

**Issues and trends in department climate experiences:
Evidence from WISELI's department climate survey**

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In fall 2003, WISELI began offering a workshop series *Climate Workshops for Department Chairs*. The workshops aimed to improve departmental climate through an intervention with department chairs. As an important part of this intervention, WISELI generally administers an electronic climate survey to faculty, staff, graduate students, and post-doctoral students/fellows in a participating department.* Responses to this survey are presented to participating department chairs in the course of the workshop. Chairs then use the information gathered in this survey to identify strengths and weaknesses and to structure further actions to improve their department's climate.

To date, WISELI has administered an initial department climate survey to 39 UW-Madison departments. Among these, we re-administered the department climate survey to seven departments one to four times (Table 2). Not all department chairs choose to survey their entire department population. Some, for instance, choose to survey only faculty and staff. The different populations surveyed as well response rates for each department are reported in Table 1. This data suggests a notable conclusion:

- There appears to be an inverse relationship between a department's size and survey response rate: smaller departments tended to have higher rates of response to the climate survey while larger departments tended to have lower rates of response.

Comparing overall climate ratings across the different surveyed groups (Table 3), one can note that a majority of all groups reported positive perceptions of their department's climate. Faculty, academic staff, and classified staff tended to report similar average ratings of department climate. This is in contrast to graduate students and post-docs/fellows, who reported similar ratings that were somewhat more positive than those reported by faculty and staff. Despite the overall positive picture, a significant minority (10-15%) of faculty and staff rated their department's overall climate as *very negative* or *negative*. This suggests the following conclusions:

- Faculty and staff tend to report more negative perceptions of department climate than graduate students and post-docs/fellows.
- While a majority of faculty and staff report a positive overall department climate, a significant minority reports a negative overall department climate.

Examining the distribution of faculty and staff responses to individual items from the department climate survey (Tables 4-6) highlights particular issues that may contribute to the negative department climate some faculty and staff report. In particular, the following issues emerge as common to faculty and staff:

- A significant minority, about 20%, of faculty and staff report feeling under-appreciated for their work in the department.
- A proportion of faculty and staff report that they do not have the resources they need to be productive in their jobs. More faculty (about 20%) than staff (about 10%) reported this issue.
- Only about half of faculty and staff indicate that they trust the individuals who make decisions that will affect them.
- Some faculty and staff report that they do not have any agency in departmental decision-making. Such perceptions appear to be more widespread among staff (about one-third) than faculty (less than one-quarter).
- A large minority of faculty and staff report a lack of feedback on their job performance and a lack of support for professional development. This issue appears to be a larger problem for academic staff than for faculty or classified staff.
- Some faculty and staff feel isolated in their departments. Between 15 and 25% of faculty and staff report feeling isolated despite others being around.

* Instructors and adjunct faculty are some times included in the survey group and are treated as academic staff for the purposes of the analysis here.

- Roughly one-quarter of faculty and one-fifth of staff indicate that differences among people are not valued in their departments.

Many of the same issues identified for faculty and staff are also reported by graduate students and post-doctoral students (post-docs) or fellows, though a smaller fraction report experiencing these issues as compared to faculty and staff. These differences might indicate either more positive perceptions or greater reluctance to report negative experiences. Overall, graduate student (Table 8) and post-doc and fellow (Table 7) survey responses suggest the following common themes:

- A few graduate students (about 15%) and post-docs and fellows (about 5%) report feeling that their work is unappreciated in the department.
- Many graduate students and post-docs and fellows indicate that they are unable to affect departmental decision-making and that they feel unsafe voicing their opinion in front of others in the department.
- About one-third of graduates students and one-quarter of post-docs and fellows report that they have not had a through performance review in the past year. A similar proportion of post-docs and fellows indicate that no one in their department supports their professional development.
- Approximately 20% of graduate students and post-docs and fellows indicate that they feel isolated in their departments.
- Overall, graduate students tended to report more negative perceptions of department climate than post-docs and fellows.

The data gathered from past department climate surveys highlights some common issues that department chairs may seek to address in an effort to build a more positive department climate. These may be indicative of the types of issues *Workshop* facilitators are likely to encounter in future sessions. It also suggests general trends among different groups within departments and response rates, either of which may be useful in considering the deployment of future department climate surveys.

Table 1. Detailed summary of initial department climate survey populations and response rates for participating departments.

<i>Department</i> [†]	<i>Division</i>	<i>Survey Group</i>	<i>Survey Date</i>	<i>Survey Population</i>	<i>Survey Responses</i>	<i>Response Rate</i>
Department 1	Physical Sciences	Faculty & Staff	Fall 2003	17	12	71%
Department 2	Biological Sciences	All		59	29	49%
Department 3		Faculty, Staff & Graduate students		n/a	39	n/a
Department 4	Biological Sciences	Faculty, Staff & Graduate students	Spring 2004	60 [‡]	41	68% [‡]
Department 5	Social Studies	All		45	24	53%
Department 6	Physical Sciences	All		414	124	30%
Department 7	Physical Sciences	Faculty & Staff		88	61	69%
Department 8	Biological Sciences	Faculty & Staff		16	9	56%
Department 9	Biological Sciences	Faculty & Staff	Fall 2004	85	27	32%
Department 10	Physical Sciences	Faculty, Staff & Instructors/Adjuncts		45	34	76%
Department 11	Biological Sciences	Faculty & Staff		650 [‡]	204	31% [‡]
Department 12		All		188	92	49%
Department 13		All		171	104	61%
Department 14		Faculty & Staff & Instructors/Adjuncts		25	15	60%
Department 15		All		n/a	59	n/a
Department 16	Physical Sciences	Faculty & Staff	62	35	56%	
Department 17		Faculty & Staff	19	13	68%	
Department 18		Faculty & Instructors/Adjuncts	42	24	57%	
Department 19		Faculty, Staff & Instructors/Adjuncts	92	56	61%	
Department 20	Biological Sciences	Faculty, Staff & Instructors/Adjuncts	Spring 2005	240	111	46%
Department 21		Faculty & Instructors/Adjuncts		25	12	48%
Department 22	Biological Sciences	Faculty, Staff & Graduate students	Fall 2005	89	52	58%
Department 23	Physical Sciences	Faculty, Staff & Graduate students		290	112	39%
Department 24	Humanities	All		180 [‡]	78	43% [‡]
Department 25	Physical Sciences	Faculty & Staff		49	22	45%
Department 26	Physical Sciences	Faculty & Staff		22	12	55%
Department 27	Physical Sciences	None	Fall 2007	-	-	-
Department 28	Physical Sciences	All		86	61	71%
Department 29	Humanities	Faculty & Graduate students		36	26	72%
Department 30	Social Sciences	All	Spring 2008	65	36	55%

[†] Department names have been removed to protect the confidentiality of participating departments.

[‡] Estimated survey population; response rate is approximate.

Department 31	Biological Sciences	Faculty, Staff & Graduate students		n/a	14	n/a
Department 32	Social Sciences	Faculty	Fall 2008	11	8	73%
Department 33	Biological Sciences	All		123	59	48%
Department 34	Physical Sciences	Faculty & Staff		n/a	41	n/a
Department 35	Humanities	All		n/a	32	n/a
Department 36	Physical Sciences	Faculty & Staff		36	18	50%
Department 37	Humanities	Faculty & Staff		21	15	71%
Department 38	Humanities	Faculty & Staff	Spring 2009	26	13	50%
Department 39	Physical Sciences	All		408	112	27%

Table 2. Detailed summary of follow-up department climate survey populations and response rates for participating departments.

<i>Department</i>	<i>Re-survey number</i>	<i>Survey Group</i>	<i>Survey Date</i>	<i>Survey Population</i>	<i>Survey Responses</i>	<i>Response Rate</i>
Department 3	1	Faculty, Staff & Graduate students	Fall 2008	70	37	53%
Department 5	1	All	Spring 2005	n/a	56	n/a
	2	Faculty, Staff & Graduate students	Spring 2006	n/a	46	n/a
	3	Faculty, Staff & Graduate students	Spring 2007	n/a	46	n/a
	4	Faculty, Staff & Graduate students	Spring 2009	n/a	38	n/a
Department 6	1	All	Fall 2005	347	88	25%
Department 7	1	All	Spring 2006	82	53	65%
Department 14	1	Faculty & Staff	Fall 2005	25	17	68%
Department 16	1	Faculty & Staff	Fall 2007	54	27	50%
	2	All	Spring 2009	n/a	78	n/a
Department 22	1	All	Spring 2008	90	54	60%

Table 3. Comparison of respondents' overall ratings of department climate.[§]

	<i>N</i>	<i>Overall climate rating</i>				
		Very negative	Negative	Mediocre	Positive	Very positive
Faculty	574	3.1%	9.8%	21.4%	45.6%	20.0%
Academic staff	383	2.4%	9.7%	22.2%	51.2%	14.6%
Classified staff	236	4.2%	11.0%	22.0%	46.6%	16.1%
Graduate students	489	0.6%	4.3%	17.6%	58.5%	19.0%
Post-docs/fellows	61	0.0%	1.6%	21.3%	52.5%	24.6%
All**	1804	2.4%	8.3%	20.6%	50.4%	18.4%

[§] Responses to the question: *On a scale from one (very negative) to five (very positive), please rate the climate in your department.*

** Includes some respondents who were not classified as faculty, academic staff, classified staff, graduate student, or post-doc/fellow.

Table 4. Distribution of responses (n=1,826) to departmental climate statements, includes **all** survey respondents.

	<i>Level of agreement with climate statements</i>				
	Strongly disagree	Disagree	Neutral	Agree	Strongly Agree
My department is a welcoming place to work.	2.0%	6.9%	14.5%	48.7%	27.9%
I understand my role and responsibilities as a member of the department.	0.4%	3.7%	9.4%	49.7%	36.8%
I have the resources I need to be productive in my job.	3.6%	9.5%	17.6%	47.4%	21.9%
I feel appreciated for the work I do in the department.	6.3%	12.1%	24.0%	38.2%	19.4%
The Chair of the department or my supervisor respects my opinions and contributions.	3.6%	5.9%	15.7%	36.8%	38.0%
Others in the department respect my opinions.	2.0%	6.8%	22.9%	49.4%	18.9%
I trust the people who make decisions that affect me.	6.0%	13.3%	25.0%	39.5%	16.2%
I am able to influence the decisions that are made in the department.	9.0%	21.4%	34.9%	25.6%	9.1%
The Chair of the department appropriately consults or delegates decisions to a group or committee.	3.2%	7.1%	37.5%	33.5%	18.7%
I feel safe voicing my feelings in front of others.	6.6%	13.0%	23.0%	39.7%	17.7%
My work contributes to the mission or purpose of my department.	0.9%	1.6%	10.7%	49.5%	37.3%
Others recognize how my work contributes to the mission or purpose of my department.	3.5%	11.1%	24.3%	45.2%	16.0%
I am happy with the professional relationships I've formed with others in the department.	2.8%	7.2%	17.4%	47.6%	25.1%
I have had a thorough performance review in the last year.	15.8%	19.5%	24.7%	24.6%	15.5%
There is somebody in the department who promotes my professional development.	11.5%	16.2%	23.4%	29.7%	19.2%
Resources and other benefits are allocated fairly within the department.	8.1%	14.7%	33.2%	32.0%	12.0%
Even though other people are around, I feel isolated.	26.6%	33.0%	17.5%	16.8%	6.2%
My work is commensurate with my training and experience.	1.5%	5.9%	14.1%	51.6%	26.9%
I have the same level of responsibility and recognition as those whom I consider my peers.	3.8%	12.4%	20.3%	44.7%	18.8%
I experience subtle or overt forms of harassment or discrimination due to my gender, race or other personal attributes	57.7%	22.2%	10.9%	6.2%	2.9%
I feel reasonably accommodated when personal and professional responsibilities are in conflict.	2.4%	7.1%	24.2%	43.6%	22.7%
I am aware of places or people to go to if I am faced with a problem or issue in the department.	3.8%	11.3%	18.6%	46.7%	19.6%
Differences among people are valued in the department.	5.1%	11.9%	30.9%	38.5%	13.6%

Table 5. Distribution of **faculty** responses (n=575) to departmental climate statements, for faculty in participating departments.

	<i>Level of agreement with climate statements</i>				
	Strongly disagree	Disagree	Neutral	Agree	Strongly Agree
My department is a welcoming place to work.	2.3%	8.4%	16.5%	42.1%	30.8%
I understand my role and responsibilities as a member of the department.	0.5%	4.2%	9.2%	42.3%	43.8%
I have the resources I need to be productive in my job.	4.9%	14.3%	23.7%	38.7%	18.3%
I feel appreciated for the work I do in the department.	9.1%	11.5%	22.7%	36.7%	20.1%
The Chair of the department or my supervisor respects my opinions and contributions.	4.5%	6.6%	11.0%	35.7%	42.2%
Others in the department respect my opinions.	2.5%	8.6%	20.3%	46.3%	22.4%
I trust the people who make decisions that affect me.	7.1%	16.3%	23.5%	37.2%	15.9%
I am able to influence the decisions that are made in the department.	6.1%	13.6%	29.1%	34.6%	16.6%
The Chair of the department appropriately consults or delegates decisions to a group or committee.	4.2%	8.2%	18.5%	39.5%	29.6%
I feel safe voicing my feelings in front of others.	7.5%	10.8%	17.5%	39.2%	25.0%
My work contributes to the mission or purpose of my department.	0.9%	1.2%	7.5%	43.9%	46.5%
Others recognize how my work contributes to the mission or purpose of my department.	4.8%	11.9%	19.5%	44.3%	19.7%
I am happy with the professional relationships I've formed with others in the department.	2.8%	8.7%	17.1%	43.7%	27.7%
I have had a thorough performance review in the last year.	14.0%	17.8%	21.1%	27.6%	19.6%
There is somebody in the department who promotes my professional development.	14.9%	19.0%	22.3%	26.6%	17.2%
Resources and other benefits are allocated fairly within the department.	11.2%	13.7%	29.1%	33.6%	12.4%
Even though other people are around, I feel isolated.	30.4%	29.6%	15.6%	17.7%	6.7%
My work is commensurate with my training and experience.	0.4%	2.3%	8.7%	43.5%	45.2%
I have the same level of responsibility and recognition as those whom I consider my peers.	3.5%	11.1%	15.2%	43.9%	26.3%
I experience subtle or overt forms of harassment or discrimination due to my gender, race or other personal attributes	61.9%	19.1%	9.3%	6.6%	3.2%
I feel reasonably accommodated when personal and professional responsibilities are in conflict.	1.6%	8.0%	25.6%	40.3%	24.6%
I am aware of places or people to go to if I am faced with a problem or issue in the department.	4.6%	10.7%	20.0%	41.6%	23.2%
Differences among people are valued in the department.	7.5%	14.2%	25.7%	37.3%	15.2%

Table 6. Distribution of **academic staff** responses (n=392) to departmental climate statements, for academic staff in participating departments.

	<i>Level of agreement with climate statements</i>				
	Strongly disagree	Disagree	Neutral	Agree	Strongly Agree
My department is a welcoming place to work.	1.5%	7.9%	14.1%	51.2%	25.3%
I understand my role and responsibilities as a member of the department.	0.3%	4.4%	10.2%	48.1%	37.1%
I have the resources I need to be productive in my job.	3.6%	9.7%	15.1%	52.2%	19.4%
I feel appreciated for the work I do in the department.	5.9%	16.3%	18.6%	41.6%	17.6%
The Chair of the department or my supervisor respects my opinions and contributions.	3.1%	6.9%	16.2%	36.9%	36.9%
Others in the department respect my opinions.	2.6%	7.5%	23.1%	48.7%	18.1%
I trust the people who make decisions that affect me.	5.9%	15.1%	25.1%	37.9%	16.1%
I am able to influence the decisions that are made in the department.	12.5%	22.6%	35.6%	22.6%	6.8%
The Chair of the department appropriately consults or delegates decisions to a group or committee.	2.7%	8.7%	42.2%	34.3%	12.2%
I feel safe voicing my feelings in front of others.	6.5%	17.1%	21.5%	39.3%	15.8%
My work contributes to the mission or purpose of my department.	1.3%	1.6%	9.3%	49.6%	38.2%
Others recognize how my work contributes to the mission or purpose of my department.	4.0%	14.2%	25.5%	41.3%	15.0%
I am happy with the professional relationships I've formed with others in the department.	2.3%	8.8%	17.6%	47.8%	23.5%
I have had a thorough performance review in the last year.	22.4%	19.3%	19.8%	22.2%	16.4%
There is somebody in the department who promotes my professional development.	14.0%	22.6%	25.0%	22.6%	15.8%
Resources and other benefits are allocated fairly within the department.	6.1%	19.5%	33.5%	31.1%	9.8%
Even though other people are around, I feel isolated.	26.6%	31.6%	16.6%	19.2%	6.1%
My work is commensurate with my training and experience.	2.7%	9.0%	13.5%	51.3%	23.5%
I have the same level of responsibility and recognition as those whom I consider my peers.	5.0%	16.1%	23.0%	41.8%	14.0%
I experience subtle or overt forms of harassment or discrimination due to my gender, race or other personal attributes	61.0%	21.3%	8.2%	5.9%	3.6%
I feel reasonably accommodated when personal and professional responsibilities are in conflict.	2.1%	5.7%	19.1%	48.3%	24.8%
I am aware of places or people to go to if I am faced with a problem or issue in the department.	3.4%	9.3%	20.9%	51.0%	15.5%
Differences among people are valued in the department.	3.4%	12.3%	34.1%	37.8%	12.3%

Table 7. Distribution of **classified staff** responses (n=240) to departmental climate statements, for classified staff in participating departments.

	<i>Level of agreement with climate statements</i>				
	Strongly disagree	Disagree	Neutral	Agree	Strongly Agree
My department is a welcoming place to work.	2.9%	7.1%	14.6%	47.5%	27.9%
I understand my role and responsibilities as a member of the department.	0.8%	3.8%	4.2%	54.2%	37.1%
I have the resources I need to be productive in my job.	4.2%	6.7%	15.0%	50.8%	23.3%
I feel appreciated for the work I do in the department.	5.4%	16.7%	22.9%	28.3%	26.7%
The Chair of the department or my supervisor respects my opinions and contributions.	3.8%	8.8%	22.9%	32.9%	31.7%
Others in the department respect my opinions.	2.1%	7.2%	22.8%	50.6%	17.3%
I trust the people who make decisions that affect me.	7.9%	12.1%	30.4%	32.9%	16.7%
I am able to influence the decisions that are made in the department.	11.4%	21.2%	36.4%	23.7%	7.2%
The Chair of the department appropriately consults or delegates decisions to a group or committee.	4.7%	9.0%	42.3%	28.2%	15.8%
I feel safe voicing my feelings in front of others.	10.9%	14.3%	25.6%	35.7%	13.5%
My work contributes to the mission or purpose of my department.	0.0%	1.3%	10.6%	49.0%	39.2%
Others recognize how my work contributes to the mission or purpose of my department.	2.5%	11.8%	21.0%	45.0%	19.8%
I am happy with the professional relationships I've formed with others in the department.	2.1%	5.0%	20.2%	46.2%	26.5%
I have had a thorough performance review in the last year.	14.6%	17.2%	21.0%	28.3%	18.9%
There is somebody in the department who promotes my professional development.	14.5%	15.8%	32.5%	22.2%	15.0%
Resources and other benefits are allocated fairly within the department.	10.0%	17.5%	33.3%	29.2%	10.0%
Even though other people are around, I feel isolated.	29.4%	32.8%	20.4%	11.5%	6.0%
My work is commensurate with my training and experience.	3.0%	11.9%	23.4%	47.7%	14.0%
I have the same level of responsibility and recognition as those whom I consider my peers.	4.2%	16.9%	30.4%	35.9%	12.7%
I experience subtle or overt forms of harassment or discrimination due to my gender, race or other personal attributes	50.2%	26.4%	17.0%	4.7%	1.7%
I feel reasonably accommodated when personal and professional responsibilities are in conflict.	2.1%	9.4%	19.6%	44.7%	24.3%
I am aware of places or people to go to if I am faced with a problem or issue in the department.	2.5%	13.0%	12.6%	47.3%	24.7%
Differences among people are valued in the department.	7.6%	13.9%	33.3%	31.2%	13.9%

Table 8. Distribution of **graduate student** responses (n=498) to departmental climate statements, for graduate students in participating departments.

	<i>Level of agreement with climate statements</i>				
	Strongly disagree	Disagree	Neutral	Agree	Strongly Agree
My department is a welcoming place to work.	1.2%	4.6%	12.5%	56.0%	25.7%
I understand my role and responsibilities as a member of the department.	0.2%	2.8%	10.8%	57.4%	28.7%
I have the resources I need to be productive in my job.	2.2%	5.8%	14.7%	50.8%	26.5%
I feel appreciated for the work I do in the department.	3.4%	8.3%	30.2%	42.3%	15.9%
The Chair of the department or my supervisor respects my opinions and contributions.	2.6%	3.5%	16.7%	41.3%	36.0%
Others in the department respect my opinions.	1.0%	4.8%	25.2%	53.4%	15.8%
I trust the people who make decisions that affect me.	4.1%	9.9%	24.1%	46.4%	15.6%
I am able to influence the decisions that are made in the department.	9.4%	28.7%	39.2%	19.3%	3.5%
The Chair of the department appropriately consults or delegates decisions to a group or committee.	1.7%	3.7%	53.8%	29.0%	11.8%
I feel safe voicing my feelings in front of others.	4.2%	12.9%	28.5%	41.4%	13.1%
My work contributes to the mission or purpose of my department.	1.2%	1.6%	15.3%	56.4%	25.5%
Others recognize how my work contributes to the mission or purpose of my department.	2.4%	8.3%	30.7%	48.0%	10.6%
I am happy with the professional relationships I've formed with others in the department.	3.2%	6.0%	15.9%	52.7%	22.1%
I have had a thorough performance review in the last year.	13.9%	23.5%	34.1%	20.6%	8.0%
There is somebody in the department who promotes my professional development.	4.4%	7.7%	18.6%	43.5%	25.7%
Resources and other benefits are allocated fairly within the department.	5.4%	11.6%	37.1%	32.4%	13.6%
Even though other people are around, I feel isolated.	20.1%	36.9%	19.5%	17.0%	6.5%
My work is commensurate with my training and experience.	1.5%	4.2%	17.3%	62.0%	15.0%
I have the same level of responsibility and recognition as those whom I consider my peers.	3.1%	10.5%	18.7%	52.6%	15.1%
I experience subtle or overt forms of harassment or discrimination due to my gender, race or other personal attributes	51.0%	27.1%	11.1%	7.5%	3.2%
I feel reasonably accommodated when personal and professional responsibilities are in conflict.	3.3%	7.0%	28.1%	43.7%	18.0%
I am aware of places or people to go to if I am faced with a problem or issue in the department.	3.9%	13.2%	18.2%	48.8%	16.0%
Differences among people are valued in the department.	3.1%	9.2%	32.7%	43.7%	11.4%

Table 9. Distribution of **post-doctoral student and fellow** responses (n=62) to departmental climate statements, for post-doctoral students and fellows in participating departments.

	<i>Level of agreement with climate statements</i>				
	Strongly disagree	Disagree	Neutral	Agree	Strongly Agree
My department is a welcoming place to work.	1.6%	1.6%	12.9%	45.2%	38.7%
I understand my role and responsibilities as a member of the department.	0.0%	1.6%	14.5%	45.2%	38.7%
I have the resources I need to be productive in my job.	0.0%	6.5%	9.7%	53.2%	30.7%
I feel appreciated for the work I do in the department.	0.0%	4.9%	31.2%	42.6%	21.3%
The Chair of the department or my supervisor respects my opinions and contributions.	1.6%	1.6%	17.7%	35.5%	43.6%
Others in the department respect my opinions.	0.0%	1.6%	27.4%	43.6%	27.4%
I trust the people who make decisions that affect me.	1.6%	4.8%	25.8%	45.2%	22.6%
I am able to influence the decisions that are made in the department.	0.0%	27.4%	41.9%	24.2%	6.5%
The Chair of the department appropriately consults or delegates decisions to a group or committee.	0.0%	5.2%	51.7%	25.9%	17.2%
I feel safe voicing my feelings in front of others.	1.7%	5.0%	28.3%	50.0%	15.0%
My work contributes to the mission or purpose of my department.	0.0%	3.3%	16.7%	51.7%	28.3%
Others recognize how my work contributes to the mission or purpose of my department.	0.0%	4.9%	27.9%	50.8%	16.4%
I am happy with the professional relationships I've formed with others in the department.	1.6%	1.6%	23.0%	42.6%	31.2%
I have had a thorough performance review in the last year.	5.4%	19.6%	30.4%	25.0%	19.6%
There is somebody in the department who promotes my professional development.	5.1%	13.6%	18.6%	33.9%	28.8%
Resources and other benefits are allocated fairly within the department.	0.0%	5.1%	45.8%	33.9%	15.3%
Even though other people are around, I feel isolated.	19.0%	46.6%	13.8%	17.2%	3.5%
My work is commensurate with my training and experience.	0.0%	1.7%	13.3%	66.7%	18.3%
I have the same level of responsibility and recognition as those whom I consider my peers.	0.0%	1.7%	20.7%	44.8%	32.8%
I experience subtle or overt forms of harassment or discrimination due to my gender, race or other personal attributes	73.3%	11.7%	10.0%	5.0%	0.0%
I feel reasonably accommodated when personal and professional responsibilities are in conflict.	0.0%	1.7%	35.0%	50.0%	13.3%
I am aware of places or people to go to if I am faced with a problem or issue in the department.	0.0%	12.9%	22.6%	51.6%	12.9%
Differences among people are valued in the department.	1.6%	4.9%	31.2%	44.3%	18.0%