**Departmental Climate Survey for Graduate Students**

[Unless otherwise noted, participants provide their responses on 7-point Likert scales, with endpoints labeled "1 = Strongly disagree" and "7 = Strongly agree."]

The purpose of this survey is to better understand graduate students’ experiences in the Department. The survey contains questions about your experiences with other graduate students, your advisor(s), your lab, and the Department as a whole. There are also some questions about how your experiences as a graduate student affect your personal life. We hope to use your responses to inform efforts to make the Department more inclusive, welcoming, and supportive.  
   
The survey should take between 10 to 20 minutes to complete. At the end you will have the opportunity to provide feedback on the design and wording of the survey.

[Consider adding here a short description of who will have access to the data and how the results will be communicated. For your information, in our Department only the three graduate student members of the Climate Survey Committee had access to the data. They analyzed the data and communicated the results to all members of the Department in a town hall meeting. The data were stored with the Graduate Student Coordinator, a member of the administrative staff].

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**1. [Work Life Balance (17 items)]**

1. In a typical week(7 days) during the most recent *fall and spring semesters* about how many hours did you work on activities related to graduate school? Please include time spent on coursework, teaching and mentoring, research, writing, and meetings. [Open ended, numerical response]
2. About what percent of these hours are spent in the Department building and other academic buildings, including those where you have lab or office spaces? [Open ended, numerical response]
3. In a typical week (7 days) during the past *summer* about how many hours did you work on activities related to graduate school? Please include time spent on coursework, teaching and mentoring, research, writing, and meetings. [Open ended, numerical response]
4. About what percent of these hours are spent in the Department building and other academic buildings, including those where you have lab or office spaces? [Open ended, numerical response]
5. Over the course of the last full calendar year, about how many weekdays did you use to take vacation, i.e., days when you did little or no work related to graduate school (note that national holidays do not count as vacation days)? [Open ended, numerical response]
6. In a typical week (7 days) during the most recent *fall and spring semesters*, about how many hours do you think your advisor(s) expected you to work on activities related to graduate school? [Open ended, numerical response]
7. In a typical week (7 days) during the past *summer*, about how many hours do you think your advisor(s) expected you to work on activities related to graduate school? [Open ended, numerical response]
8. Using the scale below, what are your feelings about the number of hours you work on activities related to graduate school? [“1=Do not work nearly enough” to “7 = Work way too much”]
9. My advisor’s/advisors’ expectations for how much work I should accomplish in a week are reasonable.
10. My advisor(s) genuinely care(s) about and support(s):
    1. My research
    2. My personal research interests
    3. My chosen path (including career goals)
    4. My well-being
    5. My work life balance
11. The Department uses fair practices when assessing students’ performance and progress.
12. The Department’s expectations of graduate students are reasonable.
13. The Department’s expectations of graduate students are clear.
14. On average about how many hours of sleep do you get per night in the last 12 months? [Open ended, numerical response]
15. Consider activities you pursue (or would like to pursue) outside of those related to graduate school for your own enjoyment and pleasure (e.g., sports, music, spending time with friends). To what extent do you feel you have enough time to pursue these activities? [“1=Not nearly enough” to “7=More than enough”]
16. Please indicate the extent to which you feel you have good information about the following: [“1=I lack information about this” to “7=I have all the information I need about this”]
    1. Mental health services available to me and my fellow graduate students.
    2. Requirements associated with First Year Projects, prelims, dissertation.
    3. The process for reporting sexual harassment and hostile or intimidating behavior.
    4. The process for reporting incidents of bias or discrimination.
    5. Clubs and organizations for graduate students outside the Department.
    6. Funding Opportunities.
17. Please share anything else you’d like to on the topic of these questions. [Open ended]

**2. [Mental Health/Support (5 items)]**

1. To what extent have you felt the following ways in the last two months? [“1=Not at all” to “7=Very much”]
   1. Stressed
   2. Overwhelmed
   3. Anxious
   4. Nervous
   5. Exhausted
   6. Sad
   7. Depressed
   8. Worthless
   9. Isolated
2. What has been the biggest and most consistent source of stress for you in the last two months? Write NA or leave blank if you do not feel stressed. [Open ended]
3. Please rate the extent to which you agree with the following statement: I have someone in the Department I feel comfortable talking to about my problems.
4. Rate your physical health over the last two months. [“1=Poor” to “7=Excellent”]
5. Please share anything else you'd like to on the topic of these questions. [Open ended]

**3. [Belonging (10 items)]**

Please rate the extent to which you agree with the following statements:

1. I feel I belong:
   1. In the Department
   2. In my lab(s)
   3. Among my graduate student peers
2. I feel valued:
   1. In the Department
   2. In my lab(s)
   3. Among my graduate student peers
3. I feel comfortable sharing thoughts, opinions, and questions at department functions (e.g., area group meetings, departmental colloquiums).
4. When I share thoughts, opinions, or questions at department functions (e.g., area group meetings, departmental colloquiums), I feel that they are respected and valued.
5. What currently makes you feel valued in the Department? [Open ended]
6. What currently makes you feel valued in your lab(s)? [Open ended]
7. What currently makes you feel valued among your graduate student peers? [Open ended]
8. What else could make you feel valued in the Department (in the future)? [Open ended]
9. What else could make you feel valued in your lab(s) (in the future)? [Open ended]
10. What else could make you feel valued among your graduate student peers (in the future)? [Open ended]

**4. [Sexual Harassment, Hostile & Intimidating Behavior, and Bias (13 items)]**

Please consult the following links for definitions of terms used in this section:

*Sexual harassment:* [https://www.wisconsin.edu/regents/policies/sexual-violence-and-sexual-harassment/](https://www.wisconsin.edu/regents/policies/sexual-violence-and-sexual-harassment/ )   
*Hostile and intimidating behavior:* [https://hr.wisc.edu/hib/](https://hr.wisc.edu/hib/ )   
*Biased or discriminatory behavior:* <https://www.wisconsin.edu/regents/policies/discrimination-harassment-and-retaliation/>

1. Have you personally *experienced* sexual harassment in the Department in the last 12 months?
2. Yes
3. No
4. [If respondent answered yes:] Who was the perpetrator of the sexual harassment you experienced? (check all that apply)
5. Graduate student
6. Faculty member
7. Other
8. Have you personally *witnessed* sexual harassment in the Department in the last 12 months? (check “No” if you have experienced but not witnessed sexual harassment)
9. Yes
10. No
11. [If respondent answered yes:] Who was the perpetrator of the sexual harassment you witnessed? (check all that apply)
12. Graduate student
13. Faculty member
14. Other
15. Have you personally *experienced* hostile and/or intimidating behavior in the Department in the last 12 months?
16. Yes
17. No
18. [If respondent answered yes:] Who was the perpetrator of the hostile and/or intimidating behavior you experienced? (check all that apply)
19. Graduate student
20. Faculty member
21. Other
22. Have you personally *witnessed* hostile and/or intimidating behavior in the Department in the last 12 months? (check “No” if you have experienced but not witnessed hostile and/or intimidating behavior)
23. Yes
24. No
25. [If respondent answered yes:] Who was the perpetrator of the hostile and/or intimidating behavior you witnessed? (check all that apply)
26. Graduate student
27. Faculty member
28. Other
29. Have you personally *experienced* biased or discriminatory behavior in the Department in the last 12 months?
30. Yes
31. No
32. [If respondent answered yes:] Who was the perpetrator of the discriminatory behavior you experienced? (check all that apply)
33. Graduate student
34. Faculty member
35. Other
36. Have you personally *witnessed* biased or discriminatory behavior in the Department in the last 12 months? (check “No” if you have experienced but not witnessed biased or discriminatory behavior)
37. Yes
38. No
39. [If respondent answered yes:] Who was the perpetrator of the discriminatory behavior you witnessed? (check all that apply)
40. Graduate student
41. Faculty member
42. Other
43. If you think these behaviors – sexual harassment, hostile or intimidating behavior, and biased or discriminatory behavior – are problems in the Department, do you have suggestions for how we could reduce these problems? [Open ended]

**5. [Climate (3 items)]**

1. Overall, other graduate students in the Department treat me in a welcoming and inclusive way.
2. Overall, faculty in the Department treat me in a welcoming and inclusive way.
3. Based on what you’ve witnessed and/or experienced, to what extent do you agree that the Department provides a comfortable and welcoming climate for:
   1. Women
   2. Individuals with marginalized sexual identities (e.g., lesbians, gay men)
   3. Individuals with marginalized gender identities (e.g., genderqueer individuals, transgender individuals)
   4. Members of marginalized racial and ethnic groups
   5. Individuals with strong religious beliefs
   6. Members of marginalized religious groups
   7. Individuals who come from financially disadvantaged backgrounds
   8. Individuals with physical disabilities
   9. Individuals with learning disabilities
   10. Individuals with mental illnesses
   11. Individuals with conservative political beliefs
   12. Other (please specify)

**6. [Department Inclusion Norms (2 items)]**

1. Based on your perception, what percent of **faculty** in the Department do you think fall into each of the following six categories? Your responses should add up to 100%
2. Have very positive attitudes toward members of different social groups and actively try to make the Department more welcoming and inclusive.
3. Have somewhat positive attitudes toward members of different social groups and sometimes behave inclusively.
4. Have ambivalent attitudes toward members of different social groups and behave in neither an inclusive nor a discriminatory way.
5. Have slightly negative attitudes toward members of different social groups and engage in indirect or subtle forms of discrimination (e.g., microaggressions).
6. Have very negative attitudes toward members of different social groups and engage in explicit forms of discrimination (e.g., using a racial slur).
7. Individuals who do not fit into any of these categories.
8. ***If you are not sure or do not feel comfortable answering this question, please type 100 in this box AND leave all other boxes blank.***
9. Based on your perception, what percent of **graduate students** in the Department do you think fall into each of the following six categories? Your responses should add up to 100%
10. Have very positive attitudes toward members of different social groups and actively try to make the Department more welcoming and inclusive.
11. Have somewhat positive attitudes toward members of different social groups and sometimes behave inclusively.
12. Have ambivalent attitudes toward members of different social groups and behave in neither an inclusive nor a discriminatory way.
13. Have slightly negative attitudes toward members of different social groups and engage in indirect or subtle forms of discrimination (e.g., microaggressions).
14. Have very negative attitudes toward members of different social groups and engage in explicit forms of discrimination (e.g., using a racial slur).
15. Individuals who do not fit into any of these categories.
16. ***If you are not sure or do not feel comfortable answering this question, please type 100 in this box AND leave all other boxes blank.***

**7. [Thoughts About Leaving the Department (5 items)]**

1. Have you considered leaving the Department in the past year (for reasons other than degree completion)?
   1. Yes
   2. No
2. [If respondent answered yes:] What prompted you to consider leaving? [Open ended]
3. [If respondent answered yes:] Why did you choose to stay? [Open ended]
4. What do you think could be done to improve department climate? [Open ended]

**8. [Demographics (2 items)]**

*Given the small size of the Department graduate student body, sharing your opinion along with detailed demographic information may present a concern about anonymity. For this reason we will only ask two questions about social identities: these questions will allow us to assess whether and how experiences in the Department differ between groups while continuing to protect your privacy*

*The first question is worded as it is because empirical studies show that those who do not identify as men are more often targets of sexual harassment or assault, and victims of various non-inclusive behaviors than men. Under no circumstances does this wording imply that men are the “default” or the standard of reference.*

1. Do you currently identify as a man?
   1. Yes
   2. No

*Marginalized or stigmatized groups are defined as groups that are frequent targets of prejudice or discrimination in our society in general or higher education in particular. Examples include, but are not limited to, underrepresented racial and ethnic groups, members of the LGBTQ+ community, underrepresented religious groups, individuals with disabilities, and individuals who come from families that are low in socioeconomic status.*

1. In your opinion, not considering your gender identity, do you belong to at least one marginalized or stigmatized group?
2. Yes
3. No

**9. [Final question (1 items)]**

1. Please leave any additional thoughts or feedback you may have about this survey here. [Open ended]