

## Appendix: Nat Sci Climate Survey – List of Questions

### Table of Contents

#### 1) Faculty Survey

|                                      |       |
|--------------------------------------|-------|
| i. Profile of respondents.....       | 3-5   |
| ii. General Assessments of CNS ..... | 6-8   |
| iii. Diversity and Inclusion.....    | 9-17  |
| iv. Sense of Belonging .....         | 18-19 |
| v. Civility .....                    | 20-21 |
| vi. Potential to Leave CNS .....     | 21    |
| vii. Bias and Harassment .....       | 22-31 |
| viii. Demographics .....             | 32-38 |
| ix. Final Comments .....             | 38    |

#### 2) Staff-Specialists-Post Docs Survey

|                                      |       |
|--------------------------------------|-------|
| i. Profile of respondents.....       | 39-41 |
| ii. General Assessments of CNS ..... | 41-44 |
| iii. Diversity and Inclusion.....    | 44-51 |
| iv. Sense of Belonging .....         | 51-52 |
| v. Civility .....                    | 52-54 |
| vi. Bias and Harassment .....        | 54-64 |
| vii. Demographics .....              | 64-70 |
| viii. Final Comments .....           | 70    |

#### 3) Graduate Students Survey

|                                      |       |
|--------------------------------------|-------|
| i. Profile of respondents.....       | 71-72 |
| ii. General Assessments of CNS ..... | 73-75 |
| iii. Diversity and Inclusion.....    | 75-80 |
| iv. Sense of Belonging .....         | 81-82 |
| v. Civility .....                    | 82-84 |
| vi. Bias and Harassment .....        | 84-92 |
| vii. Demographics .....              | 93-98 |
| viii. Final Comments .....           | 98    |

**4) NatSci Undergraduate Students Survey**

- i. Profile of respondents.....99-100
- ii. General Assessments of CNS ..... 101-103
- iii. Diversity and Inclusion..... 103-106
- iv. Sense of Belonging ..... 107
- v. Civility ..... 108-110
- vi. Bias and Harassment ..... 110-120
- vii. Demographics ..... 120-126
- viii. Final Comments ..... 126

**5) Other Undergraduates Students Survey**

- i. Profile of respondents..... 127-131
- ii. General Assessments of CNS ..... 131-133
- iii. Climate for Diverse Groups ..... 134-135
- iv. Sense of Belonging ..... 135-136
- v. Civility ..... 136
- vi. Bias and Harassment ..... 137-148
- vii. Demographics ..... 148-154
- viii. Final Comments ..... 154

# Faculty Survey

## Profile of respondents

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### Start of Block: Consent

Q1 The **College of Natural Science** leadership is asking all employees and students to help us enhance the culture of inclusion in the College by telling us about your experiences at and perceptions of the College. Through the survey that follows, we are seeking to learn more about particular aspects of the environment within the College, including climate, diversity and civility. Your answers to this survey will help us identify strengths and weaknesses within the College. This will help us effectively focus our energies to improve NatSci for all students, faculty, and staff.

This survey will be administered by MSU's Office for Survey Research. Your participation in this confidential survey is strictly voluntary. You may decline to participate, decline to answer certain questions, or discontinue participation at any time without penalty. Declining to participate will not affect your status or position within the College in any way. The survey will require only about 20 minutes of your time to complete (between 15 and 30 minutes), but may take more or less depending on the amount of detail you choose to provide.

The Office for Survey Research will make every effort to keep your data private to the full extent allowed under the law. You are encouraged to be honest and constructive in your feedback. The information obtained will not be presented in any way that could identify you personally.

However, there are certain times that we are required by law or Michigan State University policies to share some data with the proper authorities if someone reported child abuse, sexual assault, or child pornography.

Participation in this study does not involve any known physical, financial, emotional or legal risk to you. Your responses will help create an increasingly inclusive climate at the College of Natural Science.

You are welcome to contact Dr. Daniel Thaler, Project Manager at OSR ([thalerd1@msu.edu](mailto:thalerd1@msu.edu)), at any time if you have questions about the survey.

**By selecting yes below and then proceeding with the survey, you are voluntarily consenting to participate in the survey and allowing your responses to be used for institutional research purposes.**

Yes - I Consent

No - I Decline Consent

### End of Block: Consent

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### Start of Block: Block 10

**Q2 What is your role in the College of Natural Science?**

- Undergraduate student
- Graduate student
- Postdoctoral scholar
- Academic specialist - Continuing
- Academic specialist - Fixed term
- Staff member
- Faculty - Tenure Stream
- Faculty - Fixed Term

**Q3 What year did you start working in the College of Natural Science?**

▼ 2018 ... 1968 or before

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Page Break \_\_\_\_\_

**Q4 What year did you start working in your current position within the College of Natural Science?**

▼ 2018 ... 1968 or before

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Page Break \_\_\_\_\_

**Q5 What is the highest degree you have earned?**

- No Degree
- High School diploma
- Associates Degree (A.A., A.S., etc.)
- Bachelor's Degree (B.A., B.S., etc.)
- Master's Degree (M.A., M.S., M.B.A., etc.)
- Doctoral / Professional Degree (Ph.D., J.D., M.D., etc.)
- Other degree (please specify) \_\_\_\_\_

**End of Block: Faculty Status**

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**Start of Block: Introductory Questions**

## General Assessments of CNS

Q6

### General Assessment

How satisfied are you with your experience as a Faculty in the College of Natural Science?

- Very Satisfied
  - Somewhat Satisfied
  - Neither Satisfied nor Dissatisfied
  - Somewhat Dissatisfied
  - Very Dissatisfied
  - Unsure
- 

Q7

Now we would like to know how you feel about the climate within the College of Natural Science.

Overall, how **comfortable** are you with the climate in your work environment?

*By "climate", we mean "current attitudes, behaviors, and standards of employees and students concerning the access for, inclusion of, and level of respect for individual and group needs, abilities, and potential." (from Rankin 2001)*

- Very comfortable
  - Somewhat comfortable
  - Neither comfortable nor uncomfortable
  - Somewhat uncomfortable
  - Very uncomfortable
  - Unsure
-

Q8

**For the following set of adjectives, select the number that best represents how you would rate the climate in the College of Natural Science based on your direct experiences.**

*(NOTE: As an example, for the "Hostile -- Friendly" item, 1 = very hostile, 2 = hostile, 3 = somewhat hostile, 4 = neither hostile nor friendly, 5 = somewhat friendly, 6 = friendly, and 7 = very friendly)*

|                 | 1                     | 2                     | 3                     | 4                     | 5                     | 6                     | 7                     |                |
|-----------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|----------------|
| Hostile         | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Friendly       |
| Racist          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Non-racist     |
| Homogeneous     | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Diverse        |
| Disrespectful   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Respectful     |
| Unwelcoming     | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Welcoming      |
| Sexist          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Non-sexist     |
| Individualistic | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Collaborative  |
| Competitive     | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Cooperative    |
| Homophobic      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Non-homophobic |
| Unsupportive    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Supportive     |
| Ageist          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Non-ageist     |
| Improving       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Regressing     |

**Q9 How interested would you be in receiving diversity and inclusion training if it were offered through the College of Natural Science?**

- Very interested
- Moderately interested
- Slightly interested
- Not at all interested

**End of Block: Introductory Questions**

---

**Start of Block: Diversity and Inclusion**



# Diversity and Inclusion

Q10

## Diversity and Inclusion

Now we would like you to think about the faculty in the College of Natural Science.

Please indicate the extent to which you agree or disagree with each of the following statements.

(NOTE: Think about "diversity" in terms of categories such as race / ethnicity, gender, religion, age, sexual orientation, nationality, and people with disabilities)

|   |  |
|---|--|
| The college has demonstrated a <b>commitment to hiring</b> diverse faculty  | ▼ x - Unsure ... 1 - Strongly Disagree |
| Within the college there is an <b>acceptable amount of faculty diversity</b> (e.g., in terms of race / ethnicity, gender, religion, age, sexual orientation, socioeconomic status, nationality, and people with disabilities) | ▼ x - Unsure ... 1 - Strongly Disagree |

-----

Display This Question:

*If Commitment to Diversity - Faculty = Within the college there is an <strong>acceptable amount of faculty diversity</strong> (e.g., in terms of race / ethnicity, gender, religion, age, sexual orientation, socioeconomic status, nationality, and people with disabilities) [ 3 - Somewhat Disagree ]*

*Or Commitment to Diversity - Faculty = Within the college there is an <strong>acceptable amount of faculty diversity</strong> (e.g., in terms of race / ethnicity, gender, religion, age, sexual orientation, socioeconomic status, nationality, and people with disabilities) [ 2 - Disagree ]*

*Or Commitment to Diversity - Faculty = Within the college there is an <strong>acceptable amount of faculty diversity</strong> (e.g., in terms of race / ethnicity, gender, religion, age, sexual orientation, socioeconomic status, nationality, and people with disabilities) [ 1 - Strongly Disagree ]*

Q11 In which (if any) of these groups or areas would you say there is **not enough** faculty diversity?

Race / ethnicity

Gender

Religion

Age

Sexual orientation

Nationality

People with disabilities

Other (please specify) \_\_\_\_\_

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Page Break

Q12 Now we would like you to think about the staff in the College of Natural Science.

Please indicate the extent to which you agree or disagree with each of the following statements.

(NOTE: Think about "diversity" in terms of categories such as race / ethnicity, gender, religion, age, sexual orientation, nationality, and people with disabilities)

|   |  |
|---|--|
| The college has demonstrated a <b>commitment to hiring</b> diverse staff  | ▼ x - Unsure ... 1 - Strongly Disagree |
| Within the college there is an <b>acceptable amount of staff diversity</b> (e.g., in terms of race / ethnicity, gender, religion, age, sexual orientation, socioeconomic status, nationality, and people with disabilities) | ▼ x - Unsure ... 1 - Strongly Disagree |

-----  
Page Break

Display This Question:

If Commitment to Diversity - Staff = Within the college there is an <strong>acceptable amount of staff diversity</strong> (e.g., in terms of race / ethnicity, gender, religion, age, sexual orientation, socioeconomic status, nationality, and people with disabilities) [ 2 - Disagree ]

Or Commitment to Diversity - Staff = Within the college there is an <strong>acceptable amount of staff diversity</strong> (e.g., in terms of race / ethnicity, gender, religion, age, sexual orientation, socioeconomic status, nationality, and people with disabilities) [ 1 - Strongly Disagree ]

Or Commitment to Diversity - Staff = Within the college there is an <strong>acceptable amount of staff diversity</strong> (e.g., in terms of race / ethnicity, gender, religion, age, sexual orientation, socioeconomic status, nationality, and people with disabilities) [ 3 - Somewhat Disagree ]

**Q13 You indicated that you do not feel there is an acceptable amount of diversity among staff in the college. In which (if any) of these groups or areas would you say there is not enough staff diversity?**

Race / ethnicity

Gender

Religion

Age

Sexual orientation

Nationality

People with disabilities

Other (please specify) \_\_\_\_\_

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Page Break

Q14 Now we would like you to think about the students in the College of Natural Science.

Please indicate the extent to which you agree or disagree with each of the following statements.

(NOTE: Think about "diversity" in terms of categories such as race / ethnicity, gender, religion, age, sexual orientation, nationality, and people with disabilities)

|   |  |
|---|--|
| The college has demonstrated a <b>commitment to recruiting</b> diverse students   | ▼ x - Unsure ... 1 - Strongly Disagree |
| Within the college there is an <b>acceptable amount of student diversity</b> (e.g., in terms of race / ethnicity, gender, religion, age, sexual orientation, socioeconomic status, nationality, and people with disabilities) | ▼ x - Unsure ... 1 - Strongly Disagree |

Page Break

Display This Question:

If Commitment to Diversity - Students = Within the college there is an <strong>acceptable amount of student diversity</strong> (e.g., in terms of race / ethnicity, gender, religion, age, sexual orientation, socioeconomic status, nationality, and people with disabilities) [ 1 - Strongly Disagree ]

Or Commitment to Diversity - Students = Within the college there is an <strong>acceptable amount of student diversity</strong> (e.g., in terms of race / ethnicity, gender, religion, age, sexual orientation, socioeconomic status, nationality, and people with disabilities) [ 2 - Disagree ]

Or Commitment to Diversity - Students = Within the college there is an <strong>acceptable amount of student diversity</strong> (e.g., in terms of race / ethnicity, gender, religion, age, sexual orientation, socioeconomic status, nationality, and people with disabilities) [ 3 - Somewhat Disagree ]

**Q15 You indicated that you do not feel there is an acceptable amount of diversity among students in the college.** In which (if any) of these groups or areas would you say there is not enough student diversity?

Race / ethnicity

Gender

Religion

Age

Sexual orientation

Nationality

People with disabilities

Other (please specify) \_\_\_\_\_

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Page Break

**Q16 Please indicate to what extent you agree or disagree with the following statements about diversity and inclusion.**

|   |   |
|---|---|
| <p>Employees in my unit are <b>given feedback and evaluated</b> fairly, regardless of their race / ethnicity, gender, religion, age, sexual orientation, socioeconomic status, or nationality</p>             | <p>▼ x - Unsure ... 1 - Strongly Disagree</p> |
| <p>My unit has a track record of <b>hiring and promoting</b> employees objectively, regardless of their race / ethnicity, gender, religion, age, sexual orientation, socioeconomic status, or nationality</p> | <p>▼ x - Unsure ... 1 - Strongly Disagree</p> |
| <p><b>Assignments</b> (e.g., teaching, committee work, scheduling work flows) in my unit are given based on a person's skills and abilities</p>   | <p>▼ x - Unsure ... 1 - Strongly Disagree</p> |
| <p>I feel I have been <b>treated differently</b> in my unit because of my race / ethnicity, gender, religion, age, sexual orientation, socioeconomic status, or nationality</p>                               | <p>▼ x - Unsure ... 1 - Strongly Disagree</p> |

**Q17 Please indicate to what extent you agree or disagree with the following statements about the tenure and/or promotion process.**

|   |   |
|---|---|
| <p>I have been <b>treated fairly</b> in the tenure / promotion process</p>  | <p>▼ x - Unsure ... 1 - Strongly Disagree</p> <p>▼ x - Unsure ... 1 - Strongly Disagree</p> |
| <p>I have been <b>treated fairly</b> with respect to decisions about <b>merit raises</b> for me</p>   | <p>▼ x - Unsure ... 1 - Strongly Disagree</p> <p>▼ x - Unsure ... 1 - Strongly Disagree</p> |
| <p>I am burdened by <b>university service responsibilities</b> (e.g., committee memberships, departmental work assignments) beyond those of my colleagues</p> | <p>▼ x - Unsure ... 1 - Strongly Disagree</p> <p>▼ x - Unsure ... 1 - Strongly Disagree</p> |
| <p>I perform more work to <b>help students and colleagues</b> (e.g., mentoring, helping with student groups / activities) than my colleagues</p>              | <p>▼ x - Unsure ... 1 - Strongly Disagree</p>   |
| <p>I feel that my <b>diversity-related contributions</b> have been / will be valued for promotion or tenure</p>   | <p>▼ x - Unsure ... 1 - Strongly Disagree</p>   |

**End of Block: Diversity and Inclusion**

**Start of Block: Climate for Diverse Groups**

Q18

**Climate for Diverse Groups, Part 1/2**

**How would you rate the climate within the College of Natural Science for faculty who are / have:**

*By "climate", we mean "current attitudes, behaviors, and standards of employees and students concerning the access for, inclusion of, and level of respect for individual and group needs, abilities, and potential." (from Rankin 2001)*

|  |                                    |
|--|------------------------------------|
| Female   | ▼ x - Unsure ... 1 - Very Negative |
| From religious affiliations other than Christian | ▼ x - Unsure ... 1 - Very Negative |
| From Christian religious affiliations            | ▼ x - Unsure ... 1 - Very Negative |
| Gay, lesbian, or bisexual                        | ▼ x - Unsure ... 1 - Very Negative |
| International                                    | ▼ x - Unsure ... 1 - Very Negative |
| People of color                                  | ▼ x - Unsure ... 1 - Very Negative |
| Transgender                                      | ▼ x - Unsure ... 1 - Very Negative |
| Male   | ▼ x - Unsure ... 1 - Very Negative |
| Non-native English speakers                      | ▼ x - Unsure ... 1 - Very Negative |
| Immigrants                                       | ▼ x - Unsure ... 1 - Very Negative |
| Tenure-stream                                    | ▼ x - Unsure ... 1 - Very Negative |
| Fixed-term                                       | ▼ x - Unsure ... 1 - Very Negative |
| White  | ▼ x - Unsure ... 1 - Very Negative |

Page Break



Q19

**Climate for Diverse Groups, Part 2/2**

**How would you rate the climate within the College of Natural Science for faculty who are / have:**

*By "climate", we mean "current attitudes, behaviors, and standards of employees and students concerning the access for, inclusion of, and level of respect for individual and group needs, abilities, and potential." (from Rankin 2001)*

|   |                                    |
|---|------------------------------------|
| <b>Psychological or mental health issues</b>                | ▼ x - Unsure ... 1 - Very Negative |
|   | ▼ x - Unsure ... 1 - Very Negative |
| A physical disability                                       | ▼ x - Unsure ... 1 - Very Negative |
|   | ▼ x - Unsure ... 1 - Very Negative |
| Learning disabilities                                       | ▼ x - Unsure ... 1 - Very Negative |
| Parents / guardians of dependent children                   | ▼ x - Unsure ... 1 - Very Negative |
| Providing care for adults who are disabled and / or elderly | ▼ x - Unsure ... 1 - Very Negative |
| Served / serving in the military                            | ▼ x - Unsure ... 1 - Very Negative |
| Other (please specify)                                      | ▼ x - Unsure ... 1 - Very Negative |

Page Break

# Sense of Belonging

## Q20 Sense of Belonging, Part 1/2

Please indicate to what extent you agree or disagree with the following statements about your sense of belonging in the work environment.

|  |   |
|--|---|
| <p>There are enough faculty I <b>identify</b> with</p> <p>I have similar <b>opportunities for success</b> as other faculty</p> <p>My <b>personal identities are valued</b> in the work environment</p> | <p>▼ x - Unsure ... 1 - Strongly Disagree</p> <p>▼ x - Unsure ... 1 - Strongly Disagree</p> <p>▼ x - Unsure ... 1 - Strongly Disagree</p> <p>▼ x - Unsure ... 1 - Strongly Disagree</p> <p>▼ x - Unsure ... 1 - Strongly Disagree</p> <p>▼ x - Unsure ... 1 - Strongly Disagree</p> <p>▼ x - Unsure ... 1 - Strongly Disagree</p> <p>▼ x - Unsure ... 1 - Strongly Disagree</p> |
|--|---|

Page Break

Q21 Sense of Belonging, Part 2/2

How often would you say you feel:

|  |                            |
|--|----------------------------|
| Valued as an individual in the College of Natural Science  | ▼ x - Unsure ... 1 - Never |
| Valued by <b>students</b> in the classroom   | ▼ x - Unsure ... 1 - Never |
| Valued by <b>other employees</b> in the College of Natural Science                                   | ▼ x - Unsure ... 1 - Never |
| You <b>belong</b> in the College of Natural Science  | ▼ x - Unsure ... 1 - Never |
|  | ▼ x - Unsure ... 1 - Never |
| Others <b>value your opinions</b> in the College of Natural Science                                  | ▼ x - Unsure ... 1 - Never |
|  | ▼ x - Unsure ... 1 - Never |
| <b>Safe</b> within the College of Natural Science (including physical, mental, and emotional safety) | ▼ x - Unsure ... 1 - Never |

End of Block: Climate for Diverse Groups

Start of Block: Civility

# Civility

## Q22 Civility

How often would you say:

|  |                            |
|--|----------------------------|
| People in your unit care about your <b>general satisfaction</b> at work              | ▼ x - Unsure ... 1 - Never |
| Your contributions to your unit are <b>recognized and valued</b>                     | ▼ x - Unsure ... 1 - Never |
| You are treated with respect by your <b>unit head or chair</b>                       | ▼ x - Unsure ... 1 - Never |
| You are treated with respect by <b>students</b>                                      | ▼ x - Unsure ... 1 - Never |
| You are treated with respect by <b>faculty</b>                                       | ▼ x - Unsure ... 1 - Never |
| You are treated with respect by <b>staff</b>   | ▼ x - Unsure ... 1 - Never |
| You are treated with respect within the College of Natural Science <b>in general</b> | ▼ x - Unsure ... 1 - Never |
| You <b>trust</b> your co-workers   | ▼ x - Unsure ... 1 - Never |

Q23 How often, if at all, have you been in a situation where a graduate or undergraduate student in the College of Natural Science:

|  | Treatment from graduate students | Treatment from undergraduate students |
|--|----------------------------------|---------------------------------------|
| <b>Put you down</b> , was condescending to you, or made derogatory remarks about you | ▼ Never ... Daily                | ▼ Never ... Daily                     |
| Doubted or <b>devalued</b> your work or expertise                                    | ▼ Never ... Daily                | ▼ Never ... Daily                     |
| Made <b>false negative statements</b> or circulated negative rumors about you        | ▼ Never ... Daily                | ▼ Never ... Daily                     |
| <b>Distrusted</b> your description of your own personal experiences                  | ▼ Never ... Daily                | ▼ Never ... Daily                     |

**Q71 How often, if at all, have you been in a situation where a faculty or staff member in the College of Natural Science:**

|  | Treatment from faculty | Treatment from staff |
|--|------------------------|----------------------|
| <b>Put you down</b> , was condescending to you, or made derogatory remarks about you | ▼ Never ... Daily      | ▼ Never ... Daily    |
| Doubted or <b>devalued</b> your work or expertise                                    | ▼ Never ... Daily      | ▼ Never ... Daily    |
| Made <b>false negative statements</b> or circulated negative rumors about you        | ▼ Never ... Daily      | ▼ Never ... Daily    |
| <b>Distrusted</b> your description of your own personal experiences                  | ▼ Never ... Daily      | ▼ Never ... Daily    |

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**Q24 In the space below, please provide any additional information you would like to provide about how you have been treated within the College of Natural Science.**

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**Potential to Leave CNS**

Q25

**Has the current climate within the College of Natural Science prompted you to consider leaving your position?**

*By "climate", we mean "current attitudes, behaviors, and standards of employees and students concerning the access for, inclusion of, and level of respect for individual and group needs, abilities, and potential." (from Rankin 2001)*

- Yes
- No
- Unsure

**End of Block: Civility**

# Bias and Harassment

## Start of Block: Harassment and Bias

### Q26 Harassment and Bias

Please indicate to what extent you agree or disagree with the following statements about sexual harassment in the College of Natural Science.

|   |  |
|---|--|
| Sexual harassment is a <b>problem</b> within the College                                      | ▼ x - Unsure ... 1 - Strongly Disagree |
| I know the <b>steps to take</b> if a person comes to me with a problem with sexual harassment | ▼ x - Unsure ... 1 - Strongly Disagree |
| Sexual harassment is <b>taken seriously</b> within the College                                | ▼ x - Unsure ... 1 - Strongly Disagree |
| I have <b>experienced sexual harassment</b> within the College                                | ▼ x - Unsure ... 1 - Strongly Disagree |

### Q27 In this section, we would like to know about the response to bias incidents within the College of Natural Science.

A "bias incident" is an incident of verbal or non-verbal conduct that is threatening, harassing, intimidating, discriminatory or hostile and is based on a category protected under the [MSU Anti-Discrimination Policy](#). Please also see the [MSU Anti-Harassment Statement](#) for more information.

Please indicate to what extent you agree or disagree with the following statements about bias incidents in the College of Natural Science.

|   |  |
|---|--|
| I <b>know how to report</b> bias incidents if they occurred within the College  | ▼ x - Unsure ... 1 - Strongly Disagree |
| I can <b>report bias incidents</b> I encounter without fear of retaliation  | ▼ x - Unsure ... 1 - Strongly Disagree |
| If bias incidents are reported, I believe <b>leadership will take appropriate actions</b> to address them based on the claimant's desires | ▼ x - Unsure ... 1 - Strongly Disagree |

### Q28

**Within the past year, how often (if at all) have you personally:**

|  |                    |
|--|--------------------|
| <b>Witnessed</b> bias / discrimination directed at another person within the College of Natural Science? | ▼ Unsure ... Daily |
| <b>Experienced</b> bias / discrimination within the College of Natural Science?                          | ▼ Unsure ... Daily |

*Display This Question:*

*If Bias Incidents - Frequency [ <strong>Experienced </strong>bias / discrimination within the College of Natural Science? ] (Recode)  
Is Not Empty*

*And Bias Incidents - Frequency != <strong>Experienced </strong>bias / discrimination within the College of Natural Science? [ Never ]*

*And Bias Incidents - Frequency != <strong>Experienced </strong>bias / discrimination within the College of Natural Science? [ Unsure ]*

**Q29: Earlier you indicated that you had personally experienced an incident of bias / discrimination within the College of Natural Science. Thinking about all the different incidents of bias / discrimination within the College you experienced, did you personally experience at least one incident of bias / discrimination based on: (Please mark all that apply. NOTE: Only include incidents you personally experienced. If you also indicated that you witnessed**

*incidents that happened to someone else, you will have the opportunity to answer questions about those incidents later.)*

Race / ethnicity

Gender identity

Gender expression

Sexual orientation

Religious background

A physical disability

A psychological or mental health issue

A physical health issue

Socioeconomic status

Country of origin

Age

Other (please specify) \_\_\_\_\_



Display This Question:

If Bias Incidents - Frequency [ <strong>Experienced </strong>] bias / discrimination within the College of Natural Science? ] (Recode) Is Not Empty

And Bias Incidents - Frequency != <strong>Experienced </strong>] bias / discrimination within the College of Natural Science? [ Never ]

And Bias Incidents - Frequency != <strong>Experienced </strong>] bias / discrimination within the College of Natural Science? [ Unsure ]

**Q30 Thinking about all the different incidents of bias / discrimination within the College you personally experienced, please indicate whether you experienced at least one incident of bias / discrimination that was committed by each of the following types of NatSci community members:**

*(Please mark all that apply. NOTE: Only include incidents you personally experienced. If you also indicated that you witnessed incidents that happened to someone else, you will have the opportunity to answer questions about those incidents later.)*

- Academic Advisor(s)
- Campus visitor(s)
- Dean / Assoc Dean / Asst Dean
- Department / unit head
- Faculty member(s)
- Graduate student(s) / Teaching Assistant (s)
- Person(s) that I supervise
- Postdoctoral scholar(s)
- Staff member(s)
- Undergraduate student(s)
- Other (please specify) \_\_\_\_\_

Display This Question:

If Bias Incidents - Frequency [ <strong>Witnessed </strong>bias / discrimination directed at another person within the College of Natural Science? ] (Recode) Is Not Empty

And Bias Incidents - Frequency != <strong>Witnessed </strong>bias / discrimination directed at another person within the College of Natural Science? [ Never ]

And Bias Incidents - Frequency != <strong>Witnessed </strong>bias / discrimination directed at another person within the College of Natural Science? [ Unsure ]

**Q31: Earlier you indicated that you had witnessed an incident of bias / discrimination within the College of Natural Science. Thinking about all the different incidents of bias / discrimination within the College you (Please mark all that apply)**

- Race / ethnicity
- Gender identity
- Gender expression
- Sexual orientation
- Religious background
- A physical disability
- A psychological or mental health issue
- A physical health issue
- Socioeconomic status
- Country of origin
- Age
- Other (please specify) \_\_\_\_\_

Display This Question:

*If Bias Incidents - Frequency != <strong>Witnessed </strong> bias / discrimination directed at another person within the College of Natural Science? [ Never ]*

*And Bias Incidents - Frequency [ <strong>Witnessed </strong> bias / discrimination directed at another person within the College of Natural Science? ] (Recode) Is Not Empty*

*And Bias Incidents - Frequency != <strong>Witnessed </strong> bias / discrimination directed at another person within the College of Natural Science? [ Unsure ]*

**Q32: Thinking about all the different incidents of bias / discrimination within the College you witnessed, please indicate whether you witnessed at least one incident of bias / discrimination that was committed by or directed at each of the following types of NatSci community members:**

*(Please mark all that apply)*

|  | <b>Committed by</b>      | <b>Directed at</b>       |
|--|--------------------------|--------------------------|
| Academic Advisor(s)                          | <input type="checkbox"/> | <input type="checkbox"/> |
| Campus visitor(s)                            | <input type="checkbox"/> | <input type="checkbox"/> |
| Dean / Assoc Dean / Asst Dean                | <input type="checkbox"/> | <input type="checkbox"/> |
| Department / unit head                       | <input type="checkbox"/> | <input type="checkbox"/> |
| Faculty advisor(s) / mentor(s)               | <input type="checkbox"/> | <input type="checkbox"/> |
| Faculty member(s)                            | <input type="checkbox"/> | <input type="checkbox"/> |
| Graduate student(s) / Teaching Assistant (s) | <input type="checkbox"/> | <input type="checkbox"/> |
| Postdoctoral scholar(s)                      | <input type="checkbox"/> | <input type="checkbox"/> |
| Staff member(s)                              | <input type="checkbox"/> | <input type="checkbox"/> |
| Supervisor(s)                                | <input type="checkbox"/> | <input type="checkbox"/> |
| Undergraduate student(s)                     | <input type="checkbox"/> | <input type="checkbox"/> |
| Other (please specify)                       | <input type="checkbox"/> | <input type="checkbox"/> |

Display This Question:

*If Bias Incidents - Frequency != <strong>Witnessed </strong> bias / discrimination directed at another person within the College of Natural Science? [ Never ]*

*And Bias Incidents - Frequency != <strong>Witnessed </strong> bias / discrimination directed at another person within the College of Natural Science? [ Unsure ]*

*And Bias Incidents - Frequency [ <strong>Witnessed </strong> bias / discrimination directed at another person within the College of Natural Science? ] (Recode) Is Not Empty*

Or If

*Bias Incidents - Frequency [ <strong>Experienced </strong> bias / discrimination within the College of Natural Science? ] (Recode) Is Not Empty*

*And Bias Incidents - Frequency != <strong>Experienced </strong> bias / discrimination within the College of Natural Science? [ Never ]*

*And Bias Incidents - Frequency != <strong>Experienced </strong> bias / discrimination within the College of Natural Science? [ Unsure ]*

Q33

**Now, thinking only about the most recent incident of bias / discrimination within the College you either experienced or witnessed, did you report the incident?**

Yes

No

Unsure

---

Page Break

Display This Question:

If Report Incident? = Yes

Q34

To what individual(s) or unit(s) did you report the incident?

(Please mark all that apply)

- To the Office of Institutional Equity (OIE)
- To the Title IX Office
- To the Faculty Grievances Office (FGO)
- To my department / unit chair
- To the dean, associate dean, or assistant dean
- To a faculty member
- To a staff member
- Other (please specify) \_\_\_\_\_
- ☒ Prefer not to say

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Page Break

**Q35 In the space below, please provide any additional information you would like to provide about bias / discriminatory incidents you have experienced or witnessed.**

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**End of Block: Harassment and Bias**

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**Start of Block: Demographics**

## **Demographics**

### **Q36 Demographics**

Please complete this section so that we may better understand the perspectives of respondents. These data will be held confidential by the Office of Survey Research (OSR), and will not be reported in ways that would link any individual respondents with their answers. In each case you have the option to decline to answer, but the more information you provide the more complete our analyses of the climate will be.

---

### **Q37 What is your gender identity?**

- Male
  - Female
  - Transgender
  - Gender non-conforming
  - Another identity not listed (please specify if you wish):  
\_\_\_\_\_
  - Prefer not to answer
-



**Q38 What is your sexual orientation?**

- Heterosexual / Straight
- Gay / Lesbian
- Bisexual
- Queer
- Questioning
- Asexual
- Another identity not listed (*please specify if you wish*):  

---
- Prefer not to answer

Q39

**What is your race and/or ethnicity?**

*(Please mark all that apply)*

- African, African American, or Black
- American Indian or Alaska Native
- Asian or Asian American
- Hispanic or Latina, Latino, Latinx
- Middle Eastern or North African
- Native Hawaiian or Other Pacific Islander
- White or Caucasian
- Another identity not listed (*please specify*):  

---
- ☒ Prefer not to answer

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Page Break 

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**Q40 What is your citizenship status?**

- U.S. born citizen
- U.S. citizen -- naturalized
- Dual citizenship
- Permanent resident (immigrant)
- Permanent resident (refugee)
- International (F-1, J-1, H1-B, A, L, or G visas)
- Other (please specify) \_\_\_\_\_
- Prefer not to answer

---

Page Break

*Display This Question:*

*If Citizenship != U.S. born citizen*

**Q41 What is your country of origin?**

▼ Afghanistan ... Zimbabwe

---

Page Break

Q42

**With which of the following religious background(s), if any, do you most identify?**

*(Please select all that apply)*

Agnostic

Atheist

Buddhist

Christian

Hindu

Humanist

Jewish

Muslim

Spiritual, non-religious

Unitarian / Universalist

None

Other (please specify) \_\_\_\_\_

Prefer not to answer

---

Page Break

Q43

**Which (if any) of the disabilities / conditions listed below impact your learning, working, or living activities?**

*(Please select all that apply)*

- Acquired / traumatic brain injury
  - Attention Deficit / Hyperactivity Disorder
  - Asperger's / Autism Spectrum
  - Low vision or blind
  - Hard of Hearing or deaf
  - Learning disability
  - Medical condition
  - Mental health / psychological condition
  - Physical / mobility condition that affects walking
  - Physical / mobility condition that does not affect walking
  - Speech / communication
  - Other (please specify) \_\_\_\_\_
  - ☒ I have none of the listed conditions
  - ☒ Prefer not to answer
-

**Q44 Have you ever served, or are you currently serving, in the U.S. Armed Forces, Military Reserves, or National Guard?**

- Yes
- No
- Prefer not to answer

**End of Block: Demographics**

---

**Start of Block: Final Comments**

## **Final Comments**

**Q45 Additional Comments and Feedback**

**If you would like to provide any additional comments, suggestions, or input regarding conditions or the climate within the College of Natural Science, please do so below.**

*If you wish, you can use the "Back" button to go back and review your responses and make any changes. You will not be able to re-access your responses once your questionnaire is submitted.*

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**End of Block: Final Comments**

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# Staff-Specialist-Post Docs Survey

## Profile of respondents

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### Start of Block: Consent

Q1 The **College of Natural Science** leadership is asking all employees and students to help us enhance the culture of inclusion in the College by telling us about your experiences at and perceptions of the College. Through the survey that follows, we are seeking to learn more about particular aspects of the environment within the College, including climate, diversity and civility. Your answers to this survey will help us identify strengths and weaknesses within the College. This will help us effectively focus our energies to improve NatSci for all students, faculty, and staff.

This survey will be administered by MSU's Office for Survey Research. Your participation in this confidential survey is strictly voluntary. You may decline to participate, decline to answer certain questions, or discontinue participation at any time without penalty. Declining to participate will not affect your status or position within the College in any way. The survey will require only about 20 minutes of your time to complete (between 15 and 30 minutes), but may take more or less depending on the amount of detail you choose to provide.

The Office for Survey Research will make every effort to keep your data private to the full extent allowed under the law. You are encouraged to be honest and constructive in your feedback. The information obtained will not be presented in any way that could identify you personally.

However, there are certain times that we are required by law or Michigan State University policies to share some data with the proper authorities if someone reported child abuse, sexual assault, or child pornography.

Participation in this study does not involve any known physical, financial, emotional or legal risk to you. Your responses will help create an increasingly inclusive climate at the College of Natural Science.

You are welcome to contact Dr. Daniel Thaler, Project Manager at OSR ([thalerd1@msu.edu](mailto:thalerd1@msu.edu)), at any time if you have questions about the survey.

**By selecting yes below and then proceeding with the survey, you are voluntarily consenting to participate in the survey and allowing your responses to be used for institutional research purposes.**

- Yes - I Consent
- No - I Decline Consent

### End of Block: Consent

---

### Start of Block: Block 10

**Q2 What is your role in the College of Natural Science?**

- Undergraduate student
- Graduate student
- Postdoctoral scholar
- Academic specialist - Continuing
- Academic specialist - Fixed term
- Staff member
- Faculty - Tenure Stream
- Faculty - Fixed Term

**End of Block: Block 10**

---

**Start of Block: Faculty Status**

**Q3 What year did you start working in the College of Natural Science?**

▼ 2019 ... 1968 or before

---

**Q4 What year did you start working in your current position within the College of Natural Science?**

▼ 2019 ... 1968 or before

---

Page Break

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Q5 What is the highest degree you have earned?

- No Degree
- High school diploma
- Associates Degree (A.A., A.S., etc.)
- Bachelor's Degree (B.A., B.S., etc.)
- Master's Degree (M.A., M.S., M.B.A., etc.)
- Doctoral / Professional Degree (Ph.D., J.D., M.D., etc.)
- Other degree (please specify) \_\_\_\_\_

**End of Block: Faculty Status**

---

**Start of Block: Introductory Questions**

## General Assessments of CNS

Q6

**General Assessment**

**How satisfied are you with your experience as a(n)  $\{e://Field/R\_Type\}$  in the College of Natural Science?**

- Very Satisfied
- Somewhat Satisfied
- Neither Satisfied nor Dissatisfied
- Somewhat Dissatisfied
- Very Dissatisfied
- Unsure

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Page Break

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**Q7 Now we would like to know how you feel about the climate within the College of Natural Science.**

**Overall, how comfortable are you with the climate in your work environment?**

*By "climate", we mean "current attitudes, behaviors, and standards of employees and students concerning the access for, inclusion of, and level of respect for individual and group needs, abilities, and potential." (from Rankin 2001)*

- Very comfortable
- Somewhat comfortable
- Neither comfortable nor uncomfortable
- Somewhat uncomfortable
- Very uncomfortable
- Unsure

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Page Break

Q8

**For the following set of adjectives, select the number that best represents how you would rate the College of Natural Science based on your direct experiences.**

*(As an example, for the "Hostile -- Friendly" item, 1 = very hostile, 2 = hostile, 3 = somewhat hostile, 4 = neither hostile nor friendly, 5 = somewhat friendly, 6 = friendly, and 7 = very friendly)*

|                 | 1                     | 2                     | 3                     | 4                     | 5                     | 6                     | 7                     |                |
|-----------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|----------------|
| Hostile         | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Friendly       |
| Racist          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Non-racist     |
| Homogeneous     | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Diverse        |
| Disrespectful   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Respectful     |
| Unwelcoming     | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Welcoming      |
| Sexist          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Non-sexist     |
| Individualistic | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Collaborative  |
| Competitive     | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Cooperative    |
| Homophobic      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Non-homophobic |
| Unsupportive    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Supportive     |
| Ageist          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Non-ageist     |
| Improving       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Regressing     |

Page Break

**Q9 How interested would you be in receiving diversity and inclusion training if it were offered through the College of Natural Science?**

- Very interested
- Moderately interested
- Slightly interested
- Not at all interested

**End of Block: Introductory Questions**

---

**Start of Block: Diversity and Inclusion**

## **Diversity and Inclusion**

Q10

### **Diversity and Inclusion**

**Now we would like you to think about the faculty in the College of Natural Science.**

**Please indicate the extent to which you agree or disagree with each of the following statements.**

*(NOTE: Think about "diversity" in terms of categories such as race / ethnicity, gender, religion, age, sexual orientation, nationality, and people with disabilities)*

|   |  |
|---|--|
| The college has demonstrated a <b>commitment to hiring</b> diverse faculty  | ▼ x - Unsure ... 1 - Strongly Disagree |
| Within the college there is an <b>acceptable amount of faculty diversity</b> (e.g., in terms of race / ethnicity, gender, religion, age, sexual orientation, socioeconomic status, nationality, and people with disabilities) | ▼ x - Unsure ... 1 - Strongly Disagree |

Display This Question:

If Commitment to Diversity - Faculty = Within the college there is an <strong>acceptable amount of faculty diversity</strong> (e.g., in terms of race / ethnicity, gender, religion, age, sexual orientation, socioeconomic status, nationality, and people with disabilities) [ 3 - Somewhat Disagree ]

Or Commitment to Diversity - Faculty = Within the college there is an <strong>acceptable amount of faculty diversity</strong> (e.g., in terms of race / ethnicity, gender, religion, age, sexual orientation, socioeconomic status, nationality, and people with disabilities) [ 2 - Disagree ]

Or Commitment to Diversity - Faculty = Within the college there is an <strong>acceptable amount of faculty diversity</strong> (e.g., in terms of race / ethnicity, gender, religion, age, sexual orientation, socioeconomic status, nationality, and people with disabilities) [ 1 - Strongly Disagree ]

Q11 You indicated that you do not feel there is an acceptable amount of diversity among faculty in the college. In which (if any) of these areas would you say there is not enough faculty diversity?

- Race / ethnicity
- Gender
- Religion
- Age
- Sexual orientation
- Nationality
- People with disabilities
- Other (please specify) \_\_\_\_\_

Q12 Now we would like you to think about the staff in the College of Natural Science.

Please indicate the extent to which you agree or disagree with each of the following statements.

(NOTE: Think about "diversity" in terms of categories such as race / ethnicity, gender, religion, age, sexual orientation, nationality, and people with disabilities)

|   |  |
|---|--|
| The college has demonstrated a <b>commitment to hiring</b> diverse staff  | ▼ x - Unsure ... 1 - Strongly Disagree |
| Within the college there is an <b>acceptable amount of staff diversity</b> (e.g., in terms of race / ethnicity, gender, religion, age, sexual orientation, socioeconomic status, nationality, and people with disabilities) | ▼ x - Unsure ... 1 - Strongly Disagree |

Display This Question:

If Commitment to Diversity - Staff = Within the college there is an <strong>acceptable amount of staff diversity</strong> (e.g., in terms of race / ethnicity, gender, religion, age, sexual orientation, socioeconomic status, nationality, and people with disabilities) [ 2 - Disagree ]

Or Commitment to Diversity - Staff = Within the college there is an <strong>acceptable amount of staff diversity</strong> (e.g., in terms of race / ethnicity, gender, religion, age, sexual orientation, socioeconomic status, nationality, and people with disabilities) [ 1 - Strongly Disagree ]

Or Commitment to Diversity - Staff = Within the college there is an <strong>acceptable amount of staff diversity</strong> (e.g., in terms of race / ethnicity, gender, religion, age, sexual orientation, socioeconomic status, nationality, and people with disabilities) [ 3 - Somewhat Disagree ]



Q13 You indicated that you do not feel there is an acceptable amount of diversity among staff in the college. In which (if any) of these areas would you say there is not enough staff diversity?

- Race / ethnicity
- Gender
- Religion
- Age
- Sexual orientation
- Nationality
- People with disabilities
- Other (please specify) \_\_\_\_\_

---

Page Break

Q14 Now we would like you to think about the students in the College of Natural Science.

Please indicate the extent to which you agree or disagree with each of the following statements.

(NOTE: Think about "diversity" in terms of categories such as race / ethnicity, gender, religion, age, sexual orientation, nationality, and people with disabilities)

|   |  |
|---|--|
| The college has demonstrated a <b>commitment to recruiting</b> diverse students   | ▼ x - Unsure ... 1 - Strongly Disagree |
| Within the college there is an <b>acceptable amount of student diversity</b> (e.g., in terms of race / ethnicity, gender, religion, age, sexual orientation, socioeconomic status, nationality, and people with disabilities) | ▼ x - Unsure ... 1 - Strongly Disagree |

Page Break

Display This Question:

If Commitment to Diversity - Students = Within the college there is an **acceptable** amount of student diversity (e.g., in terms of race / ethnicity, gender, religion, age, sexual orientation, socioeconomic status, nationality, and people with disabilities) [ 3 - Somewhat Disagree ]

Or Commitment to Diversity - Students = Within the college there is an **acceptable** amount of student diversity (e.g., in terms of race / ethnicity, gender, religion, age, sexual orientation, socioeconomic status, nationality, and people with disabilities) [ 2 - Disagree ]

Or Commitment to Diversity - Students = Within the college there is an **acceptable** amount of student diversity (e.g., in terms of race / ethnicity, gender, religion, age, sexual orientation, socioeconomic status, nationality, and people with disabilities) [ 1 - Strongly Disagree ]

**Q15 You indicated that you do not feel there is an acceptable amount of diversity among students in the college.** In which (if any) of these groups or areas would you say there is not enough student diversity?

Race / ethnicity

Gender

Religion

Age

Sexual orientation

Nationality

People with disabilities

Other (please specify) \_\_\_\_\_

---

Page Break



**Q16 Please indicate to what extent you agree or disagree with the following statements about diversity and inclusion.**

Employees in my unit are **given feedback and evaluated** fairly, regardless of their race, ethnicity, gender, religion, age, sexual orientation, socioeconomic status, or nationality

▼ x - Unsure ... 1 - Strongly Disagree

My unit has a track record of **hiring and promoting** employees objectively, regardless of their race / ethnicity, gender, religion, age, sexual orientation, socioeconomic status, or nationality

▼ x - Unsure ... 1 - Strongly Disagree

**Assignments** (e.g., teaching, committee work, scheduling work flows) in my unit are given based on a person's skills and abilities

▼ x - Unsure ... 1 - Strongly Disagree

I feel I have been **treated differently** in my unit because of my race / ethnicity, gender, religion, age, sexual orientation, socioeconomic status, or nationality

▼ x - Unsure ... 1 - Strongly Disagree

---

Page Break

**Q17 Please indicate to what extent you agree or disagree with the following statements about the promotion and/or merit raise process.**

|   |  |
|---|--|
| <p>I have been <b>treated fairly</b> with respect to decisions about <b>merit raises</b> for me</p>   | <p>▼ x - Unsure ... 1 - Strongly Disagree</p>  |
| <p>I have been <b>treated fairly</b> in the <b>promotion</b> process</p>  | <p>▼ x - Unsure ... 1 - Strongly Disagree<br/>▼ x - Unsure ... 1 - Strongly Disagree<br/>▼ x - Unsure ... 1 - Strongly Disagree<br/>▼ x - Unsure ... 1 - Strongly Disagree</p> |
| <p>I am burdened by <b>university service responsibilities</b> (e.g., committee memberships, departmental work assignments) beyond those of my colleagues</p> | <p>▼ x - Unsure ... 1 - Strongly Disagree</p>  |
| <p>I perform more work to <b>help students and colleagues</b> (e.g., mentoring, helping with student groups / activities) than my colleagues</p>              | <p>▼ x - Unsure ... 1 - Strongly Disagree</p>  |
| <p>I feel that my <b>diversity-related contributions</b> have been / will be valued for promotion</p>   | <p>▼ x - Unsure ... 1 - Strongly Disagree</p>  |

**Start of Block: Block 10**

**Start of Block: Climate for Diverse Groups**

**Q18 Climate for Diverse Groups, Part 1/2**

**How would you rate the climate within the College of Natural Science for employees who are:**

|   |   |
|---|---|
| <p>Female</p>   | <p>▼ x - Unsure ... 1 - Very Negative</p> |
| <p>From religious affiliations other than Christian</p> | <p>▼ x - Unsure ... 1 - Very Negative</p> |
| <p>From Christian religious affiliations</p>            | <p>▼ x - Unsure ... 1 - Very Negative</p> |
| <p>Gay, lesbian, or bisexual</p>                        | <p>▼ x - Unsure ... 1 - Very Negative</p> |
| <p>International</p>                                    | <p>▼ x - Unsure ... 1 - Very Negative</p> |
| <p>People of color</p>                                  | <p>▼ x - Unsure ... 1 - Very Negative</p> |
| <p>Transgender</p>                                      | <p>▼ x - Unsure ... 1 - Very Negative</p> |
| <p>Male</p>   | <p>▼ x - Unsure ... 1 - Very Negative</p> |
| <p>Non-native English speakers</p>                      | <p>▼ x - Unsure ... 1 - Very Negative</p> |
| <p>Immigrants</p>                                       | <p>▼ x - Unsure ... 1 - Very Negative</p> |
| <p>White</p>  | <p>▼ x - Unsure ... 1 - Very Negative</p> |

**Q19 Climate for Diverse Groups, Part 2/2**

**How would you rate the climate within the College of Natural Science for employees who are / have:**

|   |                                    |
|---|------------------------------------|
| <b>Psychological</b> or mental health issues                | ▼ x - Unsure ... 1 - Very Negative |
| A physical disability                                       | ▼ x - Unsure ... 1 - Very Negative |
| Learning disabilities                                       | ▼ x - Unsure ... 1 - Very Negative |
| Parents / guardians of dependent children                   | ▼ x - Unsure ... 1 - Very Negative |
| Providing care for adults who are disabled and / or elderly | ▼ x - Unsure ... 1 - Very Negative |
| Served / serving in the military                            | ▼ x - Unsure ... 1 - Very Negative |
| Other (please specify)                                      | ▼ x - Unsure ... 1 - Very Negative |

---

## Sense of Belonging

**Q20 Sense of Belonging, Part 1/2**

**Please indicate to what extent you agree or disagree with the following statements about your sense of belonging in the classroom / work environment.**

|  |  |
|--|--|
| deleted  | ▼ x - Unsure ... 1 - Strongly Disagree |
| deleted  | ▼ x - Unsure ... 1 - Strongly Disagree |
| deleted  | ▼ x - Unsure ... 1 - Strongly Disagree |
| Deleted  | ▼ x - Unsure ... 1 - Strongly Disagree |
| deleted  | ▼ x - Unsure ... 1 - Strongly Disagree |
| There are enough faculty / staff I <b>identify</b> with            | ▼ x - Unsure ... 1 - Strongly Disagree |
| I have similar <b>opportunities for success</b> as other employees | ▼ x - Unsure ... 1 - Strongly Disagree |
| My <b>personal identities are valued</b> in the work environment   | ▼ x - Unsure ... 1 - Strongly Disagree |

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Page Break

**Q21 Sense of Belonging, Part 2/2**  
**How often would you say you feel:**

|  |                            |
|--|----------------------------|
| Valued <b>as an individual</b> in the College of Natural Science                                     | ▼ x - Unsure ... 1 - Never |
| <i>Role = Postdoctoral scholar</i>   |                            |
| Valued by your <b>faculty mentor</b>   | ▼ x - Unsure ... 1 - Never |
| Valued by <b>other employees</b> in the College of Natural Science                                   | ▼ x - Unsure ... 1 - Never |
| You <b>belong</b> in the College of Natural Science  | ▼ x - Unsure ... 1 - Never |
| deleted  | ▼ x - Unsure ... 1 - Never |
| Others <b>value your opinions</b> in the College of Natural Science                                  | ▼ x - Unsure ... 1 - Never |
| deleted  | ▼ x - Unsure ... 1 - Never |
| <b>Safe</b> within the College of Natural Science (including physical, mental, and emotional safety) | ▼ x - Unsure ... 1 - Never |

**End of Block: Climate for Diverse Groups**

**Start of Block: Civility**

**Civility**

**Q22 Civility**How often would you say:

|  |                            |
|--|----------------------------|
| People in your unit care about your <b>general satisfaction</b> at work              | ▼ x - Unsure ... 1 - Never |
| Your contributions to your unit are <b>recognized and valued</b>                     | ▼ x - Unsure ... 1 - Never |
| You are treated with respect by your <b>unit head or chair</b>                       | ▼ x - Unsure ... 1 - Never |
| You are treated with respect by <b>students</b>                                      | ▼ x - Unsure ... 1 - Never |
| You are treated with respect by <b>faculty</b>                                       | ▼ x - Unsure ... 1 - Never |
| You are treated with respect by <b>staff</b>   | ▼ x - Unsure ... 1 - Never |
| You are treated with respect within the College of Natural Science <b>in general</b> | ▼ x - Unsure ... 1 - Never |
| You <b>trust</b> your co-workers   | ▼ x - Unsure ... 1 - Never |
| deleted  | ▼ x - Unsure ... 1 - Never |

-----

**Q23 How often, if at all, have you been in a situation where a graduate or undergraduate student in the College of Natural Science:**

|  | Treatment graduate from students | Treatment from undergraduate students |
|--|----------------------------------|---------------------------------------|
| <b>Put you down</b> , was condescending to you, or made derogatory remarks about you | ▼ Never ... Daily                | ▼ Never ... Daily                     |
| Doubted or <b>devalued</b> your work or expertise                                    | ▼ Never ... Daily                | ▼ Never ... Daily                     |
| Made <b>false negative statements</b> or circulated negative rumors about you        | ▼ Never ... Daily                | ▼ Never ... Daily                     |
| <b>Distrusted</b> your description of your own personal experiences                  | ▼ Never ... Daily                | ▼ Never ... Daily                     |

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**Q24 How often, if at all, have you been in a situation where a faculty or staff member in the College of Natural Science:**

|  | Treatment faculty | Treatment from staff |
|--|-------------------|----------------------|
| <b>Put you down</b> , was condescending to you, or made derogatory remarks about you | ▼ Never ... Daily | ▼ Never ... Daily    |
| Doubted or <b>devalued</b> your work or expertise                                    | ▼ Never ... Daily | ▼ Never ... Daily    |
| deleted  | ▼ Never ... Daily | ▼ Never ... Daily    |
| Made <b>false negative statements</b> or circulated negative rumors about you        | ▼ Never ... Daily | ▼ Never ... Daily    |
| <b>Distrusted</b> your description of your own personal experiences                  | ▼ Never ... Daily | ▼ Never ... Daily    |

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Page Break

Q25 In the space below, please provide any additional information you would like to provide about how you have been treated within the College of Natural Science.

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Q26 Now we would like to know how you feel about the organizational climate within the College of Natural Science.

*By "climate", we mean "current attitudes, behaviors, and standards of employees and students concerning the access for, inclusion of, and level of respect for individual and group needs, abilities, and potential." (from Rankin 2001)*

Has the current climate within the College of Natural Science prompted you to consider leaving your position?

- Yes
- No
- Unsure

End of Block: Civility

Start of Block: Harassment and Bias

## Bias and Harassment

Q27 Harassment and Bias

Please indicate to what extent you agree or disagree with the following statements about sexual harassment in the College of Natural Science.

|   |  |
|---|--|
| Sexual harassment is a <b>problem</b> within the College                                      | ▼ x - Unsure ... 1 - Strongly Disagree |
| I know the <b>steps to take</b> if a person comes to me with a problem with sexual harassment | ▼ x - Unsure ... 1 - Strongly Disagree |
| Sexual harassment is <b>taken seriously</b> within the College                                | ▼ x - Unsure ... 1 - Strongly Disagree |
| I have <b>experienced sexual harassment</b> within the College                                | ▼ x - Unsure ... 1 - Strongly Disagree |

Q28 In this section, we would like to know about the response to bias incidents within the College of Natural Science.

A "bias incident" is an incident of verbal or non-verbal conduct that is threatening, harassing, intimidating, discriminatory or hostile and is based on a category protected under the [MSU Anti-Discrimination Policy](#).

Please also see the [MSU Anti-Harassment Statement](#) for more information.

Please indicate to what extent you agree or disagree with the following statements about bias incidents in the College of Natural Science.

|  |                                       |
|--|---------------------------------------|
| I know how to report bias incidents if they occurred within the College  | ▼ x- Unsure ... 1 - Strongly Disagree |
| I can report bias incidents I encounter without fear of retaliation  | ▼ x- Unsure ... 1 - Strongly Disagree |
| If bias incidents are reported, I believe leadership will take appropriate actions to address them based on the claimant's desires | ▼ x- Unsure ... 1 - Strongly Disagree |

Q29

**Within the past year, how often (if at all) have you personally:**

|  |                    |
|--|--------------------|
| <b>Witnessed</b> bias / discrimination directed at another person within the College of Natural Science? | ▼ Unsure ... Daily |
| <b>Experienced</b> bias / discrimination within the College of Natural Science?                          | ▼ Unsure ... Daily |

*Display This Question:*

*If Within the past year, how often (if at all) have you personally: [ <strong>Experienced </strong>bias / discrimination within the College of Natural Science? ] (Recode) Is Not Empty*

*And Within the past year, how often (if at all) have you personally: != <strong>Experienced </strong>bias / discrimination within the College of Natural Science? [ Never ]*

*And Within the past year, how often (if at all) have you personally: != <strong>Experienced </strong>bias / discrimination within the College of Natural Science? [ Unsure ]*

**Q30** Earlier you indicated that you had personally experienced an incident of bias / discrimination within the College of Natural Science.

Thinking about all the different incidents of bias / discrimination within the College you experienced, did you personally experience at least one incident of bias / discrimination based on:

*(Please mark all that apply. NOTE: Only include incidents you personally experienced. If you also indicated that you witnessed incidents that happened to someone else, you will have the opportunity to answer questions about those incidents later.)*

Race / ethnicity

Gender identity

Gender expression

Sexual orientation

Religious background

A physical disability

A psychological or mental health issue

A physical health issue

Socioeconomic status

Country of origin

Age

Other (please specify) \_\_\_\_\_

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Page Break



*If Within the past year, how often (if at all) have you personally: [ <strong>Experienced </strong>bias / discrimination within the College of Natural Science? ] (Recode) Is Not Empty*

*And Within the past year, how often (if at all) have you personally: != <strong>Experienced </strong>bias / discrimination within the College of Natural Science? [ Never ]*

*And Within the past year, how often (if at all) have you personally: != <strong>Experienced </strong>bias / discrimination within the College of Natural Science? [ Unsure ]*

**Q31 Thinking about all the different incidents of bias / discrimination within the College you personally experienced, please indicate whether you experienced at least one incident of bias / discrimination that was committed by each of the following types of NatSci community members:**

*(Please mark all that apply. NOTE: Only include incidents you personally experienced. If you also indicated that you*

witnessed incidents that happened to someone else, you will have the opportunity to answer questions about those incidents later.)

- Academic Advisor(s)
- Campus visitor(s)
- Dean / Assoc Dean / Asst Dean
- Department / unit head
- Faculty advisor(s) / mentor(s)
- Faculty member(s)
- Graduate student(s) /Teaching Assistant (s)
- Person(s) that I supervise
- Postdoctoral scholar(s)
- Staff member(s)
- Supervisor(s)
- Undergraduate student(s)
- Other (please specify) \_\_\_\_\_

---

*Display This Question:*

*If Within the past year, how often (if at all) have you personally: [ <strong>Witnessed </strong>bias / discrimination directed at another person within the College of Natural Science? ] (Recode) Is Not Empty*

*And Within the past year, how often (if at all) have you personally: != <strong>Witnessed </strong>bias / discrimination directed at another person within the College of Natural Science? [ Never ]*

*And Within the past year, how often (if at all) have you personally: != <strong>Witnessed </strong>bias / discrimination directed at another person within the College of Natural Science? [ Unsure ]*

**Q32 Earlier you indicated that you had witnessed an incident of bias / discrimination within the College of Natural Science.**

**Thinking about all the different incidents of bias / discrimination within the College you witnessed, did you witness at least one incident of bias / discrimination based on:**

*(Please mark all that apply)*

Race / ethnicity

Gender identity

Gender expression

Sexual orientation

Religious background

A physical disability

A psychological or mental health issue

A physical health issue

Socioeconomic status

Country of origin

Age

Other (please specify) \_\_\_\_\_

---

Display This Question:

*If Within the past year, how often (if at all) have you personally: != <strong>Witnessed </strong>bias / discrimination directed at another person within the College of Natural Science? [ Never ]*

*And Within the past year, how often (if at all) have you personally: [ <strong>Witnessed </strong>bias / discrimination directed at another person within the College of Natural Science? ] (Recode) Is Not Empty*

*And Within the past year, how often (if at all) have you personally: != <strong>Witnessed </strong>bias / discrimination directed at another person within the College of Natural Science? [ Unsure ]*

**Q33 Thinking about all the different incidents of bias / discrimination within the College you witnessed, please indicate whether you witnessed at least one incident of bias / discrimination that was committed by or**

|  | Committed by             | Directed at              |
|--|--------------------------|--------------------------|
| Academic Advisor(s)                          | <input type="checkbox"/> | <input type="checkbox"/> |
| Campus visitor(s)                            | <input type="checkbox"/> | <input type="checkbox"/> |
| Dean / Assoc Dean / Asst Dean                | <input type="checkbox"/> | <input type="checkbox"/> |
| Department / unit head                       | <input type="checkbox"/> | <input type="checkbox"/> |
| Faculty advisor(s) / mentor(s)               | <input type="checkbox"/> | <input type="checkbox"/> |
| Faculty member(s)                            | <input type="checkbox"/> | <input type="checkbox"/> |
| Graduate student(s) / Teaching Assistant (s) | <input type="checkbox"/> | <input type="checkbox"/> |
| deleted                                      | <input type="checkbox"/> | <input type="checkbox"/> |
| Postdoctoral scholar(s)                      | <input type="checkbox"/> | <input type="checkbox"/> |
| Staff member(s)                              | <input type="checkbox"/> | <input type="checkbox"/> |
| Supervisor(s)                                | <input type="checkbox"/> | <input type="checkbox"/> |
| Undergraduate student(s)                     | <input type="checkbox"/> | <input type="checkbox"/> |
| Other (please specify)                       | <input type="checkbox"/> | <input type="checkbox"/> |

Display This Question:

*If Within the past year, how often (if at all) have you personally: != <strong>Witnessed </strong>bias / discrimination directed at another person within the College of Natural Science? [ Never ]*

*And Within the past year, how often (if at all) have you personally: [ <strong>Witnessed </strong>bias / discrimination directed at another person within the College of Natural Science? ] (Recode) Is Not Empty*

*And Within the past year, how often (if at all) have you personally: != <strong>Witnessed </strong>bias / discrimination directed at another person within the College of Natural Science? [ Unsure ]*

Or If

*Within the past year, how often (if at all) have you personally: [ <strong>Experienced </strong>bias / discrimination within the College of Natural Science? ] (Recode) Is Not Empty*

*And Within the past year, how often (if at all) have you personally: != <strong>Experienced </strong>bias / discrimination within the College of Natural Science? [ Never ]*

*And Within the past year, how often (if at all) have you personally: != <strong>Experienced </strong>bias / discrimination within the College of Natural Science? [ Unsure ]*

**Q34 Now, thinking only about the most recent incident of bias / discrimination within the College you either experienced or witnessed, did you report the incident?**

Yes

No

Unsure

---

Page Break

Display This Question:

If Report Incident? = Yes

Q35

To what individual(s) or unit(s) did you report the incident?

(Please mark all that apply)

- To the Office of Institutional Equity (OIE)
- To the Title IX Office
- To Human Resources
- To the Faculty Grievances Office (FGO)
- To my department / unit chair
- To the dean, associate dean, or assistant dean
- To my direct supervisor
- To a faculty member
- To a staff member
- To my faculty mentor
- Other (please specify) \_\_\_\_\_
- ☒ Prefer not to say

Page Break

**Q36 In the space below, please provide any additional information you would like to provide about bias / discriminatory incidents you have experienced or witnessed.**

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**End of Block: Harassment and Bias**

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**Start of Block: Demographics**

## **Demographics**

### **Q37 Demographics**

Please complete this section so that we may better understand the perspectives of respondents. These data will be held confidential by the Office of Survey Research (OSR), and will not be reported in ways that would link any individual respondents with their answers. In each case you have the option to decline to answer, but the more information you provide the more complete our analyses of the climate will be.

---

### **Q38 What is your gender identity?**

- Male
- Female
- Transgender
- Gender non-conforming
- Another identity not listed (please specify if you wish):  

---
- Prefer not to answer

---

Page Break



**Q39 What is your sexual orientation?**

- Heterosexual / Straight
- Gay / Lesbian
- Bisexual
- Queer
- Questioning
- Asexual
- Another identity not listed (*please specify if you wish*):  
\_\_\_\_\_
- Prefer not to answer

---

Page Break

Q40

**What is your race and/or ethnicity?**

*(Please mark all that apply)*

- African, African American, or Black
- American Indian or Alaska Native
- Asian or Asian American
- Hispanic or Latina, Latino, Latinx
- Middle Eastern or North African
- Native Hawaiian or Other Pacific Islander
- White or Caucasian
- Another identity not listed (*please specify*):  

---
- ☒ Prefer not to answer

-----  
Page Break

**Q41 What is your citizenship status?**

- U.S. born citizen
- U.S. citizen -- naturalized
- Dual citizenship
- Permanent resident (immigrant)
- Permanent resident (refugee)
- International (F-1, J-1, H1-B, A, L, or G visas)
- Other (please specify) \_\_\_\_\_
- Prefer not to answer

---

*Display This Question:*

*If Citizenship != U.S. born citizen*

**Q42 What is your country of origin?**

▼ Afghanistan ... Zimbabwe

---

Page Break

Q43

**With which of the following religious background(s), if any, do you most identify?**

*(Please select all that apply)*

- Agnostic
- Atheist
- Buddhist
- Christian
- Hindu
- Humanist
- Jewish
- Muslim
- Spiritual, non-religious
- Unitarian / Universalist
- None
- Other (please specify) \_\_\_\_\_
- Prefer not to answer

---

Page Break

Q44

**Which (if any) of the disabilities / conditions listed below impact your learning, working, or living activities?**

*(Please select all that apply)*

- Acquired / traumatic brain injury
- Attention Deficit / Hyperactivity Disorder
- Asperger's / Autism Spectrum
- Low vision or blind
- Hard of Hearing or deaf
- Learning disability
- Medical condition
- Mental health / psychological condition
- Physical / mobility condition that affects walking
- Physical / mobility condition that does not affect walking
- Speech / communication
- Other (please specify) \_\_\_\_\_
- ☒ I have none of the listed conditions
- ☒ Prefer not to answer

---

Page Break

**Q45 Have you ever served, or are you currently serving, in the U.S. Armed Forces, Military Reserves, or National Guard?**

- Yes
- No
- Prefer not to answer

**End of Block: Demographics**

---

**Start of Block: Final Comments**

## **Final Comments**

**Q46 Additional Comments and Feedback**

**If you would like to provide any additional comments, suggestions, or input regarding conditions or the climate in the College of Natural Science, please do so below.**

*If you wish, you can use the "Back" button to go back and review your responses and make any changes. You will not be able to re-access your responses once your questionnaire is submitted.*

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**End of Block: Final Comments**

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# Graduate Students Survey

## Profile of respondents

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### Start of Block: Consent

Q1 The **College of Natural Science** leadership is asking all employees and students to help us enhance the culture of inclusion in the College by telling us about your experiences at and perceptions of the College. Through the survey that follows, we are seeking to learn more about particular aspects of the environment within the College, including climate, diversity and civility. Your answers to this survey will help us identify strengths and weaknesses within the College. This will help us effectively focus our energies to improve NatSci for all students, faculty, and staff.

This survey will be administered by MSU's Office for Survey Research. Your participation in this confidential survey is strictly voluntary. You may decline to participate, decline to answer certain questions, or discontinue participation at any time without penalty. Declining to participate will not affect your status or position within the College in any way. The survey will require only about 20 minutes of your time to complete (between 15 and 30 minutes), but may take more or less depending on the amount of detail you choose to provide.

The Office for Survey Research will make every effort to keep your data private to the full extent allowed under the law. You are encouraged to be honest and constructive in your feedback. The information obtained will not be presented in any way that could identify you personally.

However, there are certain times that we are required by law or Michigan State University policies to share some data with the proper authorities if someone reported child abuse, sexual assault, or child pornography.

Participation in this study does not involve any known physical, financial, emotional or legal risk to you. Your responses will help create an increasingly inclusive climate at the College of Natural Science.

You are welcome to contact Dr. Daniel Thaler, Project Manager at OSR ([thalerd1@msu.edu](mailto:thalerd1@msu.edu)), at any time if you have questions about the survey.

**By selecting yes below and then proceeding with the survey, you are voluntarily consenting to participate in the survey and allowing your responses to be used for institutional research purposes.**

Yes - I Consent

No - I Decline Consent

### End of Block: Consent

---

### Start of Block: Block 10

**Q2 What is your role in the College of Natural Science?**

- Undergraduate student
- Graduate student
- Postdoctoral scholar
- Academic specialist - Continuing
- Academic specialist - Fixed term
- Staff member
- Faculty - Tenure Stream
- Faculty - Fixed Term

**End of Block: Block 10**

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**Start of Block: Introductory Questions**

**Q3 What year did you start taking classes at Michigan State University?**

▼ 2018 ... 2008 or earlier

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**Q4 When do you expect to complete your current degree program?**

▼ 2018 ... 2024 or later



## General Assessments of CNS

### Q5 General Assessment

How satisfied are you with your experience as a graduate student in the College of Natural Science?

- Very Satisfied
- Somewhat Satisfied
- Neither Satisfied nor Dissatisfied
- Somewhat Dissatisfied
- Very Dissatisfied
- Unsure

### Q6

Now we would like to know how you feel about the climate within the College of Natural Science.

Overall, how **comfortable** are you with the climate in the College?

*By "climate", we mean "current attitudes, behaviors, and standards of employees and students concerning the access for, inclusion of, and level of respect for individual and group needs, abilities, and potential." (from Rankin 2001)*

- Very comfortable
- Somewhat comfortable
- Neither comfortable nor uncomfortable
- Somewhat uncomfortable
- Very uncomfortable
- Unsure

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Page Break

Q7

**For the following set of adjectives, select the number that best represents how you would rate the climate in the College of Natural Science based on your direct experiences.**

*(NOTE: As an example, for the "Hostile -- Friendly" item, 1 = very hostile, 2 = hostile, 3 = somewhat hostile, 4 = neither hostile nor friendly, 5 = somewhat friendly, 6 = friendly, and 7 = very friendly)*

|                 | 1                     | 2                     | 3                     | 4                     | 5                     | 6                     | 7                     |                |
|-----------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|----------------|
| Hostile         | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Friendly       |
| Racist          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Non-racist     |
| Homogeneous     | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Diverse        |
| Disrespectful   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Respectful     |
| Unwelcoming     | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Welcoming      |
| Sexist          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Non-sexist     |
| Individualistic | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Collaborative  |
| Competitive     | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Cooperative    |
| Homophobic      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Non-homophobic |
| Unsupportive    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Supportive     |
| Ageist          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Non-ageist     |
| Improving       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Regressing     |

Page Break

Q8 How interested would you be in receiving diversity and inclusion training if it were offered through the College of Natural Science?

- Very interested
- Moderately interested
- Slightly interested
- Not at all interested

End of Block: Introductory Questions

---

## Diversity and Inclusion

Start of Block: Diversity and Inclusion

Q9

Diversity and Inclusion

Now we would like you to think about the faculty in the College of Natural Science.

Please indicate the extent to which you agree or disagree with each of the following statements.

(NOTE: Think about "diversity" in terms of categories such as race / ethnicity, gender, religion, age, sexual orientation, nationality, and people with disabilities)

|   |  |
|---|--|
| The college has demonstrated a <b>commitment to hiring</b> diverse faculty  | ▼ x - Unsure ... 1 - Strongly Disagree |
| Within the college there is an <b>acceptable amount of faculty diversity</b> (e.g., in terms of race / ethnicity, gender, religion, age, sexual orientation, socioeconomic status, nationality, and people with disabilities) | ▼ x - Unsure ... 1 - Strongly Disagree |

---

Page Break

**Display This Question:**

*If Commitment to Diversity - Faculty = Within the college there is an <strong>acceptable amount of faculty diversity</strong> (e.g., in terms of race / ethnicity, gender, religion, age, sexual orientation, socioeconomic status, nationality, and people with disabilities) [ 3 - Somewhat Disagree ]*

*Or Commitment to Diversity - Faculty = Within the college there is an <strong>acceptable amount of faculty diversity</strong> (e.g., in terms of race / ethnicity, gender, religion, age, sexual orientation, socioeconomic status, nationality, and people with disabilities) [ 2 - Disagree ]*

*Or Commitment to Diversity - Faculty = Within the college there is an <strong>acceptable amount of faculty diversity</strong> (e.g., in terms of race / ethnicity, gender, religion, age, sexual orientation, socioeconomic status, nationality, and people with disabilities) [ 1 - Strongly Disagree ]*

**Q10 You indicated that you do not feel there is an acceptable amount of diversity among faculty in the college. In which (if any) of these areas would you say there is not enough faculty diversity?**

Race / ethnicity

Gender

Religion

Age

Sexual orientation

Nationality

People with disabilities

Other (please specify) \_\_\_\_\_

Q11 Now we would like you to think about the students in the College of Natural Science.

Please indicate the extent to which you agree or disagree with each of the following statements.

(NOTE: Think about "diversity" in terms of categories such as race / ethnicity, gender, religion, age, sexual orientation, nationality, and people with disabilities)

|  |   |
|--|---|
| <p>The college has demonstrated a <b>commitment to recruiting</b> diverse students</p>   | <p>▼ x - Unsure ... 1 - Strongly Disagree</p> |
| <p>Within the college there is an <b>acceptable amount of student diversity</b> (e.g., in terms of race / ethnicity, gender, religion, age, sexual orientation, socioeconomic status, nationality, and people with disabilities)</p> | <p>▼ x - Unsure ... 1 - Strongly Disagree</p> |

**Display This Question:**

*If Commitment to Diversity - Students = Within the college there is an <strong>acceptable amount of staff diversity</strong> (e.g., in terms of race / ethnicity, gender, religion, age, sexual orientation, socioeconomic status, nationality, and people with disabilities) [ 2 - Disagree ]*

*Or Commitment to Diversity - Students = Within the college there is an <strong>acceptable amount of staff diversity</strong> (e.g., in terms of race / ethnicity, gender, religion, age, sexual orientation, socioeconomic status, nationality, and people with disabilities) [ 1 - Strongly Disagree ]*

*Or Commitment to Diversity - Students = Within the college there is an <strong>acceptable amount of staff diversity</strong> (e.g., in terms of race / ethnicity, gender, religion, age, sexual orientation, socioeconomic status, nationality, and people with disabilities) [ 3 - Somewhat Disagree ]*

**Q12 You indicated that you do not feel there is an acceptable amount of diversity among students in the college. In which (if any) of these areas would you say there is not enough student diversity?**

- Race / ethnicity
- Gender
- Religion
- Age
- Sexual orientation
- Nationality
- People with disabilities
- Other (please specify) \_\_\_\_\_

**End of Block: Diversity and Inclusion**

---

**Start of Block: Climate for Diverse Groups**

Q13

**Climate for Diverse Groups, Part 1/2**

**How would you rate the climate within the College of Natural Science for students who are:**

*By "climate", we mean "current attitudes, behaviors, and standards of employees and students concerning the access for, inclusion of, and level of respect for individual and group needs, abilities, and potential." (from Rankin 2001)*

|  |                                    |
|--|------------------------------------|
| Female   | ▼ x - Unsure ... 1 - Very Negative |
| From religious affiliations other than Christian | ▼ x - Unsure ... 1 - Very Negative |
| From Christian religious affiliations            | ▼ x - Unsure ... 1 - Very Negative |
| Gay, lesbian, or bisexual                        | ▼ x - Unsure ... 1 - Very Negative |
| International                                    | ▼ x - Unsure ... 1 - Very Negative |
| People of color                                  | ▼ x - Unsure ... 1 - Very Negative |
| Transgender                                      | ▼ x - Unsure ... 1 - Very Negative |
| Male   | ▼ x - Unsure ... 1 - Very Negative |
| Non-native English speakers                      | ▼ x - Unsure ... 1 - Very Negative |
| Immigrants                                       | ▼ x - Unsure ... 1 - Very Negative |
| White  | ▼ x - Unsure ... 1 - Very Negative |

Page Break

Q14

**Climate for Diverse Groups, Part 2/2**

**How would you rate the climate within the College of Natural Science for graduate students who are / have:**

*By "climate", we mean "current attitudes, behaviors, and standards of employees and students concerning the access for, inclusion of, and level of respect for individual and group needs, abilities, and potential." (from Rankin 2001)*

|   |                                    |
|---|------------------------------------|
| <b>Psychological</b> or mental health issues                | ▼ x - Unsure ... 1 - Very Negative |
|   | ▼ x - Unsure ... 1 - Very Negative |
| A physical disability                                       | ▼ x - Unsure ... 1 - Very Negative |
|   | ▼ x - Unsure ... 1 - Very Negative |
| Learning disabilities                                       | ▼ x - Unsure ... 1 - Very Negative |
| Parents / guardians of dependent children                   | ▼ x - Unsure ... 1 - Very Negative |
| Providing care for adults who are disabled and / or elderly | ▼ x - Unsure ... 1 - Very Negative |
| Served / serving in the military                            | ▼ x - Unsure ... 1 - Very Negative |
| Other (please specify)                                      | ▼ x - Unsure ... 1 - Very Negative |

Page Break



# Sense of Belonging

## Q15 Sense of Belonging, Part 1/2

Please indicate to what extent you agree or disagree with the following statements about your sense of belonging in the College of Natural Science.

|  |  |
|--|--|
| Faculty are concerned about my welfare   | ▼ x - Unsure ... 1 - Strongly Disagree |
| Advisors are concerned about my welfare  | ▼ x - Unsure ... 1 - Strongly Disagree |
| Faculty negatively <b>prejudge</b> me  | ▼ x - Unsure ... 1 - Strongly Disagree |
| I have <b>faculty</b> role models  | ▼ x - Unsure ... 1 - Strongly Disagree |
| There are enough faculty I <b>identify</b> with                                  | ▼ x - Unsure ... 1 - Strongly Disagree |
| I have similar <b>opportunities for success</b> as other students                | ▼ x - Unsure ... 1 - Strongly Disagree |
| My <b>personal identities are valued</b> in the classroom / research environment | ▼ x - Unsure ... 1 - Strongly Disagree |

---

Page Break

Q16 Sense of Belonging, Part 2/2

How often would you say you feel:

|  |                            |
|--|----------------------------|
| Valued as an individual in the College of Natural Science  | ▼ x - Unsure ... 1 - Never |
| Valued by <b>instructors</b> in the classroom  | ▼ x - Unsure ... 1 - Never |
| Valued by <b>other students</b> in the classroom   | ▼ x - Unsure ... 1 - Never |
| Valued by your <b>faculty mentor and committee members</b>   | ▼ x - Unsure ... 1 - Never |
| You <b>belong</b> in the College of Natural Science  | ▼ x - Unsure ... 1 - Never |
| Others <b>value your opinions</b> in the College of Natural Science                                  | ▼ x - Unsure ... 1 - Never |
| <b>Safe</b> within the College of Natural Science (including physical, mental, and emotional safety) | ▼ x - Unsure ... 1 - Never |

End of Block: Climate for Diverse Groups

## Civility

Start of Block: Civility

Q17 Civility

How often would you say:

|  |                            |
|--|----------------------------|
| You are treated with respect by <b>students</b>                                      | ▼ x - Unsure ... 1 - Never |
| You are treated with respect by <b>faculty</b>                                       | ▼ x - Unsure ... 1 - Never |
| You are treated with respect by <b>staff</b>   | ▼ x - Unsure ... 1 - Never |
| You are treated with respect by your <b>unit head or chair</b>                       | ▼ x - Unsure ... 1 - Never |
| You are treated with respect within the College of Natural Science <b>in general</b> | ▼ x - Unsure ... 1 - Never |

Page Break

Q18 How often, if at all, have you been in a situation where a graduate or undergraduate student in the College of Natural Science:

|  | Treatment from graduate students | Treatment from undergraduate students |
|--|----------------------------------|---------------------------------------|
| <b>Put you down</b> , was condescending to you, or made derogatory remarks about you | ▼ Never ... Daily                | ▼ Never ... Daily                     |
| Doubted or <b>devalued</b> your work or expertise                                    | ▼ Never ... Daily                | ▼ Never ... Daily                     |
| Made <b>false negative statements</b> or circulated negative rumors about you        | ▼ Never ... Daily                | ▼ Never ... Daily                     |
| <b>Distrusted</b> your description of your own personal experiences                  | ▼ Never ... Daily                | ▼ Never ... Daily                     |

Q69 How often, if at all, have you been in a situation where a faculty or staff member in the College of Natural Science:

|  | Treatment from faculty | Treatment from staff |
|--|------------------------|----------------------|
| <b>Put you down</b> , was condescending to you, or made derogatory remarks about you | ▼ Never ... Daily      | ▼ Never ... Daily    |
| Doubted or <b>devalued</b> your work or expertise                                    | ▼ Never ... Daily      | ▼ Never ... Daily    |
| Made <b>false negative statements</b> or circulated negative rumors about you        | ▼ Never ... Daily      | ▼ Never ... Daily    |
| <b>Distrusted</b> your description of your own personal experiences                  | ▼ Never ... Daily      | ▼ Never ... Daily    |

Page Break

Q19 In the space below, please provide any additional information you would like to provide about how you have been treated within the College of Natural Science.

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Page Break

Q20 Has the current climate within the College of Natural Science prompted you to consider leaving Michigan State University before completing your current degree program?

*By "climate", we mean "current attitudes, behaviors, and standards of employees and students concerning the access for, inclusion of, and level of respect for individual and group needs, abilities, and potential." (from Rankin 2001).*

- Yes
- No
- Unsure

End of Block: Civility

## Bias and Harassment

Start of Block: Harassment and Bias

Q21 Harassment and Bias

Please indicate to what extent you agree or disagree with the following statements about sexual harassment in the College of Natural Science.

|   |  |
|---|--|
| Sexual harassment is a <b>problem</b> within the College                                      | ▼ x - Unsure ... 1 - Strongly Disagree |
| I know the <b>steps to take</b> if a person comes to me with a problem with sexual harassment | ▼ x - Unsure ... 1 - Strongly Disagree |
| Sexual harassment is <b>taken seriously</b> within the College                                | ▼ x - Unsure ... 1 - Strongly Disagree |
| I have <b>experienced sexual harassment</b> within the College                                | ▼ x - Unsure ... 1 - Strongly Disagree |

Page Break

Q22 In this section, we would like to know about the response to bias incidents within the College of Natural Science.

A "bias incident" is an incident of verbal or non-verbal conduct that is threatening, harassing, intimidating, discriminatory or hostile and is based on a category protected under the [MSU Anti-Discrimination Policy](#). Please also see the [MSU Anti-Harassment Statement](#) for more information.

Please indicate to what extent you agree or disagree with the following statements about bias incidents in the College of Natural Science.

|   |                                       |
|---|---------------------------------------|
| I <b>know how to report</b> bias incidents if they occurred within the College  | ▼ x- Unsure ... 1 - Strongly Disagree |
| I can <b>report bias incidents</b> I encounter without fear of retaliation  | ▼ x- Unsure ... 1 - Strongly Disagree |
| If bias incidents are reported, I believe <b>leadership will take appropriate actions</b> to address them based on the claimant's desires | ▼ x- Unsure ... 1 - Strongly Disagree |

---

Q23 **Within the past year, how often (if at all) have you personally:**

|  |                    |
|--|--------------------|
| <b>Witnessed</b> bias / discrimination directed at another person within the College of Natural Science? | ▼ Unsure ... Daily |
| <b>Experienced</b> bias / discrimination within the College of Natural Science?                          | ▼ Unsure ... Daily |

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Page Break

Display This Question:

If Within the past year, how often (if at all) have you personally: [ <strong>Experienced </strong>bias / discrimination within the College of Natural Science? ] (Recode) Is Not Empty

And Within the past year, how often (if at all) have you personally: != <strong>Experienced </strong>bias / discrimination within the College of Natural Science? [ Never ]

And Within the past year, how often (if at all) have you personally: != <strong>Experienced </strong>bias / discrimination within the College of Natural Science? [ Unsure ]

**Q24 Earlier you indicated that you had personally experienced an incident of bias / discrimination within the College of Natural Science.**

**Thinking about all the different incidents of bias / discrimination within the College you experienced, did you personally experience at least one incident of bias / discrimination based on:**

(Please mark all that apply. NOTE: Only include incidents you personally experienced. If you also indicated that you witnessed incidents that happened to someone else, you will have the opportunity to answer questions about those incidents later.)

- Race / ethnicity
- Gender identity
- Gender expression
- Sexual orientation
- Religious background
- A physical health issue
- A physical disability
- A psychological or mental health issue
- Socioeconomic status
- Country of origin
- Age
- Other (please specify) \_\_\_\_\_

Display This Question:

If Within the past year, how often (if at all) have you personally: [ <strong>Experienced </strong>bias / discrimination within the College of Natural Science? ] (Recode) Is Not Empty

And Within the past year, how often (if at all) have you personally: != <strong>Experienced </strong>bias / discrimination within the College of Natural Science? [ Never ]

And Within the past year, how often (if at all) have you personally: != <strong>Experienced </strong>bias / discrimination within the College of Natural Science? [ Unsure ]

**Q25 Thinking about all the different incidents of bias / discrimination within the College you personally experienced, please indicate whether you experienced at least one incident of bias / discrimination that was committed by each of the following types of NatSci community members:**

(Please mark all that apply. NOTE: Only include incidents you personally experienced. If you also indicated that you witnessed incidents that happened to someone else, you will have the opportunity to answer questions about those incidents later.)

- Academic Advisor(s)
- Campus visitor(s)
- Dean / Assoc Dean / Asst Dean
- Department / unit head
- Faculty advisor(s) / mentor(s)
- Faculty member(s)
- Graduate student(s) / Teaching Assistant (s)
- Postdoctoral scholar(s)
- Staff member(s)
- 
- Undergraduate student(s)
- Other (please specify) \_\_\_\_\_

Display This Question:

If Within the past year, how often (if at all) have you personally: [ <strong>Witnessed </strong>bias / discrimination directed at another person within the College of Natural Science? ] (Recode) Is Not Empty

And Within the past year, how often (if at all) have you personally: != <strong>Witnessed </strong>bias / discrimination directed at another person within the College of Natural Science? [ Never ]

And Within the past year, how often (if at all) have you personally: != <strong>Witnessed </strong>bias / discrimination directed at another person within the College of Natural Science? [ Unsure ]

Q26 Earlier you indicated that you had witnessed an incident of bias / discrimination within the College of Natural Science.

Thinking about all the different incidents of bias / discrimination within the College you witnessed, did you witness at least one incident of bias / discrimination based on:

(Please mark all that apply)

- Race / ethnicity
- Gender identity
- Gender expression
- Sexual orientation
- Religious background
- A physical health issue
- A physical disability
- A psychological or mental health issue
- Socioeconomic status
- Country of origin
- Age
- Other (please specify) \_\_\_\_\_



Display This Question:

*If Within the past year, how often (if at all) have you personally: != <strong>Witnessed </strong>bias / discrimination directed at another person within the College of Natural Science? [ Never ]*

*And Within the past year, how often (if at all) have you personally: [ <strong>Witnessed </strong>bias / discrimination directed at another person within the College of Natural Science? ] (Recode) Is Not Empty*

*And Within the past year, how often (if at all) have you personally: != <strong>Witnessed </strong>bias / discrimination directed at another person within the College of Natural Science? [ Unsure ]*

**Q27 Thinking about all the different incidents of bias / discrimination within the College you witnessed, please indicate whether you witnessed at least one incident of bias / discrimination that was committed by or directed at each of the following types of NatSci community members:**

*(Please mark all that apply)*

|  | <b>Committed by</b>      | <b>Directed at</b>       |
|--|--------------------------|--------------------------|
| Academic Advisor(s)                          | <input type="checkbox"/> | <input type="checkbox"/> |
| Campus visitor(s)                            | <input type="checkbox"/> | <input type="checkbox"/> |
| Dean / Assoc Dean / Asst Dean                | <input type="checkbox"/> | <input type="checkbox"/> |
| Department / unit head                       | <input type="checkbox"/> | <input type="checkbox"/> |
| Faculty advisor(s) / mentor(s)               | <input type="checkbox"/> | <input type="checkbox"/> |
| Faculty member(s)                            | <input type="checkbox"/> | <input type="checkbox"/> |
| Graduate student(s) / Teaching Assistant (s) | <input type="checkbox"/> | <input type="checkbox"/> |
| Postdoctoral scholar(s)                      | <input type="checkbox"/> | <input type="checkbox"/> |
| Staff member(s)                              | <input type="checkbox"/> | <input type="checkbox"/> |
| Supervisor(s)                                | <input type="checkbox"/> | <input type="checkbox"/> |
|  | <input type="checkbox"/> | <input type="checkbox"/> |
| Undergraduate student(s)                     | <input type="checkbox"/> | <input type="checkbox"/> |
| Other (please specify)                       | <input type="checkbox"/> | <input type="checkbox"/> |

Display This Question:

If Within the past year, how often (if at all) have you personally: != <strong>Witnessed </strong>bias / discrimination directed at another person within the College of Natural Science? [ Never ]

And Within the past year, how often (if at all) have you personally: [ <strong>Witnessed </strong>bias / discrimination directed at another person within the College of Natural Science? ] (Recode) Is Not Empty

And Within the past year, how often (if at all) have you personally: != <strong>Witnessed </strong>bias / discrimination directed at another person within the College of Natural Science? [ Unsure ]

Or If

Within the past year, how often (if at all) have you personally: [ <strong>Experienced </strong>bias / discrimination within the College of Natural Science? ] (Recode) Is Not Empty

And Within the past year, how often (if at all) have you personally: != <strong>Experienced </strong>bias / discrimination within the College of Natural Science? [ Never ]

And Within the past year, how often (if at all) have you personally: != <strong>Experienced </strong>bias / discrimination within the College of Natural Science? [ Unsure ]

**Q28 Now, thinking only about the most recent incident of bias / discrimination within the College you either experienced or witnessed, did you report the incident?**

- Yes
- No
- Unsure

Display This Question:

If Report Incident? = Yes

**Q29 To what individual(s) or unit(s) did you report the incident?**

(Please mark all that apply)

- To the Office of Institutional Equity (OIE)
- To the Title IX Office
- To the Ombudsman Office
- To my department chair
- To the dean, associate dean, or assistant dean
- To a faculty member
- To a staff member
- Other (please specify) \_\_\_\_\_
- ☒ Prefer not to say

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**Q30 In the space below, please provide any additional information you would like to provide about bias / discriminatory incidents you have experienced or witnessed.**

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**End of Block: Harassment and Bias**

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**Start of Block: Demographics**

## Demographics

### Q31 Demographics

Please complete this section so that we may better understand the perspectives of respondents. These data will be held confidential by the Office of Survey Research (OSR), and will not be reported in ways that would link any individual respondents with their answers. In each case you have the option to decline to answer, but the more information you provide the more complete our analyses of the climate will be.

---

### Q32 What is your gender identity?

- Male
  - Female
  - Transgender
  - Gender non-conforming
  - Another identity not listed (please specify if you wish):  
\_\_\_\_\_
  - Prefer not to answer
- 

### Q33 What is your sexual orientation?

- Heterosexual / Straight
  - Gay / Lesbian
  - Bisexual
  - Queer
  - Questioning
  - Asexual
  - Another identity not listed (*please specify if you wish*):  
\_\_\_\_\_
  - Prefer not to answer
-

**Q34 What is your race and/or ethnicity?**

*(Please mark all that apply)*

- African, African American, or Black
- American Indian or Alaska Native
- Asian or Asian American
- Hispanic or Latina, Latino, Latinx
- Middle Eastern or North African
- Native Hawaiian or Other Pacific Islander
- White or Caucasian
- Another identity not listed (*please specify*):  

---
- Prefer not to answer

-----  
Page Break

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**Q35 What is your citizenship status?**

- U.S. born citizen
- U.S. citizen -- naturalized
- Dual citizenship
- Permanent resident (immigrant)
- Permanent resident (refugee)
- International (F-1, J-1, H1-B, A, L, or G visas)
- Other (please specify) \_\_\_\_\_
- Prefer not to answer

*Display This Question:*

*If Citizenship != U.S. born citizen*

**Q36 What is your country of origin?**

▼ Afghanistan ... Zimbabwe

**Q37 Which of the following best describes the educational experience of your parents / guardians?**

- At least one parent or guardian completed a 4 year college degree or higher
- Neither parent or guardian completed a 4 year college degree or higher
- Don't know
- Prefer not to answer

Page Break

Q38

**With which of the following religious background(s), if any, do you most identify?**

*(Please select all that apply)*

- Agnostic
- Atheist
- Buddhist
- Christian
- Hindu
- Humanist
- Jewish
- Muslim
- Spiritual, non-religious
- Unitarian / Universalist
- None
- Other (please specify) \_\_\_\_\_
- Prefer not to answer

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Page Break



Q39

**Which (if any) of the disabilities / conditions listed below impact your learning, working, or living activities?**

*(Please select all that apply)*

- Acquired / traumatic brain injury
- Attention Deficit / Hyperactivity Disorder
- Asperger's / Autism Spectrum
- Low vision or blind
- Hard of Hearing or deaf
- Learning disability
- Medical condition
- Mental health / psychological condition
- Physical / mobility condition that affects walking
- Physical / mobility condition that does not affect walking
- Speech / communication
- Other (please specify) \_\_\_\_\_
- I have none of the listed conditions
- Prefer not to answer

---

Page Break

**Q40 Have you ever served, or are you currently serving, in the U.S. Armed Forces, Military Reserves, or National Guard?**

- Yes
- No
- Prefer not to answer

**End of Block: Demographics**

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**Start of Block: Final Comments**

## **Final Comments**

**Q41 Additional Comments and Feedback**

**If you would like to provide any additional comments, suggestions, or input regarding conditions or the climate in the College of Natural Science, please do so below.**

*If you wish, you can use the "Back" button to go back and review your responses and make any changes. You will not be able to re-access your responses once your questionnaire is submitted.*

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**End of Block: Final Comments**

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# NatSci Undergraduate Students Survey

## Profile of respondents

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### Start of Block: Consent

Q1 The **College of Natural Science** leadership is asking all employees and students to help us enhance the culture of inclusion in the College by telling us about your experiences at and perceptions of the College. Through the survey that follows, we are seeking to learn more about particular aspects of the environment within the College, including climate, diversity and civility. Your answers to this survey will help us identify strengths and weaknesses within the College. This will help us effectively focus our energies to improve NatSci for all students, faculty, and staff.

This survey will be administered by MSU's Office for Survey Research. Your participation in this confidential survey is strictly voluntary. You may decline to participate, decline to answer certain questions, or discontinue participation at any time without penalty. Declining to participate will not affect your status or position within the College in any way. The survey will require only about 20 minutes of your time to complete (between 15 and 30 minutes), but may take more or less depending on the amount of detail you choose to provide.

The Office for Survey Research will make every effort to keep your data private to the full extent allowed under the law. You are encouraged to be honest and constructive in your feedback. The information obtained will not be presented in any way that could identify you personally.

However, there are certain times that we are required by law or Michigan State University policies to share some data with the proper authorities if someone reported child abuse, sexual assault, or child pornography.

Participation in this study does not involve any known physical, financial, emotional or legal risk to you. Your responses will help create an increasingly inclusive climate at the College of Natural Science.

You are welcome to contact Dr. Daniel Thaler, Project Manager at OSR ([thalerd1@msu.edu](mailto:thalerd1@msu.edu)), at any time if you have questions about the survey.

**By selecting yes below and then proceeding with the survey, you are voluntarily consenting to participate in the survey and allowing your responses to be used for institutional research purposes.**

Yes - I Consent

No - I Decline Consent

### End of Block: Consent

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### Start of Block: Block 10

**Q2 What is your role in the College of Natural Science?**

- Undergraduate student
- Graduate student
- Postdoctoral scholar
- Academic specialist - Continuing
- Academic specialist - Fixed term
- Staff member
- Faculty - Tenure Stream
- Faculty - Fixed Term

**End of Block: Block 10**

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**Start of Block: Student Questions**

**Q3 What year did you start taking classes at Michigan State University?**

▼ 2018 ... 2008 or earlier

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**Q4 When do you expect to complete your current degree program?**

▼ 2018 ... 2024 or later

**End of Block: Student Questions**

---

**Start of Block: Introductory Questions**

## General Assessments of CNS

### Q5 General Assessment

How satisfied are you with your experience as a student in the College of Natural Science?

- Very Satisfied
- Somewhat Satisfied
- Neither Satisfied nor Dissatisfied
- Somewhat Dissatisfied
- Very Dissatisfied
- Unsure

### Q6 Now we would like to know how you feel about the climate within the College of Natural Science.

Overall, how **comfortable** are you with the climate in the College?

*By "climate", we mean "current attitudes, behaviors, and standards of employees and students concerning the access for, inclusion of, and level of respect for individual and group needs, abilities, and potential." (from Rankin 2001)*

- Very comfortable
- Somewhat comfortable
- Neither comfortable nor uncomfortable
- Somewhat uncomfortable
- Very uncomfortable
- Unsure

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Page Break

**Q7 For the following set of adjectives, select the number that best represents how you would rate the climate in the College of Natural Science based on your direct experiences.**

*(NOTE: As an example, for the "Hostile -- Friendly" item, 1 = very hostile, 2 = hostile, 3 = somewhat hostile, 4 = neither hostile nor friendly, 5 = somewhat friendly, 6 = friendly, and 7 = very friendly)*

|                 | 1                     | 2                     | 3                     | 4                     | 5                     | 6                     | 7                     |                |
|-----------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|----------------|
| Hostile         | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Friendly       |
| Racist          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Non-racist     |
| Homogeneous     | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Diverse        |
| Disrespectful   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Respectful     |
| Unwelcoming     | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Welcoming      |
| Sexist          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Non-sexist     |
| Individualistic | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Collaborative  |
| Competitive     | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Cooperative    |
| Homophobic      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Non-homophobic |
| Unsupportive    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Supportive     |
| Ageist          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Non-ageist     |
| Improving       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Regressing     |

-----  
Page Break

**Q8 How interested would you be in receiving diversity and inclusion training if it were offered through the College of Natural Science?**

- Very interested
- Moderately interested
- Slightly interested
- Not at all interested

---

**End of Block: Introductory Questions**

---

## **Diversity and Inclusion**

**Start of Block: Diversity and Inclusion**

**Q9 Diversity and Inclusion**

**Now we would like you to think about the faculty in the College of Natural Science.**

**Please indicate the extent to which you agree or disagree with each of the following statements.**

*(NOTE: Think about "diversity" in terms of categories such as race / ethnicity, gender, religion, age, sexual orientation, nationality, and people with disabilities)*

---

|   |  |
|---|--|
| The college has demonstrated a <b>commitment to hiring</b> diverse faculty  | ▼ x - Unsure ... 1 - Strongly Disagree |
| Within the college there is an <b>acceptable amount of faculty diversity</b> (e.g., in terms of race / ethnicity, gender, religion, age, sexual orientation, socioeconomic status, nationality, and people with disabilities) | ▼ x - Unsure ... 1 - Strongly Disagree |

---

Page Break

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Display This Question:

If Commitment to Diversity - Faculty = Within the college there is an <strong>acceptable amount of faculty diversity</strong> (e.g., in terms of race / ethnicity, gender, religion, age, sexual orientation, socioeconomic status, nationality, and people with disabilities) [ 3 - Somewhat Disagree ]

Or Commitment to Diversity - Faculty = Within the college there is an <strong>acceptable amount of faculty diversity</strong> (e.g., in terms of race / ethnicity, gender, religion, age, sexual orientation, socioeconomic status, nationality, and people with disabilities) [ 2 - Disagree ]

Or Commitment to Diversity - Faculty = Within the college there is an <strong>acceptable amount of faculty diversity</strong> (e.g., in terms of race / ethnicity, gender, religion, age, sexual orientation, socioeconomic status, nationality, and people with disabilities) [ 1 - Strongly Disagree ]

**Q10 You indicated that you do not feel there is an acceptable amount of diversity among faculty in the college. In which (if any) of these areas would you say there is not enough faculty diversity?**

Race / ethnicity

Gender

Religion

Age

Sexual orientation

Nationality

People with disabilities

Other(please specify) \_\_\_\_\_

Page Break



Q11 Now we would like you to think about the students in the College of Natural Science.

Please indicate the extent to which you agree or disagree with each of the following statements.

(NOTE: Think about "diversity" in terms of categories such as race / ethnicity, gender, religion, age, sexual orientation, nationality, and people with disabilities)

|   |  |
|---|--|
| The college has demonstrated a <b>commitment to recruiting</b> diverse students   | ▼ x - Unsure ... 1 - Strongly Disagree |
| Within the college there is an <b>acceptable amount of student diversity</b> (e.g., in terms of race / ethnicity, gender, religion, age, sexual orientation, socioeconomic status, nationality, and people with disabilities) | ▼ x - Unsure ... 1 - Strongly Disagree |

---

Q12 You indicated that you do not feel there is an acceptable amount of diversity among students in the college. In which (if any) of these groups or areas would you say there is not enough student diversity?

- Race / ethnicity
- Gender
- Religion
- Age
- Sexual orientation
- Nationality
- People with disabilities
- Other (please specify) \_\_\_\_\_

**End of Block: Diversity and Inclusion**

---

**Start of Block: Climate for Diverse Groups**

**Q13 Climate for Diverse Groups, Part 1/2**

**How would you rate the climate within the College of Natural Science for undergraduate students who are:**

*By "climate", we mean "current attitudes, behaviors, and standards of employees and students concerning the access for, inclusion of, and level of respect for individual and group needs, abilities, and potential." (from Rankin 2001)*

|  |                                    |
|--|------------------------------------|
| Female   | ▼ x - Unsure ... 1 - Very Negative |
| From religious affiliations other than Christian | ▼ x - Unsure ... 1 - Very Negative |
| From Christian religious affiliations            | ▼ x - Unsure ... 1 - Very Negative |
| Gay, lesbian, or bisexual                        | ▼ x - Unsure ... 1 - Very Negative |
| International                                    | ▼ x - Unsure ... 1 - Very Negative |
| People of color                                  | ▼ x - Unsure ... 1 - Very Negative |
| Transgender                                      | ▼ x - Unsure ... 1 - Very Negative |
| Male   | ▼ x - Unsure ... 1 - Very Negative |
| Non-native English speakers                      | ▼ x - Unsure ... 1 - Very Negative |
| Immigrants                                       | ▼ x - Unsure ... 1 - Very Negative |
| White  | ▼ x - Unsure ... 1 - Very Negative |

**Q14 Climate for Diverse Groups, Part 2/2**

**How would you rate the climate within the College of Natural Science for students who are / have:**

*By "climate", we mean "current attitudes, behaviors, and standards of employees and students concerning the access for, inclusion of, and level of respect for individual and group needs, abilities, and potential." (from Rankin 2001)*

|   |                                    |
|---|------------------------------------|
| <b>Psychological</b> or mental health issues                | ▼ x - Unsure ... 1 - Very Negative |
|   | ▼ x - Unsure ... 1 - Very Negative |
| A physical disability                                       | ▼ x - Unsure ... 1 - Very Negative |
|   | ▼ x - Unsure ... 1 - Very Negative |
| Learning disabilities                                       | ▼ x - Unsure ... 1 - Very Negative |
| Parents / guardians of dependent children                   | ▼ x - Unsure ... 1 - Very Negative |
| Providing care for adults who are disabled and / or elderly | ▼ x - Unsure ... 1 - Very Negative |
| Served / serving in the military                            | ▼ x - Unsure ... 1 - Very Negative |
| Other (please specify)                                      | ▼ x - Unsure ... 1 - Very Negative |

Page Break

# Sense of Belonging

## Q15 Sense of Belonging, Part 1/2

Please indicate to what extent you agree or disagree with the following statements about your sense of belonging in the College

|   |  |
|---|--|
| Faculty are concerned about my welfare                            | ▼ x - Unsure ... 1 - Strongly Disagree |
| Advisors are concerned about my welfare                           | ▼ x - Unsure ... 1 - Strongly Disagree |
| Faculty negatively <b>prejudge</b> me                             | ▼ x - Unsure ... 1 - Strongly Disagree |
| I have <b>faculty</b> role models                                 | ▼ x - Unsure ... 1 - Strongly Disagree |
| There are enough faculty I <b>identify</b> with                   | ▼ x - Unsure ... 1 - Strongly Disagree |
| I have similar <b>opportunities for success</b> as other students | ▼ x - Unsure ... 1 - Strongly Disagree |
| My <b>personal identities are valued</b> in the classroom         | ▼ x - Unsure ... 1 - Strongly Disagree |

## Q16 Sense of Belonging, Part 2/2

How often would you say you feel:

|  |                            |
|--|----------------------------|
| Valued as an individual in the College of Natural Science  | ▼ x - Unsure ... 1 - Never |
| Valued by <b>instructors</b> in the classroom  | ▼ x - Unsure ... 1 - Never |
| Valued by <b>other students</b> in the classroom   | ▼ x - Unsure ... 1 - Never |
| Valued by <b>advisors</b> in the College of Natural Science  | ▼ x - Unsure ... 1 - Never |
| You <b>belong</b> in the College of Natural Science  | ▼ x - Unsure ... 1 - Never |
| Others <b>value your opinions</b> in the College of Natural Science                                  | ▼ x - Unsure ... 1 - Never |
| <b>Safe</b> within the College of Natural Science (including physical, mental, and emotional safety) | ▼ x - Unsure ... 1 - Never |

End of Block: Climate for Diverse Groups

**Start of Block: Civility**

**Civility**

Q17 Civility How often would you say:

|  |                            |
|--|----------------------------|
| You are treated with respect by other <b>students</b>                                | ▼ x - Unsure ... 1 - Never |
| You are treated with respect by <b>faculty</b>                                       | ▼ x - Unsure ... 1 - Never |
| You are treated with respect by <b>advisors</b>                                      | ▼ x - Unsure ... 1 - Never |
| You are treated with respect within the College of Natural Science <b>in general</b> | ▼ x - Unsure ... 1 - Never |
|  | ▼ x - Unsure ... 1 - Never |

Q18 How often, if at all, have you been in a situation where a graduate or undergraduate student in the College of Natural Science:

|  | Treatment from graduate students / teaching assistants | Treatment from undergraduate students |
|--|--|---------------------------------------|
| <b>Put you down</b> , was condescending to you, or made derogatory remarks about you | ▼ Never ... Daily                                      | ▼ Never ... Daily                     |
| Doubted or <b>devalued</b> your work or expertise                                    | ▼ Never ... Daily                                      | ▼ Never ... Daily                     |
|  | ▼ Never ... Daily                                      | ▼ Never ... Daily                     |
| Made <b>false negative statements</b> or circulated negative rumors about you        | ▼ Never ... Daily                                      | ▼ Never ... Daily                     |
| <b>Distrusted</b> your description of your own personal experiences                  | ▼ Never ... Daily                                      | ▼ Never ... Daily                     |

Page Break

**Q19 How often, if at all, have you been in a situation where a faculty member or advisor in the College of Natural Science:**

|  | Treatment from faculty | Treatment from advisors |
|--|------------------------|-------------------------|
| <b>Put you down</b> , was condescending to you, or made derogatory remarks about you | ▼ Never ... Daily      | ▼ Never ... Daily       |
| Doubted or <b>devalued</b> your work or expertise                                    | ▼ Never ... Daily      | ▼ Never ... Daily       |
| Made <b>false negative statements</b> or circulated negative rumors about you        | ▼ Never ... Daily      | ▼ Never ... Daily       |
| <b>Distrusted</b> your description of your own personal experiences                  | ▼ Never ... Daily      | ▼ Never ... Daily       |

**Q20 In the space below, please provide any additional information you would like to provide about how you have been treated within the College of Natural Science.**

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Page Break

Q21

Now we would like to know how you feel about the climate within the College of Natural Science.

*By "climate", we mean "current attitudes, behaviors, and standards of employees and students concerning the access for, inclusion of, and level of respect for individual and group needs, abilities, and potential." (from Rankin 2001).*

Has the current climate within the College of Natural Science prompted you to consider leaving Michigan State University before completing your current degree program?

- Yes
- No
- Unsure

End of Block: Civility

---

## Bias and Harassment

Start of Block: Harassment and Bias

Q22 Harassment and Bias

Please indicate to what extent you agree or disagree with the following statements about sexual harassment in the College of Natural Science.

|   |  |
|---|--|
| Sexual harassment is a <b>problem</b> within the College                                      | ▼ x - Unsure ... 1 - Strongly Disagree |
| I know the <b>steps to take</b> if a person comes to me with a problem with sexual harassment | ▼ x - Unsure ... 1 - Strongly Disagree |
| Sexual harassment is <b>taken seriously</b> within the College                                | ▼ x - Unsure ... 1 - Strongly Disagree |
| I have <b>experienced sexual harassment</b> within the College                                | ▼ x - Unsure ... 1 - Strongly Disagree |

---

Page Break

Q23 In this section, we would like to know about the response to bias incidents within the College of Natural Science.

A "bias incident" is an incident of verbal or non-verbal conduct that is threatening, harassing, intimidating, discriminatory or hostile and is based on a category protected under the [MSU Anti-Discrimination Policy](#). Please also see the [MSU Anti-Harassment Statement](#) for more information.

Please indicate to what extent you agree or disagree with the following statements about bias incidents in the College of Natural Science.

|  |                                       |
|--|---------------------------------------|
| I know how to report bias incidents if they occurred within the College  | ▼ x- Unsure ... 1 - Strongly Disagree |
| I can report bias incidents I encounter without fear of retaliation  | ▼ x- Unsure ... 1 - Strongly Disagree |
| If bias incidents are reported, I believe leadership will take appropriate actions to address them based on the claimant's desires | ▼ x- Unsure ... 1 - Strongly Disagree |

Q24

**Within the past year, how often (if at all) have you personally:**

|  |                    |
|--|--------------------|
| <b>Witnessed</b> bias / discrimination directed at another person within the College of Natural Science? | ▼ Unsure ... Daily |
| <b>Experienced</b> bias / discrimination within the College of Natural Science?                          | ▼ Unsure ... Daily |

*Display This Question:*

*If Within the past year, how often (if at all) have you personally: != <strong>Experienced </strong>bia / discrimination within the College of Natural Science? [ Unsure ]*

*And Within the past year, how often (if at all) have you personally: [ <strong>Experienced </strong>bias / discrimination within the College of Natural Science? ] (Recode) Is Not Empty*

*And Within the past year, how often (if at all) have you personally: != <strong>Experienced </strong>bias / discrimination within the College of Natural Science? [ Never ]*

**Q25 Earlier you indicated that you had personally experienced an incident of bias / discrimination within the College of Natural Science.**

**Thinking about all the different incidents of bias / discrimination within the College you experienced, did you personally experience at least one incident of bias / discrimination based on:**

*(Please mark all that apply. NOTE: Only include incidents you personally experienced. If you also indicated that you witnessed incidents that happened to someone else, you will have the opportunity to answer questions about those incidents later.)*

*Please remove ethnicity a choice – it is still listed on the survey even though it is not here.*

- Race / ethnicity
- Gender identity
- Gender expression
- Sexual orientation
- Religious background
- A physical disability
- A psychological or mental health issue
- A physical health issue
- Socioeconomic status
- Country of origin
- Age
- Other (please specify) \_\_\_\_\_

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Page Break



*Display This Question:*

*If Within the past year, how often (if at all) have you personally: != <strong>Witnessed </strong>bias / discrimination directed at another person within the College of Natural Science? [ Never ]*

*And Within the past year, how often (if at all) have you personally: [ <strong>Witnessed </strong>bias / discrimination directed at another person within the College of Natural Science? ] (Recode) Is Not Empty*

*And Within the past year, how often (if at all) have you personally: != <strong>Witnessed </strong>bias / discrimination directed at another person within the College of Natural Science? [ Unsure ]*

*Or If*

*Within the past year, how often (if at all) have you personally: [ <strong>Experienced </strong>bias / discrimination within the College of Natural Science? ] (Recode) Is Not Empty*

*And Within the past year, how often (if at all) have you personally: != <strong>Experienced </strong>bias / discrimination within the College of Natural Science? [ Never ]*

*And Within the past year, how often (if at all) have you personally: != <strong>Experienced </strong>bias / discrimination within the College of Natural Science? [ Unsure ]*

**Q26 Thinking about all the different incidents of bias / discrimination within the College you personally experienced, please indicate whether you experienced at least one incident of bias / discrimination that was committed by each of the following types of NatSci community members:**

*(Please mark all that apply. NOTE: Only include incidents you personally experienced. If you also indicated that you*

witnessed incidents that happened to someone else, you will have the opportunity to answer questions about those incidents later.)

- Academic Advisor(s)
- Campus visitor(s)
- Dean / Assoc Dean / Asst Dean
- Department / unit head
- Faculty advisor(s) / mentor(s)
- Faculty member(s)
- Graduate student(s) / Teaching Assistant
- Postdoctoral scholar(s)
- Staff member(s)
- Supervisor(s)
- Undergraduate student(s)
- Other (please specify) \_\_\_\_\_

---

Page Break

Display This Question:

If Within the past year, how often (if at all) have you personally: [ <strong>Witnessed </strong>bias / discrimination directed at another person within the College of Natural Science? ] (Recode) Is Not Empty

And Within the past year, how often (if at all) have you personally: != <strong>Witnessed </strong>bias / discrimination directed at another person within the College of Natural Science? [ Never ]

**Q27 Earlier you indicated that you had witnessed an incident of bias / discrimination within the College of Natural Science.**

**Thinking about all the different incidents of bias / discrimination within the College you witnessed, did you witness at least one incident of bias / discrimination based on:**

(Please mark all that apply)

- Race / ethnicity
- Gender identity
- Gender expression
- Sexual orientation
- Religious background
- A physical disability
- A psychological or mental health issue
- A physical health issue
- Country of origin
- Socioeconomic status
- Age
- Other (please specify) \_\_\_\_\_

Display This Question:

*If Within the past year, how often (if at all) have you personally: != <strong>Witnessed </strong>bias / discrimination directed at another person within the College of Natural Science? [ Never ]*

*And Within the past year, how often (if at all) have you personally: [ <strong>Witnessed </strong>bias / discrimination directed at another person within the College of Natural Science? ] (Recode) Is Not Empty*

*And Within the past year, how often (if at all) have you personally: != <strong>Witnessed </strong>bias / discrimination directed at another person within the College of Natural Science? [ Unsure ]*

Or If

*Within the past year, how often (if at all) have you personally: [ <strong>Experienced </strong>bias / discrimination within the College of Natural Science? ] (Recode) Is Not Empty*

*And Within the past year, how often (if at all) have you personally: != <strong>Experienced </strong>bias / discrimination within the College of Natural Science? [ Never ]*

*And Within the past year, how often (if at all) have you personally: != <strong>Experienced </strong>bias / discrimination within the College of Natural Science? [ Unsure ]*

**Q28 Thinking about all the different incidents of bias / discrimination within the College you witnessed, please indicate whether you witnessed at least one incident of bias / discrimination that was committed by or directed at each of the following types of NatSci community members:**

*(Please mark all that apply)*

|  | <b>Committed by</b>      | <b>Directed at</b>       |
|--|--------------------------|--------------------------|
| Academic Advisor(s)                          | <input type="checkbox"/> | <input type="checkbox"/> |
| Campus visitor(s)                            | <input type="checkbox"/> | <input type="checkbox"/> |
| Dean / Assoc Dean / Asst Dean                | <input type="checkbox"/> | <input type="checkbox"/> |
| Department / unit head                       | <input type="checkbox"/> | <input type="checkbox"/> |
| Faculty advisor(s) / mentor(s)               | <input type="checkbox"/> | <input type="checkbox"/> |
| Faculty member(s)                            | <input type="checkbox"/> | <input type="checkbox"/> |
| Graduate student(s) / Teaching Assistant (s) | <input type="checkbox"/> | <input type="checkbox"/> |
| Postdoctoral scholar(s)                      | <input type="checkbox"/> | <input type="checkbox"/> |
| Staff member(s)                              | <input type="checkbox"/> | <input type="checkbox"/> |
| Supervisor(s)                                | <input type="checkbox"/> | <input type="checkbox"/> |
|  | <input type="checkbox"/> | <input type="checkbox"/> |
| Undergraduate student(s)                     | <input type="checkbox"/> | <input type="checkbox"/> |
| Other (please specify)                       | <input type="checkbox"/> | <input type="checkbox"/> |

Display This Question:

If Within the past year, how often (if at all) have you personally: != <strong>Witnessed </strong>bias / discrimination directed at another person within the College of Natural Science? [ Never ]

And Within the past year, how often (if at all) have you personally: = <strong>Witnessed </strong>bias / discrimination directed at another person within the College of Natural Science? [ Unsure ]

And Within the past year, how often (if at all) have you personally: [ <strong>Witnessed </strong>bias / discrimination directed at another person within the College of Natural Science? ] (Recode) Is Not Empty

Or If

Within the past year, how often (if at all) have you personally: [ <strong>Experienced </strong>bias / discrimination within the College of Natural Science? ] (Recode) Is Not Empty

And Within the past year, how often (if at all) have you personally: != <strong>Experienced </strong>bias / discrimination within the College of Natural Science? [ Never ]

And Within the past year, how often (if at all) have you personally: != <strong>Experienced </strong>bias / discrimination within the College of Natural Science? [ Unsure ]

Q29

**Now, thinking only about the most recent incident of bias / discrimination within the College you either experienced or witnessed, did you report the incident?**

Yes

No

Unsure

---

Page Break

Display This Question:

If Report Incident? = Yes

Q30

To what individual(s) or unit(s) did you report the incident?

(Please mark all that apply)

- To the Office of Institutional Equity (OIE)
- To the Title IX Office
- To the Ombudsman Office
- To my department / unit chair
- To the dean, associate dean, or assistant dean
- To an academic advisor
- To the undergraduate program director
- To a faculty member
- To a staff member
- Other (please specify) \_\_\_\_\_
- ☒ Prefer not to say

---

Page Break

**Q31 In the space below, please provide any additional information you would like to provide about bias / discriminatory incidents you have experienced or witnessed.**

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**End of Block: Harassment and Bias**

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## **Demographics**

**Start of Block: Demographics**

### **Q32 Demographics**

Please complete this section so that we may better understand the perspectives of respondents. These data will be held confidential by the Office of Survey Research (OSR), and will not be reported in ways that would link any individual respondents with their answers. In each case you have the option to decline to answer, but the more information you provide the more complete our analyses of the climate will be.

---

### **Q33 What is your gender identity?**

- Male
- Female
- Transgender
- Gender non-conforming
- Another identity not listed (please specify if you wish):  

---
- Prefer not to answer

---

Page Break



**Q34 What is your sexual orientation?**

- Heterosexual / Straight
- Gay / Lesbian
- Bisexual
- Queer
- Questioning
- Asexual
- Another identity not listed (*please specify if you wish*):  
\_\_\_\_\_
- Prefer not to answer

---

Page Break

Q35

**What is your race and/or ethnicity?**

*(Please mark all that apply)*

- African, African American, or Black
- American Indian or Alaska Native
- Asian or Asian American
- Hispanic or Latina, Latino, Latinx
- Middle Eastern or North African
- Native Hawaiian or Other Pacific Islander
- White or Caucasian
- Another identity not listed (*please specify*):  

---
- ☒ Prefer not to answer

-----  
Page Break

**Q36 What is your citizenship status?**

- U.S. born citizen
- U.S. citizen -- naturalized
- Dual citizenship
- Permanent resident (immigrant)
- Permanent resident (refugee)
- International (F-1, J-1, H1-B, A, L, or G visas)
- Other (please specify) \_\_\_\_\_
- Prefer not to answer

---

*Display This Question:*

*If Citizenship != U.S. born citizen*

**Q37 What is your country of origin?**

▼ Afghanistan ... Zimbabwe

---

**Q38 Which of the following best describes the educational experience of your parents / guardians?**

- At least one parent or guardian completed a 4 year college degree or higher
- Neither parent or guardian completed a 4 year college degree or higher
- Don't know
- Prefer not to answer

---

Page Break

Q39

**With which of the following religious background(s), if any, do you most identify?**

*(Please select all that apply)*

- Agnostic
- Atheist
- Buddhist
- Christian
- Hindu
- Humanist
- Jewish
- Muslim
- Spiritual, non-religious
- Unitarian / Universalist
- None
- Other (please specify) \_\_\_\_\_
- Prefer not to answer

---

Page Break

Q40

**Which (if any) of the disabilities / conditions listed below impact your learning, working, or living activities?**

*(Please select all that apply)*

- Acquired / traumatic brain injury
- Attention Deficit / Hyperactivity Disorder
- Asperger's / Autism Spectrum
- Low vision or blind
- Hard of Hearing or deaf
- Learning disability
- Medical condition
- Mental health / psychological condition
- Physical / mobility condition that affects walking
- Physical / mobility condition that does not affect walking
- Speech / communication
- Other (please specify) \_\_\_\_\_
- ☒ I have none of the listed conditions
- ☒ Prefer not to answer

---

Page Break

**Q41 Have you ever served, or are you currently serving, in the U.S. Armed Forces, Military Reserves, or National Guard?**

- Yes
- No
- Prefer not to answer

**End of Block: Demographics**

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**Start of Block: Final Comments**

## **Final Comments**

**Q42 Additional Comments and Feedback**

**If you would like to provide any additional comments, suggestions, or input regarding conditions or the climate in the College of Natural Science, please do so below.**

*If you wish, you can use the "Back" button to go back and review your responses and make any changes. You will not be able to re-access your responses once your questionnaire is submitted.*

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**End of Block: Final Comments**

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# Non-NatSci Undergraduate Students Survey

## Profile of respondents

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### Start of Block: Consent

Q1 The **College of Natural Science** leadership is asking Lyman Briggs coordinate majors and a sample of students that have taken classes within the College to help us enhance the culture of inclusion in the College by telling us about your experiences in and perceptions of the classes within the College. Through the survey that follows, we are seeking to learn more about particular aspects of the classroom environment within the College. Your answers to this survey will help us identify strengths and weaknesses within College classroom environments. This will help us effectively focus our energies to improve the NatSci classroom climate for all students.

This survey will be administered by MSU's Office for Survey Research. Your participation in this confidential survey is strictly voluntary. You may decline to participate, decline to answer certain questions, or discontinue participation at any time without penalty. Declining to participate will not affect your status or position within the College in any way. The survey will require only about 10 minutes of your time to complete (between 5 and 15 minutes), but may take more or less depending on the amount of detail you choose to provide.

The Office for Survey Research will make every effort to keep your data private to the full extent allowed under the law. You are encouraged to be honest and constructive in your feedback. The information obtained will not be presented in any way that could identify you personally.

However, there are certain times that we are required by law or Michigan State University policies to share some data with the proper authorities if someone reported child abuse, sexual assault, or child pornography.

Participation in this study does not involve any known physical, financial, emotional or legal risk to you. Your responses will help create an increasingly inclusive climate at the College of Natural Science.

You are welcome to contact Dr. Daniel Thaler, Project Manager at OSR ([thalerd1@msu.edu](mailto:thalerd1@msu.edu)), at any time if you have questions about the survey.

**By selecting yes below and then proceeding with the survey, you are voluntarily consenting to participate in the survey and allowing your responses to be used for institutional research purposes.**

Yes - I Consent

No - I Decline Consent

### End of Block: Consent

---

**Start of Block: Block 10**

**End of Block: Block 10**

---

**Start of Block: Student Questions**

Q2 still needs to be deleted

**Q3 What year did you start taking classes at Michigan State University?**

▼ 2018 ... 2008 or earlier

---

**Q4 When do you expect to complete your current degree program?**

▼ 2018 ... 2024 or later

---



**Q5 In which departments / programs have you taken classes within the College of Natural Science?**

*(please select all that apply)*

AST

BLD

BMB

BS

CEM

CMSE

GLG

IBIO

ISB

ISP

MMG

MTH

NEU

NSC

PHY

PSL

PLB

STT

ZOL

---

Page Break

**Q6 Have you ever met with an academic advisor within the College of Natural Science?**

- Yes
- No
- Unsure

**End of Block: Student Questions**

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## **General Assessments of CNS**

**Start of Block: Introductory Questions**

**Q7 General Assessment**

**How satisfied are /were you with your experience as a student within the College of Natural Science?**

*When answering this question, please think ONLY about the classes you have taken with one of the following course codes: AST, BLD, BMB, BS, CEM, CMSE, GLG, IBIO, ISB, ISP, MMG, MTH, NEU, NSC, PHY, PSL, PLB, STT, or ZOL*

- Very Satisfied
- Somewhat Satisfied
- Neither Satisfied nor Dissatisfied
- Somewhat Dissatisfied
- Very Dissatisfied
- Unsure

---

Page Break

Q8

**Now we would like to know how you feel about the climate within the College of Natural Science.**

**Overall, how comfortable are / were you with the climate in your classes within the College of Natural Science?**

*By "climate", we mean "current attitudes, behaviors, and standards of employees and students concerning the access for, inclusion of, and level of respect for individual and group needs, abilities, and potential." (from Rankin 2001)*

*When answering this question, please think ONLY about the classes you have taken with one of the following course codes: AST, BLD, BMB, BS, CEM, CMSE, GLG, IBIO, ISB, ISP, MMG, MTH, NEU, NSC, PHY, PSL, PLB, STT, or ZOL*

- Very comfortable
- Somewhat comfortable
- Neither comfortable nor uncomfortable
- Somewhat uncomfortable
- Very uncomfortable
- Unsure

---

Page Break

Q9

**For the following set of adjectives, select the number that best represents how you would rate the classroom climate in the College of Natural Science based on your direct experiences.**

*(NOTE: As an example, for the "Hostile -- Friendly" item, 1 = very hostile, 2 = hostile, 3 = somewhat hostile, 4 = neither hostile nor friendly, 5 = somewhat friendly, 6 = friendly, and 7 = very friendly. When answering this question, please think ONLY about the classes you have taken with one of the following course codes: AST, BLD, BMB, BS, CEM, CMSE, GLG, IBIO, ISB, ISP, MMG, MTH, NEU, NSC, PHY, PSL, PLB, STT, or ZOL)*

|                 | 1                     | 2                     | 3                     | 4                     | 5                     | 6                     | 7                     |                |
|-----------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|----------------|
| Hostile         | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Friendly       |
| Racist          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Non-racist     |
| Homogeneous     | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Diverse        |
| Disrespectful   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Respectful     |
| Unwelcoming     | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Welcoming      |
| Sexist          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Non-sexist     |
| Individualistic | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Collaborative  |
| Competitive     | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Cooperative    |
| Homophobic      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Non-homophobic |
| Unsupportive    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Supportive     |
| Ageist          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Non-ageist     |
| Improving       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | Regressing     |

## Climate for Diverse Groups

### Start of Block: Climate for Diverse Groups

Q10

#### Climate for Diverse Groups, Part 1/2

**How would you rate the classroom climate within the College of Natural Science for undergraduate students who are:**

*By "climate", we mean "current attitudes, behaviors, and standards of employees and students concerning the access for, inclusion of, and level of respect for individual and group needs, abilities, and potential." (from Rankin 2001)*  
*When answering this question, please think ONLY about the classes you have taken with one of the following course codes: AST, BLD, BMB, BS, CEM, CMSE, GLG, IBIO, ISB, ISP, MMG, MTH, NEU, NSC, PHY, PSL, PLB, STT, or ZOL*

|  |                                    |
|--|------------------------------------|
| Female   | ▼ x - Unsure ... 1 - Very Negative |
| From religious affiliations other than Christian | ▼ x - Unsure ... 1 - Very Negative |
| From Christian religious affiliations            | ▼ x - Unsure ... 1 - Very Negative |
| Gay, lesbian, or bisexual                        | ▼ x - Unsure ... 1 - Very Negative |
| International                                    | ▼ x - Unsure ... 1 - Very Negative |
| People of color                                  | ▼ x - Unsure ... 1 - Very Negative |
| Transgender                                      | ▼ x - Unsure ... 1 - Very Negative |
| Male   | ▼ x - Unsure ... 1 - Very Negative |
| Non-native English speakers                      | ▼ x - Unsure ... 1 - Very Negative |
| Immigrants                                       | ▼ x - Unsure ... 1 - Very Negative |
| White  | ▼ x - Unsure ... 1 - Very Negative |

---

Page Break

Q11

**Climate for Diverse Groups, Part 2/2**

**How would you rate the classroom climate within the College of Natural Science for students who are / have:**

*By "climate", we mean "current attitudes, behaviors, and standards of employees and students concerning the access for, inclusion of, and level of respect for individual and group needs, abilities, and potential." (from Rankin 2001)*

*When answering this question, please think ONLY about the classes you have taken with one of the following course codes: AST, BLD, BMB, BS, CEM, CMSE, GLG, IBIO, ISB, ISP, MMG, MTH, NEU, NSC, PHY, PSL, PLB, STT, or ZOL*

|   |                                    |
|---|------------------------------------|
| Psychological health issues                                 | ▼ x - Unsure ... 1 - Very Negative |
| A physical disability                                       | ▼ x - Unsure ... 1 - Very Negative |
| Learning disabilities                                       | ▼ x - Unsure ... 1 - Very Negative |
| Parents / guardians of dependent children                   | ▼ x - Unsure ... 1 - Very Negative |
| Providing care for adults who are disabled and / or elderly | ▼ x - Unsure ... 1 - Very Negative |
| Served / serving in the military                            | ▼ x - Unsure ... 1 - Very Negative |
| Other (please specify)                                      | ▼ x - Unsure ... 1 - Very Negative |

**Sense of Belonging**

Q12 Sense of Belonging, Part 1/2

**Please indicate to what extent you agree or disagree with the following statements about your sense of belonging in the College of Natural Science**

|   |  |
|---|--|
| Faculty are concerned about my welfare                            | ▼ x - Unsure ... 1 - Strongly Disagree |
| <i>Met advisor = Yes</i>  | ▼ x - Unsure ... 1 - Strongly Disagree |
| Advisors are concerned about my welfare                           | ▼ x - Unsure ... 1 - Strongly Disagree |
| Faculty negatively <b>prejudge</b> me                             | ▼ x - Unsure ... 1 - Strongly Disagree |
| I have <b>faculty</b> role models                                 | ▼ x - Unsure ... 1 - Strongly Disagree |
| There are enough faculty I <b>identify</b> with                   | ▼ x - Unsure ... 1 - Strongly Disagree |
| I have similar <b>opportunities for success</b> as other students | ▼ x - Unsure ... 1 - Strongly Disagree |
| My <b>personal identities are valued</b> in the classroom         | ▼ x - Unsure ... 1 - Strongly Disagree |

**Q13 Sense of Belonging, Part 2/2**

**How often would you say you feel:**

*When answering this question, please think ONLY about the classes you have taken with one of the following course codes: AST, BLD, BMB, BS, CEM, CMSE, GLG, IBIO, ISB, ISP, MMG, MTH, NEU, NSC, PHY, PSL, PLB, STT, or ZOL*

|  |                            |
|--|----------------------------|
| Valued by <b>instructors</b> in the classroom  | ▼ x - Unsure ... 1 - Never |
| Valued by <b>other students</b> in the classroom   | ▼ x - Unsure ... 1 - Never |
| <b>Met advisor = Yes</b>   |                            |
| You are valued by <b>advisors</b> in the College of Natural Science                                  | ▼ x - Unsure ... 1 - Never |
| <b>Safe</b> within the College of Natural Science (including physical, mental, and emotional safety) | ▼ x - Unsure ... 1 - Never |

**End of Block: Climate for Diverse Groups**

**Civility**

**Start of Block: Civility**

**Q14 Civility**

**How often would you say:**

*When answering this question, please think ONLY about the classes you have taken with one of the following course codes: AST, BLD, BMB, BS, CEM, CMSE, GLG, IBIO, ISB, ISP, MMG, MTH, NEU, NSC, PHY, PSL, PLB, STT, or ZOL*

|   |                            |
|---|----------------------------|
| You are treated with respect by other <b>students</b>                             | ▼ x - Unsure ... 1 - Never |
| You are treated with respect by <b>faculty</b>                                    | ▼ x - Unsure ... 1 - Never |
| You are treated with respect by <b>advisors</b> in the College of Natural Science | ▼ x - Unsure ... 1 - Never |

**Q15 In the space below, please provide any additional information you would like to provide about how you have been treated within the College of Natural Science.**

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Page Break



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## Bias and Harassment

### Start of Block: Harassment and Bias

#### Q16 Harassment and Bias

Please indicate to what extent you agree or disagree with the following statements about sexual harassment in College of Natural Science classrooms or buildings.

When answering this question, please think *ONLY* about the classes you have taken with one of the following course codes: AST, BLD, BMB, BS, CEM, CMSE, GLG, IBIO, ISB, ISP, MMG, MTH, NEU, NSC, PHY, PSL, PLB, STT, or ZOL

|   |  |
|---|--|
| Sexual harassment is a <b>problem</b> within the College                                      | ▼ x - Unsure ... 1 - Strongly Disagree |
| I know the <b>steps to take</b> if a person comes to me with a problem with sexual harassment | ▼ x - Unsure ... 1 - Strongly Disagree |
| Sexual harassment is <b>taken seriously</b> within the College                                | ▼ x - Unsure ... 1 - Strongly Disagree |
| I have <b>experienced sexual harassment</b> within the College                                | ▼ x - Unsure ... 1 - Strongly Disagree |

---

#### Q17

In this section, we would like to know about the response to bias incidents within the College of Natural Science classrooms and buildings.

A "bias incident" is an incident of verbal or non-verbal conduct that is threatening, harassing, intimidating, discriminatory or hostile and is based on a category protected under the [MSU Anti-Discrimination Policy](#). Please also see the [MSU Anti-Harassment Statement](#) for more information.

Please indicate to what extent you agree or disagree with the following statements about bias incidents in the College of Natural Science.

|   |                                       |
|---|---------------------------------------|
| I <b>know how to report</b> bias incidents if they occurred within the College  | ▼ x- Unsure ... 1 - Strongly Disagree |
| I can <b>report bias incidents</b> I encounter without fear of retaliation  | ▼ x- Unsure ... 1 - Strongly Disagree |
| If bias incidents are reported, I believe <b>leadership will take appropriate actions</b> to address them based on the claimant's desires | ▼ x- Unsure ... 1 - Strongly Disagree |

**Q18 In this section, we would like you to think about bias incidents within College of Natural Science classes and buildings.**

**A "bias incident" is an incident of verbal or non-verbal conduct that is threatening, harassing, intimidating, discriminatory or hostile and is based on a category protected under the MSU Anti-Discrimination Policy. Please also see the MSU Anti-Harassment Statement for more information.**

**Within the past year, how often (if at all) have you personally:**

*When answering this question, please think ONLY about the classes you have taken with one of the following course codes: AST, BLD, BMB, BS, CEM, CMSE, GLG, IBIO, ISB, ISP, MMG, MTH, NEU, NSC, PHY, PSL, PLB, STT, or ZOL*

|   |                           |
|---|---------------------------|
| <p><b>Witnessed</b> bias / discrimination directed at another person in classes or buildings within the College of Natural Science?</p> | <p>▼ Unsure ... Daily</p> |
| <p><b>Experienced</b> bias / discrimination in classes or buildings within the College of Natural Science?</p>                          | <p>▼ Unsure ... Daily</p> |

*Display This Question:*

*If In this section, we would like you to think about bias incidents within College of Natural Scienc... !=  
<strong>Experienced </strong>bias / discrimination in classes or buildings within the College of Natural Science? [ Unsure ]*

*And In this section, we would like you to think about bias incidents within College of Natural Scienc... [ <strong>Experienced </strong>bias / discrimination in classes or buildings within the College of Natural Science? ] (Recode) Is Not Empty*

*And In this section, we would like you to think about bias incidents within College of Natural Scienc... !=  
<strong>Experienced </strong>bias / discrimination in classes or buildings within the College of Natural Science? [ Never ]*

**Q19 Earlier you indicated that you had personally experienced an incident of bias / discrimination within College of Natural Science classes or buildings.**

**Thinking about all the different incidents of bias / discrimination in classes or buildings within the College you experienced, did you personally experience at least one incident of bias / discrimination based on:**

*(Please mark all that apply. NOTE: Only include incidents you personally experienced. If you also indicated that you witnessed incidents that happened to someone else, you will have the opportunity to answer questions about those incidents later. When answering this question, please think ONLY about the classes you have taken with one of the following course codes: AST, BLD, BMB, BS, CEM, CMSE, GLG, IBIO, ISB, ISP, MMG, MTH, NEU, NSC, PHY, PSL, PLB, STT, or ZOL)*

Race / ethnicity

Gender identity

Gender expression

Sexual orientation

Religious background

A physical disability

A psychological or mental health issue

A physical health issue

Socioeconomic status

Country of origin

Age

Other (please specify) \_\_\_\_\_

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Page Break

Display This Question:

If In this section, we would like you to think about bias incidents within College of Natural Scienc... !=  
<strong>Witnessed </strong>bias / discrimination directed at another person in classes or buildings within the  
College of Natural Science? [ Never ]

And In this section, we would like you to think about bias incidents within College of Natural Scienc... [   
<strong>Witnessed </strong>bias / discrimination directed at another person in classes or buildings within the  
College of Natural Science? ] (Recode) Is Not Empty

And In this section, we would like you to think about bias incidents within College of Natural Scienc... !=  
<strong>Witnessed </strong>bias / discrimination directed at another person in classes or buildings within the  
College of Natural Science? [ Unsure ]

Or If

In this section, we would like you to think about bias incidents within College of Natural Scienc... [   
<strong>Experienced </strong>bias / discrimination in classes or buildings within the College of Natural Science? ]  
(Recode) Is Not Empty

And In this section, we would like you to think about bias incidents within College of Natural Scienc... !=  
<strong>Experienced </strong>bias / discrimination in classes or buildings within the College of Natural Science? [   
Never ]

And In this section, we would like you to think about bias incidents within College of Natural Scienc... !=  
<strong>Experienced </strong>bias / discrimination in classes or buildings within the College of Natural Science? [   
Unsure ]

**Q20 Thinking about all the different incidents of bias / discrimination in classes or buildings within the College you personally experienced, please indicate whether you experienced at least one incident of bias / discrimination that was committed by each of the following types of NatSci community members:**

*(Please mark all that apply. NOTE: Only include incidents you personally experienced. If you also indicated that you witnessed incidents that happened to someone else, you will have the opportunity to answer questions about those incidents later. When answering this question, please think ONLY about the classes you have taken with one of the following course codes: AST, BLD, BMB, BS, CEM, CMSE, GLG, IBIO, ISB, ISP, MMG, MTH, NEU, NSC, PHY, PSL, PLB, STT, or ZOL.)*

- Academic Advisor(s)
- Campus visitor(s)
- Department / unit head
- Faculty advisor(s) / mentor(s)
- Faculty member(s)
- Graduate student(s) / Teaching Assistant (s)
- Postdoctoral scholar(s)
- Staff member(s)
- Supervisor(s)
- Undergraduate student(s)
- Other (please specify) \_\_\_\_\_

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Page Break

Display This Question:

*If In this section, we would like you to think about bias incidents within College of Natural Scienc... [ <strong>Witnessed </strong>bias / discrimination directed at another person in classes or buildings within the College of Natural Science? ] (Recode) Is Not Empty*

*And In this section, we would like you to think about bias incidents within College of Natural Scienc... != <strong>Witnessed </strong>bias / discrimination directed at another person in classes or buildings within the College of Natural Science? [ Never ]*

**Q21 Earlier you indicated that you had witnessed an incident of bias / discrimination in classes or buildings within the College of Natural Science.**

**Thinking about all the different incidents of bias / discrimination within the College you witnessed, did you witness at least one incident of bias / discrimination based on:**

*(Please mark all that apply. When answering this question, please think ONLY about the classes you have taken with one of the following course codes: AST, BLD, BMB, BS, CEM, CMSE, GLG, IBIO, ISB, ISP, MMG, MTH, NEU, NSC, PHY, PSL, PLB, STT, or ZOL)*

- Race / ethnicity
- Gender identity
- Gender expression
- Sexual orientation
- Religious background
- Ethnicity
- A physical disability
- A psychological or mental health issue
- A physical health issue
- Country of origin
- Socioeconomic status
- Age
- Other (please specify) \_\_\_\_\_

Display This Question:

If In this section, we would like you to think about bias incidents within College of Natural Scienc... !=  
<strong>Witnessed </strong>bias / discrimination directed at another person in classes or buildings within the  
College of Natural Science? [ Never ]

And In this section, we would like you to think about bias incidents within College of Natural Scienc... [   
<strong>Witnessed </strong>bias / discrimination directed at another person in classes or buildings within the  
College of Natural Science? ] (Recode) Is Not Empty

And In this section, we would like you to think about bias incidents within College of Natural Scienc... =  
<strong>Witnessed </strong>bias / discrimination directed at another person in classes or buildings within the  
College of Natural Science? [ Unsure ]

Or If

In this section, we would like you to think about bias incidents within College of Natural Scienc... [   
<strong>Experienced </strong>bias / discrimination in classes or buildings within the College of Natural Science? ]  
(Recode) Is Not Empty

And In this section, we would like you to think about bias incidents within College of Natural Scienc... !=  
<strong>Experienced </strong>bias / discrimination in classes or buildings within the College of Natural Science? [   
Never ]

And In this section, we would like you to think about bias incidents within College of Natural Scienc... =  
<strong>Experienced </strong>bias / discrimination in classes or buildings within the College of Natural Science? [   
Unsure ]

**Q22 Thinking about all the different incidents of bias / discrimination in classes or buildings within the College you witnessed, please indicate whether you witnessed at least one incident of bias / discrimination that was committed by or directed at each of the following types of NatSci community members:**

(Please mark all that apply. When answering this question, please think ONLY about the classes you have taken with one of the following course codes: AST, BLD, BMB, BS, CEM, CMSE, GLG, IBIO, ISB, ISP, MMG, MTH, NEU, NSC, PHY, PSL, PLB, STT, or ZOL)



|   | Committed by             | Directed at              |
|---|--------------------------|--------------------------|
| Academic Advisor(s)                         | <input type="checkbox"/> | <input type="checkbox"/> |
| Campus visitor(s)                           | <input type="checkbox"/> | <input type="checkbox"/> |
| Department / unit head                      | <input type="checkbox"/> | <input type="checkbox"/> |
| Faculty advisor(s) / mentor(s)              | <input type="checkbox"/> | <input type="checkbox"/> |
| Faculty member(s)                           | <input type="checkbox"/> | <input type="checkbox"/> |
| Graduate student(s) / Teaching Assistant(s) | <input type="checkbox"/> | <input type="checkbox"/> |
| Postdoctoral scholar(s)                     | <input type="checkbox"/> | <input type="checkbox"/> |
| Staff member(s)                             | <input type="checkbox"/> | <input type="checkbox"/> |
| Supervisor(s)                               | <input type="checkbox"/> | <input type="checkbox"/> |
|   | <input type="checkbox"/> | <input type="checkbox"/> |
| Undergraduate student(s)                    | <input type="checkbox"/> | <input type="checkbox"/> |
| Other (please specify)                      | <input type="checkbox"/> | <input type="checkbox"/> |

Page Break

Display This Question:

If In this section, we would like you to think about bias incidents within College of Natural Scienc... !=  
<strong>Witnessed </strong>bias / discrimination directed at another person in classes or buildings within the  
College of Natural Science? [ Never ]

And In this section, we would like you to think about bias incidents within College of Natural Scienc... =  
<strong>Witnessed </strong>bias / discrimination directed at another person in classes or buildings within the  
College of Natural Science? [ Unsure ]

And In this section, we would like you to think about bias incidents within College of Natural Scienc... [  
<strong>Witnessed </strong>bias / discrimination directed at another person in classes or buildings within the  
College of Natural Science? ] (Recode) Is Not Empty

Or If

In this section, we would like you to think about bias incidents within College of Natural Scienc... [  
<strong>Experienced </strong>bias / discrimination in classes or buildings within the College of Natural Science? ]  
(Recode) Is Not Empty

And In this section, we would like you to think about bias incidents within College of Natural Scienc... !=  
<strong>Experienced </strong>bias / discrimination in classes or buildings within the College of Natural Science? [  
Never ]

And In this section, we would like you to think about bias incidents within College of Natural Scienc... =  
<strong>Experienced </strong>bias / discrimination in classes or buildings within the College of Natural Science? [  
Unsure ]

Q23

**Now, thinking only about the most recent incident of bias / discrimination within the College of Natural Science you either experienced or witnessed, did you report the incident?**

- Yes
- No
- Unsure

---

Page Break

Display This Question:

If Report Incident? = Yes

Q24

To what individual(s) or unit(s) did you report the incident?

(Please mark all that apply)

- To the Office of Institutional Equity (OIE)
- To the Title IX Office
- To the Ombudsman Office
- To the department / unit chair
- To an academic advisor
- To the undergraduate program director
- To a faculty member
- To a staff member
- Other (please specify) \_\_\_\_\_
- ☒ Prefer not to say

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Page Break

**Q25 In the space below, please provide any additional information you would like to provide about bias / discriminatory incidents in the College of Natural Science.**

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**End of Block: Harassment and Bias**

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## **Demographics**

**Start of Block: Demographics**

**Q26 Demographics**

Please complete this section so that we may better understand the perspectives of respondents. These data will be held confidential by the Office of Survey Research (OSR), and will not be reported in ways that would link any individual respondents with their answers. In each case you have the option to decline to answer, but the more information you provide the more complete our analyses of the climate will be.

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**Q27 What is your gender identity?**

- Male
- Female
- Transgender
- Gender non-conforming
- Another identity not listed (please specify if you wish):  

---
- Prefer not to answer

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Page Break

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**Q28 What is your sexual orientation?**

- Heterosexual / Straight
- Gay / Lesbian
- Bisexual
- Queer
- Questioning
- Asexual
- Another identity not listed (*please specify if you wish*):  
\_\_\_\_\_
- Prefer not to answer

---

Page Break

Q29

**What is your race and/or ethnicity?**

*(Please mark all that apply)*

- African, African American, or Black
- American Indian or Alaska Native
- Asian or Asian American
- Hispanic or Latina, Latino, Latinx
- Middle Eastern or North African
- Native Hawaiian or Other Pacific Islander
- White or Caucasian
- Another identity not listed (*please specify*):  

---
- ☒ Prefer not to answer

-----  
Page Break

**Q30 What is your citizenship status?**

- U.S. born citizen
- U.S. citizen -- naturalized
- Dual citizenship
- Permanent resident (immigrant)
- Permanent resident (refugee)
- International (F-1, J-1, H1-B, A, L, or G visas)
- Other (please specify) \_\_\_\_\_
- Prefer not to answer

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*Display This Question:*

*If Citizenship != U.S. born citizen*

**Q31 What is your country of origin?**

▼ Afghanistan ... Zimbabwe

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**Q32 Which of the following best describes the educational experience of your parents / guardians?**

- At least one parent or guardian completed a 4 year college degree or higher
- Neither parent or guardian completed a 4 year college degree or higher
- Don't know
- Prefer not to answer

---

Page Break

Q33

**With which of the following religious background(s), if any, do you most identify?**

*(Please select all that apply)*

- Agnostic
- Atheist
- Buddhist
- Christian
- Hindu
- Humanist
- Jewish
- Muslim
- Spiritual, non-religious
- Unitarian / Universalist
- None
- Other (please specify) \_\_\_\_\_
- Prefer not to answer

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Page Break



Q34

**Which (if any) of the disabilities / conditions listed below impact your learning, working, or living activities?**

*(Please select all that apply)*

- Acquired / traumatic brain injury
- Attention Deficit / Hyperactivity Disorder
- Asperger's / Autism Spectrum
- Low vision or blind
- Hard of Hearing or deaf
- Learning disability
- Medical condition
- Mental health / psychological condition
- Physical / mobility condition that affects walking
- Physical / mobility condition that does not affect walking
- Speech / communication
- Other (please specify) \_\_\_\_\_
- I have none of the listed conditions
- Prefer not to answer

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Page Break

**Q35 Have you ever served, or are you currently serving, in the U.S. Armed Forces, Military Reserves, or National Guard?**

- Yes
- No
- Prefer not to answer

**End of Block: Demographics**

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## **Final Comments**

**Start of Block: Final Comments**

**Q36 Additional Comments and Feedback**

**If you would like to provide any additional comments, suggestions, or input regarding conditions or the climate in the College of Natural Science, please do so below.**

*If you wish, you can use the "Back" button to go back and review your responses and make any changes. You will not be able to re-access your responses once your questionnaire is submitted.*

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**End of Block: Final Comments**

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