

# Welcome to the ADVANCE Academic Work Environment Survey

Thank you for your time. We would especially like to thank those of you who completed the first survey in 2004. We are most grateful for everyone's input.

The 2007 survey is an important part of the NSF ADVANCE program to develop supportive work initiatives for all faculty on the URI campus. It is a follow-up to an initial survey distributed in 2004. Taking this follow-up survey allows us to gauge the strengths and weaknesses that exist in departmental work environments for faculty at URI. Importantly, it enables us to track and report to you how URI has and continues to evolve since the first survey.

Although the topics are similar to the first survey, this 2007 version is shorter and easier to complete. We welcome all faculty to take part in this new survey, regardless of whether you completed the 2004 survey.

The results of this survey will:

- Provide valuable and unique information and insights about the work environment at URI
- Provide the opportunity for faculty to voice their concerns or their support
- Lend support for change initiatives where they are needed
- Provide necessary program evaluation information to NSF
- Enable the ADVANCE Project to evaluate its impact at the University
- Provide a tool to help departments promote equity, improve retention, and increase overall worker satisfaction
- Contribute to a national ADVANCE effort to understand faculty work environments

## Information About This Research and Your Participation

- Your participation will enable us to provide accurate information about faculty attitudes and perceptions about work life at URI. Not only will your participation provide research contributions to understanding institutions of higher education, but the findings will be used to suggest improvements at the University of Rhode Island.
- There is minimal risk in participating in this study. Participation in this research is voluntary; you may withdraw at any time without consequence.
- All information in the surveys will be strictly confidential. Data will be summarized and carefully reported in groups or clusters so that no single individual can be identified.
- The Institutional Review Board (IRB) for the protection of human participants at URI has reviewed and approved this research. Your return of the questionnaire indicates your consent to participate in the study.
- If you have questions, you may reach Barbara Silver at 874-9422 or [silver@uri.edu](mailto:silver@uri.edu), or the IRB Chair at 874-4328.

## Instructions

Thank you very much for taking the time to complete this survey. We know how busy you are and have tried to make the process as simple and efficient as possible. We are very interested in receiving responses from all URI faculty, especially those who participated in our first Academic Work Environment Survey distributed during 2004-2005.

Please indicate the appropriate response for each question and, where applicable, include additional comments in the spaces provided. The survey should take approximately 30 minutes to complete.

If you have questions while completing the survey, please contact a member of the ADVANCE staff at 874-9422 or [advance1@etal.uri.edu](mailto:advance1@etal.uri.edu).

# I. Professional Employment

Note: Throughout this survey, "faculty" refers to all tenured and tenure track, primary research and clinical track faculty.

1. Year of highest degree:

2. Year of first appointment at URI :

3. Year began tenure track at URI (if applicable):

4. Year received a tenured position at URI (if applicable):

5. Are you non-Tenure Track Faculty (i.e. research or clinical track, lecturer, etc.)?

☐ Yes

☐ No

6. Please specify your current department in the box below:

7. How would you classify your primary URI appointment? Indicate by selecting the appropriate response below. (Please check only one.)

☐ Assistant Professor

☐ Associate Professor

☐ Full Professor

☐ Assistant Research Professor

☐ Associate Research Professor

☐ Senior Research Professor

☐ Lecturer

☐ Adjunct Faculty

☐ Per Course Instructor

☐ Administrative Position

☐ Other (i.e. chair) Please specify:

# II. Tenure Clock Decisions

1. Is it possible to stop or extend the tenure clock in your department?

- jm

Yes
- jm

No
- jm

Don't Know

2. Please indicate if you have ever stopped the tenure clock at URI for any of the following reasons.

- jm

No. I have not stopped the tenure clock.
- jm

Yes, part of start-up package
- jm

Yes, professional opportunity
- jm

Yes, childbirth/other dependent care duties
- jm

Yes, health reasons
- jm

Yes, other reason (please specify)

3. Did you ever choose not to stop the tenure clock even though you were entitled to?

- jm

Yes
- jm

No
- jm

N/A

If yes, please explain:

4. If you had chosen to stop the tenure clock in your department at URI for any reason how supportive would your department have been in facilitating this choice? If applicable please indicate the appropriate response below.

- jm

Very  
Unsupportive
- jm

Somewhat  
Unsupportive
- jm

Neutral
- jm

Somewhat  
Supportive
- jm

Very  
Supportive
- jm

N/A

# III. Resources

1. Please rate how satisfied you are with the level of resources that have been available to you over the last 3 years (i.e. course release time, lab equipment, travel funding, discretionary funds, etc.). If you have been at URI less than 3 years, please refer to the time that you have been at URI :

|   | Very Unsatisfied      | Somewhat Unsatisfied  | Neutral               | Somewhat Satisfied    | Very Satisfied        |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Accessibility to needed resources in your department or college   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Resources received from your department/college relative to how many resources you need to do your work | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Level of resources that have been available to you  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

2. Have you ever had an outside offer while at URI ?

☐ Yes

☐ No

3. Did that offer result in a salary increase for you at URI ?

☐ Yes

☐ No

☐ N/A

If yes, please explain:

## IV. Teaching and/or Student Contact

During the last 3 years:

1. What is the average number of undergraduate courses you have taught per semester?

2. What is the average number of graduate courses you have taught per semester?

3. What is the average number of students you have taught per semester?

4. How many revisions of existing courses have you prepared?

5. How many new courses have you prepared?

6. How many hours do you spend teaching in an average week?

7. How many contact/office hours do you provide in an average week?

8. How many undergraduates do you advise in an average semester?

9. How many graduate students do you advise in an average semester?

10. How many Post Docs, Residents or Fellows do you mentor in an average semester?

11. How many junior faculty do you mentor in an average semester?

V. Service and Leadership

We're interested in knowing your level of involvement in committee work and leadership activities (including department, school or college, university, or community levels) over the past 3 years.

1. In a typical year, how many committees do you serve on?

2. How many committees do you chair?

3. How many committees (including 0) are you expected to serve on?

4. How willing are you to take on time-consuming leadership tasks (e.g., chairing an important committee)?

jm

Very Unwilling

jm

Somewhat Unwilling

jm

Neutral

jm

Somewhat Willing

jm

Very Willing

## VI. Recognition

During the last 3 years, list the number of awards you have received from the University of Rhode Island and from organizations outside of the University of Rhode Island in each of the following areas:






### 1. From URI

|          |                      |
|----------|----------------------|
| Teaching | <input type="text"/> |
| Research | <input type="text"/> |
| Service  | <input type="text"/> |
| Other    | <input type="text"/> |

### 2. Outside URI

|          |                      |
|----------|----------------------|
| Teaching | <input type="text"/> |
| Research | <input type="text"/> |
| Service  | <input type="text"/> |
| Other    | <input type="text"/> |

3. Please rate how satisfied you are with how much you have been recognized over the last 3 years (if you have been at URI less than 3 years, rate your satisfaction for the time you have been at URI).

|  |  |   |  |  |
|--|--|---|--|--|
|  Very Unsatisfied |  Somewhat Unsatisfied |  Neutral |  Somewhat Satisfied |  Very Satisfied |
|--|--|---|--|--|

## VII. Career Satisfaction

1. During the last 3 years, select the response that best expresses your level of career satisfaction within each of the areas below.

|  | Very<br>Dissatisfied  | Somewhat<br>Dissatisfied | Neutral               | Somewhat<br>Satisfied | Very<br>Satisfied     |
|--|-----------------------|--------------------------|-----------------------|-----------------------|-----------------------|
| Opportunity to collaborate with other faculty                                      | <input type="radio"/> | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Amount of social interaction with members of my unit                               | <input type="radio"/> | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Level of funding for my research or creative efforts                               | <input type="radio"/> | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Current salary in comparison to the salaries of my URI colleagues                  | <input type="radio"/> | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Sense of being valued as a teacher by my students                                  | <input type="radio"/> | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Sense of being valued as a mentor/advisor by my students                           | <input type="radio"/> | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Sense of being valued as a teacher by my colleagues                                | <input type="radio"/> | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Sense of being valued for my research, scholarship, and potential by my colleagues | <input type="radio"/> | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Level of intellectual stimulation in day-to-day contacts with faculty              | <input type="radio"/> | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Sense of contributing to theoretical developments in my field                      | <input type="radio"/> | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Balance between personal and professional life                                     | <input type="radio"/> | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Overall job satisfaction   | <input type="radio"/> | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

## VIII. Demographics

1. To better understand longitudinal issues, we are tracking responses individually by an 8-digit identifier. Your identity will not be associated in any way with your survey – the tracking number will be kept separate from your survey. Please fill in the following:

1st 2 digits of SSN

Last 2 digits of year of birth

Last 2 digits of SSN

Day of birth

2. Age:



3. Sex:

☐ Female

☐ Male



4. US Citizen:

 Yes  
 No

5. Dependents

Number of children for whom you provide care

Number of elderly dependents for whom you provide care

Number of other dependents for whom you provide care

6. Racial/Ethnic Identity (Please check all that apply)

- ☐

African American/Black
- ☐

Asian American/Pacific Islander
- ☐

European American or White
- ☐

Latino/a or Hispanic American
- ☐

Native American/American Indian
- ☐

Multiracial
- ☐

Other (please specify):

IX. Productivity

1. In thinking briefly about your productivity, during the last 3 years, please provide approximate estimates of the following:


The number of grants you received


The total dollar amount of the grants you received


The number of publications (peer-reviewed articles, book chapters, etc.)

The number of books/monographs/plays/major contributions you wrote/made


2. Using the criteria above, how would you rate your overall productivity compared to researchers in your area and at your rank nationwide?

 Much Less Productive

 Slightly Less Productive


 About the Same

 Slightly More Productive


 Much More Productive


3. Using these same criteria, how do you think your department/college views your level of productivity, compared to the average in your department/college?

 Much Less Productive

 Slightly Less Productive

 About the Same

 Slightly More Productive

 Much More Productive

Page 9

## X. Mentoring

1. A mentor is someone who serves as a role model and/or gives you advice and counsel on career and/or professional work/life issues. In regard to your experiences of being mentored at URI , to what extent do you disagree or agree with each of the following statements? Please check the appropriate response.

|  | Strongly Disagree     | Somewhat Disagree     | Neutral               | Somewhat Agree        | Strongly Agree        |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| I believe that good mentoring is important to the success of most faculty members.   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| My college places a high priority on quality mentoring.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| My department/unit, in particular, places a high priority on quality mentoring.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| My discipline or field values mentoring.   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I am familiar with the mentoring policy in my college.   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| My department/unit has a process to ensure that mentoring relationships are going well.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| My department/unit acknowledges mentoring activities through an award, course release time, or some other tangible recognition of service. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I am satisfied with the level/quality of mentoring I am currently receiving.   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Mentoring about teaching is important.   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Mentoring about the promotion process is important.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Mentoring about publications is important.   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Mentoring about finding resources is important.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Mentoring about work-life issues is important.   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

2. How many mentors have you been assigned by your department/college at URI? Please list the number of people.

Within your department/college

Outside you department/college

3. How many other mentors do you have, either informal or formal, who were not assigned to you by your department/college? Please list the number of people.

Within your department/college

Outside you department/college

XI . Department Climate

1. In the past 3 years, what changes have you observed in your department/college?

|  | Much Worse | Slightly Worse | About the Same | Slightly Better | Much Better |
|--|------------|----------------|----------------|-----------------|-------------|
| Professional collaborations between faculty                | jn         | jn             | jn             | jn              | jn          |
| Mentoring of faculty                                       | jn         | jn             | jn             | jn              | jn          |
| Access to resources for scholarly activities               | jn         | jn             | jn             | jn              | jn          |
| Collegiality, social or community-building types of events | jn         | jn             | jn             | jn              | jn          |
| Overall work climate                                       | jn         | jn             | jn             | jn              | jn          |

2. In your opinion, to what extent have the following ADVANCE activities influenced change at URI?

|  | Not at All | Only Slightly | Somewhat | Moderately | Very Much |
|--|------------|---------------|----------|------------|-----------|
| Faculty development (e.g. Incentive Fund, workshops, lunches)                    | jn         | jn            | jn       | jn         | jn        |
| Work-life initiatives (e.g. policy changes, work-life website)                   | jn         | jn            | jn       | jn         | jn        |
| Recruitment (e.g. Faculty Fellows program, best search practices)                | jn         | jn            | jn       | jn         | jn        |
| Information and awareness (e.g. presentations, ADVANCE website, data collection) | jn         | jn            | jn       | jn         | jn        |

3. Please comment on any additional changes not mentioned above.

## XII. Overall Work Environment

1. How would you describe the nature of your work environment on the following criteria? Select the appropriate response for each characteristic below.

|               | Never                 | Rarely                | Sometimes             | Often                 | Very Often            |
|---------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Friendly      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Racist        | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Diverse       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Respectful    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Collegial     | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Sexist        | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Collaborative | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Cooperative   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Homophobic    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Supportive    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

## XIII. Work Environment and Level of Influence

1. For each item select the response that best corresponds to how much influence you feel you have over the following matters in your department/college.

|  | No Influence          | Minor Influence       | Some Influence        | Substantial Influence | Tremendous Influence  |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Curriculum decisions                                 | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Size of salary increases I receive                   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Obtaining money for travel to professional meetings  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Selecting new graduate students or residents/fellows | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Determining who gets tenure                          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Selecting the next chair/director                    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Affecting the overall work culture or climate        | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

## XIV. Work Environment and Gender

1. Please indicate your level of agreement with the following statements concerning gender issues as they relate to the atmosphere in your department/college by selecting the appropriate responses.

|  | Strongly Disagree     | Tend to Disagree      | Neutral               | Tend to Agree         | Strongly Agree        |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Some faculty display a condescending attitude toward women.                      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Sexist remarks are heard in our department/college.                              | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| There is equal access for both men and women to lab/research space.              | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| The environment promotes adequate collegial opportunities for women.             | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Men are more likely than women to receive helpful career advice from colleagues. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| In meetings, others pay as much attention to women's comments as to men's.       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Women are appropriately represented in senior positions.                         | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Sex discrimination is a big problem in my department/college.                    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

## XV. Work Environment and Discrimination

1. Please provide checks in the chart below for any job-related discrimination practices you may have experienced toward you at URI in the last 3 years. Please check all that apply.

|   | Race or Ethnicity        | Gender                   | Sexual Orientation       | Physical Disability      | Religious Affiliation    | Other                    | None Experienced         |
|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| Hiring  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Promotion                                       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Salary  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Space, equipment, or other resource allocations | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Access to administrative staff                  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Graduate student or resident/fellow assignments | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Committee assignments                           | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Professional collaborations                     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Other   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

(please specify)

2. Overall, in the last 3 years, please provide a check for any instances of job-related discrimination against others at URI that you're aware of in the following areas. Please check all areas that apply.

☐ Race or Ethnicity

☐ Gender

☐ Sexual Orientation

☐ Physical Disability

☐ Religious Affiliation

☐ Other

☐ No observed instances occurred

XVI. Work Environment and Department Leader

1. How would you rate your department leader (chair or director) in each of the following areas? (Please note that all responses are kept strictly confidential, results are combined, and no one individual response will be reported.)

|  | Inferior              | Below Average         | Average               | Above Average         | Superior              |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Maintains high academic standards                  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Is open to constructive criticism                  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Is an effective administrator                      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Shows interest in faculty                          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Encourages and empowers faculty and staff          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Treats faculty fairly                              | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Helps me obtain resources I need                   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Gives me useful feedback about my performance      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Articulates clear criteria for promotion           | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Honors agreements                                  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Handles disputes within the department effectively | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Shows commitment to racial/ethnic diversity        | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Creates a cooperative and supportive environment   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

## XVII. Work Environment and Relationships

1. Please indicate your level of agreement with the following statements concerning relationships with colleagues as they relate to the atmosphere in your department/college during the last 3 years.

|   | Strongly<br>Disagree | Tend to<br>Disagree | Neutral | Tend to<br>Agree | Strongly<br>Agree |
|---|----------------------|---------------------|---------|------------------|-------------------|
| My colleagues value my research interests.  | jn                   | jn                  | jn      | jn               | jn                |
| I feel pressured to change my research agenda in order to fit in.   | jn                   | jn                  | jn      | jn               | jn                |
| I feel/felt pressured to change my research agenda to make tenure.  | jn                   | jn                  | jn      | jn               | jn                |
| I am comfortable asking questions about performance expectations.   | jn                   | jn                  | jn      | jn               | jn                |
| I am/was reluctant to bring up issues that concern me for fear it might affect my promotions.               | jn                   | jn                  | jn      | jn               | jn                |
| My colleagues expect me to represent "the point of view" of my gender.                                      | jn                   | jn                  | jn      | jn               | jn                |
| My colleagues solicit my opinion about important matters in the department.                                 | jn                   | jn                  | jn      | jn               | jn                |
| My colleagues have lower expectations of me than of other faculty.  | jn                   | jn                  | jn      | jn               | jn                |
| I constantly feel under scrutiny by my colleagues.  | jn                   | jn                  | jn      | jn               | jn                |
| I have had to work harder than I believe my colleagues do in order to be perceived as a legitimate scholar. | jn                   | jn                  | jn      | jn               | jn                |
| There are many unwritten rules concerning how one is expected to interact with colleagues.                  | jn                   | jn                  | jn      | jn               | jn                |
| Others seem to find it easier to fit in than I do.  | jn                   | jn                  | jn      | jn               | jn                |

# XVIII. Spouse or Partner Issues

Please note that for the purposes of this survey, the word "partner" is used to represent married and unmarried couples.

1. Considering the changing workforce, how unimportant or important is it for URI to offer employment assistance for partners?

☐ Very Unimportant

☐ Somewhat Unimportant

☐ Neutral

☐ Somewhat Important

☐ Very Important

2. In general, how satisfied are you with URI's help in locating appropriate opportunities for partners?

☐ Very Unsatisfied

☐ Somewhat Unsatisfied

☐ Neutral

☐ Somewhat Satisfied

☐ Very Satisfied

3. Have you ever considered leaving URI to improve career opportunities for a partner?

☐ Never

☐ Rarely

☐ Sometimes

☐ Often

☐ Very Often

4. Do you have a spouse or partner?

☐ Yes

☐ No



XVIII. Spouse or Partner Issues cont'

Note: If you answered "No" to the previous question ("Do you have a spouse or partner?"), please skip ahead to XIX. Career and Personal Life.

1. What, if any, is your partner's chosen career or field?

2. What is your partner’s current employment status?

- ☐ Full Time
- ☐ Part Time
- ☐ Not Currently Employed

3. What is your partner’s preferred employment?

- ☐ Full Time
- ☐ Part Time
- ☐ Not interested in employment at this time

4. If your partner is employed by URI , what type of appointment does she or he have? Please check all that may apply.

- ☐ Faculty Member
- ☐ Technical
- ☐ N/A
- ☐ Primary Research Appointment
- ☐ Librarian or Curator
- ☐ Other Appointment (please specify)
- ☐ Post-Doctoral or Fellowship
- ☐ Office or Support Staff
- 
- ☐ Admin. or Professional Staff
- ☐ Health Field

5. How satisfied are/were you with URI ’s help in locating appropriate opportunities for your partner?

- ☐ Very Unsatisfied
- ☐ Somewhat Unsatisfied
- ☐ Neutral
- ☐ Somewhat Satisfied
- ☐ Very Satisfied
- ☐ N/A

We welcome your explanation in the box below.

XI X. Career and Personal Life

1. Select the response that best describes your experiences regarding balancing work and personal life in the last 3 years.

|   | Never | Rarely | Sometimes | Often | Very Often |
|---|-------|--------|-----------|-------|------------|
| How often have you not had enough time for your family or other important people in your life because of your job at URI?           | jn    | jn     | jn        | jn    | jn         |
| How often has your work at URI helped you to do a good job at home?   | jn    | jn     | jn        | jn    | jn         |
| How often have you had MORE energy to do things with your family or other important people in your life because of your job at URI? | jn    | jn     | jn        | jn    | jn         |
| How often has your job at URI kept you from concentrating on important things in your family or personal life?                      | jn    | jn     | jn        | jn    | jn         |
| How often has your family or personal life drained you of the energy you needed to do your job at URI?                              | jn    | jn     | jn        | jn    | jn         |
| How often has your family or personal life kept you from doing as good a job at URI as you could?                                   | jn    | jn     | jn        | jn    | jn         |
| How often have you found enough time for your job at URI as well as your family and/or personal life?                               | jn    | jn     | jn        | jn    | jn         |
| Overall, how much do your job and your life off the job interfere with each other?  | jn    | jn     | jn        | jn    | jn         |

2. Select the response that best describes your level of agreement with the following statements.

|  | Strongly Disagree | Somewhat Disagree | Neutral | Somewhat Agree | Strongly Agree |
|--|-------------------|-------------------|---------|----------------|----------------|
| How much do you agree or disagree that it is much better for everyone involved if the man earns the money and the woman takes care of the home and children?     | jn                | jn                | jn      | jn             | jn             |
| How much do you agree or disagree that a mother who works outside the home can have just as good a relationship with her children as a mother who does not work? | jn                | jn                | jn      | jn             | jn             |

3. Regardless of gender or relationship status, did/will you consider delaying having children because of your appointment at URI ?

jn Never      jn Rarely      jn Sometimes      jn Often      jn Very Often      jn N/A

4. Regardless of gender or relationship status, did/would you consider not having children at all because of your appointment at URI ?

jn Never      jn Rarely      jn Sometimes      jn Often      jn Very Often      jn N/A

5. Please select the appropriate response for the following questions about dependent care.

|  | Never                 | Rarely                | Sometimes             | Often                 | Very Often            |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| To what extent do you currently provide special attention or care for a relative or in-law 65 years old or older – helping with things that are difficult or impossible for them to do themselves?                         | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| To what extent do you currently provide special assistance or care for a disabled, emotionally disturbed or seriously ill other family member in your home?  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| To what extent do you anticipate having some responsibility for the care of a relative or in-law 65 years old or older or a disabled, emotionally disturbed, or seriously ill other family member during the next 5 years? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

XX. Exposure to Diversity Issues

1. How often have you been exposed to issues related to gender equity in the workplace in the past 3 years?

☐ Never

☐ Rarely

☐ Sometimes

☐ Often

☐ Very Often

2. How often have you been exposed to issues related to racial/ethnic equity in the workplace in the last 3 years?

☐ Never

☐ Rarely

☐ Sometimes

☐ Often

☐ Very Often

3. In the space below, please describe those experiences:

## Additional Comments

1. We are interested in feedback on this survey. Your insights will make valuable contributions toward increased understanding. Please include any additional comments you may want to share with us below.



## Thank You

Thank you for completing the survey!