

## **North Dakota State University Comments Analysis**

Out of the 1,661 surveys received from the NDSU climate assessment, a number of respondents contributed remarks to the open-ended questions throughout the survey. As the first several items were follow-up questions that allowed respondents to allow for more detail about their answers to a previous question, the comments provided for those several items were included in the body of the NDSU full report. This section of the report summarizes the comments<sup>1</sup> submitted for four of the open-ended questions and provides examples of those remarks echoed by several respondents.

### **Campus Resources/Initiatives Which Provide an Inclusive Environment**

The first survey item addressed in this section of the report asked respondents to “comment on campus resources and initiatives relevant to providing an inclusive environment for all people.” The vast majority of individuals who commented focused on resources and initiatives for physically handicapped and learning disabled people, stating that snow and ice make it difficult to get around in the winter, that physically disabled people are often unable to reach the Disability Services Office since it is on the second floor where the elevator is often not functioning, and that there are few truly accessible buildings and parking spaces. Respondents wanted more services and accommodations for learning disabled individuals.

Some respondents commented on specific offices and resources geared more generally to “diversity” at NDSU, and most people were complimentary, noting that NDSU “has a long way to go, but is heading in the right direction.” Others thought the institution should pay more attention to the majority population and avoid “special treatment” for any campus groups. Individual comments are presented below.

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<sup>1</sup> This report provides respondents’ verbatim comments.

## Faculty Comments

- *A significant problem I have encountered recently is an issue surrounding classroom technology and accessibility to media. For example, VCR/DVD players do not have options for closed captioning nor do the options for media reserves viewing in the library.*
- *I think that the Diversity Council is a good start.*
- *While there are resources and initiatives to provide an inclusive environment, most are short-term, quick-fix type of initiatives. Difference of most any kind is not welcomed at NDSU.*
- *It seems that administration means well but perhaps more regular input from faculty who are invested in providing an inclusive environment would help.*
- *Good focus on hiring and retention of women faculty.*
- *I think the university needs to stop coming up with "additional" or "add on" events, groups, centers, and experiences to foster diversity and do more to integrate diversity into the curriculum and existing experiences which are going to touch a wider range of our students and faculty.*
- *The buildings I'm familiar with are accessible. However, handicapped parking is generally not nearby and typically full. I have helped a disabled person navigate a handicapped parking space that had a dangerous buildup of ice. It was difficult for me to walk on it. This is a large campus with little facility that I'm aware of for assisting disabled students to get from building to building in the allotted time between classes.*
- *The ABEN Building is labeled handicapped accessible. The only thing accessible is the front door. All class rooms are on the second floor and there is no elevator.*
- *I think the campus is making a great effort to include everyone. I think resources need to be in place for all departments to include diverse groups. I also think reverse discrimination needs to be remembered as we are increase diversity.*
- *My concern is that the quality of education will fall if more qualified faculty candidates are passed over in favor of less qualified "diverse" candidates.*
- *I think there is a lot going on recently, but there is also of lot of catching up to do. Initiatives may have started later than in other institutions.*
- *I think there are many policies and procedures in place to address these issues, but only people who value these things in the first place attend workshops and trainings. For example, I believe that the men that are involved in the FORWARD program are already strong women's advocates and it's mostly the men who do not value this program that need training.*
- *The extreme focus on so-called diversity is actually a bias towards females, people of color, and non-U.S. nationals; it creates a difficult atmosphere for those who do not fit the protected categories.*

- *An incredible amount of time, energy, effort, and resources are spent at NDSU and its various departments to provide an inclusive environment for ALL people regardless of their race, sex, orientation, ethnicity, disability, etc. I have never been on another campus that has gone to such lengths to provide such an inclusive environment. My own department has spent a great deal of effort to hire and promote women and minorities and to make them feel totally included in every level of decision making. Unfortunately, these efforts are not always noticed by them.*
- *Diversity Council Funding has been supportive of good programming; not sure that creates an inclusive environment. Tutoring in the Multicultural Center is a great pro-active step. Diversity Scholarships are great, as long as students are supported.*
- *Need adequate rooms for administering exams for students with learning disability.*
- *Our outreach to Indian reservations in the region is feeble.*
- *Website font is too small. Many of the classrooms and buildings on campus are not accessible for people who have trouble getting around OR for students who are obese. Our classroom seating can also be a problem for pregnant women. Many of the bathroom stalls around campus are too small for obese or pregnant individuals.*

### **Staff Comments**

- *NDSU is making positive steps in the right direction as far as campus initiatives and resources go.*
- *I feel that our diversity programs are predominately focused on international/multi-cultural/race to the exclusion of sexual orientation and disabilities.*
- *I have never seen an NDSU publication with a visibly disabled person in it. We have gotten much better with people of color displayed in publications, but not disabled people.*
- *The Library needs to have counter, shelves or services available for wheel-chaired bound people to access. There are only handicap accessible bathrooms on one floor and pray that the elevator is working. Also the shelving units are too close and wheelchairs cannot access the aisles. I have also noted that is also an issue for bison connection and other service related counters in the union.*
- *I look forward to a Center for Equity and Diversity offering a central hub for resources and supportive people.*
- *I think that maternity leave should be addressed by NDSU especially if there is a need to retain women tenure faculty.*
- *When promoting these programs, I think white employees feel that other groups are being favored. On the other hand, if they are not addressed, it's discrimination. I don't know how much buy-in there is.*
- *All programming I have attended has been outstanding. I think best "advertising" for these is word of mouth.*

- *The strategic plan was a great start for many underrepresented populations. One area that has been left out (even the strategic plan) is strategizing for persons with disabilities. Disability Services does a great job - but they are a small office of 3, so only so much can get done.*
- *You need an informal on-campus Asperser support group where individuals can sit and talk about their social problems to learn from each other.*
- *I feel that the university does all it can to provide an inclusive environment for all people. I also believe that there are many people in many offices, many students and staff who don't adhere to the provisions made in providing an equal opportunity university for everyone.*
- *While it's great that we have all the programs and initiatives geared toward inclusiveness of all people, it only goes so far. Inclusiveness needs to be demonstrated from a top down approach. This administration seems more concerned with not making any headlines in the news rather than openly supporting the people that actually make the university a place of higher learning and acceptance while also preparing students to be employable in the work force once they graduate.*

### **Student Comments**

- *Not all classroom buildings seem fully accessible for those with disabilities. Also, sidewalks on campus this year have been treacherous or impassable for everyone, let alone those with disabilities. Perhaps there should be more handicapped parking spaces closer to relevant buildings.*
- *I feel campus does a great job of having an inclusive environment.*
- *Doing ok. It's never going to be completely equal, you know.*
- *Virtually no welcoming of diverse religious/spiritual offerings. The general mentality seems to be "everyone is welcome, but check your religion at the door."*
- *The university seems to go out of its way to over represent the minority groups (most of which are very small) to such an extent that it seems that these groups often get more attention than the majority.*
- *It would be nice to have a daycare center offering Saturday hours for parents who would like to study on campus.*
- *The multicultural student services department seems quite active and promotes events frequently. The counseling center staff is a wonderful resource for students with mental issues.*
- *If you cannot afford to be tested you have to struggle to make it in your classes, NDSU should provide ways to get tested for learning disabilities as well as anxiety. We are young adults and cannot afford health care to cover those costs so we try to get an education with disabilities.*

- *I think that our office of student affairs is really good about fostering an inclusive environment but I think academic affairs really needs some work. There are some deans and administrators that I have approached and were very unhelpful and I am a woman. I can't imagine how they treat people who are in more of a minority group than I am. I don't think that this goes for all faculty and staff but I think additional training for the provost and others in academic affairs would not be a bad idea.*
- *It's great that you are trying to decrease racism and all, but what about the average American? Shouldn't people born and raised in the area have just as much right if not more to scholarships and financial aid as foreigners? I pay taxes and I worked hard to live on my own, especially after my divorce, but NDSU hasn't given me much support in my academic efforts. I think you should try to personalize rather than diversify.*
- *There should be more special restroom for people with gender orientation. For example, family restroom.*
- *NDSU Safe Zone is a good program and I think there should be more training for students/staff/faculty to show that sexual orientation is not something to "be afraid of."*
- *There will always be a group left out because of societal beliefs and definitions of diversity and what ones are acceptable. I think that NDSU provides many relevant sources for an inclusive environment, but I also believe that everyone's views and definitions vary and not everything can be included because of that.*
- *Diaper changing stations in both men's and women's bathrooms. More accessible/affordable childcare for students (the center is often full).*
- *I think that it should be a required course as an incoming freshman (such as University Studies is) to have a course that fosters cultural, racial, and sexual diversity.*

## **Recommendations to Improve the Climate**

Several respondents offered suggestions for how to improve the climate at NDSU. A number of respondents praised NDSU's efforts with regard to diversity and asked for continued attention to and leadership on the issues. Some respondents wanted to see more people from underrepresented populations in the student, faculty, and administrative ranks, and others wanted NDSU to offer learning opportunities regarding diversity/cultural and religious differences for students, staff, and faculty. A number of individuals talked about homophobia on campus. Several employees mentioned women's issues on campus, calling the administration an "ol' boys' network." Others said the institution has placed too much emphasis on women's issues. Employees wanted salary increases, legitimate evaluations and job descriptions, family leave, and more child care facilities. Many people asked that NDSU leadership and supervisors continue to communicate with all constituents, employees, and students about the myriad of aspects of university life and NDSU's diversity initiatives.

## **Faculty Comments**

- *More frequent changes of administrators at departmental level.*
- *Enact a workable university-wide family leave policy. Currently it's non-existent, although the dean of the College of Arts, Humanities, and Social Sciences has been experimenting with an unwritten policy on an ad hoc basis. The AHSS Policy & Planning Committee has recently drafted a written policy for the dean's and general counsel's review.*
- *Review of senior administrators - better reviews and feedback from faculty*
- *Stop fussing so much about women.*
- *Expand the daycare to offer more spots for kids, keep the daycare open more days of the year, and offer maternity leave to new mothers and paternity leave to new fathers.*
- *NDSU is far behind its peer institutions on many of the issues mentioned in this survey...catch up!*
- *Use merit for promotion and other decisions. TRUE merit and not being a good suck-up.*
- *Continue to do surveys such as these on a regular basis. Present the findings at chairs meetings and faculty forums. Work with faculty to get their input on how to be a better campus in terms of inclusiveness for students.*
- *Flexibility and creativity for finding unique solutions to situations that arise. It shows employees that they we are invested in their well-being and want them to succeed. Happy employees are dedicated employees in my experience.*

- *Stop all of the focus on graduate programs, and get to having and FUNDING excellent undergraduate programs.*
- *Greater diversity.*
- *More transparency in rules and execution of rules and regulations. More administrators and leadership taking responsibility for what happens in their departments, colleges, etc. There needs to be more accountability and follow through on general rules and climate issues.*
- *I believe that racism is no longer a major problem on campus; however, homophobia is an issue that the administration needs to address.*
- *It is not enough for administrators to talk a good diversity game, they simply don't get it. We need younger, more diverse leadership in this place.*
- *Make the faculty feel appreciated: men and women. Meaningful salary increases ASAP. A faculty club. Free access to the wellness center.*
- *Raise the level of pay for entry-level jobs (too low compared to other schools like MSUM).*
- *Seeing new women in higher level student affairs positions is good. However, the problems at NDSU exist on the academic side of the equation. I would like to see mentoring and promotion of women into higher level academic leadership positions. The ADVANCE/FORWARD grant is a great start but the central administration (Provost & Deans) need to truly embrace the need for women in leadership.*
- *Instead of wasting \$\$ and time into diversity/women initiatives and other nicynicity stuff, improve the quality of NDSU overall like more TA, smaller classes, more professors, better library etc*
- *Bring in fresh administrators who are really committed to these issues.*
- *A president and upper administration willing to be unpopular because they do the work of achieving real diversity. ...The old white guys fear change most, so stop putting them in charge if we want real, deep, institutional change.*
- *I'd say among administration and faculty the awareness of a chilly climate has improved. It is important that we pay attention to the way we talk in meetings - language often is exclusionary. As a woman I have heard in meetings far too many masculine sports metaphors and discussions about big football events. So maybe do something with committee dynamics and race and gender. In some departments, staff not as aware or willing to change.*
- *Don't endlessly shove diversity issues down everyone's throat. The result is soon going to be negative rather than positive.*
- *See above. I also think there needs to be much more awareness training that is mandatory - when I go to diversity events it is always the same people (who I like a lot), but it is preaching to the choir - the people making comments about the "feminizes" and how "gay" something is are not there.*
- *The administrators should talk individually with faculty, listen to their concerns, and find out what's actually happening in each department; then do something about it.*
- *I am concerned with reverse discrimination as I have heard non-U.S. faculty (especially middle-east) criticize and mock our leaders, government, and country.*

### **Staff Comments**

- *Some students from the dominant culture react negatively to diversity training. I think it would be useful if instructors could reinforce in their classes(through projects, discussion)--in ways that are relevant to the subject area--what NDSU is trying to do in terms of promoting respect for a diverse campus population.*
- *Work on institutional racism more. We need to acknowledge that we are still a very white institution. We need to address systemic racism not just individual issues or circumstances as they come up.*
- *Students and staff with disabilities need to be better supported. Gender, race, culture, etc. have been addressed in recent times but the needs of persons with disabilities have not been adequately addressed.*
- *Establish criteria for temporary administrative appointments that are based on the position description. A transparent and merit-based process would alleviate some instances of perceived nepotism.*
- *Offer domestic partner benefits, including same-sex domestic partner benefits. This is critical for an equitable work environment and for NDSU to be a nationally competitive research university.*
- *When proposing expanding family leave rights, consideration for the colleague(s) who has to pick up the slack should be kept in mind.*
- *I realize that the campus needs to be responsive to all people, but at the same time we cannot turn our backs on the people that have been here for many years. I feel that being a white male on this campus has put a target on my back.*
- *Make it mandatory that everyone is required to have some diversity/antiracism training.*
- *Improving salaries to keep people in the state.*
- *More mandatory diversity training. For all staff and faculty, there are too many old-fashioned attitudes.*
- *Modify the current smoking policy.*
- *more information transfer between administrative and rank and file*
- *Work with issues of race and sexual orientation. Hire and retain more women on staff and faculty and in places of power. Also, address the issues of people with children and maternity/paternity leave.*
- *Inform staff members what is ok and not ok on how a supervisor is allowed to treat their employees. We understand sexual harassment, but the general treatment of employees needs some focus. It's not ok to call your employee names or to degrade them.*
- *NDSU could really benefit from an on-site day care for faculty and staff.*
- *Respect traditional values and conservative viewpoints.*
- *Anti-bias training and enforcement of policies should be required of all students, student organizations, and staff. Administrators and supervisors should be trained and expected to build inclusive environments through hiring and ongoing reinforcement through positive and proactive means.*

- *Make Diversity and Climate topics more positive - rather than always focusing on the negative areas. If we start to promote the positive things that are happening on campus, and how that is being rewarded and recognized, people can change their attitudes and start to believe and commit to creating a positive climate.*
- *NDSU needs to have an open door policy for complaints providing no fear of retaliation for voicing complaints.*
- *Stop the "good old boys" network. As long as the opinions of women are not given credibility, the climate will not change.*
- *Fair disciplinary actions between men and women. Fair salaries for new employees vs. long term employees.*

### **Student Comments**

- *Tunnels would be amazing for the climate up here, definitely worth the investment.*
- *Administration spends too much time talking and not listening. President Chapman's campus visits -- he talked the ENTIRE time! I thought it was supposed to be an opportunity to us to talk to him. He just wants to hear what he wants to hear.*
- *I think students from rural areas such as me are secluded from different ethnicities, religious views, etc, and they could benefit in learning how to appreciate people who live a different lifestyle than themselves.*
- *Increase diversity so that people are exposed to all different kinds of people, I think that people here are simply ignorant to different cultures.*
- *More inclusiveness for the homosexual population, I feel like they are very under the radar and encounter the same problems every year. I have heard of incidences of staff in certain areas not being accepting of these people.*
- *Be sure to accommodate both traditional and non-traditional students.*
- *More diversity/educational activities for incoming freshmen.*
- *Incorporate a broader vision of diversity to break out of simple demographics. The methods are working, I think, but are too restrictive to the point where we are saying we are diverse because we have large numbers of people in a certain demographic category, which is itself a stereotype of those within the category. It ignores diversity within the categories.*
- *Quit having constant diversity training/events/seminars/classes/etc. We have a healthy environment on campus without endless reminders that we are not all the same. These events only serve to divide people and create resentment.*
- *Give more attention to white people in general, but white males are generally disregarded in all areas of 'diversity' training, awareness, and representation. We are supposed to live in a land of equality, not a land of treating minorities better than everyone else to artificially create equality.*
- *When a class is taught by an international TA or professor, have a non-international assistant to help eliminate any confusion.*
- *Create a "Weekend College" program for adult students.*

- *Hire more non-majority staff and faculty members; give voice to those who are not white males. Diversify the campus!*
- *Provide more targeted services for graduate students, particularly non-traditional students with families & other jobs.*
- *Improve the awareness & acceptance of mental health issues - the counseling center & student health services are wonderful, but the overall campus climate could be improved - perhaps training for faculty in this regard?*
- *Assign not only a faculty advisor but also a student advisor to incoming students, freshman or not. I think that having a student's perspective on what classes to take with which professors would have been a tremendous help when I transferred here.*
- *More training on diversity issues for staff and faculty teaching classes to foster a better environment in the classrooms. More unisex bathrooms. Don't allow the students who play magic card games in the Union by the art gallery to make racist and homophobic jokes and comments. I don't feel comfortable walking up there to get to places and take the long way around at times.*

### **Campus Experiences versus Community Experiences**

One of the open-ended items queried, “Are your experiences on campus different than those you experience in the community surrounding campus? If so, how are these experiences different?” Some of the respondents said their experiences were similar on and off-campus. Of the many respondents that provided commentary, most said that the surrounding community was less educated and less tolerant or accepting than were people on campus. Most of the remarks indicated that the campus climate was more accepting of diversity and difference, though some employees felt they received more respect from people off campus. Remarks included:

### **Faculty Comments**

- *There is more hostility toward traditional values on campus than off campus.*
- *Campus is much more supportive than the surrounding community.*
- *More women faculty at MSUM.*
- *People in the community are friendly. I have found many on campus to be highly competitive and unhappy.*
- *I feel genuinely appreciated on campus; on the other hand, I look at Concordia and MSUM, and I see and experience a different kind of community. We project, and I experience, a rather masculine campus.*
- *I would say that NDSU is more liberal than Fargo, and Fargo more liberal than the rest of North Dakota.*
- *We chose to come to Fargo because it is a safe city and a good place to raise a family. The toxic environment created in my department cancels this.*

- *NDSU seems to be more open to people who are not 'conventional'. Just having an accent seems to be a big excitement for some people off campus. Also, I don't really see too many people of color off campus.*
- *Comfort in the working environment is tied to promotion and tenure, which doesn't create a feeling of security. The climate regarding females in my program is nearly hostile. When I raised the issue climate, I received a good deal of ostracization from my colleagues.*
- *Of course, my experiences on and off campus are different: My colleagues are among the most intelligent and highly educated people in the world. My students are generally brighter and more highly motivated than the majority of people I meet off campus.*

### **Staff Comments**

- *My experience on campus is similar to the surrounding community; I feel that people are more or less treated equal.*
- *Not much different, but if I had to compare, I would say campus is a more positive environment.*
- *Fargo is much more accepting of traditional values and conservative viewpoints.*
- *The campus makes more of an effort to support diversity.*
- *Yes, in the "real world" you are held accountable for your actions and non performers can be let go of their positions.*
- *NDSU does not provide a paid maternity leave that most other businesses provide. I also feel that other businesses have made a great effort to provide an equitable work environment for women.*
- *More sexism on campus than in the community--but we can choose those with whom we associate in our personal lives, not so much at work.*
- *Yes. There is significantly more time spent on diversity programming and other liberal issues within the University than in other workplaces I've been in.*
- *Experiences/interactions on campus are more positive than the surrounding community due to the diversity and openness on campus which does not necessarily transfer to the surrounding community.*

### **Student Comments**

- *The surrounding community is much more narrow minded then the NDSU campus.*
- *I attended MSUM for a short period of time and the two campuses are incomparable. MSUM is much more liberal and many students express their sexual identities freely on campus, unlike at NDSU. I don't think I've ever seen a same-sex couple holding hands while walking to class on our campus in the four years I've been here.*
- *My experiences off campus are more family and religious oriented.*
- *My experiences on campus are better than some students because I am really involved and have tried to make the most out of my time at NDSU.*
- *No, I have had the same experiences community wide.*

- *Yes, much more diverse in terms of demographics (more racial make-up, cultural, immigration, religion). But not that different in terms of worldviews, ideas, thoughts, opinions, and philosophy. It seems to me that the "diversity of ideas" seems to transcend any categorical/demographic differences.*
- *Yes, campus feels much safer.*
- *The general community, greater Fargo Moorhead, has greater ethnical diversity than the bitter attitudes majority people have for non-majority on the NDSU campus.*
- *I feel that if I was not in the NDSU area of Fargo, I would not see a single minority.*
- *Yes, the NDSU community is more inclusive, less discriminatory, than the rest of Fargo and much less than the rest of the state.*
- *Not really. Living on campus was much more crowded and busy than living off campus.*
- *no, basically the same except the talk about diversity is much more "in your face" on campus with posters and stuff all over the place... but when you get right down to it, it's pretty much the same climate on and off campus in Fargo.*

### **Additional Thoughts on Campus Climate**

One of the open-ended items allowed respondents to elaborate on any of their survey responses, further describe their experiences, or offer additional thoughts about climate issues. Individuals' responses were divided as to whether diversity was a positive or negative aspect of the campus. Some respondents thought NDSU put too much emphasis on diversity, while others thought the University could do more in that respect. Some respondents noted that the campus should do more to be truly accessible to people with disabilities and ADA compliant. Of those respondents who commented about the disenfranchisement of or discrimination against certain groups on campus, most said problems existed for LGBT individuals, disabled people, and women faculty and staff. Some for the respondents used the space to further describe positive or negative experiences they have had at NDSU. Representative comments included:

### **Faculty Comments**

- *I will never say or do anything that will imply in any way that sexual relations between members of the same sex are normal, moral or acceptable.*
- *Equality demands equal treatment for all people. Often, men in staff positions are treated as defective in some way. Female staff members seem uncomfortable with male staffers; and treat them in unacceptable ways, including excluding them or "freezing" them out.*
- *Not having a faculty senate is a huge problem when there are problems.*

- *If NDSU truly wants to improve the climate for all people, I cannot underscore the importance of having a provost and Deans in place that truly value diverse thought. Currently, faculty (especially women) cannot truly express differences of opinion without fear of retribution or fears that their tenure/promotion will be negatively impacted. It seems that the Student Affairs side of the university is taking the correct steps. Unfortunately, the academic affairs side of things continues to be chilly for women.*
- *In regards to religion the issues are far more serious because we do not even acknowledge that there is a problem. 2/3rd of the world is not going to go to hell!! Some people should really understand that. Religion is sensitive to a point that we cannot even talk about it on campus. Non Christians have to hide their faith.*
- *Encouraging respect for others is a commendable, important goal; however, care should be taken to avoid forcing people to validate (not just tolerate) lifestyles that conflict with personal and religious beliefs, such as unconventional sexual behavior. EACH person should feel safe from bodily and emotional harm, including all types of liberals and conservatives; therefore, the freedom to disagree with others must be protected in a free society.*
- *If NDSU is to truly engage in Diversity, then it needs to invest in assuring Diversity. One example is NDSU's deep and continuing failure to attract Native American student enrollment on our campus through our failure to invest in support structure to attract/retain NA students. The recent photo of NDSU administrators posed with NA tribal college leaders was offensive. . It was a feel-good photo for NDSU administrators, with absolutely no substance behind it.*
- *...I found the questions on this survey about assessing the climate for various groups confusing. For example, what is the climate like for people whose religious background is different than your own? Is the assumption that I am in the majority, so the question is about people in the religious minority? Or am I supposed to answer about people who aren't Jewish? My answer would be very different depending on these two interpretations. There were a number of these questions, and they could be confusing for anyone in the minority for the referenced group.*
- *Qualifications, experience, and ability are the only factors that matter when filling any type of position. When one looks at a program and sees it staffed by a dozen 20-something year old females, or when you apply for a job and see it filled by a non-US citizen female of color whose total age is lower than your own years of work experience, it is pretty obvious what is going on.*
- *We need change in upper administration with people of modern thinking and attitudes that are not biased.*

- *The campus, like the community, and like the nation, is almost virtually blind to white privilege, male privilege, and to the host of biases that come with these privileges. As a white, male, tenured, faculty member on this campus, my life can be as comfortable as I want it to be if I ignore these privileges and biases, or as uncomfortable as I want it to be if try and speak out about them. I think the white male leadership on this campus needs to start valuing and rewarding diversity efforts (curricular and extra-curricular), meaningful interaction across various dividing lines (race, gender, religion, ethnicity), and community engagement. My sense is that the administration feels that these values are already in place, but the unspoken bias is that these values are still not the REAL values of the university, which continue to be research and external funding. Unfortunately, diversity and equity work is not generally as fundable as GMO research or defense department contracts, and in fact is quite expensive, so it remains a laudable goal and moral value, but not the REAL value of the university. The FORWARD grant and its programming, which does fund institutional transformation, will show the institution (and the nation) whether or not NDSU is really serious about creating a more equitable, diverse, and hospitable climate or not.*

### **Staff Comments**

- *I think we have come a long way since the time of our last climate assessment. However, I still feel there is room for improvement in areas of sexual orientation, veterans and issues with those with disabilities.*
- *I do have to say my experiences for the most part on campus have been positive. Granted there is room for improvement and some departments have more work than others to achieve diversity. ...I think there is room for improvement in how women staff and faculty are treated. The essence of sexism and favoritism in some departments really needs to ends.*
- *In some mid-level administrative staff, I have experience comments and behaviors directed at "hating to have to hire a disabled veteran" and an isolationism directed towards that class of people when hired. I also have experienced socioeconomic status discrimination directed toward custodial and trades staff. There is a term on campus; "Blue Shirt Bias" based on the blue shirts most the Facilities Management staff wear. Some administrative assistants, faculty and students talk down to the supporting staff that maintains the campus.*
- *Oftentimes I feel as though the politically correct or hot button issues are the ones that receive attention/funding/time. For instance, LGBTQ, Race, where as the learning disabled, poor, mental health issues do not receive resources or attention. I am unsure what level and what issues are the responsibility of a public campus or if a proper balance could ever be achieved to the satisfaction of everyone.*
- *After attending several Anti-Racism Tuesday events I am very hesitant to attend again this semester because I felt there was alot of emphasis on telling people how we are racist and not alot of emphasis on telling people what to do to correct any problems we may see.*

- *After speaking with several of my colleagues on the subject of diversity and the many, many email messages we receive on the subject, we are starting to feel as though it is getting shoved down our throats. We never perceived much of a problem with all of these "isms," (thinking we already were quite accepting of our diverse groups) until we became inundated with diversity related emails several times daily. Is there any way the frequency of these email can be reduced, to perhaps once weekly and all inclusive?*
- *My fear is that "climate" refers only to the disenfranchised community of those who chose to live an alternative lifestyle. As I mentioned earlier, I believe it is unwise for a human being to purposefully go against the natural laws of nature. I don't believe that I, or anyone else, is obligated to accommodate this type of behavior that is freely chosen by an individual. If someone chooses to behave that way, then it is their problem to address the very unnatural consequences of choosing that lifestyle, not mine. However, I would never advocate hate or violence towards anyone like that. It is my hope that those of us who believe in the natural order of nature are also included in this "climate" assessment.*
- *There has been an intentional movement towards diversity on campus. This is good, but we need to be careful that we are being inclusive and not going to the extreme of putting people into categories that end up separating them or making them stand out more.*
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- *On the subject of age: There is a noticeable difference in the way management looks upon the productivity of the older employee. One such person was watched and almost hounded with scrutiny over every detail of her job performance. She finally retired and management was pleased. We now have other people who are reaching that retirement age, and they are also being scrutinized. Younger people can get by with doing a haphazard job, but not the older.*
- *Climate change takes time and tremendous effort. I believe that the NDSU climate has made dramatic improvements in the past 5 years, and I credit that to the consistent and genuine philosophy that has come from the very top.*

### **Student Comments**

- *I think the drinking in the frat houses is a serious problem. I used to be affiliated with Greek life so I know what goes on - seriously EVERY weekend there are drinking parties in the frat houses and I would guess about 80% to be under age but nobody does anything about it.*
- *I am fearful that nothing is going to change. There is a lot of talk, but no real action. I think there is a major disconnect between administration and faculty and staff... I believe that the politics that go on on this campus is eroding our integrity.*

- *NDSU can create a "Meditation Room" which can be used by multiple faith groups even by atheists for their gatherings. I had to find a place in a building to practice my prayers, and the place that I found is not a safe place to pray but I could not find any other option...The time of prayers is changing through out the year so it is really hard to reserve a room at Memorial Union for every single day... A room should be arranged for the whole year that can be used for that purpose as well as for the purpose of serving to other groups...*
- *I would like to see more women in higher positions at NDSU.*
- *In a studio class, some people were working on a project and they thought it was fun to harass the gay guy. I didn't know about it until we had several talks about it with the professor who called us in individually to ask us questions. I don't think the people who were harassing him got in any trouble for it and that's not right.*
- *I feel that the campus has to improve on the number of female tenured faculty members.*
- *Treat white men like they are not always the problem.*
- *Pls provide that the relevant authority gets the results or suggestions provided here, and are addressed for change....*
- *One issue that I have with the way the school is being run is the fact that everything seems to be moving online. It is great to have as an option, however when seeking answers to questions at one of the departments (business office, registration, etc), we shouldn't be told to go log on to Campus Connection or go to the Bison Connection desk in the union for our answer or to take care of something.*
- *The best way for minds to be changed is for people to meet each other in general settings and realize how "cool" a person is.*
- *I do not like how disconnected the university is from department to department. It has improved slightly, but there are countless times I get the run around, or I encounter individuals who don't know what they are doing. In addition, there needs to be more staff. It is very difficult to contact staff of any department because they are always too busy. Even through e-mail. It is extremely frustrating!*
- *Bullying is a real problem in some of the off campus offices of NDSU*
- *My biggest complaint is students/staff that do not speak clear English. The dining centers are an excellent example. There are some workers who do a great job, and care what they are doing. There are other workers who stand around, pile all of the food in the middle of the plate, and do not give you what food you ask for. I do not mean to be racist, but it seems like the work ethic of a lot of the foreign exchange students are lacking.*

In addition, a few respondents commented on the survey and process itself. Some applauded the University's participation in the study and wanted to make certain that the results of the survey were made public and used to better NDSU. Several respondents insisted that NDSU leadership share with its constituents the climate assessment findings and initiatives instituted as a result.

#### **Faculty Comments**

- *This didn't really ask about climate--about those little things that break people and make them leave. The survey really focused on the big, things that are lawsuits waiting to happen. And there are enough of those. But the little things that create an unpleasant climate are important too.*
- *I believe that this survey is a good idea, but will only lead to change when acted upon.*

#### **Staff Comments**

- *I appreciate that this survey is all-inclusive and looking at all areas/people.*

#### **Student Comments**

- *I appreciate this and I hope it helps in the future to help you who read this to understand better the students on campus and how diverse it really is.*
- *I think sometimes these surveys are looking for discrimination and trying to make a mountain out of a molehill.*
- *Ask the people in real life, not in an internet survey.*