

1. Welcome

Dear Faculty Member,

Kathryn Borman and the Alliance for the Advancement of Florida's Academic Women in Chemistry and Engineering (AAFAWCE) designed the following survey to give us an understanding of your experiences with recruitment, mentorship, the tenure process and leadership advancement at your institution. We received funding for this survey from the National Science Foundation.

Your responses to the survey will only be seen by the Principal Investigator and identified members of the research team who have received USF IRB approval for this specific purpose. To assure confidentiality, you will be assigned an identifier prior to the analysis of your responses. This analysis of the survey data will inform the AAFAWCE's development of recruitment practices and mentorship workshops at your institution.

You will be reimbursed for your participation in this survey with a \$20 money order which can be deposited into your bank account or cashed at designated locations such as Wal-Mart. You will be required to provide your mailing address on completion of the survey. The \$20 money order will be mailed to this address.

We thank you for responding to our survey, and for participating in this exciting new research study! We look forward to reading your responses.

We have human subjects approval from the University of South Florida (USF) dated 12/04/09. The informed consent form is on the next page. Only proceed with the survey if you give your consent.

It should take approximately 30 minutes to complete the survey. Please be forthright in your responses and provide descriptive answers where applicable. Thank you.

Sincerely,

Kathryn M. Borman, Ph.D.
University of South Florida

2. Informed Consent to Participate in Research

Informed Consent to Participate in Research Information to Consider Before Taking Part in this Research Study

USF IRB Study # 108476

Researchers at the University of South Florida (USF), Florida State University (FSU), Florida International University (FIU), University of Florida (UF), and Florida Agricultural and Mechanical University (FAMU) study many topics. To do this, we need the help of people who agree to take part in a research study. This form tells you about this research study. We are asking you to take part in a research study that is called:

Alliance for the Advancement of Florida's Academic Women in Chemistry and Engineering (AAFAWCE)

The person who is in charge of this research study at the lead institution, the University of South Florida, is Kathryn Borman. This person is called the Principal Investigator. However, other research staff may be involved and can act on behalf of the person in charge.

This survey is being administered online. This research is being paid for by the National Science Foundation.

Purpose of the study

The purpose of this study is to examine factors that influence satisfaction with recruitment, mentoring, tenure process and leadership advancement efforts at each institution. These data will inform the activities developed and implemented by Alliance for the Advancement of Florida's Academic Women in Chemistry and Engineering. These activities are intended to increase the number of women in STEM careers, improve retention of women and build leadership skills for STEM women on faculty at USF, UF, FIU, FSU, and FAMU.

Study Procedures

You will respond to the survey questions.

Confidentiality: You will not be identified by name. Researcher will assign you an identifier prior to data analysis to guarantee confidentiality.

Alternatives

You have the alternative to choose not to participate in this research study.

Benefits

You individually will not be receiving any direct benefits from participating in this survey. However your responses will provide us with valuable data to meet the overall goals of our research project.

Risks or Discomfort

This research is considered to be minimal risk. That means that the risks associated with this study are the same as what you face every day. There are no known additional tasks to those who take part in this study.

Compensation

You will receive a \$20 money order for responding to this survey.

3. Confidentiality

Confidentiality

Your privacy and research records will be kept confidential to the extent of the law. Authorized research personnel, employees of the Department of Health and Human Services, and the USF Institutional Review Board and its staff, and any other individuals acting on behalf of USF may inspect the records from this research project. By law, anyone who looks at your records must keep them completely confidential. The only people who will be allowed to see these records are:

1. Kathryn M. Borman, Will Tyson, Chrystal Smith, Vanessa Martinez, and Jaime Davis
2. Certain government and university people who need to know more about the study. For example, individuals who provide oversight on this study may need to look at your records.

This is done to make sure that we are doing the study in the right way. They also need to make sure that we are protecting your rights and your safety.) These include:

- a. The University of South Florida Institutional Review Board (IRB) and the staff that work for the IRB. Other individuals who work for USF that provide other kinds of oversight may also need to look at your records.
- b. The Department of Health and Human Services (DHHS).
- c. People at the National Science Foundation who paid for this study may look at the study records.

The results of this study may be published. However, the data obtained from you will be combined with data from others in the publication. The published results will not include your name or any other information that would personally identify you in any way. Confidentiality of records will be maintained by assigning participant code numbers. Recordings, transcripts, and other identifiers will be kept in a locked drawer in a secure office and on a secure computer hard drive.

Voluntary Participation / Withdrawal

You should only take part in this study if you want to volunteer. You should not feel that there is any pressure to take part in the study, to please the investigator or the research staff. You are free to participate in this research or withdraw at any time. You do not have to answer any question that makes you feel uncomfortable. There will be no penalty or loss of benefits you are entitled to receive if you stop taking part in this study. Your decision to participate or not to participate will not affect your employment status.

Questions, concerns, or complaints

If you have any questions, concerns or complaints about this study, call Dr. Kathryn Borman at the University of South Florida in Tampa (877) 848-7219.

If you have questions about your rights as a participant in this study, general questions, or have complaints, concerns or issues you want to discuss with someone outside the research, call the Division of Research Integrity and Compliance of the University of South Florida at (813) 974-9343.

If you experience an unanticipated problem related to the research call Dr. Kathryn Borman at the University of South Florida in Tampa (813) 974-9058.

Consent to Take Part in this Research Study

I freely give my consent to take part in this study. I have read and accept this consent form. I understand that by reading this consent form and proceeding to respond to this survey, I am giving my consent.

4. Hiring Process

We are interested in identifying what makes your university attractive to job applicants, and the aspects of the hiring process that may be experienced positively or negatively. Please think back to when you first were hired into a faculty position at your university to answer the following questions.

1. Please rate your level of agreement with these statements about the hiring process. If you were hired into more than one department or unit, please answer for the department or unit that you consider to be your primary department or unit.

	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly	N/A
I was satisfied with the hiring process overall.	jn	jn	jn	jn	jn
The department did its best to obtain resources for me.	jn	jn	jn	jn	jn
Faculty in the department made an effort to meet me.	jn	jn	jn	jn	jn
My interactions with the search committee were positive.	jn	jn	jn	jn	jn
I received advice from a colleague/mentor on the hiring process.	jn	jn	jn	jn	jn
I negotiated successfully for what I needed including space.	jn	jn	jn	jn	jn
I was naïve about the negotiation process.	jn	jn	jn	jn	jn
I was pleased with my start up package.	jn	jn	jn	jn	jn
I was assigned a mentor in my department or college.	jn	jn	jn	jn	jn

2. What were the most important factors that positively influenced your decision to accept a position at your current university? Check all that apply.

- | | |
|---|---|
| <input type="checkbox"/> Prestige of university | <input type="checkbox"/> Support for research/creative activity |
| <input type="checkbox"/> Prestige of department/unit/lab | <input type="checkbox"/> Salary and benefits |
| <input type="checkbox"/> Geographic location | <input type="checkbox"/> Colleagues in department/unit/lab |
| <input type="checkbox"/> Opportunities available for spouse/partner | <input type="checkbox"/> Climate of department/unit/lab |
| <input type="checkbox"/> Research opportunities | <input type="checkbox"/> Climate for women |
| <input type="checkbox"/> Community resources and organizations | <input type="checkbox"/> Climate for faculty of color |
| <input type="checkbox"/> Quality of public schools | <input type="checkbox"/> Quality of students |
| <input type="checkbox"/> Teaching opportunities | <input type="checkbox"/> None |

Other (please specify)

3. What were the most important factors that negatively influenced your decision to accept a position at your university? Check all that apply.

- | | |
|---|---|
| <input type="checkbox"/> Lack of prestige of university | <input type="checkbox"/> Lack of support for research/creative activity |
| <input type="checkbox"/> Lack of prestige of department/unit/lab | <input type="checkbox"/> Poor salary and benefits |
| <input type="checkbox"/> Poor geographic location | <input type="checkbox"/> Colleagues in department/unit/lab |
| <input type="checkbox"/> Lack of opportunities available for spouse/partner | <input type="checkbox"/> Poor climate of department/unit/lab |
| <input type="checkbox"/> Lack of research opportunities | <input type="checkbox"/> Poor climate for women |
| <input type="checkbox"/> Lack of community resources and organizations | <input type="checkbox"/> Poor climate for faculty of color |
| <input type="checkbox"/> Poor quality of public schools | <input type="checkbox"/> Poor quality of students |
| <input type="checkbox"/> Expected teaching load | <input type="checkbox"/> None |

Other (please specify)

5. The Tenure Process

1. Please indicate your employment status:

- Untenured in a tenure-track position
 Received tenure at current university
 Untenured in a non-tenure-track position
 Received tenure at previous university

2. In what year did you receive tenure, or do you expect to be considered for tenure?

3. Please indicate your level of agreement with the following statements regarding your experience with the tenure process in your primary unit or department.

	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly	N/A
I am/was satisfied with the tenure process overall.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I understand/understood the criteria for achieving tenure.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The requirements/standards for tenure (e.g., level of scholarship, teaching requirements, and service requirements) are reasonable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I receive/d feedback on my progress toward tenure.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel/felt supported in my advancement to tenure.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I receive/d reduced responsibilities so that I could build my research program.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was told about assistance available to pre-tenure faculty (e.g., workshops, mentoring).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My senior advisor/mentor committee is/was very helpful to me in working toward tenure.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am receiving/have received mixed messages about the requirements for tenure from senior colleagues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

I feel there is/was a strong fit between the way I do/did research, teaching and service, and the way it is/was evaluated for tenure.

jn

jn

jn

jn

jn

Tenure decisions are based primarily on performance, rather than on politics, relationships or demographics.

jn

jn

jn

jn

jn

4. Have you ever extended or reset your tenure clock?

Yes

No, but I have wanted to

No

5. Why did you want to extend tenure?

6. If you extended or reset your tenure clock at your university, how supportive was your department?

Extremely Supportive

Generally Supportive

Generally
Unsupportive

Extremely
Unsupportive

6. Professional Activities

We are interested in a number of dimensions of the work environment for faculty at your university including work hours and your feelings about research resources, service responsibilities, and interactions with colleagues.

1. Appointment type?

12-Month

9-Month

Other

2. How much do you agree or disagree with the following statements about the resources available to you?

	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly	N/A
I have the equipment and supplies I need to adequately conduct my research.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I receive regular maintenance/upgrades of my equipment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have sufficient office space.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have sufficient laboratory/studio space.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I receive enough internal funding to conduct my research.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I receive the amount of technical/computer support I need.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have enough office support.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have colleagues on campus who do similar research.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have colleagues or peers who give me career advice or guidance when I need it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have sufficient teaching support (including T.A.s).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have sufficient clinical support.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3. Do you currently collaborate, or have you collaborated on research with colleagues...

	Yes	No
In your primary department?	<input type="checkbox"/>	<input type="checkbox"/>
Outside your department, but on your university campus?	<input type="checkbox"/>	<input type="checkbox"/>
Off your university campus?	<input type="checkbox"/>	<input type="checkbox"/>

4. Please indicate whether you have ever served on, or chaired, any of the following committees in the university? (please check all that apply)

	Served	Chaired	NA
Space	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Salaries	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Promotion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Faculty search	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Curriculum (graduate and/or undergraduate)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Graduate admissions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Diversity committees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Awards	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

5. Please indicate whether you currently hold, or have held any of the following positions at your university? (only check all that apply)

	Currently Hold or Have Held
Assistant or Associate Chair	<input type="checkbox"/>
Department Chair	<input type="checkbox"/>
Assistant or Associate Dean	<input type="checkbox"/>
Dean	<input type="checkbox"/>
Director of center/institute	<input type="checkbox"/>
Section/area head	<input type="checkbox"/>
Principal Investigator on a research grant	<input type="checkbox"/>
Principal Investigator on an educational grant	<input type="checkbox"/>
Co-Principal Investigator on a research grant	<input type="checkbox"/>
Co-Principal Investigator on an educational grant	<input type="checkbox"/>
Other (please specify)	<input type="text"/>

6. Have you held any of the following leadership positions outside your university?

	Yes	No	No, but not interested
President or high-level leadership position in a professional association or organization?	jñ	jñ	jñ
Executive board member in a professional association or organization?	jñ	jñ	jñ
President or high-level leadership position in a service organization (including community service)?	jñ	jñ	jñ
Executive board member in a service organization (including community service)?	jñ	jñ	jñ
Chair of a major committee in a professional organization or association?	jñ	jñ	jñ
Editor of a journal?	jñ	jñ	jñ
Editorial board member of a journal?	jñ	jñ	jñ
Member of a national commission or panel?	jñ	jñ	jñ

7. Do you have an interest in taking on any formal leadership positions at your university (e.g., dean, chair, director of center/institute, section/area head)?

jñ Yes

jñ No

8. How much do you agree or disagree with the following statements about your interactions with colleagues and others in your primary department/unit? Please answer using the department or unit that you consider to be your primary department or unit.

	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly
I am treated with respect by colleagues.	10	10	10	10
I am treated with respect by students.	10	10	10	10
I am treated with respect by staff.	10	10	10	10
I am treated with respect by my department chair.	10	10	10	10
I feel excluded from an informal network in my department.	10	10	10	10
I am reluctant to bring up issues that concern me about the behavior of my departmental colleagues for fear it might affect my reputation or advancement.	10	10	10	10
Colleagues in my department solicit my opinion about work-related matters (such as teaching, research, and service).	10	10	10	10
In my department, I feel that my research is considered mainstream.	10	10	10	10
I feel that my colleagues value my research.	10	10	10	10
I have to work harder than my departmental colleagues to be perceived as a legitimate scholar.	10	10	10	10
I do a great deal of work that is not formally recognized by my department.	10	10	10	10
I feel like I "fit" in my department.	10	10	10	10
I feel isolated in my department.	10	10	10	10
I feel isolated on the my university campus overall.	10	10	10	10

9. How much do you agree or disagree with the following statements about your participation in the decision-making process in your primary department/unit?

	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly
I feel like a full and equal participant in the problem-solving and decision-making.	jn	jn	jn	jn
I have a voice in how resources are allocated.	jn	jn	jn	jn
Meetings allow for all participants to share their views.	jn	jn	jn	jn
Committee assignments are rotated fairly to allow for participation of all faculty.	jn	jn	jn	jn
My department chair involves me in decision-making.	jn	jn	jn	jn

10. Climate can be defined as the following:

Behaviors within a workplace or learning environment, ranging from subtle to cumulative to dramatic, that can influence whether an individual feels personally safe, listened to, valued, and treated fairly and with respect.

Please rate the climate in your primary department.

	Very Positive	Positive	Neutral	Negative	Very Negative
Climate Rating	jn	jn	jn	jn	jn

7. Satisfaction with your University

We would like to know how you feel about your university in general.

1. How satisfied are you, in general, with your job at your university?

Very Satisfied Somewhat Satisfied Somewhat Dissatisfied Very Dissatisfied

2. How satisfied are you, in general, with the way your career has progressed at your university?

Very Satisfied Somewhat Satisfied Somewhat Dissatisfied Very Dissatisfied

3. If I had it to do over again, I would accept my current position.

Strongly Agree Somewhat Agree Somewhat Disagree Strongly Disagree

4. If a candidate for a tenure-track faculty position asked you about your department as a place to work, you would:

Strongly recommend your department as a place to work.

Recommend your department with reservations.

Not recommend your department as a place to work.

5. What factors contribute most to your satisfaction at your university?

6. What factors detract most from your satisfaction at your university?

7. Have you considered leaving your university in the past three years?

Yes (Continue to next question)

No (Continue to next page)

8. How seriously have you considered leaving your university?

Not Very Seriously

Somewhat Seriously

Quite Seriously

Very Seriously

9. What factors contributed to your consideration to leave your university?

10. What factors contributed to your consideration to stay at your university?

8. Institutional and Departmental Climate Change

Your University is continually working to improve the working, teaching, and learning climate for all University employees and students. We are interested to know to the extent to which you have seen or experienced change in the following areas in the past three years.

1. Since you were hired at your current university, how has the climate changed, if at all, for the following individuals or areas?

	Significantly More Positive	Somewhat More Positive	Stayed the Same	Somewhat More Negative	Significantly More Negative	Don't Know
For me personally on campus	jn	jn	jn	jn	jn	jn
For me personally in my department	jn	jn	jn	jn	jn	jn
For other faculty in my department	jn	jn	jn	jn	jn	jn
For staff in my department	jn	jn	jn	jn	jn	jn
For women faculty on campus	jn	jn	jn	jn	jn	jn
For women staff on campus	jn	jn	jn	jn	jn	jn
For faculty of color on campus	jn	jn	jn	jn	jn	jn
For staff of color on campus	jn	jn	jn	jn	jn	jn
On your university campus, overall	jn	jn	jn	jn	jn	jn

2. If you believe climate has changed in one or more of these areas, to what do you attribute these changes?

9. Your Universities Programs and Resources

Your university has implemented a number of programs designed to improve the working environments of faculty. In the questions below, please help us to evaluate some of these campus-wide initiatives.

1. How valuable is each program? Please rate on a scale of 1 to 4 (whether or not you have used it).

Have you ever used or participated in this program?

Extension of the tenure clock	<input type="text"/>	<input type="text"/>
Dual Career Hiring Program	<input type="text"/>	<input type="text"/>
Workshops for Search Committees	<input type="text"/>	<input type="text"/>
Family Leave	<input type="text"/>	<input type="text"/>
New Faculty Workshops	<input type="text"/>	<input type="text"/>
Sexual Harassment Information Sessions	<input type="text"/>	<input type="text"/>

10. Sexual Harassment

Florida Department of Education defines sexual harassment as "Unwanted or repeated verbal or physical sexual behavior that is offensive and objectionable to the recipient, causes discomfort or humiliation or creates a hostile environment. Please use this definition as you answer the next two questions.

1. Using this definition, have you ever personally experienced sexual harassment at your current university?

Never 1 to 2 times 3 to 5 times More than 5 times

2. Please indicate your level of agreement with the following statements about sexual harassment at your university.

	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly	Don't Know
Sexual harassment is taken seriously on campus.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual harassment is a big problem on campus.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know the steps to take if a person comes to me with a problem with sexual harassment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The process for resolving complaints about sexual harassment at your university is effective.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

11. Balancing Personal and Professional Life

We would like to know more about your family living arrangements and the extent to which faculty at your university are able to balance their professional and personal lives.

1. What is your current marital or cohabitation status?

I am married or partnered and I live with my spouse/partner. ---> Go to question 2

I am married or partnered, but we reside in different locations. ---> Go to question 2

I am single (am not married and am not partnered).---> Go to question 3

2. What is your spouse or partner's current employment status?

Full-time

Part-time

Not employed

Retired

3. Do you have any children?

Yes ---> Go to question 4

No ---> Go to question 5

4. Living arrangements and ages of children:

	Living With Me Full Time	Living With Me Part Time	Not Living With Me	No Children In Age Range
Preschool aged children (ages 0 – 5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
School aged children (ages 6 – 18)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Older children (age 19 and older)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly	N/A
I am usually satisfied with the way in which I balance my professional and personal life.	jn	jn	jn	jn	jn
I have seriously considered leaving my university in order to achieve better balance between work and personal life.	jn	jn	jn	jn	jn
I often have to forgo professional activities (e.g., sabbaticals, conferences) because of personal responsibilities.	jn	jn	jn	jn	jn
Personal responsibilities and commitments have slowed down my career progression.	jn	jn	jn	jn	jn
Working long hours is an important sign of commitment in my department.	jn	jn	jn	jn	jn

6. Please indicate how much you agree or disagree with the following statements regarding your department/unit's support of family obligations. If you have an appointment in more than one department or unit, please answer the following questions using the department or unit that you consider to be your primary department or unit.

	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly	Don't Know
Most faculty in my department are supportive of colleagues who want to balance their family and career lives.	jn	jn	jn	jn	jn
It is difficult for faculty in my department to adjust their work schedules to care for children or other family members.	jn	jn	jn	jn	jn
Department meetings frequently occur early in the morning or late in the day.	jn	jn	jn	jn	jn
The department communicates the options available for faculty who have a new baby.	jn	jn	jn	jn	jn
The department is supportive of family leave.	jn	jn	jn	jn	jn
Faculty who have children are considered to be less committed to their careers.	jn	jn	jn	jn	jn

7. Please rate the following:

	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly	Don't know
I am satisfied with opportunities to collaborate with faculty in other units at my university.	jn	jn	jn	jn	jn
I have stress caused by departmental or campus politics.	jn	jn	jn	jn	jn
I feel I am ignored in my department/unit.	jn	jn	jn	jn	jn
I can navigate the unwritten rules concerning how one is expected to conduct oneself as a faculty member.	jn	jn	jn	jn	jn
I am considering leaving the university to find a more supportive work environment.	jn	jn	jn	jn	jn

8. Using your own definition of 'burnout', check the item that describes you most of the time:

I enjoy my work. I have no symptoms of burnout.

Occasionally I am under stress, and I don't always have as much energy as I once did, but I don't feel burned out.

I am definitely burning out and have one or more symptoms of burnout, such as physical and emotional exhaustion.

The symptoms of burnout that I am experiencing won't go away. I think about frustrations at work a lot.

I feel completely burned out and wonder if I can go on. I am at the point where I may need some changes or may need to seek some sort of help.

9. What could be changed about the culture of your university that would lower the stress on the faculty?

12. Diversity Issues

1. With respect to the recruitment of, climate for, and leadership of women faculty, how much would you agree or disagree with the following statements about your primary department/unit?

	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly	Don't Know
There are too few women faculty in my department.	jn	jn	jn	jn	jn
My department has identified ways to recruit women faculty.	jn	jn	jn	jn	jn
My department has actively recruited women faculty.	jn	jn	jn	jn	jn
The climate for women in my department is good.	jn	jn	jn	jn	jn
My department has identified ways to enhance the climate for women.	jn	jn	jn	jn	jn
My department has taken steps to enhance the climate for women.	jn	jn	jn	jn	jn
Women in my department must work harder than men to convince colleagues of their competence.	jn	jn	jn	jn	jn
My department has too few women faculty in leadership positions.	jn	jn	jn	jn	jn
My department has identified ways to move women into leadership positions.	jn	jn	jn	jn	jn
My department has made an effort to promote women into leadership positions.	jn	jn	jn	jn	jn

2. With respect to the recruitment of, climate for, and leadership of underrepresented minority faculty, how much would you agree or disagree with the following statements about your primary department/unit?

	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly	Don't Know
There are too few underrepresented minority faculty in my department.	jn	jn	jn	jn	jn
My department has identified ways to recruit underrepresented minority faculty.	jn	jn	jn	jn	jn
My department has actively recruited underrepresented minority faculty.	jn	jn	jn	jn	jn
The climate for underrepresented minority faculty in my department is good.	jn	jn	jn	jn	jn
My department has identified ways to enhance the climate for underrepresented minority faculty.	jn	jn	jn	jn	jn
My department has taken steps to enhance the climate for underrepresented minority faculty.	jn	jn	jn	jn	jn
Underrepresented minority faculty in my department must work harder than majority faculty to convince colleagues of their competence.	jn	jn	jn	jn	jn
My department has too few underrepresented minority faculty in leadership positions.	jn	jn	jn	jn	jn
My department has identified ways to move underrepresented minority faculty into leadership positions.	jn	jn	jn	jn	jn
My department has made an effort to promote underrepresented minority faculty into leadership positions.	jn	jn	jn	jn	jn

3. How much do you agree or disagree with the following statements about commitment to diversity at your university?

	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly
Commitment to diversity is demonstrated in my department.	jn	jn	jn	jn
Commitment to diversity is demonstrated in my school/college.	jn	jn	jn	jn
Commitment to diversity is demonstrated at my university.	jn	jn	jn	jn

14. Thank you for your time!

Thank you taking the time to respond to this survey. Your responses are invaluable and will contribute to our ADVANCE-PAID activities which will provide female STEM faculty with career advancement training and mentorship as well as help us develop strategies to improve the diversity of your institution's recruitment practices.

1. To receive your \$20 money order as compensation for participating in this survey, please enter your mailing address below. This information will be kept confidential and will be deleted once the money order has been sent.

Name:	<input type="text"/>
Company:	<input type="text"/>
Address:	<input type="text"/>
Address 2:	<input type="text"/>
City/Town:	<input type="text"/>
State:	<input type="text"/>
ZIP/Postal Code:	<input type="text"/>
Country:	<input type="text"/>
Email Address:	<input type="text"/>
Phone Number:	<input type="text"/>