

Appendix for Faculty Survey

Attention Given to Diversity-Related Issues

Table 1: How would you assess the level of attention currently given to diversity-related issues on the UA campus? Full Sample by Ethnicity

	Majority	Minority
1 --Too Little	8.43	11.86
2	23.69	28.81
3 -- About Right	48.06	40.68
4	12.53	6.78
5 -- Too Much	7.29	11.86

Table 2: How would you assess the level of attention currently given to diversity-related issues on the UA campus? Full Sample by Gender

	Female	Male
1 --Too Little	14.14	5.54
2	34.55	17.92
3 -- About Right	37.70	52.77
4	8.90	13.68
5 – Too Much	4.71	10.10

Table 3: How would you assess the level of attention currently given to diversity-related issues on the UA campus? Full Sample by Sexual Orientation

	Heterosexual	GLBQ
1 –Too Little	8.57	16.67
2	22.91	44.44
3 -- About Right	48.61	33.33
4	12.21	5.56
5 -- Too Much	7.71	0.00

Table 4: How would you assess the level of attention currently given to diversity-related issues on the UA campus? Full Sample by National Origin

	US Citizen	International
1 --Too Little	9.38	8.86
2	28.13	23.97
3 -- About Right	43.75	47.30
4	9.38	11.88
5 -- Too Much	9.38	7.99

Student Development and Diversity

Table 5: Please indicate your level of agreement or disagreement with each of the following: Helping students develop the ability to function in a multicultural/ diverse society should be a part of the UA mission - Full Sample by Gender

	Female	Male
1-- Strongly Agree	63.02	43.51
2 – Agree	30.21	48.38
3 – Neutral	5.73	5.52
4 – Disagree	1.04	0.97
5 -- Strongly Disagree	0.00	1.62

Table 6: Please indicate your level of agreement or disagreement with each of the following: Helping students develop the ability to function in a multicultural/ diverse society should be a part of the UA mission - Full Sample by Sexual Orientation

	Heterosexual	GLBQ
1-- Strongly Agree	50.11	72.22
2 – Agree	42.86	22.22
3 – Neutral	4.90	5.56
4 – Disagree	1.28	0.00
5 -- Strongly Disagree	0.85	0.00

Beliefs about Hiring Policies

Table 7: Please indicate your level of agreement or disagreement with each of the following: The hiring of faculty of color (e.g., African-American, Latino-American, Native American) should be a priority for the UA - Full Sample by Gender

	Female	Male
1—Strongly Agree	32.29	19.48
2 -- Agree	40.10	42.53
3 -- Neutral	18.75	24.35
4 -- Disagree	7.29	9.09
5 – Strongly Disagree	1.56	4.55

Table 8: Please indicate your level of agreement or disagreement with each of the following: The hiring of female faculty in disciplines in which they are underrepresented should be a priority for the UA - Full Sample by Gender

	Female	Male
1—Strongly Agree	43.23	23.03
2 -- Agree	39.06	38.82
3 -- Neutral	12.50	24.67
4 -- Disagree	4.69	8.55
5 – Strongly Disagree	0.52	4.93

Perceptions of the University as Student Centered

Table 9: Please indicate your level of agreement or disagreement with each of the following: - The UA administration is committed to making the UA a student-centered university – Full Sample by Ethnicity

	Majority	Minority
1-- Strongly Agree	13.07	16.95
2 -- Agree	33.49	38.98
3 -- Neutral	25.69	27.12
4 -- Disagree	20.41	15.25
5 -- Strongly Disagree	7.34	1.69

Perceptions of the University as Welcoming Diverse Perspectives

Table 10: Please indicate your level of agreement or disagreement with each of the following: - The UA administration is committed to creating an environment that welcomes many different ideas and perspectives - Full Sample by Ethnicity

	Majority	Minority
1-- Strongly Agree	10.98	13.33
2 -- Agree	35.47	43.33
3 -- Neutral	29.75	23.33
4 -- Disagree	17.16	18.33
5 -- Strongly Disagree	6.64	1.67

Table 11: Please indicate your level of agreement or disagreement with each of the following: The UA administration is committed to creating an environment that welcomes many different ideas and perspectives - Full Sample by National Origin

	International	US Citizen
1-- Strongly Agree	12.50	11.47
2 -- Agree	46.88	36.15
3 -- Neutral	25.00	28.79
4 -- Disagree	6.25	17.75
5 -- Strongly Disagree	9.38	5.84

Table 12: Please indicate your level of agreement or disagreement with each of the following: The UA administration is committed to creating an environment that welcomes many different ideas and perspectives - Full Sample by Gender

	Female	Male
1-- Strongly Agree	13.61	10.13
2 -- Agree	29.84	40.52
3 -- Neutral	35.08	25.16
4 -- Disagree	16.75	17.32
5 -- Strongly Disagree	4.71	6.86

Table 13: Please indicate your level of agreement or disagreement with each of the following: The UA administration is committed to creating an environment that welcomes many different ideas and perspectives - Full Sample by Sexual Orientation

	Heterosexual	GLBQ
1-- Strongly Agree	11.13	11.11
2 -- Agree	37.69	16.67
3 -- Neutral	29.34	22.22
4 -- Disagree	16.27	38.89
5 -- Strongly Disagree	5.57	11.11

Perceptions of Safety on Campus

Table 14: Please indicate your level of agreement or disagreement with each of the following: In general, I feel physically safe on the UA campus - Full Sample by Gender

	Female	Male
1-- Strongly Agree	31.55	50.50
2 -- Agree	55.61	44.82
3 -- Neutral	9.63	3.68
4 -- Disagree	2.67	0.67
5 -- Strongly Disagree	0.53	0.33

Recommending UA as a Good Place to Work

Table 15: Please indicate your level of agreement or disagreement with each of the following: I would feel comfortable recommending UA as a good place to work to faculty of color (e.g., Native American, Latino-American, African-American) - Full Sample by Ethnicity

	Majority	Minority
1-- Strongly Agree	21.92	30.00
2 -- Agree	48.63	30.00
3 -- Neutral	19.41	26.67
4 -- Disagree	8.45	6.67
5 -- Strongly Disagree	1.60	6.67

Table 16: Please indicate your level of agreement or disagreement with each of the following: I would feel comfortable recommending UA as a good place to work for female faculty – Full Sample by Gender

	Female	Male
1-- Strongly Agree	17.28	36.88
2 -- Agree	49.74	45.51
3 -- Neutral	19.37	13.95
4 -- Disagree	7.33	1.99
5 -- Strongly Disagree	6.28	1.66

Reports of Discriminatory Remarks by Students

Table 17: To what extent has a student directed any of the following actions toward you on the UA campus? Negative remarks related to your sexual orientation - Full Sample by Sexual Orientation

	Heterosexual	GLBQ
1 – Frequently	0.0	0.0
2	0.43	5.56
3	3.45	22.22
4	3.02	16.67
5 – Never	93.10	55.56

Table 18: To what extent has a student directed any of the following actions toward you on the UA campus? Negative remarks related to your gender - Full Sample by Gender

	Female	Male
1 – Frequently	1.06	0.00
2	7.94	1.64
3	11.64	2.62
4	19.05	8.20
5 – Never	60.32	87.54

Table 19: To what extent has a student directed any of the following actions toward you on the UA campus? Negative remarks related to your race - Full Sample by Ethnicity

	Majority	Minority
1 – Frequently	0.0	0.0
2	0.46	5.00
3	2.97	10.00
4	5.49	18.33
5 – Never	91.08	66.67

Table 20: To what extent has a student directed any of the following actions toward you on the UA campus? Negative remarks related to your country of origin - Full Sample by National Origin

	International	US Citizen
1 – Frequently	0.00	0.22
2	12.90	0.43
3	3.23	3.02
4	9.68	6.48
5 – Never	74.19	89.85

Table 21: To what extent has a student directed any of the following actions toward you on the UA campus? Negative remarks related to your physical ability/disability - Full Sample by Disability

	Non-disabled	Disabled
1 – Frequently	0.00	4.00
2	0.65	4.00
3	1.94	16.00
4	3.44	20.00
5 – Never	93.98	56.00

Reports of Discriminatory Remarks by Peers

Table 22: .To what extent has another faculty member directed any of the following actions toward you on the UA campus? Negative remarks related to your sexual orientation - Full Sample by Sexual Orientation

	Heterosexual	GLBQ
1 – Frequently	0.21	5.56
2	1.07	27.78
3	2.14	11.11
4	2.57	5.56
5 – Never	94.00	50.00

Table 23: To what extent has another faculty member directed any of the following actions toward you on the UA campus? Negative remarks related to your gender - Full Sample by Gender

	Female	Male
1 – Frequently	1.57	0.66
2	9.42	1.65
3	12.04	4.95
4	18.85	9.57
5 – Never	58.12	83.17

Table 24: To what extent has another faculty member directed any of the following actions toward you on the UA campus? Negative remarks related to your race - Full Sample by Ethnicity

	Majority	Minority
1 – Frequently	0.0	0.0
2	1.37	5.00
3	2.51	11.67
4	3.19	10.00
5 – Never	92.94	73.33

Table 25: To what extent has another faculty member directed any of the following actions toward you on the UA campus? Negative remarks related to your country of origin – Full Sample by National Origin

	International	US Citizen
1 – Frequently	0.0	0.0
2	3.13	0.65
3	6.25	2.61
4	3.13	4.57
5 – Never	87.50	92.17

Table 26: To what extent has another faculty member directed any of the following actions toward you on the UA campus? Negative remarks related to your physical ability/disability Full Sample by Disability

	Non-disabled	Disabled
1 – Frequently	0.00	4.00
2	1.29	4.00
3	2.15	16.00
4	2.58	12.00
5 – Never	93.98	64.00

Extent to Which People at UA Have Helped

Table 27: Indicate the extent to which one or more people at the UA have helped you in the following ways: Given you feedback on your projects - Full Sample by National Origin

	International	US Citizen
1 – Frequently	18.75	16.56
2	25.00	27.89
3	31.25	23.75
4	9.38	17.43
5 – Never	0.00	10.02
6 -- N/A	15.63	4.36

Table 28: Indicate the extent to which one or more people at the UA have helped you in the following ways: Assisted with problems or issues related to balancing your work and family life - Full Sample by National Origin

	International	US Citizen
1 – Frequently	9.38	15.18
2	46.88	34.27
3	28.13	21.69
4	12.50	16.05
5 – Never	0.00	9.54
6 -- N/A	3.13	3.25

Table 29: Indicate the extent to which one or more people at the UA have helped you in the following ways: Collaborated with you on research projects - Tenure Track Faculty by Ethnicity

	Majority	Minority
1 – Frequently	30.15	17.78
2	28.36	22.22
3	17.31	20.00
4	11.64	17.78
5 – Never	10.15	17.78
6 -- N/A	2.39	4.44

Table 30: Indicate the extent to which one or more people at the UA have helped you in the following ways: Collaborated with you on research projects - Tenure Track Faculty by Gender

	Female	Male
1 – Frequently	27.35	28.79
2	22.22	29.92
3	17.09	18.18
4	15.38	11.74
5 – Never	13.68	9.47
6 -- N/A	4.27	1.89

Table 31: Indicate the extent to which one or more people at the UA have helped you in the following ways: Invited you to write chapters, chair sessions, review articles Tenure Track Faculty by Gender

	Female	Male
1 – Frequently	10.17	10.07
2	17.80	27.99
3	18.64	20.15
4	17.80	13.81
5 – Never	31.36	22.01
6 -- N/A	4.24	5.97

Table 32: Indicate the extent to which one or more people at the UA have helped you in the following ways: Served as a mentor/role model - Tenure Track Faculty by Gender

	Female	Male
1 – Frequently	29.91	15.67
2	22.22	23.13
3	15.38	26.12
4	15.38	16.42
5 – Never	16.24	11.19
6 -- N/A	0.85	7.46

Table 33: Indicate the extent to which one or more people at the UA have helped you in the following ways: Given you feedback on your projects - Non-Tenure Track Faculty by Gender

	Female	Male
1 – Frequently	19.70	17.14
2	24.24	25.71
3	16.67	28.57
4	13.64	8.57
5 – Never	13.64	11.43
6 -- N/A	12.12	8.57

Table 34: Indicate the extent to which one or more people at the UA have helped you in the following ways: Served as a mentor/role model - Non Tenure Track Faculty by Ethnicity

	Majority	Minority
1 – Frequently	33.33	16.67
2	22.22	16.67
3	18.89	8.33
4	7.78	25.00
5 – Never	10.00	8.33
6 -- N/A	7.78	25.00

Table 35: Indicate the extent to which one or more people at the UA have helped you in the following ways: Promoted your reputation with others - Non-Tenure Faculty by Ethnicity

	Majority	Minority
1 – Frequently	32.58	0.00
2	33.71	50.00
3	15.73	16.67
4	5.62	25.00
5 – Never	5.62	8.33
6 -- N/A	6.74	0.00

Satisfaction with Aspects of the UA Work Environment

Table 36: How satisfied are you with the following aspects of your work environment at the UA? Opportunity to collaborate with other faculty - Tenure Track Faculty by Gender

	Female	Male
1 – Very Satisfied	22.22	20.97
2	29.91	49.81
3 -- About Right	33.33	16.85
4	7.69	7.87
5 – Very Dissatisfied	3.42	2.25
6 -- N/A	3.42	2.25

Table 37: How satisfied are you with the following aspects of your work environment at the UA? Sense of support from your unit chair - Tenure Track Faculty by Gender

	Female	Male
1 – Very Satisfied	32.17	30.30
2	28.70	33.71
3 -- About Right	15.65	16.29
4	10.43	5.68
5 – Very Dissatisfied	8.70	9.09
6 -- N/A	4.35	4.92

Table 48: How satisfied are you with the following aspects of your work environment at the UA? Balance between your professional and personal life - Tenure Track Faculty by Gender

	Female	Male
1 – Very Satisfied	10.34	9.70
2	35.34	45.90
3 -- About Right	25.86	30.60
4	22.41	11.19
5 – Very Dissatisfied	5.17	2.24
6 -- N/A	0.86	0.37

Table 39: How satisfied are you with the following aspects of your work environment at the UA? Opportunity to collaborate with other faculty -Tenure Track Faculty by Ethnicity

	Majority	Minority
1 – Very Satisfied	22.85	10.87
2	43.32	50.00
3 -- About Right	22.85	13.04
4	6.23	19.57
5 – Very Dissatisfied	2.67	0.00
6 -- N/A	2.08	6.52

Table 40: How satisfied are you with the following aspects of your work environment at the UA? Quality of interactions with your students - Tenure Track Faculty by Ethnicity

	Majority	Minority
1 – Very Satisfied	33.43	27.66
2	54.44	55.32
3 -- About Right	7.99	8.51
4	3.85	4.26
5 – Very Dissatisfied	0.30	0.00
6 -- N/A	0.00	4.26

Table 41: How satisfied are you with the following aspects of your work environment at the UA? Level of funding for your research - Non Tenure Track Faculty by Ethnicity

	Majority	Minority
1 – Very Satisfied	3.33	0.00
2	6.67	0.00
3 -- About Right	13.33	25.00
4	8.89	16.67
5 – Very Dissatisfied	11.11	8.33
6 -- N/A	56.67	50.00

Table 42: How satisfied are you with the following aspects of your work environment at the UA? Quality of interactions with your students - Non-Tenure Track Faculty by Ethnicity

	Majority	Minority
1 – Very Satisfied	53.33	33.33
2	37.78	50.00
3 -- About Right	7.78	8.33
4	0.0	0.0
5 – Very Dissatisfied	0.0	0.0
6 -- N/A	1.11	8.33

Perceptions of the UA Work Environment for Tenure Track Faculty

Table 43: How much do you agree/disagree with each statement about your work environment? My research interests are valued by my UA colleagues - Full Sample by National Origin

	International	US Citizen
1 – Strongly Agree	12.50	12.28
2 -- Agree	56.25	39.22
3 -- Neutral	18.75	21.12
4 -- Disagree	6.25	13.36
5 – Strongly Disagree	0.00	3.88
6 -- N/A	6.25	10.13

Table 44: How much do you agree/disagree with each statement about your work environment? My UA colleagues have lower expectations of me than of other faculty in my unit - Full Sample by Disability

	Non-disabled	Disabled
1 – Strongly Agree	2.36	4.00
2 -- Agree	6.00	16.00
3 -- Neutral	17.77	16.00
4 -- Disagree	34.48	20.00
5 – Strongly Disagree	31.05	40.00
6 -- N/A	8.35	4.00

Table 45: How much do you agree/disagree with each statement about your work environment? I have felt pressure to minimize characteristics of myself in order to fit in at the UA - Full Sample by Disability

	Non-disabled	Disabled
1 – Strongly Agree	6.00	20.00
2 -- Agree	16.49	12.00
3 -- Neutral	13.70	12.00
4 -- Disagree	31.48	24.00
5 – Strongly Disagree	29.98	28.00
6 -- N/A	2.36	4.00

Table 46: How much do you agree/disagree with each statement about your work environment? My research interests are valued by my UA colleagues - Tenure Track Faculty by Gender

	Female	Male
1 – Strongly Agree	11.86	14.50
2 -- Agree	38.98	49.07
3 -- Neutral	22.88	23.05
4 -- Disagree	20.34	10.78
5 – Strongly Disagree	5.93	1.49
6 -- N/A	0.00	1.12

Table 47: How much do you agree/disagree with each statement about your work environment? I feel pressured to change my research agenda in order to fit in with the priorities of my unit Tenure Track by Gender

	Female	Male
1 – Strongly Agree	6.03	5.24
2 – Agree	12.93	10.49
3 – Neutral	18.10	16.48
4 -- Disagree	31.90	35.96
5 – Strongly Disagree	27.59	29.96
6 -- N/A	3.45	1.87

Table 48: How much do you agree/disagree with each statement about your work environment? I have felt pressure to minimize characteristics of myself in order to fit in at the UA - Tenure Track Faculty by Gender

	Female	Male
1 – Strongly Agree	10.17	6.37
2 -- Agree	20.34	13.11
3 -- Neutral	10.17	15.73
4 -- Disagree	29.66	30.71
5 – Strongly Disagree	27.97	32.21
6 -- N/A	1.69	1.87

Table 49: How much do you agree/disagree with each statement about your work environment? The tenure and promotion procedures in my unit are clearly defined and understood by unit members - Tenure Track Faculty by Gender

	Female	Male
1 – Strongly Agree	12.71	20.15
2 -- Agree	39.83	44.78
3 -- Neutral	21.19	17.91
4 -- Disagree	15.25	10.45
5 – Strongly Disagree	11.02	5.97
6 -- N/A	0.00	.75

Table 50: How much do you agree/disagree with each statement about your work environment? My approach to teaching is valued by my UA colleagues - Tenure Track Faculty by Ethnicity

	Majority	Minority
1 – Strongly Agree	16.57	6.38
2 -- Agree	49.40	55.32
3 -- Neutral	23.19	21.28
4 -- Disagree	7.83	14.89
5 – Strongly Disagree	1.81	0.00
6 -- N/A	1.20	2.13

Multicultural/Diversity-Related Course as a Requirement

Table 51: Please indicate your level of agreement or disagreement with each of the following: multicultural/diversity-related course should be a requirement for all UA undergraduate students -Full Sample by Ethnicity

	Majority	Minority
1 – Strongly Agree	14.42	22.03
2 -- Agree	18.31	18.64
3 -- Neutral	25.17	33.90
4 -- Disagree	25.17	8.47
5 – Strongly Disagree	16.93	16.95

Table 52: Please indicate your level of agreement or disagreement with each of the following: multicultural/diversity-related course should be a requirement for all UA undergraduate students - Full Sample by Gender

	Female	Male
1 – Strongly Agree	9.54	24.48
2 -- Agree	14.47	25.00
3 -- Neutral	29.61	20.83
4 -- Disagree	24.67	20.83
5 – Strongly Disagree	21.71	8.85

Table 53: Please indicate your level of agreement or disagreement with each of the following: A multicultural/diversity-related course should be a requirement for all UA undergraduate students - Full Sample by Sexual Orientation

	Heterosexual	GLBQ
1 – Strongly Agree	15.05	11.11
2 -- Agree	18.06	33.33
3 -- Neutral	26.45	33.33
4 -- Disagree	23.44	16.67
5 – Strongly Disagree	16.99	5.56

Table 54: Please indicate your level of agreement or disagreement with each of the following: multicultural/diversity-related course should be a requirement for all UA undergraduate students Full Sample by National Origin

	International	US Citizen
1 – Strongly Agree	12.50	15.62
2 -- Agree	15.63	18.22
3 -- Neutral	40.63	24.95
4 -- Disagree	18.75	23.64
5 – Strongly Disagree	12.50	17.57

Importance of Diversity Interactions in the Classroom

Table 55: In your classroom, how important is interaction between students of different backgrounds to each of the following: Helping students develop their ability to think critically Full Sample by Ethnicity

	Majority	Minority
1 – Strongly Agree	38.11	45.00
2 -- Agree	39.26	35.00
3 -- Neutral	17.55	11.67
4 -- Disagree	3.70	5.00
5 – Strongly Disagree	1.39	3.33

Table 56: In your classroom, how important is interaction between students of different backgrounds to each of the following: Affecting the development of students' leadership abilities - Full Sample by Ethnicity

	Majority	Minority
1 – Strongly Agree	28.40	35.00
2 -- Agree	42.96	40.00
3 -- Neutral	25.12	18.33
4 -- Disagree	2.35	3.33
5 – Strongly Disagree	1.17	3.33

Table 57: In your classroom, how important is interaction between students of different backgrounds to each of the following: Helping students develop a willingness to examine their own perspectives and values - Full Sample by Ethnicity

	Majority	Minority
1 – Strongly Agree	42.92	53.33
2 -- Agree	40.14	30.00
3 -- Neutral	14.39	15.00
4 -- Disagree	1.39	1.67
5 – Strongly Disagree	1.16	0.00

Table 58: In your classroom, how important is interaction between students of different backgrounds to each of the following: Exposing students to perspectives with which they disagree or which they do not understand - Full Sample by Ethnicity

	Majority	Minority
1 – Strongly Agree	45.48	46.67
2 -- Agree	39.44	41.67
3 -- Neutral	11.83	10.00
4 -- Disagree	1.86	1.67
5 – Strongly Disagree	1.39	0.00

Table 59: In your classroom, how important is interaction between students of different backgrounds to each of the following: Helping students develop their ability to think critically Full Sample by Gender

	Female	Male
1 – Strongly Agree	55.26	28.38
2 -- Agree	33.16	42.57
3 -- Neutral	7.89	22.44
4 -- Disagree	3.16	4.29
5 – Strongly Disagree	0.53	2.31

Table 60: In your classroom, how important is interaction between students of different backgrounds to each of the following: Affecting the development of students' leadership abilities - Full Sample by Gender

	Female	Male
1 – Strongly Agree	40.53	21.81
2 -- Agree	42.11	42.95
3 -- Neutral	15.79	29.87
4 -- Disagree	1.58	3.02
5 – Strongly Disagree	0.00	2.35

Table 61: In your classroom, how important is interaction between students of different backgrounds to each of the following: Helping students develop a willingness to examine their own perspectives and values - Full Sample by Gender

	Female	Male
1 – Strongly Agree	60.53	33.89
2 -- Agree	30.53	44.19
3 -- Neutral	7.37	18.94
4 -- Disagree	1.05	1.66
5 – Strongly Disagree	0.53	1.33

Table 62: In your classroom, how important is interaction between students of different backgrounds to each of the following: Exposing students to perspectives with which they disagree or which they do not understand - Full Sample by Gender

	Female	Male
1 – Strongly Agree	60.85	36.09
2 -- Agree	31.75	44.37
3 -- Neutral	5.82	15.56
4 -- Disagree	1.06	2.32
5 – Strongly Disagree	0.53	1.66

Table 63: In your classroom, how important is interaction between students of different backgrounds to each of the following: Helping students develop their ability to think critically Full Sample by Sexual Orientation

	Heterosexual	GLBQ
1 – Strongly Agree	38.01	50.00
2 -- Agree	39.09	38.89
3 -- Neutral	17.28	11.11
4 -- Disagree	4.10	0.00
5 – Strongly Disagree	1.51	0.00

Table 64: In your classroom, how important is interaction between students of different backgrounds to each of the following: Affecting the development of students' leadership abilities Full Sample by Sexual Orientation

	Heterosexual	GLBQ
1 – Strongly Agree	28.29	38.89
2 -- Agree	42.76	44.44
3 -- Neutral	25.00	16.67
4 -- Disagree	2.63	0.00
5 – Strongly Disagree	1.32	0.00

Emphasis on Racial/Ethnic Diversity and the Quality of UA

Table 65: Please indicate your level of agreement with each of the following statements. Too much emphasis on racial/ethnic diversity has lowered the quality of the UA institution – Full Sample by Gender

	Female	Male
1 – Strongly Agree	2.60	5.84
2 -- Agree	5.73	9.42
3 -- Neutral	19.79	31.82
4 -- Disagree	43.75	36.36
5 – Strongly Disagree	28.13	16.56

Table 66: Please indicate your level of agreement with each of the following statements. Too much emphasis on racial/ethnic diversity has lowered the quality of the UA institution - Full Sample by Sexual Orientation

	Heterosexual	GLBQ
1 – Strongly Agree	4.05	0.00
2 -- Agree	8.74	0.00
3 -- Neutral	27.51	33.33
4 -- Disagree	39.23	38.89
5 – Strongly Disagree	20.47	27.78

Feeling Valued at the University of Arkansas

Table 67: Please indicate your level of agreement or disagreement with each of the following: In general, I feel valued at the UA - Full Sample by Gender

	Female	Male
1 – Strongly Agree	12.11	14.66
2 -- Agree	43.68	43.65
3 -- Neutral	24.74	19.87
4 -- Disagree	13.68	15.31
5 – Strongly Disagree	5.79	6.51

Glad I Came to The University of Arkansas

Table 68: Please indicate your level of agreement or disagreement with each of the following: In general, I feel valued at the UA -Full Sample by Ethnicity

	Majority	Minority
1 – Strongly Agree	13.99	11.67
2 -- Agree	43.58	46.67
3 -- Neutral	20.87	23.33
4 -- Disagree	14.91	13.33
5 – Strongly Disagree	6.65	5.00

Table 69: Please indicate your level of agreement or disagreement with each of the following: In general, I feel valued at the UA -Full Sample by National Origin

	International	US Citizen
1 – Strongly Agree	21.88	13.45
2 -- Agree	53.13	43.17
3 -- Neutral	9.38	21.91
4 -- Disagree	12.50	14.75
5 – Strongly Disagree	3.13	6.72

Overall Satisfaction with the U of A Experience

Table 70: Rate your overall satisfaction with your UA experience so far. Full Sample by Gender

	Female	Male
1 – Very Satisfied	22.63	26.38
2 – Satisfied	47.37	45.93
3 – Neutral	20.53	16.61
4 – Dissatisfied	6.32	9.12
5 – Very Dissatisfied	3.16	1.95