



Campus Climate Survey for Health Profession Schools

SAMPLE

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23. To what extent do you agree or disagree with the following statements?

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	N/A
As a veteran, I feel a sense of belonging at our institution	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Veterans are treated with respect by students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Veterans are treated with respect by faculty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Veterans are treated with respect by staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Veterans are treated with respect by administrators	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Veterans are treated with respect by patients and their families	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Veterans at our institution have organizations/affinity groups they can join	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments

27. To what extent do you agree or disagree with the following statements?

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	N/A
As an employee with a disability, I feel a sense of belonging at our institution	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees with a disability are treated with respect by students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees with a disability are treated with respect by faculty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees with a disability are treated with respect by staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees with a disability are treated with respect by administrators	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees with a disability are treated with respect by patients and their families	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees with a disability at our institution have organizations/affinity groups they can join	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments

32. To what extent do you agree or disagree with the following statements?

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	N/A
I can openly express my political views on campus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My political views are treated with respect by students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My political views are treated with respect by faculty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My political views are treated with respect by staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My political views are treated with respect by administrators	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My political views are respected by patients and their families	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments

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LGBTQIA+ Administrators, Faculty, and Staff

33. **Do you identify as LGBTQIA+?**

- Yes
- No
- Not sure
- Prefer not to answer

* Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, and Asexual.

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44. To what extent do you agree or disagree with the following statements regarding our campus-wide strategic diversity plan?

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	N/A
Senior leadership establishes the campus vision for diversity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Senior leadership creates a culture of accountability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Senior leadership shows a visible commitment to campus diversity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My department/division/unit is accountable for diversity progress	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is adequate financial support to drive campus diversity efforts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
We have a way to effectively measure our department/division/unit's diversity success	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Personal Experiences of Discrimination¹/Bias²/Harassment³

**48. Have you experienced/witnessed any of the following while employed here?
Check all that apply.**

- An illegal activity
- Bullying
- Discrimination/bias/harassment based on age
- Discrimination/bias/harassment based on gender
- Discrimination/bias/harassment based on gender identity⁴
- Discrimination/bias/harassment based on race/ethnicity
- Discrimination/bias/harassment based on lack of English language proficiency (foreign accent)
- Discrimination/bias/harassment based on disability
- Discrimination/bias/harassment based on veteran status
- Discrimination/bias/harassment based on religion/worldview/spiritual affiliation
- Discrimination/bias/harassment based on a medical condition or illness
- Discrimination/bias/harassment based on socioeconomic status
- Discrimination/bias/harassment based on sexual identity⁵
- Discrimination/bias/harassment based on political views
- Retaliation⁶
- Sexual assault⁷
- None of the above

Other (please specify)

¹ - The unjust or prejudicial treatment of different categories of people or things, especially on the grounds of race, age, or sex.

² - A tendency to believe that some people, ideas, etc., are better than others, which usually results in treating some people unfairly.

³ - A form of employment discrimination that violates Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, and the Americans with Disabilities Act of 1990. It is unwelcome conduct that is based on race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability, or genetics.

⁴ - A person's perception of having a gender, which may or may not correspond with their sex at birth.

⁵ - How people think of themselves in terms of whom they are romantically or sexually attracted to.

⁶ - Punishment for asserting your rights to be free from discrimination, including harassment.

⁷ - Any type of sexual contact or behavior that occurs without the explicit consent of the recipient. Falling under the definition of sexual assault are sexual activities such as forced sexual intercourse, forcible sodomy, child molestation, incest, fondling, and attempted rape.

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Overall Campus Experience

57. To what extent do you agree or disagree with the following statements about the overall climate on our campus?

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	N/A
I am satisfied overall with my interactions with other employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our campus is diverse, but not inclusive	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our campus is inclusive, but not diverse	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Multiculturalism* is a core value of our institution's mission	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
All campus personnel are held to the same code of professional ethics and conduct	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have received adequate diversity training to engage with students and employees on campus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our school engages with external communities to understand their interests and respond to their needs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* The presence of, or support for the presence of, several distinct cultural or ethnic groups within a society.

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	N/A
I am encouraged to attend diversity/unconscious bias training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments

58. To what extent do you agree or disagree with the following statements about your work experience here?

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	N/A
My workload is too heavy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
This college insures health and wellbeing is a priority	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have experienced microaggressions* in my department/division/unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Personal and professional development is encouraged	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There are other employees I can get career advice from	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
All members of the college are held to the same code of professional ethics and conduct	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Adequate funding exists for my research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hiring practices are not fair	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have a voice in the decision-making that affects my department/unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Diversity-related research, teaching, and community service are considered in the hiring process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>