

This survey is accessible in alternative formats.

For more information please contact:

**Carol DeSouza will provide this information to Sue**

**University of Massachusetts Boston**  
***Assessment of Learning, Living, and Working on Campus***  
(Administered by Rankin & Associates, Consulting)

**Purpose**

You are invited to participate in a survey of students, faculty, staff and administrators regarding the climate at UMass Boston. The results of the survey will provide important information about our climate and will enable us to improve the environment for learning, living, and working at UMass Boston.

**Procedures**

**Procedures appear respectively in appropriate mediums**

**Procedures (on-line version)**

You will be asked to complete an online survey. Your participation is confidential. Please answer the questions as openly and honestly as possible. You may skip questions. The survey will take between 20 and 30 minutes to complete and must be completed in one sitting. If you close your browser, you will lose any responses you previously entered. You must be 18 years of age or older to participate. Please note that you can choose to withdraw your responses at any time before you submit your answers. The survey results will be submitted directly to a secure server where any computer identification that might identify participants is deleted from the submissions. Any comments provided by participants are also separated at submission so that comments are not attributed to any individual demographic characteristics. These comments will be analyzed using content analysis and submitted as an appendix to the survey report. Anonymous quotes from submitted comments will also be used throughout the report to give “voice” to the quantitative data.

**Procedures (paper and pencil version)**

You will be asked to complete the attached survey. Your participation is confidential. Please answer the questions as openly and honestly as possible. You may skip questions. The survey will take between 20 and 30 minutes to complete. You must be 18 years of age or older to participate. When you have completed the survey, please return it directly to the external consultants (Rankin and Associates) using the enclosed envelope. Any comments provided by participants are also separated at submission so that comments are not attributed to any demographic characteristics. These comments will be analyzed using content analysis and submitted as an appendix to the survey report. Anonymous quotes from submitted comments will also be used throughout the report to give “voice” to the quantitative data.

**Discomforts and Risks**

There are no anticipated risks in participating in this assessment beyond those experienced in everyday life. Some of the questions are personal and might cause discomfort. In the event that any questions asked are disturbing, you may skip any questions or stop responding to the survey at any time.

Participants who experience discomfort are encouraged to contact:

**Insert as appropriate to UMass Boston**

**Benefits**

The results of the survey will provide important information about our climate and will help us in our efforts to ensure that the environment at UMass Boston is conducive to learning, living, and working.

### **Voluntary Participation**

Participation in this assessment is voluntary. If you decide to participate, you do not have to answer any questions on the survey that you do not wish to answer. **Individuals will not be identified and only group data will be reported** (e.g., the analysis will include only aggregate data). Please note that you can choose to withdraw your responses at any time before you submit your answers. Refusal to take part in this assessment will involve no penalty or loss of student or employee benefits.

### **Statement of Confidentiality for Participation**

In the event of any publication or presentation resulting from the assessment, no personally identifiable information will be shared. Your confidentiality in participating will be kept to the degree permitted by the technology used (e.g., IP addresses will be stripped when the survey is submitted). No guarantees can be made regarding the interception of data sent via the Internet by any third parties; however, to avoid interception of data, the survey is run on a firewalled web server with forced 256-bit SSL security. In addition, the external consultant (Rankin & Associates) will not report any group data for groups of fewer than 7 individuals that may be small enough to compromise confidentiality. Instead, Rankin & Associates will combine the groups to eliminate any potential for demographic information to be identifiable. Please also remember that you do not have to answer any question or questions about which you are uncomfortable.

### **Statement of Anonymity for Comments**

Upon submission, all comments from participants will be de-identified in an attempt to make those comments anonymous. Thus, participant comments will not be attributable to their author nor to any demographic characteristics. However, depending on what you say, others who know you may be able to attribute certain comments to you. The anonymous comments will be analyzed using content analysis and submitted as an appendix to the survey report. In order to give “voice” to the quantitative data, some anonymous comments may be quoted in publications related to this survey.

### **Right to Ask Questions**

You can ask questions about this assessment. Questions concerning this project should be directed to:

**Susan R. Rankin, Ph.D.**

Principal & Senior Research Associate

Rankin and Associates, Consulting

[sue@rankin-consulting.com](mailto:sue@rankin-consulting.com)

814-625-2780

**Questions regarding the survey process may also be directed to:**

[Insert as appropriate for UMass Boston]

**Questions concerning the rights of participants should be directed to:**

[Insert as appropriate for UMass Boston]

If you agree to take part in this research study as outlined in the information above, please click on the “Continue” button below, which indicates your consent to participate in this study. It is recommended that you print this statement for your records, or record the address for this site and keep it for reference. This informed consent form was reviewed and approved by the UMass Boston Institutional Review Board (insert IRB#) at UMass Boston on (insert approval date).

**Continue button – leads participant to the survey.**

**If participant declines participation, she/he/ze is led to a “thank you” page.**

### **Directions**

#### **Directions appear respectively in appropriate mediums**

**URL only:** Please read and answer each question carefully. For each answer, click on/fill in the appropriate oval. If you want to change an answer, click on/fill in the oval of your new answer and your previous response will be erased. You may decline to answer specific questions.

**Paper/Pencil only:** Please read and answer each question carefully. For each answer, darken the appropriate oval completely. If you want to change an answer, erase your first answer completely and darken the oval of your new answer. You may decline to answer specific questions.

### **Survey Terms and Definitions**

**American Indian (Native American):** A person having origin in any of the original tribes of North America who maintains cultural identification through tribal affiliation or community recognition.

**Asexual:** A person who does not experience sexual attraction. Unlike celibacy, which people choose, asexuality is an intrinsic part of an individual.

**Climate:** Current attitudes, behaviors, and standards of employees and students concerning the access for, inclusion of, and level of respect for individual and group needs, abilities, and potential.

**Conservative:** A political ideology that subscribes to the importance of family, small or limited government, a strong national defense and free enterprise.

**Disability:** A person who has a physical or mental impairment which substantially limits one or more major life activities.

**Eldercare:** A person who has primary responsibility in caring for an older partner or family member.

**Ethnic Identity:** A unique social and cultural heritage shared by a group of people.

**Family Leave:** The Family Medical Leave Act is a labor law requiring employers with 50 or more employees to provide certain employees with job-protected unpaid leave due to one of the following situations: a serious health condition that makes the employee unable to perform his or her job; caring for a sick family member; caring for a new child (including birth, adoption or foster care).

**Far left:** Also known as the revolutionary left, radical left and extreme left are terms which refer to the highest degree of leftist positions among left-wing politics. The far left seeks the creation of strong or complete social equality in society and the dismantlement of all forms of social hierarchy.

**Far-right** Extreme right, hard right, radical right, and ultra-right are terms used to discuss the qualitative or quantitative position a group or person occupies within right-wing politics. Far right politics involves support of strong or complete social hierarchy in society.

**Gender Identity:** A person's inner sense of being man, woman, both, or neither. The internal identity may or may not be expressed outwardly, and may or may not correspond to one's physical characteristics.

**Gender Expression:** The manner in which a person outwardly represents gender, regardless of the physical characteristics that might typically define the individual as male or female.

**Harassment:** Harassment is defined as any type of behavior based on race, religion, sex, national origin, ancestry, age, sexual orientation, disability, veteran status or other protected class status that is sufficiently severe, persistent, or pervasive that it substantially interferes with an individual's work, educational performance, participation in extra-curricular activities, or equal access to the University's resources and opportunities.

**Intersex:** A general term used for a variety of conditions in which a person is born with a reproductive or sexual anatomy that doesn't seem to fit the typical definitions of female or male.

**Liberal:** A political ideology that values equality supported by institutions that defend against extreme economic inequality. Liberals combine social liberalism and social progressivism with support for social justice and a mixed economy.

**Multiculturalism:** An environment in which cultures are celebrated and not hindered by majority values and beliefs.

**Moderate or middle of the road:** A political ideology that pursues a course of action midway between extremes, especially following a course in politics that is neither liberal nor conservative.

**Non-Native English Speakers:** People for whom English is not their first language.

**People of Color:** People who self-identify as other than White.

**Physical Characteristics:** Term that refers to one's appearance.

**Position:** The status one holds by virtue of her/his position/status within the institution (e.g., staff, full-time faculty, part-time faculty, administrator, etc.)

**Progressive:** An umbrella term for a political ideology advocating or favoring social, political, and economic reform.

**Queer:** A political statement, as well as a sexual orientation, which advocates breaking binary thinking and seeing both sexual orientation and gender identity as potentially fluid.

**Racial Identity:** A socially constructed category about a group of people based on generalized physical features such as skin color, hair type, shape of eyes, physique, etc.

**Sexual Orientation:** Term that refers to the sex of the people one tends to be emotionally, physically and sexually attracted to; this is inclusive of, but not limited to, lesbians, gay men, bisexual people, heterosexual people, and those who identify as queer.

**Socioeconomic Status:** The status one holds in society based on one's level of income, wealth, education, and familial background.

**Social Support:** The resources other people provide, including a person's perception that he or she can rely on other people for help with problems or in times of crisis. Having feelings of connectedness and being a part of a community.

**Transgender:** Umbrella term for someone whose self-identity challenges traditional societal definitions of male and female.

**Please do not complete this survey more than once.**

1. What is your **primary** status at UMass Boston? (Please mark only one)
  - ☐ Undergraduate student
    - ☐ Started at UMass Boston as a first-year student
    - ☐ Transferred from a community college
    - ☐ Transferred from another institution
  - ☐ Graduate student
    - ☐ Certificate
    - ☐ Master Degree
    - ☐ Doctoral Degree
  - ☐ Non-degree student
  - ☐ Faculty
    - ☐ Tenure Track Faculty
      - ☐ Assistant professor
      - ☐ Associate professor
      - ☐ Professor
    - ☐ Non-Tenure Track Faculty
      - ☒ Instructor
      - ☐ Lecturer/Adjunct professor
      - ☐ Clinical professor
      - ☐ Research faculty
  - ☐ Staff
    - ☐ Non-unit staff
    - ☐ Classified staff
    - ☐ Professional staff
  - ☐ Senior administrator/**Executive** (e.g., Vice Chancellor, Academic Dean)
  - ☐ Other (please specify)\_\_\_\_\_
2. Are you full-time or part-time in that primary status?
  - ☐ Full-time
  - ☐ Part-time

### Part 3. Demographic Information

*Your confidentiality will be kept to the degree permitted by the technology used (e.g., IP addresses will be stripped when the survey is submitted). In addition, the external consultant (Rankin & Associates) will not report any group data for groups of fewer than 7 individuals that may be small enough to compromise identity. Instead, Rankin & Associates will combine the groups to eliminate any potential for identifiable demographic information.*

3. What is your birth sex?
  - ☐ Male
  - ☐ Female
  - ☐ Intersex
4. What is your gender identity?
  - ☐ Man
  - ☐ Woman
  - ☐ Transgender
  - ☐ Other (if you wish please specify) \_\_\_\_\_
5. Racial categories are based on visible attributes (often skin or eye color and certain facial and bodily features) and self-identification. These groupings have social meanings that affect how people see themselves and are seen and treated by others. In your own words, to which racial group or groups do you belong?  
[Insert Text Box](#)
6. Ethnicity typically refers to patterns of ideas and practices associated with a group of people sharing a common history, nationality, geographic background, and/or language, rather than their racial background. It might include things like values, patterns of interacting, food, dress, holidays, or ways of seeing the world, yourself, or other people. There are hundreds of different ethnic culture backgrounds within the people in the United States. In your own words, with which ethnic group or groups do you identify?  
[Insert Text Box](#)
7. Although the categories listed below may not represent your full identity or use the language you prefer, for the purpose of this survey, please indicate which group below most accurately describes your racial identification? **(Please mark all that apply)**
  - ☐ Alaskan Native/Native American/Indigenous
  - ☐ Asian
  - ☐ Black
  - ☐ Latino(a)/Hispanic
  - ☐ Pacific Islander/Native Hawaiian
  - ☐ White
  - ☐ Other (please specify): \_\_\_\_\_

8. Although the categories listed below may not represent your full identity or use the language you prefer, for the purpose of this survey, please indicate which group below most accurately describes your ethnic identification? Categories are listed in relation to the regions of the world from which they originate and not all ethnicities are listed—please write in your ethnicity if you do not see it listed.

**O African**

- ☐ Aritrean
- ☐ Cape Verdean
- ☐ Cameroonian
- ☐ Guayanan
- ☐ Kenyan
- ☐ Nigerian
- ☐ Rwandan
- ☐ Somali
- ☐ South African
- ☐ Sudanese
- ☐ Sierra Leonian
- ☐ Ugandan
- ☐ Other (please specify \_\_\_\_\_)

**O Asia**

- ☐ Asian American (pan-Asian American ethnic identity)
- ☐ Afghan
- ☐ Bangladeshi
- ☐ Bhutanese
- ☐ Burmese
- ☐ Cambodian
- ☐ Chinese
- ☐ Filipino
- ☐ Hmong
- ☐ Indian
- ☐ Indonesian
- ☐ Japanese
- ☐ Korean
- ☐ Laotian
- ☐ Malaysian
- ☐ Mien
- ☐ Nepalese
- ☐ Pakistani
- ☐ Sri Lankan
- ☐ Taiwanese
- ☐ Thai
- ☐ Tibetan
- ☐ Vietnamese
- ☐ Other (please specify \_\_\_\_\_)

**O Australia and the Pacific Islands (including Hawaii)**

- ☐ Australian
- ☐ Fijian
- ☐ Guamanian
- ☐ Native Hawaiian
- ☐ Samoan
- ☐ Tongan
- ☐ Other (please specify \_\_\_\_\_)



**O Caribbean**

- ☐ Bahamian
- ☐ Cuban
- ☐ Dominican Republic
- ☐ Haitian
- ☐ Jamaican
- ☐ Puerto Rican
- ☐ Other (please specify \_\_\_\_\_)

**O Europe**

- ☐ Albanian
- ☐ Austrian
- ☐ Dutch
- ☐ English
- ☐ Irish
- ☐ Italian
- ☐ French
- ☐ German
- ☐ Greek
- ☐ Hungarian
- ☐ Icelandic
- ☐ Irish
- ☐ Italian
- ☐ Latvian
- ☐ Polish
- ☐ Portuguese
- ☐ Spanish
- ☐ Swedish
- ☐ Swiss
- ☐ Ukrainian
- ☐ Other (please specify \_\_\_\_\_)

**O Middle East/North Africa**

- ☐ Egyptian
- ☐ Iranian
- ☐ Iraqi
- ☐ Israeli
- ☐ Lebanese
- ☐ Moroccan
- ☐ Palestinian
- ☐ Saudi Arabian
- ☐ Syrian
- ☐ Tunisian
- ☐ Other (please specify \_\_\_\_\_)

**O Native or Indigenous American**

☐ ~~White~~

**Black**

☐ ~~Hisp/Lat~~

☐ ~~Asian~~

☐ Alaskan

☐ ~~Not Spee~~

☐ ~~African~~

☐ Athabaskan

☐ Aleutian

☐ ~~Am. Indian~~

☐ Apache

☐ ~~Asian~~

☐ ~~Bangladesh~~

☐ ~~Black~~

☐ Blackfoot

☐ ~~Brazil~~

☐ ~~Cambodian~~

☐ ~~Caribbean~~

☐ Cayuga

☐ ~~CentAmer~~

☐ Cherokee

☐ Cheyenne

☐ Chickasaw

☐ ~~Chinese~~

☐ Chippewa

☐ Choctaw

☐ Comanche

☐ Cree

☐ Creek

☐ Crow

☐ ~~Cuban~~

☐ ~~Delaware~~

☐ ~~Dominican~~

☐ ~~Dutch~~

☐ Eskimo

☐ ~~French~~

☐ ~~German~~

☐ ~~Greek~~

☐ ~~Guam/Cham~~

☐ ~~Haitian~~

☐ Hawaiian

☐ ~~Hispanie~~

☐ ~~Hmong~~

☐ Hopi

☐ ~~India~~

☐ ~~Indonesia~~

☐ ~~Irish~~

☐ Iroquois

☐ ~~Italian~~

☐ ~~Japanese~~

☐ Kiowa

☐ ~~Korean~~

☐ ~~Laotian~~

☐ Lumbee

- ~~Malaysian~~
- Maliseet
- ~~Mexican~~
- Mic Mac
- ~~MidEast~~
- Mohawk
- Navajo
- Chab-Nipmk
- Nat-Nipmk
- Oth-Nipmuc
- ~~NS~~
- Oneida
- Onondaga
- Osage
- ~~CapeVerd~~
- Paiute
- ~~Pakistan~~
- ~~Filipino~~
- Pima
- Ponkapoag
- ~~Portugal~~
- Potawatomi
- Salish
- Pueblo
- ~~PuertoRico~~
- Samoan
- Seminole
- Seneca
- Shoshone
- Sioux
- ~~Samerican~~
- ~~Spanish~~
- ~~Sri Lankan~~
- ~~Taiwanese~~
- ~~Thai~~
- Tlingit
- Tohono
- ~~Turkish~~
- Tuscarora
- ~~UK~~
- ~~CVerdean~~
- ~~Vietnam~~
- Aquin-Wamp
- Asson-Wamp
- Chap-Wam
- HerPndWamp
- Mash-Wamp
- Pocas-Wamp
- Sea-Wamp
- Oth-Wamp
- ~~White~~
- Yaqui
- ~~OthEurope~~
- ~~Oth-Alsk~~
- ~~Oth-AmInd~~

- ☐ ~~Oth-Asian~~
- ☐ ~~Oth-Black~~
- ☐ ~~Oth-Hisp~~
- ☐ ~~Oth-Ind/Al~~
- ☐ ~~Oth-White~~
- ☐ Other (please specify \_\_\_\_\_)

**O North America/Pan-ethnic American**

- ☐ United States
- ☐ American (United States)
- ☐ African American
- ☐ Asian American (pan-ethnic)
- ☐ European American (pan-ethnic)
- ☐ Latino American (pan-ethnic)
- ☐ Native or Indigenous American (pan-ethnic)
- ☐ Canadian
- ☐ Mexican
- ☐ Other (please specify \_\_\_\_\_)

**O South and Central America**

- ☐ Argentinean
- ☐ Belizean
- ☐ Bolivian
- ☐ Brazilian
- ☐ Chilean
- ☐ Colombian
- ☐ Costa Rican
- ☐ El Salvadorian
- ☐ Guatemalan
- ☐ Guyanese
- ☐ Honduran
- ☐ Panamanian
- ☐ Peruvian
- ☐ Surinamese
- ☐ Venezuelan
- ☐ Other (please specify \_\_\_\_\_)

9. Which term best describes your sexual orientation?

- ☐ Asexual
- ☐ Bisexual
- ☐ Gay
- ☐ Heterosexual
- ☐ Lesbian
- ☐ Queer
- ☐ Questioning
- ☐ Other (please specify) \_\_\_\_\_

10. What is your age?

(Add box for 2 digit age)

11. Do you have substantial parenting or caregiving responsibility for any of the following people?

(Mark all that apply)?

- ☐ No one
- ☐ Children 18 years of age or under
- ☐ Children over 18 years of age, but still legally dependent (in college, disabled, etc.)
- ☐ Independent adult children over 18 years of age

- ☐ Sick or disabled partner
- ☐ Senior or other family member (e.g., parent, caring for sibling)
- ☐ Other (please specify) \_\_\_\_\_ (e.g., pregnant, expectant partner, adoption pending)

12. Are you, or have you ever been, a member of the U.S. armed forces?

- ☐ I have not been in the military
- ☐ Active military
- ☐ Reservist
- ☐ Veteran

13. **Students only:** What is the highest level of education achieved by the parent(s)/guardian(s) you were most closely associated with when you entered to UMass Boston?

Parent/-Guardian 1:

- ☐ No high school
- ☐ Some high school
- ☐ Completed high school/GED
- ☐ Some college
- ☐ Business/Technical certificate/degree
- ☐ Associate's degree
- ☐ Bachelor's degree
- ☐ Some graduate work
- ☐ Master's degree
- ☐ Doctoral degree (Ph.D., Ed.D.)
- ☐ Professional degree (e.g., MD, JD, MBA)
- ☐ MBA)
- ☐ Unknown
- ☐ Not applicable

Parent/ Guardian 2:

- ☐ No high school
- ☐ Some high school
- ☐ Completed high school/GED
- ☐ Some college
- ☐ Business/Technical certificate/degree
- ☐ Associate's degree
- ☐ Bachelor's degree
- ☐ Some graduate work
- ☐ Master's degree
- ☐ Doctoral degree (Ph.D., Ed.D.)
- ☐ Professional degree (e.g., MD, JD,
- ☐ Unknown
- ☐ Not applicable

14. **Staff/Faculty only:** What is your highest completed level of education?

- ☐ No high school
- ☐ Some high school
- ☐ Completed high school/GED
- ☐ Some college
- ☐ Business /Technical certificate/degree
- ☐ Associate's degree
- ☐ Bachelor's degree
- ☐ Some graduate work
- ☐ Master's degree
- ☐ Doctoral degree (Ph.D., Ed.D.)
- ☐ Professional degree (e.g., MD, JD, MBA)

15. **Undergraduate Students only:** Where are you in your college career?

- ☐ Non-degree student
- ☐ First year (0-29 credits)
- ☐ Second year/Sophomore (30-59 credits)
- ☐ Third year/Junior (60 – 89 credits)
- ☐ Fourth year/Senior (90-120 plus)

16. **Graduate Students only:** Where are you in your graduate career?

- ☐ Master's student
- ☐ Certificate student
- ☐ Doctoral student
  - ☐ First year
  - ☐ Second year
  - ☐ Third (or more) year
  - ☐ Advanced to Candidacy
  - ☐ ABD (all but dissertation)

17. **Faculty only:** With which academic college/department/program are you primarily affiliated with at this time? **(Mark all that apply)**

**Juan will forward this list to Sue**

18. **Staff only:** With which work unit (e.g., division/department/program) are you primarily affiliated with at this time? **(Mark all that apply)**

**Juan will forward this list to Sue**

19. **Undergraduate Students only:** What is your academic major? **(only allow 2 choices)**

**Juan will forward this list to Sue**

20. **Graduate Students only:** What is your academic program?

**Juan will forward this list to Sue**

21. Which, if any, of the **disabilities/conditions** listed below impact your learning, working or living activities? **(Mark all that apply)**

- ☐ Acquired/Traumatic Brain Injury
- ☐ Attention Deficit/Hyperactivity Disorder
- ☐ Asperger's/Autism Spectrum
- ☐ Blind
- ☐ **Chronic health impairment**
- ☐ Low vision
- ☐ Deaf
- ☐ Hard of Hearing
- ☐ Learning Disability
- ☐ Mental Health/Psychological
- ☐ Physical/Mobility condition that affects walking
- ☐ Speech/Communication
- ☐ Other (please specify\_\_\_\_\_)

22. What is your citizenship status? **(Mark all that apply)**

- ☐ International Student (Student or Temporary Visa)
- ☐ Permanent U.S. Resident/**Green card holder**
- ☐ Dual Citizenship, U.S. and Another
- ☐ U.S. Citizen, Naturalized
- ☐ U.S. Citizen, Foreign Born Parent(s)
- ☐ U.S. Citizen, U.S. Born Parents

23. When did you come to the United States to live?

- ☐ I was born in the U.S.
- ☐ 1949 or earlier
- ☐ 1950-1959
- ☐ 1960-1969
- ☐ 1970-1979
- ☐ 1980-1989
- ☐ 1990-1999
- ☐ 2000- 2005
- ☒ 2006-2010
- ☒ 2011 or later

24. How would you characterize your political views?

- ☐ Far left
- ☐ Liberal
- ☒ Progressive
- ☐ Moderate or middle of the road
- ☐ Conservative
- ☐ Far Right
- ☐ Undecided
- ☐ Other (please specify \_\_\_\_\_)

Definition provided in the definitions section of the introduction and will appear in a “pop-up” dialogue box when participants reach this question.

25. Do you usually speak a language other than English at home or you're your family?

- ☒ Yes
- ☒ No

26. ☒ English only

- ☐ Other than English (please specify \_\_\_\_\_)
- ☒ English and other language(s) (please specify \_\_\_\_\_)

27. What is your religious or spiritual identity? (**Mark all that apply**)

- ☐ Agnostic
- ☐ Ahmadi Muslim
- ☐ African Methodist Episcopal
- ☐ Atheist
- ☐ Assembly of God
- ☐ Baha'i
- ☐ Baptist
- ☐ Buddhist
- ☐ Christian Orthodox
- ☐ Confucianist
- ☐ Christian Methodist Episcopal
- ☐ Druid
- ☐ Episcopalian
- ☒ Evangelical Christian
- ☐ Greek Orthodox
- ☐ Hindu
- ☐ Jain
- ☐ Jehovah's Witness
- ☐ Jewish Conservative



- ☐ Jewish Orthodox
- ☐ Jewish Reformed
- ☐ Latter-day Saints
- ☐ Lutheran
- ☐ Mennonite
- ☐ Moravian
- ☐ Muslim
- ☐ Native American Traditional Practitioner or Ceremonial
- ☐ Nondenominational Christian
- ☐ Pagan
- ☐ Pentecostal
- ☐ Presbyterian
- ☐ Protestant
- ☐ Quaker
- ☐ Rastafarian
- ☐ Roman Catholic
- ☐ Russian Orthodox
- ☐ Scientologist
- ☐ Secular Humanist
- ☐ Seventh Day Adventist
- ☐ Shi'ite
- ☐ Sufi
- ☐ Sunni
- ☐ Shinto
- ☐ Sikh
- ☐ Taoist
- ☐ United Methodist
- ☐ Unitarian Universalist
- ☐ United Church of Christ
- ☐ Wiccan
- ☐ Spiritual, but no religious affiliation
- ☐ No affiliation
- ☐ Other (please specify) \_\_\_\_\_

28. **Students only:** Are you currently dependent (family/guardian is assisting with your living/educational expenses) or independent (you are the sole provider for your living/educational expenses)
- ☐ Dependent
  - ☐ Independent

29. **Students only:** What is your *best estimate* of your family's yearly income (if partnered, married, or a dependent student) or your yearly income (if single and independent student)?
- ☐ Below \$10,000
  - ☐ \$10,000-\$19,999
  - ☐ \$20,000-\$29,999
  - ☐ \$30,000 - \$39,999
  - ☐ \$40,000 - \$49,999
  - ☐ \$50,000 - \$59,999
  - ☐ \$60,000- \$69,999
  - ☐ \$70,000- \$79,999
  - ☐ \$80,000 - \$89,999
  - ☐ \$90,000- \$99,999
  - ☐ \$100,000 - \$124,999
  - ☐ \$125,000 - \$149,999
  - ☐ \$150,000 - \$199,999
  - ☐ \$200,000 - \$249,999
  - ☐ \$250,000 - \$299,999
  - ☐ \$300,000 - \$399,999
  - ☐ \$400,000 - \$499,999
  - ☐ \$500,000 or more
30. **Students only:** Where do you live?
- ☐ Non-campus housing (Insert drop down)
  - ☐ Independently in an apartment/house
  - ☐ Living with family member/guardian
  - ☐ Homeless

**START HERE FOR MARCH 6 MEETING**

31. How many miles do you commute to UMass Boston one-way?
- ☐ less than 3
  - ☐ 3-9 miles
  - ☐ 10-19 miles
  - ☐ 20-29 miles
  - ☐ 30-39 miles
  - ☐ 40-80 miles
  - ☐ 80 and over

32. **Students only:** Are you employed either on campus or off-campus?

- ☐ No
- ☐ Yes (insert drop down)
  - ☐ 1-10 hours/week
  - ☐ 11-20 hours/week
  - ☐ 21-30 hours/week
  - ☐ 31-40 hours/week
  - ☐ More than 40 hours/week

33. **Students only:** How are you currently paying for college? (Mark all that apply)

- ☐ Athletics scholarship
- ☐ Credit card
- ☐ Family contribution
- ☐ Fellowship
- ☐ Graduate Student Instructor/Teaching assistant
- ☐ Graduate student researcher
- ☐ Loans (student or parent loans)
- ☐ Pell grant
- ☐ Personal contribution /job
- ☐ Resident Assistant
- ☐ Scholarships
- ☐ UMass Boston Grants (e.g., institutional grants)
- ☐ Work Study
- ☐ Other (please specify \_\_\_\_\_)

34. **Students only:** Do you participate in any of the following types of clubs/organizations at UMass Boston? (Mark all that apply)

<input type="radio"/> I do not participate in any clubs/organizations
<input type="radio"/> Student Leadership Groups (e.g., Student Government)
<input type="radio"/> Academic/Professional Organizations (e.g., History Club, etc.)
<input type="radio"/> Special Interest Organizations (e.g., Photography Club)
<input type="radio"/> Intercultural/Multicultural Campus Community Groups (e.g., Black Student Union)
<input type="radio"/> Political Groups (e.g., College Democrats)
<input type="radio"/> Religious/Spiritual Organizations
<input type="radio"/> Service Organizations/Civic Engagement (e.g., Volunteer Office)
<input type="radio"/> Social Fraternities and Sororities
<input type="radio"/> Publications and Media Organizations (e.g., Campus newspaper)
<input type="radio"/> Intramurals/ Clubs Sports
<input type="radio"/> Music/Performance Organizations (e.g., Campus Choir)
<input type="radio"/> NCAA Varsity Athletics
<input type="radio"/> Honor Societies (e.g., Kappa Omicron Nu)
<input type="radio"/> Campus Housing Associations
<input type="radio"/> Other (please specify _____)

35. **Undergraduate Students only:** On average, how many hours a week during the past academic year did you spend on experiential learning activities (e.g., service learning, studios, internships, practicums)?
- ☐ I don't participate in any experiential learning activities
  - ☐ 1-5 hours
  - ☐ 6-10 hours
  - ☐ 11-20 hours
  - ☐ 21-30 hours
  - ☐ 31-40 hours
  - ☐ More than 40 hours
36. **Students only:** How many total years do you project you will spend at UMass Boston to complete your **current** degree?
- ☐ 1
  - ☐ 2
  - ☐ 3
  - ☐ 4
  - ☐ 5
  - ☐ 6
  - ☐ 7
  - ☐ 8
  - ☐ 9
  - ☐ 10 or more
37. What is your current relationship status?
- ☐ Single, never married
  - ☐ Single, divorced
  - ☐ Single, widow (partner/spouse deceased)
  - ☐ Partnered
  - ☐ Partnered, in civil union/Registered Domestic Partnerships
  - ☐ Married or remarried
  - ☐ Separated
  - ☐ Other (please specify \_\_\_\_\_)
38. **Students only:** At the end of your last quarter/semester, what was your cumulative grade point average?
- Insert GPA ranges based on committee discussion**
39. **Students only:** Are you a former foster-care youth?
- ☐ Yes
  - ☐ No

40. **Students only:** The following questions ask you about your academic experience.

	Strongly Agree	Agree	Neither Agree or Disagree	Disagree	Strongly Disagree	Don't Know
I am performing up to my full academic potential.	O	O	O	O	O	O
Few of my courses this year have been intellectually stimulating.	O	O	O	O	O	O
I am satisfied with my academic experience at UMass Boston.	O	O	O	O	O	O
I am satisfied with the extent of my intellectual development since enrolling at UMass Boston.	O	O	O	O	O	O
I have performed academically as well as I anticipated I would.	O	O	O	O	O	O
My academic experience has had a positive influence on my intellectual growth and interest in ideas.	O	O	O	O	O	O
My interest in ideas and intellectual matters has increased since coming to UMass Boston.	O	O	O	O	O	O
I intend to graduate from UMass Boston.	O	O	O	O	O	O
I am considering transferring to another college or university.	O	O	O	O	O	O

## Part 1: Personal Experiences

*Please reflect on your experiences WITHIN THE PAST YEAR...*

41. Overall, how comfortable are you with the climate at UMass Boston?
- ☐ Very comfortable
  - ☐ Comfortable
  - ☐ Neither comfortable nor uncomfortable
  - ☐ Uncomfortable
  - ☐ Very uncomfortable
42. Overall, how comfortable are you with the climate in your department/work unit?
- ☐ Very comfortable
  - ☐ Comfortable
  - ☐ Neither comfortable nor uncomfortable
  - ☐ Uncomfortable
  - ☐ Very uncomfortable
43. **Faculty/Graduate Students only:** Overall, how comfortable are you with the climate in the classes you are teaching?
- ☐ Very comfortable
  - ☐ Comfortable
  - ☐ Neither comfortable nor uncomfortable
  - ☐ Uncomfortable
  - ☐ Very uncomfortable
  - ☐ Not applicable
44. **Students only:** Overall, how comfortable are you with the climate in the classes you are taking?
- ☐ Very comfortable
  - ☐ Comfortable
  - ☐ Neither comfortable nor uncomfortable
  - ☐ Uncomfortable
  - ☐ Very uncomfortable
  - ☐ Not applicable
45. In the past year, have you seriously considered leaving UMass Boston?
- ☐ No (**skip to question XX**)
  - ☐ Yes

46. **Students only:** Why did you consider leaving? (Mark all that apply)
- ☐ Academic reasons
  - ☐ Climate
  - ☐ Did not offer my major/specialty
  - ☐ Did not want to pursue a degree anymore
  - ☐ Financial reasons
  - ☐ Lack of faculty support (e.g., mentoring, advising)
  - ☐ Lack of institutional resources (e.g., class size, unavailable course offerings)
  - ☐ Lack of peer or social support
  - ☐ Lack of staff support (e.g., mentoring, advising)
  - ☐ My marital/relationship status (e.g., single, married, partnered)
  - ☐ Personal reasons (e.g., medical, family emergencies)
  - ☐ Stress or emotional/mental health reasons
  - ☐ Wanted to transfer to another institution
  - ☐ Other (please specify \_\_\_\_\_)
47. **Students only:** Why did you decide to stay? (Mark all that apply)
- ☐ Academic reasons
  - ☐ Climate
  - ☐ Decided to pursue a degree
  - ☐ Faculty support (e.g., mentoring, advising)
  - ☐ Financial reasons
  - ☐ Institutional resources
  - ☐ My marital/relationship status (e.g., single, married, partnered)
  - ☐ Parents/family wanted me to stay
  - ☐ Peer or social support
  - ☐ Personal reasons
  - ☐ Staff support (e.g., mentoring, advising)
  - ☐ Other (please specify \_\_\_\_\_)
48. **Staff/Faculty:** Why did you consider leaving? (Mark all that apply)
- ☐ Climate
  - ☐ Departmental relationships
  - ☐ Family responsibilities
  - ☐ Financial reasons
  - ☐ Housing/cost of living affordability
  - ☐ Lack of institutional resources
  - ☐ Interested at position at another institution
  - ☐ Limited opportunities for advancement
  - ☐ Offered position in government or industry
  - ☐ Personal reasons (e.g., medical, family emergencies)
  - ☐ Recruited or offered a position at another institution
  - ☐ Relationship with direct supervisor/manager
  - ☐ Spouse or partner relocated
  - ☐ Stress or emotional/mental health reasons
  - ☐ Transportation/commuting costs/commuting distance
  - ☐ Visa issues/international status issues
  - ☐ Other (please specify \_\_\_\_\_)

49. **Staff/Faculty:** Why did you decide to stay? **(Mark all that apply)**
- ☐ Climate
  - ☐ Departmental relationships
  - ☐ Department/work unit conditions changed for the better
  - ☐ Family responsibilities
  - ☐ Financial reasons
  - ☐ Good working relationships with supervisors/colleagues/students
  - ☐ Housing/cost of living affordability
  - ☐ Need the benefits
  - ☐ Opportunities for advancement
  - ☐ Poor supervisors were replaced/left
  - ☐ Personal reasons
  - ☐ Relationship with direct supervisor/manager
  - ☐ Spouse or partner
  - ☐ Visa/international status
  - ☐ Other (please specify \_\_\_\_\_)
50. **Students Only:** Do you experience financial hardship at UMass Boston?
- ☐ Yes
  - ☐ No
51. How do you experience the financial hardship? **(Mark all that apply)**
- ☐ Difficulty affording tuition
  - ☐ Difficulty purchasing my books
  - ☐ Difficulty participating in off-campus social events
  - ☐ Difficulty affording university meal plan/food
  - ☐ Difficulty participating in campus sponsored co-curricular events or activities (alternative spring breaks, class trips, etc.)
  - ☐ Difficulty participating in scholarly activities (research trips, travel to conferences, etc.)
  - ☐ Difficulty traveling home during university breaks
  - ☐ Difficulty in traveling to campus
  - ☐ Difficulty in affording housing
  - ☐ Difficulty in affording health care
  - ☐ Difficulty in affording child care
  - ☐ Difficulty in affording other campus fees
  - ☐ Difficulty participating in unpaid research, internships, etc.
  - ☐ Providing financial assistance to family
  - ☐ Other (please specify) \_\_\_\_\_
52. **Within the past year**, have you personally experienced any exclusionary (e.g., shunned, ignored), intimidating, offensive and/or hostile conduct (harassing behavior) at UMass Boston?
- ☐ No **(skip to Question xx)**
  - ☐ Yes, but it did not interfere with my ability to work or learn
  - ☐ Yes, and it interfered with my ability to work or learn



53. What do you believe the conduct was based upon and how often have you experienced it?  
 (Mark all that apply)

<input type="checkbox"/> Academic Performance <input type="checkbox"/> Age <input type="checkbox"/> Ancestry <input type="checkbox"/> Country of origin <input type="checkbox"/> Discipline of study <input type="checkbox"/> Educational level <input type="checkbox"/> Educational modality (on-line, classroom) <input type="checkbox"/> English language proficiency/accent <input type="checkbox"/> Ethnicity <input type="checkbox"/> Gender identity <input type="checkbox"/> Gender expression <input type="checkbox"/> Immigrant/citizen status <input type="checkbox"/> International status <input type="checkbox"/> Learning disability <input type="checkbox"/> Marital status (e.g., single, married, partnered) <input type="checkbox"/> Medical condition <input type="checkbox"/> Military/veteran status <input type="checkbox"/> Parental status (e.g., having children) <input type="checkbox"/> Participation in an organization/team <input type="checkbox"/> Psychological condition <input type="checkbox"/> Physical characteristics <input type="checkbox"/> Physical disability <input type="checkbox"/> Philosophical views <input type="checkbox"/> Political views <input type="checkbox"/> Position (staff, faculty, student) <input type="checkbox"/> Pregnancy <input type="checkbox"/> Psychological condition <input type="checkbox"/> Race <input type="checkbox"/> Religious/spiritual views <input type="checkbox"/> Sexual orientation <input type="checkbox"/> Socioeconomic status <input type="checkbox"/> Don't know <input type="checkbox"/> Other (please specify)_____	<input type="checkbox"/> Very Often <input type="checkbox"/> Often <input type="checkbox"/> Sometimes <input type="checkbox"/> Seldom
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54. How did you experience this conduct? (**Mark all that apply**)

- ☐ I feared for my physical safety
- ☐ I feared for my family's safety
- ☐ I feared getting a poor grade because of a hostile classroom environment
- ☐ I felt I was deliberately ignored or excluded
- ☐ I felt intimidated/bullied
- ☐ I felt isolated or left out when work was required in groups
- ☐ I felt isolated or left out
- ☐ I observed others staring at me
- ☐ I received derogatory written comments
- ☐ I received derogatory phone calls
- ☐ I received threats of physical violence
- ☐ I received a low performance evaluation
- ☐ I was singled out as the spokesperson for my identity group
- ☐ I was the target of derogatory verbal remarks
- ☐ I was the target of graffiti/vandalism
- ☐ I was the target of physical violence
- ☐ I was the target of racial/ethnic profiling
- ☐ I was the target of stalking
- ☐ I was the victim of a crime
- ☐ I was the victim of derogatory/unsolicited e-mails, text messages, Facebook posts, Twitter posts
- ☐ Someone assumed I was admitted/hired/promoted due to my identity
- ☐ Someone assumed I was not admitted/hired/promoted due to my identity
- ☐ Other (please specify)\_\_\_\_\_

55. Where did this conduct occur? (**Mark all that apply**)

- ☐ At a UMass Boston event
- ☐ In a class/lab/clinical setting
- ☐ In a health care setting
- ☐ In an on-line class
- ☐ In a UMass Boston dining facility
- ☐ In a UMass Boston office
- ☐ In a faculty office
- ☐ In a public space at UMass Boston campus/location
- ☐ In a meeting with one other person
- ☐ In a meeting with a group of people
- ☐ In athletic facilities
- ☐ In campus housing
- ☐ In off-campus housing
- ☐ Off campus
- ☐ On a social networking sites/Facebook/Twitter/cell phone/other form of technological communication
- ☐ On campus transportation
- ☐ While working at a UMass Boston job
- ☐ While walking on campus
- ☐ Other (please specify)\_\_\_\_\_

56. Who/what was the source of this conduct? **(Mark all that apply)**

- ☐ Administrator
- ☐ Alumni
- ☐ Athletic coach/trainer
- ☐ Campus media (posters, brochures, flyers, handouts, web sites, etc.)
- ☐ Campus/location visitor(s)
- ☐ Campus organizations or groups
- ☐ Campus police/building security
- ☐ Co-worker
- ☐ Off campus community member
- ☐ Department head
- ☐ Donor
- ☐ Don't know source
- ☐ Faculty advisor
- ☐ Faculty member
- ☐ Friend
- ☐ Medical Staff
- ☐ Partner/spouse
- ☐ Patient
- ☐ Person that I supervise
- ☐ Registered Campus Organization
- ☐ Social networking site (e.g., Facebook, Twitter)
- ☐ Staff member
- ☐ Stranger
- ☐ Student
- ☐ Student staff (e.g. Residence hall assistant, peer counselor)
- ☐ Supervisor
- ☐ Teaching assistant/Graduate assistant/Lab assistant/Tutor
- ☐ UMass Boston Physician
- ☐ Union representative
- ☐ Other (please specify) \_\_\_\_\_

57. Please describe your reactions to experiencing this conduct. **(Mark all that apply)**

- ☐ I felt embarrassed
- ☐ I felt somehow responsible
- ☐ I ignored it
- ☐ I was afraid
- ☐ I was angry
- ☐ It didn't affect me at the time
- ☐ I left the situation immediately
- ☐ I sought support from off-campus hot-line/advocacy services
- ☐ I sought support from campus resource (**insert examples appropriate to UMass Boston**)
- ☐ I confronted the harasser at the time
- ☐ I confronted the harasser later
- ☐ I avoided the harasser
- ☐ I told a friend
- ☐ I told a family member
- ☐ I told my union representative
- ☐ I contacted a local law enforcement official
- ☐ I sought support from a staff person
- ☐ I sought support from a TA/grad assistant
- ☐ I sought support from an administrator
- ☐ I sought support from a faculty member
- ☐ I sought support from a spiritual advisor (e.g., pastor, rabbi, priest)
- ☐ I sought support from student staff (e.g., residence hall assistant, peer counselor)
- ☐ I sought information on-line
- ☐ I didn't know who to go to
- ☐ I made a formal complaint to a campus employee/official
- ☐ I made an informal complaint (e.g., campus website, ombudsperson)
- ☐ I didn't report it for fear that my complaint would not be taken seriously
- ☐ I did report it but it but I did not feel the complaint was taken seriously
- ☐ I did nothing
- ☐ Other (please specify) \_\_\_\_\_

58. If you would like to elaborate on your personal experiences, please do so here.

**Insert text box here**

*If you have not already reported this incident and wish to do so, please go to*

**Insert as appropriate to UMass Boston**

**The following questions are related to unwanted sexual contact.**

59. **In the past 4 years**, have you experienced unwanted sexual contact (including forcible rape, use of drugs to incapacitate, forcible sodomy, gang rape, sexual assault, sexual assault with an object, and forcible fondling) while at UMass Boston?
- ☐ No (skip to Question xx)
  - ☐ Yes
60. Who did this to you? **(Mark all that apply)**
- ☐ Administrator
  - ☐ Alumni
  - ☐ Athletic coach/trainer
  - ☐ Campus police/security
  - ☐ Co-worker
  - ☐ Off campus community member
  - ☐ Department head
  - ☐ Donor
  - ☐ Don't know source
  - ☐ Faculty advisor
  - ☐ Faculty member
  - ☐ Friend
  - ☐ Patient
  - ☐ Partner/spouse
  - ☐ Student Staff assistant
  - ☐ Staff member
  - ☐ Stranger
  - ☐ Student
  - ☐ Supervisor
  - ☐ Teaching assistant/Graduate assistant/Lab assistant/Tutor/Residence assistant
  - ☐ Medical Staff
  - ☐ Other (please specify) \_\_\_\_\_
61. Where did the incident(s) occur? **(Mark all that apply)**
- ☐ Off-campus (please specify location \_\_\_\_\_)
  - ☐ On-campus (please specify location \_\_\_\_\_)

62. Please describe your response to experiencing the incident(s). **(Mark all that apply)**

- ☐ I did nothing
- ☐ I felt embarrassed
- ☐ I felt somehow responsible
- ☐ I ignored it
- ☐ I was afraid
- ☐ I was angry
- ☐ It didn't affect me at the time
- ☐ I left the situation immediately
- ☐ I sought support from off-campus hot-line/advocacy services/therapist
- ☐ I sought support from campus resource (insert examples appropriate to UMass Boston)
- ☐ I told a friend
- ☐ I told a family member
- ☐ I contacted a local law enforcement official
- ☐ I sought support from a staff person
- ☐ I sought support from a teaching assistant/graduate assistant
- ☐ I sought support from an administrator
- ☐ I sought support from a faculty member
- ☐ I sought support from a spiritual advisor (e.g., pastor, rabbi, priest)
- ☐ I sought support from student staff (e.g., residence hall assistant, peer counselor)
- ☐ I sought support from my union representative
- ☐ I sought information on-line
- ☐ I didn't know who to go to
- ☐ I made an official complaint to a campus employee/official
- ☐ Other (please specify) \_\_\_\_\_

63. If you did not report the unwanted sexual contact to a campus official or staff member please explain why you did not.

**Insert Text Box**

64. If you did report the unwanted sexual contact to a campus official or staff member, did you feel that it was responded to appropriately? If not, please explain why you felt that it was not.

**Insert Text Box**

*If you have not already reported this incident and wish to do so, please go to*

**Insert as appropriate to UMass Boston**