2010 USF Campus Climate Survey: Faculty Questionnaire

Instructions: This study examines attitudes and beliefs about issues of diversity, equity, and inclusivity at the University of South Florida. Your honest responses are very important, and all responses are anonymous.

I. ATTITUDES RELATIVE TO DIVERSITY AND CLIMATE

Please indicate whether you STRONGLY AGREE (SA), AGREE (A), NEITHER AGREE NOR DISAGREE (N), DISAGREE (D), or STRONGLY DISAGREE (SD) with the following statements by circling the corresponding response.

A. USF in General

1. USF provides opportunities that promote better understanding of....
   People of different economic backgrounds than my own.................................... SA     A     N     D     SD
   People of different religious backgrounds than my own..................................... SA     A     N     D     SD
   People with different political affiliations/beliefs than my own.......................... SA     A     N     D     SD
   Gay, lesbian, bisexual or transgendered people....................................................SA     A     N     D     SD
   Racial or ethnic minorities................................................................................... SA     A     N     D     SD
   Non-native English speaking people.................................................................... SA     A     N     D     SD
   Women................................................................................................................. SA     A     N     D     SD
   People with a disability...................................................................................... SA     A     N     D     SD

2. At USF, getting to know people with racial/ethnic backgrounds different from my own has been easy....
   ...SA     A     N     D     SD

3. I would feel comfortable being a coworker with someone who is....
   Hispanic/Latino.................................................................SA A N D SD
   American Indian or native Alaskan.......................................................... SA A N D SD
   Asian......................................................................................... SA A N D SD
   Black or African American ..................................................................................SA A N D SD
   Native Hawaiian or other Pacific Islander.........................................................SA A N D SD
   Arab/ Middle Eastern.................................................................................... SA A N D SD
   Disabled............................................................................................................. SA A N D SD
   Openly gay, lesbian, bisexual, or transgendered...............................................SA A N D SD

4. The climate at USF in general is accepting of who I am........................................SA A N D SD

5. The climate in my immediate work environment is accepting of who I am...............SA A N D SD

6. The students who take my classes are accepting of who I am................................SA A N D SD

7. I would recommend USF to friends or colleagues looking for a work environment that is welcoming of people with diverse backgrounds and beliefs.................................................................SA A N D SD

8. USF has visible leadership from the president and top administration to foster diversity on campus...SA A N D SD

9. USF is taking sufficient steps to support racial/ethnic/national diversity among the faculty.....SA A N D SD

10. USF is taking sufficient steps to support racial/ethnic/national diversity among the students.....SA A N D SD

11. Campus media present materials that adequately reflect the diversity of USF................SA A N D SD

12. All campus policies that mention “spouse” or “family” (e.g., those covering spousal benefits, family illness, catastrophic leave, or bereavement) should be broadened to include domestic partners.............................................SA A N D SD

13. A campus-wide domestic partner benefits policy (e.g., including health benefits) should be adopted....
   ... SA     A     N     D     SD
14. USF provides sufficient activities to promote multicultural understanding........................SA A N D SD

15. The curricula offered by departments within my college adequately represent the contributions of a variety of groups of people..........................................................SA A N D SD

B. Department in Particular* (circle NA if the statement is not applicable to your department)
Keep in mind that your department affiliation cannot be identified in this survey.
*If the department in which you work is different than your “tenure home” department, please answer these and other similar questions in reference to the department in which you work.

16. In my department......
there is an active effort to recruit minority faculty during hiring..............................SA A N D SD NA
senior faculty treat junior faculty equally regardless of gender...............................SA A N D SD NA
senior faculty willingly mentor faculty of the opposite gender..............................SA A N D SD NA
senior faculty treat junior faculty equally regardless of their race/ethnicity..........SA A N D SD NA
senior faculty willingly mentor faculty who are racial/ethnic minorities..............SA A N D SD NA
it takes no longer for minority faculty to prove themselves than other faculty......SA A N D SD NA
faculty respect students of different racial/ethnic groups.................................SA A N D SD NA
faculty respect students of various sexual orientations and gender identities....SA A N D SD NA
faculty respect students of various religious affiliations/beliefs.........................SA A N D SD NA
faculty respect students of various political affiliations/beliefs.........................SA A N D SD NA
male faculty respect female students.................................................................SA A N D SD NA
faculty respect students with disabilities.........................................................SA A N D SD NA
my chairperson has treated me fairly in his/her allocation of the work load.......SA A N D SD NA
my chairperson has treated me fairly in his/her evaluation of my job performance..SA A N D SD NA
my colleagues have treated me fairly in their evaluation of my job performance...SA A N D SD NA
my students have treated me fairly in their evaluation of my teaching................SA A N D SD NA

II. ATTITUDES RELATIVE TO MORALE
Please indicate whether you STRONGLY AGREE (SA), AGREE (A), NEITHER AGREE NOR DISAGREE (N), DISAGREE (D), or STRONGLY DISAGREE (SD) with the following statements by circling the corresponding response.

17. I am satisfied with my opportunities at USF to develop as a teacher........................SA A N D SD
18. I am satisfied with my opportunities at USF to develop as a scholar......................SA A N D SD
19. I am satisfied with my opportunities for advancement at USF.............................SA A N D SD
20. I am satisfied with how performance evaluations are conducted in my department..SA A N D SD
21. I am satisfied with the distribution of merit increases in my department................SA A N D SD
22. I believe that if I were to take a leave from work for personal or family reasons it would not hinder my opportunities for advancement at USF..................................................SA A N D SD
23. Faculty members’ desires to balance family and job obligations have become problematic in my department...SA A N D SD
24. I feel as though I belong in the USF community.............................................SA A N D SD
### III. EXPERIENCES AT USF

25. How aware are you of USF’s policies prohibiting harassment?  
   - Very aware  
   - Aware  
   - Unaware  
   - Very unaware

26. Have you personally ever been the target of harassment at USF based on...  
   - race/ethnicity...Yes No  
   - class bias...Yes No  
   - gender...Yes No  
   - sexual orientation...Yes No  
   - gender identity...Yes No  
   - religious affiliation/beliefs...Yes No  
   - political affiliation/beliefs...Yes No  
   - age...Yes No  
   - disability...Yes No  
   - other...Yes No

27. How long ago did this event(s) occur? (in years)  
   - 0-2 years;  
   - 2-4 years;  
   - 4-6 years;  
   - 6-8 years;  
   - 8+ years

28. How aware are you of USF’s policies prohibiting discrimination?  
   - Very aware  
   - Aware  
   - Unaware  
   - Very unaware

29. Have you personally ever been discriminated against at USF based on...  
   - race/ethnicity...Yes No  
   - class bias...Yes No  
   - gender...Yes No  
   - sexual orientation...Yes No  
   - gender identity...Yes No  
   - religious affiliation/beliefs...Yes No  
   - political affiliation/beliefs...Yes No  
   - age...Yes No  
   - disability...Yes No  
   - other...Yes No

30. How long ago did this event(s) occur? (in years)  
   - 0-2 years;  
   - 2-4 years;  
   - 4-6 years;  
   - 6-8 years;  
   - 8+ years

### IV. PERSONAL BACKGROUND

When answering these questions, keep in mind that data will be reported at the college level only and NO departmental or individual responses will be identifiable.

31. What is your faculty status at USF?  
   (Circle the best answer.)
   - Non-tenure track faculty/Lecturer/Instructor/Instructor Librarian
   - Assistant Professor/Librarian
   - Associate Professor/Librarian
   - Full Professor/University Librarian
   - Other (e.g., clinical rank in a non-tenure eligible appointment)

32. With which college, school, division, or institute are you currently affiliated?  
   (Circle as many as apply.)
   - Humanities
   - Social Sciences
   - Natural Sciences & Mathematics
   - Behavioral & Community Sciences
   - Business Administration
   - Education
   - Engineering
   - The Arts
   - Centers (e.g., International Affairs, Teaching Enhancement, etc.)
   - Institutes (e.g., Aging)
   - Library System
   - Marine Sciences
   - USF Health: Medicine
   - USF Health: Nursing
   - USF Health: Public Health
   - USF Health: Other
   - Other

33. How long have you been working at USF?  
   (Circle the best answer.)
   - 0-5 years
   - 6-10 years
   - 11-15 years
   - 16-20 years
   - 20+ years

34. Do you currently have a disability?  
   - Yes
   - No
35. What is your sex? Female  Male  M-to-F Transsexual  F-to-M Transsexual  Inter-sexed

36. What is your age? 18-30  31-40  41-50  51-60  60+

37. What is your sexual orientation or gender identity? (Circle one.)

- Heterosexual
- Bisexual
- Gay/Lesbian
- Transgendered
- Non-identified

38. With which racial/ethnic group do you most identify? (Circle one.)

- White/Caucasian
- Hispanic/Latino
- American Indian or Alaska Native
- Asian
- Black or African American
- Native Hawaiian or Other Pacific Islander
- Arab / Middle Eastern
- Other

V. WOMEN AND MINORITY EXPERIENCES

Instructions: Answer the following questions ONLY IF YOU DO NOT REGARD YOURSELF AS WHITE/CAUCASIAN. If you are White/ Caucasian, please proceed to question 40. Please use the following rating guide:

N = Never  R = Rarely  S = Sometimes  O = Often

39. How often during the past year at USF have you:
.....felt the USF environment strengthened your own sense of racial/ethnic identity……………………………………N R S O
.....fear for your personal safety because of your race/ethnicity…………………………………………………………N R S O
.....felt you needed to minimize an aspect of your racial/ethnic culture (e.g., language, dress) to be able to fit in…N R S O
.....been put down intellectually because of your race/ethnicity………………………………………………………………N R S O
.....had a student challenge or attempt to embarrass you because of your race/ethnicity………………………………N R S O
.....had someone assume you were employed/promoted because of your race/ethnicity……………………………………N R S O
.....felt that you are expected to speak on behalf of all members of your race/ethnic group……………………………………N R S O
.....felt isolated or left out when work was required in groups because of your race/ethnicity……………………………N R S O
.....felt left out of a social event or activity because of your race/ethnicity…………………………………………………………N R S O

Instructions: Answer the following questions ONLY IF YOU ARE A WOMAN. If you are a man, please proceed to question 41. Please use the following rating guide:

N = Never  R = Rarely  S = Sometimes  O = Often

40. How often during the past year at USF have you:
.....fear for your personal safety because of your gender………………………………………………………………………………N R S O
.....been put down intellectually because of your gender……………………………………………………………………………………………………N R S O
.....had a student challenge or attempt to embarrass you because of your gender……………………………………………………………………………………………………N R S O
.....had someone assume you were employed/promoted because of your gender…………………………………………………………………………………………………………………………N R S O
.....felt that your ideas/comments weren’t listened to as carefully as your male coworkers’……………………………………N R S O
.....felt that your work wasn’t valued as highly as your male coworkers’ work…………………………………………………………………………………………………………………………N R S O
.....felt isolated or left out when work was required in groups because of your gender…………………………………………………………………………………………………………………………N R S O
.....felt left out of a social event or activity because of your gender………………………………………………………………………………………………………………………………………………N R S O

Instructions: Answer the following questions ONLY IF YOU IDENTIFY AS GAY, LESBIAN, BISEXUAL, OR TRANSGENDERED. If you do NOT identify as one of these categories, please proceed to question 44.

41. As a gay, lesbian, bisexual, or transgendered person, how important is it for you to feel comfortable disclosing your sexual orientation or gender identity to people around you? Would you say: V=very important, M=moderately important, S=slightly important, N=not important at all………………………………………………………………………………………………………………………………………………V M S N
42. How **comfortable** do you feel disclosing your sexual orientation or gender identity to the following groups of people? 
Use rating scale: **V=very comfortable, M=moderately comfortable, S=slightly comfortable,** or **N=not comfortable at all**

- close friends: V M S N
- acquaintances: V M S N
- your chairperson (or dean if you are a chair): V M S N
- your colleagues in your department: V M S N
- your students: V M S N

Please use the following rating guide for your responses to the following questions.

**N = Never; R = Rarely; S = Sometimes; O = Often**

43. How often during the past year at USF have you:

- felt the USF environment helped affirm your identity: N R S O
- feared for your personal safety because of your identity: N R S O
- felt you needed to minimize an aspect of your identity to be able to fit in: N R S O
- avoided disclosing your identity due to fear of negative consequences: N R S O
- had to conceal your identity to avoid intimidation: N R S O
- had a student challenge or attempt to embarrass you because of your identity: N R S O
- felt comfortable discussing your identity while on campus: N R S O
- felt that you are expected to speak on behalf of all LGBT people: N R S O
- felt isolated or left out when work was required in groups because of your identity: N R S O
- felt left out of a social event or activity because of your identity: N R S O

Instructions: Answer the following questions **ONLY IF YOU ARE A PERSON WITH A DISABILITY**. If you are NOT in this category, please proceed to question 45.

Please use the following rating guide for your responses to the following questions.

**N = Never; R = Rarely; S = Sometimes; O = Often**

44. How often during the past year at USF have you:

- experienced a lack of accommodations for your disability: N R S O
- been put down intellectually because of your disability: N R S O
- had a student challenge or attempt to embarrass you because of your disability: N R S O
- avoided disclosing your disability due to fear of negative consequences: N R S O
- felt isolated or left out when work was required in groups because of your disability: N R S O
- felt left out of a social event or activity because of your disability: N R S O

45. How do you feel that diversity and inclusion can be enhanced at the University of South Florida?

______________________________________________________________________________________________________
______________________________________________________________________________________________________
______________________________________________________________________________________________________
______________________________________________________________________________________________________
______________________________________________________________________________________________________

Please indicate whether you **STRONGLY AGREE, AGREE, NEITHER AGREE NOR DISAGREE, DISAGREE,** or **STRONGLY DISAGREE** with the following statement.

46. I felt I could be open and honest in completing this questionnaire: SA A N D SD
Thank you for completing this survey. Please return your completed questionnaire to:

James Cavendish, Department of Sociology, CPR 107.

Returning the questionnaire is considered as your consent to participate in the survey. Question responses will not be traced to individual participants.

Fold, staple, and return to:

James Cavendish
Department of Sociology
CPR 107