

**Table 1. Survey Sample and Virginia Tech Graduate Student Population (on Campus) Comparisons**

	Survey Participants		VT Grad Student Population <sup>a</sup>	
	N	%	N	%
<i>RACE/ETHNICITY</i> <sup>b</sup>				
Asian American/Pacific Islander	15	2.74	143	3.08
Black/African American	16	2.92	171	3.68
Latino(a)/Hispanic	9	1.64	123	2.65
American Indian/Alaska Native	2	0.36	5	0.11
White	296	54.01	2,360	50.77
Two or More	22	4.01	77	1.66
Not Reported	34	6.20	31	0.67
<i>INTERNATIONAL</i> <sup>c</sup>	154	28.10	1,738	37.39
<b>Total</b> <sup>d</sup>	548	100.00	4,648	100.00
<i>GENDER</i> <sup>e</sup>				
Men	285	52.80	2,763	59.46
Women	255	47.20	1,876	40.37
<i>COLLEGE</i>				
College of Agriculture and Life Sciences	51	10.18	382	8.22
College of Natural Resources and Environment	32	6.39	177	3.81
Pamplin College of Business	21	4.19	233	5.01
College of Liberal Arts & Human Sciences	83	16.57	694	14.93
College of Engineering	182	37.80	1,864	40.11
Virginia-Maryland Regional College of Veterinary Medicine	13	2.59	168	3.62
College of Architecture & Urban Studies	29	5.79	302	6.50
College of Science	55	10.98	593	12.76
Interdisciplinary Academic Programs	13	2.59	234	5.04
Choose not to report or missing	20	3.99	-	-
<b>Total</b>	501	100.00	4,647	100.00

<sup>a</sup>: Based on Fall 2013 graduate students (excluding professional students) enrollment information. Data from Student Census Files, Institutional Research and Effectiveness, October 2013.

<sup>b</sup>: It only refers to non-international students. 133 out of 154 international students identified their race/ethnicity in the survey. However, they are not included in each racial/ethnic category in

this table.

<sup>c</sup>: Nonresident alien was used in Student Census to identify the same group of students.

<sup>d</sup>: Total number of students who responded to the question of whether they are international students in the survey.

<sup>e</sup>: Eight students did not report their gender in Student Census.

**Table 2. Other Important Demographic Factors in Graduate Climate Survey**

	N	%
<i>DEGREE PROGRAM</i>		
Master's	210	38.89
Ph.D	326	60.37
Certificate	1	0.19
Non-degree	3	0.56
<b>Total</b>	<b>540</b>	<b>100.00</b>
<i>RELATIONSHIP STATUS</i>		
Single	230	42.67
Committed partnership	121	22.45
Married	162	30.06
Civil union	1	0.19
Separated or divorced	7	1.30
Widowed	2	0.37
Prefer not to answer	26	4.82
<b>Total</b>	<b>549</b>	<b>100.00</b>
<i>AGE (in years)</i>		
18 - 22	32	5.84
23 - 26	225	41.06
27 - 30	133	24.27
31 - 35	83	15.15
36 - 40	34	6.20
41 - 45	14	2.55
46 - 50	7	1.28
Over 50	20	3.65
<b>Total</b>	<b>548</b>	<b>100.00</b>

**Table 3. Recoded Demographic Factors in Graduate Climate Survey**

Original		Recoded	
<i>RACE/ETHNICITY<sup>a</sup></i>		N	%
Asian/Pacific Islander			
Black/African American			
Latino(a)/Hispanic	→	Minority	64 17.78
American Indian/Alaskan Native			
Mixed Race			
White	→	White	296 82.22
<b>Total</b>			<b>360 100.00</b>
<i>AGE</i>		N	%
18 - 22	→	18-26	257 46.90
23 - 26			
27 - 30	→	27-30	133 24.27
31 - 35			
36 - 40			
41 - 45	→	31 and older	158 28.83
46 - 50			
Over 50			
<b>Total</b>			<b>548 100.00</b>
<i>RELATIONSHIP STATUS</i>		N	%
Single			
Separated or divorced	→	Uncoupled	235 45.81
Widowed			
Committed partnership	→	Committed P.	115 22.42
Married	→	Married	163 31.77
Civil union			
<b>Total</b>			<b>513 100.00</b>
<i>DEGREE PROGRAM</i>			
Ph.D	→	Ph.D	326 60.37
Master's			
Certificate	→	Non-Ph.D	214 39.62
Non-degree			
<b>Total</b>			<b>540 100.00</b>

<sup>a</sup>: Only refers to non-international students.

## Table 4. List of Factors

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### Campus Support

There are sufficient resources (e.g., library services, technology) available through Virginia Tech to ensure my academic success.  
There is adequate support for students having academic difficulties.  
There is adequate support for students having social/emotional difficulties.  
I know where to find social and personal support within the graduate community if I need it.  
My support network includes friends and/or faculty members from Virginia Tech.  
There are sufficient opportunities for socialization within the graduate community.

### Campus Resources

I am usually aware of activities that are geared towards the graduate student population at Virginia Tech.  
The presence of the Graduate Life Center (GLC) in Blacksburg has helped me feel more connected to the graduate community at Virginia Tech.  
The GLC provides programs and services that are relevant to my particular needs and interests.  
I am comfortable in the environment the GLC provides for graduate students.  
GLC staff members are approachable and able to help me when I have questions.

### Feeling of Safeness

Walking alone on campus after dark  
Waiting alone on campus for public transportation after dark  
Walking alone in parking lots/parking garages on campus after dark  
Working in the library/lab/GLC late at night  
In the Blacksburg community and area surrounding campus during the day  
In the Blacksburg community and the area surrounding campus at night  
On campus overall

### Authority Responses to Safety Issues

Campus security/campus police are responsive to campus safety issues.  
Campus administrators and staff take seriously the security policies on campus.

### Faculty Advising

My faculty/advisor respond(s) to my e-mail, calls, or voicemails in a prompt manner.  
I am satisfied with the quality of advising I have received from my department.  
Department faculty/staff members (other than my advisor) respond to my e-mails, calls, or voicemails in a prompt manner.  
There are adequate opportunities for me to interact with other university faculty outside of my department.  
I get support from my faculty/advisor to pursue personal research interests.  
My department faculty encourages me to produce publications and present research.

My department has provided me opportunities to serve the department or university in various capacities outside of teaching or research.  
My department faculty/advisor provides clear expectations.  
I feel comfortable sharing my professional goals with my advisor.

### **Academic Department Climate**

Department facilities and resources available to me are sufficient to allow me to produce quality work.  
I feel I am treated fairly in my department.  
My department provides a supportive learning environment.  
My department is free from discrimination.  
My department encourages a collaborative environment among students.  
My department encourages a collaborative environment with faculty.  
I am as socially and professionally integrated into my department/program as I would like to be.  
My department supports my personal commitments outside of graduate school (family, health, social, etc.).

### **Financial Support**

I feel Virginia Tech provides adequate information about financial support.  
I am comfortable approaching my department about financial support.  
I feel my department assists me in finding financial support.  
I worry about my financial situation while in graduate school.  
I am satisfied with the amount of financial support I receive.

### **General Campus Diversity**

Virginia Tech is diverse.  
Virginia Tech is supportive of people with physical disabilities.  
Virginia Tech is supportive of students with non-physical disabilities (i.e., learning disabilities).  
Virginia Tech is supportive of people who identify as lesbian, gay, bisexual, or queer.  
Virginia Tech is supportive of people who identify as transgender.  
Virginia Tech is supportive of people with diverse ethnic backgrounds.  
Virginia Tech is supportive of international students.

### **Campus Diversity and Me**

I personally add to the diversity of my campus.  
I take advantage of the opportunities provided by Virginia Tech to learn about diversity-related issues.

### **Discrimination**

I feel I am treated fairly as a student on this campus.  
I would feel comfortable reporting an act of discrimination or harassment that I had witnessed.  
I would feel comfortable reporting an act of discrimination or harassment that I had experienced.

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**Table 5. Differences on Perceptions of Campus Support and Resource by Demographic Factors**

	Campus Support <sup>a</sup>	N	Campus Resources (Including GLC Services) <sup>a</sup>	N	GLC <sup>a</sup>	N
<i>GENDER</i>						
Women	0.301	139	-0.194	139	-0.015	196
Men	0.644	148	0.058	148	0.061	211
<i>RACE/ETHNICITY</i>						
White	0.269*	118	-0.125	118	-0.032	197
Non-white	-0.144	43	0.091	43	-0.017	49
<i>CITIZENSHIP</i>						
Non-international	0.131	179	-0.136**	179	-0.100***	271
International	-0.104	111	0.277	111	0.262	143
<i>AGE</i>						
18-26 yrs	0.082*	138	0.082	138	0.130	179
27-30 yrs	-0.011	70	-0.011	70	0.026	108
31 yrs and older	-0.051*	82	-0.051	82	-0.122	127
<i>RELATIONSHIP STATUS</i>						
Uncoupled	-0.036	133	0.151	133	0.103	181
Committed P.	0.236	63	-0.043	63	0.032	86
Married	0.002	79	-0.043	79	-0.024	124
<i>DEGREE PROGRAM</i>						
Ph.D	-0.036	176	0.052	176	0.020	216
Non-Ph.D	0.181	111	0.030	111	0.031	146

<sup>a</sup>: standardized scores, values ranged from -1 to 1.

\*\*\*  $p < 0.001$ , \*\*  $p < 0.01$ , \*  $p < 0.05$

**Table 6. Perceptions of Campus Support and Resources in Individual Questions by Age and by Citizenship**

	18-26 yrs	27-30 yrs	31 yrs and older	International	Non-International
<i>CAMPUS SUPPORT<sup>a</sup></i>					
There are sufficient resources (e.g., library services, technology) available through Virginia Tech to ensure my academic success.	3.60	3.48	3.50	3.56	3.53
There is adequate support for students having academic difficulties.	<b>3.13*</b>	<b>2.88*</b>	2.93	3.06	3.00
There is adequate support for students having social/emotional difficulties.	3.02	3.01	2.75	<b>2.80</b>	<b>3.01*</b>
I know where to find social and personal support within the graduate community if I need it.	2.81	2.97	2.80	2.86	2.84
My support network includes friends and/or faculty members from Virginia Tech.	<b>3.35*</b>	3.26	<b>3.15*</b>	3.21	3.30
There are sufficient opportunities for socialization within the graduate community.	3.00	3.02	2.91	3.01	2.96
<i>CAMPUS RESOURCES<sup>a</sup></i>					
I am usually aware of activities that are geared towards the graduate student population at Virginia Tech.	3.15	3.18	3.03	3.11	3.13



The presence of the Graduate Life Center (GLC) in Blacksburg has helped me feel more connected to the graduate community at Virginia Tech.

2.69      2.83      2.62      **3.02**      **2.57\*\*\***

The GLC provides programs and services that are relevant to my particular needs and interests.

2.80      2.72      2.69      **3.01**      **2.64\*\*\***

I am comfortable in the environment the GLC provides for graduate students.

3.17      3.12      3.03      **3.33**      **3.03\*\*\***

GLC staff members are approachable and able to help me when I have questions.

3.46      3.4      3.31      **3.56**      **3.32\*\*\***

<sup>a</sup>: Respondents were asked to rate their agreeableness with the listed questions. Values ranged from 1=Strongly Disagree to 4= Strongly Agree.

\*\*\*  $p < 0.001$ , \*\*  $p < 0.01$ , \*  $p < 0.05$

**Table 7. Campus Support System Regression Results (N=230)**

	Model 1			Model 2			Model 3		
	Coefficient	S.E.		Coefficient	S.E.		Coefficient	S.E.	
Male	0.076	0.126		0.140	0.133		0.071	0.128	
Non-white	-0.467	0.181	*	-0.393	0.182	*	-0.392	0.174	*
International <i>(Reference Group: White Domestic)</i>	-0.397	0.139	**	-0.334	0.139	*	-0.390	0.134	**
Age	-0.102	0.050	*	-0.104	0.049	*	-0.102	0.047	*
Married	0.046	0.150		0.128	0.152		0.167	0.146	
Ph.D	-0.057	0.130		-0.043	0.137		-0.030	0.131	
Full-time				-0.048	0.315		0.140	0.305	
Engineering				-0.045	0.135		-0.050	0.129	
Living on Campus				-0.246	0.256		-0.234	0.246	
GA/Tuition Waiver				-0.181	0.170		-0.094	0.164	
Feeling Stress							-0.324	0.073	***
<b>Adjusted R<sup>2</sup></b>		0.046			0.037			0.114	

\*\*\*  $p < 0.001$ ; \*\*  $p < 0.01$ ; \*  $p < 0.05$

**Table 8. Campus Resources Regression Results (N=230)**

	Model 1		Model 2		Model 3		
	Coefficient	S.E.	Coefficient	S.E.	Coefficient	S.E.	
Male	-0.077	0.127	-0.179	0.145	-0.203	0.146	
Non-white	0.308	0.181	0.14	0.198	0.140	0.198	
International (Reference Group: White Domestic)	0.437	0.140	**	0.467	0.152	**	
Age	0.016	0.050	0.027	0.053	0.028	0.053	
Married	-0.123	0.151	-0.020	0.166	-0.006	0.166	
Ph.D	-0.002	0.131	0.017	0.149	0.021	0.149	
Full-time			-0.293	0.344	-0.227	0.347	
Engineering			0.100	0.147	0.098	0.147	
Living on Campus			0.635	0.280	*	0.639	0.279
GA/Tuition Waiver			0.084	0.186		0.114	0.187
Feeling Stress					-0.114	0.082	
<b>Adjusted R<sup>2</sup></b>		0.023		0.028		0.032	

\*\*p < 0.01; \*p < 0.05

**Table 9. Differences on Perceptions of Campus Safety by Demographic Factors**

	Feeling of Safeness <sup>a</sup>	<i>N</i>	Authority Responses to Safety <sup>a</sup>	<i>N</i>
<i>GENDER</i>				
Women	-0.389***	190	0.016	190
Men	0.297	125	0.002	125
<i>RACE/ETHNICITY</i>				
White	0.097	146	-0.011	146
Non-white	-0.144	37	-0.189	37
<i>CITIZENSHIP</i>				
Non- International	0.044	201	-0.077*	201
International	-0.063	119	0.159	119
<i>AGE</i>				
18-26 yrs	0.042	165	0.104	165
27-30 yrs	-0.038	78	-0.016	78
31 yrs and older	-0.035	77	-0.161	77
<i>RELATIONSHIP STATUS</i>				
Uncoupled	0.012	158	0.012	158
Committed R.	0.134	69	0.134	69
Married	-0.022	76	-0.062	76
<i>DEGREE PROGRAM</i>				
Ph.D	-0.061	184	-0.113**	184
Non-Ph.D	0.146	131	0.185	131

<sup>a</sup>: standardized scores, values ranged from -1 to 1.

\*\*\*  $p < 0.001$ , \*\*  $p < 0.01$

**Table 10. Perceptions of Campus Safety in Individual Questions by Age, by Citizenship and by Degree Program**

	Women	Men	International	Non-International	Ph.D	Non-Ph.D
<i>FEELING OF SAFENESS<sup>a</sup></i>						
Walking alone on campus after dark	<b>3.47</b>	<b>4.25***</b>	3.92	3.84	<b>3.81</b>	<b>4.00*</b>
Waiting alone on campus for public transportation after dark	<b>3.44</b>	<b>4.30***</b>	3.98	3.87	3.87	4.02
Walking alone in parking lots/parking garages on campus after dark	<b>3.10</b>	<b>4.02***</b>	3.60	3.57	3.55	3.68
Working in the library/lab/GLC late at night	<b>3.97</b>	<b>4.53***</b>	4.35	4.25	4.24	4.38
In the Blacksburg community and area surrounding campus during the day	4.47	4.58	<b>4.39</b>	<b>4.58**</b>	4.48	4.60
In the Blacksburg community and the area surrounding campus at night	<b>3.52</b>	<b>4.01***</b>	<b>3.55</b>	<b>3.86**</b>	<b>3.71</b>	<b>3.89*</b>
On campus overall	<b>4.03</b>	<b>4.39***</b>	4.13	4.24	<b>4.16</b>	<b>4.31*</b>
<i>AUTHORITY RESPONSES TO SAFETY ISSUES<sup>b</sup></i>						
Campus security/campus police are responsive to campus safety issues.	3.65	3.63	3.71	3.61	<b>3.58</b>	<b>3.73**</b>
Campus administrators and staff take seriously the security policies on campus.	3.58	3.65	<b>3.72</b>	<b>3.56**</b>	3.59	3.64

<sup>a</sup>: Values ranged from 1= Not at all safe to 5 = Extremely safe.

<sup>b</sup>: Values Ranged from 1=Strongly Disagree to 4= Strongly Agree.

\*\*\*  $p < 0.001$ , \*\*  $p < 0.01$ , \*  $p < 0.05$

**Table 11. Feeling of Safeness Regression Results (N=267)**

	Model 1			Model 2			Model 3		
	Coefficient	S.E.		Coefficient	S.E.		Coefficient	S.E.	
Male	0.719	0.115	***	0.759	0.125	***	0.766	0.125	***
Non-white	-0.003	0.177		-0.195	0.189		-0.207	0.190	
International (Reference Group: White Domestic)	-0.228	0.123		-0.261	0.129	*	-0.251	0.130	
Age	-0.042	0.046		-0.064	0.05		-0.066	0.051	
Married	0.031	0.140		0.109	0.146		0.111	0.146	
Ph.D	-0.157	0.121		-0.105	0.131		-0.104	0.131	
Full-time				-0.049	0.241		-0.063	0.243	
Engineering				0.065	0.122		0.064	0.122	
Living on Campus				-0.168	0.258		-0.167	0.259	
GA/Tuition Waiver				-0.029	0.154		-0.038	0.155	
Feeling Stress							0.047	0.072	
<i>Adjusted R<sup>2</sup></i>		0.114			0.125			0.123	

\*\*\* $p < 0.001$ ; \* $p < 0.05$

**Table 12. Authorities Responses to Safety Issues Regression Results (N=267)**

	Model 1		Model 2		Model 3	
	Coefficient	S.E.	Coefficient	S.E.	Coefficient	S.E.
Male	-0.054	0.117	-0.218	0.130	-0.242	0.129
Non-white	-0.247	0.180	-0.213	0.197	-0.175	0.196
International (Reference Group: White Domestic)	0.283	0.125 *	0.312	0.134 *	0.280	0.134 *
Age	-0.057	0.047	-0.058	0.052	-0.05	0.052
Married	0.048	0.142	0.164	0.152	0.155	0.151
Ph.D	-0.315	0.123 *	-0.275	0.136 *	-0.278	0.135 *
Full-time			0.096	0.251	0.145	0.250
Engineering			0.149	0.127	0.154	0.126
Living on Campus			0.453	0.269	0.452	0.267
GA/Tuition Waiver			-0.100	0.160	-0.070	0.160
Feeling Stress					-0.162	0.074 *
<b>Adjusted R<sup>2</sup></b>		0.035		0.043		0.057

\* $p < 0.05$

**Table 13. Differences on Perceptions of Faculty Advising by Demographic Factors**

	Faculty Advising <sup>a</sup>	N
<i>GENDER</i>		
Women	-0.032	222
Men	0.033	244
<i>RACE/ETHNICITY</i>		
White	0.068	250
Non-white	-0.091	54
<i>CITIZENSHIP</i>		
Non-International	-0.025	336
International	0.086	137
<i>AGE</i>		
18-26 yrs	0.068	217
27-30 yrs	-0.033	123
31 yrs and older	-0.054	133
<i>RELATIONSHIP STATUS</i>		
Uncoupled	0.085	200
Committed R.	-0.083	104
Married	0.003	142
<i>DEGREE PROGRAM</i>		
Ph.D	0.016	301
Non-Ph.D	-0.023	196

<sup>a</sup>: standardized scores, values ranged from -1 to 1.



**Table 14. Differences on Perceptions of Faculty Advising in Individual Questions by Age, by Citizenship Status, and by Degree Program<sup>a</sup>**

	18-26 yrs	27-30 yrs	31 yrs and older	International	Non-International	Ph.D	Non-Ph.D
My faculty/advisor respond(s) to my e-mail, calls, or voicemails in a prompt manner.	3.51	3.35	3.42	3.51	3.42	3.41	3.50
I am satisfied with the quality of advising I have received from my department.	3.2	3.02	3.13	<b>3.26</b>	<b>3.09*</b>	3.12	3.15
Department faculty/staff members (other than my advisor) respond to my e-mails, calls, or voicemails in a prompt manner.	3.37	3.28	3.36	3.36	3.34	3.32	3.39
There are adequate opportunities for me to interact with other university faculty outside of my department.	2.58	2.63	2.56	2.63	2.57	2.60	2.59
I get support from my faculty/advisor to pursue personal research interests.	3.16	3.14	3.13	3.19	3.13	3.18	3.07
My department faculty encourages me to produce publications and present research.	3.39	<b>3.48*</b>	<b>3.23*</b>	3.37	3.37	<b>3.43</b>	<b>3.25*</b>

My department has provided me opportunities to serve the department or university in various capacities outside of teaching or research.	2.88	2.88	2.77	2.87	2.84	2.86	2.82
My department faculty/advisor provides clear expectations.	3.08	2.98	3.04	3.13	3.01	3.04	3.04
I feel comfortable sharing my professional goals with my advisor.	3.39	3.28	3.34	3.33	3.35	3.33	3.36

<sup>a</sup>: Respondents were asked to rate their agreeableness with the listed questions. Values ranged from 1=Strongly Disagree to 4=Strongly Agree.

\*  $p < 0.05$ .

**Table 15. Faculty Member and Advising Regression Results (N=381)**

	Model 1		Model 2		Model 3		
	Coefficient	S.E.	Coefficient	S.E.	Coefficient	S.E.	
Male	-0.011	0.098	-0.058	0.108	-0.140	0.102	
Non-white	-0.124	0.152	-0.109	0.162	-0.033	0.152	
International (Reference Group: White Domestic)	-0.014	0.111	0.066	0.119	-0.016	0.112	
Age	-0.002	0.037	-0.009	0.043	-0.020	0.040	
Married	-0.034	0.114	0.013	0.119	0.032	0.112	
Ph.D	0.046	0.107	0.067	0.117	0.037	0.109	
Full-time			0.000	0.229	0.109	0.215	
Engineering			-0.120	0.110	-0.118	0.103	
Living on Campus			0.236	0.271	0.196	0.254	
GA/Tuition Waiver			-0.043	0.15	0.065	0.141	
Feeling Stress					-0.422	0.058	***
<b>Adjusted R<sup>2</sup></b>		0.000		0.000		0.108	

\*\*\* $p < 0.001$

**Table 16. Differences on Perceptions of Academic Department Climate by Demographic Factors**

	Department Climate <sup>a</sup>	N
<i>GENDER</i>		
Women	-0.070	237
Men	0.077	265
<i>RACE/ETHNICITY</i>		
White	0.102	274
Non-white	-0.017	61
<i>CITIZENSHIP</i>		
Domestic	0.012	366
International	-0.011	142
<i>AGE</i>		
18-26 yrs	0.141*	238
27-30 yrs	-0.101	125
31 yrs and older	-0.123*	145
<i>RELATIONSHIP STATUS</i>		
Uncoupled	0.076	219
Committed R.	-0.017	105
Married	-0.053	154
<i>DEGREE PROGRAM</i>		
Ph.D	-0.097**	306
Non-Ph.D	0.170	196

\*  $p < 0.05$

**Table 17. Differences on Perceptions of Academic Department Climate in Individual Questions by Age and by Program Type**

	18-26 yrs	27-30 yrs	31 yrs and older	Ph.D	Non-Ph.D
Department facilities and resources available to me are sufficient to allow me to produce quality work.	<b>3.34*</b>	3.17	<b>3.11*</b>	3.20	3.30
I feel I am treated fairly in my department.	3.46	3.28	3.41	3.33	3.51*
My department provides a supportive learning environment.	<b>3.43</b>	3.26	3.26	3.24	3.49***
My department is free from discrimination.	3.44	3.31	3.29	3.29	3.49**
My department encourages a collaborative environment among students.	<b>3.37** *</b>	<b>3.11*</b>	<b>3.10**</b>	3.12	3.41***
My department encourages a collaborative environment with faculty.	<b>3.25**</b>	3.11	<b>2.95**</b>	3.06	3.23*
I am as socially and professionally integrated into my department/program as I would like to be.	2.98	2.86	2.75	2.85	2.93
My department supports my personal commitments outside of graduate school (family, health, social, etc.).	2.96	2.85	2.88	2.86	2.99

<sup>a</sup>: Respondents were asked to rate their agreeableness with the listed questions. Values ranged from 1=Strongly Disagree to 4= Strongly Agree.

\*\*\*  $p < 0.001$ , \*\*  $p < 0.01$ , \*  $p < 0.05$ .

**Table 18. Department/Program Climate Regression Results (N=416)**

	Model 1		Model 2		Model 3		
	Coefficient	S.E.	Coefficient	S.E.	Coefficient	S.E.	
Male	0.135	0.093	0.156	0.100	0.076	0.094	
Non-white	-0.098	0.141	-0.050	0.150	0.013	0.140	
International <i>(Reference Group: White Domestic)</i>	-0.115	0.107	-0.019	0.112	-0.125	0.105	
Age	-0.025	0.034	-0.053	0.038	-0.053	0.035	
Married	-0.009	0.107	0.112	0.111	0.107	0.103	
Ph.D	-0.214	0.100	*	-0.193	0.108	-0.190	0.100
Full-time			-0.086	0.194	0.129	0.183	
Engineering			-0.147	0.103	-0.145	0.096	
Living on Campus			0.034	0.244	0.031	0.227	
GA/Tuition Waiver			-0.027	0.128	0.102	0.121	
Feeling Stress					-0.431	0.054	***
<b>Adjusted R<sup>2</sup></b>		0.012		0.007		0.138	

\*\*\* $p < 0.001$ ; \* $p < 0.05$

**Table 19. Differences on Perceptions of Financial Support by Demographic Factors**

	Financial Support <sup>a</sup>	N
<i>GENDER</i>		
Women	-0.035	219
Men	0.049	232
<i>RACE/ETHNICITY</i>		
White	0.008	242
Non-white	-0.092	54
<i>CITIZENSHIP</i>		
Non-International	-0.065*	326
International	0.182	131
<i>AGE</i>		
18-26 yrs	0.084	220
27-30 yrs	0.041	108
31 yrs and older	-0.156	129
<i>RELATIONSHIP STATUS</i>		
Uncoupled	0.080	201
Committed R.	0.032	93
Married	-0.023	133
<i>DEGREE PROGRAM</i>		
Ph.D	0.023	281
Non-Ph.D	-0.016	170

<sup>a</sup>: standardized scores, values ranged from -1 to 1.

\*  $p < 0.05$

**Table 20. Differences on Perceptions of Financial Support in Individual Questions by Citizenship Status<sup>a</sup>**

	International	Non-International
I feel Virginia Tech provides adequate information about financial support.	<b>3.04</b>	<b>2.88*</b>
I am comfortable approaching my department about financial support.	<b>3.09</b>	<b>2.78**</b>
I feel my department assists me in finding financial support.	<b>3.00</b>	<b>2.80*</b>
I worry about my financial situation while in graduate school.	2.83	3.00
I am satisfied with the amount of financial support I receive.	2.72	2.68

<sup>a</sup>: Respondents were asked to rate their agreeableness with the listed questions. Values ranged from 1=Strongly Disagree to 4= Strongly Agree.

\*\*  $p < 0.01$ , \*  $p < 0.05$ .



**Table 21. Financial Support Regression Results (N=368)**

	Model 1		Model 2		Model 3		
	Coefficient	S.E.	Coefficient	S.E.	Coefficient	S.E.	
Male	0.009	0.100	0.021	0.108	-0.024	0.108	
Non-white	-0.060	0.153	-0.075	0.160	-0.042	0.158	
International	0.174	0.113	0.164	0.119	0.097	0.118	
<i>(Reference Group: White Domestic)</i>							
Age	-0.027	0.037	-0.004	0.039	0.001	0.039	
Married	-0.064	0.115	0.026	0.120	0.036	0.118	
Ph.D	0.048	0.108	-0.154	0.115	-0.163	0.113	
Full-time			-0.145	0.219	-0.065	0.217	
Engineering			0.144	0.111	0.152	0.109	
Living on Campus			0.024	0.265	0.007	0.261	
GA/Tuition Waiver			0.687	0.142	0.724	0.141	***
Feeling Stress					-0.215	0.063	**
<b>Adjusted R<sup>2</sup></b>		0.000		0.054		0.082	

\*\*\* $p < 0.001$ ; \*\* $p < 0.01$

**Table 22. Differences on Perceptions of Campus Diversity by Demographic Factors**

	Diversity	N	Diversity and Me	N
<i>GENDER</i>				
Women	-0.021	255	0.045	255
Men	0.045	285	-0.049	285
<i>RACE/ETHNICITY</i>				
White	0.004	296	-0.449***	296
Non-white	-0.219	64	0.658	64
<i>CITIZENSHIP</i>				
Non-International	-0.067*	394	-0.257***	394
International	0.171	154	0.171	154
<i>AGE</i>				
18-26 yrs	0.151**	257	-0.100	257
27-30 yrs	-0.051	133	0.066	133
31 yrs and older	-0.204**	158	-0.204	158
<i>RELATIONSHIP STATUS</i>				
Uncoupled	0.105	235	0.022	235
Committed R.	-0.038	115	-0.140	115
Married	-0.022	163	0.051	163
<i>DEGREE PROGRAM</i>				
Ph.D	-0.040	326	0.072*	326
Non-Ph.D	0.097	214	-0.123	214

<sup>a</sup>: standardized scores, values ranged from -1 to 1.

\*\*\*  $p < 0.001$ , \*\*  $p < 0.01$ , \*  $p < 0.05$

**Table 23. Differences on Perceptions of Campus Diversity in Individual Questions by Race/Ethnicity, by Age, by Citizenship Status and by Degree Program**

	White	Non-white	18-26 yrs	26-30 yrs	31 yrs and older	International	Non-International	Ph.D	Non-Ph.D
<i>CAMPUS DIVERSITY<sup>a</sup></i>									
Virginia Tech is diverse.	<b>3.13</b>	<b>2.80*</b>	<b>3.31*</b>	3.11	<b>3.09*</b>	<b>3.53</b>	<b>3.07***</b>	3.19	3.22
Virginia Tech is supportive of people with physical disabilities.	3.06	3.22	3.23	<b>3.29*</b>	<b>3.08*</b>	<b>3.52</b>	<b>3.07***</b>	3.21	3.19
Virginia Tech is supportive of students with non-physical disabilities (i.e., learning disabilities).	<b>3.04</b>	<b>3.28*</b>	3.19	3.16	3.02	<b>3.33</b>	<b>3.05***</b>	3.13	3.16
Virginia Tech is supportive of people who identify as lesbian, gay, bisexual, or queer.	3.18	3.17	<b>3.26*</b>	3.16	<b>3.07*</b>	3.23	3.16	3.15	3.25
Virginia Tech is supportive of people who identify as transgender.	<b>3.00</b>	<b>3.02*</b>	<b>3.13*</b>	3.02	<b>2.89*</b>	<b>3.16</b>	<b>2.99*</b>	3.03	3.08
Virginia Tech is supportive of people with diverse ethnic backgrounds.	3.33	3.03	<b>3.42*</b>	3.24	<b>3.22*</b>	<b>3.45</b>	<b>3.27*</b>	3.28	3.39
Virginia Tech is supportive of international students.	3.52	3.39	<b>3.57*</b>	3.39*	<b>3.39*</b>	3.47	3.48	<b>3.43</b>	<b>3.57*</b>
<i>DIVERSITY AND ME<sup>a</sup></i>									
I personally add to the diversity of my campus.	<b>2.71</b>	<b>3.59***</b>	3.01	3.16	3.16	<b>3.6</b>	<b>2.89***</b>	3.15	3.00

I take advantage of the opportunities provided by Virginia Tech to learn about diversity-related issues.

<b>2.28</b>	<b>2.81***</b>	2.50	2.50	2.60	<b>2.95</b>	<b>2.37***</b>	2.56	2.49
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<sup>a</sup>: Respondents were asked to rate their agreeableness with the listed questions. Values ranged from 1=Strongly Disagree to 4= Strongly Agree.

\*\*\*  $p < 0.001$ , \*\*  $p < 0.01$ , \*  $p < 0.05$

**Table 24. Campus Diversity Regression Results (N=444)**

	Model 1			Model 2			Model 3		
	Coefficient	S.E.		Coefficient	S.E.		Coefficient	S.E.	
Male	-0.048	0.09		-0.069	0.097		-0.087	0.098	
Non-white	-0.279	0.137	*	-0.320	0.145	*	-0.31	0.145	*
International	0.231	0.103	*	0.251	0.109	*	0.232	0.110	*
<i>(Reference Group: White Domestic)</i>									
Age	-0.071	0.032	*	-0.099	0.035	**	-0.099	0.035	**
Married	0.022	0.103		0.163	0.107		0.166	0.107	
Ph.D	-0.192	0.096	*	-0.156	0.103		-0.158	0.103	
Full-time				-0.054	0.176		-0.014	0.177	
Engineering				0.121	0.100		0.123	0.100	
Living on Campus				-0.191	0.237		-0.196	0.237	
GA/Tuition Waiver				-0.073	0.122		-0.050	0.123	
Feeling Stress							-0.087	0.056	
<i>Adjusted R<sup>2</sup></i>		0.033			0.043			0.047	

\*\* $p < 0.01$ ; \* $p < 0.05$ ; # $p < 0.1$

**Table 25. Campus Diversity and Me Regression Results (N=444)**

	Model 1			Model 2			Model 3		
	Coefficient	S.E.		Coefficient	S.E.		Coefficient	S.E.	
Male	-0.195	0.080	*	-0.198	0.088	*	-0.212	0.089	*
Non-white	0.963	0.121	***	0.936	0.131	***	0.944	0.131	***
International	1.166	0.092	***	1.112	0.099	***	1.097	0.099	***
<i>(Reference Group: White Domestic)</i>									
Age	0.033	0.029		0.029	0.032		0.029	0.032	
Married	0.103	0.091		0.136	0.097		0.139	0.097	
Ph.D	-0.013	0.085		0.052	0.093		0.051	0.093	
Full-time				0.037	0.159		0.070	0.161	
Engineering				-0.011	0.091		-0.009	0.091	
Living on Campus				0.522	0.215	*	0.518	0.214	*
GA/Tuition Waiver				0.005	0.111		0.023	0.112	
Feeling Stress							-0.07	0.051	
<i>Adjusted R<sup>2</sup></i>		0.283			0.277			0.278	

\*\*\* $p < 0.001$ ; \* $p < 0.05$

**Table 26. Differences on Perceptions of Discrimination by Demographic Factors**

	Discrimination	<i>N</i>
<i>GENDER</i>		
Women	-0.040	255
Men	-0.049	285
<i>RACE/ETHNICITY</i>		
White	0.093	295
Non-white	-0.106	64
<i>CITIZENSHIP</i>		
Non-International	-0.002	393
International	-0.007	154
<i>AGE</i>		
18-26 yrs	0.053	257
27-30 yrs	-0.075	133
31 yrs and older	-0.034	157
<i>RELATIONSHIP STATUS</i>		
Uncoupled	0.042	235
Committed R.	-0.005	114
Married	0.048	163
<i>DEGREE PROGRAM</i>		
Ph.D	-0.030	325
Non-Ph.D	0.050	214

<sup>a</sup>: standardized scores, values ranged from -1 to 1.

**Table 27. Differences on Perceptions of Discrimination in Individual Questions by Race/Ethnicity**

	White	Non-white
I feel I am treated fairly as a student on this campus.	<b>3.61</b>	<b>3.44*</b>
I would feel comfortable reporting an act of discrimination or harassment that I had witnessed.	3.39	3.28
I would feel comfortable reporting an act of discrimination or harassment that I had experienced.	3.36	3.25

<sup>a</sup>: Respondents were asked to rate their agreeableness with the listed questions. Values ranged from 1=Strongly Disagree to 4= Strongly Agree.

\*  $p < 0.05$



**Table 28. Discrimination Regression Results (N=443)**

	Model 1		Model 2		Model 3	
	Coefficient	S.E.	Coefficient	S.E.	Coefficient	S.E.
Male	0.081	0.090	0.055	0.097	0.002	0.095
Non-white	-0.237	0.137	-0.25	0.144	-0.219	0.141
International	-0.083	0.104	0.034	0.109	-0.024	0.107
<i>(Reference Group: White Domestic)</i>						
Age	0.000	0.032	-0.029	0.035	-0.029	0.034
Married	0.028	0.104	0.133	0.107	0.141	0.104
Ph.D	-0.097	0.096	-0.018	0.103	-0.022	0.100
Full-time			-0.047	0.175	0.074	0.172
Engineering			-0.103	0.100	-0.097	0.097
Living on Campus			0.055	0.236	0.04	0.230
GA/Tuition Waiver			-0.138	0.122	-0.069	0.120
Feeling Stress					-0.26	0.054 ***
<i>Adjusted R<sup>2</sup></i>		0.000		0.000		0.045

\*\*\* $p < 0.001$