Block 1. Consent

University of Cincinnati LEAF Planning Survey, 2016

As part of the NSF funded UC-LEAF initiative to enhance the diversity and quality of UC STEM faculty and their work environment, we are seeking the assistance of all teaching, research, and clinical faculty (excepting course adjuncts). This is an institutional research project in which we are assessing specific aspects of faculty experiences at UC such as climate, diversity, civility, and the hiring and promotion process and policies. The information from this survey will be used to inform strategic program and policy decisions, and to improve the campus work environment for all members of the UC community. Your input is therefore critical and would be greatly appreciated and valued.

Your participation in this confidential survey is strictly voluntary. You may refuse to participate, refuse to answer certain questions or discontinue participation at any time without penalty. Refusal to participate will not affect your employment in any way. For most of you, the survey will require only about 15 minutes of your time. All information and responses will be kept strictly confidential. Data will be processed by the Discovery Center staff, external evaluation team of the LEAF project, at Miami University. Data gathered from the survey will be summarized and presented in aggregate. No results will be presented for any subgroup of respondents with less than 8 people, so that no single individual or small subgroup of respondents can be identified.

Participation in this study does not involve any known physical, financial, emotional or legal risk to you. You will not receive financial compensation for participation but your responses will contribute to improved faculty diversity, quality and work environments.

You are welcome to contact Dr. Sarah B. Woodruff, the Director of Discovery Center, at any time if you have questions about the survey, at 513-529-1686 or by email at sbwoodruff@MiamiOH.edu. You may also contact other UC-LEAF project staff, including Professors Valerie Hardcastle (hardcave@ucmail.uc.edu), Stacie Furst Holloway (furstsue@ucmail.uc.edu), Steven Howe (howersr@ucmail.uc.edu), Rachel Kallen (kallennr@ucmail.uc.edu), Farrah Jacquez (farrah.jacquez@uc.edu), or James Mack (james.mack@uc.edu).

Thank you very much for taking the time to help us prioritize action planning for UC faculty.

By selecting yes below and then proceeding with the survey, you are voluntarily consenting to participate in the survey and allowing your responses to be used for institutional research purposes.

- Yes, I voluntarily agree to participate in this survey and allow my anonymous responses to be used for institutional research purposes.
- No, I do not wish to participate in this survey.

* You chose not to participate in this survey, is this correct?

- Yes, I want to close this page.
- No. I changed my mind and I want to complete this survey (This will lead you to the beginning of this survey).

Block 2. UC AP Survey: Questions for All Faculty

Clinical faculty in the College of Medicine should respond to all of the questions in the survey in terms of their academic positions only

Priorities for Career Success

1). Please rate your current level of satisfaction with each of the 13 items below. Then please check (on the right side of the page) those few that you consider to be the most critically important to you. You may check as many as you wish, but the fewer you check, the more influence your selections will have on the results. We suggest you aim for no more than four.

<table>
<thead>
<tr>
<th></th>
<th>Very Satisfied</th>
<th>Dissatisfied</th>
<th>Neutral</th>
<th>Satisfied</th>
<th>Very Satisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>Resources to help me succeed as a teacher</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Resources to help me succeed as a researcher</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Confidence, Engagement, and Intentions to Stay

1). Please rate your level of agreement with the following statements.

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neither Agree nor Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am confident that I can have a successful academic career at UC.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>UC is a good fit for me in terms of my interests and aspirations.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I am engaged in my work.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I am committed to my job.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I expect to still be employed at UC in five years.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I am proud to work at UC.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

2). Compared to two years ago, I am ___ to be working at UC.

- Much prouder
- Prouder
- About as proud
- Less proud
- Much less proud

UC Climate

1). Please rate your level of agreement with the following statements.

Decision-making in my department is done transparently.

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neither Agree nor Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>
I actively participate in decision-making in my department.

I have sometimes felt uncomfortable speaking up when I had something to contribute to discussions in my department.

I am treated respectfully even when I disagree with my colleagues.

I am treated respectfully by students.

Colleagues respect my professional interests.

2). How many of the people in your academic unit do you believe each of the following statements is true of?

Diversity has many components, including race, ethnicity, national origin, gender, gender identity and expression, age, socioeconomic status, family structure, sexual orientation, disability, and religion.

Minority faculty refers to faculty who do not identify as white in terms of race, ethnicity, or national origin.

<table>
<thead>
<tr>
<th>Only a Few of Them</th>
<th>Some of Them</th>
<th>Most of Them</th>
<th>Nearly All of Them</th>
<th>I Do Not Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Colleagues appreciate the importance of faculty diversity.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Colleagues actively work to improve faculty diversity.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Colleagues are committed to helping women faculty succeed.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Colleagues are committed to helping minority faculty succeed.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Colleagues speak out in response to sexist, racist, or other discriminatory behaviors that they witness or are made aware of.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Colleagues strive to counter the effects of implicit biases on decision-making.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

3). Balance between work life and personal life.

I am happy with the balance I have achieved between my work interests and responsibilities and my outside interests and responsibilities.

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neither Agree nor Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
</table>

UC Culture

1). Please rate how satisfied you are with the extent to which UC is demonstrating through its policies and practices that it values each of the following. Then please check (on the right side of the page) those few that you consider to be the most critically important to you. You may check as many as you wish, but the fewer you check, the more influence your selections will have on the results. We suggest you aim for no more than three.

<table>
<thead>
<tr>
<th>Satisfaction</th>
<th>Those of Critical Importance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very Dissatisfied</td>
<td>Dissatisfied</td>
</tr>
<tr>
<td>1. Research with non-academic partners</td>
<td>○</td>
</tr>
<tr>
<td>2. Research on teaching and learning</td>
<td>○</td>
</tr>
<tr>
<td>3. Classroom teaching</td>
<td>○</td>
</tr>
<tr>
<td>4. Supervision of student research</td>
<td>○</td>
</tr>
<tr>
<td>5. Mentoring other faculty</td>
<td>○</td>
</tr>
<tr>
<td>6. Mentoring students</td>
<td>○</td>
</tr>
<tr>
<td>7. Faculty diversity</td>
<td>○</td>
</tr>
</tbody>
</table>
8. Student body diversity
9. My discipline/research specialty

Personal Experience with LEAF

UC LEAF is an NSF-funded initiative to promote Leadership, Empowerment, and Advancement for women Faculty in STEM fields. LEAF is also committed to helping to promote career success for minority faculty members in STEM.

Please select all that apply.

- I have attended one or more events that have been sponsored by LEAF.
- LEAF has helped me develop a stronger network.
- Apart from networking, LEAF has helped me further my career.
- LEAF has helped improve the climate in my department.

Priorities for Faculty Diversity

1). Are you aware of any current university-wide group or association dedicated to advancing the interests of the following faculty populations?

- Black/African American Faculty
- Hispanic/Latino(a) Faculty
- Asian Faculty
- Native American Faculty
- LGBTQ Faculty
- Other (Please Specify):

1)a. Over the past year, have you participated in the activities of this group?

2). Please rate your current level of satisfaction with four elements of the climate at UC.

Diversity has many components, including race, ethnicity, national origin, gender, gender identity and expression, age, socioeconomic status, family structure, sexual orientation, disability, and religion.

Minority faculty refers to faculty who do not identify as white in terms of race, ethnicity, or national origin.

<table>
<thead>
<tr>
<th></th>
<th>Very Dissatisfied</th>
<th>Dissatisfied</th>
<th>Neutral</th>
<th>Satisfied</th>
<th>Very Satisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Understanding and awareness of diversity issues.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. Recruitment and hiring of diverse faculty.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3. Climate for women faculty.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
3). What are one or two of the issues that make it challenging for women faculty to have successful and rewarding careers at UC?

4). What would be the one or two highest priorities for UC to focus on in order to create a great place to work for women faculty?

5). What are one or two of the issues that make it challenging for minority faculty to have successful and rewarding careers at UC?

6). What would be the one or two highest priorities for UC to focus on in order to create a great place to work for minority faculty?

**Negative Experiences in the Workplace**

Which of the following have you experienced at UC in the last five years, and to what characteristics of yourself do you attribute these experiences?

(You can select up to three factors by using the drop down boxes. You might consider characteristics such as Gender, Race/Ethnicity, LGBT Status, Age, Religion, Disability Status, Parental Status, or Veteran Status.)

<table>
<thead>
<tr>
<th>Experiences</th>
<th>Factor 1</th>
<th>Factor 2</th>
<th>Factor 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assault</td>
<td>□</td>
<td>▼</td>
<td>▼</td>
</tr>
<tr>
<td>Harassment (i.e., pressure or intimidation)</td>
<td>□</td>
<td>▼</td>
<td>▼</td>
</tr>
<tr>
<td>Inequitable access to opportunities</td>
<td>□</td>
<td>▼</td>
<td>▼</td>
</tr>
<tr>
<td>Sense of being held to a different standard</td>
<td>□</td>
<td>▼</td>
<td>▼</td>
</tr>
<tr>
<td>Derogatory comments</td>
<td>□</td>
<td>▼</td>
<td>▼</td>
</tr>
<tr>
<td>Dismissive attitudes</td>
<td>□</td>
<td>▼</td>
<td>▼</td>
</tr>
<tr>
<td>Disrespect from students</td>
<td>□</td>
<td>▼</td>
<td>▼</td>
</tr>
<tr>
<td>Sense of exclusion</td>
<td>□</td>
<td>▼</td>
<td>▼</td>
</tr>
<tr>
<td>Burden of representing your identity group(s)</td>
<td>□</td>
<td>▼</td>
<td>▼</td>
</tr>
</tbody>
</table>
Being made to feel like a second-class citizen

If you selected “Other” for any of the factors, please describe the type of the other cause in the space below.

Block 3. Demographic

Demographics and Professional Employment

The following questions will be used to determine how the priorities and concerns of the faculty differ according to such factors as gender, type of appointment, etc. In some cases, your answers to these questions will result in your being asked some supplemental questions.

1. Gender:

   (Even though it is unlikely that there will be enough people in any categories other than “male” and female” to use in analyses, LEAF does want to report accurately on the diversity of gender identifications used by the UC faculty.)

   - Male
   - Female
   - Transgender Male to Female
   - Transgender Female to Male
   - Other (Please specify:)
     - None
   - Choose not to identify

2. What is your age?

   - 35 and Under
   - 36 - 45
   - 46 - 55
   - 56 - 65
   - Over 65

3. What is your primary college?

   - Allied Health Sciences
   - Arts and Sciences
   - Business
   - College-Conservatory of Music
   - Design, Architecture, Art, and Planning
   - Education, Criminal Justice, and Human Services
   - Engineering & Applied Science
   - Law
   - Medicine
4. What is your primary department?

- Analytical & Diagnostic Sciences
- Communication Sciences & Disorders
- Nutritional Sciences
- Rehabilitation Sciences
- Social Work
- Other (Please specify):

4. What is your primary department?

- Africana Studies
- Anthropology
- Biological Sciences
- Chemistry
- Classics
- Communication
- English & Comparative Literature
- Geography
- Geology
- German Studies
- History
- Journalism
- Judaic Studies
- Mathematical Sciences
- Philosophy
- Physics
- Political Science
- Psychology
- Romance Languages & Literature
- Sociology
- Women's Studies
- Other (Please specify):

4. What is your primary department?

- Electronic Media
- Music
- TAPAA
- Other (Please specify):
4. What is your primary department?
- Aerospace Eng and Eng Mech
- Biomed, Chem, & Env Eng
- Civil & Arch Eng & Con Mgmt
- Elec Eng & Comp Sys
- Engineering Education
- Mech & Materials Eng
- Other (Please specify):

4. What is your primary department?
- Criminal Justice
- Education
- Human Services
- Information Technology
- Other (Please specify):

4. What is your primary department?
- Accounting
- Economics
- Finance RE & Ins & RM
- Management
- Marketing
- OBAIS
- Other (Please specify):

4. What is your primary department?
- Law
- Law Rosenthal Institute for Justice
- Law Urban Morgan Inst for Human Rig
- Other (Please specify):

4. What is your primary department?
- Anesthesiology
- Cancer Biology
- Dermatology
- Emergency Medicine
- Environmental Health
- Family and Comm Med
4. What is your primary department?

- Hoxworth
- Internal Medicine
- Medical Education
- Medical Lab Science
- Mol & Cellular Physiology
- Molecular Genetics
- Neurology and Rehab Med
- Neurosurgery
- Ophthalmology
- Otolaryngology
- Pathology & Lab Medicine
- Pediatrics
- Pharm & Cell Biophysics
- Physiology
- Psychiatry & Beh NS
- Radiation Oncology
- Surgery
- Other (Please specify):

- Architecture & Int Des
- Art
- Design
- Planning
- Other (Please specify):

4. What is your primary department?

- Allied Health
- Art & Visual Comm
- Behavioral Sciences
- Biology
- Business & Economics
- Chemistry
- Dental Hygiene
- Electronic Media Technology
- English & Communication
- Foreign Language
- History
- Math, Physics & Comp Sci
- Nursing
- Veterinary Tech
- Other (Please specify):

4. What is your primary department?
- Business, Law & Tech
- English, Lang & Fine Arts
- Math, Comp, Geo & Physics
- Science & Health
- Social Sciences
- Other (Please specify:)

5. What is your academic rank?
- Instructor
- Assistant Professor
- Associate Professor
- Full Professor

6. Which of the following best describes your appointment?
- Member of the UC-AAUP Bargaining Unit
- Clinical Faculty at College of Medicine
- Other (Please specify:)

7. Are you . . .
- Non-tenure track
- Pre-tenure but on tenure track
- Tenured

8. If you are on non-tenure track, what is the type of your appointment?
- Educator
- Clinical
- Other (Please specify:)

9. How many years have you worked at UC?
- Less than 2 years
- 2 - 5 years
- 6 - 10 years
- 11 - 15 years
- 16 years or more

10. Which of the following categories describe you?
White: for example, German, Irish, English, Italian, Polish, French, etc.

Hispanic, Latino, or Spanish Origin: for example, Mexican or Mexican-American, Puerto Rican, Cuban, Salvadoran, Dominican, Colombian, etc.

Black or African American: for example, African American, Jamaican, Haitian, Nigerian, Ethiopian, Somali, etc.

Asian: for example, Chinese, Filipino, Asian Indian, Vietnames, Korean, Japanese, etc.

American Indian or Alaska Native: for example, Navajo Nation, Blackfeet Tribe, Mayan, Aztec, Native Village of Barrow Inupiat Traditional Government, Nome Eskimo Community, etc.

Middle Eastern or North African: for example, Lebanese, Iranian, Egyptian, Syrian, Moroccon, Algerian, etc.

Native Hawaiian or Other Pacific Islander: for example, Native Hawaiian, Samoan, Chamorro, Tongan, Fijian, Marshallese, etc.

Some other race, ethnicity or origin

11. Would you like to comment further on your preferred racial/ethnic/national origin identity?

[Blank space for comment]

12. Were you a part of a dual-career couple at the time that you were hired by UC?
   (Please note that you should answer "Yes" if your partner was employed or seeking employment at the time of your UC hire. LEAF does not limit "dual-career" to couples in which both partners are UC employees.)

   - YES - Hired within the past 10 years.
   - YES - Hired more than 10 years ago.
   - NO

13. Do you have significant family care responsibilities?
   (Please note that significant family-care responsibility may include either child care or elder-care.)

   - Yes
   - No

14. Do you have academic appointments in more than one unit?
   (Do not answer "Yes" unless you have two or more academic appointments. Clinical appointments are not at issue here.)

   - Yes
   - No

15. Are you a . . .

   - U.S. Citizen
   - Permanent Resident
   - Foreign National

Block 4. Member of Dual-Career Couple Only

Questions for Members of Dual-Career Couples Hired in Last 10 Years

Is your partner currently employed at UC?
YES - on the faculty
☐ YES - other position at UC
☐ NO

Please rate your agreement level with the following statements.

<table>
<thead>
<tr>
<th></th>
<th>Not Applicable to Me</th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>When I was hired, it was made clear to me that UC aims to support dual-career couples.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>UC has been helpful in assisting my partner in finding employment.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>The topic of employment for my partner did not come up during my negotiations.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
</tbody>
</table>

Block 5. With Family Care Only

Questions for People with Significant Family Care Responsibilities

Please rate your agreement level with the following statements.

<table>
<thead>
<tr>
<th></th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neither Agree Nor Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>I feel pressure to perform at an even higher than normal level in my department because I have to spend more time off campus than do most of my colleagues.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>My colleagues are supportive of my need for flexibility in scheduling my time.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
</tbody>
</table>

Have you or your domestic partner given birth or adopted a child within the last 10 years?

☐ Yes
☐ No

Please rate your agreement level with the following statements about the recent birth or adoption.

<table>
<thead>
<tr>
<th></th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neither Agree Nor Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>My department head was well-informed about leave and workload options as regards the birth or adoption.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>I found it comfortable discussing my leave and workload options as regards the birth or adoption.</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
</tbody>
</table>

How many children do you have? Please include adult children.

☐ 0
☐ 1
☐ 2
☐ 3
☐ 4 or more
Are you a single parent?
- Yes
- No

Block 6. Joint Appointments Only

Questions for People with Joint Academic Departments

Please rate your agreement level with the following statements.

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neither Agree Nor Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>My department heads work to ensure that my workload expectations are reasonable.</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Expectations for RPT are fair.</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Having a joint appointment enhances my opportunities for professional success.</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

Block 7. Open-Ended

What are one or two of your greatest concerns about UC as a place to have a successful and rewarding career?

LEAF wants to ensure that it knows about the full range of diversity efforts at UC as regards the faculty and faculty activities. If you’d care to, please share one or two examples of your personal involvement during the past five years in activities designed to make UC a more diverse environment, especially if there is any chance LEAF may not know of these efforts.

Block 8. Ending Block

If you are satisfied with your responses, please click "Finalize the Questionnaire" button to submit your responses or click "Back" to modify your responses. Note: after the responses are finalized, you cannot make any changes to your responses or access this questionnaire.