

*Study of Faculty and Academic Staff Worklife
at the
University of Wisconsin-Madison*



This questionnaire was developed to better understand issues related to quality of work life for selected faculty and academic staff employed at the University of Wisconsin-Madison. This is part of a larger project, funded by the National Science Foundation, to develop new initiatives for faculty and academic staff on campus.

Please return this completed questionnaire in the envelope provided to the:



University of Wisconsin Survey Center
630 W. Mifflin, Room 174
Madison, WI 53703-2636

Hiring Process

We are interested in identifying what makes UW-Madison 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 at UW-Madison to answer the following questions. If you were a student at UW-Madison, please think of the first job you had when you were no longer a student.

1. What was the title series of your first position at UW-Madison? *Please check one.*

- | | | |
|---|---|---|
| <input type="checkbox"/> a. Clinical Professor | <input type="checkbox"/> e. Postdoctoral Fellow | <input type="checkbox"/> i. Scientist |
| <input type="checkbox"/> b. Faculty Associate | <input type="checkbox"/> f. Professor (CHS) | <input type="checkbox"/> j. Other, please explain:
_____ |
| <input type="checkbox"/> c. Lecturer | <input type="checkbox"/> g. Research Specialist | _____ |
| <input type="checkbox"/> d. Instrumentation Innovator | <input type="checkbox"/> h. Researcher | _____ |

2. In what year were you hired? _____

3. When you were hired, were you looking for long-term employment at UW-Madison? a. Yes b. No

4. Was the position in which you were hired a good fit for you, professionally? a. Yes b. No

4a. Why or why not? _____

5. Have your career plans changed since you were first hired at UW-Madison? a. Yes b. No

5a. Please explain: _____

6. What were the three most important factors that *positively* influenced your decision to accept your first position at UW-Madison?

- | | |
|---|---|
| <input type="checkbox"/> a. Prestige of university or department/unit/lab | <input type="checkbox"/> h. Support for research |
| <input type="checkbox"/> b. Geographic location | <input type="checkbox"/> i. Salary and benefits |
| <input type="checkbox"/> c. Spouse/partner employment | <input type="checkbox"/> j. Colleagues in department/unit/lab |
| <input type="checkbox"/> d. Research opportunities | <input type="checkbox"/> k. Climate of department/unit/lab |
| <input type="checkbox"/> e. Community resources and organizations | <input type="checkbox"/> l. Climate for women |
| <input type="checkbox"/> f. Quality of public schools | <input type="checkbox"/> m. Climate for racial/ethnic minority groups |
| <input type="checkbox"/> g. Teaching opportunities | <input type="checkbox"/> n. Other, please explain: _____ |

7. What factors, if any, made you hesitate about accepting a position at UW-Madison? _____

Career Pathway at UW-Madison

We are interested in the different career paths taken by academic staff and faculty at UW-Madison. Please reflect upon your career at UW-Madison as you answer the following questions.

8. Beginning with your current job title and working backward in time, please list the job title, date, and reason for any change in title you have experienced at UW-Madison. Please limit your list to the last five changes.

	What is/was your title and level? (e.g., Asst. Scientist)	In what year did you enter this position?	What was/were the reason(s) for the change? (e.g., Grants ran out; promotion; better opportunities; needed a job)
Current Title			
Previous Title 1			
Previous Title 2			
Previous Title 3			
Previous Title 4			

9. How many different job positions/titles (in total) have you experienced at UW-Madison? _____

10. Have you had a break in employment at UW-Madison for one year or more? a. Yes b. No

11. Please rate your level of agreement with the following statements about job security.

Circle one number on a scale of 1 to 4. Circle NA if the statement does not apply to you.	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly	NA
	1	2	3	4	
a. I feel secure in my current position for the next three years.	1	2	3	4	NA
b. I am very interested in long-term employment at UW-Madison.	1	2	3	4	NA
c. Having a secure, stable position is very important to me.	1	2	3	4	NA

12. How satisfied are you, in general, with the way your career has progressed at UW-Madison?

Very Satisfied Somewhat Satisfied Somewhat Dissatisfied Very Dissatisfied
1 2 3 4

13. What could UW-Madison do to help you advance your career? _____

14. At the time you were initially hired, were you also applying for a tenure-track faculty position at UW-Madison or elsewhere?

a. Yes b. No

15. Within the last two years, have you applied for a tenure-track faculty position at UW-Madison or elsewhere?

a. Yes b. No

16. How interested are you in becoming a tenure-track faculty member at UW-Madison?

Very interested Somewhat interested Slightly interested Not at all interested
1 2 3 4

17. How interested are you in becoming a tenure-track faculty member elsewhere?

Very interested Somewhat interested Slightly interested Not at all interested
1 2 3 4

18. If you had the interest, what (if anything) has stood in the way of obtaining a tenure-track faculty position at UW-Madison or elsewhere?

Satisfaction with UW-Madison

We would like to know how you feel about the University of Wisconsin-Madison in general.

19. How satisfied are you, in general, with being an employee at UW-Madison? *Please circle one on a scale of 1 to 4.*

Very Satisfied 1	Somewhat Satisfied 2	Somewhat Dissatisfied 3	Very Dissatisfied 4
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20. How satisfied are you, in general, with your current job at UW-Madison? *Please circle one on a scale of 1 to 4.*

Very Satisfied 1	Somewhat Satisfied 2	Somewhat Dissatisfied 3	Very Dissatisfied 4
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21. What factors contribute most to your satisfaction with your current job or career progression at UW-Madison?

22. What factors detract most from your satisfaction with your current job or career progression at UW-Madison?

Many of the questions that follow ask you to evaluate things that occur in your primary unit or department. Please answer these questions keeping in mind the unit (department/center/lab/section) which seems most appropriate to your situation in terms of time spent, evaluation and promotions, and climate. We are aware that you may want to switch your unit to answer different questions of the survey, but we ask that you use the same unit throughout the survey.

The Evaluation and Promotion Process

23. Please indicate your level of agreement with the following statements regarding your experience with the evaluation and promotion process in your primary unit.

<i>Circle one number on a scale of 1 to 4. Circle NA if the statement does not apply to you.</i>	Agree Strongly 1	Agree Somewhat 2	Disagree Somewhat 3	Disagree Strongly 4	NA
a. I am satisfied with the formal evaluation process in my unit.	1	2	3	4	NA
b. I understand the criteria for formally evaluating my performance.	1	2	3	4	NA
c. My performance is formally evaluated on a regular basis.	1	2	3	4	NA
d. My performance is formally evaluated by the appropriate person.	1	2	3	4	NA
e. I receive valuable feedback on my performance.	1	2	3	4	NA
f. I feel there is a strong fit between the work that I do, and the way it is evaluated for promotions and salary.	1	2	3	4	NA
g. If I perform my job well, I am likely to be promoted.	1	2	3	4	NA
h. My salary is low, given the work that I do.	1	2	3	4	NA
i. My merit raises are fair.	1	2	3	4	NA
j. My opportunities for career advancement are limited.	1	2	3	4	NA
k. I feel supported in my career advancement.	1	2	3	4	NA

Professional Activities

We are interested in a number of dimensions of the work environment for academic staff and faculty at UW-Madison including your feelings about your work allocation, resources you have available, service responsibilities, and your interaction with colleagues.

24. How many hours per week do you *usually* work? _____ hours per week

25. What proportion of your work time do you **currently spend** on the following activities, and what proportion of your work time would you **prefer to spend** on these activities? The total should equal 100% even if your appointment is not 100% time.

	% of time currently spend	% of time would prefer to spend
a. Research	_____ %	_____ %
b. Teaching	_____ %	_____ %
c. Advising students	_____ %	_____ %
d. Service (e.g., committees)	_____ %	_____ %
e. Administrative (incl. lab or clinic mgmt.)	_____ %	_____ %
f. Clinical	_____ %	_____ %
g. Mentoring	_____ %	_____ %
h. Extension (i.e., UW Extension work)	_____ %	_____ %
i. Outreach	_____ %	_____ %
j. Other _____	_____ %	_____ %
TOTAL	100 %	100 %

26. In your current position, do you perform any of the following activities in your primary unit? In your previous positions, had you performed any of the following activities the appropriate primary unit?

<i>Please check the "NA" box if the activity does not pertain to your situation.</i>	In current position?			In previous position(s)?		
	Yes	No	NA	Yes	No	NA
a. I am given work that enables me to advance in my career.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. I write entire grants to secure funding for staff in my unit.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. I write portions of grants to secure funding for staff in my unit.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. I manage grants that have been awarded to my unit.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. I am a Principal Investigator (PI) or co-PI on a grant.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. I am first author on one or more papers produced in my unit.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. I train staff (including students) in my unit.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. I supervise staff (including students) in my unit.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. I designed a new course or significantly revised an existing course.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. I teach the courses that I would prefer to teach.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. I teach graduate or upper division undergraduate courses.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. I manage or coordinate a UW lab, institute, or center.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. I direct a clinical program.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. I lead a clinical training program (e.g., residency, fellowship).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o. I supervise students or trainees in a clinical setting.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

27. Have you held a leadership position in a professional organization outside of UW-Madison within the past five years?

a. Yes b. No —► Why not? _____



27a. Please list the leadership position(s) and the organization(s). _____

28. Have you served on any departmental, unit, or hospital committees (e.g., hiring, curriculum, space)?

- a. Yes b. No → Why not? _____

29. Do you have an interest in taking on any formal leadership positions at the UW-Madison (e.g., Assistant or Associate Dean, Director of center/institute, P.I. on a grant)?

- a. Yes b. No → Go to question 31

30. Are there barriers preventing you from taking on such a position?

- a. Yes b. No → Go to question 31

<p>30a. What are the barriers? _____</p> <p>_____</p>

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

<i>Circle one number on a scale of 1 to 4. Circle NA if the statement does not apply to you.</i>	Agree Strongly 1	Agree Somewhat 2	Disagree Somewhat 3	Disagree Strongly 4	NA
a. I have the equipment and supplies I need to adequately conduct my work.	1	2	3	4	NA
b. I receive regular maintenance/upgrades of equipment.	1	2	3	4	NA
c. I would like to receive more unit travel funds than I do.	1	2	3	4	NA
d. I have sufficient office space.	1	2	3	4	NA
e. I have sufficient laboratory space.	1	2	3	4	NA
f. I have sufficient space for housing research animals.	1	2	3	4	NA
g. I receive enough internal funding to conduct my work.	1	2	3	4	NA
h. I receive the amount of technical/computer support I need.	1	2	3	4	NA
i. I have enough office support.	1	2	3	4	NA
j. I have colleagues on campus with whom I can collaborate.	1	2	3	4	NA
k. I have colleagues or peers who give me career advice or guidance when I need it.	1	2	3	4	NA
l. I have sufficient teaching support (including T.A.s).	1	2	3	4	NA
m. I have sufficient clinical support.	1	2	3	4	NA
n. I have sufficient support for professional development activities.	1	2	3	4	NA
o. I am given sufficient time to pursue independent interests (e.g., course development, research).	1	2	3	4	NA
p. I am provided opportunities to present my work nationally.	1	2	3	4	NA

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

<i>Circle one number on a scale of 1 to 4 for each statement.</i>	Agree Strongly 1	Agree Somewhat 2	Disagree Somewhat 3	Disagree Strongly 4
a. I feel like a full and equal participant in problem-solving and decision-making in my primary unit.	1	2	3	4
b. I have a voice in how resources are allocated.	1	2	3	4
c. I have a voice in decisions made about the work that I do.	1	2	3	4
d. I have a voice in decisions about merit pay.	1	2	3	4
e. I have a voice in decisions about hiring new staff.	1	2	3	4
f. I am able to attend meetings in which policy decisions are made.	1	2	3	4
g. Meetings allow for all participants to share their views.	1	2	3	4

33. How much do you agree or disagree with the following statements about your interactions with colleagues and others in your primary unit?

	Agree Strongly 1	Agree Somewhat 2	Disagree Somewhat 3	Disagree Strongly 4	NA
<i>Circle one number on a scale of 1 to 4 for each statement.</i>					
a. I am treated with respect by tenure track faculty.	1	2	3	4	NA
b. I am treated with respect by students.	1	2	3	4	NA
c. I am treated with respect by graduate student TAs or RAs.	1	2	3	4	NA
d. I am treated with respect by staff.	1	2	3	4	NA
e. I am treated with respect by my unit head.	1	2	3	4	NA
f. I feel excluded from an informal network in my unit.	1	2	3	4	NA
g. I encounter unwritten rules concerning how one is expected to interact with colleagues.	1	2	3	4	NA
h. Colleagues in my unit solicit my opinion about work-related matters.	1	2	3	4	NA
i. I feel that my colleagues value my work.	1	2	3	4	NA
j. I do a great deal of work that is not formally recognized by my unit.	1	2	3	4	NA
k. I feel like I “fit” in my unit.	1	2	3	4	NA
l. I feel isolated from others in my unit.	1	2	3	4	NA
m. I feel like a “second-class” citizen in my unit.	1	2	3	4	NA
n. I feel isolated on the UW-Madison campus overall.	1	2	3	4	NA
o. My unit made a special effort to welcome me when I was hired.	1	2	3	4	NA

UW-Madison Programs and Resources

UW-Madison has implemented a number of programs designed to improve the working environments of academic staff on the UW-Madison campus. In the questions below, please help us to evaluate some of these campus-wide initiatives.

34-35. For each program available on the UW-Madison campus, please rate your perception of the value of the program and indicate whether you have used or participated in the program.

	34. How valuable is each program? <i>Please rate on a scale of 1 to 4 (whether or not you have used it).</i>					35. Have you ever used/participated in this program?	
	Never Heard of Program 0	Very Valuable 1	Quite Valuable 2	Somewhat Valuable 3	Not at all Valuable 4	Yes	No
a. Dual Career Hiring Program	0	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>
b. Family Leave	0	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>
c. Academic Staff Mentoring Program	0	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>
d. Staff Internship Program	0	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>
e. Academic Staff Professional Development Grant	0	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>
f. United Faculty and Academic Staff (UFAS)	0	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>
g. Madison Academic Staff Association (MASA)	0	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>
h. Committee on Women	0	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>
i. Office of Campus Child Care	0	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>
j. Sexual Harassment Information Sessions	0	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>
k. Life Cycle Grant Program	0	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>
l. Women in Science and Engineering Leadership Institute (WISELI)	0	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>
m. Other, please list: _____	0	1	2	3	4	<input type="checkbox"/>	<input type="checkbox"/>

Sexual Harassment

The UW-Madison defines sexual harassment as including unwelcome sexual advances, requests for sexual favors, and verbal or physical conduct of a sexual nature when such conduct influences employment or academic decisions, interferes with an employee's work, or creates an intimidating, hostile or offensive work or learning environment. Please use this definition as you answer the next two questions.

36. Using this definition, within the last five years, how often, if at all, have you experienced sexual harassment on the UW-Madison campus? *Check one response.*

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

37. Please indicate your level of agreement with the following statements about sexual harassment at UW-Madison.

<i>Circle one number on a scale of 1 to 4.</i>	Agree Strongly 1	Agree Somewhat 2	Disagree Somewhat 3	Disagree Strongly 4	Don't Know
a. Sexual harassment is taken seriously on campus.	1	2	3	4	DK
b. Sexual harassment is a big problem on campus.	1	2	3	4	DK
c. I know the steps to take if a person comes to me with a problem with sexual harassment.	1	2	3	4	DK
d. The process for resolving complaints about sexual harassment at UW-Madison is effective.	1	2	3	4	DK

Balancing Personal and Professional Life

We would like to know to what extent faculty and academic staff at UW-Madison are able to balance their professional and personal lives.

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

<i>Circle one number on a scale of 1 to 4. Circle NA if the statement does not apply to you.</i>	Agree Strongly 1	Agree Somewhat 2	Disagree Somewhat 3	Disagree Strongly 4	NA
a. I am usually satisfied with the way in which I balance my professional and personal life.	1	2	3	4	NA
b. I have seriously considered leaving my current job in order to achieve better balance between work and personal life.	1	2	3	4	NA
c. I have seriously considered leaving UW-Madison in order to achieve better balance between work and personal life.	1	2	3	4	NA
d. I often have to forgo professional activities (e.g., local or national meetings) because of personal responsibilities.	1	2	3	4	NA
e. Personal responsibilities and commitments have slowed down my career progression.	1	2	3	4	NA
f. Professional/job demands have forced me to compromise personal responsibilities and interests.	1	2	3	4	NA
g. Family responsibilities have enhanced my career.	1	2	3	4	NA

39. Have you cared for, or do you currently care for, dependent children?

- a. Yes b. No → *Go to Question 46*

40. How many children do you currently have (including those not living in your home)? _____

41. Please list ages of children currently *living in your home* (full or part-time):

Child 1 _____ Child 2 _____ Child 3 _____ Child 4 _____ Child 5 _____

42. Do you currently use, or need, any day care services or programs to care for a dependent child?

a. Yes b. No → *Go to Question 46*



43. Which of the following childcare arrangements do you have? *Check all that apply.*

- a. University of Wisconsin childcare center
- b. Non-university childcare center
- c. Childcare in the provider's home
- d. In-home provider (nanny/babysitter in your home)
- e. Family members (spouse/partner, grandparent, yourself, etc.)
- f. After-school care
- g. Child takes care of self
- h. Other (please specify): _____

44. How satisfied are you with your current childcare arrangements? *Circle one number on a scale of 1 to 4.*

Very satisfied Somewhat satisfied Somewhat dissatisfied Very dissatisfied
 1 2 3 4

45. To what extent are the following childcare issues a priority for you personally?

<i>Circle one number on a scale of 1 to 4.</i>	High Priority 1	Quite a Priority 2	Somewhat a Priority 3	Not at all a Priority 4
a. Availability of campus childcare	1	2	3	4
b. Availability of infant/toddler care	1	2	3	4
c. Care for school aged children after school or during the summer	1	2	3	4
d. Childcare when your child is sick	1	2	3	4
e. Back-up or drop-in care when your usual childcare arrangements do not work	1	2	3	4
f. Childcare specifically designed for children with developmental delays or disabilities	1	2	3	4
g. Childcare when you are away at conferences and special events held elsewhere	1	2	3	4
h. Extended hour childcare when you must work evenings, nights, or weekends	1	2	3	4
i. Assistance in covering childcare costs	1	2	3	4
j. Assistance with referrals to non-university childcare situations	1	2	3	4
k. Other, please specify: _____	1	2	3	4

46. Have you provided care for an aging parent or relative in the past 3 years?

a. Yes b. No → *Go to Question 48*



47. How much time on average do you, or did you, spend caring for an aging parent or relative **per week**? *Check one.*

- a. 5 hours or less a week
- b. 6-10 hours a week
- c. 11-20 hours a week
- d. 21-30 hours a week
- e. More than 30 hours a week

48. With regard to **past or current care** of dependent children, aging parents/relatives, or a disabled spouse/partner, what would you recommend the University do to support faculty and academic staff?

Spouse/Partner’s Career

49. What is your current marital or cohabitation status?

- a. I am married and live with my spouse —————> *Go to question 50*
- b. I am not married, but live with a domestic partner (opposite or same sex) —————> *Go to question 50*
- c. I am married or partnered, but we reside in different locations —————> *Go to question 50*
- d. I am single (am not married and am not partnered) —————> *Go to question 54*

50. What is your spouse or partner’s **current** employment status? What is your partner’s **preferred** employment status?

<i>Check one for each.</i>	Full-time	Part-time	Not employed	Retired
a. Spouse/partner’s current employment status	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Spouse/partner’s preferred employment status	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

51. Does your partner or spouse work at UW-Madison?

- a. Yes
- b. No → *Go to question 53*



52. What is your spouse/partner’s title (e.g., Assoc. Researcher) at UW-Madison? _____

53. Please indicate your level of agreement with the following statements about your spouse or partner’s career.

<i>Circle one number on a scale of 1 to 4. Circle NA if the statement does not apply to you.</i>	Agree Strongly 1	Agree Somewhat 2	Disagree Somewhat 3	Disagree Strongly 4	NA
a. My spouse/partner is satisfied with his/her current employment opportunities.	1	2	3	4	NA
b. I have seriously considered leaving Madison in order to enhance my spouse/partner’s career opportunities.	1	2	3	4	NA
c. I have seriously considered leaving Madison to enhance both my and my partner/spouse’s opportunities.	1	2	3	4	NA
d. My partner/spouse and I are staying in Madison because of my partner/spouse’s job.	1	2	3	4	NA
e. My partner/spouse and I are staying in Madison because of my job.	1	2	3	4	NA
f. My partner/spouse and I are staying in Madison because of both of our jobs.	1	2	3	4	NA

54. Please indicate your level of agreement with the following statements about your primary unit’s support of family obligations.

<i>Circle one number on a scale of 1 to 4. Circle NA if the statement does not apply to you.</i>	Agree Strongly 1	Agree Somewhat 2	Disagree Somewhat 3	Disagree Strongly 4	Don’t Know	NA
a. Most people in my unit are supportive of colleagues who want to balance their family and career lives.	1	2	3	4	DK	NA
b. It is difficult for people in my unit to adjust their work schedules to care for family members.	1	2	3	4	DK	NA
c. Unit meetings frequently occur early in the morning or late in the day.	1	2	3	4	DK	NA
d. The unit knows the options available for people who have a new baby.	1	2	3	4	DK	NA
e. The unit is supportive of family leave.	1	2	3	4	DK	NA
f. People in my unit who have children are considered to be less committed to their careers.	1	2	3	4	DK	NA

Health

A person's health has been shown to be related to his/her work environment. Please answer the following questions about your health.

55. How would you rate your overall health at the present time? *Circle one number on a scale of 1 to 5.*

Excellent Very good Good Fair Poor
1 2 3 4 5

56. How often do you feel:

<i>Circle one number on a scale of 1 to 5 for each item.</i>	Very often 1	Quite often 2	Sometimes 3	Once in a while 4	Rarely 5
a. Happy	1	2	3	4	5
b. Fatigued	1	2	3	4	5
c. Stressed	1	2	3	4	5
d. Nervous	1	2	3	4	5
e. Depressed	1	2	3	4	5
f. Short-tempered	1	2	3	4	5
g. Well-rested	1	2	3	4	5
h. Physically fit	1	2	3	4	5

57. Do you have a significant health issue or disability?

a. Yes b. No → *Go to Question 59*



58. In dealing with this health issue or disability, how accommodating is ...

<i>Circle one number on a scale of 1 to 4 for each statement.</i>	Very 1	Quite 2	Somewhat 3	Not at all 4
a. Your primary unit?	1	2	3	4
b. UW-Madison?	1	2	3	4

Gender and Race/Ethnicity at UW-Madison

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

<i>Circle one number on a scale of 1 to 4.</i>	Agree Strongly 1	Agree Somewhat 2	Disagree Somewhat 3	Disagree Strongly 4	Don't Know DK
a. There are too few women in my unit.	1	2	3	4	DK
b. My unit has identified ways to recruit women.	1	2	3	4	DK
c. My unit has actively recruited women.	1	2	3	4	DK
d. The climate for women in my unit is good.	1	2	3	4	DK
e. My unit has identified ways to enhance the climate for women.	1	2	3	4	DK
f. My unit has taken steps to enhance the climate for women.	1	2	3	4	DK
g. My unit has too few women in leadership positions.	1	2	3	4	DK
h. My unit has identified ways to move women into leadership positions.	1	2	3	4	DK
i. My unit has made an effort to promote women into leadership positions.	1	2	3	4	DK

60. With respect to the recruitment of, climate for, and leadership of racial and/or ethnic minority group members, how much would you agree or disagree with the following statements about your primary unit?

	Agree Strongly 1	Agree Somewhat 2	Disagree Somewhat 3	Disagree Strongly 4	Don't Know
<i>Circle one number on a scale of 1 to 4.</i>					
a. There are too few racial/ethnic minorities in my unit.	1	2	3	4	DK
b. My unit has identified ways to recruit racial/ethnic minorities.	1	2	3	4	DK
c. My unit has actively recruited racial/ethnic minorities.	1	2	3	4	DK
d. The climate for racial/ethnic minorities in my unit is good.	1	2	3	4	DK
e. My unit has identified ways to enhance the climate for racial/ethnic minorities.	1	2	3	4	DK
f. My unit has taken steps to enhance the climate for minorities.	1	2	3	4	DK
g. My unit has too few minorities in leadership positions.	1	2	3	4	DK
h. My unit has identified ways to move racial/ethnic minorities into leadership positions.	1	2	3	4	DK
i. My unit has made an effort to promote racial/ethnic minorities into leadership positions.	1	2	3	4	DK

Personal Demographics

As always, responses to the following questions will be kept confidential. Information from this survey will always be presented in aggregate form so that individual respondents can never be identified.

61. What is your sex? a. Male b. Female

62. What is your race/ethnicity? *Check all that apply.*

- a. Southeast Asian d. Hispanic g. Other, please explain: _____
 b. Other Asian/Pacific Islander e. White, not of Hispanic origin _____
 c. Black/African American, not of Hispanic origin f. Native American (American Indian or Alaskan Native)

63. What is your sexual orientation? a. Heterosexual b. Gay/Lesbian c. Bisexual

64. Are you a U.S. citizen? a. Yes b. No, but I'm a permanent resident c. No

65. What degrees have you received? *Check all that apply.*

- a. Ph.D. d. J.D. g. Other, please list: _____
 b. M.D. e. M.A./M.S. _____
 c. D.V.M. f. B.A./B.S. _____

66a. Year earned highest degree: _____
66b. Institution granting highest degree: _____

67. Were you ever a student at UW-Madison? a. Yes b. No

68. Which unit (department/center/lab/section) did you have in mind when completing this survey? _____

69. What is the primary division that characterizes your current work and/or training? *Please check one.*

- Biological Science Physical Science Social Studies Humanities

70. As a general measure of socioeconomic background, what is/was your parents' highest levels of education?

<i>Check NA if not applicable.</i>	Less than high school	Some high school	High school diploma	Some college	College degree	Advanced degree	NA
Mother	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Father	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

THANK YOU for your time!