

Appendix B: PART I: Demographics

Table B1

What is your primary institutional status at Grand Valley State? (Question 1)

Primary Position	n	%	Primary Position	n	%
Undergraduate student	5171	68.3	Executive/Administrative/ Professional (EAP)	381	5.0
Non-degree seeking student	30	0.7	Regular EAP	338	88.7
Bachelor-degree seeking student, entered GVSU as first-year student	3208	73.2	Adjunct AP	43	11.3
Bachelor-degree seeking student, entered GVSU as transfer student	1146	26.1	Clerical/Office/Technical (COT)	157	2.1
Graduate student	853	11.3	Regular COT/ Temporary hourly	157	100.0
Graduate student			Department of Public Safety (DPS)	11	0.1
Faculty	705	9.3	Regular DPS/ Temporary hourly	11	100.0
Assistant professor/Assistant Librarian	98	23.8	Maintenance/Grounds/ Service (MGS)	18	0.2
Associate professor/Associate Librarian	121	29.4	Regular MGS/ Temporary hourly	18	100.0
Professor/Senior Librarian	42	10.2	Other	275	3.6
Visiting faculty	35	8.5			
Affiliate instructor	39	9.5			
Instructor	10	2.4			
Semester by semester adjunct faculty	67	9.5			

Note: There are no missing responses to this question as all respondents were required to provide an answer.

Table B2

Are you full-time or part-time in that primary status? (Question 2)

	n	%
Full-time	6650	87.8
Part-time	902	11.9
Missing	19	0.3

Table B3

At which campus/location do you spend the majority of your time? (Question 32)

Campus/Location	n	%
Allendale Campus	5380	71.1
Pew Grand Rapids Campus (CHS, EC, etc.)	1999	26.4
Meijer Campus at Holland	27	0.4
At the Regional Center in Traverse City	37	0.5
At the Regional Center in Muskegon	24	0.3
At the Annis Water Resources Institute (AWRI)	16	0.2
Other	67	0.9
Missing	21	0.3

Table B4

What is your gender identity? (Question 33)

Gender	n	%
Man	2570	33.9
Woman	4936	65.2
Transgender	24	0.3
Other	17	0.2
Missing	24	0.3

Table B5

What is your race/ethnicity? (Mark all that apply) (Question 34)

Race/Ethnicity	n	%
African	57	0.8
African American/Black (not Latino/Hispanic)	349	4.6
Alaskan Native	6	0.1
Asian/Asian American	178	2.4
Caribbean/West Indian	18	0.2
European American/White	6472	85.5
Latino(a)/Hispanic	263	3.5
Middle Eastern	81	1.1
Native American Indian	133	1.8
Pacific Islander/Hawaiian Native	56	0.7
Other	130	1.7

Note: Percentages may not sum to 100% due to multiple responses.

Table B6

Which term best describes your sexual orientation?
 (Question 35)

Sexual Identity	n	%
Asexual	720	9.5
Bisexual	207	2.7
Gay	117	1.5
Heterosexual	6246	82.5
Lesbian	64	0.8
Queer	33	0.4
Questioning	46	0.6
Pansexual	8	0.1
Other	78	1.0
Missing	98	1.3

Table B7

What is your age? (Question 36)

Age	n	%
18-19	1567	20.7
20-21	2062	27.2
22-23	1058	14.0
24-32	1125	14.9
33-42	609	8.0
43-52	547	7.2
53-62	463	6.1
63-72	103	1.4
73 and over	2	0.0
Missing	35	0.5

Table B8

What is your current relationship status? (Question 37)

Relationship Status	n	%
Single, never married	4451	58.8
Single, divorced	217	2.9
Single, widow (partner/spouse deceased)	19	0.3
Partnered	1025	13.5
Partnered, in civil union	14	0.2
Married or remarried	1769	23.4
Separated	29	0.4
Missing	47	0.6

Table B9

What is your current parental status? (Question 38)

Parental Status	n	%
No children	5836	77.1
Children under 18 years of age	1032	13.6
Children over 18 years of age, but still legally dependent	348	4.6
Independent adult children over 18 years of age	513	6.8
Other	57	0.8

Table B10

Are you, or have you ever been, a member of the U.S. armed forces? (Question 39)

Military/Veteran Status	n	%
I am not in the military	7326	96.8
Active military status	23	0.3
Veteran status	160	2.1
Missing	62	0.8

Table B11

Students Only: What is the highest level of education achieved by your parent(s)/legal guardian(s)? (Question 40)

Level of Education	Parent /Legal Guardian 1		Parent/Legal Guardian 2	
	n	%	n	%
No high school	121	2.0	126	2.1
High school	1357	22.5	1335	22.1
Some college	1070	17.7	1030	17.0
Business/Technical certificate/degree	295	4.9	401	6.6
Associate’s degree	566	9.4	640	10.6
Bachelor’s degree	1377	22.8	1396	23.1
Some graduate work	133	2.2	153	2.5
Master’s degree	808	13.4	603	10.0
Doctoral degree	193	3.2	101	1.7
Other professional degree	49	0.8	61	1.0
Unknown	25	0.4	73	1.2
Not applicable	16	0.3	45	0.7
Missing	33	0.5	79	1.3

Note: Table includes only those respondents who indicated they were students in Question 1 (n = 6043). 19 respondents that selected “Other” in Question 1 were recoded as students. They did not answer this question, and so are included in the “Missing” row.

Table B12

Faculty/Staff Only: What is your highest completed level of education? (Question 41)

Level of Education	n	%
Did not complete high school	2	0.1
Completed high school	31	2.0
Business/Technical certificate/degree	11	0.7
Some college	109	7.2
Associate's degree	50	3.3
Bachelor's degree	211	13.8
Some graduate work	115	7.5
Master's degree	469	30.8
Doctoral degree	479	31.4
Terminal Professional degree	22	1.4
Other professional certificate	6	0.4
Missing	19	0.2

Note: Table includes only those respondents who indicated they were faculty or staff in Question 1 (n = 1524).

Table B13

Faculty Only: With which college are you primarily affiliated at this time?
(Question 42)

Academic Department(s)/Program(s)	n	%
College of Liberal Arts and Sciences	404	56.3
Seidman College of Business	51	7.1
College of Community and Public Service	53	7.4
College of Education	54	7.5
Padnos College of Engineering and Computing	29	4.0
College of Health Professions	34	4.7
Brooks College of Interdisciplinary Studies	26	3.6
Kirkof College of Nursing	24	3.3
University Libraries	20	2.8

Note: Table includes only those respondents who indicated they were faculty in Question 1 (n = 718).

Table B14

Staff Only: With which division are you primarily affiliated at this time?
(Question 43)

Academic Department(s)/Program(s)	n	%
President’s Office	24	3.0
Academic and Student Affairs Division	466	63.1
Finance and Administration Division	158	21.4
University Development Division	31	4.2
University Relations Division	52	7.0
Inclusion and Equity Division	7	0.9
Missing	68	8.4

Note: Table includes only those respondents who indicated they were staff in Question 1 (n = 806).

Table B15

Undergraduate Students Only: Please select your declared academic major? (Two choices allowed)
(Question 44)

Major	n	%	Major	n	%
Non-degree	6	0.1	Group Social Studies	57	1.1
Undeclared	185	3.6	Health Communications	40	0.8
Accounting	180	3.5	Health Professions	229	4.4
Advertising/Public Relations	135	2.6	Health Science	6	0.1
Anthropology	48	0.9	History	79	1.5
Art and Design	62	1.2	Hospitality Tourism		
Art-Studio	21	0.4	Management	172	3.3
Art Education	13	0.3	Information Science	51	1.0
Art History	5	0.1	International Business	51	1.0
Athletic Training	48	0.9	International Relations	62	1.2
Behavioral Science	15	0.3	Journalism	29	0.6
Biology	171	3.3	Latin	0	0.0
Biomedical Science	345	6.7	Legal Studies	30	0.6
Biopsychology	13	0.3	Liberal Studies	76	1.5
Broadcasting	45	0.9	Management	117	2.3
Business Economics	19	0.4	Marketing	130	2.5
Business	211	4.1	Mathematics	137	2.6
Cell and Molecular Biology	19	0.4	Medical Imaging/ Radiation Science	9	0.2
Chemistry	52	1.0	Music	59	1.1
Chinese Studies	4	0.1	Natural Resources Management	61	1.2
Classics	14	0.3	Nursing	333	6.4
Classical Tradition	5	0.1	Occupational Safety/ Health Management	21	0.4
Clinical Laboratory Science	33	0.6	Philosophy	34	0.7
Communication Studies	51	1.0	Photography	30	0.6
Communications	31	0.6	Physical Education	60	1.2
Computer Science	101	2.0	Physics	20	0.4
Comprehensive Science and Arts for Teaching	17	0.3	Political Science	75	1.5
Criminal Justice	169	3.3	Pre-Business	27	0.5
Dance	9	0.2	Psychology	373	7.2
Diagnostic Medical Sonography	23	0.4	Psychology - Special Education	64	1.2
Earth Science	8	0.2	Public Administration	86	1.7
Economics	40	0.8	Radiation Therapy	21	0.4
Education	371	7.2			

Engineering	113	2.2	Radiology & Imaging Science	46	0.9
English	225	4.4	Russian Studies	8	0.2
Exercise Science	162	3.1	Social Work	117	2.3
Film and Video	92	1.8	Sociology	50	1.0
Finance	130	2.5	Spanish	101	2.0
French	23	0.4	Statistics	44	0.9
Geography	19	0.4	Supply Chain Management	14	0.3
Geology	20	0.4	Theatre	13	0.3
Geology-Chemistry	0	0.0	Therapeutic Recreation	31	0.6
German	15	0.3	Women & Gender Studies	36	0.7
Greek	0	0.0	Writing	78	1.5
Group Science	3	0.1			

Note: Table includes only those respondents who indicated they were undergraduate students in Question 1 (n = 5171).

Table B16

Graduate Students Only: Please select your degree program?
(Question 45)

Major	n	%	Major	n	%
Non-degree	13	1.5	Higher Education	56	6.6
Accounting	35	4.1	Instruction and Curriculum	19	2.2
Biology	22	2.6	Leadership (EDS)	21	2.5
Biomedical Sciences	10	1.2	Leadership (MED)	12	1.4
Biostatistics	14	1.6	Literacy Studies	20	2.3
Business	77	9.0	Medical and Bioinformatics	2	0.2
Cell and Molecular Biology	11	1.3	Nursing (MSN)	10	1.2
Communications	27	3.2	Nursing Practice (DNP)	15	1.8
Computer Information Systems	22	2.6	Occupational Therapy	10	1.2
Criminal Justice	16	1.9	Physical Assistant Studies	24	2.8
Educational Technology	9	1.1	Physical Therapy (MS)	1	0.1
Engineering	15	1.8	Physical Therapy (DPT)	43	5.0
English	12	1.4	Public Administration	91	10.7
General Business	4	0.5	Reading	13	1.5
General Education	53	6.2	School Counseling	22	2.6
Health Administration	23	2.7	Social Work	136	15.9
Health Professions	2	0.2	Special Education	40	4.7
Health Science	7	0.8	Taxation	1	0.1

Note: Table includes only those respondents who indicated they were graduate students in Question 1 (n = 853).

Table B17

Do you have a disability that substantially affects a major life activity? (mark all that apply)
(Question 46)

Disability	n	%
No disability	6665	88.0
Physical condition	204	2.7
Learning disability	149	2.0
Psychological condition	575	7.6

Note: Percentages do not sum to 100% due to multiple responses.

Table B18

Are you registered with Disability Support Services?
(Question 47)

Disability	n	%
Yes	184	21.5
No	670	78.5

Note: Table includes only those respondents who indicated they have a disability in Question 46 (n = 854).

Table B19

What is your citizenship status? (Question 48)

Citizenship Status	n	%
U.S. born citizen	7104	93.8
U.S. citizen - naturalized	162	2.1
Dual citizenship	56	0.7
Permanent resident (immigrant)	105	1.4
Permanent resident (refugee)	0	0.0
International (F-1, J-1, or H1-B, or other visa)	99	1.3
Other	12	0.2
Missing	33	0.4

Table B20

What is your religious or spiritual affiliation? (Question 49)

Spiritual Affiliation	n	%	Spiritual Affiliation	n	%
Animist	3	0.0	Muslim	39	0.5
Anabaptist	2	0.0	Native American Traditional Practitioner	4	0.1
Agnostic	442	5.8	Nondenominational Christian	680	9.0
Assembly of God	43	0.6	Pagan	14	0.2
Atheist	362	4.8	Pentecostal	55	0.7
Baha'i	2	0.0	Presbyterian	176	2.3
Baptist	306	4.0	Quaker	6	0.1
Buddhist	42	0.6	Reformed Church of America	168	2.2
Christian and Missionary Alliance	52	0.7	Roman Catholic	1412	18.7
Christian Disciples	119	1.6	Seventh Day Adventist	17	0.2
Christian Orthodox	151	2.0	Shamanist	2	0.0
Christian Reformed Church of America	459	6.1	Shinto	0	0.0
Church of God	52	0.7	Sikh	2	0.0
Confucianist	1	0.0	Taoist	4	0.1
Druid	4	0.1	Unitarian Universalist	28	0.4
Episcopalian	65	0.9	United Church of Christ	56	0.7
Hindu	21	0.3	Wiccan	11	0.1
Jehovah's Witness	6	0.1	Zoroastrianism	1	0.0
Jewish	48	0.6	Other Christian	495	6.5
Independent	17	0.2	Other non-Christian	3	0.0
Latter Day Saints (Mormon)	10	0.1	Spiritual, but no religious affiliation	489	6.5
Lutheran	398	5.3	No affiliation	782	10.3
Mennonite	2	0.0	Other	102	1.3
Methodist	315	4.2	Missing	102	1.3
Moravian	1	0.0			

Table B21

Faculty/Staff Only: How long have you been employed by Grand Valley State? (Question 50)

Time	n	%
Less than 2 years	226	14.8
2-4 years	285	18.7
5-10 years	469	30.8
11-15 years	263	17.3
16-20 years	116	7.6
21-30 years	110	7.2
31+ years	38	2.5
Missing	17	1.1

Note: Table includes only those respondents who indicated they were faculty or staff in Question 1 (n = 1524).

Table B22

Undergraduate Students Only: Where are you in your college career? (Question 51)

Place in College Career	n	%
First year student	1051	20.3
Second year student	1005	19.4
Third year student	1313	25.4
Fourth year student	1259	24.3
Fifth year student or beyond	436	8.4
Second degree student	49	0.9
Other	51	1.0
Missing	7	0.1

Note: Table includes only those respondents who indicated they were undergraduate students in Question 1 (n = 5171).

Table B23

Students Only: are you currently dependent (family/guardian is assisting with your living/educational expenses) or independent (you are the sole provider for your living/educational expenses)? (Question 52)

Status	n	%
Dependent	3871	64.1
Independent	2057	34.0
Missing	115	1.9

Note: Table includes only those respondents who indicated they were students in Question 1 (n = 6043). 19 respondents that selected “Other” in Question 1 were recoded as students. They did not answer this question, and so are included in the “Missing” row.

Table B24

Students Only: What is your best estimate of your family’s yearly income (if partnered, married, or a dependent student) or your yearly income (if single or an independent student)? (Question 53)

Income	n	%
Below \$29,999	1536	25.4
\$30,000-\$39, 999	481	8.0
\$40,000-\$59,999	900	14.9
\$60,000 - \$79,999	914	15.1
\$80,000 - \$99,999	743	12.3
\$100,000 - \$129,000	697	11.5
\$130,000 - \$199,000	368	6.1
\$200,000 - \$249,000	107	1.8
\$250,000 and above	138	2.3
Missing	159	2.6

Note: Table includes only those respondents who indicated they were students in Question 1 (n = 6043). 19 respondents that selected “Other” in Question 1 were recoded as students. They did not answer this question, and so are included in the “Missing” row.

Table B25

Students Only: Where do you live? (Question 54)

Residence	n	%
On-campus	1731	28.6
Off-campus	4263	70.5
Missing	49	0.8

Note: Table includes only those respondents who indicated they were students in Question 1 (n = 6043). 19 respondents that selected “Other” in Question 1 were recoded as students. They did not answer this question, and so are included in the “Missing” row.

Table B26

Students Only: are you employed while you are enrolled as a student at GVSU? (Question 55)

Employed	n	%
No	2330	38.6
Yes, on-campus	1037	17.2
Yes, off-campus	2392	39.6
Yes, both on and off campus	244	4.0
Missing	40	0.7

Note: Table includes only those respondents who indicated they were students in Question 1 (n = 6043). 19 respondents that selected “Other” in Question 1 were recoded as students. They did not answer this question, and so are included in the “Missing” row.

Table B27

Students Only: How are you primarily paying for college? (Rank all that apply)
(Question 57)

Primary Method of Payment	1		2		3		4		5	
	n	%	n	%	n	%	n	%	n	%
Loans	2119	48.4	621	14.2	406	9.3	384	8.8	852	19.4
Pell Grant	626	22.1	926	32.7	370	13.1	468	16.5	442	15.6
Family contribution	1107	27.3	837	20.6	571	14.1	591	14.6	953	23.5
Personal contribution/Job	674	16.5	118	27.3	1106	27.0	810	19.8	383	9.4
Grand Valley State scholarship/grant/tuition remission	626	17.9	814	23.2	1023	29.2	645	18.4	395	11.3

Note: Table includes only those respondents who answered that they were students in Question 1 (n = 6043).

Table B28

Students Only: Do you participate in any of the following organizations at GVSU? (Mark all that apply)
 (Question 59)

Organization	n	%
I do not participate in any organizations	2474	40.9
Academic and Professional	1227	20.3
Cultural	341	5.6
Fraternities and Sororities	510	8.4
Performing Arts	342	5.7
Faith Based	644	10.7
Service & Advocacy	588	9.7
Special Interest	395	6.5
Sports and Recreation	1058	17.5
Student Government	89	1.5
Media	94	1.6
Honorary and Professional Societies	356	5.9
Other	7	0.1

Note: Table includes only those respondents who answered that they were students in Question 1 (n = 6043). Percentages may not sum to 100% due to multiple responses.

Table B29

In what environment did you grow up? (Question 60)

Environment	n	%
Farm/ranch	396	5.2
Rural, non-farm	939	12.4
Small-town	2022	26.7
Suburban	2808	37.1
Urban	755	10.0
I grew up in multiple types of environments	605	8.0
Other	20	0.3
Missing	26	0.3

Table B30

How would you characterize your political views? (Question 61)

Political Views	n	%
Far left	170	2.2
Liberal	2036	26.9
Moderate	2126	28.1
Conservative	1753	23.2
Far right	45	0.6
Non-committal	1069	14.1
Other	257	3.4
Missing	115	1.5

Table B31

What is your native language? (Question 62)

Native Language	n	%
American Sign Language	9	0.1
Arabic	22	0.3
Armenian	19	0.3
Cambodian, Mon-Khmer	2	0.0
Cantonese	2	0.0
Chinese	22	0.3
English only	6860	90.6
English and other(s)	334	4.4
French	20	0.3
French Creole	1	0.0
German	15	0.2
Greek	2	0.0
Hebrew	3	0.0
Hindi	16	0.2
Hmong	4	0.1
Italian	5	0.1
Japanese	3	0.0
Korean	12	0.2
Laotian	0	0.0
Mandarin	1	0.0
Navajo	0	0.0
Persian	1	0.0
Polish	8	0.1
Portuguese	6	0.1
Russian	6	0.1
Spanish	76	1.0
Urdu	3	0.0
Vietnamese	15	0.2
Tagalog	1	0.0
Yoruba, Kru, Igbo	1	0.0
Other	68	0.9

PART II: Findings

Table B32

Overall, how comfortable are you with the climate at Grand Valley State University? (Question 3)

Comfort	n	%
Very comfortable	2466	32.6
Comfortable	4157	55.0
Neither comfortable nor uncomfortable	653	8.6
Uncomfortable	221	2.9
Very uncomfortable	50	0.7
Not applicable	15	0.2

Table B33

Overall, how comfortable are you with the climate in your department/work unit? (Question 4)

Comfort	n	%
Very comfortable	2401	31.8
Comfortable	3324	44.1
Neither comfortable nor uncomfortable	696	9.2
Uncomfortable	285	3.8
Very uncomfortable	80	1.1
Not applicable	756	10.0

Table B34

Faculty/Students Only: Overall, how comfortable are you with the climate in your classes? (Question 5)

Comfort	n	%
Very comfortable	1898	28.1
Comfortable	3924	58.1
Neither comfortable nor uncomfortable	653	9.7
Uncomfortable	209	3.1
Very uncomfortable	31	0.5
Not applicable	38	0.6

Note: Table includes only those respondents who answered that they were faculty or students in Question 1 (n = 6761).

Table B35

Have you ever seriously considered leaving GVSU because of the climate? (Question 6)

Considered leaving	n	%
Yes	1043	13.8
No	6520	86.2

Table B36

When did you consider leaving? (Question 7)

	n	%
During my first year as a student	479	45.9
During my second year as a student	261	25.0
During my third year as a student	133	12.8
During my fourth year as a student	47	4.5
During my fifth or later year as a student	39	3.7
Faculty	175	16.8
Staff	149	14.3

Note: Table includes only those respondents who answered that they have considered leaving GVSU in Question 6 (n = 1043).

Table B37

Within the past year, have you personally experienced any exclusionary (e.g., shunned, ignored) intimidating, offensive, and/or hostile conduct (harassing behavior) that has interfered with your ability to work or learn at GVSU? (Question 9)

Experienced	n	%
Yes	859	11.4
No	6704	88.6

Table B38

What do you believe this conduct was based upon? (Question 10)

Based on:	n	%
My position (staff, faculty, student)	206	24.0
My gender	195	22.7
My age	185	21.5
My religious/spiritual status	127	14.8
My race	100	11.6
My ethnicity	97	11.3
My political views	91	10.6
My educational level	89	10.4
My physical characteristics	72	8.4
My sexual orientation	59	6.9
My socioeconomic status	54	6.3
My participation in an organization	51	5.9
My country of origin	31	3.6
My parental status (e.g., having children)	31	3.6
My medical condition	29	3.4
My psychological disorder	27	3.1
My English language proficiency/accent	21	2.4
My gender expression	19	2.2
My learning disability	16	1.9
My physical disability	13	1.5
My immigrant status	9	1.0
My military/veteran status	6	0.7
My developmental disorder	4	0.5
Other	223	26.0

Note: Only answered by respondents who experienced harassment (n = 859).
Percentages do not sum to 100 due to multiple responses.

Table B39

How did you experience this conduct? (Question 11)

Form	n	%
I was deliberately ignored or excluded	399	46.4
Intimidation/bullying	355	41.3
I felt isolated or left out	338	39.3
Stares	164	19.1
Target of derogatory remarks	155	18.0
I felt isolated or left out when working in groups	154	17.9
I feared getting a poor grade because of hostile classroom environment	132	15.4
I received a low performance evaluation	87	10.1
Derogatory/unsolicited e-mails	74	8.6
I feared for my physical safety	67	7.8
Derogatory written comments	57	6.6
I was singled out as the “resident authority” regarding their identity	39	4.5
Target of racial/ethnic profiling	33	3.8
Assumption that I was admitted/hired/promoted due to my identity	31	3.6
Derogatory phone calls	20	2.3
Threats of physical violence	17	2.0
Graffiti/vandalism	14	1.6
Victim of a crime	14	1.6
I feared for my family’s safety	11	1.3
Assumption that I was not admitted/hired/promoted due to my identity	10	1.2
Target of physical violence	4	0.5
Other	139	16.2

Note: Only answered by respondents who experienced harassment (n = 859).
Percentages do not sum to 100 due to multiple responses.

Table B40

Where did this conduct occur? (Question 12)

Location	n	%
In a class	322	37.5
In a meeting with a group of people	194	22.6
Public space on campus	154	17.9
While working at a campus job	146	17.0
Campus housing	124	14.4
Campus office	115	13.4
Faculty office	97	11.3
Campus event	81	9.4
In a meeting with one other person	79	9.2
While walking on campus	65	7.6
On a social networking site/Facebook/ Twitter/cell phone/other form of technological communication	53	6.2
Off-campus housing	41	4.8
Campus dining facility	40	4.7
Off campus (other than off campus housing)	33	3.8
Athletic facilities	16	1.9
Other	62	7.2

Note: Only answered by respondents who experienced harassment (n = 859).
Percentages do not sum to 100 due to multiple responses.

Table B41

Who was the source of this conduct? (Question 13)

Source	n	%
Faculty member	285	33.2
Administrator	137	15.9
Co-worker	131	15.3
Stranger	127	14.8
Friend	104	12.1
Department head	98	11.4
Staff member	88	10.2
Supervisor	72	8.4
Don't know source	54	6.3
Campus visitor(s)	24	2.8
Faculty advisor	24	2.8
Social networking site (Facebook, Twitter, etc.)	22	2.6
Public Safety/Security officer	20	2.3
Campus media	15	1.7
Off campus community member	13	1.5
Person that I supervise	10	1.2
Alumni	7	0.8
Teaching Assistant/Writing associate/Lab assistant/Tutor	7	0.8
Athletic coach	4	0.5
Donor	4	0.5
Partner/spouse	3	0.3
Other	205	23.9

Note: Only answered by respondents who experienced harassment (n = 859).
 Percentages do not sum to 100 due to multiple responses.

Table B42

Please describe your reactions to experiencing this conduct? (Question 14)

Reactions	n	%
Was angry	479	55.8
Told a friend	366	42.6
Told a family member	315	36.7
Felt embarrassed	314	36.6
Did nothing	239	27.8
Ignored it	209	24.3
Avoided the harasser	197	22.9
Didn't report it for fear my complaint would not be taken seriously	142	16.5
Confronted the harasser at the time	140	16.3
Sought support from a faculty member	140	16.3
Sought support from a staff person	129	15.0
Didn't report it for fear of retaliation	127	14.8
Was afraid	119	13.9
Felt somehow responsible	109	12.7
Didn't know who to go to	103	12.0
Made an official complaint to a campus employee/official	92	10.7
Left the situation immediately	84	9.8
Did report it but my complaint was not taken seriously	81	9.4
Sought support from student staff	38	4.4
Didn't affect me at the time	34	4.0
Sought information on-line	26	3.0
Sought support from a spiritual advisor	24	2.8
Contacted a local law enforcement official	23	2.7
Sought support from off-campus hot-line/advocacy services	16	1.9
Other	50	5.8

Note: Only answered by respondents who experienced harassment (n = 859).
Percentages do not sum to 100 due to multiple responses.

Table B43

At the Allendale Campus, I contacted the following office(s): (Question 14^{cont.})

Office	n	%
Housing and Residence Life	49	5.7
Counseling Center	37	4.3
Public Safety	35	4.1
Dean of Students Office	35	4.1
Human Resources	34	4.0
Office of Inclusion and Equity	12	1.4
Women’s Center	12	1.4
Disability Support Services	11	1.3
LGBT Resource Center	10	1.2
Office of Multicultural Affairs	10	1.2
Affirmative Action Office	4	0.5

Note: Only answered by respondents who experienced harassment (n = 859).
Percentages do not sum to 100 due to multiple responses.

Table B44

At the Pew Grand Rapids Campus, I contacted the following office(s): (Question 14^{cont.})

Office	n	%
Pew Campus Security	10	1.2
Pew Student Services	5	0.6
Graduate Studies Office	4	0.5

Note: Only answered by respondents who experienced harassment (n = 859).
Percentages do not sum to 100 due to multiple responses.

Table B45

Have you ever been a victim of sexual assault while at GVSU? (Question 16)

<u>Been a victim of sexual assault</u>	<u>n</u>	<u>%</u>
Yes	154	2.0
No	7411	98.0

Table B46

Who was the offender(s)? Mark all that apply. (Question 17)

Source	n	%
Student	60	39.0
Friend	56	36.4
Acquaintance	50	32.5
Stranger	23	14.9
Significant other	7	4.5
Co-worker	6	3.9
Partner/spouse	6	3.9
Faculty member	4	2.6
Staff member	2	1.3
Supervisor	2	1.3
Financial donor	1	0.6
Tutor/Graduate assistant/Lab assistant	1	0.6
Administrator	0	0.0
Alumni	0	0.0
Athletic coach	0	0.0
Department chair	0	0.0
Faculty advisor	0	0.0
Person that I supervise	0	0.0
Public Safety/Security officer	0	0.0
Residence life staff	0	0.0
Other	14	9.1

Note: Only answered by respondents who experienced sexual harassment (n = 154).
 Percentages do not sum to 100 due to multiple responses.

Table B47

Where did the incident(s) occur? (Question 18)

Location	n	%
Off-campus	77	50.0
Off-campus (other than off-campus housing)	22	14.3
On-campus	54	35.1
On-campus (other than on-campus housing)	7	4.5

Note: Only answered by respondents who experienced sexual harassment (n = 154). Percentages do not sum to 100 due to multiple responses.

Table B48

Please describe your response to experiencing the incident(s).
(Question 19)

Response	n	%
Told a friend	88	57.1
Felt embarrassed	83	53.9
Felt somehow responsible	76	49.4
Was angry	69	44.8
Avoided the harasser	61	39.6
Did nothing	57	37.0
Was afraid	53	34.4
Ignored it	47	30.5
Left the situation immediately	36	23.4
Didn't report it for fear my complaint would not be taken seriously	28	18.2
Told a family member	25	16.2
Didn't know who to go to	25	16.2
Confronted the harasser later	23	14.9
Didn't report it for fear of retaliation	22	14.3
Confronted the harasser at the time	20	13.0
Didn't affect me at the time	13	8.4
Sought information on-line	13	8.4
Sought support from a staff person	10	6.5
Contacted a local law enforcement official	9	5.8
Sought support from off-campus hot-line/advocacy services	8	5.2
Sought support from student staff	6	3.9
Did report it but my complaint was not taken seriously	6	3.9
Sought support from a faculty member	5	3.2
Made an official complaint to a campus employee/official	4	2.6
Sought support from a spiritual advisor	0	0.0
Other	4	2.6

Note: Only answered by respondents who experienced sexual harassment (n = 154).
Percentages do not sum to 100 due to multiple responses.

Table B49

At the Allendale Campus, I contacted the following office(s): (Question 19^{cont.})

Office	n	%
Counseling Center	17	11.0
Public Safety	7	4.5
Women’s Center	6	3.9
Housing and Residence Life	2	1.3
Dean of Students Office	1	0.6
Office of Inclusion and Equity	0	0.0
Affirmative Action Office	0	0.0
Disability Support Services	0	0.0
LGBT Resource Center	0	0.0
Human Resources	0	0.0
Office of Multicultural Affairs	0	0.0

Note: Only answered by respondents who experienced harassment (n = 154).
 Percentages do not sum to 100 due to multiple responses.

Table B50

At the Pew Grand Rapids Campus, I contacted the following office(s): (Question 19^{cont.})

Office	n	%
Pew Campus Security	1	0.6
Graduate Studies Office	1	0.6
Pew Student Services	0	0.0

Note: Only answered by respondents who experienced harassment (n = 154).
 Percentages do not sum to 100 due to multiple responses.

Table B51

Faculty/Staff Only: As a faculty/staff member... (Question 22)

Issues	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Not applicable	
	n	%	n	%	n	%	n	%	n	%	n	%
I am reluctant to bring up issues that concern me for fear that it will affect my performance evaluation or tenure decision	124	8.2	251	16.6	230	15.2	476	31.5	375	24.8	56	3.7
I feel that supervisors/managers consistently communicate/interpret/implement/GVSU policies	229	15.2	694	46.1	278	18.4	206	13.7	88	5.8	12	0.8
I am comfortable asking questions about performance expectations with my supervisor	482	31.9	686	45.4	147	9.7	119	7.9	67	4.4	11	0.7
My colleagues/co-workers expect me to represent “the point of view” of my identity	71	4.7	252	16.8	529	35.4	335	22.4	187	12.5	122	8.2
My colleagues/co-workers treat me with less respect than other faculty/staff	35	2.3	152	10.1	191	12.7	532	35.3	581	38.6	16	1.1
I constantly feel under scrutiny by my colleagues	42	2.8	164	10.9	238	15.8	560	37.1	495	32.8	12	0.8
I am reluctant to take leave that I am entitled to for fear that it may affect my career	50	3.3	166	11.0	159	10.5	466	30.9	520	34.4	149	9.9
I have to work harder than I believe my colleagues do in order to achieve the same recognition/rewards	114	7.6	196	13.0	242	16.1	508	33.8	427	28.4	18	1.2
I feel that my workload expectations and requirements are similar to that of my colleagues/co-workers at GVSU	203	13.4	703	46.5	209	13.8	256	16.9	132	8.7	9	0.6
My colleagues have higher expectations of me than of other faculty/staff	44	2.9	237	15.8	421	28.1	523	34.9	255	17.0	20	1.3
I believe that salary determinations are fair	124	8.2	542	35.9	337	22.3	311	20.6	169	11.2	25	1.7
I believe that salary determinations are clear	128	8.5	572	37.9	307	20.4	307	30.4	171	11.3	23	1.5
I think the university understands the value of a diverse faculty	322	21.4	812	54.0	202	13.4	99	6.6	52	3.5	16	1.1
I think the university understands the value of a diverse staff	310	20.7	794	53.0	217	14.5	113	7.5	47	3.1	16	1.1

Table B51 (con.)	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Not applicable	
	n	%	n	%	n	%	n	%	n	%	n	%
I feel that a more flexible work arrangement, as a staff member, would be helpful in my performance here at GVSU	185	12.4	326	21.8	412	27.6	185	12.4	64	4.3	322	21.6
My mental and physical well-being is supported by GVSU	290	19.3	812	54.0	238	15.8	103	6.8	48	3.2	13	0.9
I find that my workload is usually manageable	187	12.4	934	61.8	145	9.6	168	11.1	75	5.0	3	0.2

Note: Table includes only those respondents who indicated they were faculty or staff in Question 1 (n = 1524).

Table B52

Faculty Only: As a faculty member... (Question 24)

Issues	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Not applicable	
	n	%	n	%	n	%	n	%	n	%	n	%
I feel pressured to change my methods of teaching to achieve tenure/be promoted	39	5.6	99	14.3	101	14.6	216	31.1	79	11.4	160	23.1
I feel that staff who do not have children are often burdened with work responsibilities beyond those who do have children	74	10.7	251	36.2	92	13.3	99	14.3	33	4.8	145	20.9
I believe that the promotion process is clear	70	10.1	234	33.9	102	14.8	125	18.1	44	6.4	115	16.7
I would feel supported in requesting a pause in the tenure clock according to GVSU's policy	24	3.5	98	14.2	162	23.5	62	9.0	29	4.2	315	45.7
I believe that the tenure standards are reasonable	89	12.9	256	37.1	116	16.8	53	7.7	15	2.2	161	23.3
I believe that the promotion standards are reasonable	81	11.9	250	36.7	133	19.5	65	9.5	26	3.8	127	18.6
I feel that my workload expectations and requirements are similar to that of my colleagues/co-workers at GVSU	86	12.5	326	47.2	99	14.3	111	16.1	45	6.5	23	3.3
I feel that I am burdened by service responsibilities (committee membership, advising, student group, etc.) beyond those of my colleagues	39	5.7	106	15.4	146	21.2	228	33.0	77	11.2	94	13.6

Table B52 (con.)	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Not applicable	
	n	%	n	%	n	%	n	%	n	%	n	%
I feel that my service contributions are important to tenure	63	9.1	243	35.2	77	11.2	54	7.8	24	3.5	229	33.2
I feel that my service contributions are important to promotion	74	10.8	272	39.7	82	12.0	59	8.6	30	4.4	168	24.5
I feel that my research interests are valued by my colleagues	63	9.1	261	37.7	119	17.2	87	12.6	40	5.8	122	17.6
I feel pressured to change my research agenda to achieve tenure	15	2.2	49	7.1	120	17.5	136	19.8	83	12.1	284	41.3
I feel pressured to change my research agenda to be promoted	28	4.1	69	10.0	116	16.9	153	22.3	96	14.0	225	32.8

Note: Table includes only those respondents who indicated they were faculty in Question 1 (n = 718).

Table B53

Faculty/Staff Only: As a faculty/staff member... (Question 26)

Issues	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Not applicable	
	n	%	n	%	n	%	n	%	n	%	n	%
I often have forego professional activities because of personal responsibilities	45	3.0	262	17.4	277	18.4	615	40.9	253	16.8	53	3.5
I find that personal responsibilities and commitments have slowed down my job/career progression	51	3.4	246	16.4	261	17.4	639	42.6	252	16.8	51	3.4
I find that GVSU is supportive of taking leave	110	7.3	548	36.6	472	31.5	114	7.6	34	2.3	220	14.7
I feel that faculty/staff who have children are considered by GVSU to be less committed to their jobs/careers	19	1.3	82	5.5	640	42.8	463	30.9	189	12.6	103	6.9
I feel that faculty/staff who do not have children are often burdened with work responsibilities beyond those who do have children	91	6.1	179	11.9	500	33.3	434	28.9	205	13.7	92	6.1
I find it difficult to balance childcare with my work responsibilities	43	2.9	166	11.1	230	15.3	241	16.1	67	4.5	752	50.2
I find it difficult to balance eldercare with my work responsibilities	29	1.9	89	6.0	250	16.8	153	10.3	51	3.4	919	61.6

Note: Table includes only those respondents who indicated they were faculty or staff in Question 1 (n = 1524).

Table B54

Faculty/Staff Only: Please indicate your level of agreement with the following statements about the resources available to you: (Question 28)

Issues	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Don't know		Not applicable	
	n	%	n	%	n	%	n	%	n	%	n	%	n	%
I have colleagues/co-workers who provide me with job/career advice or guidance when I need it	228	15.2	724	48.3	229	15.3	194	12.9	51	3.4	11	0.7	62	4.1
I have support from decision makers/colleagues/co-workers regarding my job/career advancement	214	14.4	701	47.0	271	18.2	154	10.3	67	4.5	11	0.7	72	4.8
I have the equipment and supplies I need to adequately perform my work	323	21.6	841	56.3	115	7.7	137	9.2	74	5.0	0	0.0	4	0.3
I believe that GVSU treats exempt (salaried) and non-exempt (hourly) staff equitably	124	8.3	569	38.1	326	21.8	212	14.2	102	6.8	112	7.5	48	3.2

Note: Table includes only those respondents who indicated they were faculty or staff in Question 1 (n = 1524).

Table B55

Faculty/Staff Only: How satisfied are you with... (Question 30)

Issues	Highly satisfied		Satisfied		Neither satisfied nor dissatisfied		Dissatisfied		Highly dissatisfied		Don't know		Not applicable	
	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Your compensation as compared to that of other GVSU peers with a similar level of experience	132	8.8	592	39.3	247	16.4	284	18.9	110	7.3	135	9.0	5	0.3
Your access to health benefits	395	26.2	754	50.0	129	8.5	89	5.9	34	2.3	6	0.4	102	6.8
Your job/career at GVSU	472	31.4	787	52.3	140	9.3	76	5.0	23	1.5	3	0.2	4	0.3
Your career progression at GVSU	242	16.2	674	45.1	252	16.9	188	12.6	52	3.5	8	0.5	77	5.2
The size and quality of your work space as compared to your departmental colleagues'/co-workers work space	379	25.2	731	48.5	136	9.0	129	8.6	86	5.7	9	0.6	36	2.4
Your access to research support as compared to your colleagues'/co-workers access to research support	173	11.5	521	34.8	257	17.1	80	5.3	34	2.3	27	1.8	407	27.2

Note: Table includes only those respondents who indicated they were faculty or staff in Question 1 (n = 1524).

Table B56

Within the past year, have you observed any conduct directed toward a person or group of people on campus that you believe has created an exclusionary (e.g., shunned, ignored), intimidating, offensive and/or or hostile (harassing) working or learning environment? (Question 63)

Observed	n	%
Yes	1347	17.8
No	6206	82.2

Table B57

Who was the target of this conduct? (Question 64)

Target	n	%
Student	860	63.8
Friend	199	14.8
Stranger	168	12.5
Faculty member	152	11.3
Co-worker	148	11.0
Don't know target	125	9.3
Staff member	86	6.4
Social networking site (Facebook, Twitter, etc.)	47	3.5
Administrator	39	2.9
Campus visitor(s)	35	2.8
Campus media	26	1.9
Partner/spouse	17	1.3
Off campus community member	16	1.2
Person that I supervise	16	1.2
Department head	11	0.8
Supervisor	11	0.8
Faculty advisor	8	0.6
Public Safety/Security office	8	0.6
Alumni	6	0.4
Athletic coach	5	0.4
Teaching Assistant/Writing associate/ Lab assistant/Tutor	5	0.4
Donor	1	0.1
Other	102	7.6

Note: Only answered by respondents who observed harassment (n = 1347).
Percentages do not sum to 100 due to multiple responses.

Table B58

Who was the source of this conduct? (Question 65)

Source	n	%
Student	673	50.0
Faculty member	268	19.9
Stranger	172	12.8
Administrator	123	9.1
Don't know source	101	7.5
Staff member	87	6.5
Co-worker	81	6.0
Department head	73	5.4
Campus visitor(s)	63	4.7
Social networking site (Facebook, Twitter, etc.)	62	4.6
Friend	51	3.8
Supervisor	47	3.5
Campus media	43	3.2
Off campus community member	40	3.0
Public Safety/Security office	15	1.1
Faculty advisor	14	1.0
Athletic coach	7	0.5
Alumni	5	0.4
Donor	5	0.4
Person that I supervise	5	0.4
Teaching Assistant/Writing associate/Lab assistant/Tutor	5	0.4
Partner/spouse	0	0.0
Other	95	7.1

Note: Only answered by respondents who observed harassment (n = 1347).
Percentages do not sum to 100 due to multiple responses.

Table B59

What do you believe were the bases for this conduct? (Question 66)

Characteristic	n	%
Sexual orientation	402	29.8
Religious/spiritual views	291	21.6
Gender	249	18.5
Race	249	18.5
Ethnicity	236	17.5
Gender expression	203	15.1
Position (staff, faculty, student)	169	12.5
Political views	158	11.7
Age	130	9.7
Physical characteristics	124	9.2
Country of origin	116	8.6
Educational level	88	6.5
Socioeconomic status	78	5.8
Participation in an organization	75	5.6
English language proficiency/accent	71	5.3
Learning disability	49	3.6
Physical disability	47	3.5
Medical condition	44	3.3
Psychological disorder	43	3.2
Developmental disorder	32	2.4
Immigrant status	28	2.1
Parental status (e.g., having children)	28	2.1
Military/veteran status	12	0.9
Other	174	12.9

Note: Only answered by respondents who observed harassment (n = 1347).
 Percentages do not sum to 100 due to multiple responses.

Table B60

What forms of conduct based on one’s identity have you observed or personally been made aware of?
(Question 67)

Form	n	%
Derogatory remarks	725	53.8
Someone being deliberately ignored or excluded	437	32.4
Someone isolated or left out	364	27.0
Intimidation/bullying	324	24.1
Racial/ethnic profiling	228	16.9
Assumption that someone was admitted/hired/promoted based on his/her identity	201	14.9
Someone isolated or left out when working in groups	195	14.5
Derogatory written comments	154	11.4
Derogatory/unsolicited e-mails	141	10.5
Assumption that someone was not admitted/hired/promoted based on his/her identity	119	8.8
Someone receiving a low performance evaluation	95	7.1
Someone singled out as the “resident authority”	91	6.8
Graffiti	89	6.6
Fearing for their physical safety	78	5.8
Someone receiving a poor grade	57	4.2
Derogatory phone calls	42	3.1
Threats of physical violence	38	2.8
Victim of a crime	25	1.9
Physical violence	23	1.7
Fearing for their family’s physical safety	10	0.7
Other	84	6.2

Note: Only answered by respondents who observed harassment (n = 1347).
Percentages do not sum to 100 due to multiple responses.

Table B61

Where did this conduct occur? (Question 68)

Location	n	%
Public space on campus	455	33.8
In a class	418	31.0
In a meeting with a group of people	218	16.2
Campus housing	189	14.0
While walking on campus	183	13.6
Campus event	163	12.1
On a social networking site/Facebook/ Twitter/cell phone/other form of technological communication	137	10.2
Off campus	127	9.4
Campus office	124	9.2
While working at a campus job	121	9.0
Campus dining facility	83	6.2
Off-campus housing	70	5.2
Faculty office	69	5.1
In a meeting with one other person	61	4.5
Athletic facilities	31	2.3
Other	72	5.3

Note: Only answered by respondents who observed harassment (n = 1347).
 Percentages do not sum to 100 due to multiple responses.

Table B62

Please describe your reactions to observing this conduct? (Question 69)

Response	n	%
Was angry	598	44.4
Told a friend	362	26.9
Did nothing	325	24.1
Felt embarrassed	311	23.1
Told a family member	239	17.7
Confronted the harasser at the time	185	13.7
Avoided the harasser	164	12.2
Didn't know who to go to	147	10.9
Ignored it	143	10.6
Didn't report it for fear my complaint would not be taken seriously	143	10.6
Confronted the harasser later	126	9.4
Didn't affect me at the time	99	7.3
Sought support from a staff person	98	7.3
Left the situation immediately	97	7.2
Sought support from a faculty member	94	7.0
Felt somehow responsible	92	6.8
Didn't report it for fear of retaliation	87	6.5
Made an official complaint to a campus employee/official	73	5.4
Was afraid	72	5.3
Did report it but my complaint was not taken seriously	53	3.9
Sought information on-line	25	1.9
Sought support from off-campus hot-line/advocacy services	12	0.9
Sought support from student staff	12	0.9
Contacted a local law enforcement official	11	0.8
Sought support from a spiritual advisor	10	0.7
Other	54	4.0

Note: Only answered by respondents who observed harassment (n = 1347).
Percentages do not sum to 100 due to multiple responses.

Table B63

At the Allendale Campus, I contacted the following office(s): (Question 69^{cont.})

Office	n	%
Public Safety	43	3.2
Housing and Residence Life	43	3.2
Dean of Students Office	33	2.4
LGBT Resource Center	29	2.2
Counseling Center	28	2.1
Human Resources	27	2.0
Women’s Center	20	1.5
Office of Inclusion and Equity	19	1.4
Disability Support Services	12	0.9
Office of Multicultural Affairs	7	0.5
Affirmative Action Office	2	0.1

Note: Only answered by respondents who observed harassment (n = 1347).
Percentages do not sum to 100 due to multiple responses.

Table B64

At the Pew Grand Rapids Campus, I contacted the following office(s): (Question 69^{cont.})

Office	n	%
Pew Campus Security	12	0.9
Pew Student Services	10	0.7
Graduate Studies Office	6	0.4

Note: Only answered by respondents who observed harassment (n = 1347).
Percentages do not sum to 100 due to multiple responses.

Table B65

Faculty/Staff only: I have perceived unfair and unjust hiring practices at GVSU (e.g., hiring supervisor bias, search committee bias, limited recruiting pool, lack of effort in diversifying recruiting pool). (Question 71)

Perceived Unfair/Unjust Hiring	n	%
Yes	298	19.7
No	967	64.0
Don't know	247	16.3

Note: Table includes only those respondents who indicated they were faculty or staff in Question 1 (n = 1524).

Table B66

Employees only: I believe that the unfair and unjust hiring practice was based upon: (Question 72)

Characteristic	n	%
Race	69	23.2
Gender	68	22.8
Position (staff, faculty, student)	58	19.5
Age	48	16.1
Ethnicity	39	13.1
Educational level	24	8.1
Country of origin	22	7.4
Sexual orientation	17	5.7
Physical characteristics	13	4.4
Religious/spiritual views	10	3.4
Parental status (e.g., having children)	9	3.0
English language proficiency/accent	8	2.7
Gender expression	8	2.7
Immigrant status	7	2.3
Political views	5	1.7
Military/veteran status	4	1.3
Participation in an organization	4	1.3
Socioeconomic status	2	0.7
Medical condition	1	0.3
Psychological disorder	1	0.3
Developmental disorder	0	0.0
Learning disability	0	0.0
Physical disability	0	0.0
Other	105	35.2

Note: Only answered by employees who observed discriminatory practices (n = 298). Percentages do not sum to 100 due to multiple responses.

Table B67

Faculty/Staff only: I have perceived unfair or unjust employment-related disciplinary actions up to and including dismissal at GVSU. (Question 74)

Perceived Unfair/Unjust Disciplinary Actions	n	%
Yes	173	11.5
No	1137	75.4
Don't know	197	13.1

Note: Table includes only those respondents who indicated they were faculty or staff in Question 1 (n = 1524).

Table B68

Faculty/Staff Only: I believe that the unfair or unjust, employment-related disciplinary actions were based upon:
 (Question 75)

Characteristic	n	%
Position (staff, faculty, student)	50	28.9
Race	28	16.2
Age	26	15.0
Gender	24	13.9
Ethnicity	21	12.1
Political views	15	8.7
Medical condition	14	8.1
Country of origin	9	5.2
Educational level	9	5.2
Sexual orientation	9	5.2
Parental status (e.g., having children)	8	4.6
Psychological disorder	8	4.6
English language proficiency/accent	5	2.9
Religious/spiritual views	4	2.3
Immigrant status	3	1.7
Participation in an organization	3	1.7
Physical characteristics	3	1.7
Gender expression	2	1.2
Physical disability	2	1.2
Socioeconomic status	2	1.2
Developmental disorder	1	0.6
Learning disability	1	0.6
Military/veteran status	1	0.6
Other	55	31.8

Note: Only answered by employees who observed discriminatory practices (n = 173).
 Percentages do not sum to 100 due to multiple responses.

Table B69

Faculty/Staff only: I have perceived unfair or unjust behavior, procedures, or employment practices related to promotion/tenure/reappointment/reclassification at GVSU. (Question 77)

Perceived Unfair/Unjust Employment-Related Actions	n	%
Yes	314	20.8
No	940	62.4
Don't know	253	16.8

Note: Table includes only those respondents who indicated they were faculty or staff in Question 1 (n = 1524).

Table B70

Faculty/Staff Only: I believe that the unfair or unjust behavior, procedures, or employment practices related to promotion/tenure/reappointment/reclassification were based upon: (Question 78)

Characteristic	n	%
Age	24	7.6
Country of origin	16	5.1
Developmental disorder	1	0.3
Educational level	29	9.2
English language proficiency/accent	10	3.2
Ethnicity	38	12.1
Gender	57	18.2
Gender expression	1	0.3
Immigrant status	3	1.0
Learning disability	0	0.0
Medical condition	3	1.0
Military/veteran status	2	0.6
Parental status (e.g., having children)	7	2.2
Participation in an organization	5	1.6
Psychological disorder	6	1.9
Physical characteristics	10	3.2
Physical disability	1	0.3
Political views	15	4.8
Position (staff, faculty, student)	76	24.2
Race	52	16.6
Religious/spiritual views	7	2.2
Sexual orientation	10	3.2
Socioeconomic status	4	1.3
Other	115	36.6

Note: Only answered by employees who observed discriminatory practices (n = 314).
Percentages do not sum to 100 due to multiple responses.

Table B71

Using a scale of 1-5, please rate the overall climate on campus on the following dimensions: (Questions 80-81)

Dimension	1		2		3		4		5		Mean n	Standard Deviation n
	n	%	n	%	n	%	n	%	n	%		
Friendly/Hostile	3360	44.7	3287	43.8	717	9.5	130	1.7	15	0.2	1.7	0.7
Cooperative/Uncooperative	2717	36.3	3620	48.4	905	12.1	220	2.9	20	0.3	1.8	0.8
Improving/Regressing	2558	34.3	3209	43.0	1441	19.3	208	2.8	43	0.6	1.9	0.8
Positive for persons with disabilities/Negative for persons with disabilities	2540	34.2	3196	43.0	1410	19.0	247	3.3	39	0.5	1.9	0.8
Positive for people who identify as lesbian, gay, bisexual or transgender/Negative	2165	29.1	2989	40.2	1866	25.1	358	4.8	50	0.7	2.1	0.9
Positive for people of Christian faith/Negative	3462	46.5	2456	33.0	1184	15.9	293	3.9	52	0.7	1.8	0.9
Positive for people of other faith backgrounds/Negative	1572	21.2	2677	36.0	2253	30.3	755	10.2	171	2.3	2.4	1.0
Positive for people who are agnostic/atheist/Negative	1444	19.5	2106	28.4	2737	37.0	836	11.3	283	3.8	2.5	1.0
Positive for people of color/Negative	2304	31.0	3093	41.6	1545	20.8	427	5.7	64	0.9	2.0	0.9
Positive for men/Negative	3396	45.6	2724	36.6	1146	15.4	149	2.0	29	0.4	1.7	0.8
Positive for women/Negative	3328	44.6	2948	39.5	1022	13.7	143	1.9	13	0.5	1.7	0.8
Positive for non-native English speakers/Negative	1569	21.2	2611	35.2	2446	33.0	707	9.5	80	1.1	2.3	1.0
Positive for people who are immigrants/Negative	1602	21.7	2601	35.2	2575	34.9	540	7.3	65	0.9	2.3	0.9
Positive for people who are not U.S. Citizens/Negative	1753	23.7	2647	35.8	2487	33.7	436	5.9	61	0.8	2.2	0.9

Table B71^{cont.}

Using a scale of 1-5, please rate the overall climate on campus on the following dimensions: (Questions 80-81)

Dimension	1		2		3		4		5		Mean	Standard Deviation
	n	%	n	%	n	%	n	%	n	%		
Welcoming/Non-welcoming	3424	45.9	3083	41.3	721	9.7	199	2.7	40	0.5	1.7	0.8
Respectful/Disrespectful	3157	42.3	3193	42.8	844	11.3	215	2.9	47	0.6	1.8	0.8
Positive for people of high socioeconomic status/Negative	3579	48.2	2573	34.7	1177	15.9	68	0.9	22	0.3	1.7	0.8
Positive for people of low socioeconomic status/Negative	1826	24.6	2453	33.0	2126	28.6	822	11.1	198	2.7	2.3	1.0
Not racist/Racist	2267	30.3	3336	44.6	1409	18.8	406	5.4	60	0.8	2.0	0.9
Not sexist/Sexist	2395	32.1	3195	42.8	1403	18.8	419	5.6	49	0.7	2.0	0.9
Not homophobic/Homophobic	1969	26.5	2837	38.2	1844	24.8	664	8.9	113	1.5	2.2	1.0
Not age biased/Age biased	2317	31.2	2834	38.1	1560	21.0	612	8.2	110	1.5	2.1	1.0
Not classist (socioeconomic status)/ Classist	1962	26.5	2841	38.4	1719	23.2	734	9.9	146	2.0	2.2	1.0
Not classist (position)/Classist	2027	27.4	2777	37.5	1729	23.4	688	9.3	180	2.4	2.2	1.0
Not ablest/Ablest	2324	31.6	2875	39.1	1860	25.3	258	3.5	33	0.4	2.0	0.9

Table B72

Faculty/Students Only: The classroom climate is welcoming for students based on their: (Question 82)

Characteristic	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Don't know	
	n	%	n	%	n	%	n	%	n	%	n	%
Age	2277	34.5	3128	47.5	753	11.4	267	4.1	62	0.9	105	1.6
Country of origin	1956	29.8	3085	47.0	1064	16.2	214	3.3	36	0.5	213	3.2
English language proficiency/accent	1772	27.0	2919	44.6	1185	18.1	426	6.5	63	1.0	187	2.9
Ethnicity	2059	31.5	3106	47.6	930	14.2	256	3.9	46	0.7	135	2.1
Gender	2559	39.1	2939	44.9	754	11.5	164	2.5	39	0.6	93	1.4
Gender expression	1743	26.7	2527	38.7	1406	21.5	456	7.0	84	1.3	309	4.7
Immigrant status	1650	25.2	2506	38.3	1555	23.8	271	4.1	43	0.7	510	7.8
Learning disability	1808	27.7	2652	40.6	1300	19.9	347	5.3	65	1.0	357	5.5
Medical conditions	1884	28.9	2709	41.6	1259	19.3	242	3.7	58	0.9	367	5.6
Military/veteran status	2322	35.6	2492	38.2	1104	16.9	109	1.7	39	0.6	453	6.9
Parental status	1970	30.2	2670	41.0	1163	17.8	298	4.6	70	1.1	348	5.3
Participation in an organization	2427	37.3	2643	40.6	970	14.9	136	2.1	30	0.5	309	4.7
Participation on an athletic team	2656	40.8	2449	37.6	898	13.8	109	1.7	21	0.3	375	5.8
Psychological disorder	1622	24.9	2402	36.9	1540	23.7	333	5.1	71	1.1	539	8.3
Physical characteristics	1897	29.2	2744	42.2	1300	20.0	261	4.0	63	1.0	236	3.6
Physical disability	1882	28.9	2772	42.6	1217	18.7	270	4.2	56	0.9	304	4.7
Political views	1643	25.2	2558	39.3	1384	21.3	555	8.5	154	2.4	216	3.3

Table B72 (con.)	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Don't know	
	n	%	n	%	n	%	n	%	n	%	n	%
Race	2038	31.3	2863	44.0	1071	16.5	316	4.9	72	1.1	141	2.2
Religious/spiritual views	1732	26.6	2597	39.9	1285	19.7	538	8.3	164	2.5	193	3.0
Sexual orientation	1749	26.9	2575	39.6	1398	21.5	412	6.3	95	1.5	271	4.2
Socioeconomic status	1738	26.8	2670	41.1	1350	20.8	431	6.6	100	1.5	208	3.2

Note: Table includes only those respondents who indicated they were faculty or students in Question 1 (n = 6761).

Table B73

Students Only: Please indicate your level of agreement with the following statements: (Question 83)

Statement	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Don't know	
	n	%	n	%	n	%	n	%	n	%	n	%
I feel valued by faculty in the classroom	1619	27.2	3056	51.2	895	15.0	324	5.4	60	1.0	9	0.2
I feel valued by other students in the classroom	1034	17.4	2707	45.5	1641	27.6	466	7.8	76	1.3	21	0.3
I think GVSU employees are genuinely concerned with my welfare	1465	24.6	2607	43.8	1214	20.4	495	8.3	121	2.0	50	0.8
I think GVSU administrators are genuinely concerned with my welfare	1260	21.2	2333	39.3	1372	23.1	665	11.2	205	3.5	100	1.7
I think faculty pre-judge my abilities based on my identity/background	571	9.6	1276	21.5	1506	25.4	1735	29.2	698	11.8	152	2.6
I believe the campus climate encourages free and open discussion of difficult topics	1457	24.6	2833	47.8	1007	17.0	445	7.5	148	2.5	39	0.7
I have faculty who I perceive as role models	1978	33.3	2470	41.5	972	16.3	385	6.5	92	1.5	48	0.8
I have staff who I perceive as role models	1318	22.3	1854	31.4	1806	30.6	533	9.0	123	2.1	275	4.7

Note: Table includes only those respondents who answered that they were students in Question 1 (n = 6043). 19 respondents who answered "Other" in Question 1 were recoded as students. They did not have the opportunity to answer this question.

Table B74

Students/Faculty Only: I perceive tension in classroom discussions with regard to a person's: (Question 85)

Characteristic	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Don't know	
	n	%	n	%	n	%	n	%	n	%	n	%
Country of origin	101	1.6	358	5.6	1375	21.5	2821	44.0	1398	21.8	354	5.5
English language proficiency/accnt	132	2.1	789	12.3	1451	22.7	2503	39.1	1166	18.2	353	5.5
Ethnicity	207	3.2	1015	15.9	1347	21.1	2374	37.3	1149	18.0	279	4.4
Gender	155	2.4	893	14.0	1368	21.4	2438	38.1	1275	19.9	264	4.1
Gender expression	339	5.3	1614	25.3	1320	20.7	1802	28.2	900	14.1	405	6.3
Immigrant status	182	2.9	883	13.9	1528	24.0	2198	34.5	1062	16.7	522	8.2
Learning disability	93	1.5	515	8.1	1569	24.6	2526	39.6	1224	19.2	454	7.1
Medical conditions	92	1.4	391	6.1	1520	23.9	2587	40.6	1314	20.6	463	7.3
Military/veteran status	84	1.3	285	4.5	1425	22.4	2522	39.6	1578	24.8	480	7.5
Parental status	95	1.5	503	7.9	1448	22.7	2535	39.8	1409	22.1	387	6.1
Participation in a student organization	83	1.3	274	4.3	1356	21.3	2587	40.7	1679	26.4	384	6.0
Participation on an athletic team	88	1.4	274	4.3	1330	20.9	2546	40.0	1702	26.7	426	6.7
Psychological condition	109	1.7	683	10.7	1550	24.3	2290	35.9	1171	18.4	573	9.0
Physical characteristics	134	2.1	661	10.4	1589	25.0	2334	36.7	1221	19.2	422	6.6
Physical disability	116	1.8	578	9.1	1539	24.3	2432	38.4	1263	19.9	409	6.5
Political views	767	12.0	1981	31.0	1207	18.9	1417	22.2	751	11.8	263	4.1

Table B74 (con.)	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Don't know	
	n	%	n	%	n	%	n	%	n	%	n	%
Race	425	6.7	1467	23.0	1304	20.5	1911	30.0	1006	15.8	261	4.1
Religious/spiritual views	786	12.3	1952	30.6	1187	18.6	1436	22.5	762	11.9	266	4.2
Sexual orientation	539	8.4	1725	27.0	1317	20.6	1611	25.2	834	13.1	357	5.6
Socioeconomic status	267	4.2	1010	15.9	1648	25.9	2057	32.3	1016	16.0	367	5.8

Note: Table includes only those respondents who indicated they were faculty or students in Question 1 (n = 6761).

Table B75

Students Only: I perceive tension in residence hall discussions with regard to a person's: (Question 86)

Characteristic	Strongly agree		Agree		Neither agree or disagree		Disagree		Strongly disagree		Don't Know	
	n	%	n	%	n	%	n	%	n	%	n	%
Country of origin	66	1.2	222	4.1	908	16.8	1297	24.0	778	14.4	2137	39.5
English language proficiency/accents	68	1.3	298	5.5	891	16.5	1256	23.3	748	13.9	2128	39.5
Ethnicity	101	1.9	403	7.5	862	16.0	1197	22.2	718	13.3	2102	39.0
Gender	95	1.8	328	6.1	874	16.3	1246	23.2	763	14.2	2071	38.5
Gender expression	192	3.6	718	13.3	868	16.1	910	16.9	581	10.8	2113	39.3
Immigrant status	62	1.2	296	5.5	926	17.2	1203	22.4	685	12.7	2206	41.0
Learning disability	70	1.3	274	5.1	925	17.2	1224	22.8	700	13.0	2181	40.6
Medical conditions	65	1.2	252	4.7	925	17.2	1251	23.2	728	13.5	2161	40.2
Military/veteran status	43	0.8	106	2.0	919	17.1	1254	23.3	824	15.3	2227	41.4
Parental status	80	1.5	324	6.0	915	17.0	1119	20.8	678	12.6	2252	42.0
Participation in a student organization	49	0.9	184	3.4	869	16.2	1276	23.8	893	16.6	2098	39.1
Participation on an athletic team	56	1.0	164	3.1	866	16.1	1249	23.3	926	17.3	2106	39.2
Psychological disorder	98	1.8	389	7.2	918	17.1	1129	21.0	653	12.2	2179	40.6
Physical characteristics	112	2.1	477	8.9	910	17.0	1103	20.6	654	12.2	2110	39.3
Physical disability	86	1.6	389	7.3	927	17.3	1146	21.4	674	12.6	2140	39.9
Political views	214	4.0	635	11.8	894	16.6	954	17.7	586	10.9	2092	38.9

Table B75 (con.)	Strongly agree		Agree		Neither agree or disagree		Disagree		Strongly disagree		Don't Know	
	n	%	n	%	n	%	n	%	n	%	n	%
Race	166	3.1	546	10.2	892	16.6	1045	19.5	643	12.0	2076	38.7
Religious/spiritual views	246	4.6	697	13.0	882	16.4	912	17.0	559	10.4	2066	38.5
Sexual orientation	304	5.7	811	15.1	852	15.9	812	15.1	510	9.5	2085	38.8
Socioeconomic status	143	2.7	463	8.6	974	18.2	1041	19.4	623	11.6	2109	39.4

Note: Table includes only those respondents who indicated they were faculty or students in Question 1 (n = 6761).

Table B76

Faculty/Staff Only: The workplace climate is welcoming for faculty/staff based on their: (Question 87)

Characteristic	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Don't know	
	n	%	n	%	n	%	n	%	n	%	n	%
Age	268	18.4	776	53.2	266	18.2	103	7.1	13	0.9	32	2.2
Country of origin	258	17.7	736	50.5	312	21.4	60	4.1	9	0.6	81	5.6
English language proficiency/accent	226	15.5	665	45.6	333	22.9	140	9.6	18	1.2	75	5.1
Ethnicity	263	18.1	755	51.8	290	19.9	91	6.2	14	1.0	44	3.0
Gender	290	20.0	777	53.5	260	17.9	82	5.6	11	0.8	32	2.2
Gender expression	209	14.4	583	40.3	383	26.5	121	8.4	18	1.2	133	9.2
Immigrant status	216	15.0	614	42.6	366	25.4	71	4.9	9	0.6	167	11.6
Learning disability	200	13.8	546	37.8	389	26.9	62	4.3	7	0.5	242	16.7
Level of education	236	16.3	655	45.2	312	21.5	152	10.5	26	1.8	69	4.8
Medical conditions	222	15.3	663	45.8	324	22.4	73	5.0	10	0.7	157	10.8
Military/veteran status	258	17.8	653	45.1	314	21.7	31	2.1	9	0.6	183	12.6
Parental status	294	20.3	692	47.7	307	21.2	63	4.3	17	1.2	77	5.3
Physical characteristics	233	16.2	667	46.3	356	24.7	66	4.6	12	0.8	106	7.4
Political views	172	11.9	593	40.9	418	28.8	142	9.8	37	2.6	87	6.0
Position	219	15.1	699	48.1	301	20.7	151	10.4	37	2.5	45	3.1
Psychological condition	180	12.5	509	35.3	428	29.7	86	6.0	12	0.8	227	15.7

Table B76 (con.)	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Don't know	
	n	%	n	%	n	%	n	%	n	%	n	%
Race	246	17.1	687	47.7	309	21.4	112	7.8	24	1.7	63	4.4
Religious/spiritual views	193	13.4	625	43.3	359	24.9	152	10.5	36	2.5	79	5.5
Sexual orientation	223	15.4	639	44.2	346	23.9	101	7.0	30	2.1	106	7.3
Socioeconomic status	207	14.5	637	44.5	343	24.0	123	8.6	26	1.8	95	6.6

Note: Table includes only those respondents who indicated they were faculty or staff in Question 1 (n = 1524).

Table B77

How would you rate the accessibility on campus for people with physical, learning, psychological, or medical disabilities? (Question 88)

	Fully accessible		Accessible with assistance or intervention		Not accessible		Don't know	
	n	%	n	%	n	%	n	%
Physical Accessibility								
Athletic facilities (stadiums, arena, etc.)	2570	36.5	1816	25.8	113	1.6	2546	36.1
Classroom Buildings	3922	55.5	1894	26.8	123	1.7	1129	16.0
Classrooms, labs	3511	49.7	2048	29.0	170	2.4	1333	18.9
University housing	2527	35.9	1466	20.8	221	3.1	2826	40.1
Computer labs	3530	50.1	1827	25.9	192	2.7	1501	21.3
Dining Facilities	3620	51.6	1334	19.0	86	1.2	1980	28.2
Elevators	4724	67.1	929	13.2	71	1.0	1315	18.7
Health & Wellness Center	2796	39.8	1078	15.3	89	1.3	3061	43.6
Library	3732	53.1	1460	20.8	140	2.0	1697	24.1
On-campus transportation/parking	3294	46.9	1788	25.4	256	3.6	1690	24.0
Other campus buildings	2955	42.2	1415	20.2	87	1.2	2546	36.4
Recreational facilities	2860	40.8	1333	19.0	101	1.4	2714	38.7
Restrooms	4187	59.6	1426	20.3	149	2.1	1265	18.0
Studios/Performing Arts Spaces	2506	35.8	941	13.4	69	1.0	3484	49.8
Kirkhof Center	3884	55.3	1361	19.4	99	1.4	1675	23.9
Walkways and pedestrian paths	4073	58.1	1511	21.5	190	2.7	1239	17.7
Braille signage	2219	31.7	809	11.6	176	2.5	3795	54.2
Hearing loops	1840	26.5	765	11.0	140	2.0	4198	60.5

Table B77 (con.)

	Fully accessible		Accessible with assistance or intervention		Not accessible		Don't know	
	n	%	n	%	n	%	n	%
Course Instruction/Materials								
Information in Alternative Formats	2180	31.2	1414	20.3	223	3.2	3161	45.3
Instructors	2806	40.2	1482	21.2	140	2.0	2555	36.6
Instructional materials	2593	37.1	1486	21.3	143	2.0	2758	39.5
GVSU Website								
GVSU Website	3417	49.2	1100	15.8	118	1.7	2315	33.3

Table B78

How would you rate the climate on campus for people who are: (Question 90)

Group	Very Respectful		Moderately respectful		Not respectful or disrespectful		Moderately disrespectful		Very disrespectful		Don't know	
	n	%	n	%	n	%	n	%	n	%	n	%
Affected by psychological health issues	1208	17.3	2847	40.8	1212	17.4	302	4.3	27	0.4	1386	19.9
Affected by physical health issues	1491	21.4	3401	48.9	952	13.7	152	2.2	19	0.3	947	13.6
Female	2162	30.9	3541	50.6	801	11.5	164	2.3	19	0.3	305	4.4
From religious affiliations other than Christian	1319	18.9	2913	41.7	1440	20.6	598	8.6	107	1.5	614	8.8
From Christian affiliations	2175	31.2	3189	45.7	871	12.5	265	3.8	37	0.5	443	6.3
Gay, lesbian, bisexual, transgender	1224	17.5	2864	41.0	1549	22.2	584	8.4	90	1.3	666	9.5
Immigrants	1264	18.2	2863	41.2	1402	20.2	353	5.1	30	0.4	1042	15.0
International students, staff, or faculty	1620	23.3	3309	47.5	1071	15.4	282	4.0	33	0.5	649	9.3
Learning disabled	1395	20.1	3033	43.6	1193	17.2	248	3.6	27	0.4	1054	15.2
Male	2464	35.4	3278	47.0	731	10.5	89	1.3	22	0.3	386	5.5
Non-native English speakers	1282	18.5	2953	42.6	1445	20.8	435	6.3	34	0.5	790	11.4
Parents/guardians	1893	27.2	3212	46.1	1002	14.4	108	1.6	15	0.2	732	10.5
People of Color	1693	24.3	3463	49.6	983	14.1	296	4.2	49	0.7	492	7.1
Physically disabled	1602	23.1	3369	48.5	1002	14.4	195	2.8	23	0.3	757	10.9
Providing care for other than a child	1436	20.6	2676	38.5	1080	15.5	107	1.5	13	0.2	1646	23.7
Socioeconomically disadvantaged	1336	19.2	2789	40.2	1313	18.9	565	8.1	72	1.0	869	12.5
Socioeconomically advantaged	1993	28.7	3116	44.9	943	13.6	66	1.0	18	0.3	804	11.6
Veterans/active military status	2028	29.3	2939	42.4	898	13.0	71	1.0	5	0.1	990	14.3
Other	367	14.9	685	27.9	365	14.9	37	1.5	24	1.0	979	39.8

Table B79

How would you rate the climate on campus for persons from the following **racial/ethnic** backgrounds? (Question 91)

Group	Very Respectful		Moderately respectful		Not respectful or disrespectful		Moderately disrespectful		Not at all respectful		Don't know	
	n	%	n	%	n	%	n	%	n	%	n	%
African	1617	23.2	3452	49.5	812	11.6	239	3.4	30	0.4	827	11.9
African American/Black	1659	23.8	3462	49.6	858	12.3	343	4.9	47	0.7	614	8.8
Alaskan Native	1488	21.4	2715	39.1	730	10.5	36	0.5	10	0.1	1966	28.3
Asian	1738	25.0	3521	50.7	771	11.1	134	1.9	10	0.1	768	11.1
Caribbean/West Indian	1547	22.3	2964	42.8	744	10.7	85	1.2	15	0.2	1571	22.7
European American/White	2780	39.8	3217	46.1	560	8.0	47	0.7	9	0.1	369	5.3
Latino(a)/Hispanic	1612	23.2	3401	49.0	918	13.2	244	3.5	28	0.4	738	10.6
Middle Eastern	1456	21.0	3079	44.3	1029	14.8	396	5.7	89	1.3	896	12.9
Native American Indian	1564	22.6	3073	44.3	830	12.0	104	1.5	23	0.3	1336	19.3
Pacific Islanders/Hawaiian Natives	1519	22.0	2954	42.8	752	10.9	54	0.8	14	0.2	1616	23.4
Multiracial, multiethnic, or multicultural persons	1632	23.5	3331	48.0	847	12.2	121	1.7	16	0.2	987	14.2
Other	299	15.5	565	29.3	267	13.8	12	0.6	7	0.4	781	40.4

Table B80

Students Only: Before I enrolled, I expected that the campus climate would be _____ for people who are: (Question 92)

Group	Very Respectful		Moderately respectful		Not respectful or disrespectful		Moderately disrespectful		Very disrespectful		Don't know	
	n	%	n	%	n	%	n	%	n	%	n	%
Affected by psychological health issues	1562	29.1	2690	50.2	492	9.2	68	1.3	3	0.1	544	10.2
Affected by physical health issues	1631	30.5	2726	51.0	440	8.2	45	0.8	5	0.1	503	9.4
Female	1900	35.5	2713	50.7	355	6.6	35	0.7	3	0.1	348	6.5
From religious affiliations other than Christian	1550	29.0	2623	49.1	541	10.1	204	3.8	34	0.6	395	7.4
From Christian affiliations	1907	35.7	2565	48.0	424	7.9	65	1.2	19	0.4	367	6.9
Gay, lesbian, bisexual, transgender	1433	26.8	2481	46.4	660	12.4	295	5.5	55	1.0	418	7.8
Immigrants	1484	27.8	2593	48.5	602	11.3	149	2.8	21	0.4	498	9.3
International students, staff, or faculty	1644	30.8	2704	50.6	503	9.4	56	1.0	8	0.1	430	8.0
Learning disabled	1625	30.4	2688	50.3	492	9.2	80	1.5	10	0.2	446	8.4
Male	1998	37.4	2594	48.5	379	7.1	11	0.2	6	0.1	360	6.7
Non-native English speakers	1544	28.9	2661	49.8	559	10.5	121	2.3	6	0.1	448	8.4
Parents/guardians	1782	33.3	2607	48.8	467	8.7	32	0.6	6	0.1	452	8.5
People of Color	1704	31.9	2711	50.7	449	8.4	91	1.7	11	0.2	380	7.1
Providing care for other than a child	1589	29.8	2537	47.5	520	9.7	28	0.5	4	0.1	661	12.4
Physically disabled	1720	32.2	2684	50.3	441	8.3	45	0.8	5	0.1	441	8.3
Socioeconomically disadvantaged	1579	29.6	2622	49.1	510	9.6	165	3.1	24	0.4	436	8.2
Socioeconomically advantaged	1821	34.2	2606	49.0	427	8.0	25	0.5	6	0.1	435	8.2
Veterans/active military status	1918	36.1	2511	47.2	399	7.5	10	0.2	5	0.1	477	9.0
Other	391	21.2	756	41.0	191	10.4	7	0.4	4	0.2	493	26.8

Note: Table includes only those respondents who indicated they were students in Question 1 (n = 6,024).

Table B81

Students Only: Do you experience financial hardship at GVSU?
 (Question 93)

Experience Financial Hardship	n	%
Yes	3331	57.1
No	2498	42.9

Table B82

Students Only: How do you experience the financial hardship?
 (Question 94)

Way(s) Experienced	n	%
Difficulty affording tuition	2574	77.3
Difficulty purchasing my books	2305	69.2
Difficulty in affording housing	1858	55.8
Difficulty affording university meal plan/food	1371	41.2
Difficulty participating in co-curricular events or activities	1295	38.9
Difficulty participating in social events	1241	37.3
Difficulty in affording health care	937	28.1
Difficulty traveling home during university breaks	755	22.7
Difficulty in traveling to campus	705	21.2
Difficulty in affording child care	147	4.4
Other	212	6.4

Note: Table includes only those respondents who students who answered that they experienced financial hardship in Question 93 (n = 3331).

Table B83

Faculty/Students Only: The curriculum at GVSU includes materials, perspectives, and/or experiences of people based on their: (Question 98)

Characteristic	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Don't know	
	n	%	n	%	n	%	n	%	n	%	n	%
Age	992	17.4	2352	41.2	1165	20.4	338	5.9	70	1.2	791	13.9
Country of origin	939	16.5	2234	39.4	1289	22.7	309	5.4	59	1.0	845	14.9
English language proficiency/accents	939	16.6	2199	38.8	1245	22.0	323	5.7	53	0.9	904	16.0
Ethnicity	983	17.4	2381	42.1	1208	21.4	245	4.3	62	1.1	777	13.7
Gender	1054	18.6	2409	42.6	1138	20.1	229	4.1	71	1.3	751	13.3
Gender expression	891	15.8	1988	35.2	1338	23.7	402	7.1	108	1.9	913	16.2
Immigrant status	800	14.2	1874	33.2	1472	26.1	373	6.6	71	1.3	1047	18.6
Learning disability	802	14.3	2021	35.9	1359	24.2	363	6.5	71	1.3	1008	17.9
Medical conditions	821	14.6	1962	34.9	1410	25.1	323	5.7	67	1.2	1044	18.6
Levels of education	979	17.4	2313	41.1	1139	20.2	288	5.1	68	1.2	846	15.0
Military/veteran status	836	14.9	1839	32.7	1433	25.5	328	5.8	78	1.4	1102	19.6
Parental status	827	14.7	1948	34.7	1381	24.6	367	6.5	84	1.5	1013	18.0
Physical characteristics	820	14.6	1888	33.7	1476	26.3	344	6.1	87	1.6	994	17.7
Physical disability	833	14.9	2062	36.8	1363	24.3	319	5.7	62	1.1	961	17.2
Psychological condition	804	14.3	1929	34.4	1425	25.4	305	5.4	74	1.3	1067	19.0
Political views	927	16.5	2187	39.0	1252	22.3	319	5.7	94	1.7	834	14.9
Position	941	16.8	2175	38.8	1286	22.9	204	3.6	70	1.2	936	16.7
Race	973	17.4	2293	40.9	1199	21.4	246	4.4	72	1.3	818	14.6
Religious/spiritual views	899	16.0	2139	38.1	1280	22.8	339	6.0	127	2.3	825	14.7
Sexual orientation	856	15.3	2029	36.2	1321	23.6	380	6.8	104	1.9	909	16.2
Socioeconomic status	842	15.2	2049	36.9	1323	23.8	331	6.0	104	1.9	904	16.3

Note: Table includes only those respondents who indicated they were faculty or students in Question 1 (n = 6761).

Table B84

Faculty/Staff Only: What is the influence of each on campus climate? (Question 99)

	Positively influences campus climate		Has no influence on campus climate		Negatively influences campus climate		Not offered at GVSU		Don't know	
	n	%	n	%	n	%	n	%	n	%
Providing tenure clock options with more flexibility for promotion/tenure for faculty	541	38.6	89	6.4	19	1.4	21	1.5	731	52.2
Providing recognition and rewards for including diversity issues in courses across the curriculum	607	43.9	163	11.8	53	3.8	39	2.8	522	37.7
Providing diversity education for staff	995	70.9	154	11.0	36	2.6	6	0.4	212	15.1
Providing diversity education for faculty	934	67.0	144	10.3	39	2.8	11	0.8	267	19.1
Providing diversity education for students	997	71.7	94	6.8	25	1.8	3	0.2	271	19.5
Providing, promoting and improving access to counseling for people who have experienced harassment	1065	76.2	62	4.4	10	0.7	12	0.9	249	17.8
Providing more effective mentorship for new faculty	970	69.6	72	5.2	9	0.6	22	1.6	320	23.0
Providing more effective mentorship for new staff	988	71.1	80	5.8	10	0.7	45	3.2	267	19.2
Providing a clear and fair process to resolve conflicts	1046	74.9	65	4.7	8	0.6	34	2.4	243	17.4
Increasing funding to support campus climate change efforts	787	56.9	148	10.7	43	3.1	9	0.7	396	28.6

Table B84 (con.)	Positively influences campus climate		Has no influence on campus climate		Negatively influences campus climate		Not offered at GVSU		Don't know	
	n	%	n	%	n	%	n	%	n	%
Including diversity-related professional experiences as one of the criteria for hiring of staff/faculty	581	42.1	192	13.9	171	12.4	48	3.5	389	28.2
Including diversity-related professional experiences as one of the criteria for evaluation of staff/faculty	619	45.0	185	13.4	176	12.8	40	2.9	357	25.9
Providing diversity and equity training to search and tenure committees	807	58.4	148	10.7	77	5.6	15	1.1	336	24.3
Increasing the diversity of the faculty and staff	1011	72.6	133	9.6	46	3.3	4	0.3	198	14.2
Increasing the diversity of the administration	983	70.5	142	10.2	43	3.1	9	0.6	217	15.6
Increasing the diversity of the student body	1046	74.9	104	7.4	33	2.4	6	0.4	207	14.8

Note: Table includes only those respondents who indicated they were faculty or staff in Question 1 (n = 1524).

Table B85

Students Only: What is the influence of each of the following on campus climate? (Question 102)

	Positively influences campus climate		Has no influence on campus climate		Negatively influences campus climate		Don't know	
	n	%	n	%	n	%	n	%
Providing diversity training for all students	4153	77.7	655	12.3	72	1.3	463	8.7
Providing diversity training for all staff	3891	72.9	623	11.7	68	1.3	754	14.1
Providing diversity training for all faculty	3886	73.1	627	11.8	55	1.0	750	14.1
Providing a person to address student complaints of classroom inequity	3854	72.5	658	12.4	43	0.8	760	14.3
Increasing the diversity of the faculty and staff	3618	68.0	945	17.8	209	3.9	546	10.3
Increasing the diversity of the student body	3925	73.8	819	15.4	117	2.2	457	8.6
Increasing opportunities for cross-cultural dialogue among students	4074	76.8	635	12.0	60	1.1	538	10.1
Increasing opportunities for cross-cultural dialogue between faculty, staff, and students	4023	75.8	645	12.2	62	1.2	575	10.8
Incorporating issues of diversity and cross-cultural competence more effectively into the curriculum	3934	74.3	707	13.4	117	2.2	535	10.1
Providing more effective faculty mentorship of students	4158	78.4	550	10.4	33	0.6	563	10.6
Participation of faculty/staff in co-curricular activities and programs	3884	73.6	665	12.6	31	0.6	695	13.2

Note: Table includes only those respondents who indicated they were students in Question 1 (n = 6,043).

Table B86

Do you believe that GVSU is committed to diversity?
(Question 97)

GVSU is Committed to Diversity	n	%
Yes	6427	89.5
No	755	10.0

Table B87

Have you attended multicultural events on campus?
(Question 103)

Attended Events	n	%
Yes	4491	59.3
No	3003	39.7