



# Faculty Work Climate Survey

## University of Illinois at Chicago

June 2006

**SURVEY INSTRUMENT**

[www.uic.edu/depts/oaafaculty/climatesurvey.html](http://www.uic.edu/depts/oaafaculty/climatesurvey.html)

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**UIC** UNIVERSITY OF ILLINOIS  
AT CHICAGO

Women in Science and Engineering System Transformation  
**WISEST** Support  
For  
Success  
Leading the WISE Way to Better Science & Engineering

Instrument questions were adapted from the following three major sources:

Riger, S., Stokes, J., Raja, S., & Sullivan, M. (1997). Measuring perceptions of the work environment for female faculty. *The Review of Higher Education* 21(1): 63-78.

The University of Wisconsin-Madison Campus Climate (n.d.). Retrieved May 18, 2006, from <http://www.provost.wisc.edu/climate/>

Stewart, A. J., Stubbs, J., & Malley, J. (2002). *Assessing the academic work environment for women scientists and engineers*. Ann Arbor: University of Michigan Institute for Research on Women and Gender. Retrieved May 18, 2006, from <http://www.umich.edu/~advproj/climatereport.pdf>

These were selected from a review of existing climate surveys, including those from the University of Minnesota, Ohio State University, and Cornell University.

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March 24, 2004

Dear Faculty Members of the Colleges of Engineering and Liberal Arts and Sciences:

As you have just read in Provost Tanner's cover letter, the University of Illinois at Chicago is undertaking a very important survey project to learn about UIC faculty members' perceptions of their workplace: What do you like? What do you dislike? What is important to your daily life and satisfaction? Understanding these issues is the initial step toward improving the UIC workplace for all faculty. That is, the University is committed to use these data as it examines ways to improve its policies affecting various aspects of academic life, including faculty development and advancement. Recognizing what our strengths and limitations are with respect to the workplace environment (climate) will help the campus develop a cohesive plan to benefit all faculty members, rather than a piece-meal approach affecting only a few.

This project will be successful only if you help us. **We know you are extremely busy, but please, take 10-15 minutes to complete the enclosed anonymous questionnaire.** We are surveying every faculty member in the Colleges of Engineering and Liberal Arts and Sciences because we want to have everyone's unique perspective represented in our results.

Note that by completing the questionnaire, you are consenting to participate in this research. Although we hope you will answer every question, you may certainly skip any questions that make you uncomfortable. It's far better that you return the questionnaire with missing answers than not return it at all.

After completing the questionnaire, (a) seal it in the enclosed envelope and send it to our research assistants via campus mail, and (b) send the enclosed postcard separately via campus mail. The postcard tells us that you have completed the survey, so that we won't send you a reminder. It is not, however, linked in any way with your anonymous responses on the questionnaire.

Even though this survey is anonymous, we have taken additional steps to ensure the confidentiality of your responses. Only trained research assistants who input data into computer files will see the completed questionnaires, with one possible but unlikely exception: the UIC Institutional Review Board, which has approved this research, has the right to inspect data files from UIC studies. The actual questionnaires will be destroyed after all data have been entered into computer files. Finally, the survey data will be analyzed and reported only in aggregated ways that will not compromise identities of respondents.

**Please complete the questionnaire this week.** If you have questions, feel free to contact either of us. We expect to post final reports of this project on the UIC Web site so that it will be available to the UIC community. We'll notify faculty members via e-mail when we have done so.

**Thank you very much for your valuable time.**

Best wishes,

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## Faculty Work Climate

Thank you for taking the time to complete this questionnaire. For each question, please select one response unless otherwise instructed.



### Satisfaction with UIC

We would like an overall assessment of your level of satisfaction with UIC.

1. How satisfied or dissatisfied are you, in general, with your position at UIC? Please circle the number that best corresponds to your level of satisfaction or dissatisfaction.

<b>Very</b> <b>SATISFIED</b>	<b>Moderately</b> <b>satisfied</b>	<b>Slightly</b> <b>satisfied</b>	<b>Slightly</b> <b>dissatisfied</b>	<b>Moderately</b> <b>dissatisfied</b>	<b>Very</b> <b>DISSATISFIED</b>
1	2	3	4	5	6

2. How satisfied or dissatisfied are you, in general, with the way your career has progressed at UIC? Please circle the number that best corresponds to your level of satisfaction or dissatisfaction.

<b>Very</b> <b>SATISFIED</b>	<b>Moderately</b> <b>satisfied</b>	<b>Slightly</b> <b>satisfied</b>	<b>Slightly</b> <b>dissatisfied</b>	<b>Moderately</b> <b>dissatisfied</b>	<b>Very</b> <b>DISSATISFIED</b>
1	2	3	4	5	6

3. What factors contribute most to your satisfaction at UIC? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

4. What factors detract most from your satisfaction at UIC? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

5. How seriously have you considered leaving UIC?

<b>Never considered</b> <b>leaving</b>	<b>Slightly</b> <b>seriously</b>	<b>Moderately</b> <b>seriously</b>	<b>Very</b> <b>seriously</b>
1	2	3	4

↓  
SKIP TO Q.7

6. What factors contributed to your consideration to leave UIC? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

## The Hiring Process at UIC

We are interested in identifying what makes UIC attractive to faculty job applicants, and the aspects of the hiring process that may be experienced positively or negatively. If you were hired into more than one department or unit, please answer for the department or unit that you consider to be primary.

7. In what year were you first hired at UIC? \_\_\_\_\_
8. What was your first faculty position at UIC? .....  
 1  Assistant Professor  
 2  Associate Professor  
 3  Professor
9. Are you currently full time faculty at UIC? .....  
 1  Yes  
 2  No
10. What is your current title/rank at UIC? .....  
 1  Assistant Professor  
 2  Associate Professor  
 3  Professor  
 4  Non-tenure track
11. How many years have you held this position? \_\_\_\_\_ years

12. Please indicate how much you agree or disagree with each of the following statements about **the hiring process**.

	Strongly AGREE	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly DISAGREE	NA
a. I was satisfied with the hiring process overall.	1	2	3	4	5	6	NA
b. The department did its best to obtain resources for me.	1	2	3	4	5	6	NA
c. Faculty in the department made an effort to meet me.	1	2	3	4	5	6	NA
d. My interactions with the search committee were positive.	1	2	3	4	5	6	NA
e. I negotiated successfully for what I needed.	1	2	3	4	5	6	NA
f. I was satisfied with my start-up package at the time.	1	2	3	4	5	6	NA

13. In the past 5 years, have you successfully re-negotiated your salary, summer support, lab resources, or reduction of teaching load for any reason, including an outside job offer? ....  
 1  Yes  
 2  No

## Professional Activities

We are interested in various dimensions of the work environment for faculty at UIC, including teaching load, productivity, work allocation, resources for research and teaching, service responsibilities, and your interaction with colleagues.

14. In the past 2 years, what has been your average yearly teaching load?
- a. Number of undergraduate courses taught on average in any one year \_\_\_\_\_
- b. Number of graduate courses taught on average in any one year \_\_\_\_\_

15. In the past 2 years, has your research been supported by a grant on which you were either PI or co-PI?..... <sup>1</sup>  Yes

<sup>2</sup>  No

16. In the past 2 years, what **percentage** of the papers/articles/chapters in books (all combined) that you have submitted for publication have been accepted? \_\_\_\_\_ %

17. In the past 2 years, how many papers/articles have you had accepted for publication? \_\_\_\_\_

18. In the past 2 years, how many books have you had accepted for publication? \_\_\_\_\_

19. How would you rate your overall level of research productivity compared to researchers in your area and at your rank nationwide? Please circle the number that best corresponds to your rating.

**Much LESS productive** **Much MORE productive**  
 1    2    3    4    5    6    7    8    9    10

20. How do you think your department views your research productivity, compared to the departmental average? Please circle the number that best corresponds to your rating.

**Much LESS productive** **Much MORE productive**  
 1    2    3    4    5    6    7    8    9    10

21. Please indicate how much you agree or disagree with each of the following statements about **the resources available to you**.

	Strongly AGREE	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly DISAGREE	NA
a. I have the equipment and supplies I need to adequately conduct my research.	1	2	3	4	5	6	NA
b. I receive regular maintenance/upgrades of my equipment.	1	2	3	4	5	6	NA
c. I have sufficient office space in terms of quantity and quality.	1	2	3	4	5	6	NA
d. I have sufficient laboratory space in terms of quantity and quality.	1	2	3	4	5	6	NA
e. I have colleagues on campus who do similar research.	1	2	3	4	5	6	NA
f. I have colleagues or peers at UIC who give me career advice or guidance when I need it.	1	2	3	4	5	6	NA
g. I have sufficient teaching support (e.g., TAs).	1	2	3	4	5	6	NA

Please indicate whether you have ever **served on or chaired** any of the following committees **in the past 5 years**. If there is no such committee in your department, check the NA box.

Committee	NA	a. Have you ever served on this committee?		b. Have you ever chaired this committee?		c. If you have not chaired this committee, would you like to?	
		Yes	No	Yes	No	Yes	No
22. Departmental Advisory/ Executive Committee	<input type="checkbox"/>	1 <input type="checkbox"/>	2 <input type="checkbox"/>	1 <input type="checkbox"/>	2 <input type="checkbox"/>	1 <input type="checkbox"/>	2 <input type="checkbox"/>
23. Promotion	<input type="checkbox"/>	1 <input type="checkbox"/>	2 <input type="checkbox"/>	1 <input type="checkbox"/>	2 <input type="checkbox"/>	1 <input type="checkbox"/>	2 <input type="checkbox"/>

Committee	NA	a. Have you ever served on this committee?		b. Have you ever chaired this committee?		c. If you have not chaired this committee, would you like to?	
		Yes	No	Yes	No	Yes	No
24. Faculty search	<input type="checkbox"/>	1 <input type="checkbox"/>	2 <input type="checkbox"/>	1 <input type="checkbox"/>	2 <input type="checkbox"/>	1 <input type="checkbox"/>	2 <input type="checkbox"/>
25. Curriculum (graduate and/or undergraduate)	<input type="checkbox"/>	1 <input type="checkbox"/>	2 <input type="checkbox"/>	1 <input type="checkbox"/>	2 <input type="checkbox"/>	1 <input type="checkbox"/>	2 <input type="checkbox"/>
26. Graduate admissions	<input type="checkbox"/>	1 <input type="checkbox"/>	2 <input type="checkbox"/>	1 <input type="checkbox"/>	2 <input type="checkbox"/>	1 <input type="checkbox"/>	2 <input type="checkbox"/>
27. Salaries	<input type="checkbox"/>	1 <input type="checkbox"/>	2 <input type="checkbox"/>	1 <input type="checkbox"/>	2 <input type="checkbox"/>	1 <input type="checkbox"/>	2 <input type="checkbox"/>

28. Please indicate how much you agree or disagree with each of the following statements about **your interactions with colleagues and others in your primary department/unit.**

	Strongly AGREE	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly DISAGREE
a. I am treated with respect by colleagues.	1	2	3	4	5	6
b. I feel isolated at UIC overall.	1	2	3	4	5	6
c. I feel like a full and equal participant in the problem-solving and decision-making in my department.	1	2	3	4	5	6
d. I am treated with respect by department staff.	1	2	3	4	5	6
e. I feel excluded from informal networks in my department.	1	2	3	4	5	6
f. Colleagues regularly solicit my opinion about work-related matters (such as teaching, research, and service).	1	2	3	4	5	6
g. I feel isolated in my department.	1	2	3	4	5	6
h. I feel that colleagues value my research.	1	2	3	4	5	6
i. I do a great deal of research that is not formally recognized by my department.	1	2	3	4	5	6
j. I am treated with respect by students.	1	2	3	4	5	6
k. I do a great deal of teaching that is not formally recognized by my department.	1	2	3	4	5	6
l. I have a voice in how resources are allocated within my department.	1	2	3	4	5	6
m. I do a great deal of service that is not formally recognized by my department.	1	2	3	4	5	6
n. I am treated with respect by my department head or chair.	1	2	3	4	5	6
o. Faculty meetings allow for all participants to share their views.	1	2	3	4	5	6
p. I feel I can voice my opinions openly in my department.	1	2	3	4	5	6
q. Committee assignments are rotated fairly to allow for participation of all faculty.	1	2	3	4	5	6

29. Please indicate how much you agree or disagree with each of the following statements about **the work climate within your department/unit for men and women faculty.**

	Strongly AGREE	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly DISAGREE
a. Faculty are serious about treating men and women faculty equally.	1	2	3	4	5	6
b. Most faculty would be as comfortable with a woman department head as a man department head.	1	2	3	4	5	6
c. Women faculty are less likely than their male counterparts to have influence in departmental politics and administration.	1	2	3	4	5	6
d. It is not uncommon for a woman faculty member to present an idea and get no response, and then for a man faculty member to present the same idea and be acknowledged.	1	2	3	4	5	6
e. Women faculty tend to get more feedback about their performance than men faculty do.	1	2	3	4	5	6
f. Sex discrimination or harassment is a problem in my department.	1	2	3	4	5	6
g. Faculty don't often speak up when they see an instance of sex discrimination for fear that it will jeopardize their careers.	1	2	3	4	5	6
h. Men faculty are more likely than women faculty to be involved in informal social networks within the department.	1	2	3	4	5	6

30. Please indicate how much you agree or disagree with each of the following statements about **the work climate within your department/unit for underrepresented minority faculty** (African Americans, Native Americans, and Hispanics).

	Strongly AGREE	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly DISAGREE
a. Faculty are serious about treating minority and non-minority faculty equally.	1	2	3	4	5	6
b. Most faculty would be as comfortable with a minority department head as a non-minority department head.	1	2	3	4	5	6
c. Minority faculty are less likely than their non-minority counterparts to have influence in departmental politics and administration.	1	2	3	4	5	6
d. It is not uncommon for a minority faculty member to present an idea and get no response, and then for a non-minority faculty member to present the same idea and be acknowledged.	1	2	3	4	5	6
e. Minority faculty tend to get more feedback about their performance than non-minority faculty do.	1	2	3	4	5	6
f. Discrimination against or non-minority harassment of minorities is a problem in my department.	1	2	3	4	5	6
g. Faculty don't often speak up when they see an instance of discrimination against minorities for fear that it will jeopardize their careers.	1	2	3	4	5	6
h. Non-minority faculty are more likely than minority faculty to be involved in informal social networks within the department.	1	2	3	4	5	6

31. Do you feel safe in your workplace in terms of physical safety and security?.....<sup>1</sup>  Yes  
<sup>2</sup>  No

## The Tenure Process at UIC

32. Do you currently have tenure? .....1  Yes  
 2  No → SKIP TO Q.35
33. In what year did you get tenure? \_\_\_\_\_
34. Did you have tenure before coming to UIC and did not have to be considered for it again when you got to UIC?.....1  Yes → SKIP TO *UIC PROGRAMS AND SERVICES ON NEXT PAGE*  
 2  No → SKIP TO Q.37
35. Will you experience or are you currently involved in the tenure process at UIC?.....1  Yes  
 2  No → SKIP TO Q.38a
36. What year do you expect to be reviewed for tenure? \_\_\_\_\_ → SKIP TO Q.38a

37. Please indicate how much you agree or disagree with each of the following statements about **your experience with the tenure or promotion process in your primary unit or department.**

	Strongly AGREE	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly DISAGREE	N A
a. I was satisfied with the tenure/promotion process overall.	1	2	3	4	5	6	N A
b. I understood the criteria for achieving tenure/promotion.	1	2	3	4	5	6	N A
c. I received feedback on my progress toward tenure/promotion.	1	2	3	4	5	6	N A
d. I received reduced teaching or service responsibilities so that I could build my research program.	1	2	3	4	5	6	N A
e. I was told about assistance available to pre-tenure/promotion faculty (e.g., workshops, mentoring).	1	2	3	4	5	6	N A
f. A senior colleague was very helpful to me as I worked towards tenure/promotion.	1	2	3	4	5	6	N A

- 38a. Have you ever stopped or rolled back your tenure clock at UIC? .....1  Yes  
 2  No → SKIP TO Q.40a
- 38b. What was the main reason for stopping or rolling back your tenure clock? \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_
- 38c. Were there any consequences to taking the rollback? (IF YES, PLEASE EXPLAIN.) \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_
- 39a. In the past 10 years, were you ever denied a request to stop or roll back your tenure clock? .....1  Yes  
 2  No → SKIP TO Q.40a
- 39b. What were the reasons given for the denial? \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

40a. In the past 10 years, did you ever choose NOT to stop/roll back the tenure clock even though you may have wanted to? ..... 1  Yes  
 2  No → SKIP TO NEXT SECTION (UIC PROGRAMS AND RESOURCES)

40b. Why did you choose not to stop/roll back your tenure clock? \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_



## UIC Programs and Resources

UIC has implemented a number of policies and programs designed to improve the working environment for faculty and is considering others. We would like to know your opinions about the following programs.

Please indicate whether you have used the program and/or would use the program in the future. Rate your perception of the value of the policy/program regardless of whether you have used it.

	a. Have you ever used this program?		b. Do you anticipate using it in the future?		c. How valuable is this program?				
	Yes	No	Yes	No	Not at all valuable	Slightly valuable	Moderately valuable	Very valuable	Have not heard of it
41. Tenure rollback	1 <input type="checkbox"/>	2 <input type="checkbox"/>	1 <input type="checkbox"/>	2 <input type="checkbox"/>	1	2	3	4	7 <input type="checkbox"/>
42. Dual Career Hiring Program	1 <input type="checkbox"/>	2 <input type="checkbox"/>	1 <input type="checkbox"/>	2 <input type="checkbox"/>	1	2	3	4	7 <input type="checkbox"/>
43. Family Medical Leave	1 <input type="checkbox"/>	2 <input type="checkbox"/>	1 <input type="checkbox"/>	2 <input type="checkbox"/>	1	2	3	4	7 <input type="checkbox"/>
44. New Faculty Workshops	1 <input type="checkbox"/>	2 <input type="checkbox"/>	1 <input type="checkbox"/>	2 <input type="checkbox"/>	1	2	3	4	7 <input type="checkbox"/>
45. Faculty Mentoring Program	1 <input type="checkbox"/>	2 <input type="checkbox"/>	1 <input type="checkbox"/>	2 <input type="checkbox"/>	1	2	3	4	7 <input type="checkbox"/>
46. Campus Child Care	1 <input type="checkbox"/>	2 <input type="checkbox"/>	1 <input type="checkbox"/>	2 <input type="checkbox"/>	1	2	3	4	7 <input type="checkbox"/>



## Balancing Personal Life and Professional Life

47. Please indicate how much you agree or disagree with each of the following statements about **balancing your personal and professional lives**.

	Strongly AGREE	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly DISAGREE	NA
a. I often have to forgo professional activities (e.g., meetings, sabbaticals, conferences) because of personal responsibilities.	1	2	3	4	5	6	NA
b. I often have to forgo personal activities (e.g., school events, community meetings) because of professional responsibilities.	1	2	3	4	5	6	NA
c. Personal responsibilities and commitments have slowed down my career progression.	1	2	3	4	5	6	NA

48. Have you ever cared for or do you currently care for dependent children? ..... 1  Yes  
 2  No

49. How many children do you have? \_\_\_\_\_ children

50. Do you feel that your job prevented you from having the number of children you wanted? ..... 1  Yes  
 2  No

51. Do you currently use or need any childcare services or programs to care for a dependent child?.....<sup>1</sup>  Yes  
<sup>2</sup>  No → SKIP TO Q.53

52. If you need childcare, would you use any of the following?

	Yes	No
a. Campus childcare	<sup>1</sup> <input type="checkbox"/>	<sup>2</sup> <input type="checkbox"/>
b. Infant/toddler care	<sup>1</sup> <input type="checkbox"/>	<sup>2</sup> <input type="checkbox"/>
c. Care for school-aged children after school or when school is not in session	<sup>1</sup> <input type="checkbox"/>	<sup>2</sup> <input type="checkbox"/>

53. Have you cared for or do you currently care for one or more dependent persons (elderly, disabled, or chronically ill)?.....<sup>1</sup>  Yes  
<sup>2</sup>  No

54. Would you have used a spousal hiring program if available at the time you came to UIC?....<sup>1</sup>  Yes  
<sup>2</sup>  No

55. Which of the following statements best describes you?

- <sup>1</sup>  I am married and live with my spouse
- <sup>2</sup>  I am not married but live with a domestic partner (opposite or same sex)
- <sup>3</sup>  I am married or partnered, but we reside in different locations
- <sup>4</sup>  I am a widow/widower → SKIP TO Q.57
- <sup>5</sup>  I am single (am not married and am not partnered) → SKIP TO Q.57

56. What is your spouse's/partner's current employment status? .....

- <sup>1</sup>  Employed full-time
- <sup>2</sup>  Employed part-time
- <sup>3</sup>  Not employed
- <sup>4</sup>  Retired

57. Please indicate how much you agree or disagree with each of the following statements about **your primary department/unit's support of family obligations.**

	Strongly AGREE	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly DISAGREE
a. Most faculty in my department are supportive of colleagues who want to balance their personal and career lives.	1	2	3	4	5	6
b. It is difficult for faculty in my department to adjust their work schedules to care for children or other dependents.	1	2	3	4	5	6
c. Department meetings frequently occur outside of the 9–5 workday.	1	2	3	4	5	6
d. The department is supportive of family leave.	1	2	3	4	5	6
e. The head of the department understands the existing policies regarding family leave (e.g., Family Medical Leave Act).	1	2	3	4	5	6
f. Men faculty who have children are considered by department members to be less committed to their careers than men who do not have children.	1	2	3	4	5	6
g. Women faculty who have children are considered by department members to be less committed to their careers than women who do not have children.	1	2	3	4	5	6

58. Please indicate who performs more than 50% of the following tasks in your household.

	Respondent	Spouse/partner	Shared equally by respondent & spouse/partner	Hired help	Other
a. Childcare/dependent care	1	2	3	4	5
b. Home duties such as cleaning, cooking, laundry	1	2	3	4	5
c. Home duties such as lawn care, home repair, car care	1	2	3	4	5

## Diversity Issues at UIC

59. Please indicate how much you agree or disagree with each of the following statements about **the recruitment of, climate for, and leadership of women faculty in your primary department/unit.**

	Strongly AGREE	Moderately agree	Slightly agree	Slightly disagree	Moderately disagree	Strongly DISAGREE
a. There are too few women faculty in my department.	1	2	3	4	5	6
b. My department has actively recruited women faculty.	1	2	3	4	5	6
c. My department has difficulty retaining women faculty.	1	2	3	4	5	6
d. The climate for women in my department is good.	1	2	3	4	5	6
e. My department has taken steps to enhance the climate for women.	1	2	3	4	5	6
f. My department has too few women faculty in leadership positions.	1	2	3	4	5	6
g. My department has made an effort to promote women faculty into leadership positions.	1	2	3	4	5	6

60. Please indicate how much you agree or disagree with each of the following statements about **the recruitment of, climate for, and leadership of underrepresented minority faculty (African Americans, Native Americans, and Hispanics) in your primary department/unit.**

	Strongly AGREE	Moderately agree	Slightl y agree	Slightly disagree	Moderately disagree	Strongly DISAGREE
a. There are too few faculty of color in my department.	1	2	3	4	5	6
b. My department has actively recruited faculty of color.	1	2	3	4	5	6
c. My department has difficulty retaining faculty of color.	1	2	3	4	5	6
d. The climate for faculty of color in my department is good.	1	2	3	4	5	6
e. My department has taken steps to enhance the climate for faculty of color.	1	2	3	4	5	6
f. My department has too few faculty of color in leadership positions.	1	2	3	4	5	6
g. My department has made an effort to promote faculty of color into leadership positions.	1	2	3	4	5	6



## Personal Demographics

Remember: All survey responses will be kept confidential. Information from this survey will be presented in aggregate form so that individual respondents cannot be identified.

61. What is your gender?.....<sup>1</sup>  Male  
<sup>2</sup>  Female
62. Are you a U.S. citizen or permanent resident?.....<sup>1</sup>  Yes  
<sup>2</sup>  No
63. What is your race/ethnicity? CHECK ALL THAT APPLY.
- <sup>1</sup>  Caucasian, non Hispanic  
<sup>2</sup>  Underrepresented Minority (African American, Hispanic, Native American/Alaskan Native)  
<sup>3</sup>  Other
64. What is your terminal degree?.....<sup>1</sup>  Ph.D.  
<sup>2</sup>  Other—PLEASE SPECIFY: \_\_\_\_\_
65. In which year did you receive your terminal degree? \_\_\_\_\_
66. To which college/division does your primary department/unit belong?
- <sup>1</sup>  College of Engineering  
<sup>2</sup>  LAS Natural Sciences (Biological Sciences; Chemistry; Earth & Environmental Sciences; Mathematics, Statistics and Computer Sciences; Physics)  
<sup>3</sup>  LAS Humanities (African American Studies; Classics & Mediterranean Studies; English; Germanic Studies; History; Latin American and Latino Studies; Philosophy; Slavic and Baltic Languages and Literatures; Spanish, French, Italian and Portuguese.)  
<sup>4</sup>  LAS Social Sciences (Anthropology; Communication; Criminal Justice; Gender & Women’s Studies; Political Science; Psychology; Sociology)
67. Please feel free to add any additional comments you may have. \_\_\_\_\_  
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68. You might have provided written comments in response to our questions at various places in this questionnaire. May we have permission to quote anonymously from these comments in our final reports? .....<sup>1</sup>  Yes  
<sup>2</sup>  No

**THANK YOU for your time!**