

GENERAL BACKGROUND - FACULTY

- 1) **What is your primary status on campus?**
 - Tenured
 - Tenure Accruing
 - Non-tenure Accruing (clinical, research, etc.)
 - Permanent Status (PKY & IFAS Ext. Agents)
 - Permanent Status Accruing (PKY & IFAS Ext. Agents)

- 2) **Are you employed on the Gainesville campus?**
 - Yes
 - No

- 3) **What is your employment status?**
 - Full-time
 - Part-time

- 4) **Do you serve in an Administrative/Supervisory role in your position?**
 - Yes
 - No

- 5) **How important is diversity to you in the university environment?**
 - Very Important
 - Fairly Important
 - Important
 - Slightly Important
 - Not at all Important
 - No opinion

- 6) **Should the university have a Diversity Action Plan?**
 - Yes
 - No
 - I don't know

- 7) **Should there be an office and a senior administrator who is solely dedicated to diversity initiatives?**
 - Yes
 - No
 - I don't know

DEMOGRAPHIC QUESTIONS

- 8) **What is your gender? (Please select all that apply)**
 - Man
 - Woman
 - Transgender
 - Genderqueer
 - Other

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9) What is your sexual orientation? (Please select all that apply)

- Asexual
- Bisexual
- Gay
- Heterosexual
- Homosexual
- Lesbian
- Pansexual
- Queer
- Questioning
- Transgender
- Don't Know
- Other: _____

10) Are you Hispanic or Latino?

(a person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race)

- Yes
- No

11) How do you identify your race? (Please select all that apply)

- American Indian or Alaska Native
- Asian
- Black or African American
- Native Hawaiian or Other Pacific Islander
- White
- Other:

12) How would you identify your ethnic background? _____

(e.g. Euro-American, Mestizo, Hispanic, Latino/a, Black, African or African American, Afro-Caribbean, Asian American, South Asian, East Asian, Native Hawaiian or Pacific Islander, Native American or Alaskan Native, Middle Eastern or Arab American, Mixed, Biracial or Multiracial, etc.)

13) Which academic college/division or work unit are you affiliated with as an employee?

- Chief Financial Officer (Budget Office, Contracts & Grants, Finance & Accounting, Financial Analysis & Planning, Purchasing)
- College of Agriculture and Life Sciences
- College of Design, Construction, and Planning
- College of Dentistry
- College of Education
- College of Engineering
- College of the Arts
- College of Health and Human Performance
- College of Journalism and Communications
- College of Liberal Arts and Sciences

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- College of Medicine
- College of Nursing
- College of Pharmacy
- College of Public Health and Health Professions
- College of Veterinary Medicine
- Division of Business Affairs (Business Services, Environmental Health & Safety, Facilities Planning & Construction, Office of Sustainability, Small Business and Vendor Diversity, Stephen C. O'Connell Center, University Police Department)
- Division of Enrollment Management
- Division of Student Affairs
- Levin College of Law
- Physical Plant Division
- Senior Vice President for Academic Affairs & Provost
- Senior Vice President for Agriculture and Natural Resources (IFAS)
- Senior Vice President for Health Affairs
- Senior Vice President & Chief Operating Officer (Office of Human Resource Services, Chief Information Officer, Chief Audit Executive)
- UF President's Office (including Development and Alumni Affairs, University Relations, Office of the General Counsel, Office of Research)
- Warrington College of Business Administration
- Other:

14) As of today, what is your age?

- Under 18 years old
- 18-24 years old
- 25-34 years old
- 35-44 years old
- 45-54 years old
- 55-64 years old
- 65-74 years old
- 75 years or older

15) What is your citizenship status?

- US Citizen
- Naturalized US Citizen
- Permanent Resident
- Visa holder/International

16) Is English your first language?

- Yes
- No

17) Do you have a disability?

- Yes
- No

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- No Response

18) Are you a veteran?

- Yes
- No

19) Do you believe your salary is commensurate with your experience and qualifications?

- Yes
- No (if selected, add follow-up question below)

**Do you believe decisions regarding your salary are affected by any of the following?
(Select all that apply)**

- Age
- Disability
- Gender
- Race
- Ethnicity
- Sexual Orientation
- Other: _____
- Not attributed to an identity group

20) Years of service at the university?

- 0-1 year
- 1-2 years
- 2-3 years
- 3-4 years
- 4-5 years
- 5-10 years
- 10-15 years
- 15-20 years
- 20-25 years
- 25-30 years
- 30+ years

21) What is your highest academic level attained? (Select more than one if you hold more than one degree at the highest level)

- High school graduate - high school diploma or the equivalent (for example: GED)
- Some college credit, but less than 1 year
- 1 or more years of college, no degree
- Associate degree (for example: AA, AS)
- Bachelor's degree (for example: BA, AB, BS)
- Master's degree (for example: MA, MS, MEng, MEd, MSW, MBA)
- Professional degree (for example: MD, DDS, DVM, LLB, JD)
- Doctorate degree (for example: PhD, EdD)

CAMPUS CLIMATE EXPERIENCE

22) How welcomed and accepted do you feel at UF?

- Very welcomed and accepted
- Sometimes welcomed and accepted
- Unsure
- Rarely welcomed and accepted
- Not at all welcomed and accepted

23) Indicate the extent to which you Agree or Disagree with each of the following statements:

Discussions about diversity are encouraged in your workplace

- Strongly agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

You are comfortable discussing diversity in the workplace

- Strongly agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

Insensitive or hate speech about specific groups does not take place in your workplace

- Strongly agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

My supervisor is sensitive to cultural differences when dealing with employees

- Strongly agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

I have encountered peers who believe people of my identity group do not have a right to be here

- Strongly agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

Most of my colleagues/peers in my department are respectful of my ideas and opinions

- Strongly agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

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The University provides an environment for the free and open expression of ideas, opinions, and beliefs

- Strongly agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

The senior level administrators are active leaders in promoting diversity on campus

- Strongly agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

The University President should be a leader in promoting diversity on campus

- Strongly agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

Most of my colleagues/peers are supportive of diversity

- Strongly agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

I feel valued in my workplace environment at UF

- Strongly agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

I feel valued when working on committees, groups, or associations at UF not directly affiliated with my primary job responsibilities

- Strongly agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

The University's public relations and marketing messages reflect UF's diversity values

- Strongly agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

The University should support and monitor progress of programs and practices that support diversity

- Strongly agree
- Agree

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- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

The University administration reflects the diversity of the faculty

- Strongly agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

The University administration reflects the diversity of the staff

- Strongly agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

Hiring and promotion practices in my department/unit are consistent with the University's commitment to equal opportunity

- Strongly agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

The University effectively RETAINS faculty with variety of backgrounds

- Strongly agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

The University effectively HIRES faculty with variety of backgrounds

- Strongly agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

My department/unit values diversity more than the University as a whole

- Strongly agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

Adequate processes are in place to address complaints of discrimination or harassment

- Strongly agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

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I have to work harder than I believe my colleagues who are not in my identity group do in order to achieve the same recognition/rewards

- Strongly agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

24) Are you AWARE of opportunities with which you may become involved that are not directly affiliated with your primary job responsibilities (committees, groups/organizations, associations)?

- Yes
- No
- I don't know

25) Are you INVOLVED with other opportunities that are not directly affiliated with your primary job responsibilities (committees, groups/organizations, associations)?

- Yes
- No
- I don't know

26) Have you ever felt any form of discrimination while at the university?

- Yes (if selected, follow-up question below)
I believe the primary reason for the discrimination was ... (Check all that apply)
 - Age
 - Disability
 - Gender
 - Race
 - Ethnicity
 - Sexual Orientation
 - Other: _____
- No

By whom at the university did this discrimination occur?

- Vendor
- Coworker
- Supervisor
- Guest
- Student
- Other

27) Have you ever felt discriminated against at UF based on your religion/faith preference?

- Yes
Please share your experience: _____
- No
- Not Applicable

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28) Have you ever felt discriminated against based on any of the following? (Select all that apply)

- Marital Status
- Parental Status
- Income
- Physical Appearance
- Work Experience
- Educational Background
- Recreational Habits
- Personal Habits
- Other:

29) To what extent have you attended or been involved in the following activities at the University of Florida?

- UF athletic events
 - Very frequently
 - Frequently
 - Sometimes
 - Rarely
 - Never
- Cultural programs
 - Very frequently
 - Frequently
 - Sometimes
 - Rarely
 - Never
- Artistic and musical performances and activities
 - Very frequently
 - Frequently
 - Sometimes
 - Rarely
 - Never
- Volunteer work (on or off campus)
 - Very frequently
 - Frequently
 - Sometimes
 - Rarely
 - Never
- Campus wide committees
 - Very frequently
 - Frequently
 - Sometimes
 - Rarely
 - Never

30) Is the University of Florida environment comfortable/welcoming enough to provide you with sufficient opportunities to participate in the following:

- UF athletic events

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- Yes
- No
- Don't know
- Cultural programs
 - Yes
 - No
 - Don't know
- Artistic and musical performances and activities
 - Yes
 - No
 - Don't know
- Volunteer work (on or off campus)
 - Yes
 - No
 - Don't know
- Campus wide committees
 - Yes
 - No
 - Don't know

31) Is the University of Florida environment diversely represented to provide you with sufficient opportunities to interact with people who are:

- From a different country
 - Yes
 - No
 - Don't know
- Politically different with respect to your ideas
 - Yes
 - No
 - Don't know
- From a sexual identity group different from your own
 - Yes
 - No
 - Don't know
- From a religious background different from your own
 - Yes
 - No
 - Don't know
- Persons with physical and/ or mental disability
 - Yes
 - No
 - Don't know
- People from a different racial/ethnic group than your own
 - Yes
 - No
 - Don't know

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32) How frequently do you interact with people at the University of Florida who are:

- From a different country
 - Very frequently
 - Frequently
 - Sometimes
 - Rarely
 - Never
- Politically different with respect to your ideas
 - Very frequently
 - Frequently
 - Sometimes
 - Rarely
 - Never
- From a sexual identity group different from your own
 - Very frequently
 - Frequently
 - Sometimes
 - Rarely
 - Never
- From a religious background different from your own
 - Very frequently
 - Frequently
 - Sometimes
 - Rarely
 - Never
- Persons with physical and/or mental disability
 - Very frequently
 - Frequently
 - Sometimes
 - Rarely
 - Never
- People from a different racial/ethnic group than your own
 - Very frequently
 - Frequently
 - Sometimes
 - Rarely
 - Never

33) Based on your experience at the University of Florida how easy or difficult is it to:

- Find people on campus who are affirming of your background and experiences
 - Very easy
 - Easy
 - Undecided
 - Difficult
 - Very difficult
- Find people with whom to socialize
 - Very easy

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- Easy
- Undecided
- Difficult
- Very difficult
- Interact with faculty
 - Very easy
 - Easy
 - Undecided
 - Difficult
 - Very difficult
- Interact with faculty outside of your discipline/department
 - Very easy
 - Easy
 - Undecided
 - Difficult
 - Very difficult
- Find people on campus who are affirming of your background and experiences
 - Very easy
 - Easy
 - Undecided
 - Difficult
 - Very difficult
- Find colleagues at the University with whom to conduct research
 - Very easy
 - Easy
 - Undecided
 - Difficult
 - Very difficult
- Find an academic/professional mentor
 - Very easy
 - Easy
 - Undecided
 - Difficult
 - Very difficult

34) How often are you included in social activities with your colleagues OUTSIDE of the work environment?

- Very frequently
- Frequently
- Sometimes
- Rarely
- Never

35) Have you volunteered to participate in any of the following services or activities with someone from a different racial/ethnic group than yourself?

- Academic support services for students
 - Yes

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- No
- Co-curricular student initiatives (e.g., Women in Science and Engineering)
 - Yes
 - No
- Recruitment and/or admission of new or transferring students
 - Yes
 - No
- Faculty advisement of a student organization
 - Yes
 - No

36) How satisfied have you been with your experience with diversity at the University of Florida?

- Very satisfied
- Satisfied
- Neither satisfied nor Dissatisfied
- Dissatisfied
- Very Dissatisfied

37) In the last two years, how often have you included culture, history, health or social concerns of diverse groups into your coursework or teaching environment?

- Very frequently
- Frequently
- Sometimes
- Rarely
- Never

38) In the past two years, how often have you:

- Participated in training on how to work with people from a variety of different backgrounds
 - Very frequently
 - Frequently
 - Sometimes
 - Rarely
 - Never
 - Not applicable
- Conducted research or writing focused on diversity issues
 - Very frequently
 - Frequently
 - Sometimes
 - Rarely
 - Never
 - Not applicable
- Participated in a faculty curriculum development activity designated to integrate diverse perspectives into courses
 - Very frequently
 - Frequently
 - Sometimes
 - Rarely

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- Never
 - Not applicable
- Given a presentation on diversity issues
 - Very frequently
 - Frequently
 - Sometimes
 - Rarely
 - Never
 - Not applicable
- Conducted or participated in diversity training or workshops
 - Very frequently
 - Frequently
 - Sometimes
 - Rarely
 - Never
 - Not applicable
- Incorporated the unique needs of diverse groups into your professional practice (e.g., clinical care)
 - Very frequently
 - Frequently
 - Sometimes
 - Rarely
 - Never
 - Not applicable

39) In the last two years, how often have you attended a symposia or conference at the University of Florida that incorporated the culture, history, health, or social concerns of diverse groups?

- 5+ times
- 3-4 times
- 1-2 times
- 0 times

40) In the last two years, how often have you attended symposia or conference outside of the University of Florida that incorporated the culture, history, health, or social concerns of diverse groups?

- 5+ times
- 3-4 times
- 1-2 times
- 0 times

41) How often do you engage in the following activities in your classroom or teaching environment?

- Greet students or talk informally with them before or after class
 - Very frequently
 - Frequently
 - Sometimes
 - Rarely

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- Never
- Don't know
- Not Applicable
- Have thought about and purposefully used inclusive language (language that does not stereotype or demean)
 - Very frequently
 - Frequently
 - Sometimes
 - Rarely
 - Never
 - Don't know
 - Not Applicable
- Have thought about and purposefully presented material in a culturally sensitive manner
 - Very frequently
 - Frequently
 - Sometimes
 - Rarely
 - Never
 - Don't know
 - Not Applicable

42) Has there been a colleague at UF from a DIFFERENT identity group than your own who has had a positive impact on your professional development while at UF?

- Yes (if selected, use the follow-up question below)

If Yes, select all that apply:

- Racial/ethnic
- Sexual identity
- Age
- Gender
- No

**How did this colleague have a positive impact on your professional development?
(Select all that apply)**

- Affected the quality of my classroom teaching
- Was enthusiastic about my research program
- Got me involved in a research project
- Provided administrative support
- Supported my involvement in service activities
- Supported my career advancement
- Consider them to be a mentor (if selected, use the follow-up question below)
- Other: _____

Follow-up: How effective has your mentor been in guiding you in your career at the University of Florida?

- Very Effective
- Effective

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- Average
- Ineffective
- Very Ineffective

43) Has there been a colleague at UF from a SIMILAR background as your own who has had a positive impact on your professional development while at UF?

- Yes (if selected, use the follow-up question below)

If Yes, select all that apply:

- Racial/ethnic
- Sexual identity
- Age
- Gender
- No

How did this colleague have a positive impact on your professional development? (Select all that apply)

- Affected the quality of my classroom teaching
- Was enthusiastic about my research program
- Got me involved in a research project
- Provided administrative support
- Supported my involvement in service activities
- Supported my career advancement
- Consider them to be a mentor (if selected, use the follow-up question below)
- Other: _____

Follow-up: How effective has your mentor been in guiding you in your career at the University of Florida?

- Very Effective
- Effective
- Average
- Ineffective
- Very Ineffective

44) Indicate the extent to which you Agree or Disagree with each of the following statements:

I understand how to advance my career in:

- Receiving tenure or promotion
 - Strongly agree
 - Agree
 - Neither Agree nor Disagree
 - Disagree
 - Strongly Disagree
- Career promotions
 - Strongly agree
 - Agree
 - Neither Agree nor Disagree

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- Disagree
- Strongly Disagree
- Better research opportunities
 - Strongly agree
 - Agree
 - Neither Agree nor Disagree
 - Disagree
 - Strongly Disagree
- Training and educational opportunities
 - Strongly agree
 - Agree
 - Neither Agree nor Disagree
 - Disagree
 - Strongly Disagree
- Obtaining a mentor
 - Strongly agree
 - Agree
 - Neither Agree nor Disagree
 - Disagree
 - Strongly Disagree

45) Based on your own group identity, which of the following do you believe are obstacles for your career advancement?

- Race
- Ethnicity
- Sexual identity
- Age
- Gender
- Marital Status
- Parental Status
- Income
- Physical Appearance
- Work Experience
- Educational Background
- Recreational Habits
- Personal Habits
- Not applicable
- Other:

46) While on a UF campus have you experienced any form of sexual harassment or sexual misconduct?

- Yes
- No

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SPECIFIC RECOMMENDATIONS TO IMPROVE CAMPUS CLIMATE

Are there specific resources you would like to have in order to focus more on improving diversity in your department/unit?

Any specific recommendations you would like to provide that would assist with improving our campus climate?

General comments

SUBMIT

Landing Page (Council on Diversity website): Thank you for completing the Diversity Survey on Campus Climate. Your responses have been recorded.