Welcome Page

The University of Michigan (U-M) is committed to providing the best possible environment for all individuals within the campus community. An important step in creating a truly diverse, equitable and inclusive community is to understand faculty, staff and student perspectives and experiences related to their work and study at U-M. The U-M Campus Climate Survey is designed to help us gain an understanding by learning about our community’s perspectives and experiences related to diversity, equity and inclusion. The data collected will be used to understand the present climate at U-M and to inform current and future decisions about supporting a diverse, inclusive and vibrant campus community.

Your participation and responses will be strictly confidential and will not be part of any academic, medical, employment or disciplinary record. No individually identifiable information will be reported. This survey is completely voluntary. You do not have to participate in this survey and – if you do choose to participate – you may skip any question you do not feel comfortable answering and you may exit the survey at any time. Completing the questionnaire should take about 15 minutes.

To thank you for your time and participation, you will be included in a random drawing to win one of ten $100 VISA gift cards, in addition, after you complete the survey you will be mailed $15 cash or be given the opportunity to donate the same amount to the United Way.

To ensure confidentiality of data, this survey is being conducted by SoundRocket, a survey research firm located in Ann Arbor, MI. SoundRocket is not affiliated with the University of Michigan. If you have any questions about the survey – or if you experience any difficulty in completing this survey – please contact the survey team via email at UMclimate@ssgresearch.com, or by phone at 734-527-2199.

Thank you in advance for your help with this important study!

Click “Next” to start the survey.
Consent to Participate

U-M Campus Climate Survey Information

- You were randomly selected to be invited to complete this survey.
- To assess perspectives, attitudes, and experiences related to diversity, equity and inclusion on the U-M campus in Ann Arbor, you will be asked questions about your employment and/or academic experiences.
- Participating in this survey is completely voluntary.
- The survey takes about 15 minutes to complete.
- You can choose to skip and not to answer any question, and you may stop your participation at any time.
- The benefit to participating is that your personal beliefs/perspectives, behaviors, and knowledge will support the development and refinement of U-M programs and services designed to help create a diverse, inclusive and equitable campus community.
- Upon completion of the survey, you will be mailed $15 cash.
- Your answers and personal information will be kept confidential.
- Results of the survey will only be reported in aggregate; your name will not be attached to any data; a number will be used instead.
- In the future, summaries of these data, which will not contain information that could identify you or any other individual participating in the survey, may be made available to others for related studies to evaluate University programs, assess University policies, improve protocols and studies of these topics, or provide background for future research on these topics.
- Additional information from the University of Michigan will be appended to survey response records for the purposes of scientific sampling and data analysis: No personally identifying information will be appended to your survey responses.
- You must be at least 18 years old to complete the questionnaire; by completing the questionnaire, you are acknowledging that you are at least 18 years old.
- The data for this survey are being collected by SoundRocket of Ann Arbor.
- The project is funded by the University of Michigan.
- If you have any questions about the survey, please contact the survey team at UMcclimate@ssgresearch.com or 734-527-2199.
- If you would like to talk to someone about any questions or concerns you might have relating to your experiences with campus climate, please contact the Office for Institutional Equity (OIE). {PRG: EMBED URL https://hr.umich.edu/about-uhr/service-areas/offices/office-institutional-equity} OIE can discuss various options with you, including filing a civil rights complaint, a grievance or engaging mediation services to resolve conflict.
- If you would like to discuss any concerns in a confidential setting, students are encouraged to contact the Counseling and Psychological Services (CAPS). {PRG: EMBED URL https://caps.umich.edu/} Faculty and staff may contact either the Faculty and Staff Assistance Program (FASAP) {PRG: EMBED URL https://hr.umich.edu/benefits-wellness/health/mhealthy/mental-emotional-well-being/faculty-staff-assistance-program-fasap/contact-fasap} or the UMHS Employee Assistance Program (EAP). {PRG: EMBED URL https://hr.umich.edu/benefits-wellness/health/mhealthy/mental-emotional-well-being/umhs-employee-assistance-program-eap/eap-counseling-consultation-services}

By clicking "Next" below, you are consenting to participate in this research survey.
STAFF SURVEY: PART I

What is your current age (in years)?

[NUMERIC RESPONSE 12-99]

<Comment: sample selection to exclude individuals under age 18 based on U-M institutional data>

What is your current sex?

- Male
- Female
- Preferred response not listed (Please specify): ________

What is your gender/gender identity?

- Man
- Woman
- Transgender/Gender Non-Conforming
- Preferred response not listed (Please specify): ________

(Asked of any person indicating that they are transgender/non-conforming.)

Please indicate which of the following best describe you. (Check all that apply.)

- Transgender man
- Transgender woman
- Gender non-conforming
- Genderqueer
- Preferred response not listed (Please specify): ________

What is your sexual orientation?

- Heterosexual
- Bisexual
- Gay/Lesbian
- Queer
- Questioning
- Asexual
- Preferred response not listed (Please specify): ________
Please indicate the **racial or ethnic groups** with which you identify. *(Check all that apply.)*

- [ ] African American/Black
- [ ] Asian American/Asian
- [ ] Hispanic/Latino/a
- [ ] Middle Eastern/North African
- [ ] Native American/Alaskan Native
- [ ] Native Hawaiian/Other Pacific Islander
- [ ] White
- [ ] Other *(Please specify):* ________

*(Asked of any person indicating that they identify with more than one racial or ethnic group.)*

Of the following, please mark the one racial or ethnic group with which you **most** identify.

- [ ] African American/Black
- [ ] Asian American/Asian
- [ ] Hispanic/Latino/a
- [ ] Middle Eastern/North African
- [ ] Native American/Alaskan Native
- [ ] Native Hawaiian/Other Pacific Islander
- [ ] White
- [ ] Other

---

Were you born in the United States?

- [ ] Yes
- [ ] No

Please indicate your generation status:

- [ ] All of my grandparents and both of my parents were born in the United States
- [ ] Both of my parents were born in the United States
- [ ] One of my parents was born in the United States
- [ ] Neither of my parents were born in the United States

*(Asked of any person indicating that they were born outside of the United States.)*

In which country were you born?

________________________
With what religious background, if any, do you most identify?

- Agnostic
- Atheist
- Bahá’í
- Baptist
- Buddhist
- Catholic
- Church of Christ
- Christian: Non-Denominational
- Confucian
- Eastern Orthodox
- Episcopalian
- Hindu
- Muslim
- Jehovah’s Witness
- Jewish: Orthodox
- Jewish: Other
- LDS (Mormon)
- Lutheran
- Methodist
- Pentecostal
- Presbyterian
- Protestant: Non-Denominational
- Quaker
- Seventh Day Adventist
- Taoist
- Unitarian/Universalist
- UCC/Congregational
- None
- Other (Please specify): __________

Do you have a disability?

- Yes, I have a disability
- No, I do not have a disability

(Asked of any person indicating that they have a disability.)

What type(s) of disabilities do you have? (Check all that apply.)

- Acquired/Traumatic Brain Injury
- Attention Deficit/Hyperactivity Disorder
- Asperger's/Autism Spectrum
- Blind/Low Vision
- Deaf/Hard of Hearing
- Cognitive or Learning Disability
- Chronic Illness/Medical Condition
- Mental Health/Psychological Condition
- Physical/Mobility condition that affects walking
- Physical/Mobility condition that does not affect walking
- Speech/Communication Condition
- Other (please specify): __________

Have you ever served in the U.S. Armed Forces, Military Reserves, or National Guard?

- I am currently serving
- I am no longer serving
- I have never served
What is the highest degree you have earned?

- High school diploma or GED
- Two-year college degree (Associate’s)
- Four-year college degree (Bachelor’s)
- Master’s degree in the Arts and Sciences (MA, MS)
- Professional Master’s degree (e.g., MBA, MPA, MSW, MSE, MSN, MPH, MFA, etc.)
- Ph.D.
- Other Doctoral degree (e.g., EdD, DDiv, DrPH, DBA, etc.)
- Medical degree (MD, DO, DDS, DVM)
- Law degree (JD, LLM, SJD)
- Other degree *(Please specify):* __________
STAFF SURVEY: PART 2

How satisfied or dissatisfied are you with the overall campus climate/environment that you have experienced at the University of Michigan within the past 12 months?

- Very Dissatisfied
- Dissatisfied
- Neither Satisfied or Dissatisfied
- Satisfied
- Very Satisfied

For the next few questions, select one option between each set of adjectives that best represents how you would rate U-M based on your direct experiences:

<table>
<thead>
<tr>
<th>Hostile</th>
<th>Friendly</th>
</tr>
</thead>
<tbody>
<tr>
<td>Race</td>
<td>Non-racist</td>
</tr>
<tr>
<td>Homogenous</td>
<td>Diverse</td>
</tr>
<tr>
<td>Disrespectful</td>
<td>Respectful</td>
</tr>
<tr>
<td>Contentious</td>
<td>Collegial</td>
</tr>
<tr>
<td>Sexist</td>
<td>Non-sexist</td>
</tr>
<tr>
<td>Individualistic</td>
<td>Collaborative</td>
</tr>
<tr>
<td>Competitive</td>
<td>Cooperative</td>
</tr>
<tr>
<td>Homophobic</td>
<td>Non-homophobic</td>
</tr>
<tr>
<td>Unsupportive</td>
<td>Supportive</td>
</tr>
<tr>
<td>Ageist</td>
<td>Non-ageist</td>
</tr>
<tr>
<td>Unwelcoming</td>
<td>Welcoming</td>
</tr>
<tr>
<td>Elitist</td>
<td>Non-elitist</td>
</tr>
</tbody>
</table>

In the past 12 months, how often have you been concerned about your physical safety on campus or around your U-M workplace?

- Never
- Seldom
- Sometimes
- Often
- Very Often
In the past 12 months, which of the following have you avoided at U-M due to fear for your physical safety? (Check all that apply.)

- [ ] Sporting events
- [ ] Parties or other social gatherings
- [ ] Secluded areas on campus
- [ ] Residence halls
- [ ] Campus buildings
- [ ] Busses or bus stops
- [ ] Parking lots or garages
- [ ] Neighborhoods or other areas surrounding campus
- [ ] Off-campus housing
- [ ] Walking around campus at night
- [ ] Other (Please specify): ______
- [ ] None

Considering your experiences over the past 12 months, please indicate your level of agreement with each of the following statements:

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neither Agree Nor Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>I feel valued as an individual at U-M.</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>I feel I belong at U-M.</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>U-M has a strong commitment to diversity, equity, and inclusion.</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>I have considered leaving U-M because I felt isolated or unwelcomed.</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>I am treated with respect at U-M.</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>I feel others don’t value my opinions at U-M.</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>U-M is a place where I am able to perform up to my full potential.</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>I have opportunities at U-M for professional success that are similar to those of my colleagues.</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>I have found one or more communities or groups where I feel I belong at U-M.</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>There is too much emphasis put on issues of diversity, equity, and inclusion here at U-M.</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>U-M provides sufficient programs and resources to foster the success of a diverse staff.</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>I have to work harder than others to be valued equally at U-M.</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>My experience at U-M has had a positive influence on my professional growth.</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>
During the past 12 months at U-M, how often have you interacted in a meaningful way with people...

<table>
<thead>
<tr>
<th></th>
<th>Never</th>
<th>Seldom</th>
<th>Sometimes</th>
<th>Often</th>
<th>Very Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>...whose religious beliefs are different than your own</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>...whose political opinions are different from your own</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>...who are immigrants or from an immigrant family</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>...who are of a different nationality than your own</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>...who are of a different race or ethnicity than your own</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>...whose gender is different than your own</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>...whose sexual orientation is different than your own</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>...who are from a different social class</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>...who have physical or other observable disabilities</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>...who have learning, psychological, or other disabilities that are not readily apparent</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
</tbody>
</table>

In general over the past 12 months, have you felt discriminated against at U-M?

- Yes
- No

Over the past 12 months, how often have you experienced discriminatory events at U-M because of your:

<table>
<thead>
<tr>
<th></th>
<th>Never</th>
<th>1-2 times</th>
<th>3 or more times</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ability or disability status</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Racial or ethnic identity</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Sex</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Sexual orientation</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Gender identity or gender expression</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Veteran status</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Marital status</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>National origin</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Age</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Religion</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Height or weight</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Political orientation</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Social class</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
</tbody>
</table>
(Asked of those who report having experienced 1 or more discriminatory events related to religion.)

Do you believe that any of the religious discriminatory events you have experienced are related to your specific religion?

☐ Yes  ☐ No

(Asked of those who believe that any of the discriminatory events they experienced are related to their specific religion.)

What religion were these events related to?

__________________

Have you experienced any discriminatory events regarding personal aspects that were not asked about in the previous questions?

☐ Yes  ☐ No

(Asked of those who say that they experienced a discriminatory event regarding a personal aspect not asked about previously.)

Please describe any other discriminatory events you have experienced.

__________________
The following questions ask you to rate conditions in your “primary work unit.” If you have multiple appointments, we would like you to rate the work unit that you consider to be your primary appointment. Normally this would be the work unit in which you spend the most time (regardless of percentage of budgeted appointment).

If you work in two work units to an equal degree, please simply choose one to rate for this survey.

<table>
<thead>
<tr>
<th></th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neither Agree nor Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>My ideas are seriously considered in my unit.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I have a voice in the decision-making that affects my work in my unit.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>The workload is fairly and equitably distributed in my unit.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>There are fair and equitable processes for determining compensation in my unit.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Support is provided fairly and equitably in my unit.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Rewards for work performance are fairly and equitably distributed in my unit.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

Please share any other thoughts, comments or suggestions that you may have about the topics covered in this survey.

**Please do not include personally-identifying information in your response.**
Thank you for participating in this important survey!

INCENTIVE. As a token of appreciation for sharing your time and participating in this survey, we would like to send you $15 cash.

To send the cash, we will need you to provide us with a current mailing address where you can be reached.

PLEASE NOTE: to ensure your confidentiality, your address information will be stored in a separate database from your previous survey responses and will not be linked.

Please indicate if you would like to receive the cash, donate to the United Way, or if you prefer not to receive it.

- Send me the cash; I will provide my mailing address on the next screen and I understand that my address will not be linked to my survey responses.
- Donate the cash to the United Way.
- No, I prefer not to receive the cash or have it donated.

(Asked of those who select to receive the cash incentive.)

Please provide an address where you can be reached. We expect to mail the cash in early February 2017.

Address1: __________
Address2: __________
City: __________
State/Province: __________
Zip/Postal: __________
Country: __________

End Page

Thank you for your participation in this important research – we appreciate your time and input!

You may now close your browser.