



LAWRENCE UNIVERSITY
APPLETON, WISCONSIN

Default Question Block

2018 Campus Climate Survey

Campus Climate is defined as the ever-evolving campus environment as it relates to the attitudes, beliefs, interactions, behaviors, feelings, knowledge, and experiences of all campus constituents (students, faculty, staff, and administrators).

Because of the broad scope of this survey, you may find that certain items may not apply to you. If you do not feel the item applies to you, please select the answer "Not applicable". If you are unsure or don't know how to answer a particular item, please select the answer "Don't Know". If you wish to elaborate on your responses in any section, a comment box is provided. Please be assured that your answers will remain confidential and all information will be presented as grouped statistics.

For the purposes of this survey, the term administrators refers to the President's Cabinet, which consists of:

Mark Burstein, President

Catherine Gunther Kodat, Provost and Dean of the Faculty

Kimberly Barrett, Vice President for Diversity and Inclusion and Associate Dean of the Faculty

Christopher Card, Vice President for Student Life

Calvin Husmann, Vice President for Alumni and Development

Christopher Lee, Vice President for Finance and Administration

Ken Anselment, Dean of Admissions and Financial Aid

Brian Pertl, Dean of the Conservatory

Christyn Abaray, Athletic Director

Background Information What is your classification at Lawrence? Staff

Student

Tenured faculty

Tenure-track faculty

Non-tenure track faculty

What is your age?

 Less than 20 20-29 30-39 40-49 50-59 60-69 70 and older Prefer not to answer

What is your gender/gender identity?

 Female Male Non-Binary Transgender Other Prefer not to answer

What is your race/ethnicity?

- American Indian or Alaska Native
- Asian
- Black or African American
- Hispanic/Latino
- International
- Multi-ethnic
- Native Hawaiian or other Pacific Islander
- White
- Other
- Prefer not to answer

Are you a veteran?

- Yes
- No
- Prefer not to answer

What is your sexual orientation?

- Asexual
- Bisexual
- Demisexual
- Gay
- Heterosexual
- Lesbian
- Pansexual
- Queer
- Questioning
- Self-identity
-
- Other
- Prefer not to answer

What is your religious preference?

Roman Catholic

Buddhist

Hindu

Jewish

Lutheran

Muslim

Non-denominational

Protestant

Agnostic

Atheist

Spiritual but not religious

Other

No religious preference

Prefer not to answer

Do you have a mental or physical condition that significantly impacts your educational and/or work performance?

Yes

No

Don't know/Unsure

Prefer not to answer

What is your employment category?

Hourly (non-exempt)

Salary (exempt)

Salary (non-exempt)

Prefer not to answer

- I am:
- Full-time
- Part-time
- Prefer not to answer

How many years have you been employed at Lawrence?

- Less than one year
- 1-5 years
- 6-10 years
- 11-20 years
- 21 years or longer
- Prefer not to answer

What is class level?

- First-year
- Sophomore
- Junior
- Senior
- Super senior

What type of degree are you seeking?

- B.A.
- B.Mus.
- B.A./B.Mus.
- Non-degree

Are you a first-generation student (defined as neither parent/guardian has earned a bachelor's degree)?

- Yes
- No
- Don't know
- Prefer not to answer

Mission

Lawrence University of Wisconsin, through its undergraduate residential college and Conservatory of Music, educates students in the liberal arts and sciences. The university is devoted to excellence and integrity in all of its activities and committed to the development of intellect and talent, the pursuit of knowledge and understanding, the cultivation of sound judgment, and respect for the perspectives of others. Lawrence prepares students for lives of achievement, responsible and meaningful citizenship, lifelong learning, and personal fulfillment. As a diverse learning community of scholars and artists, we actively foster a transformative process that emphasizes engaged learning, supported by an environment of rich educational opportunities in a residential campus setting.

Please respond to the following statements on mission.

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Don't know
I believe the mission of Lawrence is important.	<input type="radio"/>					
I believe Lawrence is achieving in its mission.	<input type="radio"/>					
I believe my job is important to the mission of Lawrence.	<input type="radio"/>					

Please feel free to provide any comments on the mission of Lawrence.

General Climate

Please respond to the following statements on diversity and inclusion.

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Don' know
Lawrence is a diverse community.	<input type="radio"/>					
Lawrence is committed to becoming more inclusive.	<input type="radio"/>					
Lawrence is generally inclusive of diverse perspectives.	<input type="radio"/>					

It is important for me to experience a sense of belonging on campus.

Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Don't know
<input type="radio"/>					

Please respond to the following questions on belonging.

	Very strong	Strong	Neutral	Weak	Very weak	Don't know
How strong is your sense of belonging this campus? with faculty on	<input type="radio"/>					
How strong is your sense of belonging this campus? with staff on	<input type="radio"/>					
How strong is your sense of belonging on this campus? with students	<input type="radio"/>					
How strong is your sense of belonging administrators on this campus? with	<input type="radio"/>					

How would you characterize the Lawrence campus climate for:

	Very positi ve	Positive	Neutral	Negative	Very negative	Don't know	Not applicable
Everyone							<input type="radio"/>
You							<input type="radio"/>
People of your age							<input type="radio"/>
People of your race/ethnicity							<input type="radio"/>
People of your national origin							<input type="radio"/>
People of your gender/gender identity							<input type="radio"/>
People of your sexual orientation							<input type="radio"/>
People of your religious preference							<input type="radio"/>
People of your marital status							<input type="radio"/>
People of your disability							<input type="radio"/>
People of your political orientation							<input type="radio"/>
People of your military service							<input type="radio"/>
socioeconomic status							<input type="radio"/>

Please respond to the following statements.

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Don't know
People of your						

I would recommend Lawrence to others as

<input type="radio"/>	a good place to attend college.						
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I believe I can share my thoughts and ideas

<input type="radio"/>	with the campus community.					
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University policies and procedures are

<input type="radio"/>	administered fairly.						
	Strongly	Strongly	Don't	agree	Agree	Neutral	Disagree
						disagree	know

Lawrence supports a physically healthy lifestyle.

Lawrence supports an emotionally healthy lifestyle.

Lawrence supports an environmentally sustainable lifestyle.

There are welcoming spaces on this campus.

What three words would you use to describe the general climate at Lawrence?

Please feel free to add any comments on the general climate.

Accessibility

Please respond to the following statements about accessibility

Strongly	Strongly	Don't	agree	Agree	Neutral	Disagree	disagree
					know	accessible to all	persons.

Classrooms are accessible to all persons.

Public areas are

accessible to all persons.

There is sufficient designated parking for people with disabilities close to a building entrance.

Accessibility is an

institutional priority on this

campus.

agree	Agree	Neutral	Disagree
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Campus buildings are

<input type="radio"/>				
	Strongly	Strongly	Don't disagree	know

Please feel free to add any comments on accessibility.

Safety

Please respond to the following statements on safety.

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Don't know	Not applicable
I feel safe on this campus during the day.	<input type="radio"/>						
I feel safe on this campus at night.	<input type="radio"/>						

Don't know Not applicable

Strongly disagree Strongly agree Agree Neutral Disagree

I feel safe in the Appleton community during the day.

I feel safe in the Appleton community at night.

I believe Lawrence is prepared to manage the safety of all constituents in an emergency (weather, medical, intruder, and deaths).

Please feel free to add any comments on safety.

[Empty text box for comments]

Personal Experiences

Please indicate how often in the past six months you have experienced the following at Lawrence because of your age.

Negative or insulting Never Rarely Sometimes Often Very often Don't know Not applicable

	Never	Rarely	Sometimes	Often	Very often	Don't know	Not applicable
Physical violence	<input type="radio"/>						
Feeling isolated or unwelcome	<input type="radio"/>						
Not being taken comments	<input type="radio"/>						
Offensive language or humor	<input type="radio"/>						
Harassment	<input type="radio"/>						
Discrimination	<input type="radio"/>						
Bullying	<input type="radio"/>						
Retaliation	<input type="radio"/>						
Aggression	<input type="radio"/>						
The need to play down various group in order to fit in	<input type="radio"/>						
Pressured to act like others in my group	<input type="radio"/>						
Discouragement in pursuing my career goals	<input type="radio"/>						
Encouragement in pursuing my career goals	<input type="radio"/>						
Feeling connected to others on campus	<input type="radio"/>						
Joining a group or organized activity that promotes my interest	<input type="radio"/>						
Invited to participate in campus activities or groups	<input type="radio"/>						
Discrimination	<input type="radio"/>						
Bullying	<input type="radio"/>						
Retaliation	<input type="radio"/>						
Aggression	<input type="radio"/>						

	Never	Rarely	Sometimes	Often	Very often	Don't know	Not applicable
Physical violence	<input type="radio"/>						
Feeling isolated or unwelcome	<input type="radio"/>						

Not being taken

Please indicate how often in the past six months you have experienced the following at Lawrence because of your gender.

	Never	Rarely	Sometimes	Often	Very often	Don't know	Not applicable
Negative or insulting comments	<input type="radio"/>						
Offensive language or humor	<input type="radio"/>						
Harassment	<input type="radio"/>						
The need to play down various characteristics of my group in order to fit in	<input type="radio"/>						
Pressured to act like others in my group	<input type="radio"/>						
Discouragement in pursuing my career goals	<input type="radio"/>						
Encouragement in pursuing my career goals	<input type="radio"/>						
Feeling connected to others on campus	<input type="radio"/>						
Joining a group or organized activity that promotes my interest	<input type="radio"/>						
Invited to participate in campus activities or groups	<input type="radio"/>						
Discrimination	<input type="radio"/>						
Bullying	<input type="radio"/>						
Retaliation	<input type="radio"/>						
Aggression	<input type="radio"/>						

	Never	Rarely	Sometimes	Often	Very often	Don't know	Not applicable
Physical violence	<input type="radio"/>						
Feeling isolated or unwelcome	<input type="radio"/>						

Not being taken
 Please indicate how often in the past six months you have experienced the following at Lawrence because of your race/ethnicity.

	Never	Rarely	Sometimes	Often	Very often	Don't know	Not applicable
Negative or insulting comments	<input type="radio"/>						
Offensive language or humor	<input type="radio"/>						
Harassment	<input type="radio"/>						
The need to play down various group in order to fit in	<input type="radio"/>						
Pressured to act like others in my group	<input type="radio"/>						
Discouragement in pursuing my career goals	<input type="radio"/>						
Encouragement in pursuing my career goals	<input type="radio"/>						
Feeling connected to others on campus	<input type="radio"/>						
Joining a group or organized activity that promotes my interest	<input type="radio"/>						
Invited to participate in campus activities or groups	<input type="radio"/>						
Discrimination	<input type="radio"/>						
Bullying	<input type="radio"/>						
Retaliation	<input type="radio"/>						
Aggression	<input type="radio"/>						

	Never	Rarely	Sometimes	Often	Very often	Don't know	Not applicable
Physical violence	<input type="radio"/>						
Feeling isolated or unwelcome	<input type="radio"/>						

Not being taken
 Please indicate how often in the past six months you have experienced the following at Lawrence because of your national origin.

	Never	Rarely	Sometimes	Often	Very often	Don't know	Not applicable
Negative or insulting comments	<input type="radio"/>						
Offensive language or humor	<input type="radio"/>						
Harassment	<input type="radio"/>						
The need to play down various characteristics of my group in order to fit in	<input type="radio"/>						
Pressured to act like others in my group	<input type="radio"/>						
Discouragement in pursuing my career goals	<input type="radio"/>						
Encouragement in pursuing my career goals	<input type="radio"/>						
Feeling connected to others on campus	<input type="radio"/>						
Joining a group or organized activity that promotes my interest	<input type="radio"/>						
Invited to participate in campus activities or groups	<input type="radio"/>						
Discrimination	<input type="radio"/>						
Bullying	<input type="radio"/>						
Retaliation	<input type="radio"/>						
Aggression	<input type="radio"/>						

	Never	Rarely	Sometimes	Often	Very often	Don't know	Not applicable
Physical violence	<input type="radio"/>						
Feeling isolated or unwelcome	<input type="radio"/>						

Not being taken
 Please indicate how often in the past six months you have experienced the following at Lawrence because of your sexual orientation.

	Never	Rarely	Sometimes	Often	Very often	Don't know	Not applicable
Negative or insulting comments	<input type="radio"/>						
Offensive language or humor	<input type="radio"/>						
Harassment	<input type="radio"/>						
The need to play down various characteristics of my group in order to fit in	<input type="radio"/>						
Pressured to act like others in my group	<input type="radio"/>						
Discouragement in pursuing my career goals	<input type="radio"/>						
Encouragement in pursuing my career goals	<input type="radio"/>						
Feeling connected to others on campus	<input type="radio"/>						
Joining a group or organized activity that promotes my interest	<input type="radio"/>						
Invited to participate in campus activities or groups	<input type="radio"/>						
Discrimination	<input type="radio"/>						
Bullying	<input type="radio"/>						
Retaliation	<input type="radio"/>						
Aggression	<input type="radio"/>						

	Never	Rarely	Sometimes	Often	Very often	Don't know	Not applicable
Physical violence	<input type="radio"/>						
Feeling isolated or unwelcome	<input type="radio"/>						

Not being taken

Please indicate how often in the past six months you have experienced the following at Lawrence because of your political affiliation.

	Never	Rarely	Sometimes	Often	Very often	Don't know	Not applicable
Negative or insulting comments	<input type="radio"/>						
Offensive language or humor	<input type="radio"/>						
Harassment	<input type="radio"/>						
The need to play down various characteristics of my group in order to fit in	<input type="radio"/>						
Pressured to act like others in my group	<input type="radio"/>						
Discouragement in pursuing my career goals	<input type="radio"/>						
Encouragement in pursuing my career goals	<input type="radio"/>						
Feeling connected to others on campus	<input type="radio"/>						
Joining a group or organized activity that promotes my interest	<input type="radio"/>						
Invited to participate in campus activities or groups	<input type="radio"/>						
Discrimination	<input type="radio"/>						
Bullying	<input type="radio"/>						
Retaliation	<input type="radio"/>						
Aggression	<input type="radio"/>						

	Never	Rarely	Sometimes	Often	Very often	Don't know	Not applicable
Physical violence	<input type="radio"/>						
Feeling isolated or unwelcome	<input type="radio"/>						

Not being taken

Please indicate how often in the past six months you have experienced the following at Lawrence because of your disabilities.

	Never	Rarely	Sometimes	Often	Very often	Don't know	Not applicable
Negative or insulting comments	<input type="radio"/>						
Offensive language or humor	<input type="radio"/>						
Harassment	<input type="radio"/>						
The need to play down various group in order to fit in	<input type="radio"/>						
Pressured to act like others in my group	<input type="radio"/>						
Discouragement in pursuing my career goals	<input type="radio"/>						
Encouragement in pursuing my career goals	<input type="radio"/>						
Feeling connected to others on campus	<input type="radio"/>						
Joining a group or organized activity that promotes my interest	<input type="radio"/>						
Invited to participate in campus activities or groups	<input type="radio"/>						
Discrimination	<input type="radio"/>						
Bullying	<input type="radio"/>						
Retaliation	<input type="radio"/>						
Aggression	<input type="radio"/>						

	Never	Rarely	Sometimes	Often	Very often	Don't know	Not applicable
Physical violence	<input type="radio"/>						
Feeling isolated or unwelcome	<input type="radio"/>						

Not being taken

Please indicate how often in the past six months you have experienced the following at Lawrence because of your religious beliefs.

	Never	Rarely	Sometimes	Often	Very often	Don't know	Not applicable
Negative or insulting comments	<input type="radio"/>						
Offensive language or humor	<input type="radio"/>						
Harassment	<input type="radio"/>						
The need to play down various characteristics of my group in order to fit in	<input type="radio"/>						
Pressured to act like others in my group	<input type="radio"/>						
Discouragement in pursuing my career goals	<input type="radio"/>						
Encouragement in pursuing my career goals	<input type="radio"/>						
Feeling connected to others on campus	<input type="radio"/>						
Joining a group or organized activity that promotes my interest	<input type="radio"/>						
Invited to participate in campus activities or groups	<input type="radio"/>						
Discrimination	<input type="radio"/>						
Bullying	<input type="radio"/>						
Retaliation	<input type="radio"/>						
Aggression	<input type="radio"/>						

	Never	Rarely	Sometimes	Often	Very often	Don't know	Not applicable
Physical violence	<input type="radio"/>						
Feeling isolated or unwelcome	<input type="radio"/>						

Not being taken

Please indicate how often in the past six months you have experienced the following at Lawrence because of your socioeconomic status.

	Never	Rarely	Sometimes	Often	Very often	Don't know	Not applicable
Negative or insulting comments	<input type="radio"/>						
Offensive language or humor	<input type="radio"/>						
Harassment							

Discrimination	<input type="radio"/>						
Bullying	<input type="radio"/>						
Retaliation	<input type="radio"/>						
Aggression	<input type="radio"/>						

	Never	Rarely	Sometimes	Often	Very often	Don't know	Not applicable
Physical violence	<input type="radio"/>						
Feeling isolated or unwelcome	<input type="radio"/>						
Not being taken seriously	<input type="radio"/>						
The need to play down various characteristics of my group in order to fit in	<input type="radio"/>						
Pressured to act like others in my group	<input type="radio"/>						
Discouragement in pursuing my career goals	<input type="radio"/>						
Encouragement in pursuing my career goals	<input type="radio"/>						
Feeling connected to others on campus	<input type="radio"/>						
Joining a group or organized activity that promotes my interest	<input type="radio"/>						
Invited to participate in campus activities or groups	<input type="radio"/>						

In the event we have not captured all experiences, please feel free to share other experiences as it relates to your identify (please describe specifically).

Sources of Stress

To what extent have each of the following been a source of stress for you during the last six months?

Interpersonal Stressors:

	Not at all	Slight	Moderate	Considerable	Extreme	Don't know	Not applicable
Intimate relationships							<input type="radio"/>
Social relationships							<input type="radio"/>
Feeling invisible							<input type="radio"/>
Feeling excluded							<input type="radio"/>
Uncertainty of your future							<input type="radio"/>
Sexual misconduct							<input type="radio"/>
Bias-motivated incident							<input type="radio"/>
Career-related issue							<input type="radio"/>
Managing household responsibilities							<input type="radio"/>
Care or family member or other dependent person	<input type="radio"/>						
Illness or Death (of family member, friend, and/or pet)	<input type="radio"/>						
Financial problems	<input type="radio"/>						
Lack of time for self	<input type="radio"/>						
My physical health	<input type="radio"/>						
My mental health	<input type="radio"/>						

To what extent have each of the following been a source of stress for you during the last six months?

Institutional Stressors:

Not

	at all	Slight	Moderate	Considerable	Extreme	Don't know	Not applicable
Organizational changes	<input type="radio"/>						
Personnel changes	<input type="radio"/>						
Colleagues	<input type="radio"/>						
Supervisors	<input type="radio"/>						
Performance review process	<input type="radio"/>						
Tenure/promotion/reappointment process	<input type="radio"/>						
Committee work	<input type="radio"/>						
Hours required at work	<input type="radio"/>						
Workload (amount of work)	<input type="radio"/>						
Institutional procedures and "red tape"	<input type="radio"/>						
Being "on call"	<input type="radio"/>						
Physical demands of job	<input type="radio"/>						
Transportation to/from job	<input type="radio"/>						
Pay (per hour or salary)	<input type="radio"/>						
Compensation package	<input type="radio"/>						
Academic rigor	<input type="radio"/>						
Subtle discrimination	<input type="radio"/>						
Academic Calendar	<input type="radio"/>						
Use of technology/equipment	<input type="radio"/>						
Time pressure/deadlines	<input type="radio"/>						

Please feel free to add any comments regarding sources of stress.

Bias and Discrimination

Please respond to the following statements on bias, harassment and discrimination.

Yes

No

Prefer not to answer

I am aware of the policies and related procedures for

Yes No Prefer not to answer

reporting bias, harassment and/or discrimination.

I have reported bias, harassment, and/or discrimination to a university representative.

Yes No Prefer not to answer

I have heard students make insensitive or disparaging remarks about:

Never Rarely Sometimes Often Very often Don't know Not applicable

Gay, lesbian, bisexual, or transgender persons

Never Rarely Sometimes Often Very often Don't know Not applicable

International students

Never Rarely Sometimes Often Very often Don't know Not applicable

Non-native English

Never Rarely Sometimes Often Very often Don't know Not applicable

speakers

Never Rarely Sometimes Often Very often Don't know Not applicable

Older/non-traditional

Never Rarely Sometimes Often Very often Don't know Not applicable

students

Persons of religious backgrounds different than my own

Never Rarely Sometimes Often Very often Don't know Not applicable

Racial/Ethnic

Never Rarely Sometimes Often Very often Don't know Not applicable

minorities

Never Rarely Sometimes Often Very often Don't know Not applicable

Veterans

Women

I have heard faculty make insensitive or disparaging remarks about:

Never Rarely Sometimes Often Very often Don't know Not applicable

Gay, lesbian,

bisexual, or transgender persons	<input type="radio"/>							
	<input type="radio"/>							
	Never	Rarely	Sometimes	Often	Very often	Don't know	Not applicable	<input type="radio"/>
Non-native English International students speakers								<input type="radio"/>
Older/non-traditional students								<input type="radio"/>
Persons of religious backgrounds different than my own								<input type="radio"/>
Racial/Ethnic minorities								<input type="radio"/>
Veterans								<input type="radio"/>
Women								<input type="radio"/>

I have heard staff make insensitive or disparaging remarks about:

	Never	Rarely	Sometimes	Often	Very often	Don't know	Not applicable
Gay, lesbian, bisexual, or transgender persons	<input type="radio"/>						
International students	<input type="radio"/>						
Non-native English speakers	<input type="radio"/>						
Older/non-traditional students	<input type="radio"/>						
Persons of religious backgrounds different than my own	<input type="radio"/>						
Racial/Ethnic minorities	<input type="radio"/>						
Veterans							
Women							

I have heard administrators make insensitive or disparaging remarks about:

	Rarely	Sometimes	Often	often know	Very Don't	Never	Not applicable
Gay, lesbian, bisexual, or transgender persons	<input type="radio"/>						
	Never	Rarely	Sometimes	Often	Very often	Don't know	Not applicable
International students	<input type="radio"/>						
Non-native English speakers	<input type="radio"/>						
Older/non-traditional students	<input type="radio"/>						
Persons of religious backgrounds different than my own	<input type="radio"/>						
Racial/Ethnic minorities	<input type="radio"/>						
Veterans	<input type="radio"/>						
Women	<input type="radio"/>						

Please feel free to add any comments regarding bias and discrimination.

Staff

Staff Section

Please respond to the following statements.

Strongly Agree
 Agree
 Neutral
 Disagree
 Strongly disagree
 Don't know

I would recommend

Lawrence to others as a good place to work.

Departments and offices across campus collaborate well.

Strongly Strongly Don't disagree know

I received an orientation to my position that provided

what I needed to successfully begin my position.

I received adequate training during my first couple months of orientation for my position.

I have the resources (materials, software, equipment, training, tools) to do my job well.

The duties and expectations of my job

are clearly communicated to me.

Hard work and good performance are

recognized.

My supervisor treats me with respect.

I receive sufficient opportunities for my

own professional development.

I receive sufficient training for job functions I perform.

I receive sufficient supervisory support.

I have someone
(supervisor, colleague,
co-worker) that seems
to care about me as a
person.

I have a friend at work
in which I confide.

Agree Agree Neutral Disagree

Strongly Strongly Don't know

I am hesitant to bring up issues that concern me for fear it will affect my performance evaluation.

I have experienced bias related to some aspect of my identity in the evaluation of my work.

In the past six months, I have received

recognition or praise for doing good work.

Agree Agree Neutral Disagree disagree

Please respond to the following statements about leaving/staying at Lawrence.

Yes No Prefer not to answer

Within the past year, I have seriously considered looking elsewhere for a job due to my dissatisfaction with working at Lawrence.

Within the past year, I have pursued a position elsewhere due to my dissatisfaction with working at Lawrence.

If you considered leaving Lawrence or pursued a position elsewhere, please share the main reasons for doing so.

[Empty text box for reasons]

If you considered leaving Lawrence or pursued a position elsewhere, please share the main reasons for staying at Lawrence.

Please feel free to share any additional comments about the topics in the section.

Student

Student Section

How strong is your sense of belonging with your academic advisor(s) on this campus?

- Very strong
- Strong
- Neutral
- Weak
- Very weak
- Prefer not to answer

Please respond to the following statements.

- I would recommend Lawrence to others as a good place to attend college.
- Strongly agree
 - Agree
 - Neutral
 - Disagree
 - Strongly disagree
 - Don't know
 - Prefer not to answer

	agree	Agree	Neutral	Disagree	disagree	know	answer
I feel valued in the classroom/learning environment.	<input type="radio"/>						
I receive the support I need to succeed academically.	<input type="radio"/>						
I have experienced discrimination in the classroom.			<input type="radio"/>				

Within the past year, I have seriously considered leaving Lawrence?

- Yes
- No
- Prefer not to answer

Please explain why you considered leaving Lawrence.

Please explain why you decided to stay at Lawrence.

Please feel free to share any additional comments about the topics in the section.

Faculty

Faculty Section

Please respond to these statements.

I would recommend
Lawrence to others as a
good place to work.

I received a
comprehensive new
faculty orientation that
prepared me for my
position.

I have the resources
(materials, software,
equipment, training,
tools) to do my job
well.

The duties and
expectations of my job

are clearly
communicated to me.

Hard work and good
performance are

recognized.

I receive sufficient
opportunities for
my

own professional
development.

I have someone
(colleague, co-worker)

that seems to care
about me as a person.

I am hesitant to bring
up issues that concern
me for fear it will affect

my reappointment,
tenure or

promotion
decision.

Strongly know Strongly Don't agree Agree Neutral Disagree disagree

Strongly agree Agree Neutral Disagree Strongly disagree Don't know

I have experienced bias related to some aspect of my identity in promotion process. the reappointment, tenure, or

I have received recognition or praise past year. for my scholarly work in the

Departments and offices across campus collaborate well.

Please respond to the statements about staying/leaving.

Yes No Prefer not to answer

Within the past year, I have seriously considered looking elsewhere for a job due to my dissatisfaction with working at Lawrence.

Within the past year, I have pursued a position elsewhere due to my dissatisfaction with working at Lawrence.

If you considered leaving Lawrence or pursued a position elsewhere, please share the main reasons for doing so.

If you considered leaving Lawrence or pursued a position elsewhere, please share the main reasons for staying at Lawrence.

Please feel free to share any additional comments about the topics in the section.

Please click “Next” to submit your survey and be entered into a random prize drawing. Thank you on behalf of the Office of Diversity and Inclusion and the President’s Committee on Diversity Affairs!

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