UNI Faculty and Staff Climate Survey

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Introduction

This report presents a summary of the University of Northern Iowa (UNI) Faculty and Staff Climate Survey. This survey was given to all UNI faculty and staff members during the third week of April 2002. The purpose of this report is to provide information on the opinions of faculty and staff members regarding the academic and social environment at UNI. It is important to realize that this information provides a summary of responses, and interpretations should only be made after thorough examination.

The UNI Faculty and Staff Climate Survey was developed to complement the UNI Student Climate Survey that is administered during advanced registration for each spring semester. The UNI Student Climate Survey was last given during the fall semester 2001. Students responding to the questionnaire (N=9,480) were asked to answer one of 27 randomly selected statements prior to registering. On average, about 350 students responded to each item. Items used in the survey focused on student perceptions of the social and educational environment at UNI. The Faculty and Staff Climate Survey consists of 28 similar questions grammatically altered from those on the Student Climate Survey to reflect the change from student respondent to university employee (one question regarding university governance activities was added to the Faculty and Staff Climate Survey that was not included in the Student Climate Survey).

This survey has been conducted annually for a number of years in an attempt to obtain feedback from university employees on issues regarding their employment and the university environment as a whole. Response rates on the UNI Faculty and Staff Climate Survey have slowly declined as the years have progressed. The 2002 survey instrument was even changed from a computer scanned bubble sheet, like the instrument used in 2001, to a manual entry instrument in an attempt to improve response rates by making the form simpler to complete. The 2002 response rates remained similar to last year, but did not increase as had been expected. Coupled with the issues brought to our attention by many of the survey respondents, this indicates a need to evaluate the current instrument for obtaining faculty and staff climate data.

Method

Respondents were asked to answer questions regarding the social and educational environment at UNI. Each faculty member, professional and scientific (P & S) staff member, and merit employee was mailed a survey instrument through the campus mail system. They were given instructions to complete the survey and return it to the Office of Information Management & Analysis (IMA) within 10 business days. The survey encompassed 28 questions plus a section on demographic characteristics. Respondents were asked to indicate the extent to which they agreed or disagreed to the survey statements on a scale from 1 (strongly disagree) to 5 (strongly agree). They were also given a "not applicable" option. A copy of the survey instrument can be found in Appendix A. All survey responses were entered by hand and converted to a data file. The data were then analyzed to show patterns of response. The survey was completed by 524 faculty and staff members for an overall response rate of 24.3 % (see Table 1 for a breakdown of response rates by employment classification).

Table 1. Participation Rates

Employment Classification	Survey Respondents	UNI Total*	Response Rate (%)
Faculty	192	860	22.3
P & S	160	545	29.4
Merit	139	755	18.4
Other	14	Not available (NA)	NA
Missing / Refused	19	NA	NA
Total	524	2,160	24.3
*As reported by the UNI Mail Center, April 2002.			

Table 2 presents demographic information for respondents to the UNI Faculty and Staff Climate Survey by employment classification. For the purposes of this study, demographic information consists of division, classification, employment status, sex, and race. We were unable to obtain demographic for some respondents. This missing data is reflected in the decreased total numbers for each category. Throughout the report most percentages were rounded to the nearest one tenth of one percent. Therefore, due to this rounding, the values of some of the tables may not equal exactly 100%.

Table 2. Demographic Information

	Faculty		P & S		Merit		Other		Total	
	N	%	N	%	N	%	N	%	N	%
Division										
Academic Affairs	89	57.8	34	21.7	29	22.7	3	21.4	155	34.2
Ed. & Student Services	16	10.4	58	36.9	40	31.3	4	28.6	118	26.0
Admin. & Finance	0	0	23	14.6	20	15.6	1	7.1	44	9.7
University Advancement	0	0	13	8.3	7	5.5	1	7.1	21	4.6
President's Office	0	0	4	2.5	2	1.6	0	0	6	1.3
Other	49	31.8	25	15.9	30	23.4	5	35.7	109	24.1
Total	154	100	157	100	128	100	14	100	453	100
Status										
Full-Time	179	93.7	149	93.1	117	84.2	12	85.7	457	90.7
Part-Time	12	6.3	11	6.9	22	15.8	2	14.3	47	9.3
Total	191	100	160	100	139	100	14	100	504	100
Sex										
Male	94	50.8	55	35.5	23	17.0	5	35.7	177	36.2
Female	91	49.2	100	64.5	112	83.0	9	64.3	312	63.8
Total	185	100	155	100	135	100	14	100	489	100
Race/Ethnicity										
Caucasian	167	94.4	146	93.6	125	91.2	14	100	452	93.4
African American	1	0.6	5	3.2	8	5.8	0	0	14	2.9
Asian/Pacific Islander	3	2.3	1	0.6	0	0	0	0	5	1.0
Hispanic	2	1.1	3	1.9	2	1.5	0	0	7	1.4
Native American	2	1.1	0	0	0	0	0	0	2	0.4
Other	1	0.6	1	0.6	2	1.5	0	0	4	0.8
Total	176	100	156	100	137	100	14	100	484	100

Results

Summary tables and charts of responses to the survey questions show the number and the percent responding to each question. Responses to each question are also presented in summary tables and charts broken down by academic division and employment classification. Data for some respondents was unavailable; therefore, some percentages reflect this missing data.

Subsequent to data analysis of the UNI Faculty and Staff Climate Survey, certain patterns of response emerged. These survey response sets highlight key issues of importance for UNI faculty and staff members. Certain patterns of response may indicate a need for future examination of relationships in the university environment.

The following list presents some of the key observations of the survey. Please note that agreement is presented in terms of individuals who responded either "agree" or "strongly agree" to the survey items.

❖ Faculty and staff perceive UNI as a friendly environment.
  ▪ Nearly 70 percent (69.7%) of faculty and staff agree that the UNI campus is friendly and welcoming to all faculty, staff, and students (Q22).
  ▪ Faculty and staff feel a sense of belonging to the university community (Q11; 65.8%).
  ▪ 64.7% of faculty and staff are pleased with the number of new and close friendships they have developed at UNI (Q13).

❖ Faculty and staff perceive UNI as a fair and ethical environment.
  ▪ Over half of the survey respondents (53.8%) feel that faculty and staff are treated fairly at UNI (Q24).
  ▪ Almost two thirds of the respondents (62.0%) feel that UNI promotes high ethical standards (Q26).
  ▪ UNI faculty and staff exhibit high ethical standards (Q27; 61.7%).
  ▪ While 49.8 % of faculty and staff respondents believe that UNI students exhibit high ethical standards (Q28), many are neutral on this item (34.4%).

❖ Faculty and staff generally perceive UNI as an environment that promotes multicultural / multinational education and experiences.
  ▪ I have experienced positive social interactions with faculty, staff, or students who have different backgrounds or beliefs than my own (Q17; 83.4%).
  ▪ Over half of faculty and staff respondents (61.3%) agree that UNI values all its members regardless of race, ethnicity, sex, age, sexual orientation, religious beliefs, physical disability, or socioeconomic status (Q20).

- Only 38.9% of respondents believe that faculty members effectively prepare UNI students to be contributing members of a multicultural / multinational world (Q16).

❖ UNI's commitment to diversity is generally perceived to be strong and widespread.
- The expression of diverse points of view is encouraged (Q23; 61.3%).
- A large number of faculty and staff respondents (76.7%) have had opportunities through UNI to communicate with people from other cultures (Q14).
- While 34.6% of respondents indicate that faculty include information on multiple cultures and points of view in their classroom (Q15), most respondents indicated that they did not have enough applicable information to answer this question (23.1%) or that their opinion was neutral (32.8%).
- Less than one fourth of respondents (24.4%) indicated that they had experienced a prejudicial remark or behavior on campus tied to their race, ethnicity, sex, age, sexual orientation, religious beliefs, physical disability, or socioeconomic status (Q21).

❖ UNI faculty and staff provide a supportive learning environment for students.
- Approximately forty percent (40.7%) of respondents felt that faculty and staff gave high quality advising to UNI students (Q6).
- Almost fifty percent (49.6%) of respondents believed that faculty members collaborate with students on academic or extracurricular activities (Q9).
- Forty-five percent (45.3%) of respondents indicated that faculty members encourage students to collaborate with them on academic or extracurricular activities (Q10). Most of the respondents to this question, however, responded as neutral or not applicable (45.9%).
- Faculty and staff have developed high quality mentoring relationships with students (Q7; 55.9%).

❖ It can be expected that faculty and staff members are going to have differing opinions from students on campus and vice versa. However, faculty, staff, and students agree on several points as well. Below are a few highlights of the comparison between the UNI Faculty and Staff Climate Survey and the UNI Student Climate Survey.

- UNI faculty, staff and students agree that faculty and staff encourage students to collaborate with them on academic or extracurricular activities (Q10; faculty and staff mean 2.99, student mean 3.04).

- UNI faculty, staff and students differ in their opinions regarding the extent to which students are prepared to enter a multicultural/multinational world. Students indicated that they were prepared to be contributing members of a multicultural/multinational world (Q16; mean 3.84) whereas faculty indicated that they generally did not feel they had adequately prepared students to be contributing members of a multicultural/multinational world (Q16; mean 2.81).

- While faculty and staff do not feel that they adequately cover diverse points of view in their classrooms (Q15; mean 2.6), students feel that their major sufficiently includes information on multiple cultures and points of view (Q15; mean 3.33).

Figure 1
Comparison of the UNI Faculty and Staff Climate Survey
and the UNI Student Climate Survey: Mean Ratings
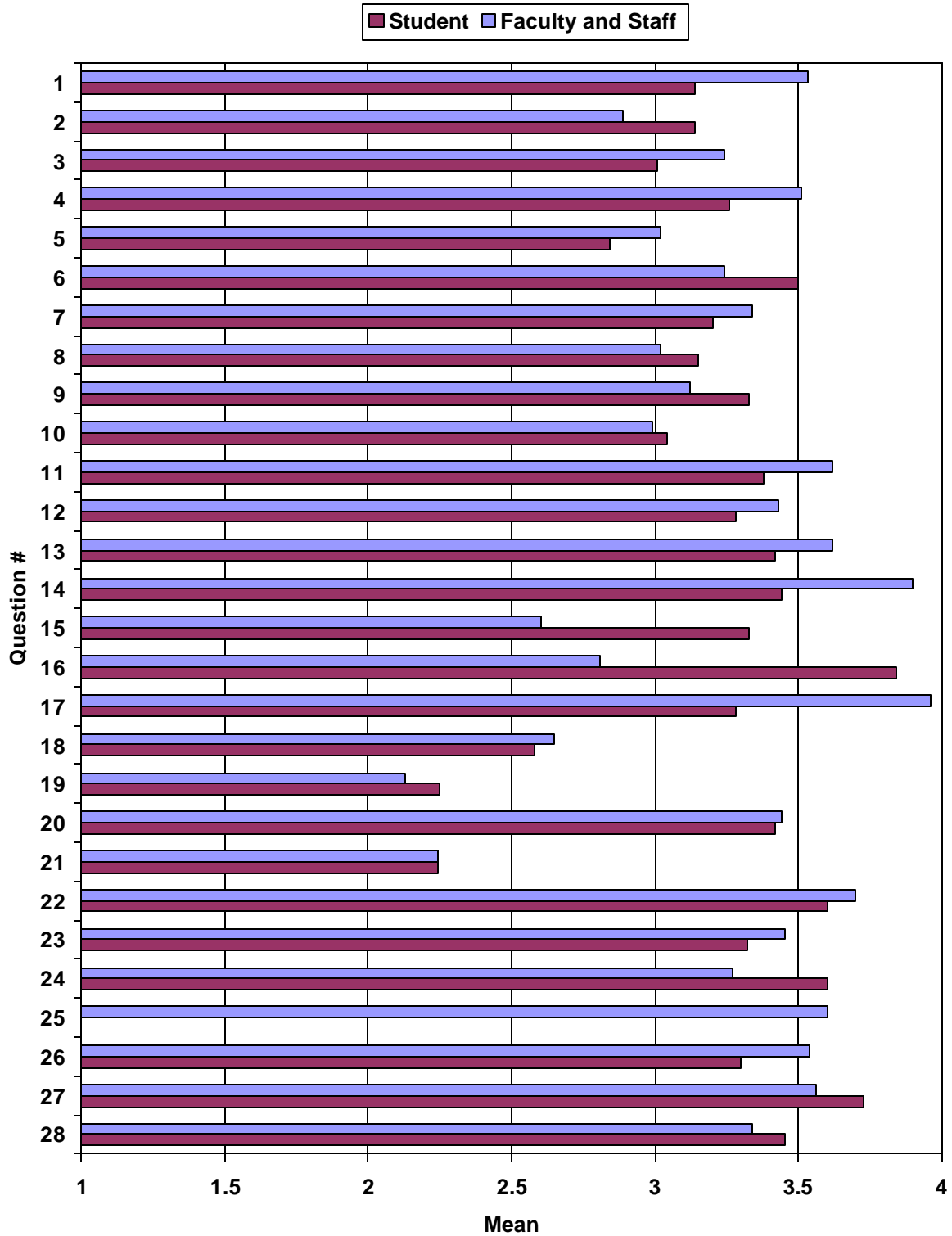
Summary of Responses

Q1. Faculty and staff encourage students to participate in clubs and organizations directly related to their major or professional preparation.

	Frequency	Percent
Strongly Disagree	1	0.2
Disagree	16	3.1
Neutral	86	16.4
Agree	246	46.9
Strongly Agree	115	21.9
Not Applicable	60	11.5
Total	524	100.0
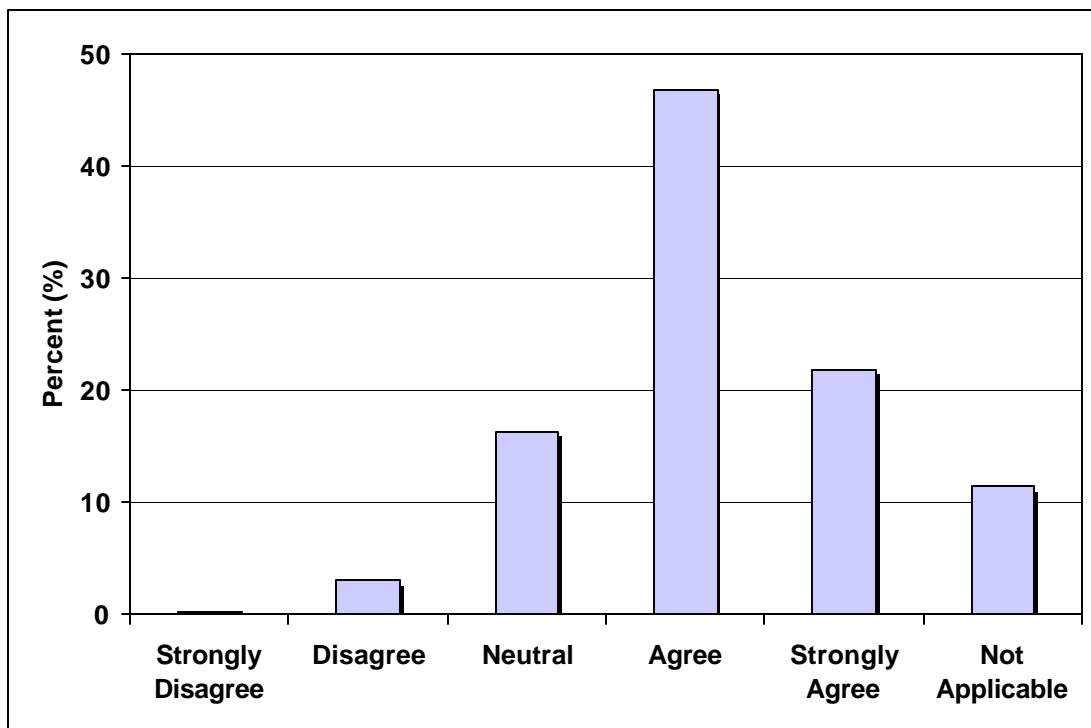
Q2. Faculty and staff encourage students to participate in clubs and organizations outside those directly related to their major or professional preparation.

	Frequency	Percent
Strongly Disagree	11	2.1
Disagree	58	11.1
Neutral	209	39.9
Agree	141	26.9
Strongly Agree	39	7.4
Not Applicable	66	12.6
Total	524	100.0
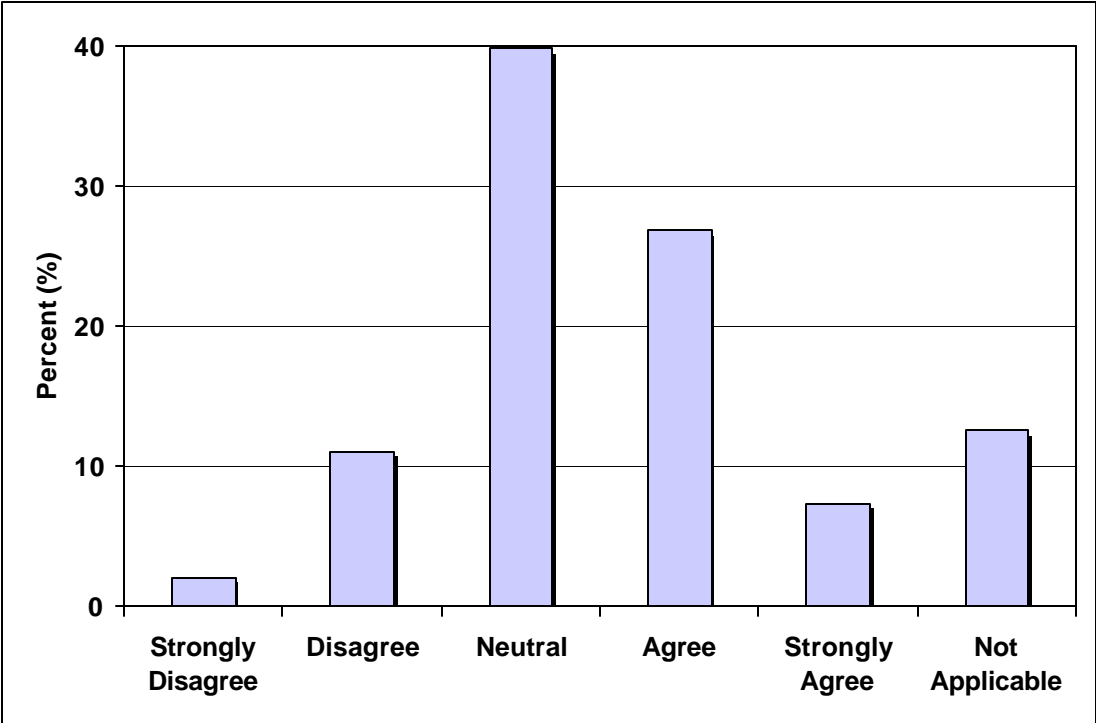
Q3. Faculty and staff encourage students to participate in university-related cultural activities (e.g. music, theater, art, literature/poetry readings).

	Frequency	Percent
Strongly Disagree	10	1.9
Disagree	32	6.1
Neutral	143	27.3
Agree	216	41.2
Strongly Agree	66	12.6
Not Applicable	57	10.9
Total	524	100.0
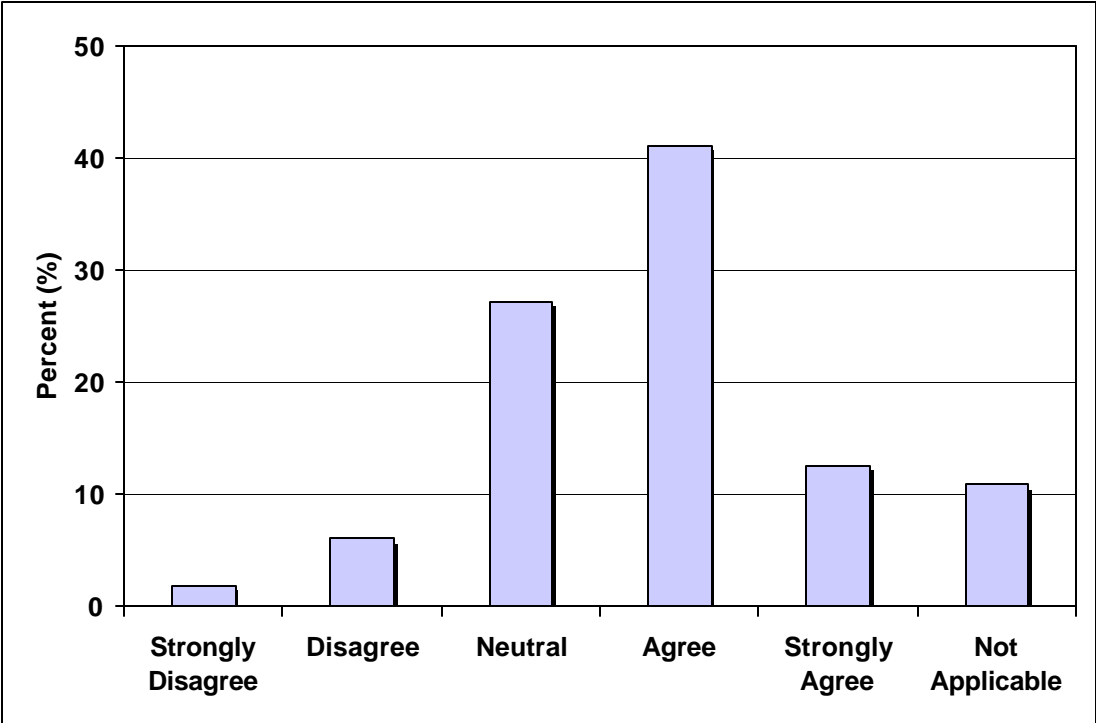
Q4. Faculty and staff encourage students to participate in university-related intellectual activities (e.g. guest speakers, symposia, conferences).

	Frequency	Percent
Strongly Disagree	3	0.6
Disagree	20	3.8
Neutral	97	18.5
Agree	266	50.8
Strongly Agree	88	16.8
Not Applicable	50	9.5
Total	524	100.0
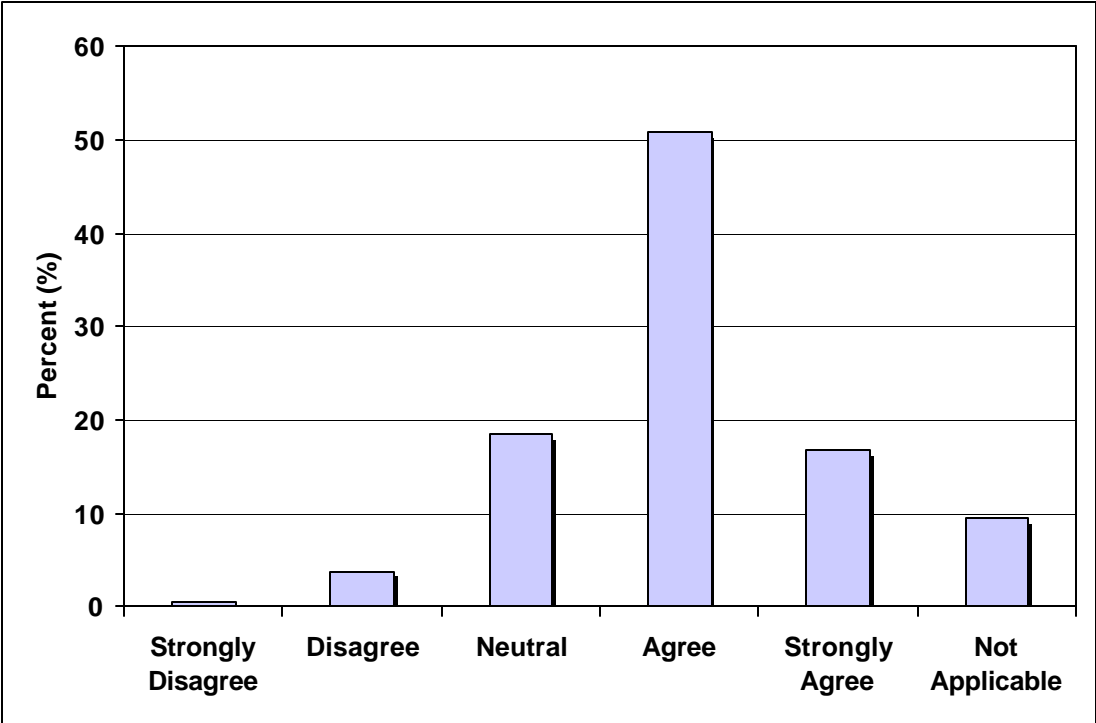
Q5. Faculty and staff encourage students to participate in university-related recreational activities (e.g. intramurals, wellness activities).

	Frequency	Percent
Strongly Disagree	10	1.9
Disagree	61	11.6
Neutral	183	34.9
Agree	164	31.3
Strongly Agree	49	9.4
Not Applicable	57	10.9
Total	524	100.0
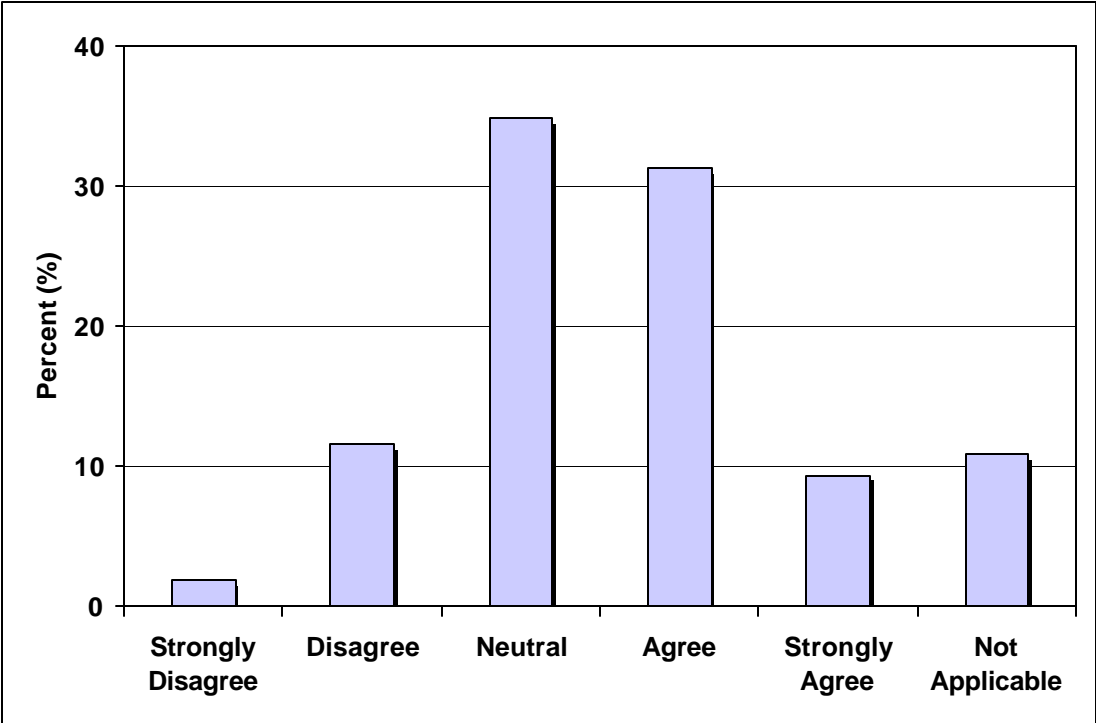
Q6. Faculty and staff give high quality advising to UNI students.

	Frequency	Percent
Strongly Disagree	14	2.7
Disagree	55	10.5
Neutral	110	21.0
Agree	216	41.2
Strongly Agree	76	14.5
Not Applicable	53	10.1
Total	524	100.0
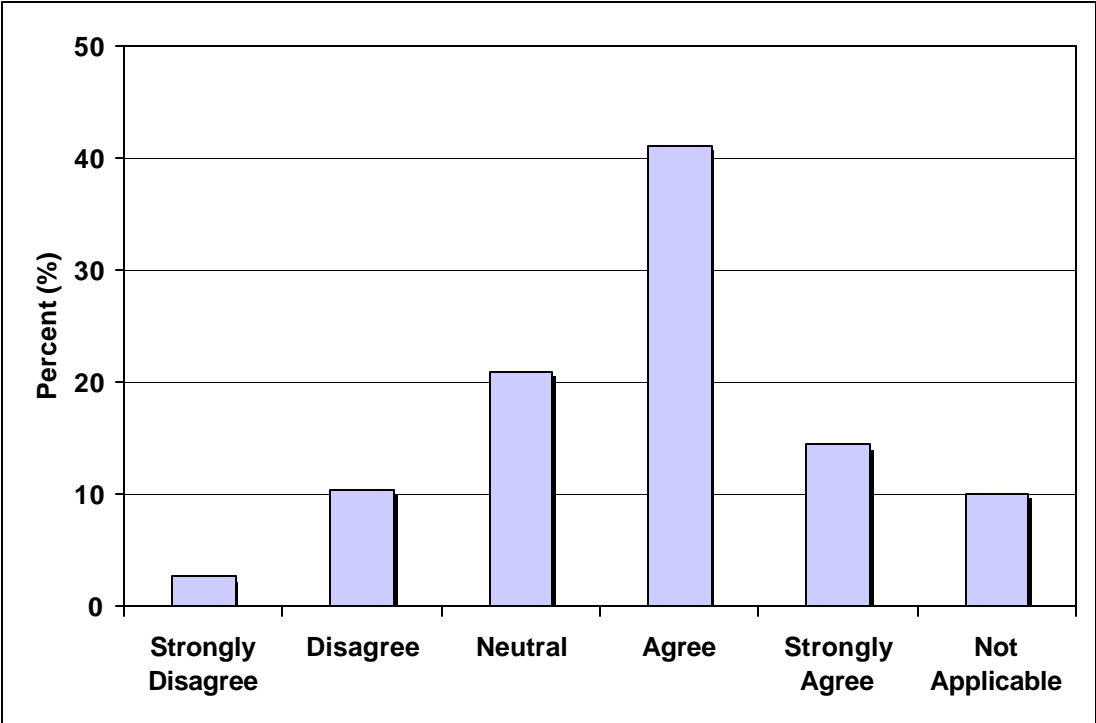
Q7. Faculty and staff have developed high quality mentoring relationships with students.

	Frequency	Percent
Strongly Disagree	10	1.9
Disagree	37	7.1
Neutral	138	26.3
Agree	211	40.3
Strongly Agree	82	15.6
Not Applicable	46	8.8
Total	524	100.0
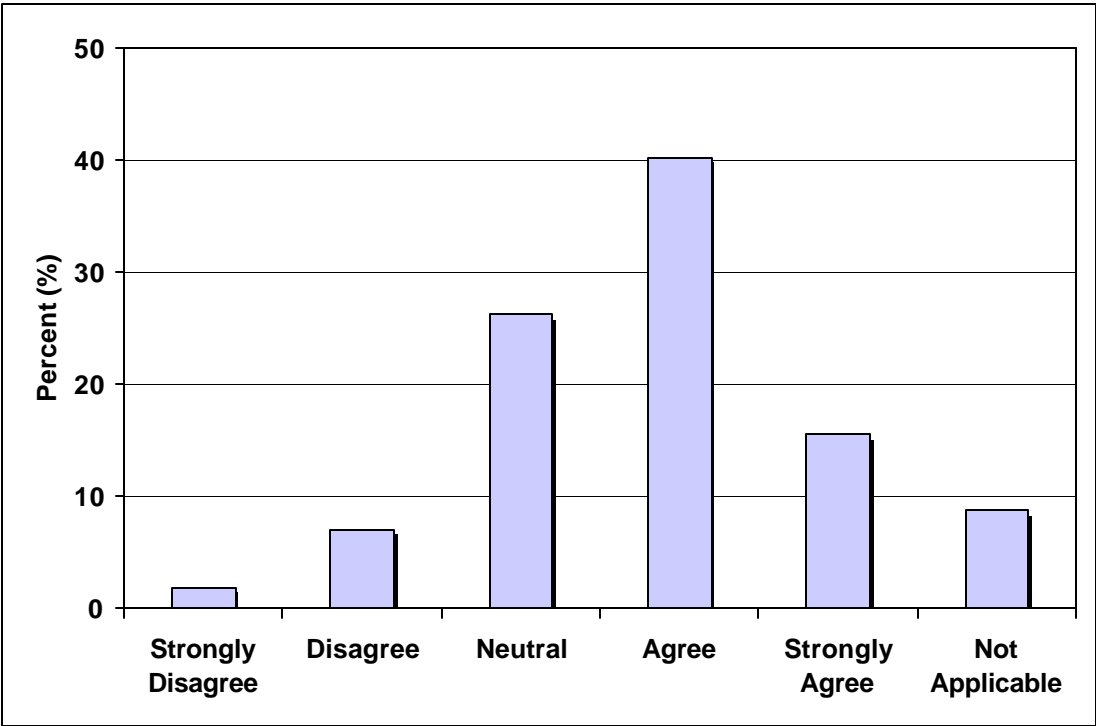
Q8. Faculty and staff participate in activities sponsored by students, clubs, and organizations.

	Frequency	Percent
Strongly Disagree	19	3.6
Disagree	71	13.5
Neutral	161	30.7
Agree	191	36.5
Strongly Agree	35	6.7
Not Applicable	47	9.0
Total	524	100.0
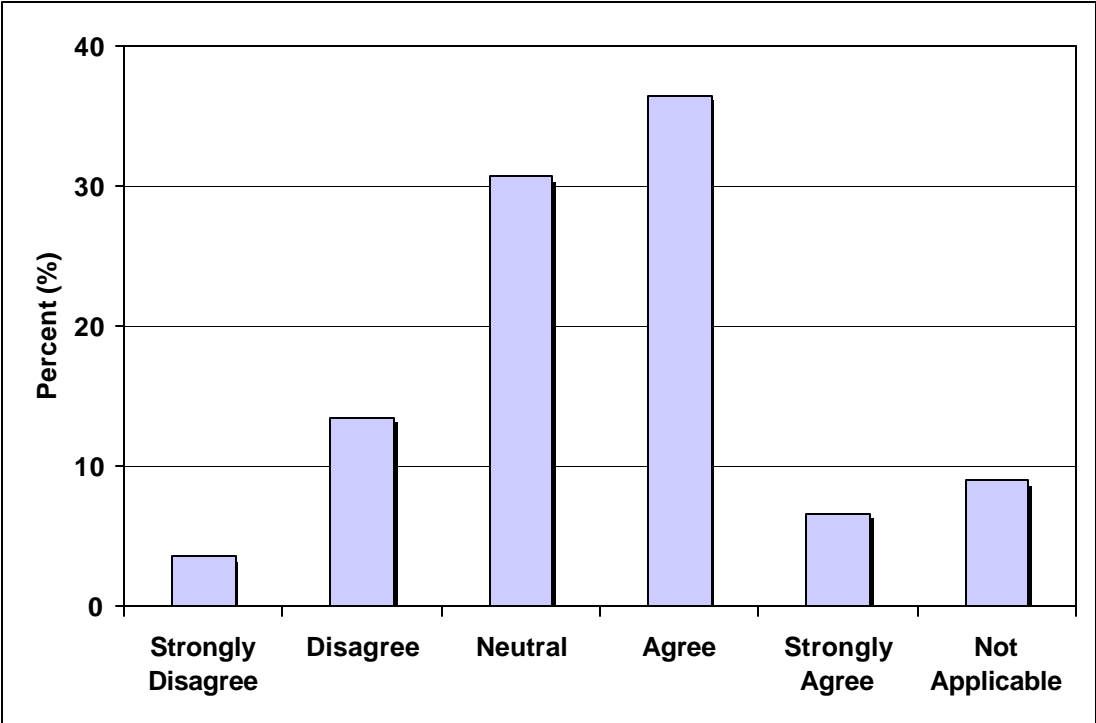
Q9. Faculty collaborate with students on academic or extracurricular activities.

	Frequency	Percent
Strongly Disagree	7	1.3
Disagree	46	8.8
Neutral	143	27.3
Agree	194	37.0
Strongly Agree	66	12.6
Not Applicable	68	13.0
Total	524	100
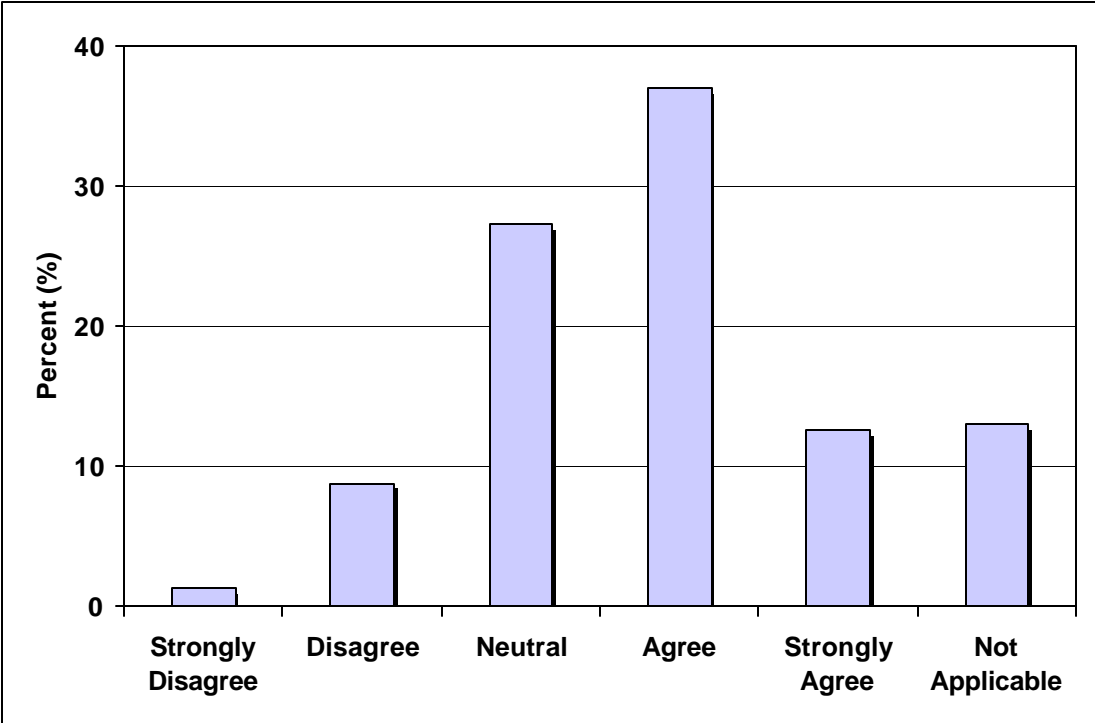
Q10. Faculty encourage students to collaborate with them on academic or extracurricular activities.

	Frequency	Percent
Strongly Disagree	9	1.7
Disagree	37	7.1
Neutral	159	30.3
Agree	178	34.0
Strongly Agree	59	11.3
Not Applicable	82	15.6
Total	524	100.0
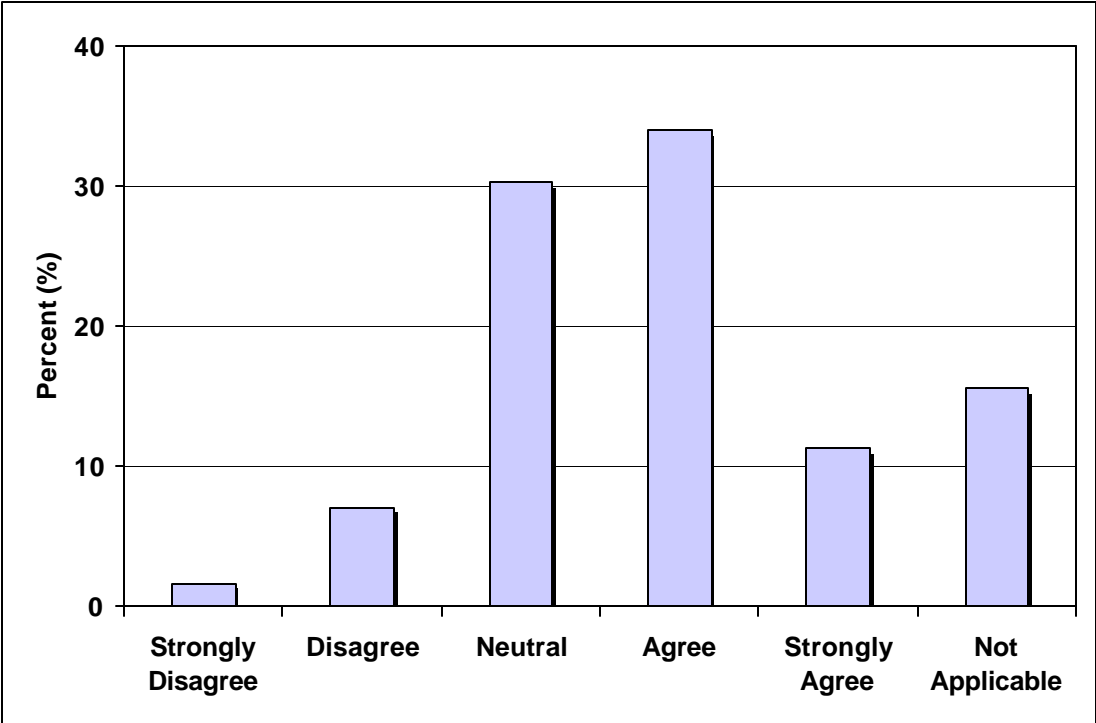
Q11. I feel a sense of belonging to the university community.

	Frequency	Percent
Strongly Disagree	31	5.9
Disagree	48	9.2
Neutral	95	18.1
Agree	239	45.6
Strongly Agree	106	20.2
Not Applicable	5	1.0
Total	524	100.0
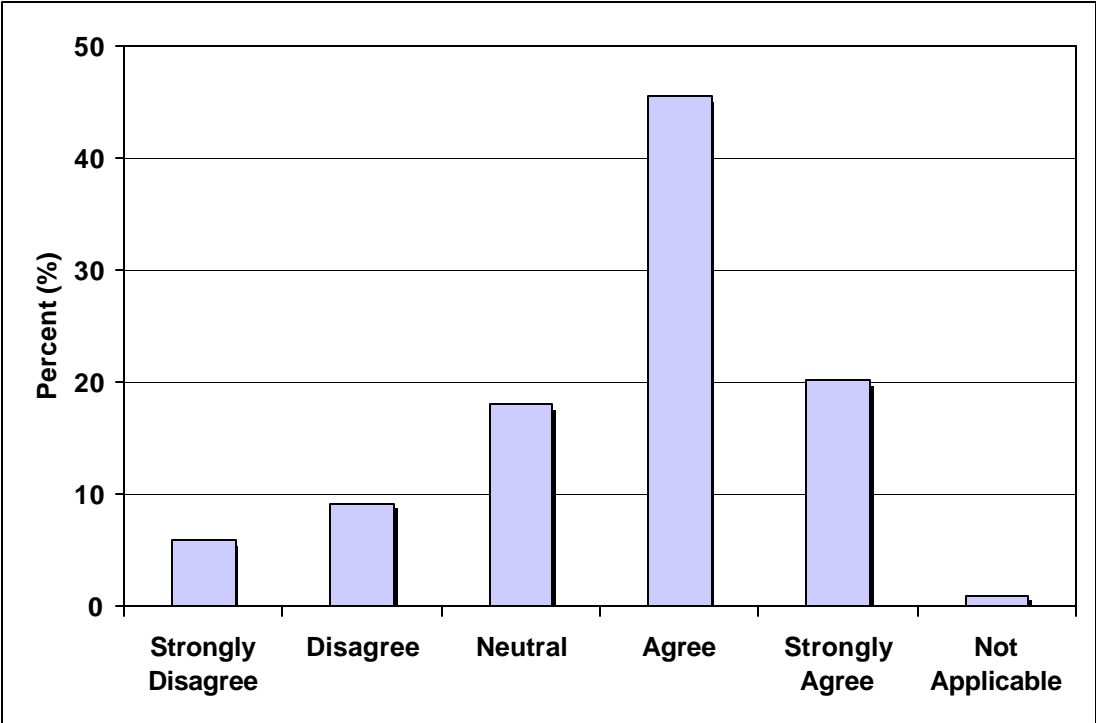
Q12. I feel valued as a member of the UNI community.

	Frequency	Percent
Strongly Disagree	50	9.5
Disagree	64	12.2
Neutral	93	17.7
Agree	206	39.3
Strongly Agree	103	19.7
Not Applicable	8	1.5
Total	524	100.0

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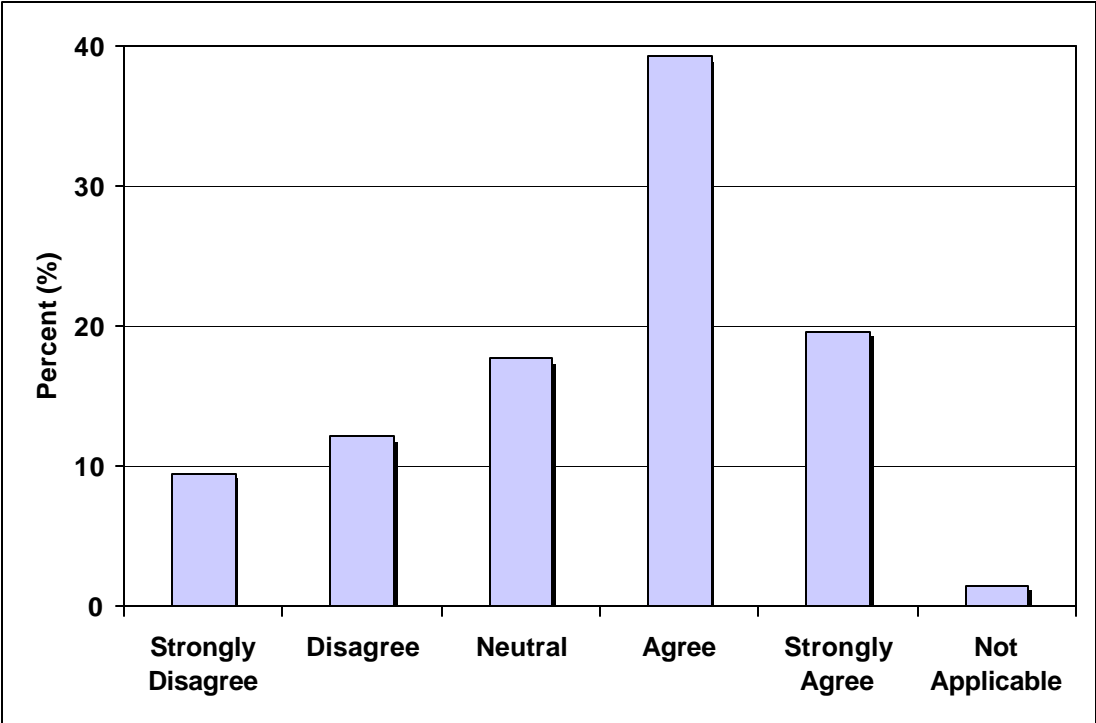
Q13. I am pleased with the number of new and close friendships I have developed at UNI.

	Frequency	Percent
Strongly Disagree	30	5.7
Disagree	50	9.5
Neutral	100	19.1
Agree	228	43.5
Strongly Agree	111	21.2
Not Applicable	5	1.0
Total	524	100.0
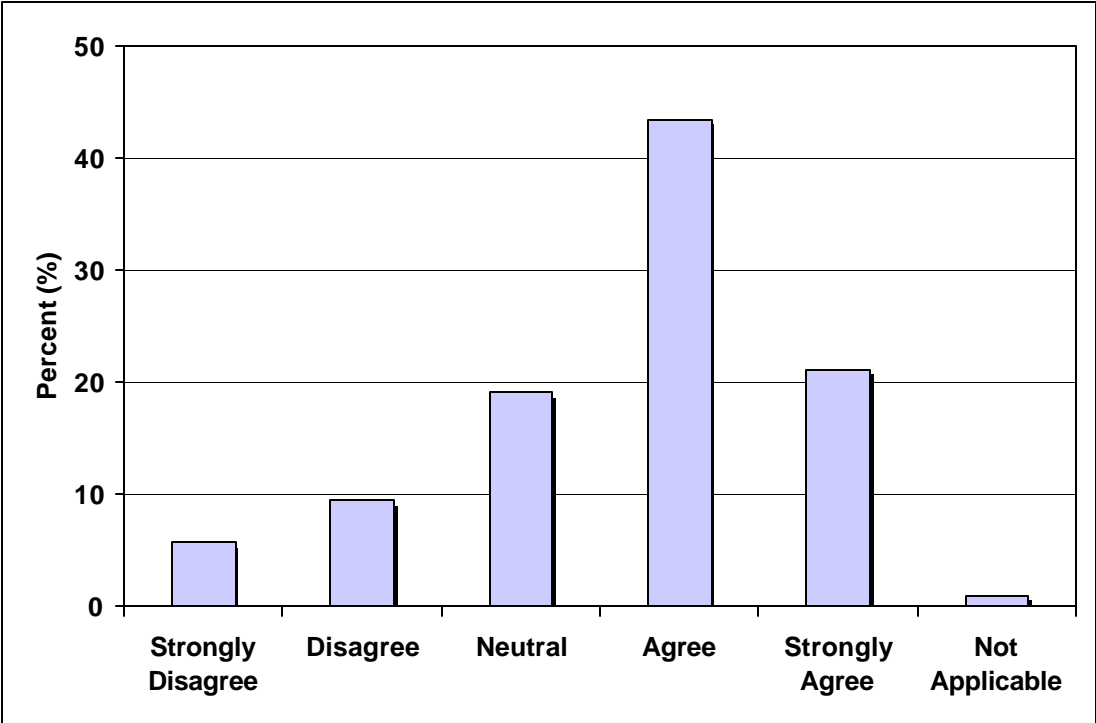
Q14. I have had opportunities through UNI to communicate with people from other cultures.

	Frequency	Percent
Strongly Disagree	14	2.7
Disagree	38	7.3
Neutral	64	12.2
Agree	250	47.7
Strongly Agree	152	29.0
Not Applicable	6	1.1
Total	524	100.0
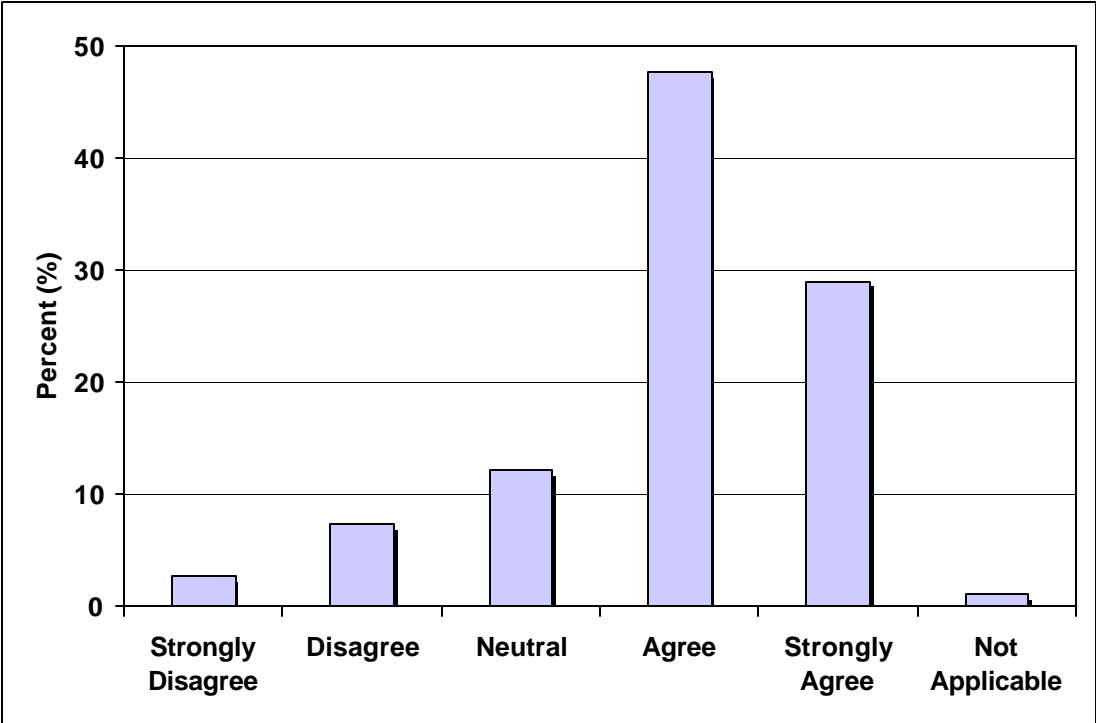
Q15. Faculty include information on multiple cultures and points of view in their classroom.

	Frequency	Percent
Strongly Disagree	15	2.9
Disagree	35	6.7
Neutral	172	32.8
Agree	144	27.5
Strongly Agree	37	7.1
Not Applicable	121	23.1
Total	524	100.0
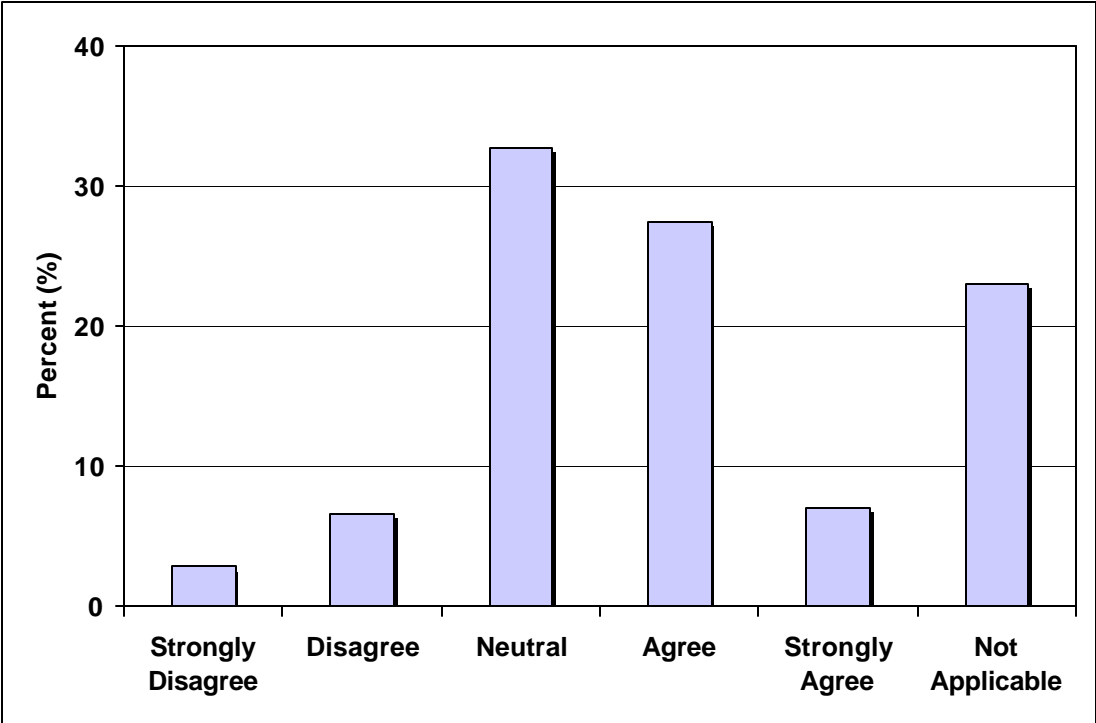
Q16. Faculty effectively prepare UNI students to be contributing members of a multicultural/multinational world.

	Frequency	Percent
Strongly Disagree	20	3.8
Disagree	56	10.7
Neutral	164	31.3
Agree	172	32.8
Strongly Agree	32	6.1
Not Applicable	80	15.3
Total	524	100.0
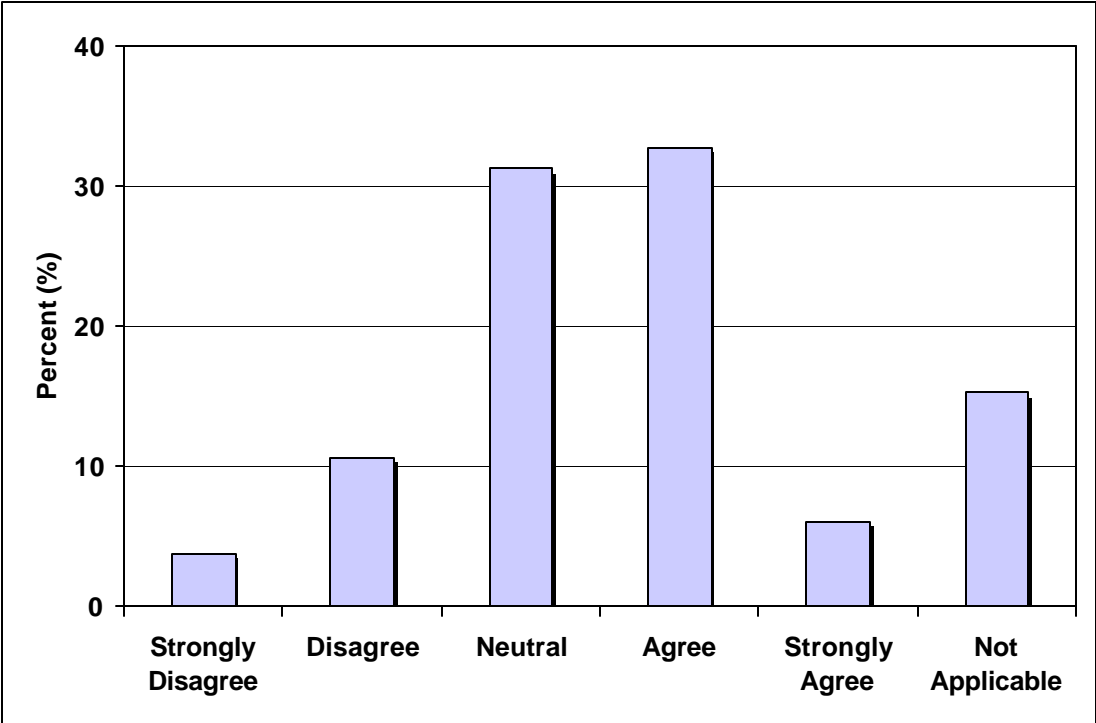
Q17. I have experienced positive social interactions with faculty, staff, or students who have different backgrounds or beliefs than my own.

	Frequency	Percent
Strongly Disagree	9	1.7
Disagree	17	3.2
Neutral	51	9.7
Agree	304	58.0
Strongly Agree	133	25.4
Not Applicable	10	1.9
Total	524	100.0
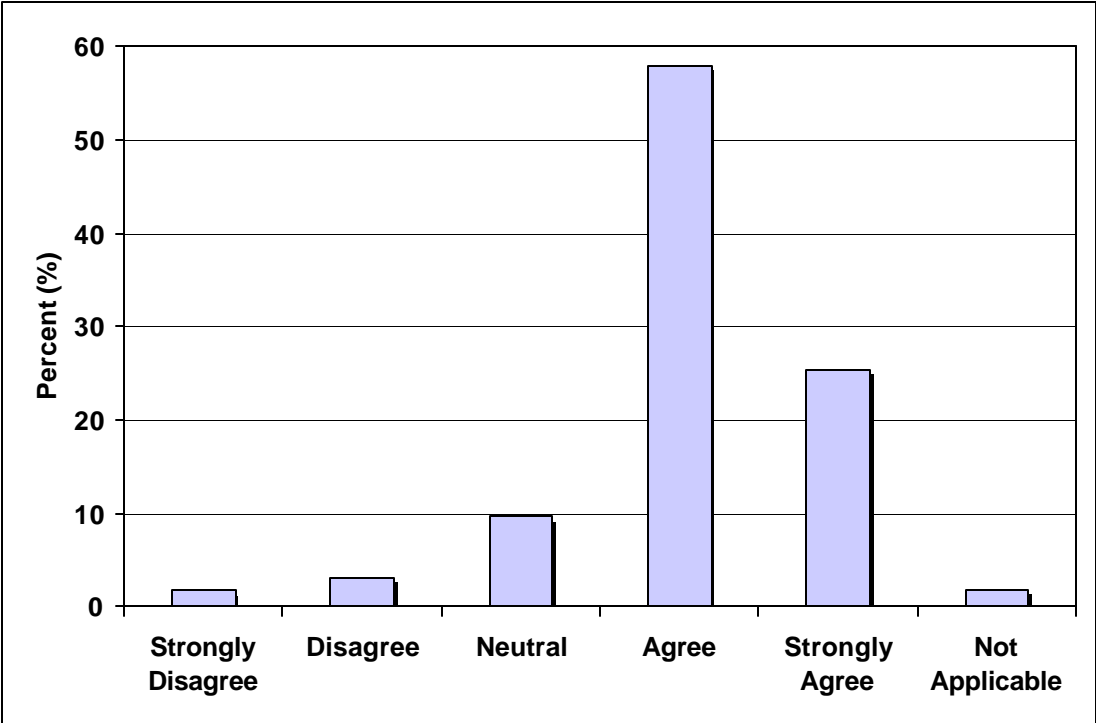
Q18. I have observed prejudicial remarks o r behaviors directed toward faculty, staff, or students based on race, ethnicity, sex, age, sexual orientation, religious beliefs, physical disability, or socioeconomic status.

	Frequency	Percent
Strongly Disagree	100	19.1
Disagree	161	30.7
Neutral	72	13.7
Agree	127	24.2
Strongly Agree	49	9.4
Not Applicable	15	2.9
Total	524	100.0
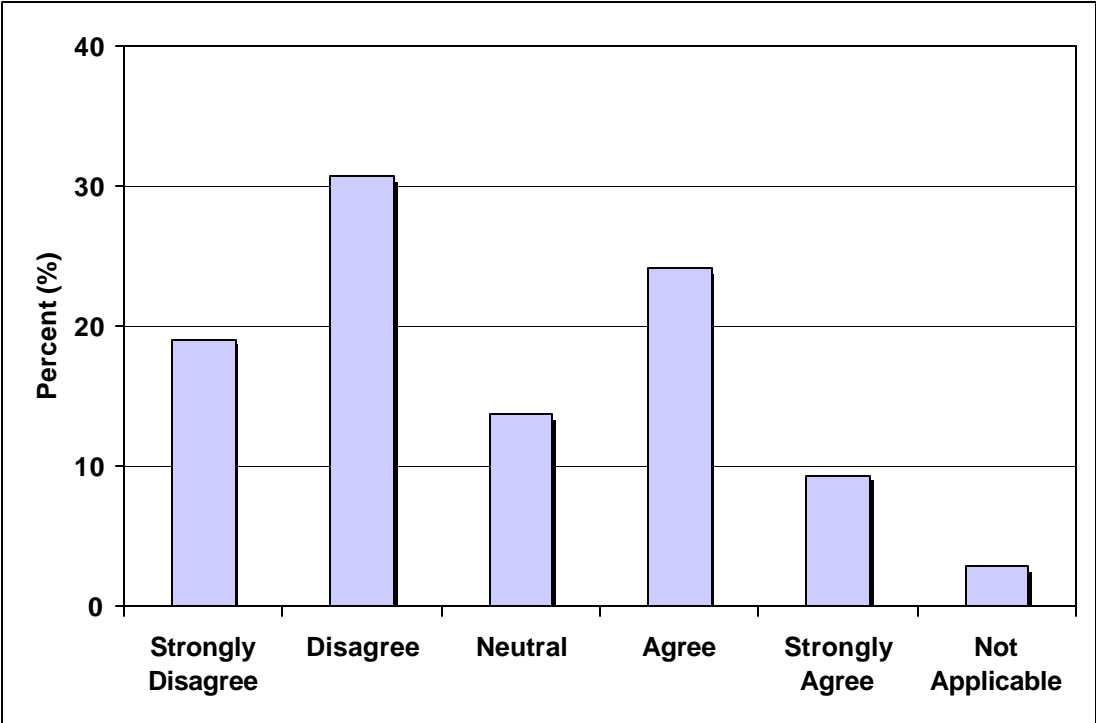
Q19. I feel isolated at UNI.

	Frequency	Percent
Strongly Disagree	176	33.6
Disagree	181	34.5
Neutral	85	16.2
Agree	51	9.7
Strongly Agree	24	4.6
Not Applicable	7	1.3
Total	524	100.0
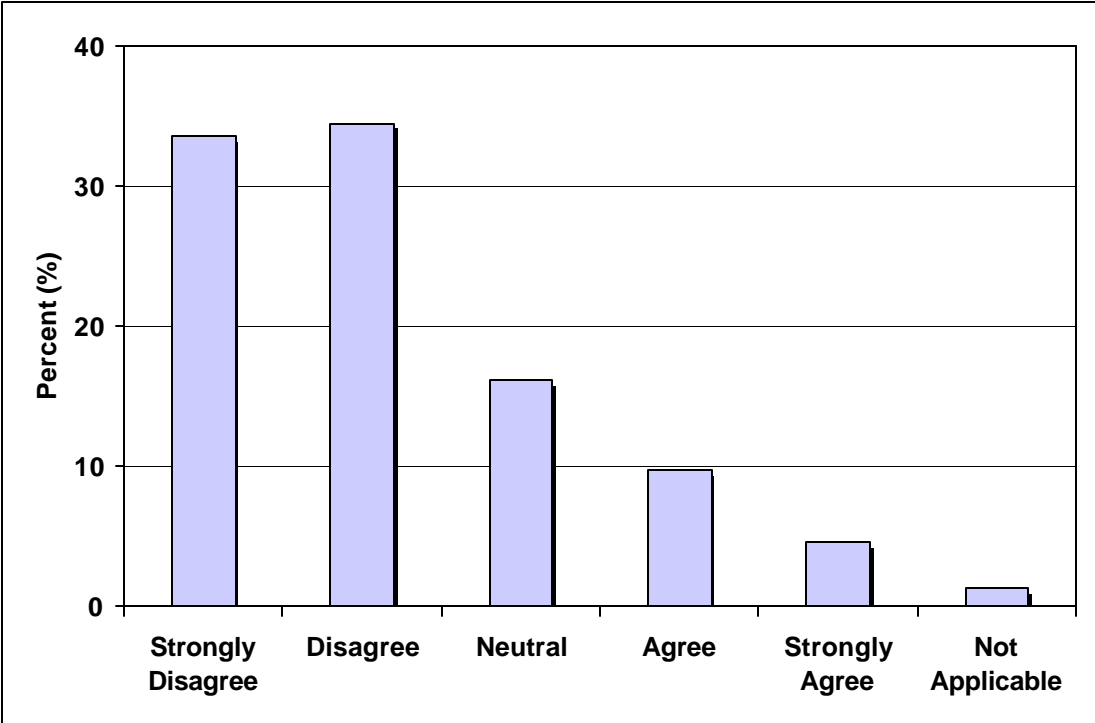
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Q20. UNI values all of its members regardless of race, ethnicity, sex, age, sexual orientation, religious beliefs, physical disability, or socioeconomic status.

	Frequency	Percent
Strongly Disagree	35	6.7
Disagree	66	12.6
Neutral	88	16.8
Agree	232	44.3
Strongly Agree	89	17.0
Not Applicable	14	2.7
Total	524	100.0
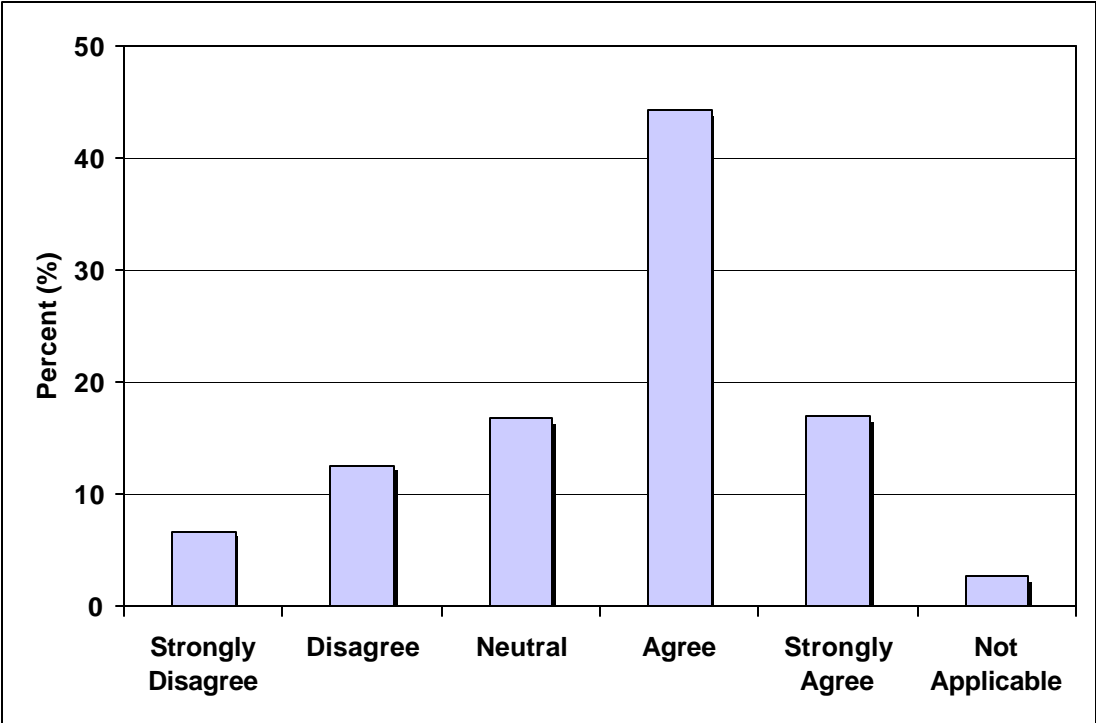
Q21. I have experienced a prejudicial remark or behavior on campus tied to my race, ethnicity, sex, age, sexual orientation, religious beliefs, physical disability, or socioeconomic status.

	Frequency	Percent
Strongly Disagree	181	34.5
Disagree	129	24.6
Neutral	59	11.3
Agree	82	15.6
Strongly Agree	46	8.8
Not Applicable	27	5.2
Total	524	100.0
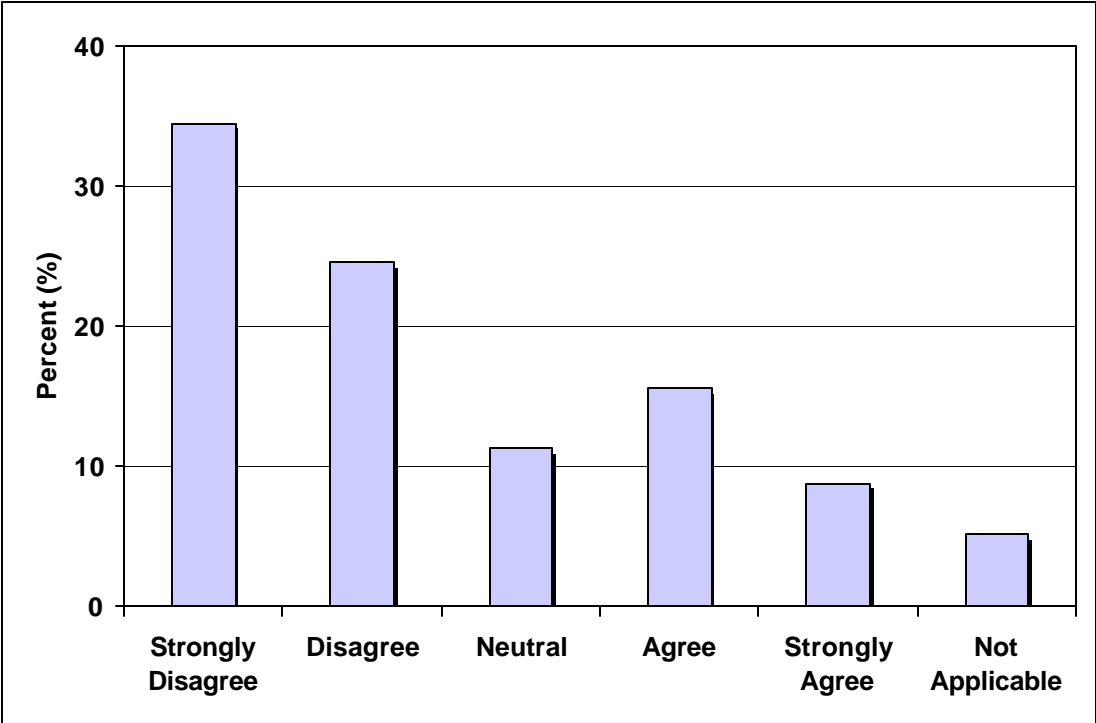
Q22. UNI campus is friendly and welcoming to all faculty, staff, and students.

	Frequency	Percent
Strongly Disagree	16	3.1
Disagree	50	9.5
Neutral	85	16.2
Agree	266	50.8
Strongly Agree	99	18.9
Not Applicable	7	1.3
Total	523	99.8
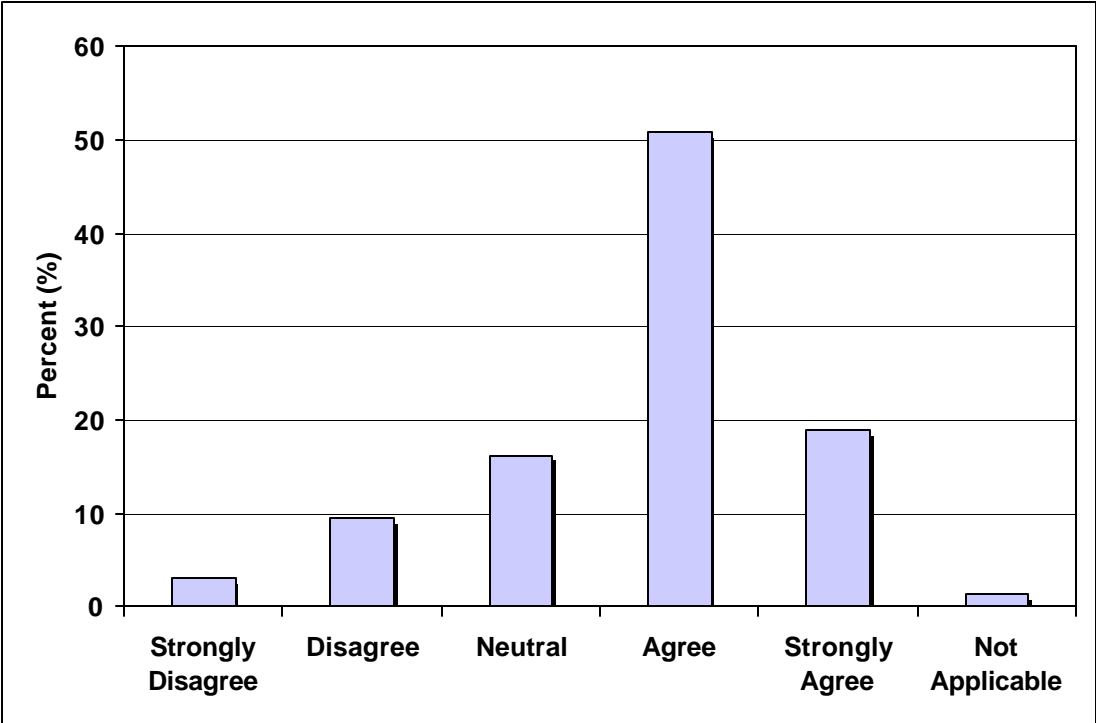
Q23. The expression of diverse points of view is encouraged.

	Frequency	Percent
Strongly Disagree	28	5.3
Disagree	64	12.2
Neutral	100	19.1
Agree	253	48.3
Strongly Agree	68	13.0
Not Applicable	11	2.1
Total	524	100.0
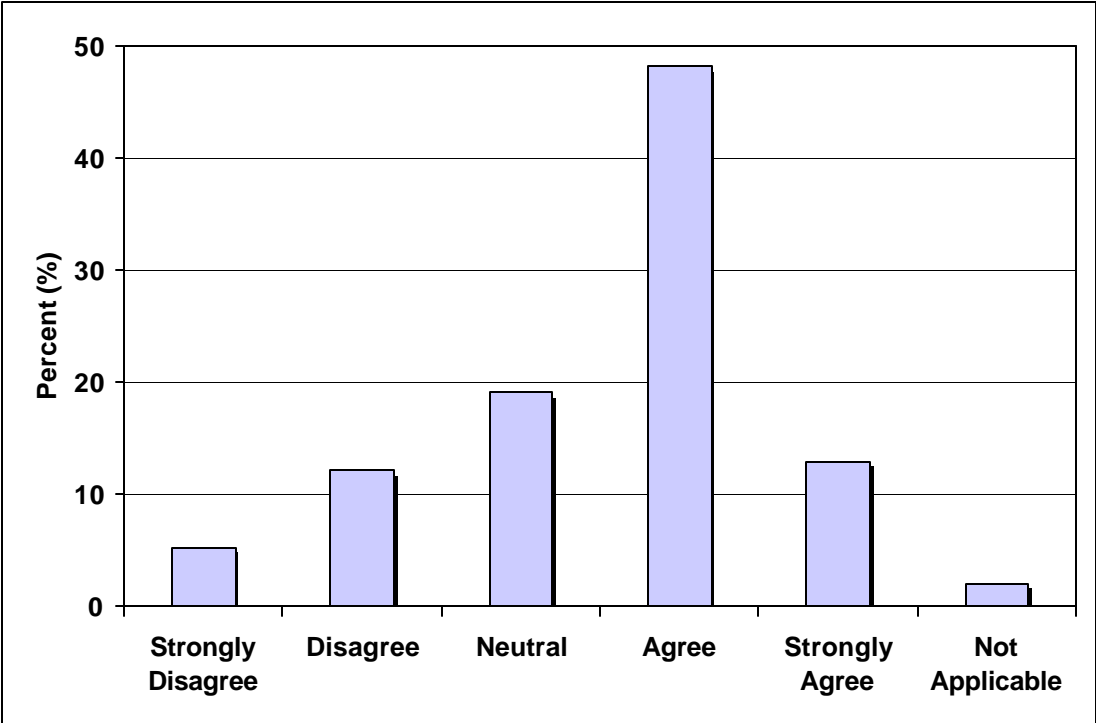
Q24. Faculty and staff are treated fairly.

	Frequency	Percent
Strongly Disagree	44	8.4
Disagree	70	13.4
Neutral	116	22.1
Agree	231	44.1
Strongly Agree	51	9.7
Not Applicable	12	2.3
Total	524	100.0
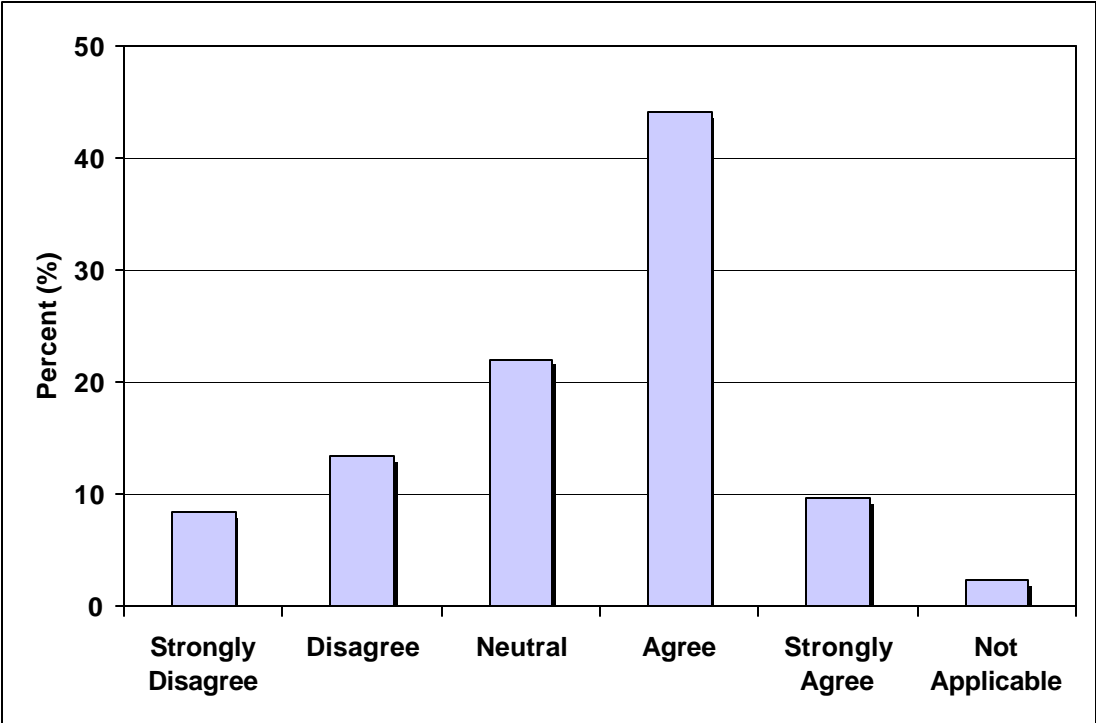
Q25. UNI provides opportunities for participation in university governance activities.

	Frequency	Percent
Strongly Disagree	21	4.0
Disagree	28	5.3
Neutral	121	23.1
Agree	254	48.5
Strongly Agree	87	16.6
Not Applicable	13	2.5
Total	524	100.0
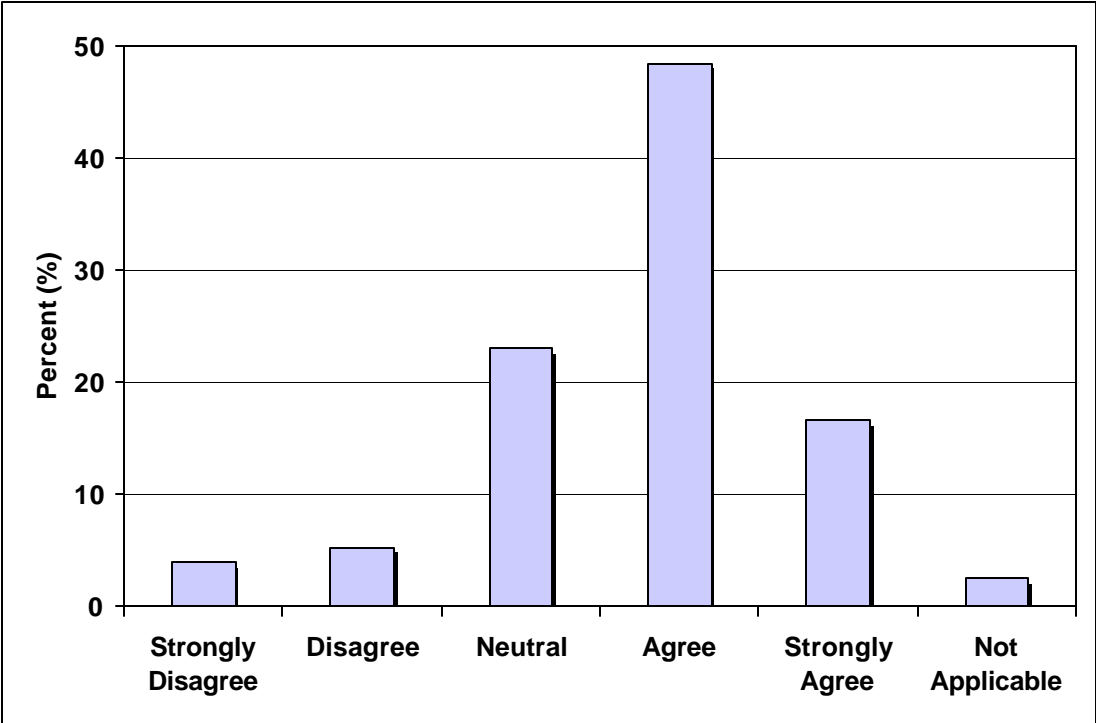
Q26. UNI promotes high ethical standards.

	Frequency	Percent
Strongly Disagree	25	4.8
Disagree	44	8.4
Neutral	122	23.3
Agree	248	47.3
Strongly Agree	77	14.7
Not Applicable	8	1.5
Total	524	100.0
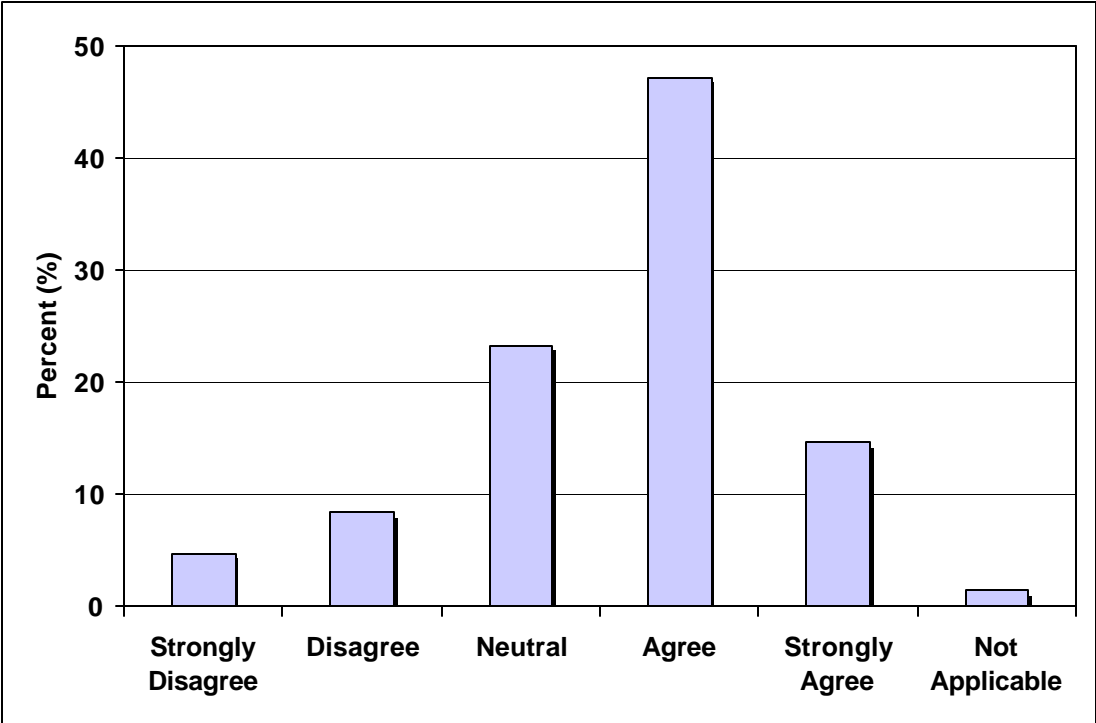
Q27. UNI faculty and staff exhibit high ethical standards.

	Frequency	Percent
Strongly Disagree	15	2.9
Disagree	43	8.2
Neutral	134	25.6
Agree	255	48.7
Strongly Agree	68	13.0
Not Applicable	9	1.7
Total	524	100.0
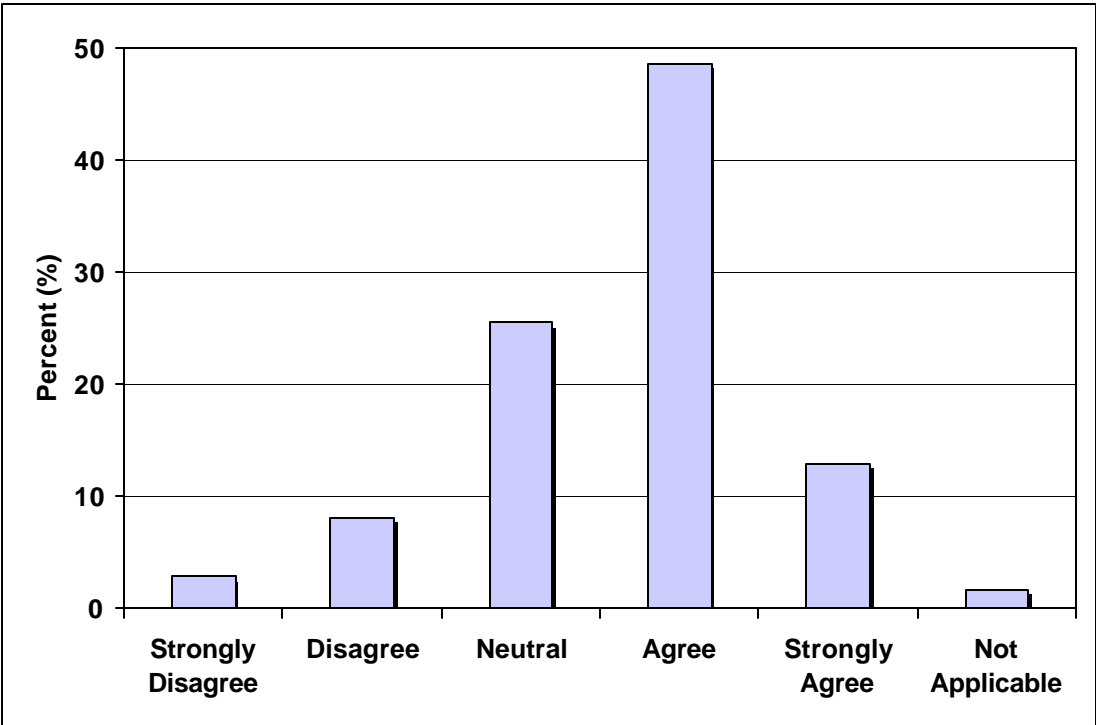
Q28. UNI students exhibit high ethical standards.

	Frequency	Percent
Strongly Disagree	8	1.5
Disagree	61	11.6
Neutral	180	34.4
Agree	224	42.7
Strongly Agree	37	7.1
Not Applicable	14	2.7
Total	524	100.0
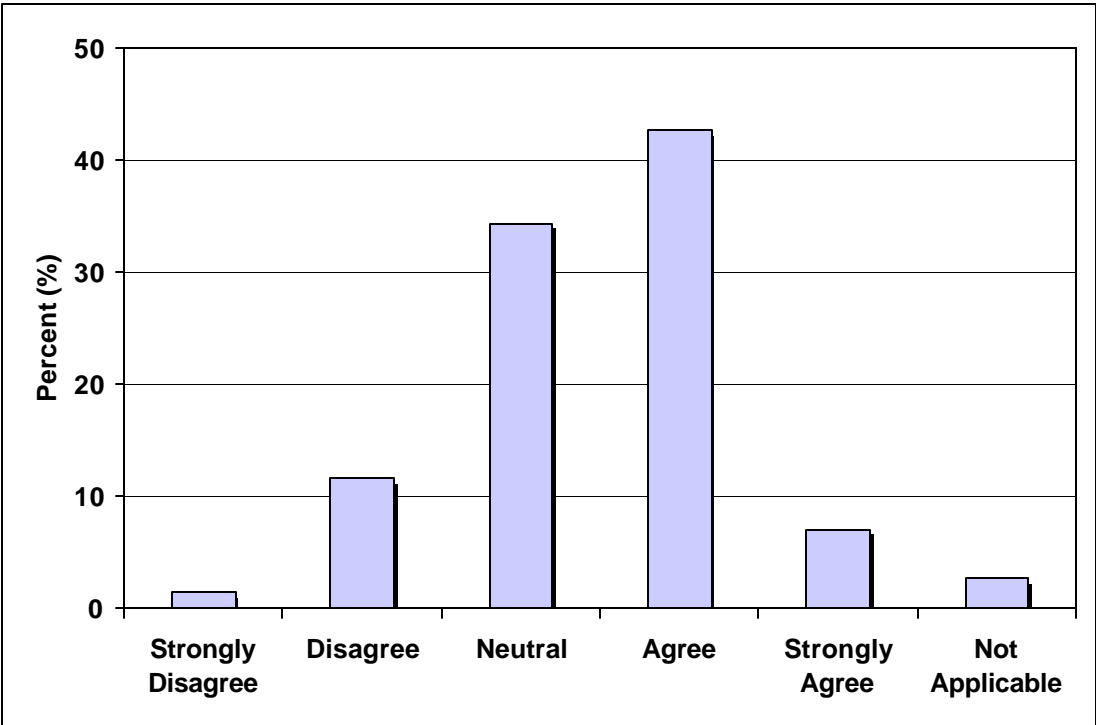
Summary of Responses by Division

Q1. Faculty and staff encourage students to participate in clubs and organizations directly related to their major or professional preparation.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		NA		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Academic Affairs	0	0	2	1.3	18	11.5	86	55.1	36	23.1	14	9.0	156	100
Ed. & Student Services	1	0.8	5	4.2	22	18.5	50	42.0	28	23.5	13	10.9	119	100
Admin. & Finance	0	0	0	0	14	31.8	16	36.4	6	13.6	8	18.2	44	100
Advancement	0	0	0	0	2	9.5	11	52.4	3	14.3	5	23.8	21	100
President's Office	0	0	0	0	0	0	5	71.4	0	0	2	28.6	7	100
Other	0	0	6	5.4	19	17.1	49	44.1	23	20.7	14	12.6	111	100
Total	1	0.2	13	2.8	75	16.4	217	47.4	96	21.0	56	12.2	458	100

Q2. Faculty and staff encourage students to participate in clubs and organizations outside those directly related to their major or professional preparation.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		NA		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Academic Affairs	4	2.6	18	11.5	69	44.2	40	25.6	9	5.8	16	10.3	156	100
Ed. & Student Services	1	0.8	12	10.1	44	37.0	34	28.6	13	10.9	15	12.6	119	100
Admin. & Finance	1	2.3	4	9.1	19	43.2	6	13.6	6	13.6	8	18.2	44	100
Advancement	0	0	1	4.8	4	19.0	8	38.1	3	14.3	5	23.8	21	100
President's Office	0	0	0	0	1	14.3	4	57.1	0	0	2	28.6	7	100
Other	3	2.7	16	14.4	46	41.4	27	24.3	4	3.6	15	13.5	111	100
Total	9	2.0	51	11.1	183	40.0	119	26.0	35	7.6	61	13.3	458	100

Q3. Faculty and staff encourage students to participate in university-related cultural activities (e.g. music, theater, art, literature/poetry readings).

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		NA		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Academic Affairs	2	1.3	3	1.9	42	26.9	76	48.7	19	12.2	14	9.0	156	100
Ed. & Student Services	0	0	10	8.4	33	27.7	46	38.7	18	15.1	12	10.1	119	100
Admin. & Finance	2	4.5	0	0	15	34.1	12	27.3	7	15.9	8	18.2	44	100
Advancement	0	0	1	4.8	3	14.3	11	52.4	2	9.5	4	19.0	21	100
President's Office	0	0	0	0	1	14.3	4	57.1	0	0	2	28.6	7	100
Other	4	3.6	14	12.6	29	26.1	38	34.2	12	10.8	14	12.6	111	100
Total	8	1.7	28	6.1	123	26.9	187	40.8	58	12.7	54	11.8	458	100
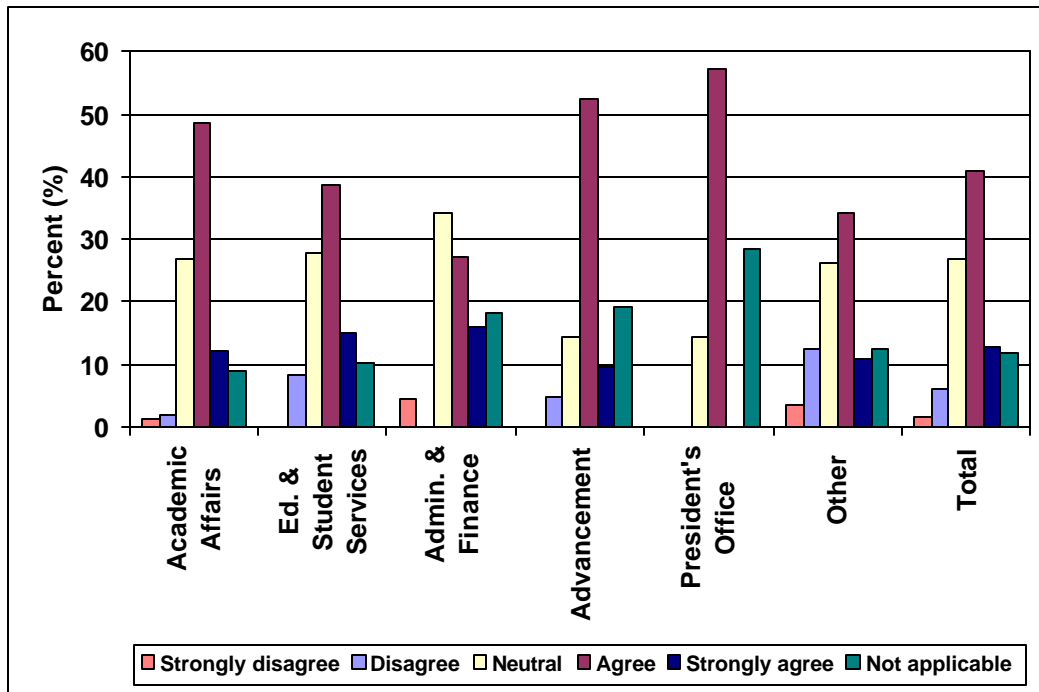
Q4. Faculty and staff encourage students to participate in university-related intellectual activities (e.g. guest speakers, symposia, conferences).

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		NA		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Academic Affairs	1	0.6	2	1.3	23	14.7	93	59.6	24	15.4	13	8.3	156	100
Ed. & Student Services	0	0	7	5.9	25	21.0	57	47.9	22	18.5	8	6.7	119	100
Admin. & Finance	1	2.3	1	2.3	17	38.6	11	25.0	8	18.2	6	13.6	44	100
Advancement	0	0	0	0	2	9.5	12	57.1	3	14.3	4	19.0	21	100
President's Office	0	0	0	0	0	0	4	57.1	0	0	3	42.9	7	100
Other	1	0.9	5	4.5	19	17.1	54	48.6	19	17.1	13	11.7	111	100
Total	3	0.7	15	3.3	86	18.8	231	50.4	76	16.6	47	10.3	458	100

Q5. Faculty and staff encourage students to participate in university-related recreational activities (e.g. intramurals, wellness activities).

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		NA		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Academic Affairs	3	1.9	15	9.6	69	44.2	45	28.8	9	5.8	15	9.6	156	100
Ed. & Student Services	1	0.8	18	15.1	28	23.5	46	38.7	16	13.4	10	8.4	119	100
Admin. & Finance	1	2.3	2	4.5	20	45.5	8	18.2	6	13.6	7	15.9	44	100
Advancement	0	0	1	4.8	4	19.0	8	38.1	3	14.3	5	23.8	21	100
President's Office	0	0	0	0	2	28.6	2	28.6	0	0	3	42.9	7	100
Other	4	3.6	17	15.3	35	31.5	31	27.9	11	9.9	13	11.7	111	100
Total	9	2.0	53	11.6	158	34.5	140	30.6	45	9.8	53	11.6	458	100
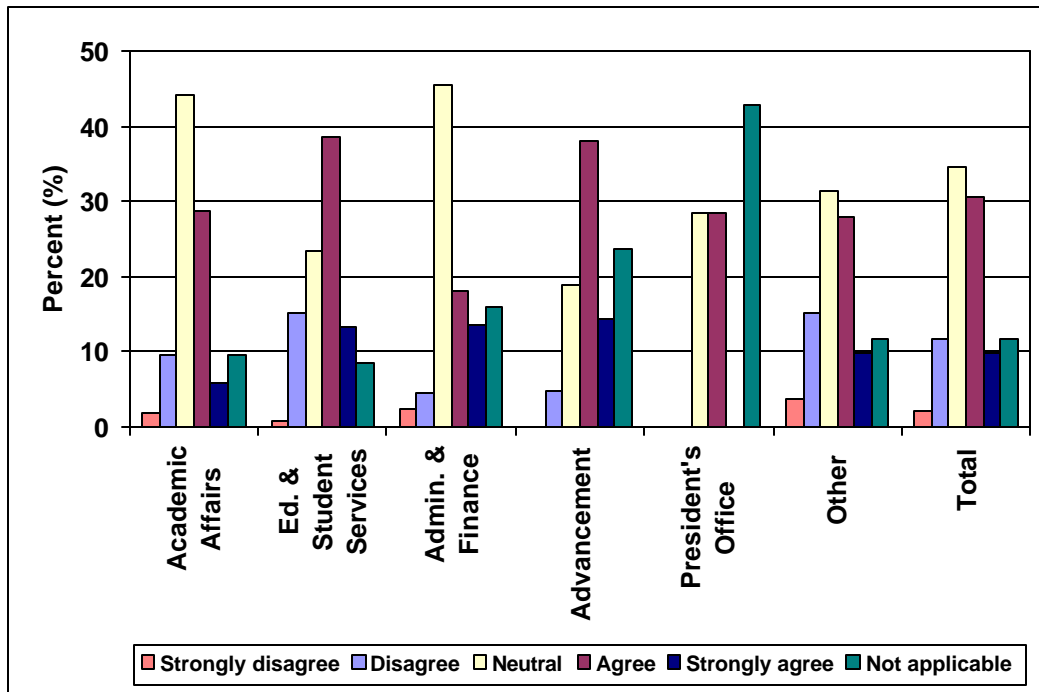
Q6. Faculty and staff give high quality advising to UNI students.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		NA		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Academic Affairs	2	1.3	21	13.5	29	18.6	71	45.5	20	12.8	13	8.3	156	100
Ed. & Student Services	4	3.4	10	8.4	33	27.7	46	38.7	20	16.8	6	5.0	119	100
Admin. & Finance	1	2.3	3	6.8	11	25.0	16	36.4	7	15.9	6	13.6	44	100
Advancement	0	0	2	9.5	2	9.5	10	47.6	2	9.5	5	23.8	21	100
President's Office	0	0	0	0	1	14.3	2	28.6	0	0	4	57.1	7	100
Other	3	2.7	9	8.1	24	21.6	43	38.7	18	16.2	14	12.6	111	100
Total	10	2.2	45	9.8	100	21.8	188	41.0	67	14.6	48	10.5	458	100
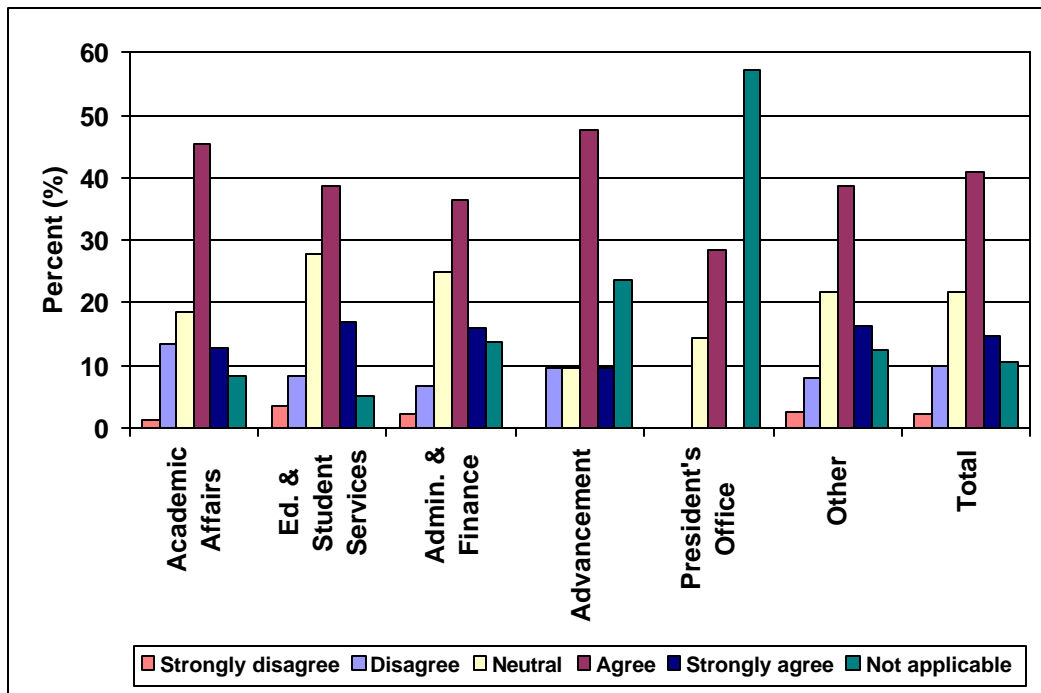
Q7. Faculty and staff have developed high quality mentoring relationships with students.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		NA		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Academic Affairs	2	1.3	9	5.8	43	27.6	64	41.0	26	16.7	12	7.7	156	100
Ed. & Student Services	0	0	7	5.9	35	29.4	58	48.7	13	10.9	6	5.0	119	100
Admin. & Finance	4	9.1	1	2.3	13	29.5	11	25.0	8	18.2	7	15.9	44	100
Advancement	0	0	1	4.8	3	14.3	8	38.1	4	19.0	5	23.8	21	100
President's Office	0	0	0	0	2	28.6	3	42.9	0	0	2	28.6	7	100
Other	2	1.8	10	9.0	23	20.7	43	38.7	21	18.9	12	10.8	111	100
Total	8	1.7	28	6.1	119	26.0	187	40.8	72	15.7	44	9.6	458	100
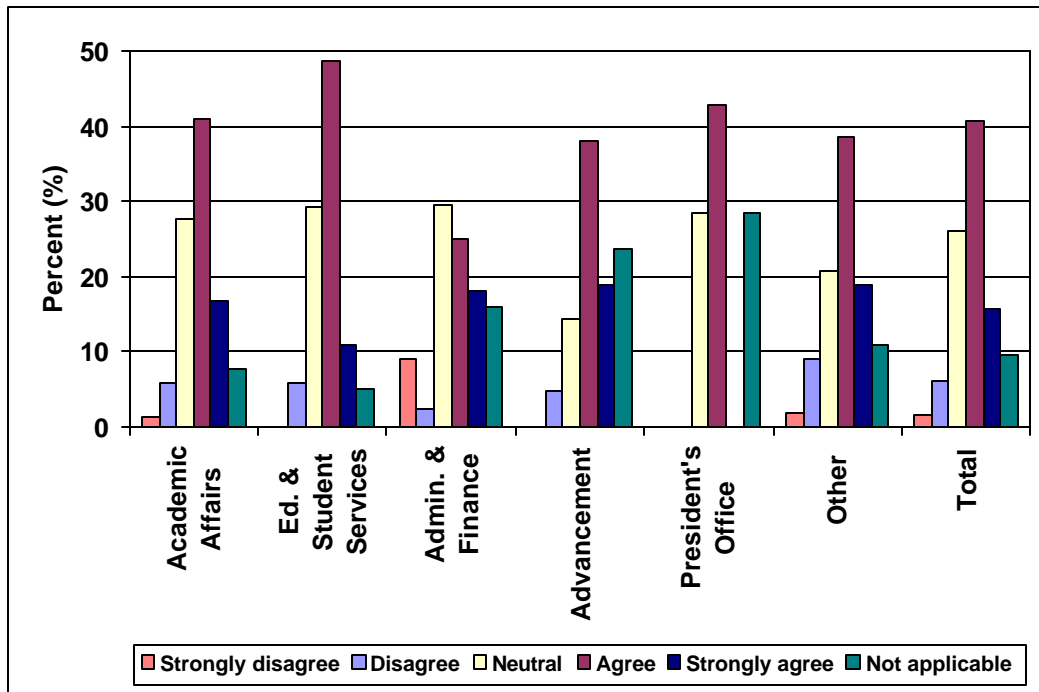
Q8. Faculty and staff participate in activities sponsored by students, clubs, and organizations.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		NA		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Academic Affairs	4	2.6	28	17.9	46	29.5	59	37.8	8	5.1	11	7.1	156	100
Ed. & Student Services	5	4.2	17	14.3	39	32.8	43	36.1	9	7.6	6	5.0	119	100
Admin. & Finance	3	6.8	2	4.5	20	45.5	10	22.7	3	6.8	6	13.6	44	100
Advancement	1	4.8	0	0	5	23.8	9	42.9	1	4.8	5	23.8	21	100
President's Office	0	0	0	0	2	28.6	3	42.9	0	0	2	28.6	7	100
Other	3	2.7	13	11.7	31	27.9	44	39.6	6	5.4	14	12.6	111	100
Total	16	3.5	60	13.1	143	31.2	168	36.7	27	5.9	44	9.6	458	100
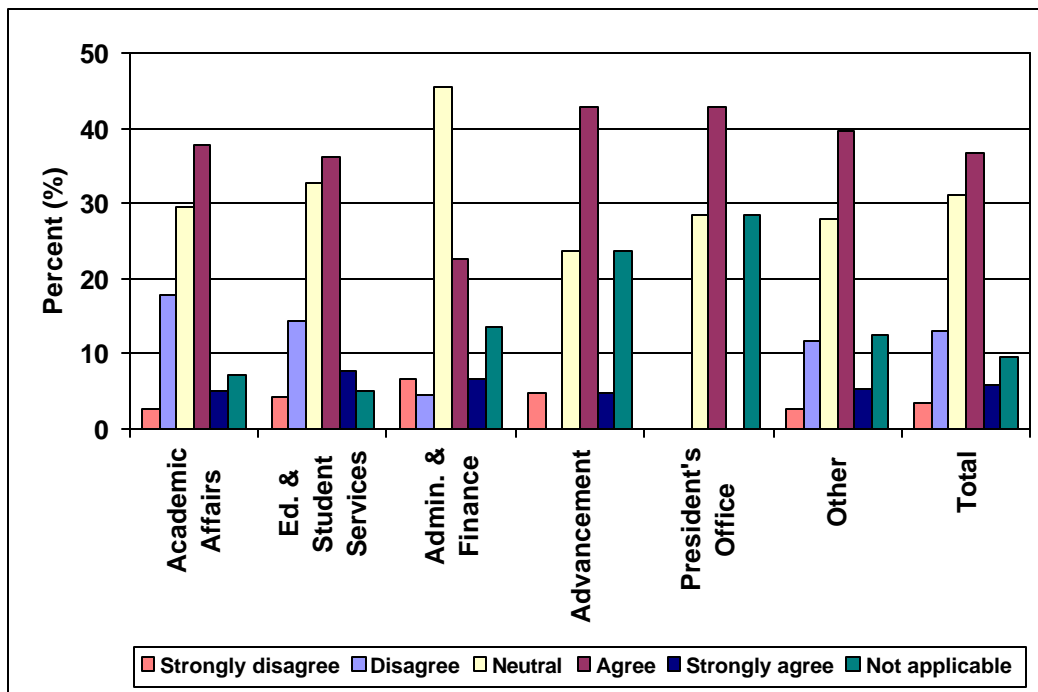
Q9. Faculty collaborate with students on academic or extracurricular activities.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		NA		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Academic Affairs	1	0.6	10	6.4	36	23.1	70	44.9	24	15.4	15	9.6	156	100
Ed. & Student Services	2	1.7	9	7.6	43	36.1	40	33.6	10	8.4	15	12.6	119	100
Admin. & Finance	1	2.3	4	9.1	18	40.9	6	13.6	5	11.4	10	22.7	44	100
Advancement	0	0	0	0	2	9.5	10	47.6	3	14.3	6	28.6	21	100
President's Office	0	0	0	0	0	0	3	42.9	0	0	4	57.1	7	100
Other	0	0	15	13.5	24	21.6	42	37.8	14	12.6	16	14.4	111	100
Total	4	0.9	38	8.3	123	26.9	171	37.3	56	12.2	66	14.4	458	100

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Q10. Faculty encourage students to collaborate with them on academic or extracurricular activities.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		NA		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Academic Affairs	1	0.6	8	5.1	41	26.3	64	41.0	26	16.7	16	10.3	156	100
Ed. & Student Services	3	2.5	10	8.4	44	37.0	32	26.9	11	9.2	19	16.0	119	100
Admin. & Finance	2	4.5	3	6.8	19	43.2	5	11.4	3	6.8	12	27.3	44	100
Advancement	0	0	0	0	3	14.3	10	47.6	1	4.8	7	33.3	21	100
President's Office	0	0	0	0	1	14.3	0	0	0	0	6	85.7	7	100
Other	1	0.9	11	9.9	27	24.3	43	38.7	12	10.8	17	15.3	111	100
Total	7	1.5	32	7.0	135	29.5	154	33.6	53	11.6	77	16.8	458	100
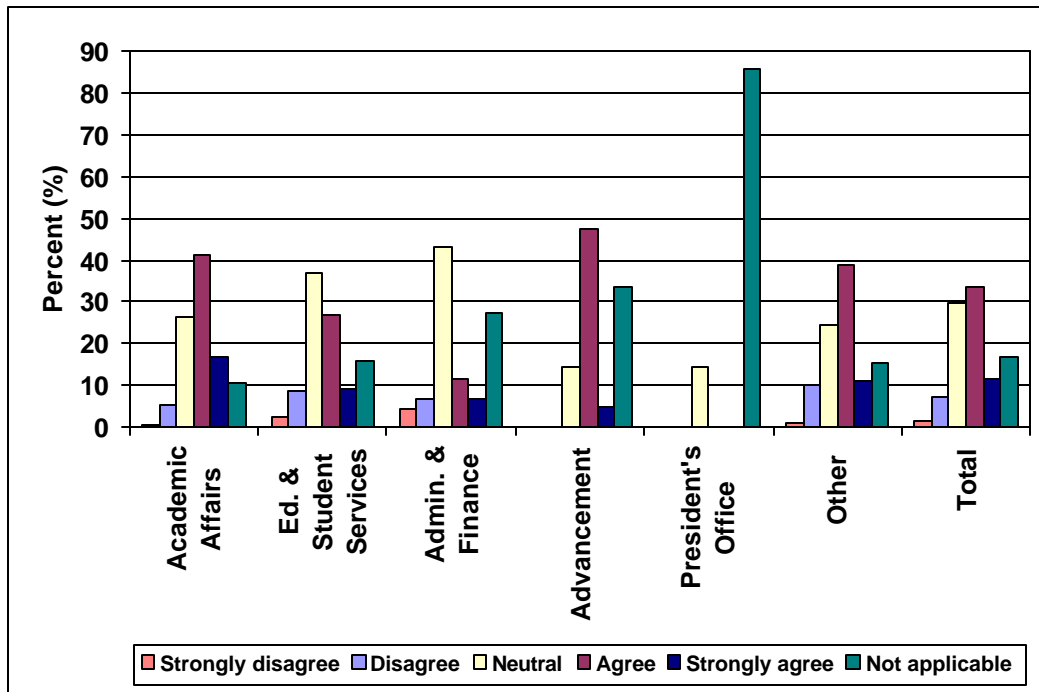
Q11. I feel a sense of belonging to the university community.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		NA		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Academic Affairs	9	5.8	15	9.6	27	17.3	65	41.7	38	24.4	2	1.3	156	100
Ed. & Student Services	3	2.5	8	6.7	20	16.8	60	50.4	26	21.8	2	1.7	119	100
Admin. & Finance	5	11.4	3	6.8	5	11.4	23	52.3	8	18.2	0	0	44	100
Advancement	0	0	0	0	4	19.0	14	66.7	3	14.3	0	0	21	100
President's Office	0	0	0	0	1	14.3	6	85.7	0	0	0	0	7	100
Other	5	4.5	15	13.5	26	23.4	50	45.0	14	12.6	1	0.9	111	100
Total	22	4.8	41	9.0	83	18.1	218	47.6	89	19.4	5	1.1	458	100
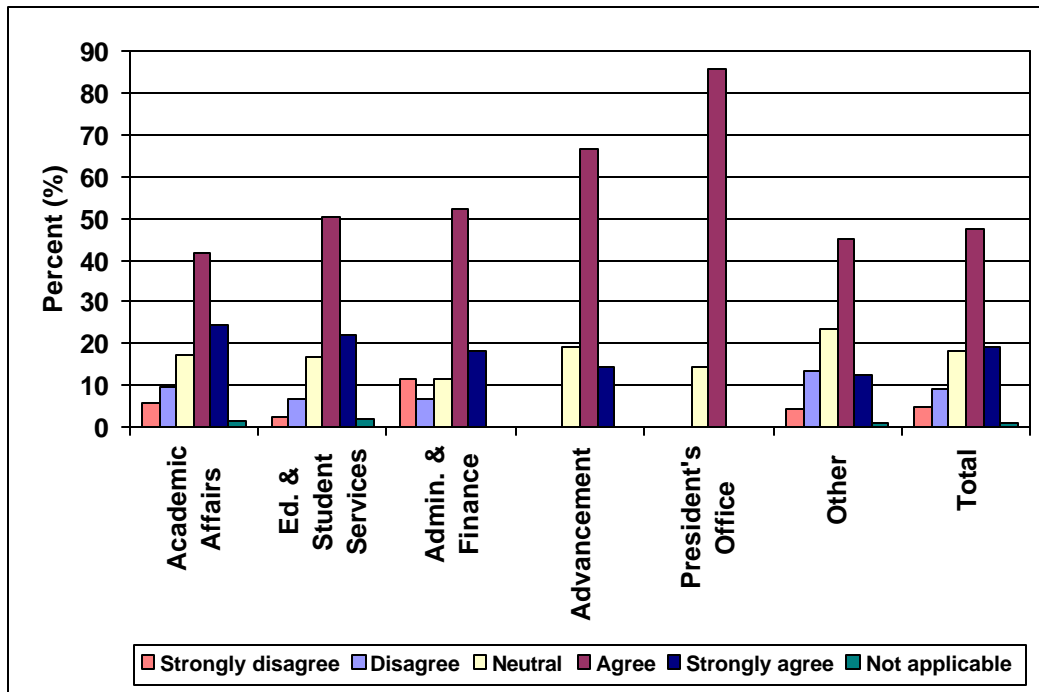
Q12. I feel valued as a member of the UNI community.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		NA		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Academic Affairs	18	11.5	17	10.9	24	15.4	54	34.6	41	26.3	2	1.3	156	100
Ed. & Student Services	4	3.4	16	13.4	17	14.3	54	45.4	23	19.3	5	4.2	119	100
Admin. & Finance	6	13.6	5	11.4	7	15.9	17	38.6	9	20.5	0	0	44	100
Advancement	1	4.8	3	14.3	3	14.3	10	47.6	4	19.0	0	0	21	100
President's Office	0	0	0	0	2	28.6	5	71.4	0	0	0	0	7	100
Other	8	7.2	18	16.2	24	21.6	49	44.1	11	9.9	1	0.9	111	100
Total	37	8.1	59	12.9	77	16.8	189	41.3	88	19.2	8	1.7	458	100

Q13. I am pleased with the number of new and close friendships I have developed at UNI.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		NA		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Academic Affairs	12	7.7	16	10.3	27	17.3	66	42.3	33	21.2	2	1.3	156	100
Ed. & Student Services	2	1.7	13	10.9	22	18.5	52	43.7	30	25.2	0	0	119	100
Admin. & Finance	1	2.3	1	2.3	9	20.5	24	54.5	9	20.5	0	0	44	100
Advancement	0	0	1	4.8	3	14.3	14	66.7	3	14.3	0	0	21	100
President's Office	0	0	0	0	1	14.3	6	85.7	0	0	0	0	7	100
Other	8	7.2	12	10.8	25	22.5	43	38.7	20	18.0	3	2.7	111	100
Total	23	5.0	43	9.4	87	19.0	205	44.8	95	20.7	5	1.1	458	100
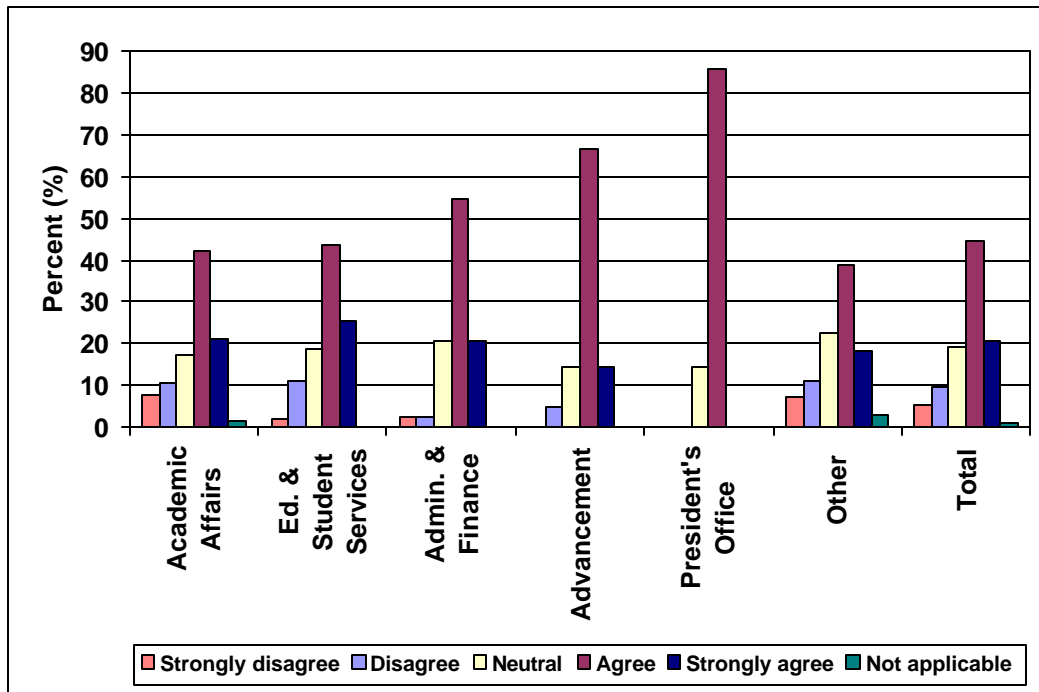
Q14. I have had opportunities through UNI to communicate with people from other cultures

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		NA		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Academic Affairs	4	2.6	8	5.1	17	10.9	81	51.9	45	28.8	1	0.6	156	100
Ed. & Student Services	1	0.8	8	6.7	10	8.4	54	45.4	46	38.7	0	0	119	100
Admin. & Finance	3	6.8	2	4.5	6	13.6	21	47.7	12	27.3	0	0	44	100
Advancement	0	0	1	4.8	5	23.8	12	57.1	3	14.3	0	0	21	100
President's Office	0	0	1	14.3	0	0	6	85.7	0	0	0	0	7	100
Other	3	2.7	17	15.3	15	13.5	47	42.3	26	23.4	3	2.7	111	100
Total	11	2.4	37	8.1	53	11.6	221	48.3	132	28.8	4	0.9	458	100
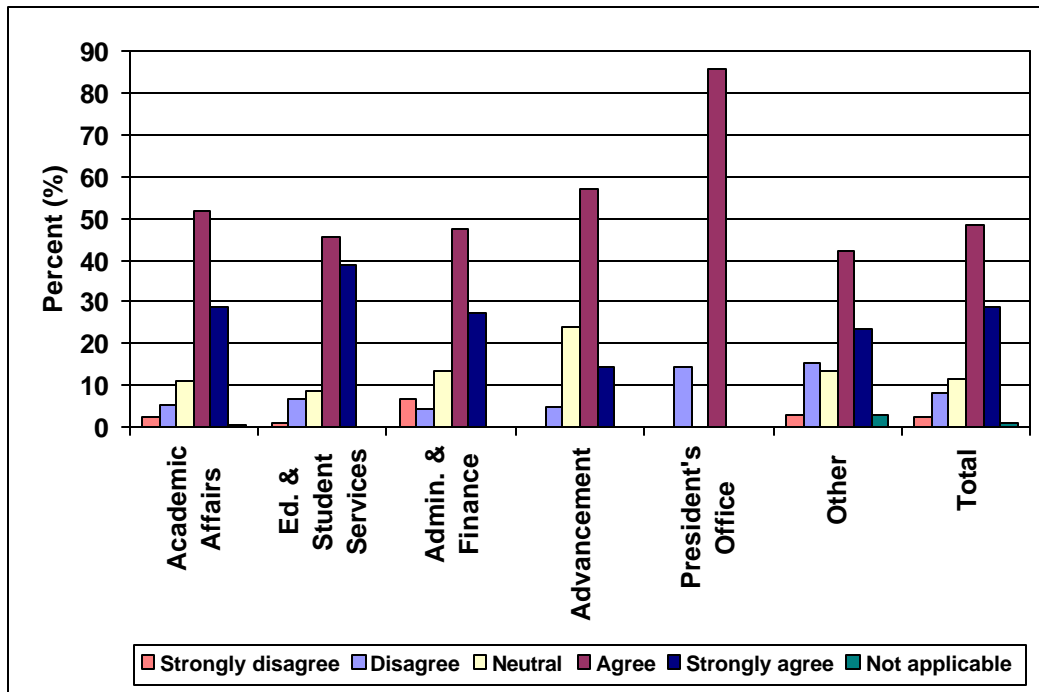
Q15. Faculty include information on multiple cultures and points of view in their classroom.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		NA		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Academic Affairs	3	1.9	15	9.6	52	33.3	50	32.1	14	9.0	22	14.1	156	100
Ed. & Student Services	3	2.5	5	4.2	40	33.6	26	21.8	8	6.7	37	31.1	119	100
Admin. & Finance	1	2.3	3	6.8	19	43.2	3	6.8	2	4.5	16	36.4	44	100
Advancement	0	0	0	0	6	28.6	5	23.8	0	0	10	47.6	21	100
President's Office	0	0	0	0	0	0	1	14.3	0	0	6	85.7	7	100
Other	2	1.8	7	6.3	31	27.9	41	36.9	7	6.3	23	20.7	111	100
Total	9	2.0	30	6.6	148	32.3	126	27.5	31	6.8	114	24.9	458	100
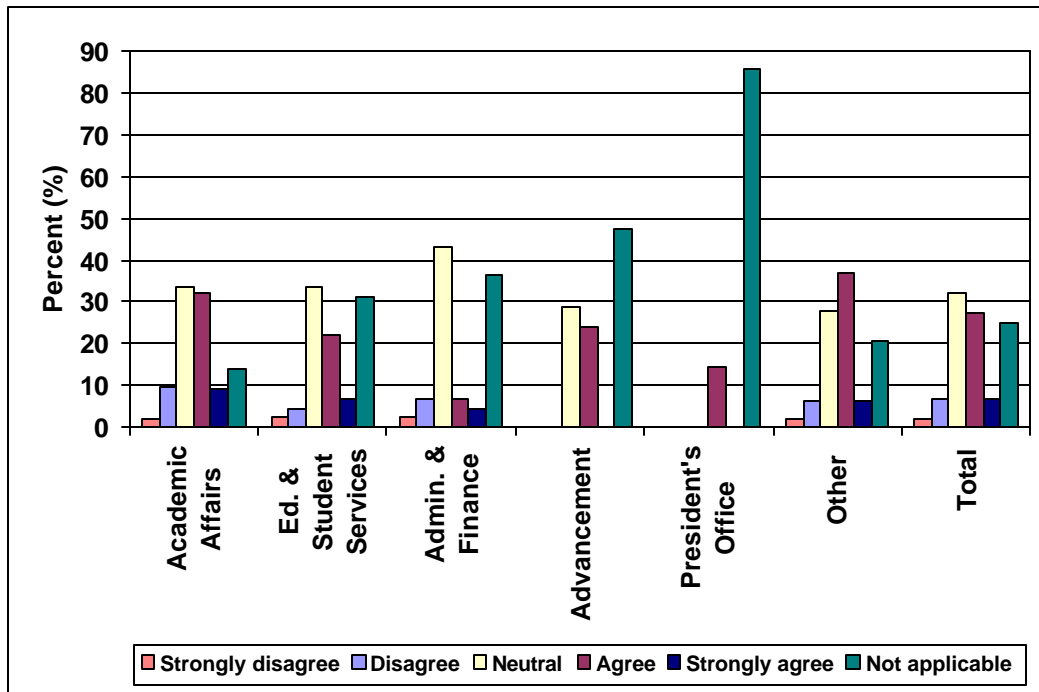
Q16. Faculty effectively prepare UNI students to be contributing members of a multicultural/multinational world.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		NA		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Academic Affairs	5	3.2	19	12.2	56	35.9	52	33.3	12	7.7	12	7.7	156	100
Ed. & Student Services	3	2.5	15	12.6	37	31.1	37	31.1	7	5.9	20	16.8	119	100
Admin. & Finance	2	4.5	4	9.1	14	31.8	9	20.5	2	4.5	13	29.5	44	100
Advancement	0	0	1	4.8	8	38.1	4	19.0	1	4.8	7	33.3	21	100
President's Office	0	0	0	0	0	0	1	14.3	0	0	6	85.7	7	100
Other	5	4.5	8	7.2	32	28.8	45	40.5	4	3.6	17	15.3	111	100
Total	15	3.3	47	10.3	147	32.1	148	32.3	26	5.7	75	16.4	458	100

Q17. I have experienced positive social interactions with faculty, staff, or students who have different backgrounds or beliefs than my own.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		NA		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Academic Affairs	2	1.3	5	3.2	11	7.1	94	60.3	42	26.9	2	1.3	156	100
Ed. & Student Services	0	0	4	3.4	10	8.4	70	58.8	34	28.6	1	0.8	119	100
Admin. & Finance	2	4.5	2	4.5	6	13.6	23	52.3	9	20.5	2	4.5	44	100
Advancement	0	0	0	0	1	4.8	16	76.2	4	19.0	0	0	21	100
President's Office	0	0	1	14.3	0	0	6	85.7	0	0	0	0	7	100
Other	1	0.9	5	4.5	15	13.5	65	58.6	23	20.7	2	1.8	111	100
Total	5	1.1	17	3.7	43	9.4	274	59.8	112	24.5	7	1.5	458	100

Q18. I have observed prejudicial remarks or behaviors directed toward faculty, staff, or students based on race, ethnicity, sex, age, sexual orientation, religious beliefs, physical disability, or socioeconomic status.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		NA		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Academic Affairs	37	23.7	38	24.4	19	12.2	46	29.5	12	7.7	4	2.6	156	100
Ed. & Student Services	19	16.0	42	35.3	16	13.4	31	26.1	9	7.6	2	1.7	119	100
Admin. & Finance	6	13.6	14	31.8	7	15.9	8	18.2	8	18.2	1	2.3	44	100
Advancement	3	14.3	6	28.6	5	23.8	6	28.6	0	0	1	4.8	21	100
President's Office	1	14.3	4	57.1	1	14.3	0	0	1	14.3	0	0	7	100
Other	23	20.7	32	28.8	16	14.4	25	22.5	10	9.0	5	4.5	111	100
Total	89	19.4	136	29.7	64	14.0	116	25.3	40	8.7	13	2.8	458	100
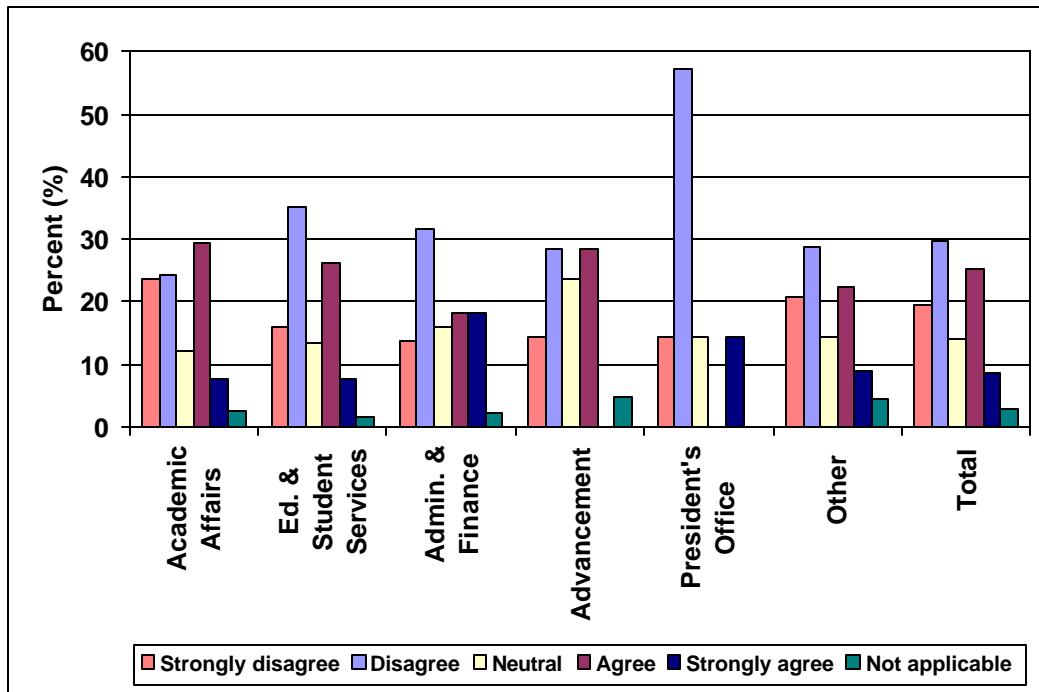
Q19. I feel isolated at UNI.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		NA		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Academic Affairs	56	35.9	51	32.7	22	14.1	19	12.2	7	4.5	1	0.6	156	100
Ed. & Student Services	46	38.7	43	36.1	16	13.4	10	8.4	1	0.8	3	2.5	119	100
Admin. & Finance	14	31.8	13	29.5	8	18.2	4	9.1	5	11.4	0	0	44	100
Advancement	9	42.9	11	52.4	1	4.8	0	0	0	0	0	0	21	100
President's Office	2	28.6	3	42.9	2	28.6	0	0	0	0	0	0	7	100
Other	29	26.1	46	41.4	17	15.3	11	9.9	5	4.5	3	2.7	111	100
Total	156	34.1	167	36.5	66	14.4	44	9.6	18	3.9	7	1.5	458	100

Q20. UNI values all of its members regardless of race, ethnicity, sex, age, sexual orientation, religious beliefs, physical disability, or socioeconomic status.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		NA		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Academic Affairs	11	7.1	18	11.5	26	16.7	72	46.2	27	17.3	2	1.3	156	100
Ed. & Student Services	4	3.4	16	13.4	20	16.8	55	46.2	21	17.6	3	2.5	119	100
Admin. & Finance	5	11.4	7	15.9	5	11.4	18	40.9	8	18.2	1	2.3	44	100
Advancement	0	0	1	4.8	4	19.0	11	52.4	5	23.8	0	0	21	100
President's Office	0	0	0	0	1	14.3	5	71.4	1	14.3	0	0	7	100
Other	5	4.5	17	15.3	21	18.9	50	45.0	13	11.7	5	4.5	111	100
Total	25	5.5	59	12.9	77	16.8	211	46.1	75	16.4	11	2.4	458	100

Q21. I have experienced a prejudicial remark or behavior on campus tied to my race, ethnicity, sex, age, sexual orientation, religious beliefs, physical disability, or socioeconomic status.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		NA		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Academic Affairs	59	37.8	37	23.7	19	12.2	18	11.5	16	10.3	7	4.5	156	100
Ed. & Student Services	47	39.5	32	26.9	7	5.9	23	19.3	6	5.0	4	3.4	119	100
Admin. & Finance	15	34.1	9	20.5	6	13.6	8	18.2	5	11.4	1	2.3	44	100
Advancement	8	38.1	6	28.6	1	4.8	3	14.3	0	0	3	14.3	21	100
President's Office	3	42.9	3	42.9	0	0	1	14.3	0	0	0	0	7	100
Other	28	25.2	29	26.1	17	15.3	21	18.9	10	9.0	6	5.4	111	100
Total	160	34.9	116	25.3	50	10.9	74	16.2	37	8.1	21	4.6	458	100

Q22. UNI campus is friendly and welcoming to all faculty, staff, and students.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		NA		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Academic Affairs	4	2.6	20	12.8	26	16.7	82	52.6	23	14.7	1	0.6	156	100
Ed. & Student Services	1	0.8	11	9.3	15	12.7	65	55.1	24	20.3	2	1.7	118	100
Admin. & Finance	3	6.8	2	4.5	7	15.9	23	52.3	9	20.5	0	0	44	100
Advancement	0	0	1	4.8	2	9.5	12	57.1	6	28.6	0	0	21	100
President's Office	0	0	0	0	1	14.3	5	71.4	1	14.3	0	0	7	100
Other	1	0.9	8	7.2	24	21.6	52	46.8	23	20.7	3	2.7	111	100
Total	9	2.0	42	9.2	75	16.4	239	52.3	86	18.8	6	1.3	457	100
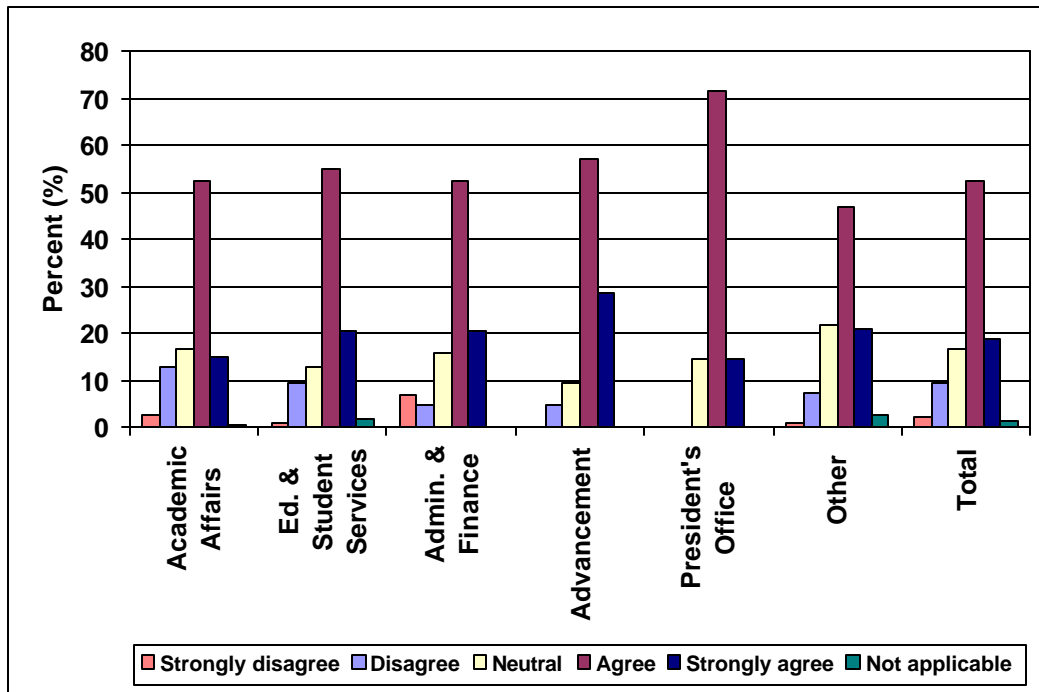
Q23. The expression of diverse points of view is encouraged.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		NA		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Academic Affairs	12	7.7	19	12.2	30	19.2	77	49.4	16	10.3	2	1.3	156	100
Ed. & Student Services	2	1.7	14	11.8	20	16.8	57	47.9	24	20.2	2	1.7	119	100
Admin. & Finance	3	6.8	5	11.4	10	22.7	21	47.7	4	9.1	1	2.3	44	100
Advancement	0	0	0	0	5	23.8	14	66.7	2	9.5	0	0	21	100
President's Office	0	0	1	14.3	0	0	6	85.7	0	0	0	0	7	100
Other	1	0.9	17	15.3	25	22.5	52	46.8	11	9.9	5	4.5	111	100
Total	18	3.9	56	12.2	90	19.7	227	49.6	57	12.4	10	2.2	458	100
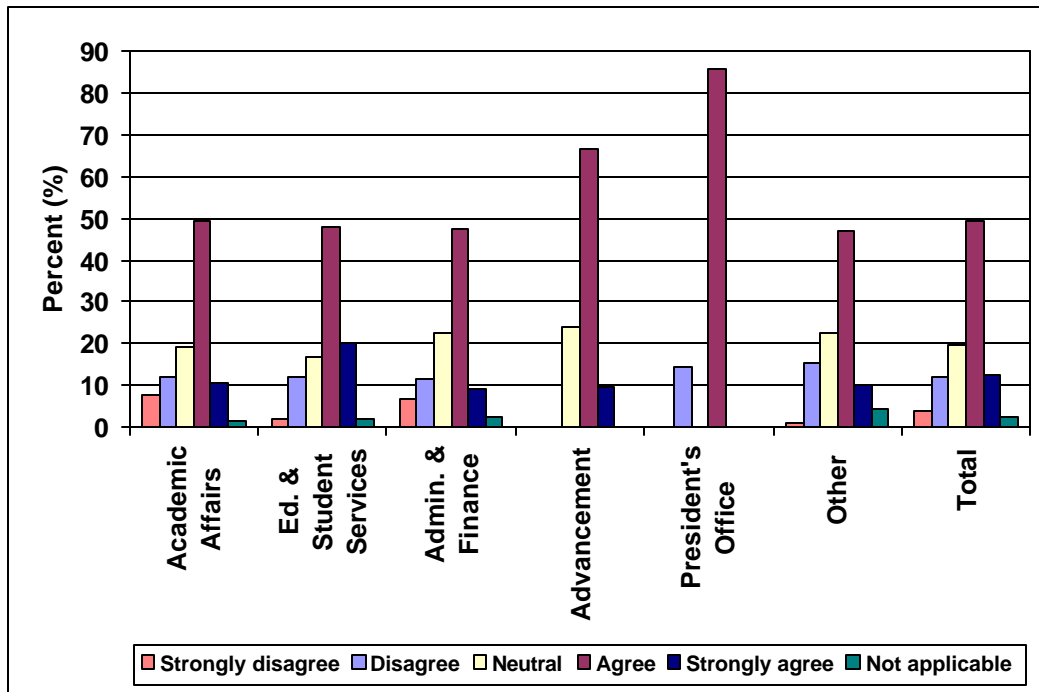
Q24. Faculty and staff are treated fairly.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		NA		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Academic Affairs	15	9.6	23	14.7	35	22.4	65	41.7	17	10.9	1	0.6	156	100
Ed. & Student Services	6	5.0	11	9.2	30	25.2	57	47.9	12	10.1	3	2.5	119	100
Admin. & Finance	5	11.4	7	15.9	11	25.0	14	31.8	6	13.6	1	2.3	44	100
Advancement	0	0	1	4.8	9	42.9	9	42.9	2	9.5	0	0	21	100
President's Office	1	14.3	0	0	1	14.3	5	71.4	0	0	0	0	7	100
Other	9	8.1	19	17.1	19	17.1	53	47.7	6	5.4	5	4.5	11	100
Total	36	7.9	61	13.3	105	22.9	203	44.3	43	9.4	10	2.2	458	100
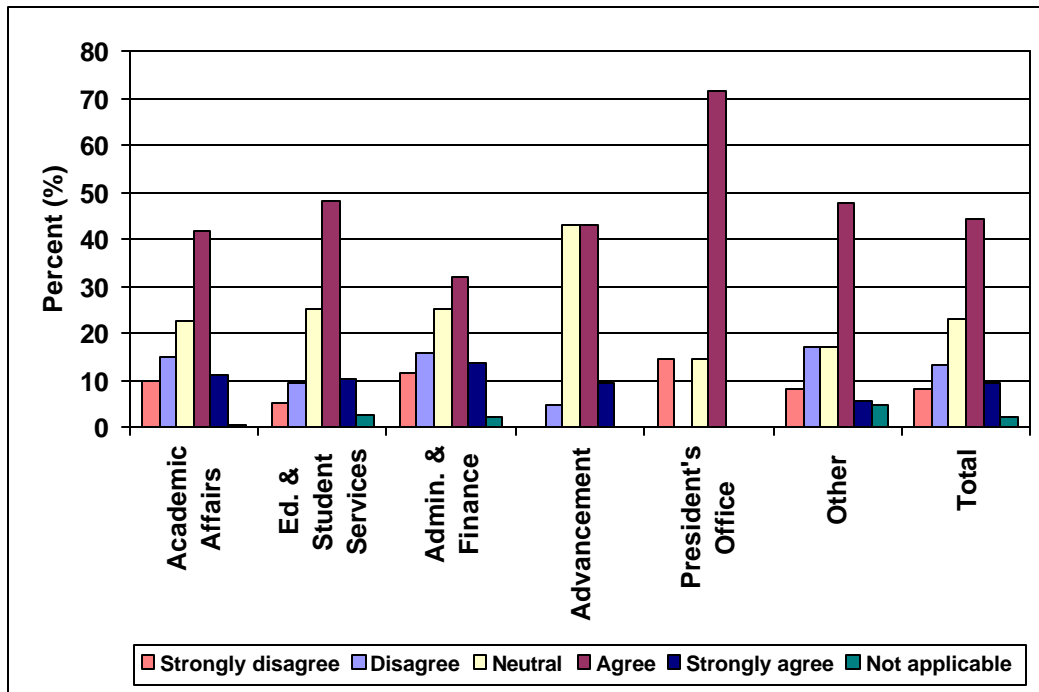
Q25. UNI provides opportunities for participation in university governance activities.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		NA		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Academic Affairs	10	6.4	8	5.1	27	17.3	79	50.6	31	19.9	1	0.6	156	100
Ed. & Student Services	1	0.8	6	5.0	28	23.5	58	48.7	23	19.3	3	2.5	119	100
Admin. & Finance	2	4.5	4	9.1	11	25.0	24	54.5	2	4.5	1	2.3	44	100
Advancement	0	0	1	4.8	4	19.0	10	47.6	6	28.6	0	0	21	100
President's Office	1	14.3	1	14.3	2	28.6	3	42.9	0	0	0	0	7	100
Other	2	1.8	5	4.5	34	30.6	50	45.0	14	12.6	6	5.4	111	100
Total	16	3.5	25	5.5	106	23.1	224	48.9	76	16.6	11	2.4	458	100

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Q26. UNI promotes high ethical standards.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		NA		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Academic Affairs	11	7.1	19	12.2	33	21.2	62	39.7	29	18.6	2	1.3	156	100
Ed. & Student Services	2	1.7	9	7.6	23	19.3	68	57.1	17	14.3	0	0	119	100
Admin. & Finance	7	15.9	2	4.5	10	22.7	19	43.2	6	13.6	0	0	44	100
Advancement	0	0	0	0	4	19.0	12	57.1	5	23.8	0	0	21	100
President's Office	1	14.3	0	0	3	42.9	3	42.9	0	0	0	0	7	100
Other	1	0.9	7	6.3	30	27.0	58	52.3	11	9.9	4	3.6	111	100
Total	22	4.8	37	8.1	103	22.5	222	48.5	68	14.8	6	1.3	458	100
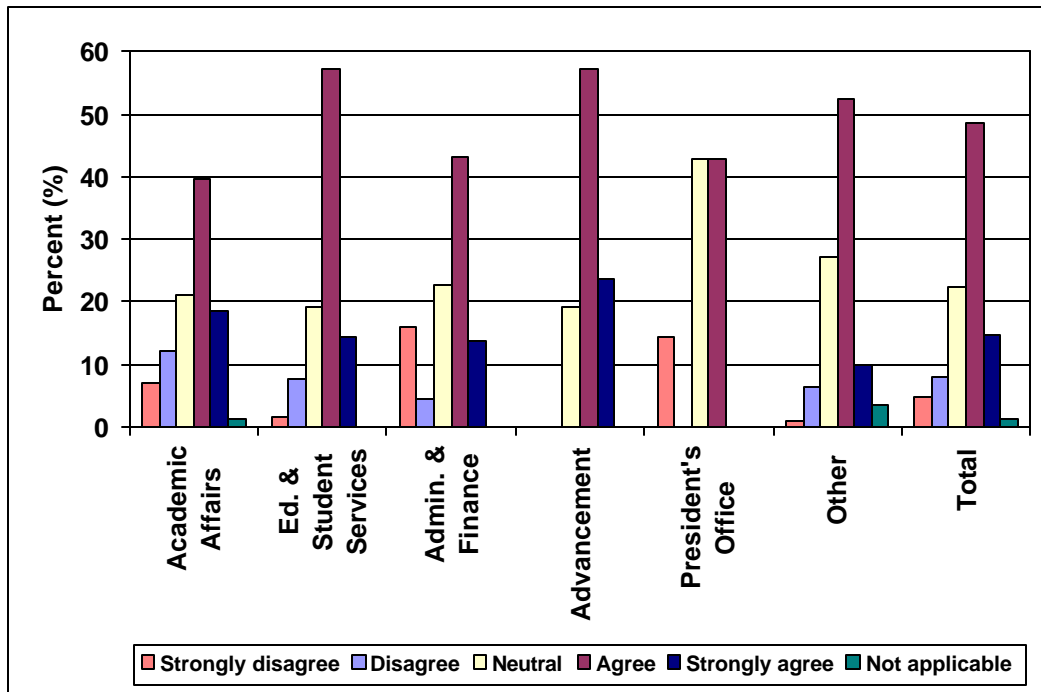
Q27. UNI faculty and staff exhibit high ethical standards.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		NA		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Academic Affairs	4	2.6	12	7.7	38	24.4	77	49.4	23	14.7	2	1.3	156	100
Ed. & Student Services	2	1.7	9	7.6	26	21.8	66	55.5	15	12.6	1	0.8	119	100
Admin. & Finance	5	11.4	5	11.4	9	20.5	19	43.2	6	13.6	0	0	44	100
Advancement	0	0	1	4.8	4	19.0	12	57.1	4	19.0	0	0	21	100
President's Office	0	0	1	14.3	3	42.9	3	42.9	0	0	0	0	7	100
Other	0	0	8	7.2	36	32.4	54	48.6	9	8.1	4	3.6	111	100
Total	11	2.4	36	7.9	116	25.3	231	50.4	57	12.4	7	1.5	458	100
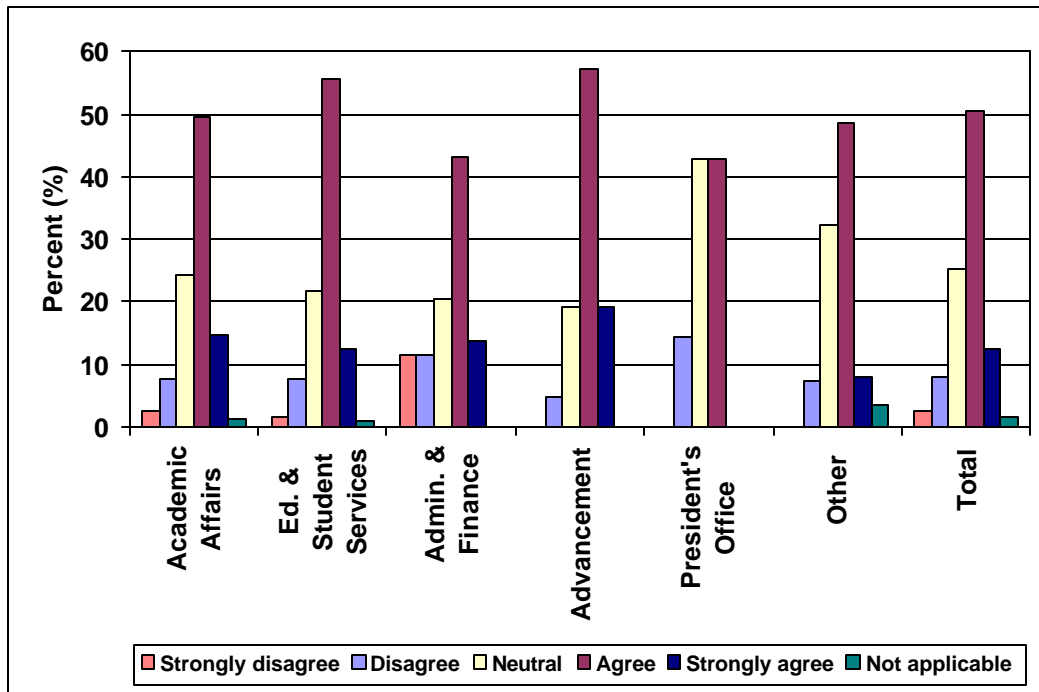
Q28. UNI students exhibit high ethical standards.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		NA		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Academic Affairs	2	1.3	21	13.5	55	35.3	64	41.0	11	7.1	3	1.9	156	100
Ed. & Student Services	1	0.8	13	10.9	41	34.5	57	47.9	7	5.9	0	0	119	100
Admin. & Finance	2	4.5	4	9.1	16	36.4	17	38.6	3	6.8	2	4.5	44	100
Advancement	0	0	2	9.5	4	19.0	12	57.1	3	14.3	0	0	21	100
President's Office	0	0	0	0	4	57.1	1	14.3	0	0	2	28.6	7	100
Other	1	0.9	11	9.9	36	32.4	51	45.9	7	6.3	5	4.5	111	100
Total	6	1.3	51	11.1	156	34.1	202	44.1	31	6.8	12	2.6	458	100

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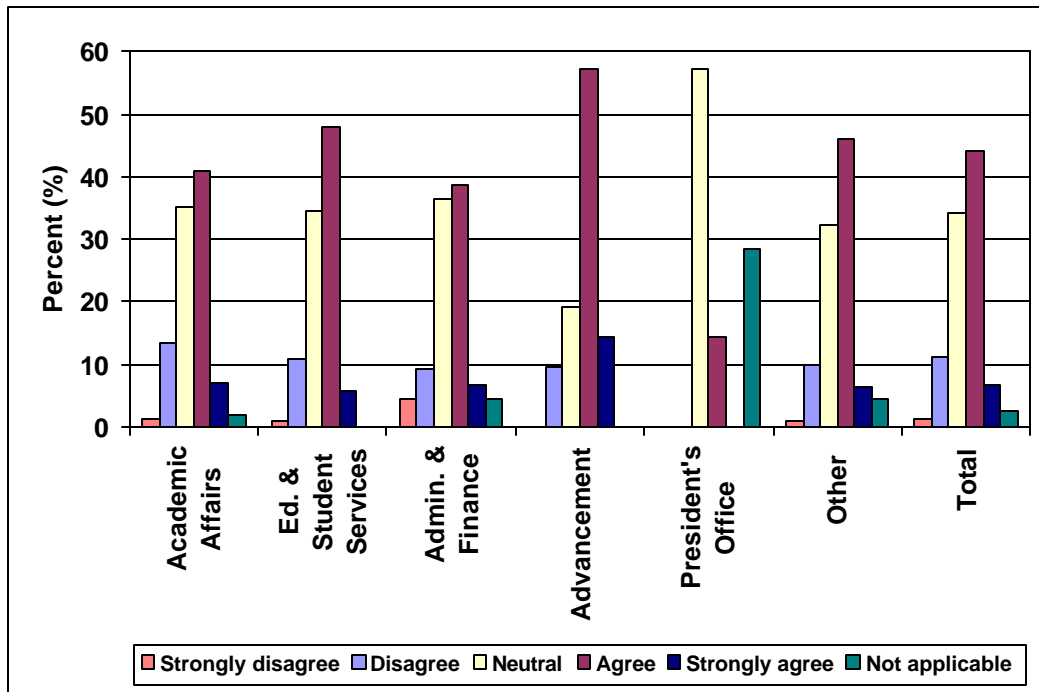
Summary of Responses by Employment Classification

Q1. Faculty and staff encourage students to participate in clubs and organizations directly related to their major or professional preparation.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		NA		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Faculty	0	0	6	3.1	24	12.5	96	50.0	57	29.7	9	4.7	192	100
P & S	1	0.6	4	2.5	32	20.0	84	52.5	22	13.8	17	10.6	160	100
Merit	0	0	4	2.9	25	18.0	52	37.4	29	20.9	29	20.9	139	100
Other	0	0	0	0	2	14.3	7	50.0	3	21.4	2	14.3	14	100
Total	1	0.2	14	2.8	83	16.4	239	47.3	111	22.0	57	11.3	505	100
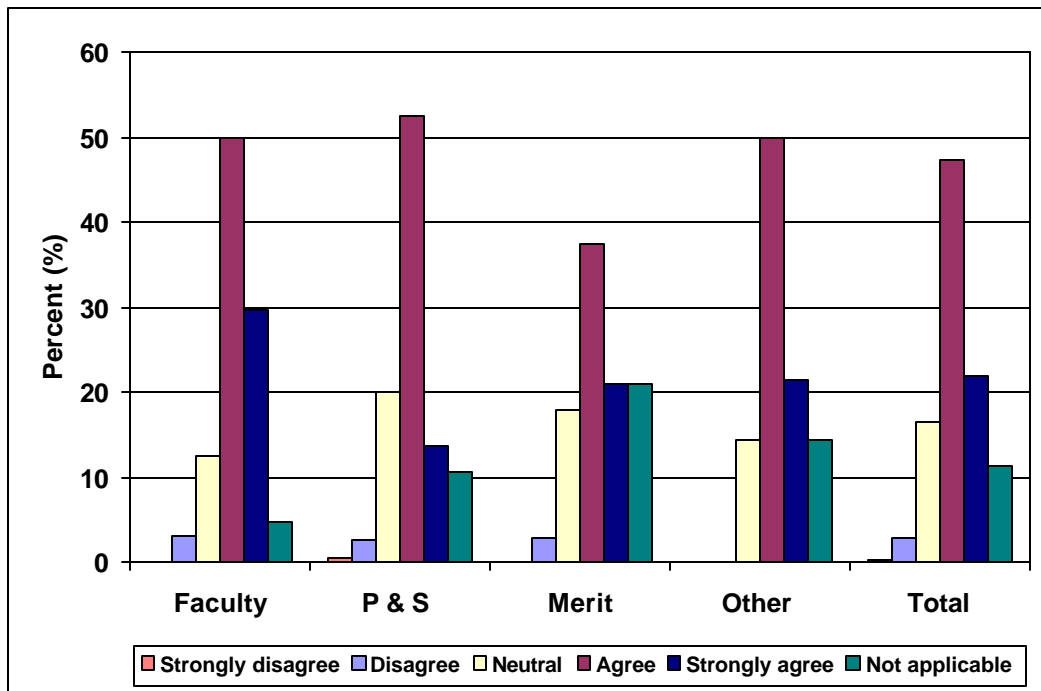
Q2. Faculty and staff encourage students to participate in clubs and organizations outside those directly related to their major or professional preparation.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		NA		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Faculty	5	2.6	29	15.1	87	45.3	48	25.0	12	6.3	11	5.7	192	100
P & S	2	1.3	18	11.3	60	37.5	49	30.6	14	8.8	17	10.6	160	100
Merit	3	2.2	10	7.2	50	36.0	34	24.5	12	8.6	30	21.6	139	100
Other	0	0	0	0	5	35.7	6	42.9	1	7.1	2	14.3	14	100
Total	10	2.0	57	11.3	202	40.0	137	27.1	39	7.7	60	11.9	505	100
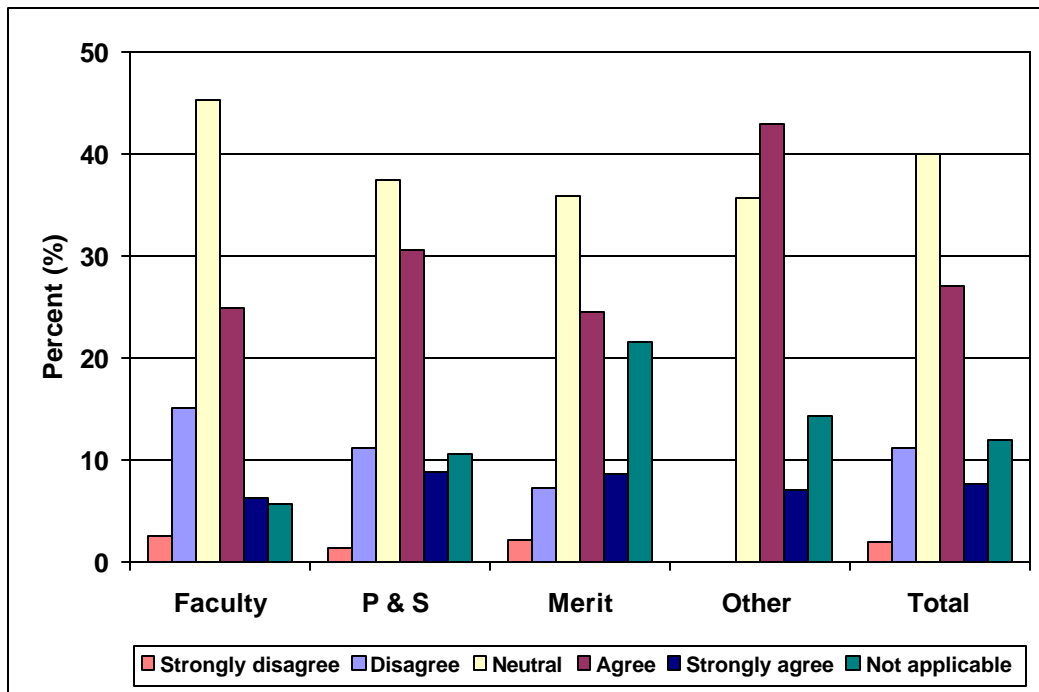
Q3. Faculty and staff encourage students to participate in university-related cultural activities (e.g. music, theater, art, literature/poetry readings).

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		NA		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Faculty	6	3.1	12	6.3	59	30.7	82	42.7	25	13.0	8	4.2	192	100
P & S	1	0.6	11	6.9	48	30.0	72	45.0	12	7.5	16	10.0	160	100
Merit	3	2.2	6	4.3	29	20.9	49	35.3	25	18.0	27	19.4	139	100
Other	0	0	0	0	4	28.6	7	50.0	1	7.1	2	14.3	14	100
Total	10	2.0	29	5.7	140	27.7	210	41.6	63	12.5	53	10.5	505	100
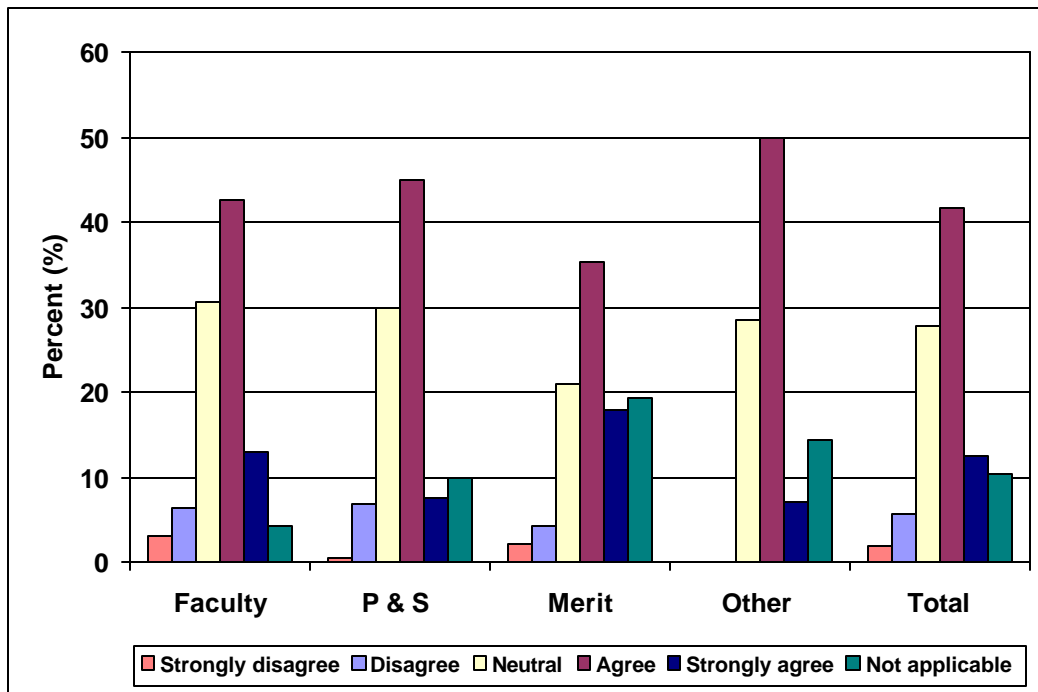
Q4. Faculty and staff encourage students to participate in university-related intellectual activities (e.g. guest speakers, symposia, conferences, etc.).

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		NA		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Faculty	1	0.5	9	4.7	28	14.6	110	57.3	35	18.2	9	4.7	192	100
P & S	0	0	5	3.1	38	23.8	86	53.8	16	10.0	15	9.4	160	100
Merit	2	1.4	5	3.6	26	18.7	53	38.1	32	23.0	21	15.1	139	100
Other	0	0	0	0	4	28.6	7	50.0	1	7.1	2	14.3	14	100
Total	3	0.6	19	3.8	96	19.0	256	50.7	84	16.6	47	9.3	505	100
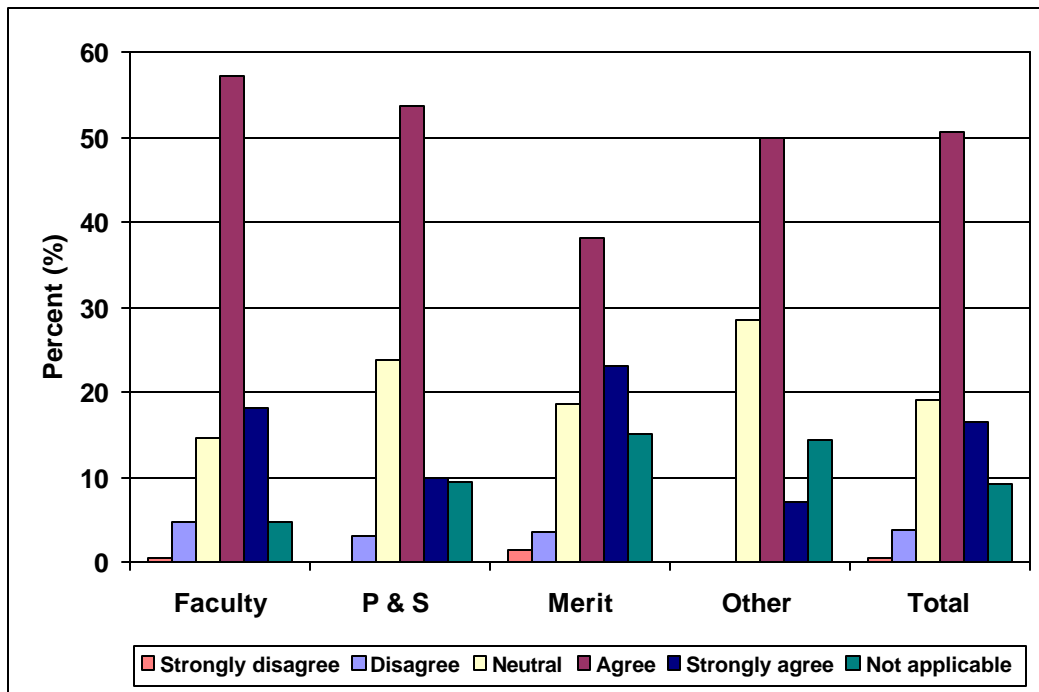
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Q5. Faculty and staff encourage students to participate in university-related recreational activities (e.g. intramurals, wellness activities).

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		NA		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Faculty	7	3.6	31	16.1	85	44.3	46	24.0	15	7.8	8	4.2	192	100
P & S	0	0	20	12.5	53	33.1	54	33.8	15	9.4	18	11.3	160	100
Merit	3	2.2	9	6.5	33	23.7	51	36.7	18	12.9	25	18.0	139	100
Other	0	0	0	0	5	35.7	7	50.0	0	0	2	14.3	14	100
Total	10	2.0	60	11.9	176	34.9	158	31.3	48	9.5	53	10.5	505	100
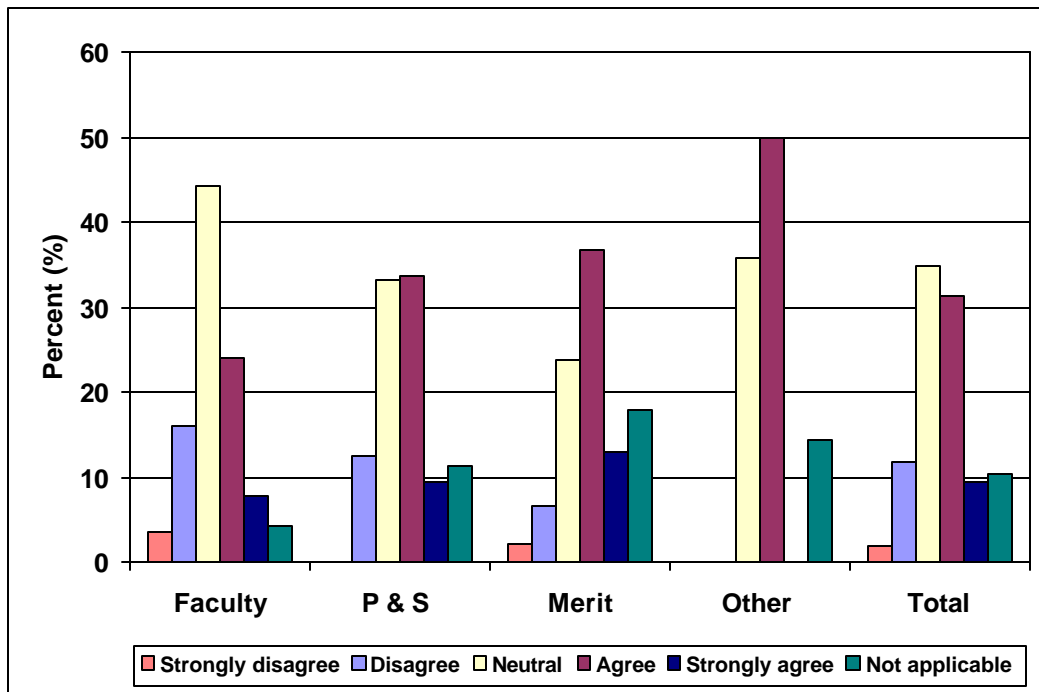
Q6. Faculty and staff give high quality advising to UNI students.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		NA		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Faculty	5	2.6	26	13.5	34	17.7	86	44.8	32	16.7	9	4.7	192	100
P & S	6	3.8	16	10.0	44	27.5	61	38.1	16	10.0	17	10.6	160	100
Merit	3	2.2	11	7.9	26	18.7	54	38.8	24	17.3	21	15.1	139	100
Other	0	0	0	0	2	14.3	9	64.3	1	7.1	2	14.3	14	100
Total	14	2.8	53	10.5	106	21.0	210	41.6	73	14.5	49	9.7	505	100
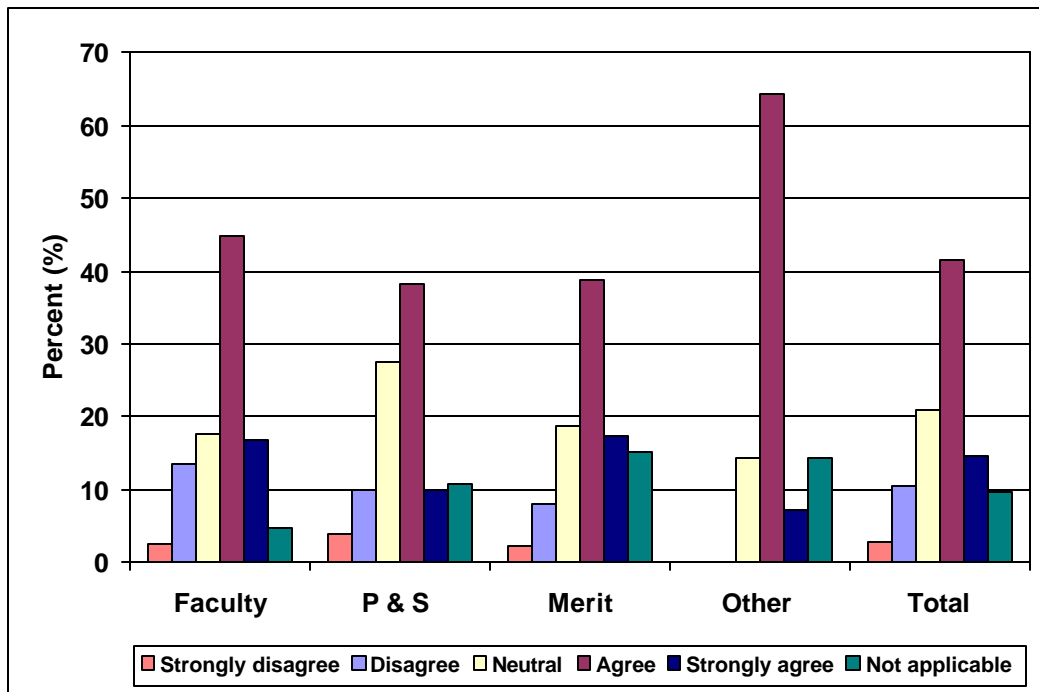
Q7. Faculty and staff have developed high quality mentoring relationships with students.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		NA		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Faculty	4	2.1	19	9.9	42	21.9	83	43.2	37	19.3	7	3.6	192	100
P & S	3	1.9	7	4.4	52	32.5	64	40.0	19	11.9	15	9.4	160	100
Merit	3	2.2	9	6.5	35	25.2	50	36.0	23	16.5	19	13.7	139	100
Other	0	0	0	0	5	35.7	6	42.9	1	7.1	2	14.3	14	100
Total	10	2.0	35	6.9	134	26.5	203	40.2	80	15.8	43	8.5	505	100
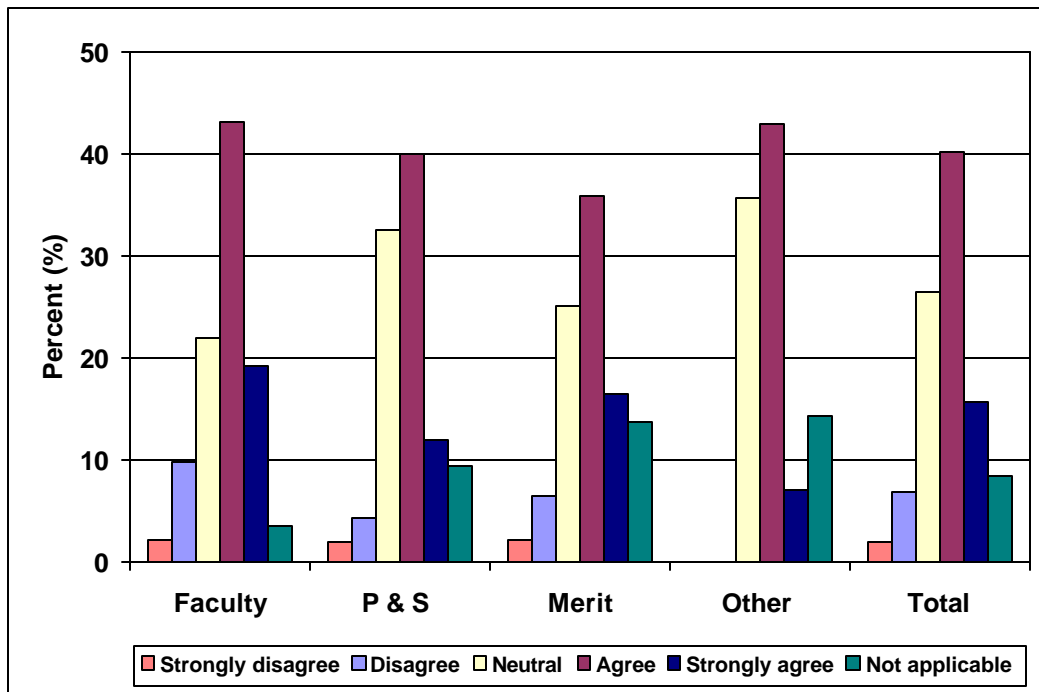
Q8. Faculty and staff participate in activities sponsored by students, clubs, and organizations.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		NA		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Faculty	9	4.7	31	16.1	53	27.6	82	42.7	12	6.3	5	2.6	192	100
P & S	6	3.8	20	12.5	60	37.5	47	29.4	10	6.3	17	10.6	160	100
Merit	4	2.9	17	12.2	33	23.7	55	39.6	11	7.9	19	13.7	139	100
Other	0	0	0	0	8	57.1	3	21.4	1	7.1	2	14.3	14	100
Total	19	3.8	68	13.5	154	30.5	187	37.0	34	6.7	43	8.5	505	100
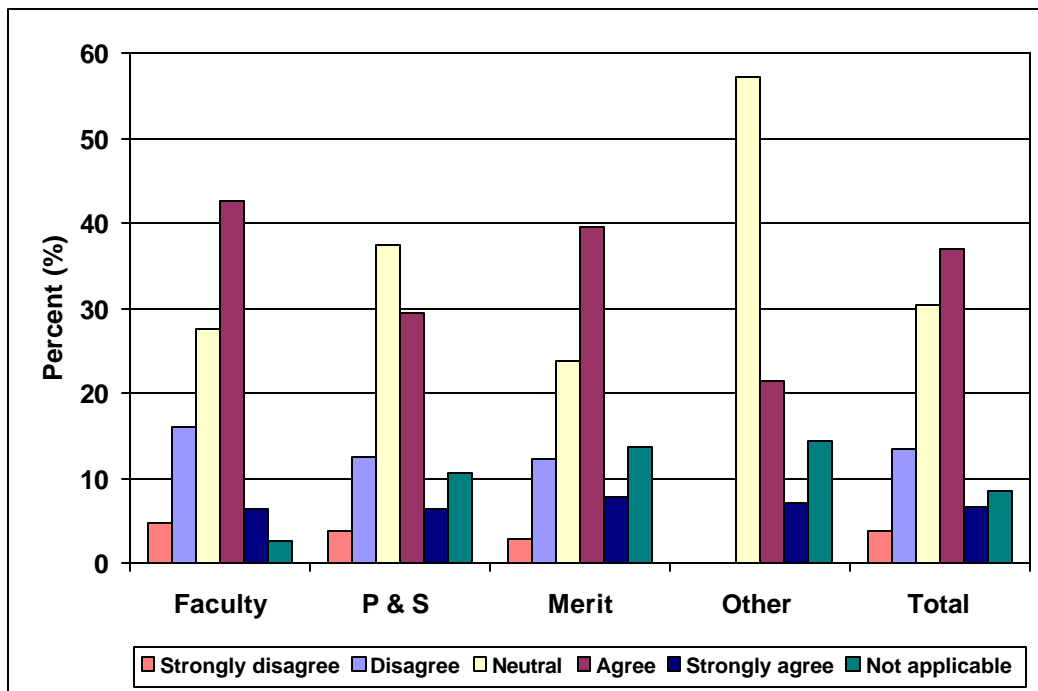
Q9. Faculty collaborate with students on academic or extracurricular activities.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		NA		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Faculty	4	2.1	21	10.9	36	18.8	86	44.8	36	18.8	9	4.7	192	100
P & S	2	1.3	13	8.1	53	33.1	52	32.5	15	9.4	25	15.6	160	100
Merit	1	0.7	9	6.5	42	30.2	46	33.1	14	10.1	27	19.4	139	100
Other	0	0	0	0	5	35.7	6	42.9	0	0	3	21.4	14	100
Total	7	1.4	43	8.5	136	26.9	190	37.6	65	12.9	64	12.7	505	100
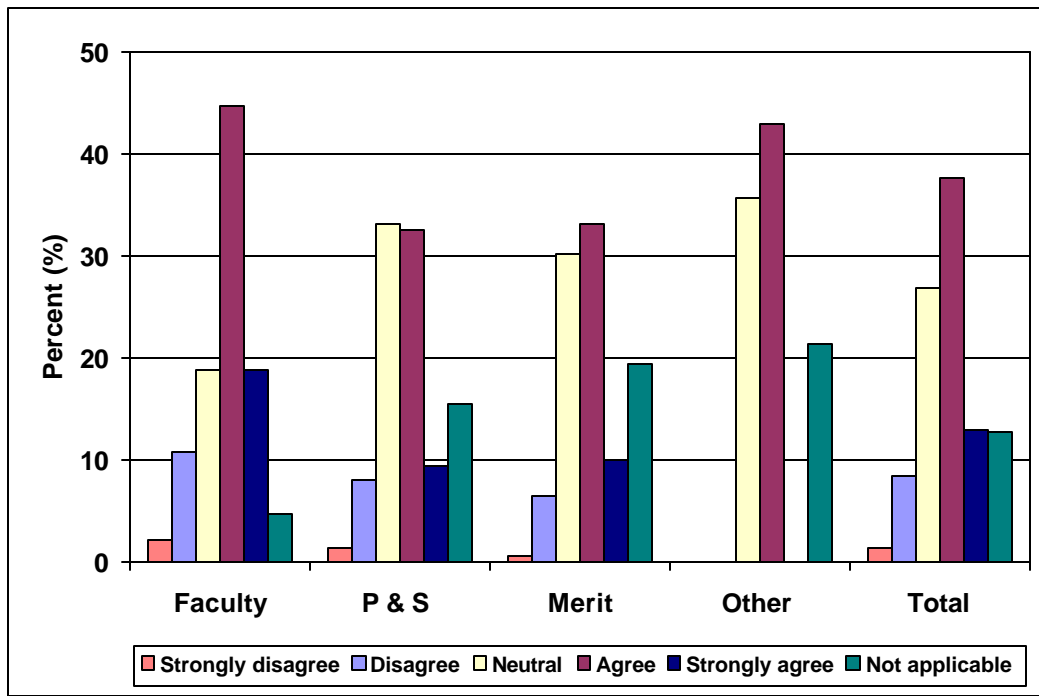
Q10. Faculty encourage students to collaborate with them on academic or extracurricular activities.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		NA		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Faculty	4	2.1	15	7.8	54	28.1	77	40.1	33	17.2	9	4.7	192	100
P & S	3	1.9	13	8.1	56	35.0	44	27.5	13	8.1	31	19.4	160	100
Merit	2	1.4	7	5.0	39	28.1	44	31.7	11	7.9	36	25.9	139	100
Other	0	0	0	0	5	35.7	5	35.7	1	7.1	3	21.4	14	100
Total	9	1.8	35	6.9	154	30.5	170	33.7	58	11.5	79	15.6	505	100
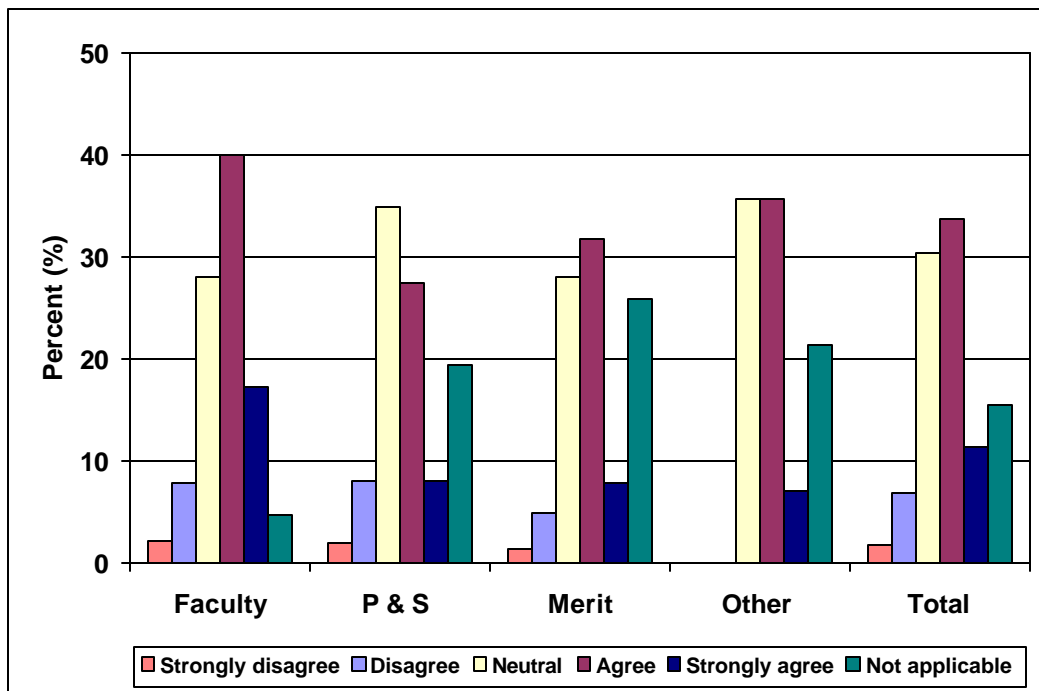
Q11. I feel a sense of belonging to the university community.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		NA		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Faculty	20	10.4	25	13.0	31	16.1	75	39.1	41	21.4	0	0	192	100
P & S	3	1.9	12	7.5	31	19.4	82	51.3	31	19.4	1	0.6	160	100
Merit	6	4.3	10	7.2	28	20.1	64	46.0	27	19.4	4	2.9	139	100
Other	1	7.1	0	0	1	7.1	8	57.1	4	28.6	0	0	14	100
Total	30	5.9	47	9.3	91	18.0	229	45.3	103	20.4	5	1.0	505	100
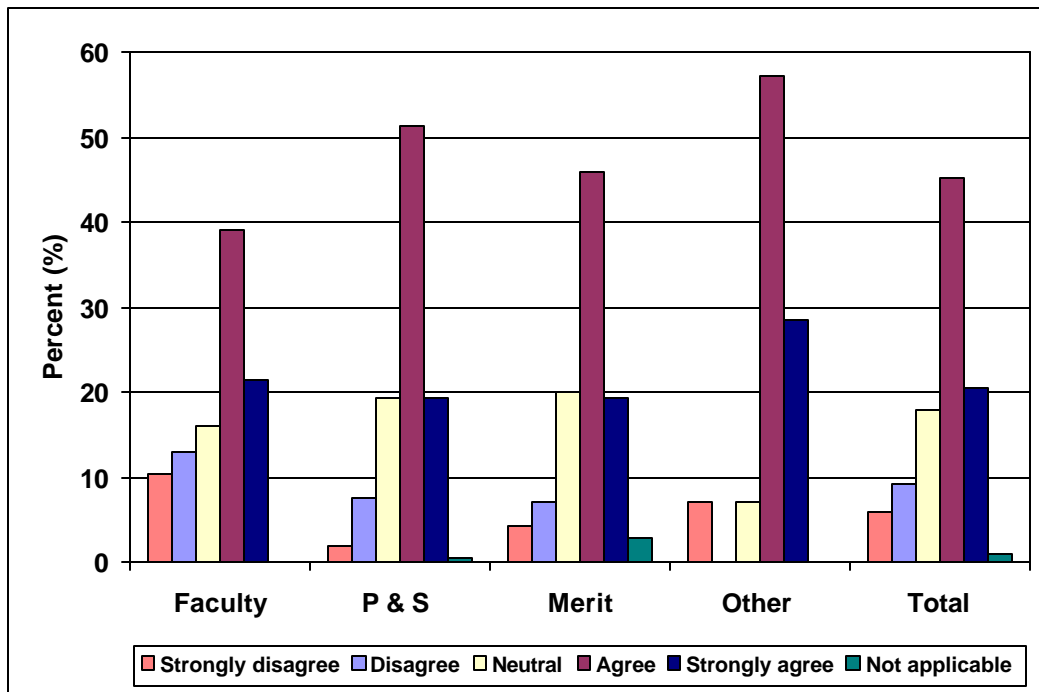
Q12. I feel valued as a member of the UNI community.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		NA		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Faculty	32	16.7	23	12.0	34	17.7	62	32.3	40	20.8	1	0.5	192	100
P & S	6	3.8	21	13.1	29	18.1	69	43.1	32	20.0	3	1.9	160	100
Merit	9	6.5	19	13.7	23	16.5	61	43.9	23	16.5	4	2.9	139	100
Other	1	7.1	0	0	3	21.4	6	42.9	4	28.6	0	0	14	100
Total	48	9.5	63	12.5	89	17.6	198	39.2	99	19.6	8	1.6	505	100
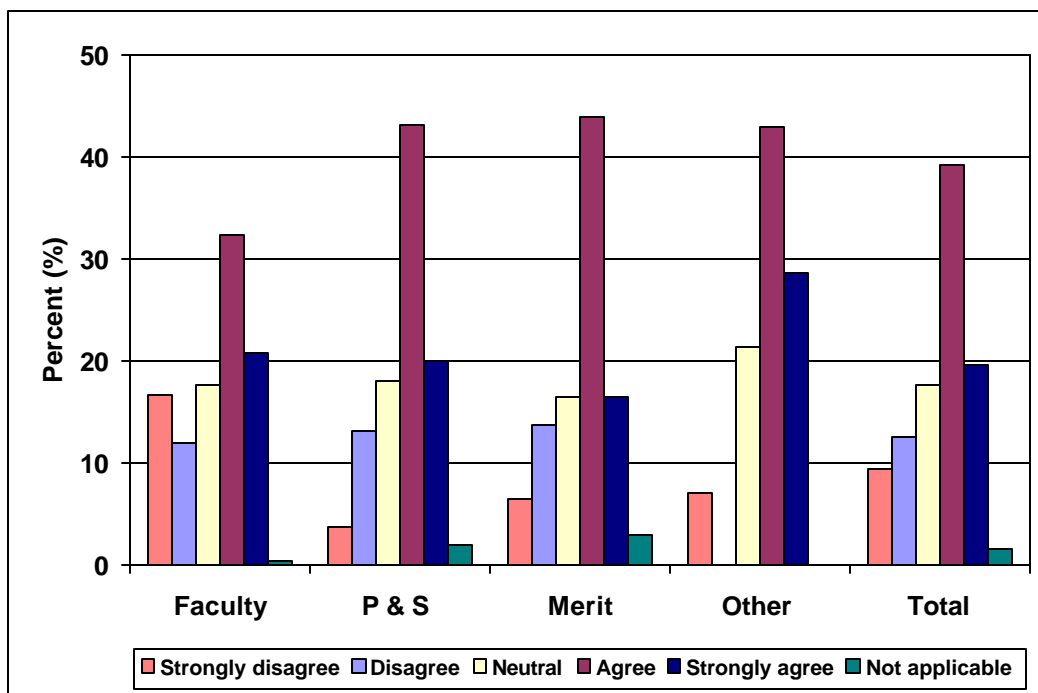
Q13. I am pleased with the number of new and close friendships that I have developed at UNI.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		NA		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Faculty	23	12.0	28	14.6	36	18.8	66	34.4	37	19.3	2	1.0	192	100
P & S	5	3.1	14	8.8	25	15.6	82	51.3	33	20.6	1	0.6	160	100
Merit	1	0.7	7	5.0	30	21.6	64	46.0	35	25.2	2	1.4	139	100
Other	0	0	0	0	3	21.4	9	64.3	2	14.3	0	0	14	100
Total	29	5.7	49	9.7	94	18.6	221	43.8	107	21.2	5	1.0	505	100
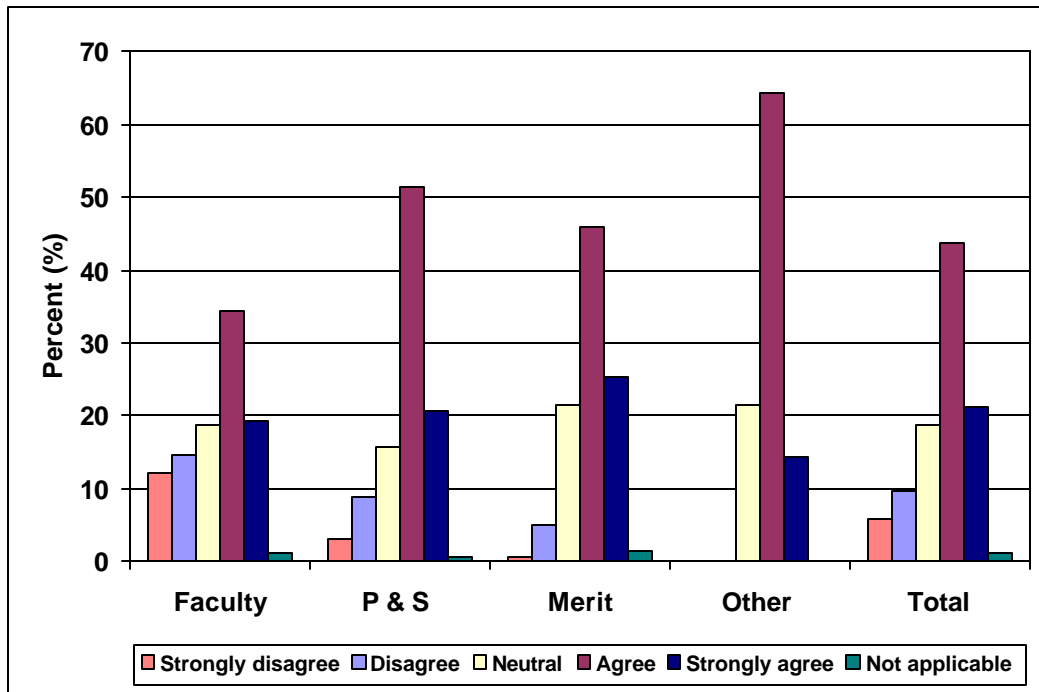
Q14. I have had opportunities through UNI to communicate with people from other cultures.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		NA		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Faculty	10	5.2	21	10.9	28	14.6	89	46.4	39	20.3	5	2.6	192	100
P & S	1	0.6	13	8.1	17	10.6	79	49.4	50	31.3	0	0	160	100
Merit	3	2.2	4	2.9	13	9.4	65	46.8	53	38.1	1	0.7	139	100
Other	0	0	0	0	1	7.1	9	64.3	4	28.6	0	0	14	100
Total	14	2.8	38	7.5	59	11.7	242	47.9	146	28.9	6	1.2	505	100
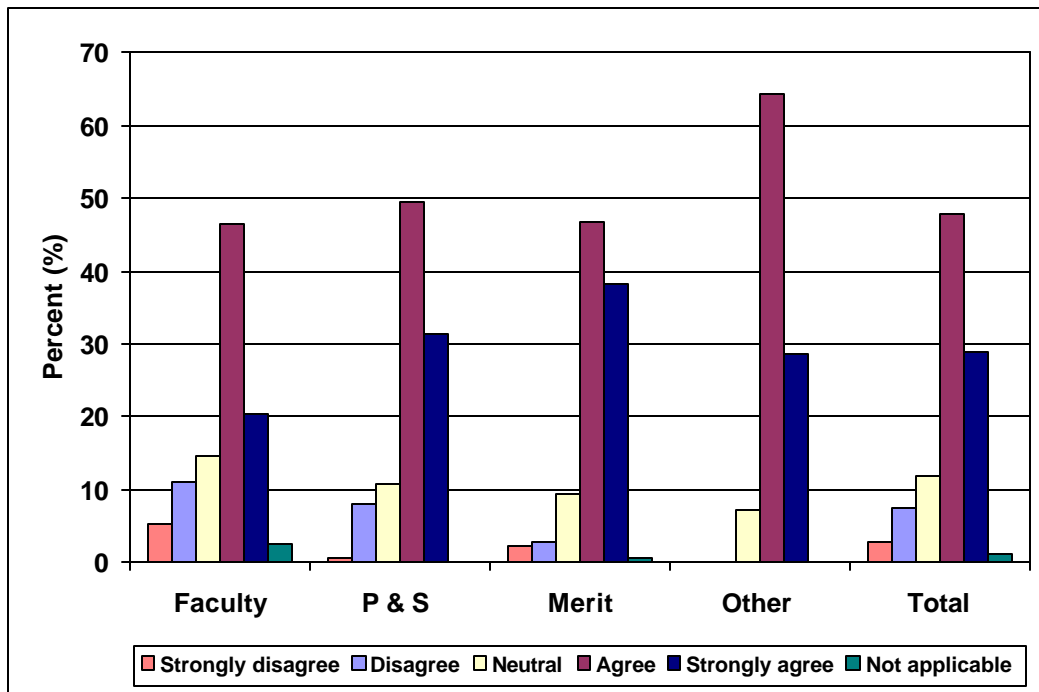
Q15. Faculty include information on multiple cultures and points of view in their classroom.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		NA		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Faculty	12	6.3	16	8.3	54	28.1	74	38.5	20	10.4	16	8.3	192	100
P & S	1	0.6	12	7.5	54	33.8	36	22.5	7	4.4	50	31.3	160	100
Merit	1	0.7	6	4.3	49	35.3	25	18.0	10	7.2	48	34.5	139	100
Other	0	0	0	0	6	42.9	5	35.7	0	0	3	21.4	14	100
Total	14	2.8	34	6.7	163	32.3	140	27.7	37	7.3	117	23.2	505	100
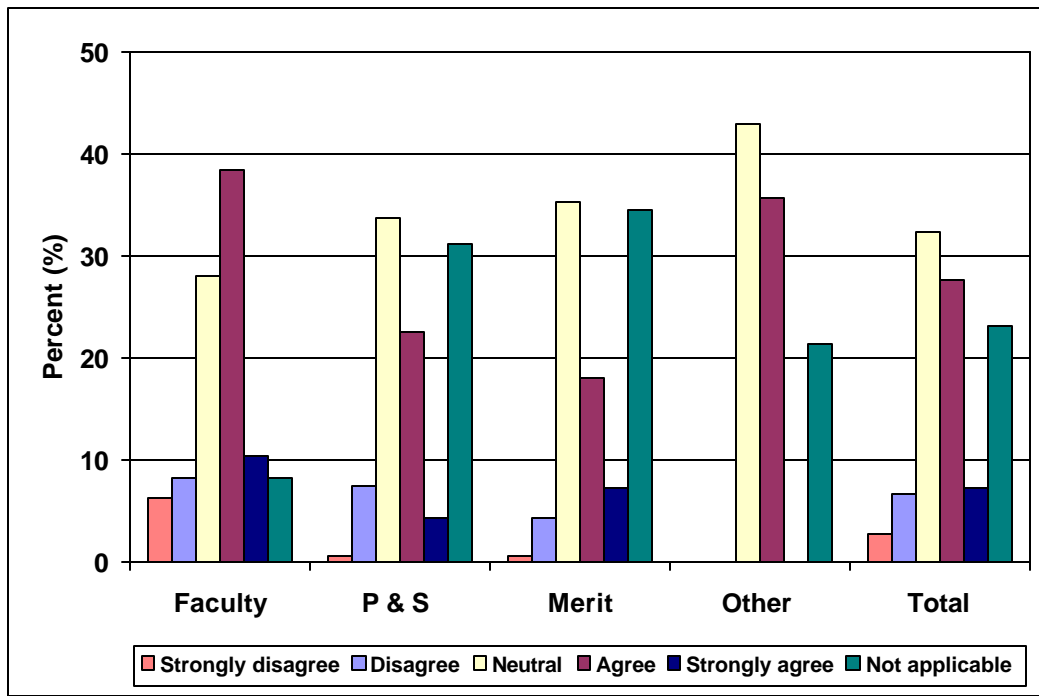
Q16. Faculty effectively prepare UNI students to be contributing members of a multicultural/multinational world.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		NA		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Faculty	11	5.7	27	14.1	60	31.3	70	36.5	14	7.3	10	5.2	192	100
P & S	4	2.5	19	11.9	58	36.3	42	26.3	6	3.8	31	19.4	160	100
Merit	4	2.9	7	5.0	38	27.3	44	31.7	12	8.6	34	24.5	139	100
Other	0	0	0	0	3	21.4	9	64.3	0	0	2	14.3	14	100
Total	19	3.8	53	10.5	159	31.5	165	32.7	32	6.3	77	15.2	505	100
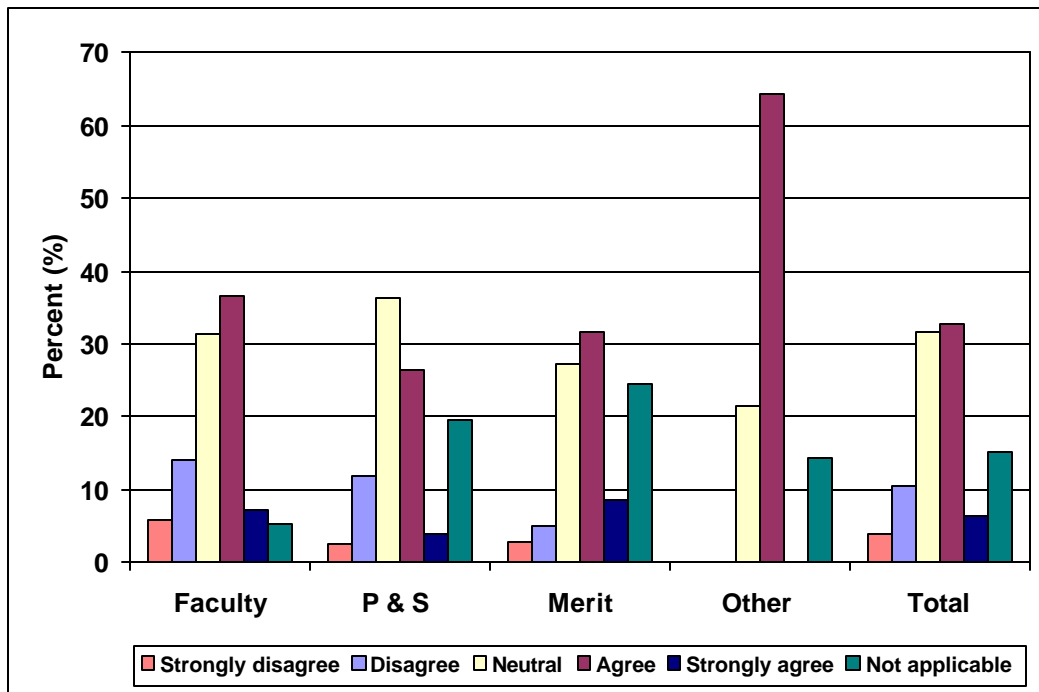
Q17. I have experienced positive social interactions with faculty, staff, or students who have different backgrounds or beliefs than my own.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		NA		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Faculty	5	2.6	10	5.2	17	8.9	109	56.8	47	24.5	4	2.1	192	100
P & S	1	0.6	3	1.9	13	8.1	106	66.3	36	22.5	1	0.6	160	100
Merit	3	2.2	4	2.9	17	12.2	69	49.6	41	29.5	5	3.6	139	100
Other	0	0	0	0	0	0	11	78.6	3	21.4	0	0	14	100
Total	9	1.8	17	3.4	47	9.3	295	58.4	127	25.1	10	2.0	505	100

Q18. I have observed prejudicial remarks or behaviors directed toward faculty, staff, or students based on race, ethnicity, sex, age, sexual orientation, religious beliefs, physical disability, or socioeconomic status.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		NA		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Faculty	39	20.3	55	28.6	25	13.0	51	26.6	19	9.9	3	1.6	192	100
P & S	27	16.9	59	36.9	23	14.4	35	21.9	13	8.1	3	1.9	160	100
Merit	29	20.9	37	26.6	17	12.2	35	25.2	14	10.1	7	5.0	139	100
Other	1	7.1	6	42.9	3	21.4	2	14.3	0	0	2	14.3	14	100
Total	96	19.0	157	31.1	68	13.5	123	24.4	46	9.1	15	3.0	505	100
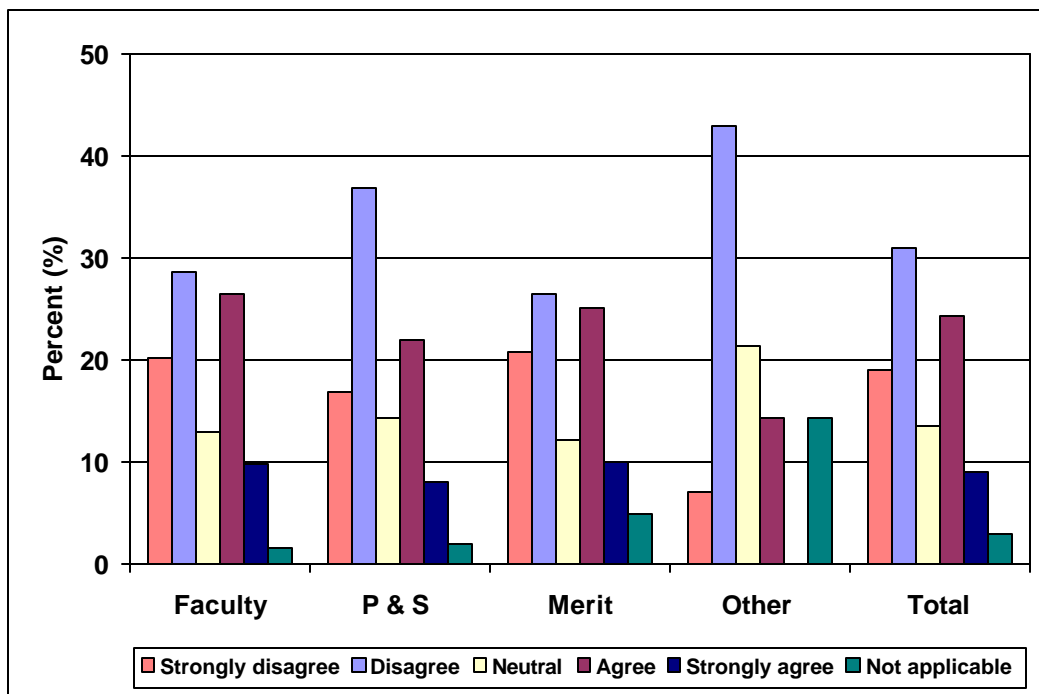
Q19. I feel isolated at UNI.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		NA		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Faculty	57	29.7	59	30.7	32	16.7	30	15.6	13	6.8	1	0.5	192	100
P & S	58	36.3	66	41.3	18	11.3	12	7.5	4	2.5	2	1.3	160	100
Merit	53	38.1	40	28.8	31	22.3	6	4.3	5	3.6	4	2.9	139	100
Other	4	28.6	8	57.1	1	7.1	1	7.1	0	0	0	0	14	100
Total	172	34.1	173	34.3	82	16.2	49	9.7	22	4.4	7	1.4	505	100
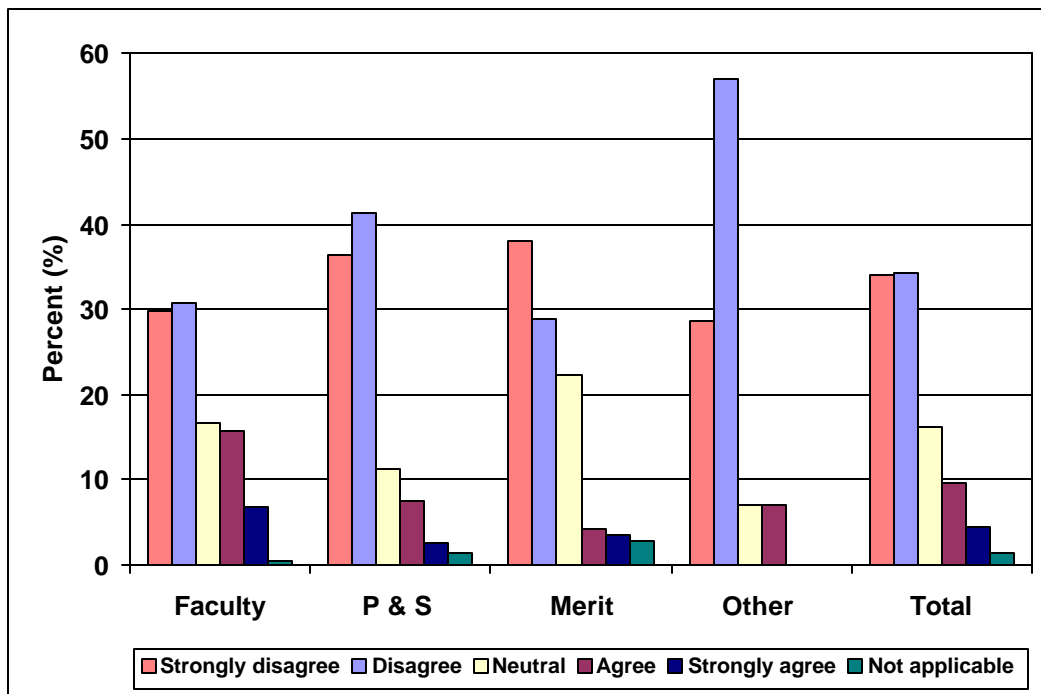
Q20. UNI values all of its members regardless of race, ethnicity, sex, age, sexual orientation, religious beliefs, physical disability, or socioeconomic status.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		NA		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Faculty	18	9.4	27	14.1	35	18.2	75	39.1	32	16.7	5	2.6	192	100
P & S	5	3.1	16	10.0	26	16.3	84	52.5	26	16.3	3	1.9	160	100
Merit	9	6.5	21	15.1	19	13.7	60	43.2	24	17.3	6	4.3	139	100
Other	0	0	1	7.1	5	35.7	5	35.7	3	21.4	0	0	14	100
Total	32	6.3	65	12.9	85	16.8	224	44.4	85	16.8	14	2.8	505	100
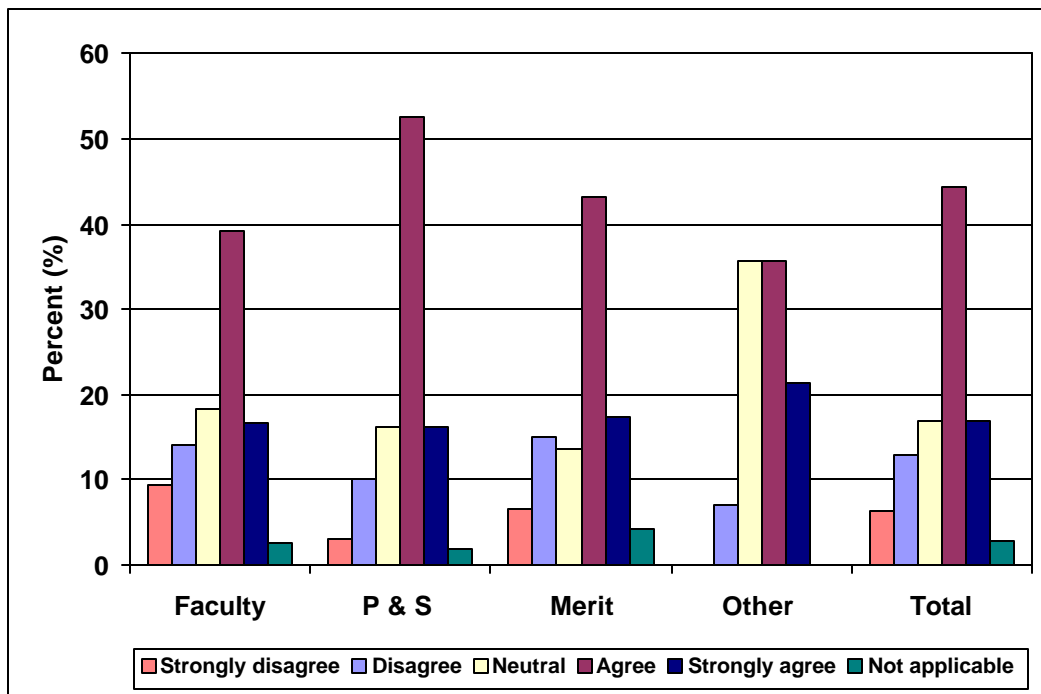
Q21. I have experienced a prejudicial remark or behavior on campus tied to my race, ethnicity, sex, age, sexual orientation, religious beliefs, physical disability, or socioeconomic status.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		NA		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Faculty	61	31.8	48	25.0	27	14.1	29	15.1	20	10.4	7	3.6	192	100
P & S	66	41.3	44	27.5	13	8.1	24	15.0	9	5.6	4	2.5	160	100
Merit	41	29.5	33	23.7	14	10.1	25	18.0	14	10.1	12	8.6	139	100
Other	4	28.6	3	21.4	2	14.3	1	7.1	1	7.1	3	21.4	14	100
Total	172	34.1	128	25.3	56	11.1	79	15.6	44	8.7	26	5.1	505	100
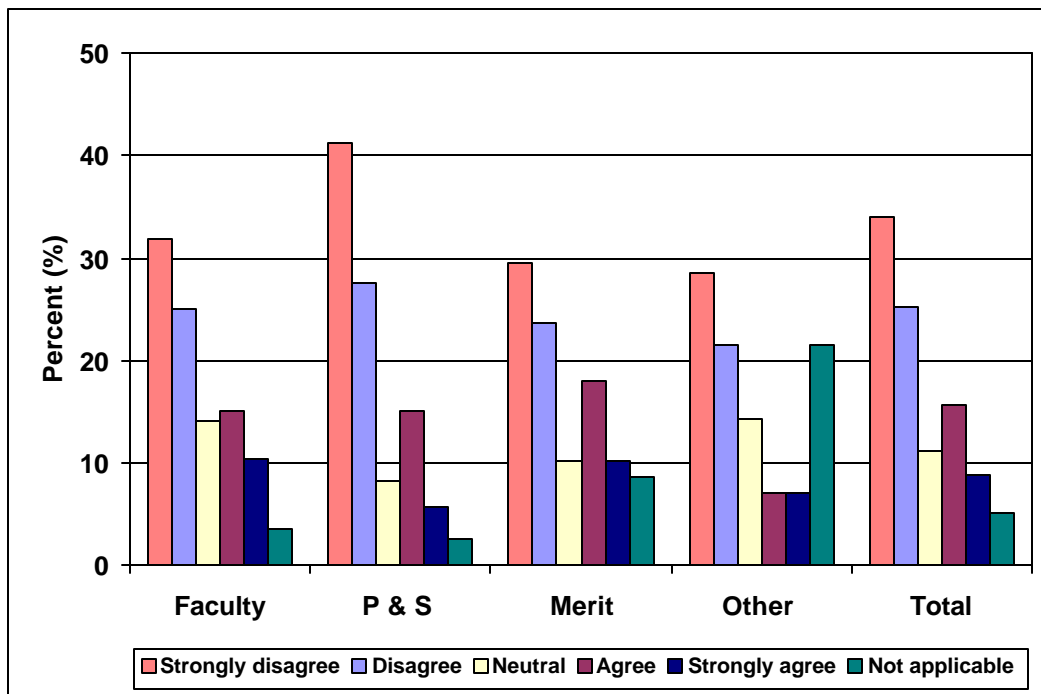
Q22. UNI campus is friendly and welcoming to all faculty, staff, and students.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		NA		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Faculty	10	5.2	28	14.6	39	20.3	87	45.3	26	13.5	2	1.0	192	100
P & S	2	1.3	10	6.3	22	13.8	91	56.9	33	20.6	2	1.3	160	100
Merit	3	2.2	9	6.5	22	15.8	73	52.5	29	20.9	3	2.2	139	100
Other	0	0	1	7.1	0	0	7	50.0	6	42.9	0	0	14	100
Total	15	3.0	48	9.5	83	16.4	258	51.1	94	18.6	7	1.4	505	100
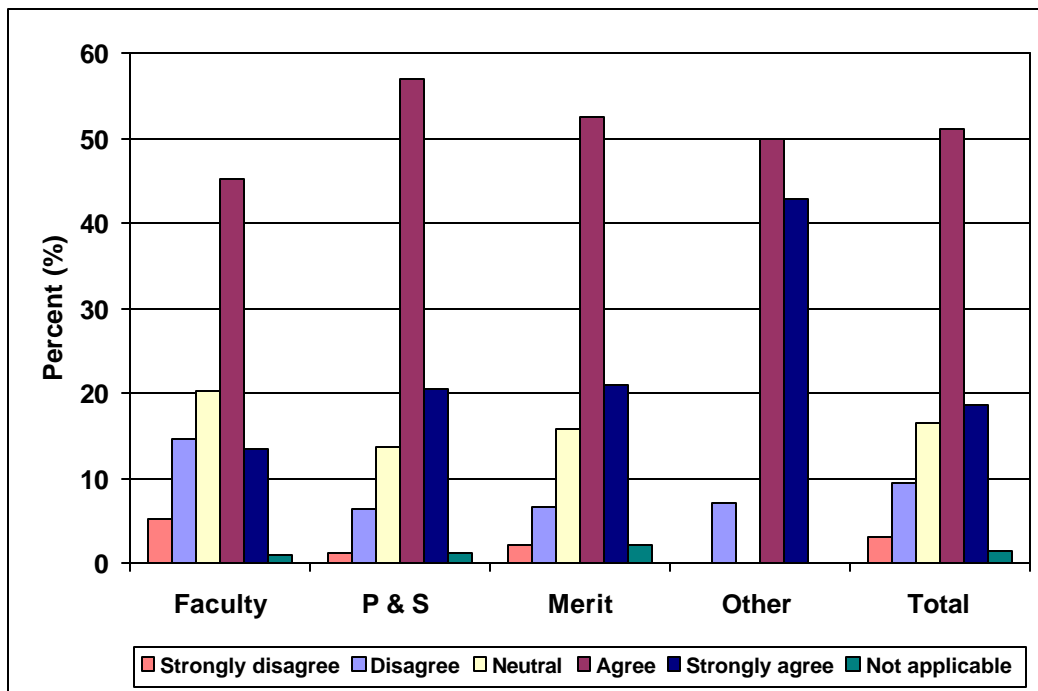
Q23. The expression of diverse points of view is encouraged.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		NA		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Faculty	22	11.5	26	13.5	38	19.8	83	43.2	21	10.9	2	1.0	192	100
P & S	3	1.9	22	13.8	33	20.6	82	51.3	18	11.3	2	1.3	160	100
Merit	2	1.4	13	9.4	23	16.5	73	52.5	21	15.1	7	5.0	139	100
Other	0	0	0	0	3	21.4	7	50.0	4	28.6	0	0	14	100
Total	27	5.3	61	12.1	97	19.2	245	48.5	64	12.7	11	2.2	505	100
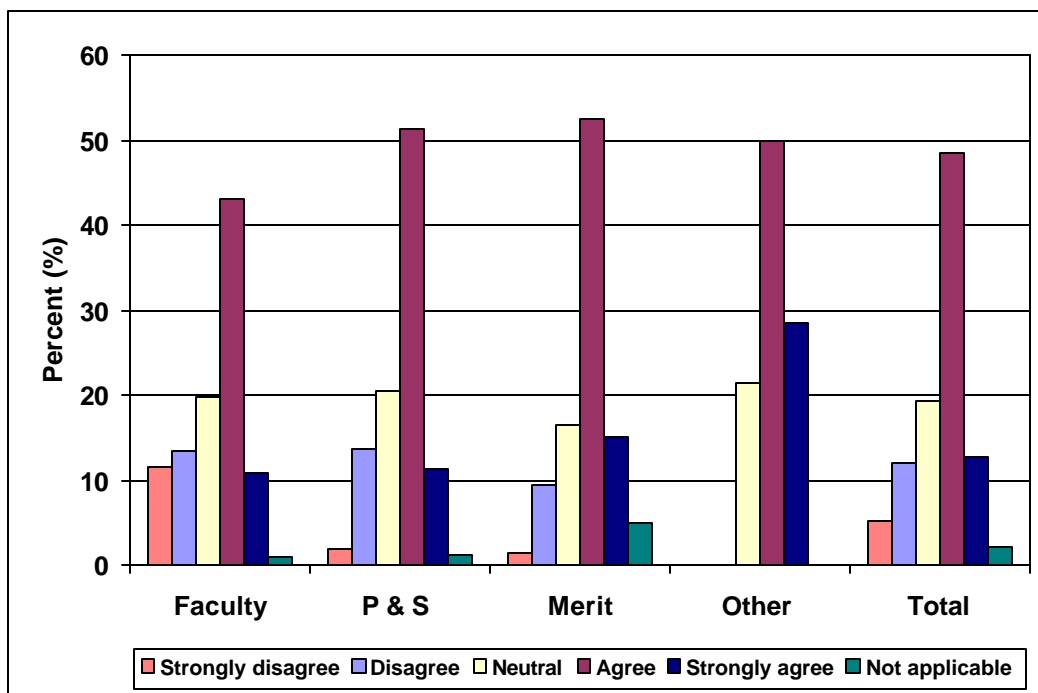
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Q24. Faculty and staff are treated fairly.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		NA		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Faculty	20	10.4	29	15.1	45	23.4	71	37.0	23	12.0	4	2.1	192	100
P & S	10	6.3	15	9.4	36	22.5	81	50.6	14	8.8	4	2.5	160	100
Merit	12	8.6	23	16.5	33	23.7	57	41.0	10	7.2	4	2.9	139	100
Other	1	7.1	0	0	1	7.1	9	64.3	3	21.4	0	0	14	100
Total	43	8.5	67	13.3	115	22.8	218	43.2	50	9.9	12	2.4	505	100
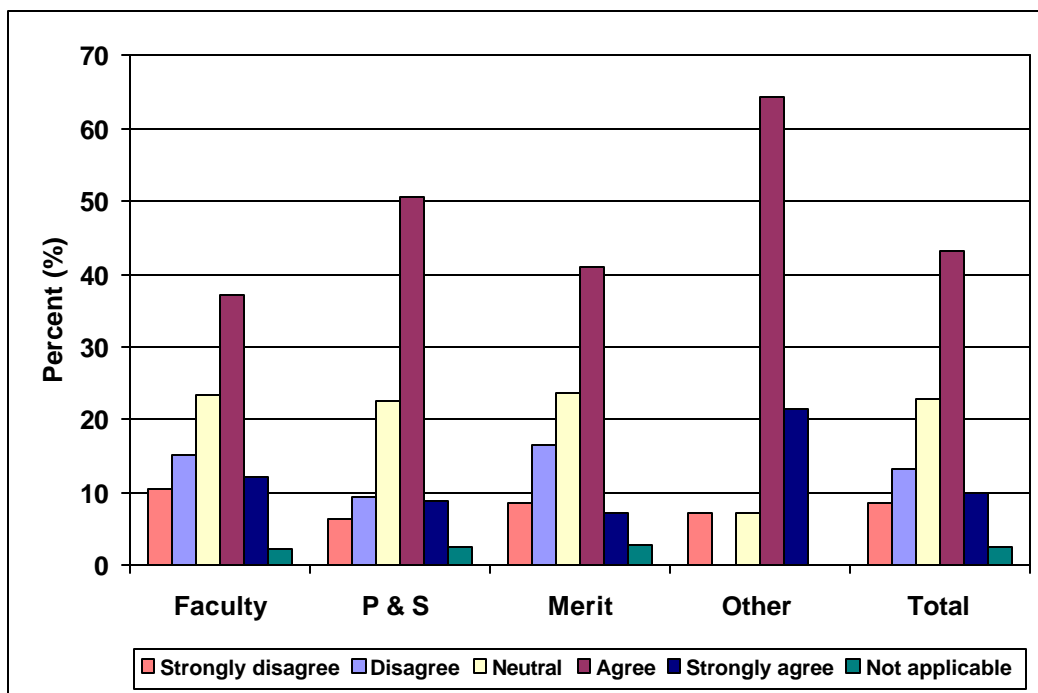
Q25. UNI provides opportunities for participation in university governance activities.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		NA		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Faculty	14	7.3	12	6.3	35	18.2	91	47.4	38	19.8	2	1.0	192	100
P & S	5	3.1	4	2.5	43	26.9	77	48.1	28	17.5	3	1.9	160	100
Merit	2	1.4	10	7.2	33	23.7	72	51.8	14	10.1	8	5.8	139	100
Other	0	0	0	0	3	21.4	6	42.9	5	35.7	0	0	14	100
Total	21	4.2	26	5.1	114	22.6	246	48.7	85	16.8	13	2.6	505	100
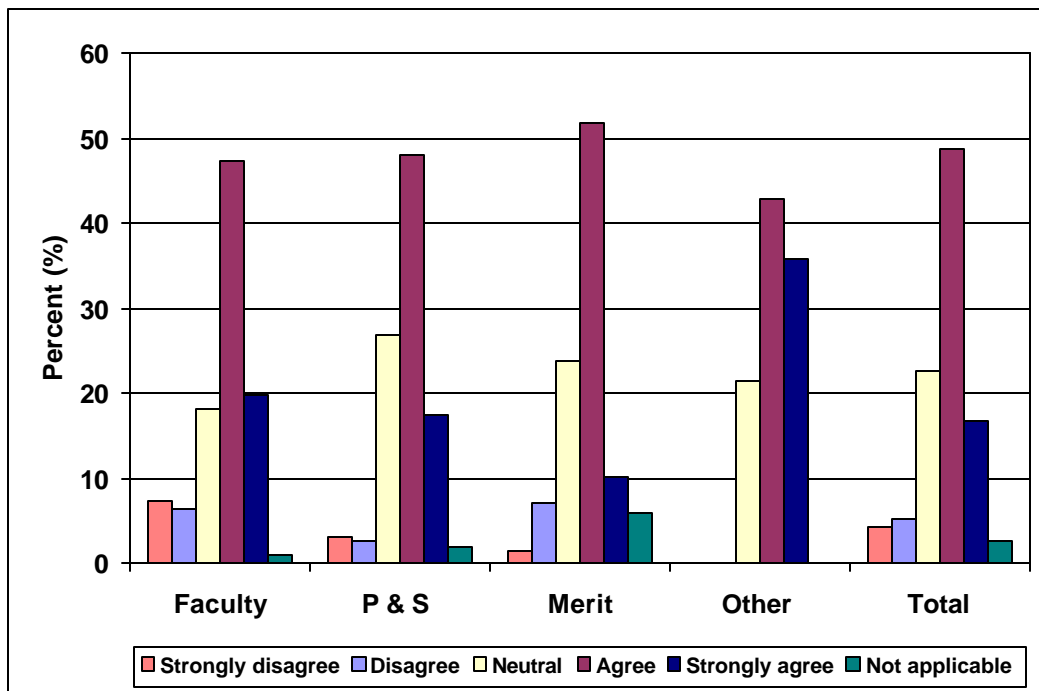
Q26. UNI promotes high ethical standards.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		NA		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Faculty	11	5.7	25	13.0	48	25.0	74	38.5	30	15.6	4	2.1	192	100
P & S	7	4.4	7	4.4	35	21.9	89	55.6	21	13.1	1	0.6	160	100
Merit	6	4.3	10	7.2	31	22.3	70	50.4	19	13.7	3	2.2	139	100
Other	1	7.1	0	0	1	7.1	8	57.1	4	28.6	0	0	14	100
Total	25	5.0	42	8.3	115	22.8	241	47.7	74	14.7	8	1.6	505	100
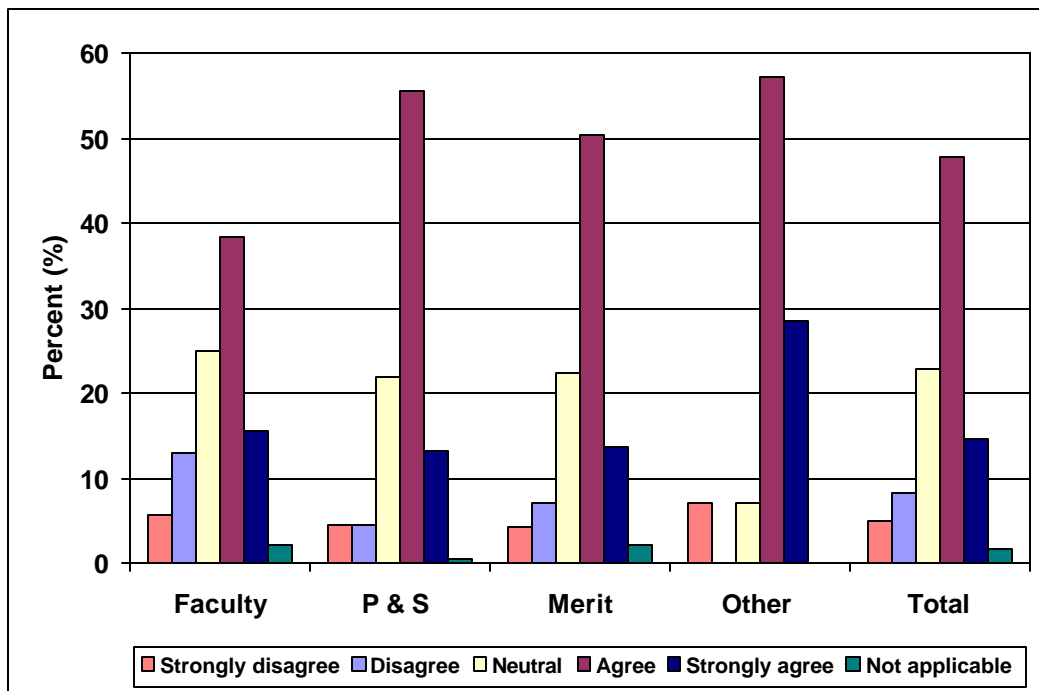
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Q27. UNI faculty and staff exhibit high ethical standards.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		NA		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Faculty	7	3.6	16	8.3	51	26.6	87	45.3	27	14.1	4	2.1	192	100
P & S	4	2.5	9	5.6	38	23.8	85	53.1	22	13.8	2	1.3	160	100
Merit	4	2.9	15	10.8	36	25.9	67	48.2	14	10.1	3	2.2	139	100
Other	0	0	0	0	2	14.3	9	64.3	3	21.4	0	0	14	100
Total	15	3.0	40	7.9	127	25.1	248	49.1	66	13.1	9	1.8	505	100
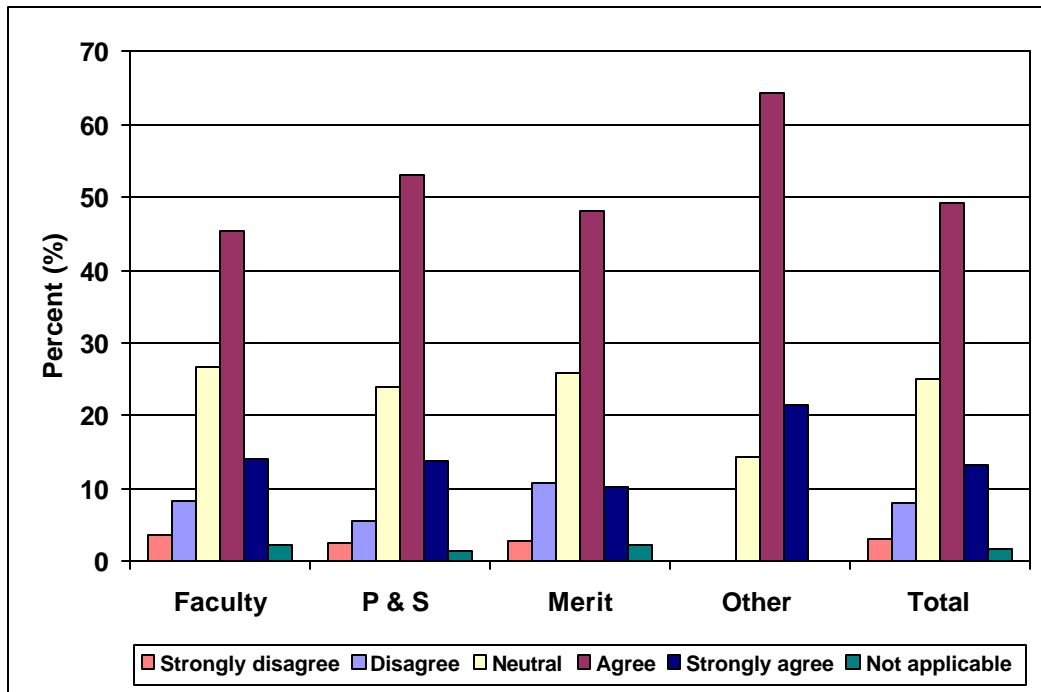
Q28. UNI students exhibit high ethical standards.

	Strongly Disagree		Disagree		Neutral		Agree		Strongly Agree		NA		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Faculty	4	2.1	32	16.7	69	35.9	71	37.0	13	6.8	3	1.6	192	100
P & S	2	1.3	10	6.3	58	36.3	76	47.5	10	6.3	4	2.5	160	100
Merit	1	0.7	17	12.2	43	30.9	63	45.3	10	7.2	5	3.6	139	100
Other	0	0	0	0	2	14.3	8	57.1	2	14.3	2	14.3	14	100
Total	7	1.4	59	11.7	172	34.1	218	43.2	35	6.9	14	2.8	505	100
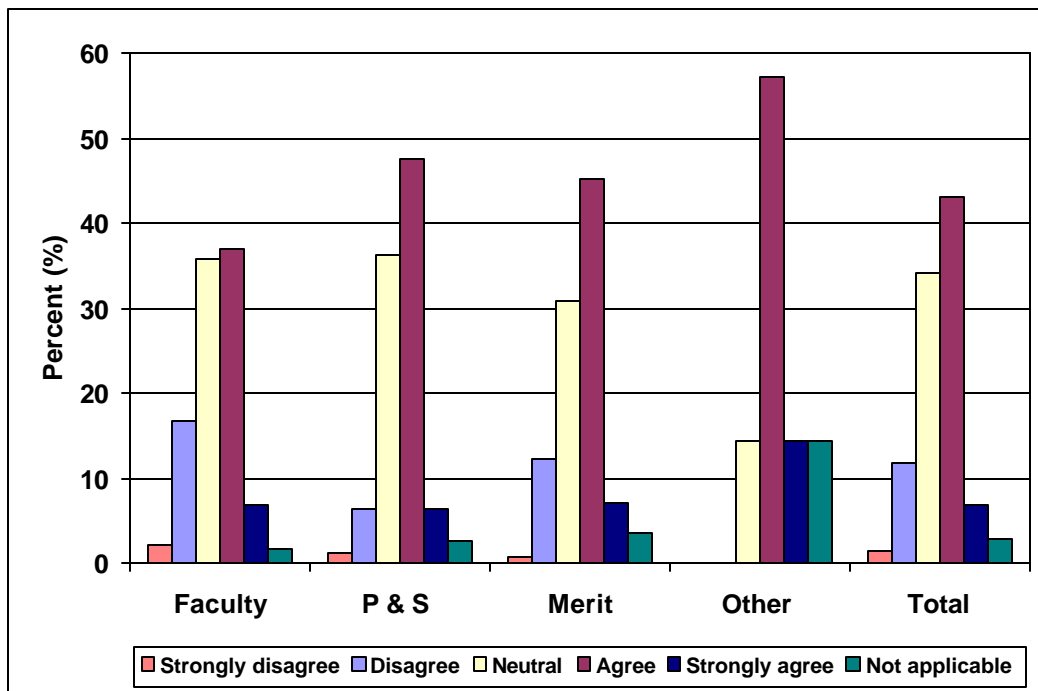
Appendix A

TO: UNI Faculty and Staff

FROM: Dr. Thulasi Kumar
Information Management & Analysis

DATE: April 24, 2002

SUBJECT: Campus Climate Survey

UNI's Strategic Plan identifies faculty, staff, and student perceptions of campus climate as key performance indicators and states that a *Climate Survey* will be conducted. A Climate Survey has been administered to students through the registration process. A parallel instrument has been developed for use with faculty and staff. (See reverse side.)

This survey focuses on perceptions of the relationships between faculty, staff and students and such issues as ethics, diversity, sense of community and work environment within the overall campus climate.

An analysis of responses to the survey will be distributed to all academic and administrative offices later this summer. In addition, a summary of the survey will be reported to the Board of Regents in the fall with our annual progress report on the strategic plan and performance indicators.

Individual responses to the survey will be kept confidential. Please return the survey **within 10 days**. Thank you for your cooperation in this endeavor.

Please complete the survey on the reverse side, fold, and

return to:

**Office of Information Management & Analysis
244 Gilchrist
0005**