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| Project Name | University of Michigan Campus Climate Survey on Diversity, Equity and Inclusion |
| Survey Version | Staff |
| SoundRocket Project Number | S16008 |
| Study Dates | June 2016 – January 2017 |

Notes:

- All questions in the survey are **OPTIONAL**
- Horizontal lines indicate page breaks
- The survey is designed as a web-based (online) instrument

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 UMclimate@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 \(OIE\)](https://hr.umich.edu/about-uhr/service-areas-offices/office-institutional-equity). {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 \(CAPS\)](https://caps.umich.edu/). {PRG: EMBED URL <https://caps.umich.edu/>} Faculty and staff may contact either the [Faculty and Staff Assistance Program \(FASAP\)](https://hr.umich.edu/benefits-wellness/health/mhealthy/mental-emotional-well-being/faculty-staff-assistance-program-fasap/contact-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 \(EAP\)](https://hr.umich.edu/benefits-wellness/health/mhealthy/mental-emotional-well-being/umhs-employee-assistance-program-eap/eap-counseling-consultation-services). {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?

- | | |
|---|--|
| <input type="radio"/> Agnostic | <input type="radio"/> LDS (Mormon) |
| <input type="radio"/> Atheist | <input type="radio"/> Lutheran |
| <input type="radio"/> Bahá'í | <input type="radio"/> Methodist |
| <input type="radio"/> Baptist | <input type="radio"/> Pentecostal |
| <input type="radio"/> Buddhist | <input type="radio"/> Presbyterian |
| <input type="radio"/> Catholic | <input type="radio"/> Protestant: Non-Denominational |
| <input type="radio"/> Church of Christ | <input type="radio"/> Quaker |
| <input type="radio"/> Christian: Non-Denominational | <input type="radio"/> Seventh Day Adventist |
| <input type="radio"/> Confucian | <input type="radio"/> Taoist |
| <input type="radio"/> Eastern Orthodox | <input type="radio"/> Unitarian/Universalist |
| <input type="radio"/> Episcopalian | <input type="radio"/> UCC/Congregational |
| <input type="radio"/> Hindu | <input type="radio"/> None |
| <input type="radio"/> Muslim | <input type="radio"/> Other (<i>Please specify</i>): _____ |
| <input type="radio"/> Jehovah's Witness | |
| <input type="radio"/> Jewish: Orthodox | |
| <input type="radio"/> Jewish: Other | |

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, LL.M, 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**:

- | | | | | | | |
|-----------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|----------------|
| Hostile | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Friendly |
| Racist | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Non-racist |
| Homogenous | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Diverse |
| Disrespectful | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Respectful |
| Contentious | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Collegial |
| Sexist | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Non-sexist |
| Individualistic | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Collaborative |
| Competitive | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Cooperative |
| Homophobic | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Non-homophobic |
| Unsupportive | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Supportive |
| Ageist | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Non-ageist |
| Unwelcoming | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Welcoming |
| Elitist | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Non-elitist |

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:

| | Strongly Disagree | Disagree | Neither Agree Nor Disagree | Agree | Strongly Agree |
|--|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|
| I feel valued as an individual at U-M. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I feel I belong at U-M. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| U-M has a strong commitment to diversity, equity, and inclusion. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I have considered leaving U-M because I felt isolated or unwelcomed. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I am treated with respect at U-M. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I feel others don't value my opinions at U-M. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| U-M is a place where I am able to perform up to my full potential. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I have opportunities at U-M for professional success that are similar to those of my colleagues. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I have found one or more communities or groups where I feel I belong at U-M. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| There is too much emphasis put on issues of diversity, equity, and inclusion here at U-M. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| U-M provides sufficient programs and resources to foster the success of a diverse staff. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I have to work harder than others to be valued equally at U-M. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| My experience at U-M has had a positive influence on my professional growth. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

During the past 12 months at U-M, how often have you interacted in a **meaningful** way with people...

| | Never | Seldom | Sometimes | Often | Very Often |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| ...whose religious beliefs are different than your own | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| ...whose political opinions are different from your own | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| ...who are immigrants or from an immigrant family | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| ...who are of a different nationality than your own | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| ...who are of a different race or ethnicity than your own | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| ...whose gender is different than your own | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| ...whose sexual orientation is different than your own | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| ...who are from a different social class | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| ...who have physical or other observable disabilities | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| ...who have learning, psychological, or other disabilities that are not readily apparent | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

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:

| | Never | 1-2 times | 3 or more times |
|--------------------------------------|-----------------------|-----------------------|-----------------------|
| Ability or disability status | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Racial or ethnic identity | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Sex | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Sexual orientation | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Gender identity or gender expression | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Veteran status | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Marital status | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| National origin | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Age | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Religion | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Height or weight | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Political orientation | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Social class | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

{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.

| | Strongly Disagree | Disagree | Neither Agree nor Disagree | Agree | Strongly Agree |
|---|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|
| My ideas are seriously considered in my unit. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I have a voice in the decision-making that affects my work in my unit. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The workload is fairly and equitably distributed in my unit. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| There are fair and equitable processes for determining compensation in my unit. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Support is provided fairly and equitably in my unit. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Rewards for work performance are fairly and equitably distributed in my unit. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

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.
