# NCCS Questionnaire Programming Specifications

Version: FINAL Cleaned by A. Baker on 2 January 2020

|  |  |
| --- | --- |
| **NCCS Project Number** | S20002 |
| **Project Name** | Diversity, Equity, and Inclusion |
| **Illume Survey Name** | S20002\_NCCSDEI |
| **Survey Short URL** | https://srsrv.com/nccsdei |

### Mandatoriness *(select one)*

|  |  |
| --- | --- |
| **X** | All questions are **OPTIONAL** (unless otherwise specified) |
|  | All questions are **OPTIONAL** with **SOFT PROMPT** if left unanswered |
|  | All questions are **MANDATORY** |

###

### Other Programming Notes

Horizontal lines indicate page breaks

Show a browser box in the upper right corner of the survey with text “Questions?”; when respondent clicks the box, show the following text:

If you would like to speak to someone about this survey, please contact the SoundRocket survey team via email at nccsdei@srsrv.com or by phone at 734-527-2199. If you would like to speak with someone at The Evergreen State University, please contact them via email at firstpeoples@evergreen.com or by phone at 360-867-6467

General Design / Section Setup / Branding

|  |  |
| --- | --- |
| **Survey Title** *(header)* | Climate Survey on Diversity, Equity and Inclusion |
| **Survey Title** *(browser)* | NCCS DEI |
| **Logo** | The Evergreen State College Logo |
| **Section Highlight Color** | #002d62 3a6639 |
| **Support Email** | nccsdei@srsrv.com |
| **Support Phone** *(optional)* | 734-527-2199 |
| **Text Emphasis Style** | X | **bold blue** | X | ALL CAPS (WHERE SPECIFIED) |
| **Mobile Optimization** | X | On |  | Off |

###

### Header Sections *(leave blank if no headers are desired)*

|  |  |
| --- | --- |
| **Section Label** | **Section Start Page #** |
| Part I | 4 |
| Part II | 12 |

**PRELOADS**

PRE\_GROUP Sample Type

1 Student

2 Faculty

3 Staff

### Welcome Page

The Evergreen State College is committed to providing the best possible environment for all individuals within the campus community. An important step in creating a truly diverse, equitable and inclusive community is to understand faculty, staff and student perspectives and experiences related to their work and study at The Evergreen State College. The Evergreen State College Campus Climate Survey is designed to help us gain an understanding by learning about our community’s perspectives and experiences related to diversity, equity, and inclusion. The data collected will be used to understand the present climate at The Evergreen State College and to inform current and future decisions about supporting a diverse, inclusive and vibrant campus community.

Your participation and responses will be strictly confidential and will not be part of any academic, medical, employment or disciplinary record. No individually identifiable information will be reported. This survey is completely voluntary. You do not have to participate in this survey and – if you do choose to participate – you may skip any question you do not feel comfortable answering and you may exit the survey at any time. Completing the questionnaire should take about 15 minutes.

To thank you for your time and participation, you will be included in a random drawing to win one of two $100 electronic gift cards. In addition, those who respond to the survey will be entered in a random drawing to win one of five Evergreen swag prizes.

To ensure confidentiality of data, this survey is being conducted by SoundRocket, a survey research firm located in Ann Arbor, MI. SoundRocket is not affiliated with The Evergreen State College. If you have any questions about the survey – or if you experience any difficulty in completing this survey – please contact the survey team via email at nccsdei@srsrv.com, or by phone at 734-527-2199.

Thank you in advance for your help with this important study!

Click “Next” to start the survey.

### End Page - Standard

Thank you for your participation – we appreciate your time and input!

You may now close your browser.

**CONSENT.**

[INSERT CONSENT STATEMENT AND QUESTION HERE]

**SECTION HEADER: PART I**

{PRG: SOFT PROMPT}

DEM\_AGE. What is your current age (in years)?

[RECORD NUMERIC RESPONSE 12-99]

{PRG: SKIP OUT 18 AND UNDER}

{PRG: IF PRE\_GROUP=1, ASK DEM\_ ENROLL\_STUDENT\_B}

DEM\_ENROLL\_STUDENT\_B. On what campus do you spend the majority of your time?

1 Olympia

2 Tacoma

97 Other *(Please specify)*: [TEXT RESPONSE, REQUIRED]

{PRG: IF PRE\_GROUP=1, ASK DEM\_ ENROLL\_YEAR AND DEM\_ENROLL MONTH}

{DESIGN: USE DROP DOWN MENU ITEMS. PLACE ENROLL\_YEAR AND ENROLL\_MONTH ON SAME PAGE.}

In which year and month were you first enrolled as a student at {UNIV\_NAME}?

DEM\_ENROLL\_YEAR. Year:

2019 2019

2018 2018

2017 2017

2016 2016

2015 2015

2014 2014

2013 2013

2012 2012

2011 2011

2010 2010 or before

DEM\_ENROLL\_MONTH. Month :

1. January
2. February
3. March
4. April
5. May
6. June
7. July
8. August
9. September
10. October
11. November
12. December

{PRG: IF PRE\_GROUP=1, ASK DEM\_ STSTAT}

DEM\_STSTAT. Which of the following best describes your current status?

1 Undergraduate - Not Candidate for Degree

2 Undergraduate – 1st Year
3 Undergraduate – 2nd Year
4 Undergraduate – 3rd Year
5 Undergraduate – 4th year

6 Undergraduate – 5th year
7 Masters
8 Other *(Please specify):* [TEXT RESPONSE]
9 Not Currently Enrolled at The Evergreen State College

DEM\_SEX. What is your current sex?

1. Male
2. Female

4 Intersexed

1. Preferred response not listed *(Please specify)*: [TEXT RESPONSE]

DEM\_GENDER. What is your gender/gender identity?

1 Man

2 Woman

3 Transgender/Gender Non-Conforming

5 Agender

6 Genderqueer

7 Gender fluid

8 Gender non-conforming

9 Non-Binary

10 Trans\*

11 Trans Man

12 Trans Woman

13 Two-spirit

4 Preferred Response Not Listed *(Please specify):* [TEXT RESPONSE]

{PRG: ALLOW MULTIPLE RESPONSE; DO NOT SHOW CHECK ALL THAT APPLY TEXT}

DEM\_SEX\_ORIENT. What is your sexual orientation?

1 Heterosexual

2 Bisexual

3 Gay

4 Lesbian

5 Queer

6 Questioning

7 Asexual

9 Pansexual

8 Preferred response not listed *(Please specify)*: [TEXT RESPONSE]

DEM\_RACE. Please indicate the **racial or ethnic group(s)**with which you identify. *(Select all that apply.)*

1. African American/Black
2. Asian American/Asian
3. Hispanic/Latino/a
4. Middle Eastern/North African
5. Native American/Alaskan Native
6. Native Hawaiian/Other Pacific Islander
7. White
8. Other *(Please specify)*: [TEXT RESPONSE]

DEM\_BORN\_US. Were you born in the United States?

1 Yes

0 No

DEM\_GENERATION. Please indicate your generation status:

All of my grandparents and both of my parents were born in the United States

Both of my parents were born in the United States

One of my parents was born in the United States

Neither of my parents were born in the United States

{IF DEM\_BORN\_US=0, ASK DEM\_COUNTRY\_BORN}

DEM\_COUNTRY\_BORN. In which country were you born?

[TEXT RESPONSE]

DEM\_RELIGION. With what religious background, if any, do you most identify?

1 Agnostic

2 Atheist

3 Bahá’í

4 Baptist

5 Buddhist

6 Catholic

7 Church of Christ

8 Christian: Non-Denominational

9 Confucian

10 Eastern Orthodox

11 Episcopalian

12 Hindu

16 Jehovah’s Witness

17 Jewish: Orthodox

18 Jewish: Other

19 LDS (Mormon)

20 Lutheran

21 Methodist

13 Muslim

35 Muslim Sunni

36 Muslim Shia

22 Pentecostal

23 Presbyterian

24 Protestant: Non-Denominational

25 Quaker

26 Seventh Day Adventist

27 Taoist

28 Unitarian/Universalist

29 UCC/Congregational

37 Wiccan

38 Sikh

39 Zoroastrianism

34 Other *(Please specify)*: [TEXT REPSONSE]

33 None

DEM\_DISABLE. Do you have a disability?

1 Yes, I have a disability

2 No, I do not have a disability

{IF DEM\_DISABLE=1, ASK DEM\_DISABLE\_TYPE}

DEM\_DISABLE\_TYPE. What type(s) of disabilities do you have? *(Select all that apply.)*

1. Acquired/Traumatic Brain Injury
2. Attention Deficit/Hyperactivity Disorder
3. Asperger's/Autism Spectrum
4. Blind/Low Vision
5. Deaf/Hard of Hearing
6. Cognitive or Learning Disability
7. Chronic Illness/Medical Condition
8. Mental Health/Psychological Condition
9. Physical/Mobility condition that affects walking
10. Physical/Mobility condition that does *not* affect walking
11. Speech/Communication Condition

13 Multiple Chemical Sensitivities

12 Other *(please specify)*: [TEXT RESPONSE]

DEM\_MILITARY. Have you ever served in the U.S. Armed Forces, Military Reserves, or National Guard?

* 1. I am currently serving
	2. I am no longer serving
	3. I have never served

{PRG: IF PRE\_GROUP=1, ASK DEM\_ED\_PARENT}

DEM\_ED\_PARENT. Which of the following best describes the educational experience of your parents/guardians?

1 Neither parent/guardian attended college

2 Neither parent/guardian has a four-year degree but one or both attended college

3 One or both parents/guardians have a four-year degree

{PRG: IF PRE\_GROUP=2 or 3, ASK HIGH\_DEGREE\_LEVEL}

HIGH\_DEGREE\_LEVEL. What is the highest degree you have earned?

1. High school diploma or GED
2. Two-year college degree (Associate’s)
3. Four-year college degree (Bachelor’s)
4. Master’s degree in the Arts and Sciences (MA, MS)
5. Professional Master’s degree (e.g., MBA, MPA, MSW, MSE, MSN, MPH, MFA, etc.)
6. Ph.D.
7. Other Doctoral degree (e.g., EdD, DDiv, DrPH, DBA, etc.)
8. Medical degree (MD, DO, DDS, DVM)
9. Law degree (JD, LLM, SJD)
10. Other degree *(Please specify):* [TEXT RESPONSE]

{PRG: IF PRE\_GROUP=2, ASK FACULTY\_STATUS}

FACULTY\_STATUS. What is your current faculty status?

1 Adjunct

2 Visitor

3 Term

4 Continuing

5 Post-Retirement

6 Administrative

{PRG: IF PRE\_GROUP=2, ASK PRIMARY\_FIELD}

PRIMARY\_FIELD. How would you classify the primary field of your Evergreen State College appointment?

1. Social Science
2. Science (basic, natural, clinical, applied) ~~or Engineering~~
3. Arts/Humanities
4. Other *~~(Please specify)~~*~~: [TEXT RESPONSE]~~

**SECTION HEADER: Part II**

SECTION\_INRTO: For the following questions, please answer for The Evergreen State College – {response:dem\_enroll\_student\_b} campus.

{DESIGN: LIKERT-TYPE}

SATISFY\_CLIMATE. How satisfied or dissatisfied are you with the overall campus climate/environment that you have experienced at The Evergreen State College within the past 12 months?

1 Very Dissatisfied

2 Dissatisfied

3 Neither Satisfied or Dissatisfied

4 Satisfied

5 Very Satisfied

{DESIGN: SEMANTIC DIFFERENTIAL}

{PRG: RANDOMIZE QUESTION ORDER; RANDOMLY REVERSE CODES; SPLIT INTO 3 PAGES; RANDOMIZE PAGES}

{PRG: CAPTURE PARADATA FOR PRESENTATION ORDER}

{PRG: LABELS ON LEFT SHOULD BE FLUSH RIGHT IN THEIR COLUMN; LABELS ON THE RIGHT SHOULD BE FLUSH LEFT IN THEIR COLUMN}

{COMMENT: RESPONDENTS WILL SEE RADIO BUTTONS BETWEEN ADJECTIVE SETS; CONVERT SELECTIONS TO NUMERIC RESPONSE AFTER DATA COLLECTION}

DIMENSIONS. For the next few questions, select one option between each set of adjectives that best represents how you would rate The Evergreen State College based on **your direct experiences**:

DIMENSIONS\_a. Hostile 1 2 3 4 5 6 7 Friendly

DIMENSIONS\_b. Racist 1 2 3 4 5 6 7 Non-racist

DIMENSIONS\_c. Homogenous 1 2 3 4 5 6 7 Diverse

DIMENSIONS\_d. Disrespectful 1 2 3 4 5 6 7 Respectful

DIMENSIONS\_e. Contentious 1 2 3 4 5 6 7 Collegial

DIMENSIONS\_f. Sexist 1 2 3 4 5 6 7 Non-sexist

DIMENSIONS\_g. Individualistic 1 2 3 4 5 6 7 Collaborative

DIMENSIONS\_h. Competitive 1 2 3 4 5 6 7 Cooperative

DIMENSIONS\_i. Homophobic 1 2 3 4 5 6 7 Queer Positive

DIMENSIONS\_j. Unsupportive 1 2 3 4 5 6 7 Supportive

DIMENSIONS\_k. Ageist 1 2 3 4 5 6 7 Non-ageist

DIMENSIONS\_l. Unwelcoming 1 2 3 4 5 6 7 Welcoming

DIMENSIONS\_m. Elitist 1 2 3 4 5 6 7 Non-elitist

DIMENSIONS\_n. Transgender-phobic 1 2 3 4 5 6 7 Trans Positive

PHYS\_SAFETY. In the past 12 months, how often have you been concerned about your physical safety {IF PRE\_GROUP = 1, SHOW “on campus?”; IF PRE\_GROUP = 2|3, SHOW “on your campus or around your Evergreen State College workplace?”}

1 Never

2 Seldom

3 Sometimes

4 Often

5 Very Often

{PRG: RANDOMIZE; ANCHOR 11-12}

PHYS\_SAFETY\_AVOID. In the past 12 months, which of the following have you avoided at The Evergreen State College due to fear for your physical safety? *(Select all that apply.)*

1 Sporting events

2 Parties or other social gatherings

3 Secluded areas on campus

4 Residence halls

5 Campus buildings

6 Busses or bus stops

7 Parking lots or garages

8 Neighborhoods or other areas surrounding campus

9 Off-Campus Housing

10 Walking around campus at night

18 CRC

14 Classrooms

15 Meetings

16 Offices

17 Laboratories

11 Other *(Please specify)*: [TEXT RESPONSE]

12 None {PRG: MUTUALLY EXCLUSIVE RESPONSE}

{DESIGN: GRID}

{PRG: RANDOMIZE QUESTION ORDER; SPLIT INTO 3 GRIDS; RANDOMIZE GRIDS}

DEI\_ASPECTS. Considering your experiences over the past 12 months, please indicate your level of agreement with each of the following statements:

1 Strongly Disagree

2 Disagree

3 Neither Agree nor Disagree

4 Agree

5 Strongly Agree

DEI\_ASPECTS\_a. I feel valued as an individual at The Evergreen State College.

DEI\_ASPECTS\_b. I feel I belong at The Evergreen State College.

DEI\_ASPECTS\_c. The Evergreen State College has a strong commitment to diversity, equity, and inclusion.

DEI\_ASPECTS\_d. I have considered leaving The Evergreen State College because I felt isolated or unwelcomed.

DEI\_ASPECTS\_e. I am treated with respect at The Evergreen State College.

DEI\_ASPECTS\_f. I feel others don’t value my opinions at The Evergreen State College.

DEI\_ASPECTS\_g. The Evergreen State College is a place where I am able to perform up to my full potential.

DEI\_ASPECTS\_h. I have opportunities at The Evergreen State College for {PRG: IF PRE\_GROUP=1 SHOW “academic” ELSE SHOW “professional”} success that are similar to those of {PRG: IF PRE\_GROUP=1 SHOW “my peers” ELSE SHOW “my colleagues”}.

DEI\_ASPECTS\_i. I have found one or more communities or groups where I feel I belong at The Evergreen State College.

DEI\_ASPECTS\_j. There is too much emphasis put on issues of diversity, equity, and inclusion here at The Evergreen State College.

DEI\_ASPECTS\_k. The Evergreen State College provides sufficient programs and resources to foster the success of a diverse {PRG: IF PRE\_GROUP=1 SHOW “student body”; IF PRE\_GROUP=2 SHOW “faculty”; IF PRE\_GROUP=3 SHOW “staff”}.

DEI\_ASPECTS\_l. I have to work harder than others to be valued equally at The Evergreen State College.

DEI\_ASPECTS\_m. My experience at The Evergreen State College has had a positive influence on my {PRG: IF PRE\_GROUP=1 SHOW “academic” ELSE SHOW “professional”} growth.

DEI\_ASPECTS\_n. The Evergreen State College places appropriate emphasis on issues of diversity, equity, and inclusion.

{PRG: DESIGN GRID}

{PRG: RANDOMIZE QUESTION ORDER}

INTERACTION\_ALL. During the past 12 months at The Evergreen State College, how often have you interacted in a **meaningful** way with people…

1 Never

2 Seldom

3 Sometimes

4 Often

5 Very Often

INTERACTION\_ALL\_a. …whose religious beliefs are different than your own

INTERACTION\_ALL\_b. …whose political opinions are different from your own

INTERACTION\_ALL\_c. …who are immigrants or from an immigrant family

INTERACTION\_ALL\_d. …who are of a different nationality than your own

INTERACTION\_ALL\_e. …who are of a different race or ethnicity than your own

INTERACTION\_ALL\_f. …whose gender is different than your own

INTERACTION\_ALL\_g. …whose sexual orientation is different than your own

INTERACTION\_ALL\_h. …who are from a different social class

INTERACTION\_ALL\_i. …who have physical or other observable disabilities

INTERACTION\_ALL\_j. …who have learning, psychological, or other disabilities that are not readily apparent

INTERACTION\_ALL\_k. …who are of a different generation than your own

INTERACTION\_ALL\_l. …whose veteran/military status is different than your own

{PRG: IF PRE\_GROUP=1, ASK DIVERSE\_GREWUP}

DIVERSE\_GREWUP. How would you describe the racial/ethnic composition of the community where you grew up?

1. All or nearly all people of my race/ethnicity
2. Mostly people of my race/ethnicity
3. Half my race/ethnicity and half people of other races/ethnicities
4. Mostly other types of races/ethnicities
5. All or nearly all other types of races/ethnicities

{PRG: IF PRE\_GROUP=1, ASK DIVERSE\_SCHOOL}

DIVERSE\_SCHOOL. How would you describe the racial/ethnic composition of the school that you graduated from prior to attending The Evergreen State College?

1. All or nearly all people of my race/ethnicity
2. Mostly people of my race/ethnicity
3. Half my race/ethnicity and half people of other races/ethnicities
4. Mostly other types of races/ethnicities
5. All or nearly all other types of races/ethnicities

DISCRIM. In general over the past 12 months, have you felt discriminated against at The Evergreen State College?

1 Yes

0 No

{DESIGN: GRID}

{PRG: RANDOMIZE QUESTION ORDER; SPLIT INTO 3 GRIDS; RANDOMIZE GRIDS}

EXP\_DISCRIM. Over the past 12 months, how often have **YOU** **experienced discriminatory events** at The Evergreen State College because of your:

0 Never

1 1-2 times

2 3 or more times

EXP\_DISCRIM\_a. Ability or disability status

EXP\_DISCRIM\_b. Racial or ethnic identity

EXP\_DISCRIM\_c. Sex

EXP\_DISCRIM\_d. Sexual orientation

EXP\_DISCRIM\_e. Gender identity or gender expression

EXP\_DISCRIM\_f. Veteran status

EXP\_DISCRIM\_g. Relationship status

EXP\_DISCRIM\_h. National origin

EXP\_DISCRIM\_i. Age

EXP\_DISCRIM\_j. Religion

EXP\_DISCRIM\_k. Height or weight

EXP\_DISCRIM\_l. Political orientation

EXP\_DISCRIM\_m. Social class or socioeconomic status

EXP\_DISCRIM\_n. Mental health status

{PRG: IF EXP\_DISCRIM\_J=1|2, ASK EXP\_DESCRIM\_RELIGION}

EXP\_DISCRIM\_RELIGION. Do you believe that any of the religious discriminatory events you have experienced are related to your specific religion?

1. Yes
2. No

{PRG: IF EXP\_DESCRIM\_RELIGION=1, ASK EXP\_DESCRIM\_RELIGION\_TYPE}

EXP\_DISCRIM\_RELIGION\_TYPE. What religion were these events related to?

[TEXT REPSONSE]

EXP\_DISCRIM\_OTHER. Have you experienced any discriminatory events regarding personal aspects that were not asked about in the previous questions?

1 Yes

0 No

{PRG: SHOW EXP\_DISCRIM\_OTHER\_DESCRIBE IF EXP\_DISCRIM\_OTHER=1}

EXP\_DISCRIM\_OTHER\_DESCRIBE. Please describe any other discriminatory events you have experienced.

[MEMO RESPONSE]

{PRG: IF PRE\_GROUP=1, ASK LISTEN\_INCLASS}

{DESIGN: GRID}

LISTEN\_INCLASS. In my classrooms and classroom settings (e.g., lectures, seminars, labs, workshops, studio sessions, etc.), I feel listened to by:

1 Strongly Disagree

2 Disagree

3 Neither Agree nor Disagree

4 Agree

5 Strongly Agree

LISTEN\_INCLASS\_a. Faculty instructors

~~LISTEN\_INCLASS\_b. Student instructors (e.g., GSIs, TAs, etc.)~~

LISTEN\_INCLASS\_c. Other students

LISTEN\_INCLASS\_d. Staff instructors

{PRG: IF PRE\_GROUP=1, ASK LISTEN\_OUTCLASS}

{DESIGN: GRID}

LISTEN\_OUTCLASS. In spaces outside the classroom, I feel valued by:

1 Strongly Disagree

2 Disagree

3 Neither Agree nor Disagree

4 Agree

5 Strongly Agree

LISTEN\_OUTCLASS\_a. Faculty instructors

LISTEN\_OUTCLASS\_b. Other faculty members

~~LISTEN\_OUTCLASS\_c. Student instructors (e.g., GSIs, TAs, etc.)~~

LISTEN\_OUTCLASS\_d. Other students

LISTEN\_OUTCLASS\_e. Staff instructors

LISTEN\_OUTCLASS\_f. The Evergreen State College administrators

LISTEN\_OUTCLASS\_h. Campus police

LISTEN\_OUTCLASS\_g. Other Evergreen State College mentors/advisors

{PRG: IF PRE\_GROUP=1, FAIR\_TREAT\_CAMPUS}

{DESIGN: LIKERT-TYPE}

FAIR\_TREAT\_CAMPUS. I am treated fairly and equitably on campus in general.

1 Strongly Disagree

2 Disagree

3 Neither Agree nor Disagree

4 Agree

5 Strongly Agree

{PRG: IF PRE\_GROUP=1, ASK FAIR\_TREAT\_INCLASS}

{DESIGN: LIKERT-TYPE}

FAIR\_TREAT\_INCLASS. I am treated fairly and equitably in classrooms and classroom settings (e.g., lectures, seminars, labs, workshops, studio sessions, etc.).

1 Strongly Disagree

2 Disagree

3 Neither Agree nor Disagree

4 Agree

5 Strongly Agree

{PRG: IF PRE\_GROUP=1, ASK FAIR\_TREAT\_OUTCLASS}

{DESIGN: LIKERT-TYPE}

FAIR\_TREAT\_OUTCLASS. I am treated fairly and equitably in out-of-classroom Evergreen State College spaces (e.g., campus events, student activities, CRC, etc.).

1 Strongly Disagree

2 Disagree

3 Neither Agree nor Disagree

4 Agree

5 Strongly Agree

{PRG: SHOW FACULTY\_INTRO AT TOP OF PAGE FOR DEPARTMENT\_VALUE AND DEPARTMENT\_ASPECTS GRIDS}

{PRG: IF PRE\_GROUP=2, ASK DEPARTMENT\_VALUE}

{PRG: DESIGN GRID}

INTRO: The following questions ask you to rate conditions in your time as a faculty member.

If you teach in two departments/units to an equal degree, please simply choose one to rate for this survey.

DEPARTMENT\_VALUE. Please indicate your level of agreement with the following statements:

1 Strongly Disagree

2 Disagree

3 Neither Agree nor Disagree

4 Agree

5 Strongly Agree

6 N/A

I am valued in my department/unit for my…

DEPARTMENT\_VALUE\_a. Teaching

DEPARTMENT\_VALUE\_b. Research, scholarship, and/or creativity

DEPARTMENT\_VALUE\_c. Campus service contributions

DEPARTMENT\_VALUE\_d. Mentoring of students

DEPARTMENT\_VALUE\_e. Mentoring of faculty

DEPARTMENT\_VALUE\_f. Clinical practice

DEPARTMENT\_VALUE\_g. Community service

{PRG: IF PRE\_GROUP=2, ASK DEPARTMENT\_ASPECTS}

{PRG: DESIGN GRID}

{PRG: RANDOMIZE DEPARTMENT\_ASPECTS\_A – DEPARTMENT\_ASPECTS\_G}

DEPARTMENT\_ASPECTS. Please indicate your level of agreement with the following statements:

1 Strongly Disagree

2 Disagree

3 Neither Agree nor Disagree

4 Agree

5 Strongly Agree

DEPARTMENT\_ASPECTS\_a. I have a voice in the decision-making that affects the direction of academics

DEPARTMENT\_ASPECTS\_b. The teaching workload is fairly and equitably distributed in academics

DEPARTMENT\_ASPECTS\_c. There are fair and equitable expectations regarding research in academics

DEPARTMENT\_ASPECTS\_d. There are fair and equitable expectations regarding service in academics

DEPARTMENT\_ASPECTS\_e. There are fair and equitable processes for determining compensation in academics

DEPARTMENT\_ASPECTS\_f. Support is provided fairly and equitably in academics

DEPARTMENT\_ASPECTS\_g. Rewards for work performance are fairly and equitably distributed in academics

{PRG: IF PRE\_GROUP=3, ASK UNIT\_ASPECTS}

{PRG: DESIGN GRID}

{PRG: RANDOMIZE UNIT\_ASPECTS\_A – UNIT\_ASPECTS\_F}

STAFF\_INTRO {DO NOT SHOW}

The following questions ask you to rate conditions in your “primary work unit.” If you have multiple appointments, we would like you to rate the work unit that you consider to be your primary appointment. Normally this would be the work unit in which you spend the most time (regardless of percentage of budgeted appointment).

If you work in two work units to an equal degree, please simply choose one to rate for this survey.

UNIT\_ASPECTS. Please indicate your level of agreement with the following statements:

1 Strongly Disagree

2 Disagree

3 Neither Agree nor Disagree

4 Agree

5 Strongly Agree

UNIT\_ASPECTS\_a. My ideas are seriously considered in my unit.

UNIT\_ASPECTS\_b. I have a voice in the decision-making that affects my work in my unit.

UNIT\_ASPECTS\_c. The workload is fairly and equitably distributed in my unit.

UNIT\_ASPECTS\_d. There are fair and equitable processes for determining compensation in my unit.

UNIT\_ASPECTS\_e. Support is provided fairly and equitably in my unit.

UNIT\_ASPECTS\_f. Rewards for work performance are fairly and equitably distributed in my unit.

{DESIGN: SHOW CQ SERIES ON SAME PAGE}

You’re nearly finished. These last few questions have been added specifically for you by The Evergreen State College:

CQ1. Please indicate the socioeconomic status you most identify with:

1 Raised Poor

2 Working Class

3 Middle Class

4 Upper Class

CQ2. Please Indicate the political party you most identify with:

1 Republican

2 Democrat

3 Independent

4 Green

5 Constitution

6 Libertarian

97 Other (Please specify): [TEXT RESPONSE]

CQ3. What is your ethnic identity?

[TEXT RESPONSE]

{PRG: SHOW IF PRE\_GROUP=1}

CQ4. I feel that staff at The Evergreen State College support a wide range of cultural and social identities in activities outside of the classroom.

1 Always

2 Often

3 Sometimes

4 Rarely

5 Never

CQ5. In your time at The Evergreen State College, are you currently or have you ever experienced any of the following: *(Select all that apply.)*

1 Homelessness - defined as lacking a fixed, regular, and adequate nighttime residence.

2 Housing insecurity - defined as having trouble paying rent, overcrowding, moving frequently, staying with relatives, or spending the bulk of household income on housing.

3 I have experienced neither homelessness nor housing insecurity during my time at The Evergreen State College. [EXCLUSIVE]

{PRG: SHOW IF PRE\_GROUP=1}

CQ6. I feel that faculty at The Evergreen State College support a wide range of cultural and social identities in the classroom.

1 Always

2 Often

3 Sometimes

4 Rarely

5 Never

OTHER\_COMMENT. Please share any other thoughts, comments or suggestions that you may have about the topics covered in this survey.

**Please do not include personally-identifying information in your response.**

[MEMO RESPONSE]