

**CAMPUS CLIMATE SURVEY RESULTS  
ADMINISTERED FALL 2011**

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**INDIANA UNIVERSITY  
SOUTHEAST**

**Office of Institutional Research and Assessment**

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## Campus Climate Survey: Fall 2011

### EXECUTIVE SUMMARY

Faculty, staff, and students were invited to participate in the Campus Climate survey through their IU email addresses. Invitations were sent to 7,756 total participants and 1,133 completed the survey for an overall response rate of 15%. Full-time faculty (68%) and staff (65%) responded at a higher rate than adjunct faculty (19%) and students (11%).

The survey was divided into four segments: population, curriculum, programming and events, and opportunity and compliance. Overall, respondents were positive about campus climate at IU Southeast. Strengths and opportunities for improvement have been identified for each section and respondent comments are also included.

#### **IU Southeast Population:**

- Strengths:
  - Overall, most respondents indicated that underrepresented populations are partially or well represented in student support materials and services such as recruiting materials, orientation, campus activities, and career services.
  - More than 70% of respondents indicated that adequate opportunities exist for interaction with diverse populations.
  - Most respondents (73%) agreed that campus programming helps students become more successful learners.
  - The most common comment category for the IU Southeast population was “positive diversity environment”, which included comments that were complimentary of the diverse environment.
    - “Since I became a student at IUS I was immediately drawn to the diversity within the campus population, not only among students but also among the staff. I have seen that there are ample opportunities to share our own culture in and out of the classroom.” (Student)
    - “It has improved a lot since the time I was hired. Thank you for the diversity programs/activities of IU Southeast.” (Faculty)
    - “For a predominately white middle class population of students, I believe the school does a good job of creating an environment that is comforting and open for all types of individuals.” (Student)
- Opportunities for improvement:
  - Half of respondents indicated that jobs are adequately advertised to reach underrepresented candidates (50%), while nearly 40% indicated that they did not know.
  - More than half of the respondents also indicated that search committees receive adequate affirmative action training (53%).
  - Nearly one in four faculty respondents indicated that new faculty members are not provided adequate opportunities to make connections on campus.

## Campus Climate Survey: Fall 2011

### Curriculum: General Education and Academic Programs

- Strengths:
  - Most faculty respondents indicated that they would be willing to incorporate more diversity-related perspectives in their general education (66%) and academic program courses (81%).
  - Half of faculty respondents indicated that they were familiar with resources available to implement more diversity related perspectives in their courses, while about 40% indicated that they use those resources and find them to be of high quality. More than 40% of faculty respondents reported that they are unaware of resources available to incorporate diverse perspectives in their courses.
  - The most common comment category for General Education and Academic Programs was “positive diversity curriculum”, which included comments that were complimentary of the inclusion of diversity in the IU Southeast curriculum.
    - “I am a criminal justice major, so I learn a lot about diversity in my major's classes.” (Student)
    - “The education program stresses and teaches diversity very well.” (Student)
    - “I have seen significant improvement in this area in the past decade.” (Faculty)
- Opportunities for improvement:
  - The majority of faculty respondents do not participate in diversity programs such as videoconferencing, study abroad, and international team teaching, with an average of 54% of respondents indicating that they never participate in these programs.
  - Similar to faculty, most students reported that they do not participate in programs such as video conferencing, applied learning, study abroad, and hybrid or online courses. An average of 57% of students reported never participating in these programs. Given this lack of participation, it is not surprising that most students also indicated that they do not know about the quality of the programs.
  - The second and third most common comment categories for General Education and Academic Programs were “not enough diversity curriculum” and “more online courses needed”.
    - “There are many courses offered in respect to diversity, including religion. However, other than African American studies, I don't know of any courses regarding races.” (Student)
    - “Wish there were more online courses available. Personally, my work schedule doesn't allow me to take the courses that I want. Online courses are much more accommodating to my schedule.” (Student)
    - “I know that there are few online courses offered but very FEW. There were no online classes at IUS for me to take to work towards my degree in business. I am a non-traditional student. I think that if IUS had more online classes to offer, it would really work well with schedules of busy students, more specifically non-traditional students.” (Student)

## Campus Climate Survey: Fall 2011

### Programming and Events

- Strengths:
  - Most students (average of 56%) reported being satisfied with current diversity programs and events.
  - Most faculty and staff indicated that they would be somewhat or very likely to participate in the diversity initiatives such as, workshops (75%), brown bag colloquia (66%), and e-publications (68%).
  - Most faculty and staff indicated that they are somewhat or very familiar with diversity resources, such as the diversity plan (73%), goals (75%), committee (62%), and where to go for diversity initiative information (78%).
  - The second most common comment category for Programming and Events was “positive diversity programming”, which included comments that were complimentary of the diversity programs and events offered on campus.
    - “I believe IUS has done a good job at trying to incorporate diversity in multiple programs throughout our campus. I especially enjoy the staff who go out of their way to try and stay in touch and engage us in their programs.” (Student)
    - “I have always noticed a climate of respect for all participants in any class, workshop, seminar, and meeting I've attended at IUS.” (Faculty)
  
- Opportunities for improvement:
  - About 30% of all respondents indicated that they did not know enough about the diversity programs to rate their satisfaction.
  - At least half of all respondents indicated that they have received communications about Disability Services, Equity and Diversity, Center for Mentoring, Multicultural Student Union, and the Adult Student Center. Fewer respondents reported receiving communications about Veterans Services and Safe Zone.
  - Faculty and staff were also asked whether diversity issues are represented in IU Southeast planning and training activities, such as leadership retreats and faculty/staff development. Significantly more staff indicated that diversity issues were very much a part of planning and training issues, while faculty did not know if these issues are included.
  - The most common comment category for Programming and Events was “diversity programming needs improvement”.
    - “More talks need to be offered involving diversity. We should have more conferences and forums devoted to the issues of race, gender equality, and sexual orientation.” (Student)
    - “I'd like to see more ‘diversity’ of thought in the common experience program. Up to now, it is a pretty monolithic and entirely non-diverse exercise in leftist political ideology. Let's expose students to the debate, not (some people's) answer.” (Faculty)

## Campus Climate Survey: Fall 2011

### Opportunity and Compliance

- Strengths:
  - More than 60% of all respondents reported that issues related to gender bias, sexual harassment, race, sexual orientation, disability and equal access, religious and spiritual beliefs, and veterans are taken seriously at IU Southeast.
  - Fewer than 25% of respondents reported witnessing any type of harassment at least once on the IU Southeast campus, while fewer than 10% reported experiencing harassment.
  - Staff members were significantly more likely than faculty and students to report knowing about the grievance policy and how to initiate the process.
- Opportunities for improvement:
  - When asked if issues related to diversity are taken seriously at IU Southeast, significantly fewer faculty respondents than staff or students agreed that issues related to gender bias (58%), sexual orientation (68%), disability and equal access (77%), and religious and spiritual beliefs (54%) are taken seriously.
  - Significantly more faculty members reported witnessing (35%) and experiencing (22%) harassment based on gender than staff or students. Similarly, significantly more faculty reported witnessing harassment based on age (31%) and sexual orientation (24%).
  - Derogatory remarks were witnessed or experienced most often (31%), followed by written comments or graffiti (11%).
  - Students were significantly less likely than staff and faculty to report knowing about the grievance policy and how to initiate the process.
  - Of those who had participated in the grievance process, students were less likely to report satisfaction with protection and support from administrative officials, timeliness of response, confidentiality, clarity of personal responsibilities, and following of grievance policies and procedures. Faculty and students were less likely to report satisfaction with clarity of responsibilities of administrative officials.
  - Significantly fewer LGBT respondents agree that issues related to sexual orientation are taken seriously.
  - When compared to heterosexual respondents, significantly more LGBT respondents reported witnessing and experiencing gender and sexual orientation harassment at least once at IU Southeast.
  - The most common comment categories for Opportunity and Compliance were “nontraditional student issues” and “limited committee opportunities”.
    - “I don't think that campus programs/clubs really think of the adult students or the working ones.” (Student)
    - “Most events are planned with the younger students in mind.” (Student)
    - “It seems that most search committees are comprised of those with higher work stature than those not. For example, it seems that most committees include managers/directors and faculty, but not many professional or clerical staff or students.” (Staff)
    - “I think all of the same people are on committees over and over again because the Chancellor and/or VC's hand pick who they want on them. “ (Staff)

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## Campus Climate Survey: Fall 2011

In Spring 2011, the IU Southeast Diversity Committee initiated the process of assessing the campus diversity climate. This assessment was designed with the assistance of the Office of Institutional Research and Assessment to inform diversity initiatives as set forth in the 2010-1015 strategic plan. Faculty, staff, and students were invited to participate in the survey through their IU email addresses. Invitations were sent to 7,756 total participants and 1,133 completed the survey for an overall response rate of 15%. Full-time faculty (68%) and staff (65%) responded at a higher rate than adjunct faculty (19%) and students (11%). Throughout this report, responses are reported by campus role, with percentages for faculty, staff, and students. The “total” column in those tables represents the number or percentage for all respondents regardless of campus role.

In addition to multiple demographic questions, the survey addressed four key areas as identified in the Diversity strategic initiatives<sup>1</sup>: population, curriculum, programming and services, and opportunity and compliance. This report is organized according to those same key areas, with additional detail for faculty, staff, and students where appropriate. Respondents were asked to provide comments related to each of the key areas. Those comments were organized into themes and are reported in each section. A total of 286 comments were provided by 190 participants (17%). Also included in this report are the summary data for all survey items, provided in Appendices A-E.

<sup>1</sup>Initiatives for the strategic goal in diversity are available online at <http://www.ius.edu/diversity/about-us/strategic-goal.html>.

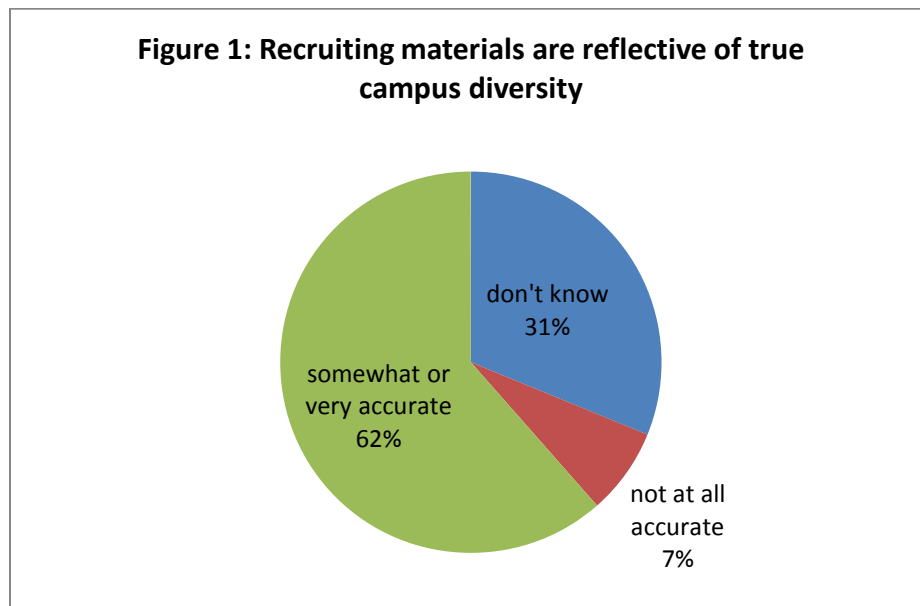
## I. IU Southeast Population

Overall, most respondents indicated that underrepresented populations are partially or well represented in student support materials and services such as recruiting materials, orientation, campus activities, and career services. More than half of those who responded (excluding “don’t know” responses), indicated that these populations are well represented. Fewer than 15% of respondents indicated that underrepresented populations were not represented in any of these areas.

**Table 1: Population representation in materials and programs**

|                           | Not represented |     | Partially represented |     | Well represented |     | Total |
|---------------------------|-----------------|-----|-----------------------|-----|------------------|-----|-------|
|                           | N               | %   | N                     | %   | N                | %   |       |
| Recruiting Materials      | 47              | 8%  | 254                   | 42% | 306              | 50% | 607   |
| Bridge to College         | 66              | 13% | 202                   | 41% | 222              | 45% | 490   |
| Admissions Services       | 38              | 6%  | 211                   | 33% | 392              | 61% | 641   |
| Orientation               | 44              | 7%  | 197                   | 30% | 405              | 63% | 646   |
| Academic Advising         | 44              | 7%  | 218                   | 33% | 401              | 60% | 663   |
| Financial Aid             | 62              | 10% | 189                   | 30% | 388              | 61% | 639   |
| Campus Activities         | 50              | 7%  | 251                   | 34% | 439              | 59% | 740   |
| Performances and Speakers | 44              | 6%  | 283                   | 39% | 408              | 56% | 735   |
| Career Services           | 71              | 12% | 231                   | 38% | 306              | 50% | 608   |

When asked if recruiting materials are reflective of true campus diversity, most respondents (62%) stated that materials were somewhat or very accurate in their representation of diversity (see figure 1).

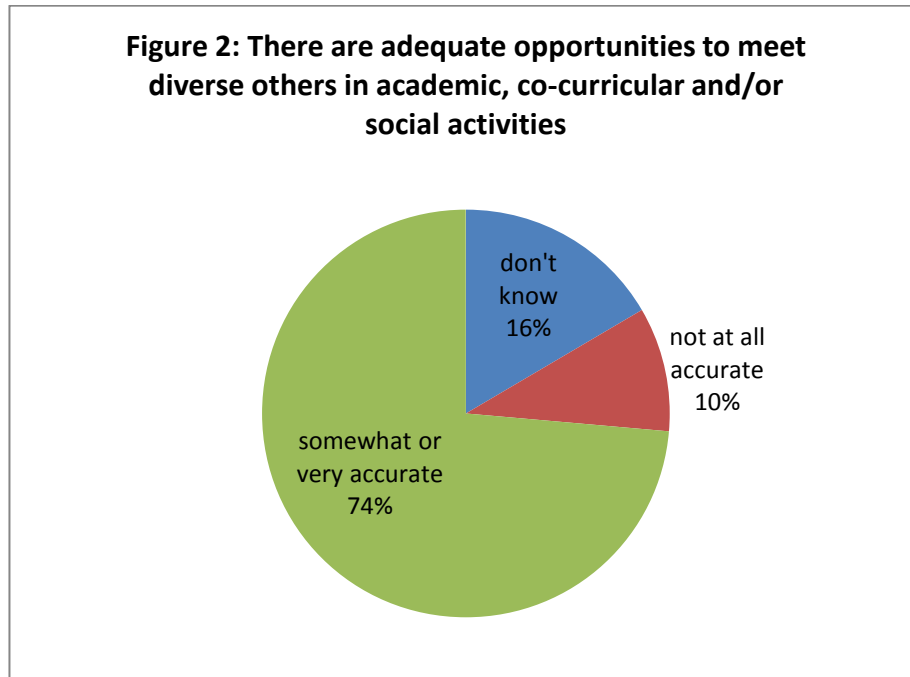


Responses also indicate that current programming fosters relationships with diverse populations by providing opportunities to meet diverse members of the community in academic, co-curricular and/or social activities.

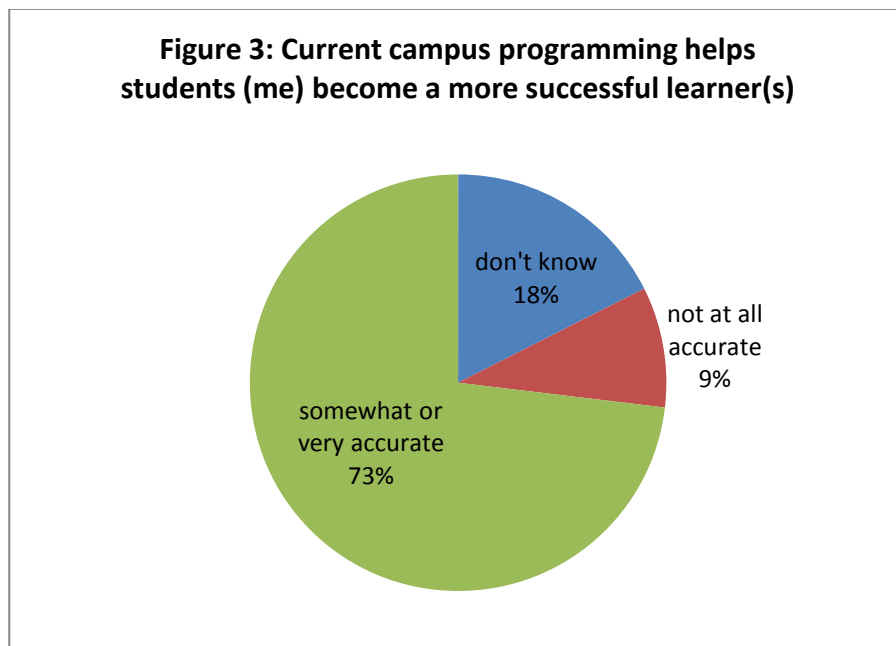


## I. IU Southeast Population

More than 70% of respondents indicated that adequate opportunities exist for interaction with diverse populations, while 10% of respondents indicated that improvement could be made in this area (see Figure 2).



Faculty and students were asked if current campus programming impacts student success and learning. Most respondents (73%) agreed that campus programming helps students become more successful learners, see figure 3.



## I. IU Southeast Population

Faculty and staff respondents also provided positive feedback regarding diversity in the job search process. Half of the respondents indicated that jobs are adequately advertised to reach underrepresented candidates (50%), while nearly 40% indicated that they did not know. More than half of the respondents also indicated that search committees receive adequate affirmative action training (53%), while just over 40% stated they did not know. Fifteen percent of respondents indicated that diversity incentives and rewards are not provided for recruiting and retaining underrepresented populations. Additionally, 24% of faculty respondents indicated that new faculty members are not provided adequate opportunities to make connections on campus.

**Table 2: Recruitment and Planning**

|   | Strongly Agree/<br>Agree |     | Strongly Disagree/<br>Disagree |     | Don't Know |     |
|---|--------------------------|-----|--------------------------------|-----|------------|-----|
|   | N                        | %   | N                              | %   | N          | %   |
| Jobs are advertised adequately to reach underrepresented candidates                                     | 84                       | 50% | 18                             | 11% | 66         | 39% |
| Affirmative action training is available to search committees   | 88                       | 53% | 5                              | 3%  | 74         | 44% |
| Unit representatives are engaged in diversity planning and dialogue                                     | 85                       | 52% | 13                             | 8%  | 67         | 41% |
| Diversity incentives and rewards are provided for recruiting and retaining underrepresented populations | 37                       | 22% | 26                             | 15% | 105        | 63% |
| New faculty are provided opportunities to make connections on campus                                    | 101                      | 61% | 39                             | 24% | 25         | 15% |

Seventy-seven respondents provided additional comments about the diversity population at IU Southeast. Most comments fell into two categories: “positive diversity environment” (46%) and “lack of diversity” (23%). Below are sample comments for these two categories. Two additional categories received at least five responses, “overrepresentation of diverse populations” and “underrepresentation/lack of service for nontraditional students”.

- Positive diversity environment

“Since I became a student at IUS I was immediately drawn to the diversity within the campus population, not only among students but also among the staff. I have seen that there are ample opportunities to share our own culture in and out of the classroom.” (Student)

“For a predominately white middle class population of students, I believe the school does a good job of creating an environment that is comforting and open for all types of individuals.” (Student)

“It has improved a lot since the time I was hired. Thank you for the diversity programs/activities of IU Southeast.” (Faculty)

## I. IU Southeast Population

“The reciprocity agreement with Kentucky, and the accompanying draw to our campus for students from Jefferson County, actually make us look more ethnically diverse than the surrounding Floyd and Clark counties.” (Staff)

- Lack of diversity

“IUS has virtually no diversity in its population. From casual observation over the past 2-1/2 years, I'd guess that at least 90% of the campus is white.” (Student)

“Mostly white, middle -upper middle class. Very little diversity in the college community. “ (Student)

“The IU Southeast community is only partially diverse. I see a whole lot of white representation and minimal inclusion of African Americans on campus.” (Student)

“The population of IUS has changed over the years, but the most uninformed populations still seems to be the African American and our students from foreign countries. They never seem to know the mechanics of the university.” (Staff)

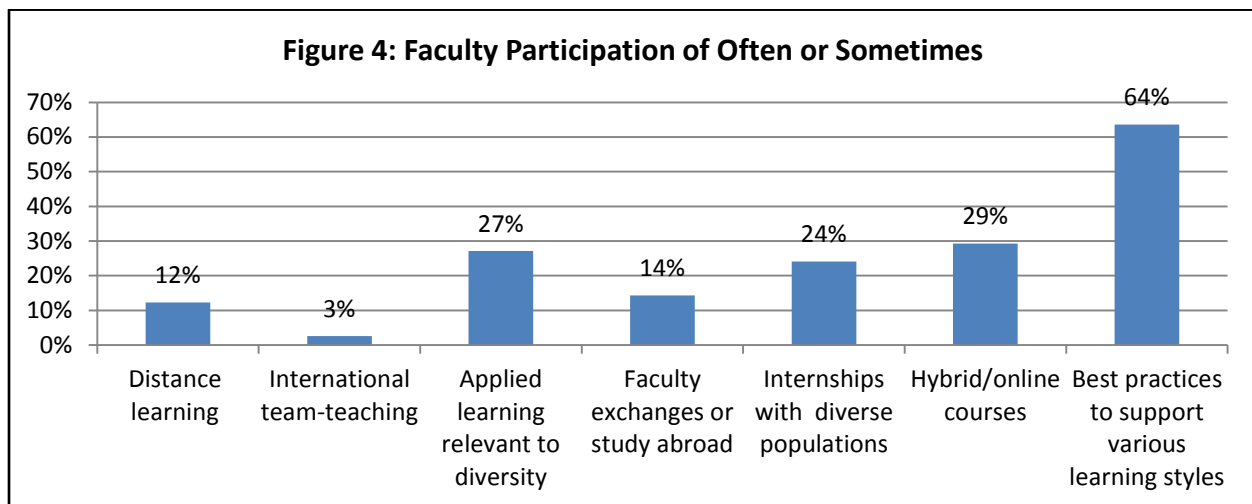
## II. CURRICULUM: General Education and Academic Programs

Most faculty respondents indicated that they would be willing to incorporate more diversity-related perspectives in their general education (66%) and academic program courses (81%). Ten percent of faculty indicated they would oppose teaching more diversity-related perspectives in their academic program courses, while 6% opposed doing so in their general education courses. Half of faculty respondents indicated that they were familiar with resources available to implement more diversity related perspectives in their courses, while about 40% indicated that they use those resources and find them to be of high quality. More than 40% of faculty respondents reported that they are unaware of resources available to incorporate diverse perspectives in their courses.

**Table 3: Willingness of Faculty to Incorporate More Diversity Perspectives by Course Type**

|                                   | strongly agree/agree |     | strongly disagree/disagree |     | I don't teach these courses |     | Total |
|-----------------------------------|----------------------|-----|----------------------------|-----|-----------------------------|-----|-------|
|                                   | N                    | %   | N                          | %   | N                           | %   |       |
| General Education courses         | 105                  | 66% | 9                          | 6%  | 45                          | 28% | 159   |
| Courses within a major or program | 128                  | 81% | 16                         | 10% | 15                          | 9%  | 159   |

The majority of faculty respondents do not participate in diversity programs such as videoconferencing, study abroad, and international team teaching, with an average of 54% of respondents indicating that they never participate in these programs. When asked to rate the quality of these programs, most faculty indicated that they do not know about the quality of the programs. At least 50% of faculty did not know about the quality of any of these programs, excluding best practices to support various learning styles. This suggests that faculty do not often use the programs and are not knowledgeable about them.



Similar to faculty, most students reported that they do not participate in programs such as video conferencing, applied learning, study abroad, and hybrid or online courses. An average of 57% of students reported never participating in these programs. Given this lack of participation, it is not surprising that most students also indicated that they do not know about the quality of the programs. With regard to student exchanges and study

## II. CURRICULUM: General Education and Academic Programs

abroad, 9% of students indicated that they sometimes or often participate in the program and 5% of respondents rated the quality of the program as excellent.

Forty-eight respondents provided additional comments about diversity in the curriculum. Most comments fell into four categories, “positive diversity curriculum” (31%), “not enough diversity curriculum” (15%), “more online courses needed” (15%), and “diversity is overemphasized” (13%).

- Positive diversity curriculum

“I am a criminal justice major, so I learn a lot about diversity in my major's classes.” (Student)

“The education program stresses and teaches diversity very well.” (Student)

“Although I'm not familiar with specific programs or courses, I have the impression that opportunities for and information about the above areas are available for me as an instructor.” (Faculty)

“I have seen significant improvement in this area in the past decade.” (Faculty)

- Not enough diversity curriculum

“The curriculum does not truly represent diversity. Studying under-represented populations does not equate to studying diverse populations.” (Student)

“Curriculum not diverse enough for students with severe disabilities, but capable of attending college.” (Student)

“There are many courses offered in respect to diversity, including religion. However, other than African American studies, I don't know of any courses regarding races.” (Student)

- More online courses needed

“IUS needs to make it easier for students to take on-line classes. It was very hard to get everything in order last summer for my on-line class. It's almost as if IUS is against students taking this route. I personally love to be on campus I just wanted to take an extra class during the summer and it was almost like it was looked at by IUS faculty as though I was dropping out or something, it was hard to find help and I felt that I had to do it alone.” (Student)

“Wish there were more online courses available. Personally, my work schedule doesn't allow me to take the courses that I want. Online courses are much more accommodating to my schedule.” (Student)

“I know that there are few online courses offered but very FEW. There were no online classes at IUS for me to take to work towards my degree in business. I am a non-traditional student. I think

## II. CURRICULUM: General Education and Academic Programs

that if IUS had more online classes to offer, it would really work well with schedules of busy students, more specifically non-traditional students.” (Student)

“I only gave hybrid/online classes a rating of fair because as an adult student with a full-time job I wish IUS had more of these kinds of classes. It is very helpful to be able to do your lessons any time of day or night when you work all day and have a hard time finding traditional classes for a specific major offered at night. I have taken probably 12-15 credit hours of hybrid or online classes at IUS & have been quite pleased with all of them. Some are hard, others easier; but overall I have learned a lot and enjoyed the freedom that comes with this kind of learning. I would be highly in favor of expanding this program to include more courses.” (Student)

- Diversity is overemphasized

“Too much emphasis is put upon being different and individuals and not enough is put upon us being united as one people.” (Student)

“I think that IUS is definitely emphasizing diversity, perhaps at the expense of unity among the student body.” (Student)

“Outside of sociology and psychology classes I don't see why we should have this pushed on us so much. We aren't the generation of 20 or even 15 years ago. You're doing more harm than good. We can see through our own shortcomings and make the necessary adjustments.” (Student)

“Why do we need to single out any groups?? Why can't we all be taught as one?? I am a female & took studies along that line. I found it ridiculous & offensive. An attempt to get people worked up over an issue that is out dated.” (Student)

### III: PROGRAMMING AND EVENTS

Students were asked about their satisfaction with diversity programs. Overall most students reported being satisfied with topics (61%), format (57%), publication of events (55%), variation in times offered (53%), and scheduling across the term (53%). About 30% of all respondents indicated that they did not know enough about the diversity programs to rate their satisfaction.

Most faculty and staff indicated that they would be somewhat or very likely to participate in the diversity initiatives listed in the table. Faculty members were significantly more likely than staff to indicate that they would participate in brown bag colloquia, while staff members were more willing to participate in diversity and legal compliance training.

**Table 6: Engagement in Diversity Activities: Somewhat or Very Likely**

|  | Faculty | Staff | Total |
|--|---------|-------|-------|
| Workshops                                | 77%     | 73%   | 75%   |
| Brown Bag Colloquia*                     | 73%     | 59%   | 66%   |
| E-publications                           | 70%     | 65%   | 68%   |
| Websites                                 | 84%     | 79%   | 81%   |
| Diversity and Legal Compliance Training* | 74%     | 84%   | 78%   |
| Diversity Faculty Fellows Program        | 60%     | -     | -     |

\*Indicates a statistically significant difference between staff and faculty responses.

Most faculty and staff indicated that they are somewhat or very familiar with diversity resources, such as the diversity plan, goals, committee, and where to go for diversity initiative information. At least 30% of faculty indicated that they were not familiar with these resources, which was significantly higher than the number of staff who reported the same.

**Table 4: Faculty and Staff Very or Somewhat Familiar with Diversity Resources**

|  | Faculty |     | Staff |     | Total |     |
|--|---------|-----|-------|-----|-------|-----|
|  | N       | %   | N     | %   | N     | %   |
| Diversity Plan*                        | 103     | 65% | 114   | 83% | 217   | 73% |
| Diversity & Equity Goals*              | 110     | 69% | 112   | 82% | 222   | 75% |
| Role in Goal Achievement*              | 90      | 57% | 105   | 77% | 195   | 66% |
| Diversity Committee                    | 89      | 56% | 94    | 69% | 183   | 62% |
| Diversity Coalition*                   | 75      | 47% | 83    | 61% | 158   | 54% |
| Where to go for diversity information* | 106     | 68% | 124   | 91% | 230   | 78% |

\*Indicates a statistically significant difference between staff and faculty responses.

Faculty, staff, and students were also asked about their familiarity with diversity services available to IU Southeast students. At least half of all respondents indicated that they have received communications about Disability Services, Equity and Diversity, Center for Mentoring, Multicultural Student Union, and the Adult

### III: PROGRAMMING AND EVENTS

Student Center. Fewer respondents reported receiving communications about Veterans Services and Safe Zone. Regardless of receipt of previous communications, at least 30% of respondents indicated that they did not know where to find more information about any of these services.

**Table 5: Familiarity with Services Available to Students**

|                             | <b>Did not receive communications/ does not know where to find more information.</b> | <b>Did not receive communications/ does not know where to find more information</b> | <b>Received communications/ knows where to find more information about it.</b> | <b>Received communications/ does not know where to find more information about it.</b> |
|-----------------------------|--|---|--|--|
| Disability Services         | 18%  | 19%   | 49%  | 14%  |
| Equity and Diversity        | 24%  | 18%   | 38%  | 20%  |
| Center for Mentoring        | 17%  | 16%   | 48%  | 19%  |
| Multicultural Student Union | 31%  | 19%   | 29%  | 20%  |
| Adult Student Center        | 15%  | 19%   | 50%  | 16%  |
| Veterans Services           | 34%  | 21%   | 33%  | 13%  |
| Safe Zone                   | 42%  | 17%   | 28%  | 13%  |

Faculty and staff were also asked whether diversity issues are represented in IU Southeast planning and training activities, such as leadership retreats and faculty/staff development. Responses to this question differed significantly between faculty and staff respondents. More staff indicated that diversity issues were very much a part of planning and training issues, while more faculty did not know if these issues are included.

**Table 7: Diversity Issues Represented in Planning**

|         | <b>Very much so</b> | <b>Somewhat</b> | <b>Not very much</b> | <b>Don't know</b> |
|---------|---------------------|-----------------|----------------------|-------------------|
| Faculty | 15%                 | 32%             | 14%                  | 39%               |
| Staff   | 26%                 | 35%             | 12%                  | 27%               |

When asked about outreach and retention activities related to diversity, the majority of faculty, staff, and student respondents agreed that these activities are important.

**Table 8: Agreement Regarding the Importance of Outreach and Retention Activities**

|  | <b>Faculty</b> | <b>Staff</b> | <b>Student</b> |
|--|----------------|--------------|----------------|
| It is important for IU Southeast to engage diverse populations with community outreach initiatives, such as literacy, math, and science camps. | 91%            | 89%          | 86%            |



### III: PROGRAMMING AND EVENTS

|   |     |     |     |
|---|-----|-----|-----|
| It is important for IU Southeast to target retention of underrepresented students by providing outreach, such as underrepresented population newsletters, hosting celebrations for underrepresented population graduates, and participation in mentoring. | 86% | 86% | 79% |
|---|-----|-----|-----|

Forty respondents provided additional comments about programming and events. Most comments fell into two categories, “diversity programming needs improvement” (28%) and “positive diversity programming” (21%).

- Diversity programming needs improvement

“I'd like to see more ‘diversity’ of thought in the common experience program. Up to now, it is a pretty monolithic and entirely non-diverse exercise in leftist political ideology. Let's expose students to the debate, not (some people's) answer.” (Faculty)

“There needs to be a shift in how we view diverse populations in our programming, training and other events. Most people aren't just one thing. Rarely does someone identify simply as Lesbian or African American. .. I recommend that we look into the creation of a multicultural student services office that could focus on all of these issues instead of individual staff members having to volunteer their time to piece these services together.” (Staff)

“More workshops need to be made available to faculty regarding international students and their issues regarding transition to an American university.” (Faculty)

“More talks need to be offered involving diversity. We should have more conferences and forums devoted to the issues of race, gender equality, and sexual orientation.” (Student)

- Positive diversity programming

“I believe IUS has done a good job at trying to incorporate diversity in multiple programs throughout our campus. I especially enjoy the staff who go out of their way to try and stay in touch and engage us in their programs.” (Student)

“The Mentoring events are a good way for the underrepresented population to feel as if they have a place to come take to faculty/staff on issues that pertain to them and CFM (Center for Mentoring) makes a conscious effort to include different topics in events whether it be interviewing tips, various forms of etiquette, or dressing for success and I think that helps those students who attend.” (Staff)

“I have always noticed a climate of respect for all participants in any class, workshop, seminar, and meeting I've attended at IUS. “ (Faculty)

#### IV: OPPORTUNITY AND COMPLIANCE

Faculty, staff and students were asked if issues related to diversity are taken seriously at IU Southeast. Significantly fewer faculty members agreed that issues related to gender bias (58%), sexual orientation (68%), disability and equal access (77%), and religious and spiritual beliefs (54%) are taken seriously. Significantly fewer students agreed that veterans' issues are taken seriously (72%). Overall, the lowest agreement was for issues related to religious and spiritual beliefs.

**Table 9: Percent of Respondents Who Agree Issues are Taken Seriously**

|                                       | Faculty | Staff | Student | Total |
|---------------------------------------|---------|-------|---------|-------|
| Issues related to Gender Bias*        | 58%     | 76%   | 73%     | 71%   |
| Issues related to Sexual Harassment   | 73%     | 86%   | 77%     | 78%   |
| Issues related to Race                | 75%     | 83%   | 78%     | 79%   |
| Issues related to Sexual Orientation* | 68%     | 85%   | 72%     | 73%   |
| Disability and Equal Access*          | 77%     | 90%   | 80%     | 81%   |
| Religious and Spiritual Beliefs*      | 54%     | 72%   | 65%     | 64%   |
| Veterans*                             | 80%     | 93%   | 72%     | 77%   |

\*Indicates a statistically significant difference between faculty, staff, and student responses.

All respondents were also asked if they had witnessed or experienced harassment at IU Southeast. For all types of harassment, more respondents reported witnessing harassment over experiencing it personally. Significantly more faculty reported witnessing (35%) and experiencing (22%) harassment based on gender. Similarly, significantly more faculty reported witnessing harassment based on age (31%) and sexual orientation (24%), as well as experiencing harassment based on national origin (5%). More students (2%) reported experiencing harassment based on veteran status.

**Table 10: Respondents Who Have Witnessed or Experienced Harassment at Least Once**

|                       | Witnessed | Experienced |
|-----------------------|-----------|-------------|
| Gender                | 19%*      | 10%*        |
| Age                   | 20%*      | 8%          |
| Race/ethnicity        | 15%       | 6%          |
| Sexual Orientation    | 21%*      | 4%          |
| Religious Affiliation | 18%       | 9%          |
| National Origin       | 10%       | 2%*         |
| Low Income/Low SES    | 10%       | 4%          |
| Physical Ability      | 9%        | 3%          |
| Mental Ability        | 11%       | 4%          |
| Veterans              | 4%        | 2%*         |

\*Indicates a statistically significant difference between faculty, staff, and student responses.

#### IV: OPPORTUNITY AND COMPLIANCE

Respondents were then asked if they had witnessed or experienced specific types of harassment. Derogatory remarks were witnessed or experienced most often (31%), followed by written comments or graffiti (11%). Significantly more faculty and staff reported witnessing or experiencing derogatory remarks, written comments, anonymous phone calls, and unsolicited emails than students.

**Table 11: Respondents Who Have Witnessed or Experienced Types of Harassment at Least Once**

|                               | Faculty | Staff | Student | Total |
|-------------------------------|---------|-------|---------|-------|
| Derogatory Remarks*           | 40%     | 38%   | 27%     | 31%   |
| Written Comments or Graffiti* | 19%     | 19%   | 7%      | 11%   |
| Anonymous Phone Calls*        | 9%      | 5%    | 3%      | 4%    |
| Unsolicited Emails*           | 11%     | 10%   | 4%      | 6%    |
| Threats of Physical Violence  | 9%      | 9%    | 4%      | 6%    |
| Physical Assault or Injury    | 1%      | 1%    | 2%      | 1%    |

\*Indicates a statistically significant difference between faculty, staff, and student responses.

In addition to types of harassment, respondents were asked about witnessing or experiencing harassment from faculty, staff, and students. Student-to-student (27%), student-to-faculty (20%) and faculty-to-student (17%) were the sources of harassment witnessed or experienced most often. Significantly more faculty reported witnessing student-to-student, student-to-faculty, and faculty-to-faculty harassment. Faculty and staff were more likely to report witnessing or experiencing faculty-to-staff and staff-to-faculty harassment. Significantly more staff reported witnessing staff-to-staff harassment.

**Table 12: Respondents Who Have Witnessed or Experienced Harassment at Least Once by Source of Harassment**

|                     | Faculty | Staff | Student | Total |
|---------------------|---------|-------|---------|-------|
| Student-to-student* | 36%     | 21%   | 27%     | 27%   |
| Student-to-faculty* | 41%     | 16%   | 14%     | 20%   |
| Student-to-staff*   | 12%     | 17%   | 9%      | 11%   |
| Faculty-to-student  | 19%     | 18%   | 16%     | 17%   |
| Faculty-to-faculty* | 34%     | 9%    | 4%      | 11%   |
| Faculty-to-staff*   | 17%     | 18%   | 4%      | 9%    |
| Staff-to-student*   | 5%      | 11%   | 8%      | 8%    |
| Staff-to-faculty*   | 8%      | 11%   | 2%      | 4%    |
| Staff-to-staff*     | 5%      | 15%   | 2%      | 4%    |

\*Indicates a statistically significant difference between faculty, staff, and student responses.

#### IV: OPPORTUNITY AND COMPLIANCE

Faculty, staff, and students were also asked about their awareness of and participation in the process of pursuing a grievance related to harassment. Staff members were significantly more likely to report knowing about the policy and how to initiate the process, while significantly more students reported not knowing about the policy. Overall, five percent of respondents had previously participated in the grievance process. Faculty (11%) and staff (9%) were more likely to report participation in the grievance process than students (3%). Of those who had participated, most faculty, staff, and students were somewhat or very satisfied with the grievance process. Students were less likely to report satisfaction with protection and support from administrative officials, timeliness of response, confidentiality, clarity of personal responsibilities, and following of grievance policies and procedures. Faculty and students were less likely to report satisfaction with clarity of responsibilities of administrative officials.

**Table 13: Awareness of IU Southeast Policies and Procedures for Pursuing a Harassment Grievance**

|   | Faculty | Staff | Student | Total |
|---|---------|-------|---------|-------|
| I know a policy exists and how to initiate the process            | 40%     | 57%   | 24%     | 33%   |
| I know a policy exists, but am unsure how to initiate the process | 47%     | 38%   | 47%     | 46%   |
| I do not know about the policy                                    | 13%     | 5%    | 28%     | 21%   |

#### **Opportunity and Compliance for Underrepresented Sexual Orientation**

In order to evaluate opportunity and compliance issues for those of under-represented sexual orientation, responses were combined for homosexual, bisexual, and transgendered respondents to create an LGBT category. Responses for those in the under-represented category were compared to heterosexual responses for seven items related to gender and sexual orientation.

When asked if issues related to gender bias and sexual harassment are taken seriously at IU Southeast, level of agreement was not significantly different for LGBT respondents. Significantly fewer LGBT respondents agree that issues related to sexual orientation are taken seriously.

**Table 14: Percent of Respondents Who Agree Issues are Taken Seriously**

|                                       | Heterosexual | LGBT |
|---------------------------------------|--------------|------|
| Issues related to Gender Bias         | 71%          | 70%  |
| Issues related to Sexual Harassment   | 80%          | 70%  |
| Issues related to Sexual Orientation* | 76%          | 53%  |

\*Indicates a statistically significant difference between heterosexual and LGBT responses.

#### IV: OPPORTUNITY AND COMPLIANCE

Respondents were also asked if they had witnessed or experienced gender and sexual orientation harassment. When compared to heterosexual respondents, significantly more LGBT respondents reported witnessing and experiencing these types of harassment at least once at IU Southeast.

**Table 15: Percent of Respondents Who Have Witnessed or Experienced Harassment at Least Once**

|  | Heterosexual | LGBT |
|--|--------------|------|
| Witnessed Gender Harassment*               | 17%          | 39%  |
| Experienced Gender Harassment*             | 10%          | 18%  |
| Witnessed Sexual Orientation Harassment*   | 18%          | 50%  |
| Experienced Sexual Orientation Harassment* | 2%           | 32%  |

\*Indicates a statistically significant difference between heterosexual and LGBT responses.

Thirty-four respondents provided additional comments about opportunity and compliance. Most comments fell into two categories, “nontraditional student issues” (27%) and “limited committee opportunities” (18%).

- Nontraditional student issues

“It seems that there is a lack of opportunity for those who are not only adult learners but have children and are low income as well. It is difficult to balance these and at the same time be able to have the opportunities present themselves to the point where one would be able to participate.” (Student)

“I don't think that campus programs/clubs really think of the adult students or the working ones.” (Student)

“I feel that IUS does not do well at having events that fit the Adult Learner. An adult learner would typically be a night time student because they work during the day, a lot of activities and even classes are during times in which the ‘adult learner’ would be at work or taking care of other ‘adult’ obligations such as family.” (Student)

“Most events are planned with the younger students in mind.” (Student)

- Limited committee opportunities

“While there are ample OPPORTUNITIES for people to join committees there are certain climate issues that might exist once on that committee or that might prevent someone from accepting that role. I would also argue that committee involvement on our campus is more of an appointed position so there may be many levels of discrimination built into that process.” (Staff)

“I'm on lots of different committees but I don't always feel welcome there or that my contributions are seen as the same as others who do not share my views/diversity groups.” (Staff)

#### **IV: OPPORTUNITY AND COMPLIANCE**

“It seems that most search committees are comprised of those with higher work stature than those not. For example, it seems that most committees include managers/directors and faculty, but not many professional or clerical staff or students.” (Staff)

“I think all of the same people are on committees over and over again because the Chancellor and/or VC's hand pick who they want on them. “ (Staff)

**Appendix A: Demographic Response Summary**

| <b>Total Respondents by Campus Role</b> |             |               |
|---|-------------|---------------|
|   | N           | Response Rate |
| <b>Faculty</b>                          | <b>195</b>  | <b>40%</b>    |
| Full-time                               | 141         | 68%           |
| Adjunct                                 | 54          | 19%           |
| <b>Staff</b>                            | <b>163</b>  | <b>65%</b>    |
| <b>Student</b>                          | <b>775</b>  | <b>11%</b>    |
| Undergrad                               | 677         | -             |
| Graduate                                | 41          | -             |
| Unknown                                 | 57          | -             |
| <b>Grand Total</b>                      | <b>1133</b> | <b>15%</b>    |

|                    | <b>Respondents by Gender and Campus Role</b> |             |                      |                | <b>Grand Total</b> |
|--------------------|--|-------------|----------------------|----------------|--------------------|
|                    | <b>Female</b>                                | <b>Male</b> | <b>Transgendered</b> | <b>Unknown</b> |                    |
| Faculty            | 111  | 72          | 0                    | 12             | 195                |
| Staff              | 105  | 43          | 0                    | 15             | 163                |
| Student            | 503  | 224         | 1                    | 47             | 775                |
| <b>Grand Total</b> | <b>719</b>                                   | <b>339</b>  | <b>1</b>             | <b>74</b>      | <b>1133</b>        |

|                    | <b>Respondents by Race/Ethnicity and Campus Role</b> |   |              |                                  |                 |  |                     |              |                    |
|--------------------|--|---|--------------|----------------------------------|-----------------|--|---------------------|--------------|--------------------|
|                    | <b>2 or more races</b>                               | <b>American Indian or Alaska Native</b> | <b>Asian</b> | <b>Black or African American</b> | <b>Hispanic</b> | <b>Native Hawaiian or Other Pacific Islander</b> | <b>Not Reported</b> | <b>White</b> | <b>Grand Total</b> |
| Faculty            | 5  |   | 9            | 4                                | 4               |  | 13                  | 160          | 195                |
| Staff              | 1  | 2                                       | 1            | 12                               | 1               | 1  | 11                  | 134          | 163                |
| Student            | 24   | 4                                       | 20           | 50                               | 22              |  | 50                  | 605          | 775                |
| <b>Grand Total</b> | <b>30</b>  | <b>6</b>                                | <b>30</b>    | <b>66</b>                        | <b>27</b>       | <b>1</b>   | <b>74</b>           | <b>899</b>   | <b>1133</b>        |

**Appendix A: Demographic Response Summary**

| <b>Respondents by Citizenship Status and Campus Role</b> |   |  |                              |                      |                              |                    |
|--|---|--|------------------------------|----------------------|------------------------------|--------------------|
|  | <b>Non-U.S. Citizen with student visa</b> | <b>Non-U.S. Citizen with work visa</b> | <b>US Permanent Resident</b> | <b>Unknown/Other</b> | <b>United States Citizen</b> | <b>Grand Total</b> |
| Faculty  | 0   | 6                                      | 2                            | 12                   | 175                          | 195                |
| Staff  | 0   | 1                                      | 0                            | 13                   | 149                          | 163                |
| Student  | 6   | 3                                      | 3                            | 46                   | 717                          | 775                |
| <b>Grand Total</b>                                       | <b>6</b>                                  | <b>10</b>                              | <b>5</b>                     | <b>71</b>            | <b>1041</b>                  | <b>1133</b>        |

| <b>Respondents by Marital Status and Campus Role</b> |                          |                 |                |                  |               |                |                |                    |
|--|--------------------------|-----------------|----------------|------------------|---------------|----------------|----------------|--------------------|
|  | <b>Civil partnership</b> | <b>Divorced</b> | <b>Married</b> | <b>Separated</b> | <b>Single</b> | <b>Widowed</b> | <b>Unknown</b> | <b>Grand Total</b> |
| Faculty  | 7                        | 11              | 124            | 1                | 32            | 6              | 14             | 195                |
| Staff  | 2                        | 18              | 103            | 1                | 24            | 2              | 13             | 163                |
| Student  | 11                       | 40              | 142            | 3                | 531           | 3              | 45             | 775                |
| <b>Grand Total</b>                                   | <b>20</b>                | <b>69</b>       | <b>369</b>     | <b>5</b>         | <b>587</b>    | <b>11</b>      | <b>72</b>      | <b>1133</b>        |

| <b>Respondents by Disability Status and Campus Role</b> |   |                                |                      |                |                    |
|---|---|--------------------------------|----------------------|----------------|--------------------|
|   | <b>Documented disability with Disability Services</b> | <b>Undocumented Disability</b> | <b>No disability</b> | <b>Unknown</b> | <b>Grand Total</b> |
| Faculty   | 1   | 11                             | 168                  | 15             | 195                |
| Staff   | 1   | 4                              | 143                  | 15             | 163                |
| Student   | 38  | 44                             | 642                  | 51             | 775                |
| <b>Grand Total</b>                                      | <b>40</b>   | <b>59</b>                      | <b>953</b>           | <b>81</b>      | <b>1133</b>        |

| <b>Respondents by Military Status</b> |                                 |                              |                                 |                |                    |
|---------------------------------------|---------------------------------|------------------------------|---------------------------------|----------------|--------------------|
|                                       | <b>No U.S. military history</b> | <b>U.S. military reserve</b> | <b>Veteran of U.S. military</b> | <b>Unknown</b> | <b>Grand Total</b> |
| Faculty                               | 170                             | 0                            | 10                              | 15             | 195                |
| Staff                                 | 146                             | 0                            | 6                               | 11             | 163                |
| Student                               | 674                             | 5                            | 46                              | 50             | 775                |
| <b>Grand Total</b>                    | <b>990</b>                      | <b>5</b>                     | <b>62</b>                       | <b>76</b>      | <b>1133</b>        |



**Appendix A: Demographic Response Summary**

|             | Respondents by Sexual Orientation and Campus Role |          |            |               |           |       |         | Grand Total |
|-------------|---|----------|------------|---------------|-----------|-------|---------|-------------|
|             | Heterosexual                                      | Bisexual | Homosexual | Transgendered | Pansexual | Other | Unknown |             |
| Faculty     | 133   | 4        | 12         | 0             | 0         | 2     | 44      | 195         |
| Staff       | 124   | 1        | 4          | 0             | 0         | 1     | 33      | 163         |
| Student     | 449   | 17       | 20         | 2             | 2         | 8     | 277     | 775         |
| Grand Total | 706   | 22       | 36         | 2             | 2         | 11    | 354     | 1133        |

|             | Respondents by Religion and Campus Role |          |           |          |         |         |       |         | Grand Total |
|-------------|---|----------|-----------|----------|---------|---------|-------|---------|-------------|
|             | Atheist/Agnostic                        | Buddhism | Christian | Hinduism | Islamic | Judaism | Other | Unknown |             |
| Faculty     | 23                                      | 2        | 101       | 4        | 0       | 3       | 17    | 45      | 195         |
| Staff       | 13                                      | 3        | 102       | 0        | 0       | 1       | 11    | 33      | 163         |
| Student     | 91                                      | 12       | 335       | 1        | 4       | 2       | 55    | 275     | 775         |
| Grand Total | 127                                     | 17       | 538       | 5        | 4       | 6       | 83    | 353     | 1133        |

|             | Respondents by Level of Education and Campus Role |                            |                   |                  |                   |                 |         | Grand Total |
|-------------|---|----------------------------|-------------------|------------------|-------------------|-----------------|---------|-------------|
|             | Less than high school diploma                     | High school diploma or GED | Vocational Degree | Associate Degree | Bachelor's Degree | Graduate Degree | Unknown |             |
| Faculty     |   |                            |                   |                  | 1                 | 153             | 41      | 195         |
| Staff       | 2   | 27                         | 4                 | 13               | 46                | 39              | 32      | 163         |
| Student     | 1   | 315                        | 7                 | 108              | 60                | 9               | 275     | 775         |
| Grand Total | 3   | 342                        | 11                | 121              | 107               | 201             | 348     | 1133        |

|             | Respondents by Annual Income and Campus Role |              |                   |                  |         | Grand Total |
|-------------|--|--------------|-------------------|------------------|---------|-------------|
|             | Not working                                  | \$0-\$20,000 | \$20,001-\$40,000 | \$40,001 or more | Unknown |             |
| Faculty     | 0  | 12           | 15                | 124              | 44      | 195         |
| Staff       | 0  | 2            | 78                | 49               | 34      | 163         |
| Student     | 124  | 251          | 84                | 37               | 279     | 775         |
| Grand Total | 124  | 265          | 177               | 210              | 357     | 1133        |

**Appendix B: Population Items**

**What is your overall perception of the following areas with regards to underrepresented populations on this campus? (Underrepresented populations refers to those of minority racial populations, non-U.S. citizens, those not of heterosexual orientation, those who are disabled, and/or military veterans.**

|                           | Don't know |     | Not represented |    | Partially represented |     | Well represented |     | Grand Total |
|---------------------------|------------|-----|-----------------|----|-----------------------|-----|------------------|-----|-------------|
|                           | N          | %   | N               | %  | N                     | %   | N                | %   |             |
| Recruiting Materials      | 342        | 36% | 47              | 5% | 254                   | 27% | 306              | 32% | 949         |
| Bridge to College         | 459        | 48% | 66              | 7% | 202                   | 21% | 222              | 23% | 949         |
| Admissions Services       | 308        | 32% | 38              | 4% | 211                   | 22% | 392              | 41% | 949         |
| Orientation               | 303        | 32% | 44              | 5% | 197                   | 21% | 405              | 43% | 949         |
| Academic Advising         | 286        | 30% | 44              | 5% | 218                   | 23% | 401              | 42% | 949         |
| Financial Aid             | 310        | 33% | 62              | 7% | 189                   | 20% | 388              | 41% | 949         |
| Campus Activities         | 209        | 22% | 50              | 5% | 251                   | 26% | 439              | 46% | 949         |
| Performances and Speakers | 214        | 23% | 44              | 5% | 283                   | 30% | 408              | 43% | 949         |
| Career Services           | 341        | 36% | 71              | 7% | 231                   | 24% | 306              | 32% | 949         |

**Please rate the accuracy of the following statements. (Faculty & Students Only)**

|   | don't know |     | not at all accurate |    | somewhat accurate |     | very accurate |     | Blank | Grand Total |
|---|------------|-----|---------------------|----|-------------------|-----|---------------|-----|-------|-------------|
|   | N          | %   | N                   | %  | N                 | %   | N             | %   |       |             |
| Recruiting materials are reflective of true campus diversity  | 247        | 25% | 58                  | 6% | 285               | 29% | 202           | 21% | 178   | 970         |
| Campus programming (such as Speaker Series, Common Experience events, student life events, and other campus-wide events) meets my overall needs | 158        | 16% | 71                  | 7% | 286               | 29% | 275           | 28% | 180   | 970         |
| Current campus programming helps students (me) become a more successful learner(s)  | 139        | 14% | 74                  | 8% | 299               | 31% | 280           | 29% | 178   | 970         |
| Current campus programming helps me stay in School (STUDENTS ONLY)  | 86         | 11% | 69                  | 9% | 202               | 26% | 260           | 34% | 158   | 775         |
| There are adequate opportunities to meet diverse others in academic, co-curricular and/or social activities                                     | 131        | 14% | 78                  | 8% | 262               | 27% | 321           | 33% | 178   | 970         |

**Appendix B: Population Items**

| Please rate your agreement with the following statements. (Faculty & Staff Only)                        |                |     |       |     |          |    |                   |    |            |     |       |             |
|---|----------------|-----|-------|-----|----------|----|-------------------|----|------------|-----|-------|-------------|
|   | strongly agree |     | agree |     | disagree |    | strongly disagree |    | don't know |     | Blank | Grand Total |
|   | N              | %   | N     | %   | N        | %  | N                 | %  | N          | %   |       |             |
| Jobs are advertised adequately to reach underrepresented candidates                                     | 40             | 11% | 44    | 12% | 16       | 4% | 2                 | 1% | 66         | 18% | 190   | 358         |
| Affirmative action training is available to search committees   | 45             | 13% | 43    | 12% | 5        | 1% | 0                 | 0% | 74         | 21% | 191   | 358         |
| Unit representatives are engaged in diversity planning and dialogue                                     | 35             | 10% | 50    | 14% | 9        | 3% | 4                 | 1% | 67         | 19% | 193   | 358         |
| Diversity incentives and rewards are provided for recruiting and retaining underrepresented populations | 18             | 5%  | 19    | 5%  | 20       | 6% | 6                 | 2% | 105        | 29% | 190   | 358         |
| New faculty are provided opportunities to make connections on campus                                    | 40             | 11% | 61    | 17% | 32       | 9% | 7                 | 2% | 25         | 7%  | 193   | 358         |

**Appendix C: Curriculum Items**

**Please rate your agreement with the following statements. (Faculty Only)**

|  | strongly agree |     | agree |     | disagree |    | strongly disagree |    | I don't teach these courses |     | Blank | Grand Total |
|--|----------------|-----|-------|-----|----------|----|-------------------|----|-----------------------------|-----|-------|-------------|
|  | N              | %   | N     | %   | N        | %  | N                 | %  | N                           | %   |       |             |
| I would be willing to incorporate more diversity-related perspectives when teaching General Education courses.         | 43             | 22% | 62    | 32% | 3        | 2% | 6                 | 3% | 45                          | 23% | 36    | 195         |
| I would be willing to incorporate more diversity-related perspectives when teaching courses within a major or program. | 47             | 24% | 81    | 42% | 8        | 4% | 8                 | 4% | 15                          | 8%  | 36    | 195         |

**Consider the resources available to implement more diversity-related perspectives in your curriculum. Please state your level of agreement with the following statements. (Faculty Only)**

|  | strongly agree |    | agree |     | disagree |     | strongly disagree |    | I am unaware of these resources |     | Blank | Grand Total |
|--|----------------|----|-------|-----|----------|-----|-------------------|----|---------------------------------|-----|-------|-------------|
|  | N              | %  | N     | %   | N        | %   | N                 | %  | N                               | %   |       |             |
| I am familiar with these resources provided by various IU Southeast programs, offices, or websites.    | 12             | 6% | 66    | 34% | 10       | 5%  | 2                 | 1% | 68                              | 35% | 37    | 195         |
| I generally utilize these resources to implement more diversity-related perspectives in my curriculum. | 7              | 4% | 50    | 26% | 27       | 14% | 7                 | 4% | 65                              | 33% | 39    | 195         |
| I find these resources to be of high quality.  | 6              | 3% | 57    | 29% | 13       | 7%  | 6                 | 3% | 74                              | 38% | 39    | 195         |

**Appendix C: Curriculum Items**

| <b>How often do you incorporate or participate in this program at IU Southeast? (Faculty Only)</b> |              |          |                  |          |              |          |              |                    |
|--|--------------|----------|------------------|----------|--------------|----------|--------------|--------------------|
|  | <b>often</b> |          | <b>sometimes</b> |          | <b>never</b> |          | <b>Blank</b> | <b>Grand Total</b> |
|  | <b>N</b>     | <b>%</b> | <b>N</b>         | <b>%</b> | <b>N</b>     | <b>%</b> |              |                    |
| Distance learning through videoconferencing  | 3            | 2%       | 21               | 11%      | 129          | 66%      | 42           | 195                |
| International team-teaching through videoconferencing  | 0            | 0%       | 5                | 3%       | 148          | 76%      | 42           | 195                |
| An applied and/or service-learning component relevant to diversity                                 | 12           | 6%       | 41               | 21%      | 101          | 52%      | 41           | 195                |
| Faculty exchanges or study abroad  | 2            | 1%       | 26               | 13%      | 126          | 65%      | 41           | 195                |
| Internships with organizations or businesses with significant diverse populations or an            | 11           | 6%       | 36               | 18%      | 107          | 55%      | 41           | 195                |
| Hybrid/online courses  | 18           | 9%       | 39               | 20%      | 98           | 50%      | 40           | 195                |
| Best practices to support various learning styles  | 77           | 39%      | 47               | 24%      | 29           | 15%      | 42           | 195                |

| <b>Please rate the quality of this program at IU Southeast. (Faculty Only)</b>          |                  |          |             |          |             |          |                       |          |                   |          |              |                    |
|---|------------------|----------|-------------|----------|-------------|----------|-----------------------|----------|-------------------|----------|--------------|--------------------|
|   | <b>excellent</b> |          | <b>fair</b> |          | <b>poor</b> |          | <b>does not exist</b> |          | <b>don't know</b> |          | <b>Blank</b> | <b>Grand Total</b> |
|   | <b>N</b>         | <b>%</b> | <b>N</b>    | <b>%</b> | <b>N</b>    | <b>%</b> | <b>N</b>              | <b>%</b> | <b>N</b>          | <b>%</b> |              |                    |
| Distance learning through videoconferencing   | 6                | 3%       | 20          | 10%      | 8           | 4%       | 0                     | 0%       | 106               | 54%      | 55           | 195                |
| International team-teaching through videoconferencing                                   | 2                | 1%       | 4           | 2%       | 6           | 3%       | 1                     | 1%       | 126               | 65%      | 56           | 195                |
| An applied and/or service-learning component relevant to diversity                      | 13               | 7%       | 32          | 16%      | 4           | 2%       | 0                     | 0%       | 91                | 47%      | 55           | 195                |
| Faculty exchanges or study abroad   | 16               | 8%       | 28          | 14%      | 9           | 5%       | 1                     | 1%       | 87                | 45%      | 54           | 195                |
| Internships with organizations or businesses with significant diverse populations or an | 17               | 9%       | 29          | 15%      | 6           | 3%       | 2                     | 1%       | 86                | 44%      | 55           | 195                |
| Hybrid/online courses   | 24               | 12%      | 38          | 19%      | 7           | 4%       | 1                     | 1%       | 72                | 37%      | 53           | 195                |
| Best practices to support various learning styles                                       | 48               | 25%      | 46          | 24%      | 11          | 6%       | 1                     | 1%       | 38                | 19%      | 51           | 195                |

**Appendix C: Curriculum Items**

**Based on your observations, how often are diversity-related perspectives (i.e., race and ethnicity, gender, religion, sexual orientation) included in: (Students Only)**

|                                    | never |    | often |     | sometimes |     | I have not taken these courses |    | Blank | Grand Total |
|------------------------------------|-------|----|-------|-----|-----------|-----|--------------------------------|----|-------|-------------|
|                                    | N     | %  | N     | %   | N         | %   | N                              | %  |       |             |
| General Education courses?         | 35    | 5% | 211   | 27% | 268       | 35% | 52                             | 7% | 209   | 775         |
| courses within a major or program? | 40    | 5% | 211   | 27% | 241       | 31% | 72                             | 9% | 211   | 775         |

**More diversity-related perspectives should be included in: (Students Only)**

|                                    | agree |     | disagree |     | I have not taken these courses |    | strongly agree |     | strongly disagree |    | Blank | Grand Total |
|------------------------------------|-------|-----|----------|-----|--------------------------------|----|----------------|-----|-------------------|----|-------|-------------|
|                                    | N     | %   | N        | %   | N                              | %  | N              | %   | N                 | %  |       |             |
| General Education courses.         | 247   | 32% | 123      | 16% | 40                             | 5% | 123            | 16% | 34                | 4% | 208   | 775         |
| courses within a major or program. | 249   | 32% | 116      | 15% | 53                             | 7% | 114            | 15% | 37                | 5% | 206   | 775         |

**How often do you participate in this program at IU Southeast? (Students Only)**

|  | often |    | sometimes |     | never |     | Blank | Grand Total |
|--|-------|----|-----------|-----|-------|-----|-------|-------------|
|  | N     | %  | N         | %   | N     | %   |       |             |
| Distance learning through videoconferencing  | 8     | 1% | 38        | 5%  | 514   | 66% | 215   | 775         |
| Applied learning activities or service-learning components relevant to diversity                               | 29    | 4% | 142       | 18% | 387   | 50% | 217   | 775         |
| Student exchanges or study abroad  | 14    | 2% | 56        | 7%  | 487   | 63% | 218   | 775         |
| Internships with organizations or businesses with significant diverse populations or an international presence | 38    | 5% | 72        | 9%  | 449   | 58% | 216   | 775         |
| Hybrid/online courses  | 41    | 5% | 155       | 20% | 363   | 47% | 216   | 775         |

**Appendix C: Curriculum Items**

| Please rate the quality of this program at IU Southeast. (Students Only)                                       |           |     |      |     |      |    |                |    |            |     |       |             |
|--|-----------|-----|------|-----|------|----|----------------|----|------------|-----|-------|-------------|
|  | excellent |     | fair |     | poor |    | does not exist |    | don't know |     | Blank | Grand Total |
|  | N         | %   | N    | %   | N    | %  | N              | %  | N          | %   |       |             |
| Distance learning through videoconferencing  | 20        | 3%  | 30   | 4%  | 11   | 1% | 17             | 2% | 444        | 57% | 253   | 775         |
| Applied learning activities or service-learning components relevant to diversity                               | 58        | 7%  | 90   | 12% | 15   | 2% | 14             | 2% | 347        | 45% | 251   | 775         |
| Student exchanges or study abroad  | 41        | 5%  | 49   | 6%  | 10   | 1% | 9              | 1% | 411        | 53% | 255   | 775         |
| Internships with organizations or businesses with significant diverse populations or an international presence | 55        | 7%  | 58   | 7%  | 14   | 2% | 7              | 1% | 385        | 50% | 256   | 775         |
| Hybrid/online courses  | 75        | 10% | 93   | 12% | 30   | 4% | 12             | 2% | 313        | 40% | 252   | 775         |

**Appendix D: Programming and Services Items**

| <b>How familiar are you with the IU Southeast Diversity Plan?</b> |                     |          |                          |          |                      |          |              |                    |
|---|---------------------|----------|--------------------------|----------|----------------------|----------|--------------|--------------------|
|   | <b>not familiar</b> |          | <b>somewhat familiar</b> |          | <b>very familiar</b> |          | <b>Blank</b> | <b>Grand Total</b> |
|   | <b>N</b>            | <b>%</b> | <b>N</b>                 | <b>%</b> | <b>N</b>             | <b>%</b> |              |                    |
| Faculty   | 56                  | 29%      | 76                       | 39%      | 27                   | 14%      | 36           | 195                |
| Staff   | 23                  | 14%      | 76                       | 47%      | 38                   | 23%      | 26           | 163                |
| Grand Total   | 79                  | -        | 152                      | -        | 65                   | -        | 62           | 358                |

| <b>How familiar are you with the IU Southeast Diversity Plan? (Faculty &amp; Staff Only)</b> |                     |          |                          |          |                      |          |              |                    |
|--|---------------------|----------|--------------------------|----------|----------------------|----------|--------------|--------------------|
|  | <b>not familiar</b> |          | <b>somewhat familiar</b> |          | <b>very familiar</b> |          | <b>Blank</b> | <b>Grand Total</b> |
|  | <b>N</b>            | <b>%</b> | <b>N</b>                 | <b>%</b> | <b>N</b>             | <b>%</b> |              |                    |
| Faculty  | 56                  | 29%      | 76                       | 39%      | 27                   | 14%      | 36           | 195                |
| Staff  | 23                  | 14%      | 76                       | 47%      | 38                   | 23%      | 26           | 163                |
| Grand Total  | 79                  | -        | 152                      | -        | 65                   | -        | 62           | 358                |

| <b>How familiar are you with the IU Southeast diversity and equity goals? (Faculty &amp; Staff Only)</b> |                     |          |                          |          |                      |          |              |                    |
|--|---------------------|----------|--------------------------|----------|----------------------|----------|--------------|--------------------|
|  | <b>not familiar</b> |          | <b>somewhat familiar</b> |          | <b>very familiar</b> |          | <b>Blank</b> | <b>Grand Total</b> |
|  | <b>N</b>            | <b>%</b> | <b>N</b>                 | <b>%</b> | <b>N</b>             | <b>%</b> |              |                    |
| Faculty  | 49                  | 25%      | 81                       | 42%      | 29                   | 15%      | 36           | 195                |
| Staff  | 24                  | 15%      | 69                       | 42%      | 43                   | 26%      | 27           | 163                |
| Grand Total  | 73                  | -        | 150                      | -        | 72                   | -        | 63           | 358                |



**Appendix D: Programming and Services Items**

| <b>How familiar are you with your role in achieving those goals? (Faculty &amp; Staff Only)</b> |              |     |                   |     |               |     |       |             |
|---|--------------|-----|-------------------|-----|---------------|-----|-------|-------------|
|   | not familiar |     | somewhat familiar |     | very familiar |     | Blank | Grand Total |
|   | N            | %   | N                 | %   | N             | %   |       |             |
| Faculty   | 67           | 34% | 68                | 35% | 22            | 11% | 38    | 195         |
| Staff   | 32           | 20% | 64                | 39% | 41            | 25% | 26    | 163         |
| Grand Total   | 99           | -   | 132               | -   | 63            | -   | 64    | 358         |

| <b>How familiar are you with the IU Southeast Diversity Committee? (Faculty &amp; Staff Only)</b> |              |     |                   |     |               |     |       |             |
|---|--------------|-----|-------------------|-----|---------------|-----|-------|-------------|
|   | not familiar |     | somewhat familiar |     | very familiar |     | Blank | Grand Total |
|   | N            | %   | N                 | %   | N             | %   |       |             |
| Faculty   | 70           | 36% | 67                | 34% | 22            | 11% | 36    | 195         |
| Staff   | 43           | 26% | 67                | 41% | 27            | 17% | 26    | 163         |
| Grand Total   | 113          | -   | 134               | -   | 49            | -   | 62    | 358         |

| <b>How familiar are you with the IU Southeast Diversity Coalition: Leadership, Diversity Advisory Council, Diversity Coordinators, Diversity Task Forces? (Faculty &amp; Staff Only)</b> |              |     |                   |     |               |     |       |             |
|--|--------------|-----|-------------------|-----|---------------|-----|-------|-------------|
|  | not familiar |     | somewhat familiar |     | very familiar |     | Blank | Grand Total |
|  | N            | %   | N                 | %   | N             | %   |       |             |
| Faculty  | 84           | 43% | 56                | 29% | 19            | 10% | 36    | 195         |
| Staff  | 53           | 33% | 57                | 35% | 26            | 16% | 27    | 163         |
| Grand Total  | 137          | -   | 113               | -   | 45            | -   | 63    | 358         |

| <b>How familiar are you with where to go for more information about Diversity initiatives at IU Southeast? (Faculty &amp; Staff Only)</b> |              |     |                   |     |               |     |       |             |
|---|--------------|-----|-------------------|-----|---------------|-----|-------|-------------|
|   | not familiar |     | somewhat familiar |     | very familiar |     | Blank | Grand Total |
|   | N            | %   | N                 | %   | N             | %   |       |             |
| Faculty   | 50           | 26% | 72                | 37% | 34            | 17% | 39    | 195         |
| Staff   | 13           | 8%  | 61                | 37% | 63            | 39% | 26    | 163         |
| Grand Total   | 63           | -   | 133               | -   | 97            | -   | 65    | 358         |

Appendix D: Programming and Services Items

How likely would you be to engage in the following type of diversity initiatives?(Faculty & Staff Only)

-Workshops

|             | not likely |     | somewhat likely |     | very likely |     | Blank | Grand Total |
|-------------|------------|-----|-----------------|-----|-------------|-----|-------|-------------|
|             | N          | %   | N               | %   | N           | %   |       |             |
| Faculty     | 36         | 18% | 79              | 41% | 42          | 22% | 38    | 195         |
| Staff       | 36         | 22% | 59              | 36% | 40          | 25% | 28    | 163         |
| Grand Total | 72         | -   | 138             | -   | 82          | -   | 66    | 358         |

How likely would you be to engage in the following type of diversity initiatives? (Faculty & Staff Only)

-Brown bag colloquia

|             | not likely |     | somewhat likely |     | very likely |     | Blank | Grand Total |
|-------------|------------|-----|-----------------|-----|-------------|-----|-------|-------------|
|             | N          | %   | N               | %   | N           | %   |       |             |
| Faculty     | 42         | 22% | 83              | 43% | 32          | 16% | 38    | 195         |
| Staff       | 56         | 34% | 54              | 33% | 25          | 15% | 28    | 163         |
| Grand Total | 98         | -   | 137             | -   | 57          | -   | 66    | 358         |

How likely would you be to engage in the following type of diversity initiatives? (Faculty & Staff Only)

-E-publications

|             | not likely |     | somewhat likely |     | very likely |     | Blank | Grand Total |
|-------------|------------|-----|-----------------|-----|-------------|-----|-------|-------------|
|             | N          | %   | N               | %   | N           | %   |       |             |
| Faculty     | 47         | 24% | 69              | 35% | 40          | 21% | 39    | 195         |
| Staff       | 46         | 28% | 44              | 27% | 42          | 26% | 31    | 163         |
| Grand Total | 93         | -   | 113             | -   | 82          | -   | 70    | 358         |

**Appendix D: Programming and Services Items**

**How likely would you be to engage in the following type of diversity initiatives? (Faculty & Staff Only)**

**-Websites (such as Academic Affairs, Equity and Diversity Office, Campus Life, etc)**

|             | not likely |     | somewhat likely |     | very likely |     | Blank | Grand Total |
|-------------|------------|-----|-----------------|-----|-------------|-----|-------|-------------|
|             | N          | %   | N               | %   | N           | %   |       |             |
| Faculty     | 26         | 13% | 74              | 38% | 58          | 30% | 37    | 195         |
| Staff       | 29         | 18% | 61              | 37% | 46          | 28% | 27    | 163         |
| Grand Total | 55         | -   | 135             | -   | 104         | -   | 64    | 358         |

**How likely would you be to engage in the following type of diversity initiatives? (Faculty & Staff Only)**

**-Diversity and legal compliance training**

|             | not likely |     | somewhat likely |     | very likely |     | Blank | Grand Total |
|-------------|------------|-----|-----------------|-----|-------------|-----|-------|-------------|
|             | N          | %   | N               | %   | N           | %   |       |             |
| Faculty     | 41         | 21% | 86              | 44% | 30          | 15% | 38    | 195         |
| Staff       | 22         | 13% | 50              | 31% | 62          | 38% | 29    | 163         |
| Grand Total | 63         | -   | 136             | -   | 92          | -   | 67    | 358         |

**How likely would you be to engage in the following type of diversity initiatives? (Faculty Only)**

**-Diversity Faculty Fellows Program**

|         | not likely |     | somewhat likely |     | very likely |     | Blank | Grand Total |
|---------|------------|-----|-----------------|-----|-------------|-----|-------|-------------|
|         | N          | %   | N               | %   | N           | %   |       |             |
| Faculty | 63         | 32% | 71              | 36% | 23          | 12% | 38    | 195         |

**How likely would you be to engage in the following type of diversity initiatives? (Students Only)**

**-Workshops**

|          | not likely |     | somewhat likely |     | very likely |     | Blank | Grand Total |
|----------|------------|-----|-----------------|-----|-------------|-----|-------|-------------|
|          | N          | %   | N               | %   | N           | %   |       |             |
| Students | 166        | 21% | 226             | 29% | 126         | 16% | 257   | 775         |

**Appendix D: Programming and Services Items**

**How likely would you be to engage in the following type of diversity initiatives? (Students Only)**

**-Conferences**

|          | not likely |     | somewhat likely |     | very likely |     | Blank | Grand Total |
|----------|------------|-----|-----------------|-----|-------------|-----|-------|-------------|
|          | N          | %   | N               | %   | N           | %   |       |             |
| Students | 188        | 24% | 207             | 27% | 119         | 15% | 261   | 775         |

**How likely would you be to engage in the following type of diversity initiatives? (Students Only)**

**-Leadership programs**

|          | not likely |     | somewhat likely |     | very likely |     | Blank | Grand Total |
|----------|------------|-----|-----------------|-----|-------------|-----|-------|-------------|
|          | N          | %   | N               | %   | N           | %   |       |             |
| Students | 173        | 22% | 203             | 26% | 138         | 18% | 261   | 775         |

**How likely would you be to engage in the following type of diversity initiatives? (Students Only)**

**-Arts and entertainment**

|          | not likely |     | somewhat likely |     | very likely |     | Blank | Grand Total |
|----------|------------|-----|-----------------|-----|-------------|-----|-------|-------------|
|          | N          | %   | N               | %   | N           | %   |       |             |
| Students | 119        | 15% | 191             | 25% | 206         | 27% | 259   | 775         |

**How likely would you be to engage in the following type of diversity initiatives? (Students Only)**

**-Cultural Bus Trips**

|          | not likely |     | somewhat likely |     | very likely |     | Blank | Grand Total |
|----------|------------|-----|-----------------|-----|-------------|-----|-------|-------------|
|          | N          | %   | N               | %   | N           | %   |       |             |
| Students | 216        | 28% | 186             | 24% | 113         | 15% | 260   | 775         |

**Appendix D: Programming and Services Items**

**How satisfied are you with the following characteristics of IU Southeast diversity programs: (Students Only)**

|                                       | very satisfied |     | somewhat satisfied |     | not satisfied |     | don't know |     | Blank | Grand Total |
|---------------------------------------|----------------|-----|--------------------|-----|---------------|-----|------------|-----|-------|-------------|
|                                       | N              | %   | N                  | %   | N             | %   | N          | %   |       |             |
| Topics covered                        | 126            | 16% | 185                | 24% | 44            | 6%  | 159        | 21% | 261   | 775         |
| Variation in times and days offered   | 110            | 14% | 157                | 20% | 84            | 11% | 160        | 21% | 264   | 775         |
| Format (i.e. speakers, movies, etc.)  | 125            | 16% | 168                | 22% | 46            | 6%  | 175        | 23% | 261   | 775         |
| Adequacy of publication/advertisement | 120            | 15% | 166                | 21% | 69            | 9%  | 159        | 21% | 261   | 775         |
| Scheduling across the term            | 99             | 13% | 175                | 23% | 72            | 9%  | 166        | 21% | 263   | 775         |

**How well do the diversity events at IU Southeast represent the interests of the following people?**

**-Women**

|                    | well represented |          | somewhat represented |          | not represented |          | don't know |          | Blank      | Grand Total |
|--------------------|------------------|----------|----------------------|----------|-----------------|----------|------------|----------|------------|-------------|
|                    | N                | %        | N                    | %        | N               | %        | N          | %        |            |             |
| Faculty            | 62               | 32%      | 43                   | 22%      | 3               | 2%       | 48         | 25%      | 39         | 195         |
| Staff              | 51               | 31%      | 38                   | 23%      | 4               | 2%       | 44         | 27%      | 26         | 163         |
| Student            | 216              | 28%      | 139                  | 18%      | 16              | 2%       | 151        | 19%      | 253        | 775         |
| <b>Grand Total</b> | <b>329</b>       | <b>-</b> | <b>220</b>           | <b>-</b> | <b>23</b>       | <b>-</b> | <b>243</b> | <b>-</b> | <b>318</b> | <b>1133</b> |

Appendix D: Programming and Services Items

How well do the diversity events at IU Southeast represent the interests of the following people?

-Men

|                    | well represented |          | somewhat represented |          | not represented |          | don't know |          | Blank      | Grand Total |
|--------------------|------------------|----------|----------------------|----------|-----------------|----------|------------|----------|------------|-------------|
|                    | N                | %        | N                    | %        | N               | %        | N          | %        |            |             |
| Faculty            | 70               | 36%      | 29                   | 15%      | 8               | 4%       | 49         | 25%      | 39         | 195         |
| Staff              | 46               | 28%      | 37                   | 23%      | 9               | 6%       | 46         | 28%      | 25         | 163         |
| Student            | 218              | 28%      | 128                  | 17%      | 23              | 3%       | 156        | 20%      | 250        | 775         |
| <b>Grand Total</b> | <b>334</b>       | <b>-</b> | <b>194</b>           | <b>-</b> | <b>40</b>       | <b>-</b> | <b>251</b> | <b>-</b> | <b>314</b> | <b>1133</b> |

How well do the diversity events at IU Southeast represent the interests of the following people?

-Adult Learners

|                    | well represented |          | somewhat represented |          | not represented |          | don't know |          | Blank      | Grand Total |
|--------------------|------------------|----------|----------------------|----------|-----------------|----------|------------|----------|------------|-------------|
|                    | N                | %        | N                    | %        | N               | %        | N          | %        |            |             |
| Faculty            | 45               | 23%      | 48                   | 25%      | 8               | 4%       | 53         | 27%      | 41         | 195         |
| Staff              | 43               | 26%      | 42                   | 26%      | 7               | 4%       | 45         | 28%      | 26         | 163         |
| Student            | 167              | 22%      | 156                  | 20%      | 52              | 7%       | 147        | 19%      | 253        | 775         |
| <b>Grand Total</b> | <b>255</b>       | <b>-</b> | <b>246</b>           | <b>-</b> | <b>67</b>       | <b>-</b> | <b>245</b> | <b>-</b> | <b>320</b> | <b>1133</b> |

How well do the diversity events at IU Southeast represent the interests of the following people?

-Those of underrepresented races/ethnicities/origins

|                    | well represented |          | somewhat represented |          | not represented |          | don't know |          | Blank      | Grand Total |
|--------------------|------------------|----------|----------------------|----------|-----------------|----------|------------|----------|------------|-------------|
|                    | N                | %        | N                    | %        | N               | %        | N          | %        |            |             |
| Faculty            | 42               | 22%      | 55                   | 28%      | 7               | 4%       | 52         | 27%      | 39         | 195         |
| Staff              | 50               | 31%      | 40                   | 25%      | 5               | 3%       | 40         | 25%      | 28         | 163         |
| Student            | 166              | 21%      | 154                  | 20%      | 27              | 3%       | 176        | 23%      | 252        | 775         |
| <b>Grand Total</b> | <b>258</b>       | <b>-</b> | <b>249</b>           | <b>-</b> | <b>39</b>       | <b>-</b> | <b>268</b> | <b>-</b> | <b>319</b> | <b>1133</b> |

Appendix D: Programming and Services Items

How well do the diversity events at IU Southeast represent the interests of the following people?

-Those of underrepresented sexual orientations

|                    | well represented |          | somewhat represented |          | not represented |          | don't know |          | Blank      | Grand Total |
|--------------------|------------------|----------|----------------------|----------|-----------------|----------|------------|----------|------------|-------------|
|                    | N                | %        | N                    | %        | N               | %        | N          | %        |            |             |
| Faculty            | 25               | 13%      | 52                   | 27%      | 20              | 10%      | 59         | 30%      | 39         | 195         |
| Staff              | 35               | 21%      | 48                   | 29%      | 9               | 6%       | 46         | 28%      | 25         | 163         |
| Student            | 149              | 19%      | 134                  | 17%      | 56              | 7%       | 184        | 24%      | 252        | 775         |
| <b>Grand Total</b> | <b>209</b>       | <b>-</b> | <b>234</b>           | <b>-</b> | <b>85</b>       | <b>-</b> | <b>289</b> | <b>-</b> | <b>316</b> | <b>1133</b> |

How well do the diversity events at IU Southeast represent the interests of the following people?

-Those of underrepresented religious affiliation

|                    | well represented |          | somewhat represented |          | not represented |          | don't know |          | Blank      | Grand Total |
|--------------------|------------------|----------|----------------------|----------|-----------------|----------|------------|----------|------------|-------------|
|                    | N                | %        | N                    | %        | N               | %        | N          | %        |            |             |
| Faculty            | 15               | 8%       | 47                   | 24%      | 25              | 13%      | 69         | 35%      | 39         | 195         |
| Staff              | 20               | 12%      | 36                   | 22%      | 22              | 13%      | 60         | 37%      | 25         | 163         |
| Student            | 115              | 15%      | 130                  | 17%      | 89              | 11%      | 190        | 25%      | 251        | 775         |
| <b>Grand Total</b> | <b>150</b>       | <b>-</b> | <b>213</b>           | <b>-</b> | <b>136</b>      | <b>-</b> | <b>319</b> | <b>-</b> | <b>315</b> | <b>1133</b> |

How well do the diversity events at IU Southeast represent the interests of the following people?

-Those of low income or low socioeconomic status

|                    | well represented |          | somewhat represented |          | not represented |          | don't know |          | Blank      | Grand Total |
|--------------------|------------------|----------|----------------------|----------|-----------------|----------|------------|----------|------------|-------------|
|                    | N                | %        | N                    | %        | N               | %        | N          | %        |            |             |
| Faculty            | 19               | 10%      | 41                   | 21%      | 26              | 13%      | 70         | 36%      | 39         | 195         |
| Staff              | 23               | 14%      | 39                   | 24%      | 22              | 13%      | 53         | 33%      | 26         | 163         |
| Student            | 111              | 14%      | 119                  | 15%      | 93              | 12%      | 198        | 26%      | 254        | 775         |
| <b>Grand Total</b> | <b>153</b>       | <b>-</b> | <b>199</b>           | <b>-</b> | <b>141</b>      | <b>-</b> | <b>321</b> | <b>-</b> | <b>319</b> | <b>1133</b> |

Appendix D: Programming and Services Items

How well do the diversity events at IU Southeast represent the interests of the following people?

-Those with physical disability

|                    | well represented |     | somewhat represented |     | not represented |     | don't know |     | Blank      | Grand Total |
|--------------------|------------------|-----|----------------------|-----|-----------------|-----|------------|-----|------------|-------------|
|                    | N                | %   | N                    | %   | N               | %   | N          | %   |            |             |
| Faculty            | 23               | 12% | 47                   | 24% | 21              | 11% | 65         | 33% | 39         | 195         |
| Staff              | 34               | 21% | 50                   | 31% | 11              | 7%  | 42         | 26% | 26         | 163         |
| Student            | 145              | 19% | 140                  | 18% | 55              | 7%  | 182        | 23% | 253        | 775         |
| <b>Grand Total</b> | <b>202</b>       | -   | <b>237</b>           | -   | <b>87</b>       | -   | <b>289</b> | -   | <b>318</b> | <b>1133</b> |

How well do the diversity events at IU Southeast represent the interests of the following people?

-Those with mental disability

|                    | well represented |     | somewhat represented |     | not represented |     | don't know |     | Blank      | Grand Total |
|--------------------|------------------|-----|----------------------|-----|-----------------|-----|------------|-----|------------|-------------|
|                    | N                | %   | N                    | %   | N               | %   | N          | %   |            |             |
| Faculty            | 16               | 8%  | 38                   | 19% | 27              | 14% | 75         | 38% | 39         | 195         |
| Staff              | 21               | 13% | 42                   | 26% | 18              | 11% | 56         | 34% | 26         | 163         |
| Student            | 118              | 15% | 120                  | 15% | 85              | 11% | 200        | 26% | 252        | 775         |
| <b>Grand Total</b> | <b>155</b>       | -   | <b>200</b>           | -   | <b>130</b>      | -   | <b>331</b> | -   | <b>317</b> | <b>1133</b> |

How well do the diversity events at IU Southeast represent the interests of the following people?

-Military veterans

|                    | well represented |     | somewhat represented |     | not represented |    | don't know |     | Blank      | Grand Total |
|--------------------|------------------|-----|----------------------|-----|-----------------|----|------------|-----|------------|-------------|
|                    | N                | %   | N                    | %   | N               | %  | N          | %   |            |             |
| Faculty            | 51               | 26% | 41                   | 21% | 6               | 3% | 57         | 29% | 40         | 195         |
| Staff              | 49               | 30% | 44                   | 27% | 4               | 2% | 40         | 25% | 26         | 163         |
| Student            | 163              | 21% | 126                  | 16% | 37              | 5% | 192        | 25% | 257        | 775         |
| <b>Grand Total</b> | <b>263</b>       | -   | <b>211</b>           | -   | <b>47</b>       | -  | <b>289</b> | -   | <b>323</b> | <b>1133</b> |



**Appendix D: Programming and Services Items**

| <b>Please rate your agreement with the following statements.</b>   |                       |          |              |          |                 |          |                          |          |                   |          |              |                    |  |
|--|-----------------------|----------|--------------|----------|-----------------|----------|--------------------------|----------|-------------------|----------|--------------|--------------------|--|
|  | <b>strongly agree</b> |          | <b>agree</b> |          | <b>disagree</b> |          | <b>strongly disagree</b> |          | <b>don't know</b> |          | <b>Blank</b> | <b>Grand Total</b> |  |
|  | <b>N</b>              | <b>%</b> | <b>N</b>     | <b>%</b> | <b>N</b>        | <b>%</b> | <b>N</b>                 | <b>%</b> | <b>N</b>          | <b>%</b> |              |                    |  |
| <i>It is important for IU Southeast to engage diverse populations with community outreach initiatives, such as literacy, math, and science camps.</i>  |                       |          |              |          |                 |          |                          |          |                   |          |              |                    |  |
| Faculty  | 93                    | 48%      | 53           | 27%      | 3               | 2%       | 2                        | 1%       | 9                 | 5%       | 35           | 195                |  |
| Staff  | 70                    | 43%      | 53           | 33%      | 4               | 2%       | 0                        | 0%       | 11                | 7%       | 25           | 163                |  |
| Student  | 259                   | 33%      | 192          | 25%      | 19              | 2%       | 13                       | 2%       | 44                | 6%       | 248          | 775                |  |
| <i>It is important for IU Southeast to target retention of underrepresented students by providing outreach, such as underrepresented population newsletters, hosting celebrations for underrepresented population graduates, and participation in mentoring.</i> |                       |          |              |          |                 |          |                          |          |                   |          |              |                    |  |
| Faculty  | 87                    | 45%      | 51           | 26%      | 7               | 4%       | 4                        | 2%       | 11                | 6%       | 35           | 195                |  |
| Staff  | 62                    | 38%      | 57           | 35%      | 11              | 7%       | 0                        | 0%       | 8                 | 5%       | 25           | 163                |  |
| Student  | 229                   | 30%      | 186          | 24%      | 31              | 4%       | 23                       | 3%       | 58                | 7%       | 248          | 775                |  |

| <b>Are diversity issues adequately represented in IU Southeast planning and training activities, such a...</b> |                     |          |                 |          |                      |          |                   |          |              |                    |
|--|---------------------|----------|-----------------|----------|----------------------|----------|-------------------|----------|--------------|--------------------|
|  | <b>Very much so</b> |          | <b>Somewhat</b> |          | <b>Not very much</b> |          | <b>Don't know</b> |          | <b>Blank</b> | <b>Grand Total</b> |
|  | <b>N</b>            | <b>%</b> | <b>N</b>        | <b>%</b> | <b>N</b>             | <b>%</b> | <b>N</b>          | <b>%</b> |              |                    |
| Faculty  | 23                  | 12%      | 51              | 26%      | 22                   | 11%      | 61                | 31%      | 38           | 195                |
| Staff  | 35                  | 21%      | 48              | 29%      | 16                   | 10%      | 37                | 23%      | 27           | 163                |
| Student  | 4                   | 1%       | 2               | 0%       | 1                    | 0%       | 1                 | 0%       | 767          | 775                |
| <b>Grand Total</b>   | <b>62</b>           | <b>-</b> | <b>101</b>      | <b>-</b> | <b>39</b>            | <b>-</b> | <b>99</b>         | <b>-</b> | <b>832</b>   | <b>1133</b>        |

**Appendix D: Programming and Services Items**

| <b>Please rate your familiarity with the following services available to students.</b> |   |          |  |          |  |          |   |          |              |                    |
|--|---|----------|--|----------|--|----------|---|----------|--------------|--------------------|
|  | <b>I have not received communications about this service and am unaware about where to find information about it.</b> |          | <b>I have not received communications about this service, but I know where to find information about it.</b> |          | <b>I have received communications about this service and am knowledgeable about where to find more information about it.</b> |          | <b>I have received communications about this service, but am unaware about where to find more information about it.</b> |          | <b>Blank</b> | <b>Grand Total</b> |
|  | <b>N</b>  | <b>%</b> | <b>N</b>   | <b>%</b> | <b>N</b>   | <b>%</b> | <b>N</b>  | <b>%</b> |              |                    |
| Disability Services  | 93  | 12%      | 95   | 12%      | 253  | 33%      | 72  | 9%       | 262          | 775                |
| Equity and Diversity   | 122   | 16%      | 92   | 12%      | 196  | 25%      | 103   | 13%      | 262          | 775                |
| Center for Mentoring   | 88  | 11%      | 80   | 10%      | 247  | 32%      | 99  | 13%      | 261          | 775                |
| Multicultural Student Union  | 159   | 21%      | 98   | 13%      | 150  | 19%      | 103   | 13%      | 265          | 775                |
| Adult Student Center   | 78  | 10%      | 96   | 12%      | 255  | 33%      | 83  | 11%      | 263          | 775                |
| Veterans Services  | 172   | 22%      | 105  | 14%      | 170  | 22%      | 64  | 8%       | 264          | 775                |
| Safe Zone  | 214   | 28%      | 89   | 11%      | 142  | 18%      | 67  | 9%       | 263          | 775                |

**Appendix E: Opportunity & Compliance Items**

**Please rate the extent to which you agree that issues related to the areas below are taken seriously at IU Southeast**

**-Gender bias**

|             | strongly agree |     | agree |     | disagree |    | strongly disagree |    | don't know |     | Blank | Grand Total |
|-------------|----------------|-----|-------|-----|----------|----|-------------------|----|------------|-----|-------|-------------|
|             | N              | %   | N     | %   | N        | %  | N                 | %  | N          | %   |       |             |
| Faculty     | 46             | 24% | 44    | 23% | 17       | 9% | 17                | 9% | 30         | 15% | 41    | 195         |
| Staff       | 45             | 28% | 56    | 34% | 6        | 4% | 6                 | 4% | 20         | 12% | 30    | 163         |
| Student     | 177            | 23% | 188   | 24% | 24       | 3% | 10                | 1% | 100        | 13% | 276   | 775         |
| Grand Total | 268            | -   | 288   | -   | 47       | -  | 33                | -  | 150        | -   | 347   | 1133        |

**Please rate the extent to which you agree that issues related to the areas below are taken seriously at IU Southeast**

**-Sexual harassment**

|             | strongly agree |     | agree |     | disagree |    | strongly disagree |    | don't know |     | Blank | Grand Total |
|-------------|----------------|-----|-------|-----|----------|----|-------------------|----|------------|-----|-------|-------------|
|             | N              | %   | N     | %   | N        | %  | N                 | %  | N          | %   |       |             |
| Faculty     | 66             | 34% | 45    | 23% | 12       | 6% | 2                 | 1% | 27         | 14% | 43    | 195         |
| Staff       | 59             | 36% | 56    | 34% | 5        | 3% | 1                 | 1% | 12         | 7%  | 30    | 163         |
| Student     | 226            | 29% | 160   | 21% | 20       | 3% | 5                 | 1% | 88         | 11% | 276   | 775         |
| Grand Total | 351            | -   | 261   | -   | 37       | -  | 8                 | -  | 127        | -   | 349   | 1133        |

**Please rate the extent to which you agree that issues related to the areas below are taken seriously at IU Southeast**

**-Race, racism, racial/ethnic discrimination/bias**

|             | strongly agree |     | agree |     | disagree |    | strongly disagree |    | don't know |     | Blank | Grand Total |
|-------------|----------------|-----|-------|-----|----------|----|-------------------|----|------------|-----|-------|-------------|
|             | N              | %   | N     | %   | N        | %  | N                 | %  | N          | %   |       |             |
| Faculty     | 62             | 32% | 53    | 27% | 12       | 6% | 1                 | 1% | 26         | 13% | 41    | 195         |
| Staff       | 61             | 37% | 50    | 31% | 10       | 6% | 3                 | 2% | 9          | 6%  | 30    | 163         |
| Student     | 223            | 29% | 169   | 22% | 23       | 3% | 9                 | 1% | 76         | 10% | 275   | 775         |
| Grand Total | 346            | -   | 272   | -   | 45       | -  | 13                | -  | 111        | -   | 346   | 1133        |

**Appendix E: Opportunity & Compliance Items**

**Please rate the extent to which you agree that issues related to the areas below are taken seriously at IU Southeast**

**-Sexual orientation**

|             | strongly agree |     | agree |     | disagree |     | strongly disagree |    | don't know |     | Blank | Grand Total |
|-------------|----------------|-----|-------|-----|----------|-----|-------------------|----|------------|-----|-------|-------------|
|             | N              | %   | N     | %   | N        | %   | N                 | %  | N          | %   |       |             |
| Faculty     | 42             | 22% | 62    | 32% | 21       | 11% | 5                 | 3% | 24         | 12% | 41    | 195         |
| Staff       | 49             | 30% | 63    | 39% | 10       | 6%  | 3                 | 2% | 7          | 4%  | 31    | 163         |
| Student     | 188            | 24% | 171   | 22% | 30       | 4%  | 17                | 2% | 93         | 12% | 276   | 775         |
| Grand Total | 279            | -   | 296   | -   | 61       | -   | 25                | -  | 124        | -   | 348   | 1133        |

**Please rate the extent to which you agree that issues related to the areas below are taken seriously at IU Southeast**

**-Disability and equal access**

|             | strongly agree |     | agree |     | disagree |    | strongly disagree |    | don't know |     | Blank | Grand Total |
|-------------|----------------|-----|-------|-----|----------|----|-------------------|----|------------|-----|-------|-------------|
|             | N              | %   | N     | %   | N        | %  | N                 | %  | N          | %   |       |             |
| Faculty     | 63             | 32% | 55    | 28% | 11       | 6% | 1                 | 1% | 24         | 12% | 41    | 195         |
| Staff       | 57             | 35% | 63    | 39% | 4        | 2% | 3                 | 2% | 6          | 4%  | 30    | 163         |
| Student     | 229            | 30% | 169   | 22% | 20       | 3% | 14                | 2% | 67         | 9%  | 276   | 775         |
| Grand Total | 349            | -   | 287   | -   | 35       | -  | 18                | -  | 97         | -   | 347   | 1133        |

**Please rate the extent to which you agree that issues related to the areas below are taken seriously at IU Southeast**

**-Religious and spiritual beliefs**

|             | strongly agree |     | agree |     | disagree |     | strongly disagree |    | don't know |     | Blank | Grand Total |
|-------------|----------------|-----|-------|-----|----------|-----|-------------------|----|------------|-----|-------|-------------|
|             | N              | %   | N     | %   | N        | %   | N                 | %  | N          | %   |       |             |
| Faculty     | 31             | 16% | 52    | 27% | 21       | 11% | 6                 | 3% | 43         | 22% | 42    | 195         |
| Staff       | 34             | 21% | 63    | 39% | 13       | 8%  | 5                 | 3% | 19         | 12% | 29    | 163         |
| Student     | 157            | 20% | 166   | 21% | 52       | 7%  | 25                | 3% | 97         | 13% | 278   | 775         |
| Grand Total | 222            | -   | 281   | -   | 86       | -   | 36                | -  | 159        | -   | 349   | 1133        |

**Please rate the extent to which you agree that issues related to the areas below are taken seriously at IU Southeast**

**Appendix E: Opportunity & Compliance Items**

**-Veterans**

|             | strongly agree |     | agree |     | disagree |    | strongly disagree |    | don't know |     | Blank | Grand Total |
|-------------|----------------|-----|-------|-----|----------|----|-------------------|----|------------|-----|-------|-------------|
|             | N              | %   | N     | %   | N        | %  | N                 | %  | N          | %   |       |             |
| Faculty     | 73             | 37% | 50    | 26% | 0        | 0% | 2                 | 1% | 28         | 14% | 42    | 195         |
| Staff       | 68             | 42% | 56    | 34% | 2        | 1% | 0                 | 0% | 7          | 4%  | 30    | 163         |
| Student     | 203            | 26% | 155   | 20% | 19       | 2% | 9                 | 1% | 112        | 14% | 277   | 775         |
| Grand Total | 344            | -   | 261   | -   | 21       | -  | 11                | -  | 147        | -   | 349   | 1133        |

**Have you witnessed harassment or discrimination at IU Southeast based on Gender?**

|             | Never |     | Once |    | 2 or 3 times |     | 4 times or more |    | Blank | Grand Total |
|-------------|-------|-----|------|----|--------------|-----|-----------------|----|-------|-------------|
|             | N     | %   | N    | %  | N            | %   | N               | %  |       |             |
| Faculty     | 97    | 50% | 17   | 9% | 21           | 11% | 15              | 8% | 45    | 195         |
| Staff       | 105   | 64% | 13   | 8% | 6            | 4%  | 9               | 6% | 30    | 163         |
| Student     | 431   | 56% | 36   | 5% | 25           | 3%  | 8               | 1% | 275   | 775         |
| Grand Total | 633   | -   | 66   | -  | 52           | -   | 32              | -  | 350   | 1133        |

**Have you witnessed harassment or discrimination at IU Southeast based on Age?**

|             | Never |     | Once |     | 2 or 3 times |     | 4 times or more |    | Blank | Grand Total |
|-------------|-------|-----|------|-----|--------------|-----|-----------------|----|-------|-------------|
|             | N     | %   | N    | %   | N            | %   | N               | %  |       |             |
| Faculty     | 103   | 53% | 13   | 7%  | 23           | 12% | 11              | 6% | 45    | 195         |
| Staff       | 96    | 59% | 21   | 13% | 9            | 6%  | 7               | 4% | 30    | 163         |
| Student     | 429   | 55% | 28   | 4%  | 25           | 3%  | 18              | 2% | 275   | 775         |
| Grand Total | 628   | -   | 62   | -   | 57           | -   | 36              | -  | 350   | 1133        |

**Appendix E: Opportunity & Compliance Items**

| <b>Have you witnessed harassment or discrimination at IU Southeast based on Race/ethnicity?</b> |              |          |             |          |                     |          |                        |          |              |                    |
|---|--------------|----------|-------------|----------|---------------------|----------|------------------------|----------|--------------|--------------------|
|   | <b>Never</b> |          | <b>Once</b> |          | <b>2 or 3 times</b> |          | <b>4 times or more</b> |          | <b>Blank</b> | <b>Grand Total</b> |
|   | <b>N</b>     | <b>%</b> | <b>N</b>    | <b>%</b> | <b>N</b>            | <b>%</b> | <b>N</b>               | <b>%</b> |              |                    |
| Faculty   | 121          | 62%      | 11          | 6%       | 13                  | 7%       | 5                      | 3%       | 45           | 195                |
| Staff   | 108          | 66%      | 9           | 6%       | 10                  | 6%       | 6                      | 4%       | 30           | 163                |
| Student   | 435          | 56%      | 32          | 4%       | 27                  | 3%       | 5                      | 1%       | 276          | 775                |
| <b>Grand Total</b>  | <b>664</b>   | <b>-</b> | <b>52</b>   | <b>-</b> | <b>50</b>           | <b>-</b> | <b>16</b>              | <b>-</b> | <b>351</b>   | <b>1133</b>        |

| <b>Have you witnessed harassment or discrimination at IU Southeast based on Sexual orientation?</b> |              |          |             |          |                     |          |                        |          |              |                    |
|---|--------------|----------|-------------|----------|---------------------|----------|------------------------|----------|--------------|--------------------|
|   | <b>Never</b> |          | <b>Once</b> |          | <b>2 or 3 times</b> |          | <b>4 times or more</b> |          | <b>Blank</b> | <b>Grand Total</b> |
|   | <b>N</b>     | <b>%</b> | <b>N</b>    | <b>%</b> | <b>N</b>            | <b>%</b> | <b>N</b>               | <b>%</b> |              |                    |
| Faculty   | 114          | 58%      | 11          | 6%       | 17                  | 9%       | 8                      | 4%       | 45           | 195                |
| Staff   | 102          | 63%      | 14          | 9%       | 9                   | 6%       | 8                      | 5%       | 30           | 163                |
| Student   | 404          | 52%      | 41          | 5%       | 47                  | 6%       | 8                      | 1%       | 275          | 775                |
| <b>Grand Total</b>  | <b>620</b>   | <b>-</b> | <b>66</b>   | <b>-</b> | <b>73</b>           | <b>-</b> | <b>24</b>              | <b>-</b> | <b>350</b>   | <b>1133</b>        |

| <b>Have you witnessed harassment or discrimination at IU Southeast based on Religious affiliation?</b> |              |          |             |          |                     |          |                        |          |              |                    |
|--|--------------|----------|-------------|----------|---------------------|----------|------------------------|----------|--------------|--------------------|
|  | <b>Never</b> |          | <b>Once</b> |          | <b>2 or 3 times</b> |          | <b>4 times or more</b> |          | <b>Blank</b> | <b>Grand Total</b> |
|  | <b>N</b>     | <b>%</b> | <b>N</b>    | <b>%</b> | <b>N</b>            | <b>%</b> | <b>N</b>               | <b>%</b> |              |                    |
| Faculty  | 115          | 59%      | 12          | 6%       | 17                  | 9%       | 4                      | 2%       | 47           | 195                |
| Staff  | 115          | 71%      | 9           | 6%       | 4                   | 2%       | 5                      | 3%       | 30           | 163                |
| Student  | 407          | 53%      | 39          | 5%       | 27                  | 3%       | 26                     | 3%       | 276          | 775                |
| <b>Grand Total</b>   | <b>637</b>   | <b>-</b> | <b>60</b>   | <b>-</b> | <b>48</b>           | <b>-</b> | <b>35</b>              | <b>-</b> | <b>353</b>   | <b>1133</b>        |

**Appendix E: Opportunity & Compliance Items**

| <b>Have you witnessed harassment or discrimination at IU Southeast based on National origin?</b> |              |          |             |          |                     |          |                        |          |              |                    |
|--|--------------|----------|-------------|----------|---------------------|----------|------------------------|----------|--------------|--------------------|
|  | <b>Never</b> |          | <b>Once</b> |          | <b>2 or 3 times</b> |          | <b>4 times or more</b> |          | <b>Blank</b> | <b>Grand Total</b> |
|  | <b>N</b>     | <b>%</b> | <b>N</b>    | <b>%</b> | <b>N</b>            | <b>%</b> | <b>N</b>               | <b>%</b> |              |                    |
| Faculty  | 130          | 67%      | 11          | 6%       | 7                   | 4%       | 2                      | 1%       | 45           | 195                |
| Staff  | 114          | 70%      | 12          | 7%       | 3                   | 2%       | 3                      | 2%       | 31           | 163                |
| Student  | 462          | 60%      | 23          | 3%       | 11                  | 1%       | 4                      | 1%       | 275          | 775                |
| <b>Grand Total</b>   | <b>706</b>   | <b>-</b> | <b>46</b>   | <b>-</b> | <b>21</b>           | <b>-</b> | <b>9</b>               | <b>-</b> | <b>351</b>   | <b>1133</b>        |

| <b>Have you witnessed harassment or discrimination at IU Southeast based on Low income or low socioeconomic status?</b> |              |          |             |          |                     |          |                        |          |              |                    |
|---|--------------|----------|-------------|----------|---------------------|----------|------------------------|----------|--------------|--------------------|
|   | <b>Never</b> |          | <b>Once</b> |          | <b>2 or 3 times</b> |          | <b>4 times or more</b> |          | <b>Blank</b> | <b>Grand Total</b> |
|   | <b>N</b>     | <b>%</b> | <b>N</b>    | <b>%</b> | <b>N</b>            | <b>%</b> | <b>N</b>               | <b>%</b> |              |                    |
| Faculty   | 131          | 67%      | 7           | 4%       | 8                   | 4%       | 4                      | 2%       | 45           | 195                |
| Staff   | 120          | 74%      | 3           | 2%       | 3                   | 2%       | 5                      | 3%       | 32           | 163                |
| Student   | 452          | 58%      | 22          | 3%       | 16                  | 2%       | 9                      | 1%       | 276          | 775                |
| <b>Grand Total</b>  | <b>703</b>   | <b>-</b> | <b>32</b>   | <b>-</b> | <b>27</b>           | <b>-</b> | <b>18</b>              | <b>-</b> | <b>353</b>   | <b>1133</b>        |

| <b>Have you witnessed harassment or discrimination at IU Southeast based on Physical ability?</b> |              |          |             |          |                     |          |                        |          |              |                    |
|---|--------------|----------|-------------|----------|---------------------|----------|------------------------|----------|--------------|--------------------|
|   | <b>Never</b> |          | <b>Once</b> |          | <b>2 or 3 times</b> |          | <b>4 times or more</b> |          | <b>Blank</b> | <b>Grand Total</b> |
|   | <b>N</b>     | <b>%</b> | <b>N</b>    | <b>%</b> | <b>N</b>            | <b>%</b> | <b>N</b>               | <b>%</b> |              |                    |
| Faculty   | 135          | 69%      | 6           | 3%       | 7                   | 4%       | 2                      | 1%       | 45           | 195                |
| Staff   | 113          | 69%      | 8           | 5%       | 6                   | 4%       | 5                      | 3%       | 31           | 163                |
| Student   | 463          | 60%      | 21          | 3%       | 13                  | 2%       | 4                      | 1%       | 274          | 775                |
| <b>Grand Total</b>  | <b>711</b>   | <b>-</b> | <b>35</b>   | <b>-</b> | <b>26</b>           | <b>-</b> | <b>11</b>              | <b>-</b> | <b>350</b>   | <b>1133</b>        |

**Appendix E: Opportunity & Compliance Items**

| <b>Have you witnessed harassment or discrimination at IU Southeast based on Mental ability?</b> |              |          |             |          |                     |          |                        |          |              |                    |
|---|--------------|----------|-------------|----------|---------------------|----------|------------------------|----------|--------------|--------------------|
|   | <b>Never</b> |          | <b>Once</b> |          | <b>2 or 3 times</b> |          | <b>4 times or more</b> |          | <b>Blank</b> | <b>Grand Total</b> |
|   | <b>N</b>     | <b>%</b> | <b>N</b>    | <b>%</b> | <b>N</b>            | <b>%</b> | <b>N</b>               | <b>%</b> |              |                    |
| Faculty   | 129          | 66%      | 9           | 5%       | 7                   | 4%       | 4                      | 2%       | 46           | 195                |
| Staff   | 119          | 73%      | 5           | 3%       | 4                   | 2%       | 5                      | 3%       | 30           | 163                |
| Student   | 447          | 58%      | 27          | 3%       | 21                  | 3%       | 4                      | 1%       | 276          | 775                |
| <b>Grand Total</b>  | <b>695</b>   | <b>-</b> | <b>41</b>   | <b>-</b> | <b>32</b>           | <b>-</b> | <b>13</b>              | <b>-</b> | <b>352</b>   | <b>1133</b>        |

| <b>Have you witnessed harassment or discrimination at IU Southeast based on Veterans?</b> |              |          |             |          |                     |          |                        |          |              |                    |
|---|--------------|----------|-------------|----------|---------------------|----------|------------------------|----------|--------------|--------------------|
|   | <b>Never</b> |          | <b>Once</b> |          | <b>2 or 3 times</b> |          | <b>4 times or more</b> |          | <b>Blank</b> | <b>Grand Total</b> |
|   | <b>N</b>     | <b>%</b> | <b>N</b>    | <b>%</b> | <b>N</b>            | <b>%</b> | <b>N</b>               | <b>%</b> |              |                    |
| Faculty   | 140          | 72%      | 5           | 3%       | 1                   | 1%       | 2                      | 1%       | 47           | 195                |
| Staff   | 126          | 77%      | 1           | 1%       | 2                   | 1%       | 3                      | 2%       | 31           | 163                |
| Student   | 483          | 62%      | 6           | 1%       | 3                   | 0%       | 5                      | 1%       | 278          | 775                |
| <b>Grand Total</b>  | <b>749</b>   | <b>-</b> | <b>12</b>   | <b>-</b> | <b>6</b>            | <b>-</b> | <b>10</b>              | <b>-</b> | <b>356</b>   | <b>1133</b>        |

| <b>Have you personally experienced harassment or discrimination at IU Southeast based on Gender?</b> |              |          |             |          |                     |          |                        |          |              |                    |
|--|--------------|----------|-------------|----------|---------------------|----------|------------------------|----------|--------------|--------------------|
|  | <b>Never</b> |          | <b>Once</b> |          | <b>2 or 3 times</b> |          | <b>4 times or more</b> |          | <b>Blank</b> | <b>Grand Total</b> |
|  | <b>N</b>     | <b>%</b> | <b>N</b>    | <b>%</b> | <b>N</b>            | <b>%</b> | <b>N</b>               | <b>%</b> |              |                    |
| Faculty  | 119          | 61%      | 12          | 6%       | 13                  | 7%       | 9                      | 5%       | 42           | 195                |
| Staff  | 117          | 72%      | 5           | 3%       | 4                   | 2%       | 4                      | 2%       | 33           | 163                |
| Student  | 463          | 60%      | 22          | 3%       | 9                   | 1%       | 4                      | 1%       | 277          | 775                |
| <b>Grand Total</b>   | <b>699</b>   | <b>-</b> | <b>39</b>   | <b>-</b> | <b>26</b>           | <b>-</b> | <b>17</b>              | <b>-</b> | <b>352</b>   | <b>1133</b>        |



**Appendix E: Opportunity & Compliance Items**

| <b>Have you personally experienced harassment or discrimination at IU Southeast based Age?</b> |              |          |             |          |                     |          |                        |          |              |                    |
|--|--------------|----------|-------------|----------|---------------------|----------|------------------------|----------|--------------|--------------------|
|  | <b>Never</b> |          | <b>Once</b> |          | <b>2 or 3 times</b> |          | <b>4 times or more</b> |          | <b>Blank</b> | <b>Grand Total</b> |
|  | <b>N</b>     | <b>%</b> | <b>N</b>    | <b>%</b> | <b>N</b>            | <b>%</b> | <b>N</b>               | <b>%</b> |              |                    |
| Faculty  | 137          | 70%      | 5           | 3%       | 7                   | 4%       | 2                      | 1%       | 44           | 195                |
| Staff  | 118          | 72%      | 7           | 4%       | 2                   | 1%       | 3                      | 2%       | 33           | 163                |
| Student  | 464          | 60%      | 16          | 2%       | 10                  | 1%       | 7                      | 1%       | 278          | 775                |
| <b>Grand Total</b>   | <b>719</b>   | <b>-</b> | <b>28</b>   | <b>-</b> | <b>19</b>           | <b>-</b> | <b>12</b>              | <b>-</b> | <b>355</b>   | <b>1133</b>        |

| <b>Have you personally experienced harassment or discrimination at IU Southeast based on Race/ethnicity?</b> |              |          |             |          |                     |          |                        |          |              |                    |
|--|--------------|----------|-------------|----------|---------------------|----------|------------------------|----------|--------------|--------------------|
|  | <b>Never</b> |          | <b>Once</b> |          | <b>2 or 3 times</b> |          | <b>4 times or more</b> |          | <b>Blank</b> | <b>Grand Total</b> |
|  | <b>N</b>     | <b>%</b> | <b>N</b>    | <b>%</b> | <b>N</b>            | <b>%</b> | <b>N</b>               | <b>%</b> |              |                    |
| Faculty  | 143          | 73%      | 2           | 1%       | 0                   | 0%       | 5                      | 3%       | 45           | 195                |
| Staff  | 119          | 73%      | 5           | 3%       | 4                   | 2%       | 3                      | 2%       | 32           | 163                |
| Student  | 475          | 61%      | 14          | 2%       | 5                   | 1%       | 5                      | 1%       | 276          | 775                |
| <b>Grand Total</b>   | <b>737</b>   | <b>-</b> | <b>21</b>   | <b>-</b> | <b>9</b>            | <b>-</b> | <b>13</b>              | <b>-</b> | <b>353</b>   | <b>1133</b>        |

| <b>Have you personally experienced harassment or discrimination at IU Southeast based on Sexual orientation?</b> |              |          |             |          |                     |          |                        |          |              |                    |
|--|--------------|----------|-------------|----------|---------------------|----------|------------------------|----------|--------------|--------------------|
|  | <b>Never</b> |          | <b>Once</b> |          | <b>2 or 3 times</b> |          | <b>4 times or more</b> |          | <b>Blank</b> | <b>Grand Total</b> |
|  | <b>N</b>     | <b>%</b> | <b>N</b>    | <b>%</b> | <b>N</b>            | <b>%</b> | <b>N</b>               | <b>%</b> |              |                    |
| Faculty  | 142          | 73%      | 5           | 3%       | 2                   | 1%       | 2                      | 1%       | 44           | 195                |
| Staff  | 125          | 77%      | 1           | 1%       | 2                   | 1%       | 1                      | 1%       | 34           | 163                |
| Student  | 478          | 62%      | 9           | 1%       | 7                   | 1%       | 5                      | 1%       | 276          | 775                |
| <b>Grand Total</b>   | <b>745</b>   | <b>-</b> | <b>15</b>   | <b>-</b> | <b>11</b>           | <b>-</b> | <b>8</b>               | <b>-</b> | <b>354</b>   | <b>1133</b>        |

**Appendix E: Opportunity & Compliance Items**

| <b>Have you personally experienced harassment or discrimination at IU Southeast based on Religious affiliation?</b> |              |          |             |          |                     |          |                        |          |              |                    |
|---|--------------|----------|-------------|----------|---------------------|----------|------------------------|----------|--------------|--------------------|
|   | <b>Never</b> |          | <b>Once</b> |          | <b>2 or 3 times</b> |          | <b>4 times or more</b> |          | <b>Blank</b> | <b>Grand Total</b> |
|   | <b>N</b>     | <b>%</b> | <b>N</b>    | <b>%</b> | <b>N</b>            | <b>%</b> | <b>N</b>               | <b>%</b> |              |                    |
| Faculty   | 138          | 71%      | 3           | 2%       | 7                   | 4%       | 3                      | 2%       | 44           | 195                |
| Staff   | 122          | 75%      | 4           | 2%       | 2                   | 1%       | 3                      | 2%       | 32           | 163                |
| Student   | 445          | 57%      | 23          | 3%       | 14                  | 2%       | 13                     | 2%       | 280          | 775                |
| <b>Grand Total</b>  | <b>705</b>   | <b>-</b> | <b>30</b>   | <b>-</b> | <b>23</b>           | <b>-</b> | <b>19</b>              | <b>-</b> | <b>356</b>   | <b>1133</b>        |

| <b>Have you personally experienced harassment or discrimination at IU Southeast based on National origin?</b> |              |          |             |          |                     |          |                        |          |              |                    |
|---|--------------|----------|-------------|----------|---------------------|----------|------------------------|----------|--------------|--------------------|
|   | <b>Never</b> |          | <b>Once</b> |          | <b>2 or 3 times</b> |          | <b>4 times or more</b> |          | <b>Blank</b> | <b>Grand Total</b> |
|   | <b>N</b>     | <b>%</b> | <b>N</b>    | <b>%</b> | <b>N</b>            | <b>%</b> | <b>N</b>               | <b>%</b> |              |                    |
| Faculty   | 144          | 74%      | 5           | 3%       | 1                   | 1%       | 1                      | 1%       | 44           | 195                |
| Staff   | 128          | 79%      | 0           | 0%       | 0                   | 0%       | 1                      | 1%       | 34           | 163                |
| Student   | 489          | 63%      | 2           | 0%       | 3                   | 0%       | 2                      | 0%       | 279          | 775                |
| <b>Grand Total</b>  | <b>761</b>   | <b>-</b> | <b>7</b>    | <b>-</b> | <b>4</b>            | <b>-</b> | <b>4</b>               | <b>-</b> | <b>357</b>   | <b>1133</b>        |

| <b>Have you personally experienced harassment or discrimination at IU Southeast based on Low income or low socioeconomic status?</b> |              |          |             |          |                     |          |                        |          |              |                    |
|--|--------------|----------|-------------|----------|---------------------|----------|------------------------|----------|--------------|--------------------|
|  | <b>Never</b> |          | <b>Once</b> |          | <b>2 or 3 times</b> |          | <b>4 times or more</b> |          | <b>Blank</b> | <b>Grand Total</b> |
|  | <b>N</b>     | <b>%</b> | <b>N</b>    | <b>%</b> | <b>N</b>            | <b>%</b> | <b>N</b>               | <b>%</b> |              |                    |
| Faculty  | 146          | 75%      | 2           | 1%       | 3                   | 2%       | 0                      | 0%       | 44           | 195                |
| Staff  | 129          | 79%      | 0           | 0%       | 0                   | 0%       | 1                      | 1%       | 33           | 163                |
| Student  | 474          | 61%      | 12          | 2%       | 7                   | 1%       | 3                      | 0%       | 279          | 775                |
| <b>Grand Total</b>   | <b>749</b>   | <b>-</b> | <b>14</b>   | <b>-</b> | <b>10</b>           | <b>-</b> | <b>4</b>               | <b>-</b> | <b>356</b>   | <b>1133</b>        |

**Appendix E: Opportunity & Compliance Items**

| <b>Have you personally experienced harassment or discrimination at IU Southeast based on Physical ability?</b> |              |          |             |          |                     |          |                        |          |              |                    |
|--|--------------|----------|-------------|----------|---------------------|----------|------------------------|----------|--------------|--------------------|
|  | <b>Never</b> |          | <b>Once</b> |          | <b>2 or 3 times</b> |          | <b>4 times or more</b> |          | <b>Blank</b> | <b>Grand Total</b> |
|  | <b>N</b>     | <b>%</b> | <b>N</b>    | <b>%</b> | <b>N</b>            | <b>%</b> | <b>N</b>               | <b>%</b> |              |                    |
| Faculty  | 145          | 74%      | 2           | 1%       | 2                   | 1%       | 1                      | 1%       | 45           | 195                |
| Staff  | 122          | 75%      | 2           | 1%       | 2                   | 1%       | 2                      | 1%       | 35           | 163                |
| Student  | 488          | 63%      | 5           | 1%       | 2                   | 0%       | 4                      | 1%       | 276          | 775                |
| <b>Grand Total</b>   | <b>755</b>   | <b>-</b> | <b>9</b>    | <b>-</b> | <b>6</b>            | <b>-</b> | <b>7</b>               | <b>-</b> | <b>356</b>   | <b>1133</b>        |

| <b>Have you personally experienced harassment or discrimination at IU Southeast based on Mental ability?</b> |              |          |             |          |                     |          |                        |          |              |                    |
|--|--------------|----------|-------------|----------|---------------------|----------|------------------------|----------|--------------|--------------------|
|  | <b>Never</b> |          | <b>Once</b> |          | <b>2 or 3 times</b> |          | <b>4 times or more</b> |          | <b>Blank</b> | <b>Grand Total</b> |
|  | <b>N</b>     | <b>%</b> | <b>N</b>    | <b>%</b> | <b>N</b>            | <b>%</b> | <b>N</b>               | <b>%</b> |              |                    |
| Faculty  | 148          | 76%      | 1           | 1%       | 1                   | 1%       | 0                      | 0%       | 45           | 195                |
| Staff  | 127          | 78%      | 2           | 1%       | 0                   | 0%       | 1                      | 1%       | 33           | 163                |
| Student  | 472          | 61%      | 12          | 2%       | 8                   | 1%       | 4                      | 1%       | 279          | 775                |
| <b>Grand Total</b>   | <b>747</b>   | <b>-</b> | <b>15</b>   | <b>-</b> | <b>9</b>            | <b>-</b> | <b>5</b>               | <b>-</b> | <b>357</b>   | <b>1133</b>        |

| <b>Have you personally experienced harassment or discrimination at IU Southeast based on Veterans?</b> |              |          |             |          |                     |          |                        |          |              |                    |
|--|--------------|----------|-------------|----------|---------------------|----------|------------------------|----------|--------------|--------------------|
|  | <b>Never</b> |          | <b>Once</b> |          | <b>2 or 3 times</b> |          | <b>4 times or more</b> |          | <b>Blank</b> | <b>Grand Total</b> |
|  | <b>N</b>     | <b>%</b> | <b>N</b>    | <b>%</b> | <b>N</b>            | <b>%</b> | <b>N</b>               | <b>%</b> |              |                    |
| Faculty  | 146          | 75%      | 0           | 0%       | 2                   | 1%       | 0                      | 0%       | 47           | 195                |
| Staff  | 126          | 77%      | 0           | 0%       | 0                   | 0%       | 1                      | 1%       | 36           | 163                |
| Student  | 485          | 63%      | 6           | 1%       | 0                   | 0%       | 4                      | 1%       | 280          | 775                |
| <b>Grand Total</b>   | <b>757</b>   | <b>-</b> | <b>6</b>    | <b>-</b> | <b>2</b>            | <b>-</b> | <b>5</b>               | <b>-</b> | <b>363</b>   | <b>1133</b>        |

**Appendix E: Opportunity & Compliance Items**

| <b>Have you witnessed or personally experienced the following types of harassment or discrimination: Derogatory remarks</b> |              |          |             |          |                     |          |                        |          |              |                    |
|---|--------------|----------|-------------|----------|---------------------|----------|------------------------|----------|--------------|--------------------|
|   | <b>Never</b> |          | <b>Once</b> |          | <b>2 or 3 times</b> |          | <b>4 times or more</b> |          | <b>Blank</b> | <b>Grand Total</b> |
|   | <b>N</b>     | <b>%</b> | <b>N</b>    | <b>%</b> | <b>N</b>            | <b>%</b> | <b>N</b>               | <b>%</b> |              |                    |
| Faculty   | 90           | 46%      | 11          | 6%       | 33                  | 17%      | 16                     | 8%       | 45           | 195                |
| Staff   | 82           | 50%      | 11          | 7%       | 24                  | 15%      | 16                     | 10%      | 30           | 163                |
| Student   | 363          | 47%      | 48          | 6%       | 54                  | 7%       | 31                     | 4%       | 279          | 775                |
| <b>Grand Total</b>  | <b>535</b>   | <b>-</b> | <b>70</b>   | <b>-</b> | <b>111</b>          | <b>-</b> | <b>63</b>              | <b>-</b> | <b>354</b>   | <b>1133</b>        |

| <b>Have you witnessed or personally experienced the following types of harassment or discrimination: Written comments or graffiti</b> |              |          |             |          |                     |          |                        |          |              |                    |
|---|--------------|----------|-------------|----------|---------------------|----------|------------------------|----------|--------------|--------------------|
|   | <b>Never</b> |          | <b>Once</b> |          | <b>2 or 3 times</b> |          | <b>4 times or more</b> |          | <b>Blank</b> | <b>Grand Total</b> |
|   | <b>N</b>     | <b>%</b> | <b>N</b>    | <b>%</b> | <b>N</b>            | <b>%</b> | <b>N</b>               | <b>%</b> |              |                    |
| Faculty   | 122          | 63%      | 8           | 4%       | 13                  | 7%       | 8                      | 4%       | 44           | 195                |
| Staff   | 106          | 65%      | 10          | 6%       | 14                  | 9%       | 1                      | 1%       | 32           | 163                |
| Student   | 461          | 59%      | 16          | 2%       | 11                  | 1%       | 8                      | 1%       | 279          | 775                |
| <b>Grand Total</b>  | <b>689</b>   | <b>-</b> | <b>34</b>   | <b>-</b> | <b>38</b>           | <b>-</b> | <b>17</b>              | <b>-</b> | <b>355</b>   | <b>1133</b>        |

| <b>Have you witnessed or personally experienced the following types of harassment or discrimination: Anonymous phone calls</b> |              |          |             |          |                     |          |                        |          |              |                    |
|--|--------------|----------|-------------|----------|---------------------|----------|------------------------|----------|--------------|--------------------|
|  | <b>Never</b> |          | <b>Once</b> |          | <b>2 or 3 times</b> |          | <b>4 times or more</b> |          | <b>Blank</b> | <b>Grand Total</b> |
|  | <b>N</b>     | <b>%</b> | <b>N</b>    | <b>%</b> | <b>N</b>            | <b>%</b> | <b>N</b>               | <b>%</b> |              |                    |
| Faculty  | 137          | 70%      | 7           | 4%       | 3                   | 2%       | 3                      | 2%       | 45           | 195                |
| Staff  | 124          | 76%      | 2           | 1%       | 4                   | 2%       | 0                      | 0%       | 33           | 163                |
| Student  | 482          | 62%      | 9           | 1%       | 3                   | 0%       | 2                      | 0%       | 279          | 775                |
| <b>Grand Total</b>   | <b>743</b>   | <b>-</b> | <b>18</b>   | <b>-</b> | <b>10</b>           | <b>-</b> | <b>5</b>               | <b>-</b> | <b>357</b>   | <b>1133</b>        |

**Appendix E: Opportunity & Compliance Items**

| <b>Have you witnessed or personally experienced the following types of harassment or discrimination: Unsolicited emails</b> |              |          |             |          |                     |          |                        |          |              |                    |
|---|--------------|----------|-------------|----------|---------------------|----------|------------------------|----------|--------------|--------------------|
|   | <b>Never</b> |          | <b>Once</b> |          | <b>2 or 3 times</b> |          | <b>4 times or more</b> |          | <b>Blank</b> | <b>Grand Total</b> |
|   | <b>N</b>     | <b>%</b> | <b>N</b>    | <b>%</b> | <b>N</b>            | <b>%</b> | <b>N</b>               | <b>%</b> |              |                    |
| Faculty   | 133          | 68%      | 4           | 2%       | 6                   | 3%       | 6                      | 3%       | 46           | 195                |
| Staff   | 118          | 72%      | 2           | 1%       | 6                   | 4%       | 5                      | 3%       | 32           | 163                |
| Student   | 479          | 62%      | 6           | 1%       | 7                   | 1%       | 5                      | 1%       | 278          | 775                |
| <b>Grand Total</b>  | <b>730</b>   | <b>-</b> | <b>12</b>   | <b>-</b> | <b>19</b>           | <b>-</b> | <b>16</b>              | <b>-</b> | <b>356</b>   | <b>1133</b>        |

| <b>Have you witnessed or personally experienced the following types of harassment or discrimination: Threats of physical violence</b> |              |          |             |          |                     |          |                        |          |              |                    |
|---|--------------|----------|-------------|----------|---------------------|----------|------------------------|----------|--------------|--------------------|
|   | <b>Never</b> |          | <b>Once</b> |          | <b>2 or 3 times</b> |          | <b>4 times or more</b> |          | <b>Blank</b> | <b>Grand Total</b> |
|   | <b>N</b>     | <b>%</b> | <b>N</b>    | <b>%</b> | <b>N</b>            | <b>%</b> | <b>N</b>               | <b>%</b> |              |                    |
| Faculty   | 136          | 70%      | 11          | 6%       | 3                   | 2%       | 0                      | 0%       | 45           | 195                |
| Staff   | 118          | 72%      | 6           | 4%       | 4                   | 2%       | 1                      | 1%       | 34           | 163                |
| Student   | 476          | 61%      | 13          | 2%       | 5                   | 1%       | 3                      | 0%       | 278          | 775                |
| <b>Grand Total</b>  | <b>730</b>   | <b>-</b> | <b>30</b>   | <b>-</b> | <b>12</b>           | <b>-</b> | <b>4</b>               | <b>-</b> | <b>357</b>   | <b>1133</b>        |

| <b>Have you witnessed or personally experienced the following types of harassment or discrimination: Physical assault or injury</b> |              |          |             |          |                     |          |                        |          |              |                    |
|---|--------------|----------|-------------|----------|---------------------|----------|------------------------|----------|--------------|--------------------|
|   | <b>Never</b> |          | <b>Once</b> |          | <b>2 or 3 times</b> |          | <b>4 times or more</b> |          | <b>Blank</b> | <b>Grand Total</b> |
|   | <b>N</b>     | <b>%</b> | <b>N</b>    | <b>%</b> | <b>N</b>            | <b>%</b> | <b>N</b>               | <b>%</b> |              |                    |
| Faculty   | 148          | 76%      | 1           | 1%       | 0                   | 0%       | 0                      | 0%       | 46           | 195                |
| Staff   | 130          | 80%      | 1           | 1%       | 0                   | 0%       | 0                      | 0%       | 32           | 163                |
| Student   | 485          | 63%      | 4           | 1%       | 3                   | 0%       | 2                      | 0%       | 281          | 775                |
| <b>Grand Total</b>  | <b>763</b>   | <b>-</b> | <b>6</b>    | <b>-</b> | <b>3</b>            | <b>-</b> | <b>2</b>               | <b>-</b> | <b>359</b>   | <b>1133</b>        |

**Appendix E: Opportunity & Compliance Items**

| <b>Have you witnessed or personally experienced: Students harassing/discriminating other students</b> |              |          |             |          |                     |          |                        |          |              |                    |
|---|--------------|----------|-------------|----------|---------------------|----------|------------------------|----------|--------------|--------------------|
|   | <b>Never</b> |          | <b>Once</b> |          | <b>2 or 3 times</b> |          | <b>4 times or more</b> |          | <b>Blank</b> | <b>Grand Total</b> |
|   | <b>N</b>     | <b>%</b> | <b>N</b>    | <b>%</b> | <b>N</b>            | <b>%</b> | <b>N</b>               | <b>%</b> |              |                    |
| Faculty   | 97           | 50%      | 19          | 10%      | 28                  | 14%      | 8                      | 4%       | 43           | 195                |
| Staff   | 102          | 63%      | 9           | 6%       | 16                  | 10%      | 2                      | 1%       | 34           | 163                |
| Student   | 368          | 47%      | 63          | 8%       | 47                  | 6%       | 23                     | 3%       | 274          | 775                |
| <b>Grand Total</b>  | <b>567</b>   | <b>-</b> | <b>91</b>   | <b>-</b> | <b>91</b>           | <b>-</b> | <b>33</b>              | <b>-</b> | <b>351</b>   | <b>1133</b>        |

| <b>Have you witnessed or personally experienced: Students harassing/discriminating against faculty</b> |              |          |             |          |                     |          |                        |          |              |                    |
|--|--------------|----------|-------------|----------|---------------------|----------|------------------------|----------|--------------|--------------------|
|  | <b>Never</b> |          | <b>Once</b> |          | <b>2 or 3 times</b> |          | <b>4 times or more</b> |          | <b>Blank</b> | <b>Grand Total</b> |
|  | <b>N</b>     | <b>%</b> | <b>N</b>    | <b>%</b> | <b>N</b>            | <b>%</b> | <b>N</b>               | <b>%</b> |              |                    |
| Faculty  | 90           | 46%      | 22          | 11%      | 28                  | 14%      | 12                     | 6%       | 43           | 195                |
| Staff  | 107          | 66%      | 8           | 5%       | 10                  | 6%       | 3                      | 2%       | 35           | 163                |
| Student  | 430          | 55%      | 32          | 4%       | 24                  | 3%       | 15                     | 2%       | 274          | 775                |
| <b>Grand Total</b>   | <b>627</b>   | <b>-</b> | <b>62</b>   | <b>-</b> | <b>62</b>           | <b>-</b> | <b>30</b>              | <b>-</b> | <b>352</b>   | <b>1133</b>        |

| <b>Have you witnessed or personally experienced: Students harassing/discriminating against staff</b> |              |          |             |          |                     |          |                        |          |              |                    |
|--|--------------|----------|-------------|----------|---------------------|----------|------------------------|----------|--------------|--------------------|
|  | <b>Never</b> |          | <b>Once</b> |          | <b>2 or 3 times</b> |          | <b>4 times or more</b> |          | <b>Blank</b> | <b>Grand Total</b> |
|  | <b>N</b>     | <b>%</b> | <b>N</b>    | <b>%</b> | <b>N</b>            | <b>%</b> | <b>N</b>               | <b>%</b> |              |                    |
| Faculty  | 133          | 68%      | 8           | 4%       | 9                   | 5%       | 1                      | 1%       | 44           | 195                |
| Staff  | 107          | 66%      | 11          | 7%       | 7                   | 4%       | 4                      | 2%       | 34           | 163                |
| Student  | 455          | 59%      | 26          | 3%       | 10                  | 1%       | 8                      | 1%       | 276          | 775                |
| <b>Grand Total</b>   | <b>695</b>   | <b>-</b> | <b>45</b>   | <b>-</b> | <b>26</b>           | <b>-</b> | <b>13</b>              | <b>-</b> | <b>354</b>   | <b>1133</b>        |

**Appendix E: Opportunity & Compliance Items**

| <b>Have you witnessed or personally experienced: Faculty harassing/discriminating against students</b> |              |          |             |          |                     |          |                        |          |              |                    |
|--|--------------|----------|-------------|----------|---------------------|----------|------------------------|----------|--------------|--------------------|
|  | <b>Never</b> |          | <b>Once</b> |          | <b>2 or 3 times</b> |          | <b>4 times or more</b> |          | <b>Blank</b> | <b>Grand Total</b> |
|  | <b>N</b>     | <b>%</b> | <b>N</b>    | <b>%</b> | <b>N</b>            | <b>%</b> | <b>N</b>               | <b>%</b> |              |                    |
| Faculty  | 123          | 63%      | 13          | 7%       | 13                  | 7%       | 2                      | 1%       | 44           | 195                |
| Staff  | 106          | 65%      | 12          | 7%       | 10                  | 6%       | 2                      | 1%       | 33           | 163                |
| Student  | 422          | 54%      | 39          | 5%       | 27                  | 3%       | 13                     | 2%       | 274          | 775                |
| <b>Grand Total</b>   | <b>651</b>   | <b>-</b> | <b>64</b>   | <b>-</b> | <b>50</b>           | <b>-</b> | <b>17</b>              | <b>-</b> | <b>351</b>   | <b>1133</b>        |

| <b>Have you witnessed or personally experienced: Faculty harassing/discriminating other faculty</b> |              |          |             |          |                     |          |                        |          |              |                    |
|---|--------------|----------|-------------|----------|---------------------|----------|------------------------|----------|--------------|--------------------|
|   | <b>Never</b> |          | <b>Once</b> |          | <b>2 or 3 times</b> |          | <b>4 times or more</b> |          | <b>Blank</b> | <b>Grand Total</b> |
|   | <b>N</b>     | <b>%</b> | <b>N</b>    | <b>%</b> | <b>N</b>            | <b>%</b> | <b>N</b>               | <b>%</b> |              |                    |
| Faculty   | 101          | 52%      | 16          | 8%       | 18                  | 9%       | 17                     | 9%       | 43           | 195                |
| Staff   | 118          | 72%      | 5           | 3%       | 3                   | 2%       | 3                      | 2%       | 34           | 163                |
| Student   | 478          | 62%      | 9           | 1%       | 8                   | 1%       | 3                      | 0%       | 277          | 775                |
| <b>Grand Total</b>  | <b>697</b>   | <b>-</b> | <b>30</b>   | <b>-</b> | <b>29</b>           | <b>-</b> | <b>23</b>              | <b>-</b> | <b>354</b>   | <b>1133</b>        |

| <b>Have you witnessed or personally experienced: Faculty harassing/discriminating against staff</b> |              |          |             |          |                     |          |                        |          |              |                    |
|---|--------------|----------|-------------|----------|---------------------|----------|------------------------|----------|--------------|--------------------|
|   | <b>Never</b> |          | <b>Once</b> |          | <b>2 or 3 times</b> |          | <b>4 times or more</b> |          | <b>Blank</b> | <b>Grand Total</b> |
|   | <b>N</b>     | <b>%</b> | <b>N</b>    | <b>%</b> | <b>N</b>            | <b>%</b> | <b>N</b>               | <b>%</b> |              |                    |
| Faculty   | 123          | 63%      | 14          | 7%       | 10                  | 5%       | 2                      | 1%       | 46           | 195                |
| Staff   | 106          | 65%      | 10          | 6%       | 9                   | 6%       | 4                      | 2%       | 34           | 163                |
| Student   | 483          | 62%      | 11          | 1%       | 3                   | 0%       | 4                      | 1%       | 274          | 775                |
| <b>Grand Total</b>  | <b>712</b>   | <b>-</b> | <b>35</b>   | <b>-</b> | <b>22</b>           | <b>-</b> | <b>10</b>              | <b>-</b> | <b>354</b>   | <b>1133</b>        |

**Appendix E: Opportunity & Compliance Items**

| <b>Have you witnessed or personally experienced: Staff harassing/discriminating against students</b> |              |          |             |          |                     |          |                        |          |              |                    |
|--|--------------|----------|-------------|----------|---------------------|----------|------------------------|----------|--------------|--------------------|
|  | <b>Never</b> |          | <b>Once</b> |          | <b>2 or 3 times</b> |          | <b>4 times or more</b> |          | <b>Blank</b> | <b>Grand Total</b> |
|  | <b>N</b>     | <b>%</b> | <b>N</b>    | <b>%</b> | <b>N</b>            | <b>%</b> | <b>N</b>               | <b>%</b> |              |                    |
| Faculty  | 144          | 74%      | 2           | 1%       | 3                   | 2%       | 2                      | 1%       | 44           | 195                |
| Staff  | 116          | 71%      | 3           | 2%       | 10                  | 6%       | 1                      | 1%       | 33           | 163                |
| Student  | 459          | 59%      | 23          | 3%       | 12                  | 2%       | 5                      | 1%       | 276          | 775                |
| <b>Grand Total</b>   | <b>719</b>   | <b>-</b> | <b>28</b>   | <b>-</b> | <b>25</b>           | <b>-</b> | <b>8</b>               | <b>-</b> | <b>353</b>   | <b>1133</b>        |

| <b>Have you witnessed or personally experienced: Staff harassing/discriminating against faculty</b> |              |          |             |          |                     |          |                        |          |              |                    |
|---|--------------|----------|-------------|----------|---------------------|----------|------------------------|----------|--------------|--------------------|
|   | <b>Never</b> |          | <b>Once</b> |          | <b>2 or 3 times</b> |          | <b>4 times or more</b> |          | <b>Blank</b> | <b>Grand Total</b> |
|   | <b>N</b>     | <b>%</b> | <b>N</b>    | <b>%</b> | <b>N</b>            | <b>%</b> | <b>N</b>               | <b>%</b> |              |                    |
| Faculty   | 139          | 71%      | 7           | 4%       | 3                   | 2%       | 2                      | 1%       | 44           | 195                |
| Staff   | 114          | 70%      | 4           | 2%       | 7                   | 4%       | 3                      | 2%       | 35           | 163                |
| Student   | 490          | 63%      | 7           | 1%       | 1                   | 0%       | 1                      | 0%       | 276          | 775                |
| <b>Grand Total</b>  | <b>743</b>   | <b>-</b> | <b>18</b>   | <b>-</b> | <b>11</b>           | <b>-</b> | <b>6</b>               | <b>-</b> | <b>355</b>   | <b>1133</b>        |

| <b>Have you witnessed or personally experienced: Staff harassing/discriminating other staff</b> |              |          |             |          |                     |          |                        |          |              |                    |
|---|--------------|----------|-------------|----------|---------------------|----------|------------------------|----------|--------------|--------------------|
|   | <b>Never</b> |          | <b>Once</b> |          | <b>2 or 3 times</b> |          | <b>4 times or more</b> |          | <b>Blank</b> | <b>Grand Total</b> |
|   | <b>N</b>     | <b>%</b> | <b>N</b>    | <b>%</b> | <b>N</b>            | <b>%</b> | <b>N</b>               | <b>%</b> |              |                    |
| Faculty   | 141          | 72%      | 5           | 3%       | 4                   | 2%       | 1                      | 1%       | 44           | 195                |
| Staff   | 103          | 63%      | 9           | 6%       | 7                   | 4%       | 8                      | 5%       | 36           | 163                |
| Student   | 478          | 62%      | 10          | 1%       | 3                   | 0%       | 3                      | 0%       | 281          | 775                |
| <b>Grand Total</b>  | <b>722</b>   | <b>-</b> | <b>24</b>   | <b>-</b> | <b>14</b>           | <b>-</b> | <b>12</b>              | <b>-</b> | <b>361</b>   | <b>1133</b>        |



**Appendix E: Opportunity & Compliance Items**

| <b>To what extent are you aware of the IU Southeast policies and procedures for pursuing a grievance related to harassment or discrimination?</b> |  |     |   |     |                                |     |       |             |
|---|--|-----|---|-----|--------------------------------|-----|-------|-------------|
|   | I know a policy exists and how to initiate the process |     | I know a policy exists, but am unsure how to initiate the process |     | I do not know about the policy |     | Blank | Grand Total |
|   | N  | %   | N   | %   | N                              | %   |       |             |
| Faculty   | 62   | 32% | 73  | 37% | 20                             | 10% | 40    | 195         |
| Staff   | 76   | 47% | 51  | 31% | 7                              | 4%  | 29    | 163         |
| Student   | 122  | 16% | 238   | 31% | 143                            | 18% | 272   | 775         |
| Grand Total   | 260  | -   | 362   | -   | 170                            | -   | 341   | 1133        |

| <b>Have you participated in the grievance process for harassment or discrimination?</b> |     |     |     |    |       |             |
|---|-----|-----|-----|----|-------|-------------|
|   | No  |     | Yes |    | Blank | Grand Total |
|   | N   | %   | N   | %  |       |             |
| Faculty   | 132 | 68% | 17  | 9% | 46    | 195         |
| Staff   | 117 | 72% | 11  | 7% | 35    | 163         |
| Student   | 472 | 61% | 13  | 2% | 290   | 775         |
| Grand Total   | 721 | -   | 41  | -  | 371   | 1133        |

| <b>Regarding your participation in the grievance process, how satisfied were you with the Clarity of your responsibilities?</b> |                |     |                    |     |               |     |            |    |       |             |
|---|----------------|-----|--------------------|-----|---------------|-----|------------|----|-------|-------------|
|   | very satisfied |     | somewhat satisfied |     | not satisfied |     | don't know |    | Blank | Grand Total |
|   | N              | %   | N                  | %   | N             | %   | N          | %  |       |             |
| Faculty   | 7              | 41% | 7                  | 41% | 3             | 18% | 0          | 0% | 0     | 17          |
| Staff   | 8              | 73% | 1                  | 9%  | 2             | 18% | 0          | 0% | 0     | 11          |
| Student   | 7              | 54% | 3                  | 23% | 2             | 15% | 1          | 8% | 0     | 13          |
| Grand Total   | 22             | -   | 11                 | -   | 7             | -   | 1          | -  | 0     | 41          |

**Appendix E: Opportunity & Compliance Items**

**Regarding your participation in the grievance process, how satisfied were you with the Clarity of the responsibilities of administrative officials?**

|             | very satisfied |     | somewhat satisfied |     | not satisfied |     | don't know |    | Blank | Grand Total |
|-------------|----------------|-----|--------------------|-----|---------------|-----|------------|----|-------|-------------|
|             | N              | %   | N                  | %   | N             | %   | N          | %  |       |             |
| Faculty     | 6              | 35% | 7                  | 41% | 4             | 24% | 0          | 0% | 0     | 17          |
| Staff       | 8              | 73% | 1                  | 9%  | 2             | 18% | 0          | 0% | 0     | 11          |
| Student     | 5              | 38% | 5                  | 38% | 2             | 15% | 1          | 8% | 0     | 13          |
| Grand Total | 19             | -   | 13                 | -   | 8             | -   | 1          | -  | 0     | 41          |

**Regarding your participation in the grievance process, how satisfied were you with Confidentiality?**

|             | very satisfied |     | somewhat satisfied |     | not satisfied |     | don't know |    | Blank | Grand Total |
|-------------|----------------|-----|--------------------|-----|---------------|-----|------------|----|-------|-------------|
|             | N              | %   | N                  | %   | N             | %   | N          | %  |       |             |
| Faculty     | 10             | 59% | 4                  | 24% | 3             | 18% | 0          | 0% | 0     | 17          |
| Staff       | 6              | 55% | 2                  | 18% | 2             | 18% | 0          | 0% | 1     | 11          |
| Student     | 6              | 46% | 3                  | 23% | 3             | 23% | 1          | 8% | 0     | 13          |
| Grand Total | 22             | -   | 9                  | -   | 8             | -   | 1          | -  | 1     | 41          |

**Regarding your participation in the grievance process, how satisfied were you with Protection and support from administrative officials?**

|             | very satisfied |     | somewhat satisfied |     | not satisfied |     | don't know |    | Blank | Grand Total |
|-------------|----------------|-----|--------------------|-----|---------------|-----|------------|----|-------|-------------|
|             | N              | %   | N                  | %   | N             | %   | N          | %  |       |             |
| Faculty     | 8              | 47% | 3                  | 18% | 5             | 29% | 1          | 6% | 0     | 17          |
| Staff       | 6              | 55% | 2                  | 18% | 3             | 27% | 0          | 0% | 0     | 11          |
| Student     | 5              | 38% | 2                  | 15% | 5             | 38% | 1          | 8% | 0     | 13          |
| Grand Total | 19             | -   | 7                  | -   | 13            | -   | 2          | -  | 0     | 41          |

**Appendix E: Opportunity & Compliance Items**

| <b>Regarding your participation in the grievance process for harassment or discrimination, how satisfied were you with -Timeliness of response</b> |                |     |                    |     |               |     |            |    |       |             |
|--|----------------|-----|--------------------|-----|---------------|-----|------------|----|-------|-------------|
|  | very satisfied |     | somewhat satisfied |     | not satisfied |     | don't know |    | Blank | Grand Total |
|  | N              | %   | N                  | %   | N             | %   | N          | %  |       |             |
| Faculty  | 10             | 59% | 4                  | 24% | 3             | 18% | 0          | 0% | 0     | 17          |
| Staff  | 9              | 82% | 0                  | 0%  | 2             | 18% | 0          | 0% | 0     | 11          |
| Student  | 5              | 38% | 3                  | 23% | 4             | 31% | 1          | 8% | 0     | 13          |
| Grand Total  | 24             | -   | 7                  | -   | 9             | -   | 1          | -  | 0     | 41          |

| <b>Regarding your participation in the grievance process, how satisfied were you that grievance policies and procedures were followed?</b> |                |     |                    |     |               |     |            |    |       |             |
|--|----------------|-----|--------------------|-----|---------------|-----|------------|----|-------|-------------|
|  | very satisfied |     | somewhat satisfied |     | not satisfied |     | don't know |    | Blank | Grand Total |
|  | N              | %   | N                  | %   | N             | %   | N          | %  |       |             |
| Faculty  | 10             | 59% | 4                  | 24% | 2             | 12% | 1          | 6% | 0     | 17          |
| Staff  | 7              | 64% | 2                  | 18% | 2             | 18% | 0          | 0% | 0     | 11          |
| Student  | 5              | 38% | 4                  | 31% | 3             | 23% | 1          | 8% | 0     | 13          |
| Grand Total  | 22             | -   | 10                 | -   | 7             | -   | 2          | -  | 0     | 41          |

| <b>Do you agree that there is sufficient opportunity for participation in clubs and organizations for the following people? (Students Only)</b> |                |     |       |     |          |    |                   |    |            |     |       |             |  |
|---|----------------|-----|-------|-----|----------|----|-------------------|----|------------|-----|-------|-------------|--|
|   | strongly agree |     | agree |     | disagree |    | strongly disagree |    | don't know |     | Blank | Grand Total |  |
|   | N              | %   | N     | %   | N        | %  | N                 | %  | N          | %   |       |             |  |
| Women   | 251            | 32% | 149   | 19% | 11       | 1% | 3                 | 0% | 74         | 10% | 287   | 775         |  |
| Men   | 247            | 32% | 150   | 19% | 9        | 1% | 4                 | 1% | 80         | 10% | 285   | 775         |  |
| Adult learners  | 179            | 23% | 153   | 20% | 60       | 8% | 21                | 3% | 73         | 9%  | 289   | 775         |  |
| Those of underrepresented races/ethnicities/origins   | 195            | 25% | 143   | 18% | 34       | 4% | 9                 | 1% | 108        | 14% | 286   | 775         |  |
| Those of underrepresented sexual orientations   | 180            | 23% | 150   | 19% | 29       | 4% | 14                | 2% | 117        | 15% | 285   | 775         |  |
| Those of underrepresented religious affiliation   | 153            | 20% | 127   | 16% | 58       | 7% | 19                | 2% | 133        | 17% | 285   | 775         |  |
| Those of low income or low socioeconomic status   | 154            | 20% | 108   | 14% | 64       | 8% | 28                | 4% | 135        | 17% | 286   | 775         |  |
| Those with physical disability  | 148            | 19% | 120   | 15% | 45       | 6% | 14                | 2% | 161        | 21% | 287   | 775         |  |
| Those with mental disability  | 131            | 17% | 112   | 14% | 51       | 7% | 17                | 2% | 178        | 23% | 286   | 775         |  |
| Veterans  | 183            | 24% | 133   | 17% | 19       | 2% | 10                | 1% | 141        | 18% | 289   | 775         |  |

**Appendix E: Opportunity & Compliance Items**

**Do you agree that there is sufficient opportunity for participation in Intramural sports and intercollegiate athletics for the following people?  
(Students Only)**

|   | strongly agree |     | agree |     | disagree |    | strongly disagree |    | don't know |     | Blank | Grand Total |
|---|----------------|-----|-------|-----|----------|----|-------------------|----|------------|-----|-------|-------------|
|   | N              | %   | N     | %   | N        | %  | N                 | %  | N          | %   |       |             |
| Women   | 217            | 28% | 119   | 15% | 13       | 2% | 5                 | 1% | 134        | 17% | 287   | 775         |
| Men   | 229            | 30% | 107   | 14% | 7        | 1% | 5                 | 1% | 138        | 18% | 289   | 775         |
| Adult learners                                      | 136            | 18% | 95    | 12% | 54       | 7% | 24                | 3% | 175        | 23% | 291   | 775         |
| Those of underrepresented races/ethnicities/origins | 180            | 23% | 102   | 13% | 16       | 2% | 10                | 1% | 176        | 23% | 291   | 775         |
| Those of underrepresented sexual orientations       | 155            | 20% | 101   | 13% | 26       | 3% | 12                | 2% | 195        | 25% | 286   | 775         |
| Those of underrepresented religious affiliation     | 184            | 24% | 141   | 18% | 28       | 4% | 12                | 2% | 123        | 16% | 287   | 775         |
| Those of low income or low socioeconomic status     | 158            | 20% | 97    | 13% | 28       | 4% | 11                | 1% | 191        | 25% | 290   | 775         |
| Those with physical disability                      | 101            | 13% | 62    | 8%  | 53       | 7% | 27                | 3% | 246        | 32% | 286   | 775         |
| Those with mental disability                        | 103            | 13% | 63    | 8%  | 49       | 6% | 23                | 3% | 249        | 32% | 288   | 775         |
| Veterans  | 154            | 20% | 103   | 13% | 19       | 2% | 6                 | 1% | 203        | 26% | 290   | 775         |

**Do you agree that there is sufficient opportunity for participation in campus events and programs for: Women**

|             | strongly agree |     | agree |     | disagree |    | strongly disagree |    | don't know |     | Blank | Grand Total |
|-------------|----------------|-----|-------|-----|----------|----|-------------------|----|------------|-----|-------|-------------|
|             | N              | %   | N     | %   | N        | %  | N                 | %  | N          | %   |       |             |
| Faculty     | 76             | 39% | 46    | 24% | 4        | 2% | 2                 | 1% | 22         | 11% | 45    | 195         |
| Staff       | 65             | 40% | 56    | 34% | 0        | 0% | 1                 | 1% | 7          | 4%  | 34    | 163         |
| Student     | 251            | 32% | 158   | 20% | 8        | 1% | 5                 | 1% | 66         | 9%  | 287   | 775         |
| Grand Total | 392            | -   | 260   | -   | 12       | -  | 8                 | -  | 95         | -   | 366   | 1133        |

**Appendix E: Opportunity & Compliance Items**

**Do you agree that there is sufficient opportunity for participation in campus events and programs for: Men**

|             | strongly agree |     | agree |     | disagree |    | strongly disagree |    | don't know |     | Blank | Grand Total |
|-------------|----------------|-----|-------|-----|----------|----|-------------------|----|------------|-----|-------|-------------|
|             | N              | %   | N     | %   | N        | %  | N                 | %  | N          | %   |       |             |
| Faculty     | 86             | 44% | 36    | 18% | 1        | 1% | 2                 | 1% | 24         | 12% | 46    | 195         |
| Staff       | 64             | 39% | 57    | 35% | 1        | 1% | 1                 | 1% | 6          | 4%  | 34    | 163         |
| Student     | 249            | 32% | 153   | 20% | 5        | 1% | 5                 | 1% | 69         | 9%  | 294   | 775         |
| Grand Total | 399            | -   | 246   | -   | 7        | -  | 8                 | -  | 99         | -   | 374   | 1133        |

**Do you agree that there is sufficient opportunity for participation in campus events and programs for: Adult learners**

|             | strongly agree |     | agree |     | disagree |    | strongly disagree |    | don't know |     | Blank | Grand Total |
|-------------|----------------|-----|-------|-----|----------|----|-------------------|----|------------|-----|-------|-------------|
|             | N              | %   | N     | %   | N        | %  | N                 | %  | N          | %   |       |             |
| Faculty     | 65             | 33% | 50    | 26% | 9        | 5% | 1                 | 1% | 23         | 12% | 47    | 195         |
| Staff       | 57             | 35% | 55    | 34% | 6        | 4% | 2                 | 1% | 10         | 6%  | 33    | 163         |
| Student     | 194            | 25% | 158   | 20% | 36       | 5% | 16                | 2% | 81         | 10% | 290   | 775         |
| Grand Total | 316            | -   | 263   | -   | 51       | -  | 19                | -  | 114        | -   | 370   | 1133        |

**Do you agree that there is sufficient opportunity for participation in campus events and programs for: Those of underrepresented races/ethnicities/origins**

|             | strongly agree |     | agree |     | disagree |    | strongly disagree |    | don't know |     | Blank | Grand Total |
|-------------|----------------|-----|-------|-----|----------|----|-------------------|----|------------|-----|-------|-------------|
|             | N              | %   | N     | %   | N        | %  | N                 | %  | N          | %   |       |             |
| Faculty     | 55             | 28% | 52    | 27% | 8        | 4% | 2                 | 1% | 32         | 16% | 46    | 195         |
| Staff       | 54             | 33% | 52    | 32% | 7        | 4% | 4                 | 2% | 12         | 7%  | 34    | 163         |
| Student     | 205            | 26% | 147   | 19% | 20       | 3% | 7                 | 1% | 107        | 14% | 289   | 775         |
| Grand Total | 314            | -   | 251   | -   | 35       | -  | 13                | -  | 151        | -   | 369   | 1133        |

**Appendix E: Opportunity & Compliance Items**

| <b>Do you agree that there is sufficient opportunity for participation in campus events and programs for: Those of underrepresented sexual orientations</b> |                       |          |              |          |                 |          |                          |          |                   |          |              |                    |
|---|-----------------------|----------|--------------|----------|-----------------|----------|--------------------------|----------|-------------------|----------|--------------|--------------------|
|   | <b>strongly agree</b> |          | <b>agree</b> |          | <b>disagree</b> |          | <b>strongly disagree</b> |          | <b>don't know</b> |          | <b>Blank</b> | <b>Grand Total</b> |
|   | <b>N</b>              | <b>%</b> | <b>N</b>     | <b>%</b> | <b>N</b>        | <b>%</b> | <b>N</b>                 | <b>%</b> | <b>N</b>          | <b>%</b> |              |                    |
| Faculty   | 49                    | 25%      | 50           | 26%      | 16              | 8%       | 4                        | 2%       | 29                | 15%      | 47           | 195                |
| Staff   | 50                    | 31%      | 53           | 33%      | 8               | 5%       | 6                        | 4%       | 12                | 7%       | 34           | 163                |
| Student   | 196                   | 25%      | 141          | 18%      | 19              | 2%       | 16                       | 2%       | 116               | 15%      | 287          | 775                |
| Grand Total   | 295                   | -        | 244          | -        | 43              | -        | 26                       | -        | 157               | -        | 368          | 1133               |

| <b>Do you agree that there is sufficient opportunity for participation in campus events and programs for: Those of underrepresented religious affiliation</b> |                       |          |              |          |                 |          |                          |          |                   |          |              |                    |
|---|-----------------------|----------|--------------|----------|-----------------|----------|--------------------------|----------|-------------------|----------|--------------|--------------------|
|   | <b>strongly agree</b> |          | <b>agree</b> |          | <b>disagree</b> |          | <b>strongly disagree</b> |          | <b>don't know</b> |          | <b>Blank</b> | <b>Grand Total</b> |
|   | <b>N</b>              | <b>%</b> | <b>N</b>     | <b>%</b> | <b>N</b>        | <b>%</b> | <b>N</b>                 | <b>%</b> | <b>N</b>          | <b>%</b> |              |                    |
| Faculty   | 42                    | 22%      | 35           | 18%      | 20              | 10%      | 7                        | 4%       | 45                | 23%      | 46           | 195                |
| Staff   | 38                    | 23%      | 55           | 34%      | 10              | 6%       | 5                        | 3%       | 21                | 13%      | 34           | 163                |
| Student   | 184                   | 24%      | 141          | 18%      | 28              | 4%       | 12                       | 2%       | 123               | 16%      | 287          | 775                |
| Grand Total   | 264                   | -        | 231          | -        | 58              | -        | 24                       | -        | 189               | -        | 367          | 1133               |

| <b>Do you agree that there is sufficient opportunity for participation in campus events and programs for: Those of low income or low socioeconomic status</b> |                       |          |              |          |                 |          |                          |          |                   |          |              |                    |
|---|-----------------------|----------|--------------|----------|-----------------|----------|--------------------------|----------|-------------------|----------|--------------|--------------------|
|   | <b>strongly agree</b> |          | <b>agree</b> |          | <b>disagree</b> |          | <b>strongly disagree</b> |          | <b>don't know</b> |          | <b>Blank</b> | <b>Grand Total</b> |
|   | <b>N</b>              | <b>%</b> | <b>N</b>     | <b>%</b> | <b>N</b>        | <b>%</b> | <b>N</b>                 | <b>%</b> | <b>N</b>          | <b>%</b> |              |                    |
| Faculty   | 42                    | 22%      | 42           | 22%      | 18              | 9%       | 3                        | 2%       | 44                | 23%      | 46           | 195                |
| Staff   | 47                    | 29%      | 54           | 33%      | 10              | 6%       | 4                        | 2%       | 14                | 9%       | 34           | 163                |
| Student   | 188                   | 24%      | 139          | 18%      | 30              | 4%       | 13                       | 2%       | 118               | 15%      | 287          | 775                |
| Grand Total   | 277                   | -        | 235          | -        | 58              | -        | 20                       | -        | 176               | -        | 367          | 1133               |

**Appendix E: Opportunity & Compliance Items**

| <b>Do you agree that there is sufficient opportunity for participation in campus events and programs for: Those with physical disability</b> |                |     |       |     |          |    |                   |    |            |     |       |             |
|--|----------------|-----|-------|-----|----------|----|-------------------|----|------------|-----|-------|-------------|
|  | strongly agree |     | agree |     | disagree |    | strongly disagree |    | don't know |     | Blank | Grand Total |
|  | N              | %   | N     | %   | N        | %  | N                 | %  | N          | %   |       |             |
| Faculty  | 47             | 24% | 46    | 24% | 14       | 7% | 5                 | 3% | 37         | 19% | 46    | 195         |
| Staff  | 45             | 28% | 57    | 35% | 10       | 6% | 3                 | 2% | 14         | 9%  | 34    | 163         |
| Student  | 172            | 22% | 128   | 17% | 31       | 4% | 13                | 2% | 144        | 19% | 287   | 775         |
| Grand Total  | 264            | -   | 231   | -   | 55       | -  | 21                | -  | 195        | -   | 367   | 1133        |

| <b>Do you agree that there is sufficient opportunity for participation in campus events and programs for: Those with mental disability</b> |                |     |       |     |          |    |                   |    |            |     |       |             |
|--|----------------|-----|-------|-----|----------|----|-------------------|----|------------|-----|-------|-------------|
|  | strongly agree |     | agree |     | disagree |    | strongly disagree |    | don't know |     | Blank | Grand Total |
|  | N              | %   | N     | %   | N        | %  | N                 | %  | N          | %   |       |             |
| Faculty  | 35             | 18% | 36    | 18% | 17       | 9% | 4                 | 2% | 56         | 29% | 47    | 195         |
| Staff  | 42             | 26% | 51    | 31% | 11       | 7% | 4                 | 2% | 22         | 13% | 33    | 163         |
| Student  | 163            | 21% | 124   | 16% | 28       | 4% | 13                | 2% | 155        | 20% | 292   | 775         |
| Grand Total  | 240            | -   | 211   | -   | 56       | -  | 21                | -  | 233        | -   | 372   | 1133        |

| <b>Do you agree that there is sufficient opportunity for participation in campus events and programs for: Veterans</b> |                |     |       |     |          |    |                   |    |            |     |       |             |
|--|----------------|-----|-------|-----|----------|----|-------------------|----|------------|-----|-------|-------------|
|  | strongly agree |     | agree |     | disagree |    | strongly disagree |    | don't know |     | Blank | Grand Total |
|  | N              | %   | N     | %   | N        | %  | N                 | %  | N          | %   |       |             |
| Faculty  | 70             | 36% | 44    | 23% | 3        | 2% | 1                 | 1% | 28         | 14% | 49    | 195         |
| Staff  | 65             | 40% | 54    | 33% | 2        | 1% | 0                 | 0% | 9          | 6%  | 33    | 163         |
| Student  | 194            | 25% | 147   | 19% | 10       | 1% | 8                 | 1% | 126        | 16% | 290   | 775         |
| Grand Total  | 329            | -   | 245   | -   | 15       | -  | 9                 | -  | 163        | -   | 372   | 1133        |

**Appendix E: Opportunity & Compliance Items**

**Do you agree that there is sufficient opportunity for participation in campus committees for: Women**

|             | strongly agree |     | agree |     | disagree |    | strongly disagree |    | don't know |     | Blank | Grand Total |
|-------------|----------------|-----|-------|-----|----------|----|-------------------|----|------------|-----|-------|-------------|
|             | N              | %   | N     | %   | N        | %  | N                 | %  | N          | %   |       |             |
| Faculty     | 71             | 36% | 35    | 18% | 2        | 1% | 1                 | 1% | 38         | 19% | 48    | 195         |
| Staff       | 59             | 36% | 54    | 33% | 3        | 2% | 0                 | 0% | 13         | 8%  | 34    | 163         |
| Grand Total | 130            | -   | 89    | -   | 5        | -  | 1                 | -  | 51         | -   | 82    | 358         |

**Do you agree that there is sufficient opportunity for participation in campus committees for: Men**

|             | strongly agree |     | agree |     | disagree |    | strongly disagree |    | don't know |     | Blank | Grand Total |
|-------------|----------------|-----|-------|-----|----------|----|-------------------|----|------------|-----|-------|-------------|
|             | N              | %   | N     | %   | N        | %  | N                 | %  | N          | %   |       |             |
| Faculty     | 73             | 37% | 36    | 18% | 0        | 0% | 1                 | 1% | 37         | 19% | 48    | 195         |
| Staff       | 59             | 36% | 55    | 34% | 1        | 1% | 1                 | 1% | 13         | 8%  | 34    | 163         |
| Grand Total | 132            | -   | 91    | -   | 1        | -  | 2                 | -  | 50         | -   | 82    | 358         |

**Do you agree that there is sufficient opportunity for participation in campus committees for: Adult learners**

|             | strongly agree |     | agree |     | disagree |    | strongly disagree |    | don't know |     | Blank | Grand Total |
|-------------|----------------|-----|-------|-----|----------|----|-------------------|----|------------|-----|-------|-------------|
|             | N              | %   | N     | %   | N        | %  | N                 | %  | N          | %   |       |             |
| Faculty     | 52             | 27% | 28    | 14% | 6        | 3% | 2                 | 1% | 59         | 30% | 48    | 195         |
| Staff       | 49             | 30% | 53    | 33% | 6        | 4% | 0                 | 0% | 21         | 13% | 34    | 163         |
| Grand Total | 101            | -   | 81    | -   | 12       | -  | 2                 | -  | 80         | -   | 82    | 358         |



**Appendix E: Opportunity & Compliance Items**

**Do you agree that there is sufficient opportunity for participation in campus committees for: Those of underrepresented races/ethnicities/origins**

|             | strongly agree |     | agree |     | disagree |    | strongly disagree |    | don't know |     | Blank | Grand Total |
|-------------|----------------|-----|-------|-----|----------|----|-------------------|----|------------|-----|-------|-------------|
|             | N              | %   | N     | %   | N        | %  | N                 | %  | N          | %   |       |             |
| Faculty     | 53             | 27% | 33    | 17% | 6        | 3% | 2                 | 1% | 54         | 28% | 47    | 195         |
| Staff       | 46             | 28% | 55    | 34% | 5        | 3% | 1                 | 1% | 23         | 14% | 33    | 163         |
| Grand Total | 99             | -   | 88    | -   | 11       | -  | 3                 | -  | 77         | -   | 80    | 358         |

**Do you agree that there is sufficient opportunity for participation in campus committees for: Those of underrepresented sexual orientations**

|             | strongly agree |     | agree |     | disagree |    | strongly disagree |    | don't know |     | Blank | Grand Total |
|-------------|----------------|-----|-------|-----|----------|----|-------------------|----|------------|-----|-------|-------------|
|             | N              | %   | N     | %   | N        | %  | N                 | %  | N          | %   |       |             |
| Faculty     | 49             | 25% | 34    | 17% | 8        | 4% | 4                 | 2% | 53         | 27% | 47    | 195         |
| Staff       | 41             | 25% | 53    | 33% | 6        | 4% | 3                 | 2% | 27         | 17% | 33    | 163         |
| Grand Total | 90             | -   | 87    | -   | 14       | -  | 7                 | -  | 80         | -   | 80    | 358         |

**Do you agree that there is sufficient opportunity for participation in campus committees for: Those of underrepresented religious affiliation**

|             | strongly agree |     | agree |     | disagree |    | strongly disagree |    | don't know |     | Blank | Grand Total |
|-------------|----------------|-----|-------|-----|----------|----|-------------------|----|------------|-----|-------|-------------|
|             | N              | %   | N     | %   | N        | %  | N                 | %  | N          | %   |       |             |
| Faculty     | 46             | 24% | 23    | 12% | 8        | 4% | 5                 | 3% | 66         | 34% | 47    | 195         |
| Staff       | 35             | 21% | 52    | 32% | 5        | 3% | 3                 | 2% | 34         | 21% | 34    | 163         |
| Grand Total | 81             | -   | 75    | -   | 13       | -  | 8                 | -  | 100        | -   | 81    | 358         |

**Appendix E: Opportunity & Compliance Items**

**Do you agree that there is sufficient opportunity for participation in campus committees for: Those of low income or low socioeconomic status**

|             | strongly agree |     | agree |     | disagree |    | strongly disagree |    | don't know |     | Blank | Grand Total |
|-------------|----------------|-----|-------|-----|----------|----|-------------------|----|------------|-----|-------|-------------|
|             | N              | %   | N     | %   | N        | %  | N                 | %  | N          | %   |       |             |
| Faculty     | 38             | 19% | 18    | 9%  | 10       | 5% | 0                 | 0% | 83         | 43% | 46    | 195         |
| Staff       | 31             | 19% | 46    | 28% | 4        | 2% | 2                 | 1% | 44         | 27% | 36    | 163         |
| Grand Total | 69             | -   | 64    | -   | 14       | -  | 2                 | -  | 127        | -   | 82    | 358         |

**Do you agree that there is sufficient opportunity for participation in campus committees for: Those with physical disability**

|             | strongly agree |     | agree |     | disagree |    | strongly disagree |    | don't know |     | Blank | Grand Total |
|-------------|----------------|-----|-------|-----|----------|----|-------------------|----|------------|-----|-------|-------------|
|             | N              | %   | N     | %   | N        | %  | N                 | %  | N          | %   |       |             |
| Faculty     | 47             | 24% | 32    | 16% | 5        | 3% | 3                 | 2% | 61         | 31% | 47    | 195         |
| Staff       | 41             | 25% | 48    | 29% | 7        | 4% | 3                 | 2% | 31         | 19% | 33    | 163         |
| Grand Total | 88             | -   | 80    | -   | 12       | -  | 6                 | -  | 92         | -   | 80    | 358         |

**Do you agree that there is sufficient opportunity for participation in campus committees for: Those with mental disability**

|             | strongly agree |     | agree |     | disagree |    | strongly disagree |    | don't know |     | Blank | Grand Total |
|-------------|----------------|-----|-------|-----|----------|----|-------------------|----|------------|-----|-------|-------------|
|             | N              | %   | N     | %   | N        | %  | N                 | %  | N          | %   |       |             |
| Faculty     | 39             | 20% | 20    | 10% | 7        | 4% | 4                 | 2% | 75         | 38% | 50    | 195         |
| Staff       | 34             | 21% | 44    | 27% | 9        | 6% | 3                 | 2% | 39         | 24% | 34    | 163         |
| Grand Total | 73             | -   | 64    | -   | 16       | -  | 7                 | -  | 114        | -   | 84    | 358         |

**Appendix E: Opportunity & Compliance Items**

**Do you agree that there is sufficient opportunity for participation in campus committees for: Veterans**

|             | strongly agree |     | agree |     | disagree |    | strongly disagree |    | don't know |     | Blank | Grand Total |
|-------------|----------------|-----|-------|-----|----------|----|-------------------|----|------------|-----|-------|-------------|
|             | N              | %   | N     | %   | N        | %  | N                 | %  | N          | %   |       |             |
| Faculty     | 56             | 29% | 33    | 17% | 2        | 1% | 2                 | 1% | 53         | 27% | 49    | 195         |
| Staff       | 45             | 28% | 58    | 36% | 1        | 1% | 0                 | 0% | 26         | 16% | 33    | 163         |
| Grand Total | 101            | -   | 91    | -   | 3        | -  | 2                 | -  | 79         | -   | 82    | 358         |

**Do you agree that there is sufficient opportunity for participation in search committees for: Women**

|             | strongly agree |     | agree |     | disagree |    | strongly disagree |    | don't know |     | Blank | Grand Total |
|-------------|----------------|-----|-------|-----|----------|----|-------------------|----|------------|-----|-------|-------------|
|             | N              | %   | N     | %   | N        | %  | N                 | %  | N          | %   |       |             |
| Faculty     | 64             | 33% | 34    | 17% | 1        | 1% | 0                 | 0% | 50         | 26% | 46    | 195         |
| Staff       | 54             | 33% | 47    | 29% | 1        | 1% | 2                 | 1% | 25         | 15% | 34    | 163         |
| Grand Total | 118            | -   | 81    | -   | 2        | -  | 2                 | -  | 75         | -   | 80    | 358         |

**Do you agree that there is sufficient opportunity for participation in search committees for: Men**

|             | strongly agree |     | agree |     | disagree |    | strongly disagree |    | don't know |     | Blank | Grand Total |
|-------------|----------------|-----|-------|-----|----------|----|-------------------|----|------------|-----|-------|-------------|
|             | N              | %   | N     | %   | N        | %  | N                 | %  | N          | %   |       |             |
| Faculty     | 66             | 34% | 33    | 17% | 1        | 1% | 0                 | 0% | 48         | 25% | 47    | 195         |
| Staff       | 54             | 33% | 47    | 29% | 2        | 1% | 1                 | 1% | 25         | 15% | 34    | 163         |
| Grand Total | 120            | -   | 80    | -   | 3        | -  | 1                 | -  | 73         | -   | 81    | 358         |

**Appendix E: Opportunity & Compliance Items**

| <b>Do you agree that there is sufficient opportunity for participation in search committees for: Adult learners</b> |                |     |       |     |          |    |                   |    |            |     |       |             |
|---|----------------|-----|-------|-----|----------|----|-------------------|----|------------|-----|-------|-------------|
|   | strongly agree |     | agree |     | disagree |    | strongly disagree |    | don't know |     | Blank | Grand Total |
|   | N              | %   | N     | %   | N        | %  | N                 | %  | N          | %   |       |             |
| Faculty   | 41             | 21% | 20    | 10% | 7        | 4% | 0                 | 0% | 80         | 41% | 47    | 195         |
| Staff   | 31             | 19% | 51    | 31% | 8        | 5% | 2                 | 1% | 36         | 22% | 35    | 163         |
| Grand Total   | 72             | -   | 71    | -   | 15       | -  | 2                 | -  | 116        | -   | 82    | 358         |

| <b>Do you agree that there is sufficient opportunity for participation in search committees for: Those of underrepresented races/ethnicities/origins</b> |                |     |       |     |          |    |                   |    |            |     |       |             |
|--|----------------|-----|-------|-----|----------|----|-------------------|----|------------|-----|-------|-------------|
|  | strongly agree |     | agree |     | disagree |    | strongly disagree |    | don't know |     | Blank | Grand Total |
|  | N              | %   | N     | %   | N        | %  | N                 | %  | N          | %   |       |             |
| Faculty  | 47             | 24% | 31    | 16% | 4        | 2% | 2                 | 1% | 64         | 33% | 47    | 195         |
| Staff  | 36             | 22% | 47    | 29% | 10       | 6% | 1                 | 1% | 35         | 21% | 34    | 163         |
| Grand Total  | 83             | -   | 78    | -   | 14       | -  | 3                 | -  | 99         | -   | 81    | 358         |

| <b>Do you agree that there is sufficient opportunity for participation in search committees for: Those of underrepresented sexual orientations</b> |                |     |       |     |          |    |                   |    |            |     |       |             |
|--|----------------|-----|-------|-----|----------|----|-------------------|----|------------|-----|-------|-------------|
|  | strongly agree |     | agree |     | disagree |    | strongly disagree |    | don't know |     | Blank | Grand Total |
|  | N              | %   | N     | %   | N        | %  | N                 | %  | N          | %   |       |             |
| Faculty  | 47             | 24% | 28    | 14% | 3        | 2% | 2                 | 1% | 69         | 35% | 46    | 195         |
| Staff  | 33             | 20% | 47    | 29% | 8        | 5% | 1                 | 1% | 40         | 25% | 34    | 163         |
| Grand Total  | 80             | -   | 75    | -   | 11       | -  | 3                 | -  | 109        | -   | 80    | 358         |

**Appendix E: Opportunity & Compliance Items**

| <b>Do you agree that there is sufficient opportunity for participation in search committees for: Those of underrepresented religious affiliation</b> |                |     |       |     |          |    |                   |    |            |     |       |             |
|--|----------------|-----|-------|-----|----------|----|-------------------|----|------------|-----|-------|-------------|
|  | strongly agree |     | agree |     | disagree |    | strongly disagree |    | don't know |     | Blank | Grand Total |
|  | N              | %   | N     | %   | N        | %  | N                 | %  | N          | %   |       |             |
| Faculty  | 43             | 22% | 25    | 13% | 6        | 3% | 2                 | 1% | 71         | 36% | 48    | 195         |
| Staff  | 30             | 18% | 46    | 28% | 6        | 4% | 2                 | 1% | 44         | 27% | 35    | 163         |
| Grand Total  | 73             | -   | 71    | -   | 12       | -  | 4                 | -  | 115        | -   | 83    | 358         |

| <b>Do you agree that there is sufficient opportunity for participation in search committees for: Those of low income or low socioeconomic status</b> |                |     |       |     |          |    |                   |    |            |     |       |             |
|--|----------------|-----|-------|-----|----------|----|-------------------|----|------------|-----|-------|-------------|
|  | strongly agree |     | agree |     | disagree |    | strongly disagree |    | don't know |     | Blank | Grand Total |
|  | N              | %   | N     | %   | N        | %  | N                 | %  | N          | %   |       |             |
| Faculty  | 38             | 19% | 18    | 9%  | 10       | 5% | 0                 | 0% | 83         | 43% | 46    | 195         |
| Staff  | 31             | 19% | 46    | 28% | 4        | 2% | 2                 | 1% | 44         | 27% | 36    | 163         |
| Grand Total  | 69             | -   | 64    | -   | 14       | -  | 2                 | -  | 127        | -   | 82    | 358         |

| <b>Do you agree that there is sufficient opportunity for participation in search committees for: Those with physical disability</b> |                |     |       |     |          |    |                   |    |            |     |       |             |
|---|----------------|-----|-------|-----|----------|----|-------------------|----|------------|-----|-------|-------------|
|   | strongly agree |     | agree |     | disagree |    | strongly disagree |    | don't know |     | Blank | Grand Total |
|   | N              | %   | N     | %   | N        | %  | N                 | %  | N          | %   |       |             |
| Faculty   | 42             | 22% | 26    | 13% | 5        | 3% | 1                 | 1% | 74         | 38% | 47    | 195         |
| Staff   | 31             | 19% | 44    | 27% | 7        | 4% | 2                 | 1% | 44         | 27% | 35    | 163         |
| Grand Total   | 73             | -   | 70    | -   | 12       | -  | 3                 | -  | 118        | -   | 82    | 358         |

**Appendix E: Opportunity & Compliance Items**

| <b>Do you agree that there is sufficient opportunity for participation in search committees for: Those with mental disability</b> |                       |          |              |          |                 |          |                          |          |                   |          |              |                    |
|---|-----------------------|----------|--------------|----------|-----------------|----------|--------------------------|----------|-------------------|----------|--------------|--------------------|
|   | <b>strongly agree</b> |          | <b>agree</b> |          | <b>disagree</b> |          | <b>strongly disagree</b> |          | <b>don't know</b> |          | <b>Blank</b> | <b>Grand Total</b> |
|   | <b>N</b>              | <b>%</b> | <b>N</b>     | <b>%</b> | <b>N</b>        | <b>%</b> | <b>N</b>                 | <b>%</b> | <b>N</b>          | <b>%</b> |              |                    |
| Faculty   | 35                    | 18%      | 14           | 7%       | 8               | 4%       | 2                        | 1%       | 89                | 46%      | 47           | 195                |
| Staff   | 25                    | 15%      | 38           | 23%      | 10              | 6%       | 3                        | 2%       | 49                | 30%      | 38           | 163                |
| Grand Total   | 60                    | -        | 52           | -        | 18              | -        | 5                        | -        | 138               | -        | 85           | 358                |

| <b>Do you agree that there is sufficient opportunity for participation in search committees for: Veterans</b> |                       |          |              |          |                 |          |                          |          |                   |          |              |                    |
|---|-----------------------|----------|--------------|----------|-----------------|----------|--------------------------|----------|-------------------|----------|--------------|--------------------|
|   | <b>strongly agree</b> |          | <b>agree</b> |          | <b>disagree</b> |          | <b>strongly disagree</b> |          | <b>don't know</b> |          | <b>Blank</b> | <b>Grand Total</b> |
|   | <b>N</b>              | <b>%</b> | <b>N</b>     | <b>%</b> | <b>N</b>        | <b>%</b> | <b>N</b>                 | <b>%</b> | <b>N</b>          | <b>%</b> |              |                    |
| Faculty   | 45                    | 23%      | 25           | 13%      | 2               | 1%       | 0                        | 0%       | 76                | 39%      | 47           | 195                |
| Staff   | 35                    | 21%      | 46           | 28%      | 3               | 2%       | 1                        | 1%       | 44                | 27%      | 34           | 163                |
| Grand Total   | 80                    | -        | 71           | -        | 5               | -        | 1                        | -        | 120               | -        | 81           | 358                |