

COMMISSION ON MINORITIES

COMMISSION ON WOMEN

SURVEY RESULTS

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**UNDERGRADUATE STUDENT SURVEY**

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## UNDERGRADUATE STUDENT SURVEY

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This survey of Lehigh students was distributed in living units. It is not a representative sampling of students, and most of the respondents are fraternity and sorority members. This should be kept in mind in drawing conclusions from the results. Also note that when there is more than one answer given for a question, only those given by at least three people are listed.

## UNDERGRADUATE SURVEY RESULTS

### SAMPLE CHARACTERISTICS

#### Gender

Male	121	60.8%
Female	78	39.2%

#### Ethnicity

Hispanic American	1	0.5%
African American	1	0.5%
Asian American	7	3.5%
Native American	4	2.0%
European American	180	91.0%
Asian	1	0.5%
European	3	1.5%
South or Central Am.	1	0.5%

#### Class Rank

Freshman	10	5.0%
Sophomore	74	37.0%
Junior	69	34.5%
Senior	45	22.5%
5th Year Arts/Eng.	1	0.5%

#### Major

Arts & Humanities	37	18.5%
Math & Natural Sciences	12	6.0%
Business	66	33.0%
Engineering	62	31.0%
Social Sciences	21	10.5%
Undeclared	1	0.5%
Arts Engineering	1	0.5%

Men more likely to major in engineering. Women in all other fields ( $p = .0003$ ).

## GENERAL INFORMATION

How did you learn about Lehigh University?

From a relative or other adult that you know	94
From a high school teacher or counselor	52
From a present student or recent graduate of Lehigh University	64
From L.U. Admissions or recruitment personnel	18
From a college guidebook	75

Did any close relatives attend Lehigh?

Yes	46	23.0%
No	154	77.0%

Describe your current residence:

A residence hall	35	17.5%
A fraternity or sorority house	151	75.5%
Off-campus private housing	9	4.5%
Other	5	2.5%

How many campus organizations or clubs do you belong to?

None	15	7.5%
1 - 3	139	69.5%
4 - 6	45	22.5%
7 or more	1	0.5%

Are you an officer in any of the campus organizations that you belong to?

Yes	127	64.8%
No	69	35.2%

75.3% of women vs. 57.6% of men are officers ( $p = .018$ ).

Are you a member of or are you pledging a fraternity or sorority?

Yes	167	83.5%
No	33	16.5%

If you have ever considered joining or have joined a fraternity or sorority, what were your most important reasons for wanting to join? (171 people gave 202 answers)

Social opportunities/fun	75
Feeling of belonging, friendship, unity	117
Meet new people	25
Getting involved, learning about leadership	20
Housing	25
Special college experience (esp. at L.U.)	13
Accomplish goals, grow personally	4
Parent was fraternity/sorority member	3
Academic benefits (files)	13
Liked the atmosphere	7
Feeling of status	3
Support in endeavors	5

If you have decided not to join a fraternity or sorority, what were your most important reasons for not wanting to join? (31 people gave 52 responses)

Lack of privacy, individuality/too clannish	9
Social life/too much drinking	4
Unattractive lifestyle (silly, childish, unhealthy atmosphere)	3
Takes too much time/money	6
Stereotyped image	3
Academic reasons	4
General dislike/disinterest	9

Please rank your first preference for living arrangements

Residence halls (i.e., Dravo House)	11	5.5%
University apartments (i.e., Trembley Park)	11	5.5%
Special interest houses	7	3.5%
Fraternity or sorority house	144	72.4%
Off-campus housing (not University affiliated)	24	12.1%
Residential college	1	0.5%

Please rank your second preference for living arrangements

Residence halls (i.e., Dravo House)	23	12.1%
University apartments (i.e., Trembley Park)	36	18.9%
Special interest houses	9	4.7%
Fraternity or sorority house	19	10.0%
Off-campus housing (not University affiliated)	99	52.1%
Residential college	3	1.6%

Have you ever considered transferring to another school?

Frequently	12	6.1%
Occasionally	51	25.8%
Rarely	55	27.8%
Never	80	40.0%

If you have considered transferring, what are your reasons?  
(110 people gave 235 answers)

Location (isolated, weather, Bethlehem)	29
Want better social life, more activities	32
Lehigh too conservative	3
Financial reasons	27
Dissatisfaction with administration	25
Too impersonal, uncaring	4
Academic programs/reputation better elsewhere	33
Too stressful, competitive	15
Too technical/ lack of respect for Arts	3
Homesick, depressed	4
Lack of diversity, sexism	7
Bad social policy (too much drinking)	10
Don't fit in with other students	4
Not enough women	6

Is the financing of your education:

A major concern for you and your family	85	42.7%
Somewhat a concern for you and your family	73	36.7%
Not a concern for you and your family	41	20.6%

50% of men vs. 32% of women say "major concern" (p = .04).

## INSTITUTIONAL CLIMATE

In your estimation, is the ratio of female to male students on campus:

About right	52	26.0%
Too low a percentage of female students	122	61.0%
Too high a percentage of female students	4	2.0%
No opinion	22	11.0%

51.3% of women vs. 9.1% of men say "about right" (p <.0001).

82.6% of men vs. 28.2% of women say "too low".

In your estimation, is the ratio of racial minority to non-racial minority students on campus:

About right	39	19.7%
Too low a percentage of racial minorities	92	46.5%
Too high a percentage of racial minorities	8	4.0%
No opinion	59	29.8%

60.5% of women vs. 38.0% of men say "too low" ( $p = .02$ ).

How would you describe relations between whites and racial minorities on Lehigh's campus?

Close and harmonious	14	7.1%
Friendly, but not close	116	58.9%
Cooperative, but not friendly	54	27.4%
Aloof and hostile	13	6.6%

How would you describe relations between men and women on Lehigh's campus?

Close and harmonious	87	44.8%
Friendly, but not close	85	43.8%
Cooperative, but not friendly	15	7.7%
Aloof and hostile	7	3.6%

How much racial prejudice is there at Lehigh?

A great deal	32	16.2%
Some	104	52.5%
Not much	49	24.7%
Almost none	13	6.6%

How much sexism is there at Lehigh?

A great deal	63	31.8%
Some	98	49.5%
Not much	32	16.2%
Almost none	5	2.5%

42.3% of women vs. 25.2% of men say "a great deal" ( $p = .01$ ).



How much prejudice against homosexuals is there at Lehigh?

A great deal	135	69.9%
Some	45	23.3%
Not much	8	4.1%
Almost none	5	2.6%

79.3% of men vs. 56.6% of women say "a great deal" (p = .01).

Would you like to see Lehigh increase efforts to hire more racial minority faculty?

Yes, a great deal	25	12.8%
Yes, somewhat	41	21.0%
No special effort	127	65.1%

72.3% of men vs. 53.3% of women say "no special effort" (p = .04).

Would you like to see Lehigh increase efforts to hire more women faculty?

Yes, a great deal	23	11.7%
Yes, somewhat	58	29.6%
No special effort	113	57.7%

70.8% of men vs. 37.3% of women say "no special effort" (p <.0001).

For each of the following statements, indicate the extent to which you agree by circling the appropriate number:

	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree
Students of different racial/ethnic origins generally get along well with one another on this campus.	24 (12.1%)	74 (37.2%)	61 (30.7%)	37 (18.6%)	3 (1.5%)
This institution makes a determined effort to attract students of diverse racial backgrounds.	4 (2.0%)	43 (21.6%)	72 (36.0%)	55 (27.6%)	25 (12.6%)
Some faculty members discriminate against students who are the racial minority on this campus.*	7 (3.5%)	7 (3.5%)	75 (37.7%)	54 (27.1%)	56 (28.1%)

Many of the policies and practices of this institution are racially biased or discriminatory.*	4 ( 2.0%)	20 (10.2%)	61 (31.0%)	64 (32.5%)	48 (24.4%)
The number of fraternities at Lehigh has a positive effect on the social climate at Lehigh.**	82 (41.0%)	63 (31.5%)	21 (10.5%)	22 (11.0%)	12 ( 6.0%)
Women at Lehigh are usually treated with respect by male students.**	14 ( 7.1%)	70 (35.4%)	35 (17.7%)	57 (28.8%)	22 (11.1%)
Men at Lehigh are usually treated with respect by female students.	13 ( 6.5%)	78 (39.2%)	60 (30.2%)	40 (20.1%)	8 ( 4.0%)
My experience at Lehigh prepares me for a satisfying and creative life better than does the college experience of close friends at other universities.	34 (17.2%)	66 (33.3%)	57 (28.8%)	28 (14.1%)	13 ( 6.6%)
All important academic and social opportunities are available to everyone at Lehigh on a basis of equality, without regard to their sex, race, religion, national origin, handicap, or sexual preference.	39 (19.6%)	70 (35.2%)	35 (17.6%)	40 (20.1%)	15 ( 7.5%)
The intellectual climate among students has stimulated me to pursue a lot of interests that had not previously occurred to me.	13 ( 6.5%)	81 (40.7%)	53 (26.6%)	38 (19.1%)	14 ( 7.0%)
Lehigh would be a much better place if there were more diverse residence options.*	26 (13.0%)	46 (23.0%)	70 (35.0%)	44 (22.0%)	14 ( 7.0%)

\* Women more likely to agree.

\*\* Men more likely to agree.

## HARASSMENT

Do any of the following behaviors apply to your definition of sexual harassment?

	Yes	Sometimes	No	Don't Know
Sexually directed remarks about clothing, body, sexual activities.*	47 (23.5%)	122 (61.0%)	28 (14.0%)	3 ( 1.5%)

Sexually suggestive jokes, stories, or humor.*	18 ( 9.0%)	88 (44.0%)	91 (45.5%)	3 ( 1.5%)
Staring, excessive eye contact.*	8 ( 4.0%)	72 (36.0%)	117 (58.5%)	3 ( 1.5%)
Unwanted sexual advances.	143 (71.5%)	48 (24.0%)	7 ( 3.5%)	2 ( 1.0%)
Physical assault.	194 (97.5%)	1 ( 0.5%)	3 ( 1.5%)	1 ( 0.5%)

\* Women more likely to say "yes".

Listed below are some behaviors that might occur among students. Have you experienced and/or observed the following behaviors while at Lehigh?

	Experienced It				Observed	
	Never	Once	A Few Times	Often	Yes	No
Sexually suggestive stories, jokes, or humor.	6.5%	1.0%	28.0%	64.5%	97.9%	2.1%
Pressure to avoid being seen as a supporter of women's issues or to avoid those who are supportive of these issues.	75.9%	6.8%	14.1%	3.1%	34.7%	65.3%
Racist language, humor, or comments.	16.2%	2.6%	42.4%	38.7%	91.1%	8.9%
Verbal baiting or bullying accompanied by intimidation.*	37.5%	9.8%	36.4%	16.3%	80.2%	19.8%
Racist or disparaging remarks about racial minorities' behavior or career interests.*	46.8%	10.1%	33.0%	10.1%	68.8%	31.2%
Pressure to avoid appearing intellectual or participating in class.	51.5%	7.2%	25.8%	15.5%	62.2%	37.8%
Sexually explicit phone calls or notes.**	61.2%	12.2%	23.0%	3.6%	47.9%	52.1%
Forced sexual intercourse.**	95.4%	2.0%	1.0%	1.6%	12.5%	87.5%
Pressure to avoid being seen as a supporter of racial minority issues or to avoid those who are supportive of these issues.	89.8%	4.6%	3.6%	2.0%	20.0%	80.0%
Sexist or disparaging remarks about women's behavior or career interests.**	40.3%	10.7%	29.1%	19.9%	73.4%	26.6%

Seductive remarks including attempts to establish a sexual relationship despite discouragement.**	45.2%	13.7%	32.0%	9.1%	77.2%	22.8%
Unwanted physical (or sexual) contact.**	58.9%	13.7%	22.8%	4.6%	67.2%	32.8%
Being interrupted when answering a question or offering a comment.	13.9%	4.6%	48.5%	33.0%	89.3%	10.7%
Body language such as staring, leering, or sexual gestures.**	12.8%	7.1%	50.5%	29.6%	92.0%	8.0%
Pushing, shoving, or other physical intimidation.*	28.2%	8.2%	42.1%	21.5%	93.5%	6.5%

\* More likely to be observed or experienced by men.

\*\* More likely to be observed or experienced by women.

Listed below are some behaviors that might be exhibited by faculty and directed at students both in and out of the classroom. Have you experienced and/or observed the following behaviors?

	Experienced It				Observed	
	Never	Once	A Few Times	Often	Yes	No
Racist language, humor, or comments.	76.4%	7.9%	11.0%	4.7%	30.4%	69.6%
Sexist language, humor, or comments.	58.6%	8.9%	24.6%	7.9%	51.3%	48.7%
Eye contact or other body language you considered inappropriate.	80.8%	6.2%	9.3%	3.6%	76.2%	23.8%
Frequent comments on personal appearance.	68.6%	9.4%	15.2%	6.8%	35.8%	64.2%
Physical contact you considered inappropriate.	89.1%	3.1%	5.2%	2.6%	17.8%	82.2%
Sexual advances.	85.4%	5.2%	5.7%	3.6%	18.5%	81.5%
Not taking women students as seriously as men students, communicated through posture, gesture, or tone of voice.*	69.3%	11.5%	17.5%	6.8%	43.2%	56.8%
Not taking racial minority students as seriously as non-minority students, communicated through posture, gesture, or tone of voice.*	92.1%	3.1%	2.6%	2.1%	16.0%	84.0%

Expressions of derogatory beliefs about women in general.*	73.4%	5.2%	12.5%	8.9%	36.8%	63.2%
Expressions of derogatory beliefs about racial minorities in general.	85.4%	5.2%	7.3%	2.1%	21.2%	78.8%
Expressions of derogatory beliefs about men in general.	78.2%	5.2%	11.9%	4.7%	24.9%	75.1%

\* More likely to be observed or experienced by women.

Your professors may have used various means of encouraging student participation in class discussion (e.g., using eye contact, calling on students, and responding to student comments). Please indicate how many of your professors at Lehigh exhibited the following behavior patterns in encouraging student participation:

	<u>None</u>	<u>A Few</u>	<u>Many</u>
Generally more encouraging and responsive to male students' comments.*	62.9%	35.6%	1.5%
Generally more encouraging and responsive to female students' comments.	55.5%	39.8%	4.7%
Equally encouraging to male and female students.	2.6%	19.6%	77.8%
Generally more encouraging and responsive to non-minority students' comments.	78.5%	19.4%	2.2%
Generally more encouraging and responsive to racial minority students' comments.	80.3%	16.5%	3.2%
Equally encouraging to racial minority and non-minority students.	9.5%	15.8%	74.7%

\* More likely to be experienced or observed by women.

To what extent are you aware of grievance procedures available at Lehigh concerning racial and/or sexual harassment?

	Very Aware	Somewhat Aware	Not Very Aware
Concerning faculty behavior	3.6%	14.4%	82.1%
Concerning student behavior	8.7%	29.2%	62.1%

### ACADEMIC LIFE

Is there any faculty member at Lehigh whom you feel especially able to approach and who has been especially encouraging to you?

Yes	69.2%
No	30.8%

Have you taken any courses with a primary focus on racial minorities?

Yes	8.0%
No	92.0%

Have you taken any courses with a primary focus on women?

Yes	7.0%
No	93.0%

In the future, would you be interested in taking courses that primarily focus on racial minorities?

Yes	16.1%
No	46.7%
Maybe	37.2%

In the future, would you be interested in taking courses that primarily focus on women?

Yes	26.6%
No	42.7%
Maybe	30.7%

Women more likely to say "yes."

Are the contributions of racial minority scholars incorporated into any academic courses you've taken?

Yes	45.5%
No	25.8%
Don't Know	28.8%

Are the contributions of women scholars incorporated into any academic courses you've taken?

Yes	56.9%
No	19.8%
Don't Know	23.4%

Do you feel that you have enough opportunity at Lehigh to talk with your instructors outside of class?

Yes, very much so	29.3%
Yes, somewhat	45.5%
No, not enough	25.3%

Do you feel comfortable discussing your academic career with your advisor?

Yes, very much so	27.6%
Yes, somewhat	36.7%
No, not enough	35.7%

Comments:

Advisor should be more involved, have better relationship with students.	8
Advisor too busy, doesn't care.	16
Advisor doesn't provide information, unaware of procedures, useless.	15
Advisor/faculty great, helpful.	5

## SUMMARY

What are the most positive aspects of attending Lehigh University?  
(181 people gave 490 responses.)

Academic quality, resources, atmosphere/good faculty	160
Good social life, many activities	70
Location	10
Friendships, other students	44
Greek life	50
Good size, faculty-student ratio	12
Good reputation	44
Campus, environment	17
Opportunities for leadership, challenge, maturity	20
Good financial resources	10
Good sports program	6

What are the most negative aspects of attending Lehigh University?  
(189 people gave 466 responses.)

Very expensive	42
Male-female ratio, lack of diversity	43
Social life, dominance of Greek system	34
Location, relationship with town	32
Workload, pressure, competition	28
The administration	50
Teachers who speak English poorly	7
Poor male-female and interethnic relations	31
Education too narrow, too technical	8
Lack of cultural, social, intellectual activities	16
Police, discipline policies	28
Too conservative, materialistic	11
Lack of interest in teaching	13
Poor athletic programs, facilities	10
Tradition disappearing, lack of school spirit	7
Too much alcohol	6
Parking	4
Negative attitude toward fraternities	6



Would you recommend attending Lehigh University to a friend?

Yes	138	(71.5%)
No	33	(17.1%)
Maybe	22	(11.4%)

Women more likely to say "yes" ( $p = .0001$ ).

Why?

Good education	45
Good social life	17
Loves it/it's fun	33
Good school	18
Atmosphere	3
Reputation	4
Prepares well for "real world"	3

Why not?

Administration	6
Too expensive	6
Social policy too restrictive	6

Overall, what do you feel would help to make Lehigh University a better place?  
(130 people gave 255 answers.)

More non-Greek involvement, more social and athletic programs	15
Better interaction among men and women, minorities and non-minorities	8
More diversity in student body, more equality, education in harassment and diversity	20
Greater emphasis on liberal arts	6
Lower tuition	9
Cut red tape and fines, better/more caring administration	31
More non-alcoholic social functions/student center	17
Strengthen academics, reputation	6
Better facilities (e.g., gym)	12
Better teacher-student relationships, more emphasis on and rewards for teaching	14
Better parking	5

More women	9
More housing for upperclass students	4
Less strict social policy	7
Improve police	5

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## GRADUATE STUDENT SURVEY

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This survey of Lehigh students was distributed through departments. It is not a representative sampling of graduate students, and this should be kept in mind in drawing conclusions from the results. When there is more than one answer given for a question, only those given by at least three people are listed.

## GRADUATE SURVEY RESULTS

### SAMPLE CHARACTERISTICS

#### Gender

Male	34	48.6%
Female	36	51.4%

#### Ethnicity

Hispanic American	2	2.9%
African American	2	2.9%
Asian American	2	2.9%
European American	50	71.4%
Asian	6	8.6%
European	6	8.6%
Canadian	2	2.9%

#### Major

Arts and Humanities	11	15.7%
Math & Natural Sciences	32	45.7%
Business	1	1.4%
Engineering	19	27.1%
Social Sciences	6	8.6%
Education	1	1.4%

Men more likely to be in engineering, women in all other fields ( $p = .02$ ).

### GENERAL INFORMATION

How did you learn about Lehigh University?

From a relative or other adult that you know	21
From a high school teacher or counselor	8
From a present student or recent graduate of Lehigh University	12
From Lehigh University admissions or recruitment personnel	8
From a college guidebook	16
Grew up nearby	4

Did any close relatives attend Lehigh?

Yes	9	12.9%
No	61	87.1%

Describe your current residence:

A residence hall	4	6.0%
Off-campus private housing	48	71.6%
Commutes from home	11	16.4%

How many campus organizations or clubs do you belong to?

None	32	45.7%
1-3	37	52.9%
4-6	1	1.4%

Are you an officer in any of the campus organizations that you belong to?

Yes	8	12.7%
No	55	87.3%

Please rank your first preference for living arrangements

Residence hall (i.e., Dravo House)	2	3.4%
University apartments (i.e., Trembley Park)	7	12.1%
Special interest houses	3	5.2%
Fraternity or sorority house	2	3.4%
Off-campus housing (not univ. affiliated)	43	74.1%
Residential college	1	1.7%

Please rank your second preference for living arrangements

Residence halls (i.e., Dravo House)	2	4.9%
University apartments (i.e., Trembley park)	15	36.6%
Special interest houses	8	19.5%
Fraternity or sorority house	1	2.4%
Off-campus housing (not univ. affiliated)	8	19.5%
Residential college	7	17.1%

Have you ever considered transferring to another school?

Frequently	5	7.4%
Occasionally	21	30.9%
Rarely	14	20.6%
Never	28	41.2%

If you have considered transferring, what are your reasons?  
(38 people gave 74 answers)

Location	10	13.5%
Want better social life, more activities	4	5.4%
Financial reasons	4	5.4%
Dissatisfaction with administration	6	8.1%
Academic programs reputation better elsewhere	16	21.6%
Lack of diversity, sexism	4	5.4%
Faculty	3	4.1%

Is the financing of your education:

A major concern for you and your family	39	56.5%
Somewhat a concern for you and your family	14	20.3%
Not a concern for you and your family	16	23.2%

## INSTITUTIONAL CLIMATE

In your estimation is the ratio of female to male students on campus:

About right	24	34.8%
Too low a percentage of female students	30	43.5%
Too high a percentage of female students	0	0%
No opinion	15	21.7%

In your estimation is the ratio of racial minority to non-racial minority students on campus:

About right	11	15.7%
Too low a percentage of racial minorities	35	50.0%
Too high a percentage of racial minorities	5	7.1%
No opinion	19	27.1%

How would you describe relations between whites and racial minorities on Lehigh's campus?

Close and harmonious	11	17.2%
Friendly, but not close	36	56.3%
Cooperative but not friendly	14	21.9%
Aloof and hostile	3	4.7%

How would you describe relations between men and women on Lehigh's campus?

Close and harmonious	29	48.3%
Friendly, but not close	24	40.0%
Cooperative but not friendly	4	6.7%
Aloof and hostile	3	5.0%

How much racial prejudice is there at Lehigh?

A great deal	12	19.0%
Some	36	57.1%
Not much	11	17.5%
Almost none	4	6.3%

How much sexism is there at Lehigh?

A great deal	19	30.6%
Some	32	51.6%
Not much	7	11.3%
Almost none	4	6.5%

How much prejudice against homosexuals is there at Lehigh?

A great deal	22	44.0%
Some	18	36.0%
Not much	10	20.0%
Almost none	0	0%

Would you like to see Lehigh increase efforts to hire more racial minority faculty?

Yes, a great deal	17	25.8%
Yes, somewhat	24	36.4%
No special effort	23	34.8%

Women more likely to say "yes" ( $p = .001$ ).

Would you like to see Lehigh increase efforts to hire more women faculty?

Yes, a great deal	24	36.4%
Yes, somewhat	17	25.8%
No special effort	23	34.8%

Women more likely to say "yes" ( $p = .001$ ).

For each of the following statements, indicate the extent to which you agree by circling the appropriate number.

	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree
Students of different racial/ethnic origins generally get along well with one another on this campus.	5 ( 7.5%)	30 (44.8%)	23 (34.3%)	6 ( 9.0%)	3 ( 4.5%)
This institution makes a determined effort to attract students of diverse racial backgrounds.	6 ( 8.8%)	14 (20.6%)	25 (36.8%)	19 (27.9%)	4 ( 5.9%)
Some faculty members discriminate against students who are the racial minority on this campus. Women more likely to agree ( $p = .02$ ).	4 ( 6.0%)	13 (19.4%)	28 (41.8%)	14 (20.9%)	8 (11.9%)
Many of the policies and practices of this institution are racially biased or discriminatory. Women more likely to agree ( $p = .01$ ).	3 ( 4.5%)	9 (13.4%)	25 (37.3%)	23 (34.3%)	7 (10.4%)
The number of fraternities at Lehigh has a positive effect on the social climate at Lehigh. Men more likely to agree ( $p = .045$ ).	7 (10.6%)	10 (15.2%)	15 (22.7%)	15 (22.7%)	19 (28.8%)
Women at Lehigh are usually treated with respect by male students.	3 ( 4.3%)	25 (36.2%)	15 (21.7%)	19 (27.5%)	7 (10.1%)
Men at Lehigh are usually treated with respect by female students.	3 ( 4.4%)	35 (51.3%)	22 (32.4%)	6 ( 8.8%)	2 ( 2.9%)
My experience at Lehigh prepares me for a satisfying and creative life better than does the college experience of close friends at other universities.	2 ( 3.0%)	7 (10.4%)	35 (52.2%)	16 (23.9%)	7 (10.4%)
All important academic and social opportunities are available to everyone at Lehigh on a basis of equality, without regard to their sex, race, religion, national origin, handicap, or sexual preference. Men more likely to agree ( $p = .01$ ).	8 (11.8%)	26 (38.2%)	11 (16.2%)	20 (29.4%)	3 ( 4.4%)



The intellectual climate among students has stimulated me to pursue a lot of interests that had not previously occurred to me.	5 (7.2%)	22 (31.9%)	21 (30.4%)	12 (17.4%)	9 (13.0%)
Lehigh would be a much better place if there were more diverse residence options.	9 (12.9%)	20 (28.6%)	33 (47.1%)	7 (10.0%)	1 (1.4%)

## HARASSMENT

Do any of the following behaviors apply to your definition of sexual harassment?

	Yes	Sometimes	No	Don't Know
Sexual directed remarks about clothing, body, sexual activities.	29 (41.4%)	30 (42.9%)	9 (12.9%)	2 (2.9%)
Sexually suggestive jokes, stories, or humor.	21 (30.0%)	35 (50.0%)	14 (20.0%)	0 (0%)
Staring, excessive eye contact.	15 (22.4%)	35 (52.2%)	16 (23.9%)	1 (1.5%)
Unwanted sexual advances.	61 (87.1%)	5 (7.1%)	4 (5.7%)	0 (0%)
Physical assault.	65 (92.9%)	1 (1.4%)	4 (5.7%)	0 (0%)

Listed below are some behaviors that might occur among students. Have you experienced and/or observed the following behaviors while at Lehigh?

	<u>Experienced It</u>				<u>Observed It</u>	
	Never	Once	A Few Times	Often	Yes	No
Sexually suggestive stories, jokes, or humor.	11 (16.2%)	2 (2.9%)	32 (47.1%)	23 (33.8%)	60 (90.9%)	6 (9.1%)
Pressure to avoid being seen as a supporter of women's issues or to avoid those who are supportive of these issues.	53 (80.3%)	3 (4.5%)	8 (12.1%)	2 (3.0%)	21 (30.9%)	47 (69.1%)
Racist language, humor, or comments.	25 (36.8%)	3 (4.4%)	28 (41.2%)	12 (17.6%)	15 (23.1%)	50 (76.9%)
Verbal baiting or bullying accompanied by intimidation.	45 (71.4%)	3 (4.8%)	12 (19.0%)	3 (4.8%)	27 (39.7%)	41 (60.3%)

Racist or disparaging remarks about racial minorities' behavior or career interests.	42 (63.6%)	4 ( 6.1%)	16 (24.2%)	4 ( 6.1%)	38 (56.7%)	29 (43.3%)
Pressure to avoid appearing intellectual or participating in class.	43 (65.2%)	0 ( 0%)	18 (27.3%)	5 ( 7.6%)	34 (50.0%)	34 (50.0%)
Sexually explicit phone calls or notes.	56 (84.8%)	4 ( 6.1%)	5 ( 7.6%)	1 ( 1.5%)	14 (20.3%)	55 (79.7%)
Forced sexual intercourse.	64 (97.0%)	2 ( 3.0%)	0 ( 0%)	0 ( 0%)	2 ( 2.9%)	67 (97.1%)
Pressure to avoid being seen as a supporter of racial minority issues or to avoid those who are supportive of these issues.	58 (87.9%)	2 ( 3.0%)	6 ( 9.1%)	0 ( 0%)	11 (16.9%)	54 (83.1%)
Sexist or disparaging remarks about women's behavior or career interests.	32 (46.4%)	6 ( 8.7%)	24 (34.8%)	7 (10.1%)	45 (69.2%)	20 (30.8%)
Seductive remarks including attempts to establish a sexual relationship despite discouragement. Women more likely to have experienced (p = .01).	48 (71.6%)	5 ( 7.5%)	11 (16.4%)	3 ( 4.5%)	25 (36.8%)	43 (63.2%)
Unwanted physical (or sexual) contact. Women more likely to have experienced (p = .02).	49 (73.1%)	8 (11.9%)	8 (11.9%)	2 ( 3.0%)	22 (33.3%)	44 (66.7%)
Being interrupted when answering a question or offering a comment.	14 (21.5%)	3 ( 4.6%)	35 (53.8%)	13 (20.0%)	54 (83.1%)	11 (16.9%)
Body language such as staring, leering, or sexual gestures. Women more likely to have experienced (p = .04).	38 (56.7%)	6 ( 9.0%)	17 (25.4%)	6 ( 9.0%)	36 (53.7%)	31 (46.3%)
Pushing, shoving, or other physical intimidation.	51 (77.3%)	3 ( 4.5%)	10 (15.2%)	2 ( 3.0%)	23 (33.8%)	45 (66.2%)

Listed below are some behaviors that might be exhibited by faculty and directed at students both in and out of the classroom. Have you experienced and/or observed the following behaviors?

	<u>Experienced It</u>				<u>Observed It</u>	
	Never	Once	A Few Times	Often	Yes	No
Racist language, humor, or comments.	47 (71.2%)	7 (10.6%)	11 (16.7%)	1 ( 1.5%)	22 (32.4%)	46 (67.6%)
Sexist language, humor, or comments.	33 (49.3%)	9 (13.4%)	22 (32.8%)	3 ( 4.5%)	38 (55.9%)	29 (42.6%)
Eye contact or other body language you considered inappropriate.	54 (81.8%)	4 ( 6.1%)	8 (12.1%)	0 ( 0%)	15 (22.1%)	53 (77.9%)

Frequent comments on personal appearance.	44 (66.7%)	4 ( 6.1%)	13 (19.7%)	4 ( 6.1%)	21 (30.9%)	47 (69.1%)
Physical contact you considered inappropriate.	59 (89.4%)	2 ( 3.0%)	2 ( 3.0%)	2 ( 3.0%)	10 (14.9%)	57 (85.1%)
Sexual advances.	61 (92.4%)	1 ( 1.5%)	2 ( 3.0%)	1 ( 1.4%)	5 ( 7.5%)	61 (91.0%)
Not taking women students as seriously as men students, communicated through posture, gesture, or tone of voice.*	47 (70.1%)	3 ( 4.5%)	12 (17.9%)	5 ( 7.5%)	28 (41.2%)	40 (58.8%)
Not taking racial minority students as seriously as non-minority students, communicated through posture, gesture, or tone of voice.	57 (86.4%)	1 ( 1.5%)	7 (10.6%)	0 ( 0%)	16 (23.2%)	52 (75.4%)
Expressions of derogatory beliefs about women in general.*	46 (68.7%)	4 ( 6.0%)	14 (20.9%)	3 ( 4.5%)	31 (44.9%)	38 (55.1%)
Expressions of derogatory beliefs about racial minorities in general.	55 (84.6%)	4 ( 6.2%)	5 ( 7.7%)	1 ( 1.5%)	19 (27.5%)	50 (72.5%)
Expressions of derogatory beliefs about men in general.	54 (81.8%)	1 ( 1.5%)	10 (15.2%)	1 ( 1.5%)	16 (24.2%)	50 (75.8%)

\* Women more likely to have experienced or observed.

Your professors may have used various means of encouraging student participation in class discussion (e.g., using eye contact, calling on students, and responding to student comments). Please indicate how many of your professors at Lehigh exhibited the following behavior patterns in encouraging student participation.

	None	A Few	Many
Generally more encouraging and responsive to male students' comments. Women more likely to observed this (p = .01).	49 (71.0%)	19 (27.5%)	1 ( 1.4%)
Generally more encouraging and responsive to female students' comments.	52 (75.4%)	17 (24.6%)	0 ( 0%)
Equally encouraging to male and female students.	1 ( 1.4%)	9 (13.2%)	58 (85.3%)
Generally more encouraging and response to non-minority students' comments.	51 (76.1%)	15 (22.4%)	1 ( 1.5%)
Generally more encouraging and responsive to racial minority students' comments.	57 (83.8%)	10 (14.7%)	1 ( 1.5%)
Equally encouraging to racial minority and non-minority students.	4 ( 5.8%)	7 (10.1%)	58 (84.1%)

To what extent are you aware of grievance procedures available at Lehigh concerning racial and/or sexual harassment?

	Very Aware	Somewhat Aware	Not Very Aware
Concerning faculty behavior.	1 ( 1.5%)	16 (23.5%)	51 (75.0%)
Concerning student behavior.	0 ( 0%)	18 (26.5%)	50 (73.5%)

## ACADEMIC LIFE

Is there any faculty member at Lehigh whom you feel especially able to approach and who has been especially encouraging to you?

Yes	66	(94.3%)
No	4	( 5.7%)

Have you taken any courses with a primary focus on racial minorities?

Yes	2	( 2.9%)
No	68	(97.1%)

Have you taken any courses with a primary focus on women?

Yes	5	( 7.2%)
No	64	(92.8%)

In the future, would you be interested in taking courses that primarily focus on racial minorities?

Yes	12	(17.1%)
No	37	(52.9%)
Maybe	21	(30.0%)

In the future, would you be interested in taking courses that primarily focus on women?

Yes	14	(20.0%)
No	39	(55.7%)
Maybe	17	(24.3%)

Women more likely to say "yes" ( $p = .048$ ).

Are the contributions of racial minority scholars incorporated into any academic courses you've taken?

Yes	26	(37.1%)
No	15	(21.4%)
Don't Know	29	(41.4%)

Are the contributions of women scholars incorporated into any academic courses you've taken?

Yes	43	(61.4%)
No	10	(14.3%)
Don't Know	17	(24.3%)

Do you feel that you have enough opportunity at Lehigh to talk with your instructors outside of class?

Yes, very much so	39	(55.7%)
Yes, somewhat	19	(27.1%)
No, not enough	12	(17.1%)

Do you feel comfortable discussing your academic career with your advisor?

Yes, very much so	32	(45.7%)
Yes, somewhat	33	(47.1%)
No, not enough	5	(7.1%)

## SUMMARY

What are the most positive aspects of attending Lehigh University?  
(63 people gave 168 comments)

Academic quality, resources, atmosphere/good faculty	76
Good social life, many activities	4
Location	13
Friendships, other students	10
Good size, faculty-student ratio	13
Good reputation	11
Campus, environment	5
Opportunities for leadership, challenge, maturity	4
Good financial resources, support	8
Faculty-student interaction	5

What are the most negative aspects of attending Lehigh University?  
(189 people gave 466 responses)

Very expensive	18
Male-female ratio, lack of diversity	9
Location, relationship with town	11
Work load, pressure, competition	4
The administration	10
Poor male-female and interethnic relations	6
Education too narrow, too technical	3
Lack of culture, social, intellectual activities	5
Too conservative, materialistic	11
Lack of interest in teaching	8
Tradition disappearing, lack of school spirit	5
Parking	9
Too far from home	3

Would you recommend attending Lehigh University to a friend?

Yes	48	(77.4%)
No	9	(14.5%)
Maybe	5	( 8.1%)

If yes, Why?

Good education, good school/faculty	22
Good size	5
Good reputation	3

Overall, what do you feel would help to make Lehigh University a better place?  
(45 people gave 86 answers)

More diversity in student body, more equality, education in harassment and diversity	9
Greater emphasis on liberal arts	3
Lower tuition	3
Strengthen academics, reputation	3
Better teacher-student relationships, emphasis on and rewards for teaching	8
Better parking	5
More housing	3
More financial resources	6

**COMMISSION ON MINORITIES**

**COMMISSION ON WOMEN**

**FACULTY SURVEY**

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## FACULTY SURVEY

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Attached are the answers to the questions asked in the faculty survey. In addition, crosstabs were carried out to compare the answers of men and women and tenured and untenured faculty. Where the chi-square for the crosstabs indicated a significant difference, these results are reported after the question, with one asterisk indicating gender differences and two asterisks indicating significant differences between tenured and untenured faculty. If there is no report of differences after a question, this indicates that no significant differences were found. A comparison of minority to non-minority faculty could not be made because of the small number of minorities.



## FACULTY SURVEY RESULTS

### SAMPLE CHARACTERISTICS

<u>Faculty</u>	<u>Total Responses</u>	<u>Total</u>
	216 (55.1%)	392
 <u>Gender</u>		
Male	171 (51.5%)	332
Female	41 (68.3%)	60
 <u>Rank</u>		
Tenured	153 (52.6%)	291
Untenured	58 (57.4%)	101
Professor	118 (60.5%)	195
Assoc. Professor	42 (43.3%)	97
Asst. Professor	46 (55.4%)	83
Instructor	4 (57.1%)	7

\* Women are significantly more likely to be untenured.

### Ethnicity

Hispanic American	2 (28.6%)	7
Asian American	8 (25.8%)	31
African American	0 ( 0%)	2
Others	201 (57.1%)	352
No Response	5	

### GENERAL INFORMATION

#### Age

<30	4 ( 1.9%)
30-40	65 (30.7%)
41-50	56 (26.4%)
51-60	62 (29.2%)
61+	25 (11.8%)

\* 49.1% of men versus 7.3% of women are 51 and over (p < 0001).

\*\* 54.0% of tenured versus 5.3% of untenured are 51 and over (p < 0001).

## Years at Lehigh

Range from less than 1 year to 42 years

Mean = 12.9

Median = 11.0

## Academic Discipline

Arts/Humanities	39	(18.2%)
Business	18	( 8.4%)
Engineering	55	(25.7%)
Math/Sciences	57	(26.4%)
Education	15	( 7.0%)
Social Sciences	30	(14.0%)

- \* Women more likely ( $p < 0001$ ) to be in arts/humanities, education and social sciences; men in engineering, math and sciences.

## WORK CONDITIONS

Gender/race influence opportunity for promotion.

No	176	(85.4%)
Yes	30	(14.6%)

- \* Men more likely to say "no" (93.3% versus 57.9% of women) ( $p < .001$ ).

If yes, explain.

Female gender a disadvantage	6	(24.0%)
Male gender a disadvantage	1	( 4.0%)
Being non-minority a disadvantage	1	( 4.0%)
Female gender an advantage	1	( 4.0%)
Male gender an advantage	3	(12.0%)
Affirmative action generally positive	6	(24.0%)
Affirmative action generally negative	2	( 8.0%)

How satisfied with advancement opportunity?

Very satisfied	71	(34.5%)
Satisfied	118	(57.3%)
Not satisfied	17	( 8.3%)

Had a mentor at Lehigh?

Yes	57	(28.1%)
No	146	(71.9%)

Ever considered leaving Lehigh?

Never	25	(12.3%)
Rarely	35	(17.2%)
Occasionally	115	(56.4%)
Frequently	29	(14.2%)

If yes, why? (%'s based on 97 responses)

Location	7	( 7.2%)
Personal reasons	11	(11.3%)
Professional reasons/lack of advancement opportunity/other job opportunities	26	(26.8%)
Lack of support for one's area of work or for research generally	13	(13.4%)
Teaching less appreciated than research	3	( 3.1%)
Unpleasant environment (competitive, unfriendly, too political)	10	(10.3%)
Insecure position/retirement	3	( 3.1%)
Low salary	4	( 4.1%)
Lack of good students	2	( 2.1%)
Sexist environment	3	( 3.1%)
Workload	3	( 3.1%)
Other	12	(12.4%)

Conditions at Lehigh supportive of your family life?

Yes	86	(41.7%)
Somewhat	77	(37.4%)
No	43	(20.9%)

\* Males more likely to say "yes" (p. < 05).

If offered, which of the following work options would you take advantage of? (% based on 76 people who gave total of 110 responses).

None	10	(13.2%)
Job sharing/part time work (untenured, tenured, pre-retirement)	47	(61.8%)
Family leave	16	(21.0%)
Better sabbatical policy	7	( 9.2%)
Early retirement	4	( 5.3%)
Child care	5	( 6.6%)

Three most beneficial aspects of working at Lehigh (%'s based on 184 people, who gave a total of 478 responses).

The students	74	(40.2%)
Intellectual environment	24	(13.0%)
Supportive admin./dept.	39	(21.2%)
Good facilities/resources	54	(29.3%)
Friendly environment	24	(13.0%)
Enjoyment of one's work-teaching, research, both	31	(16.8%)
Colleagues	77	(41.8%)
Flexible schedule/autonomy	28	(15.2%)
Salary/benefits	29	(15.8%)
Location	35	(19.0%)
Size	12	(6.5%)
Interdisciplinary opportunities	6	(3.3%)
Reputation (prestige)	12	(6.5%)
Graduate program	4	(2.2%)
Entrepreneurial opportunities/ industry contracts	4	(2.2%)

Three most negative aspects of working at Lehigh (% based on 175 people who gave a total of 409 responses).

Heavy workload/excessive expectations	14	(8.0%)
Lack of support for research	20	(11.4%)
Pay/benefits	25	(14.3%)
Lack of administrative leadership	24	(13.7%)
Students too anti-intellectual/ unmotivated/arrogantly wealthy/ homogeneous	39	(22.3%)
Too much bureaucracy/paperwork	20	(11.4%)
Student life/Greek system/alcohol	26	(14.9%)
Too much teaching/not enough time for research	7	(4.0%)
Location	11	(6.3%)
Dominance of engineering and business/ lack of respect for liberal arts	17	(9.7%)
Inadequate resources, facilities/ current financial crunch	30	(17.1%)
Lack of support for teaching/too much emphasis on research	17	(9.7%)
Parking	5	(2.9%)
Negative environment (sexist, conservative, unintellectual)	10	(5.7%)
Lack of collegiality/colleagues unhappy, uninteresting, not diverse	20	(11.4%)
Lack of clear criteria or rationality in personnel	6	(3.4%)
Politics	5	(2.9%)

Recommend working at Lehigh to others?

Yes	157	(78.5%)
Maybe	22	(11.0%)
No	21	(10.5%)

Why? (88 people - 135 responses)

Depends on person's needs	19	(21.6%)
Exciting changes & possibilities now	10	(11.4%)
Good atmosphere/size/place to work	36	(40.9%)
Location	10	(11.4%)
Student quality	9	(10.2%)
Colleague quality	16	(18.2%)
Reputation	7	(8.0%)
Facilities & support	8	(9.1%)
Pay & benefits	3	(3.4%)

Why not? (12 people - 17 responses)

Student quality	3	(25.0%)
Colleague quality	1	(8.3%)
Facilities & support	1	(8.3%)
Salary & benefits	1	(8.3%)
Lack of appreciation	2	(16.7%)
Education not a priority	2	(16.7%)

How much control do you feel that you have in scheduling work hours?

Very much	126	(60.0%)
Some	68	(32.4%)
Little	14	(6.7%)
None	2	(1.0%)

(2 tenured males)

\* Men more likely to say "very much" ( $p < .05$ ).

How much control in scheduling work load?

Very much	60	(28.6%)
Some	94	(44.8%)
Little	49	(23.3%)
None	7	(3.3%)

\* Men more likely to say "very much" ( $p < .05$ ).

### How much control in planning of work projects or tasks?

Very much	115	(56.1%)
Some	82	(40.0%)
Little	6	( 2.9%)
None	2	( 1.0%)

\* Men more likely to say "very much" ( $p < .05$ ).

### Kept informed of decisions that affect your work?

Very much	83	(40.3%)
Some	100	(48.5%)
Little	20	( 9.7%)
None	3	( 1.5%)

### Treated with respect by department chair?

Very much	154	(78.2%)
Some	34	(17.3%)
Little	5	( 2.5%)
None	4	( 2.0%)

### Treated with respect by colleagues?

Very much	144	(69.2%)
Some	55	(26.4%)
Little	8	( 3.7%)
None	1	( .5%)

### Feel your contribution is valued?

Very much	93	(46.5%)
Some	82	(41.0%)
Little	22	(11.0%)
None	3	( 1.5%)

## RACE AND GENDER ISSUES

### Ever feel uncomfortable in situations at Lehigh because of gender/race?

Never	144	(68.2%)
Rarely	38	(18.0%)
Occasionally	23	(10.9%)
Frequently	6	( 2.8%)

\* Men more likely ( $p < .001$ ) to say "never" (79.6% vs. 24.4% of women).

\*\* 73.0% of tenured vs. 56.9% of untenured faculty say "never" ( $p < .05$ ).

If yes, explain (35 responses).

Not taken seriously by students	4	(11.4%)
Male-dominated environment/one of few women at committees, etc.	9	(25.7%)
Derogatory remarks directed at one's gender/race/ethnic group	6	(17.1%)
Uncomfortable in feminist discussions	4	(11.4%)
Lack of respect from colleagues	2	(5.7%)

Ever experienced gender-related inappropriate treatment by students of the other sex?

No	165	(81.3%)
A few times	27	(13.3%)
Often	3	(1.5%)
Not sure if gender related	7	(3.4%)

\* Men more likely ( $p < .001$ ) to say "no" (90.1% vs 44.7% of women).

Faculty of different racial/ethnic origins get along well with one another on this campus.

Strongly agree	57	(28.6%)
Agree	86	(43.2%)
Neither	48	(22.2%)
Disagree	7	(3.5%)
Strongly disagree	1	(.5%)

Mean = 2.04

\*\* Tenured faculty more likely ( $p < .05$ ) to "strongly agree."

Lehigh makes a determined effort to attract faculty of diverse racial backgrounds.

Strongly agree	23	(11.3%)
Agree	66	(32.5%)
Neither	61	(30.0%)
Disagree	44	(21.7%)
Strongly disagree	9	(4.2%)

Mean = 2.75

\*\* Tenured faculty more likely to "agree" ( $p < .001$ ) (No untenured faculty "strongly agree," and 22.6% "agree." 51.8% of tenured faculty "agree" or "strongly agree.")

Some faculty discriminate against students who are racial minority.

Strongly agree	6	( 3.0%)
Agree	25	(12.6%)
Neither	84	(42.4%)
Disagree	46	(23.2%)
Strongly disagree	37	(18.7%)

Mean = 3.42

- \* Women more likely ( $p < .05$ ) to "agree" or "strongly agree," men to "disagree" or "strongly disagree."
- \*\* Tenured faculty more likely ( $p < .001$ ) to "disagree" or "strongly disagree."

I go out of my way to give special attention to minority students.

Strongly agree	10	( 5.0%)
Agree	60	(30.2%)
Neither	77	(38.7%)
Disagree	37	(18.6%)
Strongly disagree	15	( 7.5%)

Mean = 2.94

Many policies of Lehigh are racially biased.

Strongly agree	5	( 2.5%)
Agree	24	(11.9%)
Neither	63	(31.2%)
Disagree	59	(29.2%)
Strongly disagree	51	(25.2%)

Mean = 3.63

- \* Women more likely ( $p < .01$ ) to "strongly agree" or "agree," men to "disagree" or "strongly disagree."
- \*\* Tenured faculty more likely to "disagree" or "strongly disagree" ( $p < .05$ ).

Describe relations between minorities and non-minorities at Lehigh.

Aloof and hostile	7	( 3.9%)
Cooperative but unfriendly	64	(36.0%)
Friendly but not close	96	(53.9%)
Close and harmonious	11	( 6.2%)



Describe relations between men and women at Lehigh.

Aloof and hostile	7	( 3.8%)
Cooperative but unfriendly	24	(13.2%)
Friendly but not close	88	(48.4%)
Close and harmonious	63	(34.6%)

\* Men more likely ( $p < .05$ ) to consider relations positively than women.

How much racial prejudice at Lehigh?

Almost none	13	( 7.2%)
Not much	45	(24.9%)
Some	104	(57.5%)
A great deal	19	(10.5%)
No response	35	(16.2% of total)

\* Women more likely ( $p < .001$ ) to perceive "a great deal" (34.6% vs. 66% of men).

How much sexism at Lehigh?

Almost none	20	(10.2%)
Not much	41	(20.9%)
Some	93	(47.4%)
A great deal	42	(21.4%)
No response	20	( 9.3% of total)

\* Women more likely ( $p < .001$ ) to perceive "a great deal" (38.9% vs. 17.3% of men).

How much prejudice against homosexual at Lehigh?

Almost none	12	( 7.9%)
Not much	16	(10.6%)
Some	65	(43.0%)
A great deal	58	(38.4%)
No response	65	(30.1% of total)

Would you like to see Lehigh increase efforts to hire more minority faculty?

No special effort	40	(19.7%)
Yes, somewhat	79	(38.9%)
Yes, a great deal	84	(41.4%)

\* Women more likely ( $p < .01$ ) to say "a great deal" (65.8% vs. 36.0% of men).

Would you like to see Lehigh increase efforts to hire more women faculty?

No special effort	38	(18.7%)
Yes, somewhat	88	(43.3%)
Yes, a great deal	77	(37.9%)

\* Men more likely ( $p < .05$ ) to say "no special effort" (20.6% vs 7.7% of women); 56.4% of women vs. 33.8% of men say "a great deal."

Did you experience in last 2 years at Lehigh:

Actual or attempted rape?

Never 205 (100% of responses)

Unwanted pressure for sexual favors?

Never 201 (99.0%)  
 Rarely 1 (.5%) (woman)  
 Sometimes 1 (.5%) (man)

Unwanted touching?

Never 191 (93.2%)  
 Rarely 11 (5.4%) 6 women, 1 man,  
 4 unknown  
 Sometimes 3 (1.5%) 2 women, 1 man

\* (Gender difference  $p < .001$ .)

Unwanted sexual looks or gestures?

Never 187 (91.7%)  
 Rarely 10 (4.9%) 3 women, 6 men,  
 1 unknown  
 Sometimes 7 (3.4%) 4 women, 3 men

\* (Gender difference  $p < .05$ .)

Unwanted letters, phone calls, materials of a sexual nature?

Never 98 (96.6%)  
 Rarely 5 (2.4%) 1 woman, 3 men,  
 1 unknown  
 Sometimes 2 (1.0%) 1 woman, 1 man

Unwanted pressure for dates?

Never 202 (99.0%)  
 Sometimes 2 (1.0%) 1 woman, 1 man

Unwanted sexual teasing, jokes, remarks?

Never	170	(82.9%)
Rarely	22	(10.7%) 12 women, 9 men, 1 unknown
Sometimes	13	( 6.3%) 7 women, 5 men, 1 unknown

\* (Gender difference  $p < .0001$ .)

Have you experienced or observed between male & female colleagues:

Not taking women as seriously as men?

Experienced	Never	104	(51.7%)
	Once/few times	66	(32.9%)
	Often	20	(10.0%)
Observed		11	( 5.5%)

\* Men more likely to say "never" (59.5% vs 20.5% of women) 25.6% of women say "often," compared to 5.1% of men. ( $p < .0001$ ).

Expecting women to behave in stereotyped ways?

Experienced	Never	107	(53.2%)
	Once/few times	50	(24.9%)
	Often	28	(13.9%)
Observed		16	( 7.4%)

\* Men more likely to say "never" (59.4% vs 29.7% of women) 35.1% of women vs 8.1% of men say "often" ( $p < .0001$ ).

Expression of derogatory beliefs about women?

Experienced	Never	97	(48.3%)
	Once/few times	78	(38.8%)
	Often	14	( 7.0%)
Observed		12	( 6.0%)

\* 21.1% of women say "often", compared to 3.1% of men ( $p < .001$ ).

Denigrating colleagues who support efforts to improve women's status?

Experienced	Never	132	(66.7%)
	Once/few times	52	(26.3%)
	Often	36	(18.2%)
Observed		5	( 2.5%)

\* 10.8% of women vs 3.2% of men say "often". 45.9% of women and 72.0% of men say "never" ( $p < .05$ ).

### Intolerance of different views in meetings, seminars?

Experienced	Never	113	(56.5%)
	Once/few times	58	(29.0%)
	Often	17	( 8.5%)
Observed		12	( 6.0%)

\* 47.4% of women say a "few times" or "often" vs 25.3% of men.

### Devaluing women's professional activity?

Experienced	Never	129	(65.2%)
	Once/few times	43	(21.8%)
	Often	12	( 6.1%)
Observed		14	( 7.1%)

\* 45.9% of women say "a few times" or "often," vs 14.6% of men ( $p < .0001$ ).

### Different standards in assigning work?

Experienced	Never	138	(70.1%)
	Once/few times	40	(20.3%)
	Often	15	( 7.6%)
Observed		4	( 2.0%)

\* 51.3% of women say "a few times" or "often", vs 18.6% of men ( $p < .001$ ).

### Belittling scholarship about women?

Experienced	Never	135	(68.5%)
	Once/few times	41	(20.8%)
	Often	12	( 6.1%)
Observed		9	( 4.6%)

\* 40.5% of women say "a few times" or "often", vs 14.8% of men ( $p = .0001$ ).

### Belittling research by women?

Experienced	Never	157	(78.9%)
	Once/few times	30	(15.1%)
	Often	5	( 2.5%)
Observed		7	( 3.5%)

\* 35.1% of women vs. 8.8% of men say "a few times" or "often" ( $p < .0001$ ).

How often have the following occurred during the last 2 years at Lehigh because of your race/ethnicity?

Felt ignored due to the color of skin.

Never	181	(95.8%)
Rarely	3	( 1.6%)
Sometimes/frequently	5	( 2.6%)

Accent or language viewed negatively.

Never	177	(93.7%)
Rarely	8	( 4.2%)
Sometimes/frequently	4	( 2.1%)

Your ethnic group referred to as 'you people.'

Never	166	(87.8%)
Rarely	12	( 6.3%)
Sometimes/frequently	11	( 5.8%)

People became uncomfortable or stared at you when you walked into a room.

Never	170	(89.9%)
Rarely	14	( 7.4%)
Sometimes/frequently	5	( 2.6%)

Racist remarks made in your presence.

Never	134	(71.3%)
Rarely	32	(17.0%)
Sometimes/frequently	22	(11.7%)

Racist/ethnic jokes told in your presence.

Never	118	(62.1%)
Rarely	34	(17.9%)
Sometimes/frequently	38	(20.0%)

Career prospects limited by race.

Never	183	(96.3%)
Rarely	2	( 1.1%)
Sometimes/frequently	5	( 2.6%)

Have you experienced or observed between colleagues of different races?

Not taking minorities as seriously as non-minorities.

Experienced	Never	128	(68.8%)
	Once/few times	42	(22.6%)
	Often	6	(3.2%)
Observed		10	(5.4%)

Expecting minorities to behave in stereotyped ways.

Experienced	Never	135	(72.2%)
	Once/few times	37	(19.8%)
	Often	5	(2.7%)
Observed		10	(5.3%)

Expressions of derogatory beliefs about minorities.

Experienced	Never	103	(54.5%)
	Once/few times	64	(33.8%)
	Often	8	(4.2%)
Observed		14	(7.4%)

Denigrating colleagues who support efforts to improve minorities' states.

Experienced	Never	131	(71.7%)
	Once/few times	44	(23.5%)
	Observed	9	(4.8%)

Intolerance of difference views in meetings, seminars.

Experienced	Never	134	(72.4%)
	Once/few times	39	(21.1%)
	Often	5	(2.7%)
Observed		7	(3.8%)

Devaluing minorities' professional activities.

Experienced	Never	150	(81.1%)
	Once/few times	29	(15.7%)
	Often	1	(0.5%)
Observed		5	(2.7%)

Different standards in assigning work.

Experienced	Never	156	(84.3%)
	Once/few times	17	(9.4%)
	Often	7	(3.8%)
Observed		5	(2.7%)

Belittling scholarship about minorities.

Experienced	Never	145	(78.8%)
	Once/few times	31	(16.9%)
	Often	3	(1.6%)
Observed		5	(2.7%)

Belittling research by minorities.

Experienced	Never	164	(87.7%)
	Once/few times	19	(10.2%)
	Often	1	(0.5%)
Observed		3	(1.6%)

Did any of the following changes happen in your work situation as a result of unwanted sexual attention or racial harassment?

Working assignments or conditions got worse	2
Denied promotion, increase, good rating	4
Working conditions got better	1
Received a promotion, increase, good rating	1
No changes	31

If you received unwanted sexual attention or racial harassment, how did they affect you?

My feelings about work

Became worse	10
No effect	8
Became better	1

My emotional or physical condition

Became worse	10
No effect	9

My ability to work with others

Became worse	8
No effect	11

Quality of my work

Became worse	3
No effect	15
Became better	1

Quantity of my work

Became worse	3
No effect	15
Became better	1

My time and attendance at work

Became worse	3
No effect	16

What did you do in response to harassment and what was result?

Ignored the behavior.	14
No change	10
Made it better	4

Avoided the person.	10
No change	2
Made it better	8

Asked the person to stop.	5
No change	1
Made it better	4

Threatened to tell others.	1
Made it better	1

Reported the behavior.	3
No change	2
Made it better	1

Went along with the behavior.	3
Made it worse	2
No change	1

Filed a grievance/lawsuit.	0
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Anything about the way staff in your office are addressed that makes you uncomfortable?

No	100	(87.0%)
Yes	15	(13.0%)

\* 30.8% of women vs. 8.0% of men say "yes" (p < .01).



If yes, explain

Women staff referred to or addressed by 1st names, men as Dr. or Prof.	9	(56.3%)
Support staff treated in denigrating way	3	(18.8%)
Other	4	(25.0%)

## FACULTY-STUDENT RELATIONS

I am not usually interest in a student's life outside class unless it interferes with course work.

Strongly agree	27	(13.0%)
Agree	51	(24.5%)
Neither	31	(14.9%)
Disagree	74	(35.6%)
Strongly disagree	25	(12.0%)

Mean = 3.09

Students of different racial/ethnic origins generally get along well at Lehigh.

Strongly agree	7	( 3.6%)
Agree	54	(27.7%)
Neither	82	(42.1%)
Disagree	49	(25.1%)
Strongly disagree	3	( 1.5%)

Mean = 2.93

I strongly encourage students to meet with me outside class.

Strongly agree	34	(22.7%)
Agree	88	(42.5%)
Neither	48	(23.2%)
Disagree	18	( 8.7%)
Strongly disagree	6	( 2.9%)

Mean = 2.27

\* 37.5% of untenured vs. 17.1% of tenured "strongly agree" ( $p < .05$ ).

Lehigh makes a determined effort to attract diverse students.

Strongly agree	9	( 4.5%)
Agree	61	(30.2%)
Neither	64	(31.7%)
Disagree	4	(25.2%)
Strongly disagree	17	( 8.4%)

Mean = 3.03

\*\* 43.4% of tenured faculty vs. 9.4% of untenured faculty "agree" or "strongly agree" ( $p < .001$ ).

Students' emotional and social development should be as important to faculty as their intellectual development.

Strongly agree	34	(16.3%)
Agree	94	(45.2%)
Neither	34	(16.3%)
Disagree	38	(18.3%)
Strongly disagree	8	( 3.8%)

Mean = 2.48

Same faculty discriminate against minority students.

Strongly agree	8	( 4.1%)
Agree	24	(12.2%)
Neither	103	(52.6%)
Disagree	34	(17.3%)
Strongly disagree	27	(13.8%)

Mean = 3.25

\*\* Tenured faculty more likely to "disagree" or "strongly disagree" ( $p < .05$ ).

Informal out of class contacts with students are crucial to student's development.

Strongly agree	35	(16.9%)
Agree	89	(43.0%)
Neither	55	(26.6%)
Disagree	23	(11.1%)
Strongly disagree	5	( 2.4%)

Mean = 2.39

Black and other minority perspectives should be included in courses related to American life or institutions.

Strongly agree	41	(20.4%)
Agree	86	(42.8%)
Neither	48	(23.9%)
Disagree	19	(9.5%)
Strongly disagree	7	(3.5%)

Mean = 2.33

\* 48.7% of women vs. 13.8% of men "strongly agree" ( $p = .0001$ ).

I have close personal friendships with students.

Strongly agree	42	(20.6%)
Agree	77	(37.7%)
Neither	43	(21.1%)
Disagree	39	(19.1%)
Strongly disagree	3	(1.5%)

Mean = 2.43

\*\* Tenured faculty more likely to "agree" or "strongly agree" (66.2% vs. 38.2% of untenured) ( $p < .01$ ).

I go out of my way to give special attention to minority students.

Strongly agree	5	(3.2%)
Agree	50	(31.6%)
Neither	66	(41.8%)
Disagree	30	(19.0%)
Strongly disagree	7	(4.4%)

Mean = 2.90

Many of the policies and practices of Lehigh are discriminatory.

Strongly agree	4	(2.6%)
Agree	16	(10.3%)
Neither	55	(35.3%)
Disagree	48	(30.8%)
Strongly disagree	33	(21.2%)

Mean = 3.58

\* 59.9% of men "disagree" or "strongly disagree"; 20.7% of women "disagree" and none "strongly disagree" ( $p < .01$ ).

Differences between male and female students' behavior in class:

Participation in class discussion

Men more	30	(14.8%)
Women more	19	(9.4%)
Same	154	(75.9%)

\* 30.8% of women say "men more" vs. 10.4% of men ( $p < .01$ ).

\*\* 27.8% of untenured faculty say "men more" vs. 10.1% of tenured ( $p < .05$ ).

Volunteering responses

Men more	39	(19.4%)
Women more	29	(14.4%)
Same	133	(66.2%)

\* 38.9% of women say "men more" vs. 14.5% of men ( $p < .01$ ).

\*\* 37.3% of untenured faculty say "men more" vs. 12.2% of tenured ( $p < .001$ ).

Contributing when called upon

Men more	2	(1.0%)
Women more	19	(9.6%)
Same	176	(89.3%)

Defending one's position when challenged

Men more	40	(22.2%)
Women more	7	(3.7%)
Same	133	(73.9%)

\* 38.9% of women say "men more" vs. 15.9% of men ( $p < .05$ ).

Interrupting another student

Men more	63	(31.5%)
Women more	5	(2.5%)
Same	81	(40.5%)
Never seen	51	(25.5%)

Seeking help outside of class

Men more	5	(2.4%)
Women more	71	(34.6%)
Same	129	(62.9%)

### Open to constructive criticism

Men more	9	( 4.7%)
Women more	26	(13.5%)
Same	158	(81.9%)

### Attempting to intimidate instructor

Men more	67	(33.0%)
Women more	3	( 1.5%)
Same	40	(19.7%)
Never seen	93	(45.8%)

\* 53.8% of women say "men more" vs. 27.3% of men ( $p < .05$ ).

### Showing confidence in one's abilities

Men more	67	(33.2%)
Women more	4	( 2.0%)
Same	131	(64.8%)

\* 55.3% of women say "men more" vs. 27.4% of men ( $p < .01$ ).

\*\* 47.2% of untenured faculty say "men more" vs. 28.4% of tenured faculty ( $p < .05$ ).

### Assuming role of leader

Men more	51	(25.6%)
Women more	5	( 2.5%)
Same	103	(51.8%)
Never seen	40	(20.1%)

### Differences between minority and non-minority students' behavior in class:

#### Participation in discussion

Minorities more	6	( 3.4%)
Non-minorities more	92	(52.6%)
Same	77	(44.0%)

#### Volunteer responses

Minorities more	5	( 2.9%)
Non-minorities more	97	(56.4%)
Same	70	(40.7%)

#### Contribute when called upon

Minorities more	1	( 0.6%)
Non-minorities more	30	(18.4%)
Same	132	(81.0%)

### Defending one's position when challenged

Minorities more	5	( 2.9%)
Non-minorities more	37	(21.5%)
Same	96	(55.8%)
Never seen	34	(19.8%)

### Interrupting another student

Minorities more	1	( 0.6%)
Non-minorities more	45	(26.0%)
Same	74	(42.8%)
Never seen	53	(30.6%)

### Seeking help outside of class

Minorities more	22	(12.9%)
Non-minorities more	39	(22.9%)
Same	109	(64.1%)

### Open to constructive criticism

Minorities more	4	( 2.6%)
Non-minorities more	11	( 7.1%)
Same	140	(90.3%)

### Attempting to intimidate instructor

Minorities more	3	( 1.7%)
Non-minorities more	44	(25.1%)
Same	43	(24.6%)
Never seen	85	(48.6%)

### Showing confidence in abilities

Minorities more	0	( 0%)
Non-minorities more	84	(49.7%)
Same	85	(50.3%)

\* Tenured faculty more likely ( $p < .01$ ) to say "non-minorities more."

### Assuming role of leader

Minorities more	3	( 1.7%)
Non-minorities more	62	(35.4%)
Same	64	(36.6%)
Never seen	46	(26.3%)

Do you feel more comfortable teaching students who are the same gender as you?

No	182	(92.9%)
Yes	14	(7.1%)

96.1% of men vs. 79.5% of women say "no" ( $p < .01$ ).

Do you feel more comfortable teaching students who are same race as you?

No	176	(89.8%)
Yes	20	(10.2%)

## ACADEMIC CONTENT

Do you currently use works written by women?

No	92	(46.7%)
Yes	105	(53.3%)

\* 75.0% of women vs 47.4% of men say "yes".

Do you currently use works written by minorities?

No	127	(73.4%)
Yes	46	(26.6%)

Do you incorporate research about women?

No	111	(57.8%)
Yes	81	(42.2%)

\* 65.0% of women vs 35.6% of men say "yes" ( $p < .01$ ).

Do you incorporate research about minorities?

No	118	(63.1%)
Yes	69	(36.9%)

\* 51.3% of women vs 32.4% of men say "yes" ( $p < .05$ ).

Would you participate in a program designed to aid faculty in including works by and about women and minorities?

No	122	(62.6%)
Yes	73	(37.4%)

\* 75.0% of women vs 29.3% of men say "yes" ( $p < .0001$ ).

\*\* 56.6% of untenured faculty vs 30.7% of tenured say "yes" ( $p < .01$ ).

Women's studies research detrimental to a scholar's career?

No	101	(57.1%)
Yes	55	(31.1%)
Very much so	21	(11.9%)

\* 23.1% of women vs 67.4% of men say "no" (p < .0001).

Minority studies research detrimental to a scholar's career?

No	111	(63.1%)
Yes	46	(26.1%)
Very much so	19	(10.8%)

\* 31.6% of women vs 72.6% of men say "no" (p < .0001).

Do you feel qualified to teach a course in women's/African American studies?

No	168	(81.6%)
Somewhat	24	(11.7%)
Very	14	(6.8%)

\* 90.8% of men vs 45.0% of women feel unqualified (p < .0001).

N.B. A number of faculty commented that the preceding questions are not relevant in their specific fields.

Do you consciously try to avoid sexist racist language?

No	5	(2.4%)
Somewhat	33	(16.1%)
Very much so	167	(81.5%)

How important is an interdisciplinary course which deals with diversity?

Not important	51	(29.8%)
Somewhat important	58	(33.9%)
Very important	62	(36.3%)

\* 56.4% of women vs 30.8% of men say "very important" (p < .01).

\*\* 55.1% of untenured vs 29.4% of tenured say "very important" (p < .001).

What would make Lehigh a better workplace?

(% based on 116 people who gave 190 responses)

More diverse student body/more financial aid to achieve that	21	(18.1%)
More faculty-student interaction	11	(9.5%)
Better, more equitable salary, benefits	5	(4.3%)



More financial resources/better facilities (library, classrooms, offices)	15	(12.9%)
More caring atmosphere, more communication	9	(7.8%)
Less & better administration/better planning process	14	(12.1%)
Child care facility	4	(3.4%)
Performing arts center	5	(4.3%)
More diverse faculty	16	(13.8%)
Reduced teaching load for faculty & students/more equitable & flexible work load	8	(6.9%)
Improved student attitudes regarding women & in general	13	(11.2%)
More emphasis on teaching/less on publications	6	(5.2%)
Other	63	

## SUPERVISION

Are you a supervisor?

No	137	(64.0%)
Yes	77	(36.0%)

\* 40.2% of men vs 22.0% of women say "yes" ( $p < .05$ ).

\*\* 43.0% of tenured vs. 19.0% of untenured say "yes" ( $p < .01$ ).

How many people do you supervise?

range = 1 to 60,      mean = 10.6,      median = 6.0

Average number of supervisees?

	Male	Female	Minorities
Support staff	0.94	2.0	0.07
Professional staff	0.78	0.72	0.13
Faculty	4.9	1.1	0.49

Do you hold meetings to get input from staff?

Never	6	(8.2%)
Rarely	13	(17.8%)
Sometimes	25	(34.2%)
Often	29	(39.7%)

Do you hold meetings to get input from faculty?

Never/rarely	3	(4.0%)
Sometimes	14	(28.6%)
Often	33	(67.3%)

Do staff respect you?

Somewhat	13	(18.1%)
Very much so	59	(81.9%)

Do faculty respect you?

Somewhat	7	(17.1%)
Very much so	34	(82.9%)

Have you ever received complaints of sexual harassment?

No	71	(93.4%)
Yes	5	(6.6%)

If yes, what did you do?

Discussed w/dean, provost	4
Investigated & counseled complainant	1

Have you ever received complaints concerning racial harassment?

No	72	(96.0%)
Yes	3	(4.0%)

If yes, what did you do?

Reported to chair	1
Discussed with concerned parties	1
Investigated & counseled complainant	1

Are you aware of procedures at Lehigh to respond to such complaints?

No	27	(36.0%)
Yes	48	(64.0%)

If yes, do you consider these procedures to be satisfactory?

No	3	(7.3%)
Yes	32	(78.0%)
Not sure	6	(14.6%)

\* 40.0% of women vs 2.8% of men say "no" ( $p < .01$ ).

\*\* 81.6% of tenured faculty vs 33.3% of untenured say "yes" ( $p < .05$ ).

Why not?

Lack of information	7
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Do you feel you would like more support/training from Lehigh to aid in supervisory duties?

No	61	(82.4%)
Yes	13	(17.6%)

What kind of support?

Management issues	4
How to conduct performance reviews	2

How important is it for you to enhance your staff's career opportunities by helping them acquire new skills and responsibilities?

Not/a little important	8	(10.9%)
Important	23	(31.1%)
Very important	43	(58.1%)

How important is it for you to enhance your faculty's career opportunities by helping them acquire new skills and responsibilities?

Not/a little important	4	( 9.0%)
Important	12	(27.3%)
Very important	28	(63.6%)

**COMMISSION ON MINORITIES**

**COMMISSION ON WOMEN**

**STAFF SURVEY**

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## STAFF SURVEY

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Attached are the answers to the questions asked in the staff survey. In addition, crosstabs were carried out to compare answers of men and women, minorities (African-American and Hispanic-American) and non-minorities, and professional and support staff. Where the chi-square for the crosstabs showed a significant difference, these results are reported after the question. One asterisk indicates a significant gender difference, two asterisks a race difference, and three asterisks a difference by rank. If there is no report of differences after a question, this usually indicates that no significant differences were found.

## STAFF SURVEY RESULTS

### SAMPLE CHARACTERISTICS

	<u>Total Responses</u>	<u>Total Staff</u>
	491 (57.0%)	861
 <u>Gender</u>		
Female	318 (57.6%)	552
Male	171 (55.3%)	309
 <u>Job Level</u>		
Support Staff 15-19	135 (40.2%)	336
Support Staff 20-24	109 (50.2%)	217
Professional Staff 1-5	93 (60.0%)	155
Professional Staff 6-12	91 (63.6%)	143
Don't know	52	
No response	11	
Research Scientist	3	

\* 67.1% of women vs 31.3% of men are support staff ( $p < .0001$ ).

### Ethnicity

Hispanic American	9 (50.0%)	18
Asian American	6 (62.5%)	8
African American	5 (62.5%)	8
Others	461	
No response	10	

### OTHER RESPONDENT CHARACTERISTICS

#### Years at Lehigh

Range from less than one to 37 years. Mean = 7.7, median = 6.

\*\* Mean for minorities is 3.4 years, 7.8 for non-minorities ( $p < .05$ ).

\*\*\* Mean for support staff is 8.5 years, 7.0 for prof. staff ( $p < .05$ ).

### Age

<30	84 (18.0%)
30-40	182 (39.1%)
41-50	121 (26.0%)
51-60	69 (14.8%)
61+	10 (2.1%)

Mean = 39.6

\*\*\* mean for prof staff is 40.8, for support staff 38.3 (p < .05).

### WORKING CONDITIONS

Immediate supervisor is:

Male	336 (68.6%)
Female	147 (30.0%)
Both	7 (1.4%)

Majority of coworkers are:

Female	205 (42.4%)
Male	143 (29.6%)
Equal	135 (28.0%)

\* 53.8% of women vs 21.2% of men have majority women coworkers.

41.2% of men vs 23.4% of women have majority men co-workers (p < .0001).

\*\*\* 56.5% of support staff have majority female co-workers vs 31.0% of professional staff (p < .0001).

Working options offered by your department:

Flextime	246 (50.1%)
Credit for work at home	113 (23.0%)
Parental leave	88 (17.9%)
Job sharing	72 (14.7%)
Telecommuting	62 (12.6%)

Which of the work options not offered, if available would you take advantage of?  
(Three choices possible; % based on 263 people who responded.)

Flextime	149 (56.9%)
Credit for work at home	101 (38.4%)
Telecommuting	84 (31.9%)
Job sharing	44 (16.7%)
Parental leave	28 (10.6%)
None	26 (9.9%)

Do you see problems with implementing these options in your office?

No	47.7%
Yes	30.6%
Don't know	21.7%

\*\*\* Professional staff more likely to say "yes" ( $p < .001$ ).

Do you have an opportunity for advancement?

No	237	(51.1%)
Yes	210	(45.3%)
Don't know	17	( 3.7%)

\* 54.5% of women vs 44.1% of men say "no" ( $p < .05$ ).

\*\*\* 53.8% of professional staff vs 37.9% of support staff say "yes" ( $p < .001$ ).

How satisfied are you with advancement opportunity?

Satisfied	204	(44.7%)
Not satisfied	202	(44.3%)
Very satisfied	50	(11.0%)

\* 52.2% of women vs 61.6% of men are "satisfied" or "very satisfied" ( $p < .05$ ).

Have you had a mentor or sponsor at Lehigh?

No	342	(71.1%)
Yes	139	(28.9%)

\*\*\* 41.0% of professional staff vs 16.9% of support staff say "yes" ( $p < .0001$ ).

How secure do you feel your job will be here next year?

Very secure	226	(46.2%)
Somewhat secure	208	(42.5%)
Not secure	55	(11.2%)

Have you considered leaving Lehigh?

Never	72	(14.8%)
Rarely	137	(28.1%)
Occasionally	213	(43.7%)
Frequently	65	(13.3%)

\*\*\* 64.9% of professional staff vs 50.2% of support staff say "occasionally" or "frequently" ( $p < .01$ ).



If yes, why? (% based on 270 responses)

Salary/benefits	87	(32.2%)
Lack of opportunity for advancement	65	(24.1%)
Poor supervision/management	20	(7.4%)
Career reasons	16	(5.9%)
Poor work conditions (stress, staff shortage, hazards)	14	(5.2%)
General atmosphere	12	(4.4%)
Lack of appreciation/respect	10	(3.7%)
Personal reasons	4	(1.5%)

Do you feel that conditions at Lehigh are supportive of your family life?

Yes	265	(55.6%)
Somewhat	184	(38.6%)
No	28	(5.9%)

\*\*\* 49.7% of professional staff vs 60.7% of support staff say "yes" (p = .052).

Three most beneficial aspects of working at Lehigh. (% based on 451 people who gave 1196 answers)

Tuition remission/benefits for children	168	(37.3%)
Academic environment/exposure to advanced technologies	164	(36.4%)
Good working environment/good management/good coworkers	158	(35.0%)
Hours/time off/autonomy	145	(32.2%)
Challenging, interesting work	108	(23.9%)
Fringe benefits in general	99	(22.0%)
Location	84	(18.6%)
Job security	49	(10.9%)
Pay	43	(9.5%)
Supportive & comfortable environment	34	(7.5%)
Working with students	26	(5.8%)
Advancement opportunity	18	(4.0%)
Community involvement, cultural & other activities		
use of facilities	18	(4.0%)
Retirement plan	17	(3.8%)
Prestige of Lehigh	12	(2.7%)

Three most negative aspects of working at Lehigh. (402 people, 888 responses)

Poor pay	148	(36.8%)
Poor management/too much "politics"/paperwork	109	(27.1%)
Poor benefit situation	75	(18.7%)
Parking	72	(17.9%)
Lack of employee development, advancement opportunity	63	(15.7%)
Inequities between professional and support staff/unfair employment practices generally	54	(13.4%)
Unsupportive/cold/conservative/ stressful/"big business" atmosphere	49	(12.2%)
Unpleasant/unsafe physical environment	34	( 8.5%)
Lack of adequate resources	33	( 8.2%)
Lack of respect, appreciation/ low morale	25	( 6.2%)
Sexist/racist environment/ lack of diversity	17	( 4.2%)
The students/Greek system	11	( 2.7%)
Human Resources	7	( 1.7%)
Domination of engineering & business	6	( 1.5%)
Lack of child care	5	( 1.2%)

Would you recommend working at Lehigh to others?

Yes	359	(75.9%)
Maybe	59	(12.5%)
No	55	(11.6%)

Why? (222 people, 290 responses)

Overall good conditions	80	(36.0%)
Depends on position/needs of person	59	(26.6%)
Good benefits	33	(14.9%)
Friendly atmosphere	33	(14.9%)
Job security	14	( 6.3%)
Tuition remission	13	( 5.9%)
Good pay	7	( 3.2%)
Academic environment	7	( 3.2%)

Why not? (46 people, 64 responses)

Poor pay	14	(30.4%)
Lack of job security	11	(23.9%)
Poor benefits	9	(19.6%)
Lack of opportunity for advancement	8	(17.4%)
Overall climate is bad	8	(17.4%)

How much control do you feel you have in scheduling your work hours?

Very much	146	(30.0%)
Some	181	(37.2%)
Little	100	(20.5%)
None	60	(12.3%)

- \* 41.2% of males vs. 24.1% of females say "very much."  
14.9% of women vs. 7.6% of men say "none" (p < .00).
- \*\*\* 38.7% of professional staff vs. 16.7% of support staff say "very much" (p < .0001).

How much control in scheduling your work load?

Some	183	(37.5%)
Very much	143	(29.3%)
Little	106	(21.7%)
None	56	(11.5%)

- \*\*\* 72.8% of professional staff vs. 61.1% of support staff say "very much" or "some" (p < .05).

How much control do you have in planning of tasks?

Very much	182	(37.6%)
Some	182	(37.6%)
Little	89	(18.4%)
None	31	(6.4%)

- \* 46.7% of men vs 32.6% of women say "very much". 8.6% of women vs. 2.4% of men say "none" (p < .01).
- \*\*\* 52.4% of professional staff vs. 20.7% of support staff say "very much" (p < .0001).

How much are you kept informed of decisions that affect your work?

Very much	160	(32.9%)
Some	212	(43.5%)
Little	86	(17.7%)
None	29	(6.0%)

- \*\*\* 38.5% of professional staff vs. 27.6% of support staff say "very much" (p < .001).

Are you treated with respect by supervisor?

Very much	361	(74.9%)
Some	92	(19.1%)
Little	23	( 4.8%)
None	6	( 1.2%)

Are you treated with respect by co-workers?

Very much	357	(73.3%)
Some	115	(23.6%)
Little	10	( 2.1%)
None	5	( 1.0%)

\*\*\* 82.3% of professional staff vs. 67.4% of support staff say "yes" (p < .01).

How much do you feel your contribution is valued?

Very much	260	(54.4%)
Some	165	(34.5%)
Little	46	( 9.6%)
None	7	( 1.5%)

## RACE AND GENDER ISSUES

Do you ever feel uncomfortable in situations at Lehigh because of your gender/race?

Never	300	(61.9%)
Rarely	93	(19.2%)
Occasionally	86	(17.7%)
Frequently	6	( 1.2%)

\* 25.2% of women vs. 7.7% of men say "occasionally" or "frequently" (p < .0001).

\*\* 42.9% of minorities say "occasionally," vs 17.4% of non-minorities.

If yes, explain. (87 people, 102 responses)

Support staff treated badly by faculty/students/others	24	(27.6%)
Only woman in many situations	13	(14.9%)
Women assumed to be inferior in work & in rank/ignored	13	(14.9%)
Women treated as 2nd class citizen	10	(11.5%)
Racist/sexist comments & jokes	10	(11.5%)
Discrimination against white males	4	( 4.6%)

Staff of different racial/ethnic origins generally get along well with one another.

Strongly agree	57	(11.9%)
Agree	253	(52.9%)
Neither agree nor disagree	149	(31.2%)
Disagree	16	(3.3%)
Strongly disagree	3	(.6%)

\*\*\* 68.9% of support staff vs. 60.6% of professional staff "agree" or "strongly agree" (p < .05).

Lehigh makes a determined effort to attract staff of diverse racial backgrounds

Strongly agree	65	(13.6%)
Agree	179	(37.4%)
Neither agree nor disagree	156	(32.6%)
Disagree	59	(12.3%)
Strongly disagree	20	(4.2%)

\*\*\* 58.2% of support staff vs. 39.4% of professional staff "agree" or "strongly agree" (p < .0001).

Some staff members discriminate against minority students.

Strongly agree	21	(4.4%)
Agree	95	(20.0%)
Neither agree nor disagree	203	(42.6%)
Disagree	113	(23.7%)
Strongly disagree	44	(9.2%)

\*\* 38.5% of minorities "agree" or "strongly agree," vs. 24.3% of non-minorities (p < .01).

\*\*\* 29.5% of professional staff vs 19.3% of support staff "agree" or "strongly agree" (p < .05).

I go out of my way to give special attention to minority students.

Strongly agree	35	(7.4%)
Agree	101	(21.2%)
Neither agree nor disagree	237	(49.8%)
Disagree	73	(15.3%)
Strongly disagree	30	(6.3%)

\*\* 64.3% of minorities "agree" or "strongly agree," vs. 27.9% of non-minorities (p < .001).

Many of Lehigh's policies and practices are racially biased.

Strongly agree	10	( 2.1%)
Agree	38	( 8.1%)
Neither agree nor disagree	194	(41.1%)
Disagree	153	(32.4%)
Strongly disagree	77	(16.3%)

- \* 24.2% of men vs. 11.8% of women "strongly disagree" ( $p < .05$ ).
- \*\* 49.3% of non-minorities "disagree" or "strongly disagree," vs 14.3% of minorities ( $p = .06$ ).
- \*\*\* 13.4% of professional staff vs. 6.9% of support staff "agree" or "strongly agree" ( $p < .05$ ).

How would you describe relations between white and minorities on Lehigh's campus?

Aloof and hostile	8	( 1.8%)
Cooperative but not friendly	98	(22.6%)
Friendly but not close	264	(60.8%)
Close and harmonious	62	(14.3%)

- \*\*\* 31.3% of professional staff gave 1st two answers, vs. 18.8% of support staff ( $p < .01$ ).

How would you describe relations between men and women on Lehigh's campus?

Aloof and hostile	4	( .9%)
Cooperative but not friendly	57	(12.7%)
Friendly but not close	214	(47.7%)
Close and harmonious	170	(37.9%)

- \*\*\* 9.4% of support staff gave 1st two answers, vs 20.1% of professional staff ( $p < .01$ ).

How much racial prejudice is there at Lehigh?

Almost none	47	(10.6%)
Not much	123	(27.8%)
Some	246	(55.7%)
A great deal	26	( 5.9%)

- \*\* 60.3% of non-minorities vs. 92.9% of minorities say "some" or "a great deal" ( $p = .07$ ).
- \*\*\* 70.0% of professional staff vs. 54.9% of support staff say "some" or "a great deal" ( $p < .05$ ).

How much sexism is there at Lehigh?

Almost none	34	( 7.6%)
Not much	88	(19.8%)
Some	257	(57.8%)
A great deal	66	(14.8%)

\* 79.8% of women vs. 59.0% of men say "some" or "a great deal" ( $p < .0001$ ).

How much prejudice against homosexuals at Lehigh?

Almost none	38	(10.1%)
Not much	68	(18.0%)
Some	195	(51.6%)
A great deal	77	(20.4%)
No response	113	

\*\*\* 81.9% of professional staff vs. 62.9% of support staff say "some" or "a great deal" ( $p < .0001$ ).

Would you like to see Lehigh increase efforts to hire more minority staff?

No special effort	215	(46.0%)
Yes, somewhat	165	(35.3%)
Yes, a great deal	87	(18.6%)

\*\* 47.7% of non-minorities vs. 0% of minorities say "no special effort" ( $p < .0001$ ).

\*\*\* 56.4% of support staff vs. 31.3% of professional a staff say "no special effort" ( $p < .0001$ ).

Would you like to see Lehigh increase efforts to hire more women staff?

No special effort	214	(45.6%)
Yes, somewhat	168	(34.2%)
Yes, a great deal	87	(17.7%)

\* 23.3% of women vs. 9.9% of men say "a great deal" ( $p < .001$ ).

\*\* 42.9% of minorities vs. 17.5% of non-minorities say "a great deal" ( $p < .05$ ).

\*\*\* 51.3% of support staff vs. 35.2% of professional staff say "no special effort" ( $p < .01$ ).

How often have you received any of the following forms of uninvited and unwanted sexual attention (from persons of either sex) during the last two years from someone where you work at Lehigh?

Actual or attempted rape.

Never	280	(99.4%)
Rarely	2	( 0.4%) 2 men
Sometimes	1	( 0.2%) 1 man

\* Men more likely to report this behavior ( $p = .057$ ).

Unwanted pressure for sexual favors.

Never	475	(98.3%)
Rarely	4	( 0.8%) 3 women, 1 man
Sometimes	4	( 0.8%) 2 women, 2 men

Unwanted touching.

Never	434	(89.9%)
Rarely	25	( 5.2%) 17 women, 8 men
Sometimes	21	( 4.3%) 18 women, 3 men
Frequently	3	( 0.6%) 3 women

Unwanted sexual looks or gestures.

Never	400	(83.0%)
Rarely	57	(11.8%) 48 women, 8 men
Sometimes	24	( 5.0%) 19 women, 5 men
Frequently	1	( 0.2%) 1 woman

\* Women more likely to report this behavior ( $p < .01$ ).

Unwanted letters, calls, or materials of a sexual nature.

Never	400	(83.0%)
Rarely	29	( 6.0%) 25 women, 4 men
Sometimes	6	( 1.2%) 4 women, 2 men
Frequently	1	( 0.2%) 1 man

\* Women more likely to report this behavior ( $p = .053$ ).



Unwanted pressure for dates.

Never	457	(94.8%)
Rarely	17	( 3.5%) 16 women, 1 man
Sometimes	7	( 1.5%) 6 women, 1 man
Frequently	1	( 0.2%) 1 woman

\* Women more likely to report this behavior ( $p < .05$ ).

Unwanted sexual teasing, jokes, remarks.

Never	357	(73.9%)
Rarely	77	(15.9%) 60 women, 17 men
Sometimes	40	( 8.3%) 35 women, 5 men
Frequently	9	( 1.9%) 7 women, 2 men

\* Women more likely to report this behavior ( $p < .001$ ).

How often have the following occurred during the last two years at Lehigh because of your race/ethnicity?

You felt ignored because of the color of your skin.

Never	444	(94.9%)
Rarely	14	( 3.0%) 3 minorities, 11 non-minorities
Sometimes	9	( 1.9%) 3 minorities, 6 non-minorities
Frequently	1	( 0.2%) 1 minority

\*\* Minorities more likely to report this ( $p < .0001$ ).

People viewed your language or accent negatively because of your ethnic group

Never	451	(96.8%)
Rarely	7	( 1.5%) 1 minority, 6 non-minorities
Sometimes	7	( 1.5%) 2 minorities, 5 non-minorities
Frequently	1	( 0.2%) 1 minority

\*\* Minorities more likely to report this ( $p < .0001$ ).

Your ethnic group was referred to as "you people"

Never	435	(93.8%)
Rarely	13	( 2.8%) 2 minorities, 11 non-minorities
Sometimes	12	( 2.6%) 3 minorities, 9 non-minorities
Frequently	4	( 0.9%) 2 minorities, 2 non-minorities

\*\* Minorities more likely to report this ( $p < .0001$ ).

People became uncomfortable or stared when you walked into a room.

Never	424	(91.4%)	
Rarely	22	( 4.7%)	2 minorities, 20 non-minorities
Sometimes	13	( 2.8%)	2 minorities, 10 non-minorities
Frequently	5	( 1.1%)	3 minorities, 2 non-minorities

\*\* Minorities more likely to report this (p < .0001).

Racist remarks made in your presence.

Never	377	(80.6%)	
Rarely	49	(10.5%)	3 minorities, 46 non-minorities
Sometimes	41	( 8.8%)	5 minorities, 36 non-minorities
Frequently	1	( 0.2%)	1 non-minority

\*\* Minorities more likely to report this (p < .01).

Racist/ethnic jokes told in your presence.

Never	316	(67.5%)	
Sometimes	75	(16.0%)	6 minorities, 69 non-minorities
Rarely	67	(14.3%)	2 minorities, 65 non-minorities
Frequently	10	( 2.1%)	1 minority, 9 non-minorities

\*\* Minorities more likely to report this (p < .05).

Career prospects limited because of your race.

Never	442	(95.5%)	
Rarely	11	( 2.4%)	2 minorities, 9 non-minorities
Sometimes	7	( 1.5%)	1 minority, 6 non-minorities
Frequently	3	( 0.6%)	1 minority, 2 non-minorities

\*\* Minorities more likely to report this (p < .001).

Did any of the following changes happen in your work situation as a result of unwanted sexual attention or racial harassment?

Working assignments or conditions got worse	6
Denied promotion, raise, good rating	5
I was transferred or quit to take another job	3
Reassigned or fired	0
Working conditions got better	0
Received a promotion, raise, good rating	0
No changes	83

If you experienced unwanted sexual attention or racial harassment, how did they affect you?

My feelings about work.

No effect	58	(73.4%)
Became worse	19	(24.1%)
Became better	2	(2.5%)

\* 29.0% women vs. 5.9% of men say "became worse" (p = .09).

My emotional or physical condition.

No effect	61	(78.2%)
Became worse	15	(19.2%)
Became better	2	(2.6%)

My ability to work with others.

No effect	64	(79.0%)
Became worse	15	(18.5%)
Became better	2	(2.5%)

Quality of my work.

No effect	71	(91.0%)
Became worse	5	(6.4%)
Became better	2	(2.6%)

Quantity of my work.

No effect	72	(92.3%)
Became worse	2	(5.1%)
Became better	2	(2.6%)

My time and attendance at work.

No effect	72	(92.3%)
Became worse	4	(5.1%)
Became better	2	(2.6%)

What did you do in response to harassment and what was result?

Ignored the behavior.	63	
Made it better	17	
No change	38	
Made it worse	7	

Avoided the person.	47
Made it better	23
No change	21
Made it worse	2
Asked the person to stop.	34
Made it better	23
No change	8
Made it worse	3
Threatened to tell or told others.	6
Made it better	3
No change	2
Made it worse	1
Reported the behavior.	19
Made it better	10
No change	7
Made it worse	2
Went along with the behavior.	9
Made it better	0
No change	6
Made it worse	3
Transferred, disciplined, or gave a poor rating to the person.	4
Made it better	2
No change	1
Made it worse	0
Filed a grievance.	1
Made it worse	1
Filed a complaint or law suit.	2
Made it better	1
Made it worse	1

Is there anything about the way staff in your office are referred to or addressed that makes you feel uncomfortable?

No	369	(86.4%)
Yes	58	(13.6%)
No response	64	

\* 16.2% of women vs. 8.8% of men say "yes" ( $p < .05$ ).

If yes, explain. (56 responses)

Secretaries, other women, called "the girls"	12	(21.4%)
Support staff treated poorly	11	(19.6%)
Males (faculty, prof. staff) addressed by title, women (support staff) by 1st name	8	(14.3%)
Ignored or treated poorly/lack of respect (esp. by faculty)	5	( 8.9%)
References to appearance/to age and gender	3	( 5.4%)
"If managers are professional staff are support staff unprofessional?"	2	( 3.6%)

What would help make Lehigh a better work place? (% based on 287 people who gave 507 responses)

Recruit more minorities/more training about and atmosphere conducive to diversity/less bias against women	55	(19.2%)
More advancement opportunities for support staff, eliminate internal "caste" system/treat support staff better	54	(18.8%)
Better benefits (e.g., day care, tuition remission, flextime, pay for unused sick days, comp time, night courses)	38	(13.2%)
More caring, unified, less stressful environment	27	( 9.4%)
Equalize pay with industry, increase pay	27	( 9.4%)
Hire better staff/hire without preference to women, minorities, alumni	22	( 7.7%)
More communication and interaction among staff/administration/faculty/departments	21	( 7.3%)
Better management/training for supervisors	21	( 7.3%)
Improve parking	18	( 6.3%)
Promote according to ability and experience/more appreciation and respect	16	( 5.6%)
Employee development, increase opportunity for advancement	16	( 5.6%)
More involvement in planning/decision making	15	( 5.2%)
Distribute resources/work load more equitably, be consistent in rule enforcement	12	( 4.2%)
Nothing, satisfied as is	11	( 3.8%)
Equal pay for equal work	10	( 3.5%)

Eliminate Human Resources/should be more efficient, less arrogant	10	( 3.5%)
Stop cutting staff and benefits	8	( 2.8%)
Equal benefits for faculty and staff	7	( 2.4%)
More family events	5	( 1.7%)
Reduce paperwork/bureaucracy	4	( 1.4%)

## SUPERVISOR

Are you a supervisor?

No	273	(55.6%)
Yes	218	(44.4%)

\* 60.8% of men vs. 35.5% of women say "yes" (p < .0001).

\*\*\* 67.9% of professional staff vs. 22.8% of support say "yes" (p < .0001).

If yes:

How many people do you supervise?

Range 1 to 60  
Mean = 7.2, median = 4

\* Among supervisor's, men supervise an average of 9.5 people, women 5.3 (p < .01).

\*\* Among supervisors, minorities supervise an average of 2.5 people, non-minorities 7.4 (p < .001).

\*\*\* Among supervisors, professional staff supervise an average of 8.5, support staff an average of 3.9 (p < .0001).

How many are male?

Range 0 to 35  
Mean = 3.2, median = 1

\* Among supervisors, men supervise an average of 4.9 men, women 1.9 (p < .001).

\*\* Among supervisors, minorities supervise an average of 0.3 men, non-minorities 3.3 (p < .00.).

\*\*\* Professional staff supervise an average of 3.7 males, support staff an average of 1.8 males (p < .01).

How many are female?

Range 0 to 45

Mean = 4.0, median = 2

- \*\* Among supervisors, minorities supervise an average of 2.3 women, non-minorities 4.1 (p < .05).
- \*\*\* Support staff supervise an average of 4.8 women, professional staff an average of 2.2 (p < .0001).

How many are racial minorities?

Range = 0 to 7, mean = .5, median = 0

How many are professional/admin. staff?

Range = 0 to 54, mean = 2.0, median = 0

- \* Among supervisors, men supervise an average of 3.1 professional staff, women 1.1 (p < .05).
- \*\* Among supervisors, minorities supervise an average of 0.7 professional staff, non-minorities 2.1 (p < .05).
- \*\*\* Professional staff supervise an average of 2.7 professional staff, support staff-0.

How many are support staff?

Range = 0 to 31, mean = 3.6, median = 2

- \* Among supervisors, women supervise an average of 2.8 support staff, men 4.5 (p < .05).
- \*\*\* Among supervisors professional staff supervise an average of 4.4 support staff, support staff an average of 2.3 (p < .01).

Do you hold meetings to get staff input?

Often	95	(44.6%)
Sometimes	76	(35.7%)
Rarely	32	(15.0%)
Never	10	(4.7%)

- \*\*\* Among supervisors, 87.3% of professional staff vs. 57.7% of support staff say "sometimes" or "often" (p < .0001).

Do you feel that your staff respects you?

Very much so	166	(77.6%)
Somewhat	47	(22.0%)
No	1	(0.5%)

Have you ever received complaints concerning sexual harassment?

No	192	(92.3%)
Yes	16	( 7.7%)

If yes, what did you do about it?

Talked to accused	4	(25.0%)
Nothing	2	(12.5%)
Advised complainant to warn accused	2	(12.5%)
Talked to both parties together	2	(12.5%)
Reported it	2	(12.5%)
Followed guidelines	2	(12.5%)
Other	2	(12.5%)

Have you received complaints about racial harassment?

No	198	(96.6%)
Yes	7	( 3.4%)

If yes, what did you do about it?

Discussed with both people	3
Followed guidelines	2
Talked to accused	1

Are you aware of procedures at Lehigh to respond to such complaints?

Yes	137	(64.0%)
No	75	(35.0%)

If yes, do you consider these procedures to be satisfactory?

Yes	111	(86.0%)
No	10	( 7.8%)
Not sure	8	( 6.2%)

If no, explain

Not sure what policies are	5
Lack of help/response after reporting	4
Too complicated, difficult	3

Would you like more support/training from Lehigh to aid in supervision?

No	108	(51.9%)
Yes	96	(46.2%)
Maybe	4	( 1.9%)

\* 56.9% of women vs. 38.8% of men say "yes" or "maybe" (p < .05).



If yes, what kind?

Workshops on management skills, supervisory issues	35
Seminars concerning Lehigh procedures/personnel policies	17
Workshops, seminars in general	12
Conflict resolution	5
Time management	4
Communications	4
Staff development	4
Diversity	4
Publish supervisor's guide	3
Support groups	2

How important is it for you to enhance staff's career opportunities by helping them acquire new skills and opportunities?

Very important	130	(61.6%)
Important	67	(31.8%)
A little important	7	( 3.3%)
Not important	7	( 3.3%)