

Department of XX Climate Survey

The Chair of the Department of XX, [NAME], has agreed to participate in a series of workshops to improve climate at the UW-Madison. As part of his participation, we will be assessing the climate as perceived by you and other members of your department.

It will take you approximately 5-10 minutes to complete this survey. The results from you and your colleagues will be compiled and presented to the Chair of your department in aggregate form; your answers will in no way identify you as an individual. The Chair may be able to use these results to learn about areas in which he can improve climate.

Your participation in this survey is voluntary and you can withdraw from participating at any time. Please complete the survey by March 11; the results will be presented to your Chair soon thereafter. If you have questions about this survey or how the data will be used, please contact Christine Maidl Pribbenow, Assistant Scientist, cmpribbenow@wisc.edu, 265-0001. If you have any questions about your rights as a research subject, please call the Social & Behavioral Science Institutional Review Board (IRB) at (608) 263-2320.



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Department of XX 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.

1 I am a(n):

- Staff member (classified)
 - Staff member (unclassified)
 - Faculty member
 - Scientist
 - Instructor or Clinical Instructor
 - Other, Please Specify
-

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

1 Strongly Disagree 2 Disagree 3 Neutral 4 Agree 5 Strongly Agree

My department is a welcoming place to work.

1 2 3 4 5

I understand my role and responsibilities as a member or employee in the department.

1 2 3 4 5

I have the resources I need to be productive in my job.

1 2 3 4 5

I feel appreciated for the work I do in the department.

1 2 3 4 5

The Chair of the department or my supervisor respects my opinions and contributions.

1 2 3 4 5

Others in the department respect my opinions.

1 2 3 4 5

I trust the people who make decisions that affect me.

1 2 3 4 5

I am able to influence the decisions that are made in the department.

1 2 3 4 5

The Chair of the department appropriately consults or delegates decisions to a group or committee.

1 2 3 4 5

I feel safe voicing my feelings in front of others in the department.

1 2 3 4 5

My work contributes to the mission or purpose of my department.

1 2 3 4 5

Others recognize how my work contributes to the mission or purpose of my department.

1 2 3 4 5

I am happy with the professional relationships I've formed with others in the department.

1 2 3 4 5

I have had a thorough performance review in the last year.

1 2 3 4 5

There is somebody in the department who promotes my professional development.

1 2 3 4 5

Resources and other benefits are allocated fairly within the department.

1 2 3 4 5

Even though other people are around, I feel isolated.

1 2 3 4 5

My work is commensurate with my training and experience.

1 2 3 4 5

I have the same level of responsibility and recognition as those whom I consider my peers.

1 2 3 4 5

I experience subtle or overt forms of harassment or discrimination due to my gender, race or other personal attributes.

1 2 3 4 5

I feel reasonably accommodated when personal and professional responsibilities are in conflict.

1 2 3 4 5

I am aware of places or people to go to if I am faced with a problem or issue in the department.

1 2 3 4 5

Differences among people are valued in the department.

1 2 3 4 5

3 Please use this space to explain any of your responses to question 2.

4 Please list up to five aspects of your department that contribute to a positive climate:

5 Please list up to five aspects of your department that contribute to a negative climate:

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

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

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



9 On a scale from 1 (very negative) to 5 (very positive), please rate the climate in your department:

Very Negative	Negative	Mediocre	Positive	Very Positive
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

