2005 Climate Study Survey Results

Office for Institutional Diversity
Michigan Technological University

Survey Goals

1. To gain an understanding of the strengths, challenges, and possibiliities for increasing campus-wide participation in diversity-related efforts at Michigan Tech.
2. To understand how students, faculty, and staff experience the campus in different ways.
3. To provide the necessary insights for staff , faculty, and students to work together to envision, plan, and carry out initiatives that support our diversity-related goals.

- Employee Responses
- Faculty Responses
- Professional Staff Responses
- Student Responses

2005 Climate Study Survey Results

Office for Institutional Diversity
Michigan Technological University

Employee Responses

Faculty Responses

Professional Staff Responses

Student Responses

1. Introduction to Climate Survey

1. Please note: your email address WILL NOT BE connected to your individual responses. Your responses to the survey questions will remain confidential.

		Response Percent	Response Total
I understand that my email address will be used to enter me into a drawing for a prize after I have completed the entire survey.		**100%**	**85**
		Total Respondents	**85**
		(skipped this question)	**59**

2. We need to request your email address in order to confirm that you are affiliated with Michigan Tech and fill out the appropriate survey. This identification will be linked to the confidential answers you provide.

View	**Total Respondents**	**140**
	(skipped this question)	**3**

2. Questions Related to the Work Environment

3. In my work environment, my coworkers:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Response Average
Appreciate my work contributions.	2% (3)	4% (5)	17% (23)	**48% (65)**	29% (39)	**3.98**
Encourage my career growth and development.	6% (8)	9% (12)	25% (33)	**40% (54)**	20% (27)	**3.60**
Treat me with respect.	2% (3)	4% (5)	11% (15)	**51% (68)**	32% (43)	**4.07**
					Total Respondents	**135**
					(skipped this question)	**8**

4. My supervisor:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Response Average
Offers recognition / praise when I do a good job.	3% (4)	8% (11)	14% (19)	**49% (65)**	26% (35)	**3.87**
Communicates the importance of valuing diversity.	4% (6)	7% (9)	33% (44)	**36% (48)**	20% (27)	**3.60**
Encourages my career growth and development.	5% (7)	9% (12)	28% (38)	**39% (52)**	19% (25)	**3.57**
Treats me with respect.	3% (4)	5% (7)	12% (16)	**43% (57)**	36% (48)	**4.05**
Adequately addresses inappropriate behavior that occurs in my workplace.	5% (7)	8% (11)	25% (32)	**45% (59)**	16% (21)	**3.58**
Promotes a work environment where all people feel included.	6% (8)	11% (15)	13% (17)	**51% (68)**	19% (26)	**3.66**
Makes it safe for me to express my concerns to him/her.	5% (7)	7% (9)	13% (18)	**43% (58)**	31% (42)	**3.89**
					Total Respondents	**134**
					(skipped this question)	**9**

5. Satisfaction and workload:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Response Average
My pay is fair for the work I do.	10% (13)	**35% (47)**	25% (33)	28% (37)	3% (4)	**2.79**
My workload at the University is increasing.	1% (1)	4% (5)	24% (32)	**41% (56)**	30% (41)	**3.97**
I receive the training/professional development I need to succeed at my job.	5% (6)	18% (24)	28% (37)	**41% (54)**	9% (12)	**3.32**
Overall, I am satisfied with my job.	4% (5)	5% (7)	18% (24)	**54% (73)**	19% (25)	**3.79**
I am concerned that my job at the University is in jeopardy.	14% (19)	**41% (56)**	29% (39)	14% (19)	1% (2)	**2.47**
I know what is expected of me at work.	2% (2)	5% (6)	9% (12)	**64% (85)**	21% (28)	**3.98**
My workload is appropriate for my job.	2% (3)	16% (22)	33% (44)	**43% (58)**	6% (8)	**3.34**
I have the materials/tools necessary to do my job well.	4% (5)	7% (10)	13% (18)	**59% (80)**	16% (22)	**3.77**
At MTU, there are sufficient opportunities for me to advance.	12% (16)	20% (27)	**32% (43)**	30% (40)	7% (9)	**2.99**
					Total Respondents	**135**
					(skipped this question)	**8**

6. Welcoming and supportive environment:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Response Average
The campus community needs to work harder together to create a supportive and welcoming campus climate for all students, faculty and staff.	0% (0)	8% (10)	30% (40)	**46% (61)**	17% (22)	**3.71**

When I hear derogatory remarks made by my peers aimed at particular identity groups (e.g. racial, gender, etc.), I challenge them.	2% (2)	6% (8)	**49% (63)**	34% (44)	9% (12)	**3.43**
I know the steps to take if a student or colleague comes to me with a problem with sexual harassment or gender bias.	0% (0)	13% (17)	18% (24)	**59% (78)**	11% (14)	**3.67**
I know the steps to take if a student or colleague comes to me with a problem concerning racial/ethnic discrimination or bias.	0% (0)	13% (17)	19% (25)	**58% (76)**	11% (14)	**3.66**
					Total Respondents	**133**
					(skipped this question)	**10**

7. Diversity:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Response Average
It is appropriate and necessary for Michigan Tech to actively recruit women as students, faculty, and staff.	0% (0)	5% (7)	25% (33)	**46% (62)**	24% (32)	**3.89**
It is appropriate and necessary for Michigan Tech to actively recruit racial/ethnic minorities as students, faculty, and staff.	0% (0)	8% (11)	27% (36)	**45% (60)**	20% (27)	**3.77**
I am willing to enhance my diversity-related knowledge and skills.	0% (0)	1% (2)	27% (36)	**50% (67)**	22% (29)	**3.92**
My peers or I would benefit from education regarding how diverse perspectives can often increase individuals' and groups' problem-solving skills and/or capacities to innovate.	0% (0)	5% (7)	38% (49)	**44% (57)**	13% (17)	**3.65**
I am willing to participate in the University's efforts to work toward diversity-related goals.	1% (1)	2% (3)	30% (39)	**50% (65)**	18% (23)	**3.81**
My peers or I would benefit from training around issues of gender or sexual harrassment.	0% (0)	14% (19)	36% (47)	**42% (55)**	8% (11)	**3.44**
My peers or I would benefit from training around issues of racial/ethnic discrimination.	0% (0)	12% (16)	38% (50)	**40% (52)**	10% (13)	**3.47**
My peers or I would benefit from education/training concerning the University's need to work toward its diversity-related goals (e.g. developing an inclusive campus climate).	1% (1)	8% (10)	**42% (55)**	40% (52)	9% (12)	**3.49**
Students and faculty are receptive to diversity issues and express support.	2% (2)	5% (7)	**50% (65)**	38% (49)	5% (7)	**3.40**
I have benefited from attending the Parade of Nations, Powwow, Diwali Night, or the annual Martin Luther King, Jr. holiday celebrations.	2% (3)	7% (9)	**48% (62)**	36% (47)	7% (9)	**3.38**
I have benefited from attending events during Hispanic Heritage Week, Black History Week, or Women's History Week.	2% (2)	8% (10)	**67% (87)**	18% (23)	5% (7)	**3.18**
Institutional excellence in the 21st century requires Michigan Tech to enhance campus diversity and develop	1% (1)	2% (2)	37% (48)	**45% (58)**	16% (21)	**3.74**

an inclusive climate for all its members.	
Total Respondents	**134**
(skipped this question)	**9**

3. Rate the Work Environment

8. Please rate your IMMEDIATE WORK ENVIRONMENT on each scale below:

	Hostile	2	3	4	Friendly	Response Average
Atmosphere	3% (4)	5% (7)	10% (13)	23% (31)	**58% (77)**	**4.29**
					Total Respondents	**132**
					(skipped this question)	**11**

9. Rate your IMMEDIATE WORK ENVIRONMENT on:

	Disrespectful	2	3	4	Respectful	Response Average
Respect	2% (3)	8% (11)	9% (12)	33% (44)	**47% (62)**	**4.14**
					Total Respondents	**132**
					(skipped this question)	**11**

10. Rate your IMMEDIATE WORK ENVIRONMENT on:

	Tradition-bound	2	3	4	Open to change and innovation	Response Average
Change	6% (8)	13% (17)	21% (27)	24% (32)	**36% (47)**	**3.71**
					Total Respondents	**131**
					(skipped this question)	**12**

11. Rate your IMMEDIATE WORK ENVIRONMENT on:

	Uncooperative	2	3	4	Cooperative	Response Average
Cooperation	3% (4)	8% (10)	18% (24)	32% (41)	**39% (51)**	**3.96**
					Total Respondents	**130**
					(skipped this question)	**13**

12. Rate your IMMEDIATE WORK ENVIRONMENT on:

	Weak sense of community	2	3	4	Strong sense of community	Response Average
Community	7% (9)	8% (10)	26% (34)	**31% (40)**	29% (38)	**3.67**

Total Respondents	**131**
(skipped this question)	**12**

13. Rate your IMMEDIATE WORK ENVIRONMENT on:

	Racist	**2**	**3**	**4**	**Not racist**	**Response Average**
Racism	1% (1)	0% (0)	10% (13)	20% (26)	**70% (92)**	**4.58**
					Total Respondents	**132**
					(skipped this question)	**11**

14. Rate your IMMEDIATE WORK ENVIRONMENT on:

	Sexist	**2**	**3**	**4**	**Not sexist**	**Response Average**
Sexism	1% (1)	4% (5)	11% (15)	19% (25)	**65% (86)**	**4.44**
					Total Respondents	**132**
					(skipped this question)	**11**

15. Rate your IMMEDIATE WORK ENVIRONMENT on:

	Homophobic	**2**	**3**	**4**	**Not homophobic**	**Response Average**
Homophobia	2% (2)	3% (4)	12% (15)	25% (31)	**58% (71)**	**4.34**
					Total Respondents	**123**
					(skipped this question)	**20**

16. Rate your IMMEDIATE WORK ENVIRONMENT on:

	Does not accommodate those w/disabilities	**2**	**3**	**4**	**Accommodates those w/disabilities**	**Response Average**
Accommodating to people with disabilities	2% (2)	3% (4)	11% (14)	26% (34)	**58% (76)**	**4.37**
					Total Respondents	**130**
					(skipped this question)	**13**

17. Climate for work:

	Strongly Disagree	**Disagree**	**Neutral**	**Agree**	**Strongly Agree**	**Response Average**
At work, my opinions seem to count.	7% (9)	6% (8)	19% (25)	**56% (75)**	12% (16)	**3.61**
If I make suggestions for change at work, I feel confident I will be heard by my supervisor.	7% (9)	7% (9)	17% (23)	**41% (55)**	28% (37)	**3.77**
I would feel comfortable reporting discriminatory behavior to my supervisor.	3% (4)	6% (8)	14% (19)	**48% (64)**	29% (38)	**3.93**

In my unit, hiring decisions are made fairly.	6% (8)	9% (12)	24% (32)	**45% (60)**	15% (20)	**3.55**
In my unit, promotions are made fairly.	7% (9)	11% (14)	**43% (55)**	31% (39)	8% (10)	**3.21**
I have been given opportunities to participate in education and/or training.	6% (8)	12% (16)	20% (27)	**42% (56)**	19% (25)	**3.56**
Efforts are being made to improve the work environment in my unit.	7% (9)	11% (14)	33% (43)	**34% (44)**	15% (20)	**3.40**
If my supervisor were to behave in a discriminatory manner, I would feel comfortable reporting him/her.	9% (12)	14% (18)	31% (41)	**32% (42)**	14% (19)	**3.29**
I am aware of the University's expectations about appropriate workplace behavior.	2% (3)	3% (4)	11% (15)	**58% (76)**	26% (34)	**4.02**
					Total Respondents	**133**
					(skipped this question)	**10**

4. Rate the Campus

18. Please rate the CAMPUS on each scale below:

	Hostile	**2**	**3**	**4**	**Friendly**	**Response Average**
Atmosphere	1% (1)	2% (2)	20% (27)	**41% (54)**	36% (48)	**4.11**
					Total Respondents	**132**
					(skipped this question)	**11**

19. Rate the campus on:

	Disrespectful	**2**	**3**	**4**	**Respectful**	**Response Average**
Respect	1% (1)	4% (5)	20% (26)	**47% (61)**	28% (37)	**3.98**
					Total Respondents	**130**
					(skipped this question)	**13**

20. Rate the campus on:

	Tradition-bound	**2**	**3**	**4**	**Open to change and innovation**	**Response Average**
Change	1% (1)	9% (12)	**33% (43)**	30% (40)	27% (36)	**3.74**
					Total Respondents	**132**
					(skipped this question)	**11**

21. Rate the campus on:

	Uncooperative	**2**	**3**	**4**	**Cooperative**	**Response Average**

Cooperation	1% (1)	10% (13)	31% (40)	**37% (49)**	21% (28)	**3.69**
					Total Respondents	**131**
					(skipped this question)	**12**

22. Rate the campus on:

	Weak sense of community	**2**	**3**	**4**	**Strong sense of community**	**Response Average**
Community	4% (5)	8% (10)	23% (30)	**38% (50)**	28% (37)	**3.79**
					Total Respondents	**132**
					(skipped this question)	**11**

23. Rate the campus on:

	Racist	**2**	**3**	**4**	**Not racist**	**Response Average**
Racism	0% (0)	2% (2)	21% (28)	**39% (51)**	38% (50)	**4.14**
					Total Respondents	**131**
					(skipped this question)	**12**

24. Rate the campus on:

	Sexist	**2**	**3**	**4**	**Not sexist**	**Response Average**
Sexism	2% (2)	4% (5)	26% (34)	31% (40)	**38% (49)**	**3.99**
					Total Respondents	**130**
					(skipped this question)	**13**

25. Rate the campus on:

	Homophobic	**2**	**3**	**4**	**Not homophobic**	**Response Average**
Homophobia	1% (1)	7% (8)	28% (34)	30% (36)	**35% (43)**	**3.92**
					Total Respondents	**122**
					(skipped this question)	**21**

26. Rate the campus on:

	Does not accommodate those w/disabilities	**2**	**3**	**4**	**Accommodates those w/disabilities**	**Response Average**
Accommodating to people with disabilities	2% (2)	5% (7)	20% (26)	36% (47)	**37% (48)**	**4.02**
					Total Respondents	**130**
					(skipped this question)	**13**

5. Climate for Work/Life Balance

27. Climate for work/life balance:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Response Average
Most people in my area/department are supportive of colleagues who seek to balance family and career responsibilities.	1% (1)	8% (10)	11% (14)	**52% (68)**	28% (37)	**4.00**
It is difficult for some people in my area/department to adjust their work schedules to care for children or other family members.	12% (16)	**37% (48)**	25% (33)	23% (30)	2% (3)	**2.66**
People who have and care for children are considered less committed to their jobs.	27% (35)	**45% (58)**	13% (17)	12% (15)	3% (4)	**2.19**
Michigan Tech needs to provide child care support for faculty, students, and staff.	2% (2)	6% (8)	23% (30)	**41% (53)**	28% (36)	**3.88**
Michigan Tech needs to provide support for faculty, students, and staff with elder care responsibilities.	2% (2)	6% (8)	26% (34)	**41% (53)**	25% (33)	**3.82**
I often have to forego some work activities because of personal responsibilities.	20% (26)	**38% (50)**	19% (25)	19% (25)	3% (4)	**2.47**
In the last year, I have seriously considered leaving Michigan Tech in order to achieve better balance between work and personal life.	33% (43)	**35% (46)**	20% (26)	7% (9)	5% (6)	**2.15**
I often (several days of each week) work beyond the number of hours officially required for my job/position.	13% (17)	**33% (43)**	22% (28)	16% (21)	16% (20)	**2.88**
					Total Respondents	**130**
					(skipped this question)	**13**

28. Tolerance in climate for work / life balance:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Response Average
I feel employees in my area/department put forward their best efforts.	0% (0)	10% (13)	15% (19)	**56% (73)**	19% (25)	**3.85**
Overall, employees at MTU are socially and culturally diverse.	0% (0)	9% (12)	17% (22)	**67% (86)**	6% (8)	**3.70**
At MTU, the students respect the staff members.	0% (0)	5% (7)	31% (40)	**55% (72)**	8% (11)	**3.67**
At MTU, the professional staff respect the other staff members.	2% (2)	16% (21)	28% (37)	**47% (61)**	7% (9)	**3.42**
At MTU, the faculty respect the staff members.	5% (6)	21% (27)	**37% (48)**	34% (44)	3% (4)	**3.10**
Women employees are treated fairly at MTU.	1% (1)	5% (7)	34% (44)	**55% (72)**	5% (6)	**3.58**
Prejudice and/or acts of bigotry are not tolerated on this campus.	0% (0)	7% (9)	20% (25)	**59% (76)**	14% (18)	**3.80**
Upper-level administrators promote respect for cultural differences at MTU.	1% (1)	4% (5)	28% (35)	**54% (69)**	13% (17)	**3.76**

At MTU, employees from different job classifications get along.	2% (3)	8% (10)	24% (31)	**61% (79)**	5% (7)	**3.59**
There is respect for religious differences here at MTU.	1% (1)	2% (3)	18% (23)	**69% (89)**	10% (13)	**3.85**
					Total Respondents	**130**
					(skipped this question)	**13**

6. Diversity-related Principals and Goals

29. Personal involvement in diversity-related principles and goals:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Response Average
I am willing to participate in the University's efforts to work toward diversity-related goals.	1% (1)	2% (2)	30% (38)	**51% (65)**	17% (21)	**3.81**
My peers or I would benefit from training around issues of sexual harassment or gender bias.	1% (1)	5% (7)	**44% (57)**	41% (53)	9% (11)	**3.51**
My peers or I would benefit from training around issues of racial/ethnic discrimination.	1% (1)	6% (8)	41% (53)	**43% (56)**	9% (11)	**3.53**
My peers or I would benefit from education/training concerning the University's need to work toward its diversity-related goals (e.g. developing an inclusive campus climate).	1% (1)	5% (7)	**43% (55)**	**43% (55)**	9% (11)	**3.53**
I feel pressure to change the way I speak, act, or dress in order to "fit in" at MTU.	12% (16)	**53% (69)**	22% (29)	9% (11)	3% (4)	**2.36**
When I hear derogatory remarks from my peers aimed at particular identity groups (e.g. racial, gender, etc.), I challenge them.	0% (0)	6% (7)	**52% (65)**	35% (44)	8% (10)	**3.45**
I make efforts to get to know individuals from diverse backgrounds here on campus.	0% (0)	6% (8)	31% (40)	**48% (62)**	14% (18)	**3.70**
I value the opportunity to examine social issues in small group settings.	0% (0)	13% (16)	**46% (57)**	31% (38)	10% (12)	**3.37**
It is important for me to educate others about the identity groups (e.g. racial, gender, etc.) to which I belong.	2% (3)	21% (26)	**57% (71)**	16% (20)	4% (5)	**2.98**
It is important for me to become educated about the identity groups (e.g. racial, gender, etc.) different from my own.	1% (1)	11% (14)	38% (47)	**39% (49)**	11% (14)	**3.49**
I think hearing about personal experiences helps shed light on social issues.	0% (0)	1% (1)	19% (24)	**65% (83)**	16% (20)	**3.95**
I believe there are many sides to social issues and I try to explore as many as possible.	0% (0)	4% (5)	33% (41)	**52% (65)**	12% (15)	**3.71**
I attend at least 2 cultural events on campus every year.	4% (5)	**28% (36)**	28% (35)	28% (35)	13% (16)	**3.17**
I attend at least 4 cultural events on campus every year.	7% (9)	**45% (57)**	33% (42)	6% (8)	8% (10)	**2.63**
I feel comfortable raising questions about diverse identity groups (e.g.						

racial, gender, etc.) with colleagues, students (when applicable), and/or supervisors.	3% (4)	13% (16)	40% (50)	**41% (52)**	3% (4)	**3.29**
My work on campus has contributed to my understanding of diverse groups.	2% (3)	6% (8)	34% (43)	**43% (54)**	14% (18)	**3.60**
Age does not have an effect on how employees are treated at MTU.	7% (9)	12% (15)	25% (32)	**48% (63)**	8% (11)	**3.40**
Employees of color are treated fairly at MTU.	1% (1)	0% (0)	27% (35)	**59% (77)**	13% (17)	**3.84**
Employees make negative remarks about students at MTU.	13% (17)	**43% (55)**	30% (39)	12% (16)	2% (2)	**2.47**
People from countries outside the US are treated with respect at MTU.	0% (0)	2% (2)	20% (26)	**65% (84)**	14% (18)	**3.91**
Lesbian, gay, and transgendered employees are treated with respect at MTU.	1% (1)	4% (5)	35% (44)	**48% (61)**	13% (16)	**3.68**
					Total Respondents	**130**
					(skipped this question)	**13**

7. Personal Experience of Discrimination on Campus

30. Have you personally experienced or witnessed harassment or discrimination at Michigan Tech based on any of the following? (check all that apply)

	Experienced myself	**Witnessed**	**Have not experienced or witnessed at Tech**	**Respondent Total**
Religious preference	2% (2)	4% (5)	**94% (119)**	**126**
Sexual orientation	2% (3)	12% (15)	**86% (107)**	**125**
Language/national origin	0% (0)	11% (14)	**89% (111)**	**125**
Gender	2% (3)	10% (12)	**89% (110)**	**124**
Race/ethnicity	2% (2)	9% (11)	**90% (111)**	**123**
Physical/mental ability	2% (3)	7% (8)	**91% (112)**	**123**
Age	6% (7)	13% (16)	**82% (103)**	**125**
			Total Respondents	**126**
			(skipped this question)	**17**

31. Any other forms of harassment or discrimination you have experienced other than those above (please specify):

View	**Total Respondents**	**14**
	(skipped this question)	**129**

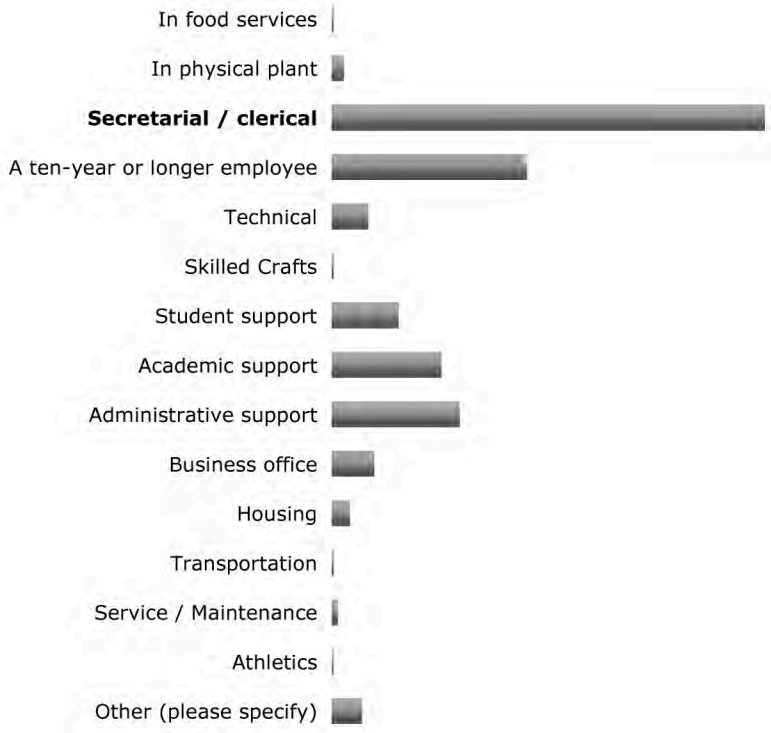
32. Personal safety:

	Strongly Disagree	**Disagree**	**Neutral**	**Agree**	**Strongly Agree**	**Response Average**
There are times when I have felt physically unsafe on campus.	34% (44)	**45% (58)**	11% (14)	6% (8)	4% (5)	**2.01**

Total Respondents	**129**
(skipped this question)	14

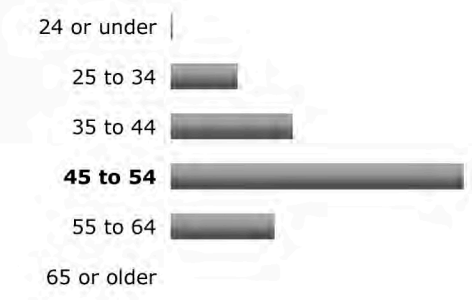
8. Background Information

33. I am:



	Response Percent	Response Total
In food services	0.8%	1
In physical plant	2.3%	3
Secretarial / clerical	**71.1%**	**91**
A ten-year or longer employee	32.8%	42
Technical	6.2%	8
Skilled Crafts	0.8%	1
Student support	11.7%	15
Academic support	18.8%	24
Administrative support	21.9%	28
Business office	7%	9
Housing	3.9%	5
Transportation	0.8%	1
Service / Maintenance	1.6%	2
Athletics	0.8%	1
View Other (please specify)	5.5%	7
Total Respondents		**128**
(skipped this question)		15

34. My age is:

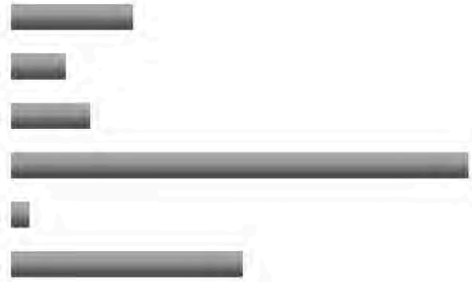


	Response Percent	Response Total
24 or under	0.8%	1
25 to 34	11.6%	15
35 to 44	20.9%	27
45 to 54	**48.8%**	**63**
55 to 64	17.8%	23
65 or older	0%	0
Total Respondents		**129**
(skipped this question)		14

35. Gender:

	Response Percent	Response Total
Male	17.2%	22
Female	**82.8%**	**106**
Transgender	0%	0
	Total Respondents	**128**
	(skipped this question)	**15**

36. Living situation:



	Response Percent	Response Total
Child care/elder care responsibilities	20.9%	27
Committed relationship	9.3%	12
Single	13.2%	17
Married	**76%**	**98**
Long-distance relationship	3.1%	4
Parent	38.8%	50
	Total Respondents	**129**
	(skipped this question)	**14**

37. I have:

	Response Percent	Response Total
No disability	**92.6%**	**113**
Physical disability	4.1%	5
Learning disability	0%	0
Had temporary disability at MTU (injury, illness, etc.)	3.3%	4
	Total Respondents	**122**
	(skipped this question)	**21**

38. I am from:

	Response Percent	Response Total
The Upper Peninsula	**76.6%**	**98**
Michigan	17.2%	22
Out of state	14.8%	19
Outside the U.S.	0.8%	1

A suburb	2.3%	3
An urban area	6.2%	8
A rural area	13.3%	17
Total Respondents		**128**
(skipped this question)		15

39. I am:

	Response Percent	Response Total
African American or Black	0%	0
Latino/a, Chicano/a or Hispanic	1.6%	2
Asian or Pacific Islander	0.8%	1
White, Caucasian, or European	**95.3%**	**122**
Multi-racial	0.8%	1
Native American	0.8%	1
Of Middle Eastern or Arabic origin	0%	0
Of South Asian background	0.8%	1
View Other (please specify)	0.8%	1
Total Respondents		**128**
(skipped this question)		15

40. Sexual orientation:

	Response Percent	Response Total
Openly gay, lesbian or bisexual	0%	0
Privately gay, lesbian or bisexual	2.4%	3
Heterosexual	**97.6%**	**122**
Total Respondents		**125**
(skipped this question)		18

41. Religious affiliation:

	Response Percent	Response Total
Islamic	0%	0
Catholic	**40%**	**50**
Jewish	0%	0
Christian/Protestant	30.4%	38
Christian/Evangelical	4%	5

	Hindu	1.6%	2
	Buddhist	0%	0
	Spiritual seeker	2.4%	3
	Native spirituality	2.4%	3
	None	9.6%	12
View	Other (please specify)	13.6%	17
		Total Respondents	**125**
		(skipped this question)	**18**

42. Political orientation:

		Response Percent	Response Total
	Very Liberal	4.8%	6
	Liberal	7.2%	9
	Middle of the road	**35.2%**	**44**
	Conservative	32%	40
	Very Conservative	0%	0
	Independent	12%	15
	None	8.8%	11
		Total Respondents	**125**
		(skipped this question)	**18**

43. Personal experiences (while at MTU):

		Response Percent	Response Total
	Family crisis (death, divorce, etc)	**64.5%**	**80**
	Treatment for depression or anxiety	13.7%	17
	Volunteer or community service	47.6%	59
	Eating disorders	2.4%	3
	Received recognition, honor, or awards	43.5%	54
	Received complaints from others about my behavior or comments	4%	5
	Engaged in problem drinking or drug use	0.8%	1
	Served in several jobs, departments, or capacities	36.3%	45
	Have family members also working at MTU	37.9%	47
		Total Respondents	**124**
		(skipped this question)	**19**

9. Wrap-up

44. Additional comments:

View	**Total Respondents**	**38**
	(skipped this question)	**105**

2005 Climate Study Survey Results

Office for Institutional Diversity
Michigan Technological University

Employee Responses

Faculty Responses

Professional Staff Responses

Student Responses

1. Introduction to Climate Survey

1. Please note: your email address WILL NOT BE connected to your individual responses. Your responses to the survey questions will remain confidential.

		Response Percent	Response Total
I understand that my email address will be used to enter me into a drawing for a prize after I have completed the entire survey.		**100%**	**189**
		Total Respondents	**189**
		(skipped this question)	**72**

2. We need to request your email address in order to confirm that you are affiliated with Michigan Tech and fill out the appropriate survey. This identification will not be linked to the confidential answers you provide.

View	**Total Respondents**	**255**
	(skipped this question)	**5**

2. Mission, Purpose, and Diversity-related Goals of the Institution

3. Questions related to the mission, purpose, and diversity-related goals of the institution:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Response Average
Employers expect all Michigan Tech graduates to have the knowledge, skills, and experiences necessary for functioning well in a diverse workplace.	1% (3)	2% (4)	9% (22)	42% (101)	**46% (109)**	**4.29**
The campus community needs to work together to create a supportive and welcoming campus climate for all students, faculty, and staff.	0% (0)	1% (3)	2% (6)	28% (66)	**69% (165)**	**4.64**

Faculty at Michigan Tech benefit from gaining knowledge, skills, and experiences that support diversity-related goals.	4% (9)	5% (12)	16% (39)	34% (82)	**40% (96)**	**4.03**
Cultivating my personal cross-cultural skills enhances my professional knowledge and capacities.	3% (8)	6% (13)	15% (36)	38% (88)	**38% (89)**	**4.01**
Michigan Tech would benefit academically from having more women students and women faculty on campus.	3% (8)	4% (9)	15% (36)	29% (68)	**49% (116)**	**4.16**
Michigan Tech would benefit academically from having more racial/ethnic minority students, and racial/ethnic minority faculty on campus.	3% (8)	4% (10)	16% (38)	28% (65)	**49% (114)**	**4.14**
It is appropriate and necessary for Michigan Tech to actively recruit women and racial/ethnic minorities.	3% (8)	3% (8)	11% (27)	31% (72)	**51% (120)**	**4.23**
It is appropriate and necessary for Michigan Tech to provide personal and programmatic support for women and racial/ethnic minorities on campus.	4% (9)	4% (9)	15% (34)	36% (85)	**41% (97)**	**4.08**
					Total Respondents	**242**
					(skipped this question)	**18**

4. Perceptions of diversity-related issues on campus:

	Strongly Disagree	**Disagree**	**Neutral**	**Agree**	**Strongly Agree**	**Response Average**
Issues related to gender bias and/or sexual harassment are taken seriously on campus.	6% (14)	12% (29)	28% (66)	**41% (94)**	12% (29)	**3.41**
The recruitment of women is taken seriously on campus.	7% (17)	16% (37)	31% (73)	**35% (82)**	10% (23)	**3.25**
The recruitment of racial/ethnic minorities is taken seriously on campus.	8% (19)	16% (37)	**34% (77)**	32% (72)	9% (21)	**3.17**
Issues related to race, racism, and racial discrimination and/or bias are taken seriously on campus.	6% (14)	10% (22)	31% (71)	**42% (96)**	11% (26)	**3.43**
There are too few racial minorities in my department.	3% (6)	12% (27)	20% (47)	31% (73)	**34% (79)**	**3.83**
There are too few women in my department.	9% (21)	24% (55)	23% (54)	**24% (56)**	21% (48)	**3.24**
My department is actively recruiting racial/ethnic minority faculty.	6% (13)	17% (40)	**34% (79)**	29% (66)	14% (32)	**3.28**
My department is actively recruiting women faculty.	6% (13)	13% (30)	**32% (74)**	32% (73)	17% (39)	**3.41**
My department has too few women in leadership positions.	9% (21)	28% (64)	**34% (79)**	15% (35)	13% (31)	**2.96**
There is a lot of diversity among the people at Michigan Tech.	24% (56)	**34% (79)**	19% (44)	18% (42)	4% (9)	**2.43**
The university does a good job of informing students, staff, and faculty of its diversity-related goals.	12% (28)	29% (67)	**31% (71)**	23% (54)	5% (12)	**2.81**
Students at MTU are receptive to diversity issues and express support.	7% (17)	23% (53)	**42% (97)**	24% (56)	3% (6)	**2.92**
Faculty at MTU are receptive to	8% (18)	19% (43)	29% (67)	**39% (91)**	5% (12)	**3.16**

diversity issues and express support.						
Staff at MTU are receptive to diversity issues and express support.	7% (17)	16% (37)	**47% (107)**	25% (58)	4% (9)	**3.02**
Institutional excellence in the 21st century requires Michigan Tech to enhance campus diversity and develop an inclusive climate for all its members.	3% (6)	4% (10)	15% (34)	35% (80)	**44% (101)**	**4.13**
					Total Respondents	**234**
					(skipped this question)	**26**

3. Workplace Satisfaction

5. Satisfaction and workload:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Response Average
I am satisfied with my overall experience here at Michigan Tech.	5% (11)	21% (50)	17% (40)	**44% (102)**	13% (30)	**3.39**
I feel supported by the institution in pursuing my professional goals.	12% (29)	23% (53)	23% (53)	**29% (67)**	13% (31)	**3.08**
I am/was satisfied with the evaluation, tenure, and promotion process here at Michigan Tech.	14% (32)	18% (42)	**30% (70)**	29% (66)	9% (20)	**3.00**
Criteria for tenure and promotion are/were clear to me.	13% (29)	19% (44)	23% (53)	**33% (76)**	12% (28)	**3.13**
I often do work that is not formally recognized by my department and/or annual review process.	3% (8)	10% (22)	19% (44)	**38% (88)**	30% (69)	**3.81**
I feel supported by my department in pursuing my academic interests and goals here at MTU.	7% (16)	16% (38)	21% (49)	**40% (92)**	16% (36)	**3.41**
I have seriously considered leaving Michigan Tech because of the climate and/or lack of support/ acknowledgement for my work.	16% (38)	20% (46)	19% (45)	**24% (57)**	20% (47)	**3.12**
I feel like I "fit" in my department.	8% (18)	13% (30)	21% (49)	**42% (96)**	16% (38)	**3.46**
I am satisfied with the mentoring I have received at MTU.	22% (50)	25% (58)	**27% (62)**	19% (44)	7% (17)	**2.65**
I feel isolated on campus.	21% (49)	**30% (70)**	20% (47)	19% (45)	9% (20)	**2.64**
I have seriously considered leaving Michigan Tech because of the climate and/or lack of diversity.	29% (66)	**30% (69)**	20% (46)	14% (33)	7% (17)	**2.42**
I enjoy working on team projects, serving on committees, and doing research with others.	3% (7)	5% (11)	24% (55)	**40% (94)**	28% (66)	**3.86**
My research area(s) is valued at Michigan Tech.	10% (23)	20% (46)	27% (62)	**32% (74)**	10% (23)	**3.12**
					Total Respondents	**233**
					(skipped this question)	**27**

6. Please rate your DEPARTMENT on each scale below:

	Hostile	2	3	4	Friendly	Response Average

Atmosphere	5% (11)	9% (20)	21% (50)	28% (66)	**37% (86)**	**3.84**
					Total Respondents	**233**
					(skipped this question)	**27**

7. Rate your department on:

	Disrespectful	**2**	**3**	**4**	**Respectful**	**Response Average**
Respect	4% (9)	9% (22)	23% (54)	31% (71)	**33% (76)**	**3.79**
					Total Respondents	**232**
					(skipped this question)	**28**

8. Rate your department on:

	Tradition-bound	**2**	**3**	**4**	**Open to change and innovation**	**Response Average**
Change	12% (29)	16% (38)	24% (57)	**31% (72)**	16% (37)	**3.21**
					Total Respondents	**233**
					(skipped this question)	**27**

9. Rate your department on:

	Uncooperative	**2**	**3**	**4**	**Cooperative**	**Response Average**
Cooperation	6% (14)	12% (27)	26% (60)	**33% (76)**	23% (54)	**3.56**
					Total Respondents	**231**
					(skipped this question)	**29**

10. Rate your department on:

	Weak sense of community	**2**	**3**	**4**	**Strong sense of community**	**Response Average**
Community	20% (46)	15% (34)	**25% (57)**	24% (56)	16% (37)	**3.02**
					Total Respondents	**230**
					(skipped this question)	**30**

11. Rate your department on:

	Racist	**2**	**3**	**4**	**Not racist**	**Response Average**
Racism	3% (6)	4% (10)	17% (39)	21% (48)	**55% (126)**	**4.21**
					Total Respondents	**229**
					(skipped this question)	**31**

12. Rate your department on:

	Sexist	2	3	4	Not sexist	Response Average
Sexism	4% (9)	10% (24)	18% (42)	22% (50)	**45% (104)**	**3.94**
					Total Respondents	**229**
					(skipped this question)	**31**

13. Rate your department on:

	Homophobic	2	3	4	Not homophobic	Response Average
Homophobia	3% (6)	12% (26)	30% (66)	22% (47)	**33% (72)**	**3.71**
					Total Respondents	**217**
					(skipped this question)	**43**

14. Rate your department on:

	Does not accommodate those w/disabilities	2	3	4	Accommodates those w/disabilities	Response Average
Accommodating to people with disabilities	4% (10)	6% (13)	28% (62)	29% (64)	**33% (74)**	**3.80**
					Total Respondents	**223**
					(skipped this question)	**37**

4. Rate the Campus

15. Please rate the CAMPUS on each scale below:

	Hostile	2	3	4	Friendly	Response Average
Atmosphere	3% (8)	12% (28)	26% (59)	**39% (90)**	19% (44)	**3.59**
					Total Respondents	**229**
					(skipped this question)	**31**

16. Rate the campus on:

	Disrespectful	2	3	4	Respectful	Response Average
Respect	4% (9)	13% (30)	29% (67)	**38% (87)**	16% (37)	**3.49**
					Total Respondents	**230**
					(skipped this question)	**30**

17. Rate the campus on:

	Tradition-bound	2	3	4	Open to change and innovation	Response Average
Change	21% (49)	26% (61)	**28% (65)**	19% (43)	6% (13)	**2.61**
					Total Respondents	**231**
					(skipped this question)	**29**

18. Rate the campus on:

	Uncooperative	2	3	4	Cooperative	Response Average
Cooperation	10% (22)	19% (44)	**36% (82)**	27% (61)	9% (21)	**3.07**
					Total Respondents	**230**
					(skipped this question)	**30**

19. Rate the campus on:

	Weak sense of community	2	3	4	Strong sense of community	Response Average
Community	20% (47)	21% (48)	26% (59)	**27% (62)**	6% (15)	**2.78**
					Total Respondents	**231**
					(skipped this question)	**29**

20. Rate the campus on:

	Racist	2	3	4	Not racist	Response Average
Racism	5% (11)	16% (37)	**27% (60)**	**27% (60)**	25% (57)	**3.51**
					Total Respondents	**225**
					(skipped this question)	**35**

21. Rate the campus on:

	Sexist	2	3	4	Not sexist	Response Average
Sexism	13% (29)	20% (45)	**25% (57)**	22% (50)	21% (47)	**3.18**
					Total Respondents	**228**
					(skipped this question)	**32**

22. Rate the campus on:

	Homophobic	2	3	4	Not homophobic	Response Average
Homophobia	13% (28)	20% (45)	**34% (75)**	19% (42)	14% (30)	**3.00**

Total Respondents	**220**
(skipped this question)	**40**

23. Rate the campus on:

	Does not accommodate those w/disabilities	2	3	4	Accommodates those w/disabilities	Response Average
Accommodating to people with disabilities	5% (12)	15% (34)	**29% (65)**	28% (62)	22% (50)	**3.47**
					Total Respondents	**223**
					(skipped this question)	**37**

24. Climate for work/life balance:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Response Average
Most faculty in my department are supportive of colleagues who seek to balance family and career responsibilities.	5% (12)	14% (33)	24% (55)	**43% (97)**	14% (31)	**3.45**
It is difficult for some faculty in my department to adjust their work schedules to care for children or other family members.	8% (19)	26% (59)	**33% (75)**	27% (61)	6% (13)	**2.96**
Faculty who have and care for children are considered less committed to their careers.	16% (37)	**29% (66)**	29% (65)	19% (43)	7% (16)	**2.71**
Michigan Tech needs to provide child care support for faculty, students, and staff.	6% (14)	8% (19)	26% (59)	27% (61)	**33% (74)**	**3.71**
Michigan Tech needs to provide support for faculty, students, and staff with elder care responsibilities.	4% (10)	8% (18)	33% (75)	**36% (81)**	19% (42)	**3.56**
I often have to forego professional activities (e.g. sabbaticals, conferences, meetings) because of personal responsibilities.	13% (29)	**28% (63)**	26% (58)	23% (52)	10% (23)	**2.90**
In the last year, I have seriously considered leaving Michigan Tech in order to achieve better balance between work and personal life.	24% (53)	**26% (58)**	22% (49)	17% (39)	12% (26)	**2.68**
					Total Respondents	**230**
					(skipped this question)	**30**

5. Your Relationsip to Diversity

25. Personal relation to diversity-related principles and goals:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Response Average
I personally have much to offer Michigan Tech in its efforts to reach diversity-related goals.	2% (5)	5% (12)	33% (73)	**45% (99)**	14% (32)	**3.64**

I personally have much to offer to Michigan Tech in its efforts to enhance the campus climate for all.	1% (3)	3% (6)	28% (61)	**50% (110)**	19% (41)	**3.81**
I am able to identify specific ways that I can increase my knowledge, skills, and/or experiences in regard to developing diversity-related capacities.	2% (5)	9% (19)	39% (85)	**42% (92)**	8% (18)	**3.45**
I am willing to enhance my diversity-related knowledge and skills.	3% (7)	2% (5)	18% (39)	**57% (126)**	20% (43)	**3.88**
I can identify specific ways that I can participate in the University's efforts to work toward its diversity-related goals.	3% (6)	9% (19)	35% (75)	**43% (93)**	11% (24)	**3.51**
I am willing to participate in the University's efforts to work toward diversity-related goals.	1% (3)	7% (15)	16% (35)	**57% (123)**	19% (40)	**3.84**
My peers or I would benefit from training around issues of sexual harassment or gender bias.	7% (15)	22% (48)	**30% (66)**	29% (63)	12% (26)	**3.17**
My peers or I would benefit from training around issues of racial/ethnic discrimination.	6% (13)	20% (44)	30% (65)	**31% (68)**	13% (28)	**3.25**
My peers or I would benefit from education/training concerning the University's need to work toward its diversity-related goals (e.g. developing an inclusive campus climate for all).	6% (13)	15% (33)	29% (64)	**39% (85)**	11% (23)	**3.33**
My peers or I would benefit from education/training concerning the link between diversity-related skills and our own professional development.	6% (12)	14% (30)	31% (68)	**37% (80)**	12% (27)	**3.37**
My peers or I would benefit from education/training concerning the link between diversity-related skills and the professional development of Michigan Tech students.	6% (12)	12% (27)	28% (61)	**39% (84)**	15% (32)	**3.45**
My peers or I would benefit from education regarding how diverse perspectives can often increase individuals' and groups' problem-solving skills and/or capacities to innovate.	5% (11)	11% (24)	27% (58)	**39% (84)**	19% (41)	**3.55**
					Total Respondents	**222**
					(skipped this question)	**38**

26. Diversity-related knowledge and skills:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Response Average
I am good at collaborating with others and sorting out tasks and responsibilities in groups.	0% (1)	3% (6)	12% (26)	**56% (123)**	28% (62)	**4.10**
I feel comfortable asking people of other races/ethnicities about issues involving race and/or cultural differences.	1% (3)	8% (18)	18% (40)	**50% (108)**	22% (49)	**3.83**
I am willing to have others challenge my perspective or feelings on issues that matter to me.	0% (0)	3% (6)	12% (27)	**59% (127)**	26% (56)	**4.08**
I am able to respectfully challenge others' opinions when I feel they are	0% (1)	3% (7)	19% (41)	**59% (129)**	18% (39)	**3.91**

misinformed.						
I feel comfortable talking about my socio-economic background with those who come from different socio-economic backgrounds.	1% (2)	7% (15)	12% (27)	**56% (122)**	23% (50)	**3.94**
I feel comfortable discussing my religious or spiritual beliefs with others and responding to their questions.	4% (9)	12% (26)	19% (41)	**44% (94)**	21% (46)	**3.66**
I feel comfortable listening to others express their religious or spiritual beliefs and engaging them in discussion.	6% (12)	10% (22)	20% (43)	**42% (91)**	23% (49)	**3.66**
I feel comfortable sharing my political views with those who disagree with me.	5% (10)	10% (21)	22% (48)	**47% (101)**	17% (37)	**3.62**
I am willing to respectfully listen to and consider political views other than my own.	1% (2)	1% (3)	12% (27)	**63% (137)**	22% (48)	**4.04**
I am comfortable having a conversation with someone who speaks English with an accent that is unfamiliar to me or difficult for me to understand.	0% (0)	3% (6)	8% (18)	42% (92)	**47% (101)**	**4.33**
I pay attention to the group interactions and point out problematic dynamics (i.e. the same group of people dominating the conversation) to colleagues.	2% (4)	12% (26)	31% (68)	**36% (78)**	19% (40)	**3.57**
When I hear derogatory remarks made by my peers aimed at particular identity groups (e.g. racial, gender, etc.), I challenge them.	2% (4)	6% (13)	33% (71)	**40% (85)**	19% (41)	**3.68**
I make efforts to get to know individuals from diverse backgrounds here on campus.	0% (1)	10% (21)	33% (70)	**39% (84)**	18% (38)	**3.64**
I notice when people are being left out of activities and make efforts to include them.	1% (2)	4% (8)	25% (53)	**48% (104)**	23% (49)	**3.88**
I can recognize when others or I make derogatory comments, assumptions, and/or jokes about specific identity groups (e.g. racial, gender, etc.).	0% (1)	1% (2)	9% (19)	**57% (123)**	32% (69)	**4.20**
I am willing to apologize for participating in or encouraging derogatory comments and/or jokes toward specific identity groups (e.g. racial, gender, etc.).	1% (2)	1% (2)	15% (31)	**49% (103)**	34% (72)	**4.15**
I know the steps to take if a student, colleague, or staff member comes to me with a problem with sexual harassment or gender bias.	3% (7)	19% (41)	21% (45)	**40% (87)**	17% (36)	**3.48**
I know the steps to take if a student, colleague, or staff member comes to me with a problem concerning racial/ethnic discrimination or bias.	3% (7)	20% (44)	22% (47)	**41% (88)**	14% (30)	**3.42**
I feel comfortable discussing gay/lesbian/transgender issues with people of different sexual orientations.	3% (7)	15% (32)	25% (53)	**37% (78)**	20% (43)	**3.55**
					Total Respondents	**219**
					(skipped this question)	**41**

6. Diversity Experiences

27. Orientation toward participating in diverse interactions:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Response Average
I value the opportunity to examine social issues in small group settings.	4% (8)	9% (18)	26% (53)	**47% (96)**	15% (31)	**3.60**
It is important for me to educate others about the identity groups (e.g. racial, gender, etc.) to which I belong.	5% (11)	26% (53)	**38% (78)**	24% (49)	7% (14)	**3.01**
It is important for me to become educated about identity groups (e.g. racial, gender, etc.) different from my own.	2% (5)	8% (16)	26% (53)	**49% (101)**	15% (30)	**3.66**
I think hearing about personal experiences helps shed light on social issues.	2% (4)	5% (10)	16% (33)	**60% (124)**	17% (36)	**3.86**
I believe there are many sides to social issues and I try to explore as many as possible.	2% (4)	3% (7)	18% (38)	**58% (119)**	18% (38)	**3.87**
I understand specifically how my background (e.g. my race, gender, ethnicity, socio-economic status, religion, education, physical abilities, experiences, and so on) have shaped my thoughts, feelings, and perspectives.	1% (2)	2% (5)	16% (32)	**55% (113)**	26% (53)	**4.02**
I enjoy learning about the reasons and/or experiences that have shaped the perspectives and behaviors of others.	1% (3)	5% (10)	17% (34)	**54% (111)**	23% (48)	**3.93**
I am uncomfortable with non-physical expressions of conflict and/or strong disagreement when discussing social issues.	7% (15)	29% (59)	**34% (69)**	25% (51)	5% (10)	**2.91**
I believe that respectfully exploring sources of tension and strong disagreement with others enriches the learning process.	2% (4)	3% (7)	19% (39)	**57% (116)**	19% (39)	**3.87**
Thoughtful and respectful consideration of diverse perspectives and viewpoints is essential for people to work together effectively.	1% (2)	2% (5)	10% (21)	**54% (112)**	32% (66)	**4.14**
Diverse perspectives often enhance both individuals' and work teams' capacities for solving difficult problems and generating innovative solutions.	2% (4)	5% (10)	16% (33)	**51% (104)**	26% (54)	**3.95**
I do not enjoy working on group projects and/or teams.	27% (56)	**40% (83)**	22% (45)	8% (16)	3% (7)	**2.20**
I believe even respectful conflict between individuals and/or groups makes it difficult for people to communicate with each other.	14% (29)	**35% (73)**	29% (59)	17% (34)	5% (11)	**2.64**
I understand the connection between current and historical social inequalities in the US and how these relate to current diversity-related efforts throughout industry and higher education.	1% (3)	10% (20)	23% (48)	**46% (95)**	19% (40)	**3.72**
					Total Respondents	**209**
					(skipped this question)	**51**

28. Classroom and campus experiences:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Response Average
In class, I pay attention to the group interactions and point out problematic dynamics to the students.	1% (2)	10% (20)	28% (59)	**50% (104)**	11% (24)	**3.61**
I am conscious of the possible need for specifically mentoring women and under-represented minority students at Michigan Tech.	1% (2)	7% (14)	21% (43)	**43% (88)**	29% (60)	**3.92**
I believe faculty have equal academic expectations of students from all social groups.	3% (7)	17% (36)	15% (32)	**44% (92)**	20% (41)	**3.60**
I have made changes to my teaching or course content over the years in order to incorporate more diverse or multicultural materials.	5% (11)	21% (43)	**36% (73)**	25% (52)	13% (26)	**3.19**
I make an effort to create an inclusive classroom/lab/work group climate.	0% (1)	1% (2)	11% (23)	**53% (110)**	35% (73)	**4.21**
I am satisfied with the intellectual quality and challenge of the classes offered at Michigan Tech.	11% (22)	19% (40)	18% (37)	**44% (92)**	9% (18)	**3.21**
My academic/research group experiences have expanded my understanding of diversity.	4% (9)	13% (27)	32% (67)	**36% (75)**	14% (29)	**3.43**
I would like to engage my students more in learning situations that increase their cross-cultural competencies.	3% (6)	6% (13)	29% (61)	**44% (92)**	17% (35)	**3.66**
					Total Respondents	**211**
					(skipped this question)	**49**

7. Campus Diversity Experiences

29. Diversity-related experiences on campus:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Response Average
I learn the most about social issues in discussions with faculty and staff members.	11% (23)	24% (49)	**39% (81)**	25% (51)	2% (4)	**2.83**
I learn the most about social issues in discussions with students.	8% (17)	19% (39)	**42% (87)**	26% (53)	5% (10)	**3.00**
I attend at least 2 cultural events on campus every year.	4% (8)	10% (20)	10% (20)	**42% (87)**	35% (72)	**3.94**
I attend at least 4 cultural events on campus every year.	8% (17)	26% (52)	18% (36)	21% (43)	**26% (53)**	**3.31**
I feel comfortable raising questions about diverse identity groups (e.g. racial, gender, etc.) with students in class.	6% (12)	21% (42)	30% (61)	**31% (63)**	11% (23)	**3.21**
I believe faculty and staff at MTU treat students from all identity groups (e.g. racial, gender, etc.) fairly.	5% (11)	18% (36)	24% (49)	**40% (81)**	14% (28)	**3.39**
My campus experience has contributed to my understanding of diverse	6% (12)	14% (28)	34% (69)	**40% (81)**	7% (15)	**3.29**

groups.						
My professional experiences beyond campus have contributed to my understanding of diverse groups.	1% (3)	3% (6)	22% (45)	**40% (83)**	33% (68)	**4.01**
I feel comfortable participating in the diversity initiatives here at Michigan Tech.	5% (10)	11% (23)	30% (61)	**43% (89)**	11% (22)	**3.44**
Mentoring students is an important part of being a faculty member.	1% (3)	0% (0)	7% (14)	41% (84)	**51% (106)**	**4.40**
My experiences with colleagues have expanded my understanding of diversity.	7% (15)	14% (29)	25% (52)	**47% (95)**	6% (13)	**3.30**
I have been exposed to information and activities devoted to understanding diverse groups in faculty meetings, inter-disciplinary activities, and professional development initiatives.	7% (14)	18% (37)	28% (56)	**39% (80)**	8% (16)	**3.23**
I have been exposed to information and activities devoted to understanding diverse groups in informal interactions and conversations with friends.	2% (5)	4% (8)	26% (53)	**52% (107)**	15% (31)	**3.74**
I have benefited from attending the Parade of Nations, Powwow, Diwali Nite, or the annual Martin Luther King, Jr. holiday celebrations.	4% (9)	10% (21)	20% (40)	**43% (89)**	22% (46)	**3.69**
I have benefited from attending events during Hispanic Heritage Week, Black History Week, or Women's History Week.	6% (13)	20% (41)	**38% (77)**	27% (55)	8% (17)	**3.11**
					Total Respondents	**208**
					(skipped this question)	52

30. Have you personally experienced or witnessed harassment or discrimination at Michigan Tech based on any of the following? (check all that apply)

	Experienced myself	Witnessed	Have not experienced or witnessed at Tech	Respondent Total
Religious preference	10% (20)	20% (41)	**75% (156)**	**208**
Sexual orientation	1% (3)	34% (70)	**65% (135)**	**208**
Language/national origin	5% (11)	35% (72)	**62% (128)**	**208**
Gender	17% (35)	39% (81)	**50% (105)**	**209**
Race/ethnicity	3% (6)	28% (58)	**69% (143)**	**207**
Physical/mental ability	2% (4)	25% (51)	**74% (153)**	**207**
Age	7% (15)	20% (42)	**74% (153)**	**208**
			Total Respondents	**209**
			(skipped this question)	51

31. Any other forms of harassment or discrimination you have experienced other than those above (please specify):

View **Total Respondents** **23**

(skipped this question) 237

32. Personal safety:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Response Average
There are times when I have felt physically unsafe on campus.	**55% (117)**	31% (67)	5% (11)	7% (14)	2% (4)	**1.69**
					Total Respondents	**213**
					(skipped this question)	47

8. Background Information

33. I am:

	Response Percent	Response Total
A tenured professor	**55.9%**	**119**
A department chair	2.8%	6
On tenure-track	22.1%	47
An instructor	14.6%	31
An adjunct	5.2%	11
An administrator	4.2%	9
A department committee member	17.4%	37
A university committee member	13.1%	28
Total Respondents		**213**
(skipped this question)		47

34. Academic program:

	Response Percent	Response Total
Engineering	39.7%	85
Business & Economics	9.3%	20
Technology	3.7%	8
Sciences and Arts	**42.1%**	**90**
Forest Resources & Environmental Science	6.1%	13
Total Respondents		**214**
(skipped this question)		46

35. Gender:

	Response	Response

	Percent	Total
Male	**73.6%**	**159**
Female	25.9%	56
Transgender	0.5%	1
Total Respondents		**216**
(skipped this question)		**44**

36. Living situation:

	Response Percent	Response Total
Child care/elder care responsibilities	21.9%	47
Committed relationship	8.8%	19
Single	12.6%	27
Married	**76.7%**	**165**
Long-distance relationship	4.2%	9
Parent	35.8%	77
Total Respondents		**215**
(skipped this question)		**45**

37. I have:

	Response Percent	Response Total
No disability	**89.3%**	**192**
Physical disability	5.6%	12
Learning disability	0.5%	1
Had temporary disability at MTU (injury, illness, etc)	6%	13
Total Respondents		**215**
(skipped this question)		**45**

38. I am from:

	Response Percent	Response Total
The Upper Peninsula	10.8%	23
Michigan	13.6%	29
Out of state	**56.3%**	**120**
Outside the U.S.	20.7%	44
A suburb	13.1%	28
An urban area	16.9%	36

A rural area	16%	34
	Total Respondents	**213**
	(skipped this question)	**47**

39. I am:

	Response Percent	Response Total
African American or Black	0.5%	1
Latino/a, Chicano/a or Hispanic	1%	2
Asian or Pacific Islander	7.7%	16
White, Caucasian, or European	**87%**	**180**
Multi-racial	0.5%	1
Native American	1%	2
Of Middle Eastern or Arabic origin	1%	2
Of South Asian background	2.4%	5
View Other (please specify)	2.4%	5
Total Respondents		**207**
(skipped this question)		**53**

40. Sexual orientation:

	Response Percent	Response Total
Openly gay, lesbian or bisexual	0%	0
Privately gay, lesbian or bisexual	0.5%	1
Heterosexual	**99.5%**	**202**
Total Respondents		**203**
(skipped this question)		**57**

41. Religious affiliation:

	Response Percent	Response Total
Islamic	1%	2
Catholic	16.2%	32
Jewish	2%	4
Christian/Protestant	**28.8%**	**57**
Christian/Evangelical	7.1%	14
Hindu	5.1%	10
Buddhist	2%	4

Spiritual seeker	4%	8
Native spirituality	0.5%	1
None	26.8%	53
View Other (please specify)	9.6%	19
	Total Respondents	**198**
	(skipped this question)	**62**

42. Political orientation:

	Response Percent	Response Total
Very Liberal	14.6%	30
Liberal	**27.8%**	**57**
Middle of the road	16.6%	34
Conservative	17.1%	35
Very Conservative	5.9%	12
Independent	17.6%	36
None	6.8%	14
	Total Respondents	**205**
	(skipped this question)	**55**

43. Personal experiences (while at MTU):

	Response Percent	Response Total
Family crisis (death, divorce, etc.)	52.5%	106
Treatment for depression or anxiety	16.8%	34
Volunteer or community service	62.4%	126
Eating disorders	2%	4
Book/Articles published	**80.2%**	**162**
Complaints from students about my behavior or comments	5.9%	12
Received recognition, honor, or award	55.9%	113
Problem drinking or drug use	3%	6
International or exchange experiences	32.7%	66
PI on research grant project	62.9%	127
Advisor to a student group	67.8%	137
	Total Respondents	**202**
	(skipped this question)	**58**

9. Wrap-up

44. Additional comments:

View	**Total Respondents**	**76**
	(skipped this question)	184

2005 Climate Study Survey Results

Office for Institutional Diversity
Michigan Technological University

Employee Responses

Faculty Responses

Professional Staff Responses

Student Responses

1. Introduction to Climate Survey

1. Please note: your email address WILL NOT BE connected to your individual responses. Your responses to the survey questions will remain confidential.

		Response Percent	Response Total
I understand that my email address will be used to enter me into a drawing for a prize after I have completed the entire survey.		**100%**	**201**
		Total Respondents	**201**
		(skipped this question)	**86**

2. We need to request your email address in order to confirm that you are affiliated with Michigan Tech and fill out the appropriate survey. This identification will not be linked to the confidential answers you provide.

View	**Total Respondents**	**281**
	(skipped this question)	**6**

2. Mission, Purpose, and Diversity-related Goals of the Institution:

3. Questions related to the mission, purpose, and diversity-related goals of the institution:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Response Average
Employers expect Michigan Tech graduates to have the knowledge, skills, and experiences necessary for functioning well in a diverse workplace.	0% (1)	1% (2)	10% (27)	**50% (132)**	39% (102)	**4.26**
The campus community needs to work together to create a supportive and welcoming campus climate for all students, faculty, and staff.	0% (0)	0% (1)	3% (7)	38% (101)	**59% (154)**	**4.55**

Professional staff at Michigan Tech benefit from gaining knowledge, skills, and experiences that support diversity-related goals.	0% (1)	7% (19)	18% (46)	**47% (124)**	27% (72)	**3.94**
Cultivating my personal cross-cultural skills enhances my professional knowledge and capacities.	0% (1)	9% (23)	11% (30)	**46% (120)**	34% (88)	**4.03**
Michigan Tech would benefit from having more women students and women faculty on campus.	0% (1)	3% (9)	26% (67)	34% (90)	**36% (94)**	**4.02**
Michigan Tech would benefit from having more racial/ethnic minority students and racial/ethnic minority faculty on campus.	1% (3)	9% (23)	28% (72)	**35% (91)**	28% (72)	**3.79**
It is appropriate and necessary for Michigan Tech to actively recruit women and racial/ethnic minorities.	1% (2)	8% (22)	22% (58)	**38% (100)**	30% (78)	**3.88**
It is appropriate and necessary for Michigan Tech to provide personal and program support for women and racial/ethnic minorities on campus.	3% (7)	11% (30)	24% (63)	**38% (98)**	24% (63)	**3.69**
					Total Respondents	**264**
					(skipped this question)	**23**

4. Perceptions of diversity-related issues on campus:

	Strongly Disagree	**Disagree**	**Neutral**	**Agree**	**Strongly Agree**	**Response Average**
Issues related to gender bias and/or sexual harassment are taken seriously on campus.	2% (4)	12% (31)	26% (67)	**47% (120)**	14% (36)	**3.59**
The recruitment of women is taken seriously on campus.	2% (6)	13% (34)	29% (76)	**47% (121)**	8% (21)	**3.45**
The recruitment of racial/ethnic minorities is taken seriously on campus.	2% (6)	10% (26)	32% (82)	**49% (128)**	7% (17)	**3.48**
Issues related to race, racism, and racial discrimination and/or bias are taken seriously on campus.	1% (3)	7% (19)	26% (66)	**54% (139)**	12% (30)	**3.68**
There are too few racial minorities in my department.	3% (8)	18% (45)	**41% (105)**	27% (69)	12% (30)	**3.26**
There are too few women in my department.	11% (28)	**38% (97)**	28% (73)	15% (39)	8% (21)	**2.72**
My department/area is actively recruiting racial/ethnic minority staff.	4% (10)	18% (45)	**50% (128)**	21% (54)	7% (17)	**3.09**
My department/area has too few women in leadership positions.	11% (29)	**38% (97)**	34% (87)	13% (33)	4% (10)	**2.60**
The university does a good job of informing students, staff, and faculty of its diversity-related goals.	3% (8)	27% (69)	**35% (90)**	31% (80)	4% (11)	**3.07**
There is a lot of diversity among the people at Michigan Tech.	8% (21)	22% (58)	26% (67)	**36% (94)**	7% (19)	**3.12**
					Total Respondents	**260**
					(skipped this question)	**27**

3. Satisfaction and Workload

5. Satisfaction and workload:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Response Average
I am satisfied with my overall experience here at Michigan Tech.	1% (2)	11% (28)	14% (37)	**57% (148)**	17% (45)	**3.79**
I am satisfied with my job/position here at Michigan Tech.	1% (3)	10% (26)	18% (47)	**46% (120)**	24% (63)	**3.83**
I feel supported by the institution in pursuing my professional goals.	6% (15)	19% (49)	27% (70)	**33% (85)**	16% (41)	**3.34**
I am/was satisfied with the evaluation and promotion process here at Michigan Tech.	14% (36)	**30% (77)**	25% (64)	24% (62)	8% (21)	**2.83**
I often do work that is not formally recognized by my department.	1% (2)	17% (45)	19% (49)	**44% (113)**	19% (50)	**3.63**
I often (several days of each week) work beyond the number of hours reasonably required for my job/position.	1% (2)	18% (46)	24% (62)	**35% (90)**	23% (59)	**3.61**
I have seriously considered leaving my job/position because of the climate and/or lack of support/acknowledgement for my work.	12% (32)	**36% (93)**	17% (45)	20% (53)	14% (36)	**2.88**
I feel like I "fit" in my department.	1% (3)	9% (24)	20% (51)	**49% (127)**	21% (55)	**3.80**
I have seriously considered leaving my job/position because of the climate and/or lack of diversity.	27% (71)	**44% (115)**	15% (40)	7% (19)	6% (15)	**2.20**
					Total Respondents	**260**
					(skipped this question)	**27**

6. Please rate your DEPARTMENT on each scale below:

	Hostile	2	3	4	Friendly	Response Average
Atmosphere	2% (4)	8% (20)	18% (46)	28% (72)	**45% (117)**	**4.07**
					Total Respondents	**259**
					(skipped this question)	**28**

7. Rate your department on:

	Disrespectful	2	3	4	Respectful	Response Average
Respect	2% (5)	8% (22)	20% (52)	33% (85)	**37% (95)**	**3.94**
					Total Respondents	**259**
					(skipped this question)	**28**

8. Rate your department on:

	Tradition-bound	2	3	4	Open to change and innovation	Response Average

Change	4% (11)	11% (28)	25% (65)	**35% (92)**	25% (64)	**3.65**
					Total Respondents	**260**
					(skipped this question)	**27**

9. Rate your department on:

	Uncooperative	**2**	**3**	**4**	**Cooperative**	**Response Average**
Cooperation	1% (2)	11% (27)	24% (61)	**34% (87)**	31% (78)	**3.83**
					Total Respondents	**255**
					(skipped this question)	**32**

10. Rate your department on:

	Weak sense of community	**2**	**3**	**4**	**Strong sense of community**	**Response Average**
Community	7% (18)	15% (40)	**28% (74)**	26% (67)	23% (61)	**3.43**
					Total Respondents	**260**
					(skipped this question)	**27**

11. Rate your department on:

	Racist	**2**	**3**	**4**	**Not racist**	**Response Average**
Racism	1% (2)	4% (10)	10% (27)	22% (58)	**63% (163)**	**4.42**
					Total Respondents	**260**
					(skipped this question)	**27**

12. Rate your department on:

	Sexist	**2**	**3**	**4**	**Not sexist**	**Response Average**
Sexism	2% (4)	7% (18)	14% (37)	21% (55)	**56% (143)**	**4.23**
					Total Respondents	**257**
					(skipped this question)	**30**

13. Rate your department on:

	Homophobic	**2**	**3**	**4**	**Not homophobic**	**Response Average**
Homophobia	2% (6)	7% (17)	23% (57)	22% (55)	**46% (114)**	**4.02**
					Total Respondents	**249**
					(skipped this question)	**38**

14. Rate your department on:

	Does not accommodate those w/disabilities	2	3	4	Accommodates those w/disabilities	Response Average
Accommodating to people with disabilities	1% (2)	4% (11)	23% (59)	25% (64)	**47% (120)**	**4.13**
					Total Respondents	**256**
					(skipped this question)	**31**

15. Please rate the CAMPUS on each scale below:

	Hostile	2	3	4	Friendly	Response Average
Atmosphere	1% (2)	8% (20)	27% (70)	**45% (116)**	20% (51)	**3.75**
					Total Respondents	**259**
					(skipped this question)	**28**

16. Rate the campus on:

	Disrespectful	2	3	4	Respectful	Response Average
Respect	1% (2)	9% (23)	32% (82)	**45% (116)**	14% (37)	**3.63**
					Total Respondents	**260**
					(skipped this question)	**27**

17. Rate the campus on:

	Tradition-bound	2	3	4	Open to change and innovation	Response Average
Change	8% (22)	16% (42)	**34% (88)**	34% (87)	8% (20)	**3.16**
					Total Respondents	**259**
					(skipped this question)	**28**

18. Rate the campus on:

	Uncooperative	2	3	4	Cooperative	Response Average
Cooperation	3% (7)	15% (40)	**40% (105)**	33% (85)	9% (23)	**3.30**
					Total Respondents	**260**
					(skipped this question)	**27**

19. Rate the campus on:

	Weak sense of	2	3	4	Strong sense of	Response Average

	community				community	
Community	6% (15)	20% (50)	**33% (85)**	30% (77)	11% (29)	**3.21**
					Total Respondents	**256**
					(skipped this question)	**31**

20. Rate the campus on:

	Racist	2	3	4	Not racist	Response Average
Racism	1% (3)	6% (15)	29% (74)	**33% (85)**	31% (80)	**3.87**
					Total Respondents	**257**
					(skipped this question)	**30**

21. Rate the campus on:

	Sexist	2	3	4	Not sexist	Response Average
Sexism	3% (7)	14% (37)	29% (75)	**32% (81)**	22% (56)	**3.55**
					Total Respondents	**256**
					(skipped this question)	**31**

22. Rate the campus on:

	Homophobic	2	3	4	Not homophobic	Response Average
Homophobia	6% (15)	12% (29)	**35% (89)**	27% (67)	21% (52)	**3.44**
					Total Respondents	**252**
					(skipped this question)	**35**

23. Rate the campus on:

	Does not accommodate those w/disabilities	2	3	4	Accommodates those w/disabilities	Response Average
Accommodating to people with disabilities	2% (4)	10% (26)	23% (59)	**37% (95)**	28% (73)	**3.81**
					Total Respondents	**257**
					(skipped this question)	**30**

4. Climate for Work / Life Balance

24. Climate for work/life balance:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Response Average
Most people in my department are						

supportive of colleagues who seek to balance family and career responsibilities.	2% (5)	5% (13)	12% (31)	**56% (145)**	25% (65)	**3.97**
It is difficult for some people in my department to adjust their work schedules to care for children or other family members.	13% (33)	**38% (98)**	23% (59)	21% (55)	5% (12)	**2.67**
People who have and care for children are considered less committed to their careers.	17% (44)	**40% (104)**	21% (53)	17% (43)	5% (14)	**2.53**
Michigan Tech needs to provide child care support for faculty, students, and staff.	7% (17)	14% (36)	27% (71)	**31% (81)**	21% (54)	**3.46**
Michigan Tech needs to provide support for faculty, students, and staff with elder care responsibilities.	5% (12)	14% (35)	**34% (88)**	32% (83)	16% (41)	**3.41**
I often have to forego professional activities because of personal responsibilities.	9% (24)	**43% (110)**	22% (57)	19% (48)	7% (19)	**2.72**
I feel employees in my area/department put forward their best efforts.	1% (3)	6% (16)	14% (37)	**50% (130)**	28% (73)	**3.98**
In the last year, I have seriously considered leaving Michigan Tech in order to achieve better balance between work and personal life.	23% (60)	**44% (113)**	15% (38)	9% (23)	10% (25)	**2.38**
					Total Respondents	**259**
					(skipped this question)	**28**

5. Diversity Principles and Goals

25. Personal relation to diversity-related principles and goals:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Response Average
I personally have much to offer Michigan Tech in its efforts to reach diversity-related goals.	1% (3)	10% (25)	**43% (107)**	33% (82)	13% (32)	**3.46**
I personally have much to offer Michigan Tech in its efforts to enhance the campus climate for all.	0% (1)	4% (9)	29% (71)	**49% (123)**	18% (45)	**3.81**
I am able to identify specific ways that I can increase my personal knowledge and/or experiences in regard to developing diversity-related skills.	1% (2)	11% (28)	**45% (111)**	31% (78)	12% (29)	**3.42**
I am willing to enhance my diversity-related knowledge and skills.	1% (3)	4% (9)	18% (46)	**55% (138)**	22% (54)	**3.92**
I can identify specific ways that I can participate in the University's efforts to work toward achieving diversity-related goals.	1% (3)	15% (38)	**47% (117)**	25% (62)	11% (28)	**3.30**
I am willing to participate in the University's efforts to work toward diversity-related goals.	2% (4)	3% (8)	21% (52)	**53% (131)**	22% (54)	**3.90**
My peers or I would benefit from training around issues of sexual harassment or gender bias.	5% (12)	16% (39)	31% (77)	**37% (91)**	12% (30)	**3.35**
My peers or I would benefit from training around issues of racial/ethnic discrimination.	4% (10)	15% (37)	33% (81)	**37% (91)**	12% (30)	**3.38**

My peers or I would benefit from education/training concerning the University's need to work toward its diversity-related goals (e.g. developing an inclusive campus climate).	3% (8)	10% (24)	33% (83)	**42% (103)**	12% (30)	**3.50**
My peers or I would benefit from education/training concerning the link between diversity-related skills and our own professional development.	2% (6)	9% (23)	33% (81)	**41% (101)**	15% (36)	**3.56**
My peers or I would benefit from education/training concerning the link between diversity-related skills and the professional development of Michigan Tech students.	2% (6)	10% (26)	33% (81)	**38% (94)**	17% (41)	**3.56**
My peers or I would benefit from education regarding how diverse perspectives can often increase individuals' and groups' problem-solving skills and/or capacities to innovate.	3% (7)	7% (16)	29% (71)	**46% (113)**	16% (39)	**3.65**
				Total Respondents		**251**
				(skipped this question)		**36**

26. Diversity-related knowledge and skills:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Response Average
I am good at collaborating with others and sorting out tasks and responsibilities in groups.	0% (1)	2% (4)	9% (23)	**65% (160)**	24% (60)	**4.10**
I feel comfortable asking people of other races/ethnicities about issues involving race and/or cultural differences.	0% (1)	9% (23)	19% (47)	**51% (126)**	20% (50)	**3.81**
I am willing to have others challenge my perspective or feelings on issues that matter to me.	0% (1)	5% (12)	15% (36)	**63% (156)**	17% (41)	**3.91**
I am able to respectfully challenge others' opinions when I feel they are misinformed.	0% (0)	4% (10)	16% (40)	**66% (164)**	13% (33)	**3.89**
I feel comfortable talking about my socio-economic background with those who come from different socio-economic backgrounds.	1% (2)	3% (8)	17% (42)	**64% (157)**	15% (38)	**3.89**
I feel comfortable discussing my religious or spiritual beliefs with others and responding to their questions.	3% (7)	17% (43)	19% (46)	**50% (124)**	11% (28)	**3.50**
I feel comfortable listening to others express their religious or spiritual beliefs and engaging them in discussion.	4% (9)	14% (34)	20% (49)	**49% (122)**	14% (34)	**3.56**
I feel comfortable sharing my political views with those who disagree with me.	5% (12)	17% (42)	25% (63)	**45% (112)**	8% (19)	**3.34**
I am willing to respectfully listen to and consider political views other than my own.	0% (0)	4% (10)	15% (36)	**68% (167)**	14% (34)	**3.91**
I am comfortable having a conversation with someone who speaks English with an accent that is unfamiliar to me or difficult for me to	0% (0)	3% (8)	10% (25)	**60% (148)**	27% (66)	**4.10**

understand.						
I pay attention to the group interactions and point out problematic dynamics (e.g. the same group of people dominating the conversation) to colleagues.	0% (1)	11% (28)	39% (95)	**40% (99)**	9% (22)	**3.46**
When I hear derogatory remarks made by my peers aimed at particular identity groups (e.g. racial, gender, etc.), I challenge them.	0% (1)	8% (21)	36% (89)	**43% (107)**	12% (30)	**3.58**
I make efforts to get to know individuals from diverse backgrounds here on campus.	0% (1)	12% (30)	31% (77)	**42% (104)**	14% (35)	**3.57**
I notice when people are being left out of activities and make efforts to include them.	0% (0)	4% (9)	22% (55)	**59% (144)**	15% (38)	**3.86**
I can recognize when others or I make derogatory comments, assumptions, and/or jokes about specific identity groups (e.g. racial, gender, etc.).	0% (0)	1% (2)	9% (23)	**70% (171)**	20% (50)	**4.09**
I am willing to apologize for participating in or encouraging derogatory comments and/or jokes toward specific identity groups (e.g. racial, gender, etc.).	0% (0)	1% (3)	13% (31)	**59% (143)**	27% (65)	**4.12**
I know the steps to take if a student or colleague comes to me with a problem with sexual harassment or gender bias.	2% (6)	18% (44)	18% (45)	**46% (113)**	15% (38)	**3.54**
I know the steps to take if a student or colleague comes to me with a problem concerning racial/ethnic discrimination or bias.	2% (6)	19% (47)	19% (48)	**46% (113)**	13% (33)	**3.49**
I feel comfortable discussing gay/lesbian/transgender issues with people of different sexual orientations.	4% (10)	17% (42)	24% (59)	**38% (93)**	17% (42)	**3.47**
					Total Respondents	**249**
					(skipped this question)	**38**

6. Participating in Diverse Interactions

27. Orientation toward participating in diverse interactions:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Response Average
I value the opportunity to examine social issues in small group settings.	1% (2)	15% (37)	30% (74)	**44% (108)**	9% (22)	**3.46**
It is important for me to educate others about identity groups (e.g. racial, gender, etc.) to which I belong.	5% (11)	28% (67)	**39% (95)**	23% (55)	6% (15)	**2.98**
I think hearing about personal experiences helps shed light on social issues.	1% (2)	5% (12)	17% (41)	**60% (147)**	17% (41)	**3.88**
I believe there are many sides to social issues and I try to explore as many as possible.	0% (0)	6% (14)	24% (59)	**58% (140)**	12% (30)	**3.77**
I understand specifically how my background (e.g. my race, gender, ethnicity, socio-economic status, religion, education, physical abilities,	0% (1)	2% (4)	9% (21)	**67% (163)**	23% (56)	**4.10**

experiences, and so on) have shaped my thoughts, feelings, and perspectives.						
I enjoy learning about the reasons and/or experiences that have shaped the perspectives and behaviors of others.	0% (0)	2% (4)	20% (50)	**58% (142)**	20% (48)	**3.96**
I am uncomfortable with non-physical expressions of conflict and/or strong disagreement when discussing social issues.	4% (10)	29% (69)	**41% (100)**	22% (53)	4% (10)	**2.93**
I believe that respectfully exploring sources of tension and strong disagreement with others enriches my life and work.	2% (5)	11% (28)	32% (77)	**48% (118)**	7% (16)	**3.46**
Thoughtful and respectful consideration of diverse perspectives and viewpoints is essential for people to work together effectively.	1% (2)	2% (6)	12% (29)	**58% (142)**	27% (67)	**4.08**
Diverse perspectives often enhance both individuals' and work teams' capacities for solving difficult problems and generating innovative solutions.	0% (1)	3% (7)	19% (47)	**56% (137)**	21% (52)	**3.95**
I do not enjoy working on group projects and/or teams.	15% (36)	**49% (121)**	24% (59)	9% (21)	4% (9)	**2.37**
I believe even respectful conflict between individuals and/or groups makes it difficult for people to communicate with each other.	9% (22)	**43% (105)**	23% (55)	21% (51)	4% (9)	**2.67**
I understand the connection between current and historical social inequalities in the U.S. and how these relate to current diversity-related efforts throughout industry and higher education.	1% (2)	13% (31)	32% (78)	**46% (110)**	8% (20)	**3.48**
Students at MTU are receptive to diversity issues and express support.	2% (4)	14% (35)	**44% (107)**	36% (88)	3% (8)	**3.25**
Faculty at MTU are receptive to diversity issues and express support.	2% (6)	14% (33)	**50% (121)**	29% (70)	5% (12)	**3.20**
Staff at MTU are receptive to diversity issues and express support.	1% (3)	17% (41)	**43% (103)**	34% (82)	5% (12)	**3.24**
Institutional excellence in the 21st century requires Michigan Tech to enhance campus diversity and develop an inclusive climate for all its members.	2% (4)	4% (10)	25% (60)	**41% (100)**	29% (70)	**3.91**
					Total Respondents	**246**
					(skipped this question)	**41**

7. Diversity Experiences on Campus

28. Diversity-related experiences on campus:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Response Average
I learn the most about social issues in discussions with my professional colleagues.	4% (10)	33% (81)	**36% (87)**	24% (57)	3% (7)	**2.88**
I learn the most about social issues in discussions with students.	3% (8)	25% (60)	**37% (90)**	30% (72)	5% (11)	**3.07**

I attend at least 2 cultural events on campus every year.	5% (11)	28% (66)	8% (19)	**40% (95)**	20% (49)	**3.44**
I attend at least 4 cultural events on campus every year.	10% (23)	**41% (97)**	16% (39)	16% (38)	17% (41)	**2.90**
I feel comfortable raising questions about diverse identity groups (e.g. racial, gender, etc.) with colleagues, students (when applicable) and/or supervisors.	1% (2)	18% (42)	31% (75)	**43% (102)**	8% (18)	**3.38**
I believe staff supervisors treat people from all identity groups (e.g. racial, gender, etc.) fairly.	1% (2)	13% (32)	26% (63)	**50% (120)**	10% (24)	**3.55**
My professional work on campus has contributed to my understanding of diverse groups.	0% (0)	16% (39)	21% (51)	**50% (122)**	12% (30)	**3.59**
I have been exposed to information devoted to understanding diverse groups in meetings, activities, and professional development initiatives.	2% (6)	23% (56)	24% (57)	**40% (96)**	10% (25)	**3.33**
I feel comfortable participating in the diversity initiatives here at Michigan Tech.	2% (4)	10% (23)	33% (80)	**43% (104)**	13% (31)	**3.56**
Mentoring and supporting others is an important part of being a staff member.	0% (1)	2% (5)	11% (27)	**57% (138)**	30% (72)	**4.13**
My experiences with colleagues have expanded my understanding of diversity.	1% (2)	10% (23)	30% (73)	**46% (112)**	13% (31)	**3.61**
I have been exposed to information and activities devoted to understanding diverse groups in informal interactions and conversations with friends.	0% (1)	10% (24)	28% (67)	**50% (119)**	12% (28)	**3.62**
I have benefited from attending the Parade of Nations, Powwow, Diwali Night, or the annual Martin Luther King, Jr. holiday celebrations.	4% (10)	13% (32)	33% (80)	**34% (81)**	16% (38)	**3.44**
I have benefited from attending events during Hispanic Heritage Week, Black History Week, or Women's History Week.	6% (14)	17% (41)	**49% (116)**	18% (44)	10% (23)	**3.09**
					Total Respondents	**244**
					(skipped this question)	**43**

29. Have you personally experienced or witnessed harassment or discrimination at Michigan Tech based on any of the following? (check all that apply)

	Experienced myself	**Witnessed**	**Have not experienced or witnessed at Tech**	**Respondent Total**
Religious preference	11% (26)	24% (59)	**68% (165)**	**242**
Sexual orientation	4% (9)	32% (77)	**66% (161)**	**243**
Language/national origin	2% (4)	30% (71)	**70% (167)**	**240**
Gender	15% (37)	33% (81)	**56% (135)**	**242**
Race/ethnicity	5% (11)	29% (69)	**68% (165)**	**241**
Physical/mental ability	2% (6)	19% (46)	**80% (193)**	**240**
Age	10% (23)	25% (61)	**67% (162)**	**241**

Total Respondents	**243**
(skipped this question)	**44**

30. Any other forms of harassment or discrimination you have experienced other than those above (please specify):

View **Total Respondents**	**31**
(skipped this question)	**256**

31. Personal safety:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Response Average
There are times when I have felt physically unsafe on campus.	**50% (121)**	35% (86)	6% (14)	7% (17)	2% (6)	**1.77**

Total Respondents	**244**
(skipped this question)	**43**

8. Background Information

32. I am:

	Response Percent	Response Total
In student affairs.	17.6%	40
A program director.	11.5%	26
In an administrative office.	45.4%	103
A ten-year or longer employee.	50.7%	115
A supervisor.	**52%**	**118**
A department committee member.	30.8%	70
A university committee member.	34.4%	78
Total Respondents		**227**
(skipped this question)		**60**

33. Department or area:

	Response Percent	Response Total
Engineering	17.8%	43
Business & Economics	0.4%	1
Technology	6.6%	16
Sciences and Arts	8.7%	21
Forest Resources & Environmental Science	5.8%	14

Student Affairs	16.9%	41
Library	3.3%	8
Athletics	4.5%	11
Auxiliary or Self-supporting Operations	15.3%	37
Other Administrative	**28.1%**	**68**
	Total Respondents	**242**
	(skipped this question)	45

34. Gender:

	Response Percent	Response Total
Male	**57.7%**	**139**
Female	42.3%	102
Transgender	0%	0
	Total Respondents	**241**
	(skipped this question)	46

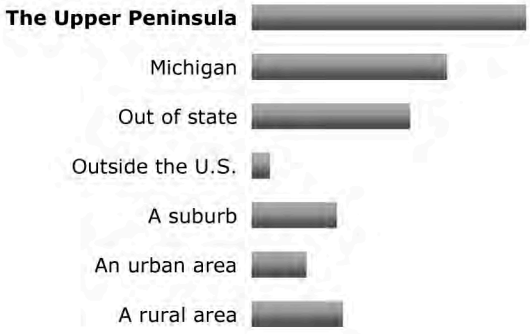
35. Living situation:

	Response Percent	Response Total
Child care/elder care responsibilities	30.2%	74
Committed relationship	9.4%	23
Single	18.4%	45
Married	**75.5%**	**185**
Long-distance relationship	2.9%	7
Parent	44.5%	109
	Total Respondents	**245**
	(skipped this question)	42

36. I have:

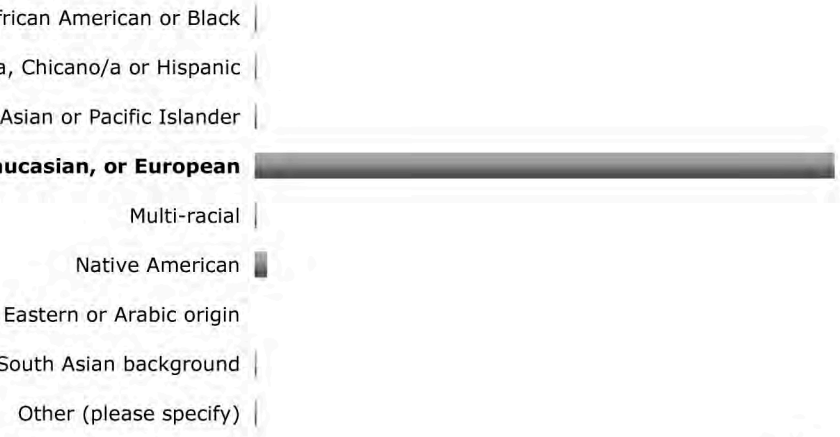
	Response Percent	Response Total
No disability	**90.1%**	**210**
Physical disability	3%	7
Learning disability	0.9%	2
Had a temporary disability at MTU (injury, illness, etc)	8.6%	20
	Total Respondents	**233**
	(skipped this question)	54

37. I am from:



	Response Percent	Response Total
The Upper Peninsula	**45.1%**	**111**
Michigan	32.5%	80
Out of state	26.4%	65
Outside the U.S.	3.3%	8
A suburb	14.2%	35
An urban area	9.8%	24
A rural area	15.4%	38
Total Respondents		**246**
(skipped this question)		**41**

38. I am:

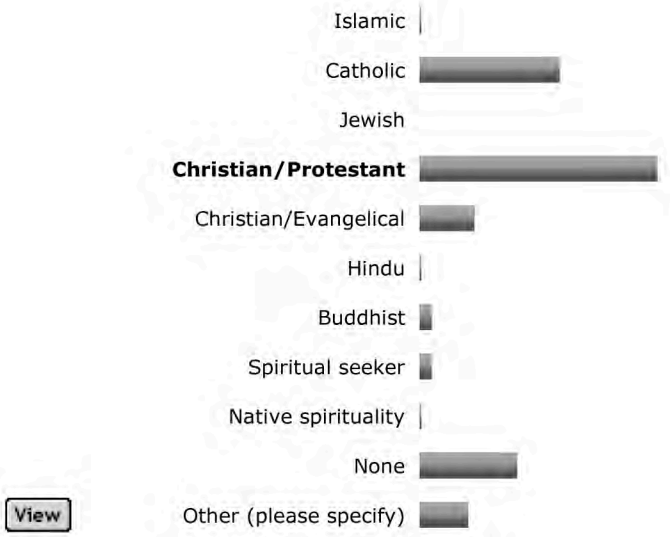


	Response Percent	Response Total
African American or Black	0.4%	1
Latino/a, Chicano/a or Hispanic	0.8%	2
Asian or Pacific Islander	0.4%	1
White, Caucasian, or European	**95.9%**	**234**
Multi-racial	0.4%	1
Native American	2.9%	7
Of Middle Eastern or Arabic origin	0%	0
Of South Asian background	0.4%	1
View Other (please specify)	0.8%	2
Total Respondents		**244**
(skipped this question)		**43**

39. Sexual orientation:

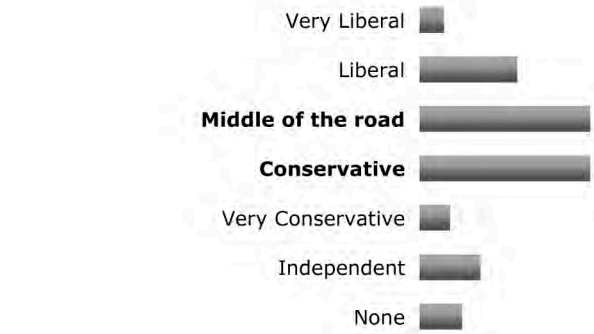
	Response Percent	Response Total
Openly gay, lesbian or bisexual	1.3%	3
Privately gay, lesbian or bisexual	3%	7
Heterosexual	**96.2%**	**227**
Total Respondents		**236**
(skipped this question)		**51**

40. Religious affiliation:



	Response Percent	Response Total
Islamic	0.4%	1
Catholic	23.1%	56
Jewish	0%	0
Christian/Protestant	**39.3%**	**95**
Christian/Evangelical	9.9%	24
Hindu	0.8%	2
Buddhist	2.1%	5
Spiritual seeker	2.5%	6
Native spirituality	0.4%	1
None	16.9%	41
Other (please specify)	8.3%	20
Total Respondents		**242**
(skipped this question)		**45**

41. Political orientation:



	Response Percent	Response Total
Very Liberal	4.9%	12
Liberal	16.4%	40
Middle of the road	**28.3%**	**69**
Conservative	**28.3%**	**69**
Very Conservative	5.7%	14
Independent	10.7%	26
None	7.8%	19
Total Respondents		**244**
(skipped this question)		**43**

42. Personal experiences (while at MTU):

	Response Percent	Response Total
Family crisis (death, divorce, etc)	64.7%	139
Treatment for depression or anxiety	17.7%	38
Volunteer or community service	**74%**	**159**
Eating disorders	2.3%	5
Received complaints from others about my behavior or comments	7.9%	17

Received recognition, honor, or awards	49.8%	107
Engaged in problem drinking or drug use	4.2%	9
Served in several jobs, departments, or capacities	47.9%	103
Have family members also working at MTU	32.6%	70
Total Respondents		**215**
(skipped this question)		72

9. Wrap-Up

43. Additional comments:

View	**Total Respondents**	**84**
	(skipped this question)	203

2005 Climate Study Survey Results

Office for Institutional Diversity
Michigan Technological University

Employee Responses

Faculty Responses

Professional Staff Responses

Student Responses

1. Introduction to Climate Survey

1. Please note: your email address WILL NOT BE connected to your individual responses. Your responses to the survey questions will remain confidential.

		Response Percent	Response Total
I understand that my email address will be used to enter me into a drawing for a prize after I have completed the entire survey.		**100%**	**1832**
		Total Respondents	**1832**
		(skipped this question)	**1249**

2. We need to request your email address in order to confirm that you are affiliated with Michigan Tech and fill out the appropriate survey. This identification will not be linked to the confidential answers you provide.

View	**Total Respondents**	**3051**
	(skipped this question)	**26**

2. Mission, Purpose, and Diversity-related Goals of the Institution:

3. Questions related to the mission, purpose, and diversity-related goals of MTU:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Response Average
I know that employers expect all Michigan Tech graduates to have knowledge, skills, and experiences to function well in a diverse workplace.	1% (16)	1% (37)	7% (194)	**53% (1410)**	37% (984)	**4.25**
The campus community needs to work together to create a supportive and welcoming campus climate for all students, faculty, and staff.	1% (20)	1% (31)	10% (251)	**51% (1329)**	38% (993)	**4.24**
Students at Michigan Tech benefit						

from gaining knowledge, skills, and experiences around diversity issues.	2% (48)	8% (203)	21% (551)	**47% (1241)**	22% (578)	**3.80**
Cultivating my personal cross-cultural skills enhances my professional knowledge and potential career opportunities.	2% (49)	6% (148)	18% (474)	**47% (1224)**	27% (713)	**3.92**
Michigan Tech would benefit academically from having more women students and women faculty.	3% (71)	7% (173)	26% (691)	27% (701)	**37% (975)**	**3.89**
Michigan Tech would benefit academically from having more racial/ethnic minority students and racial/ethnic minority faculty.	8% (197)	14% (365)	**36% (948)**	27% (706)	15% (397)	**3.28**
It is appropriate and necessary for Michigan Tech to actively recruit women and racial/ethnic minority faculty and students.	6% (155)	11% (287)	26% (677)	**34% (881)**	23% (610)	**3.58**
It is appropriate and necessary for Michigan Tech to provide personal and program support for women and racial/ethnic minorities on campus.	6% (146)	12% (307)	28% (727)	**36% (931)**	19% (493)	**3.51**
					Total Respondents	**2643**
					(skipped this question)	**434**

4. Perceptions of diversity-related issues on campus:

	Strongly Disagree	**Disagree**	**Neutral**	**Agree**	**Strongly Agree**	**Response Average**
I feel supported by faculty in pursuing my academic interests and goals here at Michigan Tech.	2% (42)	6% (147)	14% (358)	**53% (1373)**	26% (686)	**3.96**
I feel supported by peers in pursuing my academic interests and goals here at Michigan Tech.	1% (30)	4% (114)	16% (410)	**56% (1449)**	23% (600)	**3.95**
I am satisfied with the intellectual quality and challenge of the classes I have taken at Michigan Tech.	2% (45)	7% (170)	12% (324)	**57% (1488)**	22% (576)	**3.91**
I believe faculty have equal academic expectations of students from all identity groups (e.g. racial, gender, etc.).	2% (56)	7% (187)	11% (292)	**51% (1321)**	29% (741)	**3.96**
I believe faculty and staff at Michigan Tech treat students fairly from all identity groups (e.g. racial, gender, etc.).	2% (43)	7% (175)	13% (328)	**51% (1313)**	28% (737)	**3.97**
My residence hall experience has contributed to my understanding of diverse groups.	8% (193)	18% (463)	**42% (1073)**	23% (573)	9% (232)	**3.07**
I am satisfied with the academic advising I have received at Michigan Tech.	5% (137)	12% (317)	21% (540)	**42% (1093)**	20% (507)	**3.58**
I am satisfied with the overall mentoring and guidance I have received at MTU.	4% (93)	12% (310)	28% (722)	**43% (1121)**	14% (352)	**3.51**
Issues related to gender bias and/or sexual harassment are taken seriously on campus.	2% (44)	5% (135)	34% (872)	**45% (1149)**	15% (381)	**3.65**
Issues related to race, racism, and racial/ethnic discrimination and/or bias are taken seriously on campus.	2% (43)	5% (124)	35% (902)	**44% (1150)**	14% (366)	**3.65**
There is a lot of diversity among the						

people at Michigan Tech.	8% (196)	21% (540)	22% (583)	**37% (963)**	12% (317)	**3.26**
The University does a good job of informing students, staff, and faculty of its diversity-related goals.	5% (128)	19% (494)	**36% (924)**	33% (866)	7% (177)	**3.18**
Students at MTU are receptive to diversity issues and express support.	3% (66)	11% (275)	37% (951)	**43% (1111)**	7% (187)	**3.42**
Faculty at MTU are receptive to diversity issues and express support.	1% (34)	4% (93)	35% (903)	**51% (1309)**	10% (250)	**3.64**
Staff at MTU are receptive to diversity issues and express support.	1% (30)	4% (102)	38% (982)	**48% (1233)**	9% (229)	**3.59**
I understand the importance of cultivating my personal cross-cultural skills for my academic and professional development and success.	2% (55)	4% (108)	14% (355)	**56% (1435)**	24% (630)	**3.96**
Institutional excellence in the 21st century requires Michigan Tech to enhance campus diversity and develop an inclusive climate for all its members.	4% (93)	7% (188)	23% (586)	**45% (1167)**	21% (556)	**3.74**
					Total Respondents	**2610**
					(skipped this question)	**467**

3. Academic Experiences

5. Academic experiences related to diversity:

	Strongly Disagree	**Disagree**	**Neutral**	**Agree**	**Strongly Agree**	**Response Average**
I feel comfortable raising a question in class about something I don't understand.	2% (48)	10% (246)	14% (369)	**51% (1329)**	23% (590)	**3.84**
I believe that conflict and disagreements enrich the learning process.	1% (26)	5% (136)	14% (372)	**56% (1441)**	23% (603)	**3.95**
I am satisfied with my overall student experience at Michigan Tech.	2% (62)	7% (178)	15% (389)	**55% (1406)**	21% (540)	**3.85**
I enjoy working on team projects, group presentations, and studying with others.	4% (108)	10% (256)	19% (494)	**47% (1213)**	20% (505)	**3.68**
Faculty provide guidance and clear direction for group work.	2% (59)	12% (299)	26% (677)	**51% (1320)**	9% (219)	**3.52**
I am good at collaborating with others and sorting out tasks and responsibilities in groups.	0% (11)	3% (74)	13% (331)	**58% (1504)**	25% (656)	**4.06**
My academic group experiences have expanded my understanding of diversity.	4% (97)	14% (372)	28% (720)	**41% (1057)**	13% (329)	**3.45**
I have been exposed to information and activities devoted to understanding diverse groups in course readings, lectures and discussions.	3% (78)	12% (305)	28% (713)	**47% (1206)**	10% (267)	**3.50**
					Total Respondents	**2582**
					(skipped this question)	**495**

4. Diversity Principles and Goals

6. Personal relation to diversity-related principles and goals:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Response Average
I feel comfortable asking people of other races/ethnicities about issues involving race.	3% (74)	17% (414)	27% (643)	**42% (1015)**	12% (280)	**3.42**
I am willing to have others challenge my opinions or feelings on issues.	0% (12)	3% (73)	12% (302)	**61% (1478)**	23% (562)	**4.03**
I feel comfortable discussing gay/lesbian/transgender issues with people of different sexual orientations.	7% (159)	15% (361)	21% (514)	**41% (993)**	16% (392)	**3.45**
I value the opportunity to examine social issues in small group settings.	2% (41)	6% (157)	24% (576)	**51% (1240)**	17% (408)	**3.75**
I am able to respectfully challenge others' opinions when I feel they are misinformed.	1% (15)	3% (78)	14% (326)	**60% (1460)**	22% (535)	**4.00**
I feel comfortable talking about my socio-economic background with those who come from different socio-economic backgrounds.	1% (22)	5% (109)	17% (421)	**56% (1345)**	22% (522)	**3.92**
I feel comfortable discussing my religious or spiritual beliefs with others and responding to their questions.	2% (43)	7% (165)	16% (390)	**50% (1213)**	25% (609)	**3.90**
I feel comfortable listening to others express their religious or spiritual beliefs and engaging them in discussion.	3% (62)	7% (172)	16% (390)	**52% (1257)**	22% (535)	**3.84**
I feel comfortable sharing my political views with those who disagree with me.	2% (56)	7% (171)	19% (456)	**48% (1165)**	24% (571)	**3.84**
I am willing to respectfully listen to and consider political views other than my own.	1% (34)	3% (67)	14% (334)	**59% (1433)**	23% (549)	**3.99**
It is important for me to educate others about the identity groups (e.g. racial, gender, etc.) to which I belong.	7% (164)	18% (430)	**37% (903)**	28% (672)	10% (249)	**3.17**
I like to learn about identity groups (e.g. racial, gender, etc.) different from my own.	3% (79)	9% (210)	28% (682)	**43% (1029)**	17% (419)	**3.62**
I am comfortable having a conversation with someone who speaks English with an unfamiliar accent, in a manner I find difficult to understand.	4% (99)	10% (239)	17% (405)	**48% (1169)**	21% (507)	**3.72**
I think personal experiences help shed light on the impact of social issues.	1% (17)	1% (34)	16% (383)	**58% (1399)**	24% (582)	**4.03**
I learn the most about social issues in discussions with my peers.	2% (39)	9% (208)	26% (625)	**51% (1227)**	13% (307)	**3.65**
I believe there are many sides to every issue and I try to explore most of them.	1% (19)	3% (80)	17% (405)	**56% (1355)**	23% (554)	**3.97**
I am often aware of how my background and experiences shape my thoughts, feelings and perspectives.	0% (9)	2% (43)	10% (244)	**57% (1366)**	31% (749)	**4.16**
I really enjoy finding out about the reasons or causes for people's opinions and behaviors.	1% (21)	6% (139)	21% (507)	**49% (1179)**	23% (564)	**3.88**
I am afraid of conflicts when discussing social issues.	14% (345)	**40% (952)**	26% (637)	16% (379)	4% (97)	**2.56**
I believe conflict between groups						

makes it difficult for people to communicate with each other.	3% (71)	20% (482)	25% (591)	**43% (1025)**	10% (240)	**3.37**
When I hear derogatory remarks made by my peers aimed at particular identity groups (e.g. racial, gender, etc.), I challenge them.	4% (92)	13% (325)	**40% (961)**	33% (798)	10% (233)	**3.31**
I have participated in derogatory comments and/or jokes toward specific identity groups (e.g. racial, gender, etc.) .	15% (365)	23% (548)	27% (654)	**30% (731)**	5% (115)	**2.87**
I have apologized for derogatory comments I made, and/or jokes I've participated in, or consciously changed my behavior in this area.	5% (116)	10% (235)	**43% (1026)**	36% (850)	7% (167)	**3.30**
I am often aware when someone might be offended by derogatory comments or jokes.	1% (21)	3% (76)	14% (341)	**60% (1450)**	22% (525)	**3.99**
Alcohol contributes to a negative climate for women and minorities at MTU.	22% (527)	**25% (612)**	24% (586)	16% (391)	12% (293)	**2.71**
I make efforts to get to know individuals from diverse backgrounds here on campus.	3% (69)	13% (315)	**39% (947)**	34% (811)	11% (269)	**3.37**
I notice when people are being left out of activities and make efforts to include them.	1% (33)	7% (167)	31% (748)	**48% (1153)**	13% (308)	**3.64**
					Total Respondents	**2427**
					(skipped this question)	**650**

5. Diversity Experiences on Campus

7. Diversity-related experiences on campus:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Response Average
I can contribute to helping Michigan Tech increase its diversity.	5% (111)	16% (377)	**38% (906)**	32% (762)	9% (223)	**3.26**
I feel welcome at all parties and social events on campus.	5% (124)	16% (388)	24% (576)	**42% (1009)**	12% (283)	**3.39**
I feel comfortable participating in the diversity initiatives here at Michigan Tech.	3% (81)	12% (288)	38% (906)	**39% (914)**	8% (182)	**3.35**
My First Year Program experience made me aware of the University's commitment to diversity.	9% (208)	18% (419)	**45% (1045)**	23% (543)	5% (119)	**2.98**
I have been exposed to information and activities devoted to understanding diverse groups in informal interactions and conversations with friends.	3% (66)	12% (293)	33% (773)	**45% (1066)**	7% (167)	**3.41**
I have benefited from attending the Parade of Nations, Powwow, Diwali Night, or the annual Martin Luther King, Jr. holiday celebrations.	10% (236)	16% (373)	**43% (1009)**	22% (523)	10% (231)	**3.06**
I have benefited from attending events during Hispanic Heritage Week, Black History Week, or Women's History Week.	11% (253)	18% (431)	**53% (1242)**	13% (305)	5% (115)	**2.83**
I would like to have more formal opportunities to discuss diversity-	12% (280)	21% (489)	**43%**	18% (430)	6% (149)	**2.86**

related issues and ideas.	**(1018)**	
	Total Respondents	**2386**
	(skipped this question)	**691**

8. Have you personally experienced or witnessed harassment or discrimination at Michigan Tech based on any of the following? (check all that apply)

	Experienced myself	Witnessed	Have not witnessed or experienced at Tech	Respondent Total
Religious preference	13% (295)	23% (539)	**70% (1629)**	**2332**
Sexual orientation	5% (106)	38% (882)	**60% (1399)**	**2336**
Language/National origin	5% (126)	36% (844)	**61% (1413)**	**2331**
Gender	12% (280)	28% (662)	**65% (1508)**	**2324**
Race/Ethnicity	7% (160)	34% (800)	**62% (1440)**	**2329**
Physical/Mental ability	6% (143)	26% (608)	**71% (1649)**	**2326**
Age	6% (137)	15% (358)	**82% (1891)**	**2319**
			Total Respondents	**2352**
			(skipped this question)	**725**

9. Any other forms of harassment or discrimination you have experienced other than those above (please specify):

View **Total Respondents**	**208**
(skipped this question)	**2869**

10. Personal safety:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Response Average
There are times when I have felt physically unsafe on campus.	**50% (1194)**	34% (819)	7% (164)	7% (167)	2% (48)	**1.77**
I know the steps to take within the University if a friend/peer or I experience harassment or discrimination.	4% (98)	20% (466)	20% (476)	**47% (1124)**	9% (222)	**3.38**
I know the steps to take within the University if a friend/peer or I experience physical harm.	3% (61)	15% (358)	16% (389)	**53% (1270)**	13% (306)	**3.59**
I believe that Michigan Tech's Public Safety will treat all students equally and fairly.	5% (116)	8% (179)	17% (417)	**49% (1174)**	21% (500)	**3.74**
				Total Respondents		**2392**
				(skipped this question)		**685**

6. Rate the Campus

11. Please rate the CAMPUS on each scale below:

	Sterile	2	3	4	Inspiring	Response Average
Inspiration	5% (111)	14% (326)	36% (848)	**37% (876)**	9% (216)	**3.32**
					Total Respondents	**2377**
					(skipped this question)	**700**

12. Rate the campus on:

	Physically intimidating	2	3	4	Designed to be comfortable	Response Average
Physical plant (i.e. buildings, grounds)	1% (27)	10% (228)	26% (621)	**43% (1011)**	21% (490)	**3.72**
					Total Respondents	**2377**
					(skipped this question)	**700**

13. Rate the campus on:

	Hostile	2	3	4	Friendly	Response Average
Climate	2% (42)	7% (157)	17% (411)	**38% (899)**	37% (869)	**4.01**
					Total Respondents	**2378**
					(skipped this question)	**699**

14. Rate the campus on:

	Disrespectful	2	3	4	Respectful	Response Average
Respect	1% (31)	6% (134)	21% (491)	**47% (1124)**	25% (592)	**3.89**
					Total Respondents	**2372**
					(skipped this question)	**705**

15. Rate the campus on:

	Tradition-bound	2	3	4	Open to change and innovation	Response Average
Change	6% (137)	17% (396)	**36% (866)**	28% (671)	13% (303)	**3.26**
					Total Respondents	**2373**
					(skipped this question)	**704**

16. Rate the campus on:

	Uncooperative	2	3	4	Cooperative	Response Average

Cooperation	3% (70)	9% (208)	28% (674)	**45% (1056)**	15% (358)	**3.60**
					Total Respondents	**2366**
					(skipped this question)	**711**

17. Rate the campus on:

	Weak sense of community	**2**	**3**	**4**	**Strong sense of community**	**Response Average**
Community	4% (86)	11% (271)	27% (630)	**36% (846)**	23% (534)	**3.62**
					Total Respondents	**2367**
					(skipped this question)	**710**

18. Rate the campus on:

	Racist	**2**	**3**	**4**	**Not racist**	**Response Average**
Racism	2% (48)	8% (192)	21% (499)	**38% (896)**	31% (732)	**3.88**
					Total Respondents	**2367**
					(skipped this question)	**710**

19. Rate the campus on:

	Sexist	**2**	**3**	**4**	**Not sexist**	**Response Average**
Sexism	5% (109)	15% (356)	24% (577)	**30% (715)**	26% (612)	**3.58**
					Total Respondents	**2369**
					(skipped this question)	**708**

20. Rate the campus on:

	Homophobic	**2**	**3**	**4**	**Not homophobic**	**Response Average**
Homophobia	10% (232)	24% (560)	**31% (722)**	20% (468)	16% (370)	**3.08**
					Total Respondents	**2352**
					(skipped this question)	**725**

21. Rate the campus on:

	Does not accomodate those with disabilities	**2**	**3**	**4**	**Accomodates those with disabilities**	**Response Average**
Disabilities	4% (85)	11% (253)	27% (628)	**35% (822)**	24% (576)	**3.66**
					Total Respondents	**2364**

(skipped this question) 713

7. Graduate Student Climate Survey (if applicable)

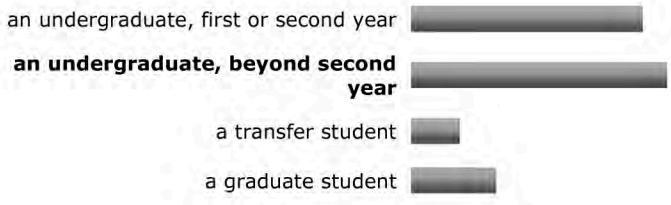
22. FOR GRADUATE STUDENTS ONLY, please answer the following:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Response Average
I feel supported by my faculty advisor (s) in pursuing my research interests and goals.	4% (35)	6% (63)	24% (232)	**41% (396)**	26% (251)	**3.78**
I feel supported by my department in pursuing my research and/or academic goals.	3% (25)	8% (78)	24% (229)	**43% (406)**	22% (209)	**3.73**
I feel supported by my peers in pursuing my academic interests and professional goals.	1% (13)	5% (47)	24% (220)	**51% (472)**	19% (181)	**3.82**
I am satisfied with the quality of academic advising and research mentorship I have received from faculty in my department.	5% (47)	10% (91)	25% (230)	**41% (379)**	19% (173)	**3.59**
I am satisfied with the quality of professional advice and guidance I have received from my department here at Michigan Tech.	4% (40)	10% (93)	27% (247)	**40% (367)**	18% (168)	**3.58**
I feel comfortable approaching faculty in my department with questions or when I need guidance or feedback on something.	2% (16)	6% (52)	21% (192)	**43% (391)**	29% (262)	**3.91**
Faculty listen and respond in a timely manner when I approach them with questions and/or requests for feedback.	2% (14)	7% (60)	20% (183)	**47% (426)**	25% (230)	**3.87**
Faculty in my department have equal academic expectations of graduate students from all socio/ethnic groups.	2% (16)	4% (39)	29% (257)	**42% (374)**	24% (213)	**3.81**
Faculty in my department support and mentor all graduate students equally.	2% (21)	7% (64)	**36% (317)**	35% (309)	19% (167)	**3.61**
Faculty at Michigan Tech are invested equally in the success of graduate students from all identity groups (e.g. racial, gender, etc.).	1% (11)	5% (40)	36% (310)	**38% (329)**	20% (170)	**3.71**
In my academic courses, lab groups, and/or research teams, I notice when someone is being excluded.	2% (21)	9% (79)	35% (298)	**43% (360)**	11% (89)	**3.49**
In my academic courses, lab groups, and/or research teams, I take steps to make sure everyone is participating equally.	1% (9)	6% (51)	35% (294)	**46% (391)**	12% (102)	**3.62**
I feel comfortable discussing issues related to gender bias and/or sexual harassment with faculty in my department.	4% (34)	12% (105)	**40% (338)**	34% (293)	9% (80)	**3.33**
I feel comfortable discussing issues related to gender bias and/or sexual harassment with my peers.	2% (13)	7% (63)	31% (264)	**45% (386)**	14% (123)	**3.64**
I feel comfortable discussing issues of race, racism, and/or racial discrimination with faculty in my department.	3% (29)	12% (104)	**40% (343)**	34% (291)	10% (82)	**3.35**
As a graduate student at Michigan						

Tech, I have the opportunity to learn with a diverse group of peers.	2% (20)	5% (45)	**39% (326)**	37% (304)	16% (134)	**3.59**
					Total Respondents	**982**
					(skipped this question)	**2095**

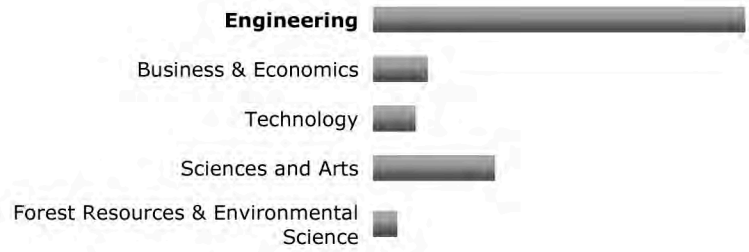
8. Background Information

23. I am:



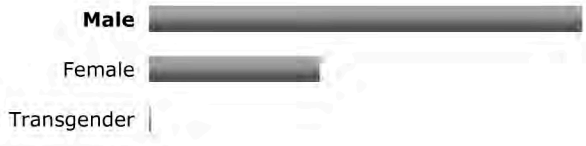
	Response Percent	Response Total
an undergraduate, first or second year	38.2%	898
an undergraduate, beyond second year	**42.6%**	**1001**
a transfer student	8.1%	191
a graduate student	14.5%	340
Total Respondents		**2349**
(skipped this question)		**728**

24. Academic program:



	Response Percent	Response Total
Engineering	**61.9%**	**1450**
Business & Economics	9.3%	217
Technology	7.9%	185
Sciences and Arts	20.7%	486
Forest Resources & Environmental Science	4.2%	99
Total Respondents		**2343**
(skipped this question)		**734**

25. Gender:



	Response Percent	Response Total
Male	**71.4%**	**1673**
Female	28.5%	667
Transgender	0.1%	2
Total Respondents		**2342**
(skipped this question)		**735**

26. Living situation:

	Response	Response

	Percent	Total
Residence Hall	35.1%	826
Daniell Heights	9.4%	222
Fraternity/Sorority	5.1%	119
Off Campus	**48.7%**	**1145**
Live with parents	3.9%	92
Committed relationship	6.8%	161
Married	4.9%	115
Have children/child	2.7%	64
Total Respondents		**2352**
(skipped this question)		**725**

27. I have:

	Response Percent	Response Total
No disability	**93.1%**	**2159**
Physical disability	0.8%	18
Learning disability	2.5%	58
Had temporary disability at MTU (injury, illness, etc.)	5.3%	122
Total Respondents		**2318**
(skipped this question)		**759**

28. I am from:

	Response Percent	Response Total
The Upper Peninsula	18.4%	433
Michigan	**48%**	**1126**
Out of state	26.4%	619
Outside the U.S.	9.4%	221
A suburb	18.5%	435
An urban area	8.8%	206
A rural area	21.1%	496
Total Respondents		**2347**
(skipped this question)		**730**

29. I am:

	Response Percent	Response Total

African American or Black	2.6%	61
Latino/a, Chicano/a or Hispanic	2.6%	60
Asian or Pacific Islander	5.1%	119
White, Caucasian, or European	**86.5%**	**2021**
Multi-racial	1.5%	36
Native American	1.5%	36
Of Middle Eastern or Arabic origin	0.2%	5
Of South Asian background	1.2%	29
View Other (please specify)	1.9%	45
	Total Respondents	**2336**
	(skipped this question)	**741**

30. Sexual orientation:

	Response Percent	Response Total
Openly gay, lesbian or bisexual	1.6%	37
Privately gay, lesbian or bisexual	1.8%	41
Heterosexual	**96.9%**	**2224**
	Total Respondents	**2295**
	(skipped this question)	**782**

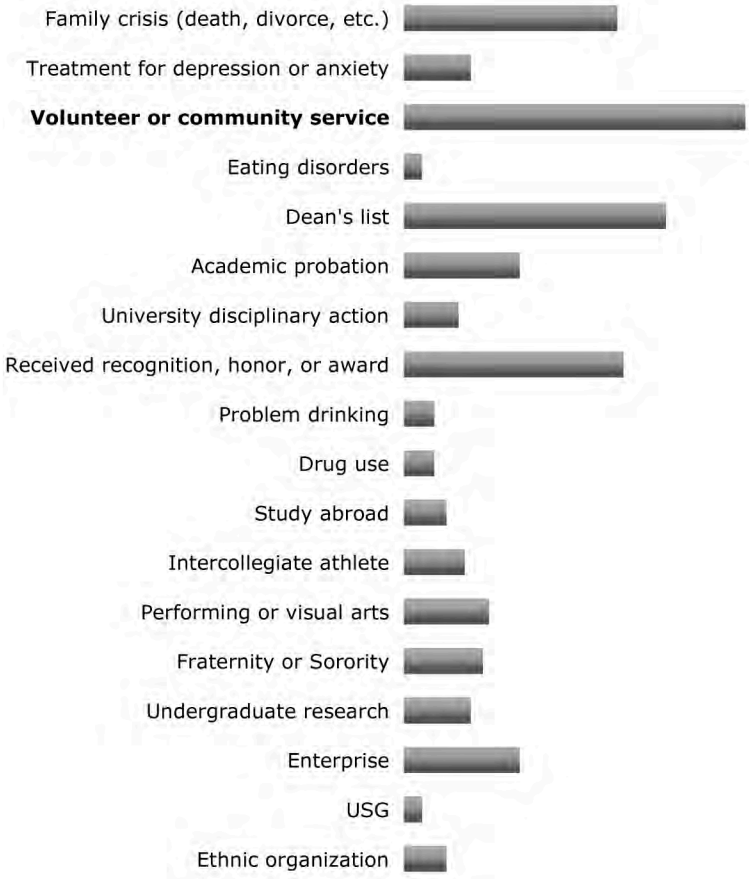
31. Religious affiliation:

	Response Percent	Response Total
Islamic	0.8%	18
Catholic	**27.7%**	**635**
Jewish	0.7%	15
Christian/Protestant	26.4%	606
Christian/Evangelical	9.9%	227
Hindu	2%	47
Buddhist	1.3%	30
Spiritual seeker	1.7%	39
Native Spirituality	0.5%	12
None	23%	527
View Other (please specify)	11%	253
	Total Respondents	**2294**
	(skipped this question)	**783**

32. Political orientation:

	Response Percent	Response Total
Very Liberal	7%	163
Liberal	20.1%	469
Middle of the road	**24.5%**	**572**
Conservative	24.1%	562
Very Conservative	6.4%	150
Independent	9.9%	231
None	14.9%	348
Total Respondents		**2330**
(skipped this question)		**747**

33. Personal experiences (while at MTU):



	Response Percent	Response Total
Family crisis (death, divorce, etc.)	35.4%	691
Treatment for depression or anxiety	11.6%	226
Volunteer or community service	**56.4%**	**1101**
Eating disorders	3.9%	76
Dean's list	43.8%	856
Academic probation	19.6%	382
University disciplinary action	9.1%	178
Received recognition, honor, or award	36.8%	719
Problem drinking	5.9%	116
Drug use	5.3%	104
Study abroad	7.1%	138
Intercollegiate athlete	10.2%	199
Performing or visual arts	14.9%	291
Fraternity or Sorority	13.6%	265
Undergraduate research	11.5%	224
Enterprise	19.8%	386
USG	3.1%	61
Ethnic organization	7.9%	154
Total Respondents		**1953**
(skipped this question)		**1124**

9. Wrap-up

34. Additional comments:

View	**Total Respondents**	**543**
	(skipped this question)	**2534**