

Appendix A

CU Boulder Graduate Student Social Climate Survey, Fall 2014: Summary for PhD and Master's Programs

	PhD	Master's
Students invited	2561	1767
Responded	962	641
Response rate	38%	36%

During the current semester, have you felt... (% answering 5 "agree" or 6 "strongly agree")	PhD (n=962)	PhD %	Master's (n=641)	Master's %
Welcome at CU-Boulder (like you belong here)	959	71	639	72
Welcome in your graduate program (like you belong there)	959	72	640	73
Valued in your graduate program	957	62	634	64
I feel like I am a respected member of my graduate program	929	63	616	66

Indicate how strongly you agree with the following statements: (% answering 5 "agree" or 6 "strongly agree")	PhD (n=962)	PhD %	Master's (n=641)	Master's %
I feel like a respected member of the CU community	923	53	610	61
CU is a comfortable/supportive place for students from underrepresented or marginalized groups	768	44	528	60
My program is a comfortable/supportive place for students from underrepresented or marginalized groups	831	60	563	74
My comments are taken seriously by my advisor	868	81	558	77
One or more faculty members in my program say things/ behave in ways that humiliate or intimidate graduate students.	870	28	586	19
One or more graduate students in my program say things/ behave in ways that humiliate or intimidate other graduate students.	868	18	589	14

Have you experienced the following things in your graduate program? (% answering “yes”)	<i>PhD</i> (<i>n=962</i>)	PhD %	<i>Master’s</i> (<i>n=641</i>)	Master’s %
I have felt that I was being treated oddly/awkwardly by faculty because of some aspect of my social identity	853	24	554	16
I have felt that I was being treated oddly/awkwardly by other graduate students because of some aspect of my social identity	853	29	555	20
I have had the experience of being excluded or marginalized from a lab or other work group due to my social identity	831	15	545	11

To what extent do you agree with the following statements? (% answering 5 “agree” or 6 “strongly agree”)	<i>PhD</i> (<i>n=962</i>)	PhD %	<i>Master’s</i> (<i>n=641</i>)	Master’s %
Overall, the intellectual climate of my graduate program is positive	902	77	593	84
Overall, the social climate of my graduate program is positive	896	65	592	75
Students in my graduate program are treated with respect by faculty	897	69	588	83
Faculty members in my program demonstrate respect for others in the program through personal actions and behavior	878	68	582	82
Faculty members in my program create a supportive working and learning environment for graduate students	897	65	585	78
Faculty members in my program treat students fairly	883	70	583	82

Based on your experiences, please rate your graduate program on the following characteristics: (% answering 5 or 6)	<i>PhD (n=962)</i>	PhD %	<i>Master's (n=641)</i>	Master's %
Unfriendly (1).... Friendly (6)	893	74	586	78
Sexist (1).... Not Sexist (6)	840	71	559	82
Racist (1).... Not Racist (6)	807	80	553	86
Uncivil (1).... Civil (6)	868	79	575	88
Disrespectful (1).... Respectful (6)	883	76	584	86
Homophobic (1).... Not Homophobic (6)	739	88	491	90
Not Accommodating (1).... Accommodating of people with disabilities (6)	590	78	410	86
Not Accepting (1).... Accepting of transgender people (6)	450	85	335	89
Not Accepting (1).... Accepting of diverse religious beliefs (6)	707	74	488	87
Not Accepting (1).... Accepting of diverse national origins (6)	795	87	536	93
Not Accepting (1).... Accepting of diverse political opinions (6)	709	63	485	78

During the current semester, have you witnessed another graduate student in your program make derogatory or insulting comments about people in the following social identity groups? (% answering “yes”)	<i>PhD (n=962)</i>	PhD %	<i>Master’s (n=641)</i>	Master’s %
Racial or ethnic minorities	822	9	548	9
Whites	826	9	553	8
Women	829	18	555	14
Men	822	8	552	7
Gay, lesbian, or bisexual people	813	7	541	5
Individuals who are transgender	791	3	531	3
People from countries other than the US	828	10	553	11
Non-native English speakers	831	13	553	9
People with mental health issues	810	8	536	5
Veterans or military people (e.g., ROTC)	810	4	543	3
People with a particular religious/spiritual affiliation/belief	820	17	547	12
People with liberal political beliefs	822	9	541	7
People with conservative political beliefs	817	32	540	23

During the current semester, have you witnessed a faculty member in your program make derogatory or insulting comments about people in the following social identity groups? (% answering “yes”)	<i>PhD (n=962)</i>	PhD %	<i>Master’s (n=641)</i>	Master’s %
Racial or ethnic minorities	787	5	515	4
Whites	789	4	517	3
Women	796	10	517	5
Men	790	3	514	3
Gay, lesbian, or bisexual people	781	3	507	1
Individuals who are transgender	764	1	500	1
People from countries other than the US	793	6	514	3
Non-native English speakers	796	6	513	3
People with mental health issues	783	5	507	2
Veterans or military people (e.g., ROTC)	781	2	510	1
People with a particular religious/spiritual affiliation/belief	785	8	510	4
People with liberal political beliefs	783	3	507	2
People with conservative political beliefs	775	15	509	10

To what extent do you agree with the following statements? (% answering 5 “agree” or 6 “strongly agree”)	<i>PhD</i> (<i>n=962</i>)	PhD %	<i>Master’s</i> (<i>n=641</i>)	Master’s %
One or more faculty members in my program encourage my professional development	835	77	537	74
My department and/or advisor provides necessary support for me to graduate in a timely manner	814	69	527	71
There is someone I can speak to if I have a conflict with my advisor	750	56	462	58
In journal articles and conference papers, I receive appropriate recognition for my work (such as author order)	526	84	179	77
My university, department, or advisor provides travel support to attend or present at conferences and professional meetings that are relevant to my research	724	67	301	69

If you were to start your graduate career again, would you select... (% answering “definitely” on a 4-point scale: definitely, probably, probably not, and definitely not)	<i>PhD</i> (<i>n=962</i>)	PhD %	<i>Master’s</i> (<i>n=641</i>)	Master’s %
This same university?	847	37	544	43
The same field of study?	847	56	545	53
The same graduate advisor?	845	48	539	42

Hostile treatment (% answering “yes”)	<i>PhD</i> (<i>n</i>)	<i>PhD</i> Yes (<i>n</i>)	<i>PhD</i> Yes %	<i>Master’s</i> (<i>n</i>)	<i>Master’s</i> Yes (<i>n</i>)	<i>Master’s</i> Yes %
Have you experienced harassment while a student at CU?	808	119	15	508	48	9
Has the harassment kept you from performing to your best ability?	808	85	11	508	33	6
Has the harassment caused you to consider leaving the university?	808	57	7	508	19	4

What were the manifestations of the harassing behavior? (check all that apply; only asked of those who reported experiencing harassment)	<i>PhD</i> (<i>n</i>)	PhD #	<i>Master’s</i> (<i>n</i>)	Master’s #
Unwanted or threatened physical contact	119	12	48	3
Unwanted romantic/sexual comments	119	23	48	8
Shouting, profanity, excessive criticism	119	63	48	27
Hostile electronic communication	119	33	48	16
Denial of access to resources (information, colleagues, career opportunities)	119	26	48	14
Threats to academic status	119	31	48	11
Undermining/impeding your research/academic work	119	21	48	4
Threats to employment status	119	59	48	22
Making negative comments about you to others	119	23	48	14
Other	119	39	48	15

By whom were you harassed? (check all that apply; only asked of those who reported experiencing harassment)	<i>PhD</i> (<i>n</i>)	PhD #	<i>Master’s</i> (<i>n</i>)	Master’s #
Fellow graduate student	119	44	48	20
Faculty (non-advisor)	119	54	48	19
Graduate advisor	119	16	48	6
Post-doc	119	7	48	4
Staff	119	4	48	4
Administrator	119	28	48	7
Other	119	9	48	1