

CAES Graduate Student Survey

Welcome to the College of Agricultural and Environmental Sciences Graduate Student 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
I feel that my values differ from the values of others in my graduate program.	jñ	jñ	jñ	jñ	jñ	jñ
I would recommend my graduate program to others.	jñ	jñ	jñ	jñ	jñ	jñ
I am willing to go beyond what is expected to help my graduate program be successful.	jñ	jñ	jñ	jñ	jñ	jñ
I believe in the goals and objectives of my graduate program.	jñ	jñ	jñ	jñ	jñ	jñ
Doing well in my school tasks and duties is very important to me.	jñ	jñ	jñ	jñ	jñ	jñ
Doing well in my graduate program is an important part of who I am.	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
In my graduate program, 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 graduate program.	jñ	jñ	jñ	jñ	jñ	jñ
There is zero-tolerance for any form of harassment in my graduate program.	jñ	jñ	jñ	jñ	jñ	jñ
Non-discrimination and anti-harassment policies are enforced in my graduate program.	jñ	jñ	jñ	jñ	jñ	jñ
In my graduate program, everyone works closely together to accomplish the program's goals.	jñ	jñ	jñ	jñ	jñ	jñ
Everyone in my graduate program, 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 graduate program in order to be accepted by my peers.	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 graduate program.	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 graduate program.	jñ	jñ	jñ	jñ	jñ	jñ
Others in my graduate program show their appreciation for the contributions I make.	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
My pay is fair.	jñ	jñ	jñ	jñ	jñ	jñ
Tasks and responsibilities in my graduate program are distributed fairly.	jñ	jñ	jñ	jñ	jñ	jñ
The performance expectations that have been established for me are fair.	jñ	jñ	jñ	jñ	jñ	jñ
The procedures to decide my pay are 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
My faculty supervisor makes me aware of my performance expectations.	jn	jn	jn	jn	jn	jn
I am given opportunities/assignments to broaden my skills and abilities.	jn	jn	jn	jn	jn	jn
One-on-one communication with my faculty supervisor occurs through open, give-and-take discussions.	jn	jn	jn	jn	jn	jn
My faculty supervisor keeps me up-to-date on what is happening in the University as it affects me.	jn	jn	jn	jn	jn	jn
My faculty supervisor provides me with the information I need in order to advance in my graduate career.	jn	jn	jn	jn	jn	jn
I am provided the feedback I need to effectively do my work.	jn	jn	jn	jn	jn	jn

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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
Graduate students are praised for good work.	jn	jn	jn	jn	jn	jn
Graduate students' suggestions are ignored.	jn	jn	jn	jn	jn	jn
Graduate students' complaints are dealt with effectively.	jn	jn	jn	jn	jn	jn
Graduate students' questions and problems are responded to quickly.	jn	jn	jn	jn	jn	jn
Graduate students are treated fairly.	jn	jn	jn	jn	jn	jn
Graduate students are treated with respect.	jn	jn	jn	jn	jn	jn
Graduate students are lied to.	jn	jn	jn	jn	jn	jn
Graduate students are treated like children.	jn	jn	jn	jn	jn	jn
Graduate students' hard work is appreciated.	jn	jn	jn	jn	jn	jn
Graduate students argue with each other.	jn	jn	jn	jn	jn	jn
Graduate students are trusted.	jn	jn	jn	jn	jn	jn
Graduate students treat each other with respect.	jn	jn	jn	jn	jn	jn
Graduate students help each other out.	jn	jn	jn	jn	jn	jn
Graduate students put each other down.	jn	jn	jn	jn	jn	jn

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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
Diversity is an asset to learning for all students.	100	100	100	100	100	100
Diversity is a barrier to team/group/lab performance.	100	100	100	100	100	100
Racial/ethnic differences are a barrier to student relationships.	100	100	100	100	100	100
People should downplay their racial and ethnic identity(ies).	100	100	100	100	100	100
Racial and ethnic identities should be recognized and embraced.	100	100	100	100	100	100
Gender differences are a barrier to student relationships.	100	100	100	100	100	100
Ethnic minorities do not make enough of an effort to assimilate.	100	100	100	100	100	100
Diversity is a source of creativity/innovation for my team/group.	100	100	100	100	100	100
Women would be more successful if they worked harder to assimilate to workplace norms.	100	100	100	100	100	100
Institutions would be better off if ethnic minority groups worked harder to assimilate to the dominant group.	100	100	100	100	100	100
Teams/groups/labs work best when people don't worry about what color they are.	100	100	100	100	100	100

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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
I would describe student relationships as cooperative (helpful).	jn	jn	jn	jn	jn	jn
I would describe student relationships as collaborative (working together).	jn	jn	jn	jn	jn	jn
I trust my peers.	jn	jn	jn	jn	jn	jn
Leadership follows up on diversity-related complaints.	jn	jn	jn	jn	jn	jn
Diversity is a priority for college leadership.	jn	jn	jn	jn	jn	jn
Leadership is comfortable addressing diversity issues/concerns.	jn	jn	jn	jn	jn	jn

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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
My graduate program has the financial resources it needs to accomplish its diversity tasks and activities.	jn	jn	jn	jn	jn	jn
My graduate program's leadership is comfortable addressing diversity related issues/concerns.	jn	jn	jn	jn	jn	jn
Diversity is a priority for the graduate program's leadership.	jn	jn	jn	jn	jn	jn
My graduate program's leadership is supportive of diversity efforts.	jn	jn	jn	jn	jn	jn
My graduate program's leadership follows up on diversity-related complaints.	jn	jn	jn	jn	jn	jn

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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
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
There are times when I find myself calculating the risks of being my true self while on campus.	jñ	jñ	jñ	jñ	jñ	jñ
In order for me to fit in on campus, I have to hide certain things about my values.	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
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
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
I am totally myself when I am 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

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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
I like meeting and getting to know people from ethnic groups other than my own.	jn	jn	jn	jn	jn	jn
I often spend time with 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
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 do not try to become friends with people from other ethnic groups.	jn	jn	jn	jn	jn	jn

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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
I feel free to participate in class by asking questions or making comments.	jn	jn	jn	jn	jn	jn
I am called on in class as often as other students.	jn	jn	jn	jn	jn	jn
I have been treated unfairly on this campus.	jn	jn	jn	jn	jn	jn
My work is evaluated unfairly.	jn	jn	jn	jn	jn	jn
The faculty here are sensitive to student needs.	jn	jn	jn	jn	jn	jn
I feel my instructors/professors show little interest in my opinion.	jn	jn	jn	jn	jn	jn

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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
I feel left out in my graduate program.	jn	jn	jn	jn	jn	jn
In general, I fit in with the other students here.	jn	jn	jn	jn	jn	jn
Other students often ridicule me.	jn	jn	jn	jn	jn	jn
I feel I fit in within my graduate program.	jn	jn	jn	jn	jn	jn
I feel out of place when I am in class.	jn	jn	jn	jn	jn	jn

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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
I am excluded from social events and informal interactions with other students.	jñ	jñ	jñ	jñ	jñ	jñ
I have limited access to informal networks in my graduate program.	jñ	jñ	jñ	jñ	jñ	jñ

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

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

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Open-Ended Items

In what ways does your graduate program support diversity?

In what ways should the college work to enhance the climate for diversity for graduate students?

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Participant Demographics

The college is interested in how different groups of its graduate students experience the college as a learning environment.

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

Are you an American citizen?

Yes

No

No Response

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Sexual Orientation

- Homosexual
- Bisexual
- Heterosexual
- No response
- Other (specify if you wish)

Where is your academic home (department)?

- 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

Number of years at UGA?