

# CAES Faculty and Staff Survey

Welcome to the College of Agricultural and Environmental Sciences Faculty and Staff Survey. The college appreciates your participation in this important research. Surveys printed and completed can be mailed to Dr. Kecia Thomas through campus mail to 330 Old College, UGA.

Please feel free to contact Dr. Thomas (kthomas@uga.edu or 2-5383) if you have any questions now or during the length of this study. Additional questions or problems regarding your rights as a research participant should be addressed to the Chairperson, Institutional Review Board, University of Georgia, 612 Boyd Graduate Studies Research Center, Athens, Georgia 30602-7411 [706-542-3199/IRB@uga.edu].

Please indicate your level of agreement to the following statements using the scale provided.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Response
Doing well in my job is an important part of who I am.	jñ	jñ	jñ	jñ	jñ	jñ
I would recommend my department/unit to others as a great place to work.	jñ	jñ	jñ	jñ	jñ	jñ
Doing well in my job tasks and duties is very important to me.	jñ	jñ	jñ	jñ	jñ	jñ
I believe in the goals and objectives of my department/unit.	jñ	jñ	jñ	jñ	jñ	jñ
I am willing to go beyond what is expected in order to help my department/unit be successful.	jñ	jñ	jñ	jñ	jñ	jñ
I feel that my values differ from the values of others in my department/unit.	jñ	jñ	jñ	jñ	jñ	jñ

# CAES Faculty and Staff Survey

Please indicate your level of agreement to the following statements using the scale provided.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Response
Everyone in my department/unit, regardless of background and perspective, is encouraged to share their ideas openly.	jñ	jñ	jñ	jñ	jñ	jñ
I do not have to compromise my values and beliefs around the members of my department/unit in order to be accepted by my peers.	jñ	jñ	jñ	jñ	jñ	jñ
There is zero-tolerance for any form of harassment in my department/unit.	jñ	jñ	jñ	jñ	jñ	jñ
Non-discrimination and anti-harassment policies are enforced in my department/unit.	jñ	jñ	jñ	jñ	jñ	jñ
In my department/unit, everyone works closely together to accomplish the department's goals.	jñ	jñ	jñ	jñ	jñ	jñ
In my department/unit, we put aside any personal biases we may have to accept people for who they are, not for what we would like them to be.	jñ	jñ	jñ	jñ	jñ	jñ
I believe that I play an important role in helping to shape the policies, procedures, and practices of my department/unit.	jñ	jñ	jñ	jñ	jñ	jñ
My coworkers show their appreciation for the contributions I make to the department/unit.	jñ	jñ	jñ	jñ	jñ	jñ
All viewpoints, including those that differ from the majority opinion, are carefully considered before any decisions are made by my department/unit.	jñ	jñ	jñ	jñ	jñ	jñ
Differences are appreciated in my department/unit.	jñ	jñ	jñ	jñ	jñ	jñ

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Please indicate your level of agreement to the following statements using the scale provided.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Response
There is zero-tolerance for any form of harassment in my department/unit.	jñ	jñ	jñ	jñ	jñ	jñ
All viewpoints, including those that differ from the majority opinion, are carefully considered before any decisions are made by my department/unit.	jñ	jñ	jñ	jñ	jñ	jñ
Everyone in my department/unit, regardless of background and perspective, is encouraged to share their ideas openly.	jñ	jñ	jñ	jñ	jñ	jñ
In my department/unit, everyone works closely together to accomplish the department's goals.	jñ	jñ	jñ	jñ	jñ	jñ
Anti-discrimination and harassment policies are enforced in my department/unit.	jñ	jñ	jñ	jñ	jñ	jñ
I do not have to compromise my values and beliefs around the members of my department/unit in order to be accepted by my peers.	jñ	jñ	jñ	jñ	jñ	jñ
In my department/unit, we put aside any personal biases we may have to accept people for who they are, not for what we would like them to be.	jñ	jñ	jñ	jñ	jñ	jñ
Differences are appreciated in my department/unit.	jñ	jñ	jñ	jñ	jñ	jñ

# CAES Faculty and Staff Survey

Please indicate your level of agreement to the following statements using the scale provided.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Response
The procedures used to decide my pay are fair.	jñ	jñ	jñ	jñ	jñ	jñ
The performance expectations that have been established for my job are fair.	jñ	jñ	jñ	jñ	jñ	jñ
Tasks and responsibilities in my department are distributed fairly.	jñ	jñ	jñ	jñ	jñ	jñ
My pay is fair.	jñ	jñ	jñ	jñ	jñ	jñ

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Please indicate your level of agreement to the following statements using the scale provided.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Response
One-on-one communication with my supervisor/department head/director occurs through open, give-and-take discussions.	jn	jn	jn	jn	jn	jn
My supervisor/department head/director makes me aware of the performance expectations for my position.	jn	jn	jn	jn	jn	jn
I am provided the feedback I need to effectively do my job.	jn	jn	jn	jn	jn	jn
My supervisor/department head/director provides me with the information on what I need to do in order to be promoted or to advance in my job.	jn	jn	jn	jn	jn	jn
My supervisor/department head/director keeps me up-to-date on what is happening in the University as it affects me.	jn	jn	jn	jn	jn	jn
I am given opportunities/assignments in order to broaden my skills and abilities.	jn	jn	jn	jn	jn	jn

# CAES Faculty and Staff Survey

Please indicate your level of agreement to the following statements using the scale provided.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Response
Employees' complaints are dealt with effectively.	jn	jn	jn	jn	jn	jn
Employees are treated with respect.	jn	jn	jn	jn	jn	jn
Employees' questions and problems are responded to quickly.	jn	jn	jn	jn	jn	jn
Peers argue with each other.	jn	jn	jn	jn	jn	jn
Employees are trusted.	jn	jn	jn	jn	jn	jn
Employees are treated fairly.	jn	jn	jn	jn	jn	jn
Employees' hard work is appreciated.	jn	jn	jn	jn	jn	jn
Employees' suggestions are ignored.	jn	jn	jn	jn	jn	jn
Employees are treated like children.	jn	jn	jn	jn	jn	jn
Peers help each other out.	jn	jn	jn	jn	jn	jn
Employees are praised for good work.	jn	jn	jn	jn	jn	jn
Employees are lied to.	jn	jn	jn	jn	jn	jn
Peers treat each other with respect.	jn	jn	jn	jn	jn	jn
Peers put each other down.	jn	jn	jn	jn	jn	jn

# CAES Faculty and Staff Survey

Please indicate your level of agreement to the following statements using the scale provided.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Response
Diversity is an asset to learning for all students.	10	10	10	10	10	10
Diversity is a barrier to team/group performance.	10	10	10	10	10	10
Teams/groups work best when people don't worry about what color they are.	10	10	10	10	10	10
Racial and ethnic identities should be recognized and embraced.	10	10	10	10	10	10
People should downplay their racial and ethnic identity(ies).	10	10	10	10	10	10
Institutions would be better off if ethnic minority groups worked harder to assimilate to the dominant group.	10	10	10	10	10	10
Diversity is a source of creativity/innovation for my team/group.	10	10	10	10	10	10
Racial/ethnic differences are a barrier to workplace relationships.	10	10	10	10	10	10
Gender differences are a barrier to workplace relationships.	10	10	10	10	10	10
Women would be more successful if they worked harder to assimilate to workplace norms.	10	10	10	10	10	10
Ethnic minorities do not make enough of an effort to assimilate.	10	10	10	10	10	10

# CAES Faculty and Staff Survey

Please indicate your level of agreement to the following statements using the scale provided.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Response
I have at least one person in the college that I would call a mentor.	jn	jn	jn	jn	jn	jn
I have at least one colleague on campus that I would call a mentor.	jn	jn	jn	jn	jn	jn
I would describe workplace relationships on campus as cooperative (helpful).	jn	jn	jn	jn	jn	jn
I would describe workplace relationships on campus as collaborative (working together).	jn	jn	jn	jn	jn	jn
I trust my peers.	jn	jn	jn	jn	jn	jn

# CAES Faculty and Staff Survey

Please indicate your level of agreement to the following statements using the scale provided.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Response
My college's leadership is comfortable addressing diversity related issues/concerns.	jn	jn	jn	jn	jn	jn
My department/unit has the financial resources it needs to accomplish its diversity tasks and activities.	jn	jn	jn	jn	jn	jn
My department/unit's leadership is supportive of diversity efforts in the college.	jn	jn	jn	jn	jn	jn
Diversity is a priority for the college's leadership.	jn	jn	jn	jn	jn	jn
My college's leadership follows up on diversity-related complaints.	jn	jn	jn	jn	jn	jn

# CAES Faculty and Staff Survey

Please indicate your level of agreement to the following statements using the scale provided.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Response
Sometimes I feel like I am two different people—one when I am on campus and another when I am not.	jñ	jñ	jñ	jñ	jñ	jñ
I have to leave an important part of myself at home every day.	jñ	jñ	jñ	jñ	jñ	jñ
In order for me to fit in while on campus, I have to hide certain things about my career goals.	jñ	jñ	jñ	jñ	jñ	jñ
There are times when I find myself calculating the risks of being my true self while on campus.	jñ	jñ	jñ	jñ	jñ	jñ
I am totally myself when I am on campus.	jñ	jñ	jñ	jñ	jñ	jñ
There are times when I feel like I am being "fake" while on campus.	jñ	jñ	jñ	jñ	jñ	jñ
I often feel a sense of relief when I leave campus.	jñ	jñ	jñ	jñ	jñ	jñ
In order for me to fit in while on campus, I have to hide certain things about my culture.	jñ	jñ	jñ	jñ	jñ	jñ
In order for me to fit in at work, I have to hide certain things about my values.	jñ	jñ	jñ	jñ	jñ	jñ

# CAES Faculty and Staff Survey

Please indicate your level of agreement to the following statements using the scale provided.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Response
I often spend time with people from ethnic groups other than my own.	jn	jn	jn	jn	jn	jn
I like meeting and getting to know people from ethnic groups other than my own.	jn	jn	jn	jn	jn	jn
I do not try to become friends with people from other ethnic groups.	jn	jn	jn	jn	jn	jn
I am involved in activities with people from other ethnic groups.	jn	jn	jn	jn	jn	jn
I enjoy being around people from ethnic groups other than my own.	jn	jn	jn	jn	jn	jn
I sometimes feel it would be better if different ethnic groups did not try to mix together.	jn	jn	jn	jn	jn	jn

# CAES Faculty and Staff Survey

Please indicate your level of agreement to the following statements using the scale provided.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	No Response
I am excluded from social events and informal interactions with other faculty/staff.	jñ	jñ	jñ	jñ	jñ	jñ
I have limited access to informal networks in my department/unit.	jñ	jñ	jñ	jñ	jñ	jñ

# CAES Faculty and Staff Survey

Please rate the extent to which each of the following issues has been a problem to your career development.

	No problem at all		Neutral		A very serious problem	No Response
Feeling pressure to fit in or adapt to the culture of your department/unit.	jn	jn	jn	jn	jn	jn
Feeling that few role models exist in your college.	jn	jn	jn	jn	jn	jn
Feeling like you are an outsider.	jn	jn	jn	jn	jn	jn
Feeling that you can't make mistakes and learn from them without threatening your job or your future.	jn	jn	jn	jn	jn	jn
Feeling like you are held to a higher standard than other faculty/staff.	jn	jn	jn	jn	jn	jn
Feeling uncomfortable asserting your views because of possible consequences in my department/unit.	jn	jn	jn	jn	jn	jn
People tend to recommend and select people like themselves.	jn	jn	jn	jn	jn	jn

# CAES Faculty and Staff Survey

## Open-Ended Items

In what ways does your department/unit support diversity?

In what ways should the college work to enhance the climate for diversity for its faculty and staff?

# CAES Faculty and Staff Survey

## Participant Demographics

The college is interested in how different groups of its members experience their workplaces. Therefore, please tell us a little about yourself and please keep in mind that a "No response" option is provided.

### Age

### Gender

- Male
- Female
- No Response

### Race

- White (including Middle Eastern)
- Black or African American (including Africa and Caribbean)
- Asian (including the Indian subcontinent)
- American Indian or Alaska Native
- Native Hawaiian or Other Pacific Islander
- No response
- Other (please specify)

### Are you of Latino ancestry?

- Yes
- No

### First year at UGA

### Membership status

- Faculty
- Staff
- No response

# CAES Faculty and Staff Survey

Are you an American citizen?

Yes

No

No Response

If faculty, what is your current rank

Instructor/Lecturer

Assistant Professor

Associate Professor

Professor

No response

Not applicable

Are you a public service faculty member?

Yes

No

Sexual Orientation

Homosexual

Bisexual

Heterosexual

No response

Other (specify if you wish)

## CAES Faculty and Staff Survey

If the majority of your time is spent in an academic unit, to which do you belong?

- Agricultural and Applied Economics
- Agricultural Leadership, Education and Communication
- Animal and Dairy Science
- Biological and Agricultural Engineering
- Crop and Soil Sciences
- Entomology
- Food Science and Technology
- Horticulture
- Plant Pathology
- Poultry Science
- No response

If the majority of your time is spent in an administrative unit, to which do you belong?

- Deans office, associate and assistant deans
- Office of Communications
- Office of Internet Technology
- Business office/Human Resources
- Office of Diversity Relations
- Conference Office
- Development and Alumni Relations
- International Agriculture
- Environmental Sciences
- Centers (e.g. AgriBusiness and Economic Development, Urban Agriculture, Food Safety, FoodPIC, Soybean Research, Invasive Species and Ecosystem Health)
- No response

# CAES Faculty and Staff Survey

Number of Years at UGA

Number of Years at CAES

Employment Status

- Full time
- Part Time
- Seasonal
- No response

Location

- Athens
- Griffin
- Tifton
- No response
- Other (specify if you wish)