

Department of [NAME] Climate Survey

At UW-Madison, climate is 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." (Campus Climate Network Group, 2002)

"The atmosphere or ambience of an organization as perceived by its members. An organization's climate is reflected in its structures, policies, and practices; the demographics of its membership; the attitudes and values of its members and leaders; and the quality of personal interactions." (Committee on Women in the University's Work Group on Climate, 2002)

Please think about how you have experienced "climate" in your department during the past six months when answering the following questions. (If you are a graduate student and an employee in the department, complete this survey as if the department is your "workplace.")

1. I am a:

- Faculty member
- Staff member
- Postdoctoral researcher
- Graduate student
- Other, please specify:

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2. Please identify your level of agreement with each of the following statements:

| | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| My department is a welcoming place to work. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I understand my role and responsibilities as a member or employee in the department. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I have the resources I need to be productive in my job. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I feel appreciated for the work I do in the department. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The Chair of the department or my supervisor respects my opinions and contributions. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Others in the department respect my opinions. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I trust the people who make decisions that affect me. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| My ability to influence decisions made in the department is appropriate to my position. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The Chair of the department appropriately consults or delegates decisions to a group or committee. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I feel safe voicing my feelings in front of others in the department. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| My work contributes to the mission or purpose of my department. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Others recognize how my work contributes to the mission or purpose of my department. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I am happy with the professional relationships I've formed with others in the department. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

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3. Please identify your level of agreement with each of the following statements:

| | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| I have had a thorough performance review in the last year. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| There is somebody in the department who promotes my professional development. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Resources and other benefits are allocated fairly within the department. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Even though other people are around, I feel isolated. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| My work is commensurate with my training and experience. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I have the same level of responsibility compared to those whom I consider my peers. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I experience subtle or overt forms of harassment or discrimination due to my gender, race or other personal attributes. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I feel reasonably accommodated when personal and professional responsibilities are in conflict. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I am aware of places or people to go to if I am faced with a problem or issue in the department. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Differences among people are valued in the department. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I would encourage a peer to apply for a position in this department. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| When I talk in a meeting, my ideas are valued as much as others'. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| My personal life has been used in a way that has negatively affected my professional life. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

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4. Please use this space to explain any of your responses to the items found in questions 2 or 3.

5. Please list up to three aspects of your department that contribute to a positive climate:

6. Please list up to three aspects of your department that contribute to a negative climate:

7. What are the expectations you have for the Chair as the leader of your department?

8. Please identify one thing the Chair could do to improve the climate in your department:

9. Please identify one thing you could do to improve the climate in your department:

10. On a scale from one (very negative) to five (very positive), please rate the climate in your department:

Very Negative

Negative

Mediocre

Positive

Very Positive

