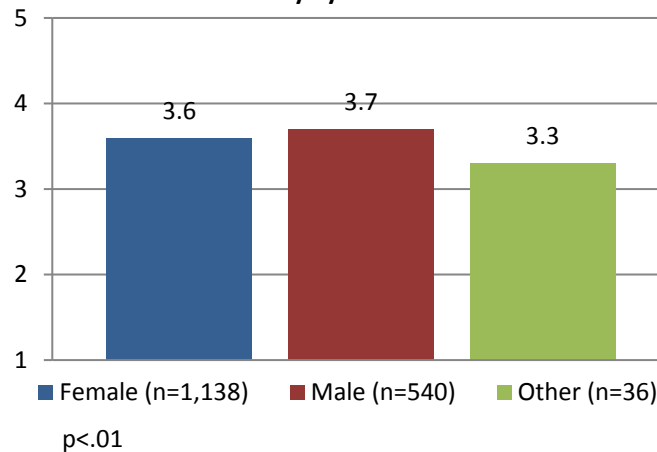


Figure 10. Mean Scores on Belongingness and Personal Identity by Race/Ethnicity: Students*

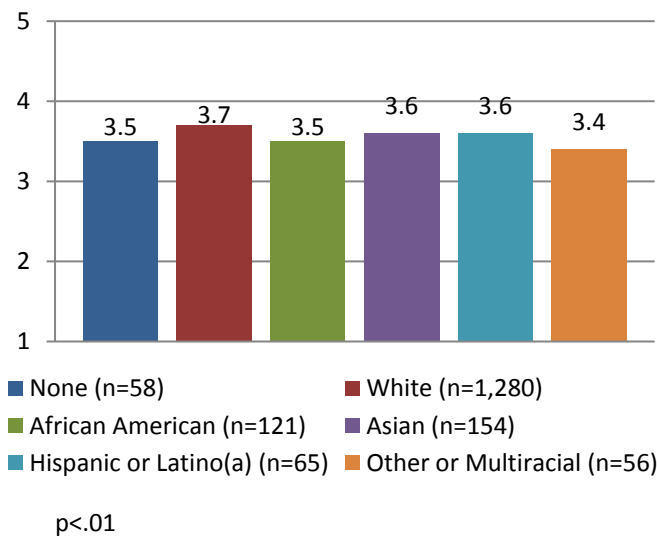
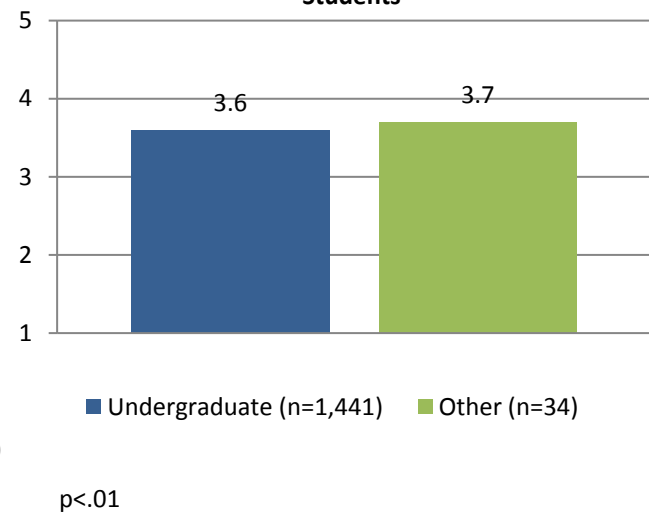


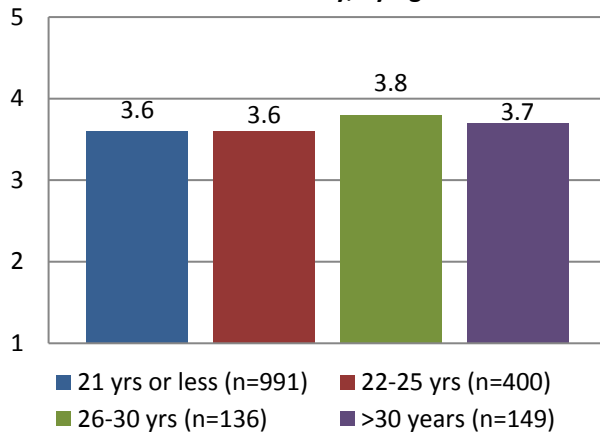
Figure 11. Mean Scores on Belongingness and Personal Identity, by Student Status: Students*



The mean rating on the “belongingness and personal identity” component varies significantly by all but one of the demographic variables presented in Figures 9 to 16. However, only few of these difference are substantive, i.e., different by .3 scale points or more, and these will be highlighted.

Mean ratings are lower among those in the “other or missing” gender category (3.3), as compared to males and females (3.7 and 3.6 respectively; see Figure 8). And, mean ratings are significantly lower for those in the “other or multiracial” category as compared to those who identify as “White” (Figure 9).

Figure 12. Mean Scores on Belongingness and Personal Identity, by Age: Students*



$p < .05$

Figure 13. Mean on Belongingness and Personal Identity by Semesters Enrolled at University: Students

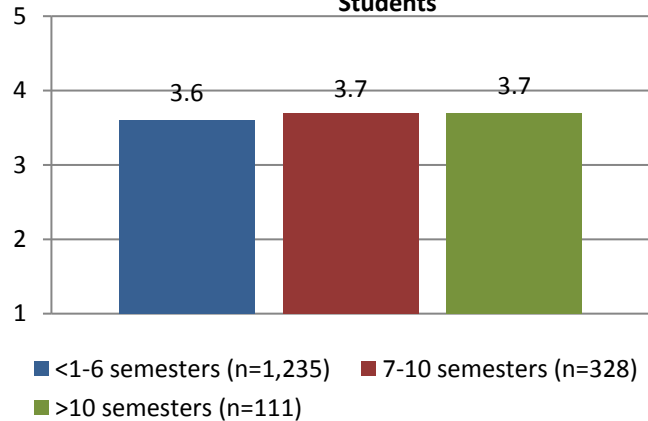
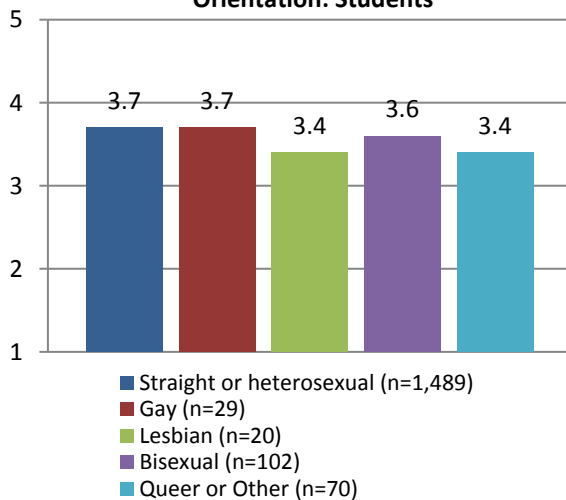
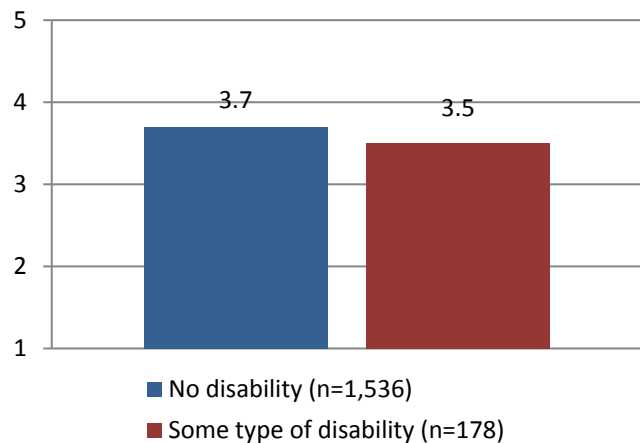


Figure 14. Mean Scores on Belongingness and Personal Identity, by Sexual Orientation: Students*



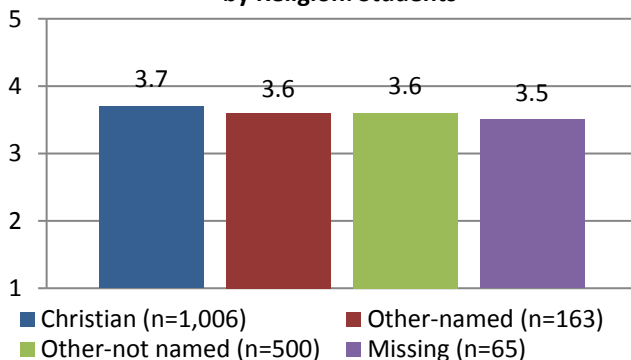
$p < .01$

Figure 15. Mean Scores on Belongingness and Personal Identity by Ability/Disability Status: Students*



$p < .01$

Figure 16. Mean Scores on Belongingness and Personal Identity, by Religion: Students*



$p < .05$

The mean rating is highest among the straight/heterosexual category (Figure 13). The difference in ratings on this component between this category and the "lesbian" and the "queer or other" categories is significant (Figure 14).

Additional questions not part of the component. Follow-up questions were asked of one item in this explanatory factor, in an attempt to better understand the reasons for the ratings respondents provided. As a follow up to the question asking about level of comfort with expressing personal identity, the 154 students (9%) who indicated that they were “Not very comfortable,” or “Not at all comfortable,” were asked about the reasons why they felt this way.

Table 8.1 shows the distribution of responses to this follow up question. Note that respondents could select as many reasons as applicable; therefore, the percentages in the table will sum to greater than 100%. Fear of negative consequences, harassment, or discrimination is the reason endorsed by the highest percentage (68.8%) among the 154 respondents.

Table 8.1. Reasons for feeling “Not very/Not at all comfortable” expressing personal identity in the workplace

	% selecting reason (n = 154)
Fear of negative consequences, harassment, or discrimination	68.8%
Fear of intimidation from a peer or peers	39.2%
Fear of intimidation from an instructor/professor/administrator	37.0%
Some other reason	18.2%

Diversity

This component has the second strongest relationship with overall climate, and the average rating of all individual items in this component is 3.9, which makes it an area of strength for Oakland University as it is a primary component on which the mean score is higher than 3.5.

Table 9 provides the priority performance grid for individual items within this component. Areas of strength and weakness are identified in the same way as for the overall component, and primary and secondary areas are identified based on factor loadings of .5 or greater versus those below .5.

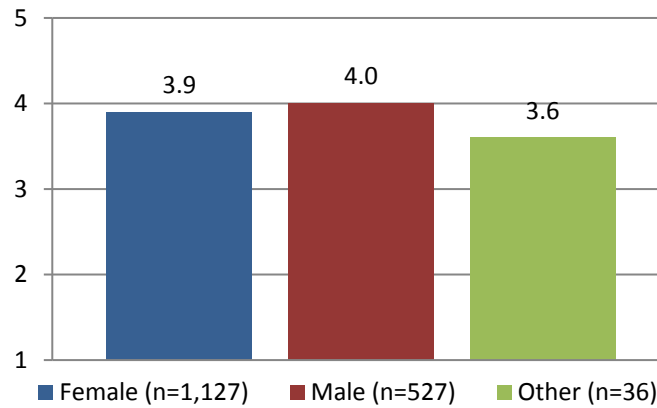
Table 9. Individual Items on “Diversity” Component Classified as Primary or Secondary, as Areas of Strength or Action

	High ratings (mean rating > 3.5)	Low ratings (mean rating ≤ 3.5)
Primary	<p>How much do you think each of the following groups on campus treat you with dignity and respect: Administrative support staff? (4.1)</p> <p>How satisfied are you with the diversity in Faculty? (4.0)</p> <p>How satisfied are you with the diversity in Staff? (4.0)</p> <p>How satisfied are you with the diversity in students? (3.8)</p> <p>How satisfied are you with the diversity in the Oakland student center? (3.8)</p> <p>How satisfied are you with the diversity in Classroom/Academic settings? (3.7)</p>	
Secondary	<p>As far as you know, how often are students from minority groups treated unfairly on this campus? (4.1)</p>	

Figures 17 to 24 show the mean scores on the “diversity” component by various demographic variables. As for the previous component, substantive differences of .3 scale points or higher will be highlighted.

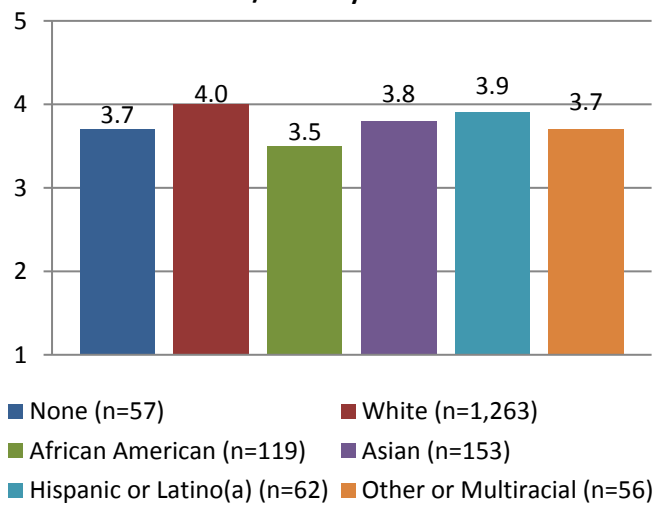
The mean rating on this component is significantly lower among those in the “other or missing” gender category (3.6) compared to males and females (4.0 and 3.9 respectively; see Figure 17).

Figure 17. Mean Scores on Diversity by Gender: Students*



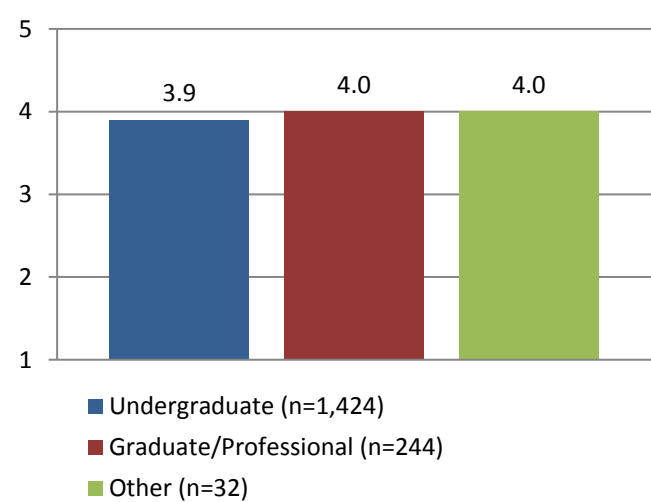
$p < .01$

Figure 18. Mean Scores on Diversity, by Race/Ethnicity: Students*



$p < .01$

Figure 19. Mean Scores on Diversity, by Student Status: Students



Scores on **diversity** are lower for those in the African American category as compared to those in the White, Asian, and Hispanic/Latino(a) categories of race/ethnicity (Figure 18).

Figure 20. Mean Scores on Diversity, by Age: Students

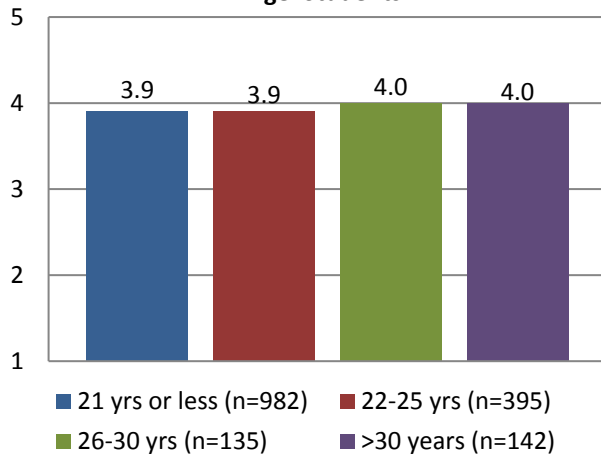


Figure 21. Mean Scores on Diversity, by Semesters Enrolled at University: Students

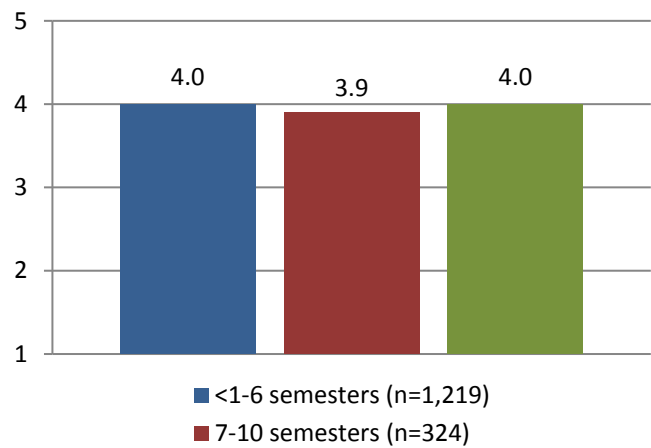
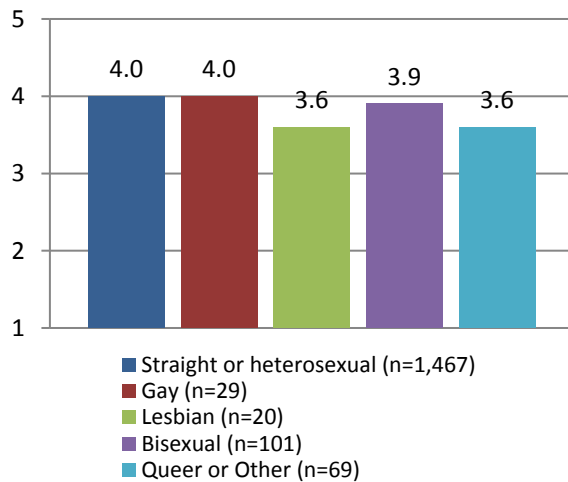
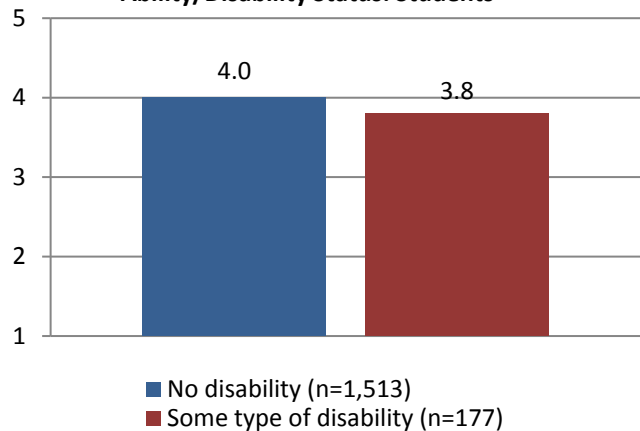


Figure 22. Mean Scores on Diversity, by Sexual Orientation: Students*



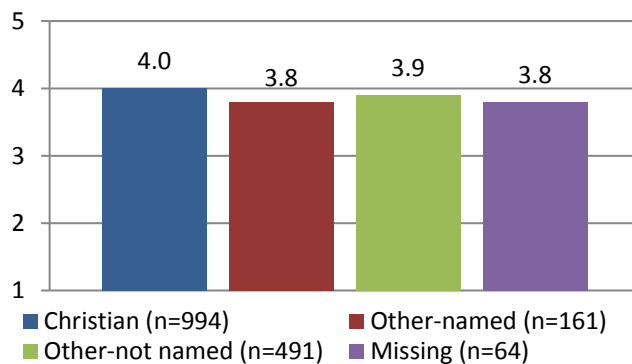
p<.01

Figure 23. Mean Scores on Diversity, by Ability/Disability Status: Students*



p<.05

Figure 24. Mean Scores on Diversity, by Religion: Students



The mean rating is lowest among the lesbian and queer or other sexual orientation categories as compared to other groups in this category (Figure 22).

Mean ratings on this component do not vary significantly by student status (Figure 19), age (Figure 20), by number of semesters enrolled at the university (Figure 21), or by religion (Figure 24).

Academic Support

This component has the third strongest relationship with overall climate. The average rating of all individual items in this component is 3.9, which makes it an area of strength for Oakland University. As the strength of the relationship is lower as compared to the first two components, it has been classified as a secondary area in terms of priority.

Table 10 provides the priority-performance grid for individual items within this component. Areas of strength and weakness, and primary and secondary areas are identified in the same way as for the previous two explanatory components.

Table 10. Individual Items on “Academic Support” Component Classified as Primary or Secondary, as Areas of Strength or Action

		High ratings (mean rating > 3.5)	Low ratings (mean rating ≤ 3.5)
Primary	How much do you think each of the following groups on campus treats you with dignity and respect: Faculty / instructors? (4.2)		
	How helpful are faculty members/instructors on your campus? (3.9)		
	How much do the faculty/instructors on this campus believe in your potential to succeed academically? (3.9)		
	How easy is it for you to meet with faculty members/instructors on your campus when you need to? (3.8)		
	How responsive are faculty/instructors on this campus when it comes to helping students resolve their academic problems? (3.8)		
	How much do the faculty/instructors on this campus value your contributions in class? (3.8)		
	How active are faculty/instructors on this campus in empowering you to learn? (3.7)		
Secondary			

Figure 25. Mean Scores on Academic Support, by Gender: Students

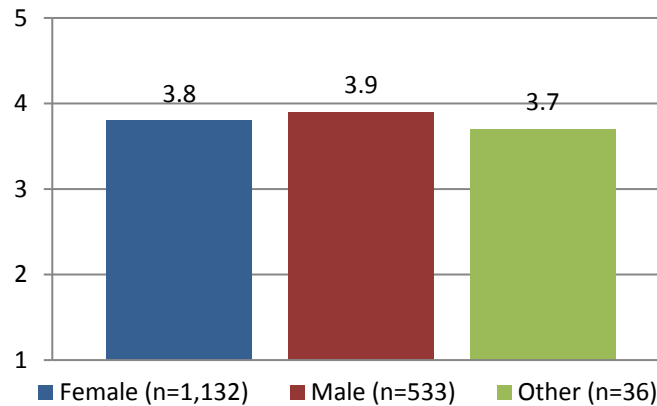


Figure 26. Mean Scores on Academic Support, by Race/Ethnicity: Students

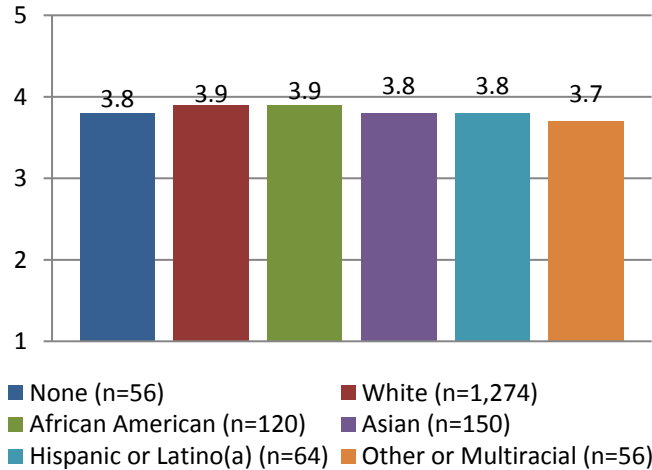
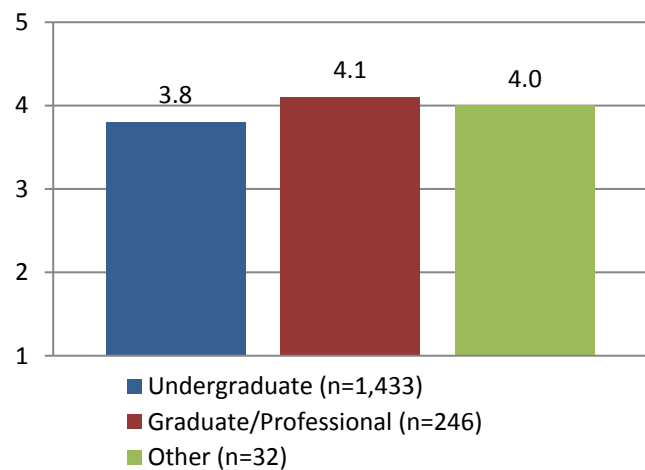


Figure 27. Mean Scores on Academic Support, by Student Status: Students*



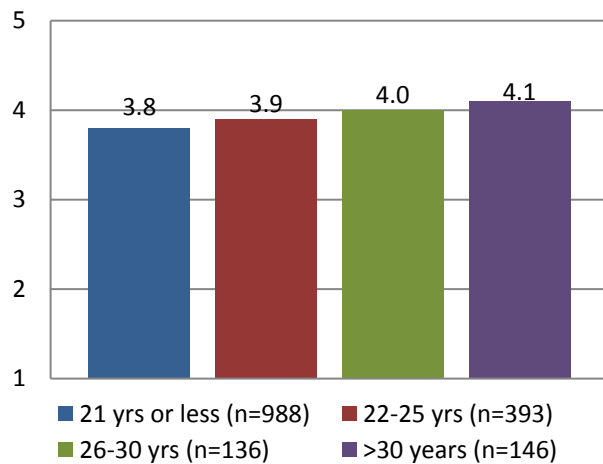
p<.01

Figures 25 to 32 shows the mean scores on the academic support component by various demographic variables.

The mean ratings on the “Academic support” component are not significantly different based on gender categories (Figure 21), or race/ethnicity categories (Figure 23).

The mean rating given by undergraduate students is 3.8, and is lower than that given by graduate/professional students—4.1—on this component (Figure 24).

Figure 28. Mean Scores on Academic Support, by Age: Students*



$p < .01$

Figure 29. Mean Scores on Academic Support, by Semesters Enrolled at University: Students

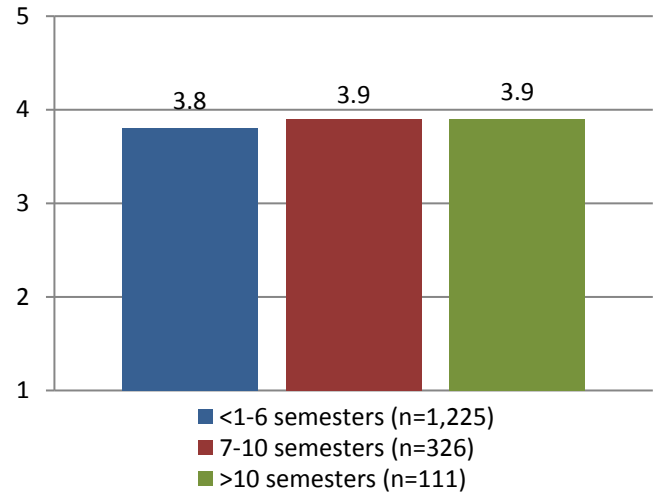
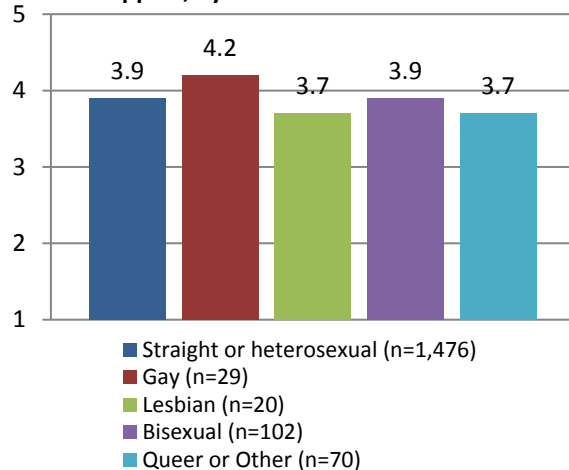


Figure 30. Mean Scores on Academic Support, by Sexual Orientation: Students*



$p < .01$

Figure 31. Mean Scores on Academic Support, by Ability/Disability Status: Students

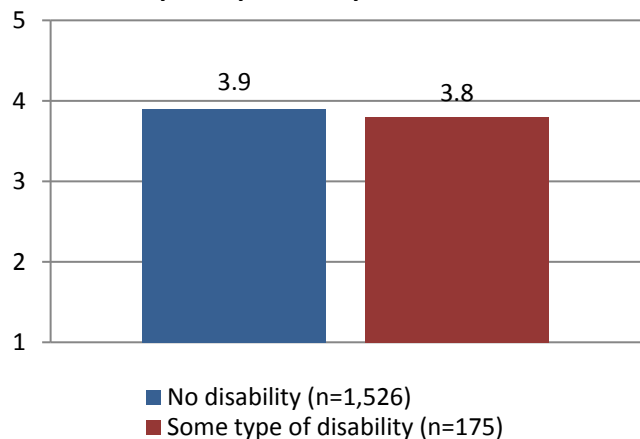
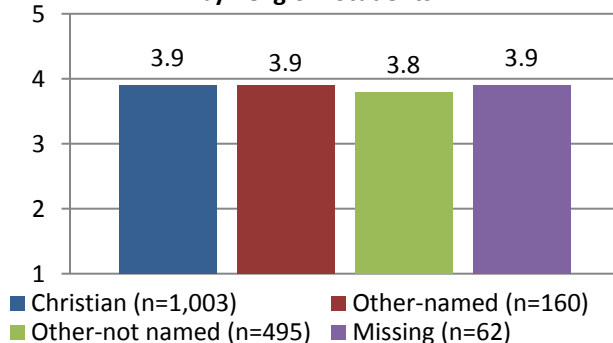


Figure 32. Mean Scores on Academic Support, by Religion: Students



Mean ratings on this component are significantly lower for the youngest age group (mean=3.8) as compared to students in the oldest age group, with a mean of 4.1 (Figure 28). Mean ratings are highest for those who identify as 'gay' (mean rating=4.2) and lower for those in the 'lesbian' and 'queer and other' categories (Figure 30).

Additional questions not part of the component.

Two other items on the questionnaire, which are not part of the component, provide additional related information. The majority of student respondents—

76.4%—indicated that there was someone at the university who gives them advice on academic issues and/or advocates for them. Further, 81.3% felt that it is *extremely* or *very important* to have someone like this (mean rating of 4.3 on a scale ranging from 1 = not at all important to 5 = extremely important).

Access to Services

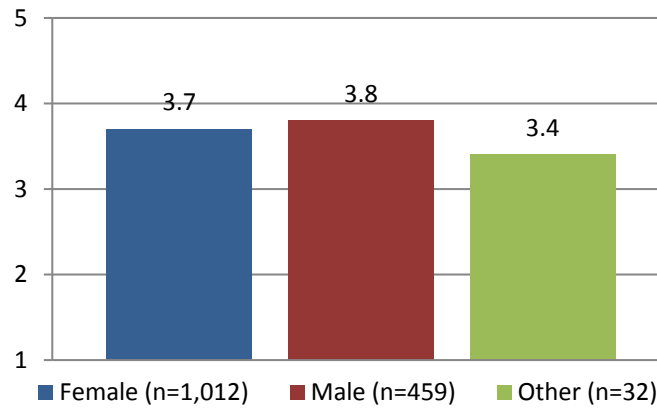
This is the final component with a significant relationship with overall climate; however, as the strength of the relationship is low as compared to the first two components, it has been classified as a secondary area in terms of priority. The average rating of all individual items in this component is 3.7, which makes it area of strength for Oakland University.

Table 11 provides the priority-performance grid for individual items within this component. Areas of strength and weakness are identified in the same way as for the overall component.

Table 11. Individual Items on “Access to Services” Component Classified as Primary or Secondary, as Areas of Strength or Action

		High ratings (mean rating > 3.5)	Low ratings (mean rating ≤ 3.5)
Primary		How easy is it for you to access computer equipment/technology on your campus? (4.2)	Overall, how easy is it for you to get access to financial aid services on campus you need to stay enrolled? (3.2)
		How much do you think each of the following groups on campus treat you with dignity and respect: Academic advising staff (4.2)	How easy is it for you to get something done when it involves multiple units or offices on campus having to work together? (3.0)
		How easy is it for you to access tutoring services on your campus? (3.9)	
		How easy is it for you to access academic advising on your campus? (3.8)	
		Overall, how well does your campus meet the needs of those with disabilities? (3.6)	
		How easy is it for you to access personal counseling services on your campus? (3.7)	
		How easy is it for you to access career/job search advising on your campus? (3.7)	
Secondary			

Figure 33. Mean Scores on Access to Services, by Gender: Students*



$p < .01$

Figure 34. Mean Scores on Access to Services, by Race/Ethnicity: Students

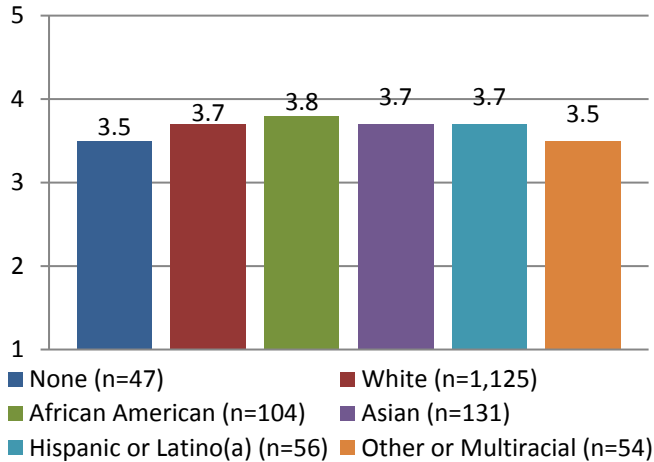
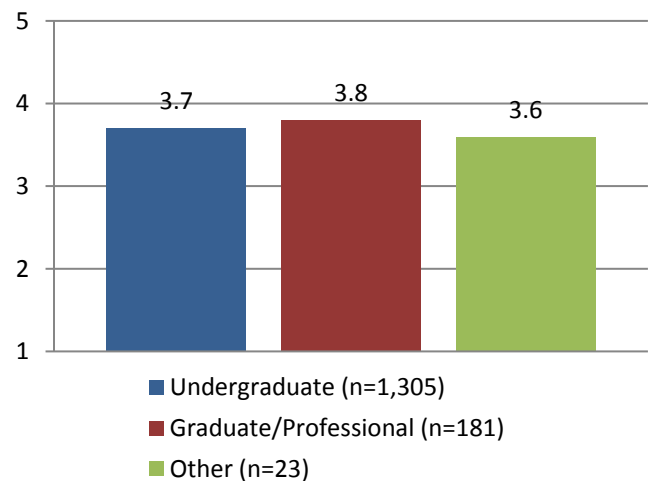


Figure 35. Mean Scores on Access to Services, by Student Status: Students



Figures 33 to 40 shows the mean scores on the access to services component by various demographic variables.

The mean rating on this component is significantly lower among those in the “other or missing” gender category (3.4), as compared to males and females (3.8 and 3.7, respectively; see Figure 33).

There are no significant differences in the mean rating by race/ethnicity (Figure 34) or by student status (Figure 35).

Figure 36. Mean Scores on Access to Services, by Age: Students

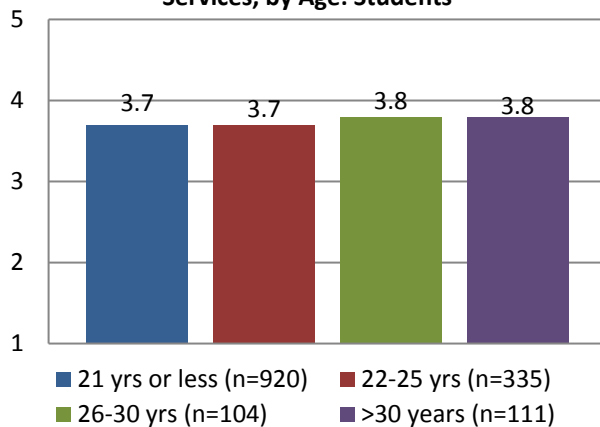


Figure 37. Mean Scores on Access to Services, by Semesters Enrolled at University: Students

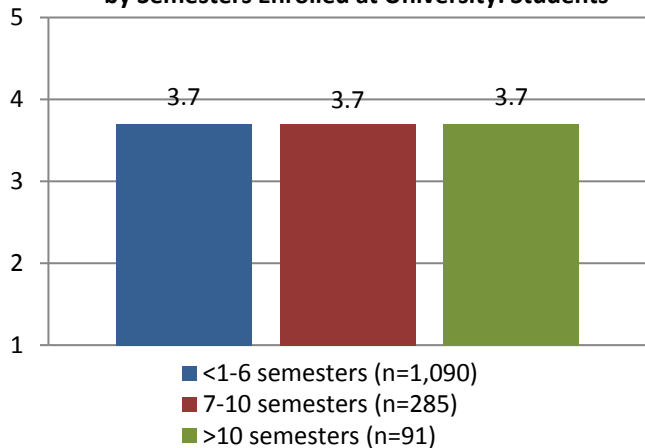
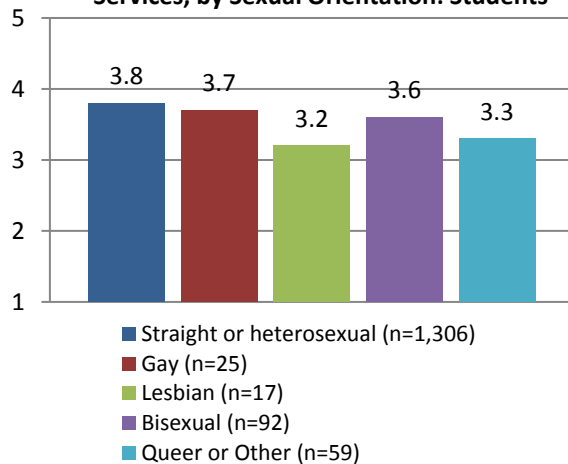
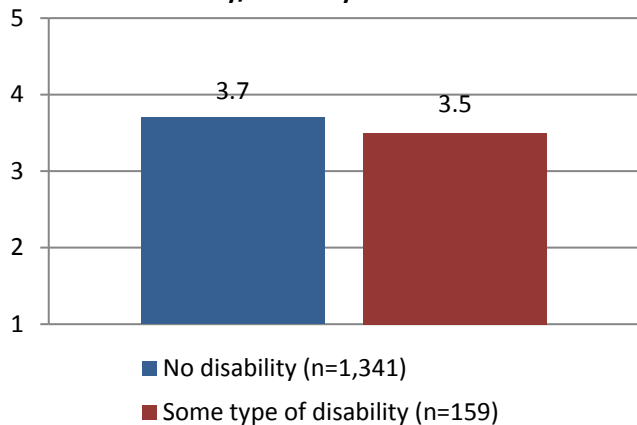


Figure 38. Mean Scores on Access to Services, by Sexual Orientation: Students*



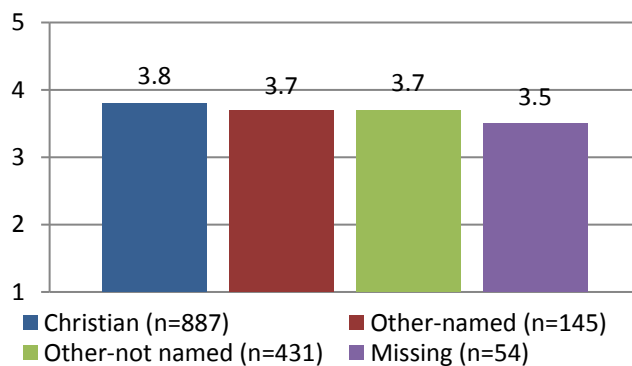
p<.01

Figure 39. Mean Scores on Access to Services, by Ability/Disability Status: Students*



p<.01

Figure 40. Mean Scores on Access to Services, by Religion: Students*



p<.01

Mean ratings on this component do not vary substantively by age (Figure 36) nor by number of semesters enrolled at the university (Figure 37).

The mean rating is highest among the straight/heterosexual category and lowest among those in the lesbian category (Figure 38). Finally, students who indicate that they have some disability who did not respond to the question about religion have a significantly lower mean rating on this component as compared to students who indicate they are Christian (Figure 40).

Comparison with Scores from 2013 Survey

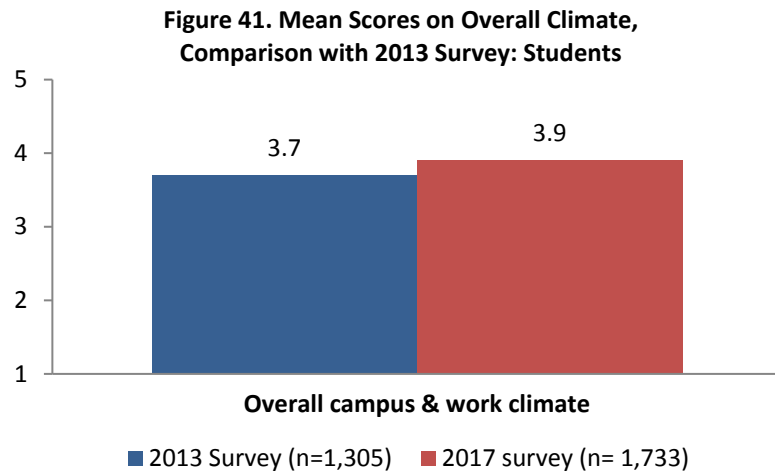


Figure 41 shows the change in overall climate ratings between the survey conducted in 2013 and now. As is evident, the overall climate ratings have gone up from 3.7 in 2013 to 3.9 in 2017. The difference between these ratings is significant at the $p < .01$ level.

Figure 42 shows the change in ratings of the overall explanatory components between the survey conducted in 2013 and now. Scores on all but one component have gone up slightly. Belongingness and Personal Identity, the strongest explanatory

component, is the only one for which scores have not increased in the 2017 survey as compared to the 2013 survey; scores on this component have remained unchanged.

Figure 42. Mean Scores on Significant Explanatory Components, by Year of Survey: Students

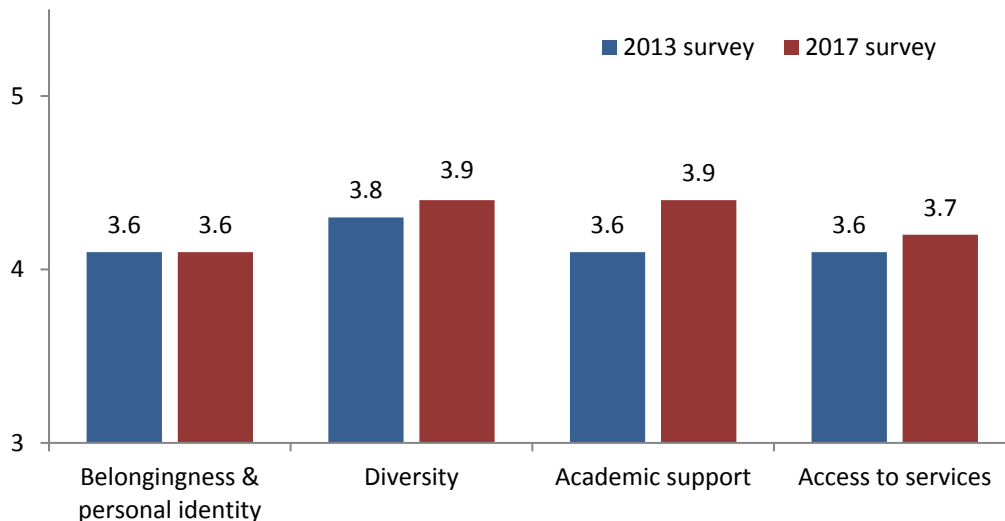


Table 12. Explanatory Components & Constituent Items: Comparison of Mean Ratings from 2013 and 2017 - Students

	2017		2013	
	Mean	n	Mean	n
BELONGINGNESS AND PERSONAL IDENTITY	3.6	1,734	3.6	1,306
How inclusive or excluding is your campus?	3.9	1,717	3.5	1,285
How much of a say do you feel you have about things that affect your academic success at this university?	3.4	1,727	3.0	1,301
How unfriendly or friendly is your campus?	4.1	1,724	3.8	1,306
Thinking about your campus, how satisfied are you with the social and cultural activities that reflect your personal identity?	3.6	1,463	3.3	1,050
How comfortable do you feel expressing your personal identity on your campus?	3.9	1,728	3.7	1,296
Thinking about your campus, how satisfied are you with the academic programs that reflect your personal identity?	3.7	1,608	3.5	1,218
If you experience unfair treatment, how confident are you that you can file a complaint or grievance without negative consequences?	3.3	1,728	3.1	1,297
How cooperative is the environment on your campus?	3.6	1,730	3.5	1,303
How much do you think each of the following groups on campus treat you with dignity and respect: Other students on campus	3.9	1,682	3.8	1,263
As a student on this campus, how difficult is it for you to balance your student and family life?	3.2	1,725	3.2	1,294
Overall, how socially isolated do you feel on your campus?	3.6	1,704	3.7	1,303
DIVERSITY	3.9	1,710	3.9	1,304
How well do you think each of the following groups on campus treat you? Administrative support staff	4.1	1,630	3.8	1,140
How satisfied are you with the diversity in Classroom/Academic settings	3.7	1,663	3.6	1,272
How satisfied are you with the diversity in the Oakland student center	3.8	1,570	3.7	1,170
How satisfied are you with the diversity in Faculty	4.0	1,669	NA	
How satisfied are you with the diversity in Staff	4.0	1,626	NA	
How satisfied are you with the diversity in Students	3.8	1,679	NA	
As far as you know, how often are students from minority groups treated unfairly on this campus?	4.1	1,725	4.2	1,297
ACADEMIC SUPPORT	3.9	1,720	3.7	1,304
How easy is it for you to meet with faculty members/instructors on your campus when you need to?	3.8	1,705	3.6	1,259
How responsive are faculty/instructors on this campus when it comes to helping students resolve their academic problems?	3.8	1,666	3.6	1,234
How well do you think each of the following groups on campus treat you? Faculty/instructors	4.2	1,712	4.0	1,293
How helpful are faculty members/instructors on your campus?	3.9	1,711	3.8	1,289
How much do the faculty/instructors on this campus value your contributions in class?	3.8	1,698	3.7	1,283
How active are faculty/instructors on this campus in empowering you to learn?	3.7	1,713	3.7	1,293
How much do the faculty/instructors on this campus believe in your potential to succeed academically?	3.9	1,678	3.9	1,249

Table 12. continued

	2017		2013	
	Mean	n	Mean	n
ACCESS TO SERVICES	3.7	1,517	3.6	1,303
How easy is it for you to access academic advising on your campus?	3.8	1,680	3.5	1,268
How easy is it for you to access career/job search advising on your campus?	3.7	1,422	3.4	1,014
How easy is it for you to get something done when it involves multiple units or offices on campus having to work together?	3.0	1,259	2.7	923
How much do you think each of the following groups on campus treats you with dignity and respect students:: Academic advising staff	4.2	1,665	3.9	1,206
How easy is it for you to access personal counseling services on your campus?	3.7	1,240	3.5	900
Overall, how easy is it for you to get access to financial aid services on campus you need to stay enrolled?	3.2	1,481	3.1	1,102
How easy is it for you to access computer equipment/technology on your campus?	4.2	1,660	4.1	1,251
How easy is it for you to access tutoring services on your campus?	3.9	1,424	3.8	979
Overall, how well does your campus meet the needs of those with disabilities?	3.6	1,405	3.7	994
PHYSICAL THREATS TO SELF	4.9	1,733	4.9	1,301
How often have you personally experienced: Threats of physical violence	4.9	1,729	4.9	1,297
How often have you personally experienced: Physical assaults or injuries	4.9	1,733	5.0	1,301
PHYSICAL THREATS TO OTHERS	4.6	1,733	N/A	
How often you have heard or seen these things happening to others on this campus: Threats of physical violence	4.6	1,733	4.7	1,300
How often you have heard or seen these things happening to others on this campus: Physical assaults or injuries	4.6	1,731	4.8	1,300
NEGATIVE COMMENTS	4.5	1,734	4.4	1,304
How often you have heard or seen these things happening to others on this campus: Offensive visual images	4.5	1,731	4.1	1,300
How often have you personally experienced: Offensive verbal comments	4.4	1,730	4.3	1,301
How often you have heard or seen these things happening to others on this campus: Offensive written comments	4.5	1,732	4.5	1,297
How often have you personally experienced: Offensive visual images	4.6	1,732	4.6	1,297
How often have you personally experienced: Offensive written comments	4.6	1,732	4.7	1,297

Summary of Results

In summary, these analyses derived an outcome variable termed “overall climate”—the mean rating on which is 3.9 (on a 5-point scale)—and sought to examine factors or aspects of the climate that influence the overall climate rating. To do so, seven explanatory components were identified based on the principal components analyses done for the 2013 study: Belongingness and Personal Identity; Diversity; Academic Support; Access to Services; Physical Threats to Self; Physical Threats to Others and Negative Comments. Of these explanatory variables, all but the last three (Physical Threats to Self, Physical Threats to Others and Negative Comments) significantly influence ratings on overall climate.

All four explanatory components significantly related to overall climate have a mean score greater than 3.5, making them all areas of strength for Oakland University

Ratings on *belongingness and personal identity* range from 3.5 to 4.0 across all demographic groups. The lowest ratings on this component can be seen among those in the “other or missing” gender category, those in the “other or multiracial” and “African American race/ethnicity categories, those in the “lesbian” and the “queer or other” sexual orientation categories, those with some type of disability, and those who did not respond to the question about religion.

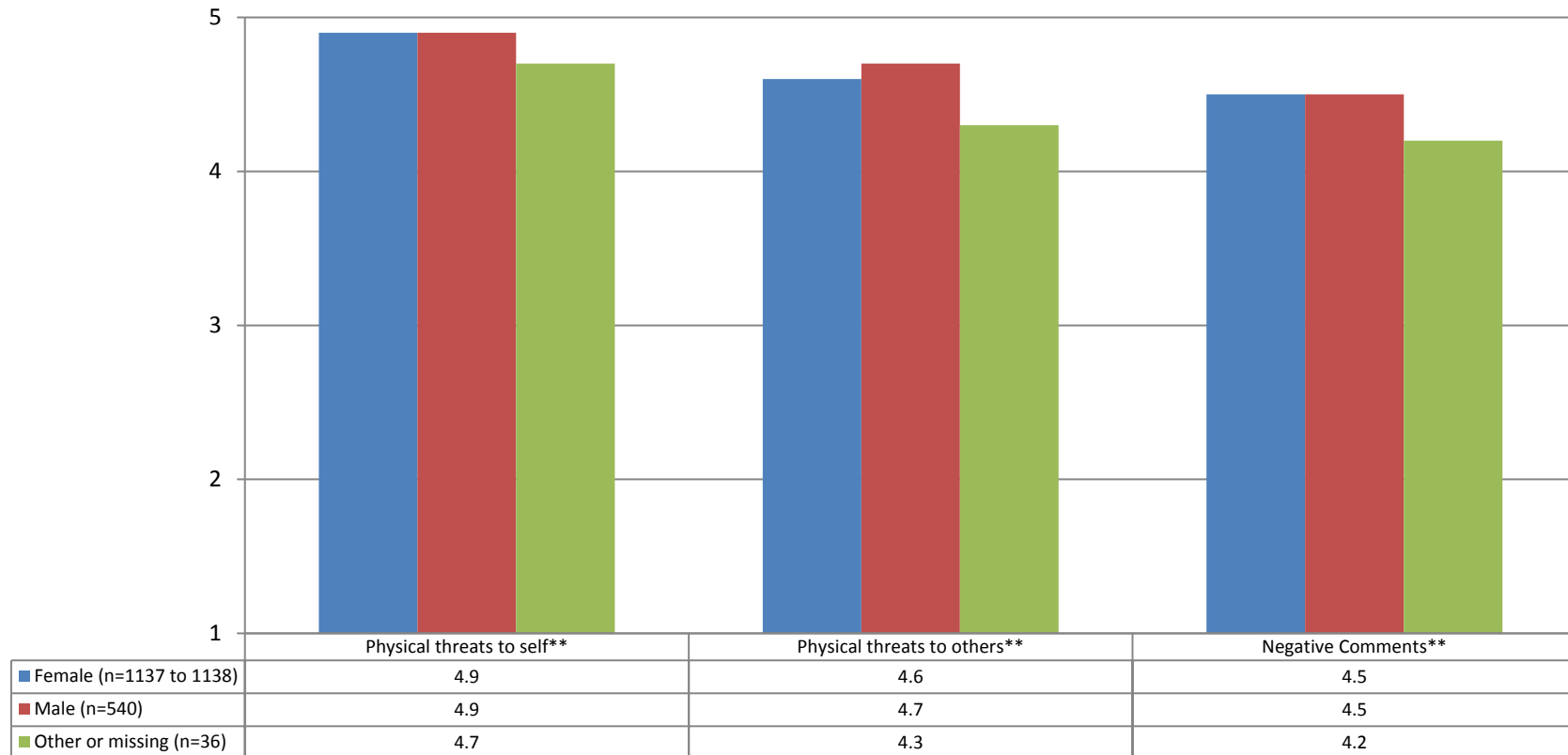
Ratings on diversity range from 3.0 to 3.6. Again, ratings are lowest among those in the “other or missing” gender category, those in the “African American race/ethnicity category, and those in the “lesbian” and the “queer or other” sexual orientation categories.

Appendix A

Mean Ratings by Demographics on Components not Significantly Related to Overall Climate

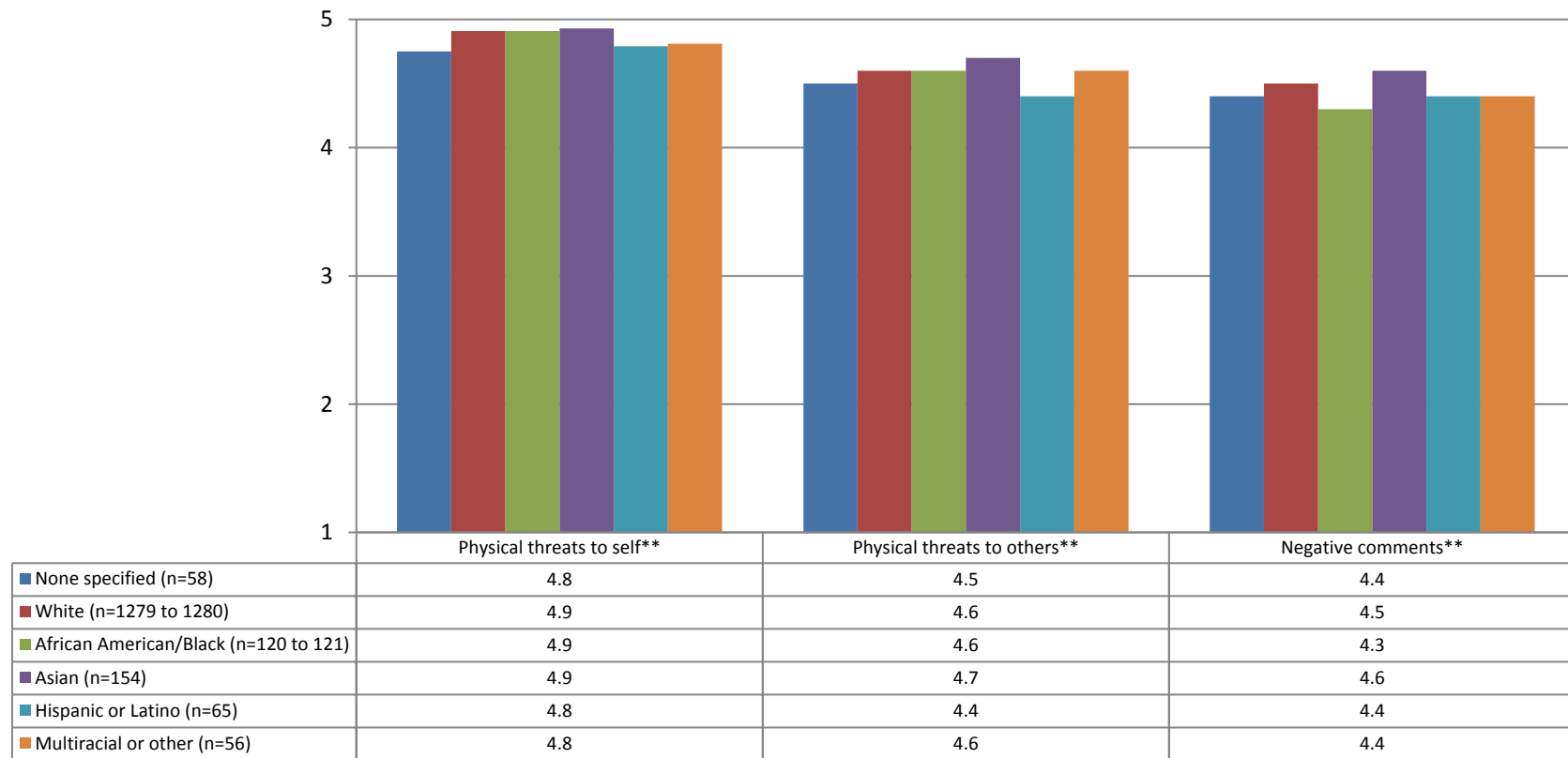
The figures on the following pages present the mean ratings on the three components which were not significantly related to overall climate: Physical threats to self, Physical threats to others, and Negative Comments.

**Figure A1. Mean Scores on Components Not Significantly Related to Overall Climate, by Gender:
Students**



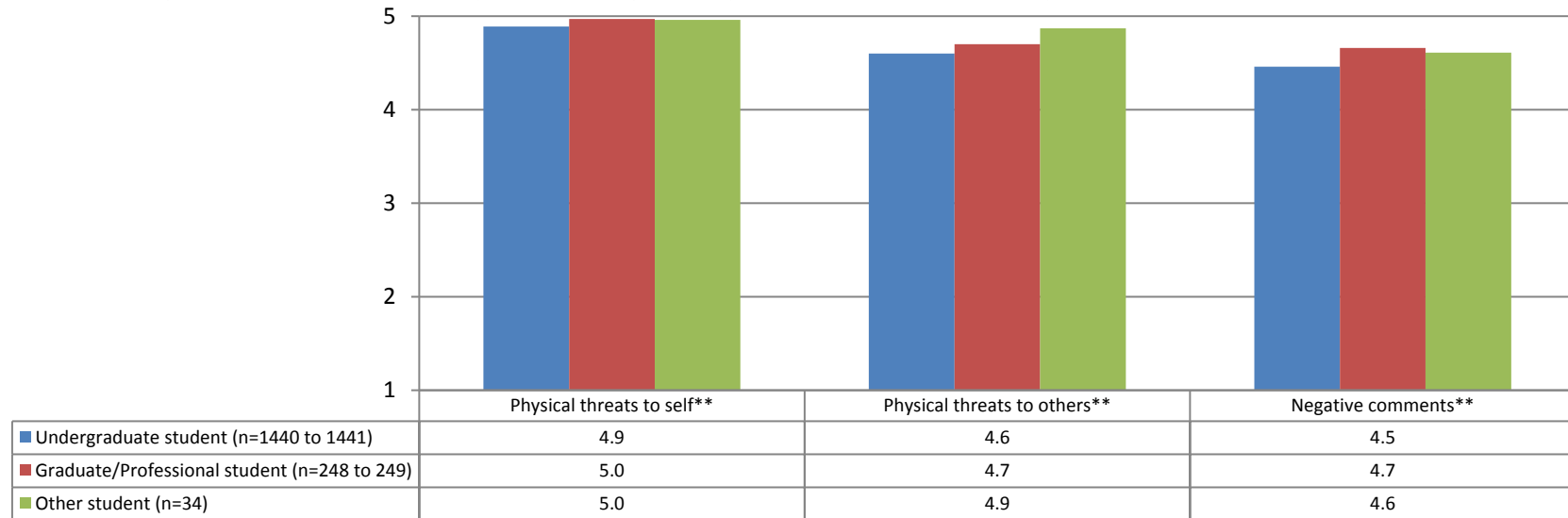
** Difference in means significant at the $p < .01$ level

**Figure A2. Mean Scores on Components Not Significantly Related to Overall Climate, by Race/Ethnicity:
Students**



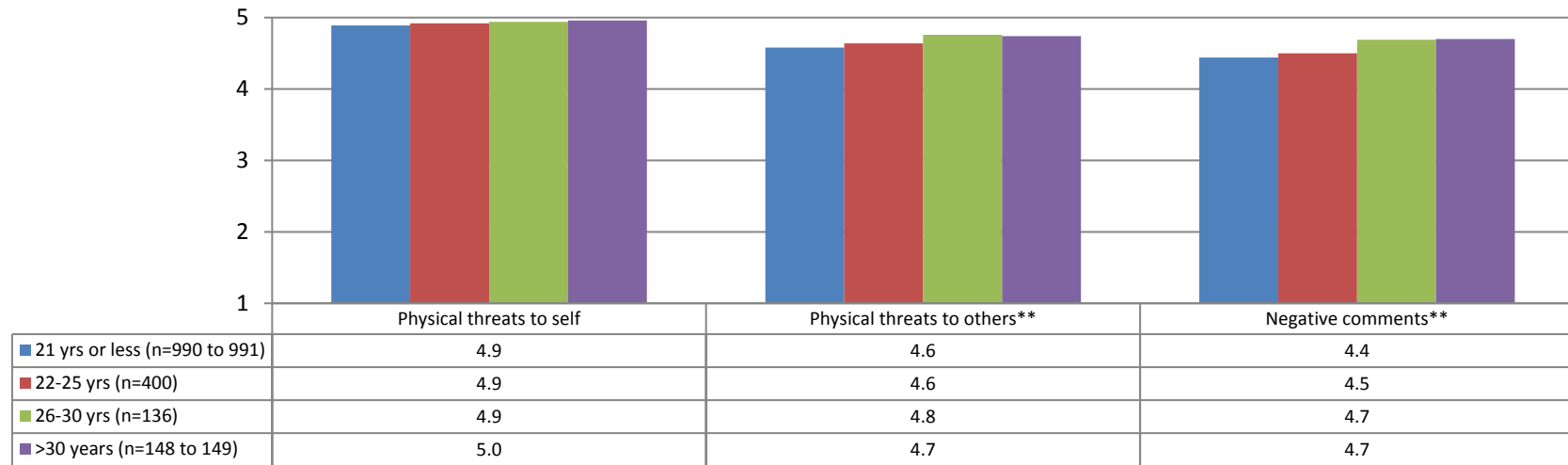
** Difference in means significant at the $p < .01$ level

Figure A3. Mean Scores on Components Not Significantly Related to Overall Climate, by Student Status: Students



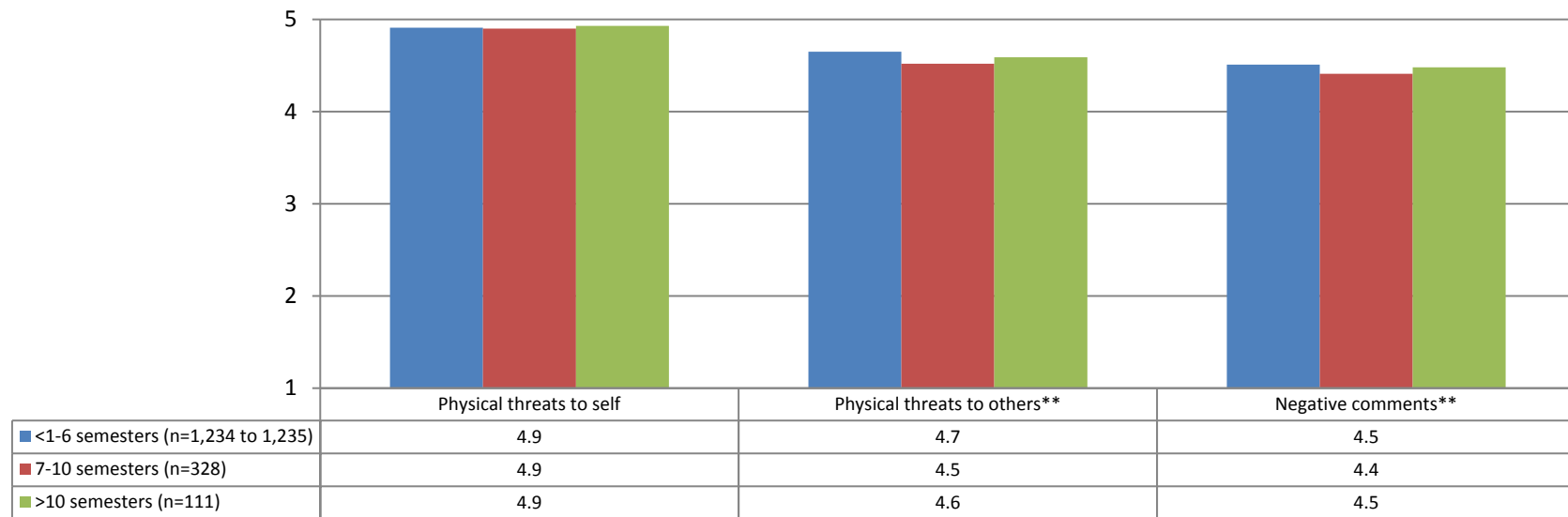
** Difference in means significant at the $p < .01$ level

Figure A4. Mean Scores on Components Not Significantly Related to Overall Climate, by Age:
Students



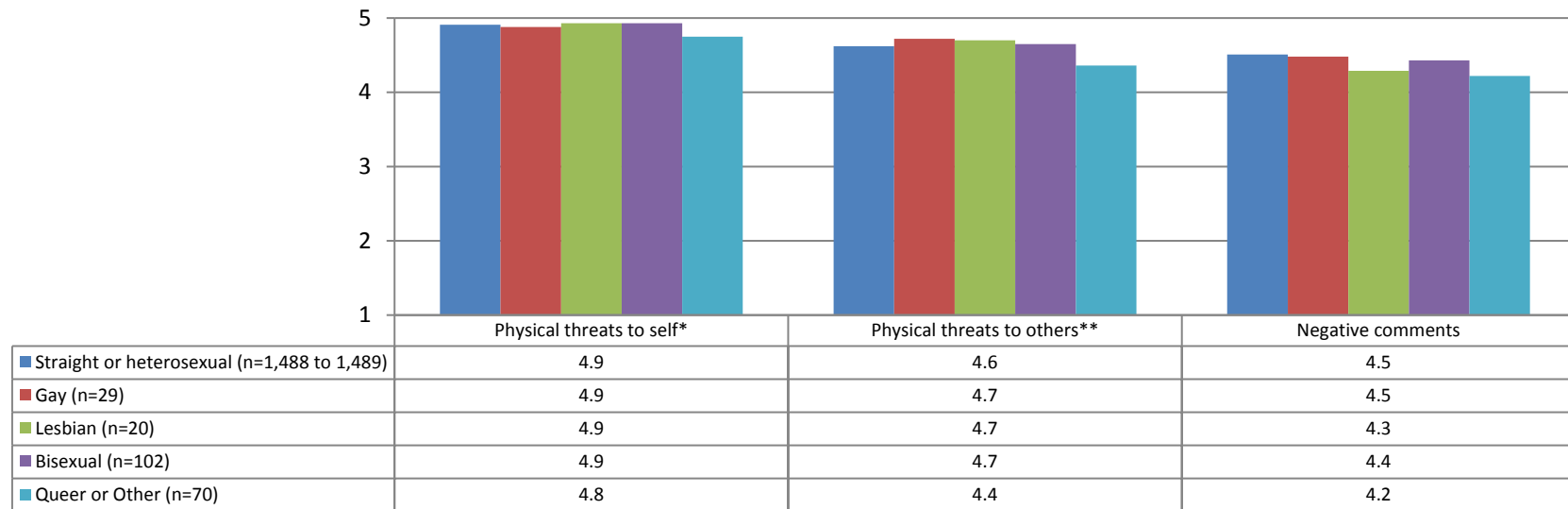
** Difference in means significant at the $p < .01$ level

**Figure A5. Mean Scores on Components Not Significantly Related to Overall Climate,
by Semesters Enrolled at University: Students**



** Difference in means significant at the $p < .01$ level

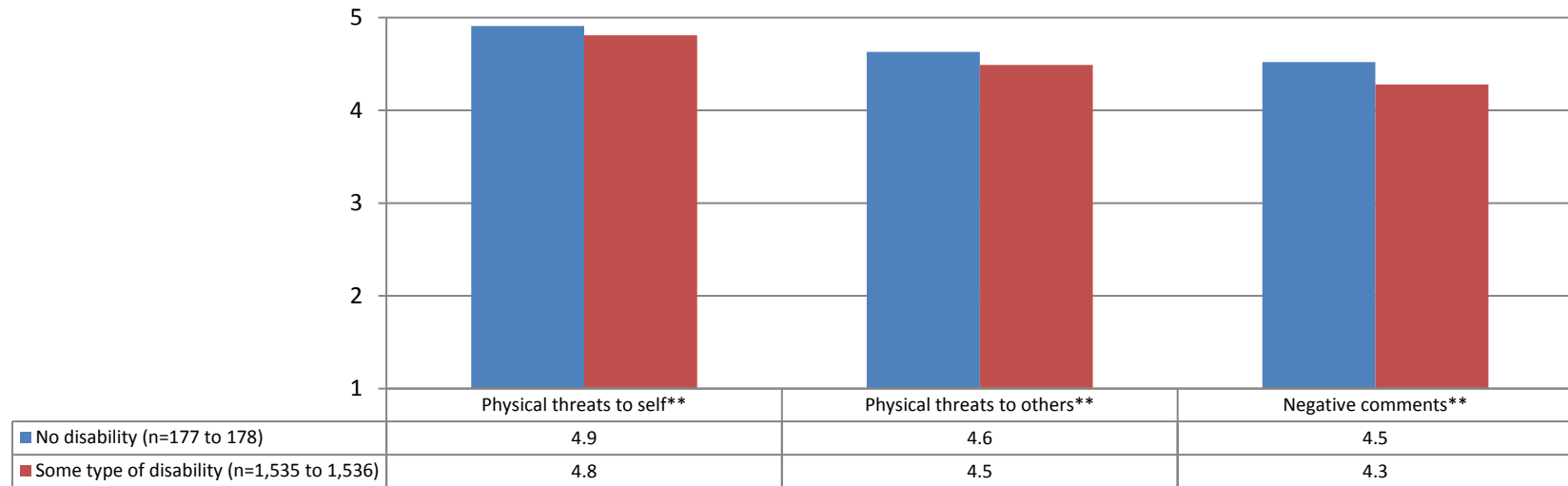
**Figure A6. Mean Scores on Components Not Significantly Related to Overall Climate, by Sexual Orientation:
Students**



* Difference in means significant at the $p < .05$ level

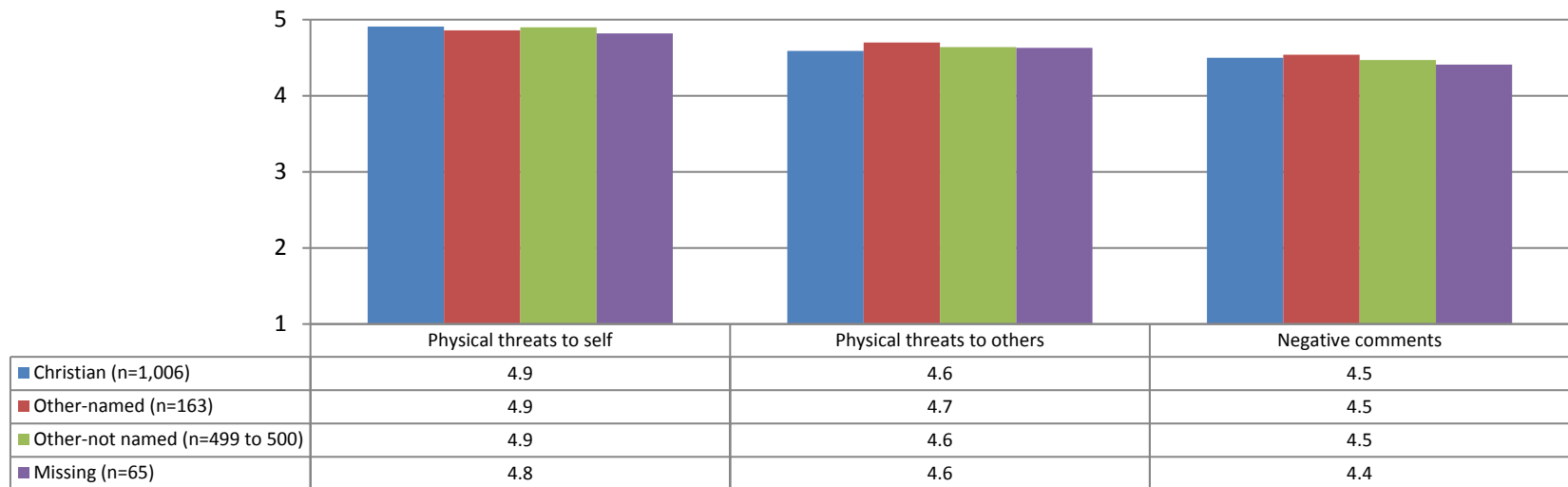
** Difference in means significant at the $p < .01$ level

Figure A7. Mean Scores on Components Not Significantly Related to Overall Climate, by Ability/Disability Status: Students



** Difference in means significant at the $p < .01$ level

**Figure A7. Mean Scores on Components Not Significantly Related to Overall Climate,
by Religion: Students**



Appendix B

Results for Additional Questions Asked

Respondents were asked if they had ever felt like they had been treated unfairly, by faculty, by staff, and by other students. Table B1 below summarizes the responses to these three questions.

Table B1. Ever felt treated unfairly by...

	Felt	Never felt
Faculty (n=1,729)	22.1%	77.7%
Staff (n=1,729)	15.7%	84.3%
Other student (n=1,733)	25.0%	75.0%

As a follow-up to each question asking about whether they had ever felt they had received unfair treatment from a group, respondents who indicated that they felt this way were asked about factors to which they would attribute such treatment. Table B2 presents the percentage of respondents selecting various factors to which they would attribute any unfair treatment they might have experienced.

Table B2. Factors to Which Respondents Attribute “Not At All” or “Not Very” Fair Treatment from Faculty, Staff, or Other Students

	<u>Group from which unfair treatment was received</u>		
	Faculty	Staff	Other Students
n =	372	262	427
	<u>% of Respondents Attributing Unfair Treatment to Factor</u>		
Ability/disability status	10.5%	10.3%	8.4%
Age	23.4%	34.0%	17.6%
Citizenship status	1.9%	1.9%	6.1%
Gender identity/gender expression	11.6%	7.3%	9.8%
Height	3.5%	2.7%	8.4%
Marital or family status	5.1%	3.8%	4.0%
National origin	10.5%	6.1%	8.9%
Political beliefs	23.1%	15.3%	34.0%
Race/ethnicity	23.7%	30.5%	37.9%
Religious/spiritual beliefs	15.3%	13.0%	24.8%
Sex	18.8%	18.3%	22.7%
Sexual orientation	4.0%	4.2%	11.2%
Socioeconomic status	12.4%	14.5%	15.0%
Veteran status	1.1%	0.4%	0.9%
Weight	8.1%	6.1%	13.6%
Some other factor	26.1%	23.7%	15.5%

There were two other items on the questionnaire, not presented in the main body of the report, but which provide additional information about the issue of unfair treatment. When asked, “As far as you know, are there units or offices in place to help students if they are treated unfairly, or are there no such units or offices?” 76.5% (n=1,323) respondents indicated that there were such units or office and 23.5% (n=406) indicated that there were no such units or offices.

The 1,323 respondents who knew of such units or offices were asked, “How effective are these units or offices in addressing issues of treatment that are not fair and equitable?” The majority (61.7%) indicated that they did not have enough information to say. Of the remaining 506 respondents, 53.1% selected *extremely* or *very effective*, 9.9% selected *not at all* or *not very effective* (mean rating of 3.6, on a scale ranging from 1=not at all effective to 5=extremely effective).

As follow ups to the items asking about personal experiences of offensive verbal comments, offensive written comments, offensive verbal comments, threats of physical violence, and or physical assaults or injuries, respondents who selected “Moderately often,” “Very often,” or “Extremely often,” to one or more of these were asked about the source of the treatment and their reactions to the treatment. As these are both ‘select all that apply’ items, responses will sum to greater than 100%. As Table B3 shows, other students were selected most often as the sources of such experiences. HR facilitators were selected least often.

Further, as Table B4 indicates, the most common respondent reactions to experiencing offensive comments and/or threats of or actual physical violence is to do nothing. Thirty-seven percent indicated that they did nothing because they are used to such treatment, 36.8% did not know what to do, and 22% indicated that they did nothing, that is, they did not complain, because they feared that their complaint would not be taken seriously.

Table B3. Sources of personal experiences of offensive comments and/or physical violence

	% selecting (n = 283)
Student	50.2%
Faculty member	17.3%
Staff member	11.7%
Other	8.8%
Oakland University Police	4.6%
Supervisor	2.1%
HR facilitator	1.4%
Don’t know (unidentified individual)	15.2%
Prefer not to answer	13.8%

Table B4. Reaction to personal experiences of offensive comments and/or physical violence

	% selecting (n = 277)
I am used to it, so I did nothing	37.2%
I didn’t know what to do	36.8%
I didn’t report it for fear that my complaint would not be taken seriously	22.0%
I did report it but I did not feel the complaint was taken seriously	13.0%
I did report and the situation was taken seriously	6.5%
I contacted Oakland University police	3.2%
I contacted a local law enforcement official, NOT Oakland University police	1.1%
I told someone in HR/union representative	0.7%
Other	14.1%

Appendix C

Text of E-mail Invitations and Reminders

2017 Oakland University Climate Survey: Students

Initial Email Invitation

Subject: I Belong at OU - 2017 OU Climate Survey

From: Survey Research Laboratory (Reply To: sanand@illinois.edu)

Dear [contact("first name")] [contact("last name")],

On behalf of President George W. Hynd, you are invited to participate in the 2017 Oakland University Climate Survey.

Yesterday, you received an email from President Hynd encouraging you to help shape the future of belonging and inclusion at OU by participating in this study. Now is your chance. The survey will measure perceptions of University climate including inclusiveness, diversity, friendliness, cooperation, professionalism, recognition, respect, accessibility, support and opportunities for career advancement and academic success here on campus.

To protect the confidentiality and anonymity of your responses, the Survey Research Laboratory (SRL) of the University of Illinois at Chicago has been selected to administer the survey. Sowmya Anand and Linda Owens of the SRL (IRB Protocol # 17196) are the surveyors. Should you have questions, please feel free to contact Sowmya Anand at (217) 333-2219 or sanand@illinois.edu.

If you have any questions about your rights as a participant in this study, please view the Consent Information Sheet, which will be on the first screen you see after you click on the survey link.

[Click here for your customized survey link](#) and to start the survey. This link is unique to you, so please do not share it with anyone else.

Thank you in advance for your contribution to this important initiative. The deadline for completing the survey is March 24.

Sincerely,
Sowmya Anand
Linda Owens
Survey Research Laboratory, UIC

2017 Oakland University Climate Survey: Students

Reminder #1

Subject: Reminder: I Belong at OU - 2017 OU Climate Survey

From: Survey Research Laboratory (Reply To: sanand@illinois.edu)

Dear [contact("first name")] [contact("last name")],

Last week, you would have received an email inviting you to take part in the 2017 Oakland University Climate Survey. *Please take this opportunity to lend your voice to this initiative.* Your responses are very important and can help shape the future of belonging and inclusion at OU.

If you have any questions about your rights as a participant in this study, please view the Consent Information Sheet.

[Click here to start or resume the survey.](#) This link is unique to you, so please do not share it with anyone else.

Thank you in advance for your contribution to this important initiative. The deadline for completing the survey is March 24.

Sincerely,
Sowmya Anand
Linda Owens
Survey Research Laboratory, UIC

2017 Oakland University Climate Survey: Students

Reminder #2

Subject: 2017 OU Climate Survey: Please help by giving your feedback

From: Survey Research Laboratory (Reply To: sanand@illinois.edu)

Dear [contact("first name")] [contact("last name")],

Last week, you would have received an email inviting you to take part in the 2017 Oakland University Climate Survey. *Please take this opportunity to lend your voice to this initiative.* Your responses are very important and can help shape the future of belonging and inclusion at OU.

If you have any questions about your rights as a participant in this study, please view the Consent Information Sheet.

[Click here for your customized survey link](#) and to start or resume the survey. This link is unique to you, so please do not share it with anyone else.

Thank you in advance for your contribution to this important initiative. The deadline for completing the survey is March 24.

Sincerely,
Sowmya Anand
Linda Owens
Survey Research Laboratory, UIC

2017 Oakland University Climate Survey: Students

Reminder #3

Subject: 2017 OU Climate Survey: Last chance to give your feedback

From: Survey Research Laboratory (Reply To: sanand@illinois.edu)

Dear [contact("first name")] [contact("last name")],

Please take this opportunity to lend your voice to the 2017 OU Climate Survey initiative. Your responses are very important and can help shape the future of belonging and inclusion at OU. *The survey will be closed to responses by the end of the day tomorrow, March 24.*

If you have any questions about your rights as a participant in this study, please view the Consent Information Sheet.

[Click here for your customized survey link](#) and to start or resume the survey. This link is unique to you, so please do not share it with anyone else.

Thank you in advance for your contribution to this important initiative. The deadline for completing the survey is March 24.

Sincerely,
Sowmya Anand
Linda Owens
Survey Research Laboratory, UIC

Appendix D

Student Questionnaire



2017 Climate Survey

Welcome to the 2017 Oakland University Climate Survey!

The Survey Research Laboratory (SRL) of the University of Illinois at Chicago is conducting a study on behalf of President George W. Hynd and Oakland University to assess the climate at Oakland University (University of Illinois IRB#17196). The purpose of this Information Sheet is to let you know more about the study so you can decide whether to volunteer for the study or not.

Why is this study being done? The purpose of this research study is to assess workplace and educational climate for students, faculty and staff. The study will measure perceptions of climate including inclusiveness, friendliness, cooperation, support, and opportunities for career advancement and academic success. All Oakland University students, faculty and staff, 18 years of age or older, are being asked to participate.

Who is sponsoring this study?

Oakland University is funding the study and SRL is responsible for its implementation.

Where is this study being done?

The study will be conducted on-line to all Oakland University students, faculty and staff.

How long will it take to answer the on-line questionnaire?

You should allow approximately 20 minutes for the survey.

What are the risk of participating in this study?

This study carries only minimal risk to participants. The potential risk is owing to negative psychological reactions to any aspect of the study, including the questions being asked, such as about any threats you or others might have experienced. If you experience any negative psychological reaction you are strongly encouraged to contact the Graham Health Center at (248) 370-2341 and/or the Counseling Center in the School of Education and Human Services at (248) 370- 2633.

Are there any known benefits from taking part in this study?

While there are no direct benefits to you personally for participating in the study, your input will be very valuable in helping understand the current campus and work/educational climate at Oakland University and in helping to develop action plans to address issues of concern, which will benefit the University population at large.

Are there any incentives for taking part in this study?

All those who complete the survey will be entered into a drawing for the following: (1) Reserved Parking Spot for one of the Summer semesters: 3 names will be drawn, one each from the student, staff, and faculty groups. (2) Campus Recreation Fitness Passes - 3 Unlimited FitPasses \$50 value and 3 Rec Center

Guest Passes \$8 value each to be drawn from student, staff and faculty groups. (3) Food Credit from Chartwells valued at \$25 each: 3 names will be drawn from faculty and staff groups, and 3 names from the students group. (4) Gift Card from Barnes and Noble valued at \$25 each: 3 names will be drawn from faculty and staff groups, and 3 names from the students group. Only one incentive will be awarded to a person. SRL will be responsible for drawing the names at the end of the data collection period.

What are my rights if I participate in this study?

Your decision to participate in this study is voluntary. You may choose to leave the study at any time, or refuse to answer any questions that may be asked during the study. You will not lose any benefits to which you are otherwise entitled and your decision will not affect your present or future relationship with Oakland University. If you are a student or employee at Oakland University, your decision about participation will not affect your grades or employment status.

How will the results of the study be disseminated?

SRL will prepare three formal reports of study results, one each for faculty, staff and students. Reports will be made available on the Oakland University website in Winter 2017.

What will be done to keep my information confidential?

To protect the confidentiality of your responses SRL is administering this survey and will not disclose your survey information to anyone, and when this research is discussed no one will know that you were in the study. If, however, it is required by law or by the University of Illinois ("university") policy, information may be shared with certain university members, e.g., the Institutional Review Board (IRB) and the Office for the Protection of Research Subjects (OPRS).

SRL will not provide the raw data to Oakland University, but only provide a report in which data are aggregated. The report will never present responses broken out by more than one demographic variable. For example, the report will not analyze responses for staff by gender within race/ethnicity, or for students by gender within student status.

What if I have questions about the study?

For questions about the study you may contact the SRL project coordinator, Dr. Sowmya Anand, at (217)333-2219, sanand@illinois.edu.

If you have any questions about your rights as a participant in this study or any concerns or complaints, you may contact the University of Illinois Institutional Review Board at 217-333-2670 or via email at irb@illinois.edu.

Click the *print* button on the browser if you would like to print this document for your records. If you are 18 years or older, have read and understood this document and voluntarily consent to participate, please click on *next page* below to begin the survey.

-----NEXT SCREEN-----

Some notes on navigating the survey . . .

- This questionnaire is intended for faculty and staff at Oakland University.
- Questions will be presented to you on each screen.
- After you have answered all the questions on a screen, click "Next Page" to save your answers and move to the next screen.
- If you would like to return to a previous screen, click "Previous Page."
- If you change any of your previous answers on a screen, remember to click "Next Page" before proceeding to the next screen.
- If you need to exit the survey before completing, simply close your browser. The next time you click the survey link in the email invitation, you will see that your previous responses have been saved. You can change your previous responses and/or continue from where you left off.
- When you reach the end of the questionnaire, please click the "Submit" button so that your responses can be saved in the database.
- The survey login is unique to you; please do not forward it or share it with anyone else.

-----NEXT SCREEN-----

"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](#)², friendliness, cooperation, professionalism, recognition, respect, accessibility, support and opportunities for advancement.

**Move your cursor over the terms to see a definition.*

Overall, how would you rate the climate on the campus where you are primarily located?

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

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

-----NEXT SCREEN-----

² 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."

Overall, how socially isolated do you feel on your campus?

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

-----NEXT SCREEN-----

How friendly or unfriendly is your campus?

- ☐ Extremely friendly
- ☐ Somewhat friendly
- ☐ Neither friendly nor unfriendly
- ☐ Somewhat unfriendly
- ☐ Extremely unfriendly

-----NEXT SCREEN-----

How excluding or inclusive is your campus?

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

-----NEXT SCREEN-----

How cooperative is the environment on your campus?

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

-----NEXT SCREEN-----

Overall, how satisfied are you with the [diversity](#)³ in each of the following settings on your campus?

*Move your cursor over the term to see a definition.

How satisfied are you with the [diversity](#)* in ...

Classroom/Academic settings

Extremely satisfied	Very satisfied	Moderately satisfied	Not very satisfied	Not at all satisfied	Not enough information to say
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Dorms/University housing/Residential areas

Extremely satisfied	Very satisfied	Moderately satisfied	Not very satisfied	Not at all satisfied	Not enough information to say
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

-----NEXT SCREEN-----

How satisfied are you with the [diversity](#)* in ...

Extracurricular student groups and activities

Extremely satisfied	Very satisfied	Moderately satisfied	Not very satisfied	Not at all satisfied	Not enough information to say
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

the Oakland student center

Extremely satisfied	Very satisfied	Moderately satisfied	Not very satisfied	Not at all satisfied	Not enough information to say
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Recreational areas such as the rec center

Extremely satisfied	Very satisfied	Moderately satisfied	Not very satisfied	Not at all satisfied	Not enough information to say
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

-----NEXT SCREEN-----

³ 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.”

How much do each of the following groups on this campus respect [diversity*](#)?

*Move your cursor over the term to see a definition.

Faculty

A great deal	A lot	To some extent	A little	Not at all	Not enough information to say
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Staff

A great deal	A lot	To some extent	A little	Not at all	Not enough information to say
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Students

A great deal	A lot	To some extent	A little	Not at all	Not enough information to say
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

-----NEXT SCREEN-----

How important is it to you that your campus be committed to building a diverse student body?

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

-----NEXT SCREEN-----

How comfortable do you feel expressing your personal identity on your campus?

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

-----NEXT SCREEN-----

Show when: "How comfortable do you feel expressing your personal identity on your campus?" is one of the following answers ("Not very comfortable," OR "Not at all comfortable")

For which of the following reasons do you feel [question("value"), id="14"] expressing your personal identity on your campus? *Select all that apply.*

- ☐ Fear of intimidation from a peer or peers
- ☐ Fear of intimidation from an instructor/professor/administrator
- ☐ Fear of negative consequences, harassment, or discrimination
- ☐ Some other reason—Please Specify:

-----NEXT SCREEN-----

Thinking about your campus, how satisfied are you with the social and cultural activities that reflect your personal identity?

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

-----NEXT SCREEN-----

Thinking about your campus, how satisfied are you with the academic programs that reflect your personal identity?

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

-----NEXT SCREEN-----

On this campus, have you ever felt like you have been treated unfairly by faculty, or have you never felt like that?

Have felt

☐

Have never felt

☐

On this campus, have you ever felt like you have been treated unfairly by staff, or have you never felt like that?

Have felt

☐

Have never felt

☐

On this campus, have you ever felt like you have been treated unfairly by other students, or have you never felt like that?

Have felt

☐

Have never felt

☐

-----NEXT SCREEN-----

Show when: "On this campus, have you ever felt like you have been treated unfairly by faculty, or have you never felt like that?" is ("Have felt")

In your opinion, which of the following best explains why you experienced this unfair treatment from faculty?

Select all that apply.

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

- ☐ Weight
- ☐ Other—PLEASE SPECIFY:

-----NEXT SCREEN-----

Show when: "On this campus, have you ever felt like you have been treated unfairly by staff, or have you never felt like that?" is ("Have felt")

In your opinion, which of the following best explains why you experienced this unfair treatment from staff?

Select all that apply.

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

-----NEXT SCREEN-----

Show when: "On this campus, have you ever felt like you have been treated unfairly by other students, or have you never felt like that?" is ("Have felt")

In your opinion, which of the following best explains why you experienced this unfair treatment from other students?

Select all that apply.

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

-----NEXT SCREEN-----

As far as you know, how often are students from minority groups⁴ treated unfairly on this campus?

*Move your cursor over the term to see a definition.

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

-----NEXT SCREEN-----

⁴ Rolling over the term “minority groups” will show this definition: “A minority group is a category of people with a distinctive identity (either physical or cultural) who might experience discrimination based on that identity.”

As far as you know, are there units or offices to help students if they are treated unfairly, or are there no such units or offices?

- ☐ There are units/offices
☐ There are no units/offices

Show if "As far as you know, are there units or offices in place to help students if they are treated unfairly, or are there no such units or offices?" = There are units/offices

How effective are these units or offices in addressing issues of unfair treatment?

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

-----NEXT SCREEN-----

Logic: Show/hide trigger exists.

If you experience unfair treatment, how confident are you that you can file a complaint or grievance without negative consequences?

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

Show if "If you experience unfair treatment, how confident are you that you can file a complaint or grievance without negative consequences?" is ("Not very confident," OR "Not at all confident")

What can OU do to increase your confidence that you can file a complaint without negative consequences?

-----NEXT SCREEN-----

How often have you personally experienced any of the following as a student on this campus?

Offensive verbal comments

Never	Not very often	Moderately often	Very often	Extremely often
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Offensive written comments

Never	Not very often	Moderately often	Very often	Extremely often
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Offensive visual images

Never	Not very often	Moderately often	Very often	Extremely often
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

-----NEXT SCREEN-----

How often have you personally experienced any of the following as a student on this campus?

Threats of physical violence

Never	Not very often	Moderately often	Very often	Extremely often
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Physical assaults or injuries

Never	Not very often	Moderately often	Very often	Extremely often
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

-----NEXT SCREEN-----

Show when:

"Offensive verbal comments" = ("Moderately often," OR "Extremely often") OR

"Offensive written comments" = ("Moderately often," OR "Extremely often") OR

"Offensive visual images" = ("Moderately often," OR "Extremely often") OR

"Threats of physical violence" = ("Moderately often," OR "Extremely often") OR

"Physical assaults or injuries" = ("Moderately often," OR "Extremely often")

The last time you experienced any such event or events, who was the source of the treatment? *Select all that apply.*

- ☐ Faculty member
- ☐ Staff member
- ☐ Student
- ☐ Oakland University police
- ☐ Supervisor
- ☐ HR facilitator
- ☐ Don't know (unidentified individual)
- ☐ Other—Please Specify:

- ☐ Prefer not to answer

The last time this happened, what were your reactions to experiencing such treatment?
Select all that apply.

- ☐ I didn't know what to do
- ☐ I did report and the situation was taken seriously
- ☐ I did report it but I did not feel the complaint was taken seriously
- ☐ I didn't report it for fear that my complaint would not be taken seriously
- ☐ I am used to it, so I did nothing
- ☐ I told someone in HR/union representative
- ☐ I contacted Oakland University police
- ☐ I contacted a local law enforcement official, NOT Oakland University police
- ☐ Other—Please Specify::

-----NEXT SCREEN-----

How often you have heard of or seen these things happening to others on this campus?

Offensive verbal comments

- | Never | Not very often | Moderately often | Very often | Extremely often |
|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Offensive written comments

Never	Not very often	Moderately often	Very often	Extremely often
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Offensive visual images

Never	Not very often	Moderately often	Very often	Extremely often
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

-----NEXT SCREEN-----

How often you have heard of or seen these things happening to others on this campus?

Threats of physical violence

Never	Not very often	Moderately often	Very often	Extremely often
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Physical assaults or injuries

Never	Not very often	Moderately often	Very often	Extremely often
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

-----NEXT SCREEN-----

Overall, how would you rate the physical safety on and around campus?

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

Show if "Overall, how would you rate the physical safety on and around campus?" is answers ("Not very safe," OR "Not safe at all")

Where do you feel unsafe?

-----NEXT SCREEN-----

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

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

-----NEXT SCREEN-----

Show when: "Overall, how well does your campus meet the needs of those with disabilities?" is ("Not very well," OR "Not well at all")

In what ways can the campus better meet the needs of those with disabilities?

- ☐ More automatic doors
- ☐ More ramps to and from doors
- ☐ Adequate space in elevators
- ☐ Other (please specify): _____

-----NEXT SCREEN-----

How easy is it for you to meet with faculty members/instructors on your campus when you need to?

- ☐ Extremely easy
- ☐ Very easy
- ☐ Moderately easy
- ☐ Not very easy
- ☐ Not easy at all
- ☐ *Not applicable*

-----NEXT SCREEN-----

How helpful are faculty members/instructors on your campus?

- ☐ Extremely helpful
- ☐ Very helpful
- ☐ Moderately helpful
- ☐ Not very helpful
- ☐ Not helpful at all
- ☐ *Not applicable*

-----NEXT SCREEN-----

How responsive are faculty/instructors on this campus when it comes to helping students resolve their academic problems?

- ☐ Extremely responsive
- ☐ Very responsive
- ☐ Moderately responsive
- ☐ Not very responsive
- ☐ Not responsive at all
- ☐ *Not applicable*

-----NEXT SCREEN-----

How active are faculty/instructors on this campus in empowering you to learn?

- ☐ Extremely active
- ☐ Very active
- ☐ Moderately active
- ☐ Not very active
- ☐ Not active at all
- ☐ *Not applicable*

-----NEXT SCREEN-----

How much do the faculty/instructors on this campus value your contributions in class?

- ☐ A great deal
- ☐ A lot
- ☐ A moderate amount
- ☐ A little bit
- ☐ Not at all
- ☐ *Not applicable*

-----NEXT SCREEN-----

How much do the faculty/instructors on this campus believe in your potential to succeed academically?

- ☐ A great deal
- ☐ A lot
- ☐ A moderate amount
- ☐ A little bit
- ☐ Not at all
- ☐ *Not applicable*

-----NEXT SCREEN-----

Overall, how easy is it for you to get access to financial aid services on campus you need to stay enrolled?

- ☐ Extremely easy
- ☐ Very easy
- ☐ Moderately easy
- ☐ Not very easy
- ☐ Not easy at all
- ☐ *Not applicable*

-----NEXT SCREEN-----

How easy is it for you to access computer equipment/technology on your campus?

- ☐ Extremely easy
- ☐ Very easy
- ☐ Moderately easy
- ☐ Not very easy
- ☐ Not easy at all
- ☐ *Not applicable*

-----NEXT SCREEN-----

How easy is it for you to access academic advising on your campus?

- ☐ Extremely easy
- ☐ Very easy
- ☐ Moderately easy
- ☐ Not very easy
- ☐ Not easy at all
- ☐ *Not applicable*

-----NEXT SCREEN-----

How easy is it for you to access personal counseling services on your campus?

- ☐ Extremely easy
- ☐ Very easy
- ☐ Moderately easy
- ☐ Not very easy
- ☐ Not easy at all
- ☐ *Not applicable*

-----NEXT SCREEN-----

How easy is it for you to access career/job search advising on your campus?

- ☐ Extremely easy
- ☐ Very easy
- ☐ Moderately easy
- ☐ Not very easy
- ☐ Not easy at all
- ☐ *Not applicable*

-----NEXT SCREEN-----

How easy is it for you to access tutoring services on your campus?

- ☐ Extremely easy
- ☐ Very easy
- ☐ Moderately easy
- ☐ Not very easy
- ☐ Not easy at all
- ☐ *Not applicable*

-----NEXT SCREEN-----

How easy is it for you to get something done when it involves multiple units or offices on campus having to work together?

- ☐ Extremely easy
- ☐ Very easy
- ☐ Moderately easy
- ☐ Not very easy
- ☐ Not easy at all
- ☐ *Not applicable*

-----NEXT SCREEN-----

How much do you think each of the following groups on campus treats you with dignity and respect?

Faculty/instructors

A great deal	A lot	To some extent	A little	Not at all	<i>Not applicable</i>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Administrative support staff

A great deal	A lot	To some extent	A little	Not at all	<i>Not applicable</i>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Academic advising staff

A great deal	A lot	To some extent	A little	Not at all	<i>Not applicable</i>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

-----NEXT SCREEN-----

How much do you think each of the following groups on campus treats you with dignity and respect?

Housing/Residential life staff

A great deal	A lot	To some extent	A little	Not at all	<i>Not applicable</i>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Other students on campus

A great deal	A lot	To some extent	A little	Not at all	<i>Not applicable</i>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Staff in the graduate studies office

A great deal	A lot	To some extent	A little	Not at all	<i>Not applicable</i>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

-----NEXT SCREEN-----

How much do you think each of the following groups on campus treats you with dignity and respect?

Financial aid staff

A great deal	A lot	To some extent	A little	Not at all	<i>Not applicable</i>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Staff in the Registrar's office

A great deal	A lot	To some extent	A little	Not at all	<i>Not applicable</i>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

-----NEXT SCREEN-----

Is there anyone at this University who gives advice on academic issues and/or advocates for you, or is there no one at the University like that?

- ☐ Yes, there is
☐ No, there is not

Show if "Is there anyone at this University who gives advice on academic issues and/or advocates for you, or is there no one at the University like that?" is "Yes, there is".

How important is it for you to have someone like this at the university?

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

-----NEXT SCREEN-----

How much of a say do you feel you have about things that affect your academic success at this university?

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

-----NEXT SCREEN-----

As a student on this campus, how difficult is it for you to balance your student and family life?

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

-----NEXT SCREEN-----

Overall, how strongly would you recommend Oakland University to other students?

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

-----NEXT SCREEN-----

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

-----NEXT SCREEN-----

You are almost through the questionnaire. Next, we have a few questions about yourself.

From the list below, please select the location at which you take most of your classes.

☐ Main campus / Rochester

☐ Other—PLEASE SPECIFY:

-----NEXT SCREEN-----

Which of the following best describes your current status?

☐ Undergraduate student

☐ Graduate/Professional student

☐ Other student —PLEASE SPECIFY:

-----NEXT SCREEN-----

Show when: Question "Which of the following best describes your current status?" is
("Undergraduate student")

-----NEXT SCREEN-----

Which of the following best describes you?

☐ Freshman

☐ Sophomore

☐ Junior

☐ Senior

-----NEXT SCREEN-----

Did you transfer to Oakland University from another college or similar institution?

☐ Transferred

☐ Did not transfer

☐ Junior

☐ Senior

Show if "Did you transfer to Oakland University from another college or similar institution?" is ("Transferred")

From what college/institution did you transfer?

-----NEXT SCREEN-----

In which school or college are you enrolled?

Please scroll down to see all the options.

- ☐ College of Arts and Sciences
- ☐ Oakland University William Beaumont School of Medicine
- ☐ School of Business Administration
- ☐ School of Education and Human Services
- ☐ School of Engineering and Computer Science
- ☐ School of Health Sciences
- ☐ School of Nursing
- ☐ Honors College
- ☐ Other, not listed above--Please specify: _____

-----NEXT SCREEN-----

Toward what degree are you currently working?

- ☐ Bachelor's
- ☐ Master's
- ☐ Doctoral
- ☐ Professional
- ☐ Other (e.g., nondegree certificate)

-----NEXT SCREEN-----

For how many total semesters have you been a student at Oakland University?

Please report the total number of semesters you have been enrolled at the University, even if the enrollment was not all in consecutive semesters.

For how many total credit hours are you enrolled this semester at Oakland University?

-----NEXT SCREEN-----

In what year were you born?

Please enter the year in YYYY format--for example, 1987.

[TEXT BOX]

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)

-----NEXT SCREEN-----

Please indicate your gender.

- ☐ Female
- ☐ Male
- ☐ Transgender
- ☐ Other

-----NEXT SCREEN-----

Which of the following best describes you?

- ☐ Bisexual
- ☐ Gay
- ☐ Lesbian
- ☐ Queer
- ☐ Straight or heterosexual
- ☐ Other

-----NEXT SCREEN-----

What is your citizenship status?

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

-----NEXT SCREEN-----

Do you have any dependent children ...

Under the age of 18? *Please specify how many.*

Type '0' if you do not have any children under the age of 18. : _____

18 years or older? *Please specify how many.*

Type '0' if you do not have any children 18 years or older.: _____

-----NEXT SCREEN-----

Are you currently providing care to a family member/or relative to help them take care of themselves?

This includes taking care of or helping adult family members or relatives with personal needs or household chores, managing their finances, arranging for outside services, or visiting regularly to see how they are doing. These individuals need not live with you.

Providing care

Please specify how many. : _____

Not providing care

-----NEXT SCREEN-----

Are you currently working for pay while attending the University this semester, or are you not?

- ☐ Working for pay
☐ Not working for pay

Show if "Are you currently working for pay while attending the University this semester, or are you not?" is ("Working for pay")

How many hours per week do you typically work for pay while attending the University this semester?

You can enter a whole number or a number with up to two decimals.

When you are working for pay this semester, do you work for the University, not for the University, or both for and not for the University?

- ☐ For the University
☐ Not for the University
☐ Both of the above

-----NEXT SCREEN-----

Do you live on-campus, or do you not live on campus?

- ☐ On campus
☐ Not on-campus

Show if "Do you live on-campus, or do you not live on campus?" is ("Not on-campus")

How long does it take you to get from where you live to the Oakland University location at which you take most of your classes?

-----NEXT SCREEN-----

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

- ☐ Have
- ☐ Do not have [SKIP TO #61]

Show if "Do you have any type of disability, or do you not?" = Have

Which of the following types of disability do you have? *Select all that apply.*

- ☐ Acquired Brain Injury
- ☐ ADHD
- ☐ Developmental Delay
- ☐ Hearing impairment
- ☐ Mobility
- ☐ Psychological
- ☐ Specific Learning Disability
- ☐ Speech/Language Impairment
- ☐ Systemic/Chronic Health
- ☐ Visual impairment
- ☐ Other (please specify)

-----NEXT SCREEN-----

Show when: "Do you have any type of disability, or do you not?" is "Have"

Have you requested an accommodation from Disability Support Services, or have you not done that?

- ☐ Have requested
- ☐ Have not requested

Show when "Have you requested an accommodation through Human Resources (HR), or have you not done that?" is "Have requested"

What was the outcome of your request?

- ☐ Request was granted
- ☐ Request was not granted

-----NEXT SCREEN-----

What religion do you participate in or associate with?

- ☐ Baha'i
- ☐ Buddhism
- ☐ Christianity
- ☐ Hinduism
- ☐ Islam
- ☐ Jainism
- ☐ Judaism
- ☐ Shintoism
- ☐ Sikhism
- ☐ Wicca/Paganism
- ☐ Other

-----NEXT SCREEN-----

Are you [Hispanic/Latino\(a\)](#)^{*5}, or are you not?

***Move your cursor over the term to see a definition.**

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

Which of the following racial groups best describe you? [Select all that apply.](#)

***Move your cursor over any of the terms below to see a definition.**

- ☐ American Indian or Alaskan Native⁶
- ☐ Asian⁷
- ☐ Black or African American⁸
- ☐ Native Hawaiian or Other Pacific Islander⁹
- ☐ White¹⁰

-----NEXT SCREEN-----

⁵ DISPLAY "A person of Cuban, Mexican, Puerto Rican, Central or South American, or other Spanish cultures or origin, regardless of race" AS DEFINITION.

⁶ 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.]

⁷ 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.

⁸ DISPLAY "A person having origins in any of the Black racial groups of Africa" AS DEFINITION.

⁹ DISPLAY "A person having origins in any of the original persons of Hawaii, Guam, Samoa or other Pacific Islands" AS DEFINITION.

¹⁰ DISPLAY "A person having origins in any of the original peoples of Europe, North Africa, or the Middle East" AS DEFINITION.

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

-----NEXT SCREEN-----

Thank you for taking the time to complete the Oakland University Climate Survey.

As it says on the information sheet, you will be entered into a drawing for a prize. The drawing will take place within two weeks after the survey is closed. If your name is selected for a prize, you will be notified by email.

Appendix E

Tables of Individual Items: All students

Overall Climate

		All Students
Total		1726
		100.0%
How would you rate the climate on the campus where you are primarily located?	Very poor	9
		0.5%
	Poor	44
		2.5%
	Fair	300
		17.4%
	Good	895
		51.9%
	Very good	478
		27.7%
mean =		4.04

		All Students
Total		1726
		100.0%
Overall, how strongly would you recommend Oakland University to other students?	Not at all strongly	53
		3.1%
	Not very strongly	129
		7.5%
	Moderately strongly	487
		28.2%
	Very strongly	638
		37.0%
	Extremely strongly	419
		24.3%
mean =		3.72

Belongingness/Personal Identity

		All Students
Total		1704
		100.0%
Overall, how socially isolated do you feel on your campus?	Extremely isolated	39
		2.3%
	Very isolated	141
		8.3%
	Moderately isolated	563
		33.0%
	Not very isolated	672
		39.4%
	Not at all isolated	289
		17.0%
mean =		3.61

		All Students
Total		1724
		100.0%
How friendly or unfriendly is your campus?	Extremely unfriendly	13
		0.8%
	Somewhat unfriendly	79
		4.6%
	Neither friendly nor unfriendly	189
		11.0%
	Somewhat friendly	927
		53.8%
	Extremely friendly	516
		29.9%
mean =		4.08

Belongingness/Personal Identity

		All Students
Total		1717
		100.0%
How inclusive or excluding is your campus?	Extremely excluding	19
		1.1%
	Somewhat excluding	147
		8.6%
	Neither inclusive nor excluding	372
		21.7%
	Somewhat inclusive	717
		41.8%
	Extremely inclusive	462
		26.9%
mean =		3.85

		All Students
Total		1730
		100.0%
How cooperative is the environment on your campus?	Not at all cooperative	12
		0.7%
	Not very cooperative	100
		5.8%
	Moderately cooperative	663
		38.3%
	Very cooperative	718
		41.5%
	Extremely cooperative	237
		13.7%
mean =		3.62

Belongingness/Personal Identity

		All Students
Total		1728
		100.0%
How comfortable do you feel expressing your personal identity on your campus?	Not at all comfortable	34
		2.0%
	Not very comfortable	120
		6.9%
	Moderately comfortable	424
		24.5%
	Very comfortable	608
		35.2%
	Extremely comfortable	542
		31.4%
mean =		3.87

		All Students
Total		1463
		100.0%
Thinking about your campus, how satisfied are you with the social and cultural activities that reflect your personal identity?	Not at all satisfied	46
		3.1%
	Not very satisfied	131
		9.0%
	Moderately satisfied	485
		33.2%
	Very satisfied	548
		37.5%
	Extremely satisfied	253
		17.3%
mean =		3.57

Belongingness/Personal Identity

		All Students
Total		1608
		100.0%
Thinking about your campus, how satisfied are you with the academic programs that reflect your personal identity?	Not at all satisfied	40
		2.5%
	Not very satisfied	113
		7.0%
	Moderately satisfied	496
		30.8%
	Very satisfied	632
		39.3%
	Extremely satisfied	327
		20.3%
mean =		3.68

		All Students
Total		1728
		100.0%
If you experience unfair treatment, how confident are you that you can file a complaint or grievance without negative consequences?	Not at all confident	97
		5.6%
	Not very confident	272
		15.7%
	Moderately confident	637
		36.9%
	Very confident	436
		25.2%
	Extremely confident	286
		16.6%
mean =		3.31

Belongingness/Personal Identity

		All Students
Total		1682
		100.0%
How much do you think Other students on campus treats you with dignity and respect?	Not at all	24
		1.4%
	A little	83
		4.9%
	To some extent	423
		25.1%
	A lot	727
		43.2%
	A great deal	425
		25.3%
mean =		3.86

		All Students
Total		1727
		100.0%
How much of a say do you feel you have about things that affect your academic success at this university?	None at all	127
		7.4%
	A little bit	253
		14.6%
	A moderate amount	554
		32.1%
	A lot	456
		26.4%
	A great deal	337
		19.5%
mean =		3.36

Belongingness/Personal Identity

		All Students
Total		1725
		100.0%
As a student on this campus, how difficult is it for you to balance your student and family life?	Extremely difficult	109
		6.3%
	Very difficult	286
		16.6%
	Moderately difficult	683
		39.6%
	Not very difficult	499
		28.9%
	Not at all difficult	148
		8.6%
mean =		3.17

Diversity

		All Students
Total		1663
		100.0%
How satisfied are you with the diversity in Classroom/Academic settings?	Not at all satisfied	54
		3.2%
	Not very satisfied	115
		6.9%
	Moderately satisfied	502
		30.2%
	Very satisfied	635
		38.2%
	Extremely satisfied	357
		21.5%
mean =		3.68

		All Students
Total		1570
		100.0%
How satisfied are you with the diversity in the Oakland student center?	Not at all satisfied	26
		1.7%
	Not very satisfied	93
		5.9%
	Moderately satisfied	386
		24.6%
	Very satisfied	659
		42.0%
	Extremely satisfied	406
		25.9%
mean =		3.84

Diversity

		All Students
Total		1630
		100.0%
How much do you think Administrative support staff treats you with dignity and respect?	Not at all	30
		1.8%
	A little	53
		3.3%
	To some extent	302
		18.5%
	A lot	595
		36.5%
	A great deal	650
		39.9%
mean =		4.09

		All Students
Total		1669
		100.0%
How satisfied are you with the diversity in Faculty?	Not at all	33
		2.0%
	A little	78
		4.7%
	To some extent	317
		19.0%
	A lot	601
		36.0%
	A great deal	640
		38.3%
mean =		4.04

Diversity

		All Students
Total		1626
		100.0%
How satisfied are you with the diversity in Staff?	Not at all	27
		1.7%
	A little	78
		4.8%
	To some extent	312
		19.2%
	A lot	627
		38.6%
		A great deal
		582
		35.8%
mean =		4.02

		All Students
Total		1679
		100.0%
How satisfied are you with the diversity in Students?	Not at all	36
		2.1%
	A little	91
		5.4%
	To some extent	449
		26.7%
	A lot	688
		41.0%
		A great deal
		415
		24.7%
mean =		3.81

Diversity

		All Students
Total		1725
		100.0%
As far as you know, how often are students from minority groups treated unfairly on this campus? *Move your cursor over the term to see a definition	Extremely often	19
		1.1%
	Very often	46
		2.7%
	Moderately often	219
		12.7%
	Not very often	920
		53.3%
Never	521	
	30.2%	
mean =		4.09

Academic Support

		All Students
Total		1705
		100.0%
How easy is it for you to meet with faculty members/instructors on your campus when you need to?	Not easy at all	30
		1.8%
	Not very easy	116
		6.8%
	Moderately easy	496
		29.1%
	Very easy	653
		38.3%
	Extremely easy	410
		24.0%
mean =		3.76

		All Students
Total		1711
		100.0%
How helpful are faculty members/instructors on your campus?	Not helpful at all	20
		1.2%
	Not very helpful	85
		5.0%
	Moderately helpful	434
		25.4%
	Very helpful	711
		41.6%
	Extremely helpful	461
		26.9%
mean =		3.88

Academic Support

		All Students
Total		1666
		100.0%
How responsive are faculty/instructors on this campus when it comes to helping students resolve their academic problems?	Not responsive at all	24
		1.4%
	Not very responsive	104
		6.2%
	Moderately responsive	461
		27.7%
	Very responsive	710
		42.6%
	Extremely responsive	367
		22.0%
mean =		3.78

		All Students
Total		1713
		100.0%
How active are faculty/instructors on this campus in empowering you to learn?	Not active at all	26
		1.5%
	Not very active	122
		7.1%
	Moderately active	498
		29.1%
	Very active	684
		39.9%
	Extremely active	383
		22.4%
mean =		3.74

Academic Support

		All Students
Total		1698
		100.0%
How much do the faculty/instructors on this campus value your contributions in class?	Not at all	39
		2.3%
	A little	125
		7.4%
	A moderate amount	483
		28.4%
	A lot	612
		36.0%
	A great deal	439
		25.9%
mean =		3.76

		All Students
Total		1678
		100.0%
How much do the faculty/instructors on this campus believe in your potential to succeed academically?	Not at all	31
		1.8%
	A little	115
		6.9%
	A moderate amount	379
		22.6%
	A lot	641
		38.2%
	A great deal	512
		30.5%
mean =		3.89

Academic Support

		All Students
Total		1712
		100.0%
How much do you think Faculty/instructors treat you with dignity and respect?	Not at all	19
		1.1%
	A little	57
		3.3%
	To some extent	277
		16.2%
	A lot	637
		37.2%
	A great deal	722
		42.2%
mean =		4.16

Access to services

		All Students
Total		1405
		100.0%
Overall, how well does your campus meet the needs of those with disabilities?	Not well at all	55
		3.9%
	Not very well	126
		9.0%
	Moderately well	384
		27.3%
	Very well	548
		39.0%
	Extremely well	292
		20.8%
mean =		3.64

		All Students
Total		1481
		100.0%
Overall, how easy is it for you to get access to financial aid services on campus you need to stay enrolled?	Not easy at all	147
		9.9%
	Not very easy	237
		16.0%
	Moderately easy	484
		32.7%
	Very easy	378
		25.5%
	Extremely easy	235
		15.9%
mean =		3.21

Access to services

		All Students
Total		1660
		100.0%
How easy is it for you to access computer equipment/technology on your campus?	Not easy at all	20
		1.2%
	Not very easy	47
		2.8%
	Moderately easy	297
		17.9%
	Very easy	599
		36.1%
	Extremely easy	697
		42.0%
mean =		4.15

		All Students
Total		1680
		100.0%
How easy is it for you to access academic advising on your campus?	Not easy at all	37
		2.2%
	Not very easy	121
		7.2%
	Moderately easy	432
		25.7%
	Very easy	621
		37.0%
	Extremely easy	469
		27.9%
mean =		3.81

Access to services

		All Students
Total		1240
		100.0%
How easy is it for you to access personal counseling services on your campus?	Not easy at all	52
		4.2%
	Not very easy	106
		8.5%
	Moderately easy	362
		29.2%
	Very easy	429
		34.6%
	Extremely easy	291
		23.5%
mean =		3.65

		All Students
Total		1422
		100.0%
How easy is it for you to access career/job search advising on your campus?	Not easy at all	41
		2.9%
	Not very easy	87
		6.1%
	Moderately easy	414
		29.1%
	Very easy	552
		38.8%
	Extremely easy	328
		23.1%
mean =		3.73

Access to services

		All Students
Total		1424
		100.0%
How easy is it for you to access tutoring services on your campus?	Not easy at all	29
		2.0%
	Not very easy	69
		4.8%
	Moderately easy	324
		22.8%
	Very easy	591
		41.5%
	Extremely easy	411
		28.9%
mean =		3.90

		All Students
Total		1259
		100.0%
How easy is it for you to get something done when it involves multiple units or offices on campus having to work together?	Not easy at all	123
		9.8%
	Not very easy	266
		21.1%
	Moderately easy	490
		38.9%
	Very easy	261
		20.7%
	Extremely easy	119
		9.5%
mean =		2.99

Access to services

		All
		Students
Total		1665
		100.0%
How much do you think Academic advising staff treats you with dignity and respect?	Not at all	23
		1.4%
	A little	66
		4.0%
	To some extent	249
		15.0%
	A lot	599
		36.0%
	A great deal	728
		43.7%
mean =		4.17

Physical threats to self

		All Students
Total		1729
		100.0%
How often have you personally experienced Threats of physical violence as a student on this campus?	Extremely often	7
		0.4%
	Very often	2
		0.1%
	Moderately often	22
		1.3%
	Not very often	125
		7.2%
	Never	1573
		91.0%
mean =		4.88

		All Students
Total		1733
		100.0%
How often have you personally experienced Physical assaults or injuries as a student on this campus?	Extremely often	6
		0.3%
	Very often	1
		0.1%
	Moderately often	20
		1.2%
	Not very often	79
		4.6%
	Never	1627
		93.9%
mean =		4.92

Physical threats to other

		All Students
Total		1733
		100.0%
How often you have heard or seen Threats of physical violence happening to others on this campus?	Extremely often	5
		0.3%
	Very often	10
		0.6%
	Moderately often	85
		4.9%
	Not very often	430
		24.8%
	Never	1203
		69.4%
mean =		4.62

		All Students
Total		1731
		100.0%
How often you have heard or seen Physical assaults or injuries happening to others on this campus?	Extremely often	5
		0.3%
	Very often	11
		0.6%
	Moderately often	83
		4.8%
	Not very often	458
		26.5%
	Never	1174
		67.8%
mean =		4.61

Negative Comments

		All Students
Total		1731
		100.0%
How often you have heard or seen Offensive verbal comments happening to others on this campus?	Extremely often	15
		0.9%
	Very often	41
		2.4%
	Moderately often	216
		12.5%
	Not very often	666
		38.5%
	Never	793
		45.8%
mean =		4.26

		All Students
Total		1732
		100.0%
How often you have heard or seen Offensive written comments happening to others on this campus?	Extremely often	18
		1.0%
	Very often	22
		1.3%
	Moderately often	127
		7.3%
	Not very often	524
		30.3%
	Never	1041
		60.1%
mean =		4.47

Negative Comments

		All Students
Total		1731
		100.0%
How often you have heard or seen Offensive visual images happening to others on this campus?	Extremely often	15
		0.9%
	Very often	20
		1.2%
	Moderately often	111
		6.4%
	Not very often	482
		27.8%
	Never	1103
		63.7%
mean =		4.52

		All Students
Total		1730
		100.0%
How often have you personally experienced Offensive verbal comments as a student on this campus?	Extremely often	9
		0.5%
	Very often	29
		1.7%
	Moderately often	162
		9.4%
	Not very often	518
		29.9%
	Never	1012
		58.5%
mean =		4.44

Negative Comments

		All Students
Total		1732
		100.0%
How often have you personally experienced Offensive written comments as a student on this campus?	Extremely often	11
		0.6%
	Very often	24
		1.4%
	Moderately often	95
		5.5%
	Not very often	324
		18.7%
	Never	1278
		73.8%
mean =		4.64

		All Students
Total		1732
		100.0%
How often have you personally experienced Offensive visual images as a student on this campus?	Extremely often	14
		0.8%
	Very often	21
		1.2%
	Moderately often	86
		5.0%
	Not very often	399
		23.0%
	Never	1212
		70.0%
mean =		4.60

Other Variables Not in Components

		All Students
Total		817
		100.0%
How satisfied are you with the diversity in Dorms/University housing/Residential areas?	Not at all satisfied	42
		5.1%
	Not very satisfied	71
		8.7%
	Moderately satisfied	270
		33.0%
	Very satisfied	269
		32.9%
	Extremely satisfied	165
		20.2%
mean =		3.54

		All Students
Total		1257
		100.0%
How satisfied are you with the diversity in Extracurricular student groups and activities?	Not at all satisfied	39
		3.1%
	Not very satisfied	107
		8.5%
	Moderately satisfied	365
		29.0%
	Very satisfied	474
		37.7%
	Extremely satisfied	272
		21.6%
mean =		3.66

Other Variables Not in Components

		All Students
Total		1274
		100.0%
How satisfied are you with the diversity in Recreational areas such as the rec center?	Not at all satisfied	23
		1.8%
	Not very satisfied	65
		5.1%
	Moderately satisfied	294
		23.1%
	Very satisfied	552
		43.3%
	Extremely satisfied	340
		26.7%
mean =		3.88

		All Students
Total		1731
		100.0%
How important is it to you that your campus be committed to building a diverse student body?	Not at all important	108
		6.2%
	Not very important	129
		7.5%
	Moderately important	384
		22.2%
	Very important	519
		30.0%
	Extremely important	591
		34.1%
mean =		3.78

		All Students
On this campus, have you ever felt like you have been treated unfairly by faculty, or have you never felt like that?	Have never felt	77.9%
	Have felt	22.1%
	Subtotal	1729

Other Variables Not in Components

		All Students
On this campus, have you ever felt like you have been treated unfairly by staff, or have you never felt like that?	Have never felt	84.3%
	Have felt	15.7%
	Subtotal	1729

		All Students
On this campus, have you ever felt like you have been treated unfairly by other students, or have you never felt like that?	Have never felt	75.0%
	Have felt	25.0%
	Subtotal	1733

		All Students
As far as you know, are there units or offices in place to help students if they are treated unfairly, or are there no such units or offices?	There are units/offices	76.5%
	2	0.0%
	Subtotal	1323
	There are no units/offices	23.5%

		All Students
Total		506
		100.0%
How effective are these units or offices in addressing issues of unfair treatment?	Not at all effective	10
		2.0%
	Not very effective	40
		7.9%
	Moderately effective	187
		37.0%
	Very effective	199
		39.3%
	Extremely effective	70
		13.8%
mean =		3.55

Other Variables Not in Components

		All Students
Total		1714
		100.0%
Overall, how would you rate the physical safety on and around campus?	Not safe at all	5
		0.3%
	Not very safe	14
		0.8%
	Moderately safe	286
		16.7%
	Very safe	857
		50.0%
	Extremely safe	552
		32.2%
mean =		4.13

		All Students
Total		1717
		100.0%
How much do you think Housing/Residential life staff treats you with dignity and respect?	Not at all	29
		1.7%
	A little	52
		3.0%
	To some extent	137
		8.0%
	A lot	258
		15.0%
	A great deal	311
		18.1%
	NotApplicable	930
		54.2%
mean =		3.98

Other Variables Not in Components

		All Students
Total		1720
		100.0%
How much do you think Staff in the graduate studies office treats you with dignity and respect?	Not at all	13
		0.8%
	A little	21
		1.2%
	To some extent	115
		6.7%
	A lot	291
		16.9%
	A great deal	318
		18.5%
	NotApplicable	962
		55.9%
mean =		4.16

		All Students
Total		1725
		100.0%
How much do you think Financial aid staff treats you with dignity and respect?	Not at all	96
		5.6%
	A little	148
		8.6%
	To some extent	324
		18.8%
	A lot	457
		26.5%
	A great deal	370
		21.4%
	NotApplicable	330
		19.1%
mean =		3.61

Other Variables Not in Components

		All Students
Total		1726
		100.0%
How much do you think Staff in the Registrar's office treats you with dignity and respect?	Not at all	39
		2.3%
	A little	90
		5.2%
	To some extent	258
		14.9%
	A lot	505
		29.3%
	A great deal	419
		24.3%
	NotApplicable	415
		24.0%
mean =		3.90

		All Students
Is there anyone at this University who gives advice on academic issues and/or advocates for you, or is there no one at the University like that?	Yes, there is	76.4%
	No, there is not	23.6%
	Subtotal	1723

		All Students
Total		1708
		100.0%
How important is it for you to have someone like this at the university?	Extremely important	879
		51.5%
	Very important	509
		29.8%
	Moderately important	233
		13.6%
	Not very important	61
		3.6%
	Not at all important	26
		1.5%
mean =		1.74

Other Variables Not in Components

		All Students
Are you currently providing care to a family member/or relative to help them take care of themselves? This includes taking care of or helping adult family members or relatives with personal needs or household chores, managing their finances, arranging for	Not providing care	89.8%
	Providing carePlease specify to how many	10.2%
	Subtotal	1692

Appendix F

Tables of Individual Items: By Student Status

Overall Climate

		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		1433	249	34
		100.0%	100.0%	100.0%
How would you rate the climate on the campus where you are primarily located?	Very poor	6	3	0
		0.4%	1.2%	0.0%
	Poor	38	3	3
		2.7%	1.2%	8.8%
	Fair	266	26	4
		18.6%	10.4%	11.8%
	Good	740	137	14
		51.6%	55.0%	41.2%
	Very good	383	80	13
		26.7%	32.1%	38.2%
mean =		4.02	4.16	4.09

		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		1435	249	33
		100.0%	100.0%	100.0%
Overall, how strongly would you recommend Oakland University to other students?	Not at all strongly	47	5	1
		3.3%	2.0%	3.0%
	Not very strongly	110	13	5
		7.7%	5.2%	15.2%
	Moderately strongly	412	64	8
		28.7%	25.7%	24.2%
	Very strongly	523	102	10
		36.4%	41.0%	30.3%
	Extremely strongly	343	65	9
		23.9%	26.1%	27.3%
mean =		3.70	3.84	3.64

Belongingness/Personal Identity

		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		1414	247	34
		100.0%	100.0%	100.0%
Overall, how socially isolated do you feel on your campus?	Extremely isolated	36	2	1
		2.5%	0.8%	2.9%
	Very isolated	124	13	2
		8.8%	5.3%	5.9%
	Moderately isolated	465	83	11
		32.9%	33.6%	32.4%
	Not very isolated	575	86	10
		40.7%	34.8%	29.4%
	Not at all isolated	214	63	10
		15.1%	25.5%	29.4%
mean =		3.57	3.79	3.76

		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		1432	249	34
		100.0%	100.0%	100.0%
How friendly or unfriendly is your campus?	Extremely unfriendly	12	1	0
		0.8%	0.4%	0.0%
	Somewhat unfriendly	67	9	3
		4.7%	3.6%	8.8%
	Neither friendly nor unfriendly	161	22	4
		11.2%	8.8%	11.8%
	Somewhat friendly	775	134	14
		54.1%	53.8%	41.2%
	Extremely friendly	417	83	13
		29.1%	33.3%	38.2%
mean =		4.06	4.16	4.09

Belongingness/Personal Identity

		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		1425	249	34
		100.0%	100.0%	100.0%
How inclusive or excluding is your campus?	Extremely excluding	17	2	0
		1.2%	0.8%	0.0%
	Somewhat excluding	127	12	5
		8.9%	4.8%	14.7%
	Neither inclusive nor excluding	311	50	7
		21.8%	20.1%	20.6%
	Somewhat inclusive	592	112	12
		41.5%	45.0%	35.3%
	Extremely inclusive	378	73	10
		26.5%	29.3%	29.4%
	mean =	3.83	3.97	3.79

		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		1438	248	34
		100.0%	100.0%	100.0%
How cooperative is the environment on your campus?	Not at all cooperative	10	1	1
		0.7%	0.4%	2.9%
	Not very cooperative	85	12	2
		5.9%	4.8%	5.9%
	Moderately cooperative	568	84	10
		39.5%	33.9%	29.4%
	Very cooperative	596	102	14
		41.4%	41.1%	41.2%
	Extremely cooperative	179	49	7
		12.4%	19.8%	20.6%
	mean =	3.59	3.75	3.71

Belongingness/Personal Identity

		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		1437	248	34
		100.0%	100.0%	100.0%
How comfortable do you feel expressing your personal identity on your campus?	Not at all comfortable	29	3	2
		2.0%	1.2%	5.9%
	Not very comfortable	104	12	2
		7.2%	4.8%	5.9%
	Moderately comfortable	358	58	6
		24.9%	23.4%	17.6%
	Very comfortable	510	83	11
		35.5%	33.5%	32.4%
	Extremely comfortable	436	92	13
		30.3%	37.1%	38.2%
mean =		3.85	4.00	3.91

		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		1238	194	23
		100.0%	100.0%	100.0%
Thinking about your campus, how satisfied are you with the social and cultural activities that reflect your personal identity?	Not at all satisfied	41	4	1
		3.3%	2.1%	4.3%
	Not very satisfied	105	22	3
		8.5%	11.3%	13.0%
	Moderately satisfied	417	62	3
		33.7%	32.0%	13.0%
	Very satisfied	461	74	12
		37.2%	38.1%	52.2%
	Extremely satisfied	214	32	4
		17.3%	16.5%	17.4%
mean =		3.57	3.56	3.65

Belongingness/Personal Identity

		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		1343	231	24
		100.0%	100.0%	100.0%
Thinking about your campus, how satisfied are you with the academic programs that reflect your personal identity?	Not at all satisfied	37	3	0
		2.8%	1.3%	0.0%
	Not very satisfied	95	16	2
		7.1%	6.9%	8.3%
	Moderately satisfied	427	59	6
		31.8%	25.5%	25.0%
	Very satisfied	524	97	7
		39.0%	42.0%	29.2%
	Extremely satisfied	260	56	9
		19.4%	24.2%	37.5%
mean =		3.65	3.81	3.96

		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		1435	249	34
		100.0%	100.0%	100.0%
If you experience unfair treatment, how confident are you that you can file a complaint or grievance without negative consequences?	Not at all confident	80	12	4
		5.6%	4.8%	11.8%
	Not very confident	232	34	3
		16.2%	13.7%	8.8%
	Moderately confident	535	93	8
		37.3%	37.3%	23.5%
	Very confident	356	65	12
		24.8%	26.1%	35.3%
	Extremely confident	232	45	7
		16.2%	18.1%	20.6%
mean =		3.30	3.39	3.44

Belongingness/Personal Identity

		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		1410	231	32
		100.0%	100.0%	100.0%
How much do you think Other students on campus treats you with dignity and respect?	Not at all	21	3	0
		1.5%	1.3%	0.0%
	A little	75	4	4
		5.3%	1.7%	12.5%
	To some extent	370	47	2
		26.2%	20.3%	6.3%
	A lot	608	97	18
		43.1%	42.0%	56.3%
	A great deal	336	80	8
		23.8%	34.6%	25.0%
mean =		3.82	4.07	3.94

		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		1438	247	34
		100.0%	100.0%	100.0%
How much of a say do you feel you have about things that affect your academic success at this university?	None at all	107	14	5
		7.4%	5.7%	14.7%
	A little bit	222	26	3
		15.4%	10.5%	8.8%
	A moderate amount	467	76	9
		32.5%	30.8%	26.5%
	A lot	367	74	12
		25.5%	30.0%	35.3%
	A great deal	275	57	5
		19.1%	23.1%	14.7%
mean =		3.33	3.54	3.26

Belongingness/Personal Identity

		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		1434	248	34
		100.0%	100.0%	100.0%
As a student on this campus, how difficult is it for you to balance your student and family life?	Extremely difficult	98	10	1
		6.8%	4.0%	2.9%
	Very difficult	245	33	5
		17.1%	13.3%	14.7%
	Moderately difficult	567	101	12
		39.5%	40.7%	35.3%
	Not very difficult	408	77	11
		28.5%	31.0%	32.4%
	Not at all difficult	116	27	5
		8.1%	10.9%	14.7%
mean =		3.14	3.31	3.41

Diversity

		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		1383	238	33
		100.0%	100.0%	100.0%
How satisfied are you with the diversity in Classroom/Academic settings?	Not at all satisfied	49	5	0
		3.5%	2.1%	0.0%
	Not very satisfied	90	22	2
		6.5%	9.2%	6.1%
	Moderately satisfied	419	69	11
		30.3%	29.0%	33.3%
	Very satisfied	537	83	12
		38.8%	34.9%	36.4%
	Extremely satisfied	288	59	8
		20.8%	24.8%	24.2%
mean =		3.67	3.71	3.79

		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		1328	204	29
		100.0%	100.0%	100.0%
How satisfied are you with the diversity in the Oakland student center?	Not at all satisfied	24	2	0
		1.8%	1.0%	0.0%
	Not very satisfied	79	11	1
		5.9%	5.4%	3.4%
	Moderately satisfied	331	49	5
		24.9%	24.0%	17.2%
	Very satisfied	544	95	16
		41.0%	46.6%	55.2%
	Extremely satisfied	350	47	7
		26.4%	23.0%	24.1%
mean =		3.84	3.85	4.00

Diversity

		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		1351	239	31
		100.0%	100.0%	100.0%
How much do you think Administrative support staff treats you with dignity and respect?	Not at all	27	2	1
		2.0%	0.8%	3.2%
	A little	49	2	1
		3.6%	0.8%	3.2%
	To some extent	265	33	2
		19.6%	13.8%	6.5%
	A lot	490	87	12
		36.3%	36.4%	38.7%
	A great deal	520	115	15
		38.5%	48.1%	48.4%
mean =		4.06	4.30	4.26

		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		1388	241	30
		100.0%	100.0%	100.0%
How satisfied are you with the diversity in Faculty?	Not at all	26	5	2
		1.9%	2.1%	6.7%
	A little	65	11	0
		4.7%	4.6%	0.0%
	To some extent	269	41	5
		19.4%	17.0%	16.7%
	A lot	506	81	11
		36.5%	33.6%	36.7%
	A great deal	522	103	12
		37.6%	42.7%	40.0%
mean =		4.03	4.10	4.03

Diversity

		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		1354	233	29
		100.0%	100.0%	100.0%
How satisfied are you with the diversity in Staff?	Not at all	21	3	2
		1.6%	1.3%	6.9%
	A little	61	14	2
		4.5%	6.0%	6.9%
	To some extent	270	36	5
		19.9%	15.5%	17.2%
	A lot	522	92	9
		38.6%	39.5%	31.0%
	A great deal	480	88	11
		35.5%	37.8%	37.9%
mean =		4.02	4.06	3.86

		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		1399	241	29
		100.0%	100.0%	100.0%
How satisfied are you with the diversity in Students?	Not at all	31	3	2
		2.2%	1.2%	6.9%
	A little	76	13	1
		5.4%	5.4%	3.4%
	To some extent	375	67	2
		26.8%	27.8%	6.9%
	A lot	586	87	13
		41.9%	36.1%	44.8%
	A great deal	331	71	11
		23.7%	29.5%	37.9%
mean =		3.79	3.87	4.03

Diversity

		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		1433	248	34
		100.0%	100.0%	100.0%
As far as you know, how often are students from minority groups treated unfairly on this campus? *Move your cursor over the term to see a definition	Extremely often	16	2	1
		1.1%	0.8%	2.9%
	Very often	35	10	0
		2.4%	4.0%	0.0%
	Moderately often	184	27	4
		12.8%	10.9%	11.8%
	Not very often	787	120	11
		54.9%	48.4%	32.4%
	Never	411	89	18
		28.7%	35.9%	52.9%
mean =		4.08	4.15	4.32

Academic Support

		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		1418	246	32
		100.0%	100.0%	100.0%
How easy is it for you to meet with faculty members/instructors on your campus when you need to?	Not easy at all	24	5	0
		1.7%	2.0%	0.0%
	Not very easy	104	10	2
		7.3%	4.1%	6.3%
	Moderately easy	425	60	8
		30.0%	24.4%	25.0%
	Very easy	541	95	13
		38.2%	38.6%	40.6%
	Extremely easy	324	76	9
		22.8%	30.9%	28.1%
mean =		3.73	3.92	3.91

		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		1424	245	33
		100.0%	100.0%	100.0%
How helpful are faculty members/instructors on your campus?	Not helpful at all	16	4	0
		1.1%	1.6%	0.0%
	Not very helpful	79	4	2
		5.5%	1.6%	6.1%
	Moderately helpful	390	34	5
		27.4%	13.9%	15.2%
	Very helpful	580	115	13
		40.7%	46.9%	39.4%
	Extremely helpful	359	88	13
		25.2%	35.9%	39.4%
mean =		3.83	4.14	4.12

Academic Support

		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		1396	230	31
		100.0%	100.0%	100.0%
How responsive are faculty/instructors on this campus when it comes to helping students resolve their academic problems?	Not responsive at all	19	3	1
		1.4%	1.3%	3.2%
	Not very responsive	94	7	3
		6.7%	3.0%	9.7%
	Moderately responsive	410	42	7
		29.4%	18.3%	22.6%
	Very responsive	586	107	13
		42.0%	46.5%	41.9%
	Extremely responsive	287	71	7
		20.6%	30.9%	22.6%
mean =		3.74	4.03	3.71

		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		1429	245	32
		100.0%	100.0%	100.0%
How active are faculty/instructors on this campus in empowering you to learn?	Not active at all	22	3	1
		1.5%	1.2%	3.1%
	Not very active	113	7	2
		7.9%	2.9%	6.3%
	Moderately active	443	47	7
		31.0%	19.2%	21.9%
	Very active	547	118	13
		38.3%	48.2%	40.6%
	Extremely active	304	70	9
		21.3%	28.6%	28.1%
mean =		3.70	4.00	3.84

Academic Support

		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		1418	240	32
		100.0%	100.0%	100.0%
How much do the faculty/instructors on this campus value your contributions in class?	Not at all	36	3	0
		2.5%	1.3%	0.0%
	A little	117	7	1
		8.3%	2.9%	3.1%
	A moderate amount	430	41	8
		30.3%	17.1%	25.0%
	A lot	497	101	10
		35.0%	42.1%	31.3%
	A great deal	338	88	13
		23.8%	36.7%	40.6%
mean =		3.69	4.10	4.09

		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		1398	240	32
		100.0%	100.0%	100.0%
How much do the faculty/instructors on this campus believe in your potential to succeed academically?	Not at all	29	2	0
		2.1%	0.8%	0.0%
	A little	109	6	0
		7.8%	2.5%	0.0%
	A moderate amount	333	35	6
		23.8%	14.6%	18.8%
	A lot	525	102	12
		37.6%	42.5%	37.5%
	A great deal	402	95	14
		28.8%	39.6%	43.8%
mean =		3.83	4.18	4.25

Academic Support

		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		1424	247	32
		100.0%	100.0%	100.0%
How much do you think Faculty/instructors treat you with dignity and respect?	Not at all	18	1	0
		1.3%	0.4%	0.0%
	A little	51	5	0
		3.6%	2.0%	0.0%
	To some extent	250	22	4
		17.6%	8.9%	12.5%
	A lot	536	83	13
		37.6%	33.6%	40.6%
	A great deal	569	136	15
		40.0%	55.1%	46.9%
mean =		4.11	4.41	4.34

Access to services

		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		1204	171	24
		100.0%	100.0%	100.0%
Overall, how well does your campus meet the needs of those with disabilities?	Not well at all	46	7	2
		3.8%	4.1%	8.3%
	Not very well	109	13	3
		9.1%	7.6%	12.5%
	Moderately well	338	41	3
		28.1%	24.0%	12.5%
	Very well	463	74	9
		38.5%	43.3%	37.5%
	Extremely well	248	36	7
		20.6%	21.1%	29.2%
mean =		3.63	3.70	3.67

		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		1256	198	19
		100.0%	100.0%	100.0%
Overall, how easy is it for you to get access to financial aid services on campus you need to stay enrolled?	Not easy at all	133	10	2
		10.6%	5.1%	10.5%
	Not very easy	214	20	3
		17.0%	10.1%	15.8%
	Moderately easy	419	56	7
		33.4%	28.3%	36.8%
	Very easy	308	61	5
		24.5%	30.8%	26.3%
	Extremely easy	182	51	2
		14.5%	25.8%	10.5%
mean =		3.15	3.62	3.11

Access to services

		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		1388	232	31
		100.0%	100.0%	100.0%
How easy is it for you to access computer equipment/technology on your campus?	Not easy at all	15	4	1
		1.1%	1.7%	3.2%
	Not very easy	36	9	1
		2.6%	3.9%	3.2%
	Moderately easy	243	49	5
		17.5%	21.1%	16.1%
	Very easy	499	84	11
		36.0%	36.2%	35.5%
	Extremely easy	595	86	13
		42.9%	37.1%	41.9%
mean =		4.17	4.03	4.10

		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		1420	222	29
		100.0%	100.0%	100.0%
How easy is it for you to access academic advising on your campus?	Not easy at all	29	6	2
		2.0%	2.7%	6.9%
	Not very easy	102	18	1
		7.2%	8.1%	3.4%
	Moderately easy	364	54	13
		25.6%	24.3%	44.8%
	Very easy	531	81	5
		37.4%	36.5%	17.2%
	Extremely easy	394	63	8
		27.7%	28.4%	27.6%
mean =		3.82	3.80	3.55

Access to services

		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		1057	159	18
		100.0%	100.0%	100.0%
How easy is it for you to access personal counseling services on your campus?	Not easy at all	45	6	0
		4.3%	3.8%	0.0%
	Not very easy	89	13	3
		8.4%	8.2%	16.7%
	Moderately easy	311	44	6
		29.4%	27.7%	33.3%
	Very easy	368	54	6
		34.8%	34.0%	33.3%
	Extremely easy	244	42	3
		23.1%	26.4%	16.7%
mean =		3.64	3.71	3.50

		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		1218	175	23
		100.0%	100.0%	100.0%
How easy is it for you to access career/job search advising on your campus?	Not easy at all	33	6	2
		2.7%	3.4%	8.7%
	Not very easy	74	10	2
		6.1%	5.7%	8.7%
	Moderately easy	354	50	7
		29.1%	28.6%	30.4%
	Very easy	476	66	8
		39.1%	37.7%	34.8%
	Extremely easy	281	43	4
		23.1%	24.6%	17.4%
mean =		3.74	3.74	3.43

Access to services

		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		1244	151	22
		100.0%	100.0%	100.0%
How easy is it for you to access tutoring services on your campus?	Not easy at all	25	3	1
		2.0%	2.0%	4.5%
	Not very easy	56	10	3
		4.5%	6.6%	13.6%
	Moderately easy	287	29	6
		23.1%	19.2%	27.3%
	Very easy	509	72	6
		40.9%	47.7%	27.3%
	Extremely easy	367	37	6
		29.5%	24.5%	27.3%
mean =		3.91	3.86	3.59
		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		1054	180	18
		100.0%	100.0%	100.0%
How easy is it for you to get something done when it involves multiple units or offices on campus having to work together?	Not easy at all	107	13	2
		10.2%	7.2%	11.1%
	Not very easy	219	44	3
		20.8%	24.4%	16.7%
	Moderately easy	415	66	6
		39.4%	36.7%	33.3%
	Very easy	217	39	4
		20.6%	21.7%	22.2%
	Extremely easy	96	18	3
		9.1%	10.0%	16.7%
mean =		2.98	3.03	3.17

Access to services

		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		1413	211	32
		100.0%	100.0%	100.0%
How much do you think Academic advising staff treats you with dignity and respect?	Not at all	20	2	1
		1.4%	0.9%	3.1%
	A little	57	6	2
		4.0%	2.8%	6.3%
	To some extent	214	28	3
		15.1%	13.3%	9.4%
	A lot	509	73	13
		36.0%	34.6%	40.6%
	A great deal	613	102	13
		43.4%	48.3%	40.6%
mean =		4.16	4.27	4.09

Physical threats to self

		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		1437	248	34
		100.0%	100.0%	100.0%
How often have you personally experienced Threats of physical violence as a student on this campus?	Extremely often	6	0	0
		0.4%	0.0%	0.0%
	Very often	1	0	0
		0.1%	0.0%	0.0%
	Moderately often	20	1	1
		1.4%	0.4%	2.9%
	Not very often	116	8	0
		8.1%	3.2%	0.0%
	Never	1294	239	33
		90.0%	96.4%	97.1%
mean =		4.87	4.96	4.94

		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		1440	249	34
		100.0%	100.0%	100.0%
How often have you personally experienced Physical assaults or injuries as a student on this campus?	Extremely often	6	0	0
		0.4%	0.0%	0.0%
	Very often	1	0	0
		0.1%	0.0%	0.0%
	Moderately often	17	2	0
		1.2%	0.8%	0.0%
	Not very often	73	3	1
		5.1%	1.2%	2.9%
	Never	1343	244	33
		93.3%	98.0%	97.1%
mean =		4.91	4.97	4.97

Physical threats to other

		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		1441	248	34
		100.0%	100.0%	100.0%
How often you have heard or seen Threats of physical violence happening to others on this campus?	Extremely often	5	0	0
		0.3%	0.0%	0.0%
	Very often	10	0	0
		0.7%	0.0%	0.0%
	Moderately often	73	12	0
		5.1%	4.8%	0.0%
	Not very often	381	43	4
		26.4%	17.3%	11.8%
	Never	972	193	30
		67.5%	77.8%	88.2%
mean =		4.60	4.73	4.88

		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		1440	247	34
		100.0%	100.0%	100.0%
How often you have heard or seen Physical assaults or injuries happening to others on this campus?	Extremely often	5	0	0
		0.3%	0.0%	0.0%
	Very often	9	1	0
		0.6%	0.4%	0.0%
	Moderately often	69	13	1
		4.8%	5.3%	2.9%
	Not very often	403	51	3
		28.0%	20.6%	8.8%
	Never	954	182	30
		66.3%	73.7%	88.2%
mean =		4.59	4.68	4.85

Negative Comments

		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		1439	248	34
		100.0%	100.0%	100.0%
How often you have heard or seen Offensive verbal comments happening to others on this campus?	Extremely often	14	1	0
		1.0%	0.4%	0.0%
	Very often	38	3	0
		2.6%	1.2%	0.0%
	Moderately often	190	22	4
		13.2%	8.9%	11.8%
	Not very often	587	69	7
		40.8%	27.8%	20.6%
	Never	610	153	23
		42.4%	61.7%	67.6%
mean =		4.21	4.49	4.56

		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		1439	249	34
		100.0%	100.0%	100.0%
How often you have heard or seen Offensive written comments happening to others on this campus?	Extremely often	16	1	0
		1.1%	0.4%	0.0%
	Very often	20	1	1
		1.4%	0.4%	2.9%
	Moderately often	113	11	3
		7.9%	4.4%	8.8%
	Not very often	464	55	5
		32.2%	22.1%	14.7%
	Never	826	181	25
		57.4%	72.7%	73.5%
mean =		4.43	4.66	4.59

Negative Comments

		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		1438	249	34
		100.0%	100.0%	100.0%
How often you have heard or seen Offensive visual images happening to others on this campus?	Extremely often	14	1	0
		1.0%	0.4%	0.0%
	Very often	19	0	1
		1.3%	0.0%	2.9%
	Moderately often	100	8	3
		7.0%	3.2%	8.8%
	Not very often	426	51	4
		29.6%	20.5%	11.8%
	Never	879	189	26
		61.1%	75.9%	76.5%
mean =		4.49	4.71	4.62

		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		1437	249	34
		100.0%	100.0%	100.0%
How often have you personally experienced Offensive verbal comments as a student on this campus?	Extremely often	8	1	0
		0.6%	0.4%	0.0%
	Very often	27	1	0
		1.9%	0.4%	0.0%
	Moderately often	143	14	5
		10.0%	5.6%	14.7%
	Not very often	450	62	4
		31.3%	24.9%	11.8%
	Never	809	171	25
		56.3%	68.7%	73.5%
mean =		4.41	4.61	4.59

Negative Comments

		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		1439	249	34
		100.0%	100.0%	100.0%
How often have you personally experienced Offensive written comments as a student on this campus?	Extremely often	10	1	0
		0.7%	0.4%	0.0%
	Very often	23	1	0
		1.6%	0.4%	0.0%
	Moderately often	85	6	3
		5.9%	2.4%	8.8%
	Not very often	273	46	3
		19.0%	18.5%	8.8%
	Never	1048	195	28
		72.8%	78.3%	82.4%
mean =		4.62	4.74	4.74

		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		1439	249	34
		100.0%	100.0%	100.0%
How often have you personally experienced Offensive visual images as a student on this campus?	Extremely often	13	1	0
		0.9%	0.4%	0.0%
	Very often	20	0	0
		1.4%	0.0%	0.0%
	Moderately often	73	6	6
		5.1%	2.4%	17.6%
	Not very often	347	48	2
		24.1%	19.3%	5.9%
	Never	986	194	26
		68.5%	77.9%	76.5%
mean =		4.58	4.74	4.59

Other Variables Not in Components

		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		736	71	7
		100.0%	100.0%	100.0%
How satisfied are you with the diversity in Dorms/University housing/Residential areas?	Not at all satisfied	38	4	0
		5.2%	5.6%	0.0%
	Not very satisfied	67	4	0
		9.1%	5.6%	0.0%
	Moderately satisfied	243	23	3
		33.0%	32.4%	42.9%
	Very satisfied	237	27	3
		32.2%	38.0%	42.9%
	Extremely satisfied	151	13	1
		20.5%	18.3%	14.3%
mean =		3.54	3.58	3.71

		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		1083	149	19
		100.0%	100.0%	100.0%
How satisfied are you with the diversity in Extracurricular student groups and activities?	Not at all satisfied	35	4	0
		3.2%	2.7%	0.0%
	Not very satisfied	83	20	3
		7.7%	13.4%	15.8%
	Moderately satisfied	323	38	3
		29.8%	25.5%	15.8%
	Very satisfied	405	57	10
		37.4%	38.3%	52.6%
	Extremely satisfied	237	30	3
		21.9%	20.1%	15.8%
mean =		3.67	3.60	3.68

Other Variables Not in Components

		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		1084	165	19
		100.0%	100.0%	100.0%
How satisfied are you with the diversity in Recreational areas such as the rec center?	Not at all satisfied	22	1	0
		2.0%	0.6%	0.0%
	Not very satisfied	54	9	1
		5.0%	5.5%	5.3%
	Moderately satisfied	251	39	3
		23.2%	23.6%	15.8%
	Very satisfied	467	74	8
		43.1%	44.8%	42.1%
	Extremely satisfied	290	42	7
		26.8%	25.5%	36.8%
mean =		3.88	3.89	4.11

		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		1439	248	34
		100.0%	100.0%	100.0%
How important is it to you that your campus be committed to building a diverse student body?	Not at all important	99	8	1
		6.9%	3.2%	2.9%
	Not very important	115	9	5
		8.0%	3.6%	14.7%
	Moderately important	337	39	7
		23.4%	15.7%	20.6%
	Very important	423	78	12
		29.4%	31.5%	35.3%
	Extremely important	465	114	9
		32.3%	46.0%	26.5%
mean =		3.72	4.13	3.68

		Student status		
		Under-graduate	Graduate or Professional	Other student
On this campus, have you ever felt like you have been treated unfairly by faculty, or have you never felt like that?	Have never felt	77.5%	80.6%	79.4%
	Have felt	22.5%	19.4%	20.6%
	Subtotal	1437	248	34

Other Variables Not in Components

		Student status		
		Under-graduate	Graduate or Professional	Other student
On this campus, have you ever felt like you have been treated unfairly by staff, or have you never felt like that?	Have never felt	83.6%	87.5%	91.2%
	Have felt	16.4%	12.5%	8.8%
	Subtotal	1437	248	34

		Student status		
		Under-graduate	Graduate or Professional	Other student
On this campus, have you ever felt like you have been treated unfairly by other students, or have you never felt like that?	Have never felt	73.5%	82.3%	88.2%
	Have felt	26.5%	17.7%	11.8%
	Subtotal	1440	249	34

		Student status		
		Under-graduate	Graduate or Professional	Other student
As far as you know, are there units or offices in place to help students if they are treated unfairly, or are there no such units or offices?	There are units/offices	76.8%	76.2%	70.6%
	2	0.0%	0.0%	0.0%
	Subtotal	1104	189	24
	There are no units/offices	23.2%	23.8%	29.4%

		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		443	52	7
		100.0%	100.0%	100.0%
How effective are these units or offices in addressing issues of unfair treatment?	Not at all effective	9	0	0
		2.0%	0.0%	0.0%
	Not very effective	37	2	0
		8.4%	3.8%	0.0%
	Moderately effective	159	24	3
		35.9%	46.2%	42.9%
	Very effective	177	18	3
		40.0%	34.6%	42.9%
	Extremely effective	61	8	1
		13.8%	15.4%	14.3%
mean =		3.55	3.62	3.71

Other Variables Not in Components

		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		1426	247	33
		100.0%	100.0%	100.0%
Overall, how would you rate the physical safety on and around campus?	Not safe at all	4	1	0
		0.3%	0.4%	0.0%
	Not very safe	9	4	0
		0.6%	1.6%	0.0%
	Moderately safe	241	38	6
		16.9%	15.4%	18.2%
	Very safe	720	122	12
		50.5%	49.4%	36.4%
	Extremely safe	452	82	15
		31.7%	33.2%	45.5%
mean =		4.13	4.13	4.27

		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		1428	246	34
		100.0%	100.0%	100.0%
How much do you think Housing/Residential life staff treats you with dignity and respect?	Not at all	27	2	0
		1.9%	0.8%	0.0%
	A little	46	4	1
		3.2%	1.6%	2.9%
	To some extent	131	5	0
		9.2%	2.0%	0.0%
	A lot	228	23	5
		16.0%	9.3%	14.7%
	A great deal	279	26	4
		19.5%	10.6%	11.8%
	NotApplicable	717	186	24
		50.2%	75.6%	70.6%
mean =		3.96	4.12	4.20

Other Variables Not in Components

		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		1431	246	34
		100.0%	100.0%	100.0%
How much do you think Staff in the graduate studies office treats you with dignity and respect?	Not at all	11	1	0
		0.8%	0.4%	0.0%
	A little	16	4	1
		1.1%	1.6%	2.9%
	To some extent	88	25	0
		6.1%	10.2%	0.0%
	A lot	204	81	3
		14.3%	32.9%	8.8%
	A great deal	217	94	6
		15.2%	38.2%	17.6%
	NotApplicable	895	41	24
		62.5%	16.7%	70.6%
mean =		4.12	4.28	4.40

		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		1434	249	33
		100.0%	100.0%	100.0%
How much do you think Financial aid staff treats you with dignity and respect?	Not at all	87	7	2
		6.1%	2.8%	6.1%
	A little	134	13	0
		9.3%	5.2%	0.0%
	To some extent	289	31	2
		20.2%	12.4%	6.1%
	A lot	387	59	9
		27.0%	23.7%	27.3%
	A great deal	284	77	7
		19.8%	30.9%	21.2%
	NotApplicable	253	62	13
		17.6%	24.9%	39.4%
mean =		3.55	3.99	3.95

Other Variables Not in Components

		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		1436	248	33
		100.0%	100.0%	100.0%
How much do you think Staff in the Registrar's office treats you with dignity and respect?	Not at all	31	6	1
		2.2%	2.4%	3.0%
	A little	81	8	0
		5.6%	3.2%	0.0%
	To some extent	226	26	5
		15.7%	10.5%	15.2%
	A lot	423	64	15
		29.5%	25.8%	45.5%
	A great deal	340	71	6
		23.7%	28.6%	18.2%
	NotApplicable	335	73	6
		23.3%	29.4%	18.2%
mean =		3.87	4.06	3.93

		Student status		
		Under-graduate	Graduate or Professional	Other student
Is there anyone at this University who gives advice on academic issues and/or advocates for you, or is there no one at the University like that?	Yes, there is	76.9%	77.3%	58.8%
	No, there is not	23.1%	22.7%	41.2%
	Subtotal	1433	247	34

Other Variables Not in Components

		Student status		
		Under-graduate	Graduate or Professional	Other student
Total		1420	245	34
		100.0%	100.0%	100.0%
How important is it for you to have someone like this at the university?	Extremely important	727	132	15
		51.2%	53.9%	44.1%
	Very important	423	73	11
		29.8%	29.8%	32.4%
	Moderately important	197	30	5
		13.9%	12.2%	14.7%
	Not very important	52	6	2
		3.7%	2.4%	5.9%
	Not at all important	21	4	1
		1.5%	1.6%	2.9%
mean =		1.74	1.68	1.91

		Student status		
		Under-graduate	Graduate or Professional	Other student
Are you currently providing care to a family member/or relative to help them take care of themselves? This includes taking care of or helping adult family members or relatives with personal needs or household chores, managing their finances, arranging for	Not providing care	90.3%	86.6%	96.9%
	Providing carePlease specify to how many	9.7%	13.4%	3.1%
	Subtotal	1409	247	32

Appendix G

Tables of Individual Items: By Gender

Overall Climate

		Gender		
		Female	Male	Other
Total		1133	537	36
		100.0%	100.0%	100.0%
How would you rate the climate on the campus where you are primarily located?	Very poor	2	7	0
		0.2%	1.3%	0.0%
	Poor	20	22	2
		1.8%	4.1%	5.6%
	Fair	201	86	9
		17.7%	16.0%	25.0%
	Good	604	262	19
		53.3%	48.8%	52.8%
	Very good	306	160	6
		27.0%	29.8%	16.7%
mean =		4.05	4.02	3.81

		Gender		
		Female	Male	Other
Total		1135	536	36
		100.0%	100.0%	100.0%
Overall, how strongly would you recommend Oakland University to other students?	Not at all strongly	28	23	2
		2.5%	4.3%	5.6%
	Not very strongly	82	45	1
		7.2%	8.4%	2.8%
	Moderately strongly	323	137	16
		28.5%	25.6%	44.4%
	Very strongly	411	209	14
		36.2%	39.0%	38.9%
	Extremely strongly	291	122	3
		25.6%	22.8%	8.3%
mean =		3.75	3.68	3.42

Belongingness/Personal Identity

		Gender		
		Female	Male	Other
Total		1116	534	35
		100.0%	100.0%	100.0%
Overall, how socially isolated do you feel on your campus?	Extremely isolated	24	13	2
		2.2%	2.4%	5.7%
	Very isolated	92	41	5
		8.2%	7.7%	14.3%
	Moderately isolated	360	181	15
		32.3%	33.9%	42.9%
	Not very isolated	460	197	9
		41.2%	36.9%	25.7%
	Not at all isolated	180	102	4
		16.1%	19.1%	11.4%
	mean =	3.61	3.63	3.23

		Gender		
		Female	Male	Other
Total		1131	538	36
		100.0%	100.0%	100.0%
How friendly or unfriendly is your campus?	Extremely unfriendly	8	3	1
		0.7%	0.6%	2.8%
	Somewhat unfriendly	48	30	1
		4.2%	5.6%	2.8%
	Neither friendly nor unfriendly	114	66	7
		10.1%	12.3%	19.4%
	Somewhat friendly	621	272	21
		54.9%	50.6%	58.3%
	Extremely friendly	340	167	6
		30.1%	31.0%	16.7%
	mean =	4.09	4.06	3.83

Belongingness/Personal Identity

		Gender		
		Female	Male	Other
Total		1127	537	35
		100.0%	100.0%	100.0%
How inclusive or excluding is your campus?	Extremely excluding	11	6	2
		1.0%	1.1%	5.7%
	Somewhat excluding	96	47	1
		8.5%	8.8%	2.9%
	Neither inclusive nor excluding	239	118	7
		21.2%	22.0%	20.0%
	Somewhat inclusive	488	210	16
		43.3%	39.1%	45.7%
	Extremely inclusive	293	156	9
		26.0%	29.1%	25.7%
	mean =	3.85	3.86	3.83

		Gender		
		Female	Male	Other
Total		1134	540	36
		100.0%	100.0%	100.0%
How cooperative is the environment on your campus?	Not at all cooperative	5	5	2
		0.4%	0.9%	5.6%
	Not very cooperative	65	34	0
		5.7%	6.3%	0.0%
	Moderately cooperative	436	201	18
		38.4%	37.2%	50.0%
	Very cooperative	478	219	13
		42.2%	40.6%	36.1%
	Extremely cooperative	150	81	3
		13.2%	15.0%	8.3%
	mean =	3.62	3.62	3.42

Belongingness/Personal Identity

		Gender		
		Female	Male	Other
Total		1135	538	35
		100.0%	100.0%	100.0%
How comfortable do you feel expressing your personal identity on your campus?	Not at all comfortable	16	17	1
		1.4%	3.2%	2.9%
	Not very comfortable	65	44	8
		5.7%	8.2%	22.9%
	Moderately comfortable	271	134	13
		23.9%	24.9%	37.1%
	Very comfortable	413	182	7
		36.4%	33.8%	20.0%
	Extremely comfortable	370	161	6
		32.6%	29.9%	17.1%
mean =		3.93	3.79	3.26

		Gender		
		Female	Male	Other
Total		968	448	30
		100.0%	100.0%	100.0%
Thinking about your campus, how satisfied are you with the social and cultural activities that reflect your personal identity?	Not at all satisfied	24	20	2
		2.5%	4.5%	6.7%
	Not very satisfied	70	51	9
		7.2%	11.4%	30.0%
	Moderately satisfied	329	141	6
		34.0%	31.5%	20.0%
	Very satisfied	381	153	11
		39.4%	34.2%	36.7%
	Extremely satisfied	164	83	2
		16.9%	18.5%	6.7%
mean =		3.61	3.51	3.07

Belongingness/Personal Identity

		Gender		
		Female	Male	Other
Total		1067	491	32
		100.0%	100.0%	100.0%
Thinking about your campus, how satisfied are you with the academic programs that reflect your personal identity?	Not at all satisfied	21	15	4
		2.0%	3.1%	12.5%
	Not very satisfied	69	35	8
		6.5%	7.1%	25.0%
	Moderately satisfied	328	150	9
		30.7%	30.5%	28.1%
	Very satisfied	428	190	9
		40.1%	38.7%	28.1%
	Extremely satisfied	221	101	2
		20.7%	20.6%	6.3%
mean =		3.71	3.67	2.91

		Gender		
		Female	Male	Other
Total		1134	539	36
		100.0%	100.0%	100.0%
If you experience unfair treatment, how confident are you that you can file a complaint or grievance without negative consequences?	Not at all confident	60	29	7
		5.3%	5.4%	19.4%
	Not very confident	195	65	7
		17.2%	12.1%	19.4%
	Moderately confident	445	176	13
		39.2%	32.7%	36.1%
	Very confident	284	139	6
		25.0%	25.8%	16.7%
	Extremely confident	150	130	3
		13.2%	24.1%	8.3%
mean =		3.24	3.51	2.75

Belongingness/Personal Identity

		Gender		
		Female	Male	Other
Total		1110	520	35
		100.0%	100.0%	100.0%
How much do you think Other students on campus treats you with dignity and respect?	Not at all	14	9	1
		1.3%	1.7%	2.9%
	A little	56	24	1
		5.0%	4.6%	2.9%
	To some extent	294	110	12
		26.5%	21.2%	34.3%
	A lot	483	226	13
		43.5%	43.5%	37.1%
	A great deal	263	151	8
		23.7%	29.0%	22.9%
mean =		3.83	3.93	3.74

		Gender		
		Female	Male	Other
Total		1137	536	36
		100.0%	100.0%	100.0%
How much of a say do you feel you have about things that affect your academic success at this university?	None at all	78	43	4
		6.9%	8.0%	11.1%
	A little bit	171	76	5
		15.0%	14.2%	13.9%
	A moderate amount	375	162	11
		33.0%	30.2%	30.6%
	A lot	299	141	8
		26.3%	26.3%	22.2%
	A great deal	214	114	8
		18.8%	21.3%	22.2%
mean =		3.35	3.39	3.31

Belongingness/Personal Identity

		Gender		
		Female	Male	Other
Total		1134	536	36
		100.0%	100.0%	100.0%
As a student on this campus, how difficult is it for you to balance your student and family life?	Extremely difficult	65	36	7
		5.7%	6.7%	19.4%
	Very difficult	204	74	5
		18.0%	13.8%	13.9%
	Moderately difficult	469	193	10
		41.4%	36.0%	27.8%
	Not very difficult	313	174	9
		27.6%	32.5%	25.0%
	Not at all difficult	83	59	5
		7.3%	11.0%	13.9%
	mean =	3.13	3.27	3.00

Diversity

		Gender		
		Female	Male	Other
Total		1105	505	34
		100.0%	100.0%	100.0%
How satisfied are you with the diversity in Classroom/Academic settings?	Not at all satisfied	43	9	2
		3.9%	1.8%	5.9%
	Not very satisfied	73	34	6
		6.6%	6.7%	17.6%
	Moderately satisfied	347	133	13
		31.4%	26.3%	38.2%
	Very satisfied	412	208	8
		37.3%	41.2%	23.5%
	Extremely satisfied	230	121	5
		20.8%	24.0%	14.7%
	mean =	3.65	3.79	3.24

		Gender		
		Female	Male	Other
Total		1037	479	34
		100.0%	100.0%	100.0%
How satisfied are you with the diversity in the Oakland student center?	Not at all satisfied	11	12	3
		1.1%	2.5%	8.8%
	Not very satisfied	61	28	2
		5.9%	5.8%	5.9%
	Moderately satisfied	245	122	13
		23.6%	25.5%	38.2%
	Very satisfied	453	183	13
		43.7%	38.2%	38.2%
	Extremely satisfied	267	134	3
		25.7%	28.0%	8.8%
	mean =	3.87	3.83	3.32

Diversity

		Gender		
		Female	Male	Other
Total		1074	504	34
		100.0%	100.0%	100.0%
How much do you think Administrative support staff treats you with dignity and respect?	Not at all	14	12	3
		1.3%	2.4%	8.8%
	A little	35	16	0
		3.3%	3.2%	0.0%
	To some extent	200	88	10
		18.6%	17.5%	29.4%
	A lot	413	166	10
		38.5%	32.9%	29.4%
	A great deal	412	222	11
		38.4%	44.0%	32.4%
	mean =	4.09	4.13	3.76

		Gender		
		Female	Male	Other
Total		1105	510	34
		100.0%	100.0%	100.0%
How satisfied are you with the diversity in Faculty?	Not at all	20	8	2
		1.8%	1.6%	5.9%
	A little	52	25	0
		4.7%	4.9%	0.0%
	To some extent	218	85	7
		19.7%	16.7%	20.6%
	A lot	414	168	15
		37.5%	32.9%	44.1%
	A great deal	401	224	10
		36.3%	43.9%	29.4%
	mean =	4.02	4.13	3.91

Diversity

		Gender		
		Female	Male	Other
Total		1078	498	30
		100.0%	100.0%	100.0%
How satisfied are you with the diversity in Staff?	Not at all	12	12	2
		1.1%	2.4%	6.7%
	A little	54	19	3
		5.0%	3.8%	10.0%
	To some extent	219	78	9
		20.3%	15.7%	30.0%
	A lot	435	177	9
		40.4%	35.5%	30.0%
	A great deal	358	212	7
		33.2%	42.6%	23.3%
mean =		4.00	4.12	3.53

		Gender		
		Female	Male	Other
Total		1112	513	34
		100.0%	100.0%	100.0%
How satisfied are you with the diversity in Students?	Not at all	22	13	1
		2.0%	2.5%	2.9%
	A little	67	19	2
		6.0%	3.7%	5.9%
	To some extent	289	138	14
		26.0%	26.9%	41.2%
	A lot	474	197	12
		42.6%	38.4%	35.3%
	A great deal	260	146	5
		23.4%	28.5%	14.7%
mean =		3.79	3.87	3.53

Diversity

		Gender		
		Female	Male	Other
Total		1131	539	36
		100.0%	100.0%	100.0%
As far as you know, how often are students from minority groups treated unfairly on this campus? *Move your cursor over the term to see a definition	Extremely often	9	7	2
		0.8%	1.3%	5.6%
	Very often	36	10	0
		3.2%	1.9%	0.0%
	Moderately often	167	43	7
		14.8%	8.0%	19.4%
	Not very often	635	252	24
		56.1%	46.8%	66.7%
	Never	284	227	3
		25.1%	42.1%	8.3%
mean =		4.02	4.27	3.72

Academic Support

		Gender		
		Female	Male	Other
Total		1123	528	35
		100.0%	100.0%	100.0%
How easy is it for you to meet with faculty members/instructors on your campus when you need to?	Not easy at all	23	6	1
		2.0%	1.1%	2.9%
	Not very easy	77	36	3
		6.9%	6.8%	8.6%
	Moderately easy	344	134	11
		30.6%	25.4%	31.4%
	Very easy	426	207	13
		37.9%	39.2%	37.1%
	Extremely easy	253	145	7
		22.5%	27.5%	20.0%
mean =		3.72	3.85	3.63

		Gender		
		Female	Male	Other
Total		1125	532	35
		100.0%	100.0%	100.0%
How helpful are faculty members/instructors on your campus?	Not helpful at all	13	6	1
		1.2%	1.1%	2.9%
	Not very helpful	54	27	2
		4.8%	5.1%	5.7%
	Moderately helpful	310	108	9
		27.6%	20.3%	25.7%
	Very helpful	471	221	13
		41.9%	41.5%	37.1%
	Extremely helpful	277	170	10
		24.6%	32.0%	28.6%
mean =		3.84	3.98	3.83

Academic Support

		Gender		
		Female	Male	Other
Total		1099	514	35
		100.0%	100.0%	100.0%
How responsive are faculty/instructors on this campus when it comes to helping students resolve their academic problems?	Not responsive at all	15	8	1
		1.4%	1.6%	2.9%
	Not very responsive	74	26	1
		6.7%	5.1%	2.9%
	Moderately responsive	319	123	15
		29.0%	23.9%	42.9%
	Very responsive	462	231	11
		42.0%	44.9%	31.4%
	Extremely responsive	229	126	7
		20.8%	24.5%	20.0%
	mean =	3.74	3.86	3.63

		Gender		
		Female	Male	Other
Total		1128	530	36
		100.0%	100.0%	100.0%
How active are faculty/instructors on this campus in empowering you to learn?	Not active at all	14	9	2
		1.2%	1.7%	5.6%
	Not very active	79	40	3
		7.0%	7.5%	8.3%
	Moderately active	346	134	10
		30.7%	25.3%	27.8%
	Very active	446	219	13
		39.5%	41.3%	36.1%
	Extremely active	243	128	8
		21.5%	24.2%	22.2%
	mean =	3.73	3.79	3.61

Academic Support

		Gender		
		Female	Male	Other
Total		1116	528	35
		100.0%	100.0%	100.0%
How much do the faculty/instructors on this campus value your contributions in class?	Not at all	19	17	3
		1.7%	3.2%	8.6%
	A little	86	37	0
		7.7%	7.0%	0.0%
	A moderate amount	315	147	13
		28.2%	27.8%	37.1%
	A lot	413	182	11
		37.0%	34.5%	31.4%
	A great deal	283	145	8
		25.4%	27.5%	22.9%
mean =		3.77	3.76	3.60

		Gender		
		Female	Male	Other
Total		1107	518	35
		100.0%	100.0%	100.0%
How much do the faculty/instructors on this campus believe in your potential to succeed academically?	Not at all	17	12	2
		1.5%	2.3%	5.7%
	A little	84	28	1
		7.6%	5.4%	2.9%
	A moderate amount	249	115	10
		22.5%	22.2%	28.6%
	A lot	419	202	14
		37.9%	39.0%	40.0%
	A great deal	338	161	8
		30.5%	31.1%	22.9%
mean =		3.88	3.91	3.71

Academic Support

		Gender		
		Female	Male	Other
Total		1129	531	35
		100.0%	100.0%	100.0%
How much do you think Faculty/instructors treat you with dignity and respect?	Not at all	8	9	2
		0.7%	1.7%	5.7%
	A little	35	21	0
		3.1%	4.0%	0.0%
	To some extent	195	73	5
		17.3%	13.7%	14.3%
	A lot	429	188	12
		38.0%	35.4%	34.3%
	A great deal	462	240	16
		40.9%	45.2%	45.7%
mean =		4.15	4.18	4.14

Access to services

		Gender		
		Female	Male	Other
Total		946	416	29
		100.0%	100.0%	100.0%
Overall, how well does your campus meet the needs of those with disabilities?	Not well at all	38	12	5
		4.0%	2.9%	17.2%
	Not very well	96	23	5
		10.1%	5.5%	17.2%
	Moderately well	275	96	9
		29.1%	23.1%	31.0%
	Very well	371	163	8
		39.2%	39.2%	27.6%
	Extremely well	166	122	2
		17.5%	29.3%	6.9%
mean =		3.56	3.87	2.90

		Gender		
		Female	Male	Other
Total		993	442	30
		100.0%	100.0%	100.0%
Overall, how easy is it for you to get access to financial aid services on campus you need to stay enrolled?	Not easy at all	106	38	2
		10.7%	8.6%	6.7%
	Not very easy	167	65	4
		16.8%	14.7%	13.3%
	Moderately easy	335	128	15
		33.7%	29.0%	50.0%
	Very easy	239	127	7
		24.1%	28.7%	23.3%
	Extremely easy	146	84	2
		14.7%	19.0%	6.7%
mean =		3.15	3.35	3.10

Access to services

		Gender		
		Female	Male	Other
Total		1090	520	33
		100.0%	100.0%	100.0%
How easy is it for you to access computer equipment/technology on your campus?	Not easy at all	7	10	3
		0.6%	1.9%	9.1%
	Not very easy	27	16	2
		2.5%	3.1%	6.1%
	Moderately easy	208	83	5
		19.1%	16.0%	15.2%
	Very easy	404	180	9
		37.1%	34.6%	27.3%
	Extremely easy	444	231	14
		40.7%	44.4%	42.4%
mean =		4.15	4.17	3.88

		Gender		
		Female	Male	Other
Total		1107	520	35
		100.0%	100.0%	100.0%
How easy is it for you to access academic advising on your campus?	Not easy at all	21	14	2
		1.9%	2.7%	5.7%
	Not very easy	86	32	2
		7.8%	6.2%	5.7%
	Moderately easy	281	134	11
		25.4%	25.8%	31.4%
	Very easy	426	177	12
		38.5%	34.0%	34.3%
	Extremely easy	293	163	8
		26.5%	31.3%	22.9%
mean =		3.80	3.85	3.63

Access to services

		Gender		
		Female	Male	Other
Total		826	375	26
		100.0%	100.0%	100.0%
How easy is it for you to access personal counseling services on your campus?	Not easy at all	36	11	3
		4.4%	2.9%	11.5%
	Not very easy	69	32	3
		8.4%	8.5%	11.5%
	Moderately easy	258	91	10
		31.2%	24.3%	38.5%
	Very easy	283	138	5
		34.3%	36.8%	19.2%
	Extremely easy	180	103	5
		21.8%	27.5%	19.2%
mean =		3.61	3.77	3.23

		Gender		
		Female	Male	Other
Total		944	438	26
		100.0%	100.0%	100.0%
How easy is it for you to access career/job search advising on your campus?	Not easy at all	25	12	3
		2.6%	2.7%	11.5%
	Not very easy	60	23	2
		6.4%	5.3%	7.7%
	Moderately easy	272	127	10
		28.8%	29.0%	38.5%
	Very easy	365	176	6
		38.7%	40.2%	23.1%
	Extremely easy	222	100	5
		23.5%	22.8%	19.2%
mean =		3.74	3.75	3.31

Access to services

		Gender		
		Female	Male	Other
Total		947	432	28
		100.0%	100.0%	100.0%
How easy is it for you to access tutoring services on your campus?	Not easy at all	17	10	2
		1.8%	2.3%	7.1%
	Not very easy	51	17	0
		5.4%	3.9%	0.0%
	Moderately easy	205	104	11
		21.6%	24.1%	39.3%
	Very easy	387	183	11
		40.9%	42.4%	39.3%
	Extremely easy	287	118	4
		30.3%	27.3%	14.3%
mean =		3.93	3.88	3.54

		Gender		
		Female	Male	Other
Total		830	390	25
		100.0%	100.0%	100.0%
How easy is it for you to get something done when it involves multiple units or offices on campus having to work together?	Not easy at all	84	32	5
		10.1%	8.2%	20.0%
	Not very easy	178	81	6
		21.4%	20.8%	24.0%
	Moderately easy	322	155	7
		38.8%	39.7%	28.0%
	Very easy	170	83	4
		20.5%	21.3%	16.0%
	Extremely easy	76	39	3
		9.2%	10.0%	12.0%
mean =		2.97	3.04	2.76

Access to services

		Gender		
		Female	Male	Other
Total		1104	509	36
		100.0%	100.0%	100.0%
How much do you think Academic advising staff treats you with dignity and respect?	Not at all	10	11	2
		0.9%	2.2%	5.6%
	A little	52	13	1
		4.7%	2.6%	2.8%
	To some extent	171	61	10
		15.5%	12.0%	27.8%
	A lot	409	172	12
		37.0%	33.8%	33.3%
	A great deal	462	252	11
		41.8%	49.5%	30.6%
mean =		4.14	4.26	3.81

Physical threats to self

		Gender		
		Female	Male	Other
Total		1135	539	36
		100.0%	100.0%	100.0%
How often have you personally experienced Threats of physical violence as a student on this campus?	Extremely often	0	5	2
		0.0%	0.9%	5.6%
	Very often	1	0	0
		0.1%	0.0%	0.0%
	Moderately often	14	6	0
		1.2%	1.1%	0.0%
	Not very often	77	43	4
		6.8%	8.0%	11.1%
	Never	1043	485	30
		91.9%	90.0%	83.3%
mean =		4.90	4.86	4.67

		Gender		
		Female	Male	Other
Total		1137	540	36
		100.0%	100.0%	100.0%
How often have you personally experienced Physical assaults or injuries as a student on this campus?	Extremely often	0	4	2
		0.0%	0.7%	5.6%
	Very often	0	1	0
		0.0%	0.2%	0.0%
	Moderately often	13	3	1
		1.1%	0.6%	2.8%
	Not very often	47	30	1
		4.1%	5.6%	2.8%
	Never	1077	502	32
		94.7%	93.0%	88.9%
mean =		4.94	4.90	4.69

Physical threats to other

		Gender		
		Female	Male	Other
Total		1137	540	36
		100.0%	100.0%	100.0%
How often you have heard or seen Threats of physical violence happening to others on this campus?	Extremely often	0	2	3
		0.0%	0.4%	8.3%
	Very often	6	3	0
		0.5%	0.6%	0.0%
	Moderately often	70	9	4
		6.2%	1.7%	11.1%
	Not very often	292	128	7
		25.7%	23.7%	19.4%
	Never	769	398	22
		67.6%	73.7%	61.1%
	mean =	4.60	4.70	4.25

		Gender		
		Female	Male	Other
Total		1137	538	36
		100.0%	100.0%	100.0%
How often you have heard or seen Physical assaults or injuries happening to others on this campus?	Extremely often	1	2	2
		0.1%	0.4%	5.6%
	Very often	7	3	1
		0.6%	0.6%	2.8%
	Moderately often	69	9	3
		6.1%	1.7%	8.3%
	Not very often	313	132	9
		27.5%	24.5%	25.0%
	Never	747	392	21
		65.7%	72.9%	58.3%
	mean =	4.58	4.69	4.28

Negative Comments

		Gender		
		Female	Male	Other
Total		1136	539	36
		100.0%	100.0%	100.0%
How often you have heard or seen Offensive verbal comments happening to others on this campus?	Extremely often	7	5	3
		0.6%	0.9%	8.3%
	Very often	28	11	1
		2.5%	2.0%	2.8%
	Moderately often	158	51	5
		13.9%	9.5%	13.9%
	Not very often	441	207	14
		38.8%	38.4%	38.9%
	Never	502	265	13
		44.2%	49.2%	36.1%
	mean =	4.24	4.33	3.92

		Gender		
		Female	Male	Other
Total		1136	540	36
		100.0%	100.0%	100.0%
How often you have heard or seen Offensive written comments happening to others on this campus?	Extremely often	6	9	3
		0.5%	1.7%	8.3%
	Very often	14	7	1
		1.2%	1.3%	2.8%
	Moderately often	79	43	3
		7.0%	8.0%	8.3%
	Not very often	363	147	9
		32.0%	27.2%	25.0%
	Never	674	334	20
		59.3%	61.9%	55.6%
	mean =	4.48	4.46	4.17

Negative Comments

		Gender		
		Female	Male	Other
Total		1135	540	36
		100.0%	100.0%	100.0%
How often you have heard or seen Offensive visual images happening to others on this campus?	Extremely often	8	5	2
		0.7%	0.9%	5.6%
	Very often	15	4	1
		1.3%	0.7%	2.8%
	Moderately often	77	27	3
		6.8%	5.0%	8.3%
	Not very often	325	142	13
		28.6%	26.3%	36.1%
	Never	710	362	17
		62.6%	67.0%	47.2%
mean =		4.51	4.58	4.17

		Gender		
		Female	Male	Other
Total		1136	539	36
		100.0%	100.0%	100.0%
How often have you personally experienced Offensive verbal comments as a student on this campus?	Extremely often	2	5	2
		0.2%	0.9%	5.6%
	Very often	14	14	1
		1.2%	2.6%	2.8%
	Moderately often	112	45	2
		9.9%	8.3%	5.6%
	Not very often	350	152	13
		30.8%	28.2%	36.1%
	Never	658	323	18
		57.9%	59.9%	50.0%
mean =		4.45	4.44	4.22

Negative Comments

		Gender		
		Female	Male	Other
Total		1136	540	36
		100.0%	100.0%	100.0%
How often have you personally experienced Offensive written comments as a student on this campus?	Extremely often	1	7	3
		0.1%	1.3%	8.3%
	Very often	17	6	0
		1.5%	1.1%	0.0%
	Moderately often	60	32	1
		5.3%	5.9%	2.8%
	Not very often	199	115	8
		17.5%	21.3%	22.2%
	Never	859	380	24
		75.6%	70.4%	66.7%
mean =		4.67	4.58	4.39

		Gender		
		Female	Male	Other
Total		1138	538	36
		100.0%	100.0%	100.0%
How often have you personally experienced Offensive visual images as a student on this campus?	Extremely often	7	5	2
		0.6%	0.9%	5.6%
	Very often	15	5	1
		1.3%	0.9%	2.8%
	Moderately often	56	25	2
		4.9%	4.6%	5.6%
	Not very often	263	121	12
		23.1%	22.5%	33.3%
	Never	797	382	19
		70.0%	71.0%	52.8%
mean =		4.61	4.62	4.25

Other Variables Not in Components

		Gender		
		Female	Male	Other
Total		552	236	20
		100.0%	100.0%	100.0%
How satisfied are you with the diversity in Dorms/University housing/Residential areas?	Not at all satisfied	26	12	4
		4.7%	5.1%	20.0%
	Not very satisfied	50	19	1
		9.1%	8.1%	5.0%
	Moderately satisfied	186	72	7
		33.7%	30.5%	35.0%
	Very satisfied	185	75	7
		33.5%	31.8%	35.0%
	Extremely satisfied	105	58	1
		19.0%	24.6%	5.0%
	mean =	3.53	3.63	3.00

		Gender		
		Female	Male	Other
Total		853	365	24
		100.0%	100.0%	100.0%
How satisfied are you with the diversity in Extracurricular student groups and activities?	Not at all satisfied	22	14	3
		2.6%	3.8%	12.5%
	Not very satisfied	77	25	3
		9.0%	6.8%	12.5%
	Moderately satisfied	244	111	7
		28.6%	30.4%	29.2%
	Very satisfied	331	127	8
		38.8%	34.8%	33.3%
	Extremely satisfied	179	88	3
		21.0%	24.1%	12.5%
	mean =	3.67	3.68	3.21

Other Variables Not in Components

		Gender		
		Female	Male	Other
Total		834	409	18
		100.0%	100.0%	100.0%
How satisfied are you with the diversity in Recreational areas such as the rec center?	Not at all satisfied	11	11	1
		1.3%	2.7%	5.6%
	Not very satisfied	43	19	3
		5.2%	4.6%	16.7%
	Moderately satisfied	190	96	4
		22.8%	23.5%	22.2%
	Very satisfied	371	166	8
		44.5%	40.6%	44.4%
	Extremely satisfied	219	117	2
		26.3%	28.6%	11.1%
mean =		3.89	3.88	3.39

		Gender		
		Female	Male	Other
Total		1137	538	36
		100.0%	100.0%	100.0%
How important is it to you that your campus be committed to building a diverse student body?	Not at all important	38	68	1
		3.3%	12.6%	2.8%
	Not very important	65	62	1
		5.7%	11.5%	2.8%
	Moderately important	245	132	1
		21.5%	24.5%	2.8%
	Very important	360	143	9
		31.7%	26.6%	25.0%
	Extremely important	429	133	24
		37.7%	24.7%	66.7%
mean =		3.95	3.39	4.50

		Gender		
		Female	Male	Other
On this campus, have you ever felt like you have been treated unfairly by faculty, or have you never felt like that?	Have never felt	77.7%	80.9%	60.0%
	Have felt	22.3%	19.1%	40.0%
	Subtotal	1134	540	35

Other Variables Not in Components

		Gender		
		Female	Male	Other
On this campus, have you ever felt like you have been treated unfairly by staff, or have you never felt like that?	Have never felt	84.3%	84.6%	83.3%
	Have felt	15.7%	15.4%	16.7%
	Subtotal	1134	539	36

		Gender		
		Female	Male	Other
On this campus, have you ever felt like you have been treated unfairly by other students, or have you never felt like that?	Have never felt	73.0%	80.3%	66.7%
	Have felt	27.0%	19.7%	33.3%
	Subtotal	1138	539	36

		Gender		
		Female	Male	Other
As far as you know, are there units or offices in place to help students if they are treated unfairly, or are there no such units or offices?	There are units/offices	76.5%	76.8%	77.8%
	2	0.0%	0.0%	0.0%
	Subtotal	869	413	28
	There are no units/offices	23.5%	23.2%	22.2%

		Gender		
		Female	Male	Other
Total		343	146	11
		100.0%	100.0%	100.0%
How effective are these units or offices in addressing issues of unfair treatment?	Not at all effective	3	6	0
		0.9%	4.1%	0.0%
	Not very effective	32	8	0
		9.3%	5.5%	0.0%
	Moderately effective	126	52	6
		36.7%	35.6%	54.5%
	Very effective	138	56	4
		40.2%	38.4%	36.4%
	Extremely effective	44	24	1
		12.8%	16.4%	9.1%
mean =		3.55	3.58	3.55

Other Variables Not in Components

		Gender		
		Female	Male	Other
Total		1128	533	35
		100.0%	100.0%	100.0%
Overall, how would you rate the physical safety on and around campus?	Not safe at all	0	3	1
		0.0%	0.6%	2.9%
	Not very safe	11	2	0
		1.0%	0.4%	0.0%
	Moderately safe	222	51	12
		19.7%	9.6%	34.3%
	Very safe	610	224	15
		54.1%	42.0%	42.9%
	Extremely safe	285	253	7
		25.3%	47.5%	20.0%
mean =		4.04	4.35	3.77

		Gender		
		Female	Male	Other
Total		1128	535	36
		100.0%	100.0%	100.0%
How much do you think Housing/Residential life staff treats you with dignity and respect?	Not at all	16	11	1
		1.4%	2.1%	2.8%
	A little	32	18	0
		2.8%	3.4%	0.0%
	To some extent	97	36	3
		8.6%	6.7%	8.3%
	A lot	183	69	4
		16.2%	12.9%	11.1%
	A great deal	190	110	9
		16.8%	20.6%	25.0%
	NotApplicable	610	291	19
		54.1%	54.4%	52.8%
mean =		3.96	4.02	4.18

Other Variables Not in Components

		Gender		
		Female	Male	Other
Total		1131	535	36
		100.0%	100.0%	100.0%
How much do you think Staff in the graduate studies office treats you with dignity and respect?	Not at all	6	5	2
		0.5%	0.9%	5.6%
	A little	13	6	0
		1.1%	1.1%	0.0%
	To some extent	62	46	3
		5.5%	8.6%	8.3%
	A lot	208	80	1
		18.4%	15.0%	2.8%
	A great deal	193	118	5
		17.1%	22.1%	13.9%
	NotApplicable	649	280	25
		57.4%	52.3%	69.4%
mean =		4.18	4.18	3.64

		Gender		
		Female	Male	Other
Total		1136	535	36
		100.0%	100.0%	100.0%
How much do you think Financial aid staff treats you with dignity and respect?	Not at all	72	22	2
		6.3%	4.1%	5.6%
	A little	111	33	4
		9.8%	6.2%	11.1%
	To some extent	228	82	10
		20.1%	15.3%	27.8%
	A lot	293	151	7
		25.8%	28.2%	19.4%
	A great deal	232	128	6
		20.4%	23.9%	16.7%
	NotApplicable	200	119	7
		17.6%	22.2%	19.4%
mean =		3.54	3.79	3.38

Other Variables Not in Components

		Gender		
		Female	Male	Other
Total		1136	537	36
		100.0%	100.0%	100.0%
How much do you think Staff in the Registrar's office treats you with dignity and respect?	Not at all	21	15	3
		1.8%	2.8%	8.3%
	A little	69	20	1
		6.1%	3.7%	2.8%
	To some extent	178	72	4
		15.7%	13.4%	11.1%
	A lot	329	159	10
		29.0%	29.6%	27.8%
	A great deal	256	152	8
		22.5%	28.3%	22.2%
	NotApplicable	283	119	10
		24.9%	22.2%	27.8%
mean =		3.86	3.99	3.73

		Gender		
		Female	Male	Other
Is there anyone at this University who gives advice on academic issues and/or advocates for you, or is there no one at the University like that?	Yes, there is	77.4%	74.9%	69.4%
	No, there is not	22.6%	25.1%	30.6%
	Subtotal	1131	538	36

		Gender		
		Female	Male	Other
Total		1125	531	36
		100.0%	100.0%	100.0%
How important is it for you to have someone like this at the university?	Extremely important	621	227	24
		55.2%	42.7%	66.7%
	Very important	319	176	7
		28.4%	33.1%	19.4%
	Moderately important	150	80	2
		13.3%	15.1%	5.6%
	Not very important	30	30	1
		2.7%	5.6%	2.8%
	Not at all important	5	18	2
		0.4%	3.4%	5.6%
mean =		1.65	1.94	1.61

Other Variables Not in Components

		Gender		
		Female	Male	Other
Are you currently providing care to a family member/or relative to help them take care of themselves? This includes taking care of or helping adult family members or relatives with personal needs or household chores, managing their finances, arranging for	Not providing care	89.2%	91.3%	91.2%
	Providing carePlease specify to how many	10.8%	8.7%	8.8%
	Subtotal	1120	530	34

Appendix H

Tables of Individual Items: By Race

Overall Climate

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		58	1273	121	154	64	56
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
How would you rate the climate on the campus where you are primarily located?	Very poor	0	5	0	3	1	0
		0.0%	0.4%	0.0%	1.9%	1.6%	0.0%
	Poor	3	29	6	2	1	3
		5.2%	2.3%	5.0%	1.3%	1.6%	5.4%
	Fair	13	199	36	29	7	16
		22.4%	15.6%	29.8%	18.8%	10.9%	28.6%
	Good	27	674	54	75	40	25
		46.6%	52.9%	44.6%	48.7%	62.5%	44.6%
	Very good	15	366	25	45	15	12
		25.9%	28.8%	20.7%	29.2%	23.4%	21.4%
mean =		3.93	4.07	3.81	4.02	4.05	3.82

Overall Climate

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		56	1278	121	153	63	55
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Overall, how strongly would you recommend Oakland University to other students?	Not at all strongly	2	31	8	4	3	5
		3.6%	2.4%	6.6%	2.6%	4.8%	9.1%
	Not very strongly	5	95	8	12	4	5
		8.9%	7.4%	6.6%	7.8%	6.3%	9.1%
	Moderately strongly	23	342	45	40	19	18
		41.1%	26.8%	37.2%	26.1%	30.2%	32.7%
	Very strongly	17	489	38	58	24	12
		30.4%	38.3%	31.4%	37.9%	38.1%	21.8%
	Extremely strongly	9	321	22	39	13	15
		16.1%	25.1%	18.2%	25.5%	20.6%	27.3%
mean =		3.46	3.76	3.48	3.76	3.63	3.49

Belongingness/Personal Identity

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		57	1260	118	151	64	54
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Overall, how socially isolated do you feel on your campus?	Extremely isolated	2	26	4	5	1	1
		3.5%	2.1%	3.4%	3.3%	1.6%	1.9%
	Very isolated	6	98	13	12	4	8
		10.5%	7.8%	11.0%	7.9%	6.3%	14.8%
	Moderately isolated	20	419	35	51	18	20
		35.1%	33.3%	29.7%	33.8%	28.1%	37.0%
	Not very isolated	18	512	42	55	29	16
		31.6%	40.6%	35.6%	36.4%	45.3%	29.6%
	Not at all isolated	11	205	24	28	12	9
		19.3%	16.3%	20.3%	18.5%	18.8%	16.7%
mean =		3.53	3.61	3.58	3.59	3.73	3.44

Belongingness/Personal Identity

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		57	1273	121	153	65	55
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
How friendly or unfriendly is your campus?	Extremely unfriendly	0	9	2	1	0	1
		0.0%	0.7%	1.7%	0.7%	0.0%	1.8%
	Somewhat unfriendly	2	56	10	5	3	3
		3.5%	4.4%	8.3%	3.3%	4.6%	5.5%
	Neither friendly nor unfriendly	10	135	16	17	4	7
		17.5%	10.6%	13.2%	11.1%	6.2%	12.7%
	Somewhat friendly	29	694	60	75	37	32
		50.9%	54.5%	49.6%	49.0%	56.9%	58.2%
	Extremely friendly	16	379	33	55	21	12
		28.1%	29.8%	27.3%	35.9%	32.3%	21.8%
mean =		4.04	4.08	3.93	4.16	4.17	3.93

Belongingness/Personal Identity

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		56	1266	121	154	65	55
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
How inclusive or excluding is your campus?	Extremely excluding	1	10	3	3	0	2
		1.8%	0.8%	2.5%	1.9%	0.0%	3.6%
	Somewhat excluding	8	102	14	10	6	7
		14.3%	8.1%	11.6%	6.5%	9.2%	12.7%
	Neither inclusive nor excluding	13	270	27	35	16	11
		23.2%	21.3%	22.3%	22.7%	24.6%	20.0%
	Somewhat inclusive	23	535	47	67	27	18
		41.1%	42.3%	38.8%	43.5%	41.5%	32.7%
	Extremely inclusive	11	349	30	39	16	17
		19.6%	27.6%	24.8%	25.3%	24.6%	30.9%
mean =		3.63	3.88	3.72	3.84	3.82	3.75

Belongingness/Personal Identity

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		57	1277	121	154	65	56
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
How cooperative is the environment on your campus?	Not at all cooperative	1	9	0	1	0	1
		1.8%	0.7%	0.0%	0.6%	0.0%	1.8%
	Not very cooperative	3	66	11	7	4	9
		5.3%	5.2%	9.1%	4.5%	6.2%	16.1%
	Moderately cooperative	22	489	52	62	17	21
		38.6%	38.3%	43.0%	40.3%	26.2%	37.5%
	Very cooperative	23	538	45	54	40	18
		40.4%	42.1%	37.2%	35.1%	61.5%	32.1%
	Extremely cooperative	8	175	13	30	4	7
		14.0%	13.7%	10.7%	19.5%	6.2%	12.5%
mean =		3.60	3.63	3.50	3.68	3.68	3.38

Belongingness/Personal Identity

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		58	1275	121	154	65	55
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
How comfortable do you feel expressing your personal identity on your campus?	Not at all comfortable	1	22	4	5	0	2
		1.7%	1.7%	3.3%	3.2%	0.0%	3.6%
	Not very comfortable	9	77	13	12	4	5
		15.5%	6.0%	10.7%	7.8%	6.2%	9.1%
	Moderately comfortable	16	285	40	48	23	12
		27.6%	22.4%	33.1%	31.2%	35.4%	21.8%
	Very comfortable	18	460	33	56	19	22
		31.0%	36.1%	27.3%	36.4%	29.2%	40.0%
	Extremely comfortable	14	431	31	33	19	14
		24.1%	33.8%	25.6%	21.4%	29.2%	25.5%
mean =		3.60	3.94	3.61	3.65	3.82	3.75

Belongingness/Personal Identity

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		42	1075	106	136	55	49
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Thinking about your campus, how satisfied are you with the social and cultural activities that reflect your personal identity?	Not at all satisfied	2	26	5	7	1	5
		4.8%	2.4%	4.7%	5.1%	1.8%	10.2%
	Not very satisfied	7	84	16	15	6	3
		16.7%	7.8%	15.1%	11.0%	10.9%	6.1%
	Moderately satisfied	13	340	49	47	17	19
		31.0%	31.6%	46.2%	34.6%	30.9%	38.8%
	Very satisfied	10	434	23	48	17	16
		23.8%	40.4%	21.7%	35.3%	30.9%	32.7%
	Extremely satisfied	10	191	13	19	14	6
		23.8%	17.8%	12.3%	14.0%	25.5%	12.2%
mean =		3.45	3.63	3.22	3.42	3.67	3.31

Belongingness/Personal Identity

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		50	1186	111	148	60	53
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Thinking about your campus, how satisfied are you with the academic programs that reflect your personal identity?	Not at all satisfied	3	21	5	5	1	5
		6.0%	1.8%	4.5%	3.4%	1.7%	9.4%
	Not very satisfied	5	71	17	11	4	5
		10.0%	6.0%	15.3%	7.4%	6.7%	9.4%
	Moderately satisfied	11	358	37	48	24	18
		22.0%	30.2%	33.3%	32.4%	40.0%	34.0%
	Very satisfied	21	469	42	58	25	17
		42.0%	39.5%	37.8%	39.2%	41.7%	32.1%
	Extremely satisfied	10	267	10	26	6	8
		20.0%	22.5%	9.0%	17.6%	10.0%	15.1%
mean =		3.60	3.75	3.32	3.60	3.52	3.34

Belongingness/Personal Identity

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		57	1275	121	154	65	56
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
If you experience unfair treatment, how confident are you that you can file a complaint or grievance without negative consequences?	Not at all confident	4	68	8	9	2	6
		7.0%	5.3%	6.6%	5.8%	3.1%	10.7%
	Not very confident	11	185	26	23	16	11
		19.3%	14.5%	21.5%	14.9%	24.6%	19.6%
	Moderately confident	17	477	46	64	18	15
		29.8%	37.4%	38.0%	41.6%	27.7%	26.8%
	Very confident	15	326	26	41	16	12
		26.3%	25.6%	21.5%	26.6%	24.6%	21.4%
	Extremely confident	10	219	15	17	13	12
		17.5%	17.2%	12.4%	11.0%	20.0%	21.4%
mean =		3.28	3.35	3.12	3.22	3.34	3.23

Belongingness/Personal Identity

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		53	1258	113	142	62	54
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
How much do you think Other students on campus treats you with dignity and respect?	Not at all	0	14	4	3	1	2
		0.0%	1.1%	3.5%	2.1%	1.6%	3.7%
	A little	4	52	8	9	5	5
		7.5%	4.1%	7.1%	6.3%	8.1%	9.3%
	To some extent	16	288	41	39	20	19
		30.2%	22.9%	36.3%	27.5%	32.3%	35.2%
	A lot	19	571	40	61	21	15
		35.8%	45.4%	35.4%	43.0%	33.9%	27.8%
	A great deal	14	333	20	30	15	13
		26.4%	26.5%	17.7%	21.1%	24.2%	24.1%
mean =		3.81	3.92	3.57	3.75	3.71	3.59

Belongingness/Personal Identity

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		55	1278	121	154	63	56
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
How much of a say do you feel you have about things that affect your academic success at this university?	None at all	6	92	12	7	4	6
		10.9%	7.2%	9.9%	4.5%	6.3%	10.7%
	A little bit	4	192	14	26	10	7
		7.3%	15.0%	11.6%	16.9%	15.9%	12.5%
	A moderate amount	19	419	29	48	17	22
		34.5%	32.8%	24.0%	31.2%	27.0%	39.3%
	A lot	17	334	37	41	18	9
		30.9%	26.1%	30.6%	26.6%	28.6%	16.1%
	A great deal	9	241	29	32	14	12
		16.4%	18.9%	24.0%	20.8%	22.2%	21.4%
mean =		3.35	3.34	3.47	3.42	3.44	3.25

Belongingness/Personal Identity

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		54	1276	121	154	64	56
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
As a student on this campus, how difficult is it for you to balance your student and family life?	Extremely difficult	3	82	10	6	4	4
		5.6%	6.4%	8.3%	3.9%	6.3%	7.1%
	Very difficult	10	209	17	23	14	13
		18.5%	16.4%	14.0%	14.9%	21.9%	23.2%
	Moderately difficult	26	514	46	46	27	24
		48.1%	40.3%	38.0%	29.9%	42.2%	42.9%
	Not very difficult	11	359	39	61	17	12
		20.4%	28.1%	32.2%	39.6%	26.6%	21.4%
	Not at all difficult	4	112	9	18	2	3
		7.4%	8.8%	7.4%	11.7%	3.1%	5.4%
mean =		3.06	3.16	3.17	3.40	2.98	2.95

Diversity

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		54	1228	118	152	60	51
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
How satisfied are you with the diversity in Classroom/Academic settings?	Not at all satisfied	3	21	16	6	3	5
		5.6%	1.7%	13.6%	3.9%	5.0%	9.8%
	Not very satisfied	3	66	22	15	3	6
		5.6%	5.4%	18.6%	9.9%	5.0%	11.8%
	Moderately satisfied	18	359	39	47	22	17
		33.3%	29.2%	33.1%	30.9%	36.7%	33.3%
	Very satisfied	18	495	26	57	23	16
		33.3%	40.3%	22.0%	37.5%	38.3%	31.4%
	Extremely satisfied	12	287	15	27	9	7
		22.2%	23.4%	12.7%	17.8%	15.0%	13.7%
mean =		3.61	3.78	3.02	3.55	3.53	3.27

Diversity

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		50	1153	112	144	59	52
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
How satisfied are you with the diversity in the Oakland student center?	Not at all satisfied	2	13	4	2	0	5
		4.0%	1.1%	3.6%	1.4%	0.0%	9.6%
	Not very satisfied	3	59	11	13	2	5
		6.0%	5.1%	9.8%	9.0%	3.4%	9.6%
	Moderately satisfied	15	277	35	36	15	8
		30.0%	24.0%	31.3%	25.0%	25.4%	15.4%
	Very satisfied	20	484	44	56	31	24
		40.0%	42.0%	39.3%	38.9%	52.5%	46.2%
	Extremely satisfied	10	320	18	37	11	10
		20.0%	27.8%	16.1%	25.7%	18.6%	19.2%
mean =		3.66	3.90	3.54	3.78	3.86	3.56

Diversity

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		53	1204	112	147	61	53
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
How much do you think Administrative support staff treats you with dignity and respect?	Not at all	4	17	2	3	3	1
		7.5%	1.4%	1.8%	2.0%	4.9%	1.9%
	A little	5	34	4	5	2	3
		9.4%	2.8%	3.6%	3.4%	3.3%	5.7%
	To some extent	8	227	21	25	9	12
		15.1%	18.9%	18.8%	17.0%	14.8%	22.6%
	A lot	16	442	42	58	25	12
		30.2%	36.7%	37.5%	39.5%	41.0%	22.6%
	A great deal	20	484	43	56	22	25
		37.7%	40.2%	38.4%	38.1%	36.1%	47.2%
mean =		3.81	4.11	4.07	4.08	4.00	4.08

Diversity

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		56	1230	112	153	62	56
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
How satisfied are you with the diversity in Faculty?	Not at all	3	20	3	3	2	2
		5.4%	1.6%	2.7%	2.0%	3.2%	3.6%
	A little	5	40	15	10	3	5
		8.9%	3.3%	13.4%	6.5%	4.8%	8.9%
	To some extent	14	199	33	43	12	16
		25.0%	16.2%	29.5%	28.1%	19.4%	28.6%
	A lot	11	455	39	56	27	13
		19.6%	37.0%	34.8%	36.6%	43.5%	23.2%
	A great deal	23	516	22	41	18	20
		41.1%	42.0%	19.6%	26.8%	29.0%	35.7%
mean =		3.82	4.14	3.55	3.80	3.90	3.79

Diversity

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		55	1201	109	148	59	54
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
How satisfied are you with the diversity in Staff?	Not at all	1	16	3	1	3	3
		1.8%	1.3%	2.8%	0.7%	5.1%	5.6%
	A little	6	41	15	10	0	6
		10.9%	3.4%	13.8%	6.8%	0.0%	11.1%
	To some extent	14	207	31	35	11	14
		25.5%	17.2%	28.4%	23.6%	18.6%	25.9%
	A lot	17	474	36	60	28	12
		30.9%	39.5%	33.0%	40.5%	47.5%	22.2%
	A great deal	17	463	24	42	17	19
		30.9%	38.6%	22.0%	28.4%	28.8%	35.2%
mean =		3.78	4.10	3.58	3.89	3.95	3.70

Diversity

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		56	1234	118	153	63	55
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
How satisfied are you with the diversity in Students?	Not at all	1	18	7	6	1	3
		1.8%	1.5%	5.9%	3.9%	1.6%	5.5%
	A little	6	49	19	10	1	6
		10.7%	4.0%	16.1%	6.5%	1.6%	10.9%
	To some extent	19	293	49	49	21	18
		33.9%	23.7%	41.5%	32.0%	33.3%	32.7%
	A lot	18	545	25	56	28	16
		32.1%	44.2%	21.2%	36.6%	44.4%	29.1%
	A great deal	12	329	18	32	12	12
		21.4%	26.7%	15.3%	20.9%	19.0%	21.8%
mean =		3.61	3.91	3.24	3.64	3.78	3.51

Diversity

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		56	1275	120	154	64	56
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
As far as you know, how often are students from minority groups treated unfairly on this campus? *Move your cursor over the term to see a definition	Extremely often	2	8	5	1	0	3
		3.6%	0.6%	4.2%	0.6%	0.0%	5.4%
	Very often	5	18	10	6	4	3
		8.9%	1.4%	8.3%	3.9%	6.3%	5.4%
	Moderately often	11	141	33	17	9	8
		19.6%	11.1%	27.5%	11.0%	14.1%	14.3%
	Not very often	25	702	48	84	33	28
		44.6%	55.1%	40.0%	54.5%	51.6%	50.0%
	Never	13	406	24	46	18	14
		23.2%	31.8%	20.0%	29.9%	28.1%	25.0%
mean =		3.75	4.16	3.63	4.09	4.02	3.84

Academic Support

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		54	1262	120	150	64	55
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
How easy is it for you to meet with faculty members/instructors on your campus when you need to?	Not easy at all	0	22	2	1	1	4
		0.0%	1.7%	1.7%	0.7%	1.6%	7.3%
	Not very easy	4	85	4	9	7	7
		7.4%	6.7%	3.3%	6.0%	10.9%	12.7%
	Moderately easy	12	373	39	44	16	12
		22.2%	29.6%	32.5%	29.3%	25.0%	21.8%
	Very easy	22	480	49	56	29	17
		40.7%	38.0%	40.8%	37.3%	45.3%	30.9%
	Extremely easy	16	302	26	40	11	15
		29.6%	23.9%	21.7%	26.7%	17.2%	27.3%
mean =		3.93	3.76	3.78	3.83	3.66	3.58

Academic Support

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		55	1267	120	151	62	56
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
How helpful are faculty members/instructors on your campus?	Not helpful at all	0	15	0	3	0	2
		0.0%	1.2%	0.0%	2.0%	0.0%	3.6%
	Not very helpful	6	59	5	6	2	7
		10.9%	4.7%	4.2%	4.0%	3.2%	12.5%
	Moderately helpful	14	319	34	33	22	12
		25.5%	25.2%	28.3%	21.9%	35.5%	21.4%
	Very helpful	23	526	51	66	25	20
		41.8%	41.5%	42.5%	43.7%	40.3%	35.7%
	Extremely helpful	12	348	30	43	13	15
		21.8%	27.5%	25.0%	28.5%	21.0%	26.8%
mean =		3.75	3.89	3.88	3.93	3.79	3.70

Academic Support

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		54	1233	115	148	62	54
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
How responsive are faculty/instructors on this campus when it comes to helping students resolve their academic problems?	Not responsive at all	0	13	1	4	2	4
		0.0%	1.1%	0.9%	2.7%	3.2%	7.4%
	Not very responsive	6	81	5	7	1	4
		11.1%	6.6%	4.3%	4.7%	1.6%	7.4%
	Moderately responsive	11	351	31	35	20	13
		20.4%	28.5%	27.0%	23.6%	32.3%	24.1%
	Very responsive	20	520	51	67	30	22
		37.0%	42.2%	44.3%	45.3%	48.4%	40.7%
	Extremely responsive	17	268	27	35	9	11
		31.5%	21.7%	23.5%	23.6%	14.5%	20.4%
mean =		3.89	3.77	3.85	3.82	3.69	3.59

Academic Support

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		56	1270	120	150	62	55
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
How active are faculty/instructors on this campus in empowering you to learn?	Not active at all	2	14	2	4	2	2
		3.6%	1.1%	1.7%	2.7%	3.2%	3.6%
	Not very active	2	91	6	9	6	8
		3.6%	7.2%	5.0%	6.0%	9.7%	14.5%
	Moderately active	19	372	38	40	15	14
		33.9%	29.3%	31.7%	26.7%	24.2%	25.5%
	Very active	22	507	48	63	26	18
		39.3%	39.9%	40.0%	42.0%	41.9%	32.7%
	Extremely active	11	286	26	34	13	13
		19.6%	22.5%	21.7%	22.7%	21.0%	23.6%
mean =		3.68	3.76	3.75	3.76	3.68	3.58

Academic Support

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		56	1261	117	146	62	56
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
How much do the faculty/instructors on this campus value your contributions in class?	Not at all	2	24	4	4	2	3
		3.6%	1.9%	3.4%	2.7%	3.2%	5.4%
	A little	4	88	6	13	5	9
		7.1%	7.0%	5.1%	8.9%	8.1%	16.1%
	A moderate amount	15	372	25	41	17	13
		26.8%	29.5%	21.4%	28.1%	27.4%	23.2%
	A lot	22	435	49	60	28	18
		39.3%	34.5%	41.9%	41.1%	45.2%	32.1%
	A great deal	13	342	33	28	10	13
		23.2%	27.1%	28.2%	19.2%	16.1%	23.2%
mean =		3.71	3.78	3.86	3.65	3.63	3.52

Academic Support

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		52	1248	117	147	59	55
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
How much do the faculty/instructors on this campus believe in your potential to succeed academically?	Not at all	1	19	3	3	2	3
		1.9%	1.5%	2.6%	2.0%	3.4%	5.5%
	A little	5	77	6	13	6	8
		9.6%	6.2%	5.1%	8.8%	10.2%	14.5%
	A moderate amount	13	284	26	32	13	11
		25.0%	22.8%	22.2%	21.8%	22.0%	20.0%
	A lot	21	468	46	66	23	17
		40.4%	37.5%	39.3%	44.9%	39.0%	30.9%
	A great deal	12	400	36	33	15	16
		23.1%	32.1%	30.8%	22.4%	25.4%	29.1%
mean =		3.73	3.92	3.91	3.77	3.73	3.64

Academic Support

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		53	1269	121	151	64	54
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
How much do you think Faculty/instructors treat you with dignity and respect?	Not at all	2	13	1	2	1	0
		3.8%	1.0%	0.8%	1.3%	1.6%	0.0%
	A little	1	38	6	7	2	3
		1.9%	3.0%	5.0%	4.6%	3.1%	5.6%
	To some extent	12	194	22	24	12	13
		22.6%	15.3%	18.2%	15.9%	18.8%	24.1%
	A lot	17	477	47	57	24	15
		32.1%	37.6%	38.8%	37.7%	37.5%	27.8%
	A great deal	21	547	45	61	25	23
		39.6%	43.1%	37.2%	40.4%	39.1%	42.6%
mean =		4.02	4.19	4.07	4.11	4.09	4.07

Access to services

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		46	1037	94	127	54	47
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Overall, how well does your campus meet the needs of those with disabilities?	Not well at all	2	38	4	2	4	5
		4.3%	3.7%	4.3%	1.6%	7.4%	10.6%
	Not very well	5	95	7	8	7	4
		10.9%	9.2%	7.4%	6.3%	13.0%	8.5%
	Moderately well	11	282	33	31	12	15
		23.9%	27.2%	35.1%	24.4%	22.2%	31.9%
	Very well	21	410	31	51	20	15
		45.7%	39.5%	33.0%	40.2%	37.0%	31.9%
	Extremely well	7	212	19	35	11	8
		15.2%	20.4%	20.2%	27.6%	20.4%	17.0%
mean =		3.57	3.64	3.57	3.86	3.50	3.36

Access to services

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		47	1084	113	128	58	51
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Overall, how easy is it for you to get access to financial aid services on campus you need to stay enrolled?	Not easy at all	6	102	12	10	6	11
		12.8%	9.4%	10.6%	7.8%	10.3%	21.6%
	Not very easy	5	184	20	15	7	6
		10.6%	17.0%	17.7%	11.7%	12.1%	11.8%
	Moderately easy	15	355	28	50	16	20
		31.9%	32.7%	24.8%	39.1%	27.6%	39.2%
	Very easy	16	273	20	38	20	11
		34.0%	25.2%	17.7%	29.7%	34.5%	21.6%
	Extremely easy	5	170	33	15	9	3
		10.6%	15.7%	29.2%	11.7%	15.5%	5.9%
mean =		3.19	3.21	3.37	3.26	3.33	2.78

Access to services

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		53	1229	117	148	60	53
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
How easy is it for you to access computer equipment/technology on your campus?	Not easy at all	1	15	0	1	1	2
		1.9%	1.2%	0.0%	0.7%	1.7%	3.8%
	Not very easy	4	35	3	2	0	3
		7.5%	2.8%	2.6%	1.4%	0.0%	5.7%
	Moderately easy	10	218	17	27	13	12
		18.9%	17.7%	14.5%	18.2%	21.7%	22.6%
	Very easy	21	449	38	62	15	14
		39.6%	36.5%	32.5%	41.9%	25.0%	26.4%
	Extremely easy	17	512	59	56	31	22
		32.1%	41.7%	50.4%	37.8%	51.7%	41.5%
mean =		3.92	4.15	4.31	4.15	4.25	3.96

Access to services

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		54	1245	119	144	62	56
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
How easy is it for you to access academic advising on your campus?	Not easy at all	2	26	1	3	2	3
		3.7%	2.1%	0.8%	2.1%	3.2%	5.4%
	Not very easy	4	93	6	8	6	4
		7.4%	7.5%	5.0%	5.6%	9.7%	7.1%
	Moderately easy	13	315	30	40	19	15
		24.1%	25.3%	25.2%	27.8%	30.6%	26.8%
	Very easy	18	458	45	55	23	22
		33.3%	36.8%	37.8%	38.2%	37.1%	39.3%
	Extremely easy	17	353	37	38	12	12
		31.5%	28.4%	31.1%	26.4%	19.4%	21.4%
mean =		3.81	3.82	3.93	3.81	3.60	3.64

Access to services

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		42	899	92	110	51	46
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
How easy is it for you to access personal counseling services on your campus?	Not easy at all	6	30	3	6	1	6
		14.3%	3.3%	3.3%	5.5%	2.0%	13.0%
	Not very easy	4	81	5	9	3	4
		9.5%	9.0%	5.4%	8.2%	5.9%	8.7%
	Moderately easy	10	251	34	32	18	17
		23.8%	27.9%	37.0%	29.1%	35.3%	37.0%
	Very easy	14	315	34	36	18	12
		33.3%	35.0%	37.0%	32.7%	35.3%	26.1%
	Extremely easy	8	222	16	27	11	7
		19.0%	24.7%	17.4%	24.5%	21.6%	15.2%
mean =		3.33	3.69	3.60	3.63	3.69	3.22

Access to services

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		43	1048	102	131	50	48
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
How easy is it for you to access career/job search advising on your campus?	Not easy at all	3	24	2	6	3	3
		7.0%	2.3%	2.0%	4.6%	6.0%	6.3%
	Not very easy	5	60	4	11	3	4
		11.6%	5.7%	3.9%	8.4%	6.0%	8.3%
	Moderately easy	10	306	30	41	11	16
		23.3%	29.2%	29.4%	31.3%	22.0%	33.3%
	Very easy	17	405	43	50	22	15
		39.5%	38.6%	42.2%	38.2%	44.0%	31.3%
	Extremely easy	8	253	23	23	11	10
		18.6%	24.1%	22.5%	17.6%	22.0%	20.8%
mean =		3.51	3.77	3.79	3.56	3.70	3.52

Access to services

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		45	1051	104	119	53	52
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
How easy is it for you to access tutoring services on your campus?	Not easy at all	1	16	3	2	1	6
		2.2%	1.5%	2.9%	1.7%	1.9%	11.5%
	Not very easy	3	51	7	5	1	2
		6.7%	4.9%	6.7%	4.2%	1.9%	3.8%
	Moderately easy	13	223	25	32	16	15
		28.9%	21.2%	24.0%	26.9%	30.2%	28.8%
	Very easy	22	441	39	53	18	18
		48.9%	42.0%	37.5%	44.5%	34.0%	34.6%
	Extremely easy	6	320	30	27	17	11
		13.3%	30.4%	28.8%	22.7%	32.1%	21.2%
mean =		3.64	3.95	3.83	3.82	3.92	3.50

Access to services

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		41	919	91	117	48	43
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
How easy is it for you to get something done when it involves multiple units or offices on campus having to work together?	Not easy at all	5	96	6	6	6	4
		12.2%	10.4%	6.6%	5.1%	12.5%	9.3%
	Not very easy	7	206	16	16	11	10
		17.1%	22.4%	17.6%	13.7%	22.9%	23.3%
	Moderately easy	13	358	36	51	14	18
		31.7%	39.0%	39.6%	43.6%	29.2%	41.9%
	Very easy	14	171	26	28	14	8
		34.1%	18.6%	28.6%	23.9%	29.2%	18.6%
	Extremely easy	2	88	7	16	3	3
		4.9%	9.6%	7.7%	13.7%	6.3%	7.0%
mean =		3.02	2.94	3.13	3.27	2.94	2.91

Access to services

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		51	1234	116	146	63	55
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
How much do you think Academic advising staff treats you with dignity and respect?	Not at all	1	13	1	3	2	3
		2.0%	1.1%	0.9%	2.1%	3.2%	5.5%
	A little	3	49	3	9	1	1
		5.9%	4.0%	2.6%	6.2%	1.6%	1.8%
	To some extent	14	170	25	20	10	10
		27.5%	13.8%	21.6%	13.7%	15.9%	18.2%
	A lot	16	446	38	54	27	18
		31.4%	36.1%	32.8%	37.0%	42.9%	32.7%
	A great deal	17	556	49	60	23	23
		33.3%	45.1%	42.2%	41.1%	36.5%	41.8%
mean =		3.88	4.20	4.13	4.09	4.08	4.04

Physical threats to self

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		58	1276	120	154	65	56
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
How often have you personally experienced Threats of physical violence as a student on this campus?	Extremely often	1	3	0	0	2	1
		1.7%	0.2%	0.0%	0.0%	3.1%	1.8%
	Very often	2	0	0	0	0	0
		3.4%	0.0%	0.0%	0.0%	0.0%	0.0%
	Moderately often	1	14	3	3	0	1
		1.7%	1.1%	2.5%	1.9%	0.0%	1.8%
	Not very often	3	96	7	8	5	6
		5.2%	7.5%	5.8%	5.2%	7.7%	10.7%
	Never	51	1163	110	143	58	48
		87.9%	91.1%	91.7%	92.9%	89.2%	85.7%
mean =		4.74	4.89	4.89	4.91	4.80	4.79

Physical threats to self

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		58	1279	121	154	65	56
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
How often have you personally experienced Physical assaults or injuries as a student on this campus?	Extremely often	1	3	0	0	1	1
		1.7%	0.2%	0.0%	0.0%	1.5%	1.8%
	Very often	0	1	0	0	0	0
		0.0%	0.1%	0.0%	0.0%	0.0%	0.0%
	Moderately often	4	8	1	3	2	2
		6.9%	0.6%	0.8%	1.9%	3.1%	3.6%
	Not very often	2	62	6	2	6	1
		3.4%	4.8%	5.0%	1.3%	9.2%	1.8%
	Never	51	1205	114	149	56	52
		87.9%	94.2%	94.2%	96.8%	86.2%	92.9%
mean =		4.76	4.93	4.93	4.95	4.78	4.84

Physical threats to other

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		58	1280	120	154	65	56
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
How often you have heard or seen Threats of physical violence happening to others on this campus?	Extremely often	1	2	0	0	1	1
		1.7%	0.2%	0.0%	0.0%	1.5%	1.8%
	Very often	1	6	1	0	1	1
		1.7%	0.5%	0.8%	0.0%	1.5%	1.8%
	Moderately often	4	54	12	3	8	4
		6.9%	4.2%	10.0%	1.9%	12.3%	7.1%
	Not very often	13	337	25	29	19	7
		22.4%	26.3%	20.8%	18.8%	29.2%	12.5%
	Never	39	881	82	122	36	43
		67.2%	68.8%	68.3%	79.2%	55.4%	76.8%
mean =		4.52	4.63	4.57	4.77	4.35	4.61

Physical threats to other

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		58	1279	119	154	65	56
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
How often you have heard or seen Physical assaults or injuries happening to others on this campus?	Extremely often	1	0	0	0	2	2
		1.7%	0.0%	0.0%	0.0%	3.1%	3.6%
	Very often	0	8	0	0	2	1
		0.0%	0.6%	0.0%	0.0%	3.1%	1.8%
	Moderately often	4	55	12	6	5	1
		6.9%	4.3%	10.1%	3.9%	7.7%	1.8%
	Not very often	15	360	25	32	15	11
		25.9%	28.1%	21.0%	20.8%	23.1%	19.6%
	Never	38	856	82	116	41	41
		65.5%	66.9%	68.9%	75.3%	63.1%	73.2%
mean =		4.53	4.61	4.59	4.71	4.40	4.57

Negative Comments

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		58	1278	121	153	65	56
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
How often you have heard or seen Offensive verbal comments happening to others on this campus?	Extremely often	1	6	4	1	1	2
		1.7%	0.5%	3.3%	0.7%	1.5%	3.6%
	Very often	5	22	8	3	2	1
		8.6%	1.7%	6.6%	2.0%	3.1%	1.8%
	Moderately often	9	155	21	15	9	7
		15.5%	12.1%	17.4%	9.8%	13.8%	12.5%
	Not very often	14	520	33	44	30	25
		24.1%	40.7%	27.3%	28.8%	46.2%	44.6%
	Never	29	575	55	90	23	21
		50.0%	45.0%	45.5%	58.8%	35.4%	37.5%
mean =		4.12	4.28	4.05	4.43	4.11	4.11

Negative Comments

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		57	1279	121	154	65	56
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
How often you have heard or seen Offensive written comments happening to others on this campus?	Extremely often	1	11	0	2	2	2
		1.8%	0.9%	0.0%	1.3%	3.1%	3.6%
	Very often	0	10	5	5	1	1
		0.0%	0.8%	4.1%	3.2%	1.5%	1.8%
	Moderately often	9	91	14	4	5	4
		15.8%	7.1%	11.6%	2.6%	7.7%	7.1%
	Not very often	14	397	33	35	28	17
		24.6%	31.0%	27.3%	22.7%	43.1%	30.4%
	Never	33	770	69	108	29	32
		57.9%	60.2%	57.0%	70.1%	44.6%	57.1%
mean =		4.37	4.49	4.37	4.57	4.25	4.36

Negative Comments

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		58	1278	121	154	65	55
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
How often you have heard or seen Offensive visual images happening to others on this campus?	Extremely often	1	9	1	1	1	2
		1.7%	0.7%	0.8%	0.6%	1.5%	3.6%
	Very often	0	11	5	3	0	1
		0.0%	0.9%	4.1%	1.9%	0.0%	1.8%
	Moderately often	7	79	10	7	6	2
		12.1%	6.2%	8.3%	4.5%	9.2%	3.6%
	Not very often	13	371	27	32	24	15
		22.4%	29.0%	22.3%	20.8%	36.9%	27.3%
	Never	37	808	78	111	34	35
		63.8%	63.2%	64.5%	72.1%	52.3%	63.6%
mean =		4.47	4.53	4.45	4.62	4.38	4.45

Negative Comments

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		58	1278	120	154	64	56
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
How often have you personally experienced Offensive verbal comments as a student on this campus?	Extremely often	1	4	1	1	1	1
		1.7%	0.3%	0.8%	0.6%	1.6%	1.8%
	Very often	1	22	1	2	1	2
		1.7%	1.7%	0.8%	1.3%	1.6%	3.6%
	Moderately often	6	107	23	14	5	7
		10.3%	8.4%	19.2%	9.1%	7.8%	12.5%
	Not very often	14	387	38	42	21	16
		24.1%	30.3%	31.7%	27.3%	32.8%	28.6%
	Never	36	758	57	95	36	30
		62.1%	59.3%	47.5%	61.7%	56.3%	53.6%
mean =		4.43	4.47	4.24	4.48	4.41	4.29

Negative Comments

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		58	1280	120	153	65	56
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
How often have you personally experienced Offensive written comments as a student on this campus?	Extremely often	1	7	0	1	0	2
		1.7%	0.5%	0.0%	0.7%	0.0%	3.6%
	Very often	2	13	6	2	0	1
		3.4%	1.0%	5.0%	1.3%	0.0%	1.8%
	Moderately often	7	65	14	5	3	1
		12.1%	5.1%	11.7%	3.3%	4.6%	1.8%
	Not very often	8	234	26	25	21	10
		13.8%	18.3%	21.7%	16.3%	32.3%	17.9%
	Never	40	961	74	120	41	42
		69.0%	75.1%	61.7%	78.4%	63.1%	75.0%
mean =		4.45	4.66	4.40	4.71	4.58	4.59

Negative Comments

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		58	1280	121	153	64	56
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
How often have you personally experienced Offensive visual images as a student on this campus?	Extremely often	1	8	2	1	0	2
		1.7%	0.6%	1.7%	0.7%	0.0%	3.6%
	Very often	1	12	3	3	1	1
		1.7%	0.9%	2.5%	2.0%	1.6%	1.8%
	Moderately often	7	57	9	7	5	1
		12.1%	4.5%	7.4%	4.6%	7.8%	1.8%
	Not very often	15	287	29	29	22	17
		25.9%	22.4%	24.0%	19.0%	34.4%	30.4%
	Never	34	916	78	113	36	35
		58.6%	71.6%	64.5%	73.9%	56.3%	62.5%
mean =		4.38	4.63	4.47	4.63	4.45	4.46

Other Variables Not in Components

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		25	594	73	70	30	25
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
How satisfied are you with the diversity in Dorms/University housing/Residential areas?	Not at all satisfied	2	22	7	4	1	6
		8.0%	3.7%	9.6%	5.7%	3.3%	24.0%
	Not very satisfied	3	45	15	3	5	0
		12.0%	7.6%	20.5%	4.3%	16.7%	0.0%
	Moderately satisfied	9	183	30	27	10	11
		36.0%	30.8%	41.1%	38.6%	33.3%	44.0%
	Very satisfied	6	208	15	25	9	6
		24.0%	35.0%	20.5%	35.7%	30.0%	24.0%
	Extremely satisfied	5	136	6	11	5	2
		20.0%	22.9%	8.2%	15.7%	16.7%	8.0%
mean =		3.36	3.66	2.97	3.51	3.40	2.92

Other Variables Not in Components

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		42	895	98	128	50	44
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
How satisfied are you with the diversity in Extracurricular student groups and activities?	Not at all satisfied	4	20	7	3	1	4
		9.5%	2.2%	7.1%	2.3%	2.0%	9.1%
	Not very satisfied	3	63	15	14	6	6
		7.1%	7.0%	15.3%	10.9%	12.0%	13.6%
	Moderately satisfied	8	249	42	37	14	15
		19.0%	27.8%	42.9%	28.9%	28.0%	34.1%
	Very satisfied	17	353	24	50	18	12
		40.5%	39.4%	24.5%	39.1%	36.0%	27.3%
	Extremely satisfied	10	210	10	24	11	7
		23.8%	23.5%	10.2%	18.8%	22.0%	15.9%
mean =		3.62	3.75	3.15	3.61	3.64	3.27

Other Variables Not in Components

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		37	928	91	126	51	41
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
How satisfied are you with the diversity in Recreational areas such as the rec center?	Not at all satisfied	0	13	4	2	1	3
		0.0%	1.4%	4.4%	1.6%	2.0%	7.3%
	Not very satisfied	1	41	9	6	3	5
		2.7%	4.4%	9.9%	4.8%	5.9%	12.2%
	Moderately satisfied	8	210	27	30	11	8
		21.6%	22.6%	29.7%	23.8%	21.6%	19.5%
	Very satisfied	20	405	34	53	23	17
		54.1%	43.6%	37.4%	42.1%	45.1%	41.5%
	Extremely satisfied	8	259	17	35	13	8
		21.6%	27.9%	18.7%	27.8%	25.5%	19.5%
mean =		3.95	3.92	3.56	3.90	3.86	3.54

Other Variables Not in Components

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		57	1279	121	153	65	56
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
How important is it to you that your campus be committed to building a diverse student body?	Not at all important	4	95	1	3	0	5
		7.0%	7.4%	0.8%	2.0%	0.0%	8.9%
	Not very important	5	105	3	4	8	4
		8.8%	8.2%	2.5%	2.6%	12.3%	7.1%
	Moderately important	12	324	8	19	12	9
		21.1%	25.3%	6.6%	12.4%	18.5%	16.1%
	Very important	16	387	29	54	19	14
		28.1%	30.3%	24.0%	35.3%	29.2%	25.0%
	Extremely important	20	368	80	73	26	24
		35.1%	28.8%	66.1%	47.7%	40.0%	42.9%
mean =		3.75	3.65	4.52	4.24	3.97	3.86

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
On this campus, have you ever felt like you have been treated unfairly by faculty, or have you never felt like that?	Have never felt	62.1%	79.3%	74.4%	77.5%	76.9%	73.2%
	Have felt	37.9%	20.7%	25.6%	22.5%	23.1%	26.8%
	Subtotal	58	1278	121	151	65	56

Other Variables Not in Components

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
On this campus, have you ever felt like you have been treated unfairly by staff, or have you never felt like that?	Have never felt	79.3%	85.6%	76.0%	84.3%	83.1%	78.6%
	Have felt	20.7%	14.4%	24.0%	15.7%	16.9%	21.4%
	Subtotal	58	1276	121	153	65	56

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
On this campus, have you ever felt like you have been treated unfairly by other students, or have you never felt like that?	Have never felt	69.0%	79.1%	49.6%	69.5%	69.2%	64.3%
	Have felt	31.0%	20.9%	50.4%	30.5%	30.8%	35.7%
	Subtotal	58	1279	121	154	65	56

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
As far as you know, are there units or offices in place to help students if they are treated unfairly, or are there no such units or offices?	There are units/offices	58.9%	79.3%	66.1%	66.2%	79.7%	76.8%
	2	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Subtotal	33	1014	80	102	51	43
	There are no units/offices	41.1%	20.7%	33.9%	33.8%	20.3%	23.2%

Other Variables Not in Components

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		17	366	44	32	24	23
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
How effective are these units or offices in addressing issues of unfair treatment?	Not at all effective	1	7	1	1	0	0
		5.9%	1.9%	2.3%	3.1%	0.0%	0.0%
	Not very effective	2	24	5	3	3	3
		11.8%	6.6%	11.4%	9.4%	12.5%	13.0%
	Moderately effective	6	136	17	12	10	6
		35.3%	37.2%	38.6%	37.5%	41.7%	26.1%
	Very effective	4	151	19	9	7	9
		23.5%	41.3%	43.2%	28.1%	29.2%	39.1%
	Extremely effective	4	48	2	7	4	5
		23.5%	13.1%	4.5%	21.9%	16.7%	21.7%
mean =		3.47	3.57	3.36	3.56	3.50	3.70

Other Variables Not in Components

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		52	1270	121	154	63	54
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Overall, how would you rate the physical safety on and around campus?	Not safe at all	1	2	0	1	0	1
		1.9%	0.2%	0.0%	0.6%	0.0%	1.9%
	Not very safe	0	6	4	2	1	1
		0.0%	0.5%	3.3%	1.3%	1.6%	1.9%
	Moderately safe	11	190	38	29	13	5
		21.2%	15.0%	31.4%	18.8%	20.6%	9.3%
	Very safe	25	637	54	77	34	30
		48.1%	50.2%	44.6%	50.0%	54.0%	55.6%
	Extremely safe	15	435	25	45	15	17
		28.8%	34.3%	20.7%	29.2%	23.8%	31.5%
mean =		4.02	4.18	3.83	4.06	4.00	4.13

Other Variables Not in Components

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		55	1273	119	151	63	56
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
How much do you think Housing/Residential life staff treats you with dignity and respect?	Not at all	1	19	3	1	2	3
		1.8%	1.5%	2.5%	0.7%	3.2%	5.4%
	A little	2	30	8	8	2	2
		3.6%	2.4%	6.7%	5.3%	3.2%	3.6%
	To some extent	4	95	16	8	8	6
		7.3%	7.5%	13.4%	5.3%	12.7%	10.7%
	A lot	8	180	23	25	12	10
		14.5%	14.1%	19.3%	16.6%	19.0%	17.9%
	A great deal	12	237	20	24	12	6
		21.8%	18.6%	16.8%	15.9%	19.0%	10.7%
	NotApplicable	28	712	49	85	27	29
		50.9%	55.9%	41.2%	56.3%	42.9%	51.8%
mean =		4.04	4.04	3.70	3.95	3.83	3.52

Other Variables Not in Components

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		55	1276	118	152	63	56
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
How much do you think Staff in the graduate studies office treats you with dignity and respect?	Not at all	2	5	1	2	2	1
		3.6%	0.4%	0.8%	1.3%	3.2%	1.8%
	A little	2	15	1	1	0	2
		3.6%	1.2%	0.8%	0.7%	0.0%	3.6%
	To some extent	5	72	10	17	6	5
		9.1%	5.6%	8.5%	11.2%	9.5%	8.9%
	A lot	12	195	23	37	17	7
		21.8%	15.3%	19.5%	24.3%	27.0%	12.5%
	A great deal	12	229	26	32	10	9
		21.8%	17.9%	22.0%	21.1%	15.9%	16.1%
	NotApplicable	22	760	57	63	28	32
		40.0%	59.6%	48.3%	41.4%	44.4%	57.1%
mean =		3.91	4.22	4.18	4.08	3.94	3.88

Other Variables Not in Components

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		55	1277	120	153	64	56
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
How much do you think Financial aid staff treats you with dignity and respect?	Not at all	5	67	9	6	3	6
		9.1%	5.2%	7.5%	3.9%	4.7%	10.7%
	A little	1	108	12	8	9	10
		1.8%	8.5%	10.0%	5.2%	14.1%	17.9%
	To some extent	10	245	21	24	14	10
		18.2%	19.2%	17.5%	15.7%	21.9%	17.9%
	A lot	16	332	38	45	18	8
		29.1%	26.0%	31.7%	29.4%	28.1%	14.3%
	A great deal	11	260	30	37	15	17
		20.0%	20.4%	25.0%	24.2%	23.4%	30.4%
	NotApplicable	12	265	10	33	5	5
		21.8%	20.8%	8.3%	21.6%	7.8%	8.9%
mean =		3.63	3.60	3.62	3.83	3.56	3.39

Other Variables Not in Components

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		55	1277	121	153	64	56
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
How much do you think Staff in the Registrar's office treats you with dignity and respect?	Not at all	5	23	2	3	3	3
		9.1%	1.8%	1.7%	2.0%	4.7%	5.4%
	A little	0	60	8	10	5	7
		0.0%	4.7%	6.6%	6.5%	7.8%	12.5%
	To some extent	9	186	17	28	9	9
		16.4%	14.6%	14.0%	18.3%	14.1%	16.1%
	A lot	17	384	34	44	19	7
		30.9%	30.1%	28.1%	28.8%	29.7%	12.5%
	A great deal	16	300	32	37	16	18
		29.1%	23.5%	26.4%	24.2%	25.0%	32.1%
	NotApplicable	8	324	28	31	12	12
		14.5%	25.4%	23.1%	20.3%	18.8%	21.4%
mean =		3.83	3.92	3.92	3.84	3.77	3.68

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Is there anyone at this University who gives advice on academic issues and/or advocates for you, or is there no one at the University like that?	Yes, there is	76.4%	76.8%	73.6%	79.1%	79.7%	62.5%
	No, there is not	23.6%	23.2%	26.4%	20.9%	20.3%	37.5%
	Subtotal	55	1274	121	153	64	56

Other Variables Not in Components

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Total		54	1262	121	151	64	56
		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
How important is it for you to have someone like this at the university?	Extremely important	26	636	73	78	34	32
		48.1%	50.4%	60.3%	51.7%	53.1%	57.1%
	Very important	20	376	30	51	20	12
		37.0%	29.8%	24.8%	33.8%	31.3%	21.4%
	Moderately important	5	186	13	16	5	8
		9.3%	14.7%	10.7%	10.6%	7.8%	14.3%
	Not very important	0	47	4	5	3	2
		0.0%	3.7%	3.3%	3.3%	4.7%	3.6%
	Not at all important	3	17	1	1	2	2
		5.6%	1.3%	0.8%	0.7%	3.1%	3.6%
mean =		1.78	1.76	1.60	1.68	1.73	1.75

Other Variables Not in Components

		Race in 6 categories					
		None specified	White	African American/Black	Asian	Hispanic or Latino	Multiracial or other
Are you currently providing care to a family member/or relative to help them take care of themselves? This includes taking care of or helping adult family members or relatives with personal needs or household chores, managing their finances, arranging for	Not providing care	82.9%	91.1%	83.3%	87.4%	92.3%	83.3%
	Providing carePlease specify to how many	17.1%	8.9%	16.7%	12.6%	7.7%	16.7%
	Subtotal	35	1267	120	151	65	54