A study of some university residence hall coordinators' attitudes toward homosexuality

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Abstract
Homosexuality has been in existence in many societies for many years. Ridicule and intolerance were generally expressed toward those who expressed their preference for or practice of it. Until recently, homosexuality has been considered almost everything from a mental illness to a pathological problem. As said by Kenneth Plummer (1982): Until the 1970s, to talk of becoming a homosexual was to talk of etiological factors: chromosomes and heredity, strong mothers and weak fathers, Oedipal failure and faulty conditioning—these, and many others, have been variously invoked as the cause for homosexuality. Changes in attitudes and beliefs regarding homosexuality have been slow in developing, yet are beginning to be seen in our society. Movement toward acceptance began strongly in 1973, when the American Psychiatric Association removed homosexuality from its diagnostic category of mental disorders (Nurius, 1983).
A STUDY OF SOME UNIVERSITY RESIDENCE HALL COORDINATORS' ATTITUDES TOWARD HOMOSEXUALITY

A Research Paper
Presented to
The Department of Educational Administration and Counseling
University of Northern Iowa

In Partial Fulfillment
of the Requirements for the Degree
Master of Arts in Education

by
Ann Renee Grober
May 1985
This Research Paper by: Ann Renee Grober
Entitled: A Study of Some University Residence Hall Coordinators' Attitudes Toward Homosexuality

has been approved as meeting the research paper requirement for the Degree of Master of Arts in Education.

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Chapter One

INTRODUCTION

Homosexuality has been in existence in many societies for many years. Ridicule and intolerance were generally expressed toward those who expressed their preference for or practice of it.

Until recently, homosexuality has been considered almost everything from a mental illness to a pathological problem. As said by Kenneth Plummer (1982):

Until the 1970's, to talk of becoming a homosexual was to talk of etiological factors: chromosomes and heredity, strong mothers and weak fathers, Oedipal failure and faulty conditioning--these, and many others, have been variously invoked as the cause for homosexuality.

Changes in attitudes and beliefs regarding homosexuality have been slow in developing, yet are beginning to be seen in our society. Movement toward acceptance began strongly in 1973, when the American Psychiatric Association removed homosexuality from its diagnostic category of mental disorders (Nurius, 1983).

Given the progress made in the past decade toward acceptance of homosexuality, it still lags behind the progress made by other minorities. In view of this, it may be necessary that more effort will need to be put forth in order for discrimination and intolerance of homosexuality to abate in our society.

Purpose of the Study

College campuses have long been cited as the institutions where ideas, beliefs and preferences can be brought forth and discussed with a minimum of reservation. However, homosexuality still meets with a significant amount of resistance among college students, as the review of literature
will substantiate. This study of attitudes toward homosexuality among college/university residence hall coordinators will help practitioners of student personnel services gain insight into staff feelings toward homosexuality.

Importance of the Study

As homosexuals begin to "come out of the closet" by openly declaring and acknowledging their homosexuality and as they gain momentum in their struggle for gay rights, it becomes essential that heterosexuals are aware of needs and wants of the homosexual population. College campuses may prove to be a starting point in making heterosexuals aware of the homosexual population's needs and wants.

Colleges and universities can be a major catalyst in educating a portion of American society about homosexuality. Residence hall staff may prove to be the pivotal force, because contact with the aspect of homosexuality would most likely take place within the residence hall. The academic realm will not be the area in which students are forced to examine their attitudes and beliefs toward homosexuality; this contact will probably occur within the residence hall setting. Data of a selected group of professional staff allows for a preliminary assessment of some attitudes toward homosexuality.

The assessment of some residence hall coordinators' attitudes and value system toward themselves, sexuality and homosexuality is a starting point for possible development of a larger study. This study will attempt to present an overview of a selected group of residence hall coordinators' attitudes and viewpoints. The group selected for participation are from Iowa's three state universities.
Limitations of the Study

This study was undertaken using a survey entitled Homosexuality Attitudes Survey. The survey was written and compiled by the researcher and was not validated.

Hall coordinators from the University of Northern Iowa, Iowa State University and the University of Iowa were selected to participate in the study. Participants were not selected by a random method. With this consideration, the results to be presented are from a select group and should not be generalized to an entire population until more data is accumulated.

Definition of Terms

**Attitude.** A feeling or emotion toward a fact or state.

**Gay.** A slang term used to indicate homosexual preference or orientation.

**Gay Rights.** Civil movement for employment, economic and social equality for the homosexual population.

**Hall Coordinator.** A professional staff member of the Department of Residence at a university, in a live-in directorship position within a residence hall.

**Heterosexuality.** Sexual orientation and/or preference toward members of the opposite sex.

**Homophobia.** An emotional fear of homosexuality and homosexuals.

**Homophobic.** A person having the emotional fear of homosexuality and homosexuals or exhibiting those characteristics generally associated.

**Homosexual.** A person whose sexual orientation or preference is toward members of the same sex.
Homosexuality. Sexual orientation and/or preference toward members of the same sex.

Lesbian. A female homosexual.

Residence Hall. A place in which college students live on-campus and interact with one another on a social and informal basis.
Chapter Two
REVIEW OF LITERATURE

History of Homosexuality

Historical perspectives play a large role in society's current attitude toward homosexuality. It therefore becomes important that a basic view of homosexuality over the ages is part of the background data; it may assist in providing a better understanding of the survey data. The insights gained from historical knowledge will help in viewing the attitude changes over time.

Bullough (1979) notes that at various times during history homosexuals have been put into asylums, imprisoned, executed, medicated, psychoanalyzed and ostracized. The ancient Greek civilization believed homosexuality to be a normal behavior and the practice of it was encouraged. However, as will be obvious, the Greek civilization was perhaps the only major large civilization to fully accept homosexuality through the annals of time. Most societies, including the American society, have in the past frowned on and are still frowning upon homosexual behavior, considering it to be a deviant or abnormal behavior.

Due to limitations of space, the review of literature of the history of homosexuality will generally be limited to the American society. This should prove to be sufficient for the purpose of the study.

Katz (1976), in his documentary entitled Gay American History, cites a number of ways in which homosexuals were treated in our society. Many of these are no longer used in American society; many still exist today. "American homosexuals were condemned to death...they were executed, jailed, pilloried, fined...blackmailed, driven to insanity, to suicide...entrapped, mocked, insulted...despised."
Society no longer inflicts physical abuse in any legal way upon the homosexual population, although the verbal and attitudinal abuse continues. Efforts on the part of homosexuals to avoid ostracism by peers lead many into outwardly conventional lifestyles, including sexual relationships with members of the opposite sex in attempts to hide true sexual orientation or preference. Others choose the route at the opposite end of the continuum and openly acknowledge their homosexuality; these people laid the foundation for the homosexual civil rights movement, commonly known today as "gay rights".

American historians had chosen to ignore the presence of sexual nonconformity as a part of American life until the homosexual mass militancy forced society to acknowledge homosexuals and their impact on society (Licata, 1981). Much was accomplished during the decade of the 1970's, although the homosexual civil rights movement began gaining some momentum as early as 1908 (Licata, 1981).

The early half of the twentieth century became a period of defending the basic rights of homosexuals. This is still an underlying factor of the gay rights movement in the 1980's, although the 1970's saw a large amount of expansion toward this cause. Of major concern to the gay rights movement in the 1980's are basic rights, search for identity, informing and educating society and, most recently, what has become known as gay liberation. Gay liberation activists are concerned with giving homosexuals the freedom to acknowledge sexual preferences and orientation openly, without fear of reprisal or repercussions in regard to social acceptability and employment opportunities.

There has been progress made in regard to civil rights for homosexuals over time, most notably in recent years. However, many
college-age homosexuals choose not to divulge their homosexual tendencies. For the college student attempting to come to terms with his homosexuality, discovering that there are people with an open view toward their lifestyle may prove to be beneficial to him.

To provide more information before presenting the survey data, some literature on both male and female homosexuals is included.

A View of the Male Homosexual

Male college-age homosexuals probably have a more difficult time dealing with their homosexuality than do their female counterparts. Feelings of ambivalence toward themselves and their orientation also appear more strongly. These feelings come into play when homosexual men are trying to live up to the image of the male in society while coming to terms with their sexual orientation.

Homosexuals are likely to feel guilt, anxiety, or conflicts about their sexual orientation, in addition to reactions they may have about their sexuality in general (Kimmel, 1978). Karr (1978) notes that fear of being labeled a homosexual appears to keep homosexual males acting within the traditional expectations of the male sex role.

In addition to being expected to fulfill the traditional male sex role and often finding it difficult to do so, a male homosexual is also coping with college and the pressures it brings. Even though a college campus is geared toward acceptance and tolerance, the need to exhibit himself in the male role overrides the male homosexual's desire and possible need to live a lifestyle that is looked upon with a fair amount of scorn. Attitudes of those around him are a part of the self-concept he builds for himself; positive attitudes help him cope (Weinberg, 1972).
Male homosexuals also have a more difficult time coping because men have a tendency to react more vehemently toward a male homosexual than they would react to a heterosexual male. A study done by Karr (1978), involving students and homosexual labeling, revealed that men who labeled certain subjects as homosexuals were viewed as more masculine than when they did not refer to the homosexual label. It becomes more difficult for the male homosexual when heterosexual males are seen as even more explicitly filling the male role when they begin to label someone a "homosexual".

Male homosexuals, therefore, retreat more deeply into their own subculture. The gay world becomes their mainstay of support while they alienate themselves from their heterosexual peers (Goodman, Lakey, Lashof and Thorne, 1983). A more drastic move taken by some male homosexuals is denial of their sexual identity, preference or orientation. Either of these behaviors can create emotional havoc for the male homosexual. Immersing himself into the gay subculture is one extreme, not allowing him to explore living within a predominantly heterosexual society while having some protection from the onslaught of the real world. Understanding heterosexuals could provide this protective environment, especially on college campuses, if given the opportunity to do so. The other extreme, denying his true sexual orientation and preference, forces him into a lifestyle and behavioral patterns that may be uncomfortable and unsatisfying.

College years should be the opportunity for the male homosexual to come to terms with his sexuality. He is away from the family and is taking control of his life. This may be his chance to express his ideas and beliefs, in theory; to learn about understanding himself; to delve deeply within and learn to know his innermost self.
However, most college-age homosexuals on our campuses are obsessively cautious of openly acknowledging their homosexuality, even with the supposed positive image of the campus in regard to disclosing thoughts, ideas and beliefs. There are reasons as to why they choose not to "come out of the closet" in an atmosphere that should be extremely conducive to acceptance of homosexuality.

One main reason is the lack of acceptance on college campuses, especially toward the male homosexual. Intolerance, lack of knowledge and the traditional male image all work against the desire a male homosexual may have to freely live his chosen lifestyle. Fear of ridicule, ostracism and unfair assumptions all combine in preventing the male homosexual from openly living a lifestyle he prefers.

Female homosexuals also have a number of problems in dealing with their homosexuality, but they do vary from those faced by the male homosexual. Some observations of the concerns of the female homosexual and their similarities and differences to the male homosexual's concerns is needed for further clarification.

A View of the Female Homosexual

Female homosexuals, commonly known as lesbians, are not as pressured to uphold a particular role in American society. They are generally more accepted in aspects of society, including the college campus. In addition, they do not generate the skepticism when seen with another female that two males generate when seen together, especially when some show of affection is present. This is not to be construed as though a lesbian has no problems in dealing with and accepting her homosexuality. She also is coping with emotions, the stress of college, society in general and her peers.

"A lesbian who consents to guilt for her sexual preference is her own
worst oppressor... at some point, of course, she will begin to wonder if she is different from most of the women around her" (Abbott & Love, 1972).

Feelings of guilt and sensing that she is or may seem different can be a very difficult time for the lesbian. She needs support from those around her to maintain a sense of self-worth (Abbott and Love, 1972). Even though the women's movement has gained momentum and is allowing women more freedom than ever before, the questioning of sexuality still exists very strongly for the lesbian. In addition to realizing her sexual desires, she is trying to understand why her desires are toward members of the same sex. However, once a lesbian comes to terms with her guilt and accepts her homosexuality, life will probably be a little easier for her than her male counterpart, because she may not feel as pressure to live up to a particular role model (Wolf, 1979).

There are greater opportunities for women to become sexually intimate with other women, because society is more likely to accept a love relationship between two women (Caprio, 1954). The affection does not generate the skepticism two males in the same situation would generate.

The college years, in many ways, becomes the opportunity for lesbians to accept and understand their homosexuality. The young lesbian, becoming relatively independent for the first time, is able to assert that independence and freedom. She generally reacts in the opposite way a male homosexual does, because of not needing to conform to a rigid role model. Without this pressure to conform, the lesbian's college years can easily become the years that she develops a supportive network of both homosexual and heterosexual friends. Rather than being
intimidated to retreating into the homosexual subculture for support, the lesbian can enhance the possibility for a comfortable equilibrium between the homosexual and heterosexual worlds.

Lesbians also have an advantage over their male counterparts with their willingness to communicate more openly. This willingness becomes invaluable to the lesbian as she begins to acknowledge and discuss her sexual orientation and preference. Much of the acceptance of oneself stems from the ability to tell another person what is being felt with the knowledge that the person will listen and make an effort to understand, while still seeing the person as normal, as a friend and as a human being (Ponse, 1978). Males are not nearly as willing to open up with personal information, in keeping with the male role and the masculine image (Churchill, 1967).

Chances are that total acceptance, if possible, will come about much more quickly for the lesbian than for the male homosexual. The movement for women's rights will be one catalyst for initiating changes in societal attitudes toward lesbianism. Lesbians are also more likely to form more intimate and stable relationships than male homosexuals. Moving away from the stereotype of homosexuals being sexual deviants will also contribute a great deal to eventual acceptance.

The college campus is an excellent beginning point, with women generally supporting women's rights quite strongly. However, attitudes take time to develop and it will take time to assist in the formulation of new attitudes.

To see how deeply this attitude toward homosexuality exists, a review of literature of heterosexuals' attitudes is important. A number of
studies involving college students' attitudes have been done and results are not particularly encouraging. Changes have been made, however, and it appears that more are possible.

Societal Attitudes Toward Homosexuality

Part of the gay movement, along with homosexuals accepting their sexual orientation, are attempts to establish positive attitudes toward homosexuality and an understanding of the motivations and ideas behind the homosexuals' fight for civil rights. This, however, may prove exceedingly difficult to achieve.

The Kinsey studies (Gebhard & Johnson, 1979), purported to be one of the most comprehensive and accurate studies of homosexuality to date, suggests that approximately 10 percent of our population can be classified as predominantly homosexual. This translates to more than 20 million homosexuals in American society today.

The bias toward and non-acceptance of homosexuality is still a part of American society. Istvan (1983), in his study of college students' attitudes toward homosexuality, found that "heterosexuals were seen as more moral and well-adjusted than all remaining stimulus persons...it seems possible that heterosexuals' conception of sexuality is embedded in their conceptions of heterosexuality".

Krulwitz and Nash (1980), in a study of effects of sex role attitudes toward homosexuality, found that their male subjects were less positive toward the stimulus person when they were led to believe the stimulus person was a homosexual. Sexist, racist and antihomosexual attitudes correlate positively, with antihomosexual attitudes generally being
stronger than sexist and racist attitudes (Henley & Pincus, 1971).

Nurius (1983) notes that in our culture, "deviant" behaviors are likely to be associated with pathological problems, and those who move away from the prevailing sexual attitude tend to be labeled "deviant". Homosexual behavior was often labeled as a deviant behavior by the subject in Nurius' study. Some people have, in addition to a negative attitude toward homosexuality, a fear toward it, known as homophobia.

Weinberg (1972) suggests five motives, any of which may be inherent in a homophobic. The first is the religious motive; there are specific prohibitions against homosexuality throughout the Bible. The Christian ideal was celibacy and any sexual act beyond procreation purposes was not tolerated. People with a strong conservative religious background fully believe, quite often, that homosexuality is a defiance of the Christian ideal.

A secret fear of being homosexual is a second motive, according to Weinberg. People have a built-in mechanism of defending against an impulse they may feel within by showing opposition to it.

Repressed envy is the third motive for homophobia. This motive is seen much more often in males. It occurs when a male, seeing his attribute of having a masculine identity as extremely important, comes in contact with a homosexual who has accepted his sexual orientation. In the heterosexual male's mind, the homosexual is saying that happiness is not necessarily gained by cultivating a masculine identity. The male may feel threatened that an attribute he has strived to achieve may really mean nothing to another person; in this case, the masculine identity means nothing to the male homosexual.

The fourth motive for a homophobic is seeing homosexuality as a
threat to values. In the American society, one of the traditional values is heterosexuality. When a person does not adopt the societal values, many see it as a threat to the societal structure.

Probably one of the strangest, yet most understandable of all the motives, is the lack of immortality. Weinberg has noted that distress toward homosexuals may begin when a person sees someone having a life without children; there is a fear of death without having generations to continue. It brings on a sense of one's own mortality. American society has always had difficulty realizing their own mortality and contact with a homosexual may awaken some latent fears within themselves.

With these attitudes toward homosexuality within the American society, a homosexual needs to be very secure with his or her sexual orientation before attempting to "come out of the closet" by openly acknowledging his or her homosexuality. Even though the homosexual may have come to terms with his or her sexual orientation and has found a support system within the gay subculture, possibly even a support structure among heterosexuals, the open acknowledgement will definitely result in some ostracism from members of American society.

de Monteflores and Schultz (1978), in discussing the "coming out" process, note that an individual's sense of worth comes from both within the self and from society; the gay person generally does not receive the social validation and acceptance needed, except through the gay subculture. They also note that society invalidates the homosexual by labeling him or her as a homosexual or attempt to provide validation by emphasizing the homosexual's competence "regardless of being gay".
The review of literature presented has shown that there quite possibly a lack of acceptance of homosexuality in our society. The lack of acceptance appears to cover many subgroups of our population and stems from many different ideas, thoughts and beliefs.

The next chapters will explain the survey and assess attitudes of a small selected group of participants. Although the data cannot be used to generalize attitudes of an entire population, it may present some insights on ideas and attitudes toward homosexuality of another societal subgroup.
Chapter Three
DESIGN OF THE SURVEY

This study was undertaken with a survey entitled Homosexuality Attitudes Survey, which was written and developed by the researcher. Surveys were sent to the associate directors of residence at Iowa's three state universities, after ascertaining their hall coordinators' willingness to participate. Universities participating were the University of Northern Iowa, Iowa State University and the University of Iowa.

Hall coordinators at the three universities participated in the study. The survey instrument was comprised of four general sections (See Appendix). The first section established basic personality aspects and attitude toward themselves, their beliefs and society. The second section dealt with attitudes toward sexuality in general. The third section covered basic attitudes toward homosexuality and the final section dealt with attitudes toward working with a homosexual staff member, resident assistant or student.

Relevance and timeliness of this research is justified through the review of literature. Throughout the review, sources were cited in regard to the labeling of and non-acceptance of homosexuality. In this study, observations drawn from data of a societal subgroup will be presented.

Because exposure to homosexuality and to a person who considers himself or herself to be homosexual will probably occur most frequently within the residence hall setting, as noted earlier, observations of the data obtained may prove useful in a preliminary analysis of some attitudes.
For the purpose of this research, 36 surveys were sent to the participating universities. Of those sent, 28 were completed, constituting a 77.8 percent return rate. Analysis of the data received will be presented in Chapter Four.
Chapter Four

RESULTS OF THE SURVEY

As noted previously, there was a 77.8 percent return rate on the survey. A further breakdown shows 12 male and 16 female respondents. A summary of their responses to the survey items (see Appendix A) will constitute this chapter.

Participants were asked to respond to a number of items on the following basis: SA (Strongly agree); A (Agree); I (Indifferent); D (Disagree); SD (Strongly disagree). For purposes of data analysis, the researcher used a formula of multiplying the "strongly agree" answers by four, the "agree" answers by three, the "disagree" answers by two and the "strongly disagree" answers by one. Answers of "indifferent" were not included in the data analysis, because of it being a broadly-defined category. A mean score was computed for males and females separately, then computed with the combined scores. The letter "n" represents the number responding strongly agree, agree, disagree or strongly disagree to each statement. Each general section of the survey is represented by a table of tabulated figures. A mean score of two or above generally shows acceptance or agreement with the statement in question.

Personality Traits

Regarding general personality traits, in contrast to female respondents, (see Table 1), males saw themselves as having more definite opinions, were more likely to actively seek out dissimilar views and receive more enjoyment from the opportunity to explain their views. Male respondents also saw themselves as being slightly more tolerant
and felt they had more encouragement to formulate opinions and to think independently. In addition, male participants were more apt to form definite opinions of people in the first few minutes of making contact.

Female respondents (see Table 1) viewed themselves as more open-minded, more apt to listen to another opinion, and seem to be more comfortable with themselves and their views. They also saw their beliefs become more liberal since entering college than the beliefs of their male counterparts and felt that emotions played a larger role in their decision-making process than did the male participants. Female participants also felt their beliefs while young were influenced more by their parents' beliefs than did males, although mean scores for both sexes show a strong agreement that parents influenced beliefs quite strongly.

There were no significant differences among male and female participants on a number of statements. Both sexes indicated an independent decision-making process without undue influence from others. Both sexes saw themselves as perceptive, understanding and accepting.

Views Toward Sexuality

Male participants (see Table 2) appear to be more liberal in their views toward sexuality. Sexuality generally was not often discussed in the home with either sex, but appears to have been discussed more in the male participants' homes. Male participants are slightly more comfortable in discussing sexuality with peers and parents. They consider themselves more strongly liberal in their views toward sexuality and are more comfortable seeing couples publicly showing affection for one another.
<table>
<thead>
<tr>
<th>STATEMENT</th>
<th>Male</th>
<th>n</th>
<th>Female</th>
<th>n</th>
<th>Total</th>
<th>n</th>
</tr>
</thead>
<tbody>
<tr>
<td>Definite opinions on topics or subjects</td>
<td>3.13</td>
<td>8</td>
<td>2.93</td>
<td>15</td>
<td>3.00</td>
<td>23</td>
</tr>
<tr>
<td>Beliefs influenced to a degree by parents' beliefs</td>
<td>3.42</td>
<td>12</td>
<td>3.53</td>
<td>15</td>
<td>3.48</td>
<td>27</td>
</tr>
<tr>
<td>I am an open-minded person</td>
<td>3.18</td>
<td>11</td>
<td>3.17</td>
<td>15</td>
<td>3.17</td>
<td>26</td>
</tr>
<tr>
<td>Listen to another opinion after forming my own</td>
<td>3.27</td>
<td>11</td>
<td>3.40</td>
<td>15</td>
<td>3.35</td>
<td>26</td>
</tr>
<tr>
<td>Rarely base decisions on the decisions made by peers, friends or colleagues</td>
<td>2.71</td>
<td>7</td>
<td>2.75</td>
<td>12</td>
<td>2.74</td>
<td>19</td>
</tr>
<tr>
<td>Actively seek out people with dissimilar views to mine</td>
<td>2.63</td>
<td>8</td>
<td>2.33</td>
<td>12</td>
<td>2.45</td>
<td>20</td>
</tr>
<tr>
<td>Enjoy opportunity to explain views to those who hold dissimilar views</td>
<td>3.40</td>
<td>10</td>
<td>2.92</td>
<td>13</td>
<td>3.13</td>
<td>23</td>
</tr>
<tr>
<td>Comfortable with myself and my views</td>
<td>3.18</td>
<td>11</td>
<td>3.47</td>
<td>15</td>
<td>3.35</td>
<td>25</td>
</tr>
<tr>
<td>Very tolerant of others</td>
<td>3.20</td>
<td>10</td>
<td>3.13</td>
<td>15</td>
<td>3.16</td>
<td>25</td>
</tr>
<tr>
<td>While young, encouraged to think independently and formulate opinions</td>
<td>3.11</td>
<td>9</td>
<td>2.87</td>
<td>15</td>
<td>2.96</td>
<td>24</td>
</tr>
</tbody>
</table>

SA = 4, A = 3, I = 0, D = 2, SD = 1.
Table 1 - Personality Traits (continued)

<table>
<thead>
<tr>
<th>STATEMENT</th>
<th>Male</th>
<th>n</th>
<th>Female</th>
<th>n</th>
<th>Total</th>
<th>n</th>
</tr>
</thead>
<tbody>
<tr>
<td>Beliefs have become more liberal since entering college</td>
<td>3.25</td>
<td>12</td>
<td>3.44</td>
<td>16</td>
<td>3.36</td>
<td>28</td>
</tr>
<tr>
<td>I don't see myself as a perceptive person</td>
<td>1.12</td>
<td>12</td>
<td>1.44</td>
<td>16</td>
<td>1.36</td>
<td>28</td>
</tr>
<tr>
<td>I often let emotions make decisions for me</td>
<td>2.11</td>
<td>9</td>
<td>2.25</td>
<td>12</td>
<td>2.19</td>
<td>21</td>
</tr>
<tr>
<td>Often form definite opinions of people in the first few minutes of meeting them</td>
<td>2.67</td>
<td>9</td>
<td>2.25</td>
<td>12</td>
<td>2.43</td>
<td>21</td>
</tr>
<tr>
<td>I see myself as an understanding and accepting person</td>
<td>3.30</td>
<td>10</td>
<td>3.33</td>
<td>15</td>
<td>3.32</td>
<td>25</td>
</tr>
</tbody>
</table>
Table 2 - Views Toward Sexuality of Some Residence Hall Coordinators

<table>
<thead>
<tr>
<th>STATEMENT</th>
<th>Male</th>
<th>n</th>
<th>Female</th>
<th>n</th>
<th>Total</th>
<th>n</th>
</tr>
</thead>
<tbody>
<tr>
<td>While young, the topic of sexuality was rarely discussed at home</td>
<td>2.82</td>
<td>11</td>
<td>3.29</td>
<td>14</td>
<td>3.08</td>
<td>25</td>
</tr>
<tr>
<td>I am comfortable discussing sexuality and sexual behaviors</td>
<td>3.18</td>
<td>11</td>
<td>3.06</td>
<td>16</td>
<td>3.11</td>
<td>27</td>
</tr>
<tr>
<td>I found it uncomfortable to discuss sex with my parents</td>
<td>2.78</td>
<td>9</td>
<td>3.31</td>
<td>13</td>
<td>3.09</td>
<td>22</td>
</tr>
<tr>
<td>Concerning sexual behaviors, I consider myself quite liberal in my views</td>
<td>3.36</td>
<td>11</td>
<td>2.73</td>
<td>15</td>
<td>3.00</td>
<td>26</td>
</tr>
<tr>
<td>Observing couples who show affection in public doesn't bother me</td>
<td>3.00</td>
<td>7</td>
<td>2.69</td>
<td>16</td>
<td>2.78</td>
<td>23</td>
</tr>
<tr>
<td>Sexual behavior of others is of no concern to me, as long as there are consenting parties</td>
<td>3.00</td>
<td>11</td>
<td>3.20</td>
<td>15</td>
<td>3.12</td>
<td>26</td>
</tr>
<tr>
<td>I would like our society to be more open in discussing sex</td>
<td>3.38</td>
<td>8</td>
<td>3.08</td>
<td>12</td>
<td>3.20</td>
<td>20</td>
</tr>
</tbody>
</table>

SA = 4, A = 3, I = 0, D = 2, SD = 1.
<table>
<thead>
<tr>
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<th>Male</th>
<th>n</th>
<th>Female</th>
<th>n</th>
<th>Total</th>
<th>n</th>
</tr>
</thead>
<tbody>
<tr>
<td>People need to be re-educated in forming views on sexuality</td>
<td>3.25</td>
<td>8</td>
<td>3.18</td>
<td>11</td>
<td>3.21</td>
<td>19</td>
</tr>
<tr>
<td>American society has put a definite taboo on the topic of sexuality</td>
<td>2.75</td>
<td>8</td>
<td>2.69</td>
<td>12</td>
<td>2.71</td>
<td>20</td>
</tr>
<tr>
<td>Concerning sexual behaviors, I consider myself quite conservative in my views</td>
<td>1.91</td>
<td>11</td>
<td>2.54</td>
<td>13</td>
<td>2.25</td>
<td>24</td>
</tr>
</tbody>
</table>
In addition, males were more strongly for our society becoming more open in discussing sex and were slightly more in favor of re-educating society in forming views on sexuality. Males also view themselves as significantly less conservative in regard to sexual behaviors than did female participants.

Female participants (see Table 2) were more strongly in agreement that sexual behavior of others was of no concern to them, as long as both parties were consenting. Males also agreed with this statement, but less strongly than female participants. Both sexes were in agreement that American society has put a taboo on the topic of sexuality.

Views on Homosexuality

Overall, both male and female participants are accepting of homosexuality (see Table 3). However, the degree of acceptance did vary among the sexes.

Females more strongly viewed homosexuality as normal, yet were more inclined to indicate more difficulty in accepting homosexual behavior than were male participants. Females were more strongly in agreement that there is a definite bias against homosexuals and more strongly indicated that employment opportunities should not be limited to a homosexual; males also agreed on these points, but less strongly. Two members of the same sex showing affection in public was somewhat uncomfortable to both sexes, slightly more in the female participants.

Participants agreed that homosexuality is not harmful to the American society and that homosexuals function just as well as heterosexuals in a people-oriented environment. They also were in agreement that homosexuality probably will not become an accepted aspect of our society, with males showing slightly more agreement.
Both sexes also support civil rights for homosexuals and feel they treat a known homosexual no differently than a heterosexual. Once again, males' mean scores were slightly higher than females' mean scores. Neither males nor females felt there was a need to place restrictions on homosexual behaviors.

Male and female participants both found it slightly easier to accept female homosexuality over male homosexuality. Males showed a slightly higher mean score in agreement with the statement (see Table 3).

Homosexuality in Residence Halls

Contact with homosexuals and homosexual behavior on a college campus will probably occur within the residence hall, as noted previously. With college personnel being the major thrust of the research, the survey included a number of items dealing specifically with homosexual professionals and students in the residence hall.

Males and females (see Table 4) see no difficulty working with a homosexual of the same sex; however, male participants indicate being much more comfortable working with a homosexual colleague of the opposite sex than females. Both sexes seem willing to hire a homosexual hall coordinator, if qualified for the position; males, however, indicated they would be more cautious about having a male homosexual directing an all-male hall than female participants indicated. Both sexes indicated they wouldn't see a great deal of difficulty with a lesbian directing an all-female hall.

Female participants showed strong agreement in working well with a homosexual staff member and had few, if any, concerns about the sense of professionalism of a homosexual staff member. Male participants also felt they would work well with and have few concerns about a homosexual
<table>
<thead>
<tr>
<th>STATEMENT</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
<th>n</th>
</tr>
</thead>
<tbody>
<tr>
<td>I have some difficulty accepting homosexual behavior</td>
<td>2.10</td>
<td>2.21</td>
<td>2.17</td>
<td>24</td>
</tr>
<tr>
<td>I view homosexual behavior as normal</td>
<td>2.22</td>
<td>3.78</td>
<td>3.00</td>
<td>18</td>
</tr>
<tr>
<td>Homosexuality is immoral</td>
<td>1.55</td>
<td>2.00</td>
<td>1.81</td>
<td>26</td>
</tr>
<tr>
<td>Homosexuality is not an emotional problem</td>
<td>2.82</td>
<td>2.85</td>
<td>2.83</td>
<td>25</td>
</tr>
<tr>
<td>There is a strong and unfair bias against homosexuals in our society</td>
<td>3.18</td>
<td>3.38</td>
<td>3.29</td>
<td>24</td>
</tr>
<tr>
<td>Employment opportunities should not be limited because a person is an admitted homosexual</td>
<td>3.40</td>
<td>3.56</td>
<td>3.50</td>
<td>25</td>
</tr>
<tr>
<td>Homosexual behavior moves against the societal norm; therefore, it's a deviant behavior</td>
<td>1.67</td>
<td>2.21</td>
<td>2.00</td>
<td>23</td>
</tr>
<tr>
<td>Homosexuality is harmful to the American society</td>
<td>1.67</td>
<td>1.85</td>
<td>1.77</td>
<td>22</td>
</tr>
</tbody>
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SA = 4, A = 3, I = 0, D = 2, SD = 1.
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<th>Male</th>
<th>Female</th>
<th>Total</th>
<th>n</th>
</tr>
</thead>
<tbody>
<tr>
<td>Homosexuals do not function as well as heterosexuals in a people-oriented environment</td>
<td>1.73</td>
<td>1.43</td>
<td>1.56</td>
<td>25</td>
</tr>
<tr>
<td>Homosexuality will never become an accepted aspect of society</td>
<td>2.56</td>
<td>2.46</td>
<td>2.50</td>
<td>23</td>
</tr>
<tr>
<td>There is a need for placing restrictions on homosexual behavior</td>
<td>1.70</td>
<td>1.60</td>
<td>1.64</td>
<td>25</td>
</tr>
<tr>
<td>I support civil rights for homosexuals</td>
<td>3.09</td>
<td>3.00</td>
<td>3.04</td>
<td>24</td>
</tr>
<tr>
<td>I treat a known homosexual no differently than I treat a heterosexual person</td>
<td>3.10</td>
<td>3.00</td>
<td>3.04</td>
<td>25</td>
</tr>
<tr>
<td>I feel uncomfortable seeing two members of the same sex showing affection toward each other</td>
<td>2.50</td>
<td>2.67</td>
<td>2.61</td>
<td>18</td>
</tr>
<tr>
<td>STATEMENT</td>
<td>Male</td>
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<td>Female</td>
<td>n</td>
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<tr>
<td>---------------------------------------------------------------------------</td>
<td>-------</td>
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</tr>
<tr>
<td>I would find it difficult to work with a homosexual colleague of the same sex</td>
<td>1.73</td>
<td>11</td>
<td>1.69</td>
<td>13</td>
</tr>
<tr>
<td>Willingness to hire a homosexual hall coordinator</td>
<td>3.30</td>
<td>10</td>
<td>3.08</td>
<td>12</td>
</tr>
<tr>
<td>I would be cautious about a male homosexual directing an all-male hall</td>
<td>2.13</td>
<td>8</td>
<td>1.80</td>
<td>15</td>
</tr>
<tr>
<td>A homosexual's job performance needs to be watched more carefully</td>
<td>1.55</td>
<td>11</td>
<td>1.44</td>
<td>16</td>
</tr>
<tr>
<td>I would work well with a homosexual hall coordinator, if I liked him/her as a person</td>
<td>3.18</td>
<td>11</td>
<td>3.38</td>
<td>13</td>
</tr>
<tr>
<td>No concerns about a homosexual staff member acting professionally in a job</td>
<td>3.08</td>
<td>12</td>
<td>3.44</td>
<td>16</td>
</tr>
<tr>
<td>I would hesitate to select a known homosexual for a resident assistant</td>
<td>2.40</td>
<td>10</td>
<td>1.93</td>
<td>15</td>
</tr>
<tr>
<td>No difficulty professionally interacting with a homosexual colleague</td>
<td>3.17</td>
<td>12</td>
<td>3.06</td>
<td>16</td>
</tr>
</tbody>
</table>

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<th>n</th>
<th>Total</th>
<th>n</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not want a lesbian directing an all-female hall</td>
<td>1.67</td>
<td>9</td>
<td>1.71</td>
<td>14</td>
<td>1.70</td>
<td>23</td>
</tr>
<tr>
<td>No difficulty working with a homosexual colleague of opposite sex</td>
<td>3.25</td>
<td>12</td>
<td>1.77</td>
<td>13</td>
<td>2.48</td>
<td>25</td>
</tr>
<tr>
<td>Homosexual in charge of co-ed hall</td>
<td>2.00</td>
<td>4</td>
<td>1.50</td>
<td>7</td>
<td>1.70</td>
<td>11</td>
</tr>
<tr>
<td>Comfortable discussing homosexuality with a gay person</td>
<td>2.75</td>
<td>12</td>
<td>3.07</td>
<td>15</td>
<td>2.93</td>
<td>27</td>
</tr>
<tr>
<td>Find it easier to accept female than male homosexuality</td>
<td>2.63</td>
<td>8</td>
<td>2.11</td>
<td>9</td>
<td>2.35</td>
<td>17</td>
</tr>
<tr>
<td>Comfortable having known homosexuals in their hall</td>
<td>3.27</td>
<td>11</td>
<td>3.38</td>
<td>13</td>
<td>3.33</td>
<td>24</td>
</tr>
<tr>
<td>Homosexual students need to be watched more closely</td>
<td>1.58</td>
<td>12</td>
<td>1.44</td>
<td>16</td>
<td>1.50</td>
<td>28</td>
</tr>
<tr>
<td>Some difficulty discussing personal problems with a homosexual</td>
<td>1.90</td>
<td>10</td>
<td>2.00</td>
<td>14</td>
<td>1.96</td>
<td>24</td>
</tr>
<tr>
<td>More sympathetic toward problems of a heterosexual than a homosexual</td>
<td>2.10</td>
<td>10</td>
<td>2.08</td>
<td>13</td>
<td>2.09</td>
<td>23</td>
</tr>
</tbody>
</table>
staff member acting professionally, although they weren't as strongly in agreement as the female respondents. Neither sex felt that a homosexual's job performance needs to be watched more closely than that of a heterosexual.

In regard to having a homosexual resident assistant, (see Table 4), male participants indicated more hesitancy than females in selecting a homosexual for a resident assistant position, yet more strongly agreed they would have no difficulty interacting with a homosexual resident assistant than did female participants. Females saw few difficulties, but the consensus was not as strong as the male consensus.

Participants agreed that homosexual students do not need to be watched more closely than heterosexual students and feel they would have little difficulty discussing personal relationship problems with a homosexual. The data does suggest, however, that participants view themselves as slightly more sympathetic toward a heterosexual's sexual and personal problems than those of a homosexual (see Table 4).

Female respondents appear to be more comfortable discussing homosexuality with a gay resident assistant, staff member or student and also indicated being more comfortable having known homosexuals living within their halls. Male respondents' answers were also in this direction, but were in slightly weaker agreement than the answers of the female respondents.
Four major areas were covered in the survey. Those were personality traits, views toward sexuality, views toward homosexuality and homosexuality in residence halls. The results of the study become important in determining if it may be possible to begin a re-education of American society in its views toward homosexuality.

Personality traits data suggests that males still have a tendency to show a stronger personality style and also form more definite opinions more quickly. The data also suggests that females see themselves as more open-minded and comfortable with their views. These differences could be the force that spurs action; coordinators can share different ideas and thoughts in a professional setting, receiving feedback and developing plans based on the interaction of their ideas.

Female participants were generally more conservative in their views toward sexuality, with males being more comfortable discussing sexuality and taking a more liberal view toward it. Both sexes, however, seem to be comfortable with the topic of sexuality, in a general sense.

Both male and female respondents were accepting toward homosexuality, with general agreement that homosexuals should have equality on social, economic and civil grounds.

In regard to homosexuality within the residence halls, participants see few, if any, difficulties with a homosexual colleague. The major differences with participants were in working with a homosexual staff member of the opposite sex; female respondents were not nearly as comfortable with this aspect as were male respondents. Also, participants
seem to be a bit hesitant about selecting a homosexual for a resident assistant, although it appears they would not have any difficulty interacting if a homosexual resident assistant was on staff.

Lastly, they viewed themselves as being slightly more comfortable discussing a heterosexual's personal problems, but felt they would be able to talk with a homosexual about his or her problems.

Recommendations

The results of the survey, coupled with the review of literature, justifies the belief that a re-education program toward homosexuality is needed and can begin in college residence halls, with a large amount of support from the professional staff. The major concern is developing and implementing the program.

The review of literature indicates the bias and non-acceptance of homosexuality in American society, including college campuses. The survey results indicate that respondents of this study are accepting of homosexuality and are comfortable in their views on sexuality. Therefore, a program or workshop by professional residence hall staff could constitute a starting point for gaining acceptance toward homosexuality.

For the program to be effective, the staff member choosing to undertake the program would need to solicit the support of his or her colleagues and resident assistant staff. A group support system often becomes the mechanism to accomplish the task. Staff members will need to be aware of their own biases and cope with them before beginning; sincerity will be a key factor in a successful program.

Most importantly, the staff member will need to know about the aspect of homosexuality, including some of the emotions, thoughts and
beliefs of those practicing or leaning toward a homosexual lifestyle. Attitudes are often based upon emotions; in order to change them, a staff member will need to know and understand the emotions behind the attitude change he or she is attempting to make.

The program would allow students to learn about homosexuality and how it affects American society. A "gay panel" brought into the residence hall to answer questions will also assist in the re-education process. This would allow direct interaction between the heterosexual and homosexual lifestyles. Society must be knowledgeable before understanding and acceptance will begin.

Gay rights and acceptance of homosexuality in American society will not arrive tomorrow, perhaps not ten years from now, perhaps never. However, residence hall staff can quite possibly take a leading role in ending some of the discrimination against 10 percent of the American population.
Bibliography


Appendix

Cover Letter, Survey and Follow-up Letter
I am currently working on a Master's degree in College Student Personnel Services at the University of Northern Iowa. A research paper is one of the requirements for achieving the degree.

Much has been done to enhance the roles of minorities on college campuses and in society as a whole. However, one area which has been overlooked is discrimination against homosexuals and the practice of homosexuality.

Therefore, I am extremely interested in residence hall staff reactions and/or possible reactions to a homosexual staff member. With your approval and the approval of your hall coordinators, I am asking if they would be willing to participate in a survey of their views toward a homosexual residence hall staff member and as a professional colleague.

The survey will include hall coordinators at Iowa's three state universities, pending the approval of the staffs at the colleges. Your hall coordinators will remain anonymous and will not be asked to sign the survey form. I will ask whether the participant is male or female and ask them to categorize themselves into a certain age group.

Copies of the survey would be sent to you for distribution to hall coordinators, should you choose to participate. I will also enclose a copy for your records. My plans at this time are to have the survey to you during the middle of November.

Thank you for your time and consideration with this project. I shall look forward to hearing from you.

Sincerely,

Ann R. Grober
I am currently working on a Master's degree in College Student Personnel Services at the University of Northern Iowa. A research paper is one of the requirements for achieving the degree.

Much has been done to enhance the roles of minorities on college campuses and in society as a whole. However, one area which has been overlooked is discrimination against homosexuals and the practice of homosexuality.

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Thank you for your time and consideration with this project. I shall look forward to hearing from you.

Sincerely,

Ann R. Grober
INSTRUCTIONS: The first section of this survey includes questions to ascertain the demographics of the participants. The second section is comprised of a number of statements in which participants are asked to respond to their first reaction to the statement: Strongly agree, Agree, Indifferent, Disagree or Strongly disagree.

Your participation in this survey is entirely voluntary. While I cannot require that you answer every demographic question and all statements, please be assured that your identity will remain totally anonymous.

1) Sex: _______ Male _______ Female

2) Age: ______ 21-23 ______ 24-26 ______ 27-30 ______ 31 or older

3) Religious Affiliation (or the affiliation during childhood): ______ Catholic ______ Methodist ______ Lutheran
                                  ______ Jewish ______ Baptist ______ Congregational
                                  ______ Episcopal ______ Other ______ No affiliation

4) In what region of the United States was most of your childhood and adolescence spent?

   Midwest ______ Northeast ______ South ______ West ______

5) Size of town or city you consider your hometown (in estimated population figures):
   ______ 0 - 1,000 ______ 1,001 - 5,000 ______ 5,001 - 10,000 ______ 10,001 - 25,000 ______ 25,001 - 50,000 ______
   ______ 50,001 - 100,000 ______ 100,001 - 500,000 ______ 500,001 - 1 million ______ over one million ______

6) Number of colleges and/or universities where you have been employed as a full-time professional prior to your current employment: (circle answer)

   Zero ______ One ______ Two ______ Three ______ Four ______ Five ______ Six ______ Seven ______

7) My residence hall is: ______ male ______ female ______ co-educational ______

8) I consider myself to be: ______ Conservative ______ Moderate/Middle-of-road ______ Liberal ______

Circle your first reaction to the following statements.

SA-Strongly agree, A-Agree, I-Indifferent, D-Disagree, SD-Strongly disagree.

Strongly Agree
|
---|---|---|---|---|
SA|A|I|D|SD

Indifferent
|
---|---|---|---|---|
SA|A|I|D|SD

Disagree
|
---|---|---|---|---|
SA|A|I|D|SD

Strongly Disagree
|
---|---|---|---|---|
SA|A|I|D|SD

9. I have definite opinions on most subjects or topics.
SA|A|I|D|SD

10. While young, my beliefs were influenced to a great degree by my parents' beliefs.
SA|A|I|D|SD

11. Basically, I am an open-minded person.
SA|A|I|D|SD

12. I will listen to another opinion after I have formed my own.
SA|A|I|D|SD

13. I rarely have my decisions on the decisions made by friends, peers, or colleagues.
SA|A|I|D|SD

14. I actively seek out people who hold views dissimilar to mine.
SA|A|I|D|SD

15. I rather enjoy the opportunity to explain my views to those who have dissimilar views.
SA|A|I|D|SD

16. I am comfortable with myself and my views.
SA|A|I|D|SD

17. I am very tolerant of others.
SA|A|I|D|SD

18. While young, I was encouraged to think independently and formulate opinions.
SA|A|I|D|SD

19. My beliefs have become more liberal since I entered college.
SA|A|I|D|SD

20. I don't see myself as a perceptive person.
SA|A|I|D|SD

21. I often let emotions make decisions for me.
SA|A|I|D|SD

22. I often form definite opinions of people in the first few minutes of meeting them.
SA|A|I|D|SD

23. I see myself as an understanding and accepting person.
SA|A|I|D|SD

24. While young, the topic of sexuality was rarely discussed at my home.
SA|A|I|D|SD

25. I am comfortable discussing sexuality and sexual behaviors.
SA|A|I|D|SD

26. I found it uncomfortable to discuss sex with my parents.
SA|A|I|D|SD

27. Concerning sexual behaviors, I consider myself to be liberal in my views toward them.
SA|A|I|D|SD

28. Observing couples who show affection in public doesn't bother me.
SA|A|I|D|SD

29. The sexual behavior of others is of no concern to me, as long as there are consenting parties.
SA|A|I|D|SD

30. I would like our society to be more open in discussing sex.
SA|A|I|D|SD

31. People need to be re-educated in forming views on sexuality.
SA|A|I|D|SD

32. American society has put a definite taboo on the topic of sexuality.
SA|A|I|D|SD

33. Concerning sexual behaviors, I consider myself to be quite conservative in my views.
SA|A|I|D|SD

34. I have some difficulty accepting homosexual behavior.
SA|A|I|D|SD

35. I view homosexual behavior as normal.
SA|A|I|D|SD

36. Homosexuality is immoral.
SA|A|I|D|SD

37. Homosexuality is not an emotional problem.
SA|A|I|D|SD

38. There is a strong and unfair bias against homosexuals in our society.
SA|A|I|D|SD

39. Employment opportunities should not be limited because a person is an admitted homosexual.
SA|A|I|D|SD

40. Homosexual behavior move away from the societal norm; therefore, it's a deviant behavior.
SA|A|I|D|SD

41. Homosexuality is harmful to the American society.
SA|A|I|D|SD

42. Homosexuals do not function as well as heterosexuals in a people-oriented environment.
SA|A|I|D|SD

43. Homosexuality will never become an accepted aspect of society.
SA|A|I|D|SD

44. There is a need for placing restrictions on homosexual behaviors.
SA|A|I|D|SD

45. I support civil rights for homosexuals.
SA|A|I|D|SD

46. I treat a known homosexual no differently than I treat a heterosexual person.
SA|A|I|D|SD

47. I feel uncomfortable seeing two members of the same sex holding hands or showing affection toward each other.
SA|A|I|D|SD

48. I would find it difficult working with a homosexual colleague of the same sex.
SA|A|I|D|SD

49. I would be very willing to hire a homosexual hall coordinator, if qualified for the position.
SA|A|I|D|SD

50. I would be very cautious about having a male homosexual directing an all-male residence hall.

PLEASE SEE OTHER SIDE ---
Circle your first reaction to the following statements. SA—Strongly agree, A—Agree, I—Indifferent, D—Disagree, SD—Strongly disagree.

SA A I D SD 51. A homosexual's job performance in a residence hall needs to be watched more closely than a heterosexual's job performance.

SA A I D SD 52. I would work well with a homosexual hall coordinator if I liked him/her as a person.

SA A I D SD 53. I would have no concerns about a homosexual staff member, compared to a heterosexual staff member, acting professionally in the job situation.

SA A I D SD 54. I would hesitate to select a known homosexual for a resident assistant position.

SA A I D SD 55. I don't see any difficulty professionally interacting with a homosexual resident assistant.

SA A I D SD 56. I would not want a lesbian directing an all-female residence hall.

SA A I D SD 57. I would not find it difficult working with a homosexual colleague of the opposite sex.

SA A I D SD 58. I would want a homosexual staff member in charge of a co-ed residence hall rather than a single-sex hall of the same sex as the staff member.

SA A I D SD 59. I would be comfortable discussing homosexuality with a gay resident assistant, staff member or student.

SA A I D SD 60. I find it easier to accept female homosexuality than male homosexuality.

SA A I D SD 61. I would be comfortable having known homosexuals living in my residence hall.

SA A I D SD 62. Homosexual students would need to be watched more closely than heterosexual students.

SA A I D SD 63. I would have some difficulty discussing personal relationship problems with a homosexual.

SA A I D SD 64. I see myself as more sympathetic toward heterosexuals' sexual problems than those of a homosexual.

SA A I D SD 65. I have had at least one homosexual experience that involved sexual contact.

SA A I D SD 66. I would consider myself to be more homosexual than heterosexual.

Thank you for your time and cooperation in completing this survey. If you have any comments or questions concerning this questionnaire, please feel free to note them on the area provided.
This correspondence is in regard to the survey I mailed to you November 27th, pertaining to attitudes toward homosexuality.

If the surveys are enroute to me, thank you very much for your time and cooperation. If they have not yet been completed, this correspondence will serve as a reminder.

I realize this time of year is busy for everyone and there are many details to deal with on a daily basis. However, the survey is fairly short and will not take a long period of time.

I sincerely appreciate your help in this project and look forward to hearing from you.

Sincerely,

Ann R. Grober
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