

Appendix C

CU Boulder Graduate Student Social Climate Survey, Fall 2014 Summary for PhD Students: Binary Gender (Women and Men)

PhD Students	Women	Men
Students invited	980	1581
Responded	434	528
Response rate	44%	33%

PhD students

During the current semester, have you felt... (% answering 5 "agree" or 6 "strongly agree")	Women (n=424)	Women %	Men (n=528)	Men %
Welcome at CU-Boulder (like you belong here)	434	68	525	72
Welcome in your graduate program (like you belong there)	433	68	526	74
Valued in your graduate program	433	61	524	64
I feel like I am a respected member of my graduate program	421	62	508	64

PhD students

Indicate how strongly you agree with the following statements: (% answering 5 "agree" or 6 "strongly agree")	Women (n=434)	Women %	Men (n=528)	Men %
I feel like a respected member of the CU community	421	53	502	53
CU is a comfortable/supportive place for students from underrepresented or marginalized groups	356	36	412	51
My program is a comfortable/supportive place for students from underrepresented or marginalized groups	388	55	443	65
My comments are taken seriously by my advisor	401	82	467	81
One or more faculty members in my program say things/behave in ways that humiliate or intimidate graduate students.	403	28	472	28
One or more graduate students in my program say things/behave in ways that humiliate or intimidate other graduate students.	399	17	469	19

PhD students

Have you experienced the following things in your graduate program? (% answering "yes")	Women (n=434)	Women %	Men (n=528)	Men %
I have felt that I was being treated oddly/awkwardly by faculty because of some aspect of my social identity	400	32	453	17
I have felt that I was being treated oddly/awkwardly by other graduate students because of some aspect of my social identity	401	34	452	25
I have had the experience of being excluded or marginalized from a lab or other work group due to my social identity	386	19	445	11

PhD students

To what extent do you agree with the following statements? (% answering 5 "agree" or 6 "strongly agree")	Women (n=424)	Women %	Men (n=528)	Men %
Overall, the intellectual climate of my graduate program is positive	415	75	487	79
Overall, the social climate of my graduate program is positive	412	63	484	66
Students in my graduate program are treated with respect by faculty	414	70	483	69
Faculty members in my program demonstrate respect for others in the program through personal actions and behavior	403	68	475	68
Faculty members in my program create a supportive working and learning environment for graduate students	414	64	483	65
Faculty members in my program treat students fairly	409	67	474	71

PhD students

Based on your experiences, please rate your graduate program on the following characteristics: (% answering 5 or 6)	<i>Women (n=434)</i>	Women %	<i>Men (n=528)</i>	Men %
Unfriendly (1).... Friendly (6)	412	73	481	75
Sexist (1).... Not Sexist (6)	397	66	443	75
Racist (1).... Not Racist (6)	365	74	442	84
Uncivil (1).... Civil (6)	406	77	462	82
Disrespectful (1).... Respectful (6)	411	74	472	77
Homophobic (1).... Not Homophobic (6)	338	86	401	89
Not Accommodating (1).... Accommodating of people with disabilities (6)	274	73	316	82
Not Accepting (1).... Accepting of transgender people (6)	203	83	247	87
Not Accepting (1).... Accepting of diverse religious beliefs (6)	327	73	380	75
Not Accepting (1).... Accepting of diverse national origins (6)	363	85	432	86
Not Accepting (1).... Accepting of diverse political opinions (6)	322	61	387	65

PhD students

During the current semester, have you witnessed another <u>graduate student</u> in your program make derogatory or insulting comments about people in the following social identity groups? (% answering “yes”)	<i>Women (n=434)</i>	Women %	<i>Men (n=528)</i>	Men %
Racial or ethnic minorities	384	11	438	7
Whites	386	9	440	9
Women	389	22	440	13
Men	386	5	436	10
Gay, lesbian, or bisexual people	381	7	432	7
Individuals who are transgender	374	4	417	2
People from countries other than the US	384	10	444	11
Non-native English speakers	385	14	446	13
People with mental health issues	382	12	428	6
Veterans or military people (e.g., ROTC)	380	5	430	4
People with a particular religious/spiritual affiliation/belief	384	17	436	17
People with liberal political beliefs	386	7	436	10
People with conservative political beliefs	385	32	432	33

PhD students

During the current semester, have you witnessed a <u>faculty member</u> in your program make derogatory or insulting comments about people in the following social identity groups? (% answering “yes”)	<i>Women (n=434)</i>	Women %	<i>Men (n=528)</i>	Men %
Racial or ethnic minorities	362	5	425	4
Whites	365	4	424	3
Women	371	13	425	6
Men	365	2	425	5
Gay, lesbian, or bisexual people	363	3	418	2
Individuals who are transgender	355	1	409	1
People from countries other than the US	367	6	426	6
Non-native English speakers	368	7	428	5
People with mental health issues	366	7	417	3
Veterans or military people (e.g., ROTC)	363	2	418	2
People with a particular religious/spiritual affiliation/belief	367	9	418	7
People with liberal political beliefs	367	3	416	2
People with conservative political beliefs	365	15	410	15

PhD students

To what extent do you agree with the following statements? (% answering 5 “agree” or 6 “strongly agree”)	<i>Women (n=434)</i>	Women %	<i>Men (n=528)</i>	Men %
One or more faculty members in my program encourage my professional development	396	76	439	77
My department and/or advisor provides necessary support for me to graduate in a timely manner	386	66	428	72
There is someone I can speak to if I have a conflict with my advisor	358	54	392	57
In journal articles and conference papers, I receive appropriate recognition for my work (such as author order)	229	86	297	83
My university, department, or advisor provides travel support to attend or present at conferences and professional meetings that are relevant to my research	350	65	374	69

PhD students

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)	Women (n=434)	Women %	Men (n=528)	Men %
This same university?	401	36	446	38
The same field of study?	401	57	446	56
The same graduate advisor?	400	46	445	50

PhD students

Hostile treatment (% answering "yes")	Women (n=434)	Women Yes (n)	Women Yes%	Men (n=528)	Men Yes (n)	Men Yes %
Have you experienced harassment while a student at CU?	387	79	20	421	40	10
Has the harassment kept you from performing to your best ability?	387	56	14	421	29	7
Has the harassment caused you to consider leaving the university?	387	34	9	421	23	5

PhD students

What were the manifestations of the harassing behavior? (check all that apply; only asked of those who reported experiencing harassment)	Women (n=434)	Women #	Men (n=528)	Men #
Unwanted or threatened physical contact	79	11	40	1
Unwanted romantic/sexual comments	79	22	40	1
Shouting, profanity, excessive criticism	79	42	40	21
Hostile electronic communication	79	22	40	11
Denial of access to resources (information, colleagues, career opportunities)	79	19	40	7
Threats to academic status	79	18	40	13
Undermining/impeding your research/academic work	79	11	40	10
Threats to employment status	79	39	40	20
Making negative comments about you to others	79	14	40	9
Other	79	29	40	10

PhD students

By whom were you harassed? (check all that apply; only asked of those who reported experiencing harassment)	<i>Wome n (n=43 4)</i>	Women #	<i>Men (n=528)</i>	Men #
Fellow graduate student	79	33	40	11
Faculty (non-advisor)	79	41	40	13
Graduate advisor	79	9	40	7
Post-doc	79	4	40	3
Staff	79	1	40	3
Administrator	79	15	40	13
Other	79	6	40	3