Figure 1 Participant population breakdown for Spring 2010 Campus Climate survey.
Figure 2 Population breakdown with gender detail for Spring 2010 Campus Climate survey.
Figure 3 Dissatisfaction with the number of women in positions of leadership.

Figure 4 Dissatisfaction with the level of fairness between genders when setting salaries/giving increases/assigning grades.
Figure 5 Dissatisfaction with the level of fairness between men and women in assignments, tasks and services.

Figure 6 Dissatisfaction with the level of fairness in the treatment of men and women.
Figure 7 Dissatisfaction with the number of women who serve as role models/mentors.

Figure 8 Dissatisfaction with the opportunities for advancement and professional development.
Figure 9 Dissatisfaction with the level of support for retention and recruitment.

Figure 10 Dissatisfaction with the support for balancing family and work and school commitments.
Figure 11 Dissatisfaction with access to child care.

Figure 12 Dissatisfaction with freedom to express opinions and concerns without fear of retaliation.
Figure 13 Dissatisfaction with the level of support concerning your physical safety.

Figure 14 Dissatisfaction with the level of awareness of and access to campus safety resources.
Figure 15 Dissatisfaction with the level of sensitivity to amount of stereotyping of your gender.

Figure 16 Dissatisfaction with how frequently you personally experience negative stereotyping of your gender within your work unit.
Figure 17 Dissatisfaction with how frequently you experience negative stereotyping of your culture within your work unit.

Figure 18 Dissatisfaction with how frequently you personally experience negative stereotyping of your culture within your campus community.
Figure 19 Composite view of Faculty satisfaction with campus climate. Red represents very dissatisfied (1) and dark green very satisfied (5).

Figure 20 Composite view of Staff satisfaction with campus climate. Red represents very dissatisfied (1) and dark green very satisfied (5).
Figure 21 Composite view of Student satisfaction to campus climate. Red represents very dissatisfied (1) and dark green very satisfied (5).

Figure 22 Composite view of Faculty satisfaction with campus climate related to gender. Red represents very dissatisfied (1) and dark green very satisfied (5).
Figure 23 Composite view of Staff satisfaction with campus climate related to gender. Red represents very dissatisfied (1) and dark green very satisfied (5).

Figure 24 Composite view of Student satisfaction with campus climate related to gender. Red represents very dissatisfied (1) and dark green very satisfied (5).
# Spring 2010 Campus Climate Survey Questions:

Table 1 Survey questions asked to faculty and staff.

<table>
<thead>
<tr>
<th></th>
<th>Question</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>What is your classification?</td>
</tr>
<tr>
<td>2</td>
<td>Please indicate your level of satisfaction with the following: - Number of women in positions of leadership</td>
</tr>
<tr>
<td>3</td>
<td>Please indicate your level of satisfaction with the following: - Support for balancing family, work, and school commitments</td>
</tr>
<tr>
<td>4</td>
<td>Please indicate your level of satisfaction with the following: - Level of fairness between genders when setting salaries/giving increases</td>
</tr>
<tr>
<td>5</td>
<td>Please indicate your level of satisfaction with the following: - Access to child care</td>
</tr>
<tr>
<td>6</td>
<td>Please indicate your level of satisfaction with the following: - Number of women who serve as role models/mentors</td>
</tr>
<tr>
<td>7</td>
<td>Please indicate your level of satisfaction with the following: - Freedom to express opinions and concerns without fear of retaliation</td>
</tr>
<tr>
<td>8</td>
<td>Please indicate your level of satisfaction with the following: - Opportunities for advancement and professional development</td>
</tr>
<tr>
<td>9</td>
<td>Please indicate your level of satisfaction with the following: - Level of recognition and respect for your abilities, independent of your gender</td>
</tr>
<tr>
<td>10</td>
<td>Please indicate your level of satisfaction with the following: - Level of recognition of women as serious students and scholars</td>
</tr>
<tr>
<td>11</td>
<td>Please indicate your level of satisfaction with the following: - Quality of advising women receive about careers, scholarships, internships</td>
</tr>
<tr>
<td>12</td>
<td>Please indicate your level of satisfaction with the following: - Level of fairness between men and women in assignments, tasks and service</td>
</tr>
<tr>
<td>13</td>
<td>Please indicate your level of satisfaction with the following: - Your relationship and interactions with your supervisor</td>
</tr>
<tr>
<td>14</td>
<td>Please indicate your level of satisfaction with the following: - Level of support concerning your physical safety</td>
</tr>
<tr>
<td>15</td>
<td>Please indicate your level of satisfaction with the following: - Awareness of and access to campus safety resources</td>
</tr>
<tr>
<td>16</td>
<td>Please indicate your level of satisfaction with the following: - Level of fairness in the treatment of men and women</td>
</tr>
<tr>
<td>17</td>
<td>Please indicate your level of satisfaction with the following: - Level of sensitivity to amount of stereotyping of your gender</td>
</tr>
<tr>
<td>18</td>
<td>Please indicate your level of satisfaction with the following: - Access to resources to effectively perform your tasks</td>
</tr>
<tr>
<td>19</td>
<td>Please indicate your level of satisfaction with the following: - Level of support for retention/recruitment</td>
</tr>
<tr>
<td>20</td>
<td>Please rate your experience with the following: How frequently do you personally experience negative stereotyping of your gender . . . ? - Within your work unit</td>
</tr>
<tr>
<td>21</td>
<td>Please rate your experience with the following: How frequently do you personally experience negative stereotyping of your gender . . . ? - Within your campus community</td>
</tr>
<tr>
<td>22</td>
<td>Please rate your experience with the following: How frequently do you personally experience negative stereotyping of your culture . . . ? - Within your work unit</td>
</tr>
<tr>
<td>23</td>
<td>Please rate your experience with the following: How frequently do you personally experience negative stereotyping of your culture . . . ? - Within your campus community</td>
</tr>
<tr>
<td>24</td>
<td>Do you think CSU should support paid parental leave?</td>
</tr>
<tr>
<td>25</td>
<td>Would you be willing to donate one or more sick days per year to a sick leave bank for parental leave?</td>
</tr>
</tbody>
</table>
### Table 2 Demographic questions asked to faculty members.

<table>
<thead>
<tr>
<th>Question</th>
<th>Options</th>
</tr>
</thead>
<tbody>
<tr>
<td>In which range does your age fall?</td>
<td></td>
</tr>
<tr>
<td>With which gender do you identify?</td>
<td></td>
</tr>
<tr>
<td>African American</td>
<td></td>
</tr>
<tr>
<td>Hispanic</td>
<td></td>
</tr>
<tr>
<td>Asian</td>
<td></td>
</tr>
<tr>
<td>Caucasian</td>
<td></td>
</tr>
<tr>
<td>Native American</td>
<td></td>
</tr>
<tr>
<td>Multiracial</td>
<td></td>
</tr>
<tr>
<td>Racial identity not listed above (please specify)</td>
<td></td>
</tr>
<tr>
<td>What is your highest level of education completed?</td>
<td></td>
</tr>
<tr>
<td>What is your length of employment at CSU?</td>
<td></td>
</tr>
<tr>
<td>What is your classification?</td>
<td></td>
</tr>
<tr>
<td>How many children do you have?</td>
<td></td>
</tr>
<tr>
<td>What is your affiliated college?</td>
<td></td>
</tr>
</tbody>
</table>

### Table 3 Demographic questions asked to staff members.

<table>
<thead>
<tr>
<th>Question</th>
<th>Options</th>
</tr>
</thead>
<tbody>
<tr>
<td>In which range does your age fall?</td>
<td></td>
</tr>
<tr>
<td>With which gender do you identify?</td>
<td></td>
</tr>
<tr>
<td>African American</td>
<td></td>
</tr>
<tr>
<td>Hispanic</td>
<td></td>
</tr>
<tr>
<td>Asian</td>
<td></td>
</tr>
<tr>
<td>Caucasian</td>
<td></td>
</tr>
<tr>
<td>Native American</td>
<td></td>
</tr>
<tr>
<td>Multiracial</td>
<td></td>
</tr>
<tr>
<td>Racial identity not listed above (please specify)</td>
<td></td>
</tr>
<tr>
<td>What is your highest level of educated completed?</td>
<td></td>
</tr>
<tr>
<td>What is your length of employment at CSU?</td>
<td></td>
</tr>
<tr>
<td>Admin professional</td>
<td></td>
</tr>
<tr>
<td>State classified</td>
<td></td>
</tr>
<tr>
<td>Full time</td>
<td></td>
</tr>
<tr>
<td>Part time</td>
<td></td>
</tr>
<tr>
<td>What is your affiliated college/department?</td>
<td></td>
</tr>
<tr>
<td>How many children do you have?</td>
<td></td>
</tr>
</tbody>
</table>

### Table 4 Survey questions asked to students at CSU.

<table>
<thead>
<tr>
<th>Question</th>
<th>Options</th>
</tr>
</thead>
<tbody>
<tr>
<td>What is your classification?</td>
<td></td>
</tr>
<tr>
<td>Please indicate your level of satisfaction with the following:</td>
<td></td>
</tr>
<tr>
<td>- Number of women in positions of leadership</td>
<td></td>
</tr>
<tr>
<td>Please indicate your level of satisfaction with the following:</td>
<td></td>
</tr>
<tr>
<td>- Support for balancing family, work, and school commitments</td>
<td></td>
</tr>
<tr>
<td>Please indicate your level of satisfaction with the following:</td>
<td></td>
</tr>
<tr>
<td>- Level of fairness between genders for academic grades received</td>
<td></td>
</tr>
<tr>
<td>Please indicate your level of satisfaction with the following:</td>
<td></td>
</tr>
<tr>
<td>- Access to child care</td>
<td></td>
</tr>
<tr>
<td>Please indicate your level of satisfaction with the following:</td>
<td></td>
</tr>
<tr>
<td>- Number of women who serve as role models/mentors</td>
<td></td>
</tr>
<tr>
<td>Please indicate your level of satisfaction with the following:</td>
<td></td>
</tr>
<tr>
<td>- Level of freedom to express opinions and concerns without fear of</td>
<td></td>
</tr>
<tr>
<td>retaliation</td>
<td></td>
</tr>
<tr>
<td>Please indicate your level of satisfaction with the following:</td>
<td></td>
</tr>
<tr>
<td>- Opportunities for advancement and</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Question Description</td>
</tr>
<tr>
<td>---</td>
<td>-------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>34</td>
<td>Please indicate your level of satisfaction with the following: - Level of recognition and respect for your abilities, independent of your gender</td>
</tr>
<tr>
<td>35</td>
<td>Please indicate your level of satisfaction with the following: - Level of recognition of women as serious students and scholars</td>
</tr>
<tr>
<td>36</td>
<td>Please indicate your level of satisfaction with the following: - Quality of advising women receive about careers, scholarships, internships</td>
</tr>
<tr>
<td>37</td>
<td>Please indicate your level of satisfaction with the following: - Level of fairness between men and women in assignments, tasks and service</td>
</tr>
<tr>
<td>38</td>
<td>Please indicate your level of satisfaction with the following: - Your relationship and interactions with your supervisor, professors, etc.</td>
</tr>
<tr>
<td>39</td>
<td>Please indicate your level of satisfaction with the following: - Level of support concerning your physical safety</td>
</tr>
<tr>
<td>40</td>
<td>Please indicate your level of satisfaction with the following: - Awareness of and access to campus safety resources</td>
</tr>
<tr>
<td>41</td>
<td>Please indicate your level of satisfaction with the following: - Level of respect you feel</td>
</tr>
<tr>
<td>42</td>
<td>Please indicate your level of satisfaction with the following: - Access to resources to effectively perform academically</td>
</tr>
<tr>
<td>43</td>
<td>Please indicate your level of satisfaction with the following: - Level of support for retention/recruitment</td>
</tr>
<tr>
<td>44</td>
<td>Please indicate your level of satisfaction with the following: - Level of fairness in the treatment of men and women</td>
</tr>
<tr>
<td>45</td>
<td>Please rate the frequency to which you experience the following: - Negative stereotyping of your gender</td>
</tr>
<tr>
<td>46</td>
<td>Please rate the frequency to which you experience the following: - Negative stereotyping of your culture</td>
</tr>
</tbody>
</table>

Table 5 Demographic questions asked to students.

<table>
<thead>
<tr>
<th></th>
<th>Question</th>
</tr>
</thead>
<tbody>
<tr>
<td>63</td>
<td>In which range does your age fall?</td>
</tr>
<tr>
<td>64</td>
<td>With which gender do you identify?</td>
</tr>
<tr>
<td>65a</td>
<td>African American</td>
</tr>
<tr>
<td>65b</td>
<td>Hispanic</td>
</tr>
<tr>
<td>65c</td>
<td>Asian</td>
</tr>
<tr>
<td>65d</td>
<td>Caucasian</td>
</tr>
<tr>
<td>65e</td>
<td>Native American</td>
</tr>
<tr>
<td>65f</td>
<td>Multiracial</td>
</tr>
<tr>
<td>65g</td>
<td>Racial identity not listed above (please specify)</td>
</tr>
<tr>
<td>66</td>
<td>Are you an undergraduate or graduate student?</td>
</tr>
<tr>
<td>67</td>
<td>What is your affiliated college?</td>
</tr>
<tr>
<td>68</td>
<td>Are you a full-time or part-time student?</td>
</tr>
<tr>
<td>69</td>
<td>Are you involved in research?</td>
</tr>
<tr>
<td>70</td>
<td>What is your classification?</td>
</tr>
<tr>
<td>71</td>
<td>How many children do you have?</td>
</tr>
</tbody>
</table>

Table 6 Gender specific questions asked to faculty and staff members. Questions separated for survey analysis purposes only.

<table>
<thead>
<tr>
<th></th>
<th>Question Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>Please indicate your level of satisfaction with the following: - Number of women in positions of leadership</td>
</tr>
<tr>
<td>4</td>
<td>Please indicate your level of satisfaction with the following: - Level of fairness between genders when setting salaries/giving increases</td>
</tr>
<tr>
<td>6</td>
<td>Please indicate your level of satisfaction with the following: - Number of women who serve as role models/mentors</td>
</tr>
<tr>
<td>9</td>
<td>Please indicate your level of satisfaction with the following: - Level of recognition and respect for your abilities, independent of your gender</td>
</tr>
<tr>
<td>10</td>
<td>Please indicate your level of satisfaction with the following: - Level of recognition of women as...</td>
</tr>
<tr>
<td>11</td>
<td>Please indicate your level of satisfaction with the following: - Quality of advising women receive about careers, scholarships, internships</td>
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<td>Please indicate your level of satisfaction with the following: - Level of fairness between men and women in assignments, tasks and service</td>
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<td>Please indicate your level of satisfaction with the following: - Level of fairness in the treatment of men and women</td>
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<td>17</td>
<td>Please indicate your level of satisfaction with the following: - Level of sensitivity to amount of stereotyping of your gender</td>
</tr>
<tr>
<td>20</td>
<td>Please rate your experience with the following: How frequently do you personally experience negative stereotyping of your gender... - Within your work unit</td>
</tr>
<tr>
<td>21</td>
<td>Please rate your experience with the following: How frequently do you personally experience negative stereotyping of your gender... - Within your campus community</td>
</tr>
</tbody>
</table>

Table 7 Climate specific questions asked to faculty and staff members. Questions separated for survey analysis purposes only.

| 3  | Please indicate your level of satisfaction with the following: - Support for balancing family, work, and school commitments |
| 5  | Please indicate your level of satisfaction with the following: - Access to child care |
| 7  | Please indicate your level of satisfaction with the following: - Freedom to express opinions and concerns without fear of retaliation |
| 8  | Please indicate your level of satisfaction with the following: - Opportunities for advancement and professional development |
| 13 | Please indicate your level of satisfaction with the following: - Your relationship and interactions with your supervisor |
| 15 | Please indicate your level of satisfaction with the following: - Awareness of and access to campus safety resources |
| 18 | Please indicate your level of satisfaction with the following: - Access to resources to effectively perform your tasks |
| 19 | Please indicate your level of satisfaction with the following: - Level of support for retention/recruitment |
| 23 | Please rate your experience with the following: How frequently do you personally experience negative stereotyping of your culture... - Within your campus community |
| 24 | Do you think CSU should support paid parental leave? |

Table 8 Gender specific questions asked students. Questions separated for survey analysis purposes only.

| 27 | Please indicate your level of satisfaction with the following: - Number of women in positions of leadership |
| 29 | Please indicate your level of satisfaction with the following: - Level of fairness between genders for academic grades received |
| 31 | Please indicate your level of satisfaction with the following: - Number of women who serve as role models/mentors |
| 34 | Please indicate your level of satisfaction with the following: - Level of recognition and respect for your abilities, independent of your gender |
| 35 | Please indicate your level of satisfaction with the following: - Level of recognition of women as serious students and scholars |
| 36 | Please indicate your level of satisfaction with the following: - Quality of advising women receive about careers, scholarships, internships |
| 37 | Please indicate your level of satisfaction with the following: - Level of fairness between men and women in assignments, tasks and service |
| 41 | Please indicate your level of satisfaction with the following: - Level of respect you feel |
| 42 | Please indicate your level of satisfaction with the following: - Access to resources to effectively perform academically |
| 45 | Please rate the frequency to which you experience the following: - Negative stereotyping of your gender |
| 46 | Please rate the frequency to which you experience the following: - Negative stereotyping of your culture |
Table 9  Climate specific questions asked students. Questions separated for survey analysis purposes only.

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>28</td>
<td>Please indicate your level of satisfaction with the following: - Support for balancing family, work, and school commitments</td>
</tr>
<tr>
<td>32</td>
<td>Please indicate your level of satisfaction with the following: - Level of freedom to express opinions and concerns without fear of retaliation</td>
</tr>
<tr>
<td>33</td>
<td>Please indicate your level of satisfaction with the following: - Opportunities for advancement and professional development</td>
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</table>