

# Campus Climate Diversity Questionnaire



## Section A.

Using the scale provided, please indicate how well you feel the University has succeeded in each of the following areas, by checking the appropriate box:

1. Establish and foster a work environment that is exciting and challenging, based on freedom from discrimination and absence of cultural barriers.

1 Very Poor	2 Poor	3 Fair	4 Good	5 Very Good
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2. Fairly and equitably provide to all faculty and staff the opportunity to develop, participate, contribute, and exercise their full creativity and expertise toward the University's mission.

1 Very Poor	2 Poor	3 Fair	4 Good	5 Very Good
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. Cultivate an environment that values differences and individuality and encourages the full development of all professional potentials and utilization of all talents.

1 Very Poor	2 Poor	3 Fair	4 Good	5 Very Good
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

4. Promote trust, enhance communication, and nurture respect and concern for the welfare of all individuals within the University.

1 Very Poor	2 Poor	3 Fair	4 Good	5 Very Good
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

5. Provide an environment that supports cooperation, team work, and mutual understanding among our faculty and staff.

1 Very Poor	2 Poor	3 Fair	4 Good	5 Very Good
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

6. Cultivate a responsive attitude toward multi-culturalism that influences all policies, processes, and procedures.

1 Very Poor	2 Poor	3 Fair	4 Good	5 Very Good

7. Allow and encourage all faculty and staff to look at problems within the University from new perspectives and to attempt to solve them in nontraditional as well as traditional ways.

1 Very Poor	2 Poor	3 Fair	4 Good	5 Very Good

8. Provide opportunities to develop and grow at all levels without barriers or discrimination.

1 Very Poor	2 Poor	3 Fair	4 Good	5 Very Good

9. Demonstrate concern for faculty and staff welfare, morale, and trust.

1 Very Poor	2 Poor	3 Fair	4 Good	5 Very Good

10. Make sure each faculty and staff feels valued.

1 Very Poor	2 Poor	3 Fair	4 Good	5 Very Good

11. Promote a administrative style that accepts and appreciates the unique differences of individuals.

1 Very Poor	2 Poor	3 Fair	4 Good	5 Very Good

12. Give due consideration to unsolicited input from faculty and staff in communication and deliberation processes so that faculty and staff views are heard without retribution.

1 Very Poor	2 Poor	3 Fair	4 Good	5 Very Good

13. Provide honest and timely feedback to faculty and staff concerns.

1 Very Poor	2 Poor	3 Fair	4 Good	5 Very Good

14. Correct situations where cultural differences result in faculty and staff being unfairly taken advantage of.

1 Very Poor	2 Poor	3 Fair	4 Good	5 Very Good

15. Give full consideration to all individuals when considering nominations for promotions, awards and recognition.

1 Very Poor	2 Poor	3 Fair	4 Good	5 Very Good



## Section B.

Again using a scale of 1 to 5, please answer the following questions regarding how you are treated at the University of La Verne:

1. Do you feel that you personally are treated fairly by ULV administration?

1 Decidedly Not	2 Often Not	3 Neutral	4 Generally Yes	5 Definitely Yes

2. Do you feel that you personally are treated fairly by fellow faculty and staff?

1 Decidedly Not	2 Often Not	3 Neutral	4 Generally Yes	5 Definitely Yes

3. Do you feel that the University provides an effective mentoring environment that is relevant to your career objectives?

1 Decidedly Not	2 Often Not	3 Neutral	4 Generally Yes	5 Definitely Yes

4. Do you feel that the training or educational programs that are available contribute significantly to your career objectives?

1 Decidedly Not	2 Often Not	3 Neutral	4 Generally Yes	5 Definitely Yes

5. Do you feel that you could be more effective as faculty or staff if you were treated differently than you are now?

1 Decidedly Not	2 Often Not	3 Neutral	4 Generally Yes	5 Definitely Yes

6.a. Do you feel that you are treated with the respect that you should be treated with?

1 Decidedly Not	2 Often Not	3 Neutral	4 Generally Yes	5 Definitely Yes

b. If your answer to 6a was not a 5, do you feel that part of the reason for your not being treated with respect is your sex, your race, your age, a handicap, or any aspect of your cultural background?

1 Decidedly Not	2 Often Not	3 Neutral	4 Generally Yes	5 Definitely Yes

### Section C

Please read the following statements that people might make about their university. After reading each statement, indicate how you feel about the statement on the scale

1. I think this university is a good place for me to work.

1 Strongly Agree	2 Agree	3 Neutral	4 Disagree	5 Strongly Disagree

2. People on this campus do not share the same values.

1 Strongly Agree	2 Agree	3 Neutral	4 Disagree	5 Strongly Disagree

3. I feel at home on this campus.

1 Strongly Agree	2 Agree	3 Neutral	4 Disagree	5 Strongly Disagree

4. Very few of my fellow faculty or staff members know me.

1 Strongly Agree	2 Agree	3 Neutral	4 Disagree	5 Strongly Disagree

5. I care about what my fellow faculty or staff members think of my actions.

1 Strongly Agree	2 Agree	3 Neutral	4 Disagree	5 Strongly Disagree

6. I have no influence over what this university is like.

1 Strongly Agree	2 Agree	3 Neutral	4 Disagree	5 Strongly Disagree

7. People on this university generally don't get along with each other.

1 Strongly Agree	2 Agree	3 Neutral	4 Disagree	5 Strongly Disagree

8. I feel comfortable voicing my opinion at faculty or staff meetings.

1 Strongly Agree	2 Agree	3 Neutral	4 Disagree	5 Strongly Disagree

9. I feel like I have things in common with others at this university.

1 Strongly Agree	2 Agree	3 Neutral	4 Disagree	5 Strongly Disagree

#### Section D.

1. Please check which categories you fall into (one each for parts A, B, and C):

A		B		C	
<input type="checkbox"/>	White	<input type="checkbox"/>	Male	<input type="checkbox"/>	Physically challenged (or handicapped)
<input type="checkbox"/>	Asian-American	<input type="checkbox"/>	Female	<input type="checkbox"/>	Not physically challenged
<input type="checkbox"/>	Hispanic				
<input type="checkbox"/>	Native American Indian				
<input type="checkbox"/>	Other (please indicate)				

D. If you would like to reveal additional personal information (e.g., name, age, handicap), please do so:

2. Please indicate on an attached page any items that you feel the Multi-Cultural Campus Assessment Committee should address.

3. Please feel free to provide on an attached page any suggestions for improvement, for example, on any items above for which you indicated the existence of problems.