

Undergraduate Students

The overall undergraduate response rate was 37%. A total of 723 surveys were returned. The College of Engineering had the highest return rate with 46% and the College of Liberal Arts the lowest with 32%.

For the most part undergraduates from each college had similar responses. One notable difference is that the undergraduates from the colleges of Applied Human Sciences and Business did not list "the number of women faculty to serve as role models" as one of their top five priorities. It was listed by undergraduates from all the other colleges.

It seems undergraduates are relatively satisfied. Their number one priority by far is safety on campus.

The factors they are most dissatisfied with are the hiring of women as temporaries and fairness in setting salaries. Although these may seem odd items for undergraduates to be concerned about, they do impact students since both these factors can cause attrition of women faculty which relates to the students' second highest area of concern--the number of women to serve as role modes and mentors. They may also be thinking about their own futures in the workplace and a temporary part-time job may not seem too appealing.

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



Ten statements ranked by percentage of "satisfaction"

- 78% **With the "climate" for women in the classroom**
- 73% **With the level of recognition of women as serious students and scholars**
- 60% **With the level of support women give each other**
- 58% **With the availability of information (seminars, etc.) on women's issues/rights**
- 57% **With the level of inclusion of women as a part of diversity issues**
- 57% **With the level of information on campus about safety**
- 55% **With the level of inclusion of women's perspectives and experiences in course content**
- 55% **With the level of sensitivity to women's concerns about physical safety on campus**
- 53% **With the advising women receive about majors, careers, scholarships, internships, etc.**
- 53% **With the general physical security in buildings and residence halls (lighting, etc.)**

Eleven statements ranked by percentage of "dissatisfaction"

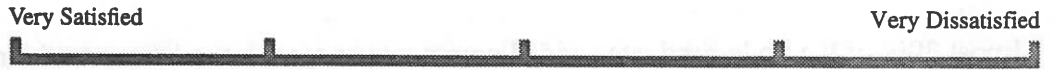
- 51% **With the fact that women are often hired as temporary rather than permanent employees**
- 44% **With the level of fairness between women and men when setting salaries/giving increases**
- 36% **With the level of sensitivity for the difficulty in balancing family, work, and school commitments**
- 31% **With the level of understanding of what constitutes sexual harassment**
- 31% **With the number of women in positions of authority**
- 30% **With the number of women faculty to serve as role models and mentors**
- 30% **With the general physical security in buildings and residence halls**
- 30% **With the level of sensitivity to the amount of stereotyping of women that exists on this campus**
- 28% **With the level of recognition of differences between women and men**
- 27% **With the level of information on campus about sexual harassment**
- 27% **With the number of men who support women's issues**

UNDERGRADUATES = 723 RESPONDENTS

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

							Very Satisfied			Very Dissatisfied	
Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied	Don't Know /Does Not Apply	Mean					
<u>% of Respondents</u>											
							ACADEMIC				
19	55	17	7	1	2	2.15	With the level of recognition of women as serious students and scholars				
26	52	13	7	1	1	2.04	With the "climate" for women in the classroom (acknowledgment of ideas, equal treatment)				
16	39	24	14	3	4	2.47	With the level of inclusion of women's perspectives and experiences in course content				
17	35	17	24	6	2	2.67	With the number of women faculty to serve as role models and mentors				
17	36	19	18	6	4	2.58	With the advising women receive about majors, careers, scholarships, internships, etc.				
							DIVERSITY				
15	42	24	7	2	10	2.32	With the level of inclusion of women as a part of diversity issues				
12	34	25	18	3	9	2.62	With the level of acknowledgment of women's experiences of racism and sexism				
19	39	24	9	1	8	2.30	With the availability of information (seminars, etc.) on women's issues/rights				
12	37	28	16	2	5	2.57	With the level of sensitivity to differences across gender and cultures				
10	27	23	18	6	16	2.79	With the level of acceptance and inclusion of non-majority women (international students, women of color, lesbians, nontraditional students, etc.)				
9	24	25	12	4	27	2.70	With the treatment of women in the hiring process (absence of tokenism and glass ceiling, hiring the top candidate, etc.)				
							WORK ENVIRONMENT				
12	34	18	20	2	13	2.62	With the level of recognition and respect for women's competence				
7	25	26	16	3	23	2.78	With the level of job security for women				
8	27	24	18	3	20	2.76	With the opportunities for advancement and professional development				
4	13	15	32	12	25	3.46	With the level of fairness between women and men when setting salaries/giving increases				
2	3	18	34	17	27	3.83	With the fact that women are often hired as temporary rather than permanent employees				
19	29	16	7	4	26	2.32	With my relationship and interactions with my supervisor				
8	21	24	13	5	29	2.78	With the level of fairness between women and men when employees are evaluated				
10	27	22	4	2	36	2.43	With the work environment for women on campus				
7	18	25	13	4	33	2.86	With the way privileges and benefits are distributed between men and women				
8	25	23	15	4	25	2.77	With the level of fairness between women and men in assignments (challenging work, work load, tokenism, etc.)				
4	9	19	3	3	62	2.82	With the support and assistance in identifying work/career opportunities for spouses and partners of University employees				
							SAFETY AND HARASSMENT				
13	40	13	24	6	4	2.67	With the general physical security in buildings and residence halls (lighting, etc.)				
16	39	18	18	5	4	2.56	With the level of sensitivity to women's concerns about physical safety on campus				
12	30	22	24	7	6	2.83	With the level of understanding of what constitutes sexual harassment				
							With the level of information on campus about				
16	41	20	18	4	2	2.52	a. safety				
12	32	24	23	4	3	2.74	b. sexual harassment				
							With the avenues available to express concerns about				
10	32	25	16	6	11	2.72	a. safety				
10	29	27	17	6	11	2.78	b. sexual harassment				

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



% of Respondents						Mean	
ADMINISTRATIVE ACCOUNTABILITY AND POLICIES							
8	29	24	9	2	28	2.58	With the efforts for recruitment of women to the University (students, staff, faculty)
8	27	25	9	2	29	2.60	With the efforts to retain women at the University (students, staff, faculty)
8	36	29	9	2	15	2.54	With the level of commitment to gender equity throughout the University
5	18	27	6	3	42	2.70	With the way data are used to document the status of women on campus
4	12	20	7	4	53	2.91	With the current policies and procedures for filing a grievance
6	23	22	6	3	40	2.62	With the level of inclusion of women in university decision making and policy setting
							With the enforcement of current policies concerning
6	22	24	9	3	36	2.69	a. affirmative action
7	22	24	9	4	34	2.71	b. sexual harassment
CAMPUS CLIMATE							
9	33	27	17	5	8	2.75	With the level of sensitivity to gender-biased language used on this campus
14	37	24	11	2	12	2.44	With the level of resources for women's programs/development/research
11	37	24	14	4	10	2.59	With the recognition women receive for their achievements
7	29	22	23	8	11	2.95	With the number of women in positions of authority
7	24	29	22	6	13	2.96	With the level of recognition of differences between women and men (communication styles, etc.)
7	23	30	24	6	11	2.99	With the level of sensitivity to the amount of stereotyping of women that exists on this campus
4	18	21	25	11	22	3.26	With the level of sensitivity for the difficulty in balancing family, work, and school commitments (flextime opportunities, etc.)
9	32	25	18	6	11	2.78	With the level of comfort to express opinions and concerns without fear of retaliation
16	44	20	9	4	7	2.36	With the level of support women give each other
6	18	33	21	6	17	3.03	With the number of men who support women's issues
2	5	13	6	8	66	3.34	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	
244	110	With the general physical security in buildings and residence halls (lighting, etc.)
164	40	With the number of women faculty to serve as role models and mentors
152	35	With the level of fairness between women and men when setting salaries/giving increases
133	35	With the level of sensitivity for the difficulty in balancing family, work, and school commitments (flextime opportunities, etc.)
131	29	With the advising women receive about majors, careers, scholarships, internships, etc.
127	29	With the level of sensitivity to women's concerns about physical safety on campus
121	44	With the level of recognition of women as serious students and scholars
117	24	With the level of information on campus about safety
101	8	With the number of women in positions of authority
95	11	With the avenues available to express concerns about safety