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Faculty Survey

Profile of respondents

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), 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

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

▼ 2018 ... 1968 or before

Page Break

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

▼ 2018 ... 1968 or before

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) ________________________________
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)

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hostile</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Friendly</td>
</tr>
<tr>
<td>Racist</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Non-racist</td>
</tr>
<tr>
<td>Homogeneous</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Diverse</td>
</tr>
<tr>
<td>Disrespectful</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Respectful</td>
</tr>
<tr>
<td>Unwelcoming</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Welcoming</td>
</tr>
<tr>
<td>Sexist</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Non-sexist</td>
</tr>
<tr>
<td>Individualistic</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Collaborative</td>
</tr>
<tr>
<td>Competitive</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Cooperative</td>
</tr>
<tr>
<td>Homophobic</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Non-homophobic</td>
</tr>
<tr>
<td>Unsupportive</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Supportive</td>
</tr>
<tr>
<td>Ageist</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Non-ageist</td>
</tr>
<tr>
<td>Improving</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Regressing</td>
</tr>
</tbody>
</table>
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)*

<table>
<thead>
<tr>
<th>Statement</th>
<th>Options</th>
</tr>
</thead>
<tbody>
<tr>
<td>The college has demonstrated a <strong>commitment to hiring</strong> diverse faculty</td>
<td>▼ x - Unsure ... 1 - Strongly Disagree</td>
</tr>
<tr>
<td>Within the college there is an <strong>acceptable amount of faculty diversity</strong></td>
<td>▼ x - Unsure ... 1 - Strongly Disagree</td>
</tr>
<tr>
<td>(e.g., in terms of race / ethnicity, gender, religion, age, sexual</td>
<td></td>
</tr>
<tr>
<td>orientation, socioeconomic status, nationality, and people with</td>
<td></td>
</tr>
<tr>
<td>disabilities)</td>
<td></td>
</tr>
</tbody>
</table>
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 <strong>not enough</strong> 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)*

<table>
<thead>
<tr>
<th>Statement</th>
<th>Option</th>
</tr>
</thead>
<tbody>
<tr>
<td>The college has demonstrated a <strong>commitment to hiring</strong> diverse staff</td>
<td>▼ x - Unsure ... 1 - Strongly Disagree</td>
</tr>
<tr>
<td>Within the college there is an <strong>acceptable amount of staff diversity</strong></td>
<td>▼ x - Unsure ... 1 - Strongly Disagree</td>
</tr>
<tr>
<td>(e.g., in terms of race / ethnicity, gender, religion, age, sexual</td>
<td></td>
</tr>
<tr>
<td>orientation, socioeconomic status, nationality, and people with</td>
<td></td>
</tr>
<tr>
<td>disabilities)</td>
<td></td>
</tr>
</tbody>
</table>
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 <strong>not enough</strong> staff diversity?

- [ ] Race / ethnicity
- [ ] Gender
- [ ] Religion
- [ ] Age
- [ ] Sexual orientation
- [ ] Nationality
- [ ] People with disabilities
- [ ] Other (please specify) ________________________________________________
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)*

<table>
<thead>
<tr>
<th>Statement</th>
<th>Scale</th>
</tr>
</thead>
<tbody>
<tr>
<td>The college has demonstrated a commitment to recruiting diverse students</td>
<td>▼ x - Unsure ... 1 - Strongly Disagree</td>
</tr>
<tr>
<td>Within the college there is an acceptable amount of student diversity</td>
<td>▼ x - Unsure ... 1 - Strongly Disagree</td>
</tr>
<tr>
<td>(e.g., in terms of race / ethnicity, gender, religion, age, sexual</td>
<td></td>
</tr>
<tr>
<td>orientation, socioeconomic status, nationality, and people with disabilities)</td>
<td></td>
</tr>
</tbody>
</table>
**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) [ 1 - Strongly 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) [ 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) ____________________________
Q16 Please indicate to what extent you agree or disagree with the following statements about diversity and inclusion.

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

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

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

End of Block: Diversity and Inclusion

Start of Block: Climate for Diverse Groups
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)

<table>
<thead>
<tr>
<th>Category</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>▼ x - Unsure ... 1 - Very Negative</td>
</tr>
<tr>
<td>From religious affiliations other than Christian</td>
<td>▼ x - Unsure ... 1 - Very Negative</td>
</tr>
<tr>
<td>From Christian religious affiliations</td>
<td>▼ x - Unsure ... 1 - Very Negative</td>
</tr>
<tr>
<td>Gay, lesbian, or bisexual</td>
<td>▼ x - Unsure ... 1 - Very Negative</td>
</tr>
<tr>
<td>International</td>
<td>▼ x - Unsure ... 1 - Very Negative</td>
</tr>
<tr>
<td>People of color</td>
<td>▼ x - Unsure ... 1 - Very Negative</td>
</tr>
<tr>
<td>Transgender</td>
<td>▼ x - Unsure ... 1 - Very Negative</td>
</tr>
<tr>
<td>Male</td>
<td>▼ x - Unsure ... 1 - Very Negative</td>
</tr>
<tr>
<td>Non-native English speakers</td>
<td>▼ x - Unsure ... 1 - Very Negative</td>
</tr>
<tr>
<td>Immigrants</td>
<td>▼ x - Unsure ... 1 - Very Negative</td>
</tr>
<tr>
<td>Tenure-stream</td>
<td>▼ x - Unsure ... 1 - Very Negative</td>
</tr>
<tr>
<td>Fixed-term</td>
<td>▼ x - Unsure ... 1 - Very Negative</td>
</tr>
<tr>
<td>White</td>
<td>▼ x - Unsure ... 1 - Very Negative</td>
</tr>
</tbody>
</table>
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)*

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

<table>
<thead>
<tr>
<th>Statement</th>
<th>Scale Options</th>
</tr>
</thead>
<tbody>
<tr>
<td>There are enough faculty I identify with</td>
<td>▼ x - Unsure ... 1 - Strongly Disagree</td>
</tr>
<tr>
<td>I have similar opportunities for success as other faculty</td>
<td>▼ x - Unsure ... 1 - Strongly Disagree</td>
</tr>
<tr>
<td>My personal identities are valued in the work environment</td>
<td>▼ x - Unsure ... 1 - Strongly Disagree</td>
</tr>
</tbody>
</table>
Q21 Sense of Belonging, Part 2/2

How often would you say you feel:

<table>
<thead>
<tr>
<th><strong>Valued</strong> as an individual in the College of Natural Science</th>
<th>▼ x - Unsure ... 1 - Never</th>
</tr>
</thead>
<tbody>
<tr>
<td>Valued by <strong>students</strong> in the classroom</td>
<td>▼ x - Unsure ... 1 - Never</td>
</tr>
<tr>
<td>Valued by <strong>other employees</strong> in the College of Natural Science</td>
<td>▼ x - Unsure ... 1 - Never</td>
</tr>
<tr>
<td>You <strong>belong</strong> in the College of Natural Science</td>
<td>▼ x - Unsure ... 1 - Never</td>
</tr>
</tbody>
</table>

| **Others value your opinions** in the College of Natural Science | ▼ x - Unsure ... 1 - Never |

| **Safe** 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:

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

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

<table>
<thead>
<tr>
<th>Treatment from graduate students</th>
<th>Treatment from undergraduate students</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Put you down</strong>, was condescending to you, or made derogatory remarks about you</td>
<td>▼ Never ... Daily</td>
</tr>
<tr>
<td>Doubted or <strong>devalued</strong> your work or expertise</td>
<td>▼ Never ... Daily</td>
</tr>
<tr>
<td>Made <strong>false negative statements</strong> or circulated negative rumors about you</td>
<td>▼ Never ... Daily</td>
</tr>
<tr>
<td><strong>Distrusted</strong> your description of your own personal experiences</td>
<td>▼ Never ... Daily</td>
</tr>
</tbody>
</table>
Q71 How often, if at all, have you been in a situation where a faculty or staff member in the College of Natural Science:

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

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.

________________________________________________________________
________________________________________________________________
________________________________________________________________
________________________________________________________________

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.

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Disagree</th>
<th>Unsure ... 1</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sexual harassment is a <strong>problem</strong> within the College</td>
<td>▼ x</td>
<td>▼ x</td>
<td>▼ x</td>
</tr>
<tr>
<td>I know the <strong>steps to take</strong> if a person comes to me with a problem with sexual harassment</td>
<td>▼ x</td>
<td>▼ x</td>
<td>▼ x</td>
</tr>
<tr>
<td>Sexual harassment is <strong>taken seriously</strong> within the College</td>
<td>▼ x</td>
<td>▼ x</td>
<td>▼ x</td>
</tr>
<tr>
<td>I have <strong>experienced sexual harassment</strong> within the College</td>
<td>▼ x</td>
<td>▼ x</td>
<td>▼ x</td>
</tr>
</tbody>
</table>

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.

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

Q28

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

<table>
<thead>
<tr>
<th>Category</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>Witnessed bias / discrimination directed at another person within the College of Natural Science?</td>
<td>▼ Unsure ... Daily</td>
</tr>
<tr>
<td>Experienced bias / discrimination within the College of Natural Science?</td>
<td>▼ Unsure ... Daily</td>
</tr>
</tbody>
</table>
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? ] (Rcode) 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 [Witnessed bias / discrimination directed at another person within the College of Natural Science? ] (Recode) is not empty

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

And Bias Incidents - Frequency != Witnessed 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) ________________________________________________
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)  

<table>
<thead>
<tr>
<th>Role</th>
<th>Committed by</th>
<th>Directed at</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic Advisor(s)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Campus visitor(s)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dean / Assoc Dean / Asst Dean</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Department / unit head</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Faculty advisor(s) / mentor(s)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Faculty member(s)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Graduate student(s) / Teaching Assistant (s)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Postdoctoral scholar(s)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Staff member(s)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Supervisor(s)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Undergraduate student(s)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other (please specify)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
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
Q35 In the space below, please provide any additional information you would like to provide about bias / discriminatory incidents you have experienced or witnessed.

________________________________________________________________
________________________________________________________________
________________________________________________________________
________________________________________________________________
________________________________________________________________

End of Block: Harassment and Bias
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
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

Display This Question:
If Citizenship != U.S. born citizen

Q41 What is your country of origin?

▼ Afghanistan ... Zimbabwe
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.

________________________________________________________________
________________________________________________________________
________________________________________________________________
________________________________________________________________

End of Block: Final Comments
Profile of respondents

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 (thalmor1@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
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
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 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)

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hostile</td>
<td></td>
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<tr>
<td>Racist</td>
<td></td>
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<tr>
<td>Homogeneous</td>
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<tr>
<td>Disrespectful</td>
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<tr>
<td>Unwelcoming</td>
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<tr>
<td>Sexist</td>
<td></td>
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<td></td>
<td></td>
<td></td>
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<tr>
<td>Individualistic</td>
<td></td>
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<tr>
<td>Competitive</td>
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<tr>
<td>Homophobic</td>
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<tr>
<td>Unsupportive</td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Ageist</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Improving</td>
<td></td>
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<td></td>
<td></td>
</tr>
</tbody>
</table>

Friendly, Non-racist, Diverse, Respectful, Welcoming, Non-sexist, Collaborative, Cooperative, Non-homophobic, Supportive, Non-ageist, 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 commitment to hiring diverse faculty | ▼ x - Unsure ... 1 - Strongly Disagree |
| Within the college there is an acceptable amount of faculty diversity (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 commitment to hiring diverse staff | ▼ x - Unsure ... 1 - Strongly Disagree |
| Within the college there is an acceptable amount of staff diversity (e.g., in terms of race / ethnicity, gender, religion, age, sexual orientation, socioeconomic status, nationality, and people with disabilities) | ▼ x - Unsure ... 1 - Strongly Disagree |
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 <strong>not enough</strong> 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)

<table>
<thead>
<tr>
<th>Statement</th>
<th>Scale</th>
</tr>
</thead>
<tbody>
<tr>
<td>The college has demonstrated a <strong>commitment to recruiting</strong> diverse students</td>
<td>▼ x - Unsure ... 1 - Strongly Disagree</td>
</tr>
<tr>
<td>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)</td>
<td>▼ x - Unsure ... 1 - Strongly Disagree</td>
</tr>
</tbody>
</table>
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) [ 3 - Somewhat 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) [ 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) ____________________________________________
Q16 Please indicate to what extent you agree or disagree with the following statements about diversity and inclusion.

<table>
<thead>
<tr>
<th>Statement</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employees in my unit are <strong>given feedback and evaluated</strong> fairly, regardless of their race, ethnicity, gender, religion, age, sexual orientation, socioeconomic status, or nationality</td>
<td>▼ x - Unsure ... 1 - Strongly Disagree</td>
</tr>
<tr>
<td>My unit has a track record of <strong>hiring and promoting</strong> employees objectively, regardless of their race / ethnicity, gender, religion, age, sexual orientation, socioeconomic status, or nationality</td>
<td>▼ x - Unsure ... 1 - Strongly Disagree</td>
</tr>
<tr>
<td><strong>Assignments</strong> (e.g., teaching, committee work, scheduling work flows) in my unit are given based on a person’s skills and abilities</td>
<td>▼ x - Unsure ... 1 - Strongly Disagree</td>
</tr>
<tr>
<td>I feel I have been <strong>treated differently</strong> in my unit because of my race / ethnicity, gender, religion, age, sexual orientation, socioeconomic status, or nationality</td>
<td>▼ x - Unsure ... 1 - Strongly Disagree</td>
</tr>
</tbody>
</table>
Q17 Please indicate to what extent you agree or disagree with the following statements about the promotion and/or merit raise process.

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

<table>
<thead>
<tr>
<th>Psychological or mental health issues</th>
<th>▼ x - Unsure ... 1 - Very Negative</th>
</tr>
</thead>
<tbody>
<tr>
<td>A physical disability</td>
<td>▼ x - Unsure ... 1 - Very Negative</td>
</tr>
<tr>
<td>▼ x - Unsure ... 1 - Very Negative</td>
<td>▼ x - Unsure ... 1 - Very Negative</td>
</tr>
<tr>
<td>▼ x - Unsure ... 1 - Very Negative</td>
<td>▼ x - Unsure ... 1 - Very Negative</td>
</tr>
<tr>
<td>▼ x - Unsure ... 1 - Very Negative</td>
<td>▼ x - Unsure ... 1 - Very Negative</td>
</tr>
<tr>
<td>▼ x - Unsure ... 1 - Very Negative</td>
<td>▼ x - Unsure ... 1 - Very Negative</td>
</tr>
<tr>
<td>▼ x - Unsure ... 1 - Very Negative</td>
<td>▼ x - Unsure ... 1 - Very Negative</td>
</tr>
<tr>
<td>▼ x - Unsure ... 1 - Very Negative</td>
<td>▼ x - Unsure ... 1 - Very Negative</td>
</tr>
<tr>
<td>▼ x - Unsure ... 1 - Very Negative</td>
<td>▼ x - Unsure ... 1 - Very Negative</td>
</tr>
<tr>
<td>▼ x - Unsure ... 1 - Very Negative</td>
<td>▼ x - Unsure ... 1 - Very Negative</td>
</tr>
<tr>
<td>▼ x - Unsure ... 1 - Very Negative</td>
<td>▼ x - Unsure ... 1 - Very Negative</td>
</tr>
</tbody>
</table>

Learn disabilities
Parents / guardians of dependent children
Providing care for adults who are disabled and / or elderly
Served / serving in the military
Other (please specify)

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 identify with | ▼ x - Unsure ... 1 - Strongly Disagree |
| I have similar opportunities for success as other employees | ▼ x - Unsure ... 1 - Strongly Disagree |
| My personal identities are valued in the work environment | ▼ x - Unsure ... 1 - Strongly Disagree |
**Q21 Sense of Belonging, Part 2/2**

How often would you say you feel:

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

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

**Start of Block: Civility**

**Civility**

**Q22 Civility**

How often would you say:

<table>
<thead>
<tr>
<th>People in your unit care about your <strong>general satisfaction</strong> at work</th>
<th>▼ x - Unsure ... 1 - Never</th>
</tr>
</thead>
<tbody>
<tr>
<td>Your contributions to your unit are <strong>recognized and valued</strong></td>
<td></td>
</tr>
<tr>
<td>You are treated with respect by your <strong>unit head or chair</strong></td>
<td></td>
</tr>
<tr>
<td>You are treated with respect by students</td>
<td></td>
</tr>
<tr>
<td>You are treated with respect by <strong>faculty</strong></td>
<td></td>
</tr>
<tr>
<td>You are treated with respect by <strong>staff</strong></td>
<td></td>
</tr>
<tr>
<td>You are treated with respect within the College of Natural Science <strong>in general</strong></td>
<td></td>
</tr>
<tr>
<td>You <strong>trust</strong> your co-workers</td>
<td></td>
</tr>
<tr>
<td>deleted</td>
<td></td>
</tr>
</tbody>
</table>
Q23 How often, if at all, have you been in a situation where a graduate or undergraduate student in the College of Natural Science:

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

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

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

________________________________________________________________
________________________________________________________________
________________________________________________________________

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.

<table>
<thead>
<tr>
<th>Statement</th>
<th>Scale</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sexual harassment is a <strong>problem</strong> within the College</td>
<td>▼ x - Unsure ... 1 - Strongly Disagree</td>
</tr>
<tr>
<td>I know the <strong>steps to take</strong> if a person comes to me with a problem with sexual harassment</td>
<td>▼ x - Unsure ... 1 - Strongly Disagree</td>
</tr>
<tr>
<td>Sexual harassment is <strong>taken seriously</strong> within the College</td>
<td>▼ x - Unsure ... 1 - Strongly Disagree</td>
</tr>
<tr>
<td>I have <strong>experienced sexual harassment</strong> within the College</td>
<td>▼ x - Unsure ... 1 - Strongly Disagree</td>
</tr>
</tbody>
</table>
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.

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

Q29 Within the past year, how often (if at all) have you personally:

| Witnessed bias / discrimination directed at another person within the College of Natural Science? | ▼ Unsure ... Daily |
| Experienced 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 ]
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) ________________________________________________
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: [Witnessed 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: != Witnessed 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: != Witnessed 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) .................................................................
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
<table>
<thead>
<tr>
<th>Academic Advisor(s)</th>
<th>☐</th>
<th>☐</th>
</tr>
</thead>
<tbody>
<tr>
<td>Campus visitor(s)</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Dean / Assoc Dean / Asst Dean</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Department / unit head</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Faculty advisor(s) / mentor(s)</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Faculty member(s)</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Graduate student(s) / Teaching Assistant(s)</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>deleted</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Postdoctoral scholar(s)</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Staff member(s)</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Supervisor(s)</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Undergraduate student(s)</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Other (please specify)</td>
<td>☐</td>
<td>☐</td>
</tr>
</tbody>
</table>
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
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
Q36 In the space below, please provide any additional information you would like to provide about bias / discriminatory incidents you have experienced or witnessed.

________________________________________________________________
________________________________________________________________
________________________________________________________________
________________________________________________________________

End of Block: Harassment and Bias

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
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
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
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
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.

________________________________________________________________
________________________________________________________________
________________________________________________________________
________________________________________________________________

End of Block: Final Comments
Graduate Students Survey
Profile of respondents

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), 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: Introductory Questions

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
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
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)

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hostile</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Racist</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Homogeneous</td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Disrespectful</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Unwelcoming</td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Sexist</td>
<td></td>
<td></td>
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<td></td>
<td></td>
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<tr>
<td>Individualistic</td>
<td></td>
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</tr>
<tr>
<td>Competitive</td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Homophobic</td>
<td></td>
<td></td>
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<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unsupportive</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ageist</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Improving</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
</tbody>
</table>

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)

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

Page Break
Display This Question:

If Commitment to Diversity - Faculty = Within the college there is an *acceptable amount of faculty 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 - Faculty = Within the college there is an *acceptable amount of faculty 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 - Faculty = Within the college there is an *acceptable amount of faculty diversity* (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)

| The college has demonstrated a commitment to recruiting diverse students | ▼ x - Unsure ... 1 - Strongly Disagree |
| 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) | ▼ x - Unsure ... 1 - Strongly Disagree |
**Display This Question:**

If Commitment to Diversity - Students = Within the college there is an **acceptable amount of staff 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 staff diversity** (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 **acceptable amount of staff diversity** (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)*

<table>
<thead>
<tr>
<th>Category</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>▼ x - Unsure ... 1 - Very Negative</td>
</tr>
<tr>
<td>From religious affiliations other than Christian</td>
<td>▼ x - Unsure ... 1 - Very Negative</td>
</tr>
<tr>
<td>From Christian religious affiliations</td>
<td>▼ x - Unsure ... 1 - Very Negative</td>
</tr>
<tr>
<td>Gay, lesbian, or bisexual</td>
<td>▼ x - Unsure ... 1 - Very Negative</td>
</tr>
<tr>
<td>International</td>
<td>▼ x - Unsure ... 1 - Very Negative</td>
</tr>
<tr>
<td>People of color</td>
<td>▼ x - Unsure ... 1 - Very Negative</td>
</tr>
<tr>
<td>Transgender</td>
<td>▼ x - Unsure ... 1 - Very Negative</td>
</tr>
<tr>
<td>Male</td>
<td>▼ x - Unsure ... 1 - Very Negative</td>
</tr>
<tr>
<td>Non-native English speakers</td>
<td>▼ x - Unsure ... 1 - Very Negative</td>
</tr>
<tr>
<td>Immigrants</td>
<td>▼ x - Unsure ... 1 - Very Negative</td>
</tr>
<tr>
<td>White</td>
<td>▼ x - Unsure ... 1 - Very Negative</td>
</tr>
</tbody>
</table>
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)

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

<table>
<thead>
<tr>
<th>Statement</th>
<th>Scale</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty are concerned about my welfare</td>
<td>▼ x - Unsure ... 1 - Strongly Disagree</td>
</tr>
<tr>
<td>Advisors are concerned about my welfare</td>
<td>▼ x - Unsure ... 1 - Strongly Disagree</td>
</tr>
<tr>
<td>Faculty negatively <strong>prejudge</strong> me</td>
<td>▼ x - Unsure ... 1 - Strongly Disagree</td>
</tr>
<tr>
<td>I have <strong>faculty</strong> role models</td>
<td>▼ x - Unsure ... 1 - Strongly Disagree</td>
</tr>
<tr>
<td>There are enough faculty I <strong>identify</strong> with</td>
<td>▼ x - Unsure ... 1 - Strongly Disagree</td>
</tr>
<tr>
<td>I have similar <strong>opportunities for success</strong> as other students</td>
<td>▼ x - Unsure ... 1 - Strongly Disagree</td>
</tr>
<tr>
<td>My <strong>personal identities are valued</strong> in the classroom / research environment</td>
<td>▼ x - Unsure ... 1 - Strongly Disagree</td>
</tr>
</tbody>
</table>
### Q16 Sense of Belonging, Part 2/2

How often would you say you feel:

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

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

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

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

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

________________________________________________________________
________________________________________________________________
________________________________________________________________

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.

<table>
<thead>
<tr>
<th>Statement</th>
<th>Response Options</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sexual harassment is a problem within the College</td>
<td>▼ x - Unsure ... 1 - Strongly Disagree</td>
</tr>
<tr>
<td>I know the steps to take if a person comes to me with a problem with sexual harassment</td>
<td>▼ x - Unsure ... 1 - Strongly Disagree</td>
</tr>
<tr>
<td>Sexual harassment is taken seriously within the College</td>
<td>▼ x - Unsure ... 1 - Strongly Disagree</td>
</tr>
<tr>
<td>I have experienced sexual harassment within the College</td>
<td>▼ x - Unsure ... 1 - Strongly Disagree</td>
</tr>
</tbody>
</table>

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.

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

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

| Witnessed bias / discrimination directed at another person within the College of Natural Science? | ▼ Unsure ... Daily |
| Experience bias / discrimination within the College of Natural Science?                          | ▼ Unsure ... Daily |
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: [Experienced 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: != Experienced bias / discrimination within the College of Natural Science? [Never]

And Within the past year, how often (if at all) have you personally: != Experienced 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: [Witnessed 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: != Witnessed 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: != Witnessed 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) | Committed by | Directed at |
---|---|---|
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) | □ | □ |
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? [ 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
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

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

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

End of Block: Harassment and Bias

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
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
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
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

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.

________________________________________________________________________________________________________________________________________________________

End of Block: Final Comments
NatSci Undergraduate Students Survey

Profile of respondents

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 (thalm1@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: Student Questions

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

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
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)

<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hostile</td>
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<tr>
<td>Racist</td>
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<tr>
<td>Homogeneous</td>
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<tr>
<td>Disrespectful</td>
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<tr>
<td>Unwelcoming</td>
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<tr>
<td>Sexist</td>
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<tr>
<td>Individualistic</td>
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<tr>
<td>Competitive</td>
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<td>Homophobic</td>
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<tr>
<td>Unsupportive</td>
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<tr>
<td>Ageist</td>
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<tr>
<td>Improving</td>
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</table>

<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
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<tbody>
<tr>
<td>Friendly</td>
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<tr>
<td>Non-racist</td>
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<tr>
<td>Diverse</td>
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<tr>
<td>Respectful</td>
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<tr>
<td>Welcoming</td>
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<td></td>
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<tr>
<td>Non-sexist</td>
<td></td>
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<tr>
<td>Collaborative</td>
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<tr>
<td>Cooperative</td>
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<tr>
<td>Non-homophobic</td>
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<tr>
<td>Supportive</td>
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<tr>
<td>Non-ageist</td>
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<tr>
<td>Regressing</td>
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</tbody>
</table>
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 commitment to hiring diverse faculty | ▼ x - Unsure ... 1 - Strongly Disagree |
| Within the college there is an acceptable amount of faculty diversity (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)

| The college has demonstrated a commitment to recruiting diverse students | ▼ x - Unsure ... 1 - Strongly Disagree |
| 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) | ▼ 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)

<table>
<thead>
<tr>
<th>Category</th>
<th>Rating Options</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>▼ x - Unsure … 1 - Very Negative</td>
</tr>
<tr>
<td>From religious affiliations other than Christian</td>
<td>▼ x - Unsure … 1 - Very Negative</td>
</tr>
<tr>
<td>From Christian religious affiliations</td>
<td>▼ x - Unsure … 1 - Very Negative</td>
</tr>
<tr>
<td>Gay, lesbian, or bisexual</td>
<td>▼ x - Unsure … 1 - Very Negative</td>
</tr>
<tr>
<td>International</td>
<td>▼ x - Unsure … 1 - Very Negative</td>
</tr>
<tr>
<td>People of color</td>
<td>▼ x - Unsure … 1 - Very Negative</td>
</tr>
<tr>
<td>Transgender</td>
<td>▼ x - Unsure … 1 - Very Negative</td>
</tr>
<tr>
<td>Male</td>
<td>▼ x - Unsure … 1 - Very Negative</td>
</tr>
<tr>
<td>Non-native English speakers</td>
<td>▼ x - Unsure … 1 - Very Negative</td>
</tr>
<tr>
<td>Immigrants</td>
<td>▼ x - Unsure … 1 - Very Negative</td>
</tr>
<tr>
<td>White</td>
<td>▼ x - Unsure … 1 - Very Negative</td>
</tr>
</tbody>
</table>

#### 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)

<table>
<thead>
<tr>
<th>Category</th>
<th>Rating Options</th>
</tr>
</thead>
<tbody>
<tr>
<td>Psychological or mental health issues</td>
<td>▼ x - Unsure … 1 - Very Negative</td>
</tr>
<tr>
<td>A physical disability</td>
<td>▼ x - Unsure … 1 - Very Negative</td>
</tr>
<tr>
<td>Learning disabilities</td>
<td>▼ x - Unsure … 1 - Very Negative</td>
</tr>
<tr>
<td>Parents / guardians of dependent children</td>
<td>▼ x - Unsure … 1 - Very Negative</td>
</tr>
<tr>
<td>Providing care for adults who are disabled and / or elderly</td>
<td>▼ x - Unsure … 1 - Very Negative</td>
</tr>
<tr>
<td>Served / serving in the military</td>
<td>▼ x - Unsure … 1 - Very Negative</td>
</tr>
<tr>
<td>Other (please specify)</td>
<td>▼ x - Unsure … 1 - Very Negative</td>
</tr>
</tbody>
</table>
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 prejude me | ▼ x - Unsure ... 1 - Strongly Disagree |
| I have faculty role models | ▼ x - Unsure ... 1 - Strongly Disagree |
| There are enough faculty I identify with | ▼ x - Unsure ... 1 - Strongly Disagree |
| I have similar opportunities for success as other students | ▼ x - Unsure ... 1 - Strongly Disagree |
| My personal identities are valued 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 instructors in the classroom | ▼ x - Unsure ... 1 - Never |
| Valued by other students in the classroom | ▼ x - Unsure ... 1 - Never |
| Valued by advisors in the College of Natural Science | ▼ x - Unsure ... 1 - Never |
| You belong in the College of Natural Science | ▼ x - Unsure ... 1 - Never |
| Others value your opinions in the College of Natural Science | ▼ x - Unsure ... 1 - Never |
| Safe within the College of Natural Science (including physical, mental, and emotional safety) | ▼ x - Unsure ... 1 - Never |

End of Block: Climate for Diverse Groups
## Civility

### Q17 Civility How often would you say:

<table>
<thead>
<tr>
<th>Question</th>
<th>Scale</th>
</tr>
</thead>
<tbody>
<tr>
<td>You are treated with respect by other <strong>students</strong></td>
<td>▼ x</td>
</tr>
<tr>
<td>You are treated with respect by <strong>faculty</strong></td>
<td>▼ x</td>
</tr>
<tr>
<td>You are treated with respect by <strong>advisors</strong></td>
<td>▼ x</td>
</tr>
<tr>
<td>You are treated with respect within the College of Natural Science <strong>in general</strong></td>
<td>▼ x</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Scenario</th>
<th>Scale</th>
</tr>
</thead>
<tbody>
<tr>
<td>Put you down, was condescending to you, or made derogatory remarks about you</td>
<td>▼ Never ... Daily</td>
</tr>
<tr>
<td>Doubted or <strong>devalued</strong> your work or expertise</td>
<td>▼ Never ... Daily</td>
</tr>
<tr>
<td>Made false negative statements or circulated negative rumors about you</td>
<td>▼ Never ... Daily</td>
</tr>
<tr>
<td>Distrusted your description of your own personal experiences</td>
<td>▼ Never ... Daily</td>
</tr>
</tbody>
</table>
Q19 How often, if at all, have you been in a situation where a faculty member or advisor in the College of Natural Science:

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

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.

________________________________________________________________
________________________________________________________________
________________________________________________________________
________________________________________________________________

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.

<table>
<thead>
<tr>
<th>Statement</th>
<th>Response Options</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sexual harassment is a <strong>problem</strong> within the College</td>
<td>▼ x - Unsure ... 1 - Strongly Disagree</td>
</tr>
<tr>
<td>I know the <strong>steps to take</strong> if a person comes to me with a problem with sexual harassment</td>
<td>▼ x - Unsure ... 1 - Strongly Disagree</td>
</tr>
<tr>
<td>Sexual harassment is <strong>taken seriously</strong> within the College</td>
<td>▼ x - Unsure ... 1 - Strongly Disagree</td>
</tr>
<tr>
<td>I have <strong>experienced sexual harassment</strong> within the College</td>
<td>▼ x - Unsure ... 1 - Strongly Disagree</td>
</tr>
</tbody>
</table>
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.

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

Q24

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

<table>
<thead>
<tr>
<th>Experience</th>
<th>Agreement Options</th>
</tr>
</thead>
<tbody>
<tr>
<td>Witnessed bias / discrimination directed at another person within the College of Natural Science?</td>
<td>▼ Unsure ... Daily</td>
</tr>
<tr>
<td>Experienced bias / discrimination within the College of Natural Science?</td>
<td>▼ Unsure ... Daily</td>
</tr>
</tbody>
</table>

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? [ 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 ]
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) _____________________________________________
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) ________________________________________________
Display This Question:

If Within the past year, how often (if at all) have you personally: [Witnessed 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: != Witnessed 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) _______________________________
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

<table>
<thead>
<tr>
<th>Role</th>
<th>Committed by</th>
<th>Directed at</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic Advisor(s)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Campus visitor(s)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dean / Assoc Dean / Asst Dean</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Department / unit head</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Faculty advisor(s) / mentor(s)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Faculty member(s)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Graduate student(s) / Teaching Assistant (s)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Postdoctoral scholar(s)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Staff member(s)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Supervisor(s)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Undergraduate student(s)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other (please specify)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
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
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
Q31 In the space below, please provide any additional information you would like to provide about bias / discriminatory incidents you have experienced or witnessed.

________________________________________________________________
________________________________________________________________
________________________________________________________________
________________________________________________________________

End of Block: Harassment and Bias

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
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
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
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
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
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

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.

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

End of Block: Final Comments
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), 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
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
Q6 Have you ever met with an academic advisor within the College of Natural Science?

☐ Yes

☐ No

☐ Unsure

End of Block: Student Questions

---

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
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
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)

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hostile</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Racist</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
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<tr>
<td>Homogeneous</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Disrespectful</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Unwelcoming</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
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<tr>
<td>Sexist</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Individualistic</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Competitive</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Homophobic</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Unsupportive</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Ageist</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Improving</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
</tbody>
</table>
Climate for Diverse Groups

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

<table>
<thead>
<tr>
<th>Category</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>▼ x - Unsure ... 1 - Very Negative</td>
</tr>
<tr>
<td>From religious affiliations other than Christian</td>
<td>▼ x - Unsure ... 1 - Very Negative</td>
</tr>
<tr>
<td>From Christian religious affiliations</td>
<td>▼ x - Unsure ... 1 - Very Negative</td>
</tr>
<tr>
<td>Gay, lesbian, or bisexual</td>
<td>▼ x - Unsure ... 1 - Very Negative</td>
</tr>
<tr>
<td>International</td>
<td>▼ x - Unsure ... 1 - Very Negative</td>
</tr>
<tr>
<td>People of color</td>
<td>▼ x - Unsure ... 1 - Very Negative</td>
</tr>
<tr>
<td>Transgender</td>
<td>▼ x - Unsure ... 1 - Very Negative</td>
</tr>
<tr>
<td>Male</td>
<td>▼ x - Unsure ... 1 - Very Negative</td>
</tr>
<tr>
<td>Non-native English speakers</td>
<td>▼ x - Unsure ... 1 - Very Negative</td>
</tr>
<tr>
<td>Immigrants</td>
<td>▼ x - Unsure ... 1 - Very Negative</td>
</tr>
<tr>
<td>White</td>
<td>▼ x - Unsure ... 1 - Very Negative</td>
</tr>
</tbody>
</table>
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

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

---

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

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

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

**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*

<table>
<thead>
<tr>
<th>You are treated with respect by other students</th>
<th>▼ x - Unsure ... 1 - Never</th>
</tr>
</thead>
<tbody>
<tr>
<td>You are treated with respect by faculty</td>
<td>▼ x - Unsure ... 1 - Never</td>
</tr>
<tr>
<td>You are treated with respect by advisors in the College of Natural Science</td>
<td>▼ x - Unsure ... 1 - Never</td>
</tr>
</tbody>
</table>

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.**

________________________________________________________________
________________________________________________________________
________________________________________________________________
________________________________________________________________
________________________________________________________________

---

Page Break
Bias and Harassment

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.

<table>
<thead>
<tr>
<th>Statement</th>
<th>Response Options</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sexual harassment is a problem within the College</td>
<td>▼ x - Unsure ... 1 - Strongly Disagree</td>
</tr>
<tr>
<td>I know the steps to take if a person comes to me with a problem with sexual harassment</td>
<td>▼ x - Unsure ... 1 - Strongly Disagree</td>
</tr>
<tr>
<td>Sexual harassment is taken seriously within the College</td>
<td>▼ x - Unsure ... 1 - Strongly Disagree</td>
</tr>
<tr>
<td>I have experienced sexual harassment within the College</td>
<td>▼ x - Unsure ... 1 - Strongly Disagree</td>
</tr>
</tbody>
</table>

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.

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

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

Display This Question:

If In this section, we would like you to think about bias incidents within College of Natural Science... !=

<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 Science... [ Experienced bias / discrimination in classes or buildings within the College of Natural Science? ]

(Rcode) Is Not Empty

And In this section, we would like you to think about bias incidents within College of Natural Science... !=

<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) ________________________________________________
If In this section, we would like you to think about bias incidents within College of Natural Science... !=
<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 Science... [ <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 Science... !=
<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 Science... [ <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 Science... !=
<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 Science... !=
<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) ________________________________________________
Display This Question:

If In this section, we would like you to think about bias incidents within College of Natural Scienc... [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 Science... !=
Witnessed 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 Science... [ Witnessed 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 Science... =
Witnessed 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 Science... [ Experienced 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 Science... !=
Experienced 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 Science... =
Experienced 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)
<table>
<thead>
<tr>
<th>Academic Advisor(s)</th>
<th>Directed at</th>
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<tbody>
<tr>
<td>Campus visitor(s)</td>
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<td>Department / unit head</td>
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<td>Faculty advisor(s) / mentor(s)</td>
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<td>Undergraduate student(s)</td>
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<tr>
<td>Other (please specify)</td>
<td></td>
</tr>
</tbody>
</table>
**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
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

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.

___________________________________________________________________________

___________________________________________________________________________

___________________________________________________________________________

___________________________________________________________________________

End of Block: Harassment and Bias

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.

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

Page Break
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
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
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

Display This Question:
If Citizenship != U.S. born citizen

Q31 What is your country of origin?

▼ Afghanistan ... Zimbabwe

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
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
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

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

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.

________________________________________________________________
________________________________________________________________
________________________________________________________________
________________________________________________________________

End of Block: Final Comments