

## Introduction and Consent

You are invited to participate in a brief pulse survey of employees regarding the campus climate at Grand Valley State University. The results of the survey will provide important information about benchmarking measures GVSU is using to assess Reach Higher 2025 goals. It will allow Grand Valley to look at climate-related questions and further facilitate efforts to improve the environment for learning and working.

Answering the first question confirms your consent to participate. This survey will ask a range of questions about your identity and background. Your responses are confidential. Data will only be reported in aggregate with additional aggregation for departments, buildings, identities, etc. if less than ten responses are provided for any category or sub-category.

Full details about technical and survey consent information can be reviewed at [www.gvsu.edu/mygvsu/2023consent](http://www.gvsu.edu/mygvsu/2023consent). For alternative formats, please get in touch with Shontaye Witcher, Assistant Vice President & Director, Disability Support Resources, at [dsrgvsu@gvsu.edu](mailto:dsrgvsu@gvsu.edu).

Would you like to participate in the survey?

Yes

No

## Climate Pulse

Overall, how comfortable are you with the institutional climate at GVSU?

Very uncomfortable    Uncomfortable    Neither comfortable nor uncomfortable    Comfortable    Very comfortable

Please indicate your level of agreement with the following statement: Equity is a characteristic of GVSU.

Strongly disagree    Disagree    Neither agree nor disagree    Agree    Strongly agree

Please indicate your level of satisfaction with the following characteristics of campus climate.

|  | Very dissatisfied     | Generally dissatisfied | Neither satisfied nor dissatisfied | Generally satisfied   | Very satisfied        |
|--|-----------------------|------------------------|------------------------------------|-----------------------|-----------------------|
| Overall Campus Climate   | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/>              | <input type="radio"/> | <input type="radio"/> |
| The extent to which <b>you</b> experience a sense of belonging or community at this institution                            | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/>              | <input type="radio"/> | <input type="radio"/> |
| The extent to which you feel <b>all community members</b> experience a sense of belonging or community at this institution | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/>              | <input type="radio"/> | <input type="radio"/> |

Within the past year, have you personally experienced any exclusionary, intimidating, offensive, hostile, and/or harassing conduct or behavior that has interfered with your ability to live, learn, or work at GVSU?

- Yes
- No
- Not sure

Within the past year, have you observed unfair or unjust employment practices at GVSU?

- Yes
- No
- Not sure

Please indicate your level of agreement with the following statements about diversity on campus.

|  | Strongly disagree     | Disagree              | Neither agree nor disagree | Agree                 | Strongly agree        |
|--|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|
| The campus environment is free from tensions related to individual or group differences                                  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> |
| Diversity on campus improves experiences and interactions within the classroom, the workplace, and the overall community | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> |

## Demographics

Which of the following racial or ethnic categories apply to your identity? Mark all that apply.

- |                        |   |
|------------------------|---|
| African                | Middle Eastern                            |
| African American/Black | Native American/American Indian           |
| Alaska Native          | Native Hawaiian or other Pacific Islander |
| Asian                  | South Asian                               |
| Asian American         | Southeast Asian                           |
| Caribbean/West Indian  | White                                     |
| Hispanic or Latino/a   | Some other race or ethnicity              |
| Latin American         | Prefer not to respond                     |

What is your gender?

Man

Woman

Non-binary, please self describe:

Prefer not to respond

Are you transgender?

Yes

No

Prefer not to respond

What is your sexual orientation?

Do you currently have a physical or mental impairment that substantially limits one or more major life activities such as seeing, hearing, learning, interacting with others, walking, etc.?

What is your religious affiliation?

How would you characterize your political views?

What is your **primary** affiliation?

Faculty

Staff/Administrator

Other role

Prefer not to respond

With which division are you primarily **affiliated** at this time?

Academic Affairs Division (including faculty)

Enrollment Development and Educational Outreach Division

Finance and Administration Division

Information Technology Division

Student Affairs Division

University Development Division

University Relations Division

Division of Inclusion and Equity

Division of Educational Innovation and School Support (Charter Schools Office)

Other Administration (President's Office, General Counsel, etc.)

Other

Prefer not to respond

With which Academic Affairs college/unit are you primarily **affiliated** at this time?

Brooks College of Interdisciplinary Studies

College of Education and Community Innovation

College of Liberal Arts and Sciences

College of Health Professions

Kirkof College of Nursing

Padnos College of Engineering and Computing

Seidman College of Business

University Libraries

Prefer not to respond

