

# Oakland University Climate Survey

---

## *Final Analytical Report: Faculty, Staff, and Students*

Prepared by

Linda Owens  
Sowmya Anand

October 2013

---

**UIC** Survey Research  
UNIVERSITY OF ILLINOIS  
AT CHICAGO Laboratory  
COLLEGE OF URBAN PLANNING  
& PUBLIC AFFAIRS

412 South Peoria Street, Sixth Floor  
Chicago, Illinois 60607  
312.996.5300 Fax 312.996.3358

616 East Green Street, 203 Tech Plaza  
Champaign, Illinois 61820  
217.333.4273 Fax 217.244.4408

[www.srl.uic.edu](http://www.srl.uic.edu)

---

© 2013 Board of Trustees of the University of Illinois

The text and ideas contained in this document are the original work of the Survey Research Laboratory at the University of Illinois.  
Any reproduction, in part or whole, should not be done without permission from the University of Illinois and the authors.

# Acknowledgments

---

Most importantly, we would like to acknowledge all the survey respondents who took the time to provide their feedback on the Oakland University Climate Survey.

We would like to thank the Climate Culture Task Force Members who contributed to the survey efforts.

## **Climate Culture Task Force Members**

David Archbold	Director, International Students and Scholars
Omar Brown-El	Director, Center for Multicultural Initiatives
Dalton (Lisa) Connally	Assistant Professor, Social Work
Scott Crabill	Interim Vice Provost Undergraduate Education
Joi Cunningham	Director, Office of Inclusion /Attorney
Renee Dembeck	Executive Office Assistant, President
Patricia Dolly	Senior Advisor to the President, Diversity, Equity & Inclusion
Vonda Douglas-Nikitin	Assistant Dean, Division & Multicultural Affairs, SOM
Simon Dover	Senior Associate Athletic Director
Leigh Settlemaier Dzwik	Assistant Dean Education & Human Services
Maria Ebner-Smith	Purchasing Manager
Jo Hairston	Executive Administrative Manager, President
Cindy Hermesen	Director, Financial Aid
Chris Kobus	Associate Professor Engineering
Stephanie Lee	Administrative Associate to the Provost
Joan Love	Assistant Director Admissions
Karen Markel	Associate Professor, Management/Chair Management and Marketing
Reginald McCloud	Director, Pre-College Programs
Glenn McIntosh	Interim VP Student Affairs & Dean of Student Life
Deborah Middlebrook	Assistant Director Finance and Operations
Jean Ann Miller	Director, Center for Student Activities
Vernita Parker	Executive Secretary, President
Michelle Piskulich	Associate Provost of Academic Affairs
Caryn Reed-Hendon	Director Diversity and Inclusion (students) SOM
Jo Reger	Associate Professor of Sociology and Director of Women's Studies
Eleanor Reynolds	Assistant VP Student Affairs & Admissions
Gail Ryckman	Manager of Employment

Laura Schartman	Director Institutional Research
Darlene Schott-Baer	Interim VP Graduate Education/Prof Nursing Graduate Study
Lorenzo Smith	Prof Engineering & Associate Dean
Michelle Southward	Advising Coordinator, Health Sciences
Robert Stewart	Associate Dean, College of Arts and Sciences
Mildred Taylor	Director, Charter Schools
Julie Trube	Interim Executive Director OU Macomb
Ron Watson	Assistant Vice President of University Human Resources
Rose Wedemeyer	Director of Education Training SOM
Rebecca Wickham	Assistant Director University Housing
Grace Wojcik	Coordinator, Gender and Sexuality Center
Byungwon Woo	Assistant Professor, Political Science
Betty Youngblood	Interim President

We would also like to acknowledge the Survey Research Laboratory at the University of Illinois who assisted with managing data collection, conducting the analyses and producing the final reports, and the University of Illinois for making available the climate survey questionnaire.

# Students

---

*Oakland University*

# Contents

---

List of Tables	iii
List of Figures	iv
Methods	1
Organization of the Reports	2
Overall Approach to the Analysis of the Data	2
Computing the Outcome Variable: Overall Climate	2
Principal Components Analysis	3
Computing Explanatory Variables	3
Regression Analysis	3
Prioritizing Explanatory Variables	3
Interpretation of the Means	4
Significance Tests	5
Small Cell Sizes	6
Sample Weights	6
Appendices	7
Results	7
Demographic Profile of Faculty Respondents	7
Outcome Variable Index and Items	8
Explanatory Variables and Items	11
Prioritizing Areas for Action	15
Strengths versus Areas for Action	15
Identifying Strengths and Prioritizing Areas for Action	16
Areas of Strength and Action by Component	17
Belongingness and Personal Identity	17
Respect for Diversity	21
Academic Support	24
Campus Commitment to Student Diversity	25
Access to Services	30
Responses to Open-end Questions	33
Summary of Results	35

Appendix A. Mean Ratings by Demographics on Components Not Significantly Related to Overall Climate

Appendix B. Student Questionnaire

Appendix C. Text of E-mail Invitation and Reminder Messages

Appendix D. Tables of Individual Items: All Students

Appendix E. Tables of Individual Items: By Gender

Appendix F. Tables of Individual Items: By Race/Ethnicity

Appendix G. Tables of Individual Items: By Student Status

Appendix H. Tables of Individual Items: By Age

Appendix I. Tables of Individual Items: By Semesters Enrolled

Appendix J. Tables of Individual Items: By Sexual Orientation

Appendix K. Tables of Individual Items: By Ability/Disability Status

# Tables

---

Table 1. Sample Frame, Completed Interviews, and Response Rate, by Sample Stratum	1
Table 2. Margins of Error and Scale Point Equivalents, by Stratum	6
Table 3. Demographic and Personal Profile for Student Respondents	8
Table 4. Overall Climate Component and Constituent Items with Mean Ratings: Students	9
Table 5. Explanatory Components and Constituent Items with Mean Ratings: Students	12
Table 6. Standardized Regression Coefficients Ordered by Strength of Relationship with Overall Climate: Students	15
Table 7. Explanatory Components Classified as Primary or Secondary, as Areas of Strength or Action	17
Table 8. Individual Items on “Belongingness and Personal Identity” Component Classified as Primary or Secondary, as Areas of Strength or Action	18
Table 9. Individual Items on “Respect for Diversity” Component Classified As Primary or Secondary, as Areas of Strength or Action	21
Table 10. Individual Items on “Academic Support” Component Classified As Primary or Secondary, as Areas of Strength or Action	24
Table 11. Individual Items on “Campus Commitment to Student Diversity” Component Classified as Primary or Secondary, as Areas of Strength or Action	27
Table 12. Individual Items on “Access to Services” Component Classified As Primary or Secondary, as Areas of Strength or Action	30
Table 13. Suggestions for improving climate	33
Table 14. Issues of climate or demographic questions not covered by the questionnaire	34

# Figures

---

Figure 1. Mean Scores on Overall Climate, by Gender: Students	9
Figure 2. Mean Scores on Overall Climate, by Race/Ethnicity: Students	10
Figure 3. Mean Scores on Overall Climate, by Student Status: Students	10
Figure 4. Mean Scores on Overall Climate, by Age: Students	10
Figure 5. Mean Scores on Overall Climate, by Semesters Enrolled at the University: Students	10
Figure 6. Mean Scores on Overall Climate, by Sexual Orientation: Students	11
Figure 7. Mean Scores on Overall Climate, by Ability/Disability Status: Students	11
Figure 8. Mean Scores on Belongingness and Personal Identity, by Gender: Students	19
Figure 9. Mean Scores on Belongingness and Personal Identity, by Race/Ethnicity: Students	19
Figure 10. Mean Scores on Belongingness and Personal Identity, by Student Status: Students	19
Figure 11. Mean Scores on Belongingness and Personal Identity, by Age: Students	20
Figure 12. Mean Scores on Belongingness and Personal Identity, by Semesters Enrolled at the University: Students	20
Figure 13. Mean Scores on Belongingness and Personal Identity, by Sexual Orientation: Students	20
Figure 14. Mean Scores on Belongingness and Personal Identity, by Ability/Disability Status: Students	20
Figure 15. Mean Scores on Respect for Diversity, by Gender: Students	22
Figure 16. Mean Scores on Respect for Diversity, by Race/Ethnicity: Students	22
Figure 17. Mean Scores on Respect for Diversity, by Student Status: Students	22
Figure 18. Mean Scores on Respect for Diversity, by Age: Students	23
Figure 19. Mean Scores on Respect for Diversity, by Semesters Enrolled at the University: Students	23
Figure 20. Mean Scores on Respect for Diversity, by Sexual Orientation: Students	23
Figure 21. Mean Scores on Respect for Diversity, by Ability/Disability Status: Students	23
Figure 22. Mean Scores on Academic Support, by Gender: Students	25
Figure 23. Mean Scores on Academic Support, by Race/Ethnicity: Students	25



## *Oakland University Climate Survey: Students*

Figure 24. Mean Scores on Academic Support, by Student Status: Students	25
Figure 25. Mean Scores on Academic Support, by Age: Students	26
Figure 26. Mean Scores on Academic Support, by Semesters Enrolled at the University: Students	26
Figure 27. Mean Scores on Academic Support, by Sexual Orientation: Students	26
Figure 28. Mean Scores on Academic Support, by Ability/Disability Status: Students	26
Figure 29. Mean Scores on Campus Commitment to Student Diversity, by Gender: Students	28
Figure 30. Mean Scores on Campus Commitment to Student Diversity, by Race/Ethnicity: Students	28
Figure 31. Mean Scores on Campus Commitment to Student Diversity, by Student Status: Students	28
Figure 32. Mean Scores on Campus Commitment to Student Diversity, by Age: Students	29
Figure 33. Mean Scores on Campus Commitment to Student Diversity, by Semesters Enrolled at the University: Students	29
Figure 34. Mean Scores on Campus Commitment to Student Diversity, by Sexual Orientation: Students	29
Figure 35. Mean Scores on Campus Commitment to Student Diversity, by Ability/Disability Status: Students	29
Figure 36. Mean Scores on Access to Services, by Gender: Students	31
Figure 37. Mean Scores on Access to Services, by Race/Ethnicity: Students	31
Figure 38. Mean Scores on Access to Services, by Student Status: Students	31
Figure 39. Mean Scores on Access to Services, by Age: Students	32
Figure 40. Mean Scores on Access to Services, by Semesters Enrolled at the University: Students	32
Figure 41. Mean Scores on Access to Services, by Sexual Orientation: Students	32
Figure 42. Mean Scores on Access to Services, by Ability/Disability Status: Students	32

## 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 B.

Approval for the study protocol was sought both from the Oakland University Institutional Research Board (IRB) and the University at Illinois at Urbana-Champaign (UIUC) IRB. The Oakland University IRB deemed the protocol as not involving human subjects research, while the UIUC IRB approved it (under expedited protocol #13636) on March 22, 2013.

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 via Oakland University's massmail system on March 26, 2013. Two e-mails reminding invitees to take part in the study were sent on March 29 and April 12. The survey was closed to responses on April 21, 2013.

SRL did not have access to the e-mail addresses for potential respondents. Instead, potential respondents were sent an e-mail invitation to the survey via Oakland University's massmail system. Massmails were sent out to approximately 22,000 potential respondents including 1,898 faculty, 1,335 staff, and 18,767 students. Of these, 2,027 completed the questionnaire, broken out by category as follows: 258 faculty, 463 staff, and 1,306 students. Table 1 presents the response rate for the respondents who completed the questionnaire<sup>1</sup>. Based on the numbers available for the total number of respondents to whom the massmails were sent, the overall response rate is 9.2%. The response rate varied from a low of 6.9% among students to a high of 34.7% among staff (see Table 1).

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

	Estimated sample frame size	Completed interviews	Response rate
Faculty	1,898	258	13.6%
Staff	1,335	463	34.7%
Students	18,767	1306	6.9%
<b>TOTAL</b>	<b>22,000</b>	<b>2,207</b>	<b>9.2%</b>

<sup>1</sup> Please note that the response rate is only an estimate based on administrative records of the total number of potential respondents. It is not possible to determine the exact number of potential respondents to whom the massmail was delivered.

## 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.

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 about 2,000 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 thousands of pages of 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 for this survey. This variable 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, interactions with faculty, interactions with other students, personal identity, 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*

Our approach to creating the explanatory components for these reports included four steps:

- Conduct principal components analysis for the five-point rating scale items.
- Inspect the output to determine whether the results are substantively meaningful.
- If necessary, make 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 are identified, compute a score for each component, which is the mean of all items belonging to that 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 ten 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, for the component titled “negative communications,” all seven items were originally written such that a value of 5 indicates a negative perception or experience: the frequency with which the respondent has personally experienced or heard of others experiencing offensive verbal, visual, or written communications and the frequency of poor treatment to minority groups on campus. Before computing a component mean, these items were reverse 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 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 gender). 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. In our example above, one significance test tells us simply that there are statistically significant differences in overall climate by gender. If we want to know which differences between gender categories (e.g., female students versus male students) 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 reports 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 1,306 cases, the margin of error is 3.0%. This means that if a variable measured on a five-point scale has a mean of 3.5, the true value of that variable is  $3.5 \pm 3.0\%$ . On a five-point scale, that translates to a  $3.0 \pm 0.13$ . 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 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, in addition to statistical significance, you need to consider whether the differences are substantively meaningful. While 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, it is not large

enough to be meaningful. In general, if a finding presented in these results is large enough to be substantively interesting, it is also statistically significant.

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

Stratum	Sample Size	Margin of Error	Equivalent Scale Point Difference	Example	
Faculty	258	5.3%	0.26	3.0	3.26
Staff	463	2.5%	0.15	3.0	3.15
Students	1,306	3.0%	0.13	3.0	3.13

## Small Cell Sizes

In analyzing the climate data by background characteristics of the respondent, 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., “other” gender or Hispanic) included fewer than 15 respondents,<sup>2</sup> we either suppressed the results for that group or combined it with another, where appropriate. For instance, there were only four respondents who selected the “transgender” category for gender and nine who selected the “other” gender category. We did not want to eliminate their views from the analysis, but it was also not appropriate to combine them with men or women; therefore, we combined them with respondents who were missing responses to the question on gender into an “other/missing” category.

## 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

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

---

<sup>2</sup> 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.

For each report, Appendixes D through K contain each closed-ended item in the questionnaire cross-tabulated by respondent demographics. The items are sorted according to the component to which they belong. 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**

At the start of the questionnaire, respondents were asked, “So that we can direct you to the appropriate set of questions, from the list below, please select your current position(s)/role at Oakland University,” with the response options being staff, faculty, academic professional, and student. Overall, 1,306 respondents who completed the questionnaire selected “student” as the response to this question.

Later in the questionnaire, respondents were asked to “please select the main location at which you take most of your classes” from a list. The vast majority—95.2%—indicated that they take most of their classes on the main campus location, while the rest indicated a different location. When asked to specify the other location, the following were named: Anton Frankel Center, Beaumont, Birmingham (Seaholm), Grand Rapids, Macomb, Riverview Institute, Troy, and Mt. Clemens.

As the numbers of students who indicated they take most of their classes at a location other than the main campus is fairly small, for the analysis described in this report, we have not split out the analysis by campus location.

### *Demographic Profile of Student Respondents*

Toward the end of the questionnaire, respondents were asked several questions about their student and personal profile, such as campus on which they are enrolled, student status (graduate, undergraduate, etc.), whether a transfer student, anticipated degree upon course completion, the number of semesters at Oakland University, gender, race/ethnicity, year of birth, level of education, sexual orientation, citizenship status, number of children, employment status, whether a commuter student, and disability. 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	%	CHARACTERISTIC	%
<b>Main campus at which enrolled (n = 1,300)</b>		<b>Highest level of education completed (n = 1,296)</b>	
Main campus/Rochester	95.2%	High school diploma or GED	59.5
Other	4.8	2-year college degree (e.g., Associates)	16.5
<b>Student status (n = 1,301)</b>		4-year college degree (e.g., BA, BS)	18.7
Undergraduate (n = 1,033)	79.8	Master's degree (e.g., MA, MS, MBA)	5.1
Freshman	16.3	Professional degree (e.g., JD, MD)	>1.0
Sophomore	17.1	Doctoral degree (e.g., PhD, EdD)	>1.0
Junior	29.3	<b>Sexual orientation (n = 1,286)</b>	
Senior	37.3	Straight or heterosexual	92.1
Graduate	18.6	Gay	1.9
Other	1.6	Lesbian	1.2
<b>Transferred to Oakland University (n = 1,302)</b>		Bisexual	3.0
Transferred	31.3	Queer	1.2
Did not transfer	68.7	Other	>1.0
<b>Degree toward which working (n = 1,299)</b>		<b>Citizenship status (n = 1,298)</b>	
Bachelors	78.8	U S citizen	95.4
Masters	14.8	Permanent resident (e.g., green card holder)	1.9
Doctoral	4.2	Nonresident alien/Visa holder	2.4
Professional	0.9	Other	>1.0
Other (e.g., nondegree certificate)	1.4	<b>Dependent children (n = 1,293)</b>	
<b>Semesters been a student at Oakland (n = 1,301)</b>		Has	13.1
Less than 1 semester	3.3	Does not have	86.9
1 to 3 semesters	28.1	<b>Currently working for pay (n = 1,297)</b>	
4 to 6 semesters	33.4	Working for pay (n = 881)	67.9
7 to 8 semesters	14.1	Work at the University	16.5
9 to 10 semesters	6.9	Work at other than the University	74.9
10 to 14 semesters	8.4	Both of the above	8.7
More than 14 semesters	5.8	Not working for pay	32.1
<b>Gender (n = 1,290)</b>		<b>Live on or off campus (n = 1,299)</b>	
Female	69.1	Live on campus	20.7
Male	29.8	Live off campus (n = 1,030)	79.3
Transgender	>1.0	5 miles or less, away	19.4
Other	>1.0	6 to 10 miles away	20.8
<b>Race/Ethnicity (n = 1,306)</b>		11 to 15 miles away	20.1
None specified	3.7	16 to 30 miles away	31.0
White	82.5	31 to 60 miles away	8.0
African American/Black	5.4	61 miles and above	0.9
Asian	4.1	<b>Disability status (n = 1,295)</b>	
American Indian	>1.0	Has some type of disability	9.5
Pacific Islander	>1.0	Does not have any type of disability	90.5
Multiracial	3.6		
<b>Age (n = 1,255)</b>			
18–21 years	37.5		
22–25 years	34.0		
26–30 years	11.0		
30+ years	17.5		

## 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**.

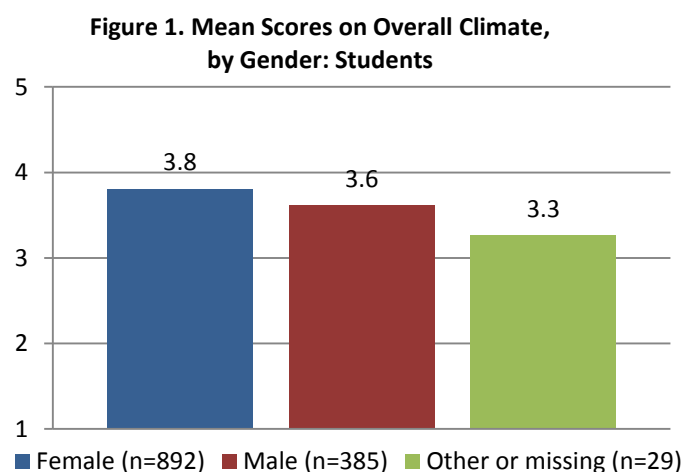
The mean overall climate rating is 3.7, indicating that students generally have a moderately positive perception of the university. The means for the individual items asking about climate at the campus and willingness to recommend are 3.9 and 3.6, respectively. A value of 4 on the scale used for the 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**

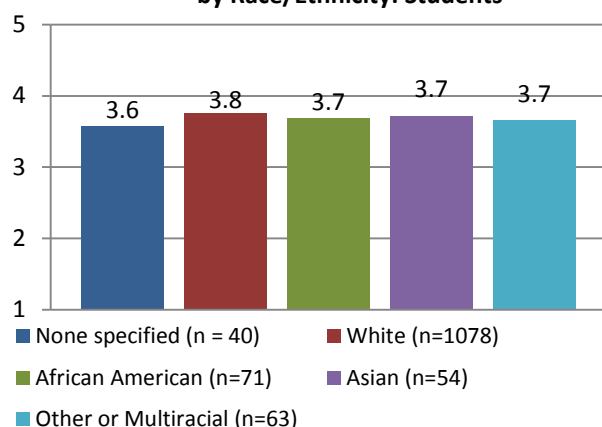
	Mean
<b>Overall Climate</b>	<b>3.7</b>
Overall, how would you rate the climate on the campus where you are primarily located?	3.9
Overall, how strongly would you recommend Oakland University to other students?	3.6

Figures 1 through 7 show the mean values of overall climate by several respondent demographic characteristics.

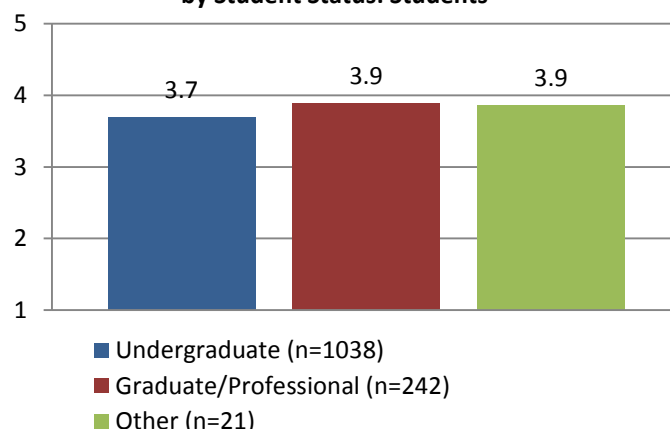
On the student questionnaire, the original response options for gender were male, female, transgender, and other. As mentioned earlier, only 4 respondents selected the “transgender” option, 9 respondents selected the “other” option, and 16 respondents left this item unanswered. Those who responded “transgender,” “other” or did not respond to the question were combined into a third category labeled “Other or missing.” Ratings given by female students (3.8) are significantly higher than those given by students in the “Other or missing” category (3.3).



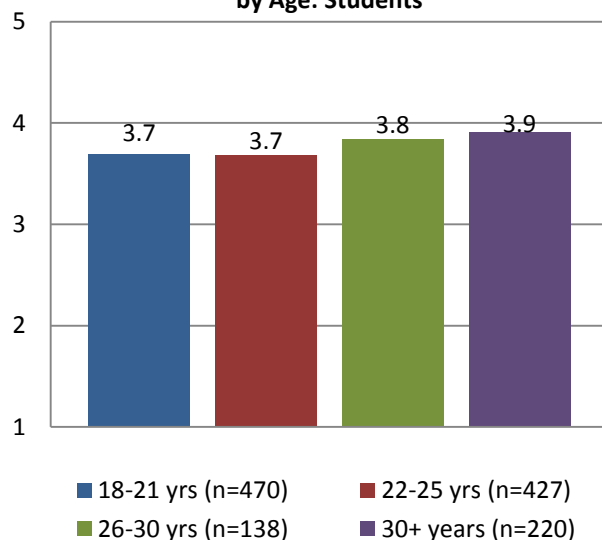
**Figure 2. Mean Scores on Overall Climate, by Race/Ethnicity: Students**



**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**

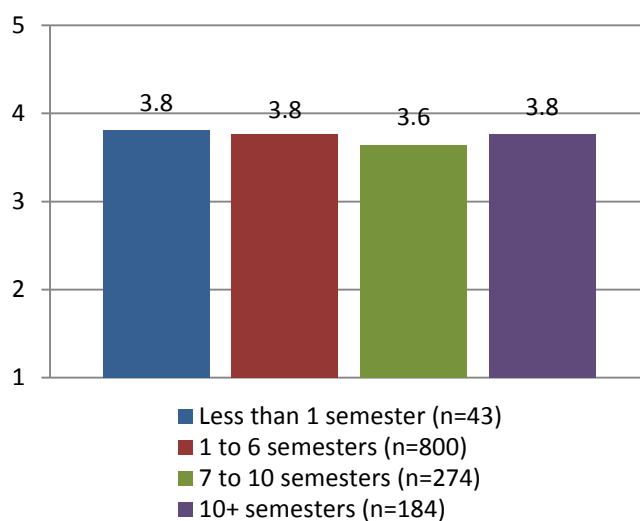
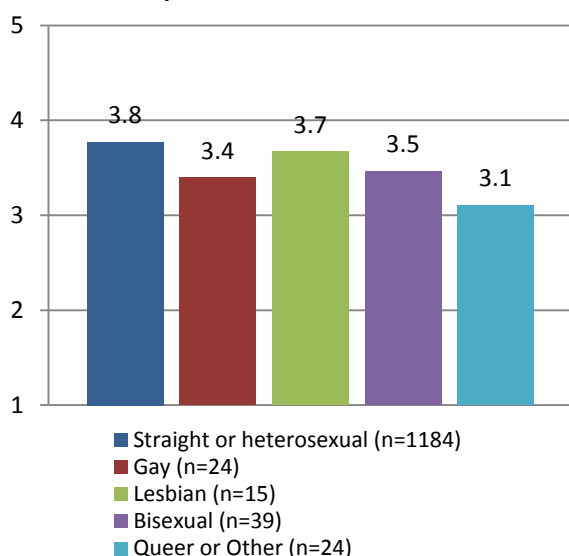


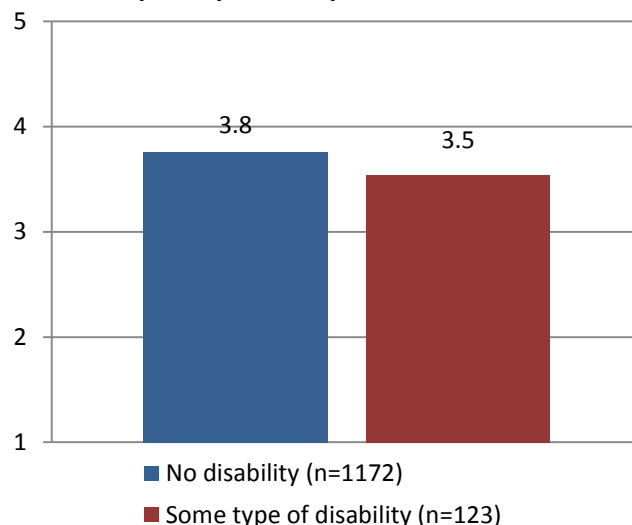
Figure 2 shows the mean of overall climate by race/ethnicity. Race/ethnicity was computed from two variables on the questionnaire: one asking whether the respondent is Hispanic or Latino and the other asking the respondent's race. The response options for race were American Indian or Alaskan Native, Asian, Black or African American, Native Hawaiian or Other Pacific Islander, and White. In this analysis, those who identified as Hispanic, American Indian/Alaskan Native, Native Hawaiian or Other Pacific Islander, and multiracial were combined into a single category termed "other" owing to very small numbers for the Hispanic, American Indian/Alaskan Native, and Native Hawaiian or Other Pacific Islander groups. The evaluation of overall climate does not vary significantly by race/ethnicity categories.

Figure 3 shows ratings of overall climate by student status. Ratings given by graduate/professional students are significantly higher, but perhaps not substantively higher, than those given by undergraduate students. Similarly, there is no substantial variation in ratings of overall climate by age, although ratings tend to be higher among older students (see Figure 4).

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



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



The overall climate index does not vary significantly by number of semesters enrolled at the university (Figure 5). Although not depicted in the graphs, mean ratings on overall climate for students who transferred to Oakland from elsewhere and those who did not were not significantly different (mean = 3.7 for both groups). Similarly, mean ratings on overall climate for students who live on campus versus those who live off campus were not significantly different (mean = 3.8 and 3.7, respectively).

Figure 6 shows the mean of overall climate by sexual orientation. The mean rating of overall climate varies is significantly higher among those who identify as straight/heterosexual (3.8) as compared to those in the “queer or other” category (3.1). Similarly, the mean rating given by students without a disability is 3.8, which is significantly higher than the 3.5 mean rating given by those with a disability (Figure 7).

### ***Explanatory Variables and Items***

As described in the introduction, the explanatory components (or themes) were constructed using principal components analysis. Table 4 shows the seven components, the individual items that belong to them, and the means for all components and items.

The first component includes eight individual items, the majority of which ask about issues that are likely to 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 3.7; student ratings of the academic support they get are slightly above the midpoint.

Of the individual items comprising this component, the highest ratings are evident for being treated well by faculty and instructors (mean = 4.0). The lowest rating is on the item asking about how much of a say students have about things that affect their academic success (mean = 3.0).

The second component is **negative communications**. The component includes ratings of the frequency of personal experiences or hearsay experiences of offensive images, verbal comments, or written comments and the frequency with which minority groups are treated unfairly on campus. All 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 overall rating on this component is 4.4; it is one of two components with the second highest mean rating. The mean rating indicates that the frequency of such events is between “never” to “not very often;” all item specific mean ratings are also within the same range of values.

The next component is **access to services** and includes nine items, six of which ask about ease of access to various resources on campus such as academic advising, financial aid, etc., and one that asks about coordination between various offices in helping students get their work done. The highest rating can be seen for, “How easy is it for you to access computer equipment/technology on your campus?” (mean = 4.1) and the lowest one—2.7—for “How easy is it for you to get something done when it involves multiple units on campus having to work together, such as the study abroad office, the financial aid office, or the registrar?”

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

	Mean	n
<b>ACADEMIC SUPPORT</b>	<b>3.7</b>	<b>1,304</b>
How active are faculty/instructors on this campus in empowering you to learn?	3.7	1,293
How helpful are faculty members/instructors on your campus?	3.8	1,289
How much do the faculty/instructors on this campus value your contributions in class?	3.7	1,283
How well do you think each of the following groups on campus treat you? Faculty/instructors	4.0	1,293
How responsive are faculty/instructors on this campus in helping solve the academic problems of students?	3.6	1,234
How much do the faculty/instructors on this campus believe in your potential to succeed academically?	3.9	1,249
How easy is it for you to meet with faculty members/instructors on your campus when you need to?	3.6	1,259
How much of a say do you feel you have about things that affect your academic success at this university?	3.0	1,301
<b>NEGATIVE COMMUNICATIONS</b>	<b>4.4</b>	<b>1,304</b>
How often have you personally experienced any of the following as a student on this campus? Offensive verbal comments	4.3	1,301
How often have you personally experienced any of the following as a student on this campus? Offensive visual images	4.6	1,297
How often you have heard or seen these things happening to others on this campus? Offensive visual images	4.6	1,301
How often you have heard or seen these things happening to others on this campus? Offensive verbal comments	4.1	1,300
How often have you personally experienced any of the following as a student on this campus? Offensive written comments	4.7	1,297
How often you have heard or seen these things happening to others on this campus? Offensive written comments	4.5	1,297
As far as you know, how often are students from minority groups treated unfairly on this campus?	4.2	1,297

**Table 4, continued**

	<b>Mean</b>	<b>n</b>
<b>ACCESS TO SERVICES</b>	<b>3.6</b>	<b>1,303</b>
How easy is it for you to access academic advising on your campus?	3.5	1,268
How easy is it for you to access personal counseling services on your campus?	3.5	900
How easy is it for you to access career/job search advising on your campus?	3.4	1,014
How easy is it for you to access tutoring services on your campus?	3.8	979
How easy is it for you to access computer equipment/technology on your campus?	4.1	1,251
How well do you think each of the following groups on campus treat you? Academic advising staff	3.9	1,206
How easy is it for you to get something done when it involves multiple units on campus having to work together, such as the study abroad office, the financial aid office, or the registrar?	2.7	923
Overall, how well does your campus meet the needs of those with disabilities?	3.7	994
Overall, how easy is it for you to get access to financial aid services on campus you need to stay enrolled?	3.1	1,102
<b>BELONGINGNESS AND PERSONAL IDENTITY</b>	<b>3.6</b>	<b>1,306</b>
Thinking about your campus, how satisfied are you with the social and cultural activities that reflect your personal identity?	3.3	1,050
How comfortable do you feel expressing your personal identity on your campus?	3.7	1,296
Overall, how isolated do you feel on your campus?	3.7	1,303
How unfriendly or friendly is your campus?	3.8	1,306
How excluding or inclusive is your campus?	3.5	1,285
How well do you think each of the following groups on campus treat you? Other students on campus	3.8	1,263
Thinking about your campus, how satisfied are you with the academic programs that reflect your personal identity?	3.5	1,218
How cooperative is the environment on your campus?	3.5	1,303
If you experience unfair treatment, how confident are you that you can file a complaint without negative consequences?	3.1	1,297
How much does each of the following groups on this campus respect diversity? Students	3.8	1,249
<b>RESPECT FOR DIVERSITY</b>	<b>3.9</b>	<b>1,304</b>
How much does each of the following groups on this campus respect diversity? Staff	4.1	1,149
How much does each of the following groups on this campus respect diversity? Faculty	4.2	1,223
Overall, how satisfied are you with the diversity in the following settings: Oakland student center	3.7	1,170
Overall, how satisfied are you with the diversity in the following settings: Classroom/Academic settings	3.6	1,272
How well do you think each of the following groups on campus treat you? Administrative support staff	3.8	1,140
<b>PHYSICAL THREAT TO SELF</b>	<b>4.9</b>	<b>1,301</b>
How often have you personally experienced any of the following as a student on this campus? Physical assaults or injuries	5.0	1,301
How often have you personally experienced any of the following as a student on this campus? Threats of physical violence	4.9	1,297
<b>PHYSICAL SAFETY</b>	<b>4.4</b>	<b>1,304</b>
Overall, how would you rate the physical safety of the areas close to campus?	3.9	1,265
How often you have heard or seen these things happening to others on this campus? Physical assaults or injuries	4.8	1,300
How often you have heard or seen these things happening to others on this campus? Threats of physical violence	4.7	1,300
Overall, how would you rate the physical safety of your campus?	4.2	1,289
<b>How important is it to you that your campus be committed to building a diverse student body?</b>	<b>3.5</b>	<b>1,306</b>
<b>As a student on this campus, how difficult is it for you to balance your student and family life?</b>	<b>3.2</b>	<b>1,294</b>

The fourth component includes ten 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 ten items. The overall mean on this component is 3.6. The ratings on the individual items range from 3.1 to 3.8; the lowest rating can be seen for the item asking about confidence that one can file a complaint for unfair treatment without fear of negative consequences, while the highest ratings of 3.8 can be seen for three items asking about friendliness of campus, treatment by other students, and respect for diversity among students.

Component five is called **respect for diversity** and includes five items. Four of the items ask about the respect for diversity seen among various groups and at various locations on campus; one item asks about treatment of students by administrative support staff. The overall mean on this component is 3.9. The means on the individual items do not vary much, ranging from 3.8 to 4.1.

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. 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 do not vary much.

The final component—**physical safety**—has a component score of 4.4, and is the other component with the second highest mean. It includes four items that ask about the physical safety of campus and nearby areas, and hearsay experiences of physical threats or physical violence toward others. The mean rating of 4.4 on the overall component indicates that physical safety is not much of a concern on campus. The lowest rating—3.9—is on the safety of areas close to campus.

Two items on the questionnaire—"How important is it to you that your campus be committed to building a diverse student body?" and "As a student on this campus, how difficult is it for you to balance your student and family life? (coded extremely difficult = 1 through not at all difficult = 5)—did not load on any of the components. Therefore, the mean ratings on these individual items are presented, which are 3.5 and 3.2, respectively.

After computing the components, we conducted a regression analysis in which the outcome variable—overall climate—was regressed on the seven explanatory components and the two individual items not included in the components. Table 5 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. All of the 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 5, 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—0.48. This indicates that the more positively students rate this component, the higher they rate the overall climate.

**Table 5. Standardized Regression Coefficients Ordered by Strength of Relationship with Overall Climate: Students**

	Standardized Regression Coefficients
Belongingness and personal identity	0.48**
Respect for diversity	0.15**
Academic support	0.14**
Campus commitment to building diverse student body	0.08**
Access to services	0.07**
Adjusted R <sup>2</sup>	.59
n	1,285

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

The next two explanatory components or items—**respect for diversity** and **academic support**—are significantly related with overall climate, and about as strongly.

The final two explanatory components or items shown in Table 5—**campus commitment to building diverse student body** and **access to services**—are both significantly related with overall climate; however much less strongly than personal identity and belongingness, respect for diversity, and academic support.

The three other explanatory variables—**physical threats to self**, **negative communications**, **physical safety**, and **work life balance**—are not listed in Table 5 because they 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 5 and the mean ratings on the components and the individual items shown in Table 4 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**, **respect for diversity**, and **academic support**—can be tagged as primary areas because affecting scores on these two components will greatly affect scores on overall climate. The individual items—**importance of campus commitment to building diverse student body** 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. This cut-off is also slightly different than



that defined for the staff and faculty data; the change was made as the mean scores for students are generally higher, and using the same cut-off points as for faculty and staff would result in all areas being strengths.

### **Identifying strengths and prioritizing areas for action**

Table 6 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 6. 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) Respect for diversity (3.9) Academic support (3.7)	
Secondary	Access to services (3.6)	Campus commitment to building diverse student body (3.5)

Tables 7 to 11 provide the same type of analysis but for individual items within each of the components presented in Table 6. 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 correlation of that item with the overall component to which it belongs (these correlations are output during the principal components analysis). Correlations can range from 0 to 1, and the closer it is to 1, the stronger the correlation. Items with correlations of .50 to 1.0 are classified as primary and those with correlations from 0 to .49 are classified as secondary.

## *Areas of Strength and Action by Component*

### **Belongingness and Personal Identity**

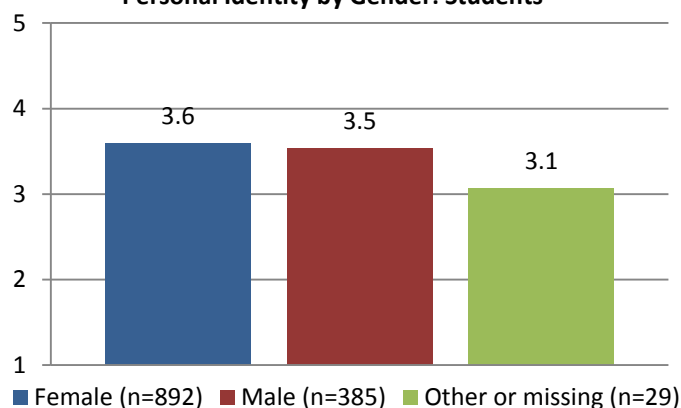
This component has the strongest relationship with overall climate, and the average rating of all individual items in this component is 3.6, which makes it an area of strength for Oakland University as it is a primary component on which the mean score is higher than 3.5.

Table 7 provides the priority performance grid but this time for individual items within this component. Areas of strength and weakness are identified in the same way as for the overall component.

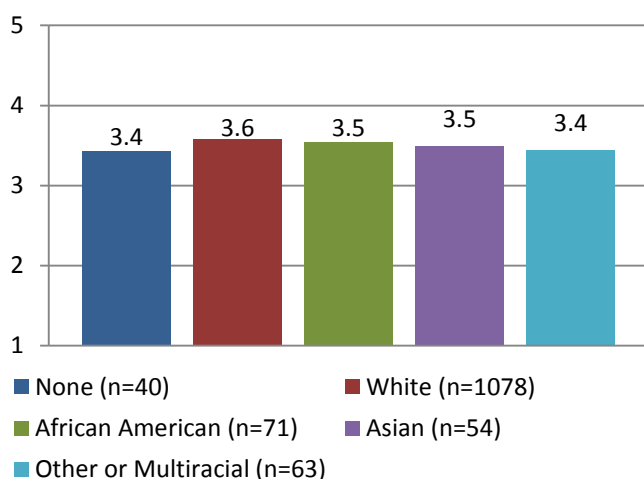
**Table 8. Individual Items on “Belongingness & Personal Identity” Component Classified as Primary or Secondary, as Areas of Strength or Action**

	High ratings (mean rating > 3.5)	Low ratings (mean rating ≤ 3.5)
Primary	<p>How comfortable do you feel expressing your personal identity on your campus? (3.7)</p> <p>Overall, how isolated do you feel on campus? (3.7)</p> <p>How unfriendly or friendly is your campus? (3.8)</p> <p>How well do you think each of the following groups on campus treat you? Other students on campus (3.8)</p>	<p>Thinking about your campus, how satisfied are you with the social and cultural activities that reflect your personal identity? (3.3)</p> <p>How excluding or inclusive is your campus? (3.5)</p> <p>Thinking about your campus, how satisfied are you with the academic programs that reflect your personal identity? (3.5)</p>
Secondary	<p>How much do each of the following groups on this campus respect diversity? Students (3.8)</p>	<p>How cooperative is the environment on your campus? (3.5)</p> <p>If you experience unfair treatment, how confident are you that you can file a complaint without negative consequences? (3.1)</p>

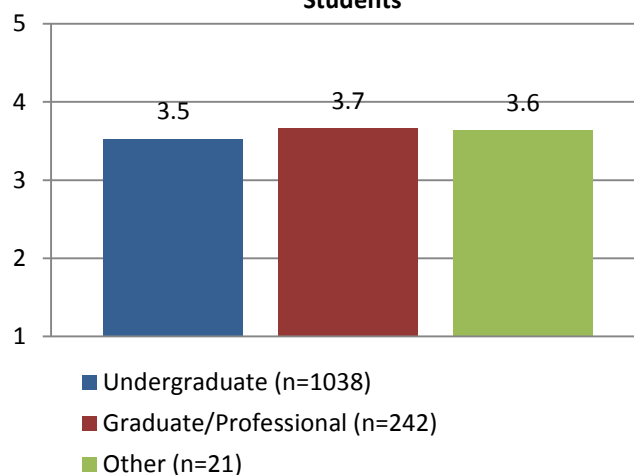
**Figure 8. Mean Scores on Belongingness and Personal Identity by Gender: Students**



**Figure 9. Mean Scores on Belongingness and Personal Identity by Race/Ethnicity: Students**



**Figure 10. Mean Scores on Belongingness and Personal Identity, by Student Status: Students**

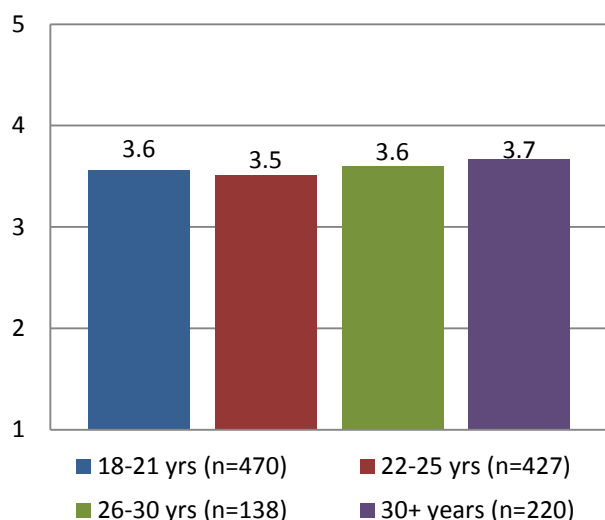


Figures 8 to 14 shows the mean scores on the belongingness and personal identity component by various demographic variables.

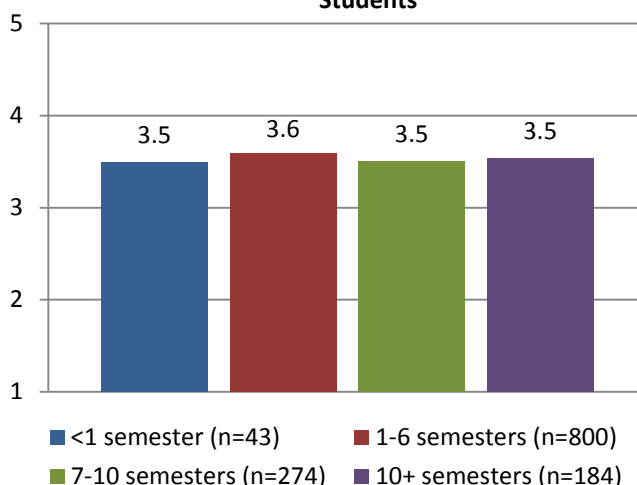
The mean rating on the “belongingness and personal identity” component is significantly lower among those in the “other or missing” gender category (3.1), as compared to males and females (3.6 and 3.5 respectively; see Figure 8).

There are no significant differences in the mean rating by race/ethnicity (Figure 9). While the difference between undergraduate and graduate/professional students is statistically significant, it does not seem to be substantively different (Figure 10). Similar results are evident for transfer status; while not depicted in the graphs, mean ratings on overall climate for students who transferred to Oakland from elsewhere and those who did not and were not significantly different (mean = 3.5 and 3.6, respectively). However, mean ratings for students who live on campus versus those who live off campus were significantly—though not substantively—different (mean = 3.7 and 3.5, respectively).

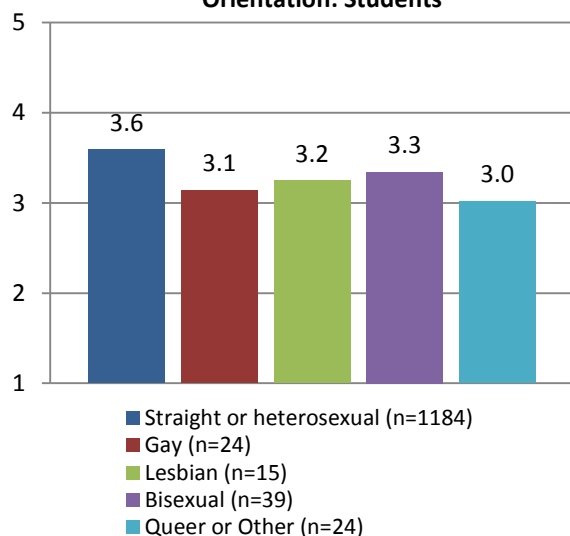
**Figure 11. Mean Scores on Belongingness and Personal Identity, by Age: Students**



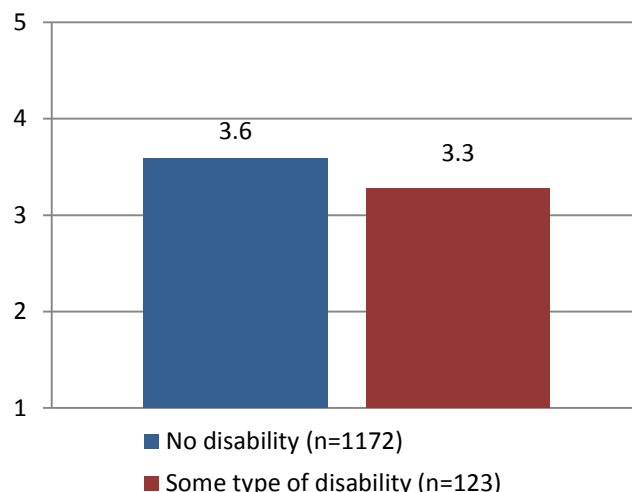
**Figure 12. Mean on Belongingness and Personal Identity by Semesters Enrolled at University: Students**



**Figure 13. Mean Scores on Belongingness and Personal Identity, by Sexual Orientation: Students**



**Figure 14. Mean Scores on Belongingness and Personal Identity by Ability/Disability Status: Students**



Mean ratings on this component do not vary substantively by age (Figure 11) nor number of semesters enrolled at the university (Figure 12).

The mean rating is highest among the straight/heterosexual category (Figure 13). The difference in ratings on this component between this category and the “gay” and the “queer or other” categories is significant (Figure 13). Finally, students who indicate that they have some disability have a significantly lower mean rating on this component as compared to students who indicate they have no disability.

## Respect for Diversity

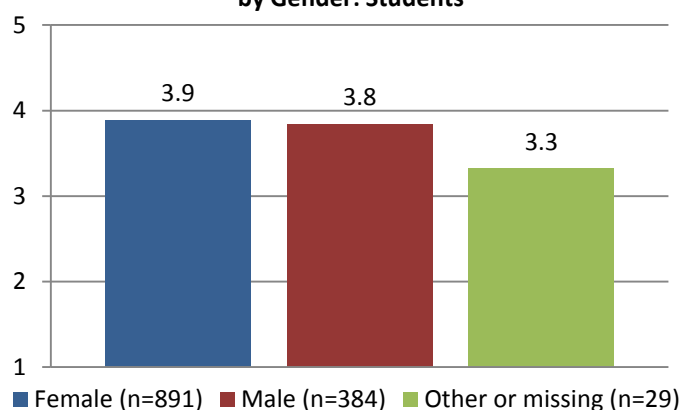
This component has the second strongest relationship with overall climate, and the average rating of all individual items in this component is 3.9, which makes it an area of strength for Oakland University as it is a primary component on which the mean score is higher than 3.5.

Table 8 provides the priority performance grid but for individual items within this component. Areas of strength and weakness are identified in the same way as for the overall component.

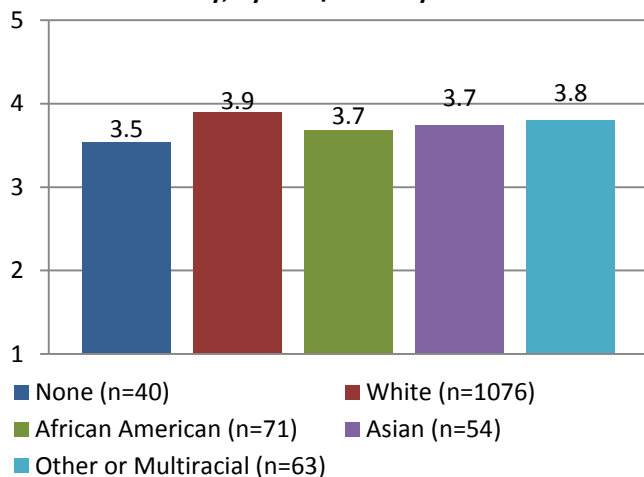
**Table 9. Individual Items on “Respect for Diversity” Component Classified as Primary or Secondary, as Areas of Strength or Action**

		High ratings (mean rating > 3.5)	Low ratings (mean rating ≤ 3.5)
Primary	How much do each of the following groups on this campus respect diversity? Staff (4.1)		
	How much do each of the following groups on this campus respect diversity? Faculty (4.2)		
	Overall, how satisfied are you with the diversity in the following settings: Oakland student center (3.7)		
	Overall, how satisfied are you with the diversity in the following settings: Classroom/Academic settings (3.6)		
Secondary	How well do you think each of the following groups on campus treat you? Administrative support staff (3.8)		

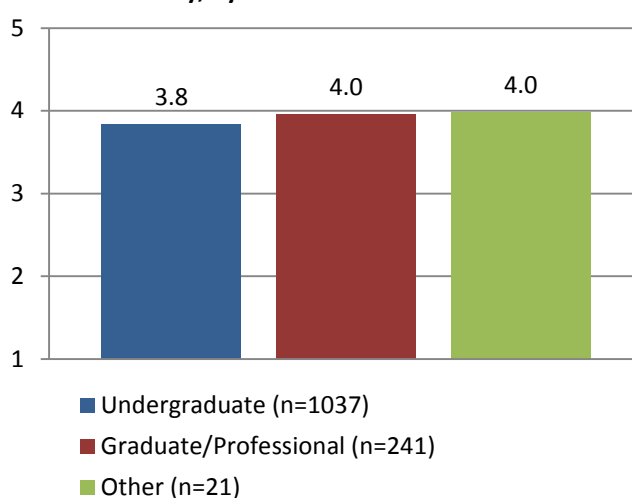
**Figure 15. Mean Scores on Respect for Diversity by Gender: Students**



**Figure 16. Mean Scores on Respect for Diversity, by Race/Ethnicity: Students**



**Figure 17. Mean Scores on Respect for Diversity, by Student Status: Students**



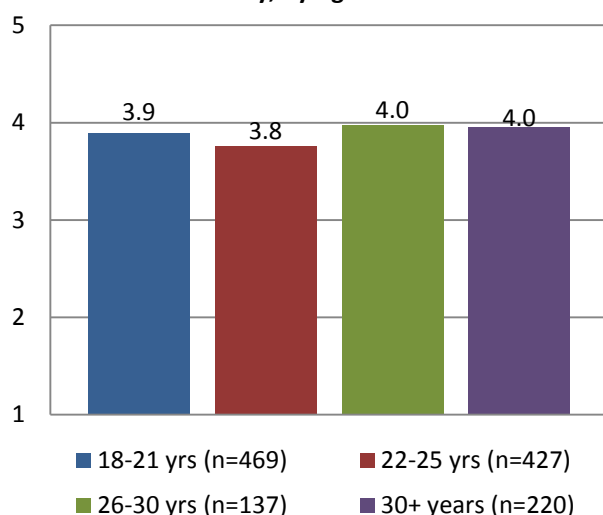
Figures 15 to 21 shows the mean scores on the respect for diversity component by various demographic variables.

The mean rating on the “respect for diversity” component is significantly lower among those in the “other or missing” gender category (3.3) compared to males and females (3.9 and 3.8 respectively; see Figure 15).

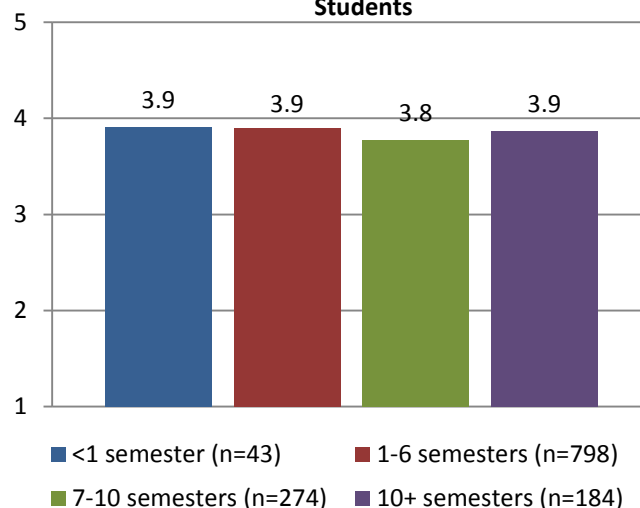
The only significant differences in the mean rating by race/ethnicity are between the White category and those who did not specify race or ethnicity (Figure 16); ratings are higher for the White category. There are no significant differences in ratings between undergraduate students, graduate/professional students, and other students (Figure 17).

Mean ratings on this component for students who transferred to Oakland from elsewhere and those who did not were not significantly different (mean = 3.9 for both groups); neither are they significantly different for students who live on campus versus those who live off campus (mean = 3.9 for both groups).

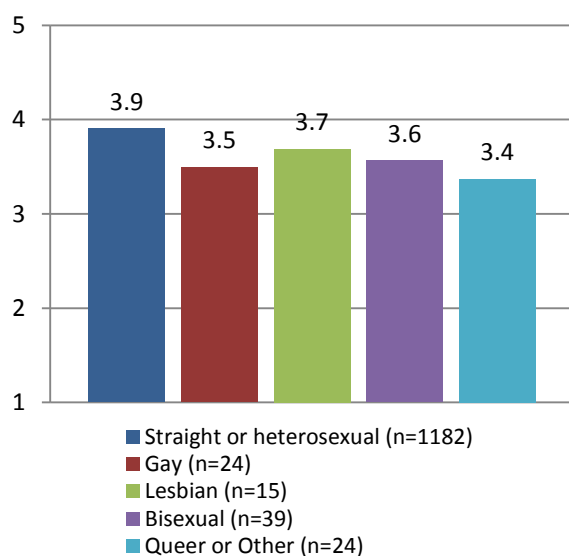
**Figure 18. Mean Scores on Respect for Diversity, by Age: Students**



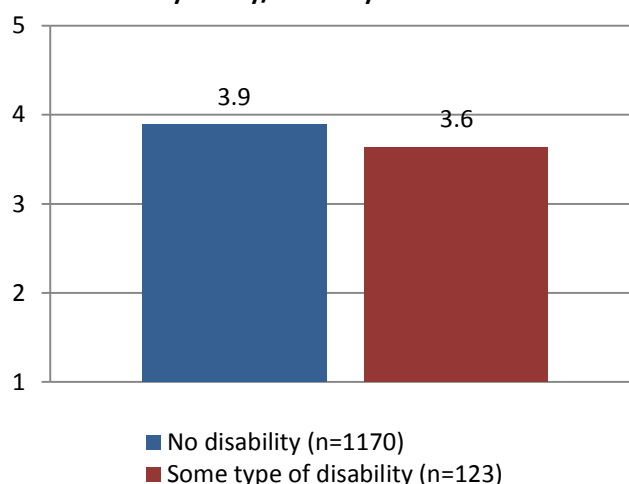
**Figure 19. Mean Scores on Respect for Diversity, by Semesters Enrolled at University: Students**



**Figure 20. Mean Scores on Respect for Diversity, by Sexual Orientation: Students**



**Figure 21. Mean Scores on Respect for Diversity, by Ability/Disability Status: Students**



Mean ratings on this component do not vary substantively by age (Figure 18) nor by number of semesters enrolled at the university (Figure 19).

The mean rating is highest among the straight/heterosexual category (Figure 13). The difference in ratings on this component between this category and the “bisexual” and the “queer or other” categories is significant (Figure 20). Finally, students who indicate they have some disability have a significantly lower mean rating on this component than students who indicate they have no disability (Figure 21).



## Academic Support

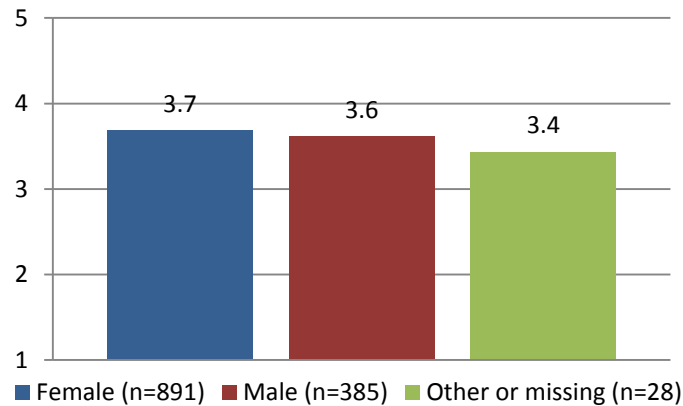
This component has the third strongest relationship with overall climate. The average rating of all individual items in this component is 3.7, which makes it area of strength for Oakland University.

Table 9 provides the priority-performance grid, but this time for individual items within this component. Areas of strength and weakness are identified in the same way as for the overall component. .

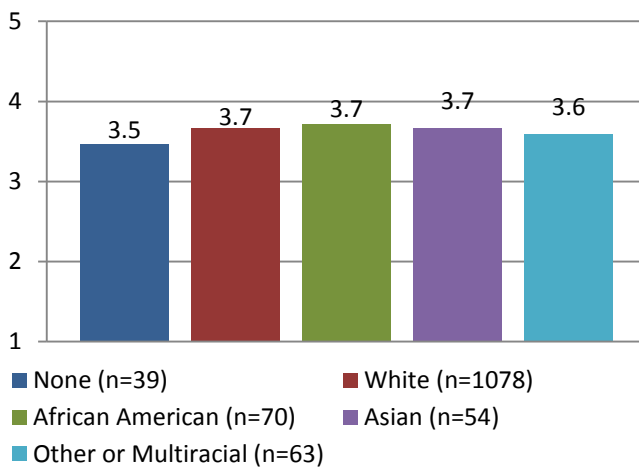
**Table 10. Individual Items on “Academic Support” Component Classified as Primary or Secondary, as Areas of Strength or Action**

		High ratings (mean rating > 3.5)	Low ratings (mean rating ≤ 3.5)
Primary		How active are faculty/instructors on this campus in empowering you to learn? (3.7)	
		How helpful are faculty members/instructors on your campus? (3.8)	
		How much do the faculty/instructors on this campus value your contributions in class? (3.7)	
		How well do you think each of the following groups on campus treat you? Faculty/instructors (4.0)	
		How responsive are faculty/instructors on this campus in helping solve the academic problems of students? (3.6)	
		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? (3.6)	
Secondary			How much of a say do you feel you have about things that affect your academic success at this university? (3.0)

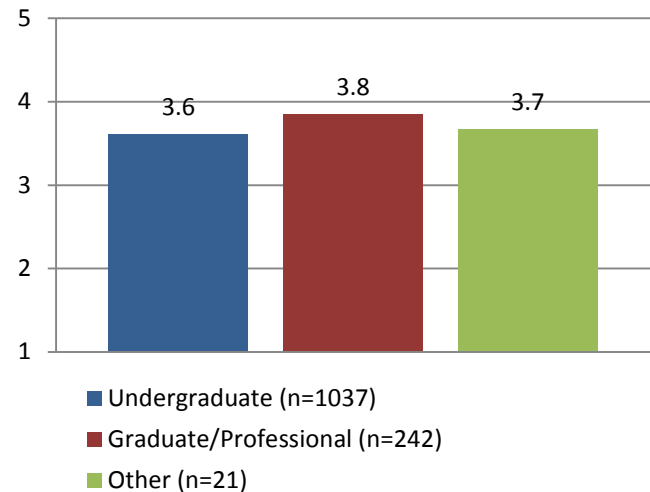
**Figure 22. Mean Scores on Academic Support, by Gender: Students**



**Figure 23. Mean Scores on Academic Support, by Race/Ethnicity: Students**



**Figure 24. Mean Scores on Academic Support, by Student Status: Students**



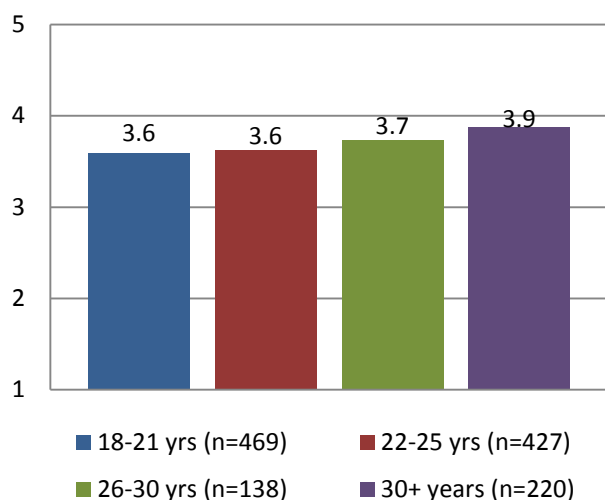
Figures 22 to 28 shows the mean scores on the academic support component by various demographic variables.

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

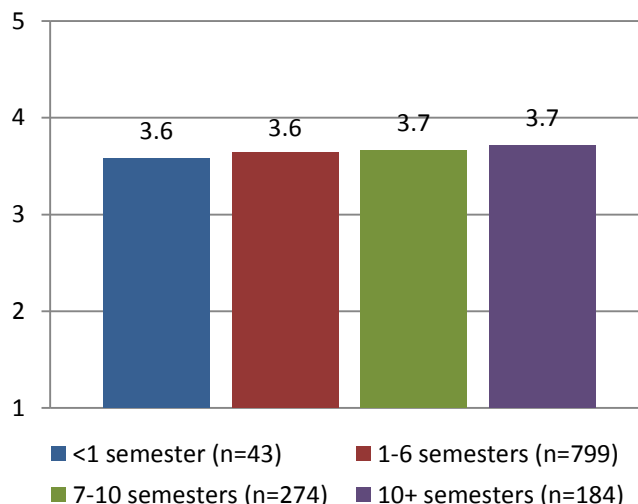
The mean rating given by undergraduate students is 3.6, and is lower than that given by graduate/professional students—3.8—on this component. This difference is statistically but not substantively different (Figure 24).

Mean ratings on this component for students who transferred to Oakland from elsewhere and those who did not were not significantly different (mean = 3.7 for both groups); neither are they significantly different for students who live on campus versus those who live off campus (mean = 3.7 for both groups).

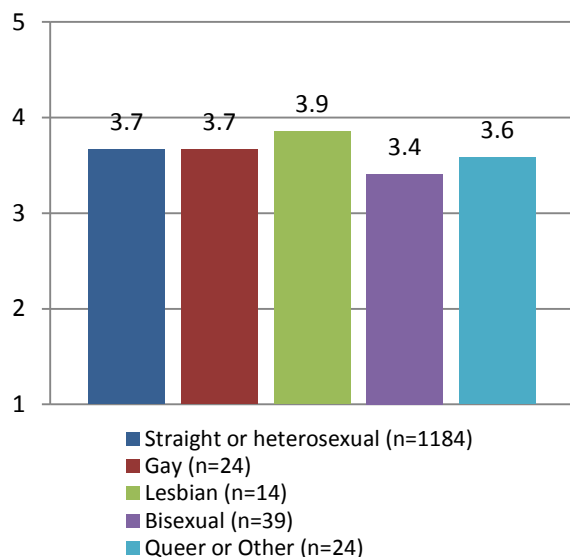
**Figure 25. Mean Scores on Academic Support, by Age: Students**



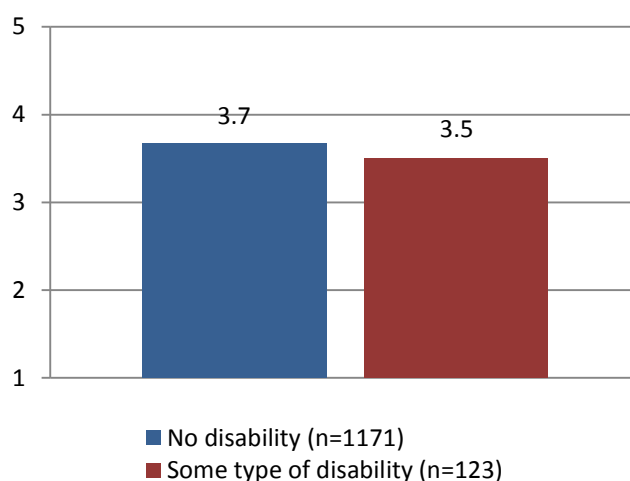
**Figure 26. Mean Scores on Academic Support, by Semesters Enrolled at University: Students**



**Figure 27. Mean Scores on Academic Support, by Sexual Orientation: Students**



**Figure 28. Mean Scores on Academic Support, by Ability/Disability Status: Students**



Mean ratings on this component are significantly lower for the two youngest age groups (mean = 3.6 for each group) as compared to students in the oldest age group, with a mean of 3.9 (Figure 25). However, mean ratings do not vary significantly by number of semesters enrolled at the university (Figure 26) nor by sexual orientation (Figure 27).

Finally, students who indicate that they have some disability have a lower mean rating on this component as compared to students who indicate they have no disability (Figure 28); this difference is statistically significant but perhaps not large enough to be substantive.

Campus Commitment to Student Diversity

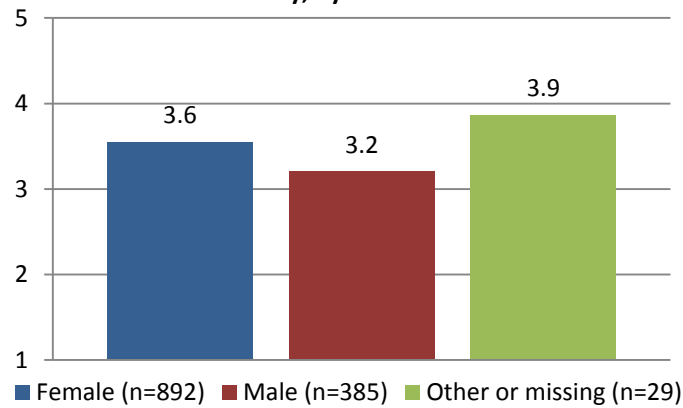
This component is significantly related to overall climate and is the fourth of five components in terms of strength of relationship with it; however, the strength of the relationship is much less than the previous three components. As such, it has been classified as a secondary area in terms of priority. This component consists of a single item, the mena of which is 3.5, which makes it an area of concern for Oakland University.

Table 10 provides the priority performance grid, for the single item within this component.

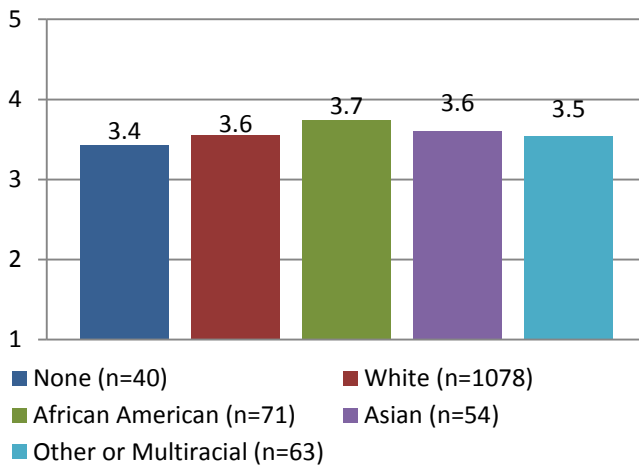
Table 10. Campus commitment item classified as primary or secondary, as area of strength or action

	High ratings (mean rating > 3.5)	Low ratings (mean rating ≤ 3.5)
Primary		
Secondary		How important is it to you that your campus be committed to building a diverse student body? (3.5)

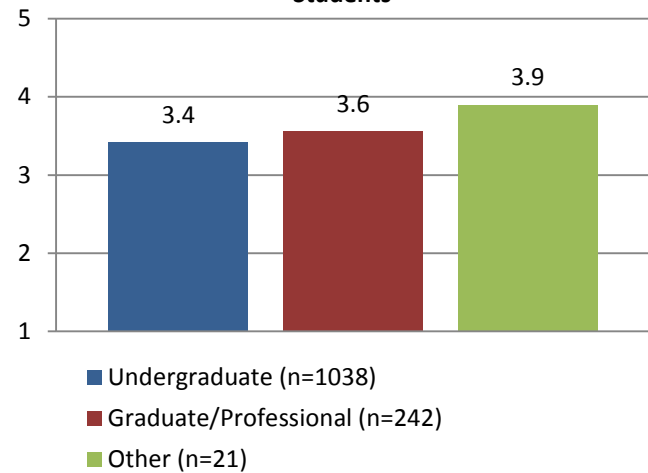
**Figure 29. Mean Scores on Commitment to Student Diversity, by Gender: Students**



**Figure 30. Mean Scores on Commitment to Student Diversity, by Race/Ethnicity: Students**



**Figure 31. Mean Scores on Commitment to Student Diversity, by Student Status: Students**

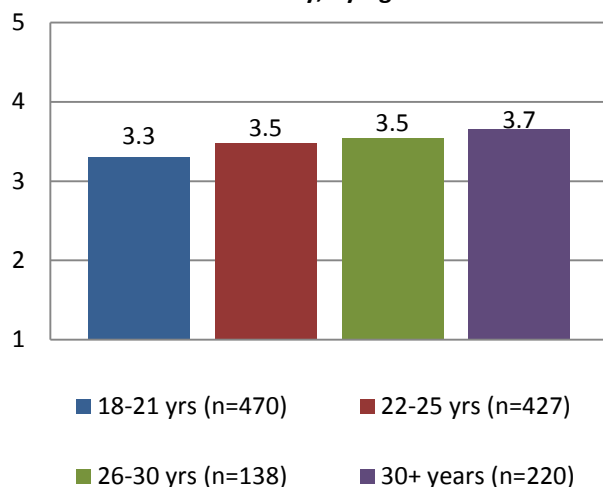


Figures 29 to 35 shows the mean scores on the commitment to student diversity component by various demographic variables.

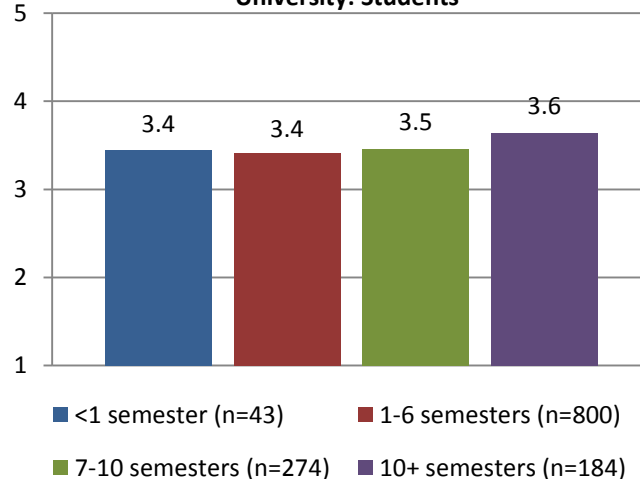
The mean ratings on this component are significantly different based on gender categories (Figure 29). The mean rating given by male respondents (3.2) are significantly lower than that given by female respondents (3.6) and by respondents in the “other or missing” category (3.9). However, there are no substantial differences by race/ethnicity categories (Figure 30) nor student status (Figure 31).

Mean ratings on this component for students who transferred to Oakland from elsewhere and those who did not were not significantly different (mean = 3.5 and 3.4, respectively); neither were they significantly different for students who live on campus versus those who live off campus (mean = 3.6 and 3.4, respectively).

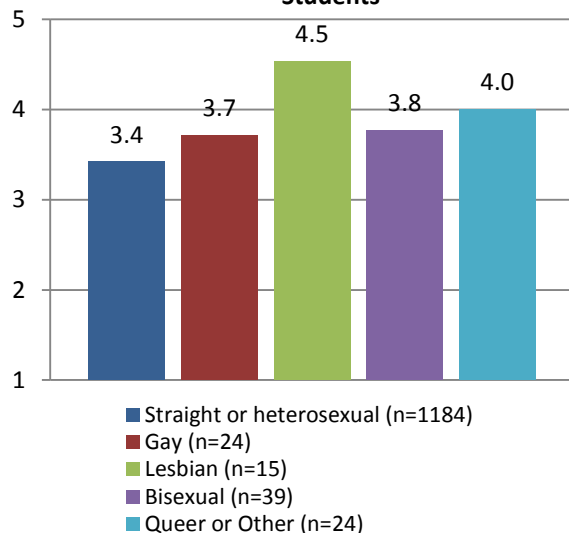
**Figure 32. Mean Scores on Commitment to Student Diversity, by Age: Students**



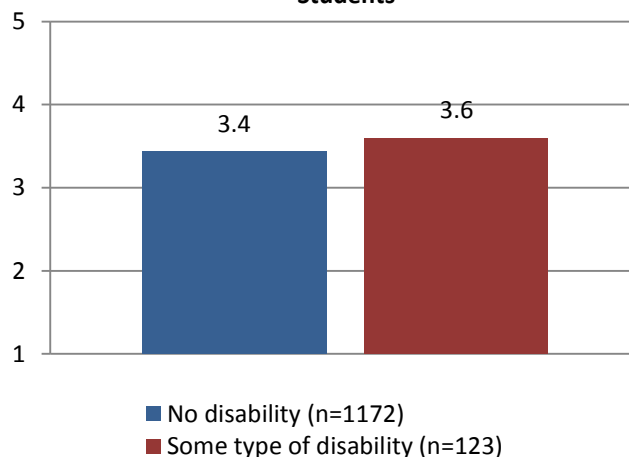
**Figure 33. Mean Scores on Commitment to Student Diversity, by Semesters Enrolled at University: Students**



**Figure 34. Mean Scores on Commitment to Student Diversity, by Sexual Orientation: Students**



**Figure 35. Mean Scores on Commitment to Student Diversity, by Ability/Disability Status: Students**



Mean ratings on this component are significantly lower for the youngest age group (mean = 3.3) as compared to students in the oldest age group, with a mean of 3.7 (Figure 32). However, mean ratings do not vary significantly by number of semesters enrolled at the university (Figure 33) or by disability status (Figure 35).

Respondents identifying themselves as “lesbian” have a significantly higher rating on this component (mean = 4.5) than those identifying themselves as “straight/heterosexual” (mean = 3.4; see Figure 34).

## Access to Services

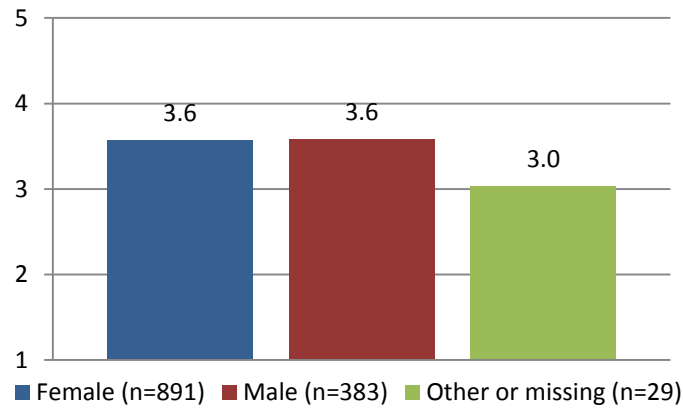
This is the final component with a significant relationship with overall climate; however, as the strength of the relationship is low as compared to the first three components, it has been classified as a secondary area in terms of priority. The average rating of all individual items in this component is 3.6, which makes it an area of strength for Oakland University.

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

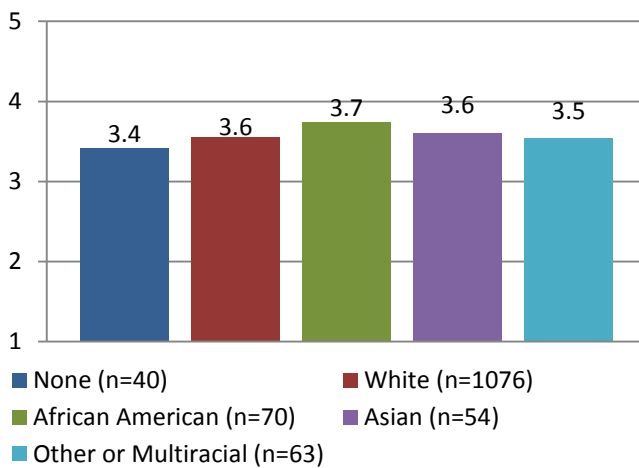
**Table 12. Individual Items on “Access to Services” Component Classified as Primary or Secondary, as Areas of Strength or Action**

		High ratings (mean rating > 3.5)	Low ratings (mean rating ≤ 3.5)
Primary		<p>How easy is it for you to access tutoring services on your campus? (3.8)</p> <p>How easy is it for you to access computer equipment/technology on your campus? (4.1)</p> <p>How well do you think each of the following groups on campus treat you? Academic advising staff (3.9)</p>	<p>How easy is it for you to access academic advising on your campus? (3.5)</p> <p>How easy is it for you to access personal counseling services on your campus? (3.5)</p> <p>How easy is it for you to access career/job search advising on your campus? (3.4)</p> <p>How easy is it for you to get something done when it involves multiple units on campus having to work together...? (2.7)</p>
		Overall, how well does your campus meet the needs of those with disabilities? (3.7)	Overall, how easy is it for you to get access to financial aid services on campus you need to stay enrolled? (3.1)
Secondary			

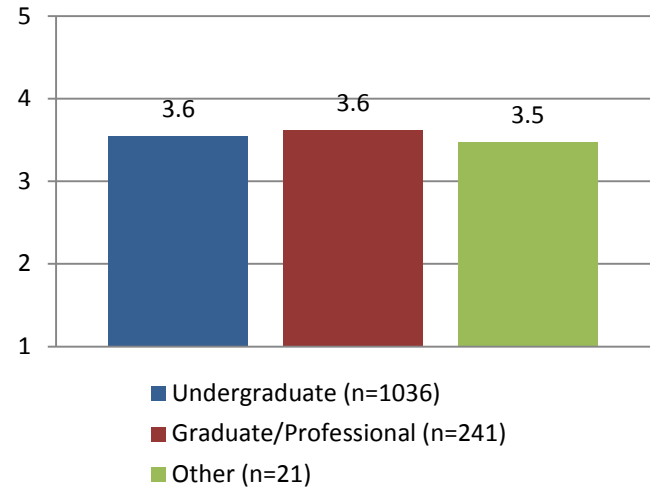
**Figure 36. Mean Scores on Access to Services, by Gender: Students**



**Figure 37. Mean Scores on Access to Services, by Race/Ethnicity: Students**



**Figure 38. Mean Scores on Access to Services, by Student Status: Students**



Figures 36 to 42 shows the mean scores on the access to services component by various demographic variables.

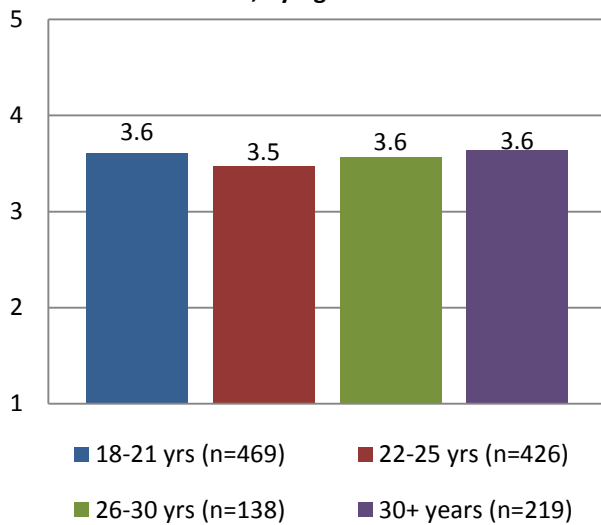
The mean rating on this component is significantly lower among those in the “other or missing” gender category (3.0), as compared to males and females (3.6 for each group; see Figure 36).

There are no significant differences in the mean rating by race/ethnicity (Figure 37) nor by student status (Figure 38).

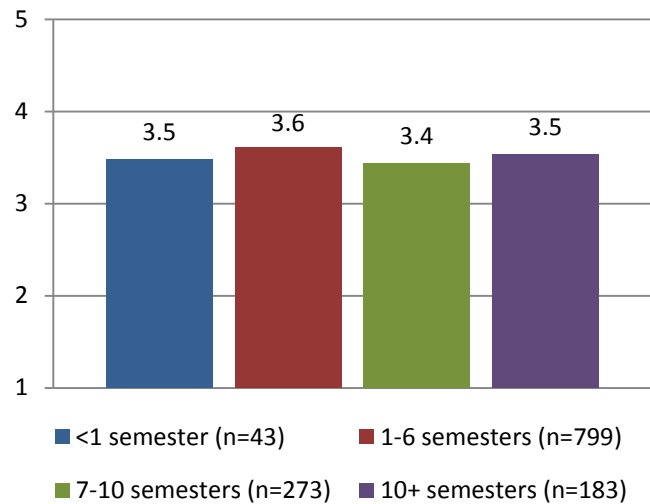
While not depicted in the graphs, mean ratings on overall climate for students who transferred to Oakland from elsewhere and those who did not were significantly but perhaps not substantively different (mean = 3.5 and 3.6, respectively). This was also the case for mean ratings for students who live on campus versus those who live off campus (mean = 3.6 and 3.5, respectively).



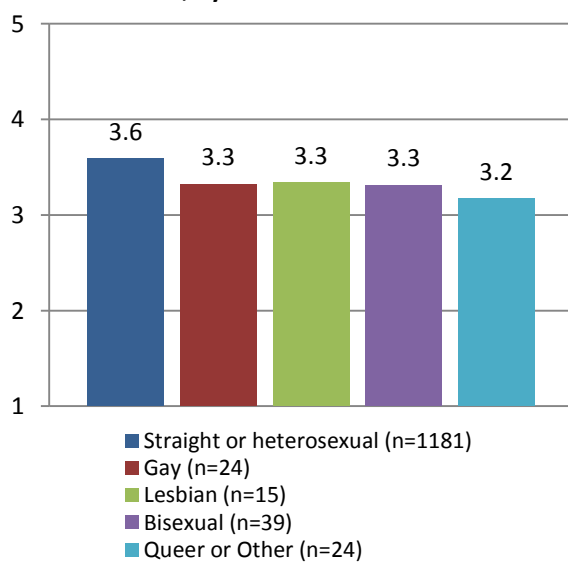
**Figure 39. Mean Scores on Access to Services, by Age: Students**



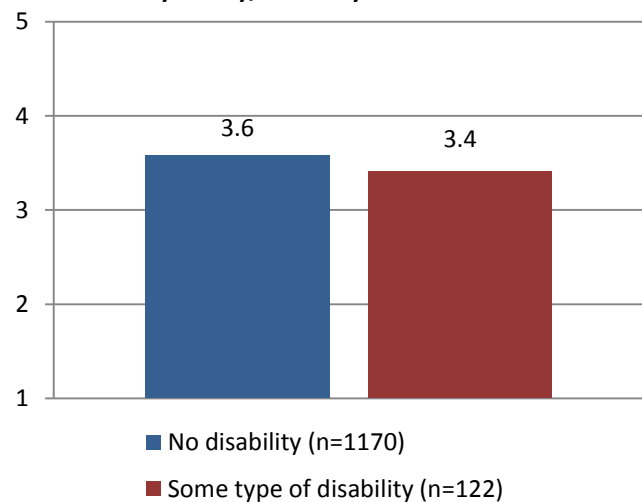
**Figure 40. Mean Scores on Access to Services, by Semesters Enrolled at University: Students**



**Figure 41. Mean Scores on Access to Services, by Sexual Orientation: Students**



**Figure 42. Mean Scores on Access to Services, by Ability/Disability Status: Students**



Mean ratings on this component do not vary substantively by age (Figure 39) nor by number of semesters enrolled at the university (Figure 40).

The mean rating is highest among the straight/heterosexual category (Figure 41). The difference in ratings on this component between this category and the “queer or other” category is significant. Finally, students who indicate that they have some disability have a significantly lower mean rating on this component as compared to students who indicate they have no disability (Figure 42).

## Responses to Open-end Questions

The questionnaire included two questions inviting open-ended comments from respondents. One asked for suggestions for improving the climate and the other asked respondents to mention relevant issues of climate or demographic information that was not covered in the questionnaire. There were 544 students who answered the question about suggestions for improving the climate, and 111 who answered the question asking if any issues of climate or demographic information was not covered in the questionnaire. For each question, we categorized the responses into several commonly occurring themes that were evident. Tables 13 and 14 summarize these themes and the number of mentions for each. Each respondent's comments could be classified into a single theme if it mentioned only one or into multiple themes if the comment touched upon more than one. Therefore the number of mentions listed for each theme when summed up across themes will be more than the total number of respondents who answered the question.

**Table 13. Suggestions for improving climate**

Themes	Number of mentions
Student life, social activities	77
Physical facilities	70
Diversity issues, Respect for differences	68
Parking	66
Faculty quality, relationship with faculty	59
Advising	52
Financial Aid	49
Commuter, resident related issues	44
Belongingness, sense of community, friendliness	44
Curriculum, Academics	42
Support, helpfulness of faculty or staff	30
Non-traditional student issues	26
University pride	23
Dining	18
Student feedback, student input	15
Accessibility	13
Student quality	11
Smoking ban	11
Religion	10
Safety/security	9
Clock tower	7
Wi-Fi	7
Bureaucracy, coordination between units	7
Scholarships/Financial aid	6
Tutoring, mentoring	5

**Table 13. Suggestions for improving climate (continued)**

<b>Themes</b>	<b>Number of mentions</b>
Survey comments	4
Relationship, communication with administration	4
Class schedule	4
Politics	1
No answer, No comment	25
Miscellaneous suggestions	65
Other comments	37
Other negative	46
Other positive	40

Table 14 provides the themes and number of mentions for responses to the question on issues of climate or demographic information not covered in the questionnaire.

**Table 14. Issues of climate or demographic questions not covered by the questionnaire**

<b>Themes</b>	<b>Number of mentions</b>
Survey comments (negative)	29
Diversity/Tolerance	19
Religion	9
Faculty quality	8
Other negative	8
Physical Plant	6
Gender, marital status, race	6
Parking	3
Activities/Social	3
Curriculum	3
Survey comments (positive)	3
Mature student	3
Friendliness/unfriendliness	3
Advising	2
Commuter issues	2
Dining/Food	2
Bureaucracy	2
Financial Aid	1
Student quality	1
University pride/Identity	1

**Table 14. Issues of climate or demographic questions not covered by the questionnaire (continued)**

Themes	Number of mentions
Smoking ban	1
Other positive	1
Miscellaneous suggestions	2
No answer	28

## *Summary of Results*

In summary, these analyses derived an outcome variable termed “overall climate” and sought to examine factors or aspects of the climate that influence the overall climate rating. To do so, on the basis of a principal components analysis, seven explanatory components and two individual items were identified: belongingness and personal identity, respect for diversity, academic support, campus commitment to building diverse student body, access to services, physical threats to self, negative communications, physical safety, and work-life balance. Of these explanatory variables, the first five were found to significantly influence ratings on overall climate.

Belongingness and personal identity can be considered a strength for Oakland University among students in that it is strongly associated with overall climate ratings; its mean rating is higher than 3.5 (on a scale ranging from 1 to 5 points). Ratings on this component, however, are lower than 3.5 for students in the “other or missing” gender category, for students in the “other or multiracial” category, among those in all sexual orientation categories other than “straight/heterosexual,” and among respondents who have some type of disability.

Respect for diversity is another area of strength among students in that it is strongly associated with overall climate ratings; its mean rating is also higher than 3.5 (again, on a scale ranging from 1 to 5 points). Ratings on this component are lowest for students in the “other or missing” gender category, among respondents who did not specify race, and among those in the “queer or other” and “gay” sexual orientation categories.

Academic support is the third Oakland area of strength among students in that it is strongly associated with overall climate ratings; its mean rating is higher than 3.5 (on a scale ranging from 1 to 5 points). Ratings on this component are at 3.5 or lower for students in the “other or missing” gender category, among those who did not specify their race/ethnicity, among those in the “bisexual” sexual orientation category, and among those with some type of disability.

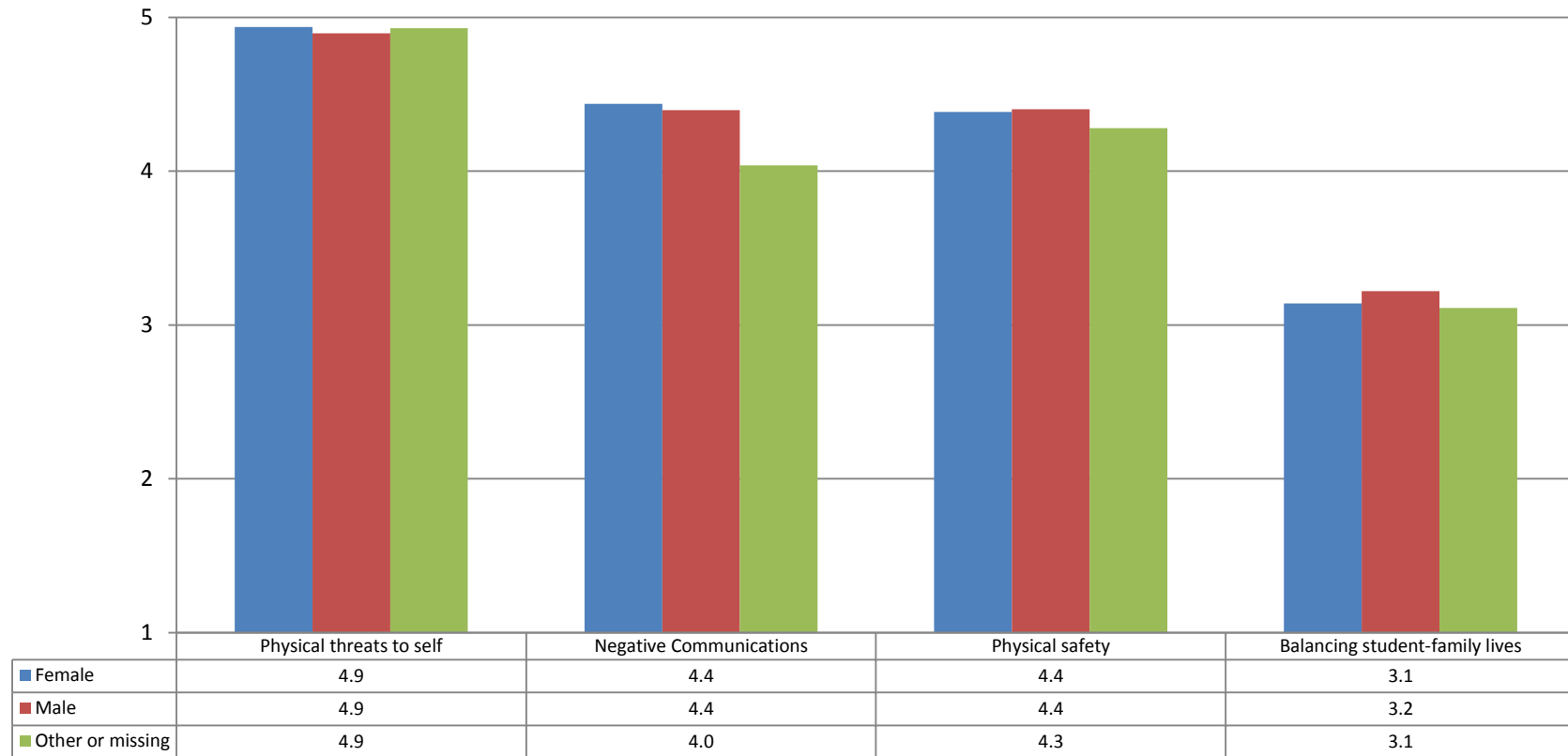
# Appendix A

---

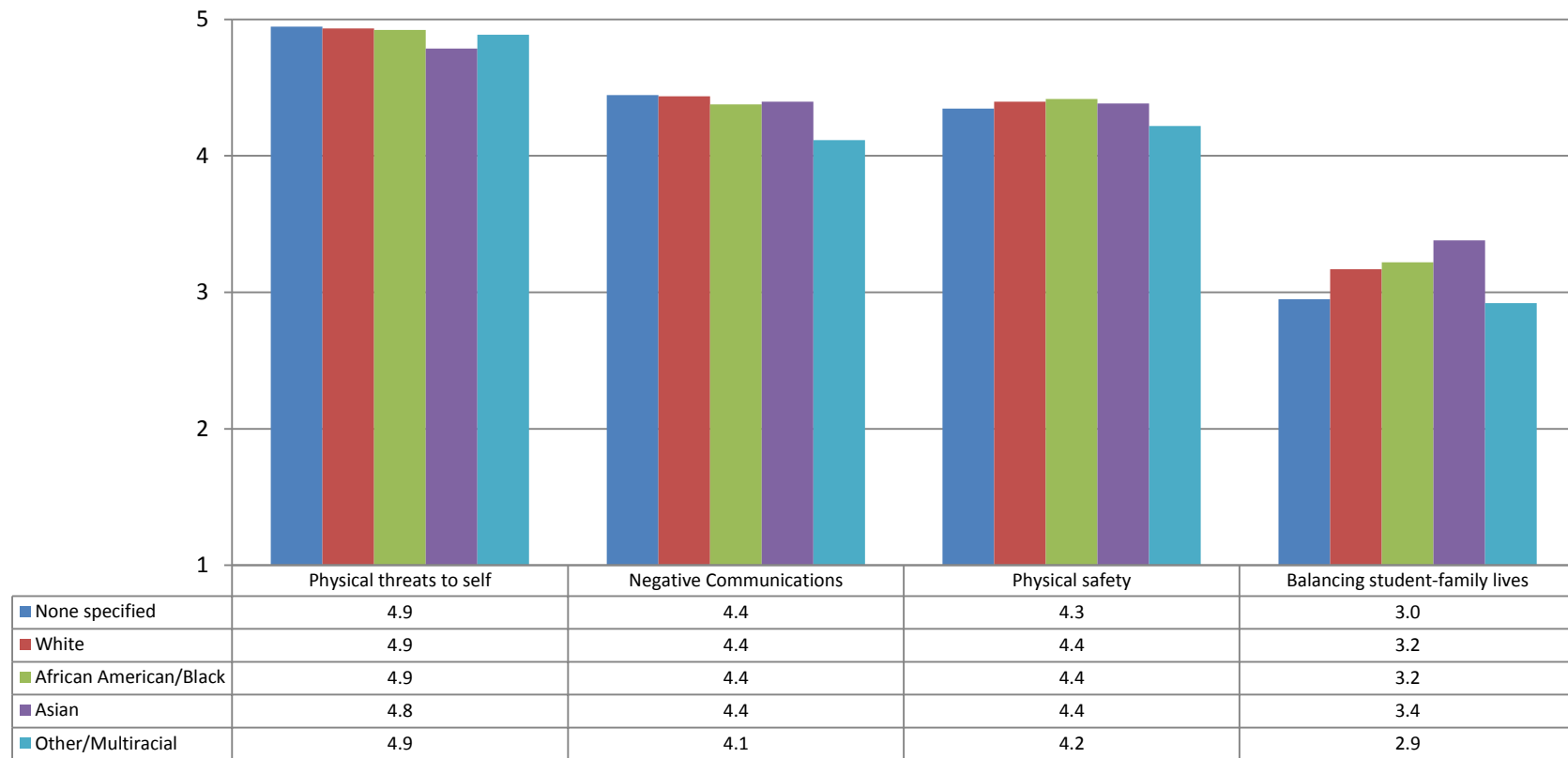
## *Mean Ratings by Demographics on Components not Significantly Related to Overall Climate*

The figures on the following pages present the mean ratings on three components and one individual item which were not significantly related to overall climate: Physical threats to self, Negative Communications, Physical safety, and “As a student on this campus, how difficult is it for you to balance your student and family life?”

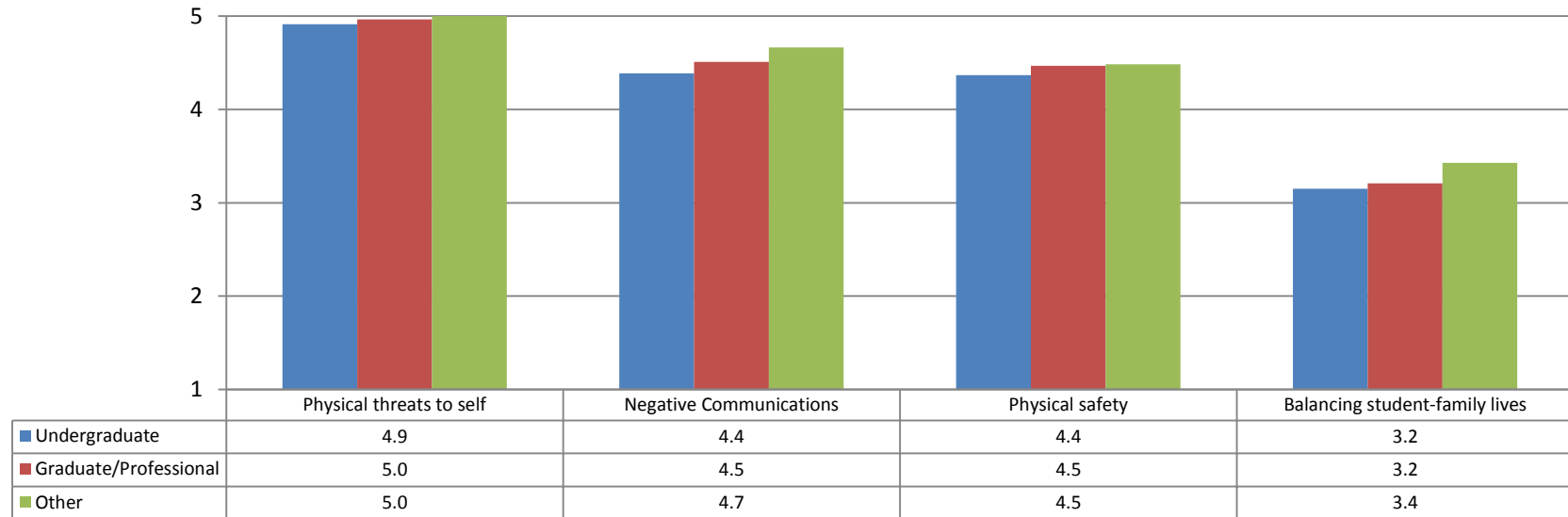
**Figure A1. Mean Scores on Variables Not Significantly Related to Overall Climate, by Gender:  
Students**



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

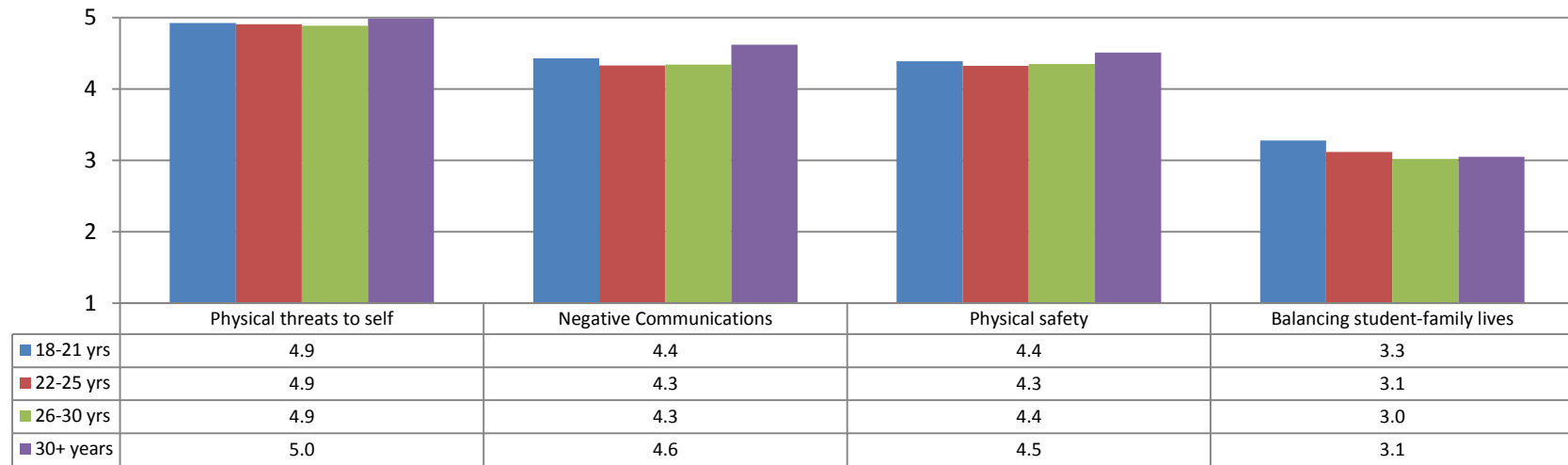


**Figure A3. Mean Scores on Variables Not Significantly Related to Overall Climate, by Student Status: Students**

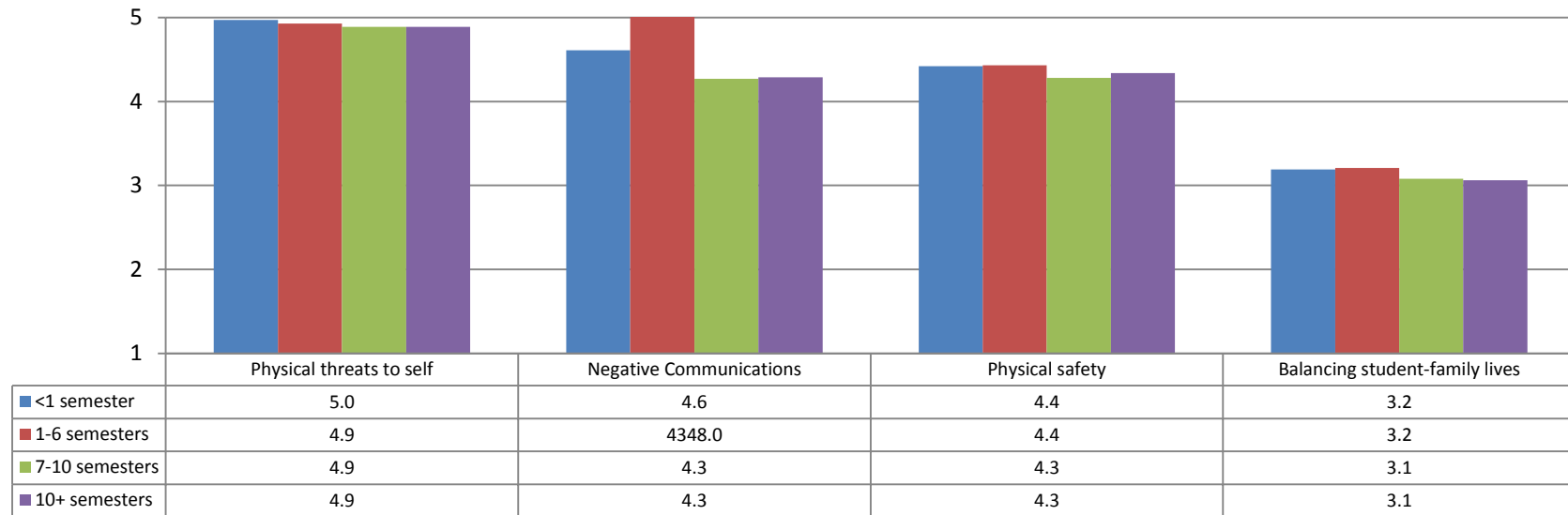




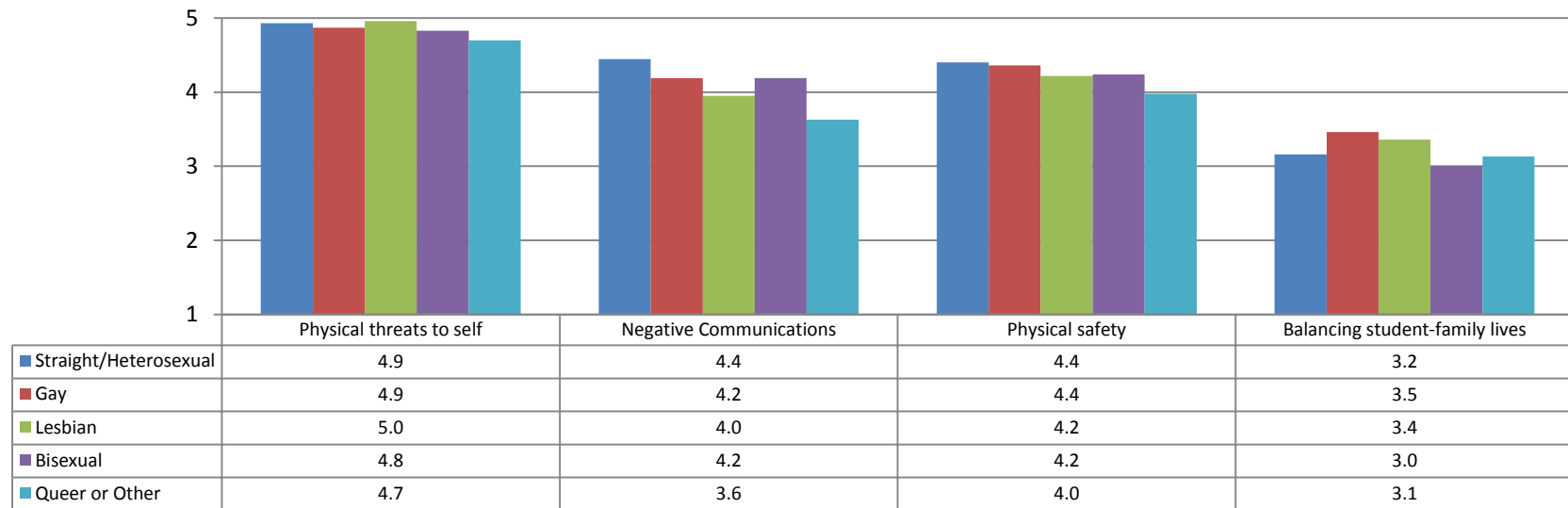
**Figure A4. Mean Scores on Variables Not Significantly Related to Overall Climate, by Age:  
Students**



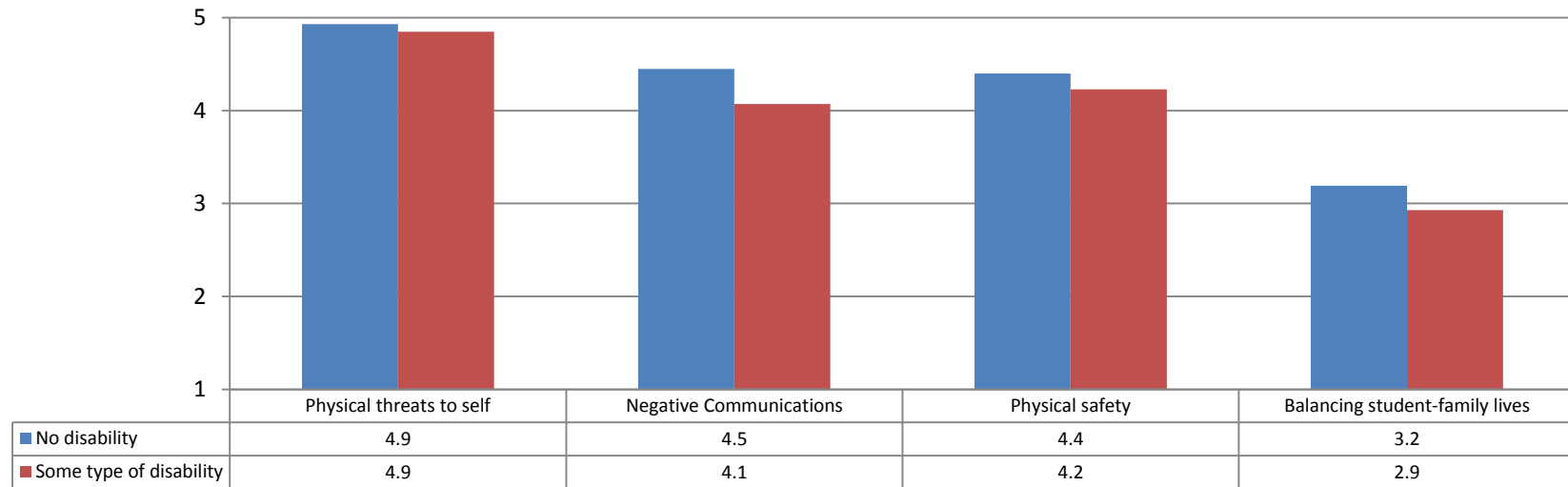
**Figure A5. Mean Scores on Variables Not Significantly Related to Overall Climate,  
by Semesters Enrolled at University: Students**



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



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



# Appendix B

---

## *Student Questionnaire*

## Oakland University Climate Study—Student Questionnaire

---

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

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

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

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

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

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

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

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

3. Overall, how isolated do you feel on your campus?

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

4. How unfriendly or friendly is your campus?

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

5. How excluding or inclusive is your campus?

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

6. Overall, how satisfied are you with the diversity in each of the following settings on your campus?

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

	Not at all satisfied	Slightly satisfied	Moderately satisfied	Very satisfied	Extremely satisfied	Not enough information to say
Classroom/Academic settings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dorms/University housing/Residential areas	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Extracurricular student groups and activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Oakland student center	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## Oakland University Climate Survey: Students

7. How much do each of the following groups on this campus respect diversity?

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

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

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

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

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

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

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



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

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

12. How cooperative is the environment on your campus?

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

13. On this campus, have you ever felt like you have been treated unfairly by any of the following groups, or have you never felt like that?

	Have felt	Have never felt
Faculty	<input type="checkbox"/>	<input type="checkbox"/>
Staff	<input type="checkbox"/>	<input type="checkbox"/>
Other students	<input type="checkbox"/>	<input type="checkbox"/>

[ASK #13a IF ANY RESPONSE TO #13 = "have felt"]

13a. In your opinion, which of the following best explains why you experienced this unfair treatment?

*Please select all that apply.*

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

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

PROGRAMMING NOTE: 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.”

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

15. As far as you know, are there systems or offices in place to help students if they are treated unfairly, or does it not?

- ☐ There are systems/offices
- ☐ There are no systems/offices [SKIP TO #16]

15a. How effective are these systems or offices in addressing issues of unfair treatment?

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

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

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

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

	Never	Not very often	Moderately often	Very often	Extremely often
Offensive verbal comments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Offensive written comments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Offensive visual images	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Threats of physical violence	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Physical assaults or injuries	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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

	Never	Not very often	Moderately often	Very often	Extremely often
Offensive verbal comments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Offensive written comments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Offensive visual images	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Threats of physical violence	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Physical assaults or injuries	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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

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

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

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

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

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

22. 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
- ☐ Not very easy
- ☐ Moderately easy
- ☐ Very easy
- ☐ Extremely easy
- ☐ *Not applicable*

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

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

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

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

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

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

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

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

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

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

28. How easy is it for you to get something done when it involves multiple units on campus having to work together, such as the study abroad office, the financial aid office, or the registrar?

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

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

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

30. How helpful are faculty members/instructors on your campus?

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

31. How responsive are faculty/instructors on this campus in helping solve the academic problems of students?

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

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

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

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

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

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

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

35. How well do you think each of the following groups on campus treat you?

	Not well at all	Not very well	Moderately well	Very well	Extremely well	Not applicable
Faculty/instructors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Administrative support staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Academic advising staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Housing/Residential life staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other students on campus	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Staff in the graduate studies office	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Financial aid staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Staff in the Registrar's office	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

36. Is there anyone at this University whom you currently consider to be a mentor, that is, someone 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 **[SKIP TO #37]**

36a. Is your mentor part of a mentorship program, or is he or she not part of a mentorship program?

- ☐ Part of a program
- ☐ Not part of a program
- ☐ Don't know

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

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



38. 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

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

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

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

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

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

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

- ☐ Transferred [please specify name of college/institution]
- ☐ Did not transfer

43. Which of the following best describes your current status?

- ☐ Undergraduate student
- ☐ Graduate/Professional student
- ☐ Other student—PLEASE SPECIFY:

44. [ASK IF RESPONSE TO #43 = UNDERGRADUATE] Which of the following best describes you?

- ☐ Freshman
- ☐ Sophomore
- ☐ Junior
- ☐ Senior

45. In which school or college are you enrolled?

[DROP-DOWN MENU]

46. What is your primary major?

[DROP-DOWN MENU]

47. Toward what degree are you currently working?

- ☐ Bachelor's
- ☐ Master's
- ☐ Doctoral
- ☐ Professional
- ☐ Other (e. g. non-degree certificate)

48. 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*

- ☐ Less than 1 semester
- ☐ 1 to 3 semesters
- ☐ 4 to 6 semesters
- ☐ 7 to 8 semesters
- ☐ 9 to 10 semesters
- ☐ 10 to 14 semesters
- ☐ More than 14 semesters

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

credit hours

50. In what year were you born?

51. 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)

52. Please indicate your sex.

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

53. Which of the following best describes you?

- ☐ Straight or heterosexual
- ☐ Gay
- ☐ Lesbian
- ☐ Bisexual
- ☐ Other [please specify]

54. What is your citizenship status?

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

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

- ☐ Have dependent children
- ☐ Do not have dependent children **[SKIP TO #56]**

55a. How many of your dependent children are...

Under the age of 18?

18 years or older?

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

- ☐ Am working for pay
- ☐ Am not working for pay [SKIP TO #58]

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

hours per week

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

- ☐ On campus [SKIP TO #58]
- ☐ Not on campus

59. What is the approximate distance, in miles, between where you live and the Oakland University location at which you take most of your classes?

miles

60. 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

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

- ☐ Have
- ☐ Do not have [SKIP TO #64]

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

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

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

- ☐ Have requested
- ☐ Have not requested

64. Are you Hispanic/Latino, or are you not? (ROLL OVER TEXT FOR A DEFINITION OF “Hispanic/Latino”]

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

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

65. Which of the following racial groups best describes you? (PLEASE SELECT ALL THAT APPLY. ) (ROLL OVER TEXT FOR A DEFINITION OF RACE CATEGORIES.)

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

66. 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.

# Appendix C

---

## *Text of E-mail Invitation*

## *Oakland University Climate Survey: Students*

To the Oakland University community,

All students, faculty and staff are invited to participate in a 2013 study to assess Oakland University's culture. The survey will measure perceptions of 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 has been selected to administer the survey. Sowmya Anand and Linda Owens of the Survey Research Laboratory at the University of Illinois (IRB Protocol # 13636) are the surveyors. Should you have questions, please feel free to contact Sowmya Anand at (217) 333-2219.

If you have any questions about your rights as a participant in this study or any concerns or complaints, you may contact the Oakland University Institutional Review Board at 248-370-2762. You can also contact the University of Illinois Institutional Review Board at 217-333-2670 (collect calls will be accepted if you identify yourself as a research participant) or via email at [irb@illinois.edu](mailto:irb@illinois.edu).

Your participation is important and will provide valuable insights into the issues being examined. Thank you in advance for your contribution to this important initiative. The deadline for completing the survey is April 16.

Click here <https://www.surveygizmo.com/s3/1181883/1137-Oakland-University-Climate-survey> to access survey.

Sincerely

Gary D. Russi  
President

--

Gary D. Russi  
President  
Oakland University  
204 Wilson Hall  
Rochester, MI 48309-4401  
248-370-3500  
248-370-3504 (fax)



# Appendix D

---

## *Tables of Individual Items: All Students*

Tables for Outcome Variable "Overall climate"

	All students
n =	1304
Overall, how would you rate the climate on the campus where you are primarily located?	
Very poor	19
	1.5%
Poor	67
	5.1%
Fair	271
	20.8%
Good	681
	52.2%
Very good	266
	20.4%
<b>Mean</b>	<b>3.85</b>

	All students
n =	1301
Overall, how strongly would you recommend Oakland University to other students?	
Not at all strongly	55
	4.2%
Not very strongly	117
	9.0%
Moderately strongly	369
	28.4%
Very strongly	479
	36.8%
Extremely strongly	281
	21.6%
<b>Mean</b>	<b>3.63</b>

Tables for "Belongingness and Personal Identity" component

	All students
n =	1050
Thinking about your campus, how satisfied are you with the social and cultural activities that reflect your personal identity?	
Not at all satisfied	61
	5.8%
Not very satisfied	160
	15.2%
Moderately satisfied	378
	36.0%
Very satisfied	315
	30.0%
Extremely satisfied	136
	13.0%
<b>Mean</b>	<b>3.29</b>

		All students
n =		1296
How comfortable do you feel expressing your personal identity on your campus?	Not at all comfortable	37
		2.9%
	Not very comfortable	109
		8.4%
	Moderately comfortable	387
		29.9%
	Very comfortable	495
		38.2%
	Extremely comfortable	268
		20.7%
Mean		3.65

		All students
n =		1303
Overall, how isolated do you feel on your campus? (reverse coded)	Extremely isolated	31
		2.4%
	Very isolated	101
		7.8%
	Moderately isolated	413
		31.7%
	Not very isolated	500
		38.4%
	Not at all isolated	258
		19.8%
Mean		3.65

		All students
n =		1306
How unfriendly or friendly is your campus?	Extremely unfriendly	45
		3.4%
	Somewhat unfriendly	149
		11.4%
	Neither friendly nor unfriendly	170
		13.0%
	Somewhat friendly	627
		48.0%
	Extremely friendly	315
		24.1%
Mean		3.78

	All students
n =	1285
How excluding or inclusive is your campus?	
Extremely excluding	42
	3.3%
Somewhat excluding	179
	13.9%
Neither inclusive nor excluding	395
	30.7%
Somewhat inclusive	475
	37.0%
Extremely inclusive	194
	15.1%
<b>Mean</b>	<b>3.47</b>

	All students
n =	1263
How well do you think each of the following groups on campus treat you? Other students on campus	
Not well at all	18
	1.4%
Not very well	45
	3.6%
Moderately well	353
	27.9%
Very well	576
	45.6%
Extremely well	271
	21.5%
<b>Mean</b>	<b>3.82</b>

	All students
n =	1218
Thinking about your campus, how satisfied are you with the academic programs that reflect your personal identity?	
Not at all satisfied	55
	4.5%
Not very satisfied	124
	10.2%
Moderately satisfied	376
	30.9%
Very satisfied	443
	36.4%
Extremely satisfied	220
	18.1%
<b>Mean</b>	<b>3.53</b>

		All students
n =		1303
How cooperative is the environment on your campus?	Not at all cooperative	28
		2.1%
	Not very cooperative	103
		7.9%
	Moderately cooperative	512
		39.3%
	Very cooperative	557
		42.7%
	Extremely cooperative	103
		7.9%
Mean		3.46

		All students
n =		1297
If you experience unfair treatment, how confident are you that you can file a complaint without negative consequences?	Not at all confident	129
		9.9%
	Not very confident	251
		19.4%
	Moderately confident	445
		34.3%
	Very confident	325
		25.1%
	Extremely confident	147
		11.3%
Mean		3.08

		All students
n =		1249
How much do each of the following groups on this campus respect diversity? Students	Not at all	21
		1.7%
	A little	92
		7.4%
	To some extent	313
		25.1%
	A lot	468
		37.5%
	A great deal	355
		28.4%
Mean		3.84

Tables for "Respect for Diversity" component

		All students
<b>n =</b>		1149
<b>How much do each of the following groups on this campus respect diversity?</b> <b>Staff</b>	Not at all	21 1.8%
	A little	49 4.3%
	To some extent	216 18.8%
	A lot	407 35.4%
	A great deal	456 39.7%
	<b>Mean</b>	<b>4.07</b>

		All students
<b>n =</b>		1223
<b>How much do each of the following groups on this campus respect diversity?</b> <b>Faculty</b>	Not at all	15 1.2%
	A little	60 4.9%
	To some extent	192 15.7%
	A lot	406 33.2%
	A great deal	550 45.0%
	<b>Mean</b>	<b>4.16</b>

		All students
<b>n =</b>		1170
<b>Overall, how satisfied are you with the diversity in the following settings: Oakland student center</b>	Not at all satisfied	35 3.0%
	Slightly satisfied	113 9.7%
	Moderately satisfied	280 23.9%
	Very satisfied	464 39.7%
	Extremely satisfied	278 23.8%
	<b>Mean</b>	<b>3.72</b>

	All students
n =	1272
Overall, how satisfied are you with the diversity in the following settings: Classroom/Academic settings	Not at all satisfied 42 3.3% Slightly satisfied 109 8.6% Moderately satisfied 346 27.2% Very satisfied 540 42.5% Extremely satisfied 235 18.5%
Mean	3.64

	All students
n =	1140
How well do you think each of the following groups on campus treat you? Administrative support staff	Not well at all 34 3.0% Not very well 68 6.0% Moderately well 299 26.2% Very well 452 39.6% Extremely well 287 25.2%
Mean	3.78

Tables for "Academic Support" component

	All students
n =	1293
How active are faculty/instructors on this campus in empowering you to learn?	Not active at all 33 2.6% Not very active 96 7.4% Moderately active 405 31.3% Very active 506 39.1% Extremely active 253 19.6%
Mean	3.66

		All students
n =		1289
How helpful are faculty members/instructors on your campus?	Not helpful at all	24 1.9%
	Not very helpful	57 4.4%
	Moderately helpful	339 26.3%
	Very helpful	564 43.8%
	Extremely helpful	305 23.7%
	Mean	3.83

		All students
n =		1283
How much do the faculty/instructors on this campus value your contributions in class?	Not at all	35 2.7%
	A little	122 9.5%
	A moderate amount	315 24.6%
	A lot	483 37.6%
	A great deal	328 25.6%
Mean		3.74

		All students
n =		1293
How well do you think each of the following groups on campus treat you? Faculty/instructors	Not well at all	20 1.5%
	Not very well	37 2.9%
	Moderately well	252 19.5%
	Very well	573 44.3%
	Extremely well	411 31.8%
Mean		4.02



	All students
n =	1234
How responsive are faculty/instructors on this campus in helping solve the academic problems of students?	
Not responsive at all	34 2.8%
Not very responsive	88 7.1%
Moderately responsive	380 30.8%
Very responsive	536 43.4%
Extremely responsive	196 15.9%
Mean	3.63

	All students
n =	1249
How much do the faculty/instructors on this campus believe in your potential to succeed academically?	
Not at all	27 2.2%
A little	104 8.3%
A moderate amount	275 22.0%
A lot	463 37.1%
A great deal	380 30.4%
Mean	3.85

	All students
n =	1259
How easy is it for you to meet with faculty members/instructors on your campus when you need to?	
Not easy at all	29 2.3%
Not very easy	92 7.3%
Moderately easy	466 37.0%
Very easy	447 35.5%
Extremely easy	225 17.9%
Mean	3.59

	All students
n =	1301
How much of a say do you feel you have about things that affect your academic success at this university?	
None at all	169 13.0%
A little bit	261 20.1%
A moderate amount	433 33.3%
A lot	283 21.8%
A great deal	155 11.9%
Mean	3.00

Table for "Commitment to Student Diversity" component

	All students
n =	1306
How important is it to you that your campus be committed to building a diverse student body?	
Not at all important	96 7.4%
Not very important	161 12.3%
Moderately important	388 29.7%
Very important	376 28.8%
Extremely important	285 21.8%
Mean	3.45

Tables for "Access to Services" component

	All students
n =	1268
How easy is it for you to access academic advising on your campus?	
Not easy at all	70 5.5%
Not very easy	150 11.8%
Moderately easy	342 27.0%
Very easy	432 34.1%
Extremely easy	274 21.6%
Mean	3.54

	All students
n =	900
How easy is it for you to access personal counseling services on your campus?	
Not easy at all	50
	5.6%
Not very easy	96
	10.7%
Moderately easy	268
	29.8%
Very easy	315
	35.0%
Extremely easy	171
	19.0%
Mean	3.51

	All students
n =	1014
How easy is it for you to access career/job search advising on your campus?	
Not easy at all	54
	5.3%
Not very easy	137
	13.5%
Moderately easy	308
	30.4%
Very easy	338
	33.3%
Extremely easy	177
	17.5%
Mean	3.44

	All students
n =	979
How easy is it for you to access tutoring services on your campus?	
Not easy at all	34
	3.5%
Not very easy	66
	6.7%
Moderately easy	248
	25.3%
Very easy	380
	38.8%
Extremely easy	251
	25.6%
Mean	3.76

	All students
n =	1251
How easy is it for you to access computer equipment/technology on your campus?	
Not easy at all	13
	1.0%
Not very easy	58
	4.6%
Moderately easy	234
	18.7%
Very easy	429
	34.3%
Extremely easy	517
	41.3%
Mean	4.10

	All students
n =	1206
How well do you think each of the following groups on campus treat you?	
Academic advising staff	
Not well at all	31
	2.6%
Not very well	89
	7.4%
Moderately well	274
	22.7%
Very well	434
	36.0%
Extremely well	378
	31.3%
Mean	3.86

	All students
n =	923
How easy is it for you to get something done when it involves multiple units on campus having to work together, such as the study abroad office, the financial aid office, or the registrar?	
Not easy at all	135
	14.6%
Not very easy	238
	25.8%
Moderately easy	338
	36.6%
Very easy	164
	17.8%
Extremely easy	48
	5.2%
Mean	2.73

	All students
n =	994
Overall, how well does your campus meet the needs of those with disabilities?	
Not well at all	16
	1.6%
Not very well	68
	6.8%
Moderately well	308
	31.0%
Very well	404
	40.6%
Extremely well	198
	19.9%
Mean	3.70

	All students
n =	1102
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	109
	9.9%
Not very easy	241
	21.9%
Moderately easy	345
	31.3%
Very easy	255
	23.1%
Extremely easy	152
	13.8%
Mean	3.09

Tables for "Physical threats to Self" component

	All students
n =	1301
How often have you personally experienced any of the following as a student on this campus? Physical assaults or injuries	
Very often	1
	.1%
Moderately often	10
	.8%
Not very often	44
	3.4%
Never	1246
	95.8%
Mean	4.95

	All students
n =	1297
How often have you personally experienced any of the following as a student on this campus? Threats of physical violence	
Extremely often	1 .1%
Very often	2 .2%
Moderately often	12 .9%
Not very often	93 7.2%
Never	1189 91.7%
Mean	4.90

Tables for "Negative Communications" component

	All students
n =	1301
How often have you personally experienced any of the following as a student on this campus? Offensive verbal comments	
Extremely often	20 1.5%
Very often	35 2.7%
Moderately often	125 9.6%
Not very often	428 32.9%
Never	693 53.3%
Mean	4.34

	All students
n =	1297
How often have you personally experienced any of the following as a student on this campus? Offensive visual images	
Extremely often	10 .8%
Very often	18 1.4%
Moderately often	68 5.2%
Not very often	298 23.0%
Never	903 69.6%
Mean	4.59

	All students
n =	1301
How often you have heard or seen these things happening to others on this campus? Offensive visual images	
Extremely often	12
	.9%
Very often	17
	1.3%
Moderately often	80
	6.1%
Not very often	331
	25.4%
Never	861
	66.2%
Mean	4.55

	All students
n =	1300
How often you have heard or seen these things happening to others on this campus? Offensive verbal comments	
Extremely often	19
	1.5%
Very often	56
	4.3%
Moderately often	204
	15.7%
Not very often	463
	35.6%
Never	558
	42.9%
Mean	4.14

	All students
n =	1297
How often have you personally experienced any of the following as a student on this campus? Offensive written comments	
Extremely often	12
	.9%
Very often	19
	1.5%
Moderately often	52
	4.0%
Not very often	242
	18.7%
Never	972
	74.9%
Mean	4.65

	All students
n =	1297
How often you have heard or seen these things happening to others on this campus? Offensive written comments	
Extremely often	11 .8%
Very often	31 2.4%
Moderately often	83 6.4%
Not very often	362 27.9%
Never	810 62.5%
Mean	4.49

	All students
n =	1297
As far as you know, how often are students from minority groups treated unfairly on this campus? (reverse coded)	
Extremely often	13 1.0%
Very often	30 2.3%
Moderately often	142 10.9%
Not very often	659 50.8%
Never	453 34.9%
Mean	4.16

Tables for "Physical Safety" component

	All students
n =	1265
Overall, how would you rate the physical safety of the areas close to campus?	
Not safe at all	9 .7%
Not very safe	33 2.6%
Moderately safe	337 26.6%
Very safe	620 49.0%
Extremely safe	266 21.0%
Mean	3.87



	All students
n =	1300
How often you have heard or seen these things happening to others on this campus? Physical assaults or injuries	
Extremely often	1 .1%
Very often	5 .4%
Moderately often	35 2.7%
Not very often	212 16.3%
Never	1047 80.5%
Mean	4.77

	All students
n =	1300
How often you have heard or seen these things happening to others on this campus? Threats of physical violence	
Extremely often	2 .2%
Very often	8 .6%
Moderately often	54 4.2%
Not very often	269 20.7%
Never	967 74.4%
Mean	4.69

	All students
n =	1289
Overall, how would you rate the physical safety of your campus?	
Not safe at all	3 .2%
Not very safe	9 .7%
Moderately safe	192 14.9%
Very safe	613 47.6%
Extremely safe	472 36.6%
Mean	4.20

Table for "Balancing Student-family lives" component

		All students
n =		1294
As a student on this campus, how difficult is it for you to balance your student and family life? (reverse coded)	Extremely difficult	77 6.0%
	Very difficult	221 17.1%
	Moderately difficult	506 39.1%
	Not very difficult	393 30.4%
	Not at all difficult	97 7.5%
Mean		3.16

# Appendix E

---

## *Tables of Individual Items: By Gender*

Tables for Outcome Variable "Overall climate"

		Gender		
		Female	Male	Transgender, Other, or missing
<b>n=</b>		891	385	28
<b>Overall, how would you rate the climate on the campus where you are primarily located?</b>	Very poor	8	10	1
		.9%	2.6%	3.6%
	Poor	35	27	5
		3.9%	7.0%	17.9%
	Fair	174	88	9
		19.5%	22.9%	32.1%
	Good	473	200	8
		53.1%	51.9%	28.6%
	Very good	201	60	5
		22.6%	15.6%	17.9%
<b>Mean</b>		<b>3.92</b>	<b>3.71</b>	<b>3.39</b>

		Gender		
		Female	Male	Transgender, Other, or missing
<b>n=</b>		890	384	27
<b>Overall, how strongly would you recommend Oakland University to other students?</b>	Not at all strongly	32	22	1
		3.6%	5.7%	3.7%
	Not very strongly	73	39	5
		8.2%	10.2%	18.5%
	Moderately strongly	245	108	16
		27.5%	28.1%	59.3%
	Very strongly	327	148	4
		36.7%	38.5%	14.8%
	Extremely strongly	213	67	1
		23.9%	17.4%	3.7%
<b>Mean</b>		<b>3.69</b>	<b>3.52</b>	<b>2.96</b>

Tables for "Belongingness and Personal Identity" component

		Gender		
		Female	Male	Transgender, Other, or missing
<b>n=</b>		718	308	24
<b>Thinking about your campus, how satisfied are you with the social and cultural activities that reflect your personal identity?</b>	Not at all satisfied	32	28	1
		4.5%	9.1%	4.2%
	Not very satisfied	106	48	6
		14.8%	15.6%	25.0%
	Moderately satisfied	257	111	10
		35.8%	36.0%	41.7%
	Very satisfied	219	92	4
		30.5%	29.9%	16.7%
	Extremely satisfied	104	29	3
		14.5%	9.4%	12.5%
<b>Mean</b>		<b>3.36</b>	<b>3.15</b>	<b>3.08</b>

		Gender		
		Female	Male	Transgender, Other, or missing
<b>n=</b>		886	381	29
<b>How comfortable do you feel expressing your personal identity on your campus?</b>	Not at all comfortable	20	16	1
		2.3%	4.2%	3.4%
	Not very comfortable	66	37	6
		7.4%	9.7%	20.7%
	Moderately comfortable	272	101	14
		30.7%	26.5%	48.3%
	Very comfortable	348	142	5
		39.3%	37.3%	17.2%
	Extremely comfortable	180	85	3
		20.3%	22.3%	10.3%
<b>Mean</b>		<b>3.68</b>	<b>3.64</b>	<b>3.10</b>

		Gender		
		Female	Male	Transgender, Other, or missing
<b>n=</b>		892	383	28
<b>Overall, how isolated do you feel on your campus? (reverse coded)</b>	Extremely isolated	17	14	0
		1.9%	3.7%	0.0%
	Very isolated	63	33	5
		7.1%	8.6%	17.9%
	Moderately isolated	285	118	10
		32.0%	30.8%	35.7%
	Not very isolated	353	137	10
		39.6%	35.8%	35.7%
	Not at all isolated	174	81	3
		19.5%	21.1%	10.7%
<b>Mean</b>		<b>3.68</b>	<b>3.62</b>	<b>3.39</b>

		Gender		
		Female	Male	Transgender, Other, or missing
<b>n=</b>		892	385	29
<b>How unfriendly or friendly is your campus?</b>	Extremely unfriendly	26	17	2
		2.9%	4.4%	6.9%
	Somewhat unfriendly	104	41	4
		11.7%	10.6%	13.8%
	Neither friendly nor unfriendly	96	67	7
		10.8%	17.4%	24.1%
	Somewhat friendly	426	189	12
		47.8%	49.1%	41.4%
	Extremely friendly	240	71	4
		26.9%	18.4%	13.8%
<b>Mean</b>		<b>3.84</b>	<b>3.66</b>	<b>3.41</b>

		Gender		
		Female	Male	Transgender, Other, or missing
<b>n=</b>		876	381	28
<b>How excluding or inclusive is your campus?</b>	Extremely excluding	25	14	3
		2.9%	3.7%	10.7%
	Somewhat excluding	129	42	8
		14.7%	11.0%	28.6%
	Neither inclusive nor excluding	254	129	12
		29.0%	33.9%	42.9%
	Somewhat inclusive	331	140	4
		37.8%	36.7%	14.3%
	Extremely inclusive	137	56	1
		15.6%	14.7%	3.6%
<b>Mean</b>		<b>3.49</b>	<b>3.48</b>	<b>2.71</b>

		Gender		
		Female	Male	Transgender, Other, or missing
<b>n=</b>		863	375	25
<b>How well do you think each of the following groups on campus treat you? Other students on campus</b>	Not well at all	6	10	2
		.7%	2.7%	8.0%
	Not very well	27	16	2
		3.1%	4.3%	8.0%
	Moderately well	241	98	14
		27.9%	26.1%	56.0%
	Very well	410	161	5
		47.5%	42.9%	20.0%
	Extremely well	179	90	2
		20.7%	24.0%	8.0%
<b>Mean</b>		<b>3.84</b>	<b>3.81</b>	<b>3.12</b>

		Gender		
		Female	Male	Transgender, Other, or missing
<b>n=</b>		837	355	26
<b>Thinking about your campus, how satisfied are you with the academic programs that reflect your personal identity?</b>	Not at all satisfied	30	23	2
		3.6%	6.5%	7.7%
	Not very satisfied	74	46	4
		8.8%	13.0%	15.4%
	Moderately satisfied	265	103	8
		31.7%	29.0%	30.8%
	Very satisfied	312	122	9
		37.3%	34.4%	34.6%
	Extremely satisfied	156	61	3
		18.6%	17.2%	11.5%
<b>Mean</b>		<b>3.59</b>	<b>3.43</b>	<b>3.27</b>

		Gender		
		Female	Male	Transgender, Other, or missing
<b>n=</b>		890	384	29
<b>How cooperative is the environment on your campus?</b>	Not at all cooperative	13	13	2
		1.5%	3.4%	6.9%
	Not very cooperative	70	25	8
		7.9%	6.5%	27.6%
	Moderately cooperative	342	159	11
		38.4%	41.4%	37.9%
	Very cooperative	396	153	8
		44.5%	39.8%	27.6%
	Extremely cooperative	69	34	0
		7.8%	8.9%	0.0%
<b>Mean</b>		<b>3.49</b>	<b>3.44</b>	<b>2.86</b>

		Gender		
		Female	Male	Transgender, Other, or missing
<b>n=</b>		886	384	27
<b>If you experience unfair treatment, how confident are you that you can file a complaint without negative consequences?</b>	Not at all confident	78	42	9
		8.8%	10.9%	33.3%
	Not very confident	182	59	10
		20.5%	15.4%	37.0%
	Moderately confident	334	106	5
		37.7%	27.6%	18.5%
	Very confident	207	115	3
		23.4%	29.9%	11.1%
	Extremely confident	85	62	0
		9.6%	16.1%	0.0%
<b>Mean</b>		<b>3.04</b>	<b>3.25</b>	<b>2.07</b>

		Gender		
		Female	Male	Transgender, Other, or missing
<b>n=</b>		863	359	27
<b>How much do each of the following groups on this campus respect diversity? Students</b>	Not at all	10	9	2
		1.2%	2.5%	7.4%
	A little	57	31	4
		6.6%	8.6%	14.8%
	To some extent	209	94	10
		24.2%	26.2%	37.0%
	A lot	334	129	5
		38.7%	35.9%	18.5%
	A great deal	253	96	6
		29.3%	26.7%	22.2%
<b>Mean</b>		<b>3.88</b>	<b>3.76</b>	<b>3.33</b>

Tables for "Respect for Diversity" component

		Gender		
		Female	Male	Transgender, Other, or missing
<b>n=</b>		801	322	26
<b>How much do each of the following groups on this campus respect diversity?</b> <b>Staff</b>	Not at all	7 .9%	12 3.7%	2 7.7%
	A little	36 4.5%	9 2.8%	4 15.4%
	To some extent	142 17.7%	65 20.2%	9 34.6%
	A lot	302 37.7%	98 30.4%	7 26.9%
	A great deal	314 39.2%	138 42.9%	4 15.4%
	<b>Mean</b>	<b>4.10</b>	<b>4.06</b>	<b>3.27</b>

		Gender		
		Female	Male	Transgender, Other, or missing
<b>n=</b>		846	353	24
<b>How much do each of the following groups on this campus respect diversity?</b> <b>Faculty</b>	Not at all	8 .9%	6 1.7%	1 4.2%
	A little	43 5.1%	15 4.2%	2 8.3%
	To some extent	123 14.5%	62 17.6%	7 29.2%
	A lot	292 34.5%	106 30.0%	8 33.3%
	A great deal	380 44.9%	164 46.5%	6 25.0%
	<b>Mean</b>	<b>4.17</b>	<b>4.15</b>	<b>3.67</b>

		Gender		
		Female	Male	Transgender, Other, or missing
<b>n=</b>		801	342	27
<b>Overall, how satisfied are you with the diversity in the following settings: Oakland student center</b>	Not at all satisfied	15 1.9%	16 4.7%	4 14.8%
	Slightly satisfied	76 9.5%	33 9.6%	4 14.8%
	Moderately satisfied	197 24.6%	76 22.2%	7 25.9%
	Very satisfied	322 40.2%	133 38.9%	9 33.3%
	Extremely satisfied	191 23.8%	84 24.6%	3 11.1%
	<b>Mean</b>	<b>3.75</b>	<b>3.69</b>	<b>3.11</b>



		Gender		
		Female	Male	Transgender, Other, or missing
<b>n=</b>		873	371	28
<b>Overall, how satisfied are you with the diversity in the following settings:</b> <b>Classroom/Academic settings</b>	Not at all satisfied	25	15	2
		2.9%	4.0%	7.1%
	Slightly satisfied	76	29	4
		8.7%	7.8%	14.3%
	Moderately satisfied	236	102	8
		27.0%	27.5%	28.6%
	Very satisfied	372	159	9
		42.6%	42.9%	32.1%
	Extremely satisfied	164	66	5
		18.8%	17.8%	17.9%
<b>Mean</b>		<b>3.66</b>	<b>3.63</b>	<b>3.39</b>

		Gender		
		Female	Male	Transgender, Other, or missing
<b>n=</b>		780	337	23
<b>How well do you think each of the following groups on campus treat you?</b> <b>Administrative support staff</b>	Not well at all	14	17	3
		1.8%	5.0%	13.0%
	Not very well	48	18	2
		6.2%	5.3%	8.7%
	Moderately well	206	81	12
		26.4%	24.0%	52.2%
	Very well	323	123	6
		41.4%	36.5%	26.1%
	Extremely well	189	98	0
		24.2%	29.1%	0.0%
<b>Mean</b>		<b>3.80</b>	<b>3.79</b>	<b>2.91</b>

Tables for "Academic Support" component

		Gender		
		Female	Male	Transgender, Other, or missing
<b>n=</b>		886	380	27
<b>How active are faculty/instructors on this campus in empowering you to learn?</b>	Not active at all	18	14	1
		2.0%	3.7%	3.7%
	Not very active	62	30	4
		7.0%	7.9%	14.8%
	Moderately active	275	123	7
		31.0%	32.4%	25.9%
	Very active	348	147	11
		39.3%	38.7%	40.7%
	Extremely active	183	66	4
		20.7%	17.4%	14.8%
<b>Mean</b>		<b>3.70</b>	<b>3.58</b>	<b>3.48</b>

		Gender		
		Female	Male	Transgender, Other, or missing
<b>n=</b>		880	382	27
<b>How helpful are faculty members/instructors on your campus?</b>	Not helpful at all	13 1.5%	10 2.6%	1 3.7%
	Not very helpful	42 4.8%	13 3.4%	2 7.4%
	Moderately helpful	235 26.7%	94 24.6%	10 37.0%
	Very helpful	379 43.1%	176 46.1%	9 33.3%
	Extremely helpful	211 24.0%	89 23.3%	5 18.5%
	<b>Mean</b>	<b>3.83</b>	<b>3.84</b>	<b>3.56</b>

		Gender		
		Female	Male	Transgender, Other, or missing
<b>n=</b>		878	379	26
<b>How much do the faculty/instructors on this campus value your contributions in class?</b>	Not at all	21 2.4%	13 3.4%	1 3.8%
	A little	85 9.7%	35 9.2%	2 7.7%
	A moderate amount	207 23.6%	98 25.9%	10 38.5%
	A lot	327 37.2%	146 38.5%	10 38.5%
	A great deal	238 27.1%	87 23.0%	3 11.5%
	<b>Mean</b>	<b>3.77</b>	<b>3.68</b>	<b>3.46</b>

		Gender		
		Female	Male	Transgender, Other, or missing
<b>n=</b>		885	382	26
<b>How well do you think each of the following groups on campus treat you? Faculty/instructors</b>	Not well at all	11 1.2%	9 2.4%	0 0.0%
	Not very well	28 3.2%	7 1.8%	2 7.7%
	Moderately well	161 18.2%	82 21.5%	9 34.6%
	Very well	406 45.9%	156 40.8%	11 42.3%
	Extremely well	279 31.5%	128 33.5%	4 15.4%
	<b>Mean</b>	<b>4.03</b>	<b>4.01</b>	<b>3.65</b>

		Gender		
		Female	Male	Transgender, Other, or missing
<b>n=</b>		844	364	26
<b>How responsive are faculty/instructors on this campus in helping solve the academic problems of students?</b>	Not responsive at all	20 2.4%	14 3.8%	0 0.0%
	Not very responsive	62 7.3%	22 6.0%	4 15.4%
	Moderately responsive	268 31.8%	100 27.5%	12 46.2%
	Very responsive	362 42.9%	166 45.6%	8 30.8%
	Extremely responsive	132 15.6%	62 17.0%	2 7.7%
	<b>Mean</b>	<b>3.62</b>	<b>3.66</b>	<b>3.31</b>

		Gender		
		Female	Male	Transgender, Other, or missing
<b>n=</b>		861	364	24
<b>How much do the faculty/instructors on this campus believe in your potential to succeed academically?</b>	Not at all	15 1.7%	11 3.0%	1 4.2%
	A little	74 8.6%	30 8.2%	0 0.0%
	A moderate amount	187 21.7%	83 22.8%	5 20.8%
	A lot	316 36.7%	135 37.1%	12 50.0%
	A great deal	269 31.2%	105 28.8%	6 25.0%
	<b>Mean</b>	<b>3.87</b>	<b>3.80</b>	<b>3.92</b>

		Gender		
		Female	Male	Transgender, Other, or missing
<b>n=</b>		862	369	28
<b>How easy is it for you to meet with faculty members/instructors on your campus when you need to?</b>	Not easy at all	13 1.5%	15 4.1%	1 3.6%
	Not very easy	60 7.0%	28 7.6%	4 14.3%
	Moderately easy	320 37.1%	134 36.3%	12 42.9%
	Very easy	314 36.4%	126 34.1%	7 25.0%
	Extremely easy	155 18.0%	66 17.9%	4 14.3%
	<b>Mean</b>	<b>3.62</b>	<b>3.54</b>	<b>3.32</b>

		Gender		
		Female	Male	Transgender, Other, or missing
<b>n=</b>		890	384	27
<b>How much of a say do you feel you have about things that affect your academic success at this university?</b>	None at all	96	68	5
		10.8%	17.7%	18.5%
	A little bit	183	73	5
		20.6%	19.0%	18.5%
	A moderate amount	300	124	9
		33.7%	32.3%	33.3%
	A lot	200	78	5
		22.5%	20.3%	18.5%
	A great deal	111	41	3
		12.5%	10.7%	11.1%
<b>Mean</b>		<b>3.05</b>	<b>2.87</b>	<b>2.85</b>

Table for "Commitment to Student Diversity" component

		Gender		
		Female	Male	Transgender, Other, or missing
<b>n=</b>		892	385	29
<b>How important is it to you that your campus be committed to building a diverse student body?</b>	Not at all important	42	52	2
		4.7%	13.5%	6.9%
	Not very important	94	65	2
		10.5%	16.9%	6.9%
	Moderately important	285	96	7
		32.0%	24.9%	24.1%
	Very important	272	99	5
		30.5%	25.7%	17.2%
	Extremely important	199	73	13
		22.3%	19.0%	44.8%
<b>Mean</b>		<b>3.55</b>	<b>3.20</b>	<b>3.86</b>

Tables for "Access to Services" component

		Gender		
		Female	Male	Transgender, Other, or missing
<b>n=</b>		865	374	29
<b>How easy is it for you to access academic advising on your campus?</b>	Not easy at all	48	20	2
		5.5%	5.3%	6.9%
	Not very easy	99	42	9
		11.4%	11.2%	31.0%
	Moderately easy	231	100	11
		26.7%	26.7%	37.9%
	Very easy	280	146	6
		32.4%	39.0%	20.7%
	Extremely easy	207	66	1
		23.9%	17.6%	3.4%
<b>Mean</b>		<b>3.58</b>	<b>3.52</b>	<b>2.83</b>

		Gender		
		Female	Male	Transgender, Other, or missing
<b>n=</b>		642	241	17
<b>How easy is it for you to access personal counseling services on your campus?</b>	Not easy at all	32	16	2
		5.0%	6.6%	11.8%
	Not very easy	71	22	3
		11.1%	9.1%	17.6%
	Moderately easy	192	70	6
		29.9%	29.0%	35.3%
	Very easy	220	90	5
		34.3%	37.3%	29.4%
	Extremely easy	127	43	1
		19.8%	17.8%	5.9%
<b>Mean</b>		<b>3.53</b>	<b>3.51</b>	<b>3.00</b>

		Gender		
		Female	Male	Transgender, Other, or missing
<b>n=</b>		715	280	19
<b>How easy is it for you to access career/job search advising on your campus?</b>	Not easy at all	32	19	3
		4.5%	6.8%	15.8%
	Not very easy	92	40	5
		12.9%	14.3%	26.3%
	Moderately easy	226	78	4
		31.6%	27.9%	21.1%
	Very easy	228	105	5
		31.9%	37.5%	26.3%
	Extremely easy	137	38	2
		19.2%	13.6%	10.5%
<b>Mean</b>		<b>3.48</b>	<b>3.37</b>	<b>2.89</b>

		Gender		
		Female	Male	Transgender, Other, or missing
<b>n=</b>		697	264	18
<b>How easy is it for you to access tutoring services on your campus?</b>	Not easy at all	21	13	0
		3.0%	4.9%	0.0%
	Not very easy	48	16	2
		6.9%	6.1%	11.1%
	Moderately easy	181	61	6
		26.0%	23.1%	33.3%
	Very easy	258	113	9
		37.0%	42.8%	50.0%
	Extremely easy	189	61	1
		27.1%	23.1%	5.6%
<b>Mean</b>		<b>3.78</b>	<b>3.73</b>	<b>3.50</b>

		Gender		
		Female	Male	Transgender, Other, or missing
<b>n=</b>		853	370	28
<b>How easy is it for you to access computer equipment/technology on your campus?</b>	Not easy at all	4	9	0
		.5%	2.4%	0.0%
	Not very easy	35	19	4
		4.1%	5.1%	14.3%
	Moderately easy	160	65	9
		18.8%	17.6%	32.1%
	Very easy	299	124	6
		35.1%	33.5%	21.4%
	Extremely easy	355	153	9
		41.6%	41.4%	32.1%
<b>Mean</b>		<b>4.13</b>	<b>4.06</b>	<b>3.71</b>

		Gender		
		Female	Male	Transgender, Other, or missing
<b>n=</b>		832	352	22
<b>How well do you think each of the following groups on campus treat you? Academic advising staff</b>	Not well at all	20	10	1
		2.4%	2.8%	4.5%
	Not very well	64	24	1
		7.7%	6.8%	4.5%
	Moderately well	192	70	12
		23.1%	19.9%	54.5%
	Very well	297	131	6
		35.7%	37.2%	27.3%
	Extremely well	259	117	2
		31.1%	33.2%	9.1%
<b>Mean</b>		<b>3.85</b>	<b>3.91</b>	<b>3.32</b>

		Gender		
		Female	Male	Transgender, Other, or missing
<b>n=</b>		636	269	18
<b>How easy is it for you to get something done when it involves multiple units on campus having to work together, such as the study abroad office, the financial aid office, or the registrar?</b>	Not easy at all	88	40	7
		13.8%	14.9%	38.9%
	Not very easy	163	71	4
		25.6%	26.4%	22.2%
	Moderately easy	240	91	7
		37.7%	33.8%	38.9%
	Very easy	113	51	0
		17.8%	19.0%	0.0%
	Extremely easy	32	16	0
		5.0%	5.9%	0.0%
<b>Mean</b>		<b>2.75</b>	<b>2.75</b>	<b>2.00</b>

		Gender		
		Female	Male	Transgender, Other, or missing
<b>n=</b>		685	288	21
<b>Overall, how well does your campus meet the needs of those with disabilities?</b>	Not well at all	8	4	4
		1.2%	1.4%	19.0%
	Not very well	50	16	2
		7.3%	5.6%	9.5%
	Moderately well	223	80	5
		32.6%	27.8%	23.8%
	Very well	275	121	8
		40.1%	42.0%	38.1%
	Extremely well	129	67	2
		18.8%	23.3%	9.5%
<b>Mean</b>		<b>3.68</b>	<b>3.80</b>	<b>3.10</b>

		Gender		
		Female	Male	Transgender, Other, or missing
<b>n=</b>		771	309	22
<b>Overall, how easy is it for you to get access to financial aid services on campus you need to stay enrolled?</b>	Not easy at all	71	33	5
		9.2%	10.7%	22.7%
	Not very easy	186	50	5
		24.1%	16.2%	22.7%
	Moderately easy	247	89	9
		32.0%	28.8%	40.9%
	Very easy	172	82	1
		22.3%	26.5%	4.5%
	Extremely easy	95	55	2
		12.3%	17.8%	9.1%
<b>Mean</b>		<b>3.04</b>	<b>3.25</b>	<b>2.55</b>

Tables for "Physical threats to Self" component

		Gender		
		Female	Male	Transgender, Other, or missing
<b>n=</b>		890	382	29
<b>How often have you personally experienced any of the following as a student on this campus? Physical assaults or injuries</b>	Very often	1	0	0
		.1%	0.0%	0.0%
	Moderately often	5	5	0
		.6%	1.3%	0.0%
	Not very often	24	20	0
		2.7%	5.2%	0.0%
	Never	860	357	29
		96.6%	93.5%	
<b>Mean</b>		<b>4.96</b>	<b>4.92</b>	<b>5.00</b>

		Gender		
		Female	Male	Transgender, Other, or missing
<b>n=</b>		886	382	29
<b>How often have you personally experienced any of the following as a student on this campus? Threats of physical violence</b>	Extremely often	1	0	0
		.1%	0.0%	0.0%
	Very often	1	1	0
		.1%	.3%	0.0%
	Moderately often	4	8	0
		.5%	2.1%	0.0%
	Not very often	59	30	4
		6.7%	7.9%	13.8%
	Never	821	343	25
		92.7%	89.8%	86.2%
<b>Mean</b>		<b>4.92</b>	<b>4.87</b>	<b>4.86</b>

Tables for "Negative Communications" component

		Gender		
		Female	Male	Transgender, Other, or missing
<b>n=</b>		890	382	29
<b>How often have you personally experienced any of the following as a student on this campus? Offensive verbal comments</b>	Extremely often	9	11	0
		1.0%	2.9%	0.0%
	Very often	25	7	3
		2.8%	1.8%	10.3%
	Moderately often	88	30	7
		9.9%	7.9%	24.1%
	Not very often	291	126	11
		32.7%	33.0%	37.9%
	Never	477	208	8
		53.6%	54.5%	27.6%
<b>Mean</b>		<b>4.35</b>	<b>4.34</b>	<b>3.83</b>

		Gender		
		Female	Male	Transgender, Other, or missing
<b>n=</b>		887	381	29
<b>How often have you personally experienced any of the following as a student on this campus? Offensive visual images</b>	Extremely often	3	7	0
		.3%	1.8%	0.0%
	Very often	9	7	2
		1.0%	1.8%	6.9%
	Moderately often	45	20	3
		5.1%	5.2%	10.3%
	Not very often	191	98	9
		21.5%	25.7%	31.0%
	Never	639	249	15
		72.0%	65.4%	51.7%
<b>Mean</b>		<b>4.64</b>	<b>4.51</b>	<b>4.28</b>



		Gender		
		Female	Male	Transgender, Other, or missing
<b>n=</b>		890	382	29
<b>How often you have heard or seen these things happening to others on this campus? Offensive visual images</b>	Extremely often	4	8	0
		.4%	2.1%	0.0%
	Very often	12	5	0
		1.3%	1.3%	0.0%
	Moderately often	49	26	5
		5.5%	6.8%	17.2%
	Not very often	223	100	8
		25.1%	26.2%	27.6%
	Never	602	243	16
		67.6%	63.6%	55.2%
<b>Mean</b>		<b>4.58</b>	<b>4.48</b>	<b>4.38</b>

		Gender		
		Female	Male	Transgender, Other, or missing
<b>n=</b>		888	383	29
<b>How often you have heard or seen these things happening to others on this campus? Offensive verbal comments</b>	Extremely often	7	10	2
		.8%	2.6%	6.9%
	Very often	36	16	4
		4.1%	4.2%	13.8%
	Moderately often	142	58	4
		16.0%	15.1%	13.8%
	Not very often	325	129	9
		36.6%	33.7%	31.0%
	Never	378	170	10
		42.6%	44.4%	34.5%
<b>Mean</b>		<b>4.16</b>	<b>4.13</b>	<b>3.72</b>

		Gender		
		Female	Male	Transgender, Other, or missing
<b>n=</b>		886	383	28
<b>How often have you personally experienced any of the following as a student on this campus? Offensive written comments</b>	Extremely often	6	6	0
		.7%	1.6%	0.0%
	Very often	11	7	1
		1.2%	1.8%	3.6%
	Moderately often	33	15	4
		3.7%	3.9%	14.3%
	Not very often	164	71	7
		18.5%	18.5%	25.0%
	Never	672	284	16
		75.8%	74.2%	57.1%
<b>Mean</b>		<b>4.68</b>	<b>4.62</b>	<b>4.36</b>

		Gender		
		Female	Male	Transgender, Other, or missing
<b>n=</b>		886	382	29
<b>How often you have heard or seen these things happening to others on this campus? Offensive written comments</b>	Extremely often	4	7	0
		.5%	1.8%	0.0%
	Very often	17	12	2
		1.9%	3.1%	6.9%
	Moderately often	57	22	4
		6.4%	5.8%	13.8%
	Not very often	247	108	7
		27.9%	28.3%	24.1%
	Never	561	233	16
		63.3%	61.0%	55.2%
<b>Mean</b>		<b>4.52</b>	<b>4.43</b>	<b>4.28</b>

		Gender		
		Female	Male	Transgender, Other, or missing
<b>n=</b>		887	383	27
<b>As far as you know, how often are students from minority groups treated unfairly on this campus? (reverse coded)</b>	Extremely often	4	6	3
		.5%	1.6%	11.1%
	Very often	21	3	6
		2.4%	.8%	22.2%
	Moderately often	110	27	5
		12.4%	7.0%	18.5%
	Not very often	461	192	6
		52.0%	50.1%	22.2%
	Never	291	155	7
		32.8%	40.5%	25.9%
<b>Mean</b>		<b>4.14</b>	<b>4.27</b>	<b>3.30</b>

Tables for "Physical Safety" component

		Gender		
		Female	Male	Transgender, Other, or missing
<b>n=</b>		868	371	26
<b>Overall, how would you rate the physical safety of the areas close to campus?</b>	Not safe at all	3	5	1
		.3%	1.3%	3.8%
	Not very safe	18	13	2
		2.1%	3.5%	7.7%
	Moderately safe	247	82	8
		28.5%	22.1%	30.8%
	Very safe	434	174	12
		50.0%	46.9%	46.2%
	Extremely safe	166	97	3
		19.1%	26.1%	11.5%
<b>Mean</b>		<b>3.85</b>	<b>3.93</b>	<b>3.54</b>

		Gender		
		Female	Male	Transgender, Other, or missing
<b>n=</b>		889	382	29
<b>How often you have heard or seen these things happening to others on this campus? Physical assaults or injuries</b>	Extremely often	1	0	0
		.1%	0.0%	0.0%
	Very often	2	3	0
		.2%	.8%	0.0%
	Moderately often	21	14	0
		2.4%	3.7%	0.0%
	Not very often	148	57	7
		16.6%	14.9%	24.1%
	Never	717	308	22
		80.7%	80.6%	75.9%
<b>Mean</b>		<b>4.78</b>	<b>4.75</b>	<b>4.76</b>

		Gender		
		Female	Male	Transgender, Other, or missing
<b>n=</b>		889	382	29
<b>How often you have heard or seen these things happening to others on this campus? Threats of physical violence</b>	Extremely often	2	0	0
		.2%	0.0%	0.0%
	Very often	5	3	0
		.6%	.8%	0.0%
	Moderately often	34	19	1
		3.8%	5.0%	3.4%
	Not very often	173	87	9
		19.5%	22.8%	31.0%
	Never	675	273	19
		75.9%	71.5%	65.5%
<b>Mean</b>		<b>4.70</b>	<b>4.65</b>	<b>4.62</b>

		Gender		
		Female	Male	Transgender, Other, or missing
<b>n=</b>		882	380	27
<b>Overall, how would you rate the physical safety of your campus?</b>	Not safe at all	0	3	0
		0.0%	.8%	0.0%
	Not very safe	7	2	0
		.8%	.5%	0.0%
	Moderately safe	133	55	4
		15.1%	14.5%	14.8%
	Very safe	434	160	19
		49.2%	42.1%	70.4%
	Extremely safe	308	160	4
		34.9%	42.1%	14.8%
<b>Mean</b>		<b>4.18</b>	<b>4.24</b>	<b>4.00</b>

Table for "Balancing Student-family lives" component

		Gender		
		Female	Male	Transgender, Other, or missing
n=		884	383	27
As a student on this campus, how difficult is it for you to balance your student and family life? (reverse coded)	Extremely difficult	49	26	2
		5.5%	6.8%	7.4%
	Very difficult	150	66	5
		17.0%	17.2%	18.5%
	Moderately difficult	367	128	11
		41.5%	33.4%	40.7%
	Not very difficult	265	122	6
		30.0%	31.9%	22.2%
	Not at all difficult	53	41	3
		6.0%	10.7%	11.1%
Mean		3.14	3.22	3.11

# Appendix F

---

## *Tables of Individual Items: By Race/Ethnicity*

Tables for Outcome Variable "Overall climate"

		Race/Ethnicity				
		None	White	African American	Asian	Other or Multiracial
n=		39	1077	71	54	63
Overall, how would you rate the climate on the campus where you are primarily located?	Very poor	0	16	2	0	1
		0.0%	1.5%	2.8%	0.0%	1.6%
	Poor	2	54	5	2	4
		5.1%	5.0%	7.0%	3.7%	6.3%
	Fair	11	217	19	9	15
		28.2%	20.1%	26.8%	16.7%	23.8%
	Good	16	576	29	30	30
		41.0%	53.5%	40.8%	55.6%	47.6%
	Very good	10	214	16	13	13
		25.6%	19.9%	22.5%	24.1%	20.6%
Mean		3.87	3.85	3.73	4.00	3.79

		Race/Ethnicity				
		None	White	African American	Asian	Other or Multiracial
n=		38	1076	70	54	63
Overall, how strongly would you recommend Oakland University to other students?	Not at all strongly	2	44	1	4	4
		5.3%	4.1%	1.4%	7.4%	6.3%
	Not very strongly	4	91	9	7	6
		10.5%	8.5%	12.9%	13.0%	9.5%
	Moderately strongly	20	300	18	13	18
		52.6%	27.9%	25.7%	24.1%	28.6%
	Very strongly	9	399	26	21	24
		23.7%	37.1%	37.1%	38.9%	38.1%
	Extremely strongly	3	242	16	9	11
		7.9%	22.5%	22.9%	16.7%	17.5%
Mean		3.18	3.65	3.67	3.44	3.51

Tables for "Belongingness and Personal Identity" component

		Race/Ethnicity				
		None	White	African American	Asian	Other or Multiracial
n=		31	863	61	46	49
Thinking about your campus, how satisfied are you with the social and cultural activities that reflect your personal identity?	Not at all satisfied	0	49	3	3	6
		0.0%	5.7%	4.9%	6.5%	12.2%
	Not very satisfied	5	128	12	8	7
		16.1%	14.8%	19.7%	17.4%	14.3%
	Moderately satisfied	11	316	19	13	19
		35.5%	36.6%	31.1%	28.3%	38.8%
	Very satisfied	12	260	19	13	11
		38.7%	30.1%	31.1%	28.3%	22.4%
	Extremely satisfied	3	110	8	9	6
		9.7%	12.7%	13.1%	19.6%	12.2%
Mean		3.42	3.29	3.28	3.37	3.08

		Race/Ethnicity				
		None	White	African American	Asian	Other or Multiracial
<b>n=</b>		40	1070	71	54	61
<b>How comfortable do you feel expressing your personal identity on your campus?</b>	Not at all comfortable	1 2.5%	29 2.7%	0 0.0%	2 3.7%	5 8.2%
	Not very comfortable	2 5.0%	87 8.1%	10 14.1%	4 7.4%	6 9.8%
	Moderately comfortable	17 42.5%	311 29.1%	21 29.6%	20 37.0%	18 29.5%
	Very comfortable	14 35.0%	420 39.3%	22 31.0%	19 35.2%	20 32.8%
	Extremely comfortable	6 15.0%	223 20.8%	18 25.4%	9 16.7%	12 19.7%
	<b>Mean</b>	<b>3.55</b>	<b>3.67</b>	<b>3.68</b>	<b>3.54</b>	<b>3.46</b>

		Race/Ethnicity				
		None	White	African American	Asian	Other or Multiracial
<b>n=</b>		39	1076	71	54	63
<b>Overall, how isolated do you feel on your campus? (reverse coded)</b>	Extremely isolated	0 0.0%	19 1.8%	5 7.0%	4 7.4%	3 4.8%
	Very isolated	3 7.7%	81 7.5%	5 7.0%	5 9.3%	7 11.1%
	Moderately isolated	14 35.9%	338 31.4%	21 29.6%	22 40.7%	18 28.6%
	Not very isolated	14 35.9%	424 39.4%	25 35.2%	16 29.6%	21 33.3%
	Not at all isolated	8 20.5%	214 19.9%	15 21.1%	7 13.0%	14 22.2%
	<b>Mean</b>	<b>3.69</b>	<b>3.68</b>	<b>3.56</b>	<b>3.31</b>	<b>3.57</b>

		Race/Ethnicity				
		None	White	African American	Asian	Other or Multiracial
<b>n=</b>		40	1078	71	54	63
<b>How unfriendly or friendly is your campus?</b>	Extremely unfriendly	0 0.0%	38 3.5%	3 4.2%	2 3.7%	2 3.2%
	Somewhat unfriendly	6 15.0%	119 11.0%	9 12.7%	8 14.8%	7 11.1%
	Neither friendly nor unfriendly	5 12.5%	141 13.1%	10 14.1%	6 11.1%	8 12.7%
	Somewhat friendly	21 52.5%	522 48.4%	26 36.6%	27 50.0%	31 49.2%
	Extremely friendly	8 20.0%	258 23.9%	23 32.4%	11 20.4%	15 23.8%
	<b>Mean</b>	<b>3.78</b>	<b>3.78</b>	<b>3.80</b>	<b>3.69</b>	<b>3.79</b>

		Race/Ethnicity				
		None	White	African American	Asian	Other or Multiracial
n=		39	1060	71	53	62
<b>How excluding or inclusive is your campus?</b>	Extremely excluding	1 2.6%	35 3.3%	2 2.8%	2 3.8%	2 3.2%
	Somewhat excluding	7 17.9%	139 13.1%	14 19.7%	6 11.3%	13 21.0%
	Neither inclusive nor excluding	15 38.5%	324 30.6%	16 22.5%	21 39.6%	19 30.6%
	Somewhat inclusive	12 30.8%	401 37.8%	28 39.4%	16 30.2%	18 29.0%
	Extremely inclusive	4 10.3%	161 15.2%	11 15.5%	8 15.1%	10 16.1%
	<b>Mean</b>	<b>3.28</b>	<b>3.48</b>	<b>3.45</b>	<b>3.42</b>	<b>3.34</b>

		Race/Ethnicity				
		None	White	African American	Asian	Other or Multiracial
n=		36	1052	65	49	61
<b>How well do you think each of the following groups on campus treat you? Other students on campus</b>	Not well at all	0 0.0%	12 1.1%	4 6.2%	2 4.1%	0 0.0%
	Not very well	1 2.8%	41 3.9%	0 0.0%	0 0.0%	3 4.9%
	Moderately well	14 38.9%	278 26.4%	18 27.7%	17 34.7%	26 42.6%
	Very well	17 47.2%	494 47.0%	25 38.5%	21 42.9%	19 31.1%
	Extremely well	4 11.1%	227 21.6%	18 27.7%	9 18.4%	13 21.3%
	<b>Mean</b>	<b>3.67</b>	<b>3.84</b>	<b>3.82</b>	<b>3.71</b>	<b>3.69</b>

		Race/Ethnicity				
		None	White	African American	Asian	Other or Multiracial
n=		37	1017	60	48	56
<b>Thinking about your campus, how satisfied are you with the academic programs that reflect your personal identity?</b>	Not at all satisfied	5 13.5%	46 4.5%	1 1.7%	0 0.0%	3 5.4%
	Not very satisfied	1 2.7%	103 10.1%	8 13.3%	5 10.4%	7 12.5%
	Moderately satisfied	12 32.4%	301 29.6%	24 40.0%	16 33.3%	23 41.1%
	Very satisfied	13 35.1%	381 37.5%	19 31.7%	16 33.3%	14 25.0%
	Extremely satisfied	6 16.2%	186 18.3%	8 13.3%	11 22.9%	9 16.1%
	<b>Mean</b>	<b>3.38</b>	<b>3.55</b>	<b>3.42</b>	<b>3.69</b>	<b>3.34</b>



		Race/Ethnicity				
		None	White	African American	Asian	Other or Multiracial
<b>n=</b>		40	1076	71	54	62
<b>How cooperative is the environment on your campus?</b>	Not at all cooperative	1 2.5%	26 2.4%	1 1.4%	0 0.0%	0 0.0%
	Not very cooperative	7 17.5%	80 7.4%	7 9.9%	4 7.4%	5 8.1%
	Moderately cooperative	14 35.0%	422 39.2%	24 33.8%	26 48.1%	26 41.9%
	Very cooperative	17 42.5%	468 43.5%	30 42.3%	20 37.0%	22 35.5%
	Extremely cooperative	1 2.5%	80 7.4%	9 12.7%	4 7.4%	9 14.5%
	<b>Mean</b>	<b>3.25</b>	<b>3.46</b>	<b>3.55</b>	<b>3.44</b>	<b>3.56</b>

		Race/Ethnicity				
		None	White	African American	Asian	Other or Multiracial
<b>n=</b>		38	1073	71	53	62
<b>If you experience unfair treatment, how confident are you that you can file a complaint without negative consequences?</b>	Not at all confident	7 18.4%	101 9.4%	6 8.5%	7 13.2%	8 12.9%
	Not very confident	10 26.3%	195 18.2%	17 23.9%	12 22.6%	17 27.4%
	Moderately confident	14 36.8%	385 35.9%	16 22.5%	14 26.4%	16 25.8%
	Very confident	5 13.2%	276 25.7%	18 25.4%	13 24.5%	13 21.0%
	Extremely confident	2 5.3%	116 10.8%	14 19.7%	7 13.2%	8 12.9%
	<b>Mean</b>	<b>2.61</b>	<b>3.10</b>	<b>3.24</b>	<b>3.02</b>	<b>2.94</b>

		Race/Ethnicity				
		None	White	African American	Asian	Other or Multiracial
<b>n=</b>		36	1031	68	53	61
<b>How much do each of the following groups on this campus respect diversity? Students</b>	Not at all	1 2.8%	15 1.5%	4 5.9%	1 1.9%	0 0.0%
	A little	5 13.9%	67 6.5%	9 13.2%	5 9.4%	6 9.8%
	To some extent	7 19.4%	250 24.2%	14 20.6%	16 30.2%	26 42.6%
	A lot	15 41.7%	398 38.6%	23 33.8%	17 32.1%	15 24.6%
	A great deal	8 22.2%	301 29.2%	18 26.5%	14 26.4%	14 23.0%
	<b>Mean</b>	<b>3.67</b>	<b>3.88</b>	<b>3.62</b>	<b>3.72</b>	<b>3.61</b>

Tables for "Respect for Diversity" component

		Race/Ethnicity				
		None	White	African American	Asian	Other or Multiracial
<b>n=</b>		34	946	63	51	55
<b>How much do each of the following groups on this campus respect diversity? Staff</b>	Not at all	1 2.9%	15 1.6%	2 3.2%	1 2.0%	2 3.6%
	A little	2 5.9%	39 4.1%	4 6.3%	1 2.0%	3 5.5%
	To some extent	10 29.4%	169 17.9%	13 20.6%	13 25.5%	11 20.0%
	A lot	11 32.4%	328 34.7%	23 36.5%	25 49.0%	20 36.4%
	A great deal	10 29.4%	395 41.8%	21 33.3%	11 21.6%	19 34.5%
	<b>Mean</b>	<b>3.79</b>	<b>4.11</b>	<b>3.90</b>	<b>3.86</b>	<b>3.93</b>

		Race/Ethnicity				
		None	White	African American	Asian	Other or Multiracial
<b>n=</b>		34	1015	64	50	60
<b>How much do each of the following groups on this campus respect diversity? Faculty</b>	Not at all	1 2.9%	11 1.1%	2 3.1%	1 2.0%	0 0.0%
	A little	1 2.9%	50 4.9%	7 10.9%	0 0.0%	2 3.3%
	To some extent	12 35.3%	144 14.2%	14 21.9%	11 22.0%	11 18.3%
	A lot	11 32.4%	330 32.5%	19 29.7%	23 46.0%	23 38.3%
	A great deal	9 26.5%	480 47.3%	22 34.4%	15 30.0%	24 40.0%
	<b>Mean</b>	<b>3.76</b>	<b>4.20</b>	<b>3.81</b>	<b>4.02</b>	<b>4.15</b>

		Race/Ethnicity				
		None	White	African American	Asian	Other or Multiracial
<b>n=</b>		35	964	61	50	60
<b>Overall, how satisfied are you with the diversity in the following settings: Oakland student center</b>	Not at all satisfied	3 8.6%	25 2.6%	2 3.3%	2 4.0%	3 5.0%
	Slightly satisfied	3 8.6%	97 10.1%	2 3.3%	4 8.0%	7 11.7%
	Moderately satisfied	9 25.7%	222 23.0%	17 27.9%	16 32.0%	16 26.7%
	Very satisfied	16 45.7%	382 39.6%	22 36.1%	21 42.0%	23 38.3%
	Extremely satisfied	4 11.4%	238 24.7%	18 29.5%	7 14.0%	11 18.3%
	<b>Mean</b>	<b>3.43</b>	<b>3.74</b>	<b>3.85</b>	<b>3.54</b>	<b>3.53</b>

		Race/Ethnicity				
		None	White	African American	Asian	Other or Multiracial
n=		39	1048	69	54	62
Overall, how satisfied are you with the diversity in the following settings: Classroom/Academic settings	Not at all satisfied	3 7.7%	27 2.6%	11 15.9%	1 1.9%	0 0.0%
	Slightly satisfied	4 10.3%	87 8.3%	8 11.6%	5 9.3%	5 8.1%
	Moderately satisfied	12 30.8%	270 25.8%	24 34.8%	16 29.6%	24 38.7%
	Very satisfied	16 41.0%	466 44.5%	16 23.2%	22 40.7%	20 32.3%
	Extremely satisfied	4 10.3%	198 18.9%	10 14.5%	10 18.5%	13 21.0%
	Mean	3.36	3.69	3.09	3.65	3.66

		Race/Ethnicity				
		None	White	African American	Asian	Other or Multiracial
n=		33	943	62	46	56
How well do you think each of the following groups on campus treat you? Administrative support staff	Not well at all	3 9.1%	29 3.1%	0 0.0%	1 2.2%	1 1.8%
	Not very well	3 9.1%	56 5.9%	2 3.2%	2 4.3%	5 8.9%
	Moderately well	12 36.4%	245 26.0%	13 21.0%	18 39.1%	11 19.6%
	Very well	10 30.3%	376 39.9%	26 41.9%	12 26.1%	28 50.0%
	Extremely well	5 15.2%	237 25.1%	21 33.9%	13 28.3%	11 19.6%
	Mean	3.33	3.78	4.06	3.74	3.77

Tables for "Academic Support" component

		Race/Ethnicity				
		None	White	African American	Asian	Other or Multiracial
n=		37	1072	69	53	62
How active are faculty/instructors on this campus in empowering you to learn?	Not active at all	1 2.7%	29 2.7%	1 1.4%	1 1.9%	1 1.6%
	Not very active	6 16.2%	77 7.2%	6 8.7%	2 3.8%	5 8.1%
	Moderately active	11 29.7%	334 31.2%	23 33.3%	21 39.6%	16 25.8%
	Very active	12 32.4%	419 39.1%	29 42.0%	18 34.0%	28 45.2%
	Extremely active	7 18.9%	213 19.9%	10 14.5%	11 20.8%	12 19.4%
	Mean	3.49	3.66	3.59	3.68	3.73

		Race/Ethnicity				
		None	White	African American	Asian	Other or Multiracial
n=		37	1070	69	53	60
<b>How helpful are faculty members/instructors on your campus?</b>	Not helpful at all	2 5.4%	20 1.9%	0 0.0%	1 1.9%	1 1.7%
	Not very helpful	2 5.4%	51 4.8%	1 1.4%	1 1.9%	2 3.3%
	Moderately helpful	9 24.3%	272 25.4%	21 30.4%	15 28.3%	22 36.7%
	Very helpful	13 35.1%	478 44.7%	33 47.8%	20 37.7%	20 33.3%
	Extremely helpful	11 29.7%	249 23.3%	14 20.3%	16 30.2%	15 25.0%
	<b>Mean</b>	<b>3.78</b>	<b>3.83</b>	<b>3.87</b>	<b>3.92</b>	<b>3.77</b>

		Race/Ethnicity				
		None	White	African American	Asian	Other or Multiracial
n=		37	1065	69	49	63
<b>How much do the faculty/instructors on this campus value your contributions in class?</b>	Not at all	2 5.4%	30 2.8%	0 0.0%	2 4.1%	1 1.6%
	A little	5 13.5%	100 9.4%	7 10.1%	3 6.1%	7 11.1%
	A moderate amount	8 21.6%	259 24.3%	14 20.3%	16 32.7%	18 28.6%
	A lot	14 37.8%	403 37.8%	23 33.3%	20 40.8%	23 36.5%
	A great deal	8 21.6%	273 25.6%	25 36.2%	8 16.3%	14 22.2%
	<b>Mean</b>	<b>3.57</b>	<b>3.74</b>	<b>3.96</b>	<b>3.59</b>	<b>3.67</b>

		Race/Ethnicity				
		None	White	African American	Asian	Other or Multiracial
n=		38	1070	68	54	63
<b>How well do you think each of the following groups on campus treat you? Faculty/instructors</b>	Not well at all	2 5.3%	17 1.6%	0 0.0%	0 0.0%	1 1.6%
	Not very well	1 2.6%	31 2.9%	2 2.9%	1 1.9%	2 3.2%
	Moderately well	10 26.3%	196 18.3%	17 25.0%	12 22.2%	17 27.0%
	Very well	19 50.0%	478 44.7%	29 42.6%	23 42.6%	24 38.1%
	Extremely well	6 15.8%	348 32.5%	20 29.4%	18 33.3%	19 30.2%
	<b>Mean</b>	<b>3.68</b>	<b>4.04</b>	<b>3.99</b>	<b>4.07</b>	<b>3.92</b>

		Race/Ethnicity				
		None	White	African American	Asian	Other or Multiracial
n=		35	1024	64	51	60
How responsive are faculty/instructors on this campus in helping solve the academic problems of students?	Not responsive at all	1 2.9%	30 2.9%	1 1.6%	1 2.0%	1 1.7%
	Not very responsive	4 11.4%	72 7.0%	4 6.3%	2 3.9%	6 10.0%
	Moderately responsive	14 40.0%	316 30.9%	19 29.7%	13 25.5%	18 30.0%
	Very responsive	11 31.4%	440 43.0%	32 50.0%	24 47.1%	29 48.3%
	Extremely responsive	5 14.3%	166 16.2%	8 12.5%	11 21.6%	6 10.0%
	Mean	3.43	3.63	3.66	3.82	3.55

		Race/Ethnicity				
		None	White	African American	Asian	Other or Multiracial
n=		36	1034	67	50	62
How much do the faculty/instructors on this campus believe in your potential to succeed academically?	Not at all	2 5.6%	23 2.2%	0 0.0%	2 4.0%	0 0.0%
	A little	3 8.3%	83 8.0%	6 9.0%	2 4.0%	10 16.1%
	A moderate amount	8 22.2%	227 22.0%	14 20.9%	11 22.0%	15 24.2%
	A lot	10 27.8%	390 37.7%	25 37.3%	19 38.0%	19 30.6%
	A great deal	13 36.1%	311 30.1%	22 32.8%	16 32.0%	18 29.0%
	Mean	3.81	3.85	3.94	3.90	3.73

		Race/Ethnicity				
		None	White	African American	Asian	Other or Multiracial
n=		39	1043	66	52	59
How easy is it for you to meet with faculty members/instructors on your campus when you need to?	Not easy at all	2 5.1%	24 2.3%	1 1.5%	1 1.9%	1 1.7%
	Not very easy	3 7.7%	72 6.9%	4 6.1%	5 9.6%	8 13.6%
	Moderately easy	16 41.0%	383 36.7%	22 33.3%	21 40.4%	24 40.7%
	Very easy	12 30.8%	380 36.4%	25 37.9%	15 28.8%	15 25.4%
	Extremely easy	6 15.4%	184 17.6%	14 21.2%	10 19.2%	11 18.6%
	Mean	3.44	3.60	3.71	3.54	3.46

		Race/Ethnicity				
		None	White	African American	Asian	Other or Multiracial
n=		38	1077	69	54	63
How much of a say do you feel you have about things that affect your academic success at this university?	None at all	6	142	5	7	9
		15.8%	13.2%	7.2%	13.0%	14.3%
	A little bit	12	203	19	13	14
		31.6%	18.8%	27.5%	24.1%	22.2%
	A moderate amount	12	364	21	16	20
		31.6%	33.8%	30.4%	29.6%	31.7%
	A lot	5	247	12	9	10
		13.2%	22.9%	17.4%	16.7%	15.9%
	A great deal	3	121	12	9	10
		7.9%	11.2%	17.4%	16.7%	15.9%
Mean		2.66	3.00	3.10	3.00	2.97

Table for "Commitment to Student Diversity" component

		Race/Ethnicity				
		None	White	African American	Asian	Other or Multiracial
n=		40	1078	71	54	63
How important is it to you that your campus be committed to building a diverse student body?	Not at all important	3	87	0	2	4
		7.5%	8.1%	0.0%	3.7%	6.3%
	Not very important	4	144	4	4	5
		10.0%	13.4%	5.6%	7.4%	7.9%
	Moderately important	12	341	6	10	19
		30.0%	31.6%	8.5%	18.5%	30.2%
	Very important	10	312	21	16	17
		25.0%	28.9%	29.6%	29.6%	27.0%
	Extremely important	11	194	40	22	18
		27.5%	18.0%	56.3%	40.7%	28.6%
Mean		3.55	3.35	4.37	3.96	3.63

Tables for "Access to Services" component

		Race/Ethnicity				
		None	White	African American	Asian	Other or Multiracial
n=		40	1042	69	54	63
How easy is it for you to access academic advising on your campus?	Not easy at all	1	61	2	2	4
		2.5%	5.9%	2.9%	3.7%	6.3%
	Not very easy	9	123	8	6	4
		22.5%	11.8%	11.6%	11.1%	6.3%
	Moderately easy	12	277	15	16	22
		30.0%	26.6%	21.7%	29.6%	34.9%
	Very easy	13	358	27	16	18
		32.5%	34.4%	39.1%	29.6%	28.6%
	Extremely easy	5	223	17	14	15
		12.5%	21.4%	24.6%	25.9%	23.8%
Mean		3.30	3.54	3.71	3.63	3.57

		Race/Ethnicity				
		None	White	African American	Asian	Other or Multiracial
<b>n=</b>		25	744	47	38	46
<b>How easy is it for you to access personal counseling services on your campus?</b>	Not easy at all	0	47	1	1	1
		0.0%	6.3%	2.1%	2.6%	2.2%
	Not very easy	4	78	4	3	7
		16.0%	10.5%	8.5%	7.9%	15.2%
	Moderately easy	8	220	7	17	16
		32.0%	29.6%	14.9%	44.7%	34.8%
	Very easy	9	261	23	10	12
		36.0%	35.1%	48.9%	26.3%	26.1%
	Extremely easy	4	138	12	7	10
		16.0%	18.5%	25.5%	18.4%	21.7%
<b>Mean</b>		<b>3.52</b>	<b>3.49</b>	<b>3.87</b>	<b>3.50</b>	<b>3.50</b>

		Race/Ethnicity				
		None	White	African American	Asian	Other or Multiracial
<b>n=</b>		24	839	54	46	51
<b>How easy is it for you to access career/job search advising on your campus?</b>	Not easy at all	1	49	0	1	3
		4.2%	5.8%	0.0%	2.2%	5.9%
	Not very easy	3	112	7	9	6
		12.5%	13.3%	13.0%	19.6%	11.8%
	Moderately easy	10	252	16	13	17
		41.7%	30.0%	29.6%	28.3%	33.3%
	Very easy	7	284	18	13	16
		29.2%	33.8%	33.3%	28.3%	31.4%
	Extremely easy	3	142	13	10	9
		12.5%	16.9%	24.1%	21.7%	17.6%
<b>Mean</b>		<b>3.33</b>	<b>3.43</b>	<b>3.69</b>	<b>3.48</b>	<b>3.43</b>

		Race/Ethnicity				
		None	White	African American	Asian	Other or Multiracial
<b>n=</b>		22	818	54	35	50
<b>How easy is it for you to access tutoring services on your campus?</b>	Not easy at all	1	30	1	2	0
		4.5%	3.7%	1.9%	5.7%	0.0%
	Not very easy	1	55	5	3	2
		4.5%	6.7%	9.3%	8.6%	4.0%
	Moderately easy	6	203	12	10	17
		27.3%	24.8%	22.2%	28.6%	34.0%
	Very easy	10	316	23	14	17
		45.5%	38.6%	42.6%	40.0%	34.0%
	Extremely easy	4	214	13	6	14
		18.2%	26.2%	24.1%	17.1%	28.0%
<b>Mean</b>		<b>3.68</b>	<b>3.77</b>	<b>3.78</b>	<b>3.54</b>	<b>3.86</b>

		Race/Ethnicity				
		None	White	African American	Asian	Other or Multiracial
n=		37	1036	65	52	61
<b>How easy is it for you to access computer equipment/technology on your campus?</b>	Not easy at all	0 0.0%	12 1.2%	0 0.0%	1 1.9%	0 0.0%
	Not very easy	2 5.4%	48 4.6%	1 1.5%	3 5.8%	4 6.6%
	Moderately easy	11 29.7%	192 18.5%	10 15.4%	8 15.4%	13 21.3%
	Very easy	6 16.2%	364 35.1%	20 30.8%	18 34.6%	21 34.4%
	Extremely easy	18 48.6%	420 40.5%	34 52.3%	22 42.3%	23 37.7%
	<b>Mean</b>	<b>4.08</b>	<b>4.09</b>	<b>4.34</b>	<b>4.10</b>	<b>4.03</b>

		Race/Ethnicity				
		None	White	African American	Asian	Other or Multiracial
n=		31	1002	65	49	59
<b>How well do you think each of the following groups on campus treat you?</b> <b>Academic advising staff</b>	Not well at all	0 0.0%	29 2.9%	0 0.0%	1 2.0%	1 1.7%
	Not very well	5 16.1%	77 7.7%	4 6.2%	0 0.0%	3 5.1%
	Moderately well	5 16.1%	232 23.2%	10 15.4%	11 22.4%	16 27.1%
	Very well	16 51.6%	350 34.9%	24 36.9%	20 40.8%	24 40.7%
	Extremely well	5 16.1%	314 31.3%	27 41.5%	17 34.7%	15 25.4%
	<b>Mean</b>	<b>3.68</b>	<b>3.84</b>	<b>4.14</b>	<b>4.06</b>	<b>3.83</b>

		Race/Ethnicity				
		None	White	African American	Asian	Other or Multiracial
n=		27	761	51	39	45
<b>How easy is it for you to get something done when it involves multiple units on campus having to work together, such as the study abroad office, the financial aid office, or the registrar?</b>	Not easy at all	5 18.5%	119 15.6%	2 3.9%	6 15.4%	3 6.7%
	Not very easy	6 22.2%	199 26.1%	11 21.6%	8 20.5%	14 31.1%
	Moderately easy	9 33.3%	279 36.7%	21 41.2%	11 28.2%	18 40.0%
	Very easy	4 14.8%	127 16.7%	14 27.5%	9 23.1%	10 22.2%
	Extremely easy	3 11.1%	37 4.9%	3 5.9%	5 12.8%	0 0.0%
	<b>Mean</b>	<b>2.78</b>	<b>2.69</b>	<b>3.10</b>	<b>2.97</b>	<b>2.78</b>



		Race/Ethnicity				
		None	White	African American	Asian	Other or Multiracial
n=		24	834	47	40	49
Overall, how well does your campus meet the needs of those with disabilities?	Not well at all	4	9	0	0	3
		16.7%	1.1%	0.0%	0.0%	6.1%
	Not very well	1	57	5	2	3
		4.2%	6.8%	10.6%	5.0%	6.1%
	Moderately well	7	257	17	15	12
		29.2%	30.8%	36.2%	37.5%	24.5%
	Very well	6	348	15	18	17
		25.0%	41.7%	31.9%	45.0%	34.7%
	Extremely well	6	163	10	5	14
		25.0%	19.5%	21.3%	12.5%	28.6%
Mean		3.38	3.72	3.64	3.65	3.73

		Race/Ethnicity				
		None	White	African American	Asian	Other or Multiracial
n=		26	919	61	39	57
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	2	93	5	4	5
		7.7%	10.1%	8.2%	10.3%	8.8%
	Not very easy	7	202	13	7	12
		26.9%	22.0%	21.3%	17.9%	21.1%
	Moderately easy	10	281	16	14	24
		38.5%	30.6%	26.2%	35.9%	42.1%
	Very easy	2	216	16	9	12
		7.7%	23.5%	26.2%	23.1%	21.1%
	Extremely easy	5	127	11	5	4
		19.2%	13.8%	18.0%	12.8%	7.0%
Mean		3.04	3.09	3.25	3.10	2.96

Tables for "Physical threats to Self" component

		Race/Ethnicity				
		None	White	African American	Asian	Other or Multiracial
n=		39	1075	71	54	62
How often have you personally experienced any of the following as a student on this campus? Physical assaults or injuries	Very often	0	1	0	0	0
		0.0%	.1%	0.0%	0.0%	0.0%
	Moderately often	0	6	0	3	1
		0.0%	.6%	0.0%	5.6%	1.6%
	Not very often	0	35	3	3	3
		0.0%	3.3%	4.2%	5.6%	4.8%
	Never	39	1033	68	48	58
			96.1%	95.8%	88.9%	93.5%
Mean		5.00	4.95	4.96	4.83	4.92

		Race/Ethnicity				
		None	White	African American	Asian	Other or Multiracial
n=		39	1071	71	54	62
How often have you personally experienced any of the following as a student on this campus? Threats of physical violence	Extremely often	0	0	0	1	0
		0.0%	0.0%	0.0%	1.9%	0.0%
	Very often	0	2	0	0	0
		0.0%	.2%	0.0%	0.0%	0.0%
	Moderately often	0	7	2	2	1
		0.0%	.7%	2.8%	3.7%	1.6%
	Not very often	4	72	4	6	7
		10.3%	6.7%	5.6%	11.1%	11.3%
Never		35	990	65	45	54
		89.7%	92.4%	91.5%	83.3%	87.1%
Mean		4.90	4.91	4.89	4.74	4.85

Tables for "Negative Communications" component

		Race/Ethnicity				
		None	White	African American	Asian	Other or Multiracial
n=		39	1076	71	53	62
How often have you personally experienced any of the following as a student on this campus? Offensive verbal comments	Extremely often	1	16	0	2	1
		2.6%	1.5%	0.0%	3.8%	1.6%
	Very often	0	26	3	1	5
		0.0%	2.4%	4.2%	1.9%	8.1%
	Moderately often	7	95	8	2	13
		17.9%	8.8%	11.3%	3.8%	21.0%
	Not very often	11	356	23	14	24
		28.2%	33.1%	32.4%	26.4%	38.7%
Never		20	583	37	34	19
		51.3%	54.2%	52.1%	64.2%	30.6%
Mean		4.26	4.36	4.32	4.45	3.89

		Race/Ethnicity				
		None	White	African American	Asian	Other or Multiracial
n=		39	1073	70	53	62
How often have you personally experienced any of the following as a student on this campus? Offensive visual images	Extremely often	0	7	0	2	1
		0.0%	.7%	0.0%	3.8%	1.6%
	Very often	0	12	3	1	2
		0.0%	1.1%	4.3%	1.9%	3.2%
	Moderately often	4	46	5	4	9
		10.3%	4.3%	7.1%	7.5%	14.5%
	Not very often	8	249	15	12	14
		20.5%	23.2%	21.4%	22.6%	22.6%
Never		27	759	47	34	36
		69.2%	70.7%	67.1%	64.2%	58.1%
Mean		4.59	4.62	4.51	4.42	4.32

		Race/Ethnicity				
		None	White	African American	Asian	Other or Multiracial
n=		39	1077	70	53	62
How often you have heard or seen these things happening to others on this campus? Offensive visual images	Extremely often	0 0.0%	9 .8%	0 0.0%	1 1.9%	2 3.2%
	Very often	0 0.0%	13 1.2%	1 1.4%	1 1.9%	2 3.2%
	Moderately often	2 5.1%	64 5.9%	6 8.6%	1 1.9%	7 11.3%
	Not very often	8 20.5%	274 25.4%	12 17.1%	14 26.4%	23 37.1%
	Never	29 74.4%	717 66.6%	51 72.9%	36 67.9%	28 45.2%
	Mean	4.69	4.56	4.61	4.57	4.18

		Race/Ethnicity				
		None	White	African American	Asian	Other or Multiracial
n=		39	1075	71	53	62
How often you have heard or seen these things happening to others on this campus? Offensive verbal comments	Extremely often	0 0.0%	17 1.6%	1 1.4%	1 1.9%	0 0.0%
	Very often	3 7.7%	40 3.7%	4 5.6%	1 1.9%	8 12.9%
	Moderately often	3 7.7%	163 15.2%	15 21.1%	8 15.1%	15 24.2%
	Not very often	12 30.8%	393 36.6%	20 28.2%	16 30.2%	22 35.5%
	Never	21 53.8%	462 43.0%	31 43.7%	27 50.9%	17 27.4%
	Mean	4.31	4.16	4.07	4.26	3.77

		Race/Ethnicity				
		None	White	African American	Asian	Other or Multiracial
n=		38	1074	70	53	62
How often have you personally experienced any of the following as a student on this campus? Offensive written comments	Extremely often	0 0.0%	9 .8%	0 0.0%	2 3.8%	1 1.6%
	Very often	0 0.0%	15 1.4%	0 0.0%	0 0.0%	4 6.5%
	Moderately often	3 7.9%	44 4.1%	1 1.4%	4 7.5%	0 0.0%
	Not very often	4 10.5%	190 17.7%	19 27.1%	9 17.0%	20 32.3%
	Never	31 81.6%	816 76.0%	50 71.4%	38 71.7%	37 59.7%
	Mean	4.74	4.67	4.70	4.53	4.42

		Race/Ethnicity				
		None	White	African American	Asian	Other or Multiracial
n=		39	1072	71	53	62
How often you have heard or seen these things happening to others on this campus? Offensive written comments	Extremely often	0 0.0%	8 .7%	1 1.4%	1 1.9%	1 1.6%
	Very often	2 5.1%	24 2.2%	0 0.0%	1 1.9%	4 6.5%
	Moderately often	1 2.6%	70 6.5%	3 4.2%	2 3.8%	7 11.3%
	Not very often	5 12.8%	309 28.8%	17 23.9%	14 26.4%	17 27.4%
	Never	31 79.5%	661 61.7%	50 70.4%	35 66.0%	33 53.2%
	Mean	4.67	4.48	4.62	4.53	4.24

		Race/Ethnicity				
		None	White	African American	Asian	Other or Multiracial
n=		37	1074	71	53	62
As far as you know, how often are students from minority groups treated unfairly on this campus? (reverse coded)	Extremely often	2 5.4%	8 .7%	1 1.4%	2 3.8%	0 0.0%
	Very often	3 8.1%	18 1.7%	6 8.5%	1 1.9%	2 3.2%
	Moderately often	8 21.6%	104 9.7%	14 19.7%	7 13.2%	9 14.5%
	Not very often	11 29.7%	555 51.7%	34 47.9%	27 50.9%	32 51.6%
	Never	13 35.1%	389 36.2%	16 22.5%	16 30.2%	19 30.6%
	Mean	3.81	4.21	3.82	4.02	4.10

Tables for "Physical Safety" component

		Race/Ethnicity				
		None	White	African American	Asian	Other or Multiracial
n=		37	1050	64	54	60
Overall, how would you rate the physical safety of the areas close to campus?	Not safe at all	2 5.4%	7 .7%	0 0.0%	0 0.0%	0 0.0%
	Not very safe	2 5.4%	27 2.6%	2 3.1%	0 0.0%	2 3.3%
	Moderately safe	10 27.0%	276 26.3%	15 23.4%	16 29.6%	20 33.3%
	Very safe	17 45.9%	511 48.7%	38 59.4%	26 48.1%	28 46.7%
	Extremely safe	6 16.2%	229 21.8%	9 14.1%	12 22.2%	10 16.7%
	Mean	3.62	3.88	3.84	3.93	3.77

		Race/Ethnicity				
		None	White	African American	Asian	Other or Multiracial
<b>n=</b>		38	1075	71	54	62
<b>How often you have heard or seen these things happening to others on this campus? Physical assaults or injuries</b>	Extremely often	0 0.0%	0 0.0%	0 0.0%	1 1.9%	0 0.0%
	Very often	0 0.0%	3 .3%	0 0.0%	0 0.0%	2 3.2%
	Moderately often	0 0.0%	26 2.4%	1 1.4%	2 3.7%	6 9.7%
	Not very often	6 15.8%	175 16.3%	8 11.3%	8 14.8%	15 24.2%
	Never	32 84.2%	871 81.0%	62 87.3%	43 79.6%	39 62.9%
	<b>Mean</b>	<b>4.84</b>	<b>4.78</b>	<b>4.86</b>	<b>4.70</b>	<b>4.47</b>

		Race/Ethnicity				
		None	White	African American	Asian	Other or Multiracial
<b>n=</b>		39	1074	71	54	62
<b>How often you have heard or seen these things happening to others on this campus? Threats of physical violence</b>	Extremely often	0 0.0%	0 0.0%	0 0.0%	1 1.9%	1 1.6%
	Very often	0 0.0%	4 .4%	1 1.4%	0 0.0%	3 4.8%
	Moderately often	0 0.0%	42 3.9%	4 5.6%	3 5.6%	5 8.1%
	Not very often	9 23.1%	229 21.3%	10 14.1%	7 13.0%	14 22.6%
	Never	30 76.9%	799 74.4%	56 78.9%	43 79.6%	39 62.9%
	<b>Mean</b>	<b>4.77</b>	<b>4.70</b>	<b>4.70</b>	<b>4.69</b>	<b>4.40</b>

		Race/Ethnicity				
		None	White	African American	Asian	Other or Multiracial
<b>n=</b>		37	1070	66	54	62
<b>Overall, how would you rate the physical safety of your campus?</b>	Not safe at all	0 0.0%	3 .3%	0 0.0%	0 0.0%	0 0.0%
	Not very safe	0 0.0%	8 .7%	0 0.0%	0 0.0%	1 1.6%
	Moderately safe	7 18.9%	159 14.9%	12 18.2%	6 11.1%	8 12.9%
	Very safe	22 59.5%	496 46.4%	35 53.0%	30 55.6%	30 48.4%
	Extremely safe	8 21.6%	404 37.8%	19 28.8%	18 33.3%	23 37.1%
	<b>Mean</b>	<b>4.03</b>	<b>4.21</b>	<b>4.11</b>	<b>4.22</b>	<b>4.21</b>

Table for "Balancing Student-family lives" component

		Race/Ethnicity				
		None	White	African American	Asian	Other or Multiracial
n=		37	1072	69	53	63
As a student on this campus, how difficult is it for you to balance your student and family life? (reverse coded)	Extremely difficult	4 10.8%	59 5.5%	5 7.2%	3 5.7%	6 9.5%
	Very difficult	9 24.3%	179 16.7%	9 13.0%	4 7.5%	20 31.7%
	Moderately difficult	13 35.1%	427 39.8%	29 42.0%	23 43.4%	14 22.2%
	Not very difficult	7 18.9%	333 31.1%	18 26.1%	16 30.2%	19 30.2%
	Not at all difficult	4 10.8%	74 6.9%	8 11.6%	7 13.2%	4 6.3%
Mean		2.95	3.17	3.22	3.38	2.92

# Appendix G

---

## *Tables of Individual Items: By Student Status*

Tables for Outcome Variable "Overall climate"

		Student Status		
		Undergraduate student	Graduate/ Professional student	Other
n=		1037	241	21
Overall, how would you rate the climate on the campus where you are primarily located?	Very poor	13	6	0
		1.3%	2.5%	0.0%
	Poor	58	7	2
		5.6%	2.9%	9.5%
	Fair	227	40	4
		21.9%	16.6%	19.0%
	Good	548	124	7
		52.8%	51.5%	33.3%
	Very good	191	64	8
		18.4%	26.6%	38.1%
Mean		3.82	3.97	4.00

		Student Status		
		Undergraduate student	Graduate/Professional student	Other
n=		1036	241	21
Overall, how strongly would you recommend Oakland University to other students?	Not at all strongly	49	5	1
		4.7%	2.1%	4.8%
	Not very strongly	99	17	1
		9.6%	7.1%	4.8%
	Moderately strongly	305	57	6
		29.4%	23.7%	28.6%
	Very strongly	371	100	8
		35.8%	41.5%	38.1%
	Extremely strongly	212	62	5
		20.5%	25.7%	23.8%
Mean		3.58	3.82	3.71

Tables for "Belongingness and Personal Identity" component

		Student Status		
		Undergraduate student	Graduate/Professional student	Other
n=		879	158	10
Thinking about your campus, how satisfied are you with the social and cultural activities that reflect your personal identity?	Not at all satisfied	52	9	0
		5.9%	5.7%	0.0%
	Not very satisfied	133	23	4
		15.1%	14.6%	40.0%
	Moderately satisfied	323	52	2
		36.7%	32.9%	20.0%
	Very satisfied	264	47	4
		30.0%	29.7%	40.0%
	Extremely satisfied	107	27	0
		12.2%	17.1%	0.0%
Mean		3.27	3.38	3.00



		Student Status		
		Undergraduate student	Graduate/Professional student	Other
n=		1030	240	21
<b>How comfortable do you feel expressing your personal identity on your campus?</b>	Not at all comfortable	30 2.9%	7 2.9%	0 0.0%
	Not very comfortable	90 8.7%	16 6.7%	3 14.3%
	Moderately comfortable	313 30.4%	70 29.2%	3 14.3%
	Very comfortable	401 38.9%	83 34.6%	9 42.9%
	Extremely comfortable	196 19.0%	64 26.7%	6 28.6%
	<b>Mean</b>	<b>3.62</b>	<b>3.75</b>	<b>3.86</b>

		Student Status		
		Undergraduate student	Graduate/Professional student	Other
n=		1036	241	21
<b>Overall, how isolated do you feel on your campus? (reverse coded)</b>	Extremely isolated	26 2.5%	5 2.1%	0 0.0%
	Very isolated	87 8.4%	13 5.4%	1 4.8%
	Moderately isolated	344 33.2%	59 24.5%	10 47.6%
	Not very isolated	392 37.8%	100 41.5%	5 23.8%
	Not at all isolated	187 18.1%	64 26.6%	5 23.8%
	<b>Mean</b>	<b>3.61</b>	<b>3.85</b>	<b>3.67</b>

		Student Status		
		Undergraduate student	Graduate/Professional student	Other
n=		1038	242	21
<b>How unfriendly or friendly is your campus?</b>	Extremely unfriendly	35 3.4%	9 3.7%	1 4.8%
	Somewhat unfriendly	124 11.9%	23 9.5%	2 9.5%
	Neither friendly nor unfriendly	121 11.7%	46 19.0%	3 14.3%
	Somewhat friendly	512 49.3%	104 43.0%	9 42.9%
	Extremely friendly	246 23.7%	60 24.8%	6 28.6%
	<b>Mean</b>	<b>3.78</b>	<b>3.76</b>	<b>3.81</b>

		Student Status		
		Undergraduate student	Graduate/Professional student	Other
n=		1021	239	21
How excluding or inclusive is your campus?	Extremely excluding	35	6	1
		3.4%	2.5%	4.8%
	Somewhat excluding	154	25	0
		15.1%	10.5%	0.0%
	Neither inclusive nor excluding	304	80	9
		29.8%	33.5%	42.9%
	Somewhat inclusive	386	82	7
		37.8%	34.3%	33.3%
	Extremely inclusive	142	46	4
		13.9%	19.2%	19.0%
Mean		3.44	3.57	3.62

		Student Status		
		Undergraduate student	Graduate/Professional student	Other
n=		1015	225	20
How well do you think each of the following groups on campus treat you? Other students on campus	Not well at all	11	7	0
		1.1%	3.1%	0.0%
	Not very well	39	6	0
		3.8%	2.7%	0.0%
	Moderately well	302	45	6
		29.8%	20.0%	30.0%
	Very well	465	99	10
		45.8%	44.0%	50.0%
	Extremely well	198	68	4
		19.5%	30.2%	20.0%
Mean		3.79	3.96	3.90

		Student Status		
		Undergraduate student	Graduate/Professional student	Other
n=		979	217	17
Thinking about your campus, how satisfied are you with the academic programs that reflect your personal identity?	Not at all satisfied	46	8	1
		4.7%	3.7%	5.9%
	Not very satisfied	108	15	1
		11.0%	6.9%	5.9%
	Moderately satisfied	318	49	9
		32.5%	22.6%	52.9%
	Very satisfied	349	88	4
		35.6%	40.6%	23.5%
	Extremely satisfied	158	57	2
		16.1%	26.3%	11.8%
Mean		3.47	3.79	3.29

		Student Status		
		Undergraduate student	Graduate/Professional student	Other
n=		1037	240	21
<b>How cooperative is the environment on your campus?</b>	Not at all cooperative	22	6	0
		2.1%	2.5%	0.0%
	Not very cooperative	90	12	1
		8.7%	5.0%	4.8%
	Moderately cooperative	408	92	11
		39.3%	38.3%	52.4%
	Very cooperative	444	104	5
		42.8%	43.3%	23.8%
	Extremely cooperative	73	26	4
		7.0%	10.8%	19.0%
<b>Mean</b>		<b>3.44</b>	<b>3.55</b>	<b>3.57</b>

		Student Status		
		Undergraduate student	Graduate/Professional student	Other
n=		1036	237	20
<b>If you experience unfair treatment, how confident are you that you can file a complaint without negative consequences?</b>	Not at all confident	102	25	2
		9.8%	10.5%	10.0%
	Not very confident	208	38	4
		20.1%	16.0%	20.0%
	Moderately confident	355	81	8
		34.3%	34.2%	40.0%
	Very confident	258	61	4
		24.9%	25.7%	20.0%
	Extremely confident	113	32	2
		10.9%	13.5%	10.0%
<b>Mean</b>		<b>3.07</b>	<b>3.16</b>	<b>3.00</b>

		Student Status		
		Undergraduate student	Graduate/Professional student	Other
n=		1002	222	20
<b>How much do each of the following groups on this campus respect diversity? Students</b>	Not at all	17	4	0
		1.7%	1.8%	0.0%
	A little	73	18	1
		7.3%	8.1%	5.0%
	To some extent	255	53	5
		25.4%	23.9%	25.0%
	A lot	385	75	5
		38.4%	33.8%	25.0%
	A great deal	272	72	9
		27.1%	32.4%	45.0%
<b>Mean</b>		<b>3.82</b>	<b>3.87</b>	<b>4.10</b>

Tables for "Respect for Diversity" component

		Student Status		
		Undergraduate student	Graduate/Professional student	Other
<b>n=</b>		940	191	14
<b>How much do each of the following groups on this campus respect diversity? Staff</b>	Not at all	15 1.6%	6 3.1%	0 0.0%
	A little	42 4.5%	7 3.7%	0 0.0%
	To some extent	178 18.9%	33 17.3%	3 21.4%
	A lot	331 35.2%	69 36.1%	6 42.9%
	A great deal	374 39.8%	76 39.8%	5 35.7%
<b>Mean</b>		<b>4.07</b>	<b>4.06</b>	<b>4.14</b>

		Student Status		
		Undergraduate student	Graduate/Professional student	Other
<b>n=</b>		974	227	19
<b>How much do each of the following groups on this campus respect diversity? Faculty</b>	Not at all	10 1.0%	5 2.2%	0 0.0%
	A little	45 4.6%	13 5.7%	2 10.5%
	To some extent	159 16.3%	29 12.8%	4 21.1%
	A lot	326 33.5%	75 33.0%	4 21.1%
	A great deal	434 44.6%	105 46.3%	9 47.4%
<b>Mean</b>		<b>4.16</b>	<b>4.15</b>	<b>4.05</b>

		Student Status		
		Undergraduate student	Graduate/Professional student	Other
<b>n=</b>		978	172	15
<b>Overall, how satisfied are you with the diversity in the following settings: Oakland student center</b>	Not at all satisfied	32 3.3%	3 1.7%	0 0.0%
	Slightly satisfied	94 9.6%	17 9.9%	2 13.3%
	Moderately satisfied	239 24.4%	37 21.5%	4 26.7%
	Very satisfied	392 40.1%	62 36.0%	6 40.0%
	Extremely satisfied	221 22.6%	53 30.8%	3 20.0%
<b>Mean</b>		<b>3.69</b>	<b>3.84</b>	<b>3.67</b>

		Student Status		
		Undergraduate student	Graduate/Professional student	Other
n=		1019	229	19
Overall, how satisfied are you with the diversity in the following settings: Classroom/Academic settings	Not at all satisfied	33	8	1
		3.2%	3.5%	5.3%
	Slightly satisfied	90	18	1
		8.8%	7.9%	5.3%
	Moderately satisfied	292	48	6
		28.7%	21.0%	31.6%
	Very satisfied	433	97	7
		42.5%	42.4%	36.8%
	Extremely satisfied	171	58	4
		16.8%	25.3%	21.1%
Mean		3.61	3.78	3.63

		Student Status		
		Undergraduate student	Graduate/Professional student	Other
n=		910	210	18
How well do you think each of the following groups on campus treat you? Administrative support staff	Not well at all	27	7	0
		3.0%	3.3%	0.0%
	Not very well	57	10	1
		6.3%	4.8%	5.6%
	Moderately well	252	42	5
		27.7%	20.0%	27.8%
	Very well	364	78	9
		40.0%	37.1%	50.0%
	Extremely well	210	73	3
		23.1%	34.8%	16.7%
Mean		3.74	3.95	3.78

Tables for "Academic Support" component

		Student Status		
		Undergraduate student	Graduate/Professional student	Other
n=		1028	240	21
How active are faculty/instructors on this campus in empowering you to learn?	Not active at all	26	7	0
		2.5%	2.9%	0.0%
	Not very active	82	13	1
		8.0%	5.4%	4.8%
	Moderately active	344	52	9
		33.5%	21.7%	42.9%
	Very active	396	101	6
		38.5%	42.1%	28.6%
	Extremely active	180	67	5
		17.5%	27.9%	23.8%
Mean		3.61	3.87	3.71

		Student Status		
		Undergraduate student	Graduate/Professional student	Other
n=		1026	238	21
How helpful are faculty members/instructors on your campus?	Not helpful at all	19	5	0
		1.9%	2.1%	0.0%
	Not very helpful	48	8	1
		4.7%	3.4%	4.8%
	Moderately helpful	284	51	4
		27.7%	21.4%	19.0%
	Very helpful	462	88	11
		45.0%	37.0%	52.4%
	Extremely helpful	213	86	5
		20.8%	36.1%	23.8%
Mean		3.78	4.02	3.95

		Student Status		
		Undergraduate student	Graduate/Professional student	Other
n=		1021	239	20
How much do the faculty/instructors on this campus value your contributions in class?	Not at all	31	4	0
		3.0%	1.7%	0.0%
	A little	107	12	3
		10.5%	5.0%	15.0%
	A moderate amount	267	43	4
		26.2%	18.0%	20.0%
	A lot	377	97	8
		36.9%	40.6%	40.0%
	A great deal	239	83	5
		23.4%	34.7%	25.0%
Mean		3.67	4.02	3.75

		Student Status		
		Undergraduate student	Graduate/Professional student	Other
n=		1030	239	21
How well do you think each of the following groups on campus treat you? Faculty/instructors	Not well at all	13	6	1
		1.3%	2.5%	4.8%
	Not very well	34	2	1
		3.3%	.8%	4.8%
	Moderately well	211	37	4
		20.5%	15.5%	19.0%
	Very well	467	95	9
		45.3%	39.7%	42.9%
	Extremely well	305	99	6
		29.6%	41.4%	28.6%
Mean		3.99	4.17	3.86

		Student Status		
		Undergraduate student	Graduate/Professional student	Other
n=		990	221	19
<b>How responsive are faculty/instructors on this campus in helping solve the academic problems of students?</b>	Not responsive at all	28 2.8%	6 2.7%	0 0.0%
	Not very responsive	74 7.5%	12 5.4%	2 10.5%
	Moderately responsive	327 33.0%	46 20.8%	6 31.6%
	Very responsive	434 43.8%	91 41.2%	8 42.1%
	Extremely responsive	127 12.8%	66 29.9%	3 15.8%
	<b>Mean</b>	<b>3.56</b>	<b>3.90</b>	<b>3.63</b>

		Student Status		
		Undergraduate student	Graduate/Professional student	Other
n=		993	233	21
<b>How much do the faculty/instructors on this campus believe in your potential to succeed academically?</b>	Not at all	22 2.2%	5 2.1%	0 0.0%
	A little	92 9.3%	8 3.4%	4 19.0%
	A moderate amount	241 24.3%	30 12.9%	4 19.0%
	A lot	369 37.2%	87 37.3%	6 28.6%
	A great deal	269 27.1%	103 44.2%	7 33.3%
	<b>Mean</b>	<b>3.78</b>	<b>4.18</b>	<b>3.76</b>

		Student Status		
		Undergraduate student	Graduate/Professional student	Other
n=		1002	233	20
<b>How easy is it for you to meet with faculty members/instructors on your campus when you need to?</b>	Not easy at all	19 1.9%	9 3.9%	1 5.0%
	Not very easy	73 7.3%	19 8.2%	0 0.0%
	Moderately easy	384 38.3%	73 31.3%	9 45.0%
	Very easy	362 36.1%	78 33.5%	3 15.0%
	Extremely easy	164 16.4%	54 23.2%	7 35.0%
	<b>Mean</b>	<b>3.58</b>	<b>3.64</b>	<b>3.75</b>

		Student Status		
		Undergraduate student	Graduate/Professional student	Other
n=		1036	241	21
How much of a say do you feel you have about things that affect your academic success at this university?	None at all	136 13.1%	33 13.7%	0 0.0%
	A little bit	209 20.2%	43 17.8%	9 42.9%
	A moderate amount	349 33.7%	75 31.1%	7 33.3%
	A lot	224 21.6%	55 22.8%	3 14.3%
	A great deal	118 11.4%	35 14.5%	2 9.5%
	Mean	2.98	3.07	2.90

Table for "Commitment to Student Diversity" component

		Student Status		
		Undergraduate student	Graduate/Professional student	Other
n=		1038	242	21
How important is it to you that your campus be committed to building a diverse student body?	Not at all important	76 7.3%	20 8.3%	0 0.0%
	Not very important	135 13.0%	26 10.7%	0 0.0%
	Moderately important	320 30.8%	58 24.0%	7 33.3%
	Very important	292 28.1%	74 30.6%	9 42.9%
	Extremely important	215 20.7%	64 26.4%	5 23.8%
	Mean	3.42	3.56	3.90

Tables for "Access to Services" component

		Student Status		
		Undergraduate student	Graduate/Professional student	Other
n=		1029	217	17
How easy is it for you to access academic advising on your campus?	Not easy at all	57 5.5%	12 5.5%	1 5.9%
	Not very easy	124 12.1%	23 10.6%	2 11.8%
	Moderately easy	277 26.9%	56 25.8%	7 41.2%
	Very easy	349 33.9%	78 35.9%	4 23.5%
	Extremely easy	222 21.6%	48 22.1%	3 17.6%
	Mean	3.54	3.59	3.35



		Student Status		
		Undergraduate student	Graduate/Professional student	Other
n=		749	135	14
How easy is it for you to access personal counseling services on your campus?	Not easy at all	41	6	3
		5.5%	4.4%	21.4%
	Not very easy	82	12	2
		10.9%	8.9%	14.3%
	Moderately easy	232	33	3
		31.0%	24.4%	21.4%
	Very easy	263	48	3
		35.1%	35.6%	21.4%
	Extremely easy	131	36	3
		17.5%	26.7%	21.4%
Mean		3.48	3.71	3.07

		Student Status		
		Undergraduate student	Graduate/Professional student	Other
n=		846	153	12
How easy is it for you to access career/job search advising on your campus?	Not easy at all	44	8	2
		5.2%	5.2%	16.7%
	Not very easy	112	21	4
		13.2%	13.7%	33.3%
	Moderately easy	268	36	3
		31.7%	23.5%	25.0%
	Very easy	282	53	2
		33.3%	34.6%	16.7%
	Extremely easy	140	35	1
		16.5%	22.9%	8.3%
Mean		3.43	3.56	2.67

		Student Status		
		Undergraduate student	Graduate/Professional student	Other
n=		848	116	13
How easy is it for you to access tutoring services on your campus?	Not easy at all	23	8	3
		2.7%	6.9%	23.1%
	Not very easy	51	14	1
		6.0%	12.1%	7.7%
	Moderately easy	212	34	2
		25.0%	29.3%	15.4%
	Very easy	341	33	4
		40.2%	28.4%	30.8%
	Extremely easy	221	27	3
		26.1%	23.3%	23.1%
Mean		3.81	3.49	3.23

		Student Status		
		Undergraduate student	Graduate/Professional student	Other
n=		1012	215	19
How easy is it for you to access computer equipment/technology on your campus?	Not easy at all	10	3	0
		1.0%	1.4%	0.0%
	Not very easy	42	14	2
		4.2%	6.5%	10.5%
	Moderately easy	176	52	4
		17.4%	24.2%	21.1%
	Very easy	360	66	2
		35.6%	30.7%	10.5%
	Extremely easy	424	80	11
		41.9%	37.2%	57.9%
Mean		4.13	3.96	4.16

		Student Status		
		Undergraduate student	Graduate/Professional student	Other
n=		997	192	14
How well do you think each of the following groups on campus treat you? Academic advising staff	Not well at all	27	4	0
		2.7%	2.1%	0.0%
	Not very well	75	13	1
		7.5%	6.8%	7.1%
	Moderately well	234	36	3
		23.5%	18.8%	21.4%
	Very well	348	78	7
		34.9%	40.6%	50.0%
	Extremely well	313	61	3
		31.4%	31.8%	21.4%
Mean		3.85	3.93	3.86

		Student Status		
		Undergraduate student	Graduate/Professional student	Other
n=		761	150	11
How easy is it for you to get something done when it involves multiple units on campus having to work together, such as the study abroad office, the financial aid office, or the registrar?	Not easy at all	105	29	1
		13.8%	19.3%	9.1%
	Not very easy	190	45	3
		25.0%	30.0%	27.3%
	Moderately easy	291	40	6
		38.2%	26.7%	54.5%
	Very easy	138	26	0
		18.1%	17.3%	0.0%
	Extremely easy	37	10	1
		4.9%	6.7%	9.1%
Mean		2.75	2.62	2.73

		Student Status		
		Undergraduate student	Graduate/Professional student	Other
n=		822	158	10
Overall, how well does your campus meet the needs of those with disabilities?	Not well at all	14	1	1
		1.7%	.6%	10.0%
	Not very well	52	15	1
		6.3%	9.5%	10.0%
	Moderately well	266	38	3
		32.4%	24.1%	30.0%
	Very well	325	73	5
		39.5%	46.2%	50.0%
	Extremely well	165	31	0
		20.1%	19.6%	0.0%
Mean		3.70	3.75	3.20

		Student Status		
		Undergraduate student	Graduate/Professional student	Other
n=		910	175	13
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	94	12	2
		10.3%	6.9%	15.4%
	Not very easy	217	23	1
		23.8%	13.1%	7.7%
	Moderately easy	281	58	4
		30.9%	33.1%	30.8%
	Very easy	205	45	4
		22.5%	25.7%	30.8%
	Extremely easy	113	37	2
		12.4%	21.1%	15.4%
Mean		3.03	3.41	3.23

Tables for "Physical threats to Self" component

		Student Status		
		Undergraduate student	Graduate/Professional student	Other
n=		1035	240	21
How often have you personally experienced any of the following as a student on this campus? Physical assaults or injuries	Very often	1	0	0
		.1%	0.0%	0.0%
	Moderately often	9	1	0
		.9%	.4%	0.0%
	Not very often	39	5	0
		3.8%	2.1%	0.0%
	Never	986	234	21
		95.3%	97.5%	
Mean		4.94	4.97	5.00

		Student Status		
		Undergraduate student	Graduate/Professional student	Other
n=		1031	240	21
How often have you personally experienced any of the following as a student on this campus? Threats of physical violence	Extremely often	1 .1%	0 0.0%	0 0.0%
	Very often	2 .2%	0 0.0%	0 0.0%
	Moderately often	11 1.1%	1 .4%	0 0.0%
	Not very often	85 8.2%	7 2.9%	0 0.0%
	Never	932 90.4%	232 96.7%	21
Mean		4.89	4.96	5.00

Tables for "Negative Communications" component

		Student Status		
		Undergraduate student	Graduate/Professional student	Other
n=		1037	238	21
How often have you personally experienced any of the following as a student on this campus? Offensive verbal comments	Extremely often	16 1.5%	4 1.7%	0 0.0%
	Very often	32 3.1%	3 1.3%	0 0.0%
	Moderately often	103 9.9%	20 8.4%	2 9.5%
	Not very often	360 34.7%	59 24.8%	6 28.6%
	Never	526 50.7%	152 63.9%	13 61.9%
Mean		4.30	4.48	4.52

		Student Status		
		Undergraduate student	Graduate/Professional student	Other
n=		1033	238	21
How often have you personally experienced any of the following as a student on this campus? Offensive visual images	Extremely often	8 .8%	2 .8%	0 0.0%
	Very often	16 1.5%	2 .8%	0 0.0%
	Moderately often	57 5.5%	10 4.2%	0 0.0%
	Not very often	255 24.7%	41 17.2%	2 9.5%
	Never	697 67.5%	183 76.9%	19 90.5%
Mean		4.57	4.68	4.90

		Student Status		
		Undergraduate student	Graduate/Professional student	Other
n=		1037	238	21
How often you have heard or seen these things happening to others on this campus? Offensive visual images	Extremely often	9	3	0
		.9%	1.3%	0.0%
	Very often	14	3	0
		1.4%	1.3%	0.0%
	Moderately often	69	10	1
		6.7%	4.2%	4.8%
	Not very often	280	48	1
		27.0%	20.2%	4.8%
	Never	665	174	19
		64.1%	73.1%	90.5%
Mean		4.52	4.63	4.86

		Student Status		
		Undergraduate student	Graduate/Professional student	Other
n=		1036	238	21
How often you have heard or seen these things happening to others on this campus? Offensive verbal comments	Extremely often	14	5	0
		1.4%	2.1%	0.0%
	Very often	48	8	0
		4.6%	3.4%	0.0%
	Moderately often	177	23	4
		17.1%	9.7%	19.0%
	Not very often	390	65	6
		37.6%	27.3%	28.6%
	Never	407	137	11
		39.3%	57.6%	52.4%
Mean		4.09	4.35	4.33

		Student Status		
		Undergraduate student	Graduate/Professional student	Other
n=		1033	238	21
How often have you personally experienced any of the following as a student on this campus? Offensive written comments	Extremely often	10	2	0
		1.0%	.8%	0.0%
	Very often	17	2	0
		1.6%	.8%	0.0%
	Moderately often	43	9	0
		4.2%	3.8%	0.0%
	Not very often	203	37	2
		19.7%	15.5%	9.5%
	Never	760	188	19
		73.6%	79.0%	90.5%
Mean		4.63	4.71	4.90

		Student Status		
		Undergraduate student	Graduate/Professional student	Other
n=		1034	237	21
How often you have heard or seen these things happening to others on this campus? Offensive written comments	Extremely often	10 1.0%	1 .4%	0 0.0%
	Very often	24 2.3%	7 3.0%	0 0.0%
	Moderately often	67 6.5%	15 6.3%	1 4.8%
	Not very often	315 30.5%	46 19.4%	0 0.0%
	Never	618 59.8%	168 70.9%	20 95.2%
Mean		4.46	4.57	4.90

		Student Status		
		Undergraduate student	Graduate/Professional student	Other
n=		1035	237	21
As far as you know, how often are students from minority groups treated unfairly on this campus? (reverse coded)	Extremely often	11 1.1%	2 .8%	0 0.0%
	Very often	21 2.0%	9 3.8%	0 0.0%
	Moderately often	111 10.7%	28 11.8%	3 14.3%
	Not very often	545 52.7%	102 43.0%	10 47.6%
	Never	347 33.5%	96 40.5%	8 38.1%
Mean		4.16	4.19	4.24

Tables for "Physical Safety" component

		Student Status		
		Undergraduate student	Graduate/Professional student	Other
n=		1018	225	18
Overall, how would you rate the physical safety of the areas close to campus?	Not safe at all	7 .7%	2 .9%	0 0.0%
	Not very safe	29 2.8%	3 1.3%	1 5.6%
	Moderately safe	277 27.2%	55 24.4%	5 27.8%
	Very safe	504 49.5%	105 46.7%	8 44.4%
	Extremely safe	201 19.7%	60 26.7%	4 22.2%
Mean		3.85	3.97	3.83

		Student Status		
		Undergraduate student	Graduate/Professional student	Other
n=		1034	240	21
How often you have heard or seen these things happening to others on this campus? Physical assaults or injuries	Extremely often	1	0	0
		.1%	0.0%	0.0%
	Very often	4	1	0
		.4%	.4%	0.0%
	Moderately often	30	5	0
		2.9%	2.1%	0.0%
	Not very often	178	30	3
		17.2%	12.5%	14.3%
	Never	821	204	18
		79.4%	85.0%	85.7%
Mean		4.75	4.82	4.86

		Student Status		
		Undergraduate student	Graduate/Professional student	Other
n=		1034	240	21
How often you have heard or seen these things happening to others on this campus? Threats of physical violence	Extremely often	2	0	0
		.2%	0.0%	0.0%
	Very often	7	1	0
		.7%	.4%	0.0%
	Moderately often	47	7	0
		4.5%	2.9%	0.0%
	Not very often	230	37	0
		22.2%	15.4%	0.0%
	Never	748	195	21
		72.3%	81.3%	
Mean		4.66	4.78	5.00

		Student Status		
		Undergraduate student	Graduate/Professional student	Other
n=		1032	232	21
Overall, how would you rate the physical safety of your campus?	Not safe at all	1	2	0
		.1%	.9%	0.0%
	Not very safe	9	0	0
		.9%	0.0%	0.0%
	Moderately safe	152	35	5
		14.7%	15.1%	23.8%
	Very safe	499	102	9
		48.4%	44.0%	42.9%
	Extremely safe	371	93	7
		35.9%	40.1%	33.3%
Mean		4.19	4.22	4.10

Table for "Balancing Student-family lives" component

		Student Status		
		Undergraduate student	Graduate/Professional student	Other
n=		1033	237	21
As a student on this campus, how difficult is it for you to balance your student and family life? (reverse coded)	Extremely difficult	68 6.6%	9 3.8%	0 0.0%
	Very difficult	177 17.1%	41 17.3%	3 14.3%
	Moderately difficult	396 38.3%	101 42.6%	8 38.1%
	Not very difficult	320 31.0%	63 26.6%	8 38.1%
	Not at all difficult	72 7.0%	23 9.7%	2 9.5%
Mean		3.15	3.21	3.43



# Appendix H

---

## *Tables of Individual Items: By Age*

Tables for Outcome Variable "Overall climate"

		Respondent age			
		18-21 years	22 to 25 years	26 to 30 years	30+ years
n=		469	427	138	219
Overall, how would you rate the climate on the campus where you are primarily located?	Very poor	4	7	2	4
		.9%	1.6%	1.4%	1.8%
	Poor	31	20	5	8
		6.6%	4.7%	3.6%	3.7%
	Fair	106	92	28	34
		22.6%	21.5%	20.3%	15.5%
	Good	243	241	67	105
		51.8%	56.4%	48.6%	47.9%
	Very good	85	67	36	68
		18.1%	15.7%	26.1%	31.1%
Mean		3.80	3.80	3.94	4.03

		Respondent age			
		18-21 years	22 to 25 years	26 to 30 years	30+ years
n=		468	426	138	220
Overall, how strongly would you recommend Oakland University to other students?	Not at all strongly	21	19	10	5
		4.5%	4.5%	7.2%	2.3%
	Not very strongly	43	45	4	19
		9.2%	10.6%	2.9%	8.6%
	Moderately strongly	139	131	33	50
		29.7%	30.8%	23.9%	22.7%
	Very strongly	166	144	58	92
		35.5%	33.8%	42.0%	41.8%
	Extremely strongly	99	87	33	54
		21.2%	20.4%	23.9%	24.5%
Mean		3.60	3.55	3.72	3.78

Tables for "Belongingness and Personal Identity" component

		Respondent age			
		18-21 years	22 to 25 years	26 to 30 years	30+ years
n=		403	352	100	154
Thinking about your campus, how satisfied are you with the social and cultural activities that reflect your personal identity?	Not at all satisfied	17	21	8	14
		4.2%	6.0%	8.0%	9.1%
	Not very satisfied	59	53	12	28
		14.6%	15.1%	12.0%	18.2%
	Moderately satisfied	159	125	33	49
		39.5%	35.5%	33.0%	31.8%
	Very satisfied	121	108	29	43
		30.0%	30.7%	29.0%	27.9%
	Extremely satisfied	47	45	18	20
		11.7%	12.8%	18.0%	13.0%
Mean		3.30	3.29	3.37	3.18

		Respondent age			
		18-21 years	22 to 25 years	26 to 30 years	30+ years
<b>n=</b>		465	426	138	216
<b>How comfortable do you feel expressing your personal identity on your campus?</b>	Not at all comfortable	11 2.4%	12 2.8%	4 2.9%	9 4.2%
	Not very comfortable	38 8.2%	35 8.2%	15 10.9%	13 6.0%
	Moderately comfortable	141 30.3%	134 31.5%	33 23.9%	60 27.8%
	Very comfortable	192 41.3%	163 38.3%	45 32.6%	78 36.1%
	Extremely comfortable	83 17.8%	82 19.2%	41 29.7%	56 25.9%
<b>Mean</b>		<b>3.64</b>	<b>3.63</b>	<b>3.75</b>	<b>3.74</b>

		Respondent age			
		18-21 years	22 to 25 years	26 to 30 years	30+ years
<b>n=</b>		469	426	138	219
<b>Overall, how isolated do you feel on your campus? (reverse coded)</b>	Extremely isolated	14 3.0%	7 1.6%	5 3.6%	4 1.8%
	Very isolated	37 7.9%	32 7.5%	14 10.1%	11 5.0%
	Moderately isolated	161 34.3%	141 33.1%	42 30.4%	53 24.2%
	Not very isolated	171 36.5%	180 42.3%	55 39.9%	76 34.7%
	Not at all isolated	86 18.3%	66 15.5%	22 15.9%	75 34.2%
<b>Mean</b>		<b>3.59</b>	<b>3.62</b>	<b>3.54</b>	<b>3.95</b>

		Respondent age			
		18-21 years	22 to 25 years	26 to 30 years	30+ years
<b>n=</b>		470	427	138	220
<b>How unfriendly or friendly is your campus?</b>	Extremely unfriendly	13 2.8%	12 2.8%	6 4.3%	12 5.5%
	Somewhat unfriendly	44 9.4%	57 13.3%	17 12.3%	24 10.9%
	Neither friendly nor unfriendly	56 11.9%	57 13.3%	19 13.8%	32 14.5%
	Somewhat friendly	228 48.5%	211 49.4%	59 42.8%	104 47.3%
	Extremely friendly	129 27.4%	90 21.1%	37 26.8%	48 21.8%
<b>Mean</b>		<b>3.89</b>	<b>3.73</b>	<b>3.75</b>	<b>3.69</b>

		Respondent age			
		18-21 years	22 to 25 years	26 to 30 years	30+ years
n=		462	425	135	215
How excluding or inclusive is your campus?	Extremely excluding	17	12	5	5
		3.7%	2.8%	3.7%	2.3%
	Somewhat excluding	54	75	13	32
		11.7%	17.6%	9.6%	14.9%
	Neither inclusive nor excluding	132	129	56	61
		28.6%	30.4%	41.5%	28.4%
	Somewhat inclusive	182	161	40	77
		39.4%	37.9%	29.6%	35.8%
	Extremely inclusive	77	48	21	40
		16.7%	11.3%	15.6%	18.6%
Mean		3.54	3.37	3.44	3.53

		Respondent age			
		18-21 years	22 to 25 years	26 to 30 years	30+ years
n=		464	418	130	208
How well do you think each of the following groups on campus treat you? Other students on campus	Not well at all	6	6	1	3
		1.3%	1.4%	.8%	1.4%
	Not very well	15	18	3	7
		3.2%	4.3%	2.3%	3.4%
	Moderately well	125	137	34	43
		26.9%	32.8%	26.2%	20.7%
	Very well	228	181	59	95
		49.1%	43.3%	45.4%	45.7%
	Extremely well	90	76	33	60
		19.4%	18.2%	25.4%	28.8%
Mean		3.82	3.72	3.92	3.97

		Respondent age			
		18-21 years	22 to 25 years	26 to 30 years	30+ years
n=		442	399	128	203
Thinking about your campus, how satisfied are you with the academic programs that reflect your personal identity?	Not at all satisfied	15	24	6	9
		3.4%	6.0%	4.7%	4.4%
	Not very satisfied	39	49	13	16
		8.8%	12.3%	10.2%	7.9%
	Moderately satisfied	161	108	33	60
		36.4%	27.1%	25.8%	29.6%
	Very satisfied	156	152	46	71
		35.3%	38.1%	35.9%	35.0%
	Extremely satisfied	71	66	30	47
		16.1%	16.5%	23.4%	23.2%
Mean		3.52	3.47	3.63	3.65

		Respondent age			
		18-21 years	22 to 25 years	26 to 30 years	30+ years
<b>n=</b>		470	427	137	219
<b>How cooperative is the environment on your campus?</b>	Not at all cooperative	10 2.1%	9 2.1%	3 2.2%	5 2.3%
	Not very cooperative	39 8.3%	36 8.4%	11 8.0%	13 5.9%
	Moderately cooperative	179 38.1%	181 42.4%	52 38.0%	78 35.6%
	Very cooperative	206 43.8%	176 41.2%	56 40.9%	100 45.7%
	Extremely cooperative	36 7.7%	25 5.9%	15 10.9%	23 10.5%
	<b>Mean</b>	<b>3.47</b>	<b>3.40</b>	<b>3.50</b>	<b>3.56</b>

		Respondent age			
		18-21 years	22 to 25 years	26 to 30 years	30+ years
<b>n=</b>		468	426	137	217
<b>If you experience unfair treatment, how confident are you that you can file a complaint without negative consequences?</b>	Not at all confident	36 7.7%	40 9.4%	21 15.3%	22 10.1%
	Not very confident	101 21.6%	88 20.7%	22 16.1%	30 13.8%
	Moderately confident	169 36.1%	149 35.0%	43 31.4%	64 29.5%
	Very confident	117 25.0%	106 24.9%	35 25.5%	62 28.6%
	Extremely confident	45 9.6%	43 10.1%	16 11.7%	39 18.0%
	<b>Mean</b>	<b>3.07</b>	<b>3.06</b>	<b>3.02</b>	<b>3.30</b>

		Respondent age			
		18-21 years	22 to 25 years	26 to 30 years	30+ years
<b>n=</b>		455	416	131	197
<b>How much do each of the following groups on this campus respect diversity? Students</b>	Not at all	8 1.8%	7 1.7%	4 3.1%	1 .5%
	A little	34 7.5%	28 6.7%	7 5.3%	15 7.6%
	To some extent	129 28.4%	112 26.9%	32 24.4%	31 15.7%
	A lot	175 38.5%	162 38.9%	43 32.8%	74 37.6%
	A great deal	109 24.0%	107 25.7%	45 34.4%	76 38.6%
	<b>Mean</b>	<b>3.75</b>	<b>3.80</b>	<b>3.90</b>	<b>4.06</b>

Tables for "Respect for Diversity" component

		Respondent age			
		18-21 years	22 to 25 years	26 to 30 years	30+ years
n=		438	380	116	168
How much do each of the following groups on this campus respect diversity? Staff	Not at all	5 1.1%	8 2.1%	3 2.6%	2 1.2%
	A little	14 3.2%	19 5.0%	5 4.3%	7 4.2%
	To some extent	85 19.4%	70 18.4%	22 19.0%	28 16.7%
	A lot	164 37.4%	132 34.7%	33 28.4%	61 36.3%
	A great deal	170 38.8%	151 39.7%	53 45.7%	70 41.7%
Mean		4.10	4.05	4.10	4.13

		Respondent age			
		18-21 years	22 to 25 years	26 to 30 years	30+ years
n=		443	403	129	201
How much do each of the following groups on this campus respect diversity? Faculty	Not at all	4 .9%	4 1.0%	2 1.6%	4 2.0%
	A little	12 2.7%	26 6.5%	7 5.4%	10 5.0%
	To some extent	77 17.4%	70 17.4%	18 14.0%	20 10.0%
	A lot	162 36.6%	131 32.5%	36 27.9%	61 30.3%
	A great deal	188 42.4%	172 42.7%	66 51.2%	106 52.7%
Mean		4.17	4.09	4.22	4.27

		Respondent age			
		18-21 years	22 to 25 years	26 to 30 years	30+ years
n=		446	397	116	165
Overall, how satisfied are you with the diversity in the following settings: Oakland student center	Not at all satisfied	17 3.8%	13 3.3%	2 1.7%	3 1.8%
	Slightly satisfied	35 7.8%	44 11.1%	15 12.9%	13 7.9%
	Moderately satisfied	109 24.4%	112 28.2%	20 17.2%	32 19.4%
	Very satisfied	173 38.8%	153 38.5%	46 39.7%	70 42.4%
	Extremely satisfied	112 25.1%	75 18.9%	33 28.4%	47 28.5%
Mean		3.74	3.59	3.80	3.88

		Respondent age			
		18-21 years	22 to 25 years	26 to 30 years	30+ years
<b>n=</b>		465	418	134	205
<b>Overall, how satisfied are you with the diversity in the following settings: Classroom/Academic settings</b>	Not at all satisfied	12 2.6%	15 3.6%	5 3.7%	8 3.9%
	Slightly satisfied	38 8.2%	43 10.3%	7 5.2%	17 8.3%
	Moderately satisfied	124 26.7%	126 30.1%	32 23.9%	55 26.8%
	Very satisfied	207 44.5%	179 42.8%	57 42.5%	75 36.6%
	Extremely satisfied	84 18.1%	55 13.2%	33 24.6%	50 24.4%
<b>Mean</b>		<b>3.67</b>	<b>3.52</b>	<b>3.79</b>	<b>3.69</b>

		Respondent age			
		18-21 years	22 to 25 years	26 to 30 years	30+ years
<b>n=</b>		416	372	120	192
<b>How well do you think each of the following groups on campus treat you? Administrative support staff</b>	Not well at all	9 2.2%	11 3.0%	5 4.2%	7 3.6%
	Not very well	14 3.4%	29 7.8%	10 8.3%	10 5.2%
	Moderately well	116 27.9%	113 30.4%	25 20.8%	39 20.3%
	Very well	173 41.6%	144 38.7%	43 35.8%	71 37.0%
	Extremely well	104 25.0%	75 20.2%	37 30.8%	65 33.9%
<b>Mean</b>		<b>3.84</b>	<b>3.65</b>	<b>3.81</b>	<b>3.92</b>

#### Tables for "Academic Support" component

		Respondent age			
		18-21 years	22 to 25 years	26 to 30 years	30+ years
<b>n=</b>		465	424	138	219
<b>How active are faculty/instructors on this campus in empowering you to learn?</b>	Not active at all	10 2.2%	10 2.4%	7 5.1%	4 1.8%
	Not very active	40 8.6%	37 8.7%	8 5.8%	9 4.1%
	Moderately active	167 35.9%	139 32.8%	36 26.1%	47 21.5%
	Very active	180 38.7%	164 38.7%	49 35.5%	93 42.5%
	Extremely active	68 14.6%	74 17.5%	38 27.5%	66 30.1%
<b>Mean</b>		<b>3.55</b>	<b>3.60</b>	<b>3.75</b>	<b>3.95</b>

		Respondent age			
		18-21 years	22 to 25 years	26 to 30 years	30+ years
<b>n=</b>		459	425	137	219
<b>How helpful are faculty members/instructors on your campus?</b>	Not helpful at all	6 1.3%	8 1.9%	5 3.6%	5 2.3%
	Not very helpful	19 4.1%	19 4.5%	8 5.8%	7 3.2%
	Moderately helpful	141 30.7%	107 25.2%	28 20.4%	43 19.6%
	Very helpful	214 46.6%	192 45.2%	58 42.3%	83 37.9%
	Extremely helpful	79 17.2%	99 23.3%	38 27.7%	81 37.0%
<b>Mean</b>		<b>3.74</b>	<b>3.84</b>	<b>3.85</b>	<b>4.04</b>

		Respondent age			
		18-21 years	22 to 25 years	26 to 30 years	30+ years
<b>n=</b>		461	419	137	218
<b>How much do the faculty/instructors on this campus value your contributions in class?</b>	Not at all	15 3.3%	10 2.4%	4 2.9%	5 2.3%
	A little	57 12.4%	34 8.1%	15 10.9%	12 5.5%
	A moderate amount	131 28.4%	113 27.0%	25 18.2%	30 13.8%
	A lot	170 36.9%	167 39.9%	48 35.0%	78 35.8%
	A great deal	88 19.1%	95 22.7%	45 32.8%	93 42.7%
<b>Mean</b>		<b>3.56</b>	<b>3.72</b>	<b>3.84</b>	<b>4.11</b>

		Respondent age			
		18-21 years	22 to 25 years	26 to 30 years	30+ years
<b>n=</b>		467	424	137	216
<b>How well do you think each of the following groups on campus treat you? Faculty/instructors</b>	Not well at all	5 1.1%	3 .7%	3 2.2%	7 3.2%
	Not very well	16 3.4%	14 3.3%	2 1.5%	4 1.9%
	Moderately well	100 21.4%	86 20.3%	23 16.8%	28 13.0%
	Very well	207 44.3%	214 50.5%	57 41.6%	79 36.6%
	Extremely well	139 29.8%	107 25.2%	52 38.0%	98 45.4%
<b>Mean</b>		<b>3.98</b>	<b>3.96</b>	<b>4.12</b>	<b>4.19</b>



		Respondent age			
		18-21 years	22 to 25 years	26 to 30 years	30+ years
<b>n=</b>		446	410	131	199
<b>How responsive are faculty/instructors on this campus in helping solve the academic problems of students?</b>	Not responsive at all	9 2.0%	15 3.7%	5 3.8%	4 2.0%
	Not very responsive	34 7.6%	28 6.8%	12 9.2%	13 6.5%
	Moderately responsive	161 36.1%	124 30.2%	31 23.7%	41 20.6%
	Very responsive	193 43.3%	189 46.1%	55 42.0%	83 41.7%
	Extremely responsive	49 11.0%	54 13.2%	28 21.4%	58 29.1%
	<b>Mean</b>	<b>3.54</b>	<b>3.58</b>	<b>3.68</b>	<b>3.89</b>

		Respondent age			
		18-21 years	22 to 25 years	26 to 30 years	30+ years
<b>n=</b>		450	411	131	211
<b>How much do the faculty/instructors on this campus believe in your potential to succeed academically?</b>	Not at all	11 2.4%	9 2.2%	2 1.5%	4 1.9%
	A little	45 10.0%	34 8.3%	8 6.1%	13 6.2%
	A moderate amount	125 27.8%	95 23.1%	23 17.6%	22 10.4%
	A lot	162 36.0%	158 38.4%	49 37.4%	73 34.6%
	A great deal	107 23.8%	115 28.0%	49 37.4%	99 46.9%
	<b>Mean</b>	<b>3.69</b>	<b>3.82</b>	<b>4.03</b>	<b>4.18</b>

		Respondent age			
		18-21 years	22 to 25 years	26 to 30 years	30+ years
<b>n=</b>		446	419	136	208
<b>How easy is it for you to meet with faculty members/instructors on your campus when you need to?</b>	Not easy at all	5 1.1%	12 2.9%	6 4.4%	6 2.9%
	Not very easy	29 6.5%	23 5.5%	12 8.8%	22 10.6%
	Moderately easy	160 35.9%	173 41.3%	45 33.1%	63 30.3%
	Very easy	187 41.9%	140 33.4%	44 32.4%	64 30.8%
	Extremely easy	65 14.6%	71 16.9%	29 21.3%	53 25.5%
	<b>Mean</b>	<b>3.62</b>	<b>3.56</b>	<b>3.57</b>	<b>3.65</b>

		Respondent age			
		18-21 years	22 to 25 years	26 to 30 years	30+ years
n=		469	426	138	220
How much of a say do you feel you have about things that affect your academic success at this university?	None at all	47	64	20	32
		10.0%	15.0%	14.5%	14.5%
	A little bit	93	92	26	43
		19.8%	21.6%	18.8%	19.5%
	A moderate amount	164	144	38	65
		35.0%	33.8%	27.5%	29.5%
	A lot	110	83	36	43
		23.5%	19.5%	26.1%	19.5%
	A great deal	55	43	18	37
		11.7%	10.1%	13.0%	16.8%
Mean		3.07	2.88	3.04	3.05

Table for "Commitment to Student Diversity" component

		Respondent age			
		18-21 years	22 to 25 years	26 to 30 years	30+ years
n=		470	427	138	220
How important is it to you that your campus be committed to building a diverse student body?	Not at all important	34	35	9	14
		7.2%	8.2%	6.5%	6.4%
	Not very important	78	47	16	17
		16.6%	11.0%	11.6%	7.7%
	Moderately important	153	121	35	58
		32.6%	28.3%	25.4%	26.4%
	Very important	122	124	47	72
		26.0%	29.0%	34.1%	32.7%
	Extremely important	83	100	31	59
		17.7%	23.4%	22.5%	26.8%
Mean		3.30	3.48	3.54	3.66

Tables for "Access to Services" component

		Respondent age			
		18-21 years	22 to 25 years	26 to 30 years	30+ years
n=		463	418	130	207
How easy is it for you to access academic advising on your campus?	Not easy at all	17	28	10	13
		3.7%	6.7%	7.7%	6.3%
	Not very easy	52	48	13	30
		11.2%	11.5%	10.0%	14.5%
	Moderately easy	119	123	31	50
		25.7%	29.4%	23.8%	24.2%
	Very easy	155	152	49	61
		33.5%	36.4%	37.7%	29.5%
	Extremely easy	120	67	27	53
		25.9%	16.0%	20.8%	25.6%
Mean		3.67	3.44	3.54	3.54

		Respondent age			
		18-21 years	22 to 25 years	26 to 30 years	30+ years
n=		348	306	93	121
How easy is it for you to access personal counseling services on your campus?	Not easy at all	17 4.9%	18 5.9%	7 7.5%	8 6.6%
	Not very easy	38 10.9%	33 10.8%	7 7.5%	12 9.9%
	Moderately easy	108 31.0%	94 30.7%	28 30.1%	29 24.0%
	Very easy	122 35.1%	115 37.6%	27 29.0%	40 33.1%
	Extremely easy	63 18.1%	46 15.0%	24 25.8%	32 26.4%
Mean		3.51	3.45	3.58	3.63

		Respondent age			
		18-21 years	22 to 25 years	26 to 30 years	30+ years
n=		384	364	107	127
How easy is it for you to access career/job search advising on your campus?	Not easy at all	20 5.2%	15 4.1%	7 6.5%	11 8.7%
	Not very easy	51 13.3%	55 15.1%	14 13.1%	15 11.8%
	Moderately easy	115 29.9%	114 31.3%	32 29.9%	32 25.2%
	Very easy	130 33.9%	129 35.4%	29 27.1%	39 30.7%
	Extremely easy	68 17.7%	51 14.0%	25 23.4%	30 23.6%
Mean		3.46	3.40	3.48	3.49

		Respondent age			
		18-21 years	22 to 25 years	26 to 30 years	30+ years
n=		404	336	84	118
How easy is it for you to access tutoring services on your campus?	Not easy at all	7 1.7%	9 2.7%	8 9.5%	7 5.9%
	Not very easy	23 5.7%	22 6.5%	7 8.3%	10 8.5%
	Moderately easy	94 23.3%	86 25.6%	20 23.8%	37 31.4%
	Very easy	154 38.1%	143 42.6%	26 31.0%	44 37.3%
	Extremely easy	126 31.2%	76 22.6%	23 27.4%	20 16.9%
Mean		3.91	3.76	3.58	3.51

		Respondent age			
		18-21 years	22 to 25 years	26 to 30 years	30+ years
n=		461	418	128	194
How easy is it for you to access computer equipment/technology on your campus?	Not easy at all	3 .7%	5 1.2%	1 .8%	3 1.5%
	Not very easy	23 5.0%	14 3.3%	8 6.3%	12 6.2%
	Moderately easy	78 16.9%	76 18.2%	25 19.5%	42 21.6%
	Very easy	155 33.6%	157 37.6%	39 30.5%	59 30.4%
	Extremely easy	202 43.8%	166 39.7%	55 43.0%	78 40.2%
	Mean	4.15	4.11	4.09	4.02

		Respondent age			
		18-21 years	22 to 25 years	26 to 30 years	30+ years
n=		455	395	124	189
How well do you think each of the following groups on campus treat you? Academic advising staff	Not well at all	13 2.9%	7 1.8%	2 1.6%	8 4.2%
	Not very well	21 4.6%	34 8.6%	13 10.5%	19 10.1%
	Moderately well	98 21.5%	106 26.8%	21 16.9%	35 18.5%
	Very well	149 32.7%	155 39.2%	44 35.5%	69 36.5%
	Extremely well	174 38.2%	93 23.5%	44 35.5%	58 30.7%
	Mean	3.99	3.74	3.93	3.79

		Respondent age			
		18-21 years	22 to 25 years	26 to 30 years	30+ years
n=		342	324	98	122
How easy is it for you to get something done when it involves multiple units on campus having to work together, such as the study abroad office, the financial aid office, or the registrar?	Not easy at all	44 12.9%	53 16.4%	14 14.3%	16 13.1%
	Not very easy	79 23.1%	97 29.9%	29 29.6%	28 23.0%
	Moderately easy	140 40.9%	108 33.3%	29 29.6%	46 37.7%
	Very easy	62 18.1%	56 17.3%	16 16.3%	24 19.7%
	Extremely easy	17 5.0%	10 3.1%	10 10.2%	8 6.6%
	Mean	2.79	2.61	2.79	2.84

		Respondent age			
		18-21 years	22 to 25 years	26 to 30 years	30+ years
n=		375	349	88	141
Overall, how well does your campus meet the needs of those with disabilities?	Not well at all	3	8	4	1
		.8%	2.3%	4.5%	.7%
	Not very well	17	27	10	12
		4.5%	7.7%	11.4%	8.5%
	Moderately well	114	109	27	41
		30.4%	31.2%	30.7%	29.1%
	Very well	161	142	31	55
		42.9%	40.7%	35.2%	39.0%
	Extremely well	80	63	16	32
		21.3%	18.1%	18.2%	22.7%
Mean		3.79	3.64	3.51	3.74

		Respondent age			
		18-21 years	22 to 25 years	26 to 30 years	30+ years
n=		413	363	119	165
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	41	42	13	8
		9.9%	11.6%	10.9%	4.8%
	Not very easy	99	97	16	20
		24.0%	26.7%	13.4%	12.1%
	Moderately easy	144	111	35	43
		34.9%	30.6%	29.4%	26.1%
	Very easy	88	74	34	47
		21.3%	20.4%	28.6%	28.5%
	Extremely easy	41	39	21	47
		9.9%	10.7%	17.6%	28.5%
Mean		2.97	2.92	3.29	3.64

Tables for "Physical threats to Self" component

		Respondent age			
		18-21 years	22 to 25 years	26 to 30 years	30+ years
n=		468	426	138	218
How often have you personally experienced any of the following as a student on this campus? Physical assaults or injuries	Very often	1	0	0	0
		.2%	0.0%	0.0%	0.0%
	Moderately often	1	4	4	0
		.2%	.9%	2.9%	0.0%
	Not very often	18	19	6	0
		3.8%	4.5%	4.3%	0.0%
	Never	448	403	128	218
		95.7%	94.6%	92.8%	
Mean		4.95	4.94	4.90	5.00

		Respondent age			
		18-21 years	22 to 25 years	26 to 30 years	30+ years
n=		467	424	138	217
How often have you personally experienced any of the following as a student on this campus? Threats of physical violence	Extremely often	0 0.0%	0 0.0%	1 .7%	0 0.0%
	Very often	1 .2%	1 .2%	0 0.0%	0 0.0%
	Moderately often	3 .6%	6 1.4%	2 1.4%	0 0.0%
	Not very often	37 7.9%	36 8.5%	9 6.5%	6 2.8%
	Never	426 91.2%	381 89.9%	126 91.3%	211 97.2%
	Mean	4.90	4.88	4.88	4.97

Tables for "Negative Communications" component

		Respondent age			
		18-21 years	22 to 25 years	26 to 30 years	30+ years
n=		470	426	137	218
How often have you personally experienced any of the following as a student on this campus? Offensive verbal comments	Extremely often	6 1.3%	3 .7%	4 2.9%	7 3.2%
	Very often	11 2.3%	18 4.2%	3 2.2%	2 .9%
	Moderately often	48 10.2%	37 8.7%	13 9.5%	17 7.8%
	Not very often	149 31.7%	172 40.4%	44 32.1%	41 18.8%
	Never	256 54.5%	196 46.0%	73 53.3%	151 69.3%
	Mean	4.36	4.27	4.31	4.50

		Respondent age			
		18-21 years	22 to 25 years	26 to 30 years	30+ years
n=		469	424	137	217
How often have you personally experienced any of the following as a student on this campus? Offensive visual images	Extremely often	2 .4%	2 .5%	5 3.6%	1 .5%
	Very often	7 1.5%	7 1.7%	3 2.2%	0 0.0%
	Moderately often	18 3.8%	23 5.4%	10 7.3%	10 4.6%
	Not very often	117 24.9%	118 27.8%	24 17.5%	27 12.4%
	Never	325 69.3%	274 64.6%	95 69.3%	179 82.5%
	Mean	4.61	4.54	4.47	4.76

		Respondent age			
		18-21 years	22 to 25 years	26 to 30 years	30+ years
n=		469	427	138	217
How often you have heard or seen these things happening to others on this campus? Offensive visual images	Extremely often	3 .6%	3 .7%	6 4.3%	0 0.0%
	Very often	5 1.1%	6 1.4%	5 3.6%	1 .5%
	Moderately often	26 5.5%	34 8.0%	4 2.9%	10 4.6%
	Not very often	121 25.8%	131 30.7%	31 22.5%	34 15.7%
	Never	314 67.0%	253 59.3%	92 66.7%	172 79.3%
	Mean	4.57	4.46	4.43	4.74

		Respondent age			
		18-21 years	22 to 25 years	26 to 30 years	30+ years
n=		469	427	137	218
How often you have heard or seen these things happening to others on this campus? Offensive verbal comments	Extremely often	5 1.1%	8 1.9%	5 3.6%	1 .5%
	Very often	18 3.8%	22 5.2%	5 3.6%	10 4.6%
	Moderately often	78 16.6%	76 17.8%	16 11.7%	19 8.7%
	Not very often	187 39.9%	172 40.3%	46 33.6%	49 22.5%
	Never	181 38.6%	149 34.9%	65 47.4%	139 63.8%
	Mean	4.11	4.01	4.18	4.44

		Respondent age			
		18-21 years	22 to 25 years	26 to 30 years	30+ years
n=		468	424	138	217
How often have you personally experienced any of the following as a student on this campus? Offensive written comments	Extremely often	3 .6%	2 .5%	5 3.6%	2 .9%
	Very often	8 1.7%	8 1.9%	2 1.4%	0 0.0%
	Moderately often	16 3.4%	21 5.0%	6 4.3%	5 2.3%
	Not very often	81 17.3%	101 23.8%	27 19.6%	20 9.2%
	Never	360 76.9%	292 68.9%	98 71.0%	190 87.6%
	Mean	4.68	4.59	4.53	4.82

		Respondent age			
		18-21 years	22 to 25 years	26 to 30 years	30+ years
n=		468	427	137	215
How often you have heard or seen these things happening to others on this campus? Offensive written comments	Extremely often	5 1.1%	3 .7%	3 2.2%	0 0.0%
	Very often	8 1.7%	13 3.0%	8 5.8%	1 .5%
	Moderately often	25 5.3%	40 9.4%	6 4.4%	6 2.8%
	Not very often	144 30.8%	143 33.5%	30 21.9%	31 14.4%
	Never	286 61.1%	228 53.4%	90 65.7%	177 82.3%
	Mean	4.49	4.36	4.43	4.79

		Respondent age			
		18-21 years	22 to 25 years	26 to 30 years	30+ years
n=		469	426	138	217
As far as you know, how often are students from minority groups treated unfairly on this campus? (reverse coded)	Extremely often	4 .9%	5 1.2%	4 2.9%	0 0.0%
	Very often	6 1.3%	8 1.9%	6 4.3%	8 3.7%
	Moderately often	48 10.2%	47 11.0%	18 13.0%	20 9.2%
	Not very often	254 54.2%	246 57.7%	57 41.3%	81 37.3%
	Never	157 33.5%	120 28.2%	53 38.4%	108 49.8%
	Mean	4.18	4.10	4.08	4.33

#### Tables for "Physical Safety" component

		Respondent age			
		18-21 years	22 to 25 years	26 to 30 years	30+ years
n=		459	420	132	206
Overall, how would you rate the physical safety of the areas close to campus?	Not safe at all	5 1.1%	1 .2%	2 1.5%	1 .5%
	Not very safe	15 3.3%	10 2.4%	3 2.3%	4 1.9%
	Moderately safe	117 25.5%	115 27.4%	39 29.5%	53 25.7%
	Very safe	220 47.9%	222 52.9%	58 43.9%	94 45.6%
	Extremely safe	102 22.2%	72 17.1%	30 22.7%	54 26.2%
	Mean	3.87	3.84	3.84	3.95



		Respondent age			
		18-21 years	22 to 25 years	26 to 30 years	30+ years
n=		467	426	138	218
How often you have heard or seen these things happening to others on this campus? Physical assaults or injuries	Extremely often	0	0	1	0
		0.0%	0.0%	.7%	0.0%
	Very often	3	1	1	0
		.6%	.2%	.7%	0.0%
	Moderately often	10	18	5	1
		2.1%	4.2%	3.6%	.5%
	Not very often	79	91	20	15
		16.9%	21.4%	14.5%	6.9%
	Never	375	316	111	202
		80.3%	74.2%	80.4%	92.7%
Mean		4.77	4.69	4.73	4.92

		Respondent age			
		18-21 years	22 to 25 years	26 to 30 years	30+ years
n=		468	426	138	217
How often you have heard or seen these things happening to others on this campus? Threats of physical violence	Extremely often	1	0	1	0
		.2%	0.0%	.7%	0.0%
	Very often	5	2	1	0
		1.1%	.5%	.7%	0.0%
	Moderately often	18	25	7	2
		3.8%	5.9%	5.1%	.9%
	Not very often	99	115	19	24
		21.2%	27.0%	13.8%	11.1%
	Never	345	284	110	191
		73.7%	66.7%	79.7%	88.0%
Mean		4.67	4.60	4.71	4.87

		Respondent age			
		18-21 years	22 to 25 years	26 to 30 years	30+ years
n=		467	425	134	214
Overall, how would you rate the physical safety of your campus?	Not safe at all	0	1	2	0
		0.0%	.2%	1.5%	0.0%
	Not very safe	4	2	3	0
		.9%	.5%	2.2%	0.0%
	Moderately safe	58	66	25	32
		12.4%	15.5%	18.7%	15.0%
	Very safe	213	220	60	96
		45.6%	51.8%	44.8%	44.9%
	Extremely safe	192	136	44	86
		41.1%	32.0%	32.8%	40.2%
Mean		4.27	4.15	4.05	4.25

Table for "Balancing Student-family lives" component

		Respondent age			
		18-21 years	22 to 25 years	26 to 30 years	30+ years
<b>n=</b>		467	424	137	217
<b>As a student on this campus, how difficult is it for you to balance your student and family life? (reverse coded)</b>	Extremely difficult	18 3.9%	29 6.8%	15 10.9%	15 6.9%
	Very difficult	76 16.3%	75 17.7%	22 16.1%	44 20.3%
	Moderately difficult	167 35.8%	166 39.2%	51 37.2%	92 42.4%
	Not very difficult	167 35.8%	123 29.0%	43 31.4%	48 22.1%
	Not at all difficult	39 8.4%	31 7.3%	6 4.4%	18 8.3%
<b>Mean</b>		<b>3.28</b>	<b>3.12</b>	<b>3.02</b>	<b>3.05</b>

# Appendix I

---

## *Tables of Individual Items: By Semesters Enrolled*

Tables for Outcome Variable "Overall climate"

		Number of semesters enrolled at Oakland			
		Less than 1 semester	1 to 6 semesters	7 to 10 semesters	10+ semesters
n=		43	799	274	183
Overall, how would you rate the climate on the campus where you are primarily located?	Very poor	0	8	5	6
		0.0%	1.0%	1.8%	3.3%
	Poor	1	45	15	5
		2.3%	5.6%	5.5%	2.7%
	Fair	7	166	65	32
		16.3%	20.8%	23.7%	17.5%
	Good	26	417	142	95
		60.5%	52.2%	51.8%	51.9%
	Very good	9	163	47	45
		20.9%	20.4%	17.2%	24.6%
Mean		4.00	3.85	3.77	3.92

		Number of semesters enrolled at Oakland			
		Less than 1 semester	1 to 6 semesters	7 to 10 semesters	10+ semesters
n=		43	797	274	184
Overall, how strongly would you recommend Oakland University to other students?	Not at all strongly	1	31	13	10
		2.3%	3.9%	4.7%	5.4%
	Not very strongly	2	60	36	17
		4.7%	7.5%	13.1%	9.2%
	Moderately strongly	15	229	81	43
		34.9%	28.7%	29.6%	23.4%
	Very strongly	19	300	83	77
		44.2%	37.6%	30.3%	41.8%
	Extremely strongly	6	177	61	37
		14.0%	22.2%	22.3%	20.1%
Mean		3.63	3.67	3.52	3.62

Tables for "Belongingness and Personal Identity" component

		Number of semesters enrolled at Oakland			
		Less than 1 semester	1 to 6 semesters	7 to 10 semesters	10+ semesters
n=		29	635	228	154
Thinking about your campus, how satisfied are you with the social and cultural activities that reflect your personal identity?	Not at all satisfied	1	31	17	12
		3.4%	4.9%	7.5%	7.8%
	Not very satisfied	6	87	47	20
		20.7%	13.7%	20.6%	13.0%
	Moderately satisfied	10	241	72	54
		34.5%	38.0%	31.6%	35.1%
	Very satisfied	10	193	66	46
		34.5%	30.4%	28.9%	29.9%
	Extremely satisfied	2	83	26	22
		6.9%	13.1%	11.4%	14.3%
Mean		3.21	3.33	3.16	3.30

		Number of semesters enrolled at Oakland			
		Less than 1 semester	1 to 6 semesters	7 to 10 semesters	10+ semesters
n=		43	793	273	182
<b>How comfortable do you feel expressing your personal identity on your campus?</b>	Not at all comfortable	0	18	10	9
		0.0%	2.3%	3.7%	4.9%
	Not very comfortable	3	63	29	14
		7.0%	7.9%	10.6%	7.7%
	Moderately comfortable	18	244	73	50
		41.9%	30.8%	26.7%	27.5%
	Very comfortable	17	301	95	80
		39.5%	38.0%	34.8%	44.0%
		5	167	66	29
		11.6%	21.1%	24.2%	15.9%
Mean		3.56	3.68	3.65	3.58

		Number of semesters enrolled at Oakland			
		Less than 1 semester	1 to 6 semesters	7 to 10 semesters	10+ semesters
n=		43	798	274	183
<b>Overall, how isolated do you feel on your campus? (reverse coded)</b>	Extremely isolated	0	17	6	7
		0.0%	2.1%	2.2%	3.8%
	Very isolated	2	66	20	13
		4.7%	8.3%	7.3%	7.1%
	Moderately isolated	16	252	95	50
		37.2%	31.6%	34.7%	27.3%
	Not very isolated	19	304	101	73
		44.2%	38.1%	36.9%	39.9%
		6	159	52	40
		14.0%	19.9%	19.0%	21.9%
Mean		3.67	3.65	3.63	3.69

		Number of semesters enrolled at Oakland			
		Less than 1 semester	1 to 6 semesters	7 to 10 semesters	10+ semesters
n=		43	800	274	184
<b>How unfriendly or friendly is your campus?</b>	Extremely unfriendly	1	25	7	12
		2.3%	3.1%	2.6%	6.5%
	Somewhat unfriendly	5	86	39	19
		11.6%	10.8%	14.2%	10.3%
	Neither friendly nor unfriendly	4	103	38	23
		9.3%	12.9%	13.9%	12.5%
	Somewhat friendly	27	376	129	94
		62.8%	47.0%	47.1%	51.1%
		6	210	61	36
		14.0%	26.3%	22.3%	19.6%
Mean		3.74	3.83	3.72	3.67

		Number of semesters enrolled at Oakland			
		Less than 1 semester	1 to 6 semesters	7 to 10 semesters	10+ semesters
n=		42	786	272	181
<b>How excluding or inclusive is your campus?</b>	Extremely excluding	1	20	10	10
		2.4%	2.5%	3.7%	5.5%
	Somewhat excluding	7	90	57	25
		16.7%	11.5%	21.0%	13.8%
	Neither inclusive nor excluding	23	256	67	47
		54.8%	32.6%	24.6%	26.0%
	Somewhat inclusive	9	292	98	76
		21.4%	37.2%	36.0%	42.0%
	Extremely inclusive	2	128	40	23
		4.8%	16.3%	14.7%	12.7%
Mean		3.10	3.53	3.37	3.43

		Number of semesters enrolled at Oakland			
		Less than 1 semester	1 to 6 semesters	7 to 10 semesters	10+ semesters
n=		41	776	268	175
<b>How well do you think each of the following groups on campus treat you? Other students on campus</b>	Not well at all	0	11	3	3
		0.0%	1.4%	1.1%	1.7%
	Not very well	1	31	8	5
		2.4%	4.0%	3.0%	2.9%
	Moderately well	13	212	88	40
		31.7%	27.3%	32.8%	22.9%
	Very well	19	355	114	87
		46.3%	45.7%	42.5%	49.7%
	Extremely well	8	167	55	40
		19.5%	21.5%	20.5%	22.9%
Mean		3.83	3.82	3.78	3.89

		Number of semesters enrolled at Oakland			
		Less than 1 semester	1 to 6 semesters	7 to 10 semesters	10+ semesters
n=		38	739	260	176
<b>Thinking about your campus, how satisfied are you with the academic programs that reflect your personal identity?</b>	Not at all satisfied	1	30	16	8
		2.6%	4.1%	6.2%	4.5%
	Not very satisfied	3	68	34	19
		7.9%	9.2%	13.1%	10.8%
	Moderately satisfied	13	238	75	49
		34.2%	32.2%	28.8%	27.8%
	Very satisfied	17	262	97	66
		44.7%	35.5%	37.3%	37.5%
	Extremely satisfied	4	141	38	34
		10.5%	19.1%	14.6%	19.3%
Mean		3.53	3.56	3.41	3.56

		Number of semesters enrolled at Oakland			
		Less than 1 semester	1 to 6 semesters	7 to 10 semesters	10+ semesters
n=		42	798	274	184
<b>How cooperative is the environment on your campus?</b>	Not at all cooperative	0	16	6	6
		0.0%	2.0%	2.2%	3.3%
	Not very cooperative	2	61	23	15
		4.8%	7.6%	8.4%	8.2%
	Moderately cooperative	16	305	115	75
		38.1%	38.2%	42.0%	40.8%
	Very cooperative	22	348	109	76
		52.4%	43.6%	39.8%	41.3%
	Extremely cooperative	2	68	21	12
		4.8%	8.5%	7.7%	6.5%
Mean		3.57	3.49	3.42	3.40

		Number of semesters enrolled at Oakland			
		Less than 1 semester	1 to 6 semesters	7 to 10 semesters	10+ semesters
n=		42	795	274	181
<b>If you experience unfair treatment, how confident are you that you can file a complaint without negative consequences?</b>	Not at all confident	5	71	27	25
		11.9%	8.9%	9.9%	13.8%
	Not very confident	5	144	65	35
		11.9%	18.1%	23.7%	19.3%
	Moderately confident	21	278	88	58
		50.0%	35.0%	32.1%	32.0%
	Very confident	6	212	62	43
		14.3%	26.7%	22.6%	23.8%
	Extremely confident	5	90	32	20
		11.9%	11.3%	11.7%	11.0%
Mean		3.02	3.13	3.03	2.99

		Number of semesters enrolled at Oakland			
		Less than 1 semester	1 to 6 semesters	7 to 10 semesters	10+ semesters
n=		40	766	265	174
<b>How much do each of the following groups on this campus respect diversity? Students</b>	Not at all	0	9	8	4
		0.0%	1.2%	3.0%	2.3%
	A little	4	50	30	8
		10.0%	6.5%	11.3%	4.6%
	To some extent	14	202	53	44
		35.0%	26.4%	20.0%	25.3%
	A lot	14	287	102	64
		35.0%	37.5%	38.5%	36.8%
	A great deal	8	218	72	54
		20.0%	28.5%	27.2%	31.0%
Mean		3.65	3.86	3.75	3.90

Tables for "Respect for Diversity" component

		Number of semesters enrolled at Oakland			
		Less than 1 semester	1 to 6 semesters	7 to 10 semesters	10+ semesters
n=		37	699	247	162
How much do each of the following groups on this campus respect diversity? Staff	Not at all	1 2.7%	10 1.4%	5 2.0%	5 3.1%
	A little	1 2.7%	26 3.7%	13 5.3%	9 5.6%
	To some extent	7 18.9%	134 19.2%	47 19.0%	27 16.7%
	A lot	14 37.8%	256 36.6%	76 30.8%	59 36.4%
	A great deal	14 37.8%	273 39.1%	106 42.9%	62 38.3%
	Mean	4.05	4.08	4.07	4.01

		Number of semesters enrolled at Oakland			
		Less than 1 semester	1 to 6 semesters	7 to 10 semesters	10+ semesters
n=		37	749	260	174
How much do each of the following groups on this campus respect diversity? Faculty	Not at all	0 0.0%	7 .9%	2 .8%	6 3.4%
	A little	3 8.1%	27 3.6%	20 7.7%	10 5.7%
	To some extent	4 10.8%	123 16.4%	46 17.7%	19 10.9%
	A lot	17 45.9%	249 33.2%	76 29.2%	63 36.2%
	A great deal	13 35.1%	343 45.8%	116 44.6%	76 43.7%
	Mean	4.08	4.19	4.09	4.11

		Number of semesters enrolled at Oakland			
		Less than 1 semester	1 to 6 semesters	7 to 10 semesters	10+ semesters
n=		36	710	255	164
Overall, how satisfied are you with the diversity in the following settings: Oakland student center	Not at all satisfied	1 2.8%	23 3.2%	6 2.4%	5 3.0%
	Slightly satisfied	2 5.6%	59 8.3%	35 13.7%	16 9.8%
	Moderately satisfied	10 27.8%	172 24.2%	64 25.1%	34 20.7%
	Very satisfied	18 50.0%	279 39.3%	96 37.6%	68 41.5%
	Extremely satisfied	5 13.9%	177 24.9%	54 21.2%	41 25.0%
	Mean	3.67	3.74	3.62	3.76



		Number of semesters enrolled at Oakland			
		Less than 1 semester	1 to 6 semesters	7 to 10 semesters	10+ semesters
n=		39	783	268	177
Overall, how satisfied are you with the diversity in the following settings: Classroom/Academic settings	Not at all satisfied	0	20	12	10
		0.0%	2.6%	4.5%	5.6%
	Slightly satisfied	1	62	30	15
		2.6%	7.9%	11.2%	8.5%
	Moderately satisfied	11	219	77	39
		28.2%	28.0%	28.7%	22.0%
	Very satisfied	21	336	107	74
		53.8%	42.9%	39.9%	41.8%
	Extremely satisfied	6	146	42	39
		15.4%	18.6%	15.7%	22.0%
Mean		3.82	3.67	3.51	3.66

		Number of semesters enrolled at Oakland			
		Less than 1 semester	1 to 6 semesters	7 to 10 semesters	10+ semesters
n=		38	700	238	161
How well do you think each of the following groups on campus treat you? Administrative support staff	Not well at all	1	14	10	9
		2.6%	2.0%	4.2%	5.6%
	Not very well	0	39	18	11
		0.0%	5.6%	7.6%	6.8%
	Moderately well	11	182	74	31
		28.9%	26.0%	31.1%	19.3%
	Very well	14	293	81	62
		36.8%	41.9%	34.0%	38.5%
	Extremely well	12	172	55	48
		31.6%	24.6%	23.1%	29.8%
Mean		3.95	3.81	3.64	3.80

Tables for "Academic Support" component

		Number of semesters enrolled at Oakland			
		Less than 1 semester	1 to 6 semesters	7 to 10 semesters	10+ semesters
n=		41	792	272	184
How active are faculty/instructors on this campus in empowering you to learn?	Not active at all	1	14	10	8
		2.4%	1.8%	3.7%	4.3%
	Not very active	3	60	22	9
		7.3%	7.6%	8.1%	4.9%
	Moderately active	10	262	84	49
		24.4%	33.1%	30.9%	26.6%
	Very active	20	308	97	79
		48.8%	38.9%	35.7%	42.9%
	Extremely active	7	148	59	39
		17.1%	18.7%	21.7%	21.2%
Mean		3.71	3.65	3.64	3.72

		Number of semesters enrolled at Oakland			
		Less than 1 semester	1 to 6 semesters	7 to 10 semesters	10+ semesters
n=		42	786	273	184
<b>How helpful are faculty members/instructors on your campus?</b>	Not helpful at all	2	12	6	4
		4.8%	1.5%	2.2%	2.2%
	Not very helpful	4	33	10	9
		9.5%	4.2%	3.7%	4.9%
	Moderately helpful	10	216	64	49
		23.8%	27.5%	23.4%	26.6%
	Very helpful	19	356	114	72
		45.2%	45.3%	41.8%	39.1%
	Extremely helpful	7	169	79	50
		16.7%	21.5%	28.9%	27.2%
Mean		3.60	3.81	3.92	3.84

		Number of semesters enrolled at Oakland			
		Less than 1 semester	1 to 6 semesters	7 to 10 semesters	10+ semesters
n=		40	787	271	182
<b>How much do the faculty/instructors on this campus value your contributions in class?</b>	Not at all	1	19	8	7
		2.5%	2.4%	3.0%	3.8%
	A little	2	81	25	14
		5.0%	10.3%	9.2%	7.7%
	A moderate amount	13	206	59	35
		32.5%	26.2%	21.8%	19.2%
	A lot	14	285	109	74
		35.0%	36.2%	40.2%	40.7%
	A great deal	10	196	70	52
		25.0%	24.9%	25.8%	28.6%
Mean		3.75	3.71	3.77	3.82

		Number of semesters enrolled at Oakland			
		Less than 1 semester	1 to 6 semesters	7 to 10 semesters	10+ semesters
n=		42	795	270	183
<b>How well do you think each of the following groups on campus treat you? Faculty/instructors</b>	Not well at all	0	11	4	5
		0.0%	1.4%	1.5%	2.7%
	Not very well	2	22	10	3
		4.8%	2.8%	3.7%	1.6%
	Moderately well	7	159	55	30
		16.7%	20.0%	20.4%	16.4%
	Very well	21	356	118	77
		50.0%	44.8%	43.7%	42.1%
	Extremely well	12	247	83	68
		28.6%	31.1%	30.7%	37.2%
Mean		4.02	4.01	3.99	4.09

		Number of semesters enrolled at Oakland			
		Less than 1 semester	1 to 6 semesters	7 to 10 semesters	10+ semesters
n=		38	750	263	179
<b>How responsive are faculty/instructors on this campus in helping solve the academic problems of students?</b>	Not responsive at all	1 2.6%	12 1.6%	11 4.2%	10 5.6%
	Not very responsive	2 5.3%	55 7.3%	19 7.2%	11 6.1%
	Moderately responsive	12 31.6%	245 32.7%	75 28.5%	47 26.3%
	Very responsive	19 50.0%	323 43.1%	114 43.3%	78 43.6%
	Extremely responsive	4 10.5%	115 15.3%	44 16.7%	33 18.4%
	Mean	3.61	3.63	3.61	3.63

		Number of semesters enrolled at Oakland			
		Less than 1 semester	1 to 6 semesters	7 to 10 semesters	10+ semesters
n=		39	766	263	178
<b>How much do the faculty/instructors on this campus believe in your potential to succeed academically?</b>	Not at all	0 0.0%	19 2.5%	4 1.5%	4 2.2%
	A little	3 7.7%	67 8.7%	25 9.5%	9 5.1%
	A moderate amount	12 30.8%	170 22.2%	60 22.8%	33 18.5%
	A lot	13 33.3%	293 38.3%	85 32.3%	70 39.3%
	A great deal	11 28.2%	217 28.3%	89 33.8%	62 34.8%
	Mean	3.82	3.81	3.87	3.99

		Number of semesters enrolled at Oakland			
		Less than 1 semester	1 to 6 semesters	7 to 10 semesters	10+ semesters
n=		40	762	270	183
<b>How easy is it for you to meet with faculty members/instructors on your campus when you need to?</b>	Not easy at all	1 2.5%	16 2.1%	8 3.0%	4 2.2%
	Not very easy	4 10.0%	55 7.2%	18 6.7%	14 7.7%
	Moderately easy	14 35.0%	288 37.8%	100 37.0%	64 35.0%
	Very easy	16 40.0%	276 36.2%	87 32.2%	65 35.5%
	Extremely easy	5 12.5%	127 16.7%	57 21.1%	36 19.7%
	Mean	3.50	3.58	3.62	3.63

		Number of semesters enrolled at Oakland			
		Less than 1 semester	1 to 6 semesters	7 to 10 semesters	10+ semesters
n=		43	797	274	184
How much of a say do you feel you have about things that affect your academic success at this university?	None at all	6	96	39	28
		14.0%	12.0%	14.2%	15.2%
	A little bit	10	161	55	35
		23.3%	20.2%	20.1%	19.0%
	A moderate amount	17	275	86	53
		39.5%	34.5%	31.4%	28.8%
	A lot	6	168	64	45
		14.0%	21.1%	23.4%	24.5%
	A great deal	4	97	30	23
		9.3%	12.2%	10.9%	12.5%
Mean		2.81	3.01	2.97	3.00

Table for "Commitment to Student Diversity" component

		Number of semesters enrolled at Oakland			
		Less than 1 semester	1 to 6 semesters	7 to 10 semesters	10+ semesters
n=		43	800	274	184
How important is it to you that your campus be committed to building a diverse student body?	Not at all important	0	57	25	14
		0.0%	7.1%	9.1%	7.6%
	Not very important	8	110	31	11
		18.6%	13.8%	11.3%	6.0%
	Moderately important	15	247	71	52
		34.9%	30.9%	25.9%	28.3%
	Very important	13	219	86	58
		30.2%	27.4%	31.4%	31.5%
	Extremely important	7	167	61	49
		16.3%	20.9%	22.3%	26.6%
Mean		3.44	3.41	3.46	3.64

Tables for "Access to Services" component

		Number of semesters enrolled at Oakland			
		Less than 1 semester	1 to 6 semesters	7 to 10 semesters	10+ semesters
n=		41	776	269	177
How easy is it for you to access academic advising on your campus?	Not easy at all	2	36	22	10
		4.9%	4.6%	8.2%	5.6%
	Not very easy	9	82	36	21
		22.0%	10.6%	13.4%	11.9%
	Moderately easy	9	210	77	45
		22.0%	27.1%	28.6%	25.4%
	Very easy	16	267	84	63
		39.0%	34.4%	31.2%	35.6%
	Extremely easy	5	181	50	38
		12.2%	23.3%	18.6%	21.5%
Mean		3.32	3.61	3.39	3.55

		Number of semesters enrolled at Oakland			
		Less than 1 semester	1 to 6 semesters	7 to 10 semesters	10+ semesters
n=		27	559	196	117
<b>How easy is it for you to access personal counseling services on your campus?</b>	Not easy at all	0	28	13	9
		0.0%	5.0%	6.6%	7.7%
	Not very easy	5	61	22	8
		18.5%	10.9%	11.2%	6.8%
	Moderately easy	11	169	56	32
		40.7%	30.2%	28.6%	27.4%
	Very easy	6	192	69	47
		22.2%	34.3%	35.2%	40.2%
	Extremely easy	5	109	36	21
		18.5%	19.5%	18.4%	17.9%
Mean		3.41	3.52	3.47	3.54

		Number of semesters enrolled at Oakland			
		Less than 1 semester	1 to 6 semesters	7 to 10 semesters	10+ semesters
n=		23	611	228	149
<b>How easy is it for you to access career/job search advising on your campus?</b>	Not easy at all	0	30	15	9
		0.0%	4.9%	6.6%	6.0%
	Not very easy	5	80	34	18
		21.7%	13.1%	14.9%	12.1%
	Moderately easy	9	188	73	37
		39.1%	30.8%	32.0%	24.8%
	Very easy	6	203	72	55
		26.1%	33.2%	31.6%	36.9%
	Extremely easy	3	110	34	30
		13.0%	18.0%	14.9%	20.1%
Mean		3.30	3.46	3.33	3.53

		Number of semesters enrolled at Oakland			
		Less than 1 semester	1 to 6 semesters	7 to 10 semesters	10+ semesters
n=		23	603	214	137
<b>How easy is it for you to access tutoring services on your campus?</b>	Not easy at all	0	19	8	7
		0.0%	3.2%	3.7%	5.1%
	Not very easy	4	33	16	13
		17.4%	5.5%	7.5%	9.5%
	Moderately easy	5	163	47	33
		21.7%	27.0%	22.0%	24.1%
	Very easy	9	227	92	50
		39.1%	37.6%	43.0%	36.5%
	Extremely easy	5	161	51	34
		21.7%	26.7%	23.8%	24.8%
Mean		3.65	3.79	3.76	3.66

		Number of semesters enrolled at Oakland			
		Less than 1 semester	1 to 6 semesters	7 to 10 semesters	10+ semesters
n=		38	765	269	174
<b>How easy is it for you to access computer equipment/technology on your campus?</b>	Not easy at all	0	7	3	3
		0.0%	.9%	1.1%	1.7%
	Not very easy	2	31	15	10
		5.3%	4.1%	5.6%	5.7%
	Moderately easy	9	144	46	33
		23.7%	18.8%	17.1%	19.0%
	Very easy	16	254	99	58
		42.1%	33.2%	36.8%	33.3%
		11	329	106	70
		28.9%	43.0%	39.4%	40.2%
Mean		3.95	4.13	4.08	4.05

		Number of semesters enrolled at Oakland			
		Less than 1 semester	1 to 6 semesters	7 to 10 semesters	10+ semesters
n=		41	742	257	163
<b>How well do you think each of the following groups on campus treat you?</b> <b>Academic advising staff</b>	Not well at all	0	17	9	5
		0.0%	2.3%	3.5%	3.1%
	Not very well	3	45	27	14
		7.3%	6.1%	10.5%	8.6%
	Moderately well	12	160	66	35
		29.3%	21.6%	25.7%	21.5%
	Very well	15	268	83	66
		36.6%	36.1%	32.3%	40.5%
		11	252	72	43
		26.8%	34.0%	28.0%	26.4%
Mean		3.83	3.93	3.71	3.79

		Number of semesters enrolled at Oakland			
		Less than 1 semester	1 to 6 semesters	7 to 10 semesters	10+ semesters
n=		26	543	217	135
<b>How easy is it for you to get something done when it involves multiple units on campus having to work together, such as the study abroad office, the financial aid office, or the registrar?</b>	Not easy at all	1	69	40	24
		3.8%	12.7%	18.4%	17.8%
	Not very easy	9	123	60	46
		34.6%	22.7%	27.6%	34.1%
	Moderately easy	12	208	81	36
		46.2%	38.3%	37.3%	26.7%
	Very easy	3	114	26	21
		11.5%	21.0%	12.0%	15.6%
		1	29	10	8
		3.8%	5.3%	4.6%	5.9%
Mean		2.77	2.84	2.57	2.58

		Number of semesters enrolled at Oakland			
		Less than 1 semester	1 to 6 semesters	7 to 10 semesters	10+ semesters
n=		29	592	226	143
Overall, how well does your campus meet the needs of those with disabilities?	Not well at all	0	6	6	4
		0.0%	1.0%	2.7%	2.8%
	Not very well	1	33	22	12
		3.4%	5.6%	9.7%	8.4%
	Moderately well	12	179	70	47
		41.4%	30.2%	31.0%	32.9%
	Very well	10	250	90	52
		34.5%	42.2%	39.8%	36.4%
		6	124	38	28
		20.7%	20.9%	16.8%	19.6%
Mean		3.72	3.77	3.58	3.62

		Number of semesters enrolled at Oakland			
		Less than 1 semester	1 to 6 semesters	7 to 10 semesters	10+ semesters
n=		35	680	238	144
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	4	52	34	16
		11.4%	7.6%	14.3%	11.1%
	Not very easy	2	146	62	31
		5.7%	21.5%	26.1%	21.5%
	Moderately easy	12	216	70	45
		34.3%	31.8%	29.4%	31.3%
	Very easy	13	168	43	31
		37.1%	24.7%	18.1%	21.5%
		4	98	29	21
		11.4%	14.4%	12.2%	14.6%
Mean		3.31	3.17	2.88	3.07

Tables for "Physical threats to Self" component

		Number of semesters enrolled at Oakland			
		Less than 1 semester	1 to 6 semesters	7 to 10 semesters	10+ semesters
n=		43	796	274	183
How often have you personally experienced any of the following as a student on this campus? Physical assaults or injuries	Very often	0	1	0	0
		0.0%	.1%	0.0%	0.0%
	Moderately often	0	3	3	4
		0.0%	.4%	1.1%	2.2%
	Not very often	1	25	11	7
		2.3%	3.1%	4.0%	3.8%
	Never	42	767	260	172
		97.7%	96.4%	94.9%	94.0%
Mean		4.98	4.96	4.94	4.92

		Number of semesters enrolled at Oakland			
		Less than 1 semester	1 to 6 semesters	7 to 10 semesters	10+ semesters
n=		43	794	273	182
How often have you personally experienced any of the following as a student on this campus? Threats of physical violence	Extremely often	0	0	0	1
		0.0%	0.0%	0.0%	.5%
	Very often	0	1	1	0
		0.0%	.1%	.4%	0.0%
	Moderately often	0	5	4	3
		0.0%	.6%	1.5%	1.6%
	Not very often	1	49	29	13
		2.3%	6.2%	10.6%	7.1%
	Never	42	739	239	165
		97.7%	93.1%	87.5%	90.7%
Mean		4.98	4.92	4.85	4.87

Tables for "Negative Communications" component

		Number of semesters enrolled at Oakland			
		Less than 1 semester	1 to 6 semesters	7 to 10 semesters	10+ semesters
n=		43	799	273	181
How often have you personally experienced any of the following as a student on this campus? Offensive verbal comments	Extremely often	1	12	3	4
		2.3%	1.5%	1.1%	2.2%
	Very often	0	14	16	5
		0.0%	1.8%	5.9%	2.8%
	Moderately often	3	76	25	21
		7.0%	9.5%	9.2%	11.6%
	Not very often	10	237	117	60
		23.3%	29.7%	42.9%	33.1%
	Never	29	460	112	91
		67.4%	57.6%	41.0%	50.3%
Mean		4.53	4.40	4.17	4.27

		Number of semesters enrolled at Oakland			
		Less than 1 semester	1 to 6 semesters	7 to 10 semesters	10+ semesters
n=		43	796	273	180
How often have you personally experienced any of the following as a student on this campus? Offensive visual images	Extremely often	0	3	3	4
		0.0%	.4%	1.1%	2.2%
	Very often	0	9	7	2
		0.0%	1.1%	2.6%	1.1%
	Moderately often	0	41	13	13
		0.0%	5.2%	4.8%	7.2%
	Not very often	9	166	77	46
		20.9%	20.9%	28.2%	25.6%
	Never	34	577	173	115
		79.1%	72.5%	63.4%	63.9%
Mean		4.79	4.64	4.50	4.48



		Number of semesters enrolled at Oakland			
		Less than 1 semester	1 to 6 semesters	7 to 10 semesters	10+ semesters
n=		43	798	274	181
<b>How often you have heard or seen these things happening to others on this campus? Offensive visual images</b>	Extremely often	0	6	1	5
		0.0%	.8%	.4%	2.8%
	Very often	0	8	6	3
		0.0%	1.0%	2.2%	1.7%
	Moderately often	1	42	25	12
		2.3%	5.3%	9.1%	6.6%
	Not very often	8	178	87	57
		18.6%	22.3%	31.8%	31.5%
	Never	34	564	155	104
		79.1%	70.7%	56.6%	57.5%
Mean		4.77	4.61	4.42	4.39

		Number of semesters enrolled at Oakland			
		Less than 1 semester	1 to 6 semesters	7 to 10 semesters	10+ semesters
n=		43	797	274	181
<b>How often you have heard or seen these things happening to others on this campus? Offensive verbal comments</b>	Extremely often	0	8	3	7
		0.0%	1.0%	1.1%	3.9%
	Very often	0	25	23	8
		0.0%	3.1%	8.4%	4.4%
	Moderately often	7	116	55	25
		16.3%	14.6%	20.1%	13.8%
	Not very often	11	284	103	64
		25.6%	35.6%	37.6%	35.4%
	Never	25	364	90	77
		58.1%	45.7%	32.8%	42.5%
Mean		4.42	4.22	3.93	4.08

		Number of semesters enrolled at Oakland			
		Less than 1 semester	1 to 6 semesters	7 to 10 semesters	10+ semesters
n=		43	795	273	181
<b>How often have you personally experienced any of the following as a student on this campus? Offensive written comments</b>	Extremely often	0	4	4	4
		0.0%	.5%	1.5%	2.2%
	Very often	1	12	4	2
		2.3%	1.5%	1.5%	1.1%
	Moderately often	1	28	14	9
		2.3%	3.5%	5.1%	5.0%
	Not very often	4	129	65	43
		9.3%	16.2%	23.8%	23.8%
	Never	37	622	186	123
		86.0%	78.2%	68.1%	68.0%
Mean		4.79	4.70	4.56	4.54

		Number of semesters enrolled at Oakland			
		Less than 1 semester	1 to 6 semesters	7 to 10 semesters	10+ semesters
n=		42	796	272	182
How often you have heard or seen these things happening to others on this campus? Offensive written comments	Extremely often	0	5	2	4
		0.0%	.6%	.7%	2.2%
	Very often	0	12	12	7
		0.0%	1.5%	4.4%	3.8%
	Moderately often	0	43	26	13
		0.0%	5.4%	9.6%	7.1%
	Not very often	9	194	90	68
		21.4%	24.4%	33.1%	37.4%
Never		33	542	142	90
		78.6%	68.1%	52.2%	49.5%
Mean		4.79	4.58	4.32	4.28

		Number of semesters enrolled at Oakland			
		Less than 1 semester	1 to 6 semesters	7 to 10 semesters	10+ semesters
n=		41	795	274	182
As far as you know, how often are students from minority groups treated unfairly on this campus? (reverse coded)	Extremely often	0	5	3	5
		0.0%	.6%	1.1%	2.7%
	Very often	2	14	11	3
		4.9%	1.8%	4.0%	1.6%
	Moderately often	5	88	26	23
		12.2%	11.1%	9.5%	12.6%
	Not very often	16	382	162	96
		39.0%	48.1%	59.1%	52.7%
Never		18	306	72	55
		43.9%	38.5%	26.3%	30.2%
Mean		4.22	4.22	4.05	4.06

#### Tables for "Physical Safety" component

		Number of semesters enrolled at Oakland			
		Less than 1 semester	1 to 6 semesters	7 to 10 semesters	10+ semesters
n=		40	772	268	180
Overall, how would you rate the physical safety of the areas close to campus?	Not safe at all	1	6	0	2
		2.5%	.8%	0.0%	1.1%
	Not very safe	1	19	7	6
		2.5%	2.5%	2.6%	3.3%
	Moderately safe	15	198	81	42
		37.5%	25.6%	30.2%	23.3%
	Very safe	16	385	134	82
		40.0%	49.9%	50.0%	45.6%
Extremely safe		7	164	46	48
		17.5%	21.2%	17.2%	26.7%
Mean		3.68	3.88	3.82	3.93

		Number of semesters enrolled at Oakland			
		Less than 1 semester	1 to 6 semesters	7 to 10 semesters	10+ semesters
n=		43	797	272	183
<b>How often you have heard or seen these things happening to others on this campus? Physical assaults or injuries</b>	Extremely often	0	0	0	1
		0.0%	0.0%	0.0%	.5%
	Very often	0	3	1	1
		0.0%	.4%	.4%	.5%
	Moderately often	0	17	10	8
		0.0%	2.1%	3.7%	4.4%
	Not very often	2	104	71	34
		4.7%	13.0%	26.1%	18.6%
	Never	41	673	190	139
		95.3%	84.4%	69.9%	76.0%
Mean		4.95	4.82	4.65	4.69

		Number of semesters enrolled at Oakland			
		Less than 1 semester	1 to 6 semesters	7 to 10 semesters	10+ semesters
n=		43	796	273	183
<b>How often you have heard or seen these things happening to others on this campus? Threats of physical violence</b>	Extremely often	0	1	0	1
		0.0%	.1%	0.0%	.5%
	Very often	0	4	2	2
		0.0%	.5%	.7%	1.1%
	Moderately often	0	28	14	12
		0.0%	3.5%	5.1%	6.6%
	Not very often	6	130	89	42
		14.0%	16.3%	32.6%	23.0%
	Never	37	633	168	126
		86.0%	79.5%	61.5%	68.9%
Mean		4.86	4.75	4.55	4.58

		Number of semesters enrolled at Oakland			
		Less than 1 semester	1 to 6 semesters	7 to 10 semesters	10+ semesters
n=		41	787	273	183
<b>Overall, how would you rate the physical safety of your campus?</b>	Not safe at all	0	1	0	2
		0.0%	.1%	0.0%	1.1%
	Not very safe	0	4	3	2
		0.0%	.5%	1.1%	1.1%
	Moderately safe	6	109	50	26
		14.6%	13.9%	18.3%	14.2%
	Very safe	25	364	135	86
		61.0%	46.3%	49.5%	47.0%
	Extremely safe	10	309	85	67
		24.4%	39.3%	31.1%	36.6%
Mean		4.10	4.24	4.11	4.17

Table for "Balancing Student-family lives" component

		Number of semesters enrolled at Oakland			
		Less than 1 semester	1 to 6 semesters	7 to 10 semesters	10+ semesters
n=		43	791	274	183
As a student on this campus, how difficult is it for you to balance your student and family life? (reverse coded)	Extremely difficult	5	35	20	17
		11.6%	4.4%	7.3%	9.3%
	Very difficult	6	131	50	34
		14.0%	16.6%	18.2%	18.6%
	Moderately difficult	13	313	112	67
		30.2%	39.6%	40.9%	36.6%
	Not very difficult	14	255	72	51
		32.6%	32.2%	26.3%	27.9%
	Not at all difficult	5	57	20	14
		11.6%	7.2%	7.3%	7.7%
Mean		3.19	3.21	3.08	3.06

# Appendix J

---

## *Tables of Individual Items: By Sexual Orientation*

Tables for Outcome Variable "Overall climate"

		Sexual orientation				
		Straight or heterosexual	Gay	Lesbian	Bisexual	Queer & Other
n=		1183	24	15	39	23
Overall, how would you rate the climate on the campus where you are primarily located?	Very poor	17	1	0	0	1
		1.4%	4.2%	0.0%	0.0%	4.3%
	Poor	56	2	2	2	4
		4.7%	8.3%	13.3%	5.1%	17.4%
	Fair	226	7	2	18	12
		19.1%	29.2%	13.3%	46.2%	52.2%
	Good	630	13	9	17	4
		53.3%	54.2%	60.0%	43.6%	17.4%
	Very good	254	1	2	2	2
		21.5%	4.2%	13.3%	5.1%	8.7%
Mean		3.89	3.46	3.73	3.49	3.09

		Sexual orientation				
		Straight or heterosexual	Gay	Lesbian	Bisexual	Queer & Other
n=		1182	24	14	39	24
Overall, how strongly would you recommend Oakland University to other students?	Not at all strongly	48	3	0	0	2
		4.1%	12.5%	0.0%	0.0%	8.3%
	Not very strongly	104	2	1	5	5
		8.8%	8.3%	7.1%	12.8%	20.8%
	Moderately strongly	322	6	5	15	10
		27.2%	25.0%	35.7%	38.5%	41.7%
	Very strongly	442	10	5	16	3
		37.4%	41.7%	35.7%	41.0%	12.5%
	Extremely strongly	266	3	3	3	4
		22.5%	12.5%	21.4%	7.7%	16.7%
Mean		3.65	3.33	3.71	3.44	3.08

Tables for "Belongingness and Personal Identity" component

		Sexual orientation				
		Straight or heterosexual	Gay	Lesbian	Bisexual	Queer & Other
n=		944	23	14	32	23
Thinking about your campus, how satisfied are you with the social and cultural activities that reflect your personal identity?	Not at all satisfied	54	3	0	1	3
		5.7%	13.0%	0.0%	3.1%	13.0%
	Not very satisfied	139	6	3	7	4
		14.7%	26.1%	21.4%	21.9%	17.4%
	Moderately satisfied	324	11	9	16	12
		34.3%	47.8%	64.3%	50.0%	52.2%
	Very satisfied	301	2	1	4	2
		31.9%	8.7%	7.1%	12.5%	8.7%
	Extremely satisfied	126	1	1	4	2
		13.3%	4.3%	7.1%	12.5%	8.7%
Mean		3.32	2.65	3.00	3.09	2.83

		Sexual orientation				
		Straight or heterosexual	Gay	Lesbian	Bisexual	Queer & Other
<b>n=</b>		1175	24	15	38	24
<b>How comfortable do you feel expressing your personal identity on your campus?</b>	Not at all comfortable	30	3	1	2	0
		2.6%	12.5%	6.7%	5.3%	0.0%
	Not very comfortable	89	4	3	1	9
		7.6%	16.7%	20.0%	2.6%	37.5%
	Moderately comfortable	345	7	6	14	6
		29.4%	29.2%	40.0%	36.8%	25.0%
	Very comfortable	456	7	3	16	8
		38.8%	29.2%	20.0%	42.1%	33.3%
	Extremely comfortable	255	3	2	5	1
		21.7%	12.5%	13.3%	13.2%	4.2%
<b>Mean</b>		<b>3.70</b>	<b>3.13</b>	<b>3.13</b>	<b>3.55</b>	<b>3.04</b>

		Sexual orientation				
		Straight or heterosexual	Gay	Lesbian	Bisexual	Queer & Other
<b>n=</b>		1182	24	15	39	23
<b>Overall, how isolated do you feel on your campus? (reverse coded)</b>	Extremely isolated	26	1	1	1	2
		2.2%	4.2%	6.7%	2.6%	8.7%
	Very isolated	86	4	1	4	6
		7.3%	16.7%	6.7%	10.3%	26.1%
	Moderately isolated	369	8	6	15	9
		31.2%	33.3%	40.0%	38.5%	39.1%
	Not very isolated	457	9	5	16	4
		38.7%	37.5%	33.3%	41.0%	17.4%
	Not at all isolated	244	2	2	3	2
		20.6%	8.3%	13.3%	7.7%	8.7%
<b>Mean</b>		<b>3.68</b>	<b>3.29</b>	<b>3.40</b>	<b>3.41</b>	<b>2.91</b>

		Sexual orientation				
		Straight or heterosexual	Gay	Lesbian	Bisexual	Queer & Other
<b>n=</b>		1184	24	15	39	24
<b>How unfriendly or friendly is your campus?</b>	Extremely unfriendly	39	2	1	1	2
		3.3%	8.3%	6.7%	2.6%	8.3%
	Somewhat unfriendly	132	5	3	3	3
		11.1%	20.8%	20.0%	7.7%	12.5%
	Neither friendly nor unfriendly	150	3	0	8	6
		12.7%	12.5%	0.0%	20.5%	25.0%
	Somewhat friendly	564	11	8	21	12
		47.6%	45.8%	53.3%	53.8%	50.0%
	Extremely friendly	299	3	3	6	1
		25.3%	12.5%	20.0%	15.4%	4.2%
<b>Mean</b>		<b>3.80</b>	<b>3.33</b>	<b>3.60</b>	<b>3.72</b>	<b>3.29</b>

		Sexual orientation				
		Straight or heterosexual	Gay	Lesbian	Bisexual	Queer & Other
<b>n=</b>		1165	24	15	38	24
<b>How excluding or inclusive is your campus?</b>	Extremely excluding	38	1	0	0	3
		3.3%	4.2%	0.0%	0.0%	12.5%
	Somewhat excluding	154	2	4	9	7
		13.2%	8.3%	26.7%	23.7%	29.2%
	Neither inclusive nor excluding	349	9	5	15	8
		30.0%	37.5%	33.3%	39.5%	33.3%
	Somewhat inclusive	444	8	5	8	5
		38.1%	33.3%	33.3%	21.1%	20.8%
	Extremely inclusive	180	4	1	6	1
		15.5%	16.7%	6.7%	15.8%	4.2%
<b>Mean</b>		<b>3.49</b>	<b>3.50</b>	<b>3.20</b>	<b>3.29</b>	<b>2.75</b>

		Sexual orientation				
		Straight or heterosexual	Gay	Lesbian	Bisexual	Queer & Other
<b>n=</b>		1148	23	14	38	24
<b>How well do you think each of the following groups on campus treat you? Other students on campus</b>	Not well at all	16	1	0	0	1
		1.4%	4.3%	0.0%	0.0%	4.2%
	Not very well	36	1	2	3	3
		3.1%	4.3%	14.3%	7.9%	12.5%
	Moderately well	303	12	4	18	10
		26.4%	52.2%	28.6%	47.4%	41.7%
	Very well	538	5	5	13	6
		46.9%	21.7%	35.7%	34.2%	25.0%
	Extremely well	255	4	3	4	4
		22.2%	17.4%	21.4%	10.5%	16.7%
<b>Mean</b>		<b>3.85</b>	<b>3.43</b>	<b>3.64</b>	<b>3.47</b>	<b>3.38</b>

		Sexual orientation				
		Straight or heterosexual	Gay	Lesbian	Bisexual	Queer & Other
<b>n=</b>		1107	21	14	36	23
<b>Thinking about your campus, how satisfied are you with the academic programs that reflect your personal identity?</b>	Not at all satisfied	44	3	1	1	3
		4.0%	14.3%	7.1%	2.8%	13.0%
	Not very satisfied	107	4	5	6	2
		9.7%	19.0%	35.7%	16.7%	8.7%
	Moderately satisfied	336	8	4	13	11
		30.4%	38.1%	28.6%	36.1%	47.8%
	Very satisfied	412	6	3	11	5
		37.2%	28.6%	21.4%	30.6%	21.7%
	Extremely satisfied	208	0	1	5	2
		18.8%	0.0%	7.1%	13.9%	8.7%
<b>Mean</b>		<b>3.57</b>	<b>2.81</b>	<b>2.86</b>	<b>3.36</b>	<b>3.04</b>



		Sexual orientation				
		Straight or heterosexual	Gay	Lesbian	Bisexual	Queer & Other
<b>n=</b>		1182	24	15	39	24
<b>How cooperative is the environment on your campus?</b>	Not at all cooperative	20	2	0	0	5
		1.7%	8.3%	0.0%	0.0%	20.8%
	Not very cooperative	88	2	0	7	4
		7.4%	8.3%	0.0%	17.9%	16.7%
	Moderately cooperative	450	16	8	18	11
		38.1%	66.7%	53.3%	46.2%	45.8%
	Very cooperative	528	2	6	12	2
		44.7%	8.3%	40.0%	30.8%	8.3%
	Extremely cooperative	96	2	1	2	2
		8.1%	8.3%	6.7%	5.1%	8.3%
<b>Mean</b>		<b>3.50</b>	<b>3.00</b>	<b>3.53</b>	<b>3.23</b>	<b>2.67</b>

		Sexual orientation				
		Straight or heterosexual	Gay	Lesbian	Bisexual	Queer & Other
<b>n=</b>		1177	24	15	39	23
<b>If you experience unfair treatment, how confident are you that you can file a complaint without negative consequences?</b>	Not at all confident	113	5	1	4	4
		9.6%	20.8%	6.7%	10.3%	17.4%
	Not very confident	216	5	8	11	5
		18.4%	20.8%	53.3%	28.2%	21.7%
	Moderately confident	405	5	4	18	6
		34.4%	20.8%	26.7%	46.2%	26.1%
	Very confident	304	6	1	4	6
		25.8%	25.0%	6.7%	10.3%	26.1%
	Extremely confident	139	3	1	2	2
		11.8%	12.5%	6.7%	5.1%	8.7%
<b>Mean</b>		<b>3.12</b>	<b>2.88</b>	<b>2.53</b>	<b>2.72</b>	<b>2.87</b>

		Sexual orientation				
		Straight or heterosexual	Gay	Lesbian	Bisexual	Queer & Other
<b>n=</b>		1131	24	15	38	24
<b>How much do each of the following groups on this campus respect diversity? Students</b>	Not at all	18	1	0	0	1
		1.6%	4.2%	0.0%	0.0%	4.2%
	A little	75	4	2	5	4
		6.6%	16.7%	13.3%	13.2%	16.7%
	To some extent	272	7	5	15	10
		24.0%	29.2%	33.3%	39.5%	41.7%
	A lot	429	10	5	10	6
		37.9%	41.7%	33.3%	26.3%	25.0%
	A great deal	337	2	3	8	3
		29.8%	8.3%	20.0%	21.1%	12.5%
<b>Mean</b>		<b>3.88</b>	<b>3.33</b>	<b>3.60</b>	<b>3.55</b>	<b>3.25</b>

Tables for "Respect for Diversity" component

		Sexual orientation				
		Straight or heterosexual	Gay	Lesbian	Bisexual	Queer & Other
<b>n=</b>		1039	23	14	37	21
<b>How much do each of the following groups on this campus respect diversity? Staff</b>	Not at all	16	3	1	0	1
		1.5%	13.0%	7.1%	0.0%	4.8%
	A little	41	0	0	3	3
		3.9%	0.0%	0.0%	8.1%	14.3%
	To some extent	184	4	6	12	6
		17.7%	17.4%	42.9%	32.4%	28.6%
	A lot	369	7	3	13	7
		35.5%	30.4%	21.4%	35.1%	33.3%
	A great deal	429	9	4	9	4
		41.3%	39.1%	28.6%	24.3%	19.0%
<b>Mean</b>		<b>4.11</b>	<b>3.83</b>	<b>3.64</b>	<b>3.76</b>	<b>3.48</b>

		Sexual orientation				
		Straight or heterosexual	Gay	Lesbian	Bisexual	Queer & Other
<b>n=</b>		1108	24	15	37	23
<b>How much do each of the following groups on this campus respect diversity? Faculty</b>	Not at all	12	2	1	0	0
		1.1%	8.3%	6.7%	0.0%	0.0%
	A little	50	1	2	3	2
		4.5%	4.2%	13.3%	8.1%	8.7%
	To some extent	162	3	3	10	8
		14.6%	12.5%	20.0%	27.0%	34.8%
	A lot	373	5	1	13	8
		33.7%	20.8%	6.7%	35.1%	34.8%
	A great deal	511	13	8	11	5
		46.1%	54.2%	53.3%	29.7%	21.7%
<b>Mean</b>		<b>4.19</b>	<b>4.08</b>	<b>3.87</b>	<b>3.86</b>	<b>3.70</b>

		Sexual orientation				
		Straight or heterosexual	Gay	Lesbian	Bisexual	Queer & Other
<b>n=</b>		1054	24	15	38	24
<b>Overall, how satisfied are you with the diversity in the following settings: Oakland student center</b>	Not at all satisfied	27	2	0	2	1
		2.6%	8.3%	0.0%	5.3%	4.2%
	Slightly satisfied	91	5	3	9	4
		8.6%	20.8%	20.0%	23.7%	16.7%
	Moderately satisfied	245	10	4	8	9
		23.2%	41.7%	26.7%	21.1%	37.5%
	Very satisfied	428	5	5	11	9
		40.6%	20.8%	33.3%	28.9%	37.5%
	Extremely satisfied	263	2	3	8	1
		25.0%	8.3%	20.0%	21.1%	4.2%
<b>Mean</b>		<b>3.77</b>	<b>3.00</b>	<b>3.53</b>	<b>3.37</b>	<b>3.21</b>

		Sexual orientation				
		Straight or heterosexual	Gay	Lesbian	Bisexual	Queer & Other
n=		1153	24	15	37	24
Overall, how satisfied are you with the diversity in the following settings: Classroom/Academic settings	Not at all satisfied	36	3	0	1	0
		3.1%	12.5%	0.0%	2.7%	0.0%
	Slightly satisfied	86	3	4	9	5
		7.5%	12.5%	26.7%	24.3%	20.8%
	Moderately satisfied	308	9	3	11	10
		26.7%	37.5%	20.0%	29.7%	41.7%
	Very satisfied	502	8	6	10	6
		43.5%	33.3%	40.0%	27.0%	25.0%
	Extremely satisfied	221	1	2	6	3
		19.2%	4.2%	13.3%	16.2%	12.5%
Mean		3.68	3.04	3.40	3.30	3.29

		Sexual orientation				
		Straight or heterosexual	Gay	Lesbian	Bisexual	Queer & Other
n=		1038	21	12	35	22
How well do you think each of the following groups on campus treat you? Administrative support staff	Not well at all	26	3	0	0	3
		2.5%	14.3%	0.0%	0.0%	13.6%
	Not very well	60	0	0	2	3
		5.8%	0.0%	0.0%	5.7%	13.6%
	Moderately well	266	4	4	16	6
		25.6%	19.0%	33.3%	45.7%	27.3%
	Very well	415	9	4	13	7
		40.0%	42.9%	33.3%	37.1%	31.8%
	Extremely well	271	5	4	4	3
		26.1%	23.8%	33.3%	11.4%	13.6%
Mean		3.81	3.62	4.00	3.54	3.18

Tables for "Academic Support" component

		Sexual orientation				
		Straight or heterosexual	Gay	Lesbian	Bisexual	Queer & Other
n=		1174	24	14	39	24
How active are faculty/instructors on this campus in empowering you to learn?	Not active at all	27	2	0	3	0
		2.3%	8.3%	0.0%	7.7%	0.0%
	Not very active	85	0	1	5	3
		7.2%	0.0%	7.1%	12.8%	12.5%
	Moderately active	372	7	5	9	9
		31.7%	29.2%	35.7%	23.1%	37.5%
	Very active	464	9	3	17	8
		39.5%	37.5%	21.4%	43.6%	33.3%
	Extremely active	226	6	5	5	4
		19.3%	25.0%	35.7%	12.8%	16.7%
Mean		3.66	3.71	3.86	3.41	3.54

		Sexual orientation				
		Straight or heterosexual	Gay	Lesbian	Bisexual	Queer & Other
<b>n=</b>		1172	24	14	37	24
<b>How helpful are faculty members/instructors on your campus?</b>	Not helpful at all	21	1	0	1	0
		1.8%	4.2%	0.0%	2.7%	0.0%
	Not very helpful	51	1	1	1	2
		4.4%	4.2%	7.1%	2.7%	8.3%
	Moderately helpful	309	5	2	14	5
		26.4%	20.8%	14.3%	37.8%	20.8%
	Very helpful	516	12	7	13	10
		44.0%	50.0%	50.0%	35.1%	41.7%
	Extremely helpful	275	5	4	8	7
		23.5%	20.8%	28.6%	21.6%	29.2%
<b>Mean</b>		<b>3.83</b>	<b>3.79</b>	<b>4.00</b>	<b>3.70</b>	<b>3.92</b>

		Sexual orientation				
		Straight or heterosexual	Gay	Lesbian	Bisexual	Queer & Other
<b>n=</b>		1167	22	14	39	24
<b>How much do the faculty/instructors on this campus value your contributions in class?</b>	Not at all	27	2	0	4	1
		2.3%	9.1%	0.0%	10.3%	4.2%
	A little	112	1	1	3	3
		9.6%	4.5%	7.1%	7.7%	12.5%
	A moderate amount	286	4	1	14	6
		24.5%	18.2%	7.1%	35.9%	25.0%
	A lot	440	5	8	14	10
		37.7%	22.7%	57.1%	35.9%	41.7%
	A great deal	302	10	4	4	4
		25.9%	45.5%	28.6%	10.3%	16.7%
<b>Mean</b>		<b>3.75</b>	<b>3.91</b>	<b>4.07</b>	<b>3.28</b>	<b>3.54</b>

		Sexual orientation				
		Straight or heterosexual	Gay	Lesbian	Bisexual	Queer & Other
<b>n=</b>		1174	24	14	39	24
<b>How well do you think each of the following groups on campus treat you? Faculty/instructors</b>	Not well at all	18	2	0	0	0
		1.5%	8.3%	0.0%	0.0%	0.0%
	Not very well	32	0	0	2	1
		2.7%	0.0%	0.0%	5.1%	4.2%
	Moderately well	228	3	5	8	6
		19.4%	12.5%	35.7%	20.5%	25.0%
	Very well	519	9	4	18	12
		44.2%	37.5%	28.6%	46.2%	50.0%
	Extremely well	377	10	5	11	5
		32.1%	41.7%	35.7%	28.2%	20.8%
<b>Mean</b>		<b>4.03</b>	<b>4.04</b>	<b>4.00</b>	<b>3.97</b>	<b>3.88</b>

		Sexual orientation				
		Straight or heterosexual	Gay	Lesbian	Bisexual	Queer & Other
<b>n=</b>		1119	24	14	37	23
<b>How responsive are faculty/instructors on this campus in helping solve the academic problems of students?</b>	Not responsive at all	27	2	1	3	0
		2.4%	8.3%	7.1%	8.1%	0.0%
	Not very responsive	77	1	0	5	4
		6.9%	4.2%	0.0%	13.5%	17.4%
	Moderately responsive	345	5	5	11	9
		30.8%	20.8%	35.7%	29.7%	39.1%
	Very responsive	496	12	4	13	6
		44.3%	50.0%	28.6%	35.1%	26.1%
	Extremely responsive	174	4	4	5	4
		15.5%	16.7%	28.6%	13.5%	17.4%
<b>Mean</b>		<b>3.64</b>	<b>3.63</b>	<b>3.71</b>	<b>3.32</b>	<b>3.43</b>

		Sexual orientation				
		Straight or heterosexual	Gay	Lesbian	Bisexual	Queer & Other
<b>n=</b>		1138	21	14	37	23
<b>How much do the faculty/instructors on this campus believe in your potential to succeed academically?</b>	Not at all	22	1	0	1	1
		1.9%	4.8%	0.0%	2.7%	4.3%
	A little	93	1	1	4	4
		8.2%	4.8%	7.1%	10.8%	17.4%
	A moderate amount	256	2	2	12	2
		22.5%	9.5%	14.3%	32.4%	8.7%
	A lot	423	7	6	13	10
		37.2%	33.3%	42.9%	35.1%	43.5%
	A great deal	344	10	5	7	6
		30.2%	47.6%	35.7%	18.9%	26.1%
<b>Mean</b>		<b>3.86</b>	<b>4.14</b>	<b>4.07</b>	<b>3.57</b>	<b>3.70</b>

		Sexual orientation				
		Straight or heterosexual	Gay	Lesbian	Bisexual	Queer & Other
<b>n=</b>		1142	24	14	37	23
<b>How easy is it for you to meet with faculty members/instructors on your campus when you need to?</b>	Not easy at all	25	2	0	1	0
		2.2%	8.3%	0.0%	2.7%	0.0%
	Not very easy	83	1	0	5	1
		7.3%	4.2%	0.0%	13.5%	4.3%
	Moderately easy	425	6	6	12	11
		37.2%	25.0%	42.9%	32.4%	47.8%
	Very easy	406	12	4	13	6
		35.6%	50.0%	28.6%	35.1%	26.1%
	Extremely easy	203	3	4	6	5
		17.8%	12.5%	28.6%	16.2%	21.7%
<b>Mean</b>		<b>3.59</b>	<b>3.54</b>	<b>3.86</b>	<b>3.49</b>	<b>3.65</b>

		Sexual orientation				
		Straight or heterosexual	Gay	Lesbian	Bisexual	Queer & Other
<b>n=</b>		1182	24	14	39	24
<b>How much of a say do you feel you have about things that affect your academic success at this university?</b>	None at all	149 12.6%	4 16.7%	1 7.1%	9 23.1%	4 16.7%
	A little bit	240 20.3%	4 16.7%	1 7.1%	9 23.1%	4 16.7%
	A moderate amount	390 33.0%	11 45.8%	7 50.0%	11 28.2%	7 29.2%
	A lot	260 22.0%	3 12.5%	3 21.4%	9 23.1%	6 25.0%
	A great deal	143 12.1%	2 8.3%	2 14.3%	1 2.6%	3 12.5%
<b>Mean</b>		<b>3.01</b>	<b>2.79</b>	<b>3.29</b>	<b>2.59</b>	<b>3.00</b>

Table for "Commitment to Student Diversity" component

		Sexual orientation				
		Straight or heterosexual	Gay	Lesbian	Bisexual	Queer & Other
<b>n=</b>		1184	24	15	39	24
<b>How important is it to you that your campus be committed to building a diverse student body?</b>	Not at all important	88 7.4%	2 8.3%	1 6.7%	2 5.1%	1 4.2%
	Not very important	150 12.7%	3 12.5%	0 0.0%	4 10.3%	2 8.3%
	Moderately important	365 30.8%	3 12.5%	1 6.7%	7 17.9%	3 12.5%
	Very important	342 28.9%	8 33.3%	1 6.7%	14 35.9%	8 33.3%
	Extremely important	239 20.2%	8 33.3%	12 80.0%	12 30.8%	10 41.7%
<b>Mean</b>		<b>3.42</b>	<b>3.71</b>	<b>4.53</b>	<b>3.77</b>	<b>4.00</b>

Tables for "Access to Services" component

		Sexual orientation				
		Straight or heterosexual	Gay	Lesbian	Bisexual	Queer & Other
<b>n=</b>		1147	24	15	39	24
<b>How easy is it for you to access academic advising on your campus?</b>	Not easy at all	62 5.4%	2 8.3%	1 6.7%	4 10.3%	1 4.2%
	Not very easy	129 11.2%	4 16.7%	2 13.3%	4 10.3%	7 29.2%
	Moderately easy	306 26.7%	9 37.5%	3 20.0%	9 23.1%	6 25.0%
	Very easy	396 34.5%	7 29.2%	7 46.7%	13 33.3%	5 20.8%
	Extremely easy	254 22.1%	2 8.3%	2 13.3%	9 23.1%	5 20.8%
<b>Mean</b>		<b>3.57</b>	<b>3.13</b>	<b>3.47</b>	<b>3.49</b>	<b>3.25</b>

		Sexual orientation				
		Straight or heterosexual	Gay	Lesbian	Bisexual	Queer & Other
<b>n=</b>		808	19	12	32	19
<b>How easy is it for you to access personal counseling services on your campus?</b>	Not easy at all	41	4	0	3	2
		5.1%	21.1%	0.0%	9.4%	10.5%
	Not very easy	85	2	2	6	0
		10.5%	10.5%	16.7%	18.8%	0.0%
	Moderately easy	234	6	5	11	9
		29.0%	31.6%	41.7%	34.4%	47.4%
	Very easy	287	5	5	8	5
		35.5%	26.3%	41.7%	25.0%	26.3%
	Extremely easy	161	2	0	4	3
		19.9%	10.5%	0.0%	12.5%	15.8%
<b>Mean</b>		<b>3.55</b>	<b>2.95</b>	<b>3.25</b>	<b>3.13</b>	<b>3.37</b>

		Sexual orientation				
		Straight or heterosexual	Gay	Lesbian	Bisexual	Queer & Other
<b>n=</b>		913	21	14	34	20
<b>How easy is it for you to access career/job search advising on your campus?</b>	Not easy at all	46	3	1	2	1
		5.0%	14.3%	7.1%	5.9%	5.0%
	Not very easy	119	3	3	4	6
		13.0%	14.3%	21.4%	11.8%	30.0%
	Moderately easy	275	8	3	12	6
		30.1%	38.1%	21.4%	35.3%	30.0%
	Very easy	308	7	5	10	5
		33.7%	33.3%	35.7%	29.4%	25.0%
	Extremely easy	165	0	2	6	2
		18.1%	0.0%	14.3%	17.6%	10.0%
<b>Mean</b>		<b>3.47</b>	<b>2.90</b>	<b>3.29</b>	<b>3.41</b>	<b>3.05</b>

		Sexual orientation				
		Straight or heterosexual	Gay	Lesbian	Bisexual	Queer & Other
<b>n=</b>		889	20	10	30	19
<b>How easy is it for you to access tutoring services on your campus?</b>	Not easy at all	31	2	0	0	1
		3.5%	10.0%	0.0%	0.0%	5.3%
	Not very easy	59	3	1	3	0
		6.6%	15.0%	10.0%	10.0%	0.0%
	Moderately easy	219	3	4	10	8
		24.6%	15.0%	40.0%	33.3%	42.1%
	Very easy	344	8	3	10	8
		38.7%	40.0%	30.0%	33.3%	42.1%
	Extremely easy	236	4	2	7	2
		26.5%	20.0%	20.0%	23.3%	10.5%
<b>Mean</b>		<b>3.78</b>	<b>3.45</b>	<b>3.60</b>	<b>3.70</b>	<b>3.53</b>

		Sexual orientation				
		Straight or heterosexual	Gay	Lesbian	Bisexual	Queer & Other
n=		1134	24	14	38	23
<b>How easy is it for you to access computer equipment/technology on your campus?</b>	Not easy at all	11	0	0	1	1
		1.0%	0.0%	0.0%	2.6%	4.3%
	Not very easy	52	2	0	2	1
		4.6%	8.3%	0.0%	5.3%	4.3%
	Moderately easy	206	3	4	9	5
		18.2%	12.5%	28.6%	23.7%	21.7%
	Very easy	382	13	7	14	10
		33.7%	54.2%	50.0%	36.8%	43.5%
	Extremely easy	483	6	3	12	6
		42.6%	25.0%	21.4%	31.6%	26.1%
<b>Mean</b>		<b>4.12</b>	<b>3.96</b>	<b>3.93</b>	<b>3.89</b>	<b>3.83</b>

		Sexual orientation				
		Straight or heterosexual	Gay	Lesbian	Bisexual	Queer & Other
n=		1100	22	13	36	23
<b>How well do you think each of the following groups on campus treat you?</b> <b>Academic advising staff</b>	Not well at all	29	1	0	1	0
		2.6%	4.5%	0.0%	2.8%	0.0%
	Not very well	79	0	1	3	5
		7.2%	0.0%	7.7%	8.3%	21.7%
	Moderately well	240	8	5	11	7
		21.8%	36.4%	38.5%	30.6%	30.4%
	Very well	398	7	4	13	5
		36.2%	31.8%	30.8%	36.1%	21.7%
	Extremely well	354	6	3	8	6
		32.2%	27.3%	23.1%	22.2%	26.1%
<b>Mean</b>		<b>3.88</b>	<b>3.77</b>	<b>3.69</b>	<b>3.67</b>	<b>3.52</b>

		Sexual orientation				
		Straight or heterosexual	Gay	Lesbian	Bisexual	Queer & Other
n=		833	17	12	29	20
<b>How easy is it for you to get something done when it involves multiple units on campus having to work together, such as the study abroad office, the financial aid office, or the registrar?</b>	Not easy at all	119	2	3	6	4
		14.3%	11.8%	25.0%	20.7%	20.0%
	Not very easy	202	6	4	13	11
		24.2%	35.3%	33.3%	44.8%	55.0%
	Moderately easy	315	7	3	4	2
		37.8%	41.2%	25.0%	13.8%	10.0%
	Very easy	152	2	1	5	2
		18.2%	11.8%	8.3%	17.2%	10.0%
	Extremely easy	45	0	1	1	1
		5.4%	0.0%	8.3%	3.4%	5.0%
<b>Mean</b>		<b>2.76</b>	<b>2.53</b>	<b>2.42</b>	<b>2.38</b>	<b>2.25</b>



		Sexual orientation				
		Straight or heterosexual	Gay	Lesbian	Bisexual	Queer & Other
<b>n=</b>		898	20	14	31	18
<b>Overall, how well does your campus meet the needs of those with disabilities?</b>	Not well at all	11	0	0	0	2
		1.2%	0.0%	0.0%	0.0%	11.1%
	Not very well	54	2	0	6	5
		6.0%	10.0%	0.0%	19.4%	27.8%
	Moderately well	271	7	8	14	6
		30.2%	35.0%	57.1%	45.2%	33.3%
	Very well	379	6	5	7	4
		42.2%	30.0%	35.7%	22.6%	22.2%
	Extremely well	183	5	1	4	1
		20.4%	25.0%	7.1%	12.9%	5.6%
<b>Mean</b>		<b>3.74</b>	<b>3.70</b>	<b>3.50</b>	<b>3.29</b>	<b>2.83</b>

		Sexual orientation				
		Straight or heterosexual	Gay	Lesbian	Bisexual	Queer & Other
<b>n=</b>		1001	20	13	35	19
<b>Overall, how easy is it for you to get access to financial aid services on campus you need to stay enrolled?</b>	Not easy at all	95	2	2	2	7
		9.5%	10.0%	15.4%	5.7%	36.8%
	Not very easy	210	3	5	14	7
		21.0%	15.0%	38.5%	40.0%	36.8%
	Moderately easy	313	7	2	12	3
		31.3%	35.0%	15.4%	34.3%	15.8%
	Very easy	240	5	1	7	1
		24.0%	25.0%	7.7%	20.0%	5.3%
	Extremely easy	143	3	3	0	1
		14.3%	15.0%	23.1%	0.0%	5.3%
<b>Mean</b>		<b>3.13</b>	<b>3.20</b>	<b>2.85</b>	<b>2.69</b>	<b>2.05</b>

Tables for "Physical threats to Self" component

		Sexual orientation				
		Straight or heterosexual	Gay	Lesbian	Bisexual	Queer & Other
<b>n=</b>		1179	24	15	39	24
<b>How often have you personally experienced any of the following as a student on this campus? Physical assaults or injuries</b>	Very often	1	0	0	0	0
		.1%	0.0%	0.0%	0.0%	0.0%
	Moderately often	9	0	0	0	1
		.8%	0.0%	0.0%	0.0%	4.2%
	Not very often	35	2	0	5	2
		3.0%	8.3%	0.0%	12.8%	8.3%
	Never	1134	22	15	34	21
		96.2%	91.7%		87.2%	87.5%
<b>Mean</b>		<b>4.95</b>	<b>4.92</b>	<b>5.00</b>	<b>4.87</b>	<b>4.83</b>

		Sexual orientation				
		Straight or heterosexual	Gay	Lesbian	Bisexual	Queer & Other
n=		1175	24	15	39	24
How often have you personally experienced any of the following as a student on this campus? Threats of physical violence	Extremely often	0	0	0	0	1
		0.0%	0.0%	0.0%	0.0%	4.2%
	Very often	2	0	0	0	0
		.2%	0.0%	0.0%	0.0%	0.0%
	Moderately often	11	0	0	1	0
		.9%	0.0%	0.0%	2.6%	0.0%
	Not very often	75	4	1	6	6
		6.4%	16.7%	6.7%	15.4%	25.0%
	Never	1087	20	14	32	17
		92.5%	83.3%	93.3%	82.1%	70.8%
Mean		4.91	4.83	4.93	4.79	4.58

Tables for "Negative Communications" component

		Sexual orientation				
		Straight or heterosexual	Gay	Lesbian	Bisexual	Queer & Other
n=		1181	23	15	39	23
How often have you personally experienced any of the following as a student on this campus? Offensive verbal comments	Extremely often	16	1	1	0	2
		1.4%	4.3%	6.7%	0.0%	8.7%
	Very often	30	0	2	1	2
		2.5%	0.0%	13.3%	2.6%	8.7%
	Moderately often	99	5	0	9	8
		8.4%	21.7%	0.0%	23.1%	34.8%
	Not very often	383	9	9	14	6
		32.4%	39.1%	60.0%	35.9%	26.1%
	Never	653	8	3	15	5
		55.3%	34.8%	20.0%	38.5%	21.7%
Mean		4.38	4.00	3.73	4.10	3.43

		Sexual orientation				
		Straight or heterosexual	Gay	Lesbian	Bisexual	Queer & Other
n=		1175	24	15	39	24
How often have you personally experienced any of the following as a student on this campus? Offensive visual images	Extremely often	7	1	0	0	2
		.6%	4.2%	0.0%	0.0%	8.3%
	Very often	17	0	1	0	0
		1.4%	0.0%	6.7%	0.0%	0.0%
	Moderately often	56	1	1	6	3
		4.8%	4.2%	6.7%	15.4%	12.5%
	Not very often	259	9	8	10	9
		22.0%	37.5%	53.3%	25.6%	37.5%
	Never	836	13	5	23	10
		71.1%	54.2%	33.3%	59.0%	41.7%
Mean		4.62	4.38	4.13	4.44	4.04

		Sexual orientation				
		Straight or heterosexual	Gay	Lesbian	Bisexual	Queer & Other
<b>n=</b>		1179	24	15	39	24
<b>How often you have heard or seen these things happening to others on this campus? Offensive visual images</b>	Extremely often	9	1	0	0	2
		.8%	4.2%	0.0%	0.0%	8.3%
	Very often	13	0	1	1	2
		1.1%	0.0%	6.7%	2.6%	8.3%
	Moderately often	67	2	3	4	4
		5.7%	8.3%	20.0%	10.3%	16.7%
	Not very often	291	6	5	18	8
		24.7%	25.0%	33.3%	46.2%	33.3%
	Never	799	15	6	16	8
		67.8%	62.5%	40.0%	41.0%	33.3%
<b>Mean</b>		<b>4.58</b>	<b>4.42</b>	<b>4.07</b>	<b>4.26</b>	<b>3.75</b>

		Sexual orientation				
		Straight or heterosexual	Gay	Lesbian	Bisexual	Queer & Other
<b>n=</b>		1178	24	15	39	24
<b>How often you have heard or seen these things happening to others on this campus? Offensive verbal comments</b>	Extremely often	14	1	1	0	3
		1.2%	4.2%	6.7%	0.0%	12.5%
	Very often	46	0	2	2	5
		3.9%	0.0%	13.3%	5.1%	20.8%
	Moderately often	177	7	4	9	5
		15.0%	29.2%	26.7%	23.1%	20.8%
	Not very often	420	10	4	18	7
		35.7%	41.7%	26.7%	46.2%	29.2%
	Never	521	6	4	10	4
		44.2%	25.0%	26.7%	25.6%	16.7%
<b>Mean</b>		<b>4.18</b>	<b>3.83</b>	<b>3.53</b>	<b>3.92</b>	<b>3.17</b>

		Sexual orientation				
		Straight or heterosexual	Gay	Lesbian	Bisexual	Queer & Other
<b>n=</b>		1176	24	15	39	24
<b>How often have you personally experienced any of the following as a student on this campus? Offensive written comments</b>	Extremely often	9	1	0	0	2
		.8%	4.2%	0.0%	0.0%	8.3%
	Very often	17	0	0	2	0
		1.4%	0.0%	0.0%	5.1%	0.0%
	Moderately often	42	3	0	1	5
		3.6%	12.5%	0.0%	2.6%	20.8%
	Not very often	213	4	6	11	6
		18.1%	16.7%	40.0%	28.2%	25.0%
	Never	895	16	9	25	11
		76.1%	66.7%	60.0%	64.1%	45.8%
<b>Mean</b>		<b>4.67</b>	<b>4.42</b>	<b>4.60</b>	<b>4.51</b>	<b>4.00</b>

		Sexual orientation				
		Straight or heterosexual	Gay	Lesbian	Bisexual	Queer & Other
n=		1175	24	15	39	24
How often you have heard or seen these things happening to others on this campus? Offensive written comments	Extremely often	8	1	0	0	2
		.7%	4.2%	0.0%	0.0%	8.3%
	Very often	24	1	0	3	3
		2.0%	4.2%	0.0%	7.7%	12.5%
	Moderately often	69	1	2	4	6
		5.9%	4.2%	13.3%	10.3%	25.0%
	Not very often	327	6	7	15	4
		27.8%	25.0%	46.7%	38.5%	16.7%
	Never	747	15	6	17	9
		63.6%	62.5%	40.0%	43.6%	37.5%
Mean		4.52	4.38	4.27	4.18	3.63

		Sexual orientation				
		Straight or heterosexual	Gay	Lesbian	Bisexual	Queer & Other
n=		1178	24	15	39	23
As far as you know, how often are students from minority groups treated unfairly on this campus? (reverse coded)	Extremely often	8	1	0	0	2
		.7%	4.2%	0.0%	0.0%	8.7%
	Very often	21	0	2	1	4
		1.8%	0.0%	13.3%	2.6%	17.4%
	Moderately often	112	6	8	8	6
		9.5%	25.0%	53.3%	20.5%	26.1%
	Not very often	613	10	3	23	6
		52.0%	41.7%	20.0%	59.0%	26.1%
	Never	424	7	2	7	5
		36.0%	29.2%	13.3%	17.9%	21.7%
Mean		4.21	3.92	3.33	3.92	3.35

Tables for "Physical Safety" component

		Sexual orientation				
		Straight or heterosexual	Gay	Lesbian	Bisexual	Queer & Other
n=		1152	21	14	37	23
Overall, how would you rate the physical safety of the areas close to campus?	Not safe at all	6	1	0	1	1
		.5%	4.8%	0.0%	2.7%	4.3%
	Not very safe	27	0	1	5	0
		2.3%	0.0%	7.1%	13.5%	0.0%
	Moderately safe	303	5	5	11	11
		26.3%	23.8%	35.7%	29.7%	47.8%
	Very safe	571	9	6	16	6
		49.6%	42.9%	42.9%	43.2%	26.1%
	Extremely safe	245	6	2	4	5
		21.3%	28.6%	14.3%	10.8%	21.7%
Mean		3.89	3.90	3.64	3.46	3.61

		Sexual orientation				
		Straight or heterosexual	Gay	Lesbian	Bisexual	Queer & Other
<b>n=</b>		1180	23	15	38	24
<b>How often you have heard or seen these things happening to others on this campus? Physical assaults or injuries</b>	Extremely often	0	0	0	0	1
		0.0%	0.0%	0.0%	0.0%	4.2%
	Very often	4	0	0	1	0
		.3%	0.0%	0.0%	2.6%	0.0%
	Moderately often	33	0	1	0	1
		2.8%	0.0%	6.7%	0.0%	4.2%
	Not very often	184	3	3	10	7
		15.6%	13.0%	20.0%	26.3%	29.2%
	Never	959	20	11	27	15
		81.3%	87.0%	73.3%	71.1%	62.5%
<b>Mean</b>		<b>4.78</b>	<b>4.87</b>	<b>4.67</b>	<b>4.66</b>	<b>4.46</b>

		Sexual orientation				
		Straight or heterosexual	Gay	Lesbian	Bisexual	Queer & Other
<b>n=</b>		1179	24	15	38	24
<b>How often you have heard or seen these things happening to others on this campus? Threats of physical violence</b>	Extremely often	1	0	0	0	1
		.1%	0.0%	0.0%	0.0%	4.2%
	Very often	6	1	0	1	0
		.5%	4.2%	0.0%	2.6%	0.0%
	Moderately often	47	0	1	3	3
		4.0%	0.0%	6.7%	7.9%	12.5%
	Not very often	234	7	4	7	12
		19.8%	29.2%	26.7%	18.4%	50.0%
	Never	891	16	10	27	8
		75.6%	66.7%	66.7%	71.1%	33.3%
<b>Mean</b>		<b>4.70</b>	<b>4.58</b>	<b>4.60</b>	<b>4.58</b>	<b>4.08</b>

		Sexual orientation				
		Straight or heterosexual	Gay	Lesbian	Bisexual	Queer & Other
<b>n=</b>		1169	24	15	39	24
<b>Overall, how would you rate the physical safety of your campus?</b>	Not safe at all	1	1	0	0	1
		.1%	4.2%	0.0%	0.0%	4.2%
	Not very safe	9	0	0	0	0
		.8%	0.0%	0.0%	0.0%	0.0%
	Moderately safe	171	6	3	4	7
		14.6%	25.0%	20.0%	10.3%	29.2%
	Very safe	550	7	10	22	11
		47.0%	29.2%	66.7%	56.4%	45.8%
	Extremely safe	438	10	2	13	5
		37.5%	41.7%	13.3%	33.3%	20.8%
<b>Mean</b>		<b>4.21</b>	<b>4.04</b>	<b>3.93</b>	<b>4.23</b>	<b>3.79</b>

Table for "Balancing Student-family lives" component

		Sexual orientation				
		Straight or heterosexual	Gay	Lesbian	Bisexual	Queer & Other
n=		1175	24	14	39	24
As a student on this campus, how difficult is it for you to balance your student and family life? (reverse coded)	Extremely difficult	69	2	0	3	1
		5.9%	8.3%	0.0%	7.7%	4.2%
	Very difficult	202	1	2	8	6
		17.2%	4.2%	14.3%	20.5%	25.0%
	Moderately difficult	462	7	5	14	9
		39.3%	29.2%	35.7%	35.9%	37.5%
	Not very difficult	351	12	7	14	5
		29.9%	50.0%	50.0%	35.9%	20.8%
	Not at all difficult	91	2	0	0	3
		7.7%	8.3%	0.0%	0.0%	12.5%
Mean		3.16	3.46	3.36	3.00	3.13

# Appendix K

---

## *Tables of Individual Items: By Ability/Disability Status*

Tables for Outcome Variable "Overall climate"

		Disability Status	
		Have	Do not have
n=		123	1170
Overall, how would you rate the climate on the campus where you are primarily located?	Very poor	2	17
		1.6%	1.5%
	Poor	6	61
		4.9%	5.2%
	Fair	39	228
		31.7%	19.5%
	Good	54	623
		43.9%	53.2%
	Very good	22	241
		17.9%	20.6%
Mean		3.72	3.86

		Disability Status	
		Have	Do not have
n=		123	1169
Overall, how strongly would you recommend Oakland University to other students?	Not at all strongly	10	45
		8.1%	3.8%
	Not very strongly	16	100
		13.0%	8.6%
	Moderately strongly	39	324
		31.7%	27.7%
	Very strongly	34	445
		27.6%	38.1%
	Extremely strongly	24	255
		19.5%	21.8%
Mean		3.37	3.65

Tables for "Belongingness and Personal Identity" component

		Disability Status	
		Have	Do not have
n=		106	935
Thinking about your campus, how satisfied are you with the social and cultural activities that reflect your personal identity?	Not at all satisfied	10	51
		9.4%	5.5%
	Not very satisfied	25	135
		23.6%	14.4%
	Moderately satisfied	35	339
		33.0%	36.3%
	Very satisfied	23	289
		21.7%	30.9%
	Extremely satisfied	13	121
		12.3%	12.9%
Mean		3.04	3.31



		Disability Status	
		Have	Do not have
<b>n=</b>		122	1163
<b>How comfortable do you feel expressing your personal identity on your campus?</b>	Not at all comfortable	10	27
		8.2%	2.3%
	Not very comfortable	18	91
		14.8%	7.8%
	Moderately comfortable	43	337
		35.2%	29.0%
	Very comfortable	28	463
		23.0%	39.8%
	Extremely comfortable	23	245
		18.9%	21.1%
<b>Mean</b>		<b>3.30</b>	<b>3.69</b>

		Disability Status	
		Have	Do not have
<b>n=</b>		123	1169
<b>Overall, how isolated do you feel on your campus? (reverse coded)</b>	Extremely isolated	5	26
		4.1%	2.2%
	Very isolated	14	86
		11.4%	7.4%
	Moderately isolated	51	360
		41.5%	30.8%
	Not very isolated	38	456
		30.9%	39.0%
	Not at all isolated	15	241
		12.2%	20.6%
<b>Mean</b>		<b>3.36</b>	<b>3.68</b>

		Disability Status	
		Have	Do not have
<b>n=</b>		123	1172
<b>How unfriendly or friendly is your campus?</b>	Extremely unfriendly	6	39
		4.9%	3.3%
	Somewhat unfriendly	19	130
		15.4%	11.1%
	Neither friendly nor unfriendly	22	146
		17.9%	12.5%
	Somewhat friendly	50	572
		40.7%	48.8%
	Extremely friendly	26	285
		21.1%	24.3%
<b>Mean</b>		<b>3.58</b>	<b>3.80</b>

		Disability Status	
		Have	Do not have
n=		118	1157
How excluding or inclusive is your campus?	Extremely excluding	4	38
		3.4%	3.3%
	Somewhat excluding	24	154
		20.3%	13.3%
	Neither inclusive nor excluding	41	349
		34.7%	30.2%
	Somewhat inclusive	38	435
		32.2%	37.6%
	Extremely inclusive	11	181
		9.3%	15.6%
Mean		3.24	3.49

		Disability Status	
		Have	Do not have
n=		121	1134
How well do you think each of the following groups on campus treat you? Other students on campus	Not well at all	2	16
		1.7%	1.4%
	Not very well	9	36
		7.4%	3.2%
	Moderately well	50	300
		41.3%	26.5%
	Very well	43	530
		35.5%	46.7%
	Extremely well	17	252
		14.0%	22.2%
Mean		3.53	3.85

		Disability Status	
		Have	Do not have
n=		118	1091
Thinking about your campus, how satisfied are you with the academic programs that reflect your personal identity?	Not at all satisfied	12	43
		10.2%	3.9%
	Not very satisfied	20	104
		16.9%	9.5%
	Moderately satisfied	40	335
		33.9%	30.7%
	Very satisfied	32	406
		27.1%	37.2%
	Extremely satisfied	14	203
		11.9%	18.6%
Mean		3.14	3.57

		Disability Status	
		Have	Do not have
<b>n=</b>		122	1170
<b>How cooperative is the environment on your campus?</b>	Not at all cooperative	6 4.9%	22 1.9%
	Not very cooperative	16 13.1%	86 7.4%
	Moderately cooperative	61 50.0%	445 38.0%
	Very cooperative	32 26.2%	522 44.6%
	Extremely cooperative	7 5.7%	95 8.1%
<b>Mean</b>		<b>3.15</b>	<b>3.50</b>

		Disability Status	
		Have	Do not have
<b>n=</b>		123	1163
<b>If you experience unfair treatment, how confident are you that you can file a complaint without negative consequences?</b>	Not at all confident	30 24.4%	99 8.5%
	Not very confident	21 17.1%	225 19.3%
	Moderately confident	36 29.3%	407 35.0%
	Very confident	27 22.0%	294 25.3%
	Extremely confident	9 7.3%	138 11.9%
<b>Mean</b>		<b>2.71</b>	<b>3.13</b>

		Disability Status	
		Have	Do not have
<b>n=</b>		117	1122
<b>How much do each of the following groups on this campus respect diversity? Students</b>	Not at all	2 1.7%	19 1.7%
	A little	19 16.2%	72 6.4%
	To some extent	21 17.9%	289 25.8%
	A lot	37 31.6%	428 38.1%
	A great deal	38 32.5%	314 28.0%
<b>Mean</b>		<b>3.77</b>	<b>3.84</b>

Tables for "Respect for Diversity" component

		Disability Status	
		Have	Do not have
<b>n=</b>		105	1034
How much do each of the following groups on this campus respect diversity? <b>Staff</b>	Not at all	2 1.9%	19 1.8%
	A little	9 8.6%	40 3.9%
	To some extent	28 26.7%	184 17.8%
	A lot	33 31.4%	371 35.9%
	A great deal	33 31.4%	420 40.6%
<b>Mean</b>		<b>3.82</b>	<b>4.10</b>

		Disability Status	
		Have	Do not have
<b>n=</b>		109	1105
How much do each of the following groups on this campus respect diversity? <b>Faculty</b>	Not at all	1 .9%	14 1.3%
	A little	10 9.2%	49 4.4%
	To some extent	27 24.8%	162 14.7%
	A lot	33 30.3%	371 33.6%
	A great deal	38 34.9%	509 46.1%
<b>Mean</b>		<b>3.89</b>	<b>4.19</b>

		Disability Status	
		Have	Do not have
<b>n=</b>		113	1047
Overall, how satisfied are you with the diversity in the following settings: Oakland student center	Not at all satisfied	2 1.8%	31 3.0%
	Slightly satisfied	20 17.7%	92 8.8%
	Moderately satisfied	34 30.1%	245 23.4%
	Very satisfied	35 31.0%	424 40.5%
	Extremely satisfied	22 19.5%	255 24.4%
<b>Mean</b>		<b>3.49</b>	<b>3.74</b>

		Disability Status	
		Have	Do not have
<b>n=</b>		118	1144
<b>Overall, how satisfied are you with the diversity in the following settings: Classroom/Academic settings</b>	Not at all satisfied	3 2.5%	37 3.2%
	Slightly satisfied	15 12.7%	94 8.2%
	Moderately satisfied	44 37.3%	301 26.3%
	Very satisfied	38 32.2%	498 43.5%
	Extremely satisfied	18 15.3%	214 18.7%
	<b>Mean</b>	<b>3.45</b>	<b>3.66</b>

		Disability Status	
		Have	Do not have
<b>n=</b>		105	1028
<b>How well do you think each of the following groups on campus treat you? Administrative support staff</b>	Not well at all	3 2.9%	30 2.9%
	Not very well	11 10.5%	55 5.4%
	Moderately well	32 30.5%	267 26.0%
	Very well	41 39.0%	408 39.7%
	Extremely well	18 17.1%	268 26.1%
	<b>Mean</b>	<b>3.57</b>	<b>3.81</b>

**Tables for "Academic Support" component**

		Disability Status	
		Have	Do not have
<b>n=</b>		119	1165
<b>How active are faculty/instructors on this campus in empowering you to learn?</b>	Not active at all	7 5.9%	26 2.2%
	Not very active	12 10.1%	84 7.2%
	Moderately active	38 31.9%	366 31.4%
	Very active	43 36.1%	459 39.4%
	Extremely active	19 16.0%	230 19.7%
<b>Mean</b>		<b>3.46</b>	<b>3.67</b>

		Disability Status	
		Have	Do not have
n=		121	1159
How helpful are faculty members/instructors on your campus?	Not helpful at all	3 2.5%	21 1.8%
	Not very helpful	9 7.4%	48 4.1%
	Moderately helpful	37 30.6%	299 25.8%
	Very helpful	47 38.8%	515 44.4%
	Extremely helpful	25 20.7%	276 23.8%
	<b>Mean</b>	<b>3.68</b>	<b>3.84</b>

		Disability Status	
		Have	Do not have
n=		121	1154
How much do the faculty/instructors on this campus value your contributions in class?	Not at all	4 3.3%	31 2.7%
	A little	18 14.9%	104 9.0%
	A moderate amount	28 23.1%	285 24.7%
	A lot	36 29.8%	444 38.5%
	A great deal	35 28.9%	290 25.1%
	<b>Mean</b>	<b>3.66</b>	<b>3.74</b>

		Disability Status	
		Have	Do not have
n=		121	1163
How well do you think each of the following groups on campus treat you? Faculty/instructors	Not well at all	2 1.7%	18 1.5%
	Not very well	6 5.0%	31 2.7%
	Moderately well	33 27.3%	218 18.7%
	Very well	50 41.3%	518 44.5%
	Extremely well	30 24.8%	378 32.5%
	<b>Mean</b>	<b>3.83</b>	<b>4.04</b>

		Disability Status	
		Have	Do not have
<b>n=</b>		113	1112
<b>How responsive are faculty/instructors on this campus in helping solve the academic problems of students?</b>	Not responsive at all	5 4.4%	29 2.6%
	Not very responsive	17 15.0%	71 6.4%
	Moderately responsive	34 30.1%	343 30.8%
	Very responsive	39 34.5%	494 44.4%
	Extremely responsive	18 15.9%	175 15.7%
	<b>Mean</b>	<b>3.42</b>	<b>3.64</b>

		Disability Status	
		Have	Do not have
<b>n=</b>		118	1123
<b>How much do the faculty/instructors on this campus believe in your potential to succeed academically?</b>	Not at all	4 3.4%	23 2.0%
	A little	17 14.4%	87 7.7%
	A moderate amount	27 22.9%	248 22.1%
	A lot	37 31.4%	423 37.7%
	A great deal	33 28.0%	342 30.5%
	<b>Mean</b>	<b>3.66</b>	<b>3.87</b>

		Disability Status	
		Have	Do not have
<b>n=</b>		121	1128
<b>How easy is it for you to meet with faculty members/instructors on your campus when you need to?</b>	Not easy at all	3 2.5%	26 2.3%
	Not very easy	14 11.6%	76 6.7%
	Moderately easy	50 41.3%	414 36.7%
	Very easy	29 24.0%	415 36.8%
	Extremely easy	25 20.7%	197 17.5%
	<b>Mean</b>	<b>3.49</b>	<b>3.60</b>

		Disability Status	
		Have	Do not have
<b>n=</b>		123	1169
<b>How much of a say do you feel you have about things that affect your academic success at this university?</b>	None at all	23 18.7%	146 12.5%
	A little bit	22 17.9%	238 20.4%
	A moderate amount	44 35.8%	384 32.8%
	A lot	21 17.1%	261 22.3%
	A great deal	13 10.6%	140 12.0%
	<b>Mean</b>	<b>2.83</b>	<b>3.01</b>

Table for "Commitment to Student Diversity" component

		Disability Status	
		Have	Do not have
<b>n=</b>		123	1172
<b>How important is it to you that your campus be committed to building a diverse student body?</b>	Not at all important	10 8.1%	85 7.3%
	Not very important	13 10.6%	148 12.6%
	Moderately important	29 23.6%	353 30.1%
	Very important	36 29.3%	339 28.9%
	Extremely important	35 28.5%	247 21.1%
	<b>Mean</b>	<b>3.59</b>	<b>3.44</b>

Tables for "Access to Services" component

		Disability Status	
		Have	Do not have
<b>n=</b>		121	1137
<b>How easy is it for you to access academic advising on your campus?</b>	Not easy at all	12 9.9%	58 5.1%
	Not very easy	18 14.9%	130 11.4%
	Moderately easy	29 24.0%	309 27.2%
	Very easy	33 27.3%	396 34.8%
	Extremely easy	29 24.0%	244 21.5%
	<b>Mean</b>	<b>3.40</b>	<b>3.56</b>



		Disability Status	
		Have	Do not have
<b>n=</b>		92	802
<b>How easy is it for you to access personal counseling services on your campus?</b>	Not easy at all	8	42
		8.7%	5.2%
	Not very easy	15	81
		16.3%	10.1%
	Moderately easy	17	248
		18.5%	30.9%
	Very easy	30	282
		32.6%	35.2%
	Extremely easy	22	149
		23.9%	18.6%
<b>Mean</b>		<b>3.47</b>	<b>3.52</b>

		Disability Status	
		Have	Do not have
<b>n=</b>		88	919
<b>How easy is it for you to access career/job search advising on your campus?</b>	Not easy at all	13	41
		14.8%	4.5%
	Not very easy	12	124
		13.6%	13.5%
	Moderately easy	25	281
		28.4%	30.6%
	Very easy	23	312
		26.1%	33.9%
	Extremely easy	15	161
		17.0%	17.5%
<b>Mean</b>		<b>3.17</b>	<b>3.47</b>

		Disability Status	
		Have	Do not have
<b>n=</b>		93	881
<b>How easy is it for you to access tutoring services on your campus?</b>	Not easy at all	5	29
		5.4%	3.3%
	Not very easy	13	53
		14.0%	6.0%
	Moderately easy	21	226
		22.6%	25.7%
	Very easy	26	350
		28.0%	39.7%
	Extremely easy	28	223
		30.1%	25.3%
<b>Mean</b>		<b>3.63</b>	<b>3.78</b>

		Disability Status	
		Have	Do not have
n=		117	1123
How easy is it for you to access computer equipment/technology on your campus?	Not easy at all	1 .9%	12 1.1%
	Not very easy	9 7.7%	49 4.4%
	Moderately easy	25 21.4%	203 18.1%
	Very easy	36 30.8%	392 34.9%
	Extremely easy	46 39.3%	467 41.6%
	Mean	4.00	4.12

		Disability Status	
		Have	Do not have
n=		117	1084
How well do you think each of the following groups on campus treat you? Academic advising staff	Not well at all	6 5.1%	25 2.3%
	Not very well	10 8.5%	78 7.2%
	Moderately well	31 26.5%	243 22.4%
	Very well	41 35.0%	390 36.0%
	Extremely well	29 24.8%	348 32.1%
	Mean	3.66	3.88

		Disability Status	
		Have	Do not have
n=		89	827
How easy is it for you to get something done when it involves multiple units on campus having to work together, such as the study abroad office, the financial aid office, or the registrar?	Not easy at all	20 22.5%	115 13.9%
	Not very easy	23 25.8%	213 25.8%
	Moderately easy	25 28.1%	309 37.4%
	Very easy	16 18.0%	148 17.9%
	Extremely easy	5 5.6%	42 5.1%
	Mean	2.58	2.74

		Disability Status	
		Have	Do not have
n=		109	877
Overall, how well does your campus meet the needs of those with disabilities?	Not well at all	4	10
		3.7%	1.1%
	Not very well	19	49
		17.4%	5.6%
	Moderately well	33	273
		30.3%	31.1%
	Very well	31	371
		28.4%	42.3%
	Extremely well	22	174
		20.2%	19.8%
Mean		3.44	3.74

		Disability Status	
		Have	Do not have
n=		103	990
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	15	92
		14.6%	9.3%
	Not very easy	24	217
		23.3%	21.9%
	Moderately easy	24	316
		23.3%	31.9%
	Very easy	25	229
		24.3%	23.1%
	Extremely easy	15	136
		14.6%	13.7%
Mean		3.01	3.10

#### Tables for "Physical threats to Self" component

		Disability Status	
		Have	Do not have
n=		123	1167
How often have you personally experienced any of the following as a student on this campus? Physical assaults or injuries	Very often	0	1
		0.0%	.1%
	Moderately often	1	9
		.8%	.8%
	Not very often	8	36
		6.5%	3.1%
	Never	114	1121
		92.7%	96.1%
Mean		4.92	4.95

		Disability Status	
		Have	Do not have
n=		121	1165
How often have you personally experienced any of the following as a student on this campus? Threats of physical violence	Extremely often	1 .8%	0 0.0%
	Very often	0 0.0%	2 .2%
	Moderately often	0 0.0%	12 1.0%
	Not very often	22 18.2%	69 5.9%
	Never	98 81.0%	1082 92.9%
	Mean	4.79	4.92

Tables for "Negative Communications" component

		Disability Status	
		Have	Do not have
n=		122	1168
How often have you personally experienced any of the following as a student on this campus? Offensive verbal comments	Extremely often	7 5.7%	13 1.1%
	Very often	7 5.7%	28 2.4%
	Moderately often	20 16.4%	105 9.0%
	Not very often	45 36.9%	377 32.3%
	Never	43 35.2%	645 55.2%
	Mean	3.90	4.38

		Disability Status	
		Have	Do not have
n=		122	1164
How often have you personally experienced any of the following as a student on this campus? Offensive visual images	Extremely often	6 4.9%	4 .3%
	Very often	4 3.3%	14 1.2%
	Moderately often	14 11.5%	53 4.6%
	Not very often	28 23.0%	268 23.0%
	Never	70 57.4%	825 70.9%
	Mean	4.25	4.63

		Disability Status	
		Have	Do not have
n=		122	1168
How often you have heard or seen these things happening to others on this campus? Offensive visual images	Extremely often	3	9
		2.5%	.8%
	Very often	3	14
		2.5%	1.2%
	Moderately often	17	63
		13.9%	5.4%
	Not very often	30	298
		24.6%	25.5%
	Never	69	784
		56.6%	67.1%
Mean		4.30	4.57

		Disability Status	
		Have	Do not have
n=		123	1166
How often you have heard or seen these things happening to others on this campus? Offensive verbal comments	Extremely often	4	15
		3.3%	1.3%
	Very often	14	42
		11.4%	3.6%
	Moderately often	26	177
		21.1%	15.2%
	Not very often	41	419
		33.3%	35.9%
	Never	38	513
		30.9%	44.0%
Mean		3.77	4.18

		Disability Status	
		Have	Do not have
n=		122	1164
How often have you personally experienced any of the following as a student on this campus? Offensive written comments	Extremely often	8	4
		6.6%	.3%
	Very often	4	15
		3.3%	1.3%
	Moderately often	7	45
		5.7%	3.9%
	Not very often	38	203
		31.1%	17.4%
	Never	65	897
		53.3%	77.1%
Mean		4.21	4.70

		Disability Status	
		Have	Do not have
n=		122	1164
How often you have heard or seen these things happening to others on this campus? Offensive written comments	Extremely often	3 2.5%	8 .7%
	Very often	7 5.7%	24 2.1%
	Moderately often	14 11.5%	69 5.9%
	Not very often	38 31.1%	322 27.7%
	Never	60 49.2%	741 63.7%
	Mean	4.19	4.52

		Disability Status	
		Have	Do not have
n=		122	1164
As far as you know, how often are students from minority groups treated unfairly on this campus? (reverse coded)	Extremely often	5 4.1%	6 .5%
	Very often	10 8.2%	20 1.7%
	Moderately often	15 12.3%	127 10.9%
	Not very often	54 44.3%	602 51.7%
	Never	38 31.1%	409 35.1%
	Mean	3.90	4.19

#### Tables for "Physical Safety" component

		Disability Status	
		Have	Do not have
n=		117	1138
Overall, how would you rate the physical safety of the areas close to campus?	Not safe at all	1 .9%	8 .7%
	Not very safe	7 6.0%	26 2.3%
	Moderately safe	39 33.3%	295 25.9%
	Very safe	53 45.3%	562 49.4%
	Extremely safe	17 14.5%	247 21.7%
	Mean	3.67	3.89

		Disability Status	
		Have	Do not have
n=		122	1167
How often you have heard or seen these things happening to others on this campus? Physical assaults or injuries	Extremely often	1 .8%	0 0.0%
	Very often	0 0.0%	5 .4%
	Moderately often	4 3.3%	31 2.7%
	Not very often	26 21.3%	183 15.7%
	Never	91 74.6%	948 81.2%
	Mean	4.69	4.78

		Disability Status	
		Have	Do not have
n=		122	1167
How often you have heard or seen these things happening to others on this campus? Threats of physical violence	Extremely often	2 1.6%	0 0.0%
	Very often	1 .8%	7 .6%
	Moderately often	8 6.6%	46 3.9%
	Not very often	29 23.8%	235 20.1%
	Never	82 67.2%	879 75.3%
	Mean	4.54	4.70

		Disability Status	
		Have	Do not have
n=		121	1158
Overall, how would you rate the physical safety of your campus?	Not safe at all	0 0.0%	3 .3%
	Not very safe	1 .8%	8 .7%
	Moderately safe	30 24.8%	160 13.8%
	Very safe	61 50.4%	547 47.2%
	Extremely safe	29 24.0%	440 38.0%
	Mean	3.98	4.22

Table for "Balancing Student-family lives" component

		Disability Status	
		Have	Do not have
<b>n=</b>		122	1163
<b>As a student on this campus, how difficult is it for you to balance your student and family life? (reverse coded)</b>	Extremely difficult	15 12.3%	61 5.2%
	Very difficult	25 20.5%	194 16.7%
	Moderately difficult	45 36.9%	457 39.3%
	Not very difficult	28 23.0%	363 31.2%
	Not at all difficult	9 7.4%	88 7.6%
	<b>Mean</b>	<b>2.93</b>	<b>3.19</b>