

## INFORMATION SHEET

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You are invited to take part in a research study being conducted by the Dean of Faculties and the ADVANCE Center, which is funded by the National Science Foundation. The information on this page is provided to help you decide whether or not to participate. If you decide you do not want to participate, there will be no penalty to you.

**What is the purpose of the study?** The purpose of this study is to gather faculty member's perceptions of their department climates, job attitudes, experiences, and health.

**Why am I being asked to participate in this study?** You have been invited to participate because you are a faculty member at Texas A&M University.

**How many people have been invited to participate in this study?** All tenured and tenure-track faculty will be invited to participate.

**What will I be asked to do in this study?** You will be asked to complete an online survey which should take you approximately 25-45 minutes.

**Are there any risks I should be made aware of?** The risks associated with this study are minimal and are not greater than risks ordinarily encountered in daily life.

**Are there any benefits to me?** The more that the university administration is informed about the issues that concern you, the more likely they will be able to do something about them.

**Will I be compensated?** If you decide to provide contact information, your name will be entered into a drawing for one of twelve iPads.

\*Per IRS and University policy, any employee gift in excess of \$100 per year constitutes additional taxable compensation to the recipient. If you win and accept an iPad as part of your participation in this research, the cost of the iPad will be included in your income as wages subject to tax withholding requirements.

**Will my responses be kept private?** The records of this study will be kept private. No identifiers linking you to this study will be included in any sort of report that might be published. Research records will be stored securely and only selected individuals in the Office of the Dean of Faculties and the ADVANCE Center will have access to the records. Information about you will be stored in a locked file cabinet; computer files will be protected with a password. Your responses may be linked to organizational records of salary, promotions, and turnover.

Information about you will be kept confidential to the extent permitted or required by law. People who have access to your information include the Dean of Faculties, Principal Investigator, and research study personnel. Representatives of regulatory agencies such as the Office of Human Research Protections and entities such as the Texas A&M University Human Subjects Protection Program may access your records to make sure the study is being run correctly and that information is collected properly.

\*If you prefer to complete the survey on paper, you may print a copy from this link and send it to the ADVANCE Center at mailstop 3257.

**Who may I contact for more information?** You may contact Dean of Faculties, Dr. Benedik at 845-4274 or benedik@tamu.edu.

For questions about your rights as a research subject; or if you have complaints, or concerns about the research, you may contact the Texas A&M Human Subjects Protection Program office at (979) 458-4067 or irb@tamu.edu.

**What if I change my mind about participating?** You have the choice whether or not to be in this research study. You may decide to not begin or to stop participating at any time. There will be no effect on your employment at Texas A&M University or your relationship with NSF.

By completing the survey, you are giving permission to the investigator to use your information for research purposes and climate improvement-related activities.

Thank you.

**Michael Benedik, Ph.D.**

Dean of Faculties and Associate Provost

**Sherry Yennello, Ph.D.**

Associate Dean for Faculty Affairs, College of Science  
ADVANCE PI

## CRITICAL EMPLOYMENT INFORMATION/DEMOGRAPHICS

Please choose the title that best approximates your current job title:

☐ Non-tenure-track faculty member

☐ Tenure-track assistant professor

☐

Tenured associate professor

- ☐ Tenured professor
- ☐ Other
- ☐ I prefer not to answer.

If you are/were an assistant professor at TAMU, did you ever consider requesting to extend your tenure clock?

- ☐ NA (I was never an assistant professor at TAMU)
- ☐ No, I never considered it.
- ☐ Yes, I considered it but I chose not to request it.
- ☐ Yes, I considered it and requested it.

Why didn't you request an extension?

- ☐ I feared it would be held against me.
- ☐ I thought I did not need it.
- ☐ Other, please specify:

Why did you extend your tenure clock? Check all that apply.

- ☐ As part of my start-up package.
- ☐ For health/medical reasons.
- ☐ Because of a professional opportunity.
- ☐ Because of delays in getting my lab/research program up and running.
- ☐ Because of childbirth/eldercare/other dependent care duties.
- ☐ For other reasons; please specify:

How supportive was your department/department head about this decision?

	Not at all supportive	Not supportive	Neutral	Supportive	Very supportive	I don't know
Department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Department Head	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Sex:

- ☐ Male
- ☐ Female
- ☐ Transgender

In what college is your budgeted appointment for August 2012 - May 2013?

If you have more than one appointment, please choose the one for which you will provide answers regarding organizational climate.

- ☐ Academic Leadership/Administration
- ☐ College of Agriculture and Life Sciences
- ☐ College of Architecture
- ☐ Bush School of Government & Public Service
- ☐ Mays Business School
- ☐ College of Education & Human Development
- ☐ Dwight Look College of Engineering
- ☐ College of Geosciences
- ☐ College of Liberal Arts
- ☐ College of Science
- ☐ College of Veterinary Medicine & Biomedical Sciences
- ☐ TAMU Galveston

- ☐ University Libraries
- ☐ Medical Sciences Library
- ☐ Texas A&M University Qatar
- ☐ I prefer not to answer
- ☐ Other
- 

### College of Agriculture and Life Sciences

**In what department is your budgeted appointment for August 2012 - May 2013?**

If you have more than one appointment, please choose the one for which you will provide answers regarding organizational climate.

- ☐ College Agriculture and Life Sciences- Dean's office
- ☐ Agricultural Economics
- ☐ Agricultural Leadership, Education, and Communications
- ☐ Animal Science
- ☐ Biochemistry/Biophysics
- ☐ Biological & Agricultural Engineering
- ☐ Ecosystem Science and Management
- ☐ Entomology
- ☐ Horticultural Science
- ☐ Nutrition and Food Science
- ☐ Plant Pathology and Microbiology
- ☐ Poultry Science
- ☐ Recreation, Park, and Tourism Sciences
- ☐ Soil & Crop Sciences
- ☐ Wildlife and Fisheries Sciences
- ☐ Other
- 
- ☐ I prefer not to answer.

### College of Architecture

**In what department is your budgeted appointment for August 2012 - May 2013?**

If you have more than one appointment, please choose the one for which you will provide answers regarding organizational climate.

- ☐ College of Architecture- Dean's office
- ☐ Architecture
- ☐ Construction Science
- ☐ Landscape Architecture and Urban Planning
- ☐ Visualization
- ☐ Other
- 
- ☐ I prefer not to answer.

### Bush School of Government & Public Service

**In what college and department is your budgeted appointment for August 2012 - May 2013?** If you have more than one appointment, please choose the one for which you will provide answers regarding organizational climate.

- ☐ Bush School of Government & Public Service- Dean's office
- ☐ Master of Public Service and Administration Program
- ☐ Master's Program in International Affairs
- ☐ Other
- 
- ☐ I prefer not to answer.

**Mays Business School** (MBA Program Office and Texas Real Estate Research Center)

**In what college and department is your budgeted appointment for August 2012 - May 2013?** If you have more than one appointment, please choose the one for which you will provide answers regarding organizational climate.

- ☐ Mays Business School- Dean's office
- ☐ Accounting
- ☐ Finance
- ☐ Information and Operations Management
- ☐ Management
- ☐ Marketing
- ☐ Other
- ☐ I prefer not to answer.

**College of Education & Human Development**

**In what department is your budgeted appointment for August 2012 - May 2013?** If you have more than one appointment, please choose the one for which you will provide answers regarding organizational climate.

- ☐ College of Education & Human Development- Dean's office
- ☐ Educational Administration and Human Resource Development
- ☐ Educational Psychology
- ☐ Health & Kinesiology
- ☐ Teaching, Learning, and Culture
- ☐ Other
- ☐ I prefer not to answer.

**Dwight Look College of Engineering**

**In what department is your budgeted appointment for August 2012 - May 2013?** If you have more than one appointment, please choose the one for which you will provide answers regarding organizational climate.

- ☐ Dwight Look College of Engineering- Dean's office
- ☐ Aerospace Engineering
- ☐ Biomedical Engineering
- ☐ Chemical Engineering
- ☐ Civil Engineering
- ☐ Computer Science & Engineering
- ☐ Electrical & Computer Engineering
- ☐ Engineering Technology & Industrial Distribution
- ☐ Industrial and Systems Engineering
- ☐ Mechanical Engineering
- ☐ Nuclear Engineering
- ☐ Petroleum Engineering
- ☐ Other
- ☐ I prefer not to answer.

**College of Geosciences**

**In what department is your budgeted appointment for August 2012 - May 2013?** If you have more than one appointment, please choose the one for which you will provide answers regarding organizational climate.

- ☐ College of Geosciences- Dean's office
- ☐ Atmospheric Sciences
- ☐ Geography
- ☐ Geology and Geophysics
- ☐ Oceanography
- ☐ Other

☐ I prefer not to answer.

### College of Liberal Arts

**In what department is your budgeted appointment for August 2012 - May 2013?** If you have more than one appointment, please choose the one for which you will provide answers regarding organizational climate.

- ☐ College of Liberal Arts- Dean's office
- ☐ Anthropology
- ☐ Communication
- ☐ Economics
- ☐ English
- ☐ English Language Institute
- ☐ Hispanic Studies
- ☐ History
- ☐ Interdisciplinary Studies (Africana Studies, Film Studies, Journalism Studies, Religious Studies, Women's & Gender Studies)
- ☐ International Studies (formerly European & Classical Languages and Cultures)
- ☐ Performance Studies
- ☐ Philosophy and Humanities
- ☐ Political Science
- ☐ Psychology
- ☐ Sociology
- ☐ Other
- ☐ I prefer not to answer.

### College of Science

**In what department is your budgeted appointment for August 2012 - May 2013?** If you have more than one appointment, please choose the one for which you will provide answers regarding organizational climate.

- ☐ College of Science- Dean's office
- ☐ Biology
- ☐ Chemistry
- ☐ Mathematics
- ☐ Physics
- ☐ Statistics
- ☐ Other
- ☐ I prefer not to answer.

### College of Veterinary Medicine & Biomedical Sciences

**In what department is your budgeted appointment for August 2012 - May 2013?** If you have more than one appointment, please choose the one for which you will provide answers regarding organizational climate.

- ☐ College of Veterinary Medicine & Biomedical Sciences- Dean's office
- ☐ Veterinary Large Animal Clinical Sciences
- ☐ Veterinary Small Animal Clinical Sciences
- ☐ Veterinary Integrative Biosciences
- ☐ Veterinary Pathobiology
- ☐ Veterinary Physiology & Pharmacology
- ☐ Other
- ☐ I prefer not to answer.

### Texas A&M Qatar

**In what department is our budgeted appointment for August 2012 - May 2013?** If you have more than one appointment, please choose the one for which you will provide answers regarding organizational climate.

- ☐ Texas A&M Qatar- Dean's Office
- ☐ Texas A&M Qatar- NOT in Dean's office
- ☐ I prefer not to answer.

### TAMU Galveston

**In what department is your budgeted appointment for August 2012 - May 2013?** If you have more than one appointment, please choose the one for which you will provide answers regarding organizational climate.

- ☐ TAMU Galveston- Dean's office
- ☐ General Academics
- ☐ Marine Biology
- ☐ Marine Engineering Technology
- ☐ Marine Sciences
- ☐ Maritime Transportation
- ☐ Maritime Administration
- ☐ Maritime Studies
- ☐ Maritime Systems Engineering
- ☐ Other
- ☐ I prefer not to answer.

## JOB ATTITUDES/OUTCOMES

**How satisfied are you with each of the following?**

	Very Dissatisfied	Dissatisfied	Neutral	Satisfied	Very Satisfied	NA
Opportunity to collaborate with other faculty.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Amount of social interaction with members of my unit/department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Level of funding for my research or creative efforts.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Current salary in comparison to the salaries of my TAMU colleagues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ability to attract students to work with me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Being able to form research teams at A&M to obtain external funding.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Being able to form research teams with members external to A&M to obtain external funding.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Level of intellectual stimulation in my day-to-day contacts with faculty colleagues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Contributing to theoretical developments in my discipline.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Degree to which my service is recognized.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Degree to which my professional developments have been recognized.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Space/resources provided to me to do my research.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**To what extent do you feel valued:**

	Not At All	To a Slight Extent	To a Moderate Extent	To a Large Extent	To a Great Extent
as a teacher by students?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
as a mentor by students?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
as an advisor by students?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
for your teaching by members of your	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

unit/department?

for your research, scholarship, or creativity by members of your unit/department?

for your social and/or cultural identity?

for your disciplinary expertise and/or contributions?

by your colleagues in your discipline who are not at A&M?

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate your level of agreement with each of the following statements.

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
All things considered, I am satisfied with my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would recommend employment at Texas A&M to a colleague.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall, I like working at Texas A&M University.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I often think about quitting this job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am actively looking for another job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I will probably look for a new job during the next year.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I often think about quitting academia.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am actively looking for another job outside of academia.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I will probably look for a new job outside of academia during the next year.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How would **YOU** rate your overall level of productivity compared to researchers at your rank in your area/discipline at other Tier I Research universities?

Much less productive	Less productive	Average	More productive	Much more productive
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How do you think **YOUR COLLEAGUES** in your department view your productivity compared to researchers at your rank in your area/discipline at other Tier I Research universities?

Much less productive	Less productive	Average	More productive	Much more productive
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate your level of agreement with each of the following statements.

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
I always find new and interesting aspects in my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can stand the pressure of my work well.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lately, I tend to think less during my work and just execute it mechanically.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
During my work, I often feel emotionally drained.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sometimes I feel really disgusted with my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
After work, I usually feel worn out and weary.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In most ways my life is close to my ideal.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The conditions of my life are excellent.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with my life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
So far I have gotten the important things I want in life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If I could live my life over, I would change	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

if I could live my life over, I would change almost nothing.

☐ ☐ ☐ ☐ ☐

How would you rate your physical health over the **PAST 12 MONTHS**?

Poor

Fair

Good

Very Good

Excellent

☐☐☐☐☐

During the **PAST 12 MONTHS**, how often did you experience the following symptoms?

	Never	Once	A few times	About once a month	A few times a month	Once a week or more
An upset stomach or nausea	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Trouble sleeping	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Headache	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Acid indigestion or heartburn	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Diarrhea	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Constipation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
An infection	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tiredness or fatigue	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

During the **PAST 12 MONTHS**, have you been distressed by . . .

	Not at all	A little bit	Moderately	Quite a bit	Extremely
feeling suddenly scared for no reason?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
temper outbursts that you could not control?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
feeling lonely?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
feeling tense or keyed up?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
feeling blue?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
feeling no interest in things?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
feeling fearful?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
having urges to break or smash things?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
getting into frequent arguments?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Climate

In my department...

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
the climate for women is good.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
women are less likely than men to be invited to give talks in my department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
we have taken steps to enhance the climate for women.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
we have made an effort to promote women into leadership positions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
we have made an effort to recruit women faculty.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
leaders are committed to diversity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
diverse perspectives are valued.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
people from different backgrounds get along well.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
leaders value everyone regardless of their backgrounds.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
colleagues value everyone regardless of their backgrounds.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
leaders prefer people who are similar to them.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



**My colleagues...**

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
show very little concern for me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
really care about my well-being.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
care about my general satisfaction at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
care about my opinions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
are willing to extend themselves in order to help me perform my job to the best of my ability.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
would fail to notice even if I did the best job possible.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**To what extent do each of the following statements represent the philosophy or beliefs of the MAJORITY OF THE MEMBERS OF YOUR DEPARTMENT?**

	Not at all	To a slight extent	To a moderate extent	To a large extent	To a great extent
Work should be the primary priority in a person's life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It is considered taboo to talk about life outside of work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Individuals who take time off to attend to personal matters are not committed to their work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It assumed that the most productive employees are those who put their work before their family life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The ideal faculty member is one who is available 24 hours a day.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Search committees in my department...**

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	I don't know
talk about candidates' personal characteristics (e.g., sex, marital status, children, religion, race) during discussions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
perpetuate a "good ol' boys" network.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
talk differently about male and female candidates.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
hold male and female candidates to different standards.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
are concerned that focusing on diversity is at the expense of excellence.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
do not make an effort to recruit diverse applicants.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
believe that there are very few women to apply for faculty positions in our field.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
believe that recruiting diverse applicants to College Station is very difficult.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
send faculty position postings to minority interest group listservs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Unit Leadership****The head/director of my unit/department. . .**

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
maintains high academic standards.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
is open to constructive criticism.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
encourages and empowers faculty.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
treats faculty in an even-handed way.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

helps me obtain resources I need.

gives me useful feedback about my performance.

articulates a clear vision for the department.

articulates clear criteria for promotion/tenure.

provides opportunities for members to develop their abilities to become future leaders.

honors previous agreements.

handles disputes/problems effectively.

communicates effectively with faculty.

creates a cooperative and supportive environment.

works to create a climate that is respectful of all faculty members.

is committed to a diversity plan

has articulated a vision of how a diverse faculty leads to departmental excellence.

fosters a climate that is respectful of diverse people and perspectives

supports faculty development for future administrative positions.

is concerned about succession planning (identifying future administrators).

meets with me regularly to provide constructive feedback regarding my performance.

praises my successes.

shows concerns for my problems.

encourages my development with respect to establishing and maintaining an effective research program.

encourages my development with respect to improving my teaching.

Overall, the head/director of my unit/department is effective.

Strongly Disagree

Disagree

Neither Agree nor Disagree

Agree

Strongly Agree

## Individual Differences

Thinking about yourself and how you normally feel, to what extent do you generally feel:

	Never	Rarely	Sometimes	Most of the Time	Always
Upset	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hostile	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ashamed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Nervous	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Afraid	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate your level of agreement with each of the following statements.

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
I feel confident that my skills and abilities equal or exceed those of my coworkers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Based on my experiences, I am confident that I will be able to successfully perform my current job.

☐ ☐ ☐ ☐ ☐

My current job is well within the scope of my abilities.

☐ ☐ ☐ ☐ ☐

I believe success depends on ability rather than luck.

☐ ☐ ☐ ☐ ☐

I believe that unfortunate events occur because of bad luck.

☐ ☐ ☐ ☐ ☐

I believe in the power of fate.

☐ ☐ ☐ ☐ ☐

To what extent did you pursue a career in academia for the following reasons?

	Not at all	To a slight extent	To a moderate extent	To a large extent	To a great extent
Flexibility in where work is conducted	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Flexibility in work hours	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Autonomy in completing tasks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Permits greater work-life balance than other careers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (please list) <input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

For the next set of items, please think **ONLY about your research related tasks and responsibilities** (as opposed to your teaching, service, and/or administrative responsibilities) during your typical work day. Recognizing that all faculty members must follow ethical and legal guidelines, please rate the following items.

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree	NA
I am allowed to decide the methods I use to get my research done.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have discretion over the procedures I use when conducting my research.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am free to choose the method(s) I use to conduct research-related tasks.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have control over the scheduling of my research tasks.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have control over the sequencing of my research activities (i.e., when I do what).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I decide the order in which I complete research-related tasks.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can modify the way I am evaluated so that I can emphasize some aspects of my research and play down others.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am able to modify what my research objectives are (i.e., what I am supposed to accomplish).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have some control over what I am supposed to accomplish in my research.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I decide when I start and stop working on research-related activities each day.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I decide when to do particular research activities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I decide when I perform research-related tasks.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am able to choose where I conduct my research.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can conduct my research-related tasks from the location of my choosing.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I decide where I perform research activities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate your level of agreement with each of the following statements.

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
After work, I come home too tired to do some of the things I'd like to do.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have so much work to do that it takes away from my personal interests.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My family/friends dislike how often I am preoccupied with my work while I am at home.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My work takes up time that I'd like to spend with family/friends.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I'm often too tired at work because of the things I have to do at home.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My personal demands are so great that it takes away from my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My superiors and peers dislike how often I am preoccupied with my personal life while at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My personal life takes up time that I'd like to spend at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have enough time to complete my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I do things that are apt to be accepted by one person and not accepted by others.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I work under incompatible policies and guidelines.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate your level of agreement with each of the following statements.

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
I often work on one research task at the expense of other research tasks.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I sometimes have to use research methods or equipment that I know are not the best.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I do not have sufficient resources to complete my research tasks.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know what research tasks I should devote the majority of my time to.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know how to divide my time so I will accomplish my research goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am certain how to allocate my time to research tasks.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am interested in becoming a department, college, or university administrator some day.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Administration seems to be a place where men are more welcome than women.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If some mentoring or training were available on getting prepared to be an administrator, I would be interested in it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have been encouraged to consider becoming an administrator.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I personally know several administrators other than my department head and associate head.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Each semester, how often do you read open-ended comments on your teaching evaluations?

Never

Once

More than once

In your time as a faculty member, how many times have you looked up how students evaluate you on websites like pick-a-prof/myedu, ratemyprofessors, etc.?

Not at all      1-2 times      3-5 times      6-10 times      More than 10 times

	Not at all	To a slight extent	To a moderate extent	To a large extent	To a great extent	NA
To what extent do you find comments in your course evaluations offensive?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To what extent do you find comments in your course evaluations disturbing?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How frequently do you do the following when reviewing and reflecting on your student teaching evaluations:

	Never or almost never	Sometimes	Often	Always or almost always	NA
Brood over my teaching evaluations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reflect on how I can do things differently the next time I teach the course.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Are you familiar with the ADVANCE Center's work on the following (check all that apply)

- |                                                      |                                                         |
|------------------------------------------------------|---------------------------------------------------------|
| <input type="checkbox"/> LEAD Program                | <input type="checkbox"/> Administrative Fellows Program |
| <input type="checkbox"/> Faculty-Staff Interaction   | <input type="checkbox"/> Success Circles                |
| <input type="checkbox"/> Student Diversity Workshops | <input type="checkbox"/> Roadmap Workshops              |
| <input type="checkbox"/> Merit Pool Incentives       | <input type="checkbox"/> Search Committee Training      |
| <input type="checkbox"/> Departmental Mini Grants    | <input type="checkbox"/> ADVANCE Speaker Series         |
| <input type="checkbox"/> ADVANCE Scholar Program     | <input type="checkbox"/> Faculty Recognition            |

Are you on an ADVANCE activity committee?

- ☐ Yes  
☐ No

How many new professional contacts have you made as a function of ADVANCE-related activities?

How would you rate the breadth of your professional network within TAMU compared to other researchers at your rank in your area/discipline at other Tier 1 Research universities?

Much smaller than average      Smaller than average      Average      Larger than average      Much larger than average

How would you rate the breadth of your professional network outside of TAMU compared to other researchers at your rank in your area/discipline at other Tier 1 Research universities?

Much smaller than average      Smaller than average      Average      Larger than average      Much larger than average

## VI. TREATMENT (HOW AM I TREATED?)

The following questions concern inappropriate workplace behaviors. Please keep in mind that that data will be aggregated and individual responses will not be identified. This survey is an effort to collect data; employees are

encouraged to report inappropriate workplace behavior through other resources, e.g., supervisors, the risk & misconduct hotline (see, [https://secure.ethicspoint.com/domain/en/report\\_custom.asp?clientid=20488](https://secure.ethicspoint.com/domain/en/report_custom.asp?clientid=20488)).

During the **PAST 12 MONTHS** to what extent have the following groups engaged in the following behaviors **TOWARD YOU** in your department?

Check all that apply.

	Faculty Colleagues	Staff Member	Students
Put you down or was condescending to you?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Paid little attention to your statements or showed little interest in your opinion?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Made demeaning or derogatory remarks about you?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Doubted your judgment on a matter over which you have responsibility?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Made jokes at your expense?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Interrupted or spoke over you?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Talked about you behind your back?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Questioned your expertise or credentials?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Addressed you inappropriately?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Excluded you?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Kept you out-of-the-loop on information that is important?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gave you the cold shoulder?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ignored you?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Treated you as if you are invisible?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Treated you "differently" because of your sex?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Challenged your authority?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Made sexist remarks?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Put you down or was condescending to you because of your sex?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Repeatedly told sexual stories or jokes?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Treated you "differently" because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Made racist remarks?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Put you down or was condescending to you because of your race/ethnicity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Emailed/posted/distributed/told racial stories or jokes?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Made unwelcome attempts to draw you into a discussion of race-related matters?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

In relation to the above set of questions concerning **FACULTY**. The behaviors were most instigated by:

- ☐ All/Mostly Men  
☐ More Men Than Women  
☐ Equal Men and Women  
☐ More Women Than Men  
☐ All/Mostly Women  
☐ NA

In relation to the above set of questions concerning **STAFF**. The behaviors were most instigated by:

- ☐ All/Mostly Men  
☐ More Men Than Women

- ☐ Equal Men and Women  
☐ More Women Than Men  
☐ All/Mostly Women  
☐ NA

In relation to the above set of questions concerning STUDENTS. The behaviors were most instigated by:

- ☐ All/Mostly Men  
☐ More Men Than Women  
☐ Equal Men and Women  
☐ More Women Than Men  
☐ All/Mostly Women  
☐ NA

In relation to the above set of questions concerning STUDENTS The behaviors were most instigated by:

- ☐ All/Mostly Undergraduate Students  
☐ More Undergraduate than Graduate Students  
☐ Equal Undergraduate and Graduate Students  
☐ More Graduate than Undergraduate Students  
☐ All/Mostly Graduate Students  
☐ NA

Please indicate in the chart below any job-related discrimination you have experienced at TAMU within the PAST 12 MONTHS, noting the basis for the discrimination (race/ethnicity, sex, etc.).

Please check all that apply.

	Race/Ethnicity	Sex	Caregiving Obligations
Hiring	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Promotion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Salary	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Space/equipment, other resources	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Access to administrative staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Collegiality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Graduate student advisees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Course assignments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Committee assignments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Access to information	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Opportunities to be mentored	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Networking opportunities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mentoring/advising students or students seeking advice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

To what extent do you agree with each of the following statements?

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
Some faculty members in my department have a condescending attitude toward women.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexist remarks are heard in the department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is equal access to space for both men and women.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The environment provides adequate collegial opportunities for women.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Men receive preferential treatment in the areas of recruitment and promotions.

☐ ☐ ☐ ☐ ☐

Men are more likely than women to receive helpful career advice from colleagues.

☐ ☐ ☐ ☐ ☐

In meetings, people pay just as much attention when women speak as when men do.

☐ ☐ ☐ ☐ ☐

Women are appropriately represented in senior positions.

☐ ☐ ☐ ☐ ☐

Sex discrimination is a big problem in my department.

☐ ☐ ☐ ☐ ☐

Men receive preferential treatment during promotion.

☐ ☐ ☐ ☐ ☐

Men receive preferential treatment when it comes to retention.

☐ ☐ ☐ ☐ ☐

## VII: MENTORING

**Mentoring has been traditionally defined as a developmental relationship between an older, more experienced mentor and a younger, less experienced protégé for the purpose of helping and developing the protégé's career.**

**Approximately how many TAMU mentors, both formal and informal, do you currently have? (Please only include people affiliated with Texas A&M meeting definition above.)**

 

Instruction: For the next set of questions, please think about the most recent TAMU mentorship you have established when you respond to the following items.

**Was this relationship formally created through an organizational mentoring program (e.g., WFN, your department, etc.)?**

- ☐ Yes  
☐ No

**Which of the following best describes where you are in your mentoring relationship?**

- ☐ Initiation: My mentor and I are just starting a relationship. It is not clear if the relationship will evolve into a true mentorship.
- ☐ Cultivation: My mentor is directly involved in my career development.
- ☐ Separation: I am more focused on establishing my own reputation in the organization rather than being associated with my mentor.
- ☐ Redefinition: The relationship is better described as one between two colleagues rather than senior mentor/junior protégé. I've established my own reputation.

**How often has your mentor:**

	Never	Rarely	Occasionally	Often	Very Often
Conveyed empathy for the concerns and feelings you have discussed with him/her?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Encouraged you to talk openly about anxiety and fears that detract from your work?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Shared personal experiences as an alternative perspective to your problems?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Discussed your questions or concerns regarding feelings of competence?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Discussed your questions or concerns regarding work/non-work (e.g., family) conflicts?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Served as a role model?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Expanded your network by introducing you to important people?

☐ ☐ ☐ ☐ ☐

Assisted you with preparing for advancement?

☐ ☐ ☐ ☐ ☐

Please indicate your level of agreement with each of the following statements.

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
I am satisfied with my mentor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mentoring has been effective for me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mentoring has failed to meet my needs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mentoring has disappointed me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have effectively used mentoring.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have enjoyed high quality mentoring relationship(s).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My mentor(s) and I have benefitted from our relationship(s).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have unmet mentoring needs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I often think about ending this mentorship.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am actively looking for another mentor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I will probably look for a new mentor during the next year.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My mentor and I see things in much the same way.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My mentor and I are similar in terms of our outlook, perspective, and values.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My mentor and I are alike in a number of areas.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My mentor is committed to developing an effective and productive mentoring relationship.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I often feel that my mentor does not have enough time to devote to our mentorship.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It seems as though I am a burden to my mentor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My mentor has made the development of our mentorship a priority.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate your level of agreement with each of the following statements.

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
I feel unqualified to be a mentor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I do not have time to be a mentor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I need training on how to be a good mentor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would be more motivated to mentor if I was rewarded/recognized for doing so.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## VIII. DEMOGRAPHICS/PERSONAL LIFE

Are you currently in an administrative role?

- ☐ Yes  
☐ No

Do you have a joint appointment in which your salary is tied to more than one department?

- ☐ Yes  
☐ No

Please enter the time (in years) that you have been a faculty member.

 

Please enter the time (in years) that you have been in your current rank or title.

 

Please enter the total time (in years) that you have been employed in a faculty position at Texas A&M University.

 

Age:

 

United States citizenship status:

- ☐ US Citizen  
☐ Permanent Resident  
☐ Other

Racial/Ethnic Identification (check all that apply)

- |                                                                    |                                                                          |
|--------------------------------------------------------------------|--------------------------------------------------------------------------|
| <input type="checkbox"/> African-American/Black                    | <input type="checkbox"/> White                                           |
| <input type="checkbox"/> Native American or Alaskan Native         | <input type="checkbox"/> Middle Eastern/Arab                             |
| <input type="checkbox"/> Asian                                     | <input type="checkbox"/> Not listed—please specify: <input type="text"/> |
| <input type="checkbox"/> Latina/o or Hispanic                      | <input type="checkbox"/> I prefer not to respond                         |
| <input type="checkbox"/> Native Hawaiian or Other Pacific Islander |                                                                          |

How do you define your sexual orientation? (check all that apply)

- ☐ Heterosexual  
☐ Bisexual  
☐ Lesbian or Gay  
☐ Not listed—please specify:   
☐ I prefer not to respond

Number of dependents (regardless of age) for whom you provide care:

 

Do you consider yourself a member of a religious minority at Texas A&M University?

- ☐ Yes  
☐ No

Do you have a physical or mental disability?

- ☐ Yes  
☐ No

What degree(s), if any, did you receive from Texas A&M University? (check all that apply)

Undergraduate

☐

Graduate

☐

None

☐

How satisfied are you with quality of life in the local campus/university community area?

- ☐ I don't live locally
- ☐ Very Dissatisfied
- ☐ Dissatisfied
- ☐ Neutral
- ☐ Satisfied
- ☐ Very Satisfied

Do you have a spouse/partner and if so please indicate his/her employment status.

- ☐ No spouse/partner
- ☐ Spouse/partner on tenure track
- ☐ Spouse/partner non-tenure track
- ☐ Spouse/partner non academic
- ☐ Spouse/partner not employed

Overall, how satisfied is your partner/spouse with the:

	Very Dissatisfied	Dissatisfied	Neutral	Satisfied	Very Satisfied
Quality of life in the local campus/university community area?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Career opportunities in local campus/university community?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

The following question is optional.

What is your UIN?

Providing your Universal Identification Number (UIN), which is a public number, will permit the research team to link your responses to organizational records. This will enhance the quality of the research they generate. All data will be reported in aggregate form, and your identity will be protected.

Thank you so much for taking the time to complete this survey. Please feel free to share any additional comments that you may have with us in the space below.

If you would like to be included in the raffle for 1 of 12 iPads, please visit this separate website to enter your name and e-mail address after you complete this survey. Your information will not be linked to your survey responses. Please be sure to click the arrow below to complete the survey.

[https://tamu.qualtrics.com/SE/?SID=SV\\_eG4rMbvb7pH9OrH](https://tamu.qualtrics.com/SE/?SID=SV_eG4rMbvb7pH9OrH)

## CEHD Climate Survey

Please indicate your department/unit:

- ☐ DEAN
- ☐ EAHR
- ☐ EPSY
- ☐ HLKN
- ☐ TLAC

Demographic statements (please check all that apply to you):

- ☐ I am a member of an underrepresented group
- ☐ I consider myself female
- ☐ I consider myself male
- ☐ I consider myself to have another gender identity
- ☐ I am a tenured faculty member
- ☐ I am an untenured faculty member on tenure track
- ☐ I am a non-tenure track faculty
- ☐ I am a staff member
- ☐ I am a graduate student

>>

## CEHD Climate Survey

Overall, I feel comfortable with the climate for diversity in my department/unit.

Strongly Agree



Agree



Neither Agree nor Disagree



Disagree



Strongly Disagree



Overall, I feel comfortable with the climate for diversity in the College of Education and Human Development.

Strongly Agree



Agree



Neither Agree nor Disagree



Disagree



Strongly Disagree



<< | >>

## CEHD Climate Survey

In my department/unit, I have observed inappropriate behaviors and/or comments in the past three years (or less if you have been at TAMU for fewer than three years) regarding...

	Very Often	Quite Often	Sometimes	Rarely	Never
Biological sex	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender identity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Race or Ethnicity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual orientation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Religion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Political beliefs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Disability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Age	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

<< >>

## CEHD Climate Survey

Within the past three years (or less if you have been at TAMU for fewer than three years) I feel the diversity climate in my department/unit has become ...

Significantly better



Remained the same



Significantly worse



In the space below, please describe the reasons underlying your response.

Within the past three years (or less if you have been at TAMU for fewer than three years) I feel the diversity climate in the College of Education and Human Development has become ...

Significantly better



Remained the same



Significantly worse



In the space below, please describe the reasons underlying your response.

CEHD Climate Survey

The undergraduate students I interact with in my department value diversity.				
Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

<< >>



## CEHD Climate Survey

Please describe the climate of your department/unit in terms of the following adjectives:

	Highly characteristic	Somewhat characteristic	Not characteristic
Friendly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Racist	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Compatible	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Respectful	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Collegial	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexist	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Homophobic	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supportive	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Accessible to persons with disabilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please describe the climate of the College of Education & Human Development in terms of the following adjectives:

	Highly characteristic	Somewhat characteristic	Not characteristic
Friendly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Racist	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Compatible	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Respectful	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Collegial	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexist	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Homophobic	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supportive	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Accessible to persons with disabilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## CEHD Climate Survey

The following items pertain to recruitment and also retention and support. Please rate each item for your department/unit:

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
Recruitment of a diverse faculty is a priority.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recruitment of a diverse staff is a priority.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recruitment of a diverse graduate student population is a priority.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Retention and support of a diverse faculty is a priority.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Retention and support of a diverse staff is a priority.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Retention and support of a diverse graduate student population is a priority.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## CEHD Climate Survey

Please list up to three actions that your department/unit is doing to improve the climate.

For each item listed, please include a number from 1 to 7 to rate the effectiveness of the initiative using the following scale:

1	2	3	4	5	6	7
works against improving the climate			doesn't do anything to improve the climate			highly effective

For example: Having an effective diversity committee might be:

a. Diversity Committee - 6

a.

b.

c.

<< >>

## OGS Campus Climate Survey - Final

### Q1.1 Graduate Student Campus Climate Survey - Spring 2012

The Office of Graduate Studies (OGS) is facilitating the assessment of the graduate student campus climate as directed by the Texas A&M Diversity Plan. We will gain a comprehensive understanding of the experiences and perspectives graduate students share during their time at Texas A&M University. The survey findings will generate a number of activities that contribute to a climate of understanding, respect, acceptance, and teamwork. Participation is minimal-risk and completely voluntarily. You are under no obligation to participate and you may skip any question on the survey that makes you uncomfortable. Students who complete the survey can enter to win one of thirty (30) gift cards from HEB: Ten of these cards will be awarded to students who have completed the survey by the close of week one, another ten by the close of week two, and another ten by the close of week three. When you submit your responses to this survey you will be directed to another page where we can collect your email and name. Please note: Your name, email, and your phone number WILL NOT be associated with your responses - the contact information and responses are being collected on two separate forms. Texas A&M University IRB Approval IRB Exempt IRB Protocol #2012-0039 Survey Instructions: (1) Questions marked with an asterisk (\*) are required to navigate the survey. (2) Please use the back button on the survey and not your browser buttons to return to a previous page. (3) If you need to change the size of the font for easier reading and you are using a PC, you can hold down the CTRL key and use the scroll on your mouse or the "+/=" key on the keyboard. On a Mac, you can use "Command +" to increase the font size.

\*How old are you?

- ☐ 17 years old or younger (1)
- ☐ Over 18 years old - Please feel free to specify: (2) \_\_\_\_\_

If 17 years old or younger Is Selected, Then Skip To End of Survey

Q2.1 Demographics Do you have a degree from Texas A&M?

- ☐ Yes - Please feel free to specify: (1) \_\_\_\_\_
- ☐ No (2)

Answer If Demographics Do you have a degree from Texas A M? Yes - Please feel free to specify: Is Selected

Q2.2 How many years have you been enrolled in Texas A&M University (including undergraduate enrollment, if applicable):

Q2.3 In an average semester, how frequently do you come to the Texas A&M - College Station campus?

- ☐ Never (1)
- ☐ Once or twice a semester (2)
- ☐ Once or twice a month (3)
- ☐ Once a week (4)
- ☐ Several times a week (5)
- ☐ Every day (6)

Q2.4 Residence:

- ☐ University-Owned Housing (e.g. campus dormitories, Garden Apartments, etc) (1)
- ☐ Off Campus - Where? (North Gate, Bryan, College Station, Houston, etc.): (2)

\_\_\_\_\_

Q2.5 Living Environment Marital status:

- ☐ Married (1)
- ☐ Single (2)
- ☐ Divorced (3)
- ☐ Widowed (4)
- ☐ Domestic partnership (5)
- ☐ I prefer not to respond (6)

Q2.6 How many people do you live with (Please check all that apply):

- ☐ Children: (1) \_\_\_\_\_
- ☐ Adult family (parents, grandparents, siblings, etc.): (2) \_\_\_\_\_
- ☐ Spouse/partner (3)
- ☐ Roommates (4) \_\_\_\_\_
- ☐ I live alone (5)
- ☐ I prefer not to respond (6)

Q2.7 Citizenship status:

- ☐ U.S. citizen (1)
- ☐ Permanent resident (2)
- ☐ Not a U.S. citizen or permanent resident (3)
- ☐ I'm not comfortable responding (4)

Q2.8 Race/Ethnic Identification (check all that apply):

- ☐ African-American/Black (1)
- ☐ Native American or Alaskan Native (2)
- ☐ Asian (3)
- ☐ Latina/o or Hispanic (4)
- ☐ Native Hawaiian or Other Pacific Islander (5)
- ☐ White (6)
- ☐ Middle Eastern/Arab (7)
- ☐ Not listed - please specify: (8) \_\_\_\_\_
- ☐ I prefer not to respond (9)

Q2.9 What religion or spiritual belief, if any, do you identify with (check all that apply)?

- ☐ Agnostic (1)
- ☐ Atheist (2)
- ☐ Buddhist (3)
- ☐ Christian (4)
- ☐ Hindu (5)
- ☐ Jewish (6)
- ☐ Muslim (7)
- ☐ None (8)
- ☐ Not listed - please specify: (9) \_\_\_\_\_
- ☐ I prefer not to respond (10)

Q2.10 Sex/Gender Identity:

- ☐ Male (1)
- ☐ Female (2)
- ☐ Transgender (3)
- ☐ Not listed - please specify: (4) \_\_\_\_\_
- ☐ I prefer not to respond (5)

Q2.11 What is your sexual orientation?

- ☐ Heterosexual (1)
- ☐ Bisexual (2)
- ☐ Homosexual, lesbian, or gay (3)
- ☐ Not listed - please specify: (4) \_\_\_\_\_
- ☐ I prefer not to respond. (5)



Q2.12 Do you identify yourself as a member of a traditionally underrepresented group at Texas A&M University? (Examples include but are not limited to: age, gender, religious preference/spiritual belief, sexual orientation, citizenship, race/ethnicity, where you are from, disability status, etc.)

- ☐ Yes (1)
- ☐ No (2)
- ☐ I prefer not to respond (3)

Q2.13 Please feel free to provide more information about how you identify yourself:

### Q3.1 Climate Assessment Generally, at Texas A&M ...

[illegible]

People are valued at Texas A&M regardless of their backgrounds. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
------------------------------------------------------------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------

Q3.2 Please feel free to explain your impressions of the overall climate at Texas A&M:

Q4.1 Inappropriate Behaviors \*In the last year at Texas A&M, have you observed (i.e., something that happened to someone else) and/or experienced (i.e., something that happened to you) inappropriate behaviors or comments regarding (check all that apply):

- ☐ Age (1)
- ☐ Biological sex (2)
- ☐ Disability (3)
- ☐ Gender identity or expression (4)
- ☐ Language proficiency (5)
- ☐ Nationality/citizenship status (6)
- ☐ Political beliefs (7)
- ☐ Race/ ethnicity (8)
- ☐ Religion/spiritual beliefs (9)
- ☐ Sexual orientation (10)
- ☐ Socioeconomic status (11)
- ☐ I have not observed/experienced any of the above in the last year at Texas A&M. (12)

If I have not observed/experie... Is Selected, Then Skip To End of Block



I have not observed/experienced any of the above in the last year at Texas A&M. (x12)						
---------------------------------------------------------------------------------------------------	--	--	--	--	--	--



I have not observed/experienced any of the above in the last year at Texas A&M. (x12)						
---------------------------------------------------------------------------------------	--	--	--	--	--	--

Q4.4 Where Have You Observed/Experienced Inappropriate Behaviors In the last year at Texas A&M, where have you observed inappropriate behaviors and/or comments regarding:

[illegible]



Socioeconomic status (x11)						
I have not observed/experienced any of the above in the last year at Texas A&M. (x12)						

Q4.5 In the last year at Texas A&M, where have you experienced inappropriate behaviors and/or comments regarding:

[illegible]

[illegible]

Q4.6 From Whom Have You Observed/Experienced Inappropriate Behaviors In the last year at Texas A&M, from whom have you observed inappropriate behaviors and/or comments regarding...

	Faculty (1)	Staff (2)	Undergraduate students (3)	Graduate students (4)	I have not observed in the last year. (5)
Age (x1)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Biological sex (x2)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability (x3)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender identity or expression (x4)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Language proficiency (x5)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nationality/citizenship status (x6)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Political beliefs (x7)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Race/ ethnicity (x8)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religion/spiritual beliefs (x9)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual orientation (x10)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Socioeconomic status (x11)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

I have not observed/experienced any of the above in the last year at Texas A&M. (x12)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Q4.7 In the last year at Texas A&M, from whom have you experienced inappropriate behaviors and/or comments regarding...

	Faculty (1)	Staff (2)	Undergraduate students (3)	Graduate students (4)	I have not experienced in the last year. (5)
Age (x1)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Biological sex (x2)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability (x3)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender identity or expression (x4)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Language proficiency (x5)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nationality/citizenship status (x6)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Political beliefs (x7)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Race/ ethnicity (x8)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religion/spiritual beliefs (x9)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual orientation (x10)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Socioeconomic status (x11)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<p>I have not observed/experienced any of the above in the last year at Texas A&amp;M. (x12)</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
--------------------------------------------------------------------------------------------------	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------

Q4.8 Please feel free to explain your experience(s) with inappropriate behaviors at Texas A&M:

Q5.1 Incivility \*For each of the statements below, please consider your personal feelings. At Texas A&M, people...

- ☐ Put me down or were condescending to me (1)
- ☐ Pay little attention to my statement or showed little interest in my opinion (2)
- ☐ Make demeaning or derogatory remarks about me (3)
- ☐ Doubt my judgment on a matter over which I have responsibility (4)
- ☐ Make jokes about me (5)
- ☐ Interrupt or speak over me (6)
- ☐ Exclude me (7)
- ☐ Treat me as if I am invisible (8)
- ☐ Talk about me behind my back (9)
- ☐ No - None of the above (10)

If No - None of the above Is Selected, Then Skip To End of Block

Q5.2 In the last year at Texas A&M, please identify how frequently these situations occur:

	Daily (4)	Weekly (3)	Monthly (2)	A few times a year (1)
Put me down or were condescending to me (x1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pay little attention to my statement or showed little interest in my opinion (x2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Make demeaning or derogatory remarks about me (x3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Doubt my judgment on a matter over which I have responsibility (x4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Make jokes about me (x5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interrupt or speak over me (x6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Exclude me (x7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Treat me as if I	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



am invisible (x8)				
Talk about me behind my back (x9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
No - None of the above (x10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q5.3 In the last year at Texas A&M, please identify where and with whom did the situation(s) occur (check all that apply)?

[illegible]

speak over me (6)							
Exclude me (7)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Treat me as if I am invisible (8)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Talk about me behind my back (9)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
No - None of the above (10)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q5.4 Please feel free to explain your experience with acts of incivility at Texas A&M:

Q6.1 Safety at Texas A&M Individuals may use the online report form at the following link to report hate/bias incidents: <http://stophate.tamu.edu/> In the past year at Texas A&M, when/where have you ever experienced a concern for your personal safety...?

	Daily (5)	Weekly (4)	Monthly (3)	A few times a year (2)	Never (1)	Don't know (99)
Parking area on campus (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
On campus (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In the Northgate business/residential area (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your own residential area (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q6.2 Please feel free to explain your issues with personal safety on the Texas A&M campus:

Q7.1 Physical/Emotional Health How would you rate your ... ?

	Excellent (5)	Good (4)	Average (3)	Below Average (2)	Poor (1)
Physical health (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Emotional well-being (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q7.2 Beyond your workload (courses, working, student organization involvement, etc.), how stressful is the Texas A&M University environment to you?

- ☐ Not at all stressful (1)
- ☐ Somewhat stressful (2)
- ☐ Very stressful (3)

Q7.3 How much stress does your financial situation cause you?

- ☐ Not at all stressful (1)
- ☐ Somewhat stressful (2)
- ☐ Very stressful (3)

Q7.4 Please feel free to explain your experiences dealing with stress at Texas A&M:

#### Q7.5 Satisfaction with Texas A&M Experience

	Strongly agree (5)	Agree (4)	Neither agree nor disagree (3)	Disagree (2)	Strongly disagree (1)	I don't know (6)
All in all, I am satisfied with my academic department. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall, I'm glad that I attend Texas A&M. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel prepared for my future career. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

#### Q7.6 I plan to graduate from Texas A&M.

- ☐ Yes (1)
- ☐ No (2)
- ☐ Don't know (3)
- ☐ I prefer not to respond. (4)

#### Q7.7 Please feel free to explain:

Q7.8 Satisfaction with Advising My faculty adviser/committee chair ...

[illegible]

Q7.9 Please feel free to explain your experiences regarding your faculty adviser/committee chair:



Q7.10 Generally, in my academic department, people ...

[illegible]



Q7.12 Generally, in my research space/lab/group, people ...

[illegible]

Provide constructive criticism regarding each others work (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Create a cooperative and supportive environment (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work to foster harmony (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q7.13 In an average week in your research space/lab/group, how many hours do you .... ?

- ☐ Work for pay: (1) \_\_\_\_\_
- ☐ Work on your academic research for your thesis/dissertation: (2) \_\_\_\_\_
- ☐ Work on your coursework: (3) \_\_\_\_\_
- ☐ Other: (4) \_\_\_\_\_

Q7.14 Please feel free to explain your experiences in the research lab:

Q60 Access to Resources & Services Are the following professional development opportunities available to you? (Check all that apply)

	Have you participated ?		Available to you ...?				
	Yes (1)	No (2)	In your department (1)	In your college (2)	At the university-level (3)	Not aware of opportunity (4)	Not applicable (5)
Attending/presenting at a conference (5)	<input type="radio"/>	<input type="radio"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Department orientation (13)	<input type="radio"/>	<input type="radio"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Discipline-specific graduate student associations (4)	<input type="radio"/>	<input type="radio"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Faculty-led speaker series (2)	<input type="radio"/>	<input type="radio"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Graduate symposia (1)	<input type="radio"/>	<input type="radio"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sessions discussing factors of success in academia (CV writing, interviewing, etc.) (3)	<input type="radio"/>	<input type="radio"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sessions discussing factors	<input type="radio"/>	<input type="radio"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

of success in a professional career (10)							
Student-led speaker series (6)	<input type="radio"/>	<input type="radio"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
University New Graduate Student Orientation (14)	<input type="radio"/>	<input type="radio"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q7.16 Please feel free to explain your experiences accessing resources and services at Texas A&M:

Q7.17 \*How do you pay your expenses (tuition, books, living expenses, etc.)? (Check all that apply)

- ☐ Tuition payment from university or department funds (1)
- ☐ Scholarships (2)
- ☐ Fellowships (3)
- ☐ Financial aid/loans (4)
- ☐ Sponsored by government (5)
- ☐ Employment on campus: How many hours per week? (6) \_\_\_\_\_
- ☐ Employment off campus: How many hours per week? (7) \_\_\_\_\_
- ☐ Other - Please feel free to specify: (8) \_\_\_\_\_
- ☐ None of the above (10)
- ☐ I prefer not to respond. (9)

Q8.1 Employment at Texas A&M Are you a ...?

- ☐ Graduate Assistant Lecturer (GAL) (1)
- ☐ Graduate Assistant Non-Teaching (GANT) (2)
- ☐ Graduate Assistant Research (GAR) (3)
- ☐ Graduate Assistant Teaching (GAT) (4)
- ☐ Student Worker (5)
- ☐ Full-time staff/faculty (7)
- ☐ Other: (6) \_\_\_\_\_

Q8.2 On average, how many hours a week do you work for pay at Texas A&M?

Q8.3 Is your department of employment the same as your academic department or program?

- ☐ Yes (1)
- ☐ No (2)



Q8.4 Collegiality Generally, in my department of employment, my co-workers and my supervisor(s) ...

[illegible]



Q8.6 Please feel free to explain you experiences with your coworker(s) and/or supervisor(s):

Q9.1 Mentoring    Mentoring has been traditionally defined as a developmental relationship between an older, more experienced mentor and a younger, less experienced protégé for the purpose of helping and developing the protégé's career. I have received mentoring in the following areas (please check all that apply)...

- ☐ Advising me how to balance educational, work and personal demands (1)
- ☐ Assisting me with securing resources/grants (2)
- ☐ Assisting me with understanding and managing student-faculty interactions and/or faculty dynamics (3)
- ☐ Conducting research (4)
- ☐ Getting my work published (5)
- ☐ Networking (6)
- ☐ Preparing for career placement (8)
- ☐ Succeeding in my coursework (9)
- ☐ Teaching (10)
- ☐ Other: (11) \_\_\_\_\_
- ☐ No - None of the above (12)

Q9.2 I have at least one Texas A&M...

	Yes (1)	No (2)	Don't Know (3)	Not applicable (4)	Prefer not to respond (5)
Faculty member who is a mentor to me. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teaching assistant who is a mentor to me. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Staff member who is a mentor to me. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Academic advisor who is a mentor to me. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fellow graduate student who is a mentor to me. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Committee chair/adviser who is a mentor to me. (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Answer If I have at least one Texas A M... - Yes Is Selected

Q9.3 In general, I am/have been satisfied with my mentoring.

- ☐ Strongly agree (5)
- ☐ Agree (4)
- ☐ Neither agree nor disagree (3)
- ☐ Disagree (2)
- ☐ Strongly disagree (1)
- ☐ Don't know (6)
- ☐ I prefer not to respond. (7)

Q9.4 I can talk to at least one person from the following group(s) if I'm experiencing equity issues (e.g. fairness, impartiality), at Texas A&M (check all that apply):

- ☐ Faculty member (1)
- ☐ Committee chair/advisor (2)
- ☐ Teaching assistant (3)
- ☐ Staff member (4)
- ☐ Academic advisor (5)
- ☐ Other students (6)
- ☐ Co-workers (7)
- ☐ Other: (8) \_\_\_\_\_
- ☐ None of the above (9)

Q10.1 Please feel free to share any comments or feedback regarding the campus climate at Texas A&M.

Welcome Back! You began on **November 26 2012**.

Please rate how much you disagree/agree with each of the following statements.

	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
I feel I am being paid a fair amount for the work I do.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel satisfied with my chances for pay increases.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor is competent in doing his/her job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I respect my supervisor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I enjoy my coworkers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel a sense of pride in doing my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
All in all I am satisfied with my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In general, I don't like my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In general, I like working here.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor asks me my opinion about matters that could affect me at Texas A&M.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The University Staff Council is an effective medium for voicing my concerns to Texas A&M Administration.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Those who do well on the job stand a fair chance of being promoted.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with my developmental opportunities at Texas A&M.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor encourages me to develop my job knowledge and skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know how to access learning opportunities for my professional development.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have the skills and abilities to effectively perform my work duties.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

>>

My preferred learning methods are

	Most Preferred	Somewhat Preferred	Least Preferred
Conference with participants from other universities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conference with participants from other types of employers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
University programs with participants at my organizational level only	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
University programs with participants at various organizational levels	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Print journal articles	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lectures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Online courses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Online articles	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Program or conference with online pre-work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
University reports	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional association reports	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If your preferred learning methods are not listed in the above options. Please specify the method below:

Please rate how much you disagree/agree with each of the following statements.

	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
Texas A&M strongly considers my goals and values.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Texas A&M cares about my opinions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would be very happy to spend the rest of my career with Texas A&M.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I think that I could easily become as attached to another organization as I am to Texas A&M.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Texas A&M has a great deal of personal meaning to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Please rate how much you disagree/agree with each of the following about your job search behaviors in the last 6 months.

	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
I spent a lot of time looking for an alternative job in the last 6 months.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I devoted much effort to looking for other jobs in the last 6 months.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I focused my time and effort on job search activities in the last 6 months.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I gave my best effort to find a new job outside the university in the last 6 months.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I searched for or read about job opportunities on-line or in a newspaper, journal, or professional association.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I prepared/revised my resume.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I read a book, article, or on-line source about getting a job or changing jobs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I talked to friends or relatives about possible job leads.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I spoke with previous employers or business acquaintances about their knowing of potential job leads.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I used resources within the company (e.g., colleagues) to generate potential job leads.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I listed myself as a job applicant on an on-line job/career board or in a newspaper, journal, or professional association.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I submitted a resume to a potential employer.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I filled out a job application.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I had a job interview with a prospective employer.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I contacted a search firm, employment agency, or state employment service.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I emailed or telephoned a prospective employer.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>





Please rate how much you disagree/agree with each of the following statements.

	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
I am constantly on the lookout for new ways to improve my life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Wherever I have been, I have been a powerful force for constructive change.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Nothing is more exciting than seeing my ideas turn into reality.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If I see something I don't like, I fix it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
No matter what the odds, if I believe in something I will make it happen.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I love being a champion for my ideas, even against others' opposition.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I excel at identifying opportunities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am always looking for better ways to do things.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If I believe in an idea, no obstacle will prevent me from making it happen.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can spot a good opportunity long before others can.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Have you recently searched for a job?

☐ Yes

☐ No

If Yes: What was your objective in conducting your job search?

If No: What would be your objectives in conducting a job search?



Please rate how much you disagree/agree with each of the following statements.

	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
Texas A&M University is committed to enhancing the climate for faculty, student and employee diversity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
University initiatives in support of Imperative 6, Diversify and Globalize the Texas A&M Community, from Vision 2020 are making a difference in the campus climate.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At Texas A&M University, I feel the need to minimize various characteristics of my culture (e.g. language, dress) to fit in.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe in the value of diversity for Texas A&M university.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel a sense of duty to support diversity at Texas A&M university.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe there is campus-wide respect for the expression of diverse beliefs and experiences.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Based on your experiences, how would you characterize the university climate for each of the following? Please fill in the circle on the continuum that best represents your perceptions of the climate here of Texas A&M. For example, completely non-racist have a score of 1 and completely racist have a score of 6. The degree of racist is shown in a range from score 1 to 6.

	1	2	3	4	5	6
Non-racist to racist	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Non-accepting to accepting	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Respectful to disrespectful	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Contentious to collegial	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Non-sexist to sexist	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Individualistic to collaborative	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cooperative to competitive	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supportive to not supportive	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Xenophobic* to Non-xenophobic (* is defined as an intense fear or dislike of foreign people, their customs and culture, or foreign things)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tolerant to non-tolerant	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cliquish to non-cliquish	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Open-minded to narrow-minded	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Homogeneous to diverse	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Progressive to conservative	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Engaged to isolated	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Non-judgmental to judgmental	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Respectful of different sexual orientations to not respectful of different sexual orientations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Not respectful of different spiritual beliefs to respectful of different spiritual beliefs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How often within the past year at Texas A&M University have you overheard insensitive or disparaging comments about the following types of people in general, or about particular people as a member of a group.

	Never	Once or twice per year	A few times per year	More than once per month	Weekly
About women in general or about particular women as "typical" of women.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
About men in general, or about particular men as "typical" of men.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
About racial/ethnic minorities, or about particular persons of color as "typical" of a racial/ethnic group.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
About a religious group or about particular persons as "typical" of a religious group.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
About people of different political views, or about	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Never	Once or twice per year	A few times per year	More than once per month	Weekly
particular persons as "typical" of a particular political group.					
About sexual orientation or about particular persons as "typical" of a particular identity group	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
About people with a physical disability or about particular persons as "typical" of people with physical disabilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
About people with a mental disability or about particular persons as "typical" of people with mental disabilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



During the past year, have you been in a situation at work where:

	Never	Rarely	Occasionally	Often	Very Often
My supervisor treated me "differently" because of my sex.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor treated me "differently" because of my sexual orientation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor displayed, used, or distributed sexist or suggestive materials.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor made offensive sexist remarks.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor put me down or was condescending to me because of my sex.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor repeatedly told sexual stories or jokes that were offensive to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor made unwelcome attempts to draw me into a discussion of sexual matters.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor made offensive remarks about my appearance, body, or sexual activities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor made gestures or used body language of a sexual nature which embarrassed or offended me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor made unwanted attempts to establish a romantic sexual relationship with me despite my efforts to discourage it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor touched me in a way that made me feel uncomfortable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor made me feel threatened with some sort of retaliation for not being sexually cooperative.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor implied faster promotions or better treatment if I was sexually cooperative.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If you have experienced one or more of the above situations, did you report it?

- ☐ Yes  
☐ No

Do you know a Texas A&M University staff employee who has experienced one or more of the situations or behaviors mentioned above?

- ☐ Yes  
☐ No



Indicate any job-related discrimination you have experienced at the university within the last year, noting the basis for the discrimination (race/ethnicity, sex, etc.) and the areas in which the discriminatory behavior has affected your career at the university. Check all that apply.

	Nationality	Race/Ethnicity	Sex	Disability	Spiritual/Religious beliefs	Age	Sexual Orientation	Gender Identity	Gender Expression	Political View	Socio-economic Status	Other
Hiring	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Promotion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Salary	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Committee Assignment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Access to Information	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Networking Opportunities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Rate your satisfaction with the university campus:

	Very Dissatisfied	Dissatisfied	Somewhat Dissatisfied	Somewhat Satisfied	Satisfied	Very Satisfied
Overall sense of community.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Racial/ethnic diversity of the student body.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Racial/ethnic diversity of the staff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Racial/ethnic diversity of the faculty.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interactions among different racial/ethnic groups.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Atmosphere for political differences.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Atmosphere for religious differences.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Administrative response to incidents of discrimination.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Indicate your level of agreement with the following statement about your **department/unit**, and your relationships with your **department/unit** colleagues by checking the appropriate response.

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
Overall, I perceive my department/unit climate to be supportive.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>





During the past year, have you been in a situation in your **department/unit** where someone:

	Never	Rarely	Occasionally	Often	Very Often
Put you down or was condescending to you?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Paid little attention to your statement or showed little interest in your opinion?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Made demeaning or derogatory remarks about you?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Addressed you in unprofessional terms, either publicly or privately?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ignored or excluded you from professional camaraderie?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Doubted your judgment on a matter over which you have responsibility?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Made unwanted attempts to draw you into a discussion of personal matters?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Made jokes at your expense?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Accused you of stupidity or incompetence?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interrupted or spoke over you?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Used an inappropriate tone when speaking to you?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Did not consult you in reference to a decision you should have been involved in?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Failed to inform you of a meeting you should have been informed about?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Publicly discussed your confidential personal information?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Offloaded some of their work onto you?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Generally in my **department/unit**:

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
Open communication on diversity is encouraged.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Diversity principles are publicized.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Perspectives of people like me are respected.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A diversity-friendly work environment is maintained.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Top leaders are visibly committed to diversity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Diverse perspectives are valued.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Training to manage diverse populations is offered.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recruitment comes from diverse sources.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
Equal access to diversity training is offered.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



How many years have you been with the university?

How many years have you been with your current position?

How many hours per week do you usually spend on work?

In what year were you born?

Are you currently married or in a long-term relationship?

- ☐ Yes  
☐ No

If you are married or in a long-term relationship, does your spouse/partner work outside the home?

- ☐ Yes  
☐ No

How many children do you have?

How many dependents live with you?

What is your race?

- ☐ White  
☐ Asian  
☐ Hispanic  
☐ African American  
☐ Other

What is your sex?

- ☐ Male  
☐ Female  
☐ Transgender

☐ Prefer not to answer

What is your highest education level achieved?

- ☐ Doctoral Degree (e.g., Ph.D., MD)
- ☐ Graduate Degree (e.g., MS/JD)
- ☐ Some Graduate Work
- ☐ College Degree
- ☐ Some College Education
- ☐ High School Diploma/GED



Thank you for completing the survey. If you have questions please contact:

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Please rate how much you disagree/agree with each of the following statements.

	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
All in all I am satisfied with my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In general, I don't like my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In general, I like working here.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would be very happy to spend the rest of my career with Texas A&M.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I enjoy discussing Texas A&M with people outside it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I really feel as if Texas A&M's problems are my own.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I think that I could easily become as attached to another organization as I am to Texas A&M.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I do not feel like "part of the family" at Texas A&M.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I do not feel emotionally attached to Texas A&M.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Texas A&M has a great deal of personal meaning to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I do not feel a strong sense of belonging to Texas A&M.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The most important things that happen to me involve my present job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Most of my interests are centered around my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To me, my job is a very large part of who I am	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am very much personally involved with my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My job is a very important part of my life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My job gives me a chance to use my personal initiative or judgment in carrying out the work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My job allows me to make a lot of decisions on my own.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My job provides me with significant autonomy in making decisions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Please rate how much you disagree/agree with each of the following statements.

	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
I often think about quitting my present position.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am seriously considering quitting this job for an alternative employer.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
During the next year, I will probably look for a new job outside this organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sometimes when I don't feel like working I will work slowly or make errors.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I try to keep out of sight of my supervisor so I can talk to co-workers, take breaks, or do other personal business (not work).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Now and then there are workdays where I just don't put much effort into my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sometimes when I just don't feel like working I will call in sick.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I care very little about what happens to Texas A&M as long as I get a paycheck.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Now and then I arrive at work late just because I really am not in the mood for work that day.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Please rate how much you disagree/agree with each of the following statements.

	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
My work keeps me from my family activities more than I would like.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The time I must devote to my job keeps me from participating equally in household responsibilities and activities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have to miss family activities due to the amount of time I must spend on work responsibilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When I get home from work I am often too frazzled to participate in family activities/responsibilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am often so emotionally drained when I get home from work that it prevents me from contributing to my family.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Due to all the pressures at work, sometimes when I come home I am too stressed to do the things I enjoy.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The problem-solving behaviors I use in my job are not effective in resolving problems at home.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Behavior that is effective and necessary for me at work would be counterproductive at home.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The behaviors I perform that make me effective at work do not help me to be a better parent and spouse.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>





Please rate how much you disagree/agree with each of the following statements.

	Strongly Disagree	Disagree	Slightly Disagree	Slightly Agree	Agree	Strongly Agree
My work helps me to understand different viewpoints and this helps me be a better family member.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My work helps me to gain knowledge and this helps me be a better family member.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My work helps me acquire skills and this helps me be a better family member.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My work puts me in a good mood and this helps me be a better family member.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My work makes me feel happy and this helps me be a better family member.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My work makes me cheerful and this helps me be a better family member.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My work helps me feel personally fulfilled and this helps me be a better family member.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My work provides me with a sense of accomplishment and this helps me be a better family member.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My work provides me with a sense of success and this helps me be a better family member.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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How many years have you been with the university?

How many years have you been with your current position?

How many hours per week do you usually spend on work?

In what year were you born?

Are you currently married or in a long-term relationship?

- ☐ Yes  
☐ No

If you are married or in a long-term relationship, does your spouse/partner work outside the home?

- ☐ Yes  
☐ No

How many children do you have?

How many dependents live with you?

What is your race?

- ☐ White  
☐ Asian  
☐ Hispanic  
☐ African American  
☐ Other

What is your sex?

- ☐ Male  
☐ Female  
☐ Transgender

☐ Prefer not to answer

What is your highest education level achieved?

- ☐ Doctoral Degree (e.g., Ph.D., MD)
- ☐ Graduate Degree (e.g., MS/JD)
- ☐ Some Graduate Work
- ☐ College Degree
- ☐ Some College Education
- ☐ High School Diploma/GED



Thank you for completing the survey. If you have questions please contact:

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## Undergraduate Student Campus Climate Survey - Spring 2013

### Q1.1 Undergraduate Student Campus Climate Survey - Spring 2013

Please tell us how Texas A&M is working for you! The Department of Student Life Studies is conducting a research project about campus climate. The purpose of this research is to assess the similarities and differences of the Texas A&M experience among undergraduates. The survey should only take about 15 minutes for you to complete and your responses are confidential! Participation is minimal-risk and completely voluntarily. You are under no obligation to participate and you may skip any question on the survey that makes you uncomfortable. This survey has been reviewed and approved by Texas A&M's institutional review board. Survey Instructions: (1) Questions marked with an asterisk (\*) are required to take the survey. (2) Please use the back button on the survey and not your browser buttons to return to a previous page. (3) If you need to change the size of the font for easier reading and you are using a PC, you can hold down the CTRL key and use the scroll on your mouse or the "+/=" key on the keyboard. On a Mac, you can use "Command +" to increase the font size.

Q1.2 \*How old are you?

- ☐ 17 years old or younger (1)
- ☐ 18 years old or older (2)

If 17 years old or younger Is Selected, Then Skip To End of Block

Q2.1 DEMOGRAPHICS Are you the first person in your immediate family (mother, father, siblings) to attend college?

- ☐ Yes (1)
- ☐ No (2)
- ☐ Don't know (3)

Q2.2 How many years have you been enrolled in Texas A&M University?

- ☐ Less than 1 year (1)
- ☐ 1 year (2)
- ☐ 2 years (3)
- ☐ 3 years (4)
- ☐ 4 years (5)
- ☐ 5 years or more (6)

Q2.3 Do you work on or off campus? (Check all that apply)

- ☐ On-campus – how many hours a week? (1) \_\_\_\_\_
- ☐ Off campus – how many hours a week? (2) \_\_\_\_\_
- ☐ I do not work on or off campus (3)

Q2.4 In an average semester, how frequently do you come to the Texas A&M - College Station campus?

- ☐ Never (1)
- ☐ Once or twice a semester (2)
- ☐ Once or twice a month (3)
- ☐ Once a week (4)
- ☐ Several times a week (5)
- ☐ Every day (6)

Q2.5 Residence:

- ☐ University-Owned Housing (e.g. campus residence halls, Garden Apartments, etc.) (1)
  - ☐ Off Campus - Where? (North Gate, Bryan, College Station, Houston, etc.): (2)
- 

Q2.6 Marital status:

- ☐ Divorced (1)
- ☐ Domestic partnership (2)
- ☐ Married (3)
- ☐ Single (4)
- ☐ Widowed (5)
- ☐ I prefer not to respond (6)

Q2.7 How many people do you live with (Check all that apply):

- ☐ Adult family (parents, grandparents, siblings, etc.): (1) \_\_\_\_\_
- ☐ Children: (2) \_\_\_\_\_
- ☐ I live alone (3)
- ☐ Roommates: (4)
- ☐ Spouse/partner (5)
- ☐ I prefer not to respond (6)

Q2.8 Citizenship status:

- ☐ Not a U.S. citizen or permanent resident (1)
- ☐ Permanent resident (2)
- ☐ U.S. citizen (3)
- ☐ I'm not comfortable responding (4)

Q2.9 Race/Ethnic Identification (Check all that apply):

- ☐ African-American/Black (1)
- ☐ Asian (2)
- ☐ Indian (3)
- ☐ Latina/o or Hispanic (4)
- ☐ Middle Eastern/Arab (5)
- ☐ Native American or Alaskan Native (6)
- ☐ Native Hawaiian or Other Pacific Islander (7)
- ☐ White (8)
- ☐ Not listed — please specify: (9) \_\_\_\_\_
- ☐ I prefer not to respond (10)

Q2.10 What religion or spiritual belief, if any, do you identify with (Check all that apply)?

- ☐ Agnostic (1)
- ☐ Atheist (2)
- ☐ Buddhist (3)
- ☐ Christian (4)
- ☐ Hindu (5)
- ☐ Jewish (6)
- ☐ Muslim (7)
- ☐ None (8)
- ☐ Not listed - please specify: (9) \_\_\_\_\_
- ☐ I prefer not to respond (10)



Q2.11 Gender:

- ☐ Female (1)
- ☐ Intersex (2)
- ☐ Male (3)
- ☐ Not listed - please specify: (4) \_\_\_\_\_
- ☐ I prefer not to respond (5)

Q2.12 What is your sexual orientation?

- ☐ Asexual (1)
- ☐ Bisexual/Pansexual (2)
- ☐ Heterosexual (3)
- ☐ Lesbian or gay (4)
- ☐ Queer (5)
- ☐ Questioning (6)
- ☐ Not listed - please specify: (7) \_\_\_\_\_
- ☐ I prefer not to respond. (8)

Q2.13 Do you identify yourself as a member of a traditionally underrepresented group at Texas A&M University? (Examples include but are not limited to: Age, gender, religious preference/spiritual belief, sexual orientation, citizenship, race/ethnicity, where you are from, disability status, etc.)

- ☐ Yes (1)
- ☐ No (2)
- ☐ I prefer not to respond (3)

Q2.14 Please feel free to provide more information about how you identify yourself:

Q3.1 Please indicate whether you agree that the following issues are problems at Texas A&M:

[illegible]



Q3.2 How frequently do you think the following issues occur at Texas A&M:

	Never occurs (1)	Occasionally occurs (2)	Frequently occurs (3)	Don't know if it occurs (4)
Race/ethnic discrimination (an action against someone based on race/ethnicity) occurs at Texas A&M. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender discrimination (an action against someone based on sex/gender identity) occurs at Texas A&M. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual orientation discrimination (an action against someone based on a gay, lesbian, bisexual or queer identity) occurs at Texas A&M. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Religious discrimination (an action against someone based on faith, beliefs) occurs at Texas A&M. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Discrimination against international students occurs at Texas A&M. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Discrimination against people with disabilities occurs at Texas A&M. (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q3.3 Please feel free to provide any comments or concerns regarding discrimination at Texas A&M.

Q3.4 In order to report specific incident of discrimination or harassment, please go to [stophate.tamu.edu](http://stophate.tamu.edu). If you have any questions and want to talk to someone about discrimination or harassment, please feel free to contact the Office of the Dean of Student Life at 845-3113.

Q3.5 Does diversity (for example: age, gender, religious preference/spiritual belief, sexual orientation, citizenship, race/ethnicity, where you are from, disability status, etc.) in the campus population benefit you personally?

- ☐ Yes (1)
- ☐ No (2)
- ☐ Depends (3)
- ☐ Don't know (4)

Answer If Does diversity (for example: age, gender, religious prefe... Yes Is Selected

Q3.6 Please feel free to explain how and why diversity in the campus population benefits you personally:

Answer If Does diversity (for example: age, gender, religious prefe... No Is Selected

Q3.7 Please feel free to explain why diversity in the campus population has no benefits for you personally:

Answer If Does diversity (for example: age, gender, religious prefe... Depends Is Selected

Q3.8 Please feel free to explain why "it depends" if diversity in the campus population benefits for you personally:

Answer If Does diversity (for example: age, gender, religious prefe... Don't know Is Selected

Q3.9 Please feel free to explain why you "don't know" if diversity in the campus population benefits for you personally:

Q3.10 Does diversity (for example: age, gender, religious preference/spiritual belief, sexual orientation, citizenship, race/ethnicity, where you are from, disability status, etc.) in the campus population benefit Texas A&M overall?

- ☐ Yes (1)
- ☐ No (2)
- ☐ Depends (3)
- ☐ Don't know (4)

Answer If Does diversity (for example: age, gender, religious prefe... Yes Is Selected

Q3.11 Please feel free to explain how and why diversity in the campus population benefits Texas A&M overall:

Answer If Does diversity (for example: age, gender, religious prefe... No Is Selected

Q3.12 Please feel free to explain why diversity in the campus population has no benefits for Texas A&M overall:

Answer If Does diversity (for example: age, gender, religious prefe... Depends Is Selected

Q3.13 Please feel free to explain why "it depends" if diversity in the campus population benefits Texas A&M overall:

Answer If Does diversity (for example: age, gender, religious prefe... Don't know Is Selected

Q3.14 Please feel free to explain why you "don't know" if diversity in the campus population benefits Texas A&M overall:

Q3.15 \*In the last year at Texas A&M, have you observed (i.e., something that happened to someone else) and/or experienced (i.e., something that happened to you) inappropriate behaviors or comments regarding (check all that apply):

- ☐ Age (1)
- ☐ Biological sex (2)
- ☐ Disability (3)
- ☐ Gender identity or expression (4)
- ☐ Language proficiency (5)
- ☐ Military experience/Veteran (6)
- ☐ Nationality/citizenship status (7)
- ☐ Political beliefs (8)
- ☐ Race/ethnicity (9)
- ☐ Religion/spiritual beliefs (10)
- ☐ Sexual orientation (11)
- ☐ Socioeconomic status (12)
- ☐ I have not observed/experienced any of the above in the last year at Texas A&M. (13)

If I have not observed/experie... Is Selected, Then Skip To End of Block



### Q3.16 Frequency Observing/Experiencing Inappropriate Behaviors

\*In the last year at Texas A&M, have you observed (i.e., something that happened to someone else) and/or experienced (i.e., something that happened to you) inappropriate behaviors or comments regarding (check all that apply):

[illegible]

Race/ethnicity (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Religion/spiritual beliefs (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual orientation (11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Socioeconomic status (12)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have not observed/experienced any of the above in the last year at Texas A&M. (13)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q4.1 \*For each of the statements below, please consider your personal experiences on campus in the past year. In the past year, at Texas A&M, people...

- ☐ Act as a barrier to resources (1)
- ☐ Don't understand my experience (2)
- ☐ Doubt my judgment on a matter over which I have responsibility (3)
- ☐ Dismiss my experiences (4)
- ☐ Exclude me (5)
- ☐ Interrupt or speak over me (6)
- ☐ Make assumptions about my intelligence or abilities (7)
- ☐ Make demeaning or derogatory remarks about me (8)
- ☐ Make me feel like I don't belong at Texas A&M (9)
- ☐ Make jokes about me (10)
- ☐ Prevent me from succeeding (11)
- ☐ Publicly humiliate me (12)
- ☐ Put me down or were condescending to me (13)
- ☐ Show little interest in my opinions (14)
- ☐ Talk about me behind my back (15)
- ☐ Treat me as if I am invisible (16)
- ☐ I have not observed/experienced any of the above in the last year at Texas A&M. (17)

If I have not observed/experie... Is Selected, Then Skip To In the past year at Texas A&M, ho...



Q4.2 In the past year at Texas A&M, how frequently have you experienced people who ... ?

	Daily (4)	Weekly (4)	Monthly (3)	A few times a year (2)	Once a year (1)
Act as a barrier to resources (x1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Don't understand my experience (x2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Doubt my judgment on a matter over which I have responsibility (x3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dismiss my experiences (x4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Exclude me (x5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interrupt or speak over me (x6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Make assumptions about my intelligence or abilities (x7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Make demeaning or derogatory remarks about me (x8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Make me feel like I don't belong at Texas A&M (x9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Make jokes about me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

(x10)					
Prevent me from succeeding (x11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Publicly humiliate me (x12)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Put me down or were condescending to me (x13)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Show little interest in my opinions (x14)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Talk about me behind my back (x15)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Treat me as if I am invisible (x16)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have not observed/experienced any of the above in the last year at Texas A&M. (x17)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q4.3 Where and from whom have you experienced incivility and/or microaggression (subtle, indirect, or easily rationalized expressions of prejudice) at Texas A&M in the past year ... ?

[illegible]



Talk about me behind my back (15)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Treat me as if I am invisible (16)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have not observed/experienced any of the above in the last year at Texas A&M. (17)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q4.4 Please feel free to explain your experiences with incivility and/or microaggression (subtle, indirect, or easily rationalized expressions of prejudice) at Texas A&M:

Q4.5 In order to report specific incident of discrimination or harassment, please go to [stophate.tamu.edu](http://stophate.tamu.edu). If you have any questions and want to talk to someone about discrimination or harassment, please feel free to contact the Office of the Dean of Student Life at 845-3113.



Q4.6 In the past year at Texas A&M, how often have you experienced a concern for your personal safety...?

	Daily (5)	Weekly (4)	Monthly (3)	A few times a year (2)	Never (1)	Not applicable (6)
Parking area on campus (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
On campus (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In the Northgate business/residential area (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your own residential area (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q4.7 Please feel free to explain your issues with personal safety on the Texas A&M campus:

Q4.8 Overall, how would you rate your ... ?

	Excellent (5)	Good (4)	Average (3)	Below Average (2)	Poor (1)
Physical health (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Emotional well-being (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q4.9 Beyond your workload (courses, working, student organization involvement, etc.), how stressful is the Texas A&M University environment to you?

- ☐ Not at all stressful (1)
- ☐ Somewhat stressful (2)
- ☐ Very stressful (3)

Q4.10 Generally, at Texas A&M, I feel the need to minimize various characteristics of my identity (e.g. language, dress, beliefs, etc.) to fit in ...

	Strongly agree (5)	Agree (4)	Neither agree nor disagree (3)	Disagree (2)	Strongly disagree (1)	I don't know (6)	Not applicable (7)
With my classmates (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In my major (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In my student organization(s) (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
With my friends (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q4.11 Please feel free to explain your experiences with stress in the Texas A&M environment:

Q5.1 STUDENT ORGANIZATION INVOLVEMENT While you have been enrolled at Texas A&M, have you ever been or are you currently involved in: (Check all that apply)

- ☐ Academic/professional organization(s) (1)
- ☐ The Corps of Cadets (2)
- ☐ Cultural/Identity-based council(s)/organizations (3)
- ☐ Greek sorority/fraternity (4)
- ☐ Learning community (5)
- ☐ MSC committee/group (6)
- ☐ Residence hall group (7)
- ☐ SGA, Senate, or SGA committee or group (8)
- ☐ Other student organization(s) not listed above (9) \_\_\_\_\_
- ☐ I have not been involved in any student organization at Texas A&M. (10)

If I have not been involved in... Is Selected, Then Skip To INVOLVEMENT IN TEXAS A&M TRADITIO...

Q5.2 Why did you join the student organization(s) below (Check all that apply)?

	Reason(s) for joining student organization(s)					Other
	Planning to apply to graduate school (1)	Building my resume (2)	Socializing with friends (3)	Serving the community (4)	Developing new skills (5)	Please explain: (1)
Academic/professional organization(s) (1)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
The Corps of Cadets (2)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Cultural/Identity-based council(s)/organizations (3)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Greek sorority/fraternity (4)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Learning community (5)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
MSC committee/group (6)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Residence hall group (7)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
SGA, Senate, or SGA committee or group (8)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Other student organization(s) not	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

listed above (9)						
I have not been involved in any student organization at Texas A&M. (10)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

Q5.3 Please feel free to explain how your involvement in student organization(s) have impacted your Texas A&M experience:

Q5.4 INVOLVEMENT IN TEXAS A&M TRADITIONS & EVENTS Since you have been at Texas A&M, which Aggie tradition(s)/event(s) have you participated in? (Check all that apply)

- ☐ 12th Man (Aggie Athletic events) (1)
- ☐ Big Event (2)
- ☐ Boot Dance (3)
- ☐ Elephant Walk (4)
- ☐ Junior E-Walk (5)
- ☐ Muster (6)
- ☐ Parent's weekend (7)
- ☐ Purchased/received an Aggie Ring (8)
- ☐ Ring Dance (9)
- ☐ Silver Taps (10)
- ☐ Yell Practice (11)
- ☐ Not listed: (12) \_\_\_\_\_
- ☐ None (13)

Q5.5 Please provide any comments or concerns you have about participating in Aggie Traditions:

Q5.6 INVOLVEMENT IN HIGH IMPACT LEARNING PRACTICES Since you have been at Texas A&M, have you participated in? (Check all that apply)

- ☐ Arts and cultural events (1)
- ☐ Capstone Courses/Projects (2)
- ☐ Internships /cooperative education (getting course hours for work) (3)
- ☐ First year seminars and experiences (4)
- ☐ Honors courses (5)
- ☐ Learning communities (6)
- ☐ Working with groups in the classroom (7)
- ☐ Working with groups in your student organization(s) (8)
- ☐ Programs on diversity (9)
- ☐ Service learning (10)
- ☐ Study abroad (11)
- ☐ Undergraduate research (12)
- ☐ Writing-intensive courses (13)
- ☐ None (14)

Q5.7 Please provide any comments or concerns you have had accessing learning opportunities at Texas A&M.

Q5.8 Overall, based on your experiences at Texas A&M, are you ... ?

	Yes (1)	Depends (2)	No (3)	Don't know (4)
Glad that you attended Texas A&M? (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Prepared for your future career? (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Planning to graduate from Texas A&M? (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q5.9 Please feel free to explain any comments/concerns you have regarding your experiences at Texas A&M: