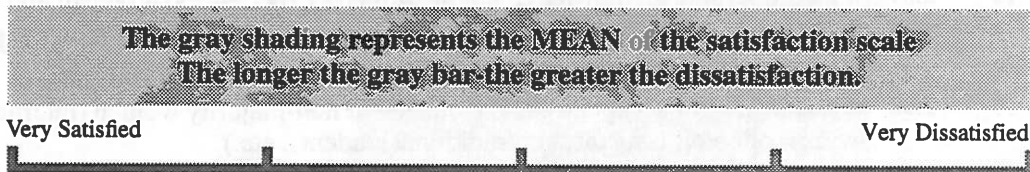


All respondents

The 2252 responses to the survey have provided a wealth of information about the diverse experiences of women on the Colorado State University campus. This large number of surveys provides opportunity for a variety of opinions and the data can be reviewed in a number of ways to facilitate interpretation.

For example, the first statement under the Work Environment section: "level of recognition and respect for women's competence" shows that 39% percent of the respondents were satisfied with the respect and recognition they receive, yet 35% were not satisfied. This may indicate that some areas of the university are doing well in recognizing the contributions of women, but others need improvement.

Child care is an issue of very low satisfaction (5%). It's level of dissatisfaction is only 29% because so many people responded that this was not their concern (52%="Don't Know/Does Not Apply"). Based on mean scores it received the second highest mean, which indicates that for those concerned with this issue, their level of dissatisfaction is high.



Ten statements ranked by percentage of "satisfaction"

- 59% With my relationship and interactions with my supervisor
- 54% With the level of recognition and respect for women as serious students and scholars
- 54% With the "climate" for women in the classroom
- 54% With the availability of information (seminars, etc.) on women's issues/rights
- 51% With the level of support women give each other
- 48% With the level of information on campus about safety
- 47% With the level of inclusion of women as a part of diversity issues
- 47% With the level of sensitivity to women's concerns about physical safety on campus
- 44% With the general physical security in buildings and residence halls (lighting, etc.)
- 42% With the level of information on campus about sexual harassment

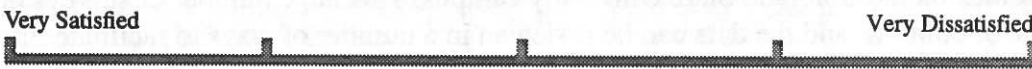
Ten statements ranked by percentage of "dissatisfaction"

- 51% With the fact that women are often hired as temporary rather than permanent employees
- 48% With the level of fairness between women and men when setting salaries/giving increases
- 44% With the number of women in positions of authority
- 44% With the level of sensitivity for the difficulty in balancing family, work, and school commitments
- 40% With the number of women faculty to serve as role models and mentors
- 39% With the level of sensitivity to the amount of stereotyping of women that exists on this campus
- 38% With the level of recognition of differences between women and men
- 38% With the level of comfort to express opinions and concerns without fear of retaliation
- 36% With the opportunities for advancement and professional development
- 35% With the level of recognition and respect for women's competence

ALL RESPONDENTS = 2252

Very Satisfied
Satisfied
Neutral
Dissatisfied
Very Dissatisfied
Don't Know
/Does Not Apply

The gray shading represents the MEAN of the satisfaction scale
The longer the gray bar-the greater the dissatisfaction.



% of Respondents						Mean	
12	42	20	13	2	11	2.45	ACADEMIC
15	39	17	11	3	16	2.38	With the level of recognition of women as serious students and scholars
8	26	24	18	5	20	2.81	With the "climate" for women in the classroom (acknowledgment of ideas, equal treatment)
9	23	16	30	10	11	3.12	With the level of inclusion of women's perspectives and experiences in course content
8	24	21	17	6	23	2.85	With the number of women faculty to serve as role models and mentors
							With the advising women receive about majors, careers, scholarships, internships, etc.
DIVERSITY							
10	37	27	9	2	15	2.50	With the level of inclusion of women as a part of diversity issues
7	27	27	22	5	13	2.89	With the level of acknowledgment of women's experiences of racism and sexism
13	41	24	11	2	9	2.43	With the availability of information (seminars, etc.) on women's issues/rights
6	29	28	25	5	8	2.91	With the level of sensitivity to differences across gender and cultures
6	24	26	21	7	16	2.98	With the level of acceptance and inclusion of non-majority women (international students, women of color, lesbians, nontraditional students, etc.)
5	22	23	23	8	19	3.08	With the treatment of women in the hiring process (absence of tokenism and glass ceiling, hiring the top candidate, etc.)
WORK ENVIRONMENT							
8	31	18	29	6	7	2.93	With the level of recognition and respect for women's competence
6	29	26	21	5	14	2.88	With the level of job security for women
6	25	22	28	8	12	3.08	With the opportunities for advancement and professional development
4	14	16	32	16	18	3.51	With the level of fairness between women and men when setting salaries/giving increases
1	3	20	33	18	25	3.84	With the fact that women are often hired as temporary rather than permanent employees
26	33	15	9	5	12	2.26	With my relationship and interactions with my supervisor
7	22	26	15	7	23	2.91	With the level of fairness between women and men when employees are evaluated
7	30	26	14	4	19	2.75	With the work environment for women on campus
5	22	25	17	7	24	2.98	With the way privileges and benefits are distributed between men and women
5	24	24	21	8	17	3.02	With the level of fairness between women and men in assignments (challenging work, work load, tokenism, etc.)
2	9	21	11	9	48	3.27	With the support and assistance in identifying work/career opportunities for spouses and partners of University employees
SAFETY AND HARASSMENT							
7	37	19	24	7	5	2.87	With the general physical security in buildings and residence halls (lighting, etc.)
9	38	22	19	6	7	2.73	With the level of sensitivity to women's concerns about physical safety on campus
7	31	23	25	9	6	2.97	With the level of understanding of what constitutes sexual harassment
							With the level of information on campus about
9	39	24	18	4	6	2.67	a. safety
8	34	26	21	5	7	2.81	b. sexual harassment
							With the avenues available to express concerns about
7	32	27	16	5	12	2.78	a. safety
7	29	27	17	7	13	2.86	b. sexual harassment

Very Satisfied
Satisfied
Neutral
Dissatisfied
Very Dissatisfied
Don't Know
/Does Not Apply

Very Satisfied

Very Dissatisfied



<u>% of Respondents</u>					<u>Mean</u>	ADMINISTRATIVE ACCOUNTABILITY AND POLICIES
6	26	26	14	4	2.80	With the efforts for recruitment of women to the University (students, staff, faculty)
6	22	26	17	6	2.96	With the efforts to retain women at the University (students, staff, faculty)
5	25	29	19	6	2.95	With the level of commitment to gender equity throughout the University
3	13	28	8	5	2.98	With the way data are used to document the status of women on campus
3	16	23	9	7	3.04	With the current policies and procedures for filing a grievance
4	19	25	14	6	3.00	With the level of inclusion of women in university decision making and policy setting
						With the enforcement of current policies concerning
4	24	25	10	5	2.83	a. affirmative action
4	23	25	10	6	2.86	b. sexual harassment

CAMPUS CLIMATE

6	29	31	18	6	10	2.88	With the level of sensitivity to gender-biased language used on this campus
7	33	27	13	4	15	2.70	With the level of resources for women's programs/development/research
6	32	28	18	6	10	2.83	With the recognition women receive for their achievements
4	22	21	30	14	9	3.30	With the number of women in positions of authority
3	17	30	28	10	12	3.27	With the level of recognition of differences between women and men (communication styles, etc.)
3	16	29	29	10	14	3.30	With the level of sensitivity to the amount of stereotyping of women that exists on this campus
4	18	19	28	16	14	3.40	With the level of sensitivity for the difficulty in balancing family, work, and school commitments (flextime opportunities, etc.)
5	25	22	26	12	8	3.17	With the level of comfort to express opinions and concerns without fear of retaliation
11	40	24	15	5	5	2.59	With the level of support women give each other
3	17	34	24	7	16	3.18	With the number of men who support women's issues
1	4	15	12	17	52	3.81	With the availability of child care

PRIORITIZING YOUR ISSUES

Listed below are the top priorities in order of the times mentioned. The first column counts any time the statement was listed as one of the top five. The second column shows the number of times listed as the number one priority.

Total Times	First Priority	
551	155	With the level of sensitivity for the difficulty in balancing family, work, and school commitments (flextime opportunities, etc.)
524	199	With the general physical security in buildings and residence halls (lighting, etc.)
506	149	With the number of women faculty to serve as role models and mentors
482	147	With the level of fairness between women and men when setting salaries/giving increases
401	75	With the number of women in positions of authority
355	72	With the level of comfort to express opinions and concerns without fear of retaliation
352	90	With the level of recognition and respect for women's competence
347	99	With the opportunities for advancement and professional development
280	74	With the availability of child care
255	54	With the fact that women are often hired as temporary rather than permanent employees