

Longitudinal Climate Survey Analysis

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Background

- 33 total questions overlapping across four years of data
 - 10 demographic questions
 - 23 content questions
- Total sample size of four surveys = 5,123
- Sample size included in analyses = 5,087 (126 respondents excluded because of missing demographic data)
 - 2009: 1,797 respondents
 - 2011: 1,234 respondents
 - 2014: 1,148 respondents
 - 2016: 908 respondents
- Longitudinal analysis; demographic comparisons

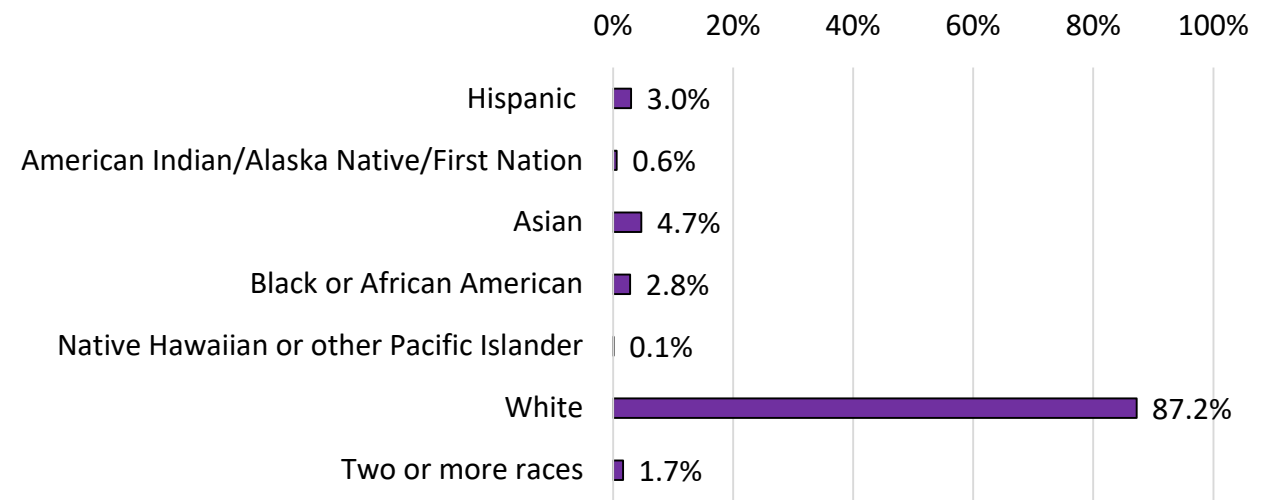
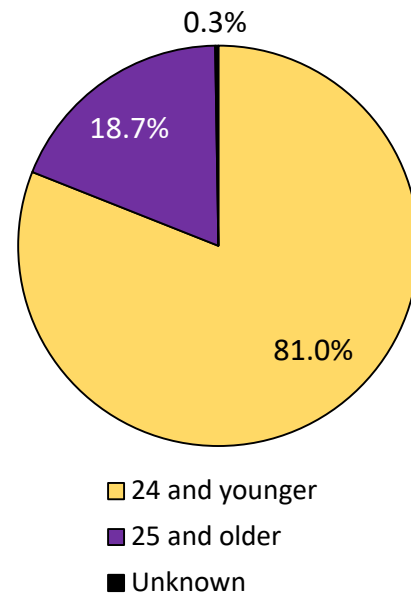
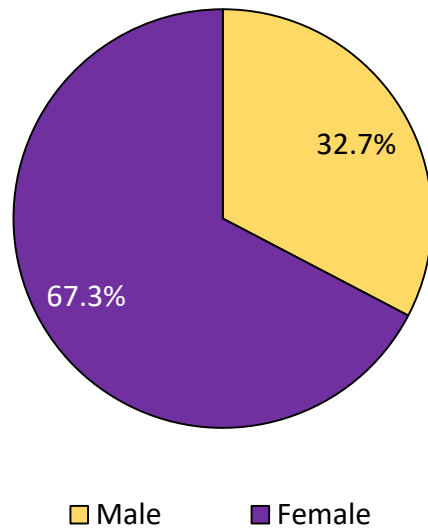
Demographics

Sex, Age, and Race/Ethnicity of Respondents

| Sex | N | % |
|--------------|-------------|---------------|
| Male | 1662 | 32.7% |
| Female | 3425 | 67.3% |
| TOTAL | 5087 | 100.0% |

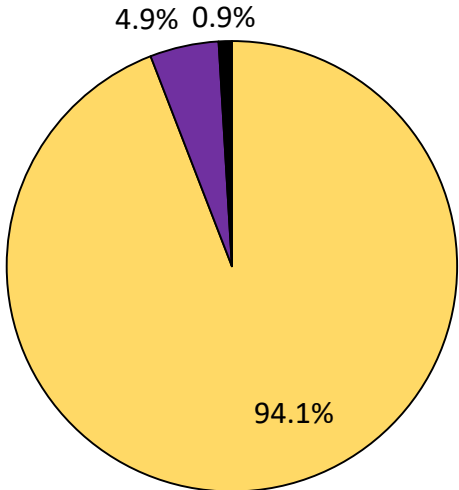
| Age | N | % |
|----------------|-------------|---------------|
| 24 and younger | 4121 | 81.0% |
| 25 and older | 953 | 18.7% |
| Unknown | 13 | 0.3% |
| TOTAL | 5087 | 100.0% |

| Race/Ethnicity | N | % |
|--|-------------|---------------|
| Hispanic | 152 | 3.0% |
| American Indian/Alaska Native/First Nation | 29 | 0.6% |
| Asian | 238 | 4.7% |
| Black or African American | 143 | 2.8% |
| Native Hawaiian or other Pacific Islander | 4 | 0.1% |
| White | 4437 | 87.2% |
| Two or more races | 84 | 1.7% |
| TOTAL | 5087 | 100.0% |



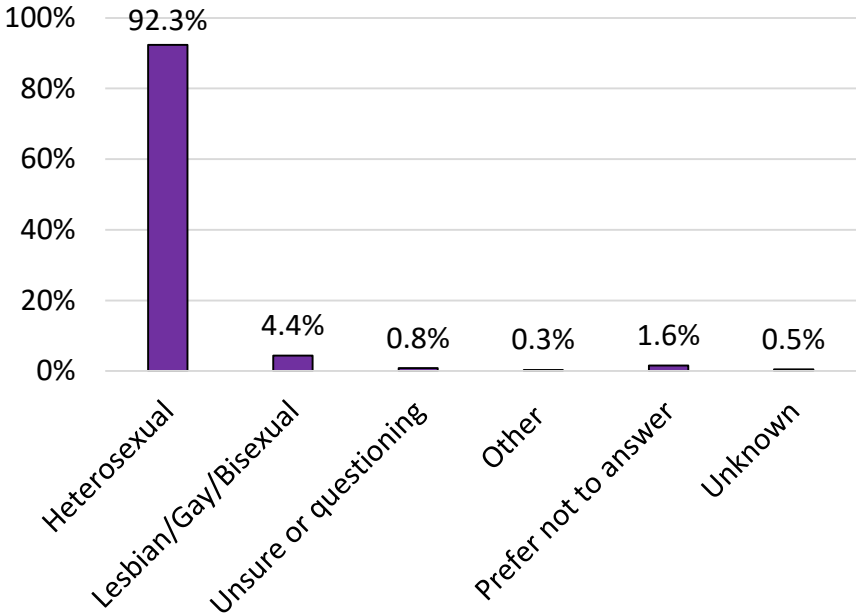
Citizenship, Sexual Orientation, & Military Service of Respondents

| Citizenship | N | % |
|--|-------------|---------------|
| U. S. citizen or permanent resident | 4788 | 94.1% |
| Not a U.S. citizen or permanent resident | 251 | 4.9% |
| Unknown | 48 | 0.9% |
| TOTAL | 5087 | 100.0% |

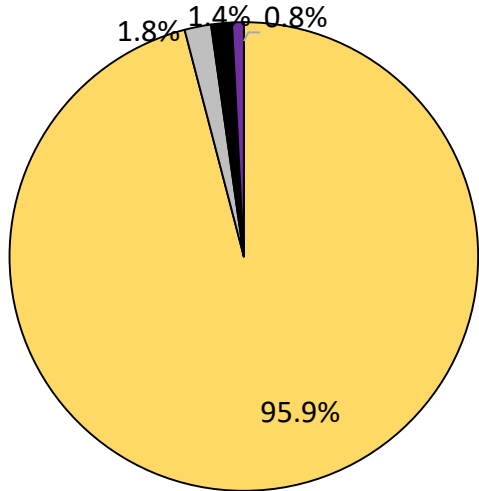


- U. S. citizen or permanent resident
- Not a U.S. citizen or permanent resident
- Unknown

| Sexual Orientation | N | % |
|---------------------------|-------------|---------------|
| Heterosexual | 4697 | 92.3% |
| Lesbian/Gay/Bisexual | 224 | 4.4% |
| Unsure or questioning | 42 | 0.8% |
| Other | 17 | 0.3% |
| Prefer not to answer | 81 | 1.6% |
| Unknown | 26 | 0.5% |
| TOTAL | 5087 | 100.0% |



| Military Service | N | % |
|--|-------------|---------------|
| No previous or current military service | 4880 | 95.9% |
| Previous military service but not currently | 93 | 1.8% |
| Current military service (reserves and ROTC) | 73 | 1.4% |
| Unknown | 41 | 0.8% |
| TOTAL | 5087 | 100.0% |



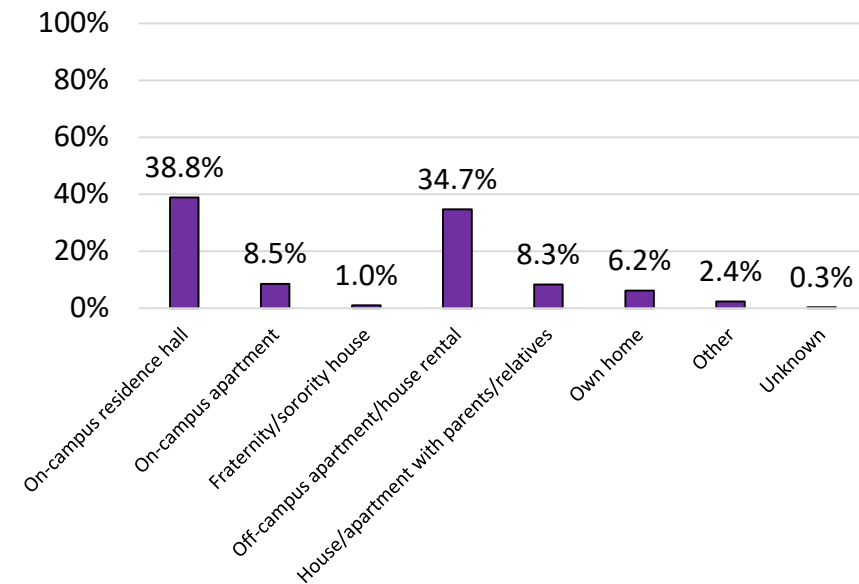
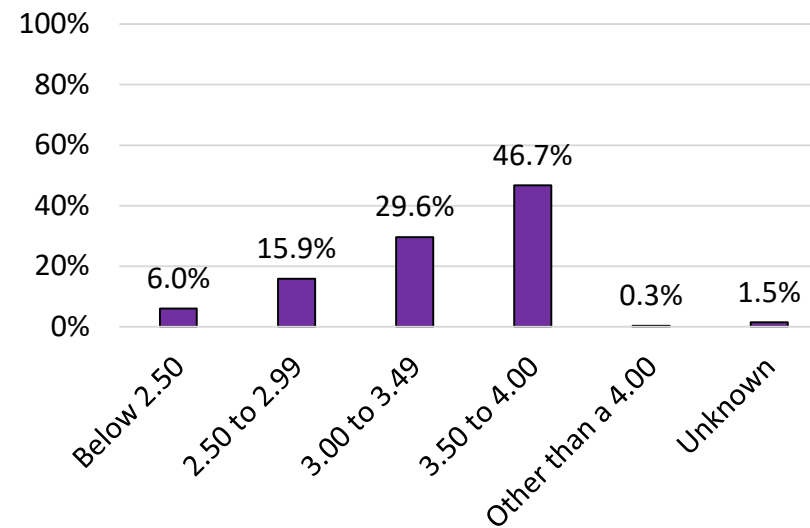
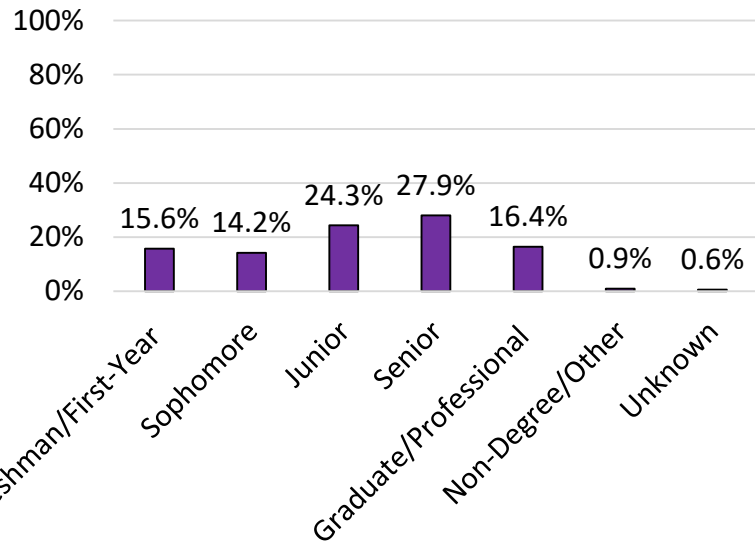
- No previous or current military service
- Previous military service but not currently
- Current military service (reserves and ROTC)

Class Standing, Cumulative GPA, & Residence of Respondents

| Class Standing | N | % |
|-------------------------------|------|--------|
| Freshman/First-Year Student | 804 | 15.8% |
| Sophomore | 729 | 14.3% |
| Junior | 1240 | 24.4% |
| Senior | 1427 | 28.1% |
| Graduate/Professional Student | 824 | 16.2% |
| Non-Degree Student/Other | 47 | 0.9% |
| Unknown | 16 | 0.3% |
| TOTAL | 5087 | 100.0% |

| Cumulative GPA | N | % |
|-----------------------|------|--------|
| Below 2.50 | 307 | 6.0% |
| 2.50 to 2.99 | 812 | 16.0% |
| 3.00 to 3.49 | 1513 | 29.7% |
| 3.50 to 4.00 | 2384 | 46.9% |
| Other than a 4.00 | 15 | 0.3% |
| Unknown | 56 | 1.1% |
| TOTAL | 5087 | 100.0% |

| Residence | N | % |
|--|------|--------|
| On-campus residence hall | 1975 | 38.8% |
| On-campus apartment | 431 | 8.5% |
| Fraternity/sorority house | 49 | 1.0% |
| Off-campus apartment/house rental | 1764 | 34.7% |
| House/apartment with parents/relatives | 420 | 8.3% |
| Own home | 313 | 6.2% |
| Other | 120 | 2.4% |
| Unknown | 15 | 0.3% |
| TOTAL | 5087 | 100.0% |



Climate Survey Questions

General Climate

Comparison: minority vs white, female vs male

Overall UNI Climate

“Overall, how comfortable are you with the climate at UNI? Note: Climate is considered as current attitudes, behaviors, and standards of faculty, staff and students concerning the level of respect for individual needs, abilities, and potential.”

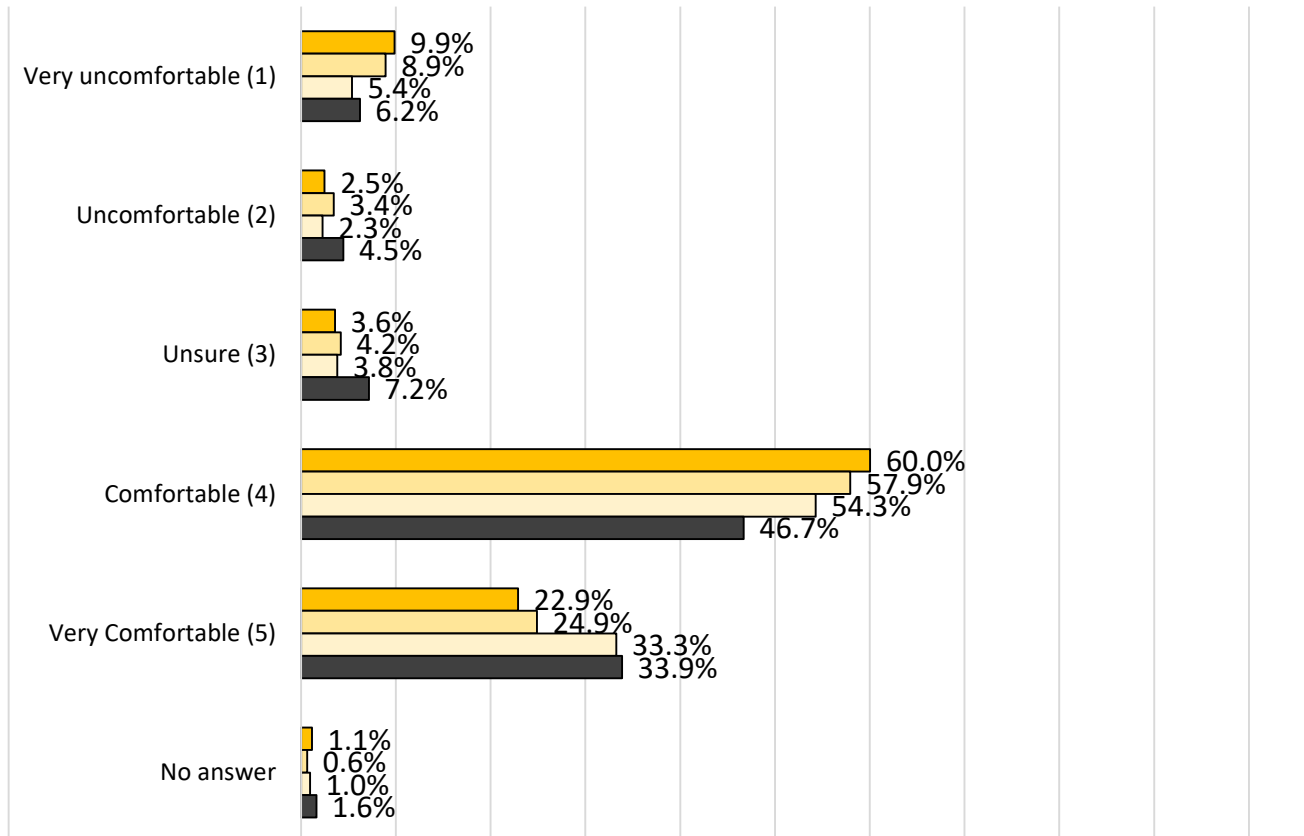
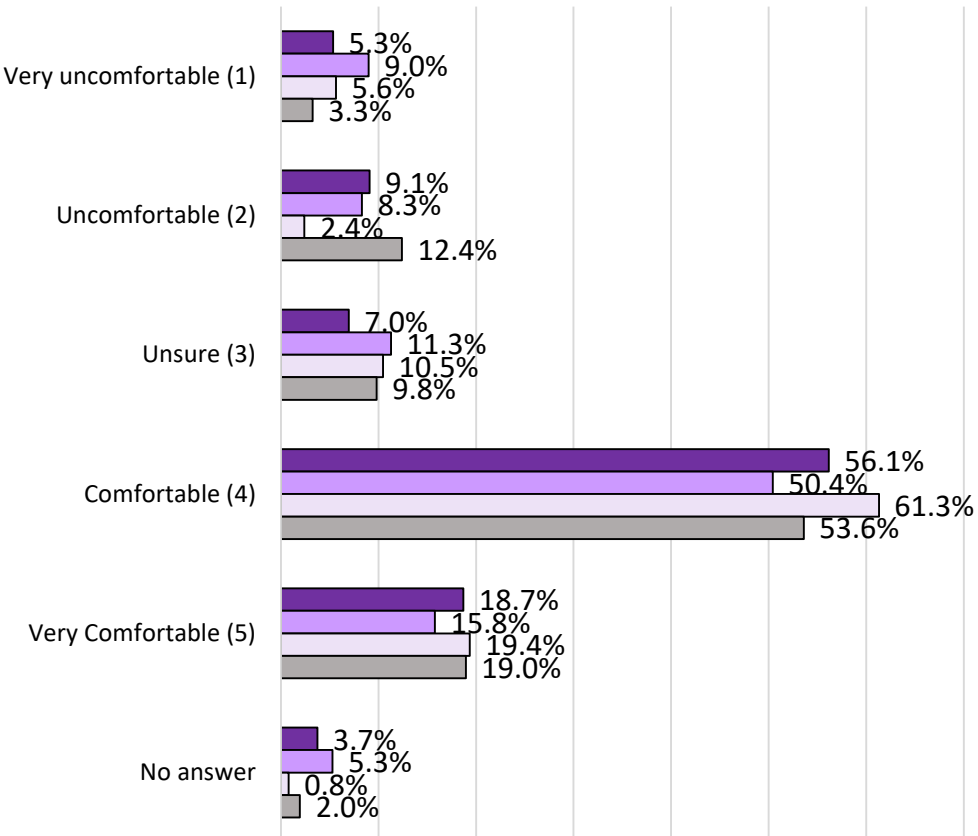
| N | 2009 | 2011 | 2014 | 2016 |
|----------|------|------|------|------|
| Minority | 187 | 133 | 124 | 153 |
| White | 1569 | 1077 | 836 | 741 |

Minority

White

0.0% 10.0% 20.0% 30.0% 40.0% 50.0% 60.0% 70.0% 80.0% 90.0% 100.0%

0.0% 10.0% 20.0% 30.0% 40.0% 50.0% 60.0% 70.0% 80.0% 90.0% 100.0%



■ 2009 ■ 2011 ■ 2014 ■ 2016

■ 2009 ■ 2011 ■ 2014 ■ 2016

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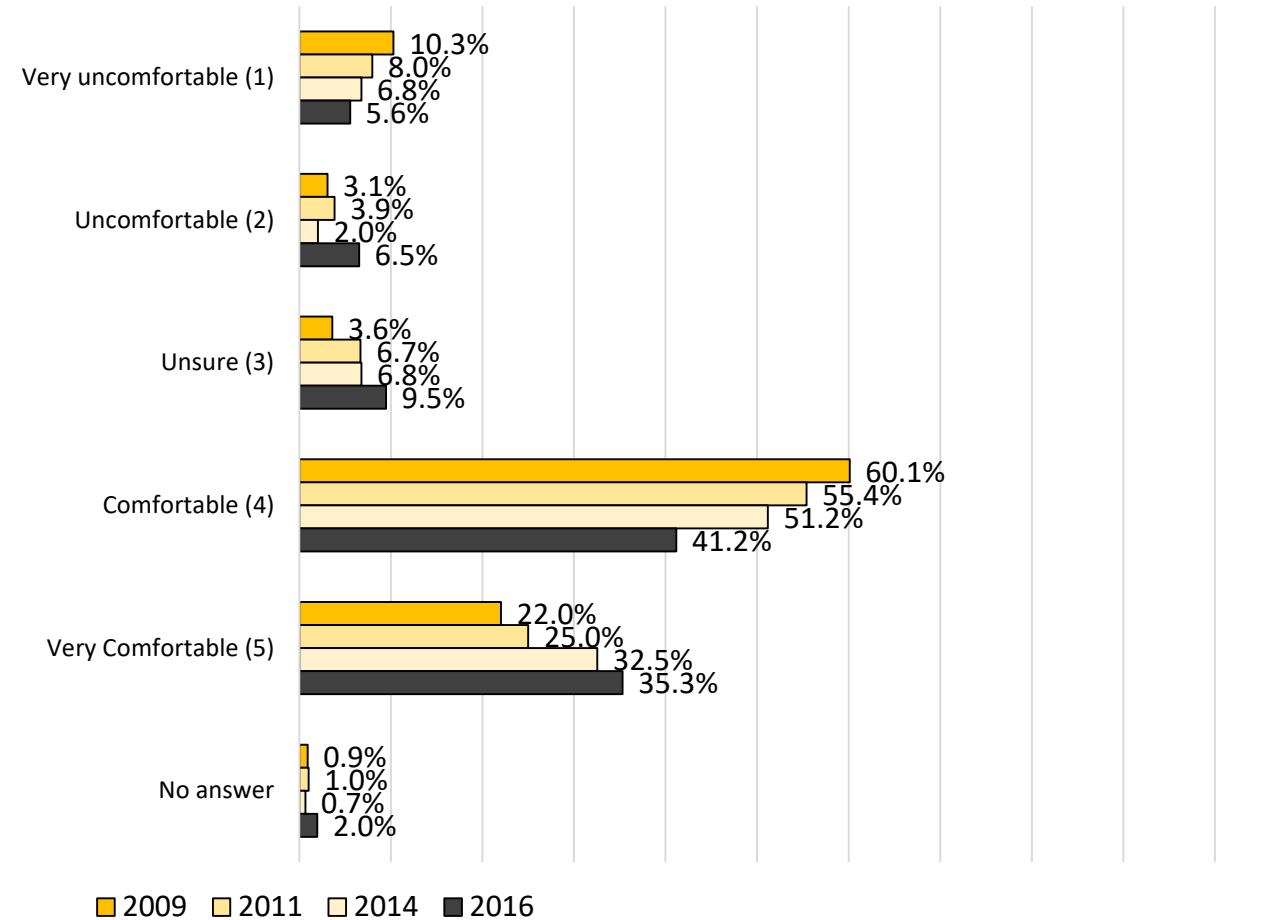
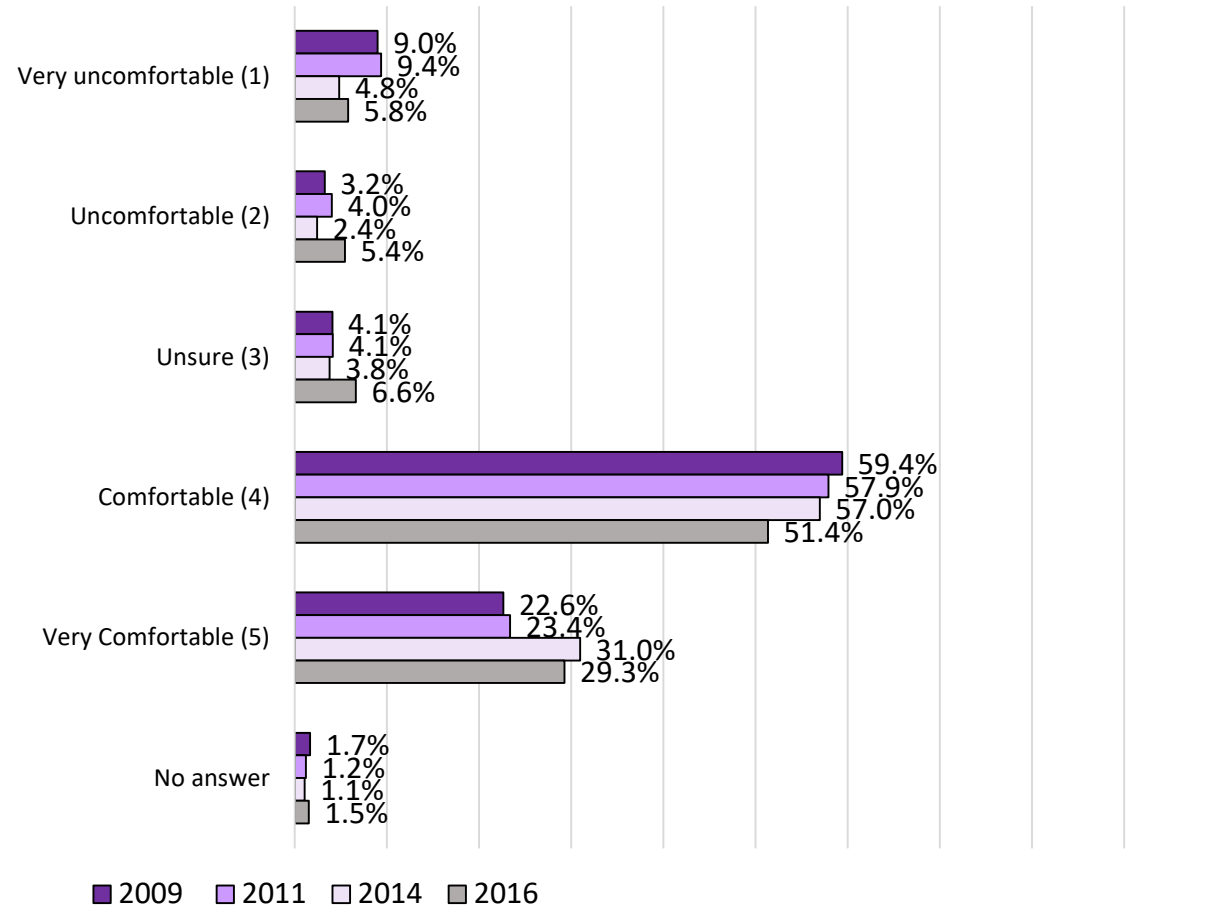
| N | 2009 | 2011 | 2014 | 2016 |
|--------|------|------|------|------|
| Female | 1202 | 822 | 665 | 588 |
| Male | 554 | 388 | 295 | 306 |

Female

Male

0.0% 10.0% 20.0% 30.0% 40.0% 50.0% 60.0% 70.0% 80.0% 90.0% 100.0%

0.0% 10.0% 20.0% 30.0% 40.0% 50.0% 60.0% 70.0% 80.0% 90.0% 100.0%



Department/College Climate

2009 and 2011: "Overall, how comfortable are you with the climate in your academic department or work area?"

2014 and 2016: "Overall, how comfortable are you with the climate in your academic college?"

Included in all years: "Note: Climate is considered as current attitudes, behaviors, and standards of faculty, staff and students concerning the level of respect for individual needs, abilities, and potential."

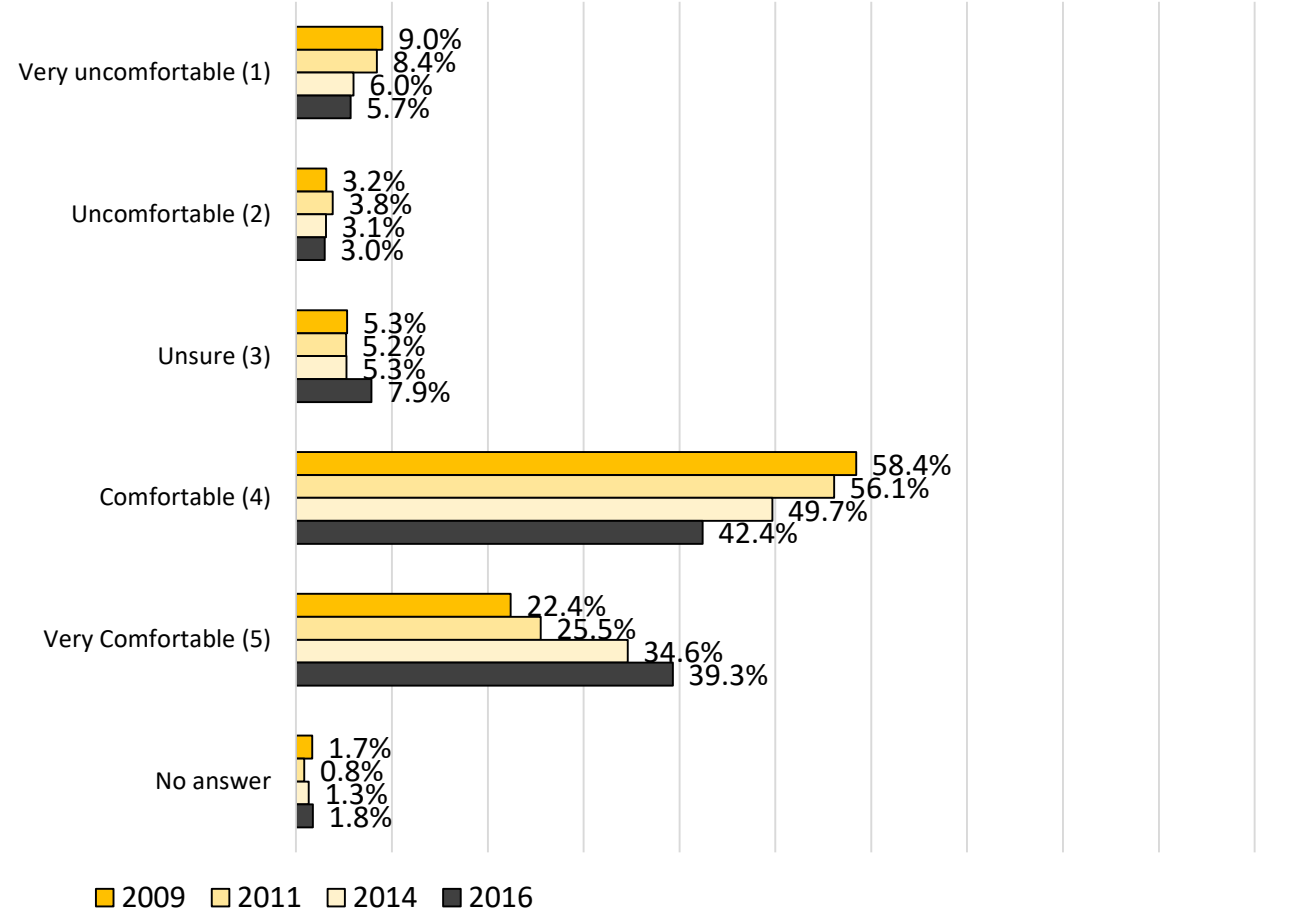
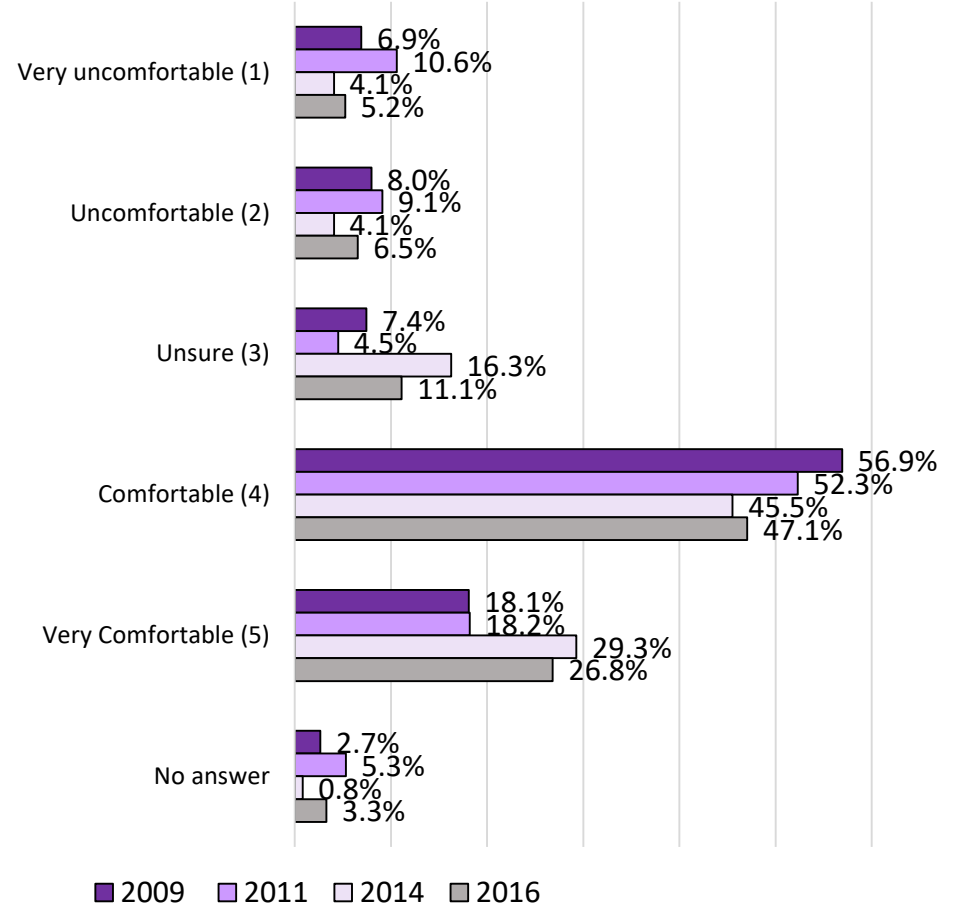
| N | 2009 | 2011 | 2014 | 2016 |
|----------|------|------|------|------|
| Minority | 188 | 132 | 123 | 153 |
| White | 1554 | 1069 | 835 | 738 |

Minority

White

0.0% 10.0% 20.0% 30.0% 40.0% 50.0% 60.0% 70.0% 80.0% 90.0% 100.0%

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2009 2011 2014 2016

2009 2011 2014 2016

Department/College Climate

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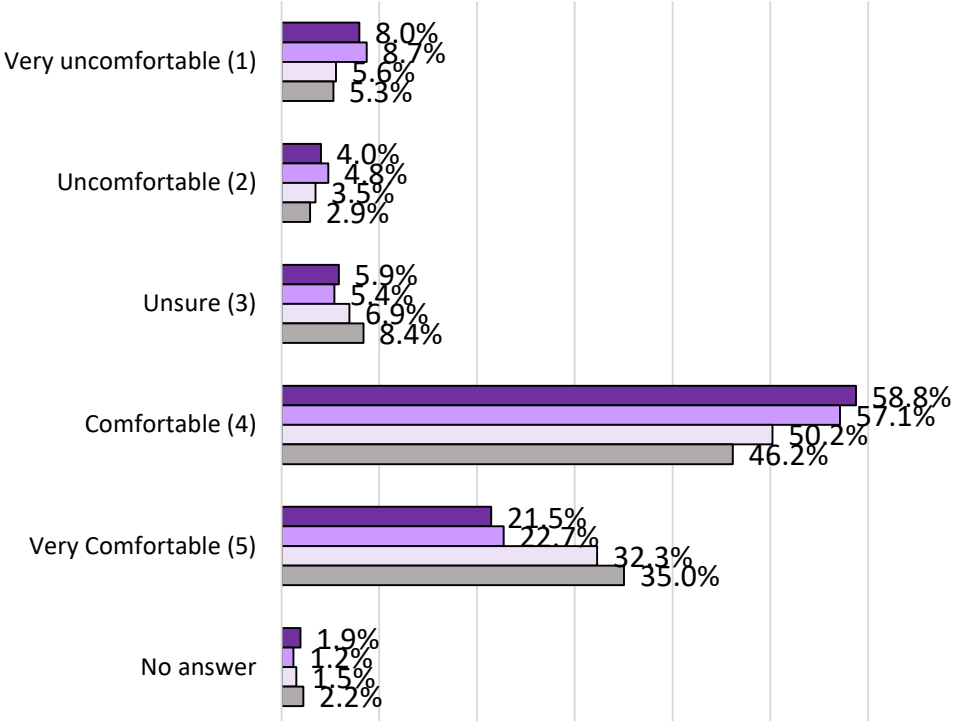
2014 and 2016: "Overall, how comfortable are you with the climate in your academic college?"

Included in all years: "Note: Climate is considered as current attitudes, behaviors, and standards of faculty, staff and students concerning the level of respect for individual needs, abilities, and potential."

| N | 2009 | 2011 | 2014 | 2016 |
|--------|------|------|------|------|
| Female | 1193 | 814 | 663 | 585 |
| Male | 549 | 387 | 295 | 306 |

Female

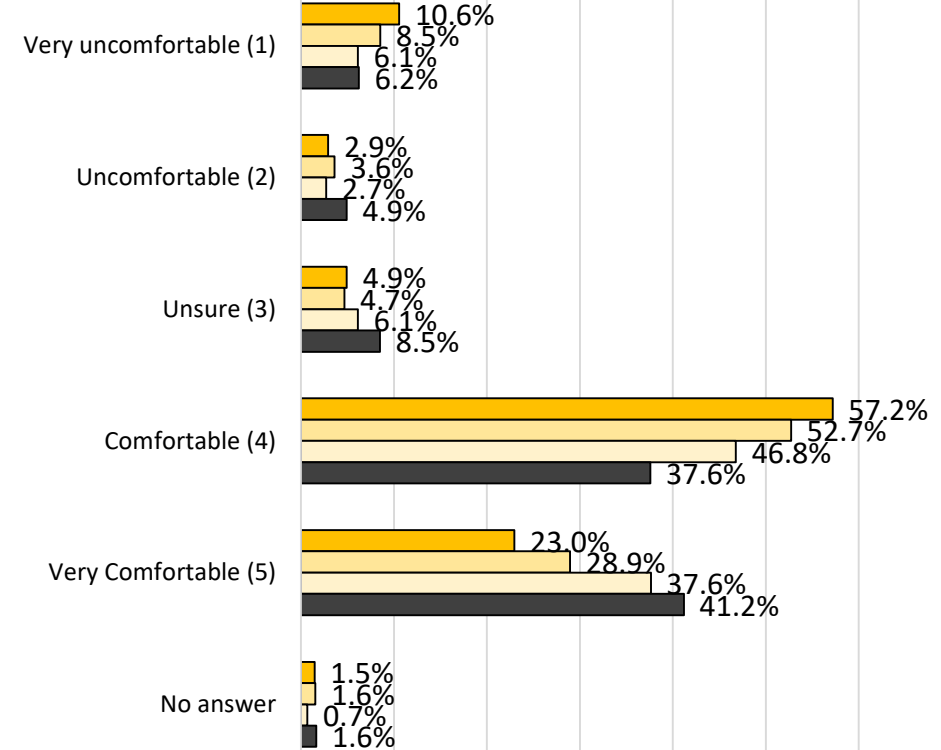
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2009 2011 2014 2016

Male

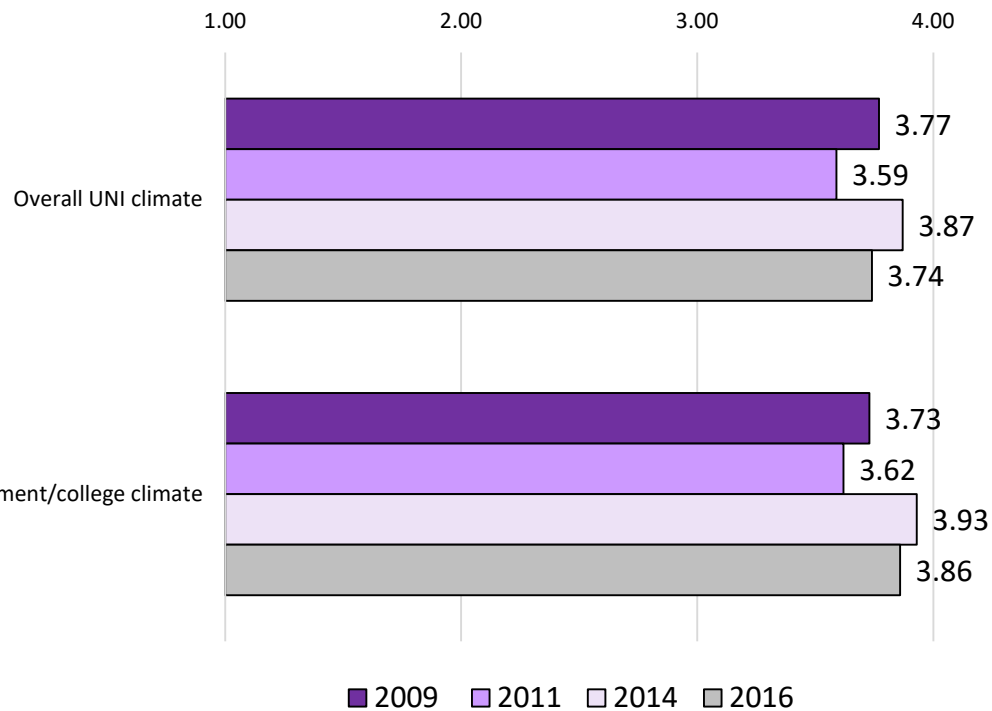
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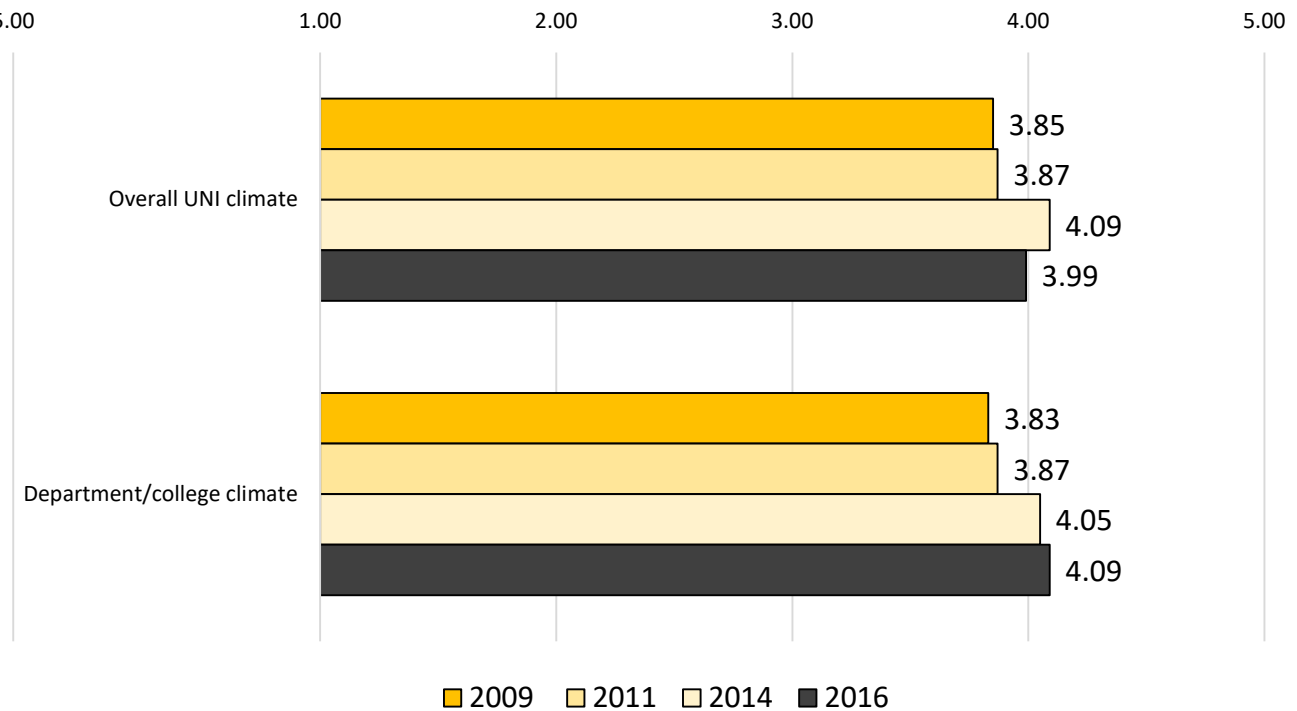
2009 2011 2014 2016

Race Mean Score Summary

Minority



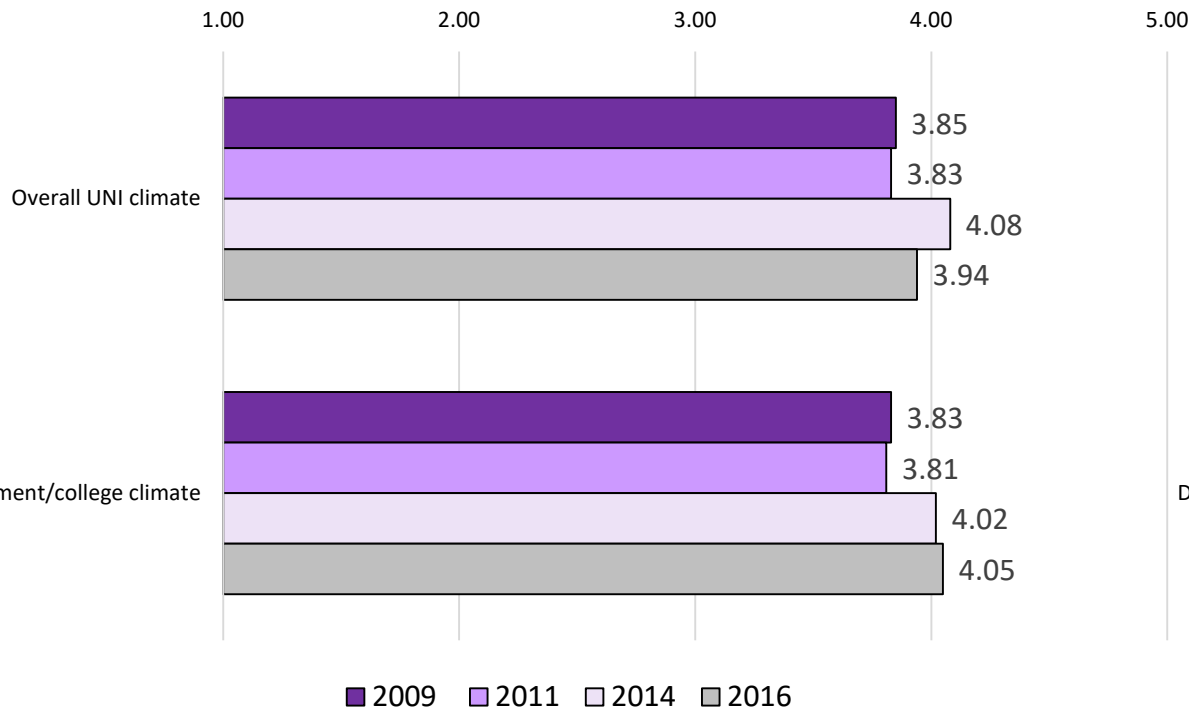
White



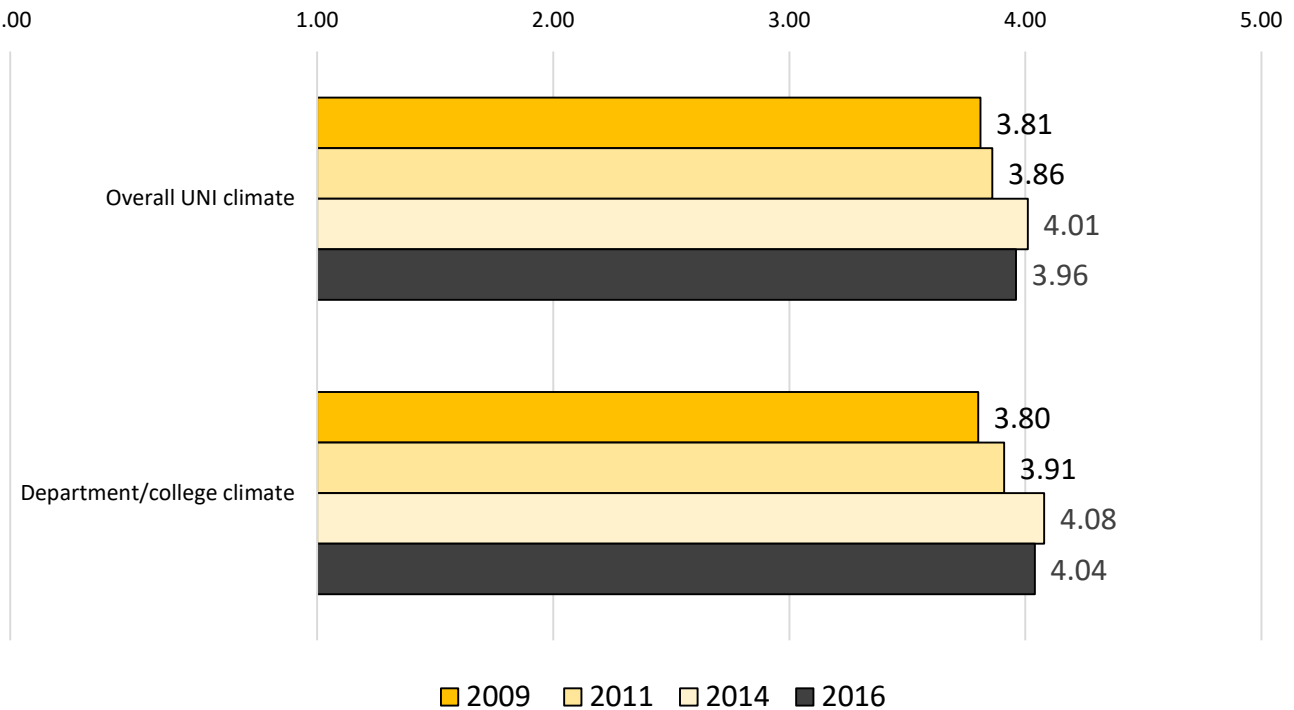
| Value | 1 | 2 | 3 | 4 | 5 |
|---------|--------------------|---------------|--------|-------------|------------------|
| Meaning | Very Uncomfortable | Uncomfortable | Unsure | Comfortable | Very Comfortable |

Gender Mean Score Summary

Female



Male



| Value | 1 | 2 | 3 | 4 | 5 |
|---------|--------------------|---------------|--------|-------------|------------------|
| Meaning | Very Uncomfortable | Uncomfortable | Unsure | Comfortable | Very Comfortable |

Climate Survey Questions

Other Climate Questions

Comparison: minority vs white, female vs male

Accepted by UNI Students

2009 and 2011: "During the current term at this college/university, to what degree: Are you accepted by students at this college/university?"

2014: "Please indicate your level of agreement: I feel accepted by students at this college/university."

2016: "To what extent do you agree with the following statements? I feel accepted by students at this institution."

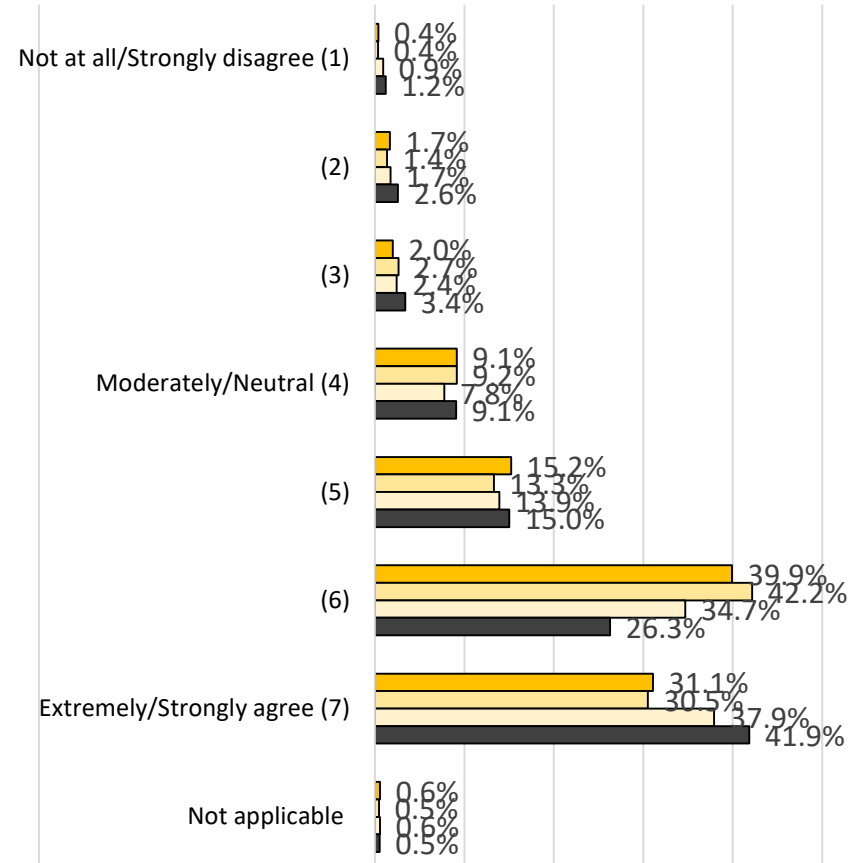
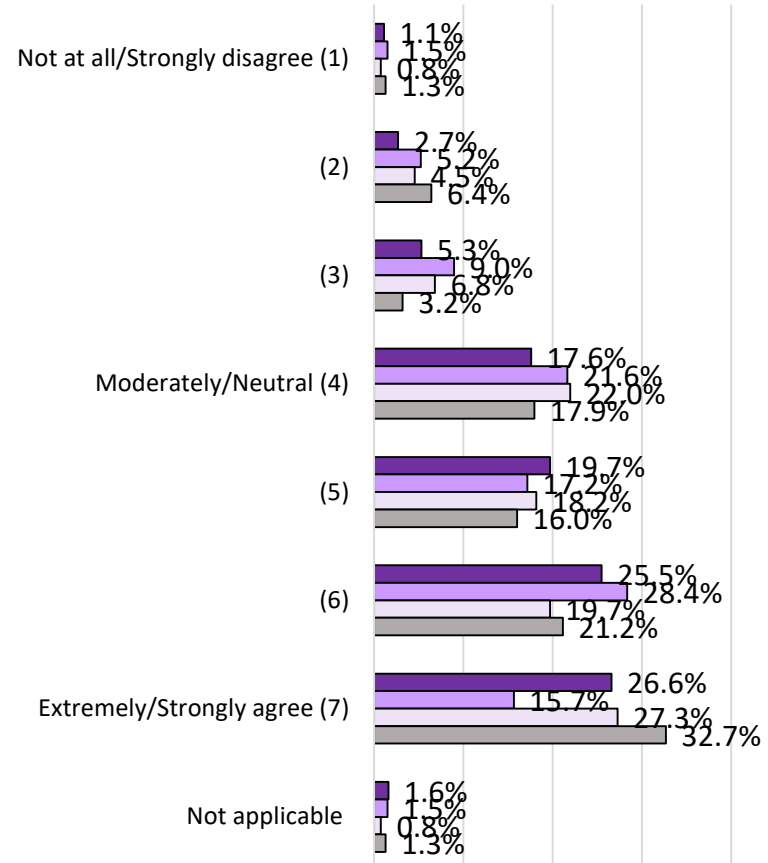
| N | 2009 | 2011 | 2014 | 2016 |
|----------|------|------|------|------|
| Minority | 188 | 134 | 132 | 156 |
| White | 1596 | 1091 | 862 | 738 |

Minority

White

0.0% 10.0% 20.0% 30.0% 40.0% 50.0% 60.0% 70.0% 80.0% 90.0% 100.0%

0.0% 10.0% 20.0% 30.0% 40.0% 50.0% 60.0% 70.0% 80.0% 90.0% 100.0%



■ 2009 ■ 2011 ■ 2014 ■ 2016

■ 2009 ■ 2011 ■ 2014 ■ 2016

Accepted by UNI Students

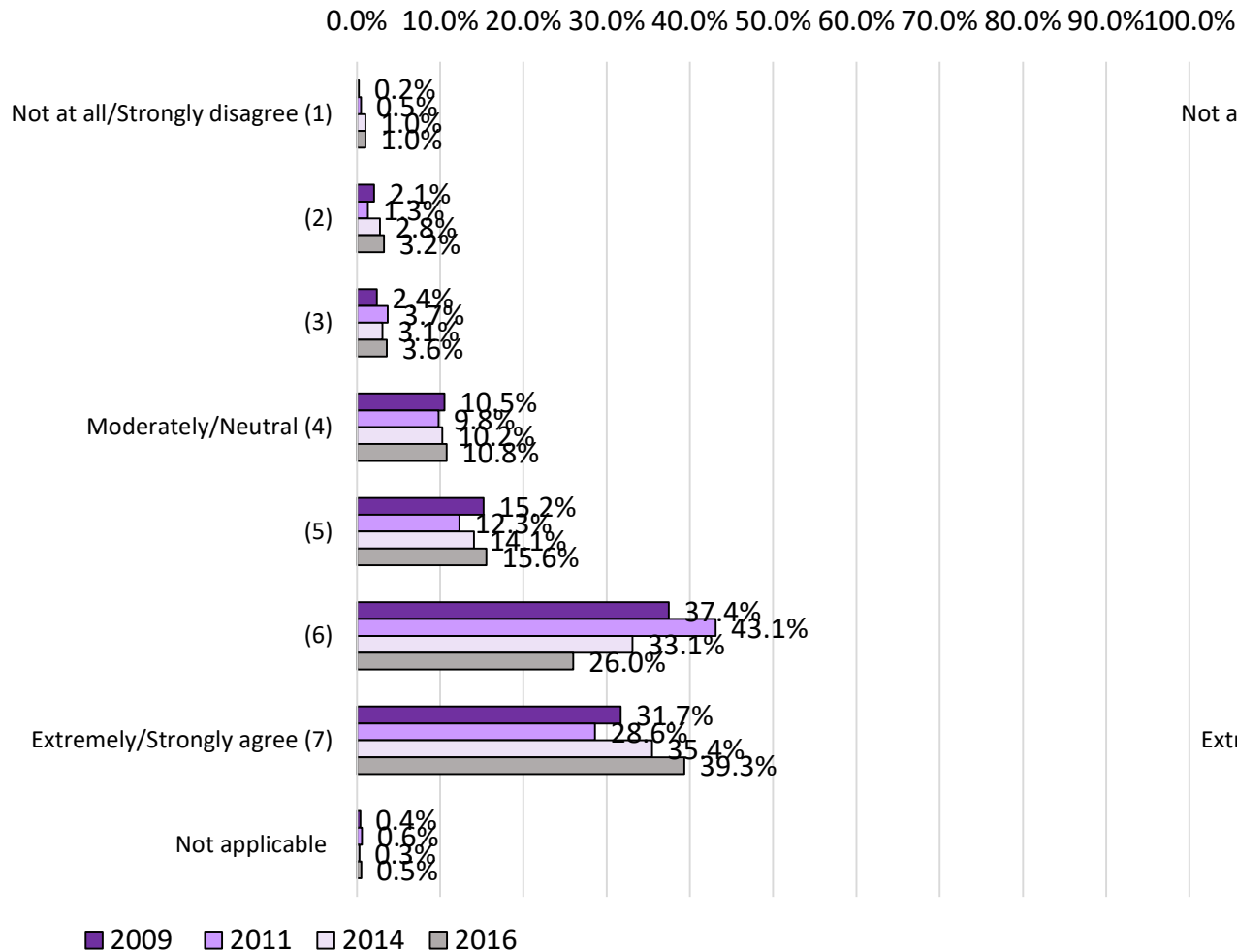
2009 and 2011: "During the current term at this college/university, to what degree: Are you accepted by students at this college/university?"

2014: "Please indicate your level of agreement: I feel accepted by students at this college/university."

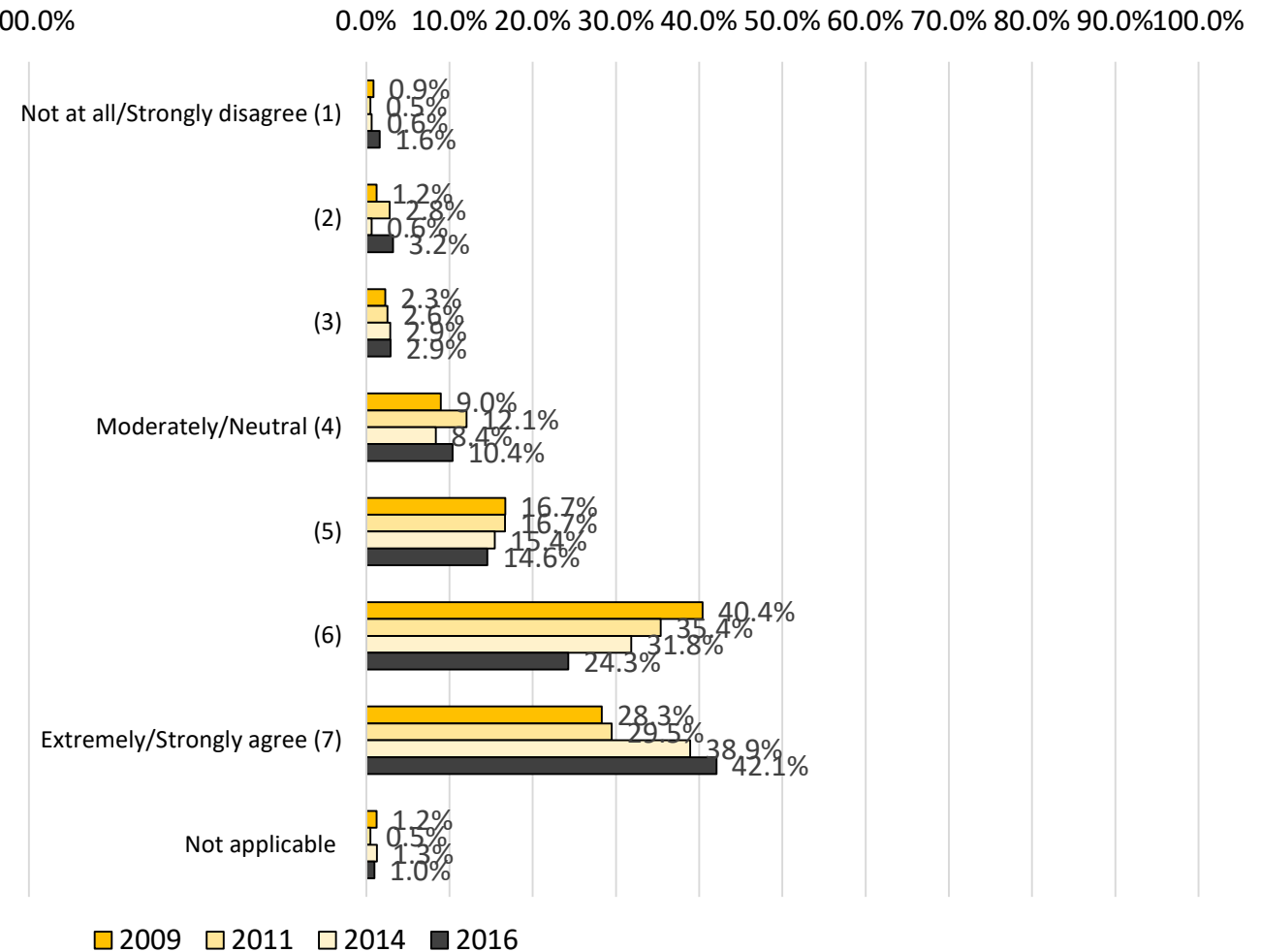
2016: "To what extent do you agree with the following statements? I feel accepted by students at this institution."

| N | 2009 | 2011 | 2014 | 2016 |
|--------|------|------|------|------|
| Female | 1215 | 835 | 683 | 585 |
| Male | 569 | 390 | 311 | 309 |

Female



Male



Valued by UNI Students

2009 and 2011: "During the current term at this college/university, to what degree: Do you feel valued by your fellow students?"

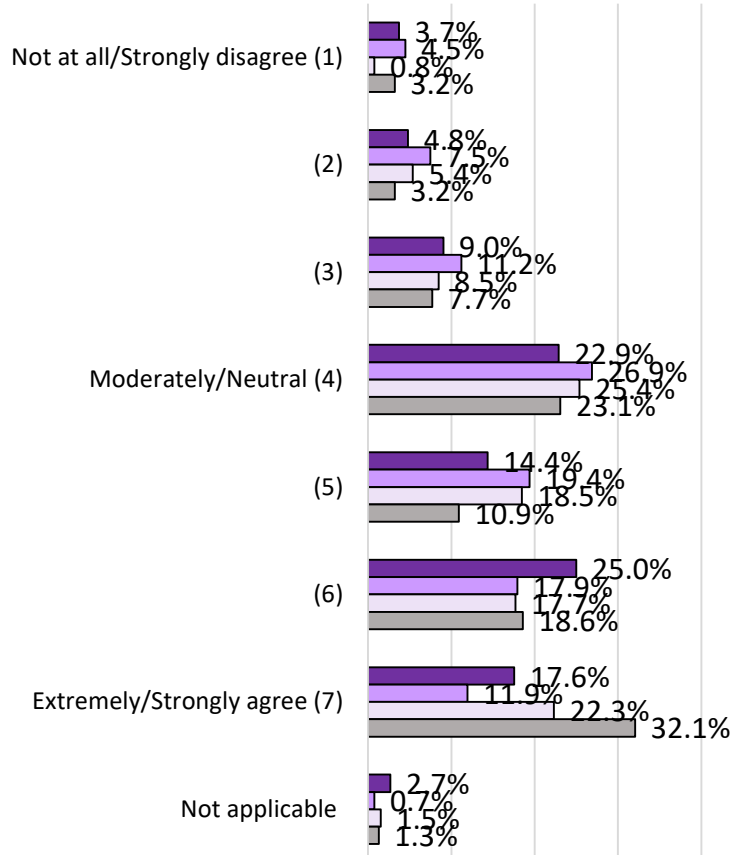
2014: "Please indicate your level of agreement: I feel valued by students at this college/university."

2016: "To what extent do you agree with the following statements? I feel valued by students at this institution."

| N | 2009 | 2011 | 2014 | 2016 |
|----------|------|------|------|------|
| Minority | 188 | 134 | 130 | 156 |
| White | 1593 | 1087 | 850 | 734 |

Minority

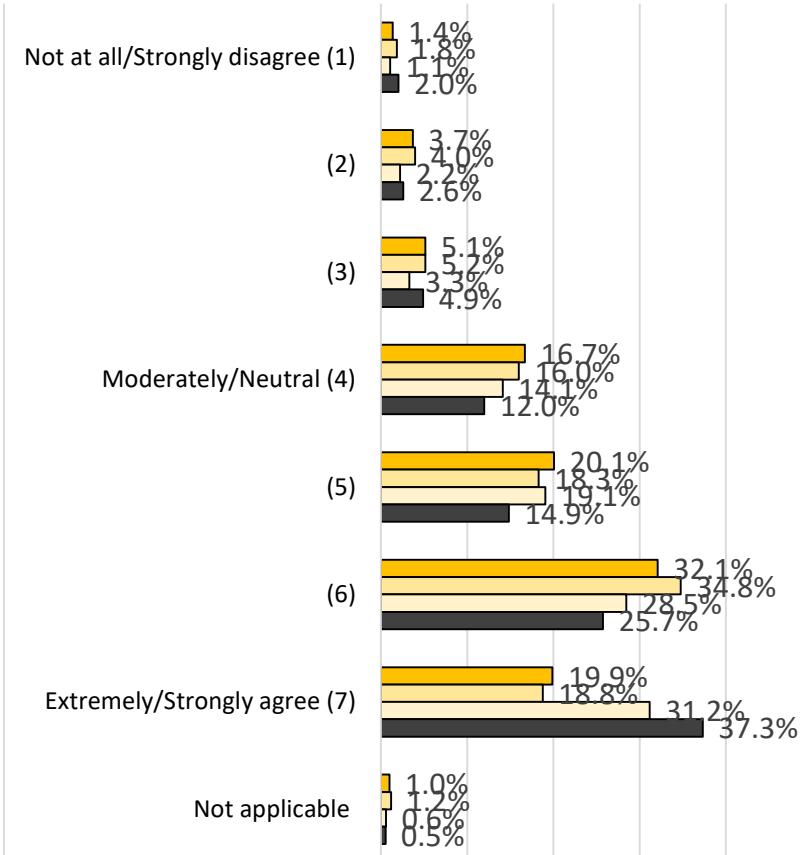
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■ 2009 ■ 2011 ■ 2014 ■ 2016

White

0.0% 10.0% 20.0% 30.0% 40.0% 50.0% 60.0% 70.0% 80.0% 90.0% 100.0%



■ 2009 ■ 2011 ■ 2014 ■ 2016

Valued by UNI Students

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2016: "To what extent do you agree with the following statements? I feel valued by students at this institution."

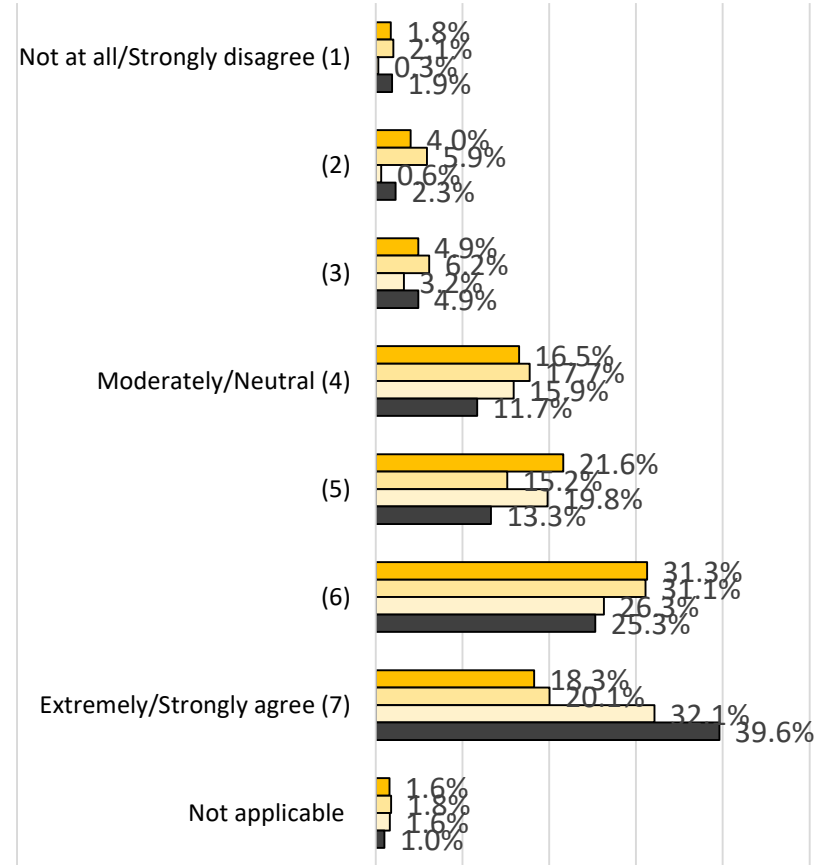
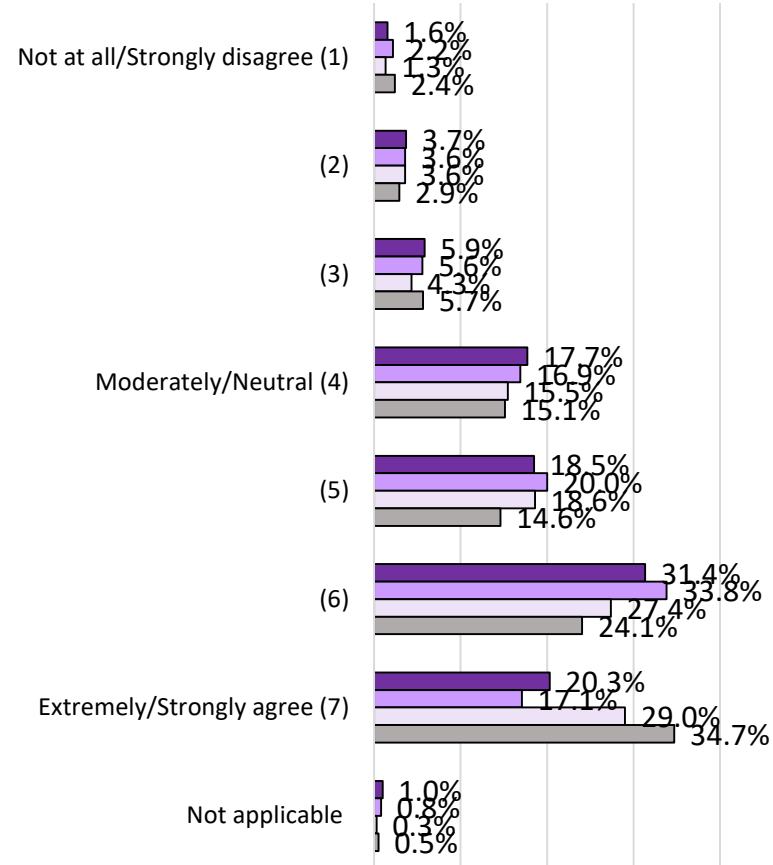
| N | 2009 | 2011 | 2014 | 2016 |
|--------|------|------|------|------|
| Female | 1212 | 832 | 672 | 582 |
| Male | 569 | 389 | 308 | 308 |

Female

Male

0.0% 10.0% 20.0% 30.0% 40.0% 50.0% 60.0% 70.0% 80.0% 90.0% 100.0%

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2009 2011 2014 2016

2009 2011 2014 2016

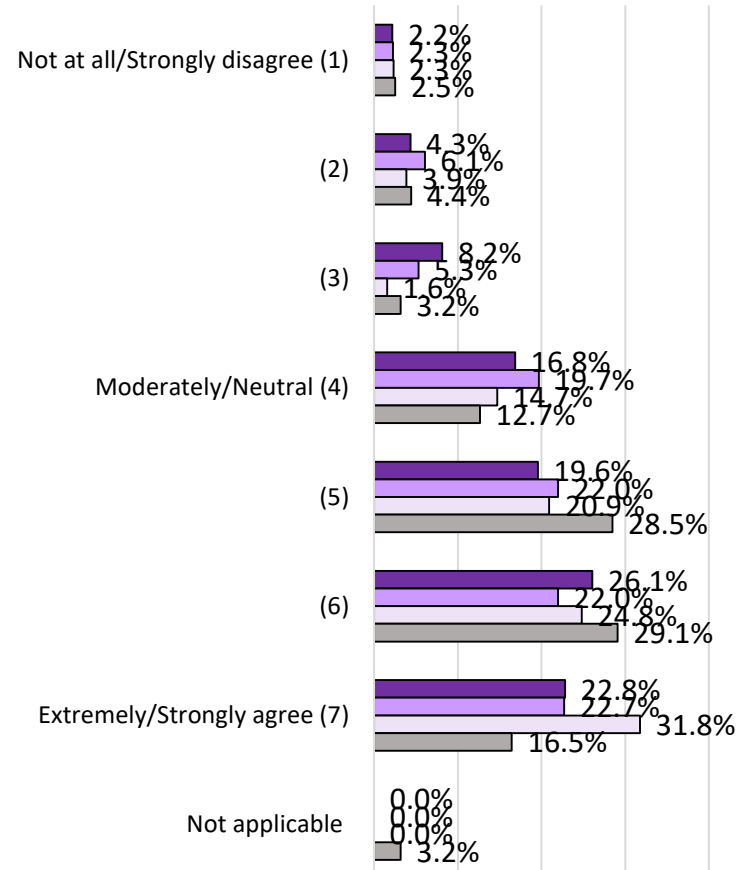
Different Perspectives

2009 and 2011: "To what degree: Are different views and perspectives encouraged in classes?"
 2014: "Please indicate your level of agreement: Different views and perspectives are encouraged in classes."
 2016: "To what extent do you agree with the following statements? Faculty at this institution value different perspectives in the classroom."

| N | 2009 | 2011 | 2014 | 2016 |
|----------|------|------|------|------|
| Minority | 184 | 132 | 129 | 158 |
| White | 1578 | 1080 | 854 | 745 |

Minority

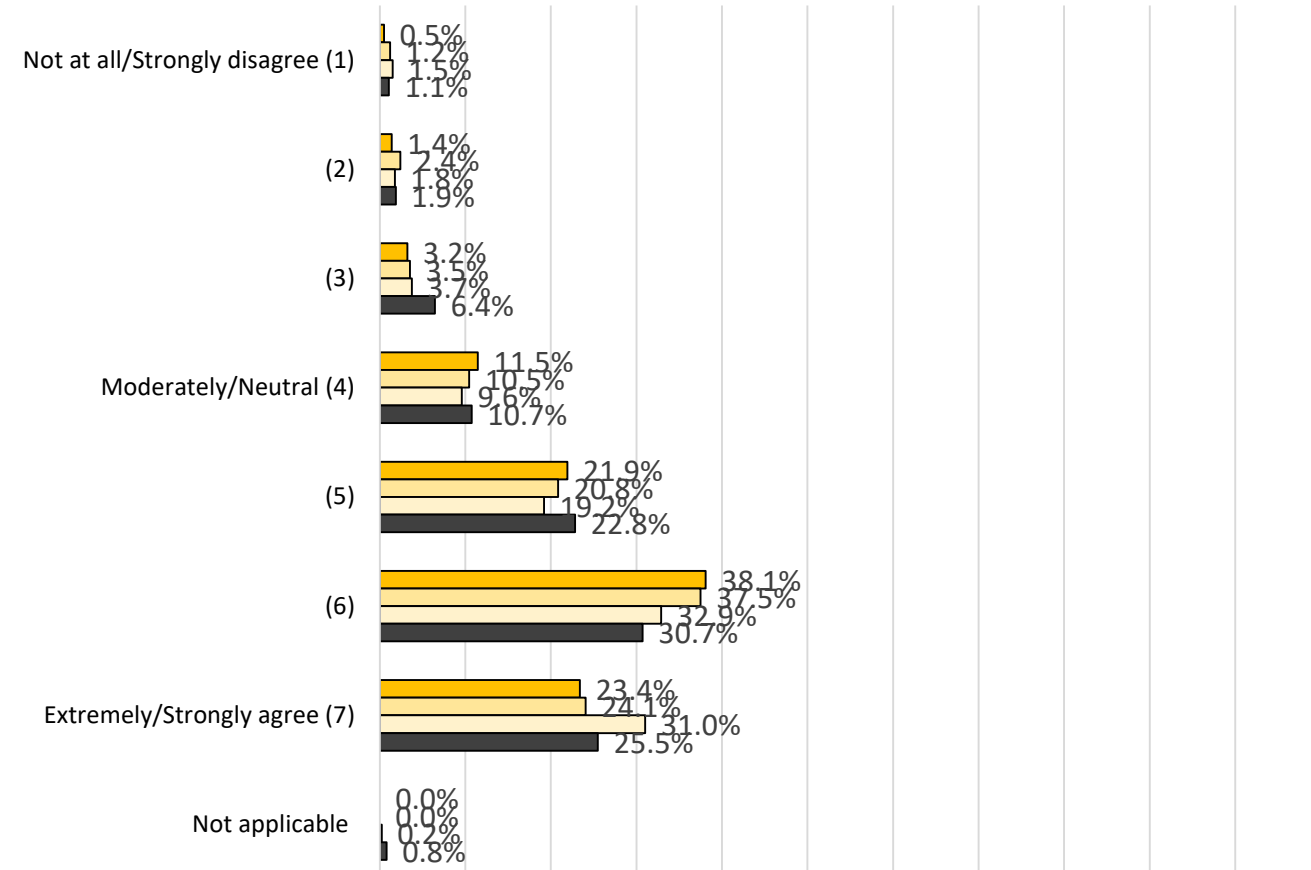
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2009 2011 2014 2016

White

0.0% 10.0% 20.0% 30.0% 40.0% 50.0% 60.0% 70.0% 80.0% 90.0% 100.0%



2009 2011 2014 2016

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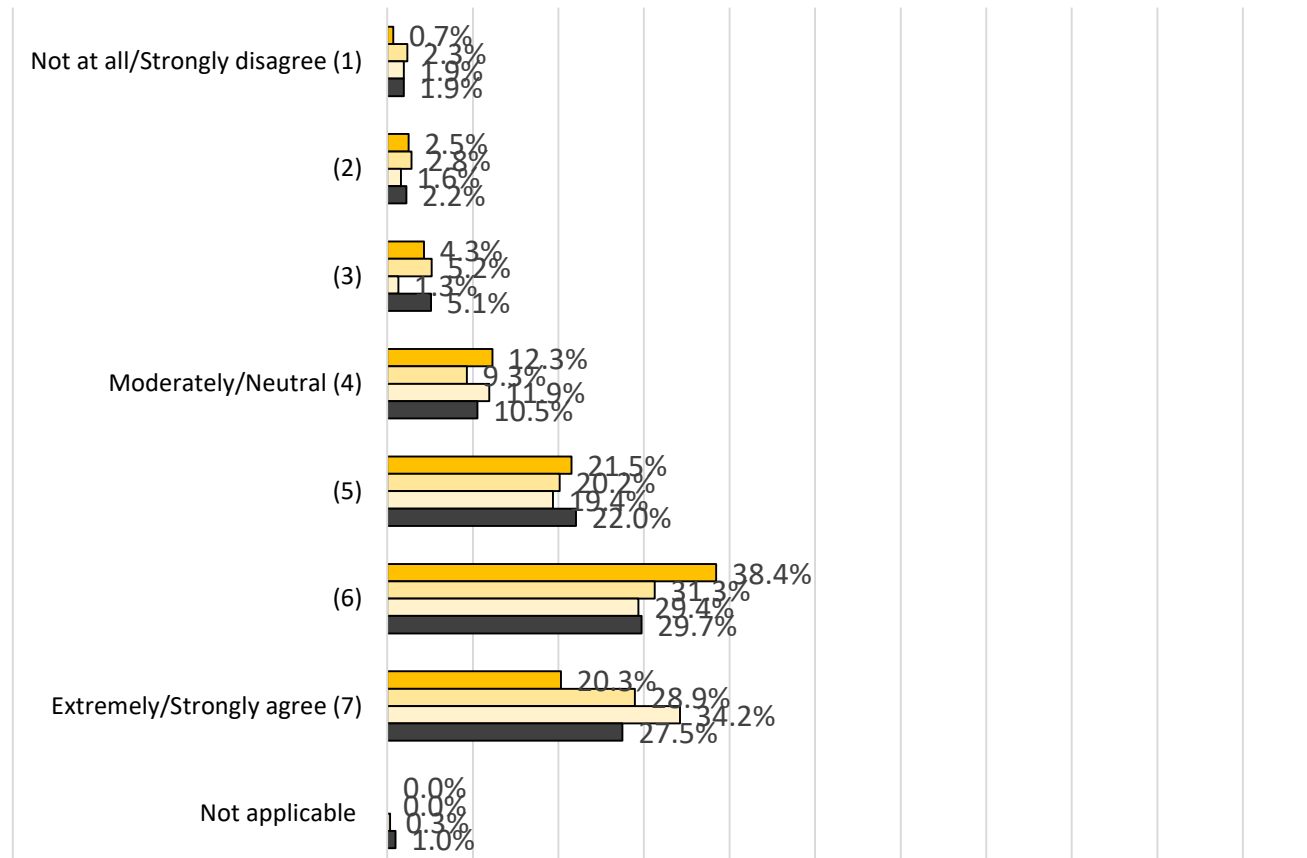
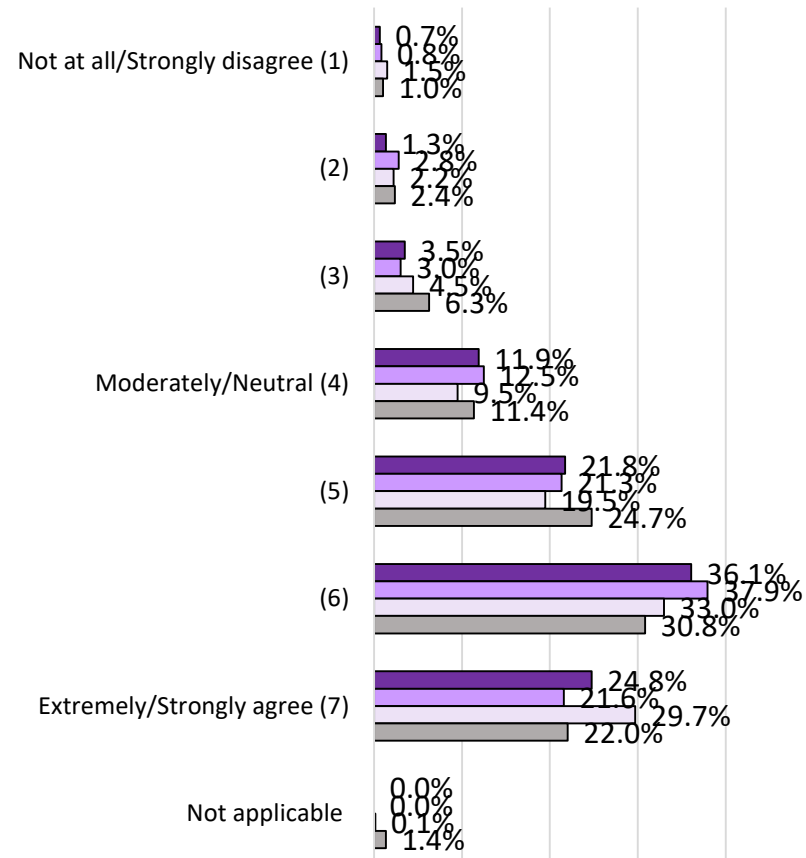
| N | 2009 | 2011 | 2014 | 2016 |
|--------|------|------|------|------|
| Female | 1200 | 825 | 673 | 590 |
| Male | 562 | 387 | 310 | 313 |

Female

Male

0.0% 10.0% 20.0% 30.0% 40.0% 50.0% 60.0% 70.0% 80.0% 90.0% 100.0%

0.0% 10.0% 20.0% 30.0% 40.0% 50.0% 60.0% 70.0% 80.0% 90.0% 100.0%



2009 2011 2014 2016

2009 2011 2014 2016

Satisfaction

“To what degree/extent do you agree with the following statements: Overall, I am satisfied with my experience at this college/university/institution.”

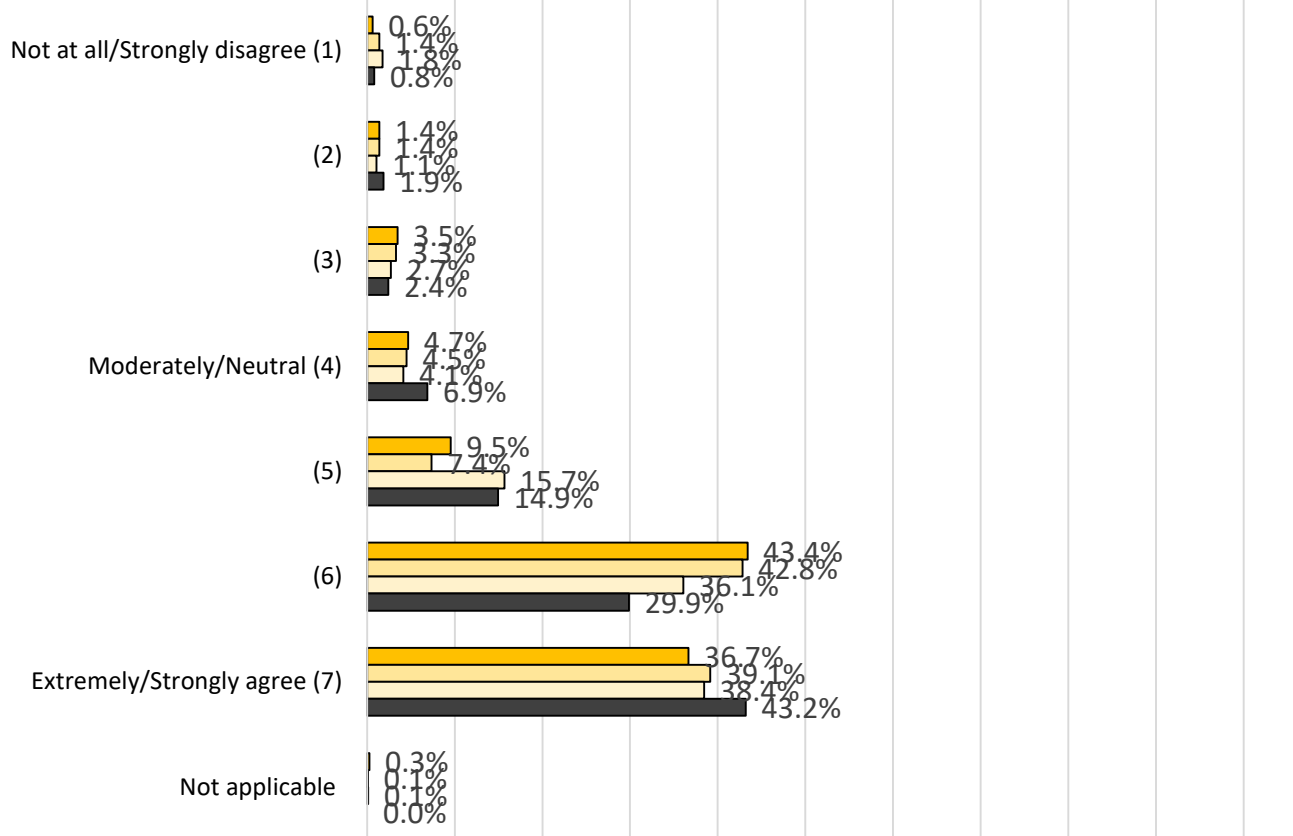
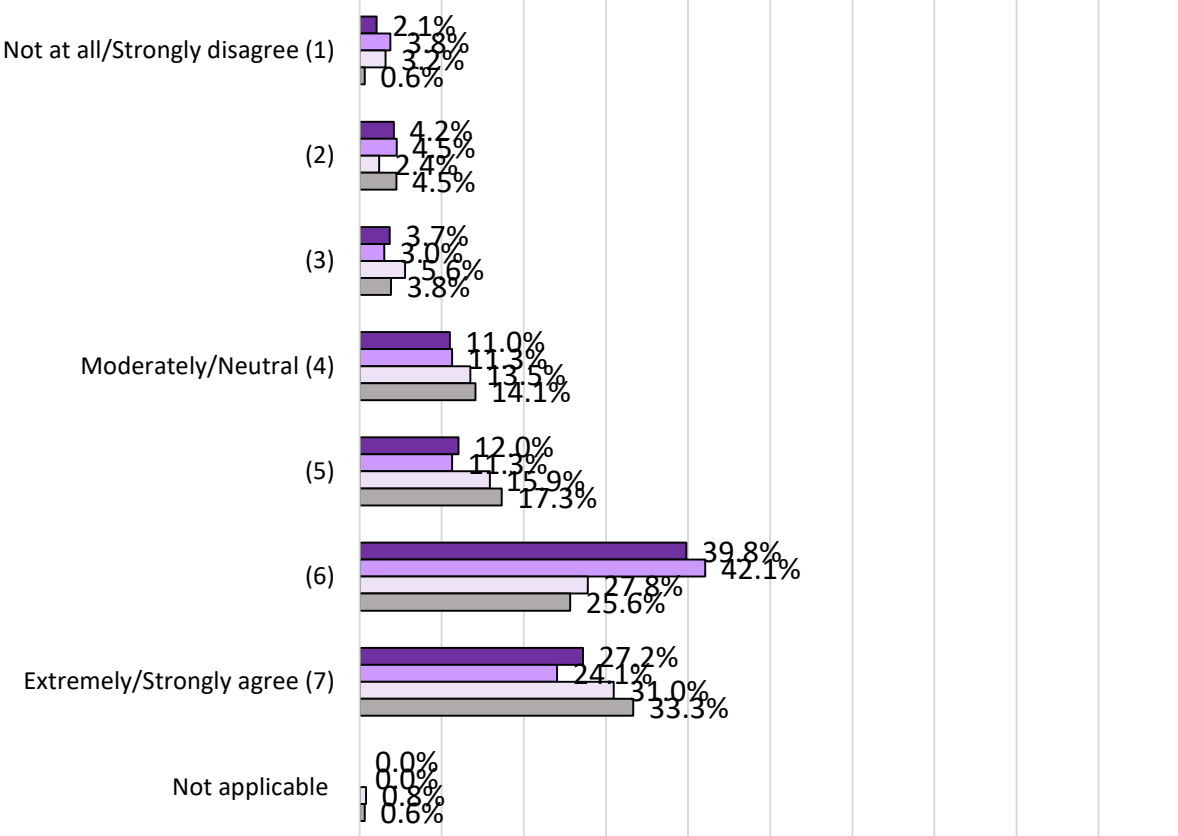
| N | 2009 | 2011 | 2014 | 2016 |
|----------|------|------|------|------|
| Minority | 191 | 133 | 126 | 156 |
| White | 1585 | 1086 | 848 | 743 |

Minority

White

0.0% 10.0% 20.0% 30.0% 40.0% 50.0% 60.0% 70.0% 80.0% 90.0% 100.0%

0.0% 10.0% 20.0% 30.0% 40.0% 50.0% 60.0% 70.0% 80.0% 90.0% 100.0%



■ 2009 ■ 2011 ■ 2014 ■ 2016

■ 2009 ■ 2011 ■ 2014 ■ 2016

Satisfaction

“To what degree/extent do you agree with the following statements: Overall, I am satisfied with my experience at this college/university/institution.”

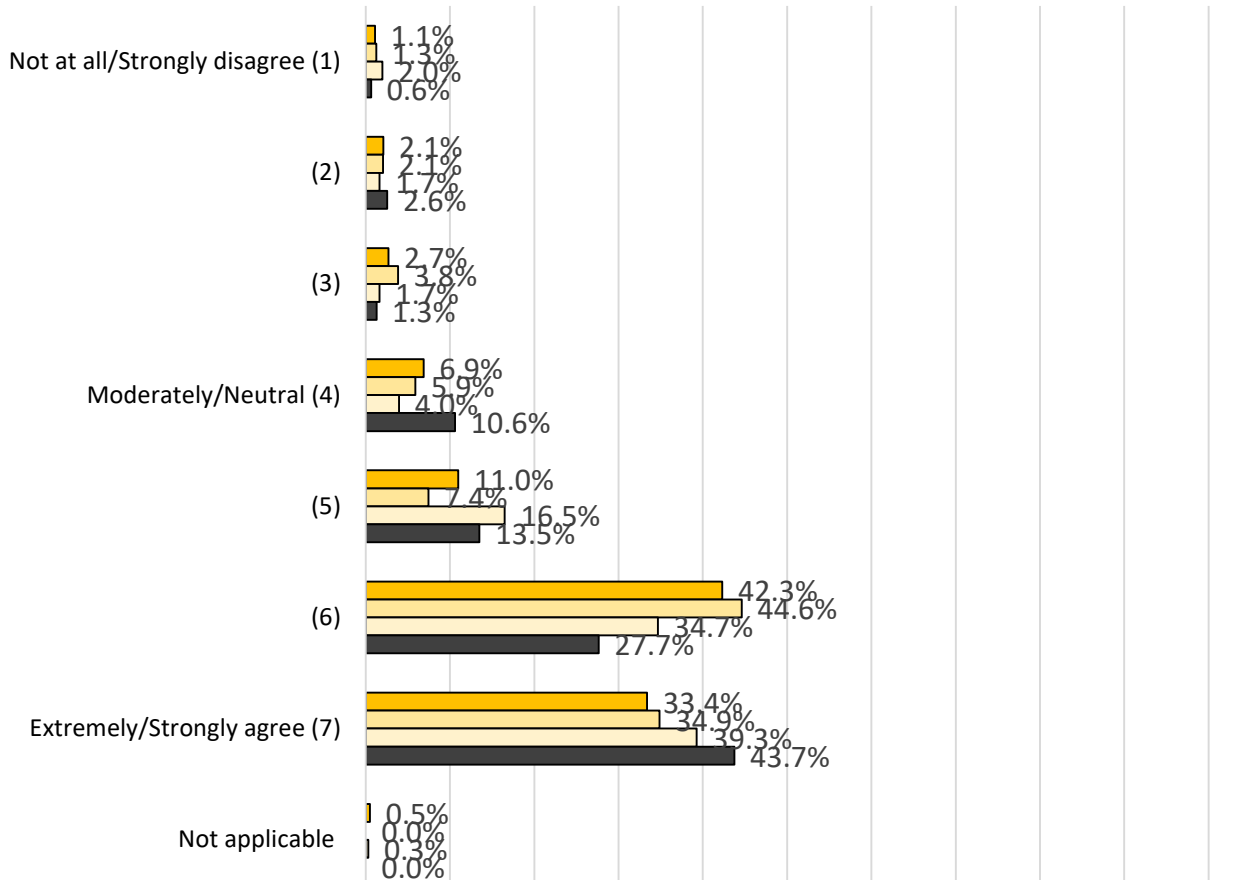
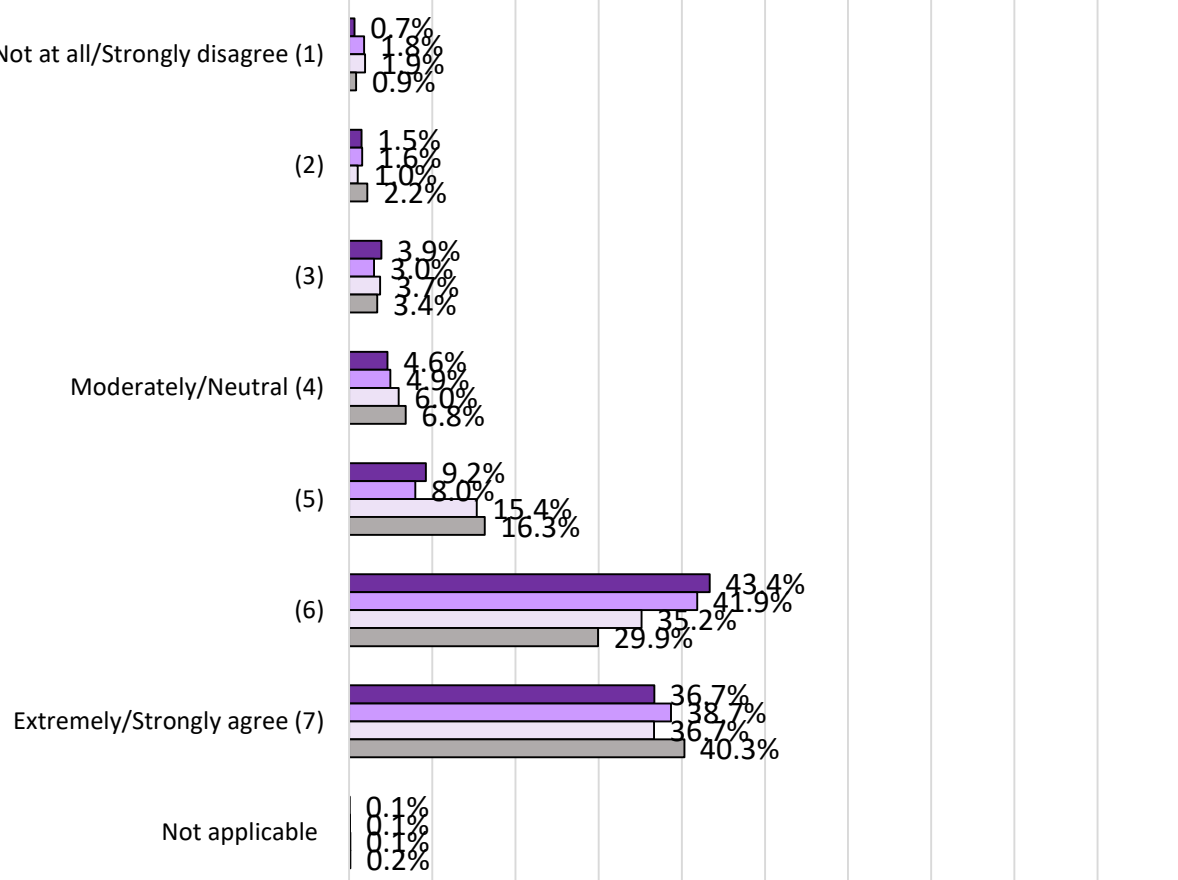
| N | 2009 | 2011 | 2014 | 2016 |
|--------|------|------|------|------|
| Female | 1213 | 829 | 671 | 588 |
| Male | 563 | 390 | 303 | 311 |

Female

Male

0.0% 10.0% 20.0% 30.0% 40.0% 50.0% 60.0% 70.0% 80.0% 90.0% 100.0%

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2009 2011 2014 2016

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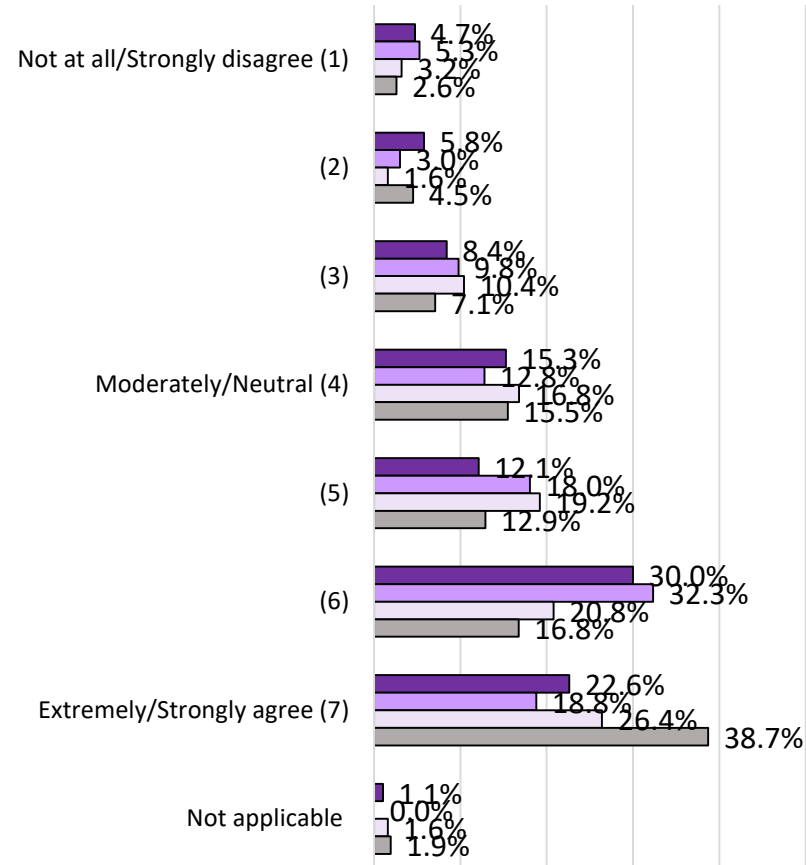
Belongingness

2009, 2011, 2014: "To what degree do you agree with the following statements: I feel as though I belong to this campus community."
 2016: "To what extent do you agree with the following statements? I belong at this institution."

| N | 2009 | 2011 | 2014 | 2016 |
|----------|------|------|------|------|
| Minority | 190 | 133 | 125 | 155 |
| White | 1585 | 1085 | 842 | 738 |

Minority

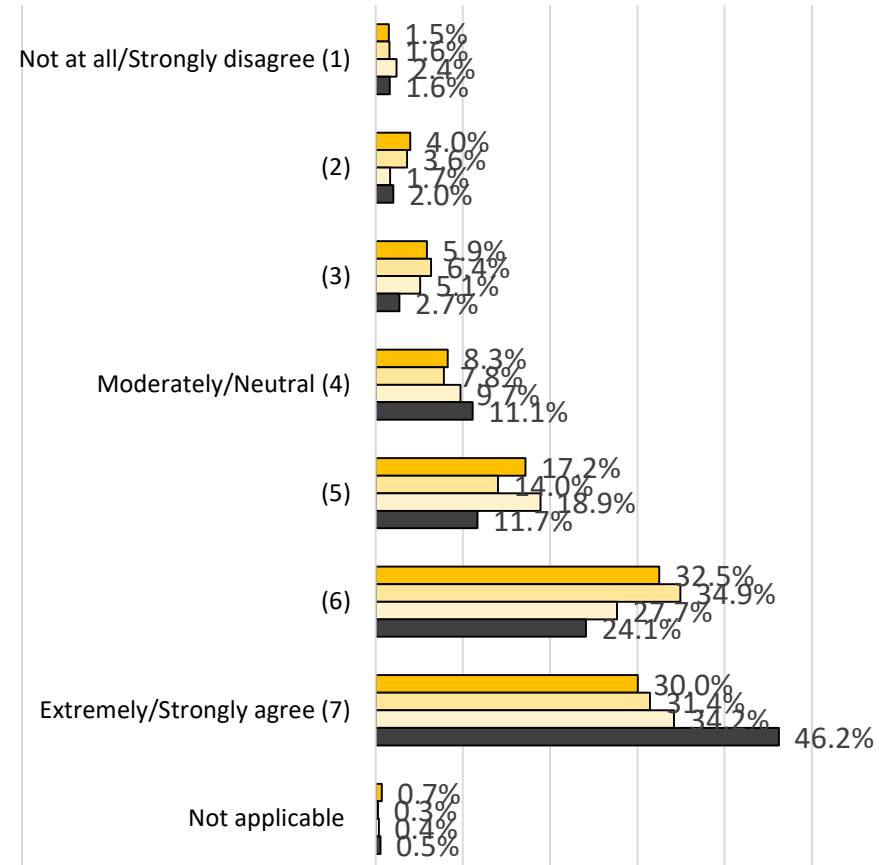
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■ 2009 ■ 2011 ■ 2014 ■ 2016

White

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■ 2009 ■ 2011 ■ 2014 ■ 2016

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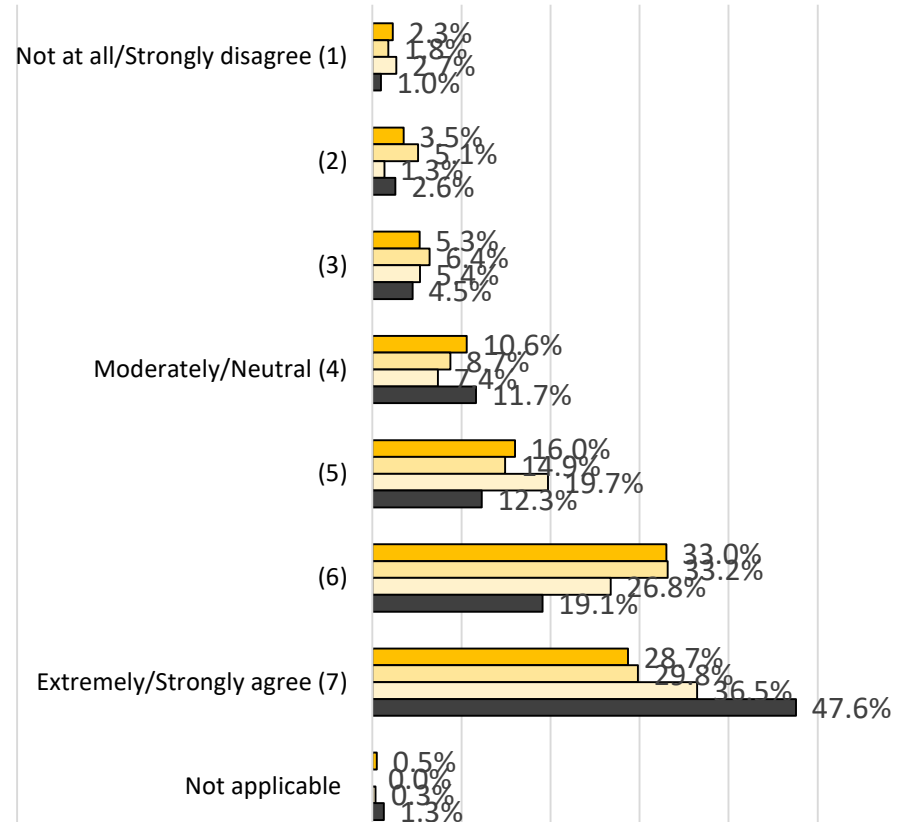
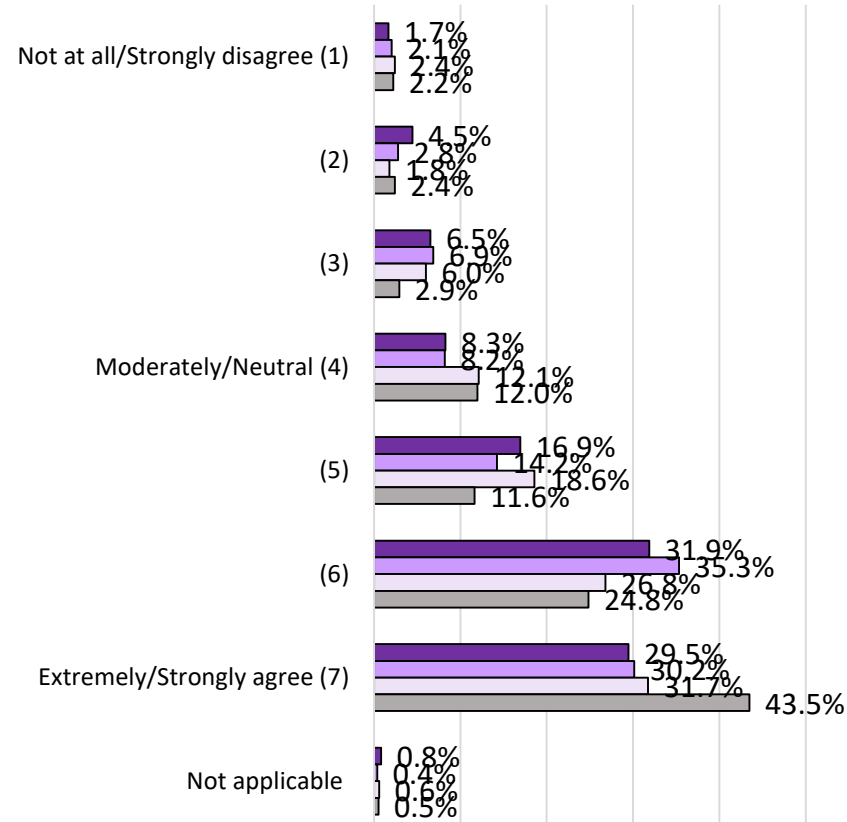
| N | 2009 | 2011 | 2014 | 2016 |
|--------|------|------|------|------|
| Female | 1211 | 829 | 668 | 584 |
| Male | 564 | 389 | 299 | 309 |

Female

Male

0.0% 10.0% 20.0% 30.0% 40.0% 50.0% 60.0% 70.0% 80.0% 90.0% 100.0%

0.0% 10.0% 20.0% 30.0% 40.0% 50.0% 60.0% 70.0% 80.0% 90.0% 100.0%



■ 2009 ■ 2011 ■ 2014 ■ 2016

■ 2009 ■ 2011 ■ 2014 ■ 2016

Recommending UNI

2009, 2011, 2014: "To what degree do you agree with the following statements: I would recommend this college/university to siblings or friends as a good place to go to college."
 2016: "To what extent do you agree with the following statements? I would recommend this institution to a friend."

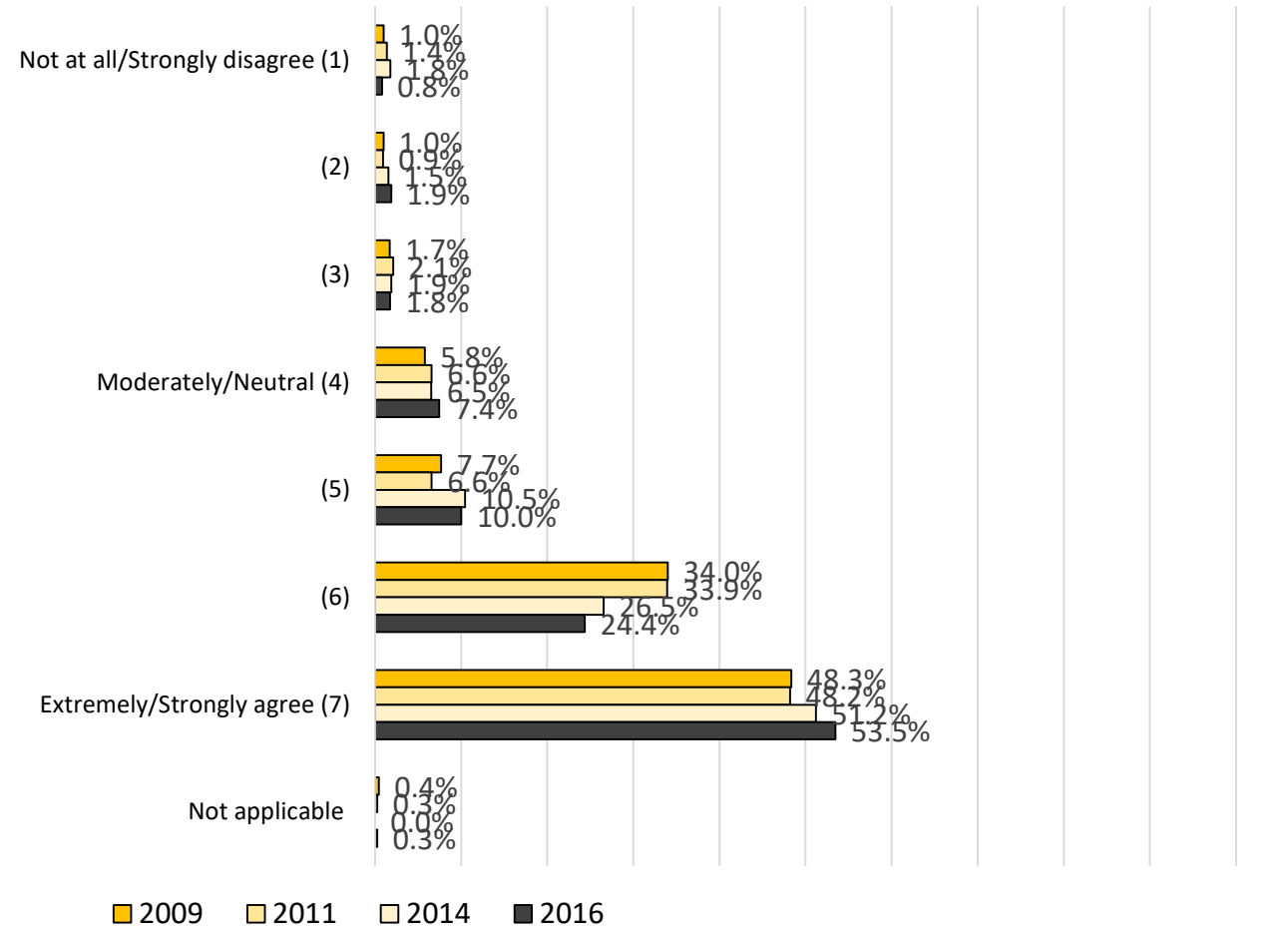
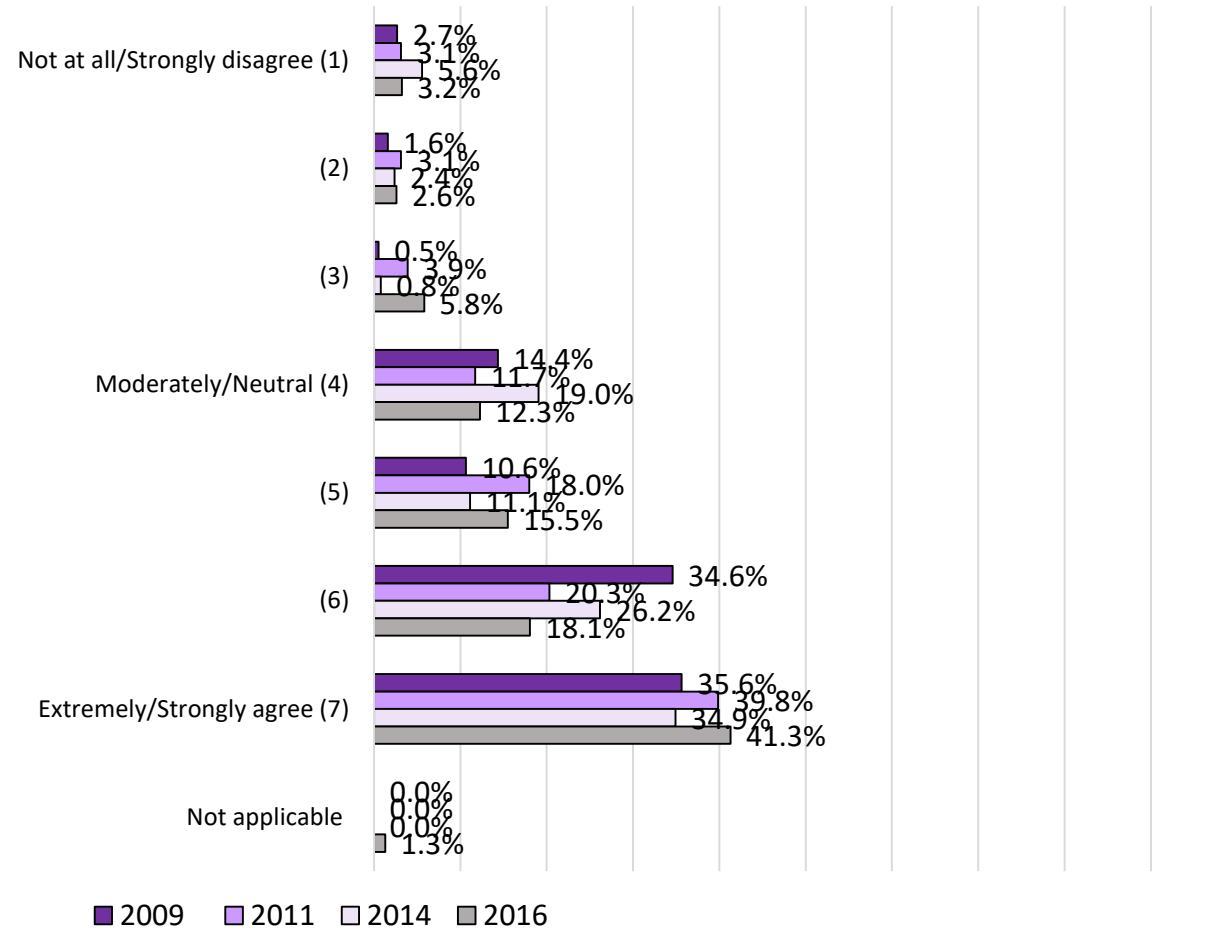
| N | 2009 | 2011 | 2014 | 2016 |
|----------|------|------|------|------|
| Minority | 188 | 128 | 126 | 155 |
| White | 1574 | 1079 | 840 | 739 |

Minority

White

0.0% 10.0% 20.0% 30.0% 40.0% 50.0% 60.0% 70.0% 80.0% 90.0% 100.0%

0.0% 10.0% 20.0% 30.0% 40.0% 50.0% 60.0% 70.0% 80.0% 90.0% 100.0%



Recommending UNI

2009, 2011, 2014: "To what degree do you agree with the following statements: I would recommend this college/university to siblings or friends as a good place to go to college."
 2016: "To what extent do you agree with the following statements? I would recommend this institution to a friend."

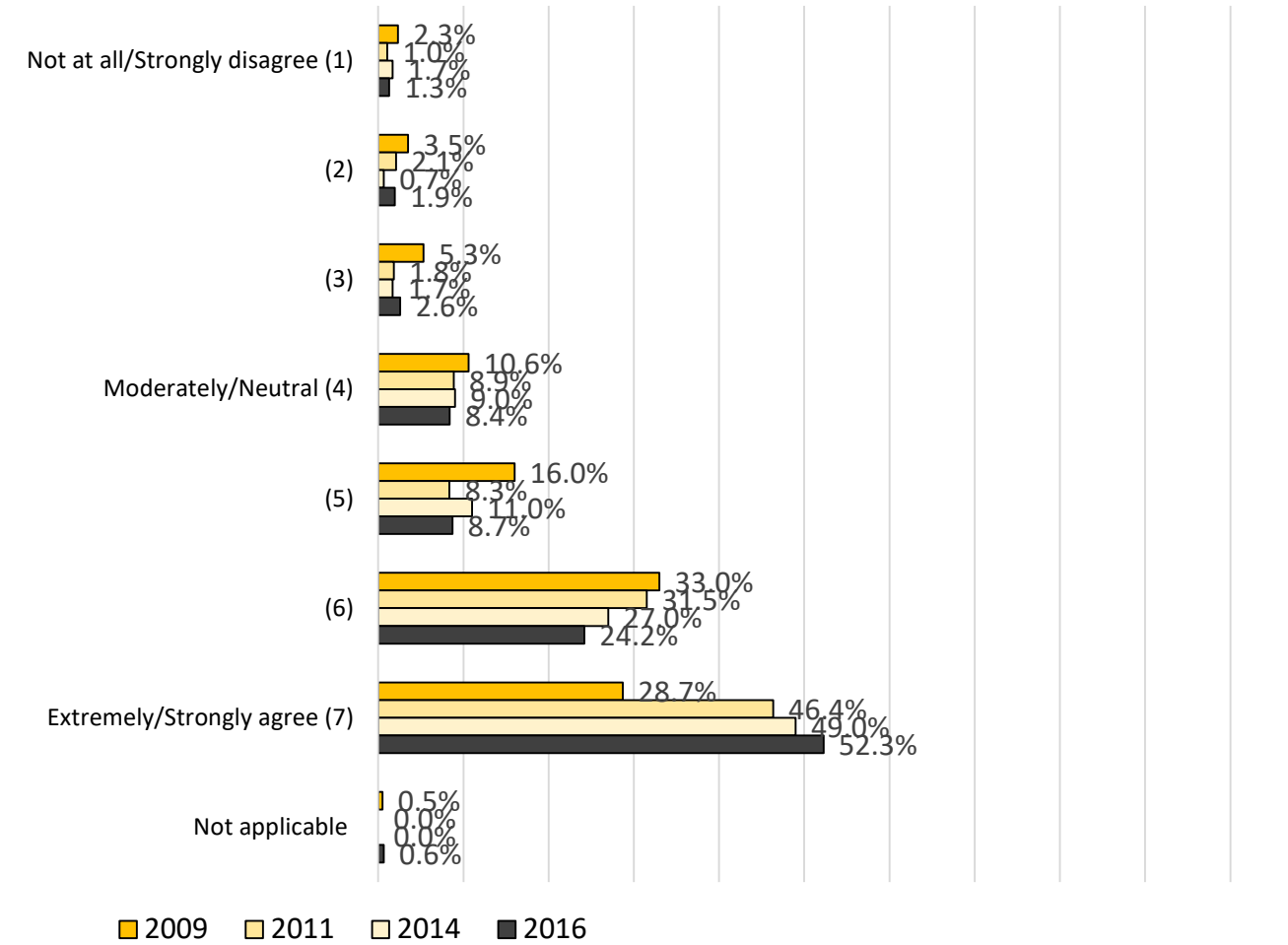
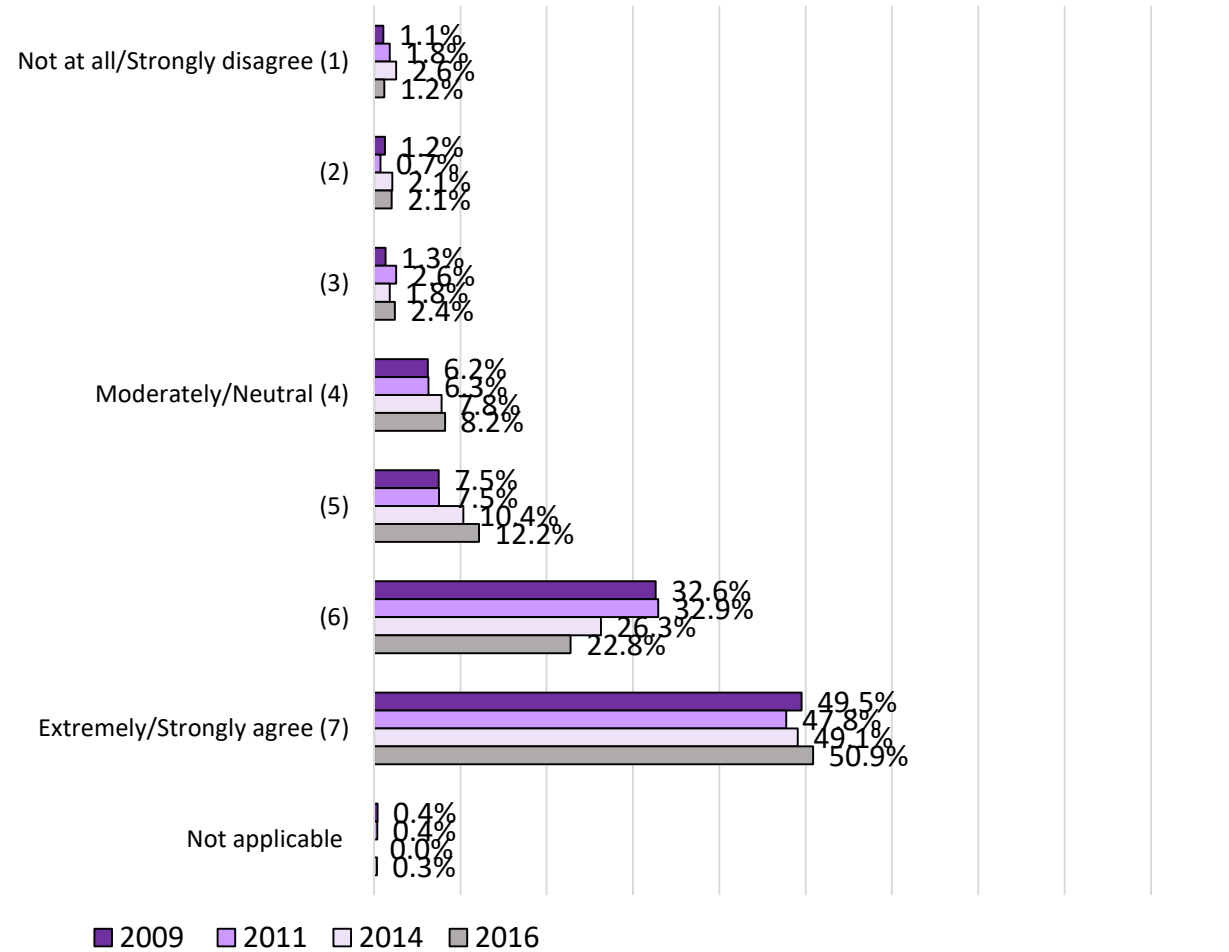
| N | 2009 | 2011 | 2014 | 2016 |
|--------|------|------|------|------|
| Female | 1201 | 823 | 666 | 584 |
| Male | 561 | 384 | 300 | 310 |

Female

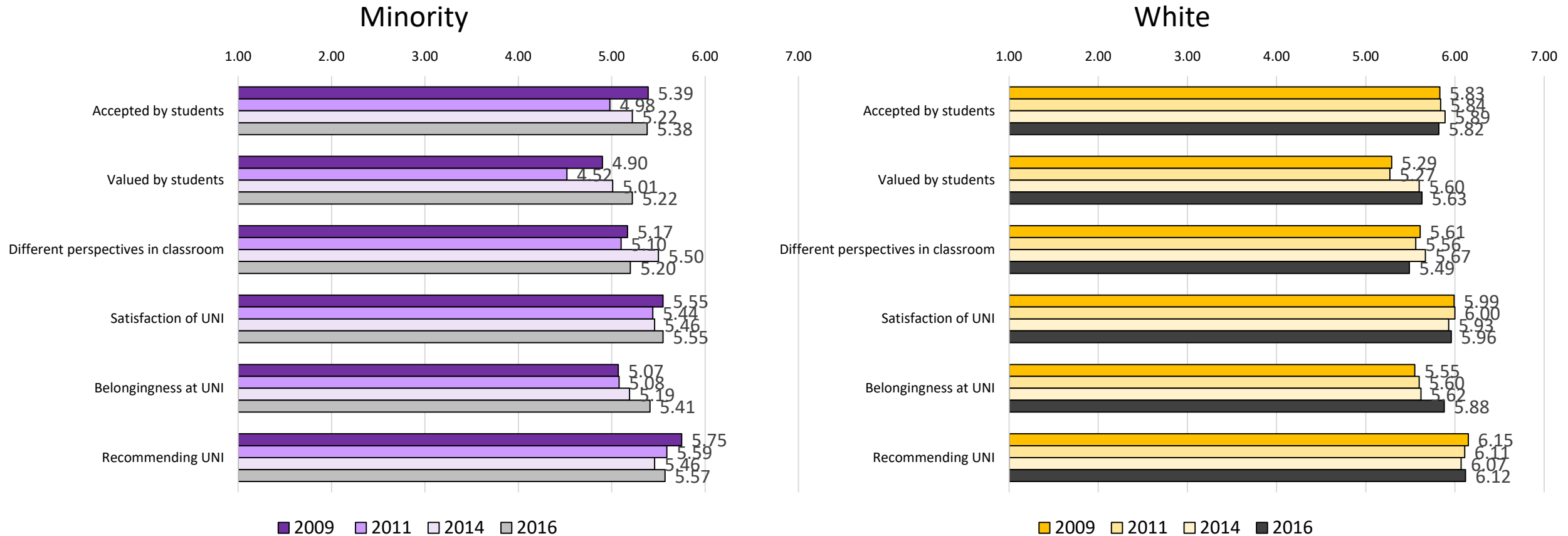
Male

0.0% 10.0% 20.0% 30.0% 40.0% 50.0% 60.0% 70.0% 80.0% 90.0% 100.0%

0.0% 10.0% 20.0% 30.0% 40.0% 50.0% 60.0% 70.0% 80.0% 90.0% 100.0%

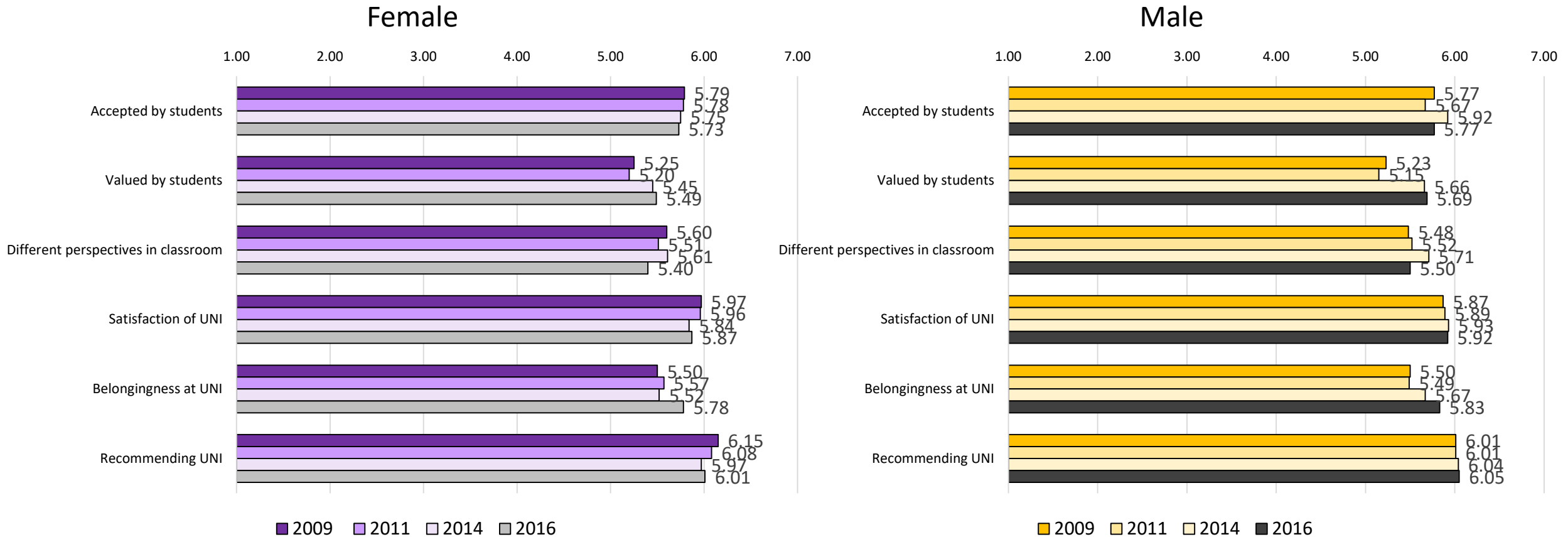


Race Mean Score Summary



| Value | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|---------|------------------------------|---|---|--------------------|---|---|--------------------------|
| Meaning | Not at all/Strongly disagree | | | Moderately/Neutral | | | Extremely/Strongly agree |

Gender Mean Score Summary



| Value | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|---------|------------------------------|---|---|--------------------|---|---|--------------------------|
| Meaning | Not at all/Strongly disagree | | | Moderately/Neutral | | | Extremely/Strongly agree |

Climate Survey Questions

Equal Treatment on Campus

Comparison: Race/ethnicity, gender, sexual orientation, disability/ability, age

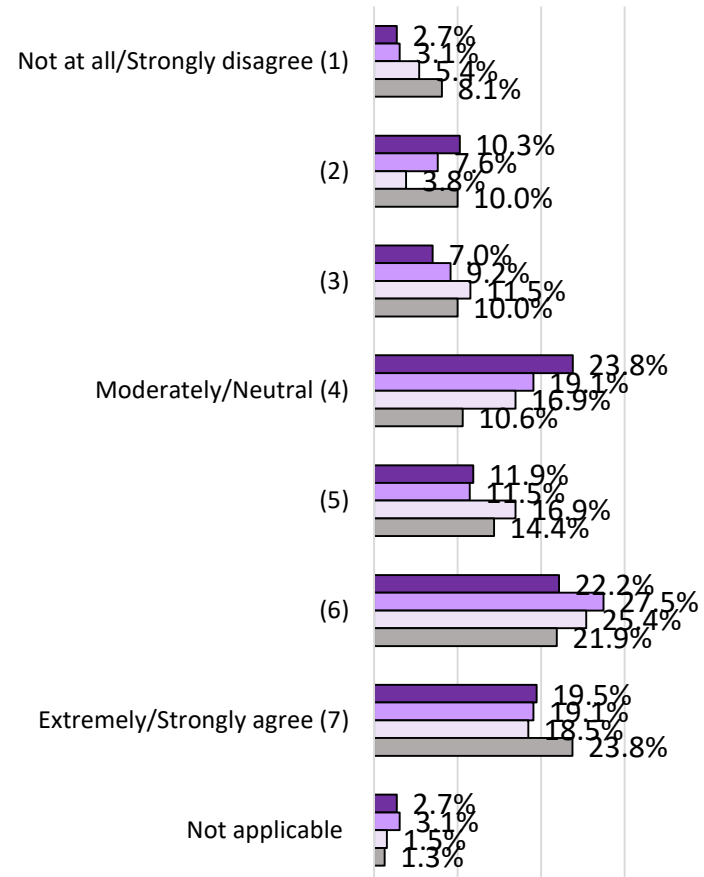
Equal Treatment: Race/Ethnicity

2009 and 2011: "To what degree are people treated equally, on this campus, regardless of their: race/ethnicity?"
 2014: "Students are treated equally, on this campus, regardless of their: race/ethnicity."
 2016: "To what extent do you agree with the following statements? Students at this institution are treated fairly regardless of their race."

| N | 2009 | 2011 | 2014 | 2016 |
|----------|------|------|------|------|
| Minority | 185 | 131 | 130 | 160 |
| White | 1571 | 1077 | 856 | 744 |

Minority

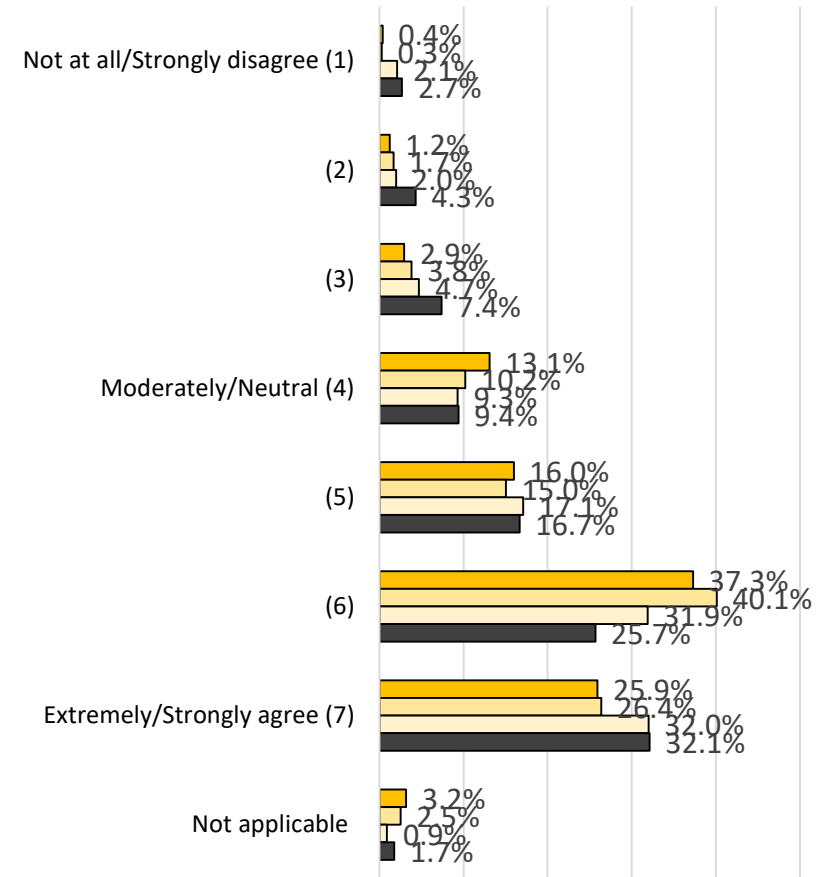
0.0% 10.0% 20.0% 30.0% 40.0% 50.0% 60.0% 70.0% 80.0% 90.0% 100.0%



■ 2009 ■ 2011 ■ 2014 ■ 2016

White

0.0% 10.0% 20.0% 30.0% 40.0% 50.0% 60.0% 70.0% 80.0% 90.0% 100.0%



■ 2009 ■ 2011 ■ 2014 ■ 2016

Equal Treatment: Gender

2009 and 2011: "To what degree are people treated equally, on this campus, regardless of their: gender?"
 2014: "Students are treated equally, on this campus, regardless of their: gender."
 2016: "To what extent do you agree with the following statements? Students at this institution are treated fairly regardless of their gender."

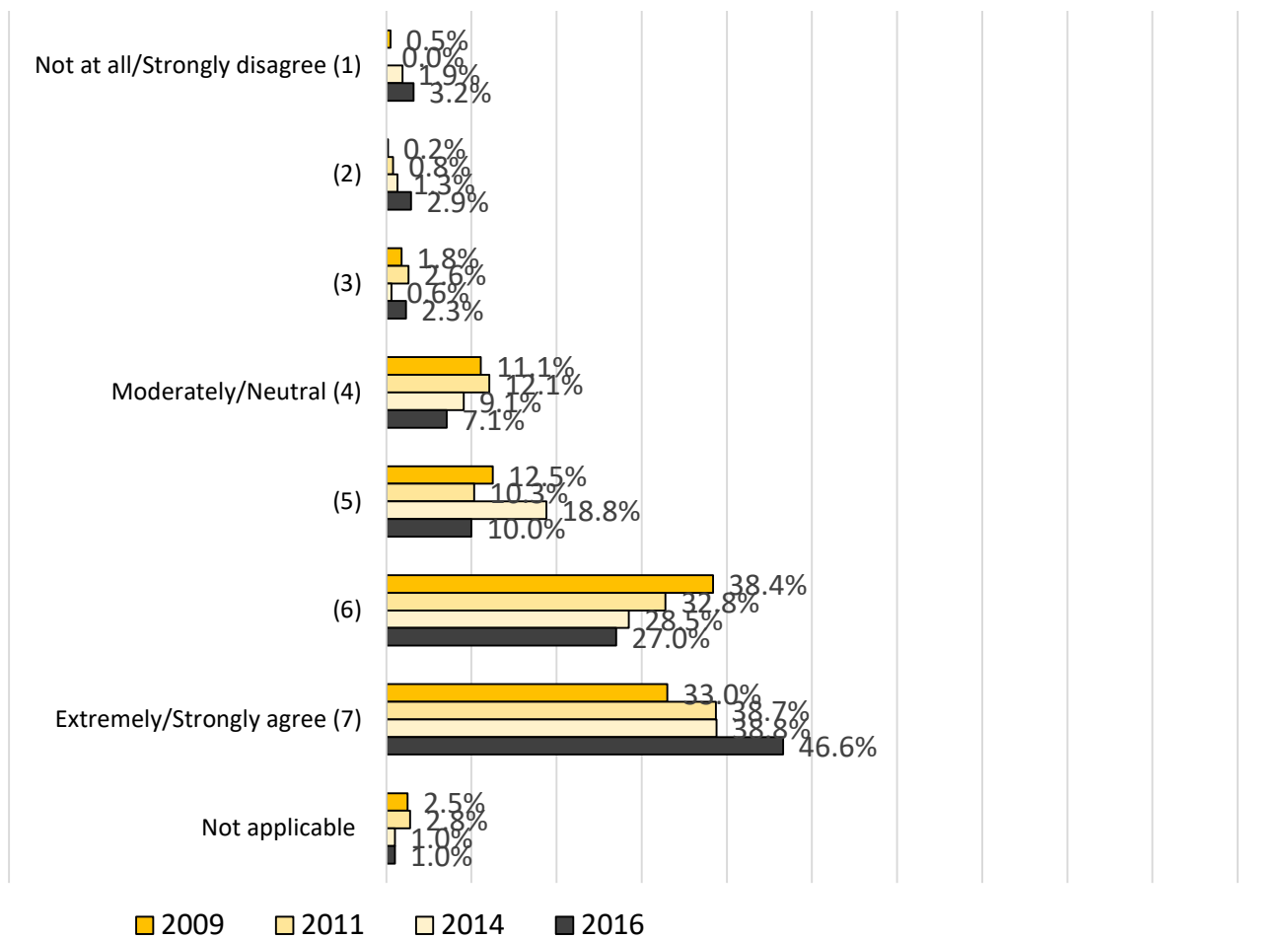
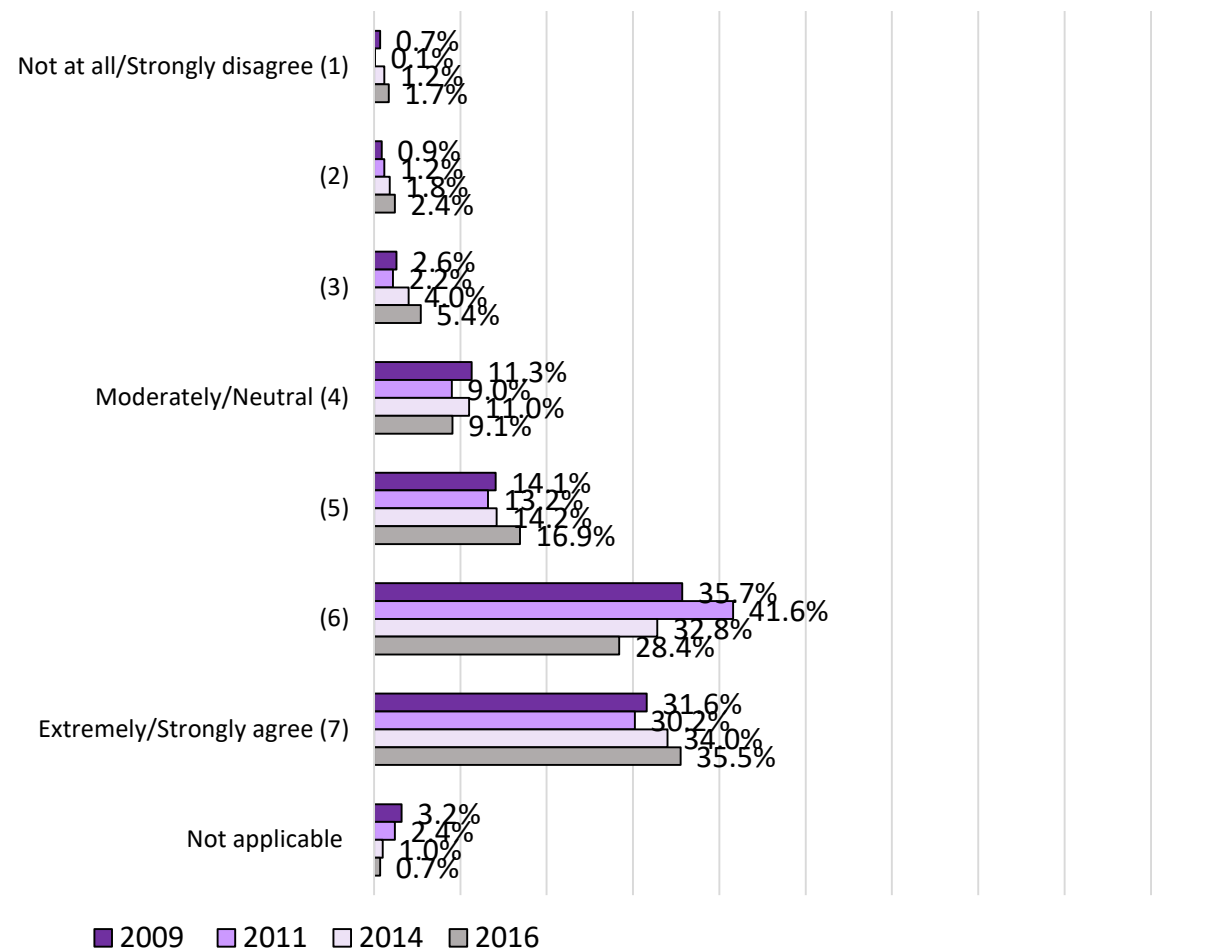
| N | 2009 | 2011 | 2014 | 2016 |
|--------|------|------|------|------|
| Female | 1194 | 818 | 674 | 592 |
| Male | 558 | 390 | 309 | 311 |

Female

Male

0.0% 10.0% 20.0% 30.0% 40.0% 50.0% 60.0% 70.0% 80.0% 90.0%100.0%

0.0% 10.0% 20.0% 30.0% 40.0% 50.0% 60.0% 70.0% 80.0% 90.0%100.0%



Equal Treatment: Sexual Orientation

2009 and 2011: "To what degree are people treated equally, on this campus, regardless of their: sexual orientation?"

2014: "Students are treated equally, on this campus, regardless of their: sexual orientation."

2016: "To what extent do you agree with the following statements? Students at this institution are treated fairly regardless of their sexual orientation."

| N | 2009 | 2011 | 2014 | 2016 |
|--------------|------|------|------|------|
| LGBTQ* | 65 | 62 | 58 | 81 |
| Heterosexual | 1677 | 1112 | 896 | 791 |

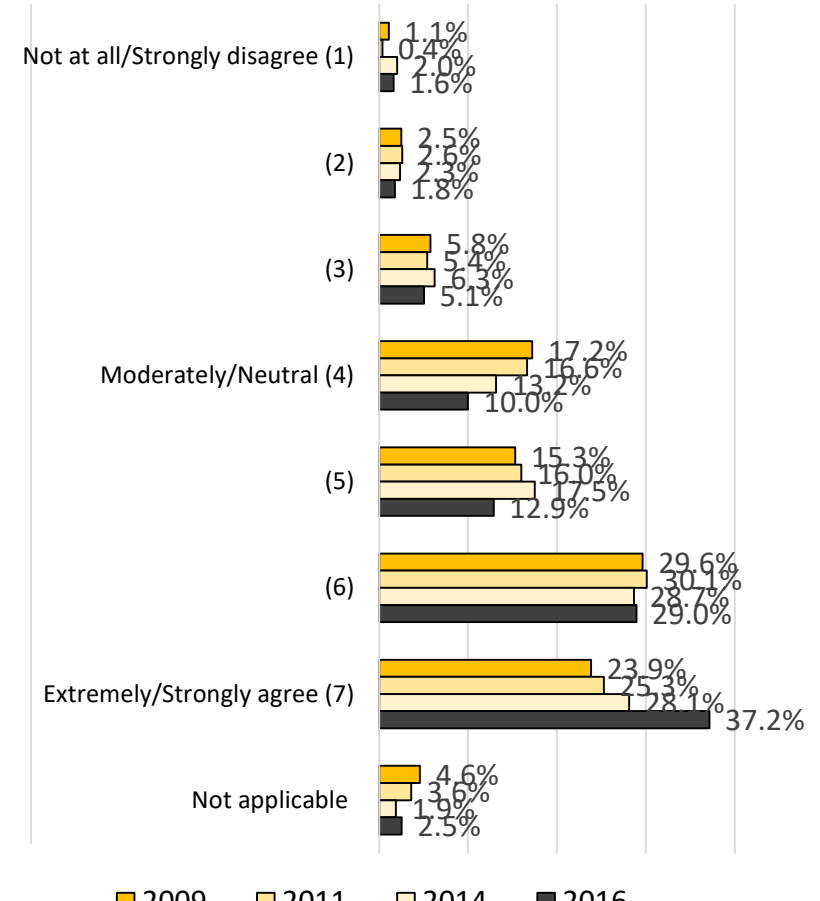
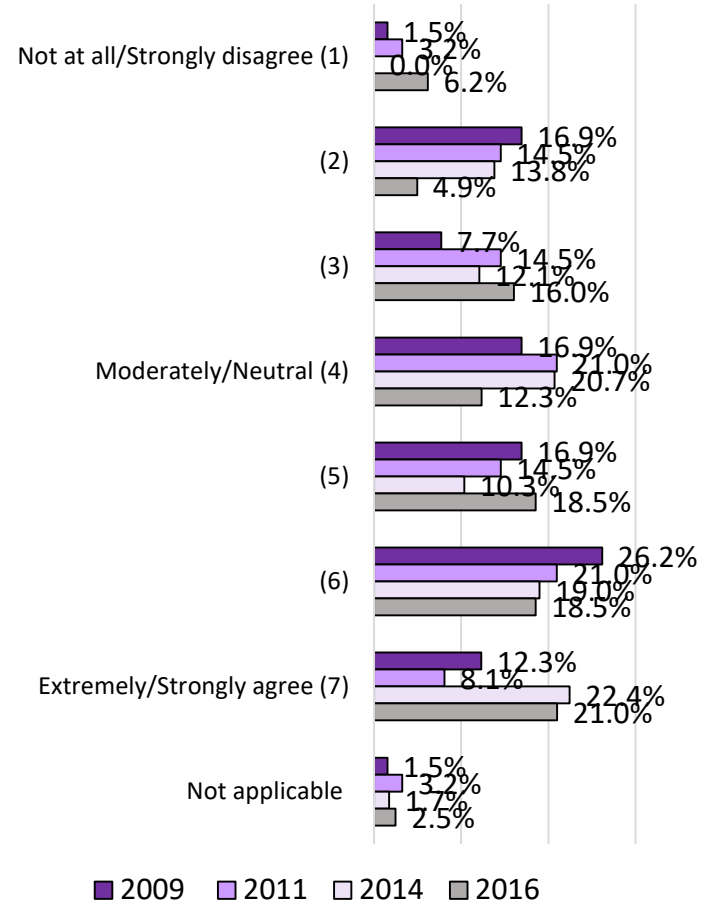
*Included in LGBTQ group: Lesbian/gay/bisexual; Unsure or questioning; and Other.
(Not included: Unknown; Prefer not to answer. See slide 5).

LGBTQ

Heterosexual

0.0% 10.0% 20.0% 30.0% 40.0% 50.0% 60.0% 70.0% 80.0% 90.0% 100.0%

0.0% 10.0% 20.0% 30.0% 40.0% 50.0% 60.0% 70.0% 80.0% 90.0% 100.0%



Equal Treatment: Disability/Ability

2009 and 2011: "To what degree are people treated equally, on this campus, regardless of their: disability/ability?"

2014: "Students are treated equally, on this campus, regardless of their: disability/ability."

2016: "To what extent do you agree with the following statements? Students at this institution are treated fairly regardless of their abilities/disabilities."

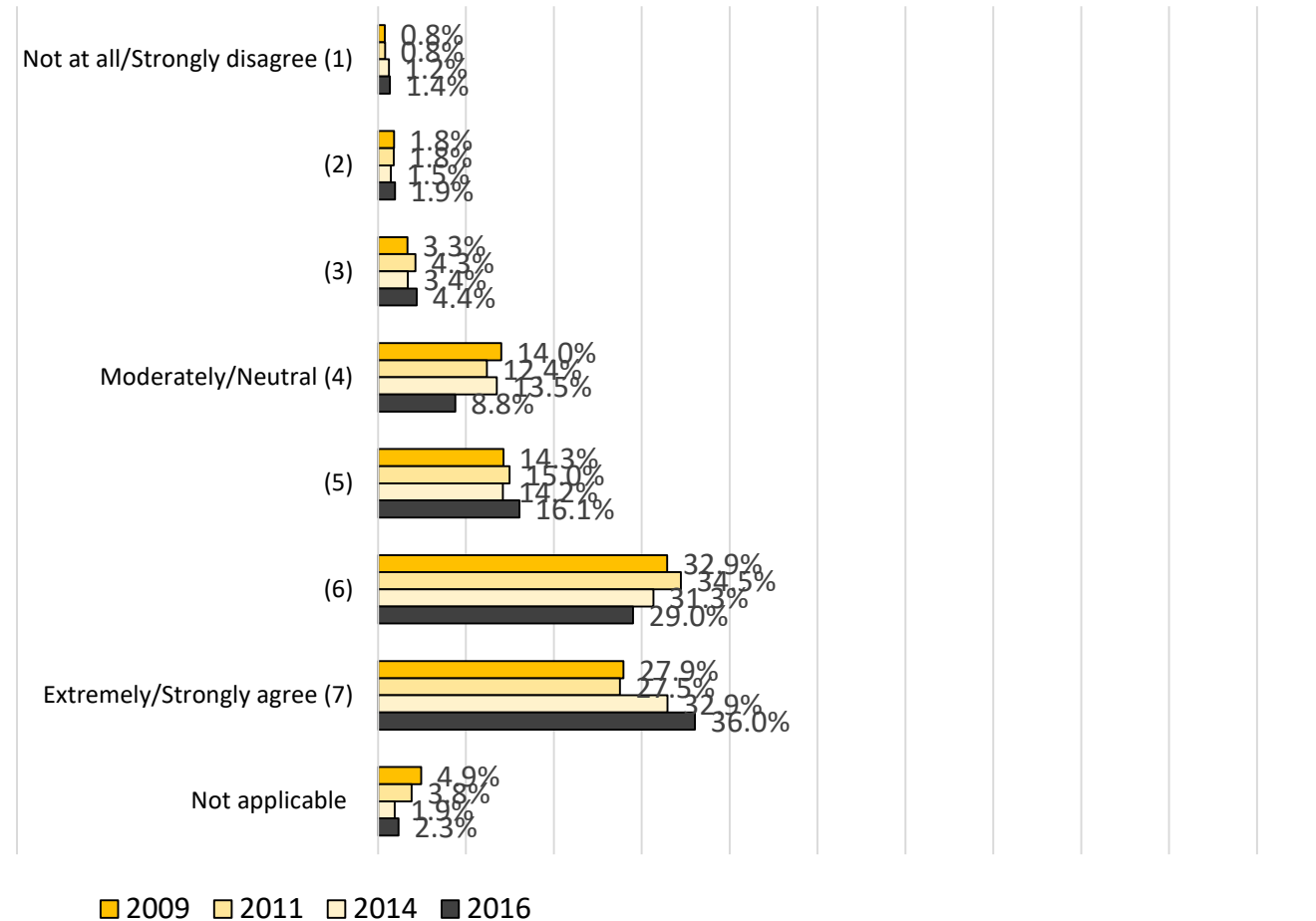
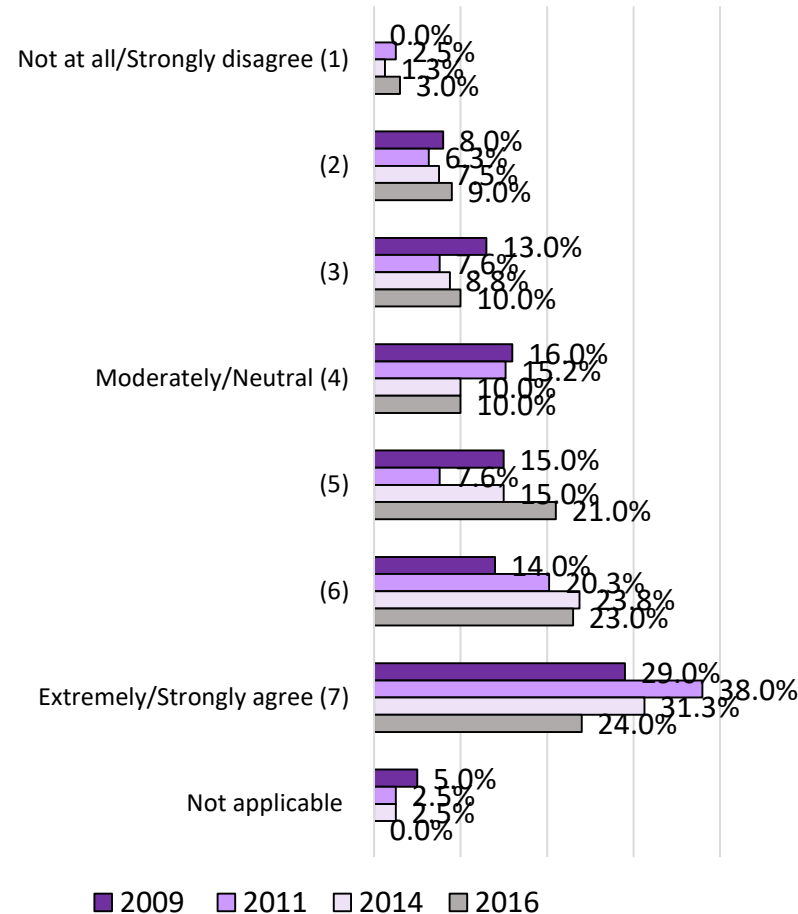
| N | 2009 | 2011 | 2014 | 2016 |
|---------------|------|------|------|------|
| Disability | 100 | 79 | 80 | 100 |
| No Disability | 1647 | 1123 | 887 | 727 |

Disability

No Disability

0.0% 10.0% 20.0% 30.0% 40.0% 50.0% 60.0% 70.0% 80.0% 90.0% 100.0%

0.0% 10.0% 20.0% 30.0% 40.0% 50.0% 60.0% 70.0% 80.0% 90.0% 100.0%



Equal Treatment: Age

2009 and 2011: "To what degree are people treated equally, on this campus, regardless of their: age?"

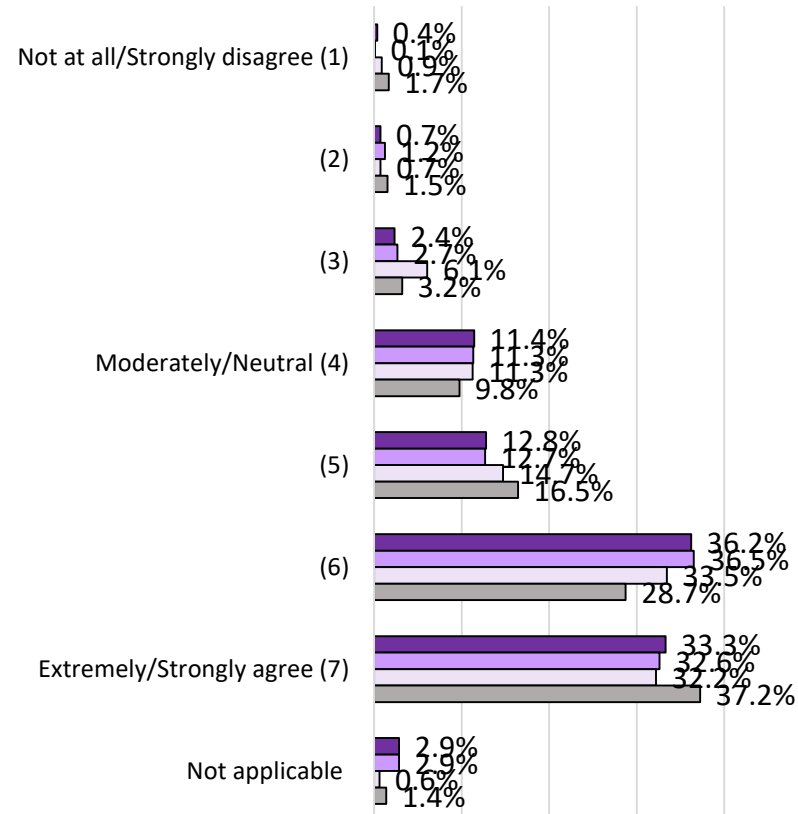
2014: "Students are treated equally, on this campus, regardless of their: age."

2016: "To what extent do you agree with the following statements? Students at this institution are treated fairly regardless of their age."

| N | 2009 | 2011 | 2014 | 2016 |
|------|------|------|------|------|
| ≤ 24 | 1400 | 978 | 807 | 717 |
| ≥ 25 | 348 | 222 | 170 | 181 |

24 and Younger

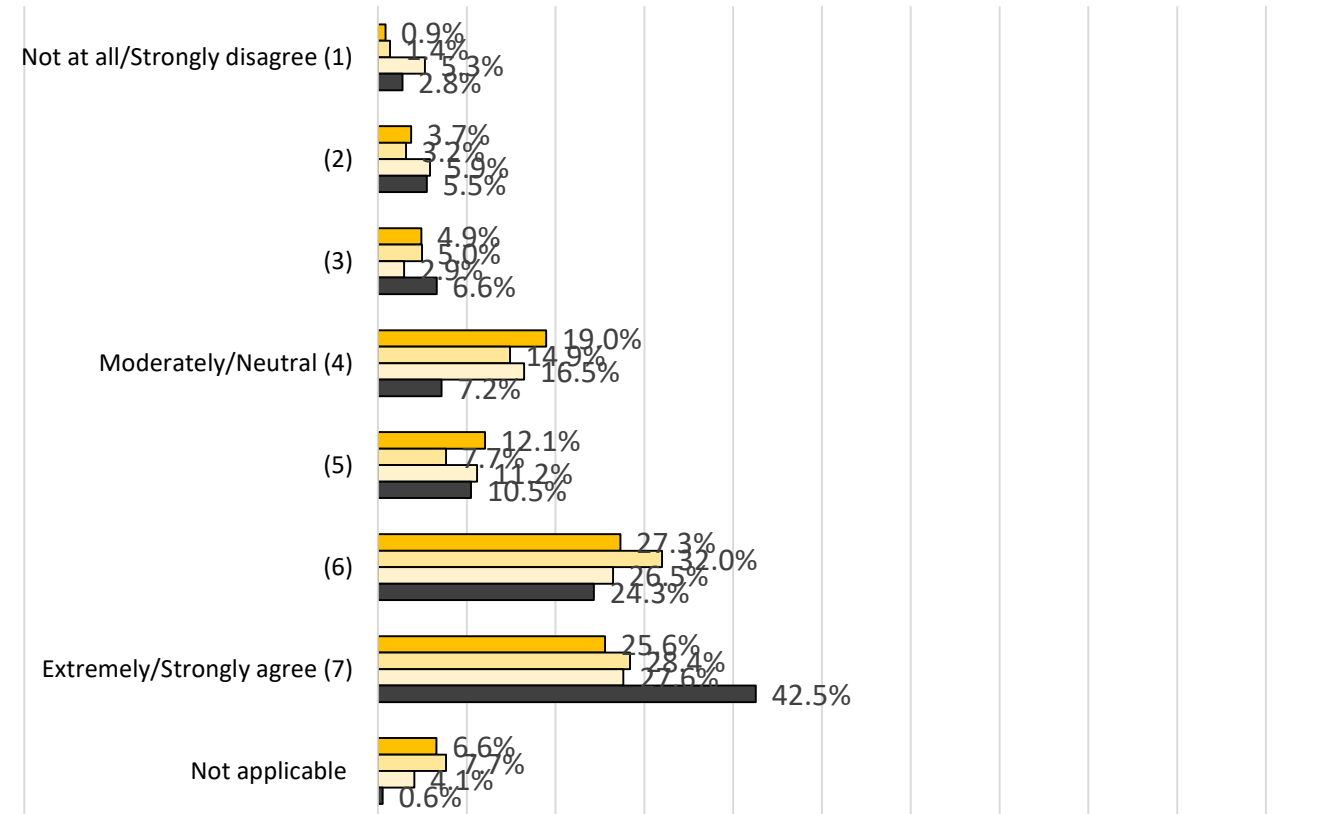
0.0% 10.0% 20.0% 30.0% 40.0% 50.0% 60.0% 70.0% 80.0% 90.0% 100.0%



■ 2009 ■ 2011 ■ 2014 ■ 2016

25 and Older

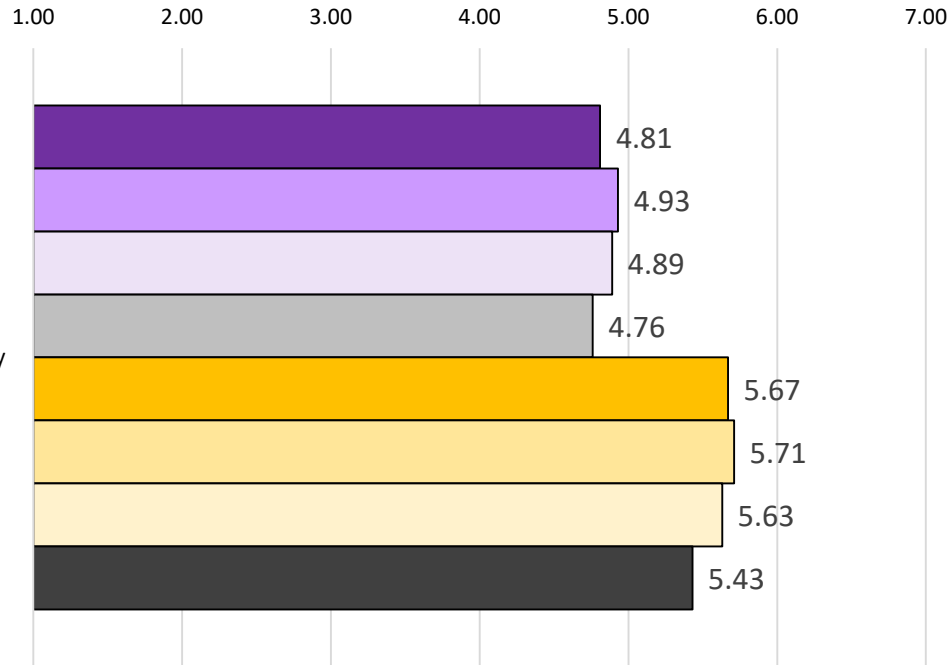
0.0% 10.0% 20.0% 30.0% 40.0% 50.0% 60.0% 70.0% 80.0% 90.0% 100.0%



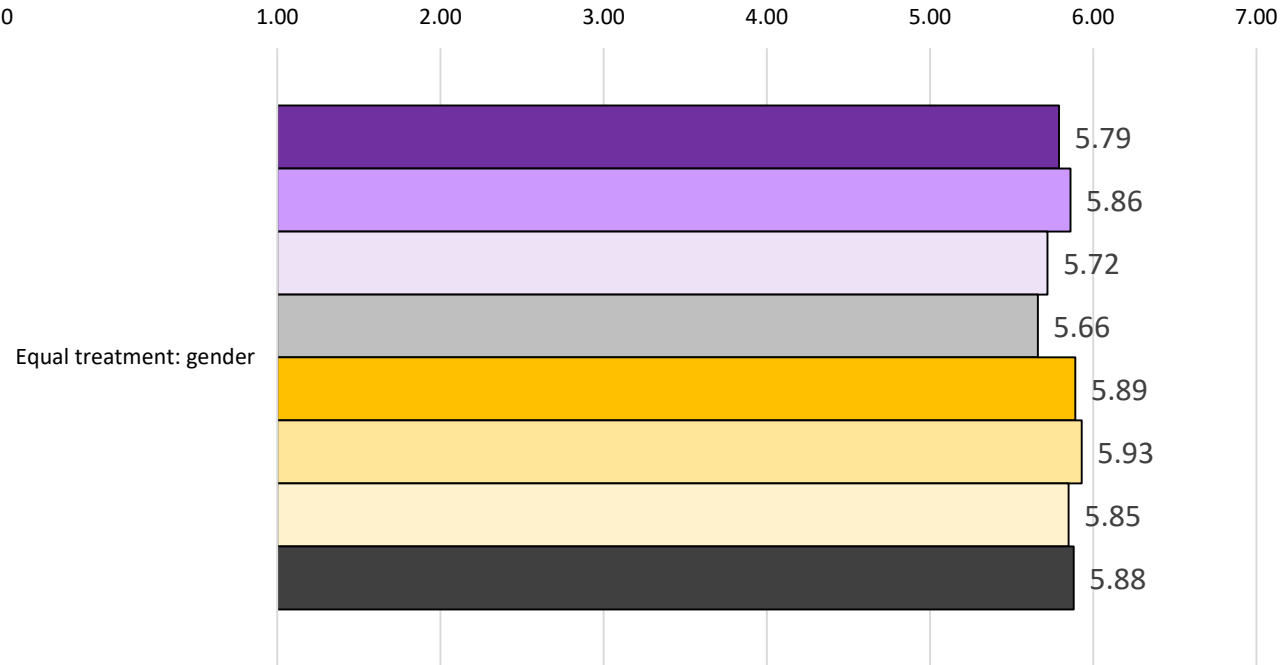
■ 2009 ■ 2011 ■ 2014 ■ 2016

Race & Gender Mean Score Summary

Minority vs. White



Female vs. Male



Equal treatment: race/ethnicity

Equal treatment: gender

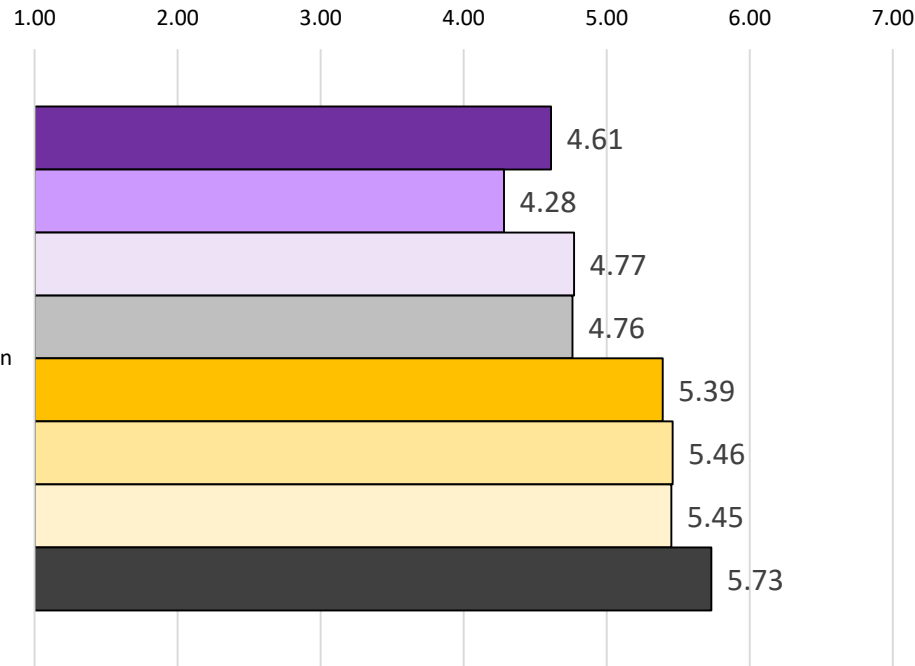
- 2009: Minority
- 2011: Minority
- 2014: Minority
- 2016: Minority
- 2009: White
- 2011: White
- 2014: White
- 2016: White

- 2009: Female
- 2011: Female
- 2014: Female
- 2016: Female
- 2009: Male
- 2011: Male
- 2014: Male
- 2016: Male

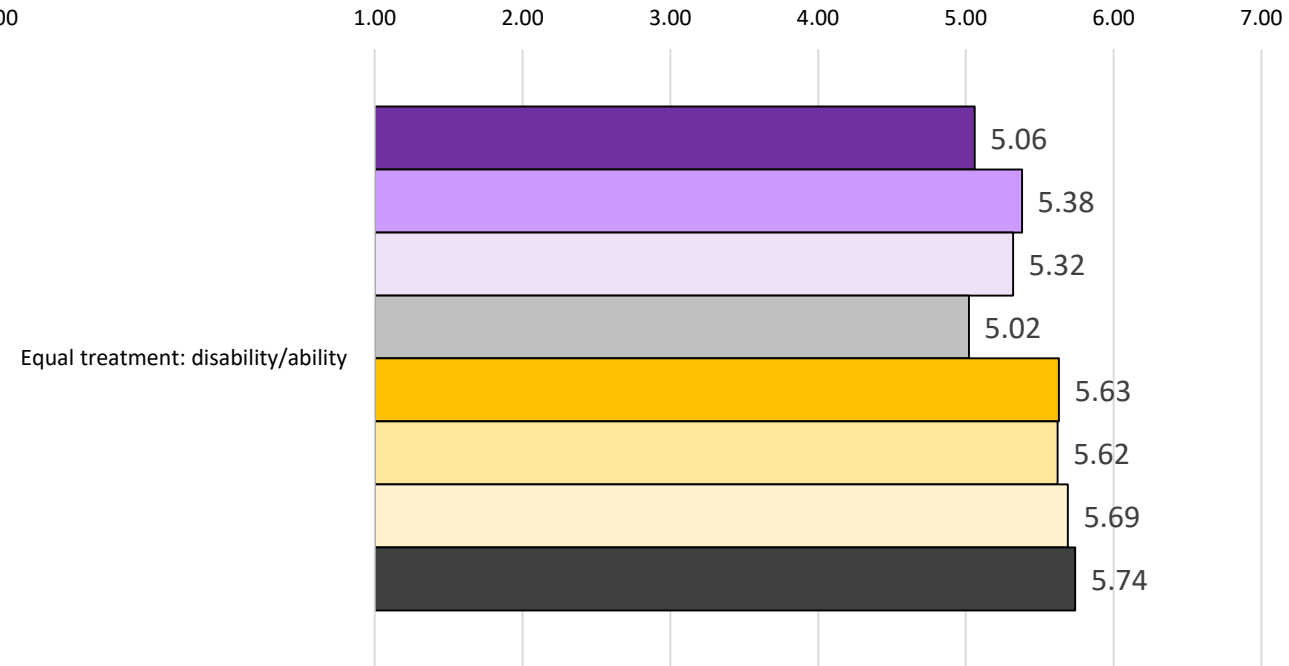
| Value | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|---------|------------------------------|---|---|--------------------|---|---|--------------------------|
| Meaning | Not at all/Strongly disagree | | | Moderately/Neutral | | | Extremely/Strongly agree |

Sexual Orientation & Disability Mean Score Summary

LGBTQ vs. Heterosexual



With Disability vs. Without Disability

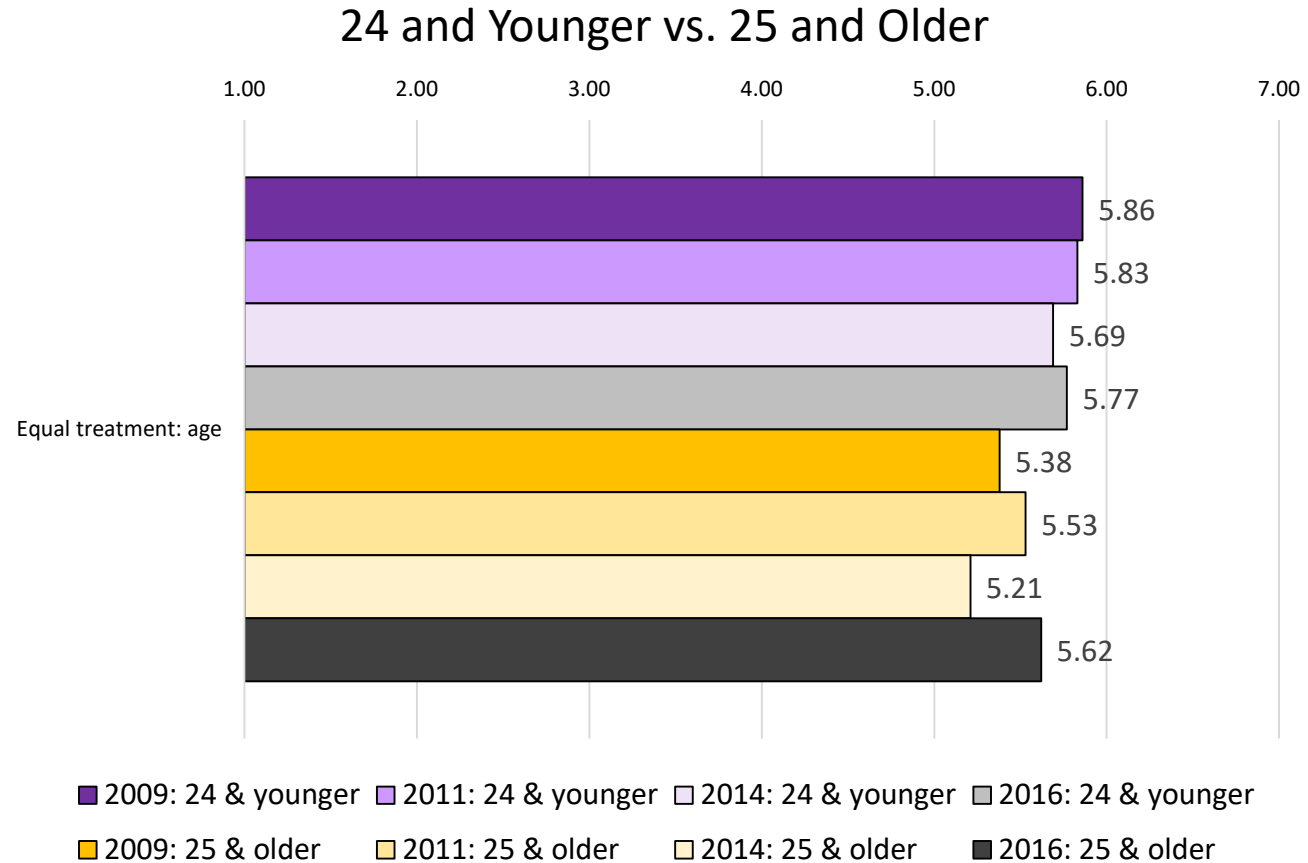


■ 2009: LGBTQ
 ■ 2011: LGBTQ
 ■ 2014: LGBTQ
 ■ 2016: LGBTQ
■ 2009: Heterosexual
 ■ 2011: Heterosexual
 ■ 2014: Heterosexual
 ■ 2016: Heterosexual

■ 2009: Disability
 ■ 2011: Disability
 ■ 2014: Disability
 ■ 2016: Disability
■ 2009: No Disability
 ■ 2011: No Disability
 ■ 2014: No Disability
 ■ 2016: No Disability

| Value | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|---------|------------------------------|---|---|--------------------|---|---|--------------------------|
| Meaning | Not at all/Strongly disagree | | | Moderately/Neutral | | | Extremely/Strongly agree |

Age Mean Score Summary



| Value | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|---------|------------------------------|---|---|--------------------|---|---|--------------------------|
| Meaning | Not at all/Strongly disagree | | | Moderately/Neutral | | | Extremely/Strongly agree |

Climate Survey Questions

Leadership & Diversity

Comparison: minority vs white, female vs male

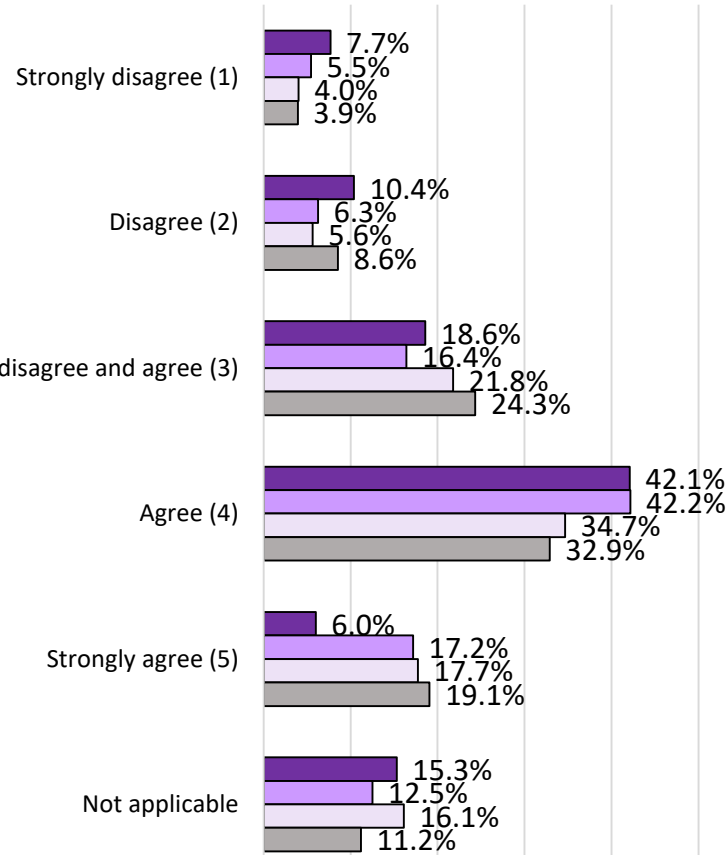
Leadership: President's Office

"There is visible leadership to foster diversity at UNI from the President's Office."

| N | 2009 | 2011 | 2014 | 2016 |
|----------|------|------|------|------|
| Minority | 183 | 128 | 124 | 152 |
| White | 1546 | 1059 | 835 | 737 |

Minority

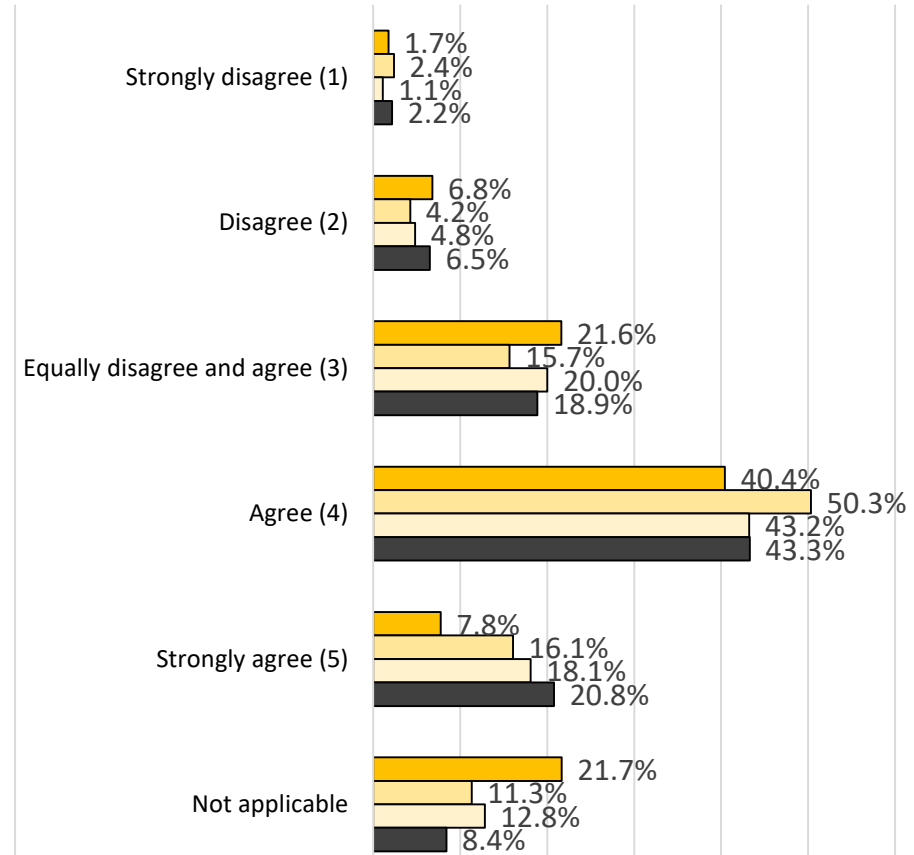
0.0% 10.0% 20.0% 30.0% 40.0% 50.0% 60.0% 70.0% 80.0% 90.0% 100.0%



■ 2009 ■ 2011 ■ 2014 ■ 2016

White

0.0% 10.0% 20.0% 30.0% 40.0% 50.0% 60.0% 70.0% 80.0% 90.0% 100.0%



■ 2009 ■ 2011 ■ 2014 ■ 2016

Leadership: President's Office

"There is visible leadership to foster diversity at UNI from the President's Office."

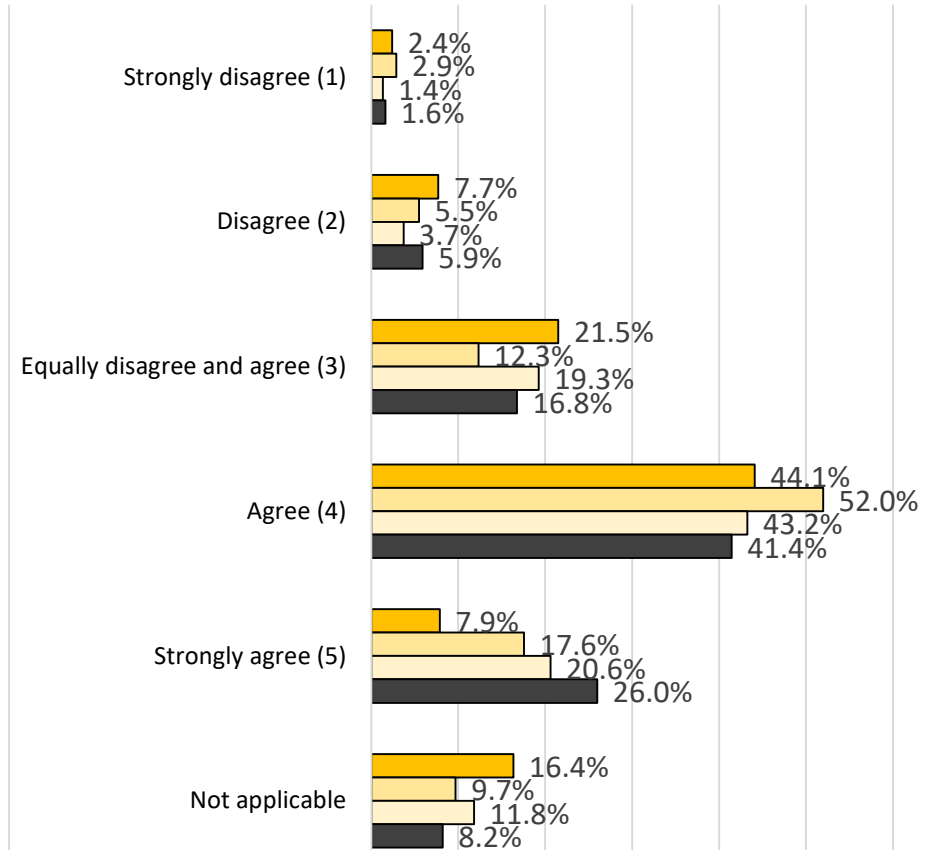
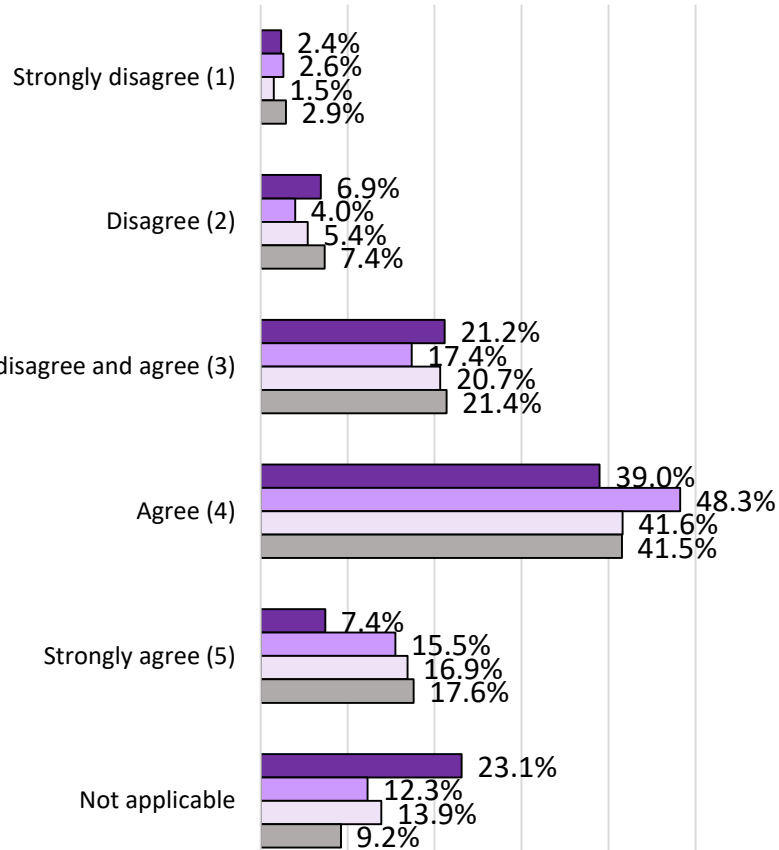
| N | 2009 | 2011 | 2014 | 2016 |
|--------|------|------|------|------|
| Female | 1185 | 806 | 663 | 585 |
| Male | 544 | 381 | 296 | 304 |

Female

Male

0.0% 10.0% 20.0% 30.0% 40.0% 50.0% 60.0% 70.0% 80.0% 90.0% 100.0%

0.0% 10.0% 20.0% 30.0% 40.0% 50.0% 60.0% 70.0% 80.0% 90.0% 100.0%



■ 2009 ■ 2011 ■ 2014 ■ 2016

■ 2009 ■ 2011 ■ 2014 ■ 2016

Leadership: Academic Department

“There is visible leadership to foster diversity at UNI from my academic department.”

| N | 2009* | 2011 | 2014 | 2016 |
|----------|-------|------|------|------|
| Minority | 0 | 127 | 120 | 147 |
| White | 0 | 1049 | 832 | 737 |

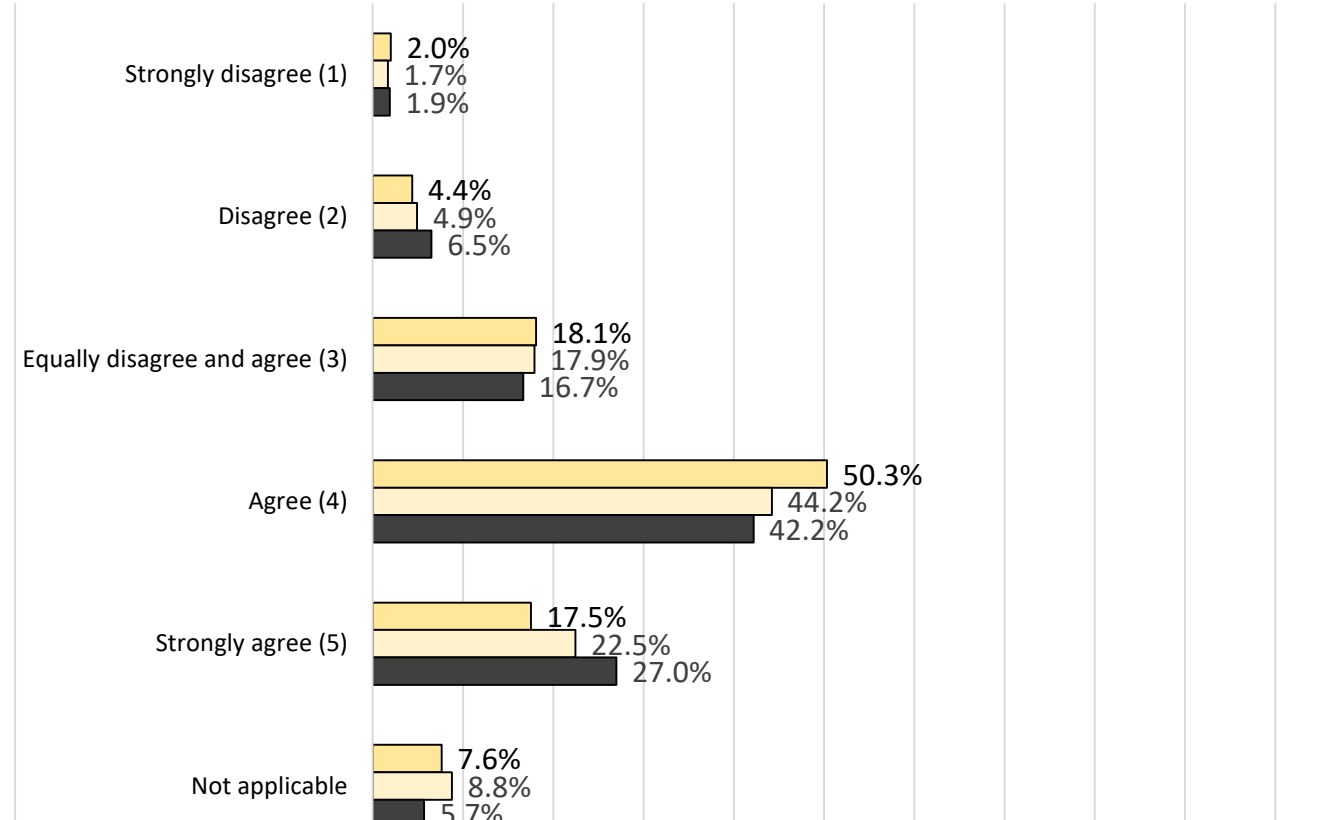
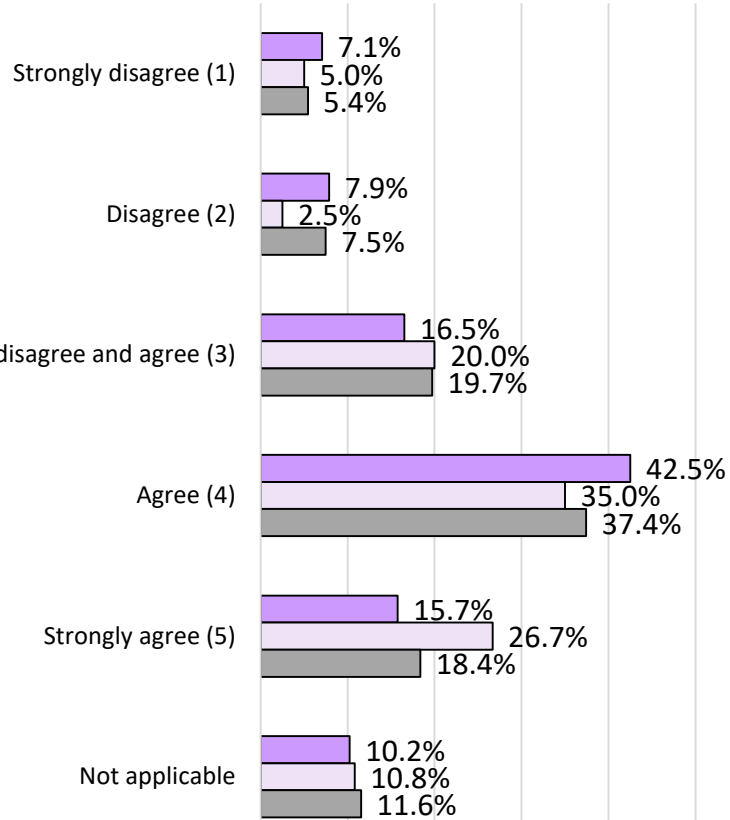
*2009 data for Leadership: academic department unavailable

Minority

White

0.0% 10.0% 20.0% 30.0% 40.0% 50.0% 60.0% 70.0% 80.0% 90.0% 100.0%

0.0% 10.0% 20.0% 30.0% 40.0% 50.0% 60.0% 70.0% 80.0% 90.0% 100.0%



2011 2014 2016

2011 2014 2016

Leadership: Academic Department

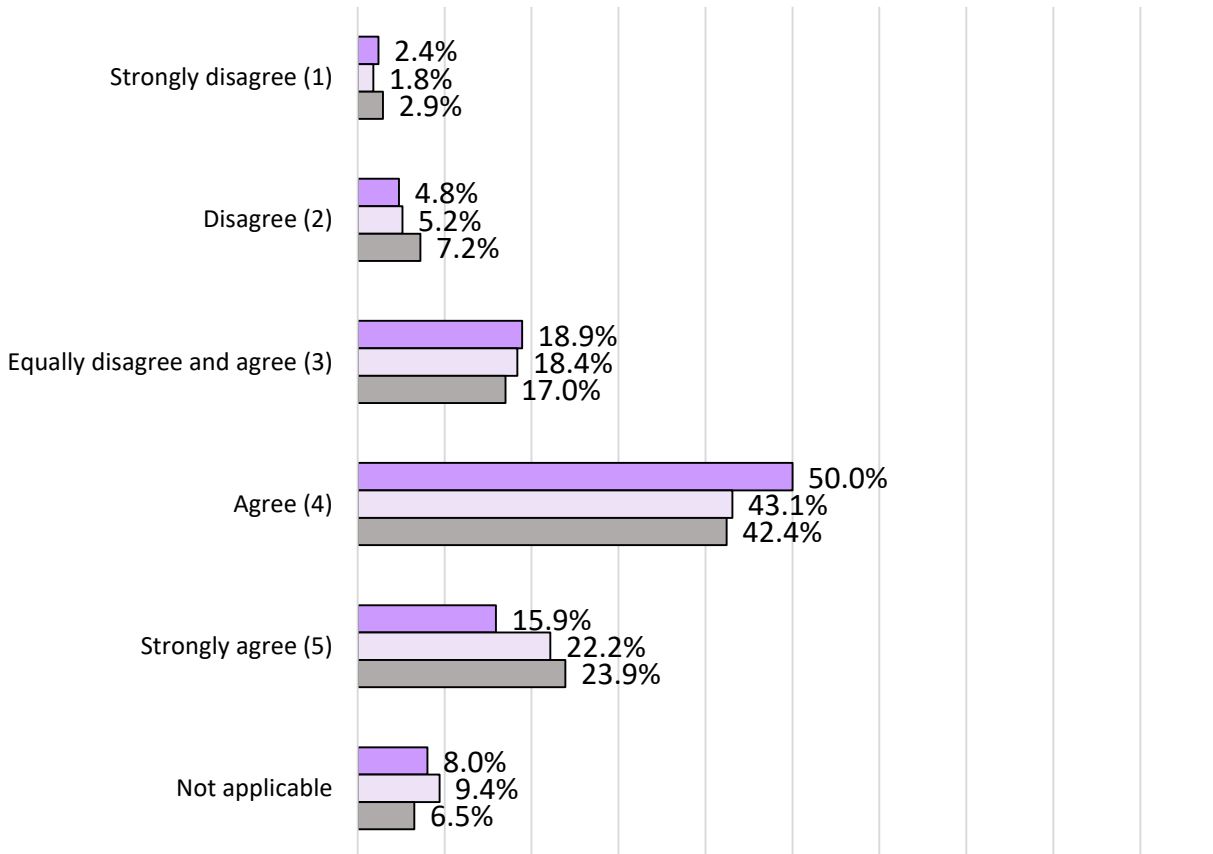
“There is visible leadership to foster diversity at UNI from my academic department.”

| N | 2009* | 2011 | 2014 | 2016 |
|--------|-------|------|------|------|
| Female | 0 | 798 | 659 | 582 |
| Male | 0 | 378 | 293 | 302 |

*2009 data for Leadership: academic department unavailable

Female

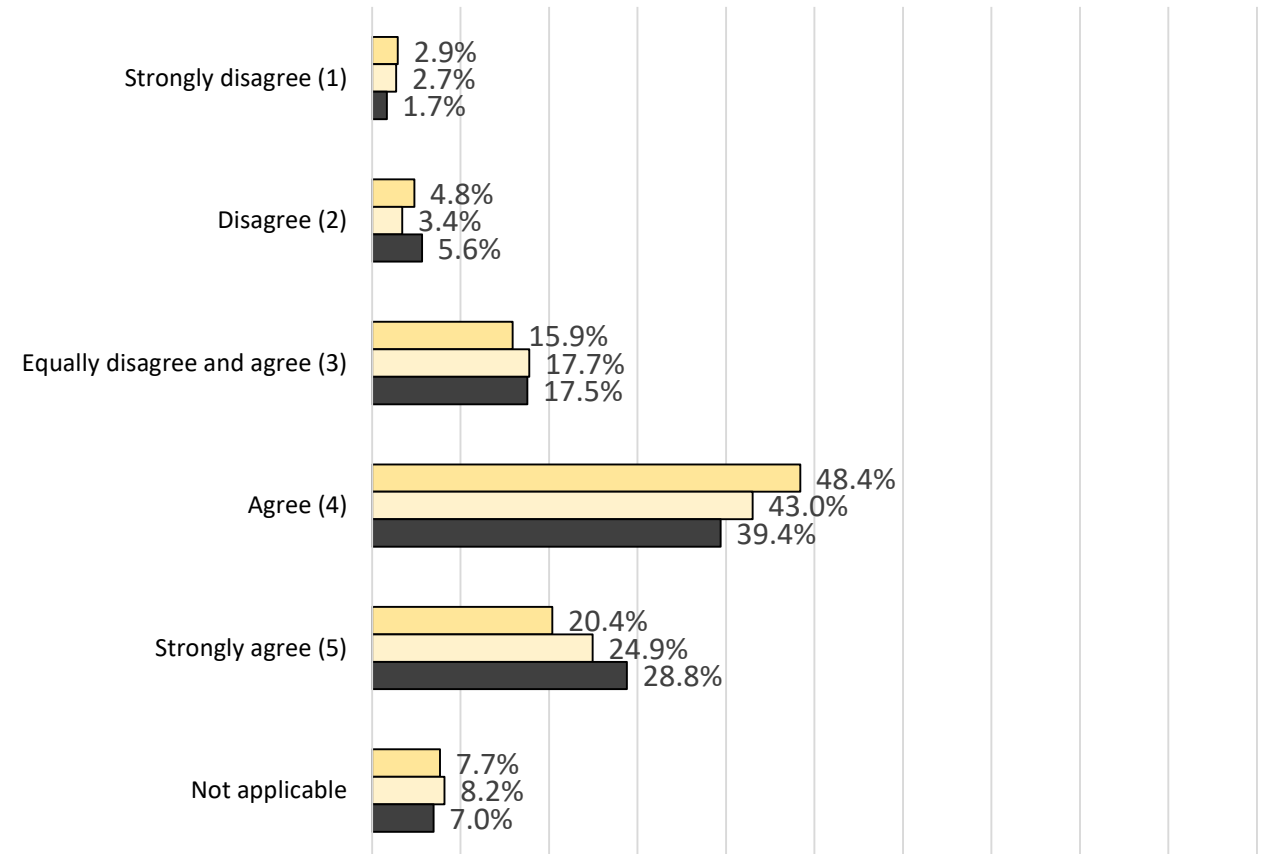
0.0% 10.0% 20.0% 30.0% 40.0% 50.0% 60.0% 70.0% 80.0% 90.0% 100.0%



■ 2011 ■ 2014 ■ 2016

Male

0.0% 10.0% 20.0% 30.0% 40.0% 50.0% 60.0% 70.0% 80.0% 90.0% 100.0%



■ 2011 ■ 2014 ■ 2016

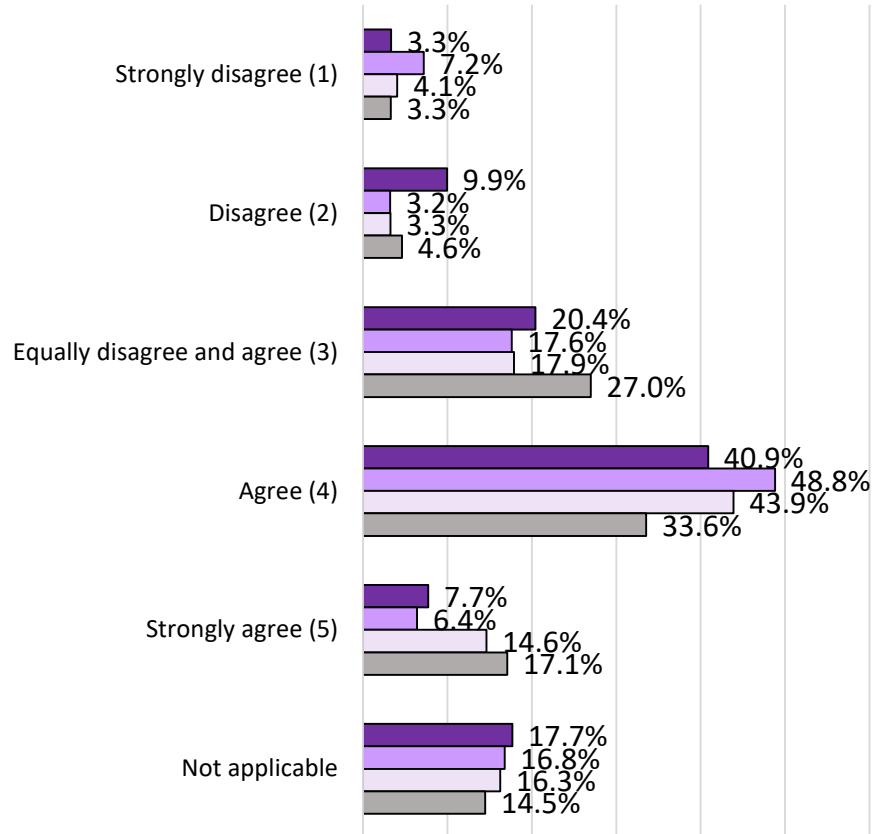
Leadership: Outside Department

“There is visible leadership to foster diversity at UNI from other offices outside my department.”

| N | 2009 | 2011 | 2014 | 2016 |
|----------|------|------|------|------|
| Minority | 181 | 125 | 123 | 152 |
| White | 1547 | 1063 | 833 | 737 |

Minority

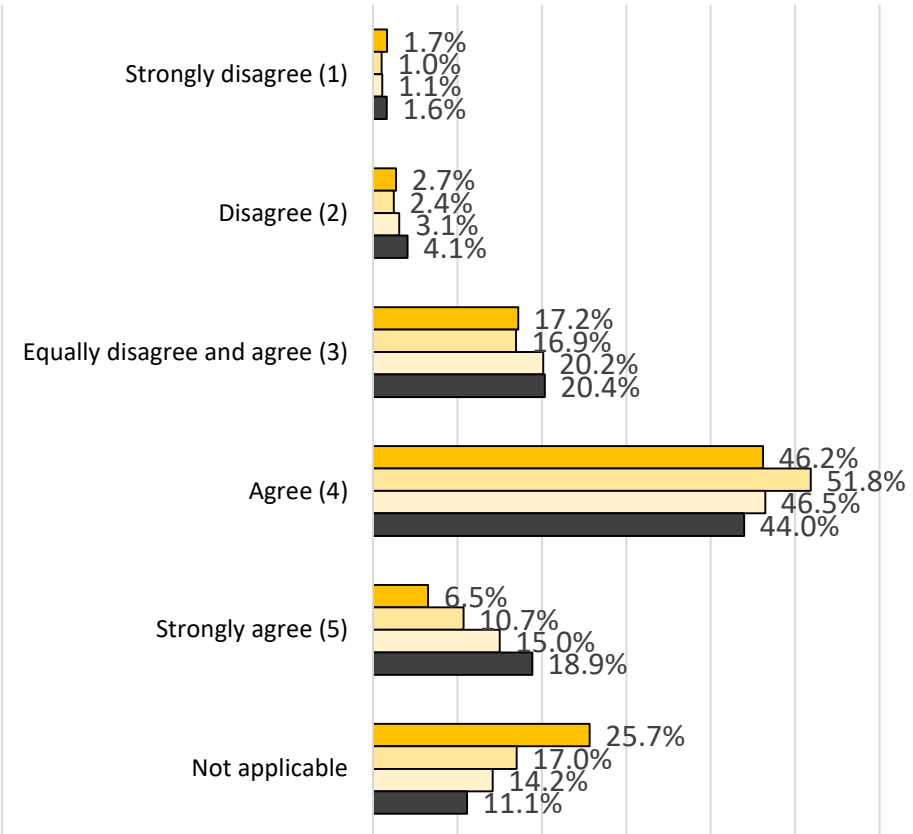
0.0% 10.0% 20.0% 30.0% 40.0% 50.0% 60.0% 70.0% 80.0% 90.0% 100.0%



■ 2009 ■ 2011 ■ 2014 ■ 2016

White

0.0% 10.0% 20.0% 30.0% 40.0% 50.0% 60.0% 70.0% 80.0% 90.0% 100.0%



■ 2009 ■ 2011 ■ 2014 ■ 2016

Leadership: Outside Department

“There is visible leadership to foster diversity at UNI from other offices outside my department.”

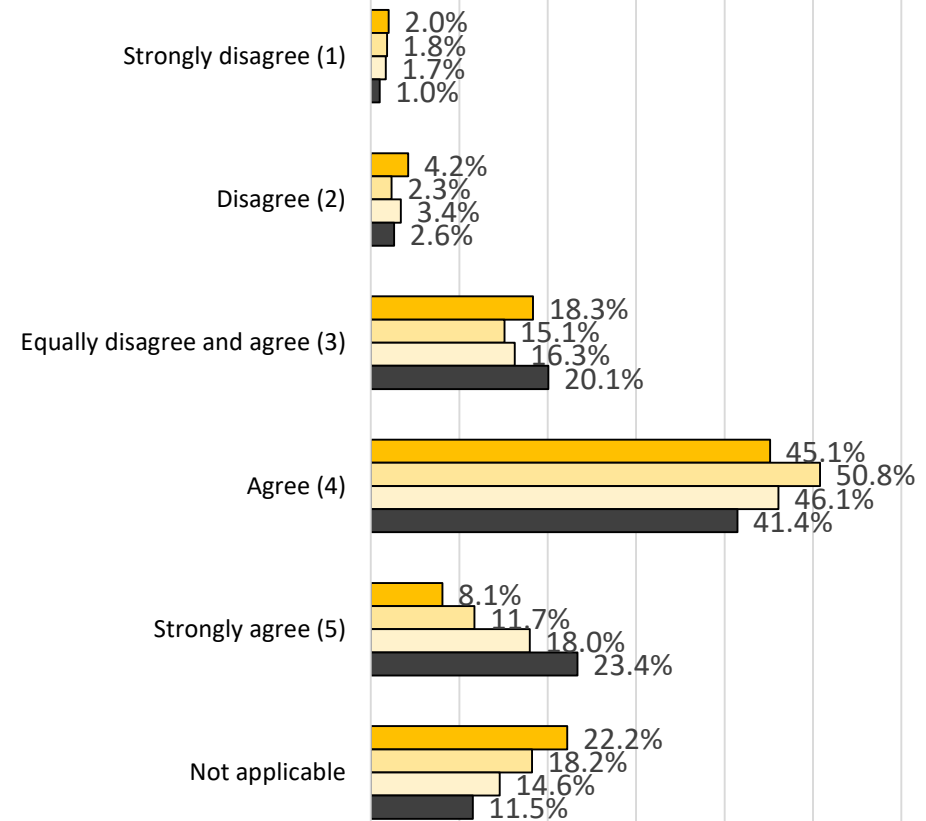
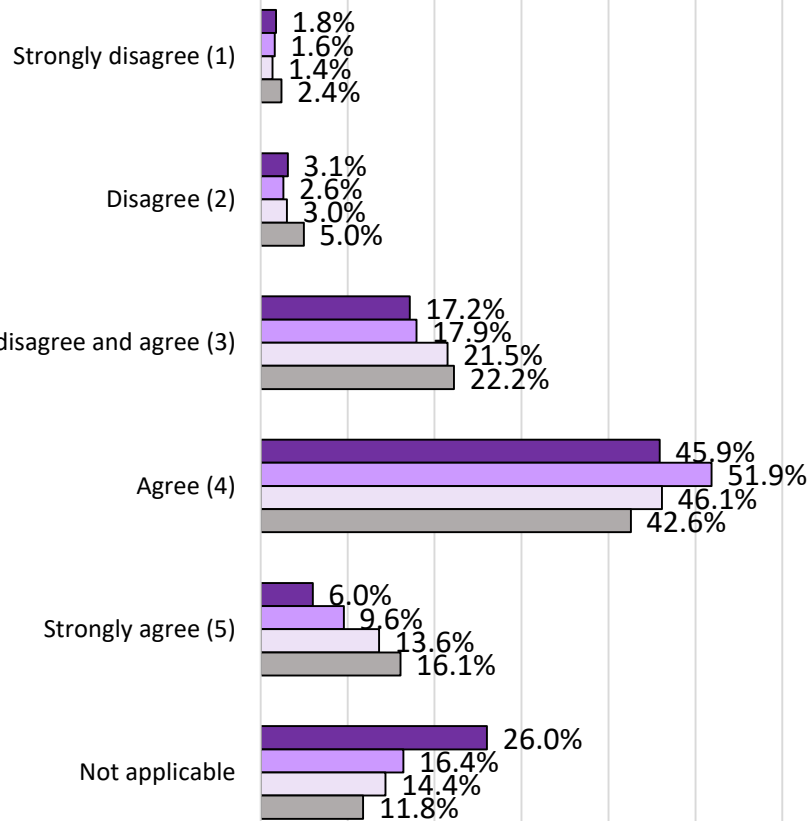
| N | 2009 | 2011 | 2014 | 2016 |
|--------|------|------|------|------|
| Female | 1183 | 804 | 661 | 585 |
| Male | 545 | 384 | 295 | 304 |

Female

Male

0.0% 10.0% 20.0% 30.0% 40.0% 50.0% 60.0% 70.0% 80.0% 90.0% 100.0%

0.0% 10.0% 20.0% 30.0% 40.0% 50.0% 60.0% 70.0% 80.0% 90.0% 100.0%



2009 2011 2014 2016

2009 2011 2014 2016

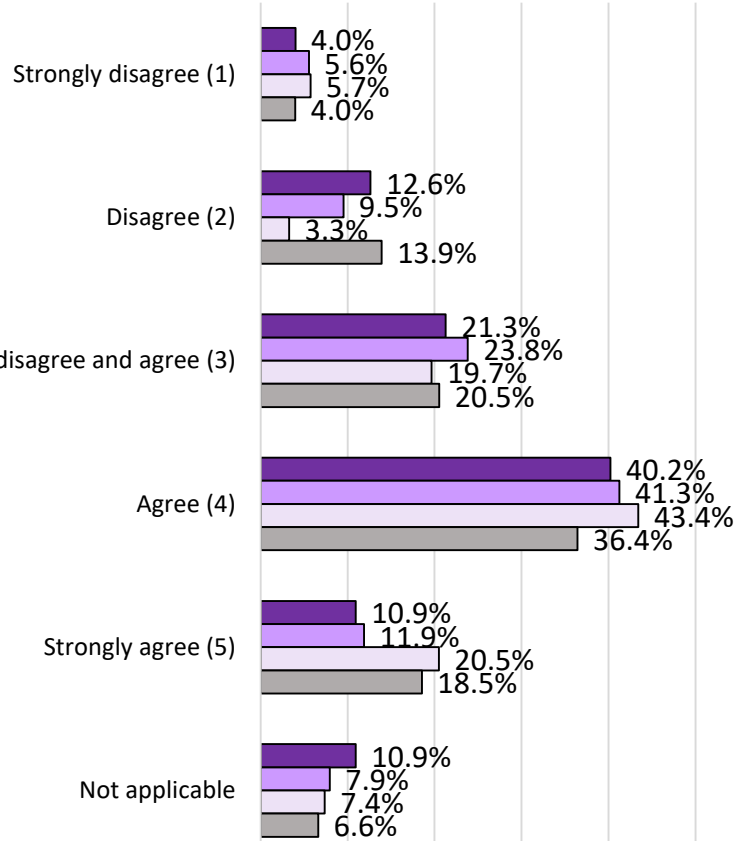
UNI: Welcoming

“UNI is welcoming for students from historically underrepresented groups.”

| N | 2009 | 2011 | 2014 | 2016 |
|----------|------|------|------|------|
| Minority | 174 | 126 | 122 | 151 |
| White | 1535 | 1069 | 835 | 735 |

Minority

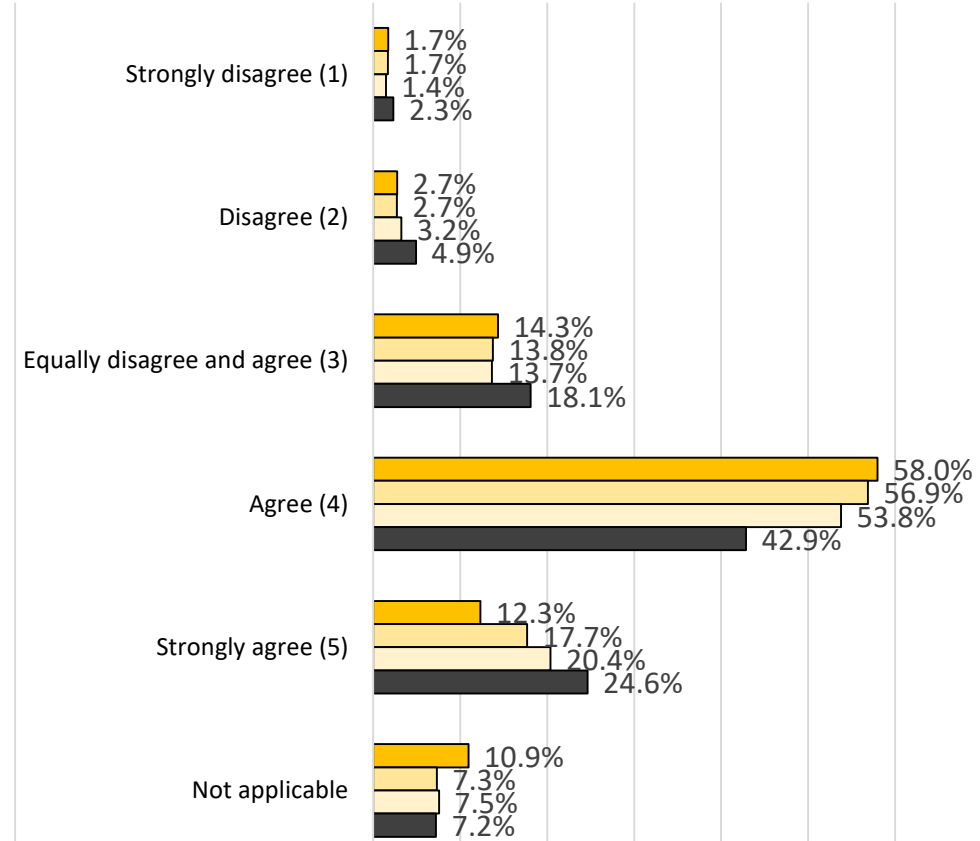
0.0% 10.0% 20.0% 30.0% 40.0% 50.0% 60.0% 70.0% 80.0% 90.0% 100.0%



2009 2011 2014 2016

White

0.0% 10.0% 20.0% 30.0% 40.0% 50.0% 60.0% 70.0% 80.0% 90.0% 100.0%



2009 2011 2014 2016

UNI: Welcoming

“UNI is welcoming for students from historically underrepresented groups.”

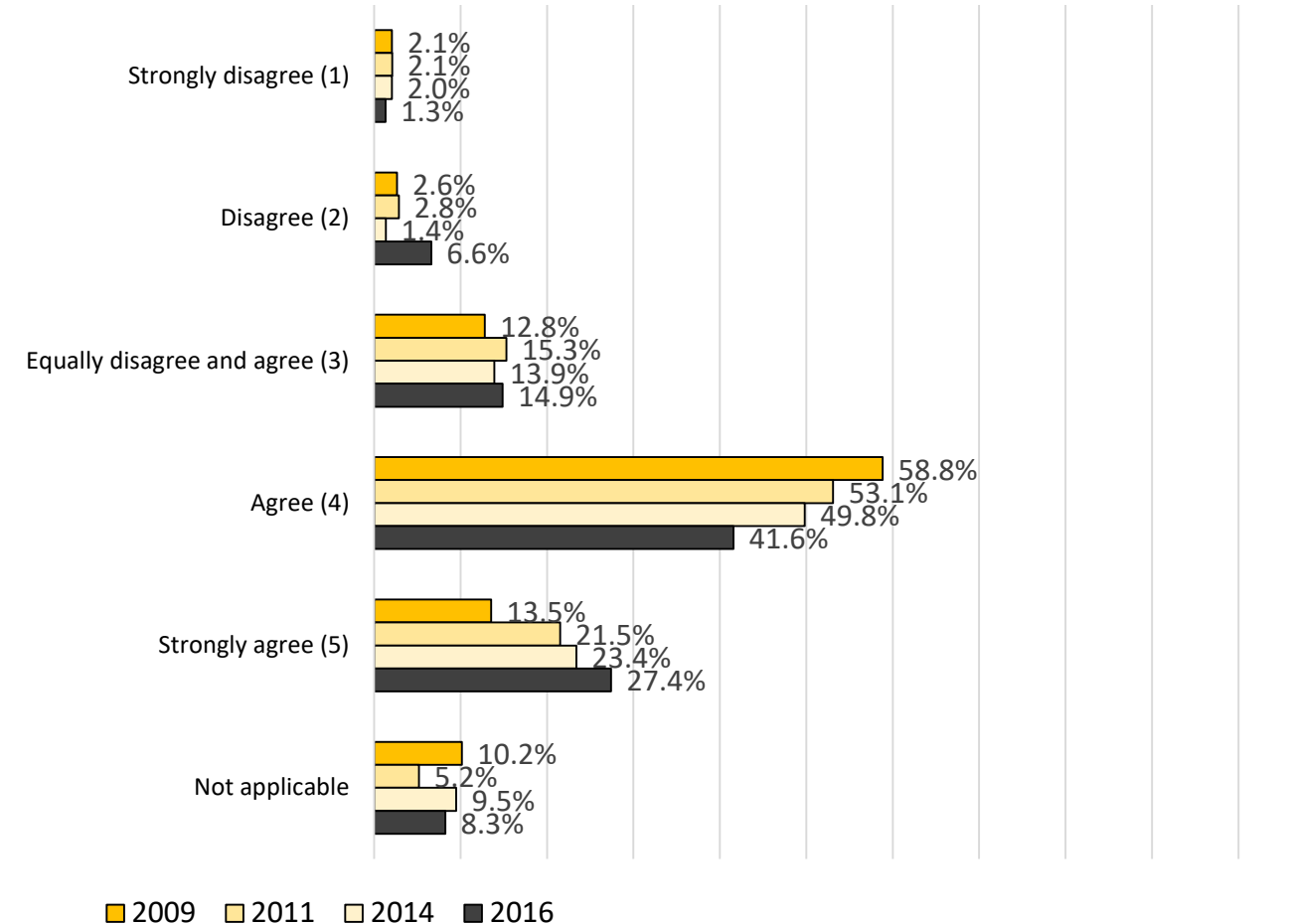
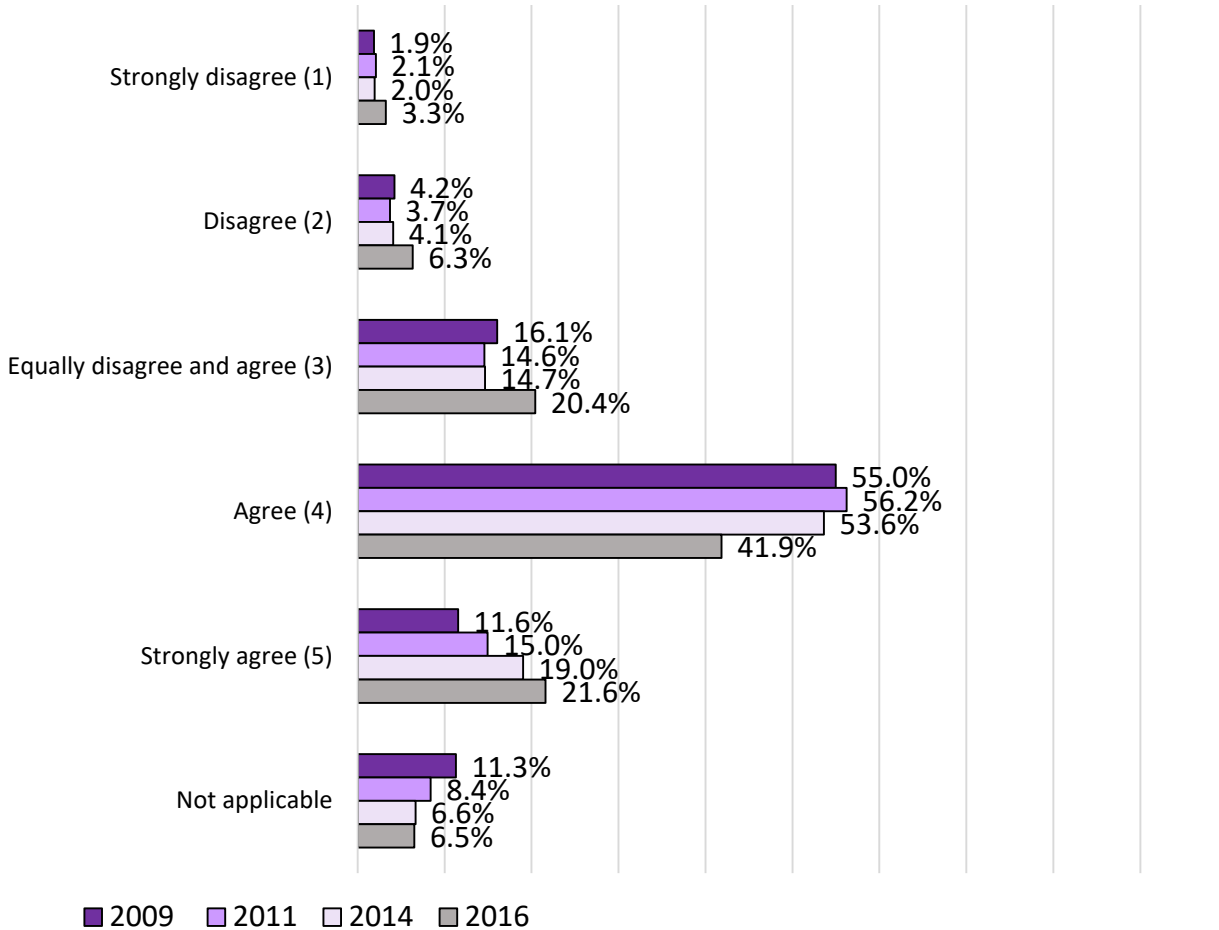
| N | 2009 | 2011 | 2014 | 2016 |
|--------|------|------|------|------|
| Female | 1177 | 809 | 662 | 583 |
| Male | 532 | 386 | 295 | 303 |

Female

Male

0.0% 10.0% 20.0% 30.0% 40.0% 50.0% 60.0% 70.0% 80.0% 90.0% 100.0%

0.0% 10.0% 20.0% 30.0% 40.0% 50.0% 60.0% 70.0% 80.0% 90.0% 100.0%



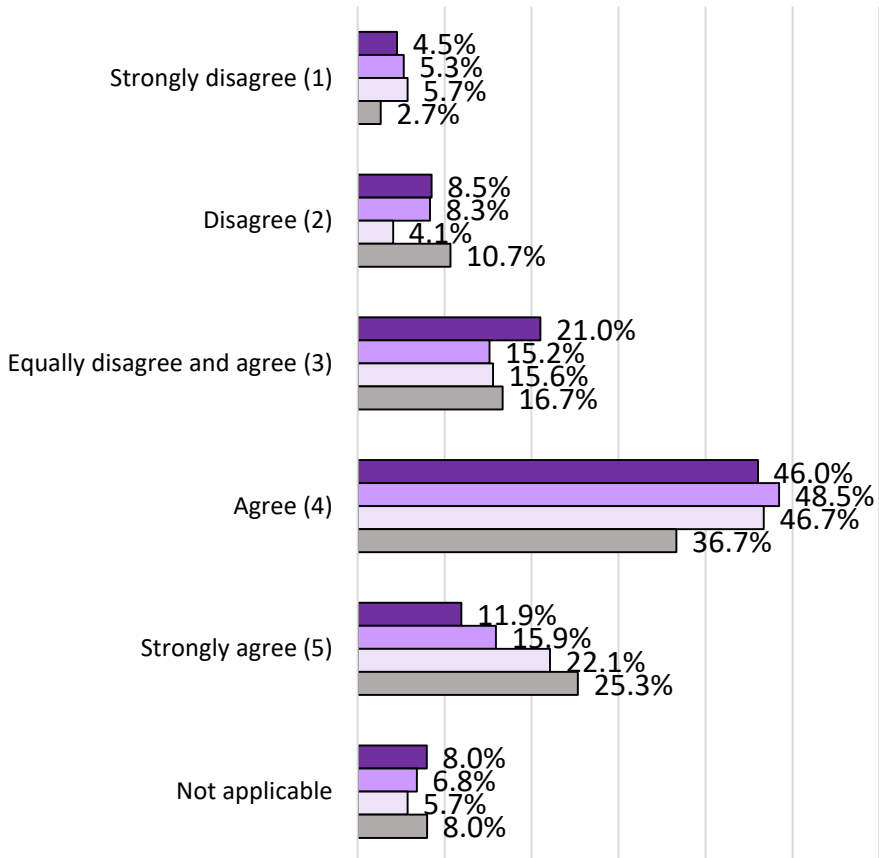
UNI: Open to Concerns

“The university is open to expressions of concern about diversity.”

| N | 2009 | 2011 | 2014 | 2016 |
|----------|------|------|------|------|
| Minority | 176 | 132 | 122 | 150 |
| White | 1550 | 1073 | 835 | 735 |

Minority

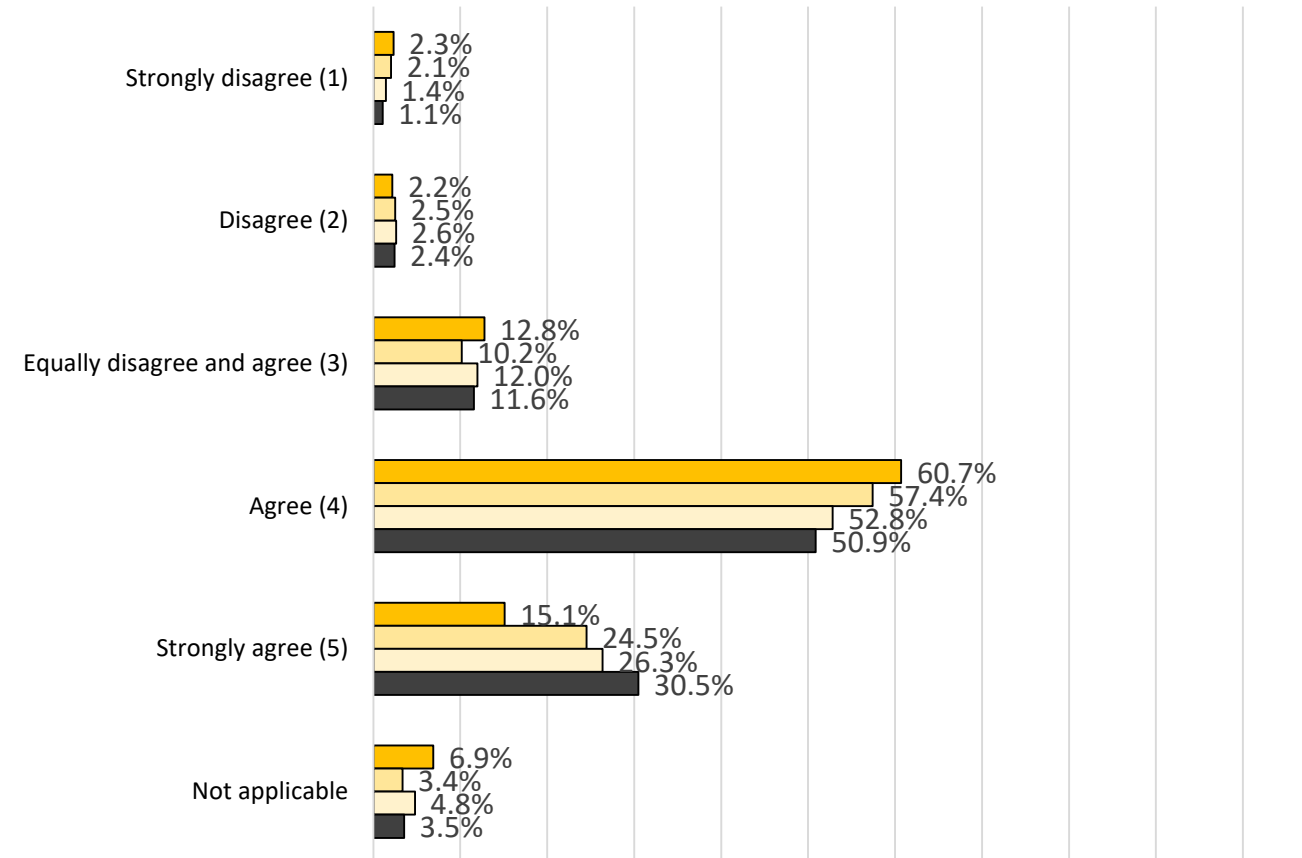
0.0% 10.0% 20.0% 30.0% 40.0% 50.0% 60.0% 70.0% 80.0% 90.0% 100.0%



■ 2009 ■ 2011 ■ 2014 ■ 2016

White

0.0% 10.0% 20.0% 30.0% 40.0% 50.0% 60.0% 70.0% 80.0% 90.0% 100.0%



■ 2009 ■ 2011 ■ 2014 ■ 2016

UNI: Open to Concerns

“The university is open to expressions of concern about diversity.”

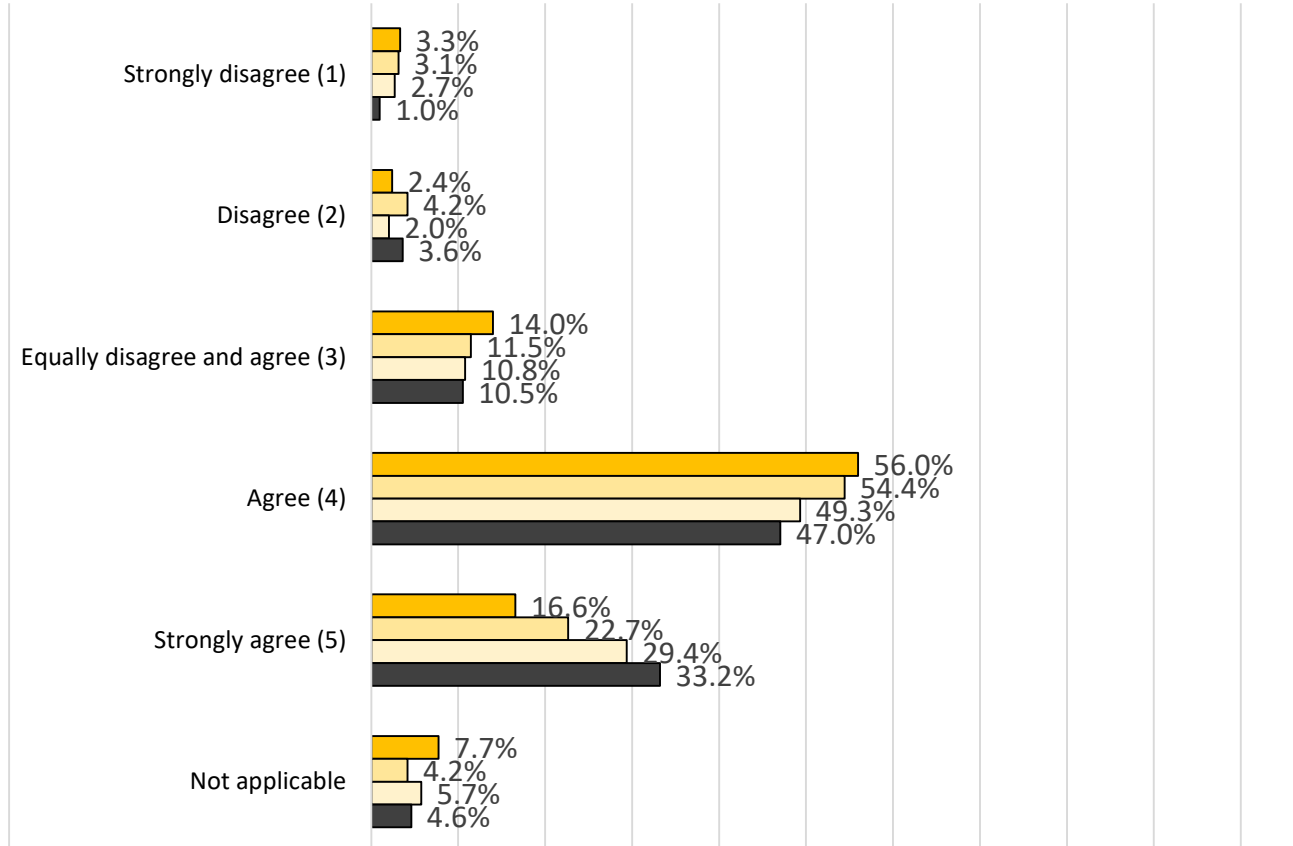
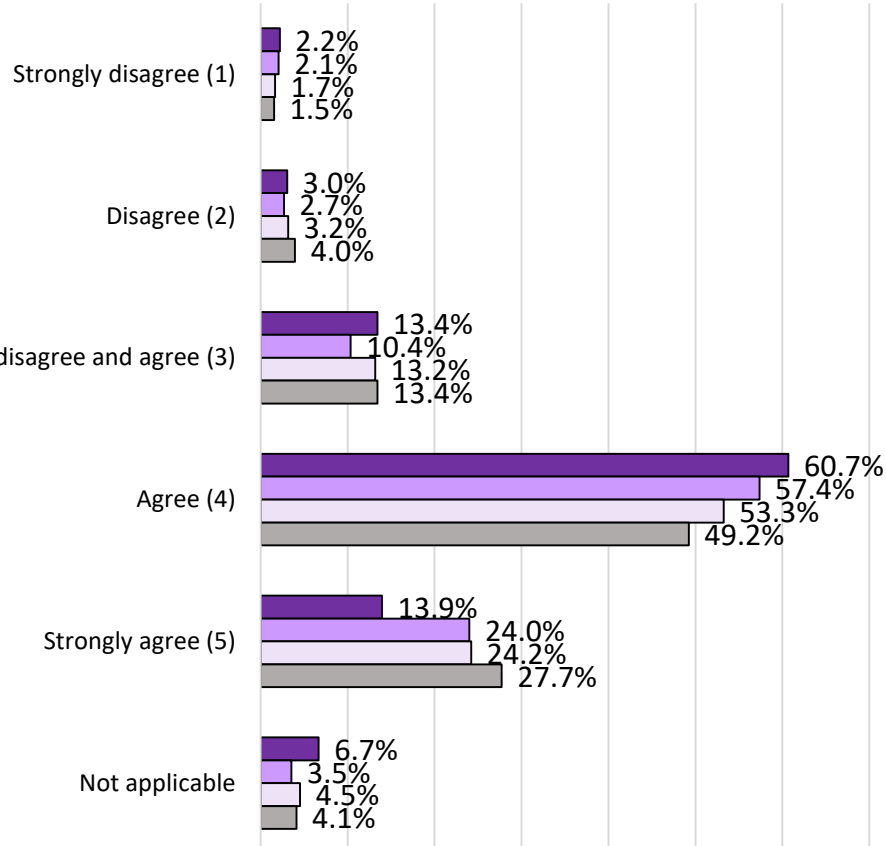
| N | 2009 | 2011 | 2014 | 2016 |
|--------|------|------|------|------|
| Female | 1183 | 821 | 661 | 581 |
| Male | 543 | 384 | 296 | 304 |

Female

Male

0.0% 10.0% 20.0% 30.0% 40.0% 50.0% 60.0% 70.0% 80.0% 90.0% 100.0%

0.0% 10.0% 20.0% 30.0% 40.0% 50.0% 60.0% 70.0% 80.0% 90.0% 100.0%



■ 2009 ■ 2011 ■ 2014 ■ 2016

■ 2009 ■ 2011 ■ 2014 ■ 2016

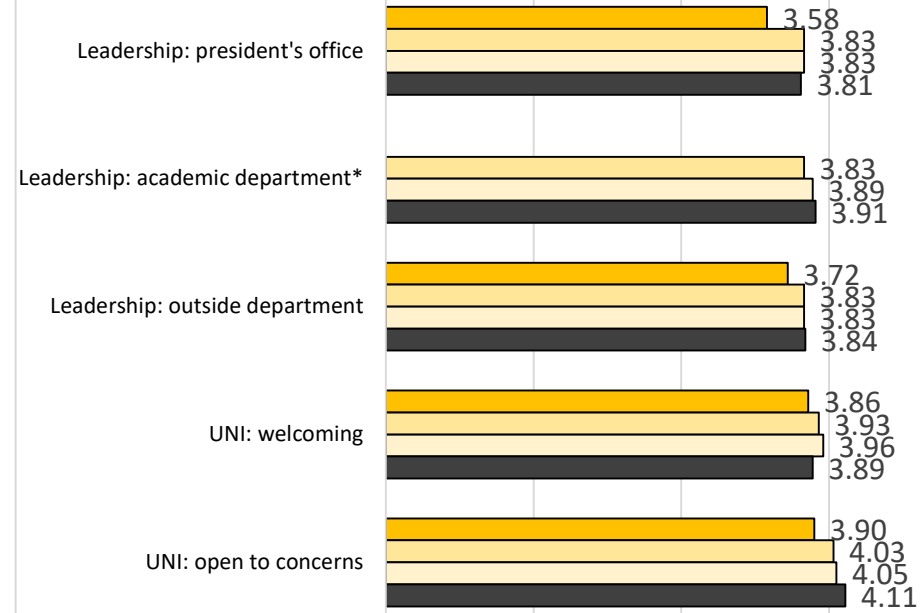
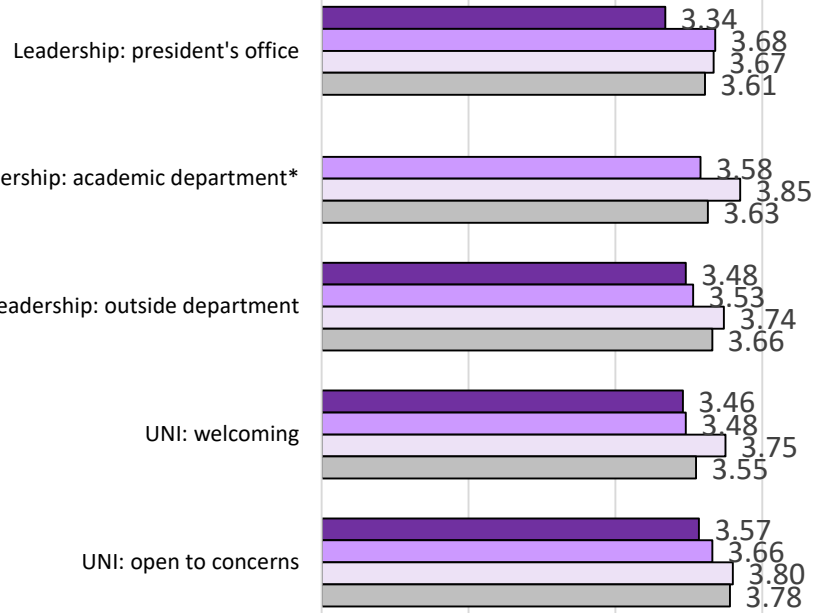
Race Mean Score Summary

Minority

White

1.00 2.00 3.00 4.00 5.00 6.00 7.00

1.00 2.00 3.00 4.00 5.00 6.00 7.00



■ 2009 ■ 2011 ■ 2014 ■ 2016

■ 2009 ■ 2011 ■ 2014 ■ 2016

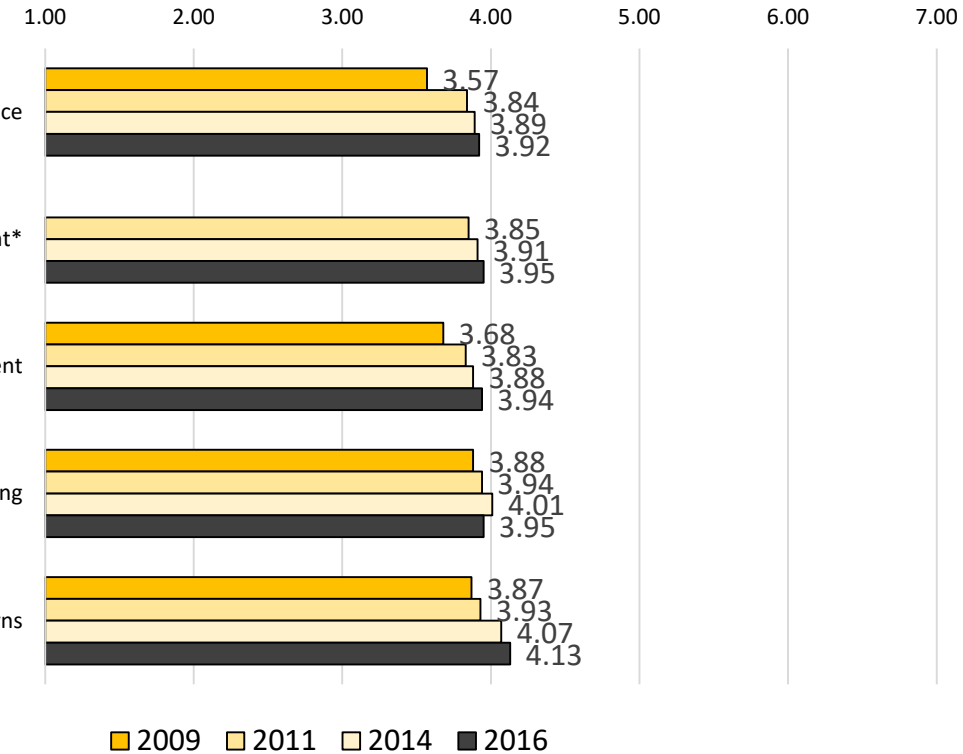
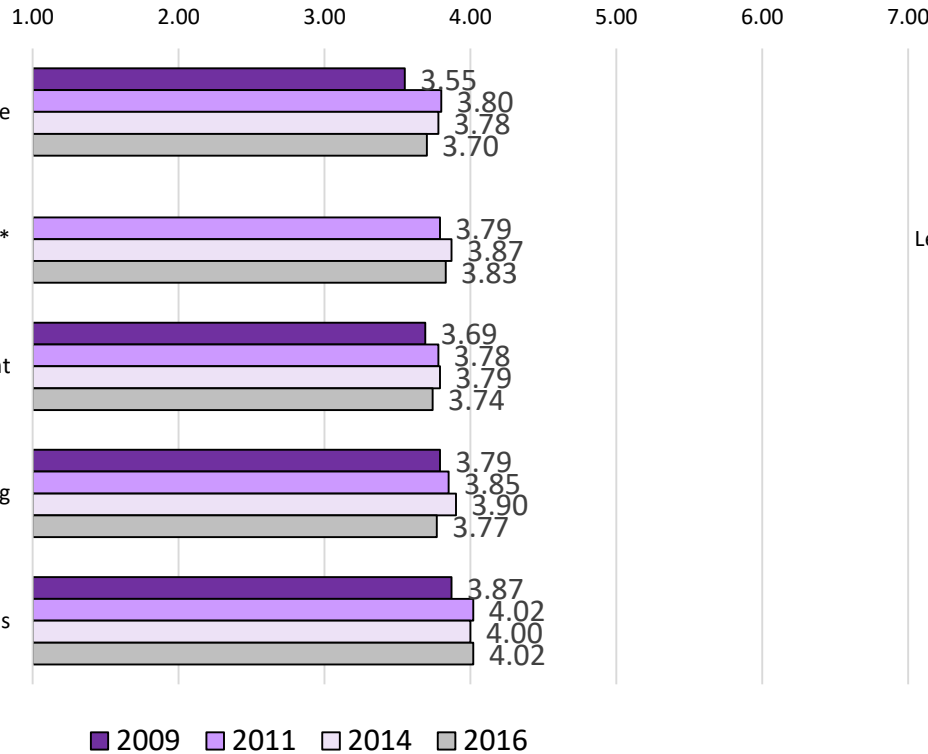
| Value | 1 | 2 | 3 | 4 | 5 |
|---------|-------------------|----------|--------------------------|-------|----------------|
| Meaning | Strongly disagree | Disagree | Equally disagree & agree | Agree | Strongly agree |

*2009 data for Leadership: academic department unavailable

Gender Mean Score Summary

Female

Male



| Value | 1 | 2 | 3 | 4 | 5 |
|---------|-------------------|----------|--------------------------|-------|----------------|
| Meaning | Strongly disagree | Disagree | Equally disagree & agree | Agree | Strongly agree |

*2009 data for Leadership: academic department unavailable

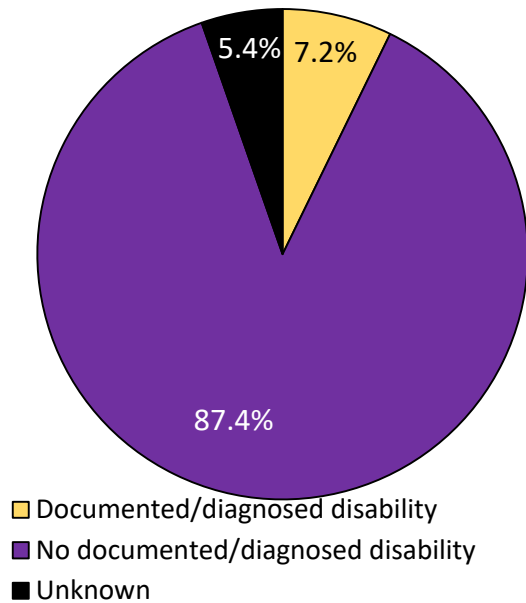
Climate Survey Questions

Disability & Accessibility

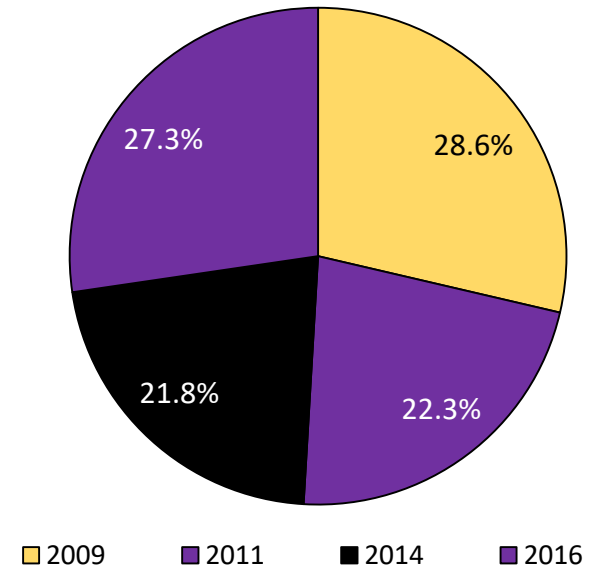
Only answered by students with disabilities; no comparison group

Disability Frequency

| | N | % |
|--|------------|--------|
| Documented/diagnosed disability | 377 | 7.2% |
| No documented/diagnosed disability | 4557 | 87.4% |
| Unknown | 279 | 5.4% |
| TOTAL | 5213 | 100.0% |



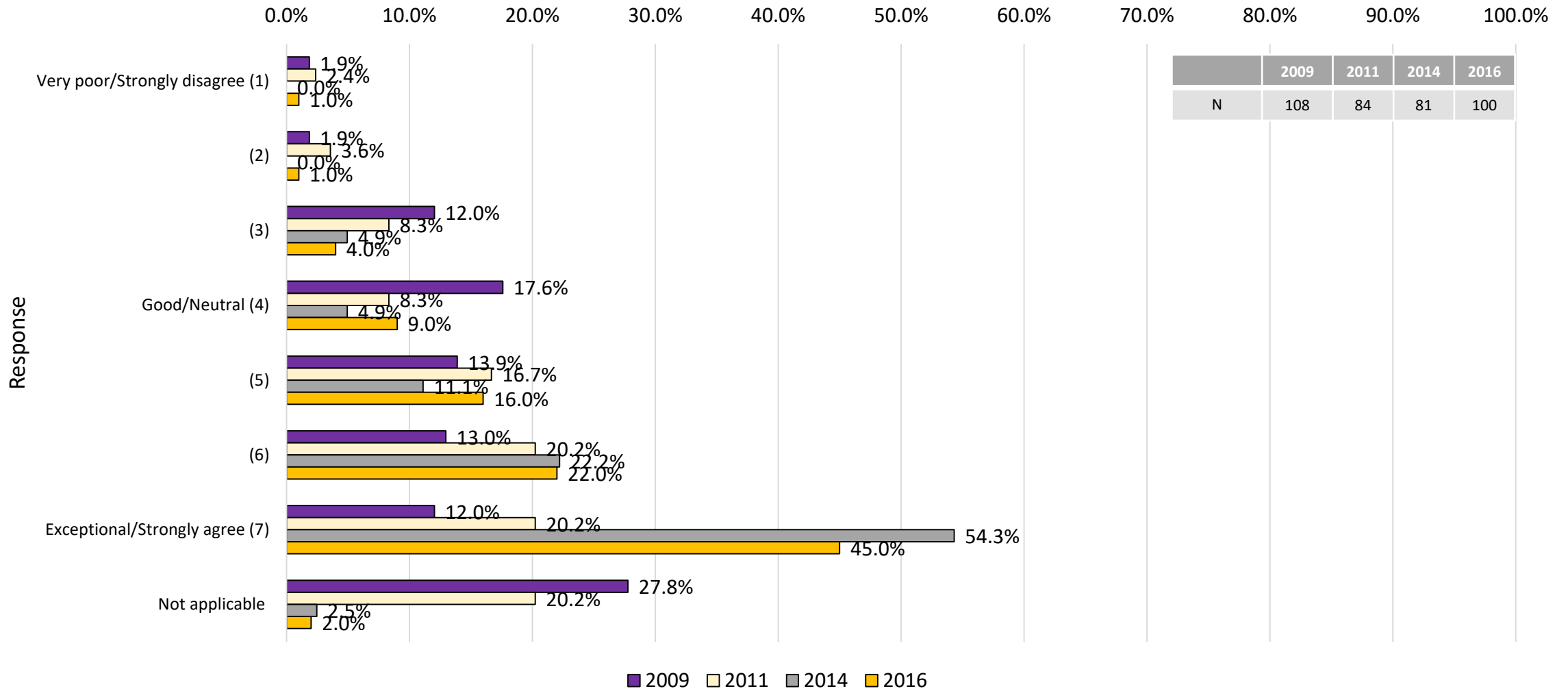
| Documented/diagnosed disability by year | N | % |
|--|------------|--------|
| 2009 | 108 | 28.6% |
| 2011 | 84 | 22.3% |
| 2014 | 82 | 21.8% |
| 2016 | 103 | 27.3% |
| TOTAL | 377 | 100.0% |



Accessibility: Course Materials

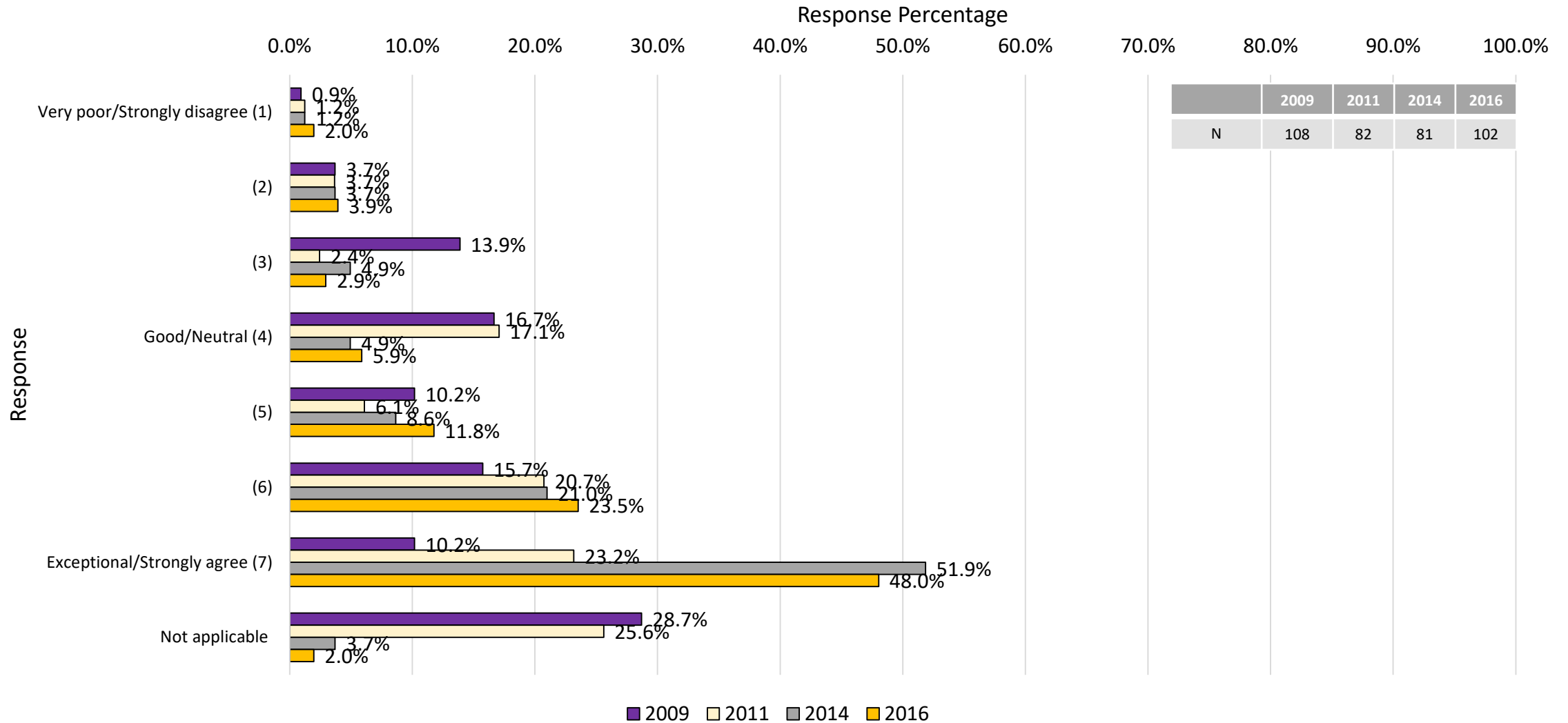
2009 and 2011: "Based on your disability, rate the academic/classroom accessibility of the college/university in the following areas: Instructional materials (e.g. text books, handouts)."
 2014 and 2016: "To what extent do you agree with the following statements? I can easily access course materials (i.e., textbooks, online materials)."

Response Percentage



Accessibility: Websites

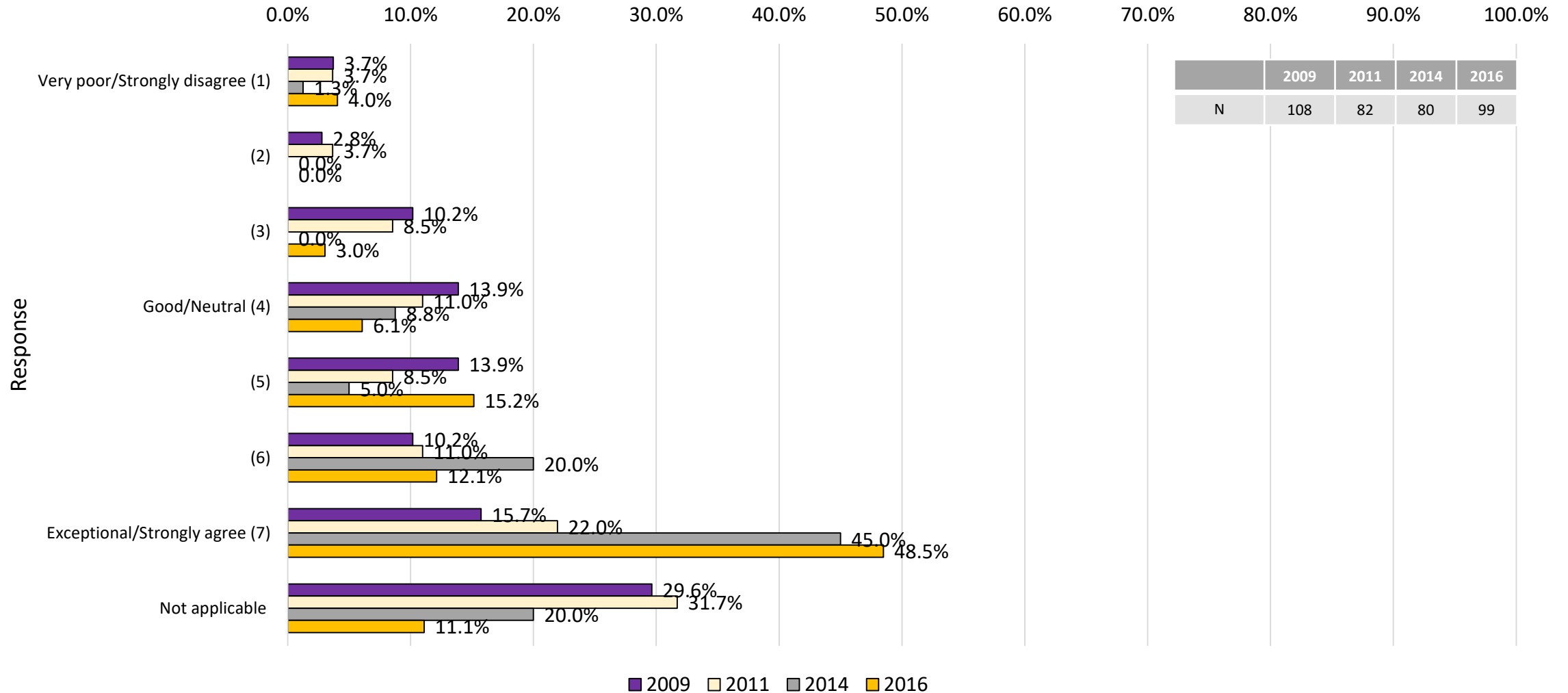
2009 and 2011: "Based on your disability, rate the academic/classroom accessibility of the college/university in the following areas: websites."
 2014 and 2016: "To what extent do you agree with the following statements? I can easily access campus websites."



Accessibility: Campus Dining

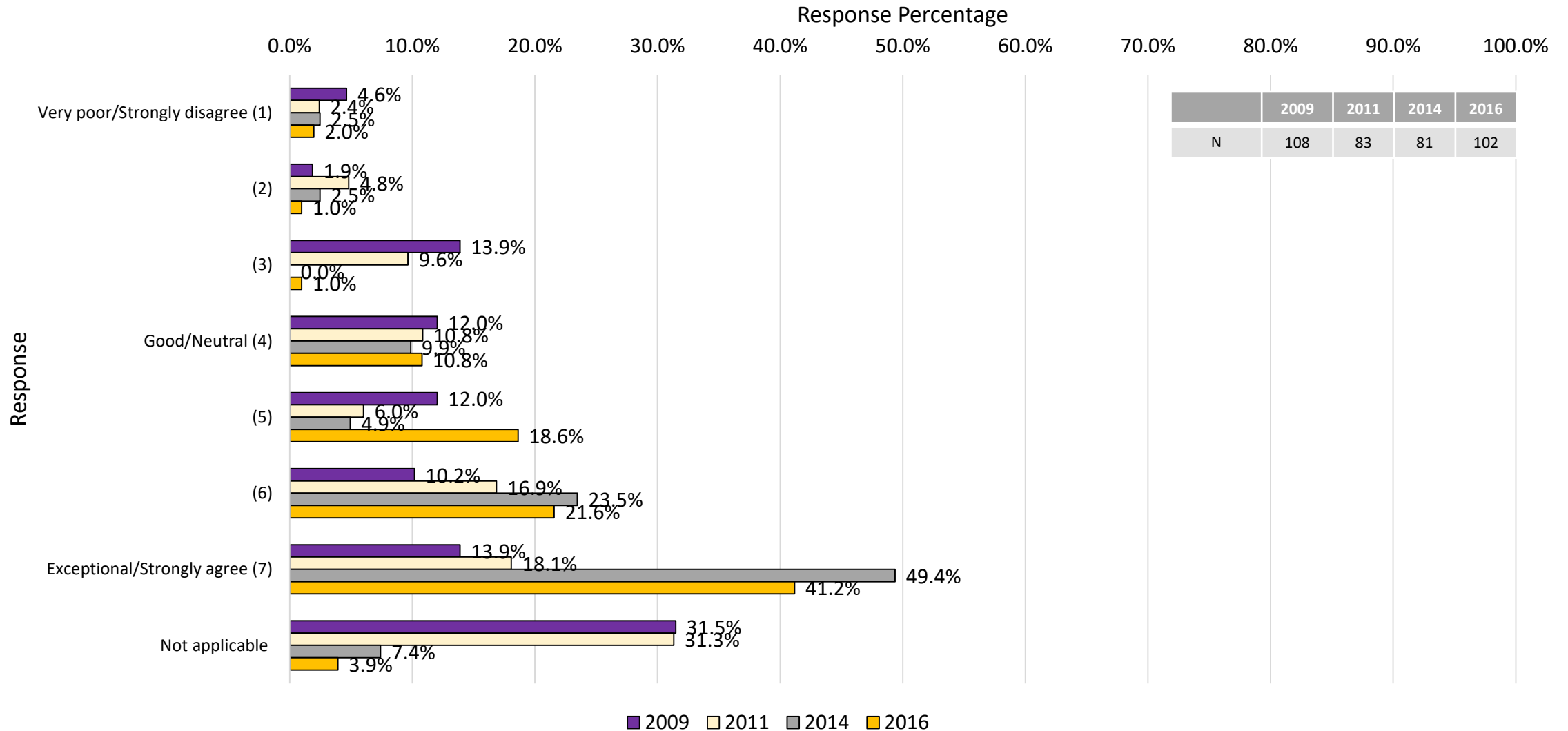
2009 and 2011: "Based on your disability, rate the accessibility of the following administrative/out-of-class experiences: eating on campus."
 2014 and 2016: "To what extent do you agree with the following statements? I can easily access campus dining facilities."

Response Percentage



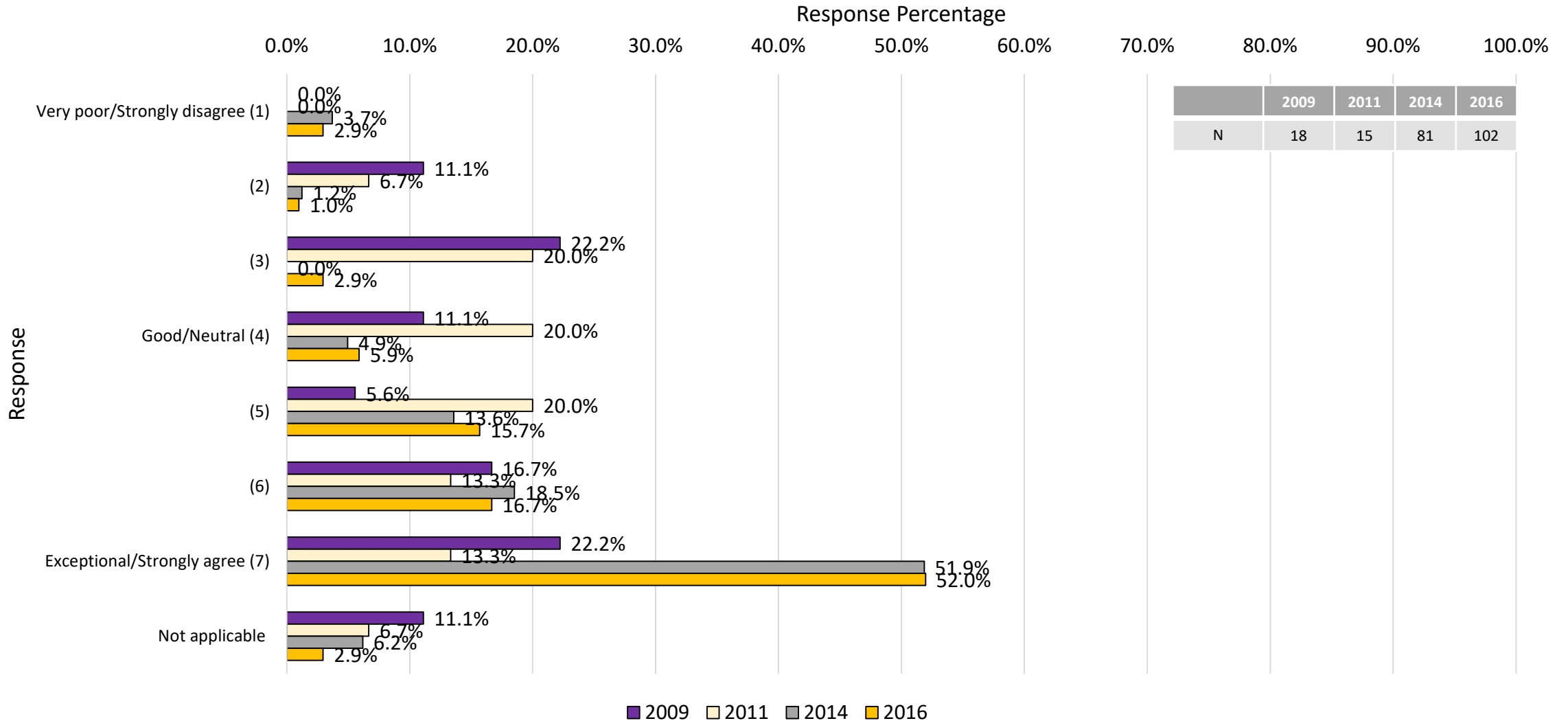
Accessibility: Campus Events

2009 and 2011: "Based on your disability, rate the accessibility of the following administrative/out-of-class experiences: participating in campus events."
 2014 and 2016: "To what extent do you agree with the following statements? I can easily access campus events (i.e., sporting events, lectures, concerts)."



Accessibility: Classrooms

2009 and 2011: "Please rate the physical accessibility of the University in the following areas: classrooms."
 2014 and 2016: "To what extent do you agree with the following statements? I can easily access classrooms."



Mean Score Summary

