



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

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

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

10. During the past two years, have you engaged in any of the following activities?

*(Responses: Yes, No)*

Taught an ethnic studies course

Taught a women's studies course

Conducted research or writing focused on:

International/global issues

Racial or ethnic minorities

Women and gender issues

20. Indicate the importance to you personally of each of the following:

*(Responses: Essential, Very Important, Somewhat Important, Not Important)*

Influencing social values

Helping to promote racial understanding

21. Indicate the importance to you of each of the following education goals for undergraduate students:

*(Responses: Essential, Very Important, Somewhat Important, Not important)*

Enhance students' knowledge of and appreciation for other racial/ethnic groups

Engage students in civil discourse around controversial issues

Teach students tolerance and respect for different beliefs

Encourage students to become agents of social change

23. For each of the following items, please mark either Yes or No.

*(Responses: Yes, No)*

Have you been sexually harassed at this institution?

26. Indicate how well each of the following describes your college or university:

*(Responses: Very Descriptive, Somewhat Descriptive, Not Descriptive)*

There is respect for the expression of diverse values and beliefs

27. Please indicate the extent to which each of the following has been a source of stress for you during the last two years:

*(Responses: Extensive, Somewhat, Not at All, Not Applicable)*

Subtle discrimination (e.g., prejudice, racism, sexism)

29. Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:

*(Responses: Agree Strongly, Agree Somewhat, Disagree Somewhat, Disagree Strongly)*

Racial and ethnic diversity should be more strongly reflected in the curriculum

This institution should hire more faculty of color

This institution should hire more women faculty

There is a lot of campus racial conflict here

Faculty of color are treated fairly here

Women faculty are treated fairly here

Gay and lesbian faculty are treated fairly here

30. Indicate how important you believe each priority listed below is at your college or university:

*(Responses: Highest Priority, High Priority, Medium Priority, Low Priority)*

To help students learn how to bring about change in society

To create a diverse multi-cultural campus environment

To promote gender equity among faculty

To increase the representation of minorities in the faculty and administration

To increase the representation of women in the faculty and administration

To develop an appreciation for multiculturalism

31. Please indicate your agreement with each of the following statements:

*(Responses: Agree Strongly, Agree Somewhat, Disagree Somewhat, Disagree Strongly)*

Promoting diversity leads to the admission of too many underprepared students

Colleges should be actively involved in solving social problems

A racially/ethnically diverse student body enhances the educational experience of all students