

Table 1

Demographic summary, N=250

Category	Percentage (%)
Race	White (77.2) Non-white (20.8) No response (1.6).
Sex	Male (67.6) Female (30.8) Nonbinary (.8) No response (.4)
Religious Affiliation	Atheist/Agnostic (47.6), Christian (28.0), Jewish (12.4) Other (10.0) No response (1.6)
Tenure Status	Tenured (87.6) Untenured (11.6) No response (.4)
Political Affiliation	Left-leaning (62.8) Moderate/Centrist (22.8) Right-leaning (10.8) Other (1.6) No response (1.6)
Institution Region	West (32.8) Midwest (30.0) Northeast (26.0) South or Southwest (9.6) No response (1.2)
Public versus Private	Public (66.0) Private (32.4) No response (1.2)
Discipline	STEM (36.4) non-STEM (62.4) No response (.8)

Table 2, Descriptive data for survey questions

N = 196

Question Summarized (see appendix B for full text)	Response Percentages (non-responses excluded)
Have you agreed with all statements?	Yes: 33.2%; No: 66.8%
Do you agree with the university's making statements...	Disagree: 53.3%; Agree: 46.7%
Have you felt more of a sense of belonging...statements?	Neither: 45.4%; More of a sense of not belonging: 36.7%; More of a sense of belonging: 17.9%
Have you voiced your opinion to others [on campus] ...	I've voiced both agreement and disagreement depending on the statement: 35.2%; No: 31.6%;

	Voiced disagreement.: 25.5%; Voiced agreement.: 7.7%
Did you experience any consequences?	No: 82.1%; Yes--A negative consequence: 14.9%; Yes--A positive consequence: 3.0%
Have you ever withheld your opinion because of concerns about losing job security?	No: 65.2%; Yes: 34.8%
Have you withheld your opinion even if it did not affect your job security?	Yes: 66.8%; No: 33.2%
In your professional capacity, would you feel more encouraged to engage about an issue if your university's official position aligns...	No: 51.9%; Yes: 48.1%
In your professional capacity, would you feel discouraged to engage about an issue if your university's position misaligns...	No: 55.9%; Yes: 44.1%
Have you felt more likely to engage in extramural activities... because the official position of the university aligns?	No: 89.8%; Yes: 10.2%
Have you felt less likely to engage in extramural activities.... because of the official position of the university is misaligned?	No: 73.7%; Yes: 26.3%
Would you prefer institutional neutrality?	Yes: 59.7%; No: 40.3%
Do you think most administrators agree with the majority of statements?	Yes: 81.1%; No: 18.9%
Do you think most students at your institution agree with the majority of statements?	Yes: 66.7%; No: 33.3%
Do you think most faculty at your institution agree with the majority of statements?	Yes: 65.9%; No: 34.1%

Table 3

One-sample proportions tests

One-Sample Proportions Tests					
Test Type	Observed			Z	Sig

		Successes <sup>7</sup>	Trials <sup>8</sup>	Proportion	Observed - Test Value	Asymptotic Standard Error		One- Sided p	Two- Sided p
Agree with all statements aware of	Mid-p	65	196	0.332	-0.138	.034		0.000	0.000
	Adjusted Binomial								
	Score	65	196	0.332	-0.128	.034	-4.714	0.000	0.000
Agree with university making statements	Mid-p	91	195	0.467	-0.033	0.036		0.177	0.353
	Adjusted Binomial								
	Score	91	195	0.467	-0.033	0.036	-0.931	0.176	0.352
More of a sense of belonging	Mid-p	35	196	0.179	-0.321	0.027		0.000	0.000
	Adjusted Binomial								
	Score	35	196	0.179	-0.321	0.027	-9.000	0.000	0.000
Voiced your opinion	Mid-p	69	196	0.352	-0.148	0.034		0.000	0.000
	Adjusted Binomial								
	Score	69	196	0.352	-0.148	0.034	-4.143	0.000	0.000
Consequence for opinion	Mid-p	61	196	0.311	-0.189	0.033		0.000	0.000
	Adjusted Binomial								
	Score	61	196	0.311	-0.189	0.033	-5.286	0.000	0.000
Withheld opinion because of job security	Mid-p	65	187	0.348	-0.152	0.035		0.000	0.000
	Adjusted Binomial								
	Score	65	187	0.348	-0.152	0.035	-4.168	0.000	0.000
Withheld opinion for other reasons	Mid-p	125	187	0.668	0.168	0.034		0.000	0.000
	Adjusted Binomial								
	Score	125	187	0.668	0.168	0.034	4.607	0.000	0.000



	Score	118	179	0.659	0.159	0.035	4.260	0.000	0.000
a. Test Value = .5									

Table 4

Significant differences in responses by race and tenure status

Question (summarized, see Appendix A for full text)	Tenured (n=170)	Non-Tenured (n=25)	Chi square	White (N=153)	Non-White (n=39)	Chi Square
			df			df
			Sig			Sig
Have you ever withheld your opinion because of job security?	No=	No=	4.766	No=	No=	6.773
	91.0%	9.0%	1	86.8%	13.2%	1
	Yes=	Yes=	.029	71.0%	29.0%	.009
	79.7%	20.3%				
In your professional capacity, would you feel more encouraged to [engage] if your positions align?	No=	No=	13.904	n.s.*	n.s.	n.s.
	95.9 %	4.1%	1			
	Yes=	Yes=	.009			
	77.5%	22.5%				
In your professional capacity, would you feel discouraged [to engage] if your positions misaligned?	No=	No=	3.925	No=	No=	5.736
	91.3%	8.7%	1	87.4%	12.6%	1
	Yes=	Yes=	.048	73.4%	26.6%	.017
	81.5%	18.5%				
Have you felt less likely to engage in extramural activities because the official position of the university misaligns?	No=	No=	7.831	n.s.	n.s	n.s
	91.2%	8.8%	1			
	Yes=	Yes=	.005			
	75.5%	24.5%				
	No=	No=	5.517	n.s.	n.s	n.s.

Would you prefer the university to remain neutral?	80.0%	20.0%	1			
	Yes= 91.8%	Yes= 8.2%	.019			
Q24. Do most administrators agree with the majority of statements?	n.s.	n.s	n.s.	No= 67.6%	No= 32.4%	4.594
				Yes= 83.8%	Yes= 16.2%	1
						.032
Q25. Do most students at your institution agree with the majority statements?	n.s.	n.s	n.s	No= 70.2%	No= 29.8%	5.305
				Yes= 85.1%	Yes= 14.9%	1
						.021
Q26. Do most professors agree with the majority of statements?	n.s.	n.s	n.s.	No= 71.3%	No= 28.3%	4.625
				Yes= 85.2%	Yes= 14.8%	1
						.032

\*n.s. = not significant