2010-2011 HERI FACULTY SURVEY
Subset: Diversity and Social Change Items

While any items on the HERI Faculty Survey can be seen as providing information on diversity when looked at by subgroups composed of demographic differences (e.g., male versus female, white faculty versus faculty of color, etc) some of the items on the instrument are designed to measure important aspects of diversity or social change on a campus. This list contains 28 diversity-related items and 4 items related to social change. Please refer to the full faculty survey questionnaire to see the full scale version of the questions that are asked.

10. During the past two years, have you engaged in any of the following activities?
   
   (Responses: Yes, No)
   Taught an ethnic studies course
   Taught a women’s studies course
   Conducted research or writing focused on:
       International/global issues
       Racial or ethnic minorities
       Women and gender issues

20. Indicate the importance to you personally of each of the following:
   
   (Responses: Essential, Very Important, Somewhat Important, Not Important)
   Influencing social values
   Helping to promote racial understanding

21. Indicate the importance to you of each of the following education goals for undergraduate students:
   
   (Responses: Essential, Very Important, Somewhat Important, Not important)
   Enhance students’ knowledge of and appreciation for other racial/ethnic groups
   Engage students in civil discourse around controversial issues
   Teach students tolerance and respect for different beliefs
   Encourage students to become agents of social change

23. For each of the following items, please mark either Yes or No.
   
   (Responses: Yes, No)
   Have you been sexually harassed at this institution?

26. Indicate how well each of the following describes your college or university:
   
   (Responses: Very Descriptive, Somewhat Descriptive, Not Descriptive)
   There is respect for the expression of diverse values and beliefs

27. Please indicate the extent to which each of the following has been a source of stress for you during the last two years:
   
   (Responses: Extensive, Somewhat, Not at All, Not Applicable)
   Subtle discrimination (e.g., prejudice, racism, sexism)
29. Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:
   *(Responses: Agree Strongly, Agree Somewhat, Disagree Somewhat, Disagree Strongly)*
   Racial and ethnic diversity should be more strongly reflected in the curriculum
   This institution should hire more faculty of color
   This institution should hire more women faculty
   There is a lot of campus racial conflict here
   Faculty of color are treated fairly here
   Women faculty are treated fairly here
   Gay and lesbian faculty are treated fairly here

30. Indicate how important you believe each priority listed below is at your college or university:
   *(Responses: Highest Priority, High Priority, Medium Priority, Low Priority)*
   To help students learn how to bring about change in society
   To create a diverse multi-cultural campus environment
   To promote gender equity among faculty
   To increase the representation of minorities in the faculty and administration
   To increase the representation of women in the faculty and administration
   To develop an appreciation for multiculturalism

31. Please indicate your agreement with each of the following statements:
   *(Responses: Agree Strongly, Agree Somewhat, Disagree Somewhat, Disagree Strongly)*
   Promoting diversity leads to the admission of too many underprepared students
   Colleges should be actively involved in solving social problems
   A racially/ethnically diverse student body enhances the educational experience of all students