

**Hope College**

**2019-20 HERI Faculty Survey  
 Campus Climate Module  
 All Respondents**

**2016-17 HERI Faculty Survey  
 Campus Climate Module  
 All Respondents**

	2019-20 HERI Faculty Survey Campus Climate Module All Respondents						2016-17 HERI Faculty Survey Campus Climate Module All Respondents					
	Total		Men/Trans men		Women/Trans women		Total		Men		Women	
	Your Inst	All	Your Inst	All	Your Inst	All	Your Inst	All	Your Inst	All	Your Inst	All
<b>All Respondents</b>	159	9,827	81	4,369	76	4,903	272	32,195	142	16,159	130	16,036
<b>Indicate the extent to which you agree or disagree with the following statements. This institution:</b>												
<b>Lack strategic diversity goals and plans</b>												
Agree strongly	8.2%	10.5%	6.2%	8.5%	10.5%	11.6%	4.3%	9.1%	2.9%	7.3%	5.7%	11.0%
Agree	18.2%	24.8%	17.3%	23.3%	19.7%	26.1%	18.0%	23.1%	16.2%	21.9%	19.8%	24.3%
Disagree	48.4%	38.5%	55.6%	39.5%	42.1%	38.5%	41.2%	39.2%	42.9%	40.7%	39.6%	37.6%
Disagree strongly	25.2%	26.3%	21.0%	28.7%	27.6%	23.8%	36.5%	28.6%	38.1%	30.1%	34.9%	27.1%
Total(n)	159	9,827	81	4,369	76	4,903	211	14,209	105	7,141	106	7,068
Mean	2.09	2.19	2.09	2.12	2.13	2.26	1.9	2.13	1.84	2.06	1.96	2.19
Standard deviation	0.87	0.94	0.79	0.92	0.94	0.95	0.84	0.93	0.8	0.9	0.88	0.96
Significance	-		-		-		-	***	-	*	-	*
Effect size	-	-0.11	-	-0.03	-	-0.14	-	-0.25	-	-0.24	-	-0.24
<b>Has a long-standing commitment to diversity</b>												
Agree strongly	9.4%	28.3%	12.3%	30.5%	6.6%	25.9%	15.5%	30.9%	19.8%	32.8%	11.2%	29.0%
Agree	41.5%	41.7%	44.4%	42.3%	36.8%	41.3%	46.9%	42.9%	44.3%	43.5%	49.5%	42.2%
Disagree	34.6%	21.0%	30.9%	19.3%	39.5%	22.9%	25.4%	18.9%	22.6%	17.3%	28.0%	20.6%
Disagree strongly	14.5%	9.0%	12.3%	7.9%	17.1%	9.8%	12.2%	7.2%	13.2%	6.4%	11.2%	8.1%
Total(n)	159	9,857	81	4,373	76	4,923	213	14,290	106	7,185	107	7,105
Mean	2.46	2.89	2.57	2.95	2.33	2.83	2.66	2.97	2.71	3.03	2.61	2.92
Standard deviation	0.85	0.92	0.87	0.90	0.84	0.92	0.88	0.89	0.94	0.87	0.83	0.9
Significance	-	***	-	***	-	***	-	***	-	***	-	***
Effect size	-	-0.47	-	-0.42	-	-0.54	-	-0.35	-	-0.37	-	-0.34
<b>Has standard reporting procedures for incidents of harassment or discrimination</b>												
Agree strongly	45.9%	49.4%	51.9%	54.0%	40.8%	45.7%	57.5%	53.2%	57.1%	56.5%	57.9%	50.0%
Agree	44.7%	37.9%	40.7%	36.8%	47.4%	39.0%	31.6%	36.4%	34.3%	35.3%	29.0%	37.5%
Disagree	6.3%	7.9%	4.9%	5.7%	7.9%	9.7%	9.0%	7.1%	7.6%	5.8%	10.3%	8.4%
Disagree strongly	3.1%	4.7%	2.5%	3.5%	3.9%	5.5%	1.9%	3.3%	1.0%	2.5%	2.8%	4.1%
Total(n)	159	9,826	81	4,363	76	4,903	212	14,233	105	7,147	107	7,086
Mean	3.33	3.32	3.42	3.41	3.25	3.25	3.45	3.4	3.48	3.46	3.42	3.33
Standard deviation	0.73	0.81	0.70	0.75	0.77	0.84	0.74	0.76	0.68	0.72	0.79	0.8
Significance	-		-		-		-		-		-	
Effect size	-	0.01	-	0.01	-	0.00	-	0.07	-	0.03	-	0.11
<b>Please indicate how often at this institution you have:</b>												
<b>Assisted a student with a problem about discrimination</b>												
Very often	3.2%	2.0%	5.0%	1.3%	1.3%	2.4%	1.4%	1.6%	1.9%	1.0%	0.9%	2.2%
Often	8.9%	5.8%	5.0%	3.9%	13.3%	7.4%	5.7%	4.1%	4.9%	2.9%	6.5%	5.2%
Sometimes	29.9%	23.6%	30.0%	20.9%	30.7%	25.6%	24.8%	19.9%	21.4%	17.2%	28.0%	22.6%
Seldom	32.5%	28.0%	35.0%	29.6%	29.3%	26.8%	30.5%	26.8%	33.0%	28.7%	28.0%	25.0%
Never	25.5%	40.7%	25.0%	44.3%	25.3%	37.8%	37.6%	47.6%	38.8%	50.2%	36.4%	45.0%
Total(n)	157	9,887	80	4,380	75	4,955	210	14,320	103	7,165	107	7,155
Mean	2.32	2.00	2.30	1.88	2.36	2.10	2.03	1.85	1.98	1.76	2.07	1.95
Standard deviation	1.05	1.03	1.06	0.95	1.05	1.07	0.99	0.98	0.99	0.91	1	1.04
Significance	-	***	-	***	-	*	-	**	-	*	-	
Effect size	-	0.31	-	0.44	-	0.24	-	0.18	-	0.24	-	0.12

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	Total		Men/Trans men		Women/Trans women		Total		Men		Women	
	Your Inst	All	Your Inst	All	Your Inst	All	Your Inst	All	Your Inst	All	Your Inst	All
<b>Counseled a student who had been sexually assaulted</b>												
Very often	1.3%	0.8%	1.3%	0.4%	1.3%	1.2%	1.0%	0.7%	1.0%	0.5%	0.9%	0.9%
Often	1.3%	2.4%	1.3%	1.5%	1.3%	3.0%	1.9%	1.6%	1.9%	1.0%	1.9%	2.2%
Sometimes	16.8%	11.1%	10.3%	7.7%	24.0%	14.1%	12.4%	8.6%	6.8%	6.0%	17.8%	11.1%
Seldom	21.3%	18.8%	20.5%	16.3%	21.3%	20.8%	22.4%	16.0%	22.3%	14.6%	22.4%	17.4%
Never	59.4%	67.0%	66.7%	74.1%	52.0%	60.9%	62.4%	73.1%	68.0%	77.9%	57.0%	68.3%
Total(n)	155	9,883	78	4,375	75	4,956	210	14,248	103	7,133	107	7,115
Mean	1.64	1.51	1.50	1.38	1.79	1.63	1.57	1.41	1.46	1.31	1.67	1.5
Standard deviation	0.90	0.84	0.83	0.72	0.95	0.91	0.85	0.77	0.79	0.67	0.9	0.85
Significance	-		-		-		-	**	-	*	-	*
Effect size	-	0.15	-	0.17	-	0.18	-	0.21	-	0.22	-	0.20
<b>Witnessed discrimination</b>												
Very often	4.5%	1.9%	2.5%	1.1%	6.7%	2.3%	1.4%	1.2%	2.0%	0.7%	0.9%	1.7%
Often	4.5%	4.0%	1.3%	2.6%	8.0%	5.2%	6.7%	3.1%	3.9%	2.1%	9.3%	4.0%
Sometimes	24.2%	17.0%	25.0%	13.5%	24.0%	19.7%	19.1%	14.3%	14.7%	10.2%	23.4%	18.4%
Seldom	33.1%	28.1%	32.5%	28.7%	33.3%	28.1%	32.5%	25.5%	34.3%	26.4%	30.8%	24.6%
Never	33.8%	48.9%	38.8%	54.1%	28.0%	44.6%	40.2%	56.0%	45.1%	60.6%	35.5%	51.3%
Total(n)	157	9,853	80	4,366	75	4,939	209	14,230	102	7,119	107	7,111
Mean	2.13	1.82	1.96	1.68	2.32	1.92	1.97	1.68	1.83	1.56	2.09	1.8
Standard deviation	1.07	0.98	0.96	0.88	1.16	1.03	1	0.91	0.96	0.82	1.02	0.99
Significance	-	***	-	**	-	***	-	***	-	***	-	**
Effect size	-	0.32	-	0.32	-	0.39	-	0.32	-	0.33	-	0.29
<b>Reported an incident of discrimination to a campus authority</b>												
Very often	1.3%	0.7%	1.3%	0.4%	1.3%	0.9%	0.5%	0.4%	0.0%	0.3%	1.0%	0.6%
Often	0.6%	1.6%	0.0%	1.3%	1.3%	1.8%	0.5%	1.1%	1.0%	0.8%	0.0%	1.5%
Sometimes	12.1%	8.5%	8.8%	6.1%	16.0%	10.5%	9.1%	6.3%	8.7%	4.6%	9.5%	7.9%
Seldom	21.0%	13.4%	25.0%	12.5%	17.3%	13.9%	9.1%	10.7%	7.7%	9.9%	10.5%	11.4%
Never	65.0%	75.8%	65.0%	79.7%	64.0%	72.9%	80.9%	81.5%	82.7%	84.4%	79.0%	78.6%
Total(n)	157	9,824	80	4,366	75	4,923	209	14,194	104	7,114	105	7,080
Mean	1.52	1.38	1.48	1.30	1.59	1.44	1.31	1.28	1.28	1.23	1.33	1.34
Standard deviation	0.83	0.77	0.76	0.68	0.90	0.82	0.69	0.67	0.66	0.59	0.73	0.73
Significance	-	*	-	*	-		-		-		-	
Effect size	-	0.18	-	0.26	-	0.18	-	0.04	-	0.08	-	-0.01
<b>Reported an incident of sexual harassment to a campus authority</b>												
Very often	0.0%	0.5%	0.0%	0.3%	0.0%	0.5%	0.5%	0.3%	0.0%	0.2%	1.0%	0.4%
Often	0.6%	1.0%	0.0%	0.8%	1.3%	1.1%	0.5%	0.8%	1.0%	0.6%	0.0%	1.0%
Sometimes	3.2%	5.8%	1.3%	3.9%	5.3%	7.4%	3.9%	4.5%	3.0%	3.1%	4.8%	6.0%
Seldom	17.9%	12.7%	21.5%	11.0%	13.3%	14.2%	12.7%	9.4%	10.0%	8.5%	15.2%	10.2%
Never	78.2%	80.1%	77.2%	84.0%	80.0%	76.9%	82.4%	85.0%	86.0%	87.7%	79.0%	82.4%
Total(n)	156	9,828	79	4,362	75	4,921	205	13,986	100	7,007	105	6,979
Mean	1.26	1.29	1.24	1.23	1.28	1.34	1.24	1.22	1.19	1.17	1.29	1.27
Standard deviation	0.55	0.66	0.46	0.58	0.63	0.71	0.59	0.59	0.53	0.51	0.65	0.65
Significance	-		-		-		-		-		-	
Effect size	-	-0.05	-	0.02	-	-0.08	-	0.03	-	0.04	-	0.03

**Hope College**

Please indicate how often at this institution you have:

**Been discriminated or excluded from activities because of my race/ethnicity**

	Total		Men/Trans men		Women/Trans women	
	Your Inst	All	Your Inst	All	Your Inst	All
Very often	2.5%	1.5%	3.8%	1.4%	1.3%	1.3%
Often	0.6%	1.4%	1.3%	1.2%	0.0%	1.3%
Sometimes	5.7%	4.5%	6.3%	4.1%	5.3%	4.6%
Seldom	6.4%	5.7%	8.8%	5.7%	4.0%	5.4%
Never	84.7%	87.0%	80.0%	87.6%	89.3%	87.4%
Total(n)	157	9,801	80	4,350	75	4,909
Mean	1.30	1.25	1.40	1.23	1.20	1.24
Standard deviation	0.82	0.73	0.95	0.71	0.66	0.72
Significance	-		-	*	-	
Effect size	-	0.07	-	0.24	-	-0.06

**Been discriminated or excluded from activities because of my gender**

Very often	1.9%	2.1%	0.0%	0.8%	4.0%	3.1%
Often	7.1%	2.7%	3.8%	0.8%	10.7%	4.2%
Sometimes	11.5%	9.9%	6.3%	4.2%	17.3%	14.6%
Seldom	13.5%	10.6%	5.1%	6.1%	22.7%	14.8%
Never	66.0%	74.8%	84.8%	88.1%	45.3%	63.3%
Total(n)	156	9,778	79	4,330	75	4,907
Mean	1.65	1.47	1.29	1.20	2.05	1.69
Standard deviation	1.06	0.92	0.75	0.62	1.20	1.06
Significance	-	*	-		-	**
Effect size	-	0.20	-	0.15	-	0.34

**Been discriminated or excluded from activities because of my sexual orientation**

Very often	0.0%	0.5%	0.0%	0.4%	0.0%	0.4%
Often	0.6%	0.4%	0.0%	0.4%	1.3%	0.2%
Sometimes	0.0%	1.9%	0.0%	1.9%	0.0%	1.5%
Seldom	3.2%	2.9%	2.6%	2.9%	4.0%	2.6%
Never	96.1%	94.4%	97.4%	94.3%	94.7%	95.3%
Total(n)	155	9,743	78	4,327	75	4,887
Mean	1.05	1.10	1.03	1.10	1.08	1.08
Standard deviation	0.30	0.45	0.16	0.45	0.39	0.40
Significance	-		-		-	
Effect size	-	-0.11	-	-0.16	-	0.00

Please indicate how often at this institution you have:

**Been discriminated or excluded from activities because of other identity**

Very often	2.6%	1.2%	1.3%	0.9%	4.1%	1.3%
Often	0.6%	1.2%	0.0%	1.0%	1.4%	1.2%
Sometimes	1.9%	3.0%	2.6%	2.4%	1.4%	3.3%
Seldom	5.2%	3.1%	5.1%	2.7%	5.4%	3.1%
Never	89.6%	91.5%	91.0%	92.9%	87.8%	91.1%
Total(n)	154	9,627	78	4,291	74	4,817
Mean	1.21	1.17	1.15	1.14	1.28	1.19
Standard deviation	0.75	0.65	0.58	0.58	0.90	0.67
Significance	-		-		-	
Effect size	-	0.06	-	0.02	-	0.13

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	Total		Men		Women	
	Your Inst	All	Your Inst	All	Your Inst	All
Very often	0.5%	0.9%	1.0%	0.8%	0.0%	1.0%
Often	1.9%	1.1%	1.9%	1.1%	1.9%	1.2%
Sometimes	3.4%	3.4%	2.9%	3.3%	3.8%	3.5%
Seldom	4.3%	4.5%	6.8%	4.4%	1.9%	4.6%
Never	89.9%	90.0%	87.4%	90.4%	92.4%	89.7%
Total(n)	208	14,145	103	7,096	105	7,049
Mean	1.19	1.18	1.22	1.18	1.15	1.19
Standard deviation	0.63	0.63	0.69	0.61	0.57	0.65
Significance	-		-		-	
Effect size	-	0.02	-	0.07	-	-0.06
Very often	1.9%	1.2%	0.0%	0.5%	3.8%	1.9%
Often	2.9%	1.9%	1.0%	0.7%	4.7%	3.1%
Sometimes	9.6%	7.8%	2.0%	2.8%	17.0%	12.8%
Seldom	12.5%	9.5%	7.8%	5.1%	17.0%	13.9%
Never	73.1%	79.6%	89.2%	90.9%	57.5%	68.2%
Total(n)	208	14,166	102	7,103	106	7,063
Mean	1.48	1.36	1.15	1.15	1.8	1.57
Standard deviation	0.92	0.8	0.48	0.53	1.12	0.96
Significance	-	*	-		-	*
Effect size	-	0.15	-	0.00	-	0.24
Very often	0.5%	0.3%	0.0%	0.3%	1.0%	0.2%
Often	0.0%	0.4%	0.0%	0.4%	0.0%	0.4%
Sometimes	0.5%	1.4%	0.0%	1.4%	1.0%	1.3%
Seldom	3.4%	2.6%	5.0%	2.6%	1.9%	2.6%
Never	95.6%	95.4%	95.0%	95.3%	96.1%	95.5%
Total(n)	203	14,051	100	7,062	103	6,989
Mean	1.06	1.08	1.05	1.08	1.08	1.07
Standard deviation	0.36	0.39	0.22	0.4	0.46	0.38
Significance	-		-		-	
Effect size	-	-0.05	-	-0.08	-	0.03
Very often	1.5%	1.0%	1.0%	0.8%	2.0%	1.2%
Often	1.0%	1.2%	0.0%	1.1%	2.0%	1.3%
Sometimes	9.4%	3.8%	9.9%	3.5%	8.9%	4.0%
Seldom	7.4%	3.9%	8.9%	4.0%	5.9%	3.8%
Never	80.7%	90.1%	80.2%	90.6%	81.2%	89.7%
Total(n)	202	13,942	101	7,052	101	6,890
Mean	1.35	1.19	1.33	1.18	1.38	1.21
Standard deviation	0.81	0.65	0.74	0.62	0.88	0.68
Significance	-	***	-	*	-	*
Effect size	-	0.25	-	0.24	-	0.25

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	2019-20 HERI Faculty Survey Campus Climate Module All Respondents						2016-17 HERI Faculty Survey Campus Climate Module All Respondents																
	Total		Men/Trans men		Women/Trans women		Total		Men		Women												
	Your Inst	All	Your Inst	All	Your Inst	All	Your Inst	All	Your Inst	All	Your Inst	All											
<b>Heard insensitive or disparaging racial remarks</b>	Item not included in the 2019-20 HERI Faculty Survey																						
Very often																							
Often																							
Sometimes																							
Seldom																							
Never																							
Total(n)																							
Mean																							
Standard deviation																							
Significance																							
Effect size																							
<b>Please indicate how often at this institution you have:</b>	Item not included in the 2019-20 HERI Faculty Survey																						
<b>Heard insensitive or disparaging remarks about women</b>																							
Very often																							
Often																							
Sometimes																							
Seldom																							
Never																							
Total(n)																							
Mean																							
Standard deviation																							
Significance																							
Effect size																							
<b>Heard insensitive or disparaging remarks about LGBTQ individuals</b>	Item not included in the 2019-20 HERI Faculty Survey																						
Very often																							
Often																							
Sometimes																							
Seldom																							
Never																							
Total(n)																							
Mean																							
Standard deviation																							
Significance																							
Effect size																							
<b>How satisfied are you with the following aspects of your institution?</b>																							
<b>Atmosphere for political differences</b>																							
Very satisfied	3.2%	14.2%	1.2%	15.3%	5.3%	13.1%	4.8%	15.4%	7.8%	16.4%	1.9%	14.5%											
Satisfied	29.7%	38.5%	39.5%	39.3%	18.7%	38.6%	29.8%	40.0%	31.1%	41.0%	28.6%	39.0%											
Neutral	42.4%	32.4%	37.0%	29.0%	48.0%	35.3%	44.7%	28.8%	38.8%	26.2%	50.5%	31.3%											
Dissatisfied	20.9%	10.9%	19.8%	11.7%	22.7%	9.9%	15.9%	11.7%	18.4%	11.7%	13.3%	11.8%											
Very Dissatisfied	3.8%	4.0%	2.5%	4.6%	5.3%	3.0%	4.8%	4.1%	3.9%	4.7%	5.7%	3.4%											
Total(n)	158	9,806	81	4,351	75	4,906	208	14,304	103	7,191	105	7,113											
Mean	3.08	3.48	3.17	3.49	2.96	3.49	3.14	3.51	3.2	3.53	3.08	3.49											
Standard deviation	0.89	1.00	0.85	1.03	0.92	0.94	0.91	1.02	0.96	1.05	0.85	0.99											
Significance	-	***	-	**	-	***	-	***	-	**	-	***											

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 Campus Climate Module  
 All Respondents**

	2019-20 HERI Faculty Survey Campus Climate Module All Respondents						2016-17 HERI Faculty Survey Campus Climate Module All Respondents					
	Total		Men/Trans men		Women/Trans women		Total		Men		Women	
	Your Inst	All	Your Inst	All	Your Inst	All	Your Inst	All	Your Inst	All	Your Inst	All
Effect size	-	-0.40	-	-0.31	-	-0.56	-	-0.36	-	-0.31	-	-0.41
<b>Atmosphere for religious differences</b>												
Very satisfied	9.5%	19.9%	4.9%	21.3%	14.7%	18.5%	4.8%	20.2%	6.8%	21.5%	2.9%	18.9%
Satisfied	24.7%	39.6%	27.2%	41.5%	22.7%	38.7%	24.0%	39.9%	22.3%	40.7%	25.7%	39.0%
Neutral	29.7%	28.9%	33.3%	26.1%	25.3%	31.1%	24.0%	27.1%	25.2%	25.2%	22.9%	29.0%
Dissatisfied	23.4%	8.8%	25.9%	8.1%	20.0%	9.2%	33.7%	9.5%	31.1%	9.1%	36.2%	10.0%
Very Dissatisfied	12.7%	2.8%	8.6%	3.0%	17.3%	2.5%	13.5%	3.3%	14.6%	3.5%	12.4%	3.1%
Total(n)	158	9,733	81	4,310	75	4,880	208	14,210	103	7,146	105	7,064
Mean	2.95	3.65	2.94	3.70	2.97	3.61	2.73	3.64	2.76	3.68	2.7	3.61
Standard deviation	1.17	0.98	1.04	0.99	1.31	0.97	1.11	1.01	1.16	1.02	1.07	1
Significance	-	***	-	***	-	***	-	***	-	***	-	***
Effect size	-	-0.71	-	-0.77	-	-0.66	-	-0.90	-	-0.90	-	-0.91
<b>Atmosphere for differences in sexual orientation</b>												
Very satisfied	1.9%	21.8%	0.0%	24.0%	4.0%	19.7%	2.9%	21.0%	2.9%	23.0%	2.9%	19.1%
Satisfied	17.3%	40.2%	22.8%	41.7%	12.0%	39.7%	18.8%	39.4%	17.5%	40.7%	20.0%	38.1%
Neutral	29.5%	27.3%	30.4%	24.7%	26.7%	29.0%	27.9%	28.4%	33.0%	26.6%	22.9%	30.2%
Dissatisfied	35.9%	8.0%	31.6%	6.8%	41.3%	9.1%	35.1%	8.2%	29.1%	7.0%	41.0%	9.5%
Very Dissatisfied	15.4%	2.7%	15.2%	2.8%	16.0%	2.5%	15.4%	3.0%	17.5%	2.7%	13.3%	3.2%
Total(n)	156	9,728	79	4,308	75	4,881	208	14,083	103	7,077	105	7,006
Mean	2.54	3.70	2.61	3.77	2.47	3.65	2.59	3.67	2.59	3.74	2.58	3.6
Standard deviation	1.01	0.98	1.01	0.98	1.03	0.98	1.05	0.99	1.06	0.98	1.04	1
Significance	-	***	-	***	-	***	-	***	-	***	-	***
Effect size	-	-1.18	-	-1.18	-	-1.20	-	-1.09	-	-1.17	-	-1.02
<b>Administrative response to incidents of discrimination</b>												
Very satisfied	7.0%	15.5%	5.0%	18.0%	9.3%	12.8%	8.6%	17.5%	8.7%	19.5%	8.6%	15.4%
Satisfied	31.2%	32.8%	37.5%	37.0%	25.3%	29.8%	37.3%	35.3%	42.3%	39.0%	32.4%	31.6%
Neutral	37.6%	36.1%	37.5%	33.2%	36.0%	38.7%	34.4%	34.5%	31.7%	32.2%	37.1%	37.0%
Dissatisfied	18.5%	10.7%	15.0%	7.9%	22.7%	13.1%	15.8%	9.3%	14.4%	6.8%	17.1%	11.7%
Very Dissatisfied	5.7%	4.9%	5.0%	3.9%	6.7%	5.6%	3.8%	3.4%	2.9%	2.4%	4.8%	4.3%
Total(n)	157	9,584	80	4,268	75	4,793	209	13,920	104	6,999	105	6,921
Mean	3.15	3.43	3.23	3.57	3.08	3.31	3.31	3.54	3.39	3.66	3.23	3.42
Standard deviation	0.99	1.03	0.94	1.00	1.06	1.03	0.97	0.99	0.94	0.95	0.99	1.02
Significance	-	***	-	**	-	-	-	***	-	**	-	-
Effect size	-	-0.27	-	-0.34	-	-0.22	-	-0.23	-	-0.28	-	-0.19
<b>Administrative response to reports of sexual assault</b>												
Very satisfied	8.3%	16.7%	6.3%	19.4%	10.7%	13.9%	14.6%	18.7%	15.7%	21.2%	13.5%	16.1%
Satisfied	40.4%	32.4%	45.6%	35.9%	36.0%	29.7%	41.7%	34.4%	46.1%	37.2%	37.5%	31.5%
Neutral	41.7%	38.9%	40.5%	35.7%	41.3%	41.9%	30.6%	37.0%	28.4%	34.1%	32.7%	40.0%
Dissatisfied	8.3%	8.3%	7.6%	6.2%	9.3%	10.2%	11.2%	7.1%	8.8%	5.3%	13.5%	8.9%
Very Dissatisfied	1.3%	3.7%	0.0%	2.9%	2.7%	4.3%	1.9%	2.8%	1.0%	2.2%	2.9%	3.5%
Total(n)	156	9,462	79	4,219	75	4,736	206	13,811	102	6,970	104	6,841
Mean	3.46	3.50	3.51	3.63	3.43	3.39	3.56	3.59	3.67	3.7	3.45	3.48
Standard deviation	0.81	0.99	0.73	0.96	0.90	0.99	0.94	0.96	0.88	0.93	0.98	0.98
Significance	-	-	-	-	-	-	-	-	-	-	-	-
Effect size	-	-0.04	-	-0.13	-	0.04	-	-0.03	-	-0.03	-	-0.03

**Hope College**

**2019-20 HERI Faculty Survey  
 Campus Climate Module  
 All Respondents**

**2016-17 HERI Faculty Survey  
 Campus Climate Module  
 All Respondents**

	2019-20 HERI Faculty Survey Campus Climate Module All Respondents						2016-17 HERI Faculty Survey Campus Climate Module All Respondents					
	Total		Men/Trans men		Women/Trans women		Total		Men		Women	
	Your Inst	All	Your Inst	All	Your Inst	All	Your Inst	All	Your Inst	All	Your Inst	All
<b>How satisfied are you with the following aspects of your institution?</b>												
<b>Administrative response to student concerns about exclusion or marginality</b>												
Very satisfied	3.8%	14.2%	3.8%	16.7%	4.0%	11.6%	6.3%	15.7%	5.9%	17.8%	6.7%	13.5%
Satisfied	28.7%	30.3%	32.5%	34.3%	25.3%	27.2%	31.4%	33.7%	35.3%	36.8%	27.6%	30.6%
Neutral	34.4%	37.2%	35.0%	34.7%	32.0%	39.5%	32.9%	35.5%	31.4%	34.2%	34.3%	36.9%
Dissatisfied	25.5%	13.5%	21.3%	10.2%	30.7%	16.4%	20.3%	11.3%	18.6%	8.4%	21.9%	14.1%
Very Dissatisfied	7.6%	4.8%	7.5%	4.0%	8.0%	5.3%	9.2%	3.8%	8.8%	2.7%	9.5%	4.9%
Total(n)	157	9,531	80	4,252	75	4,762	207	13,848	102	6,968	105	6,880
Mean	2.96	3.36	3.04	3.49	2.87	3.23	3.05	3.46	3.11	3.59	3	3.34
Standard deviation	1.00	1.03	1.00	1.02	1.02	1.03	1.07	1.01	1.06	0.97	1.07	1.04
Significance	-	***	-	***	-	**	-	***	-	***	-	***
Effect size	-	-0.39	-	-0.44	-	-0.35	-	-0.41	-	-0.49	-	-0.33
<b>Please rate your satisfaction with your department in each area:</b>												
<b>Collegiality among faculty</b>												
Very satisfied	38.4%	36.4%	40.7%	39.6%	36.8%	34.1%	37.8%	39.2%	38.5%	40.9%	37.1%	37.4%
Satisfied	37.1%	38.7%	38.3%	39.2%	35.5%	38.8%	34.4%	36.9%	31.7%	37.5%	37.1%	36.3%
Neutral	10.1%	12.2%	7.4%	10.7%	11.8%	13.1%	14.8%	11.8%	17.3%	11.1%	12.4%	12.5%
Dissatisfied	8.2%	8.9%	8.6%	7.3%	7.9%	10.0%	7.7%	8.2%	9.6%	7.1%	5.7%	9.3%
Very Dissatisfied	6.3%	3.8%	4.9%	3.2%	7.9%	4.1%	5.3%	3.9%	2.9%	3.5%	7.6%	4.4%
Total(n)	159	9,880	81	4,373	76	4,942	209	14,336	104	7,203	105	7,133
Mean	3.93	3.95	4.01	4.05	3.86	3.89	3.92	3.99	3.93	4.05	3.9	3.93
Standard deviation	1.18	1.09	1.13	1.04	1.23	1.11	1.14	1.09	1.1	1.06	1.19	1.12
Significance	-	-	-	-	-	-	-	-	-	-	-	-
Effect size	-	-0.02	-	-0.04	-	-0.03	-	-0.06	-	-0.11	-	-0.03
<b>Tolerance of different faculty opinions and beliefs</b>												
Very satisfied	23.4%	29.0%	24.7%	32.0%	22.7%	26.8%	31.4%	31.8%	32.0%	33.5%	30.8%	30.0%
Satisfied	47.5%	41.4%	48.1%	41.8%	46.7%	41.9%	38.6%	40.7%	38.8%	41.7%	38.5%	39.6%
Neutral	18.4%	17.0%	18.5%	15.4%	17.3%	18.2%	15.0%	15.4%	15.5%	14.3%	14.4%	16.6%
Dissatisfied	5.7%	9.0%	3.7%	7.7%	8.0%	9.5%	11.1%	8.7%	11.7%	7.3%	10.6%	10.1%
Very Dissatisfied	5.1%	3.6%	4.9%	3.2%	5.3%	3.6%	3.9%	3.5%	1.9%	3.2%	5.8%	3.8%
Total(n)	158	9,821	81	4,353	75	4,904	207	14,230	103	7,154	104	7,076
Mean	3.78	3.83	3.84	3.92	3.73	3.79	3.83	3.89	3.87	3.95	3.78	3.82
Standard deviation	1.03	1.06	1.01	1.03	1.07	1.05	1.11	1.06	1.05	1.03	1.17	1.08
Significance	-	-	-	-	-	-	-	-	-	-	-	-
Effect size	-	-0.05	-	-0.08	-	-0.06	-	-0.06	-	-0.08	-	-0.04
<b>Representation of women faculty</b>												
Very satisfied	37.1%	40.2%	39.5%	40.5%	34.2%	40.1%	34.3%	39.1%	33.3%	38.6%	35.2%	39.5%
Satisfied	30.8%	36.3%	30.9%	36.2%	31.6%	36.7%	42.0%	36.1%	45.1%	36.3%	39.0%	35.8%
Neutral	13.8%	12.5%	13.6%	13.1%	13.2%	11.7%	10.6%	13.7%	6.9%	14.4%	14.3%	13.0%
Dissatisfied	14.5%	8.2%	16.0%	8.0%	13.2%	8.3%	8.2%	8.6%	12.7%	8.6%	3.8%	8.5%
Very Dissatisfied	3.8%	2.7%	0.0%	2.1%	7.9%	3.2%	4.8%	2.6%	2.0%	2.0%	7.6%	3.2%
Total(n)	159	9,818	81	4,341	76	4,924	207	14,208	102	7,134	105	7,074
Mean	3.83	4.03	3.94	4.05	3.71	4.02	3.93	4	3.95	4.01	3.9	4
Standard deviation	1.19	1.05	1.09	1.02	1.28	1.07	1.1	1.05	1.05	1.03	1.16	1.08
Significance	-	*	-	-	-	*	-	-	-	-	-	-

Hope College	2019-20 HERI Faculty Survey Campus Climate Module All Respondents						2016-17 HERI Faculty Survey Campus Climate Module All Respondents					
	Total		Men/Trans men		Women/Trans women		Total		Men		Women	
	Your Inst	All	Your Inst	All	Your Inst	All	Your Inst	All	Your Inst	All	Your Inst	All
Effect size	-	-0.19	-	-0.11	-	-0.29	-	-0.07	-	-0.06	-	-0.09
<b>How satisfied are you with the following aspects of your institution?</b>												
<b>Representation of racial/ethnic minority faculty</b>												
Very satisfied	13.2%	18.4%	16.0%	22.0%	9.2%	15.0%	16.5%	19.1%	14.6%	21.4%	18.4%	16.7%
Satisfied	25.2%	26.3%	24.7%	27.1%	26.3%	25.5%	30.1%	27.3%	28.2%	28.8%	32.0%	25.9%
Neutral	18.2%	21.6%	18.5%	21.6%	18.4%	21.6%	23.8%	23.0%	25.2%	23.1%	22.3%	22.8%
Dissatisfied	32.1%	24.3%	25.9%	22.0%	38.2%	27.3%	22.8%	23.3%	25.2%	20.9%	20.4%	25.8%
Very Dissatisfied	11.3%	9.4%	14.8%	7.4%	7.9%	10.7%	6.8%	7.3%	6.8%	5.8%	6.8%	8.8%
Total(n)	159	9,800	81	4,331	76	4,917	206	14,112	103	7,095	103	7,017
Mean	2.97	3.20	3.01	3.34	2.91	3.07	3.27	3.28	3.18	3.39	3.35	3.16
Standard deviation	1.25	1.26	1.33	1.24	1.16	1.25	1.18	1.22	1.17	1.2	1.19	1.23
Significance	-	*	-	*	-	-	-	-	-	-	-	-
Effect size	-	-0.18	-	-0.27	-	-0.13	-	-0.01	-	-0.18	-	0.15
<b>Acceptance of differences in sexual orientation</b>												
Very satisfied	18.4%	33.5%	23.5%	36.1%	13.3%	31.5%	22.2%	33.0%	24.3%	34.6%	20.2%	31.4%
Satisfied	24.7%	35.7%	24.7%	35.4%	25.3%	36.2%	35.3%	35.2%	37.9%	36.0%	32.7%	34.4%
Neutral	38.0%	25.0%	38.3%	23.9%	37.3%	25.8%	31.9%	26.2%	31.1%	24.9%	32.7%	27.6%
Dissatisfied	11.4%	4.0%	6.2%	2.9%	16.0%	4.8%	7.2%	3.8%	3.9%	3.0%	10.6%	4.6%
Very Dissatisfied	7.6%	1.8%	7.4%	1.8%	8.0%	1.8%	3.4%	1.8%	2.9%	1.5%	3.8%	2.0%
Total(n)	158	9,743	81	4,316	75	4,882	207	13,979	103	7,042	104	6,937
Mean	3.35	3.95	3.51	4.01	3.20	3.91	3.66	3.94	3.77	3.99	3.55	3.88
Standard deviation	1.13	0.95	1.14	0.93	1.12	0.96	1.01	0.95	0.96	0.92	1.05	0.97
Significance	-	***	-	***	-	***	-	***	-	*	-	***
Effect size	-	-0.63	-	-0.54	-	-0.74	-	-0.29	-	-0.24	-	-0.34
<b>Student respect for my role in the classroom</b>												
Very satisfied	42.0%	42.2%	55.7%	46.2%	28.9%	38.5%	44.0%	41.5%	44.7%	44.0%	43.3%	38.9%
Satisfied	46.5%	42.9%	39.2%	41.3%	52.6%	44.8%	44.9%	43.7%	46.6%	43.0%	43.3%	44.5%
Neutral	8.3%	9.7%	5.1%	8.4%	11.8%	10.3%	9.2%	9.5%	6.8%	8.4%	11.5%	10.6%
Dissatisfied	2.5%	4.0%	0.0%	3.1%	5.3%	4.9%	1.9%	4.2%	1.9%	3.6%	1.9%	4.8%
Very Dissatisfied	0.6%	1.3%	0.0%	0.9%	1.3%	1.5%	0.0%	1.1%	0.0%	1.0%	0.0%	1.2%
Total(n)	157	9,870	79	4,362	76	4,940	207	14,300	103	7,189	104	7,111
Mean	4.27	4.21	4.51	4.29	4.03	4.14	4.31	4.2	4.34	4.25	4.28	4.15
Standard deviation	0.77	0.87	0.60	0.82	0.86	0.89	0.72	0.86	0.69	0.83	0.74	0.88
Significance	-	-	-	*	-	-	-	-	-	-	-	-
Effect size	-	0.07	-	0.27	-	-0.12	-	0.13	-	0.11	-	0.15
<b>Please indicate how often at this institution you have:</b>												
<b>Been discriminated against or excluded from activities because of my political beliefs</b>												
Very often	2.6%	1.2%	2.5%	1.2%	2.7%	1.0%						
Often	0.0%	1.4%	0.0%	1.5%	0.0%	1.2%						
Sometimes	11.0%	5.0%	12.7%	4.9%	9.5%	4.5%						
Seldom	11.0%	6.7%	5.1%	6.6%	17.6%	6.8%						
Never	75.5%	85.7%	79.7%	85.8%	70.3%	86.5%						
Total(n)	155	9,745	79	4,328	74	4,886						

Item not included in the 2016-17 HERI Faculty Survey







HIGHER EDUCATION RESEARCH INSTITUTE AT UCLA  
*home of the* COOPERATIVE INSTITUTIONAL RESEARCH PROGRAM

Hope College

2019-20 HERI Faculty Survey Campus Climate Module All Respondents						
Total		Men/Trans men		Women/Trans women		
Your Inst	All	Your Inst	All	Your Inst	All	
Mean	3.07	3.70	3.16	3.79	2.97	3.64
Standard deviation	0.91	0.97	0.89	0.95	0.94	0.98
Significance	-	***	-	***	-	***
Effect size	-	-0.65	-	-0.66	-	-0.68

2016-17 HERI Faculty Survey Campus Climate Module All Respondents					
Total		Men		Women	
Your Inst	All	Your Inst	All	Your Inst	All
Mean					
Standard deviation					
Significance					
Effect size					

**Note:** Surveys administered to Hope College faculty in fall 2017 and fall 2020