

# **Campus Climate Survey Fall 2005**

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Chancellor Email  
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# Executive Summary

## ◆ Gender Equity and Diversity Attitudes

- ▶ In general, UNK's climate for gender equity and diversity was positive; exceptions to this positive climate included the area of resolving discrimination at the department level and fear of reprisal in reporting discrimination. Equal opportunities for professional development and appointments to committee work were also less positive.
- ▶ Women were less positive than men in several areas of gender equity and diversity and more than one in four women had experienced a prejudicial remark or behavior tied to her gender.
- ▶ Employees in service positions, in the College of Fine Arts & Humanities, and those who were single, widowed, or divorced were less positive than others regarding several gender and diversity attitudes.

## ◆ Gender Equity and Diversity Behaviors

- ▶ Though occurrences of sexual harassment were low, incidences of prejudicial remarks or behaviors were much higher, especially those tied to gender.
- ▶ Faculty were the greatest source of prejudicial remarks or behaviors.
- ▶ More than one in four women and more than one in three respondents who was single, widowed, or divorced experienced a prejudicial remark or behavior tied to their gender. A third of service workers had received these types of remarks or behaviors from non-faculty members.
- ▶ More than a third of minorities had experienced prejudicial remarks or behaviors tied to their race or ethnicity.

## ◆ Overall Campus Attitudes

- ▶ The overall campus climate was mixed. On the positive side, respondents felt pride and personal growth from their jobs, they believed they were kept up to date on campus happenings, had adequate authority to do their jobs, were safe on campus and were committed to the University. Overall, respondents believed that UNK was a somewhat better place to work than it was five years ago.
- ▶ Those working in service positions, those in the College of Fine Arts & Humanities, and those who were single, widowed, or divorced were not as positive about departmental communications and they also reported lower levels of supervisors encouraging change and innovation.
- ▶ Two types of positions (service and office position employees) and one division (Business & Finance) had a hard time making ends meet with their jobs, especially those already working full-time at UNK. Employees in these areas were also more likely to leave UNK if another job opportunity were available.
- ▶ Service position employees did not think that UNK was a better place to work today when compared to five years ago.

## Introduction

Campus Climate is defined as "behaviors within a workplace or learning environment that can influence whether an individual feels personally safe, listened to, valued, and treated fairly and with respect." (Campus Climate Network Group 2002) UNK's campus climate had not been assessed since 1992 and Chancellor Kristensen received recommendations to conduct a campus climate survey from the University of Nebraska Board of Regents, University of Nebraska at Kearney's North Central Evaluation, the Affirmative Action Commission and the Chancellor's Committee on Gender Equity. The University of Nebraska at Lincoln had recently contracted with an outside firm to conduct their campus climate survey, but Chancellor Kristensen decided to have UNK's survey conducted in-house. He preferred the instrument be specifically designed to address UNK's campus climate since he plans to repeat the survey periodically to gauge progress in the areas surveyed and address those areas through program planning, budget requests and policies/procedures.

Chancellor Kristensen directed Cheryl Bressington, Affirmative Action/Equal Opportunity Director & Assistant Director of Human Resources to proceed with the study and hired Kay Payne, Director of the Center for Rural Research & Development (CRRD) at UNK to conduct the research.

## Methodology

Ms. Payne, Ms. Bressington and Chancellor Kristensen met on March 7, 2005 to discuss parameters and costs of the research. They agreed to divide a one page (front and back) questionnaire into three fairly equal segments, including: 1) gender equity, 2) diversity, and 3) overall campus climate. In addition, several demographic questions were incorporated to assure representation by various groups of employees on campus. The Chancellor planned to have the survey implemented before the end of spring semester.

Ms. Payne and Ms. Bressington reviewed several research reports and questions from similar surveys to determine approaches to the research that other campuses had used successfully. They formulated a draft questionnaire and then met with several campus committees for input on the draft, including the Chancellor's Committee on Gender Equity on March 10th; Denise Maybank, Associate to President Milliken, via conference call on March 11th and in person on March 24th; Faculty/Staff Senate Executive Committee on March 28th; Affirmative Action Commission on March 29th; Vice Chancellors on April 5th; and Administrative Council on April 11th. Some changes to questions and wording were made and administration decided to wait until fall semester to distribute the survey. The questionnaire was again reviewed by the Vice Chancellors at their summer retreat. The Chancellor approved the questionnaire and sent an email (see appendix) on September 12th to all campus employees to announce that the survey would be distributed on the 16th. The CRRD received approval from the Internal Review Board to proceed with the research. The questionnaire and cover letter (see appendix), along with a self-addressed return envelope were sent via campus mail to all UNK employees. Employees received the mailing on Monday, September 19, 2005 and were instructed to return the questionnaire by Monday, September 26, 2005. The Chancellor sent a reminder email on Friday, September 23rd to reiterate the deadline and encourage participation after the deadline (see appendix).

The response rate for the survey was excellent. Of the 809 UNK employees as of September 2, 2005, 506 completed the survey for a response rate of 63%.

Comparisons included in this report (ANOVA, chi square, t-tests) were significant at the 95th percentile. A comparison to the 1992 report was not possible because the questionnaires were too dissimilar.

<b>Response Rate</b>	
<b>Universe</b>	<b>809</b>
<b>Respondents</b>	<b>506</b>
<b>Response Rate</b>	<b>63%</b>

# Results

◆ Objective: To Determine Gender Equity and Diversity Attitudes

◆ Highlights:

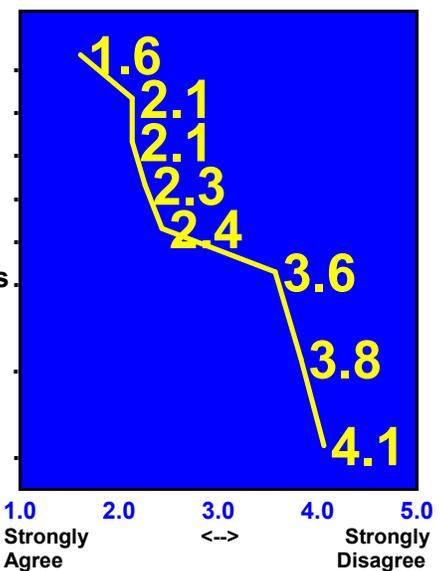
- ▶ In general, UNK's climate for gender equity and diversity was positive; employees felt valued regardless of gender or diversity. They had adequate access to gender equity and diversity programs and materials. They thought sexual harassment violations were taken seriously and that supervisors should be required to participate in training in this area. Employees were not fearful of sexual harassment accusations affecting their interactions and believed that reporting accusations would be taken seriously.
- ▶ Exceptions to this positive climate included the area of resolving discrimination at the department level and fear of reprisal in reporting discrimination, which were less positive. Equal opportunities for professional development and appointments to committee work were also less positive.

Respondents answered eight statements regarding gender equity using a five point scale of 1 = strongly agree, 2 = agree, 3 = neutral, 4 = disagree and 5 = strongly disagree. The responses were averaged to arrive at an overall mean for each statement. A "don't know/not applicable" was provided as a sixth option but not included in the mean scores.

Overall, respondents were very positive about being treated as individuals, felt they had adequate access to gender equity programs and materials and felt valued regardless of their gender (Chart I). Respondents agreed somewhat that sexual harassment violations were taken seriously and that gender equity issues were adequately addressed on campus. They did not think that administrators/supervisors were more supportive of males than females. They disagreed with the statement about not bothering to report sexual harassment because it would not be taken seriously and also disagreed that fear of sexual harassment accusations had affected their interactions with colleagues.

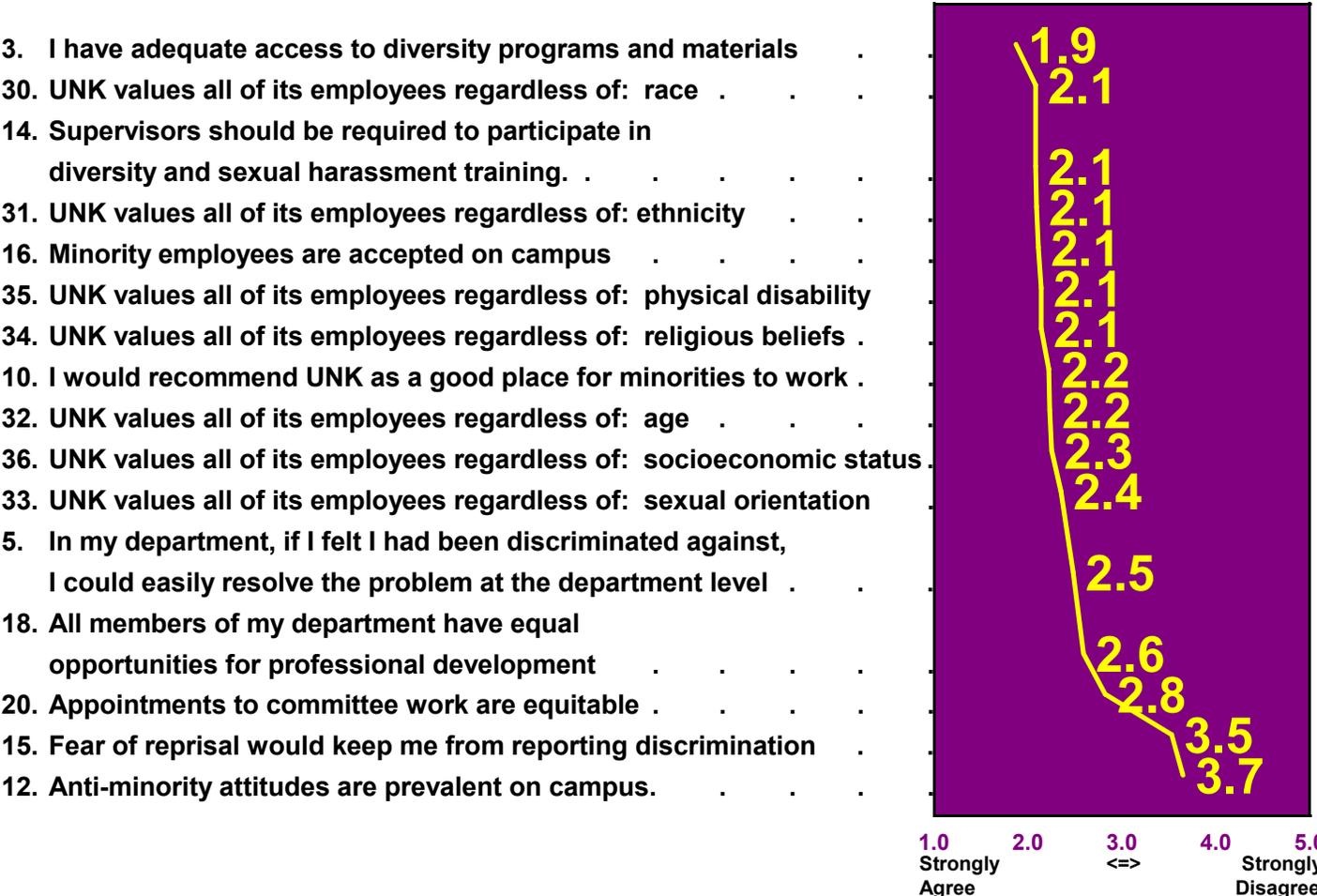
Chart I

- 1. In my department, I am treated as an individual rather than as a representative of my gender . . . . .
- 11. I have adequate access to gender equity programs and materials . . . . .
- 29. UNK values all of its employees regardless of: gender . . . . .
- 9. Sexual harassment violations are taken seriously on campus. . . . .
- 6. Gender equity issues are adequately addressed on campus . . . . .
- 7. Administrators/Supervisors are more supportive of males than females. . . . .
- 21. I wouldn't bother to report sexual harassment because it wouldn't be taken seriously . . . . .
- 23. Fear of sexual harassment accusations has affected my interaction with colleagues . . . . .



Sixteen statements addressed cultural diversity, five of which included gender equity (questions 14, 5, 18, 20 and 15). Respondents were positive about many issues concerning diversity. They felt they had adequate access to diversity programs and materials and believed that UNK valued all of its employees regardless of race, ethnicity, physical disability, religious beliefs, age, socioeconomic status or sexual orientation. Employees thought that supervisors should be required to participate in diversity and sexual harassment training and they would recommend UNK as a good place for minorities to work. Responses closer to a neutral range included being able to resolve discrimination problems at the department level, having equal opportunities for professional development and having equitable committee work appointments. While employees did not feel that anti-minority attitudes were prevalent on campus, they only mildly disagreed with the statement "Fear of reprisal would keep me from reporting discrimination".

**Chart II**



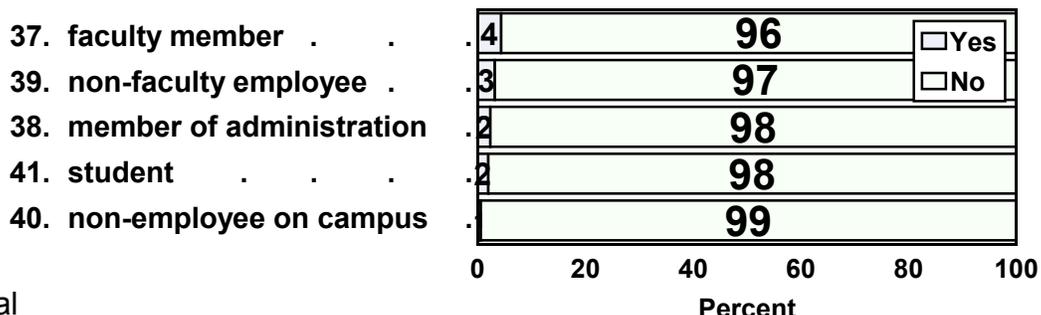
◆ To Determining Gender Equity and Diversity Behaviors

◆ Highlights:

- ▶ Respondents reported very little sexual harassment.
- ▶ Though incidences of sexual harassment were low, incidences of prejudicial remarks or behaviors were much higher. One in five respondents had experienced a prejudicial remark or behavior tied to their gender, 14% to their age, 7% to their religious beliefs and 6% to their socioeconomic status. Very few had these experiences tied to ethnicity, physical disability, race, or sexual orientation.
- ▶ The greatest source of prejudicial remarks or behaviors were from faculty (25%), but others on campus, such as non-faculty employees (16%), administration (15%) and students (15%) were also cited.

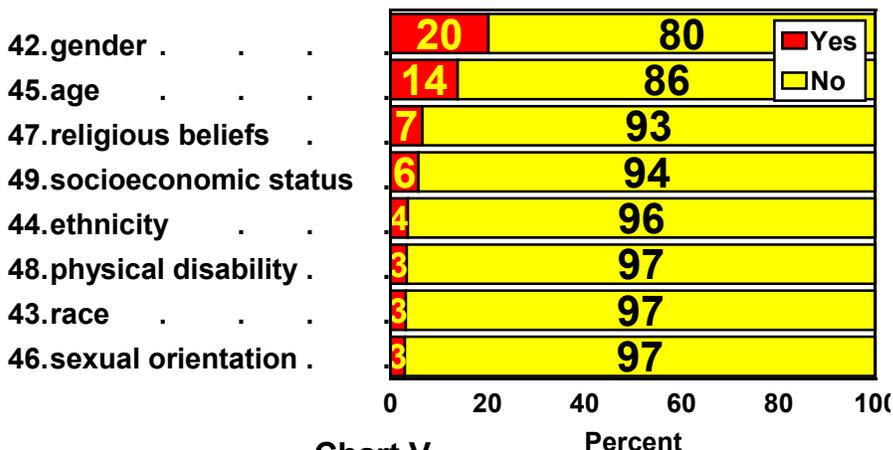
As shown in Chart III, very little sexual harassment was reported, ranging from 4% by faculty to less than 1% by non-employees on campus.

**Chart III**  
At UNK, in the last 5 years, have you been sexually harassed by a:



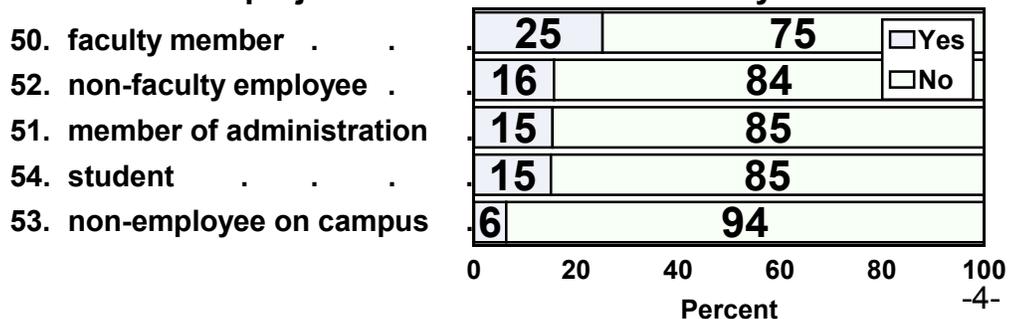
While few reported sexual harassment incidences, 20% of the respondents had experienced a prejudicial remark or behavior tied to their gender and 14% had experienced a remark or behavior about their age (Chart IV). Religious belief prejudices were reported by 7% of the employees and socioeconomic status by 6%. Four percent or fewer had experienced remarks about ethnicity, physical disability, race, or sexual orientation.

**Chart IV**  
At UNK, in the last 5 years, have you experienced a prejudicial remark or behavior tied to your:



Faculty members were the source cited most often for prejudicial remarks or behaviors, at 25%, followed by non-faculty employees at 16%. Members of administration and students each comprised 15% of the remarks or behaviors and non-employees on campus contributed 6%.

**Chart V**  
At UNK, in the last 5 years, have you experienced a prejudicial remark or behavior by a:



◆ To Determine Overall Campus Attitudes

◆ Highlights:

- ▶ The overall campus climate was mixed. On the positive side, respondents felt pride and personal growth from their jobs, they believed they were kept up to date on campus happenings, had adequate authority to do their jobs, were safe on campus and were committed to the University.
- ▶ They were not as positive about departmental communications, nor were they very positive about supervisors encouraging change and innovation. Tolerating poor performance at the department level was a concern.
- ▶ Employees slightly agreed that they had a hard time making ends meet with their jobs and were only somewhat in agreement about staying at UNK if another job opportunity were available.
- ▶ The greatest stressors to employees were changes in work responsibilities and the review or promotion process.
- ▶ Overall, respondents believed that UNK was a somewhat better place to work than it was five years ago.

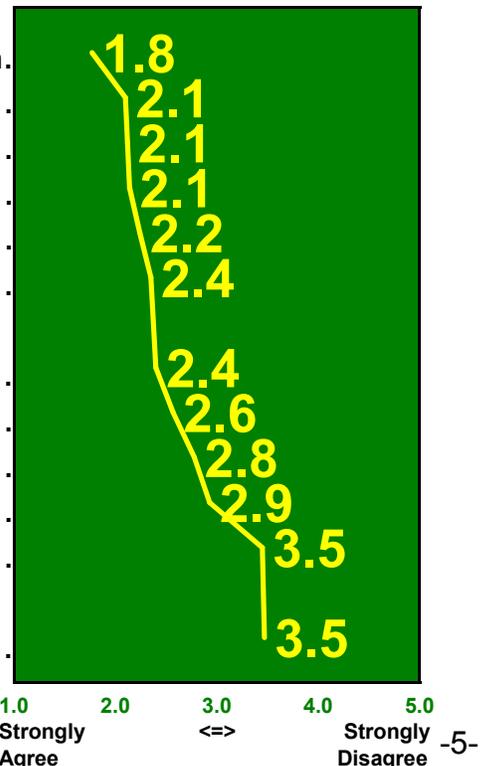
Employees were very positive about the sense of pride and personal growth they felt in the jobs they performed (Chart VI). They agreed that they were kept up to date on campus happenings and believed they had authority to do their jobs. They felt safe in their work areas on nights and weekends and thought that employees were committed to the University.

Somewhat positive areas were statements concerning departmental communications and having adequate resources to perform job duties. Three statement responses were closer to a neutral rating; they included supervisors encouraging change and innovation, having a hard time making ends meet with their job and poor performance not being tolerated in their department.

Respondents only somewhat disagreed with communication being poor in their department and with taking another job if presented with equal pay and benefits.

**Chart VI**

- 26. I have a sense of pride and personal growth in the job I perform.
- 2. I am kept up to date on what is happening on campus . . . . .
- 8. I have enough authority to do my job . . . . .
- 22. I am safe in my work area on a weekend or at night . . . . .
- 19. Employees are committed to the University . . . . .
- 13. My department does a good job of communicating with me . . . . .
- 28. In general, I have the resources (i.e. equipment, personnel, etc.) I need to do my job adequately . . . . .
- 17. Supervisors encourage change and innovation . . . . .
- 25. I have a hard time making ends meet with this job . . . . .
- 27. Poor performance is not tolerated in my department . . . . .
- 4. Communication is poor within my department . . . . .
- 24. If I had an opportunity to get another job with equal pay and benefits, I would probably leave UNK . . . . .



Using a five point scale of extremely stressful to not at all stressful, respondents reported their degree of stress from seven variables. The researcher assigned a 1 to equal extremely stressful and 5 to indicate no stress and averaged the responses. A sixth category could be marked if the item were not applicable but not used in mean computations.

Change in work responsibilities was the greatest stressor, with a 2.9 rating followed by the stress from review or promotion, at 3.0. Care of an elderly parent was the third highest stress rating (3.2) followed by the stress of job security (3.3). Respondents' physical health was somewhat stressful, with a 3.5 rating. The stress of child care scored 3.6 and the health of a spouse/partner 3.8, the least stressful of the seven.

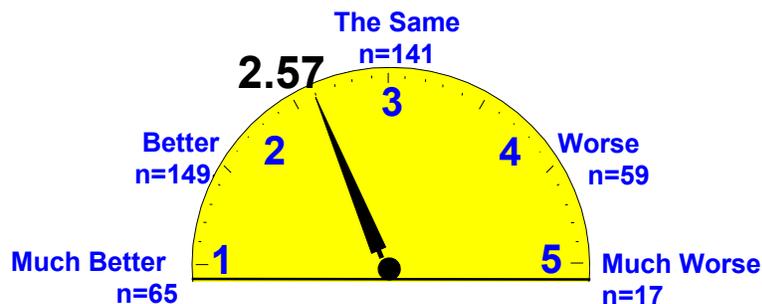
More than a third of the respondents said that care of an elderly parent did not apply to them. Child care issues were not applicable to half the respondents and partner/spouse health did not apply to almost a fourth.

Stressor	Mean Rating	Rating:					Total	DK/NA
		1	2	3	4	5		
61 change in work responsibilities	2.9	17%	24%	21%	13%	17%	92%	9%
59 review or promotion process	3.0	16%	23%	14%	13%	21%	88%	13%
56 care of elderly parent	3.2	9%	17%	10%	7%	21%	63%	37%
60 job security	3.3	11%	19%	23%	14%	26%	93%	7%
57 my physical health	3.5	7%	19%	19%	18%	28%	91%	9%
55 child care	3.6	4%	12%	7%	5%	22%	50%	50%
58 health of spouse/partner	3.8	5%	10%	13%	16%	33%	77%	23%

The final question in the Campus Climate segment asked respondents to rate UNK as a place to work. Choices included: much better, better, the same, worse, or much worse. The researcher assigned a five point scale and averaged the score. A sixth option of not applicable could also be marked and was eliminated from the mean calculation. Employees believed that UNK was a somewhat better place to work (2.57) when compared to five years ago.

Chart VII

62. Compared to 5 years ago, as a place to work, UNK is now:



- ◆ To determine if gender, diversity and campus climate attitudes as well as remarks and behaviors differ by: Gender
- ◆ Highlights
  - ▶ Women were less positive than men in several areas of gender equity and diversity, including how well gender equity issues were addressed, administration/supervisors being more supportive of males than females, the seriousness of sexual harassment violations, the prevalence of anti-minority attitudes, equitable appointments to committee work and fear of reporting discrimination.
  - ▶ Men reported fewer resources to do their jobs than women, but women had a harder time making ends meet with their jobs.
  - ▶ Women were more likely to have been sexually harassed by a faculty member (7%) and were more than twice as likely (26%) to have experienced a prejudicial remark or behavior tied to their gender than men (11%).
  - ▶ Women reported greater levels of stress than men in the care of children and elderly parents.

In seven of the eight statements concerning gender equity, women were not as positive as men. All reported gender differences were significant at the 95th percentile. Areas of gender differences, though both responses were still positive, included: being valued regardless of gender, sexual harassment accusations not affecting interactions, having access to gender equity programs and materials and the importance of reporting sexual harassment. There were noted differences between the genders in three areas. Males disagreed with the statement "Administrators/Supervisors are more supportive of males than females" (4.1), but females' overall score was more in the neutral range (3.2), i.e. they did not disagree with the statement. A large gap between the genders surfaced when asked about gender equity issues being adequately addressed on campus. Men thought they were adequately addressed (2.1), but women gave a weaker agreement score of only 2.6. A wide gap also existed when asked about sexual harassment violations being taken seriously; men thought they were (2.0) while women were less positive (2.5).

Several gender/diversity statements were viewed positively by both genders, though not as strongly positive by women, such as minorities being accepted on campus and employees feeling valued regardless of race, ethnicity, religious beliefs and socioeconomic status. Other differences were more notable. Women did not disagree very strongly with anti-minority attitudes being prevalent (3.5). While neither males nor females gave a very positive rating to equitable committee work appointments, women were even less positive (2.9) than men (2.6). Women more strongly favored required diversity and sexual harassment training (1.9) and were more fearful of reprisal if reporting discrimination (3.4).

In the overall campus climate segment of the survey, women felt much less safe (2.4) than men (1.7) in their work areas on nights or weekends. Men were less positive (2.5) than women (2.3) about having the resources needed to do their jobs but women were having a harder time making ends meet with their jobs (2.7) than men (2.9).

Chart VIII

**Gender:**

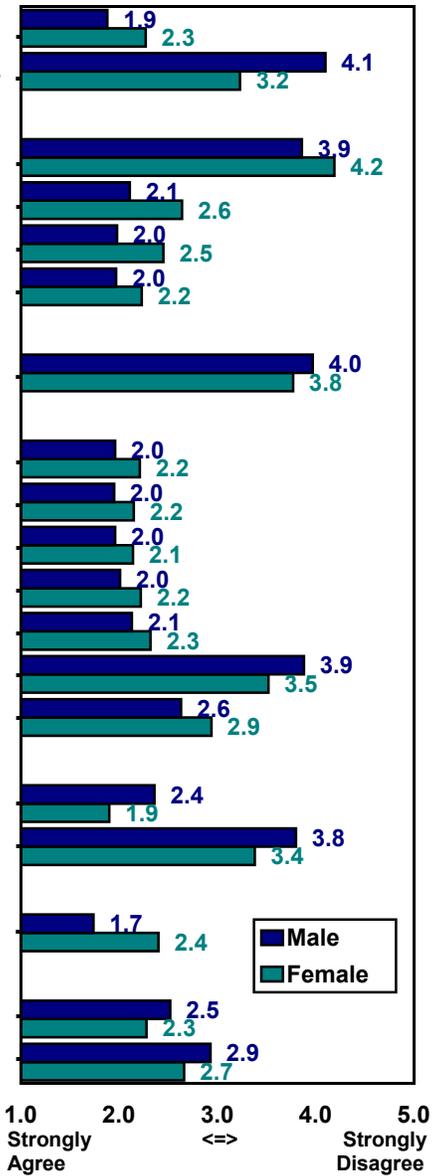
- 29. UNK values all of its employees regardless of: gender . . . . .
- 7. Administrators/Supervisors are more supportive of males than females
- 23. Fear of sexual harassment accusations  
has affected my interaction with colleagues . . . . .
- 6. Gender equity issues are adequately addressed on campus . . . . .
- 9. Sexual harassment violations are taken seriously on campus. . . . .
- 11. I have adequate access to gender equity programs and materials . . . . .
- 21. I wouldn't bother to report sexual harassment  
because it wouldn't be taken seriously . . . . .

**Gender/Diversity:**

- 16. Minority employees are accepted on campus . . . . .
- UNK values all of its employees regardless of: 30. race . . . . .
- 31. ethnicity . . . . .
- 34. religious beliefs . . . . .
- 36. socioeconomic status . . . . .
- 12. Anti-minority attitudes are prevalent on campus . . . . .
- 20. Appointments to committee work are equitable . . . . .
- 14. Supervisors should be required to participate in  
diversity and sexual harassment training. . . . .
- 15. Fear of reprisal would keep me from reporting discrimination. . . . .

**Climate:**

- 22. I am safe in my work area on a weekend or at night . . . . .
- 28. In general, I have the resources (i.e. equipment,  
personnel, etc.) I need to do my job adequately . . . . .
- 25. I have a hard time making ends meet with this job. . . . .



Experiences of sexual harassment varied significantly by gender. The overall response to sexual harassment by faculty members was 4%; 7% of women had been harassed but only 1% of men. Though 20% of all respondents reported prejudicial remarks or behaviors tied to their gender, there was a great disparity between males and females. Eleven percent of males reported these remarks or behaviors while 26% of females did.

At UNK, in the last 5 years, have you:	Female	Male	Overall
37. been sexually harassed by a Faculty Member? Yes	7%	1%	4%
42. experienced a prejudicial remark or behavior tied to your gender? Yes	26%	11%	20%
Over the last 5 years, how stressful has each of the following been for you:*			
55. Child care	3.0	3.5	3.6
56. Care of elderly parent	3.4	3.9	3.2

\*1=extremely stressful to 5=not at all stressful

◆ To determine if gender, diversity and campus climate attitudes as well as remarks and behaviors differ by: Type of Position

◆ Highlights

- ▶ Those working in service positions were much less positive than employees working in any other employment area. They felt they were less valued as individuals, specifically because of their age, physical disability, or socioeconomic status. They were more fearful of sexual harassment accusations affecting interactions with colleagues, were less likely to report sexual harassment because it wouldn't be taken seriously, and reported less access to gender equity programs and materials.
- ▶ These employees did not think that they had equal opportunities in their departments for professional development; nor did they think that discrimination problems could be easily resolved at the department level. They were more fearful of reprisal from reporting discrimination than other employees.
- ▶ In the overall campus climate, these employees did not think they were kept up to date on campus happenings and did not think their department did a good job of communicating with them. This was reiterated when they agreed that communication in their department was poor. These employees did not feel that their supervisors encouraged change and innovation and were only somewhat positive about having enough authority to do their jobs. Service employees were having a hard time making ends meet with their jobs, were more likely to leave UNK and were less committed to the University than others.
- ▶ One in three working in service positions reported prejudicial remarks or behaviors by non-faculty members. Some remarks or behaviors were tied to their socioeconomic status or physical disabilities.
- ▶ These employees said that UNK was not a better place to work today when compared to five years ago.

An analysis of position type revealed several statistically significant differences among the six position categories of employees (office, service, administrative/academic administrative, professional/managerial, tenured faculty and nontenured faculty). Several differences involved service positions, so a further analysis divided those working in service positions and compared them to all other employees (Chart IX). In the Gender Equity segment, service position employees were much less positive (2.5) about being treated as individuals instead of by their gender than other positions (1.5). They felt less valued based on gender (2.4) and were somewhat more fearful than others about sexual harassment accusations affecting their interactions with colleagues (3.5). They only slightly disagreed with not bothering to report sexual harassment (3.3) and were less positive about having adequate access to gender equity programs and materials (2.5).

In the Gender/Diversity area, those working in service positions felt less valued than others based on age, physical disability and socioeconomic status and they believed they had less access to diversity programs and materials. These employees were slightly negative about having equal opportunities for professional development (3.2) and were less likely to recommend UNK as a good place for minorities to work (2.5). They were somewhat negative about being able to easily resolve discrimination problems at the department level (3.3), and they slightly agreed that fear of reprisal would keep them from reporting discrimination (2.8).

In the Campus Climate area, these service workers were barely positive about being kept up to date on campus happenings (2.9) and were slightly negative about their supervisors encouraging change and innovation (3.1). They were less positive than others about having enough authority to do their jobs (2.6) and were somewhat negative about their departments doing a good job of communicating with them (3.3). While other positions did not think that communication was poor, service positions agreed that communication was poor (2.2). They had a much more difficult time making ends meet with their jobs (1.7) and were more likely to leave UNK for equivalent jobs elsewhere (3.0).

**Gender**

**Chart IX**

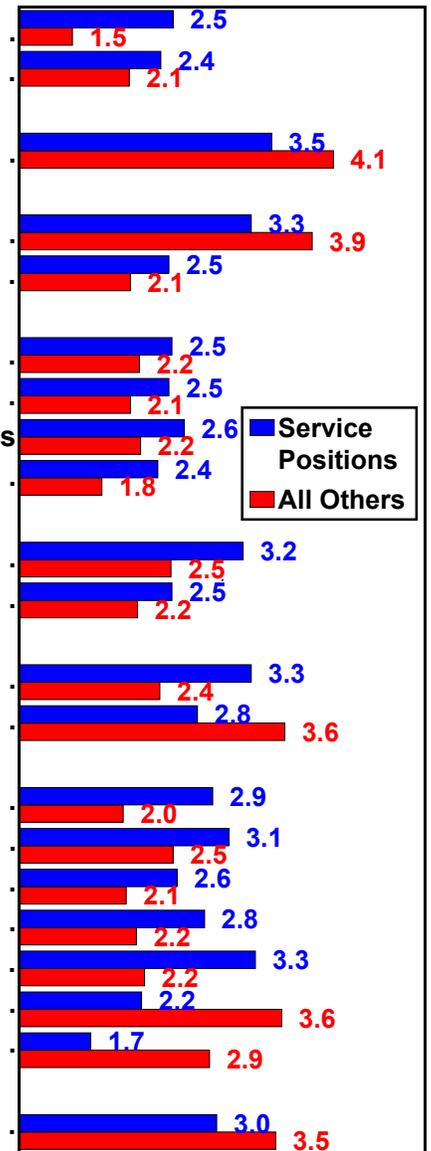
- 1. In my department, I am treated as an individual rather than as a representative of my gender . . . . .
- 29. UNK values all of its employees regardless of: gender . . . . .
- 23. Fear of sexual harassment accusations has affected my interaction with colleagues . . . . .
- 21. I wouldn't bother to report sexual harassment because it wouldn't be taken seriously . . . . .
- 11. I have adequate access to gender equity programs and materials

**Gender/Diversity**

- 32. UNK values all of its employees regardless of: age . . . . .
- 35. UNK values all of its employees regardless of: physical disability
- 36. UNK values all of its employees regardless of: socioeconomic status
- 3. I have adequate access to diversity programs and materials . . . . .
- 18. All members of my department have equal opportunities for professional development . . . . .
- 10. I would recommend UNK as a good place for minorities to work
- 5. In my department, if I felt I had been discriminated against, I could easily resolve the problem at the department level . . . . .
- 15. Fear of reprisal would keep me from reporting discrimination . . . . .

**Campus Climate**

- 2. I am kept up to date on what is happening on campus . . . . .
- 17. Supervisors encourage change and innovation . . . . .
- 8. I have enough authority to do my job . . . . .
- 19. Employees are committed to the University . . . . .
- 13. My department does a good job of communicating with me . . . . .
- 4. Communication is poor within my department . . . . .
- 25. I have a hard time making ends meet with this job . . . . .
- 24. If I had an opportunity to get another job with equal pay and benefits, I would probably leave UNK . . . . .



1.0 2.0 3.0 4.0 5.0  
 Strongly Agree <=> Strongly Disagree

Table V shows that service positions reported higher incidences of sexual harassment by non-faculty members (12%) than employees in other types of positions. They reported higher incidences of prejudicial remarks regarding physical disabilities (10%) and socioeconomic status (17%). They were much more likely to experience these remarks by non-faculty (35%) and less likely by students.

When compared to five years ago, as a working environment, respondents were slightly negative (3.2) as compared to all others (2.5).

Table V			
	Service Positions	All Others	Overall
<b>At UNK, in the last 5 years, have you:</b>			
<b>39. been sexually harassed by a Non-Faculty Member? Yes</b>	12%	3%	3%
<b>At UNK, in the last 5 years, have you experienced a prejudicial remark or behavior :</b>			
<b>48. tied to your physical disability? Yes</b>	10%	3%	4%
<b>49. tied to your socioeconomic status? Yes</b>	17%	5%	6%
<b>52. by a Non-Faculty Member? Yes</b>	33%	14%	16%
<b>54. by a Student? Yes</b>	5%	17%	16%
<b>62. Compared to 5 years ago, as a place to work, UNK is now: 1=much better to 5=much worse</b>	3.2	2.5	2.6

◆ To determine if gender, diversity and campus climate attitudes as well as remarks and behaviors differ by: Employment Division

◆ Highlights:

- ▶ Employees in the College of Fine Arts & Humanities reported several differences from other employees. They felt less valued because of their gender and were less positive about sexual harassment violations being taken seriously. They felt less valued because of sexual orientation and did not think that committee work appointments were equitable. They were more inclined than other employees to think that anti-minority attitudes were prevalent and less inclined to recommend UNK as a good working environment for minorities.
- ▶ In the campus climate area, these employees did not think their supervisors encouraged change and innovation and they were only somewhat positive about how well their department communicated with them. This was reiterated in their response to communication being poor within their departments, they did not disagree with this statement. They were also more likely to leave UNK than other employees.
- ▶ This College's employees had higher levels of stress about their physical health.

The researcher analyzed eight employment divisions: Academic Affairs/Information Technology Services/Graduate Studies/Library, University Relations/Athletics/Chancellor's Office, Business & Finance Division, Student Life, College of Business & Technology, College of Education, College of Fine Arts & Humanities and College of Natural & Social Sciences. Results showed that one division, the College of Fine Arts & Humanities (CFA&H), varied significantly (at the 95th percentile) from one or more of the remaining seven on many of the statements. A further analysis grouped the remaining seven divisions together and compared it to this college (Chart XII). In the gender area, two of the differences were significant, but still positive, including being treated as an individual and reporting sexual harassment. The two remaining gender statements, being valued regardless of gender and sexual harassment violations being taken seriously, were reported as only somewhat positive by those within the CFA&H.

In the Gender/Diversity segment, areas different but still positive were being valued regardless of race, ethnicity and religious beliefs, having access to diversity programs and materials and minority employees being accepted on campus. Respondents in the CFA&H were only somewhat positive about employees being valued regardless of sexual orientation (2.6) and were slightly negative about the equity of committee work appointments (3.2). They only slightly disagreed that anti-minority attitudes were prevalent on campus (3.2) and were less likely than others to recommend UNK as a good place for minorities to work (2.5).

In the overall Campus Climate area, CFA&H employees were neutral about their supervisors encouraging change and innovation (3.0); they were only slightly positive about their department communicating well with them (2.7) and slightly agreed that communication was poor within their department (2.9). These employees felt less safe in their work areas on nights or weekends (2.4) and were more likely than others to leave UNK if a job with equal pay and benefits were available (3.2).

Chart XII

**Gender**

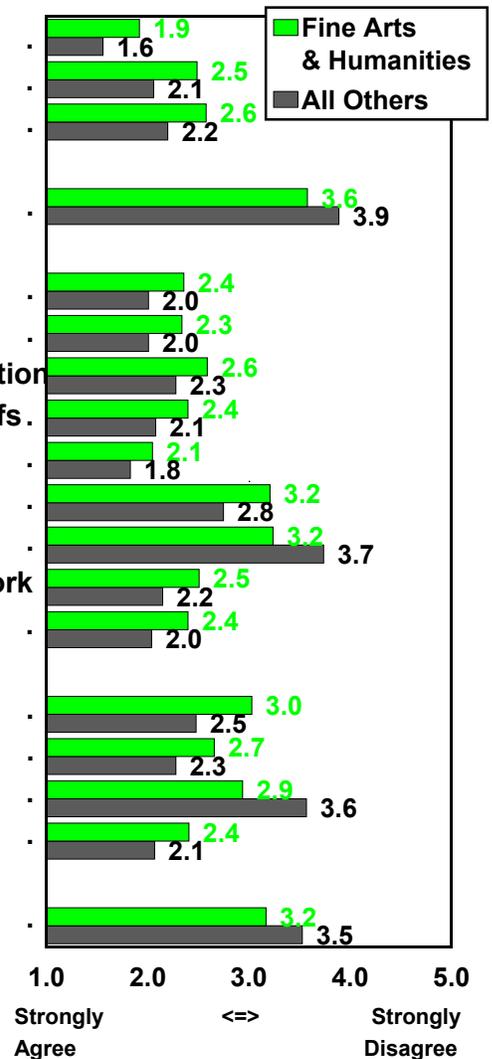
- 1. In my department, I am treated as an individual rather than as a representative of my gender . . . . .
- 29. UNK values all of its employees regardless of: gender . . . . .
- 9. Sexual harassment violations are taken seriously on campus . . . . .
- 21. I wouldn't bother to report sexual harassment because it wouldn't be taken seriously . . . . .

**Gender/Diversity**

- 30. UNK values all of its employees regardless of: race . . . . .
- 31. UNK values all of its employees regardless of: ethnicity . . . . .
- 33. UNK values all of its employees regardless of: sexual orientation . . . . .
- 34. UNK values all of its employees regardless of: religious beliefs . . . . .
- 3. I have adequate access to diversity programs and materials . . . . .
- 20. Appointments to committee work are equitable . . . . .
- 12. Anti-minority attitudes are prevalent on campus . . . . .
- 10. I would recommend UNK as a good place for minorities to work . . . . .
- 16. Minority employees are accepted on campus . . . . .

**Campus Climate**

- 17. Supervisors encourage change and innovation . . . . .
- 13. My department does a good job of communicating with me . . . . .
- 4. Communication is poor within my department . . . . .
- 22. I am safe in my work area on a weekend or at night . . . . .
- 24. If I had an opportunity to get another job with equal pay and benefits, I would probably leave UNK . . . . .



Employees in the CFA&H reported much greater stress about their physical health than other employees. CFA&H employees gave it an overall rating of 3.0 where others rated their stress as 3.5.

Table VI			
Over the last 5 years, how stressful has each of the following been for you:*	Fine Arts & Humanities	All Others	Overall
57. My physical health	3.0	3.5	3.5
*1=extremely stressful to 5=not at all stressful			

◆ To determine if gender, diversity and campus climate attitudes as well as remarks and behaviors differ by: Marital Status

◆ Highlights:

- ▶ Single, divorced, or widowed employees differed from married or partnered employees in several areas. They only slightly disagreed that administrators/supervisors were more supportive of males than females and they felt less able to resolve discrimination problems at the department level than those who were married or partnered. They felt less valued because of age, sexual orientation and socioeconomic status than others and did not think that all members of their departments had equal opportunities for professional development. They were also less likely to recommend UNK as a good work environment for minorities and were less likely than others to disagree about anti-minority attitudes being prevalent on campus.
- ▶ In the campus climate segment, they were less positive about their supervisors encouraging change and innovation and about their departments communicating with them; they had a harder time making ends meet with their jobs and were more likely to leave UNK for other opportunities.
- ▶ They reported higher levels of sexual harassment by faculty, non-faculty, and students than married or partnered employees. More than one in three (35%) stated they had experienced a prejudicial remark or behavior tied to their gender. They experienced higher rates of prejudice because of socioeconomic status, sexual orientation and physical disability. This group exhibited higher levels of stress related to caring for elderly parents, to their physical health, and to the review and promotion process. And lastly, they were less positive than others about UNK as a place to work.

Employees who were single, divorced, or widowed had several statistically significant differences of opinion than those who were married or partnered, as shown in Chart XIII. Even though there were differences in the Gender segment, answers were still positive. The greatest differences were reported in the Gender/Diversity segment. Of the 16 statements in this area, significant differences were apparent in 13. Six of the statements remained positive, even though there were differences between these two groups, they included: being valued regardless of race, ethnicity, religious beliefs and physical disability; having access to diversity programs and materials; and minority employees being accepted on campus. The remaining seven statements were less positive. Those single, divorced, or widowed were less likely than other employees to think that discrimination issues could be resolved at the department level (2.9). They felt less valued based on age (2.5), sexual orientation (2.7) and socioeconomic status (2.6) and were slightly negative about having equal opportunities for professional development in their department (3.1). Their disagreement with the prevalence of anti-minority attitudes on campus was not as strong (3.4).

In the Campus Climate segment, the single/divorced/widowed were close to neutral (2.9) in their rating of "Supervisors encourage change and innovation". While this group was still positive about having authority to do their jobs, they were not as positive as others about their department communicating with them effectively. This group was having a much harder time making ends meet (2.2) and were somewhat more likely than others to leave UNK if an equivalent opportunity were available (3.2).

**Chart XIII**

**Gender**

- 1. In my department, I am treated as an individual rather than as a representative of my gender . . . . .
- 7. Administrators/Supervisors are more supportive of males than females
- 29. UNK values all of its employees regardless of: gender . . . . .

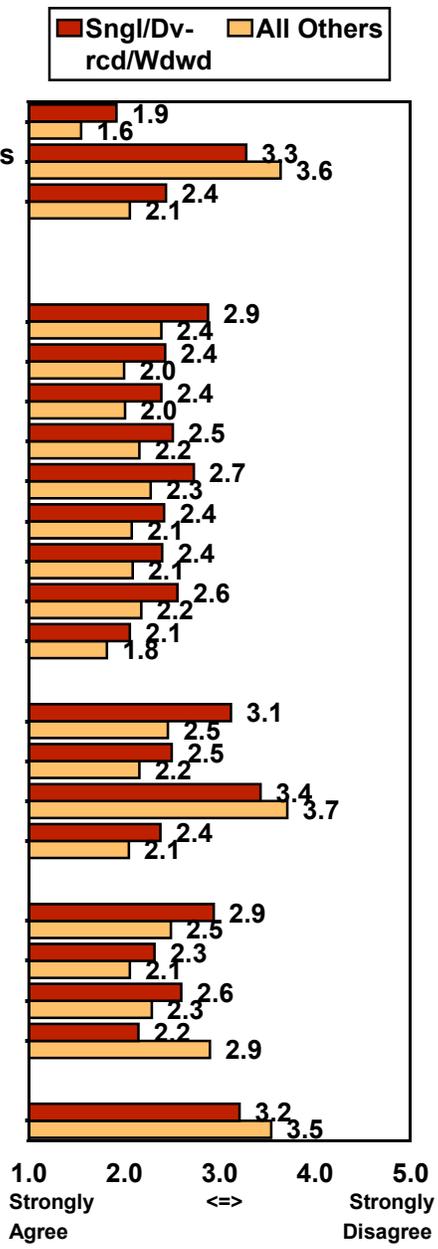
**Gender/Diversity**

- 5. In my department, if I felt I had been discriminated against, I could easily resolve the problem at the department level . . . . .
- 30. UNK values all of its employees regardless of: race . . . . .
- 31. UNK values all of its employees regardless of: ethnicity . . . . .
- 32. UNK values all of its employees regardless of: age . . . . .
- 33. UNK values all of its employees regardless of: sexual orientation . . . . .
- 34. UNK values all of its employees regardless of: religious beliefs . . . . .
- 35. UNK values all of its employees regardless of: physical disability . . . . .
- 36. UNK values all of its employees regardless of: socioeconomic status
- 3. I have adequate access to diversity programs and materials . . . . .

- 18. All members of my department have equal opportunities for professional development . . . . .
- 10. I would recommend UNK as a good place for minorities to work . . . . .
- 12. Anti-minority attitudes are prevalent on campus . . . . .
- 16. Minority employees are accepted on campus . . . . .

**Campus Climate**

- 17. Supervisors encourage change and innovation . . . . .
- 8. I have enough authority to do my job . . . . .
- 13. My department does a good job of communicating with me . . . . .
- 25. I have a hard time making ends meet with this job . . . . .
- 24. If I had an opportunity to get another job with equal pay and benefits, I would probably leave UNK . . . . .



This grouping based on marital status reported higher percents of sexual harassment by faculty, non-faculty and students than others (Table VII). Thirty-five percent of these employees said they had experienced prejudicial remarks or behaviors tied to their gender. Fifteen percent reported these remarks or behaviors tied to their socioeconomic status; nine percent reported incidences tied to their sexual orientation and 8% to physical disabilities.

This group exhibited more stress about caring for elderly parents and about their own physical health. The review or promotion process was also more stressful for them than for those who were married or partnered and they were not as positive about working at UNK now as compared to five years ago.

At UNK, in the last 5 years, have you been sexually harassed by:	Single/Divorced/Widowed	All Others	Overall
37. a Faculty Member? Yes	9%	3%	4%
39. a Non-faculty Employee? Yes	8%	2%	3%
41. a Student? Yes	6%	1%	2%
At UNK, in the last 5 years, have you experienced a prejudicial remark or behavior tied to your:			
42. Gender? Yes	35%	17%	20%
49. socioeconomic status? Yes	15%	4%	6%
46. sexual orientation? Yes	9%	2%	3%
48. physical disability? Yes	8%	2%	3%
Over the last 5 years, how stressful has each of the following been for you:*			
56. care of elderly parent	2.7	3.3	3.2
57. my physical health	3.2	3.5	3.5
59. review or promotion process	2.5	3.1	3.0
62. Compared to 5 years ago, as a place to work, UNK is now: 1=much better, 5=much worse	2.8	2.5	2.6
*1=Extremely stressful to 5=Not at all stressful			

- ◆ To determine if gender, diversity and campus climate attitudes as well as remarks and behaviors differ by: Minority Status
- ◆ Highlights:
  - ▶ Minorities reported much higher levels of prejudicial remarks or behaviors tied to their race (36%) and ethnicity (35%) than non minorities (2%).

Minorities' views varied from non-minorities for some statements, though in most instances, both minorities and non-minorities were still positive. The notable statistically significant differences between these groups were in their responses to experiencing prejudicial remarks or behaviors tied to ethnicity and race. Thirty-six percent of minorities had experienced these remarks about their ethnicity and 35% about their race.

	Minority	Non-Minority	Overall
9 Sexual harassment violations are taken seriously on campus	2.3	1.8	2.3
14 Supervisors should be required to participate in diversity and sexual harassment training.	2.1	1.7	2.1
2 I am kept up to date on what is happening on campus	1.7	2.1	2.1
22 I am safe in my work area on a weekend or at night	1.7	2.2	2.1
19 Employees are committed to the University	1.9	2.3	2.2
13 My department does a good job of communicating with me	1.9	2.4	2.4
25 I have a hard time making ends meet with this job	3.4	2.7	2.8
44 At UNK, in the last 5 years, have you experienced a prejudicial remark or behavior tied to your ethnicity? Yes	36%	2%	4%
45 At UNK, in the last 5 years, have you experienced a prejudicial remark or behavior tied to your race? Yes	35%	2%	3%

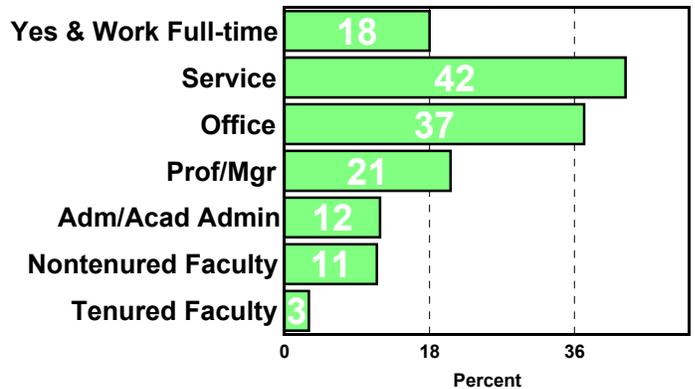
◆ To determine if gender, diversity and campus climate attitudes as well as remarks and behaviors differ by: Hours Employed & Outside Employment

◆ Highlights:

- ▶ Full-time service (42%) and office (37%) position employees had very high rates of second jobs and one in five full-time professional/managerial employees was also employed outside of UNK.
- ▶ In addition to those who were single, widowed, or divorced, those working full-time at UNK while carrying a second job outside of campus also had a hard time making ends meet .
- ▶ Those working full-time were less positive about their supervisors encouraging change and innovation and were neutral about poor performance not being tolerated in their department than part-time employees. These full-time workers were also more likely than part-time employees to leave if another job became available.
- ▶ Employees with additional outside employment were less positive than those without a second job about departmental communications. As expected, they had a hard time making ends meet with their jobs and were much more likely to leave if they had a chance.

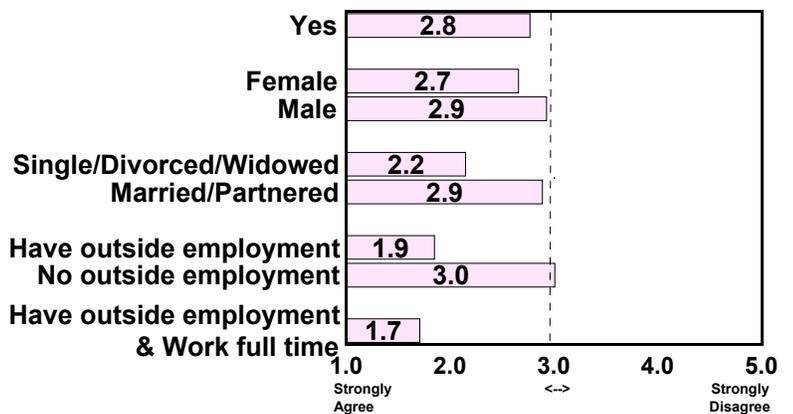
Those who worked a second job totaled 20% of all respondents; of employees who worked full-time at UNK, 18% held outside jobs (Chart X). However, 42% of those working full-time in service positions and 37% of those in full-time office positions on campus had outside employment and one in five professional/managerial employees also had outside employment.

**Chart X**  
**6. In addition to your regular employment at UNK, do you have outside employment?**  
**Those answering Yes and Are Working Full-Time at UNK by Position**



Those who were having a hard time making ends meet with their jobs were more likely to be women than men and were more likely to be single, divorced, or widowed than married or partnered. Respondents with outside employment were dramatically more likely (1.9) than those without external employment (3.0) to have trouble making ends meet; this trouble making ends meet became even more dramatic when looking only at employees who worked full-time (1.7).

**Chart XI**  
**25. I have a hard time making ends meet with this job by Demographics**



Part-time employees were more positive in their ratings of four statements than those working full-time, including having a sense of pride and personal growth from their jobs, supervisors encouraging change and innovation, poor performance not being tolerated and more commitment to staying at UNK if other job opportunities became available (Table IX).

Those with outside employment felt they were not kept as up to date on campus happenings as those without external jobs. Those with second jobs felt less authority to do their jobs and were not as positive about their department communicating with them. They had a much harder time making ends meet (1.9) with their jobs and were more inclined to leave UNK if another employment opportunity arose (2.2).

	FT	PT	All
26 I have a sense of pride and personal growth in the job I perform	1.8	1.5	1.8
17 Supervisors encourage change and innovation	2.6	2.2	2.6
27 Poor performance is not tolerated in my department	3.0	2.5	2.9
24 If I had an opportunity to get another job with equal pay and benefits, I would probably leave UNK	3.4	4.0	3.5
	OE	NOE	All
2 I am kept up to date on what is happening on campus	2.3	2.0	2.1
8 I have enough authority to do my job	2.3	2.1	2.1
13 My department does a good job of communicating with me	2.6	2.3	2.3
25 I have a hard time making ends meet with this job	1.9	3.0	2.8
4 Communication is poor within my department	3.2	3.5	3.5
24 If I had an opportunity to get another job with equal pay and benefits, I would probably leave UNK	2.2	3.6	3.5
Key: FT=Full-time, PT=Part-time, OE= Outside employment, NOE=No outside employment			

- ◆ To determine if gender, diversity and campus climate attitudes as well as remarks and behaviors differ by: Employment Division and Primary Position
- ◆ Highlights:
  - ▶ Those working in the academic affairs, information technology services, graduate studies, and library division were less positive about their socioeconomic status value than an aggregate of all respondents.
  - ▶ Those in the Natural and Social Sciences division were less positive about sexual harassment violations being taken seriously on campus and about UNK as a place to work when compared to five years ago.
  - ▶ The Business & Finance division was also not as positive about the working environment of UNK now as compared to five years ago. Close to half (45%) in this division had outside employment.
  - ▶ Professional/managerial employees were less positive than others about having resources to do their jobs adequately.
  - ▶ Office employees were less positive than all respondents about having equal opportunities for professional development in their department and they had a harder time making ends meet with their jobs.
  - ▶ Administrative and academic administrative employees were less positive than aggregated respondents about having resources to do their jobs adequately.
  - ▶ Associate professors were less likely to agree that gender equity issues were adequately addressed than aggregated respondents.

A few differences were found depending on the employment division of the employee. The score for socioeconomic status by those working in Academic Affairs/Information Technology Services/Graduate Studies/Library was only somewhat positive, with a rating of 2.6, whereas all respondents rated this statement at 2.2. Those working in the College of Natural & Social Sciences did not think sexual harassment violations were taken as seriously as (2.6) as all respondents (2.3) and they did not think that UNK was a better place to work today as compared to

five years ago (2.9). This feeling was reiterated by those working in the Business & Finance Division (2.8); other differences by this division were still viewed as positive. While 20% of all respondents had outside employment, 45% of those in the Business & Finance Division and 28% working in Student Life had another job in addition to their employment at UNK.

Table X		
36 UNK values all of its employees regardless of: socioeconomic status	A/I/G/L 2.6	All 2.2
9 Sexual harassment violations are taken seriously on campus	N&SS 2.6	All 2.3
62 Compared to 5 years ago, as a place to work, UNK is now: 1=much better to 5=much worse	2.9	2.5
1 In my department, I am treated as an individual rather than as a representative of my gender	B&FD 2.1	All 1.6
3 I have adequate access to diversity programs and materials	2.1	1.9
15 Fear of reprisal would keep me from reporting discrimination	1.4	1.3
62 Compared to 5 years ago, as a place to work, UNK is now: 1=much better to 5=much worse	2.8	2.5
6 In addition to your regular employment at UNK, do you have outside employment? Yes	45%	20%
6 In addition to your regular employment at UNK, do you have outside employment? Yes	SL 28%	All 20%
Key: A/I/G/L=Academic Affairs/Information Technology Services/Graduate Studies/Library, N&SS=Natural & Social Sciences, B&FD= Business & Finance Division, SL= Student Life		

Employees working in professional/managerial positions felt less valued because of age (2.4) than all respondents (2.2). While still positive, they felt less pride and personal growth in the jobs they performed and felt less safe in their work areas at night or on weekends. They were only somewhat positive about having the resources to do their jobs adequately (2.6).

Office employees were only slightly positive about having equal opportunities for professional development (2.8). They also felt less safe in their work areas (2.4) and had a harder time making ends meet with their jobs (2.1). Employees working in the administrative/ academic administrative division believed they had fewer resources to do their jobs than all respondents. And, lastly, associate professors gave a lower rating to gender equity issues being adequately addressed (2.6) than all respondents (2.3).

Table XI		
32 UNK values all of its employees regardless of: age	P/M 2.4	All 2.2
26 I have a sense of pride and personal growth in the job I perform	2.0	1.8
22 I am safe in my work area on a weekend of at night	2.4	2.1
28 In general, I have the resources (i.e. equipment personnel, etc.) I need to do my job adequately	2.6	2.4
18 All members of my department have equal opportunities for professional development	O 2.8	All 2.6
22 I am safe in my work area on a weekend of at night	2.4	2.1
25 I have a hard time making ends meet with this job	2.1	2.8
28 In general, I have the resources (i.e. equipment personnel, etc.) I need to do my job adequately	A/AA 2.8	All 2.4
6 Gender equity issues are adequately addressed on campus	AP 2.6	All 2.3
Key: P/M=Professional/Managerial, O=Office, AP=Associate Professor, A/AA=Administrative/academic administrative		

## Demographic Characteristics

Demographically, the survey represented a good cross-section of the campus as shown in Table III. Most differences in the group representations between respondents and the universe were within 5%. Sixty percent of the respondents were female and almost two-thirds of the respondents had worked at UNK for at least 6 years. UNK had few minorities and four out of five respondents were married. Most employees worked full-time and one in five had employment outside of campus in addition to their work at UNK. Tenured faculty gave the greatest response rate while nontenured faculty were somewhat under-represented. Among faculty, associate professors had the highest response rate. Only 1% of the respondents reported themselves as non-heterosexual. The College of Education had the highest response rate of any employment division with 14% of the respondents but 9% of the universe.

Table III					
Demographic	R*	U*	Demographic	R*	U*
<b>1. Gender</b>			<b>7. Primary Position</b>		
Male	40%	45%	Office	19%	19%
Female	60%	55%	Service	9%	11%
<b>2. How many years have you been employed at UNK?</b>			Administrative/Academic Admin.	7%	5%
0-2	14%	19%	Professional/Managerial	18%	19%
3-5	17%	17%	Tenured Faculty	28%	22%
6-12	26%	22%	Nontenured Faculty	19%	24%
13-19	21%	21%	<b>8. If faculty, are a:</b>		
20+	21%	21%	Full Professor	12%	12%
<b>3. Ethnicity/Race</b>			Associate Professor	16%	11%
White	95%	94%	Assistant Professor	8%	9%
Minority	5%	6%	Lecturer	8%	9%
<b>4. Marital Status</b>			Adjunct	3%	5%
Married	80%	**	<b>9. Sexual Orientation</b>		
Partnered	2%	**	Heterosexual	99%	**
Single/Divorced/Widowed	18%	**	Gay, Lesbian, Bisexual, Transgender	1%	**
<b>5. Are you employed at UNK:</b>			<b>10. Primary Employment Division</b>		
Full-time	91%	86%	Academic Affairs/Information Tech.		
Part-time	9%	14%	Services/Graduate Studies/Library	13%	16%
<b>6. In addition to your regular employment at UNK, do you have outside employment?</b>			University Relations/ Athletics/Chancellor's Office	9%	9%
No	80%	**	Business & Finance Division	11%	14%
Yes, up to 10 hours per week	10%	**	Student Life	10%	10%
Yes, from 11-20 hours per week	7%	**	College of Business & Technology	13%	13%
Yes, from 21-30 hours per week	1%	**	College of Education	14%	9%
Yes, more than 30 hours per week	2%	**	College of Fine Arts & Humanities	13%	14%
			College of Natural & Social Sciences	17%	15%

R=Respondent, U=Universe \*\*Not Tracked

## Comment Summary

A total of 142 respondents (28%) made comments about UNK's campus climate. The most popular topics were administration, pay and gender/diversity. A complete listing of comments were provided to the chancellor for his review and use.

Comment Topics	n=	%
Administration	30	6%
Pay/Salaries	26	5%
Gender/Diversity	23	5%
Positive Comments	18	4%
Campus Morale	14	3%
Class System	9	2%
Survey Instrument	9	2%
Other comments	13	3%
Sub-total	142	28%
No Comments	364	72%
Total	506	100%

## Limitations

- ◆ The survey results are a snapshot of employee attitudes and behaviors in September 2005. While it is assumed that the 37% of nonresponders would have had similar responses, this cannot be stated for certain.
- ◆ If the survey is repeated, suggestions for changes include:
  - ▶ The researcher compared an aggregate of all types of prejudicial remarks or behaviors (gender, race, ethnicity, age, sexual orientation, religious beliefs, physical disability, socioeconomic status) to their sources (faculty, administration, non-faculty, non-employee, student), but could not make the comparison for each individual type of remark or behavior with the way the questions were asked. If this data are needed for future iterations of the survey, then the source of the remark or behavior would need to be asked for each type of behavior.
  - ▶ Consider including a demographic question about age.
  - ▶ One statement, "Administrators/Supervisors are more supportive of males than females" may need to be altered. Some might construe a negative response to indicate that administrators/supervisors are more supportive of females than males.
  - ▶ Combine the categories of married and partnered. There were too few partnered respondents to analyze.
  - ▶ Perhaps change the category of "gay, lesbian, bisexual, transgender" to nonheterosexual.

# Appendix

Email from the Chancellor, sent September 12, 2005, 2:54 PM to: owner-employees@list.unk.edu  
Subject: [employees] UNK Climate Survey

Good afternoon...

I am pleased to announce that UNK will be administering a climate survey to determine how faculty and staff perceive their experience at UNK in three areas: gender issues, diversity, and general work environment. This survey has been developed with the assistance of the Chancellor's Committee on Gender Equity, the Affirmative Action Commission, Faculty Senate Executive Committee, Staff Senate Executive Committee, and the Administrative Council. I appreciate their valuable insights. The information gathered in the survey will be used in future planning and will provide a benchmark to gauge our progress in these areas.

The survey will be sent out via campus mail on September 16th and is due September 26th. Please take 10 minutes out of your busy day to complete the confidential and anonymous survey and return it in the envelope that will be provided. I appreciate your participation. Your input is invaluable!

Douglas A. Kristensen J.D.  
Chancellor  
University of Nebraska at Kearney  
1000 Founders Hall  
Kearney, NE 68849  
308-865-8208  
kristensend@unk.edu

Email from the Chancellor, sent September 23, 2005, 10:54 AM to: owner-employees@list.unk.edu  
Subject: [employees] UNK Climate Survey

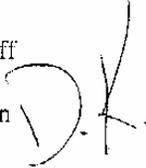
REMINDER...

If you have not already completed the climate survey that was distributed via campus mail on September 16, I hope you will take a few minutes to do so. Then please return it by September 26 in the envelope that was provided. To those of you who have already completed the survey, thank you. We appreciate your responses.

Thank you for your assistance. Go Lopers!

Douglas A. Kristensen J.D.  
Chancellor  
University of Nebraska at Kearney  
1000 Founders Hall  
Kearney, NE 68849  
308-865-8208  
kristensend@unk.edu

DATE: September 16, 2005  
TO: UNK Faculty and Staff  
FROM: Douglas A. Kristensen  
Chancellor



Enclosed is the climate survey announced earlier this week. Campus climate is defined as "behaviors within a workplace or learning environment...that can influence whether an individual feels personally safe, listened to, valued, and treated fairly and with respect." (Campus Climate Network Group 2002)

This survey will determine how faculty and staff perceive their experience at UNK in the areas of gender issues, diversity, and general work environment. Several demographic questions are included on the survey; for example, categories regarding race/ethnicity and sexual orientation. These questions are asked to assist in determining whether all employees are treated equitably. **Your individual responses will remain confidential and anonymous.**

I have received recommendations to conduct this survey from the University of Nebraska Board of Regents, our North Central Evaluation, the Affirmative Action Commission and the Chancellor's Committee on Gender Equity. The survey instrument was developed by Ms. Kay Payne, Director of the Center for Rural Research and Development (CRRD), and Ms. Cheryl Bressington, Director of Affirmative Action/Equal Opportunity and Assistant Director of Human Resources, with the assistance of the Chancellor's Committee on Gender Equity, the Affirmative Action Commission, Faculty Senate Executive Committee, Staff Senate Executive Committee, and the Administrative Council.

An excellent response rate is imperative in order to provide an accurate campus climate benchmark. I plan to repeat the survey periodically to gauge our progress in the areas of program planning, budget requests, and policies/procedures.

Please take ten minutes out of your busy day to complete the survey, seal it in the enclosed self-addressed envelope, and return it by **September 26<sup>th</sup>** to the CRRD.

I appreciate your participation. Your input is invaluable!

(Enclosures)



- At UNK, in the last 5 years, have you been sexually harassed by a:
- Y N
37. faculty member . . . . .
38. member of administration . . . . .
39. non-faculty employee . . . . .
40. non-employee on campus . . . . .
41. student . . . . .

- At UNK, in the last 5 years, have you experienced a prejudicial remark or behavior tied to your:
- Y N
42. gender . . . . .
43. race . . . . .
44. ethnicity . . . . .
45. age . . . . .
46. sexual orientation . . . . .
47. religious beliefs . . . . .
48. physical disability . . . . .
49. socioeconomic status . . . . .

- At UNK, in the last 5 years, have you experienced a prejudicial remark or behavior by a:
- Y N
50. faculty member . . . . .
51. member of administration . . . . .
52. non-faculty employee . . . . .
53. non-employee on campus . . . . .
54. student . . . . .

Over the last 5 years, how stressful has each of the following been for you:

- |   | Extremely Stressful   | ← | → | Not at All Stressful  | DK/NA                 |
|---|-----------------------|---|---|-----------------------|-----------------------|
| 55. child care . . . . .                      | <input type="radio"/> |   |   | <input type="radio"/> | <input type="radio"/> |
| 56. care of elderly parent                    | <input type="radio"/> |   |   | <input type="radio"/> | <input type="radio"/> |
| 57. my physical health . . . . .              | <input type="radio"/> |   |   | <input type="radio"/> | <input type="radio"/> |
| 58. health of spouse/partner                  | <input type="radio"/> |   |   | <input type="radio"/> | <input type="radio"/> |
| 59. review or promotion process . . . . .     | <input type="radio"/> |   |   | <input type="radio"/> | <input type="radio"/> |
| 60. job security . . . . .                    | <input type="radio"/> |   |   | <input type="radio"/> | <input type="radio"/> |
| 61. change in work responsibilities . . . . . | <input type="radio"/> |   |   | <input type="radio"/> | <input type="radio"/> |

62. Compared to 5 years ago, as a place to work, UNK is now:
- much better
- somewhat better
- the same
- worse
- much worse
- not applicable

**Demographics**

1. Gender: male  female

2. How many years have you been employed at UNK? 0-2  13-19   
 3-5  20+   
 6-12

3. Ethnicity/Race: white  minority
4. Marital status: married   
 partnered   
 single/divorced/widowed

5. Are you employed at UNK: full-time   
 part-time

6. In addition to your regular employment at UNK, do you have outside employment? no   
 yes, up to 10 hours per week   
 yes, from 11-20 hours per week   
 yes, from 21-30 hours per week   
 yes, more than 30 hours per week

7. Primary position: office   
 service   
 administrative/academic administrative   
 professional/managerial   
 tenured faculty   
 nontenured faculty

8. If faculty, are you a: full professor   
 associate professor   
 assistant professor   
 lecturer   
 adjunct

9. Sexual orientation: heterosexual   
 gay, lesbian, bisexual, transgender

10. Primary employment division: Academic Affairs/ITS/Grad. Studies/Library   
 Univ. Relations/Athletics/Chancellor's Office   
 Business & Finance Division   
 Student Life   
 College of Business & Technology   
 College of Education   
 College of Fine Arts & Humanities   
 College of Natural & Social Sciences

11. Please add any comments regarding campus climate you would like to make: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_