

## Appendix F

### CU Boulder Graduate Student Social Climate Survey, Fall 2014:

#### Summary for Master's Students: Race/Ethnicity

| Master's Students | White | Asian-American | African-American/Black, Latinx, Pacific Islander, Native American (URG) | International | Race/ethnicity Unknown |
|-------------------|-------|----------------|---|---------------|------------------------|
| Students invited  | 1019  | 67             | 165   | 419           | 97                     |
| Responded         | 356   | 17             | 49  | 187           | 30                     |
| Response rate     | 35%   | 25%            | 30%   | 45%           | 31%                    |

#### Master's Students

| During the current semester, have you felt...<br>(% answering 5 "agree" or 6 "strongly agree") | White<br>(n=356) | White<br>% | Asian-Am<br>(n=17) | Asian-Am<br>% | URG<br>(n=49) | URG<br>%  | Intl<br>(n=187) | Intl<br>% | Unknwn<br>(n=30) | Unknwn<br>% |
|--|------------------|------------|--------------------|---------------|---------------|-----------|-----------------|-----------|------------------|-------------|
| Welcome at CU-Boulder (like you belong here)   | 356              | <b>70</b>  | 17                 | <b>65</b>     | 49            | <b>65</b> | 187             | <b>79</b> | 30               | <b>63</b>   |
| Welcome in your graduate program (like you belong there)                                       | 356              | <b>74</b>  | 17                 | <b>77</b>     | 48            | <b>77</b> | 189             | <b>69</b> | 30               | <b>67</b>   |
| Valued in your graduate program  | 353              | <b>65</b>  | 17                 | <b>71</b>     | 48            | <b>71</b> | 186             | <b>63</b> | 30               | <b>50</b>   |
| I feel like I am a respected member of my graduate program                                     | 349              | <b>65</b>  | 16                 | <b>63</b>     | 44            | <b>55</b> | 178             | <b>71</b> | 29               | <b>59</b>   |

**Master's Students**

| <b>Indicate how strongly you agree with the following statements:<br/>(% answering 5 "agree" or 6 "strongly agree")</b>     | <i>White<br/>(n=356)</i> | <b>White<br/>%</b> | <i>Asian-Am<br/>(n=17)</i> | <b>Asian-Am<br/>%</b> | <i>URG<br/>(n=49)</i> | <b>URG<br/>%</b> | <i>Intl<br/>(n=187)</i> | <b>Intl<br/>%</b> | <i>Unknwn<br/>(n=30)</i> | <b>Unknwn<br/>%</b> |
|---|--------------------------|--------------------|----------------------------|-----------------------|-----------------------|------------------|-------------------------|-------------------|--------------------------|---------------------|
| I feel like a respected member of the CU community  | 341                      | <b>56</b>          | 16                         | <b>56</b>             | 45                    | <b>56</b>        | 179                     | <b>72</b>         | 29                       | <b>59</b>           |
| CU is a comfortable/supportive place for students from underrepresented or marginalized groups                              | 282                      | <b>52</b>          | 14                         | <b>50</b>             | 42                    | <b>57</b>        | 169                     | <b>75</b>         | 21                       | <b>48</b>           |
| My program is a comfortable/supportive place for students from underrepresented or marginalized groups                      | 311                      | <b>77</b>          | 14                         | <b>50</b>             | 44                    | <b>68</b>        | 171                     | <b>73</b>         | 23                       | <b>61</b>           |
| My comments are taken seriously by my advisor   | 314                      | <b>79</b>          | 14                         | <b>84</b>             | 42                    | <b>74</b>        | 160                     | <b>76</b>         | 28                       | <b>68</b>           |
| One or more faculty members in my program say things/ behave in ways that humiliate or intimidate graduate students         | 331                      | <b>16</b>          | 15                         | <b>20</b>             | 44                    | <b>16</b>        | 168                     | <b>20</b>         | 28                       | <b>25</b>           |
| One or more graduate students in my program say things/ behave in ways that humiliate or intimidate other graduate students | 332                      | <b>12</b>          | 15                         | <b>7</b>              | 45                    | <b>9</b>         | 168                     | <b>18</b>         | 29                       | <b>24</b>           |

**Master's Students**

| <b>Have you experienced the following things in your graduate program?</b><br>(% answering "yes")                            | <i>White</i><br>(n=356) | <b>White</b><br>% | <i>Asian-Am</i><br>(n=17) | <b>Asian-Am</b><br>% | <i>URG</i><br>(n=49) | <b>URG</b><br>% | <i>Intl</i><br>(n=187) | <b>Intl</b><br>% | <i>Unknwn</i><br>(n=30) | <b>Unknwn</b><br>% |
|--|-------------------------|-------------------|---------------------------|----------------------|----------------------|-----------------|------------------------|------------------|-------------------------|--------------------|
| I have felt that I was being treated oddly/awkwardly by faculty because of some aspect of my social identity                 | 318                     | <b>13</b>         | 14                        | <b>14</b>            | 45                   | <b>27</b>       | 151                    | <b>19</b>        | 26                      | <b>23</b>          |
| I have felt that I was being treated oddly/awkwardly by other graduate students because of some aspect of my social identity | 319                     | <b>19</b>         | 14                        | <b>29</b>            | 45                   | <b>22</b>       | 151                    | <b>21</b>        | 26                      | <b>23</b>          |
| I have had the experience of being excluded or marginalized from a lab or other work group due to my social identity         | 316                     | <b>9</b>          | 13                        | <b>8</b>             | 45                   | <b>16</b>       | 146                    | <b>14</b>        | 25                      | <b>8</b>           |

**Master's Students**

| <b>To what extent do you agree with the following statements?</b><br>(% answering 5 "agree" or 6 "strongly agree")       | <i>White</i><br>(n=356) | <b>White</b><br>% | <i>Asian-Am</i><br>(n=17) | <b>Asian-Am</b><br>% | <i>URG</i><br>(n=49) | <b>URG</b><br>% | <i>Intl</i><br>(n=187) | <b>Intl</b><br>% | <i>Unknwn</i><br>(n=30) | <b>Unknwn</b><br>% |
|--|-------------------------|-------------------|---------------------------|----------------------|----------------------|-----------------|------------------------|------------------|-------------------------|--------------------|
| <b>Overall, the intellectual climate of my graduate program is positive</b>  | 338                     | <b>86</b>         | 14                        | <b>79</b>            | 44                   | <b>82</b>       | 168                    | <b>83</b>        | 29                      | <b>79</b>          |
| <b>Overall, the social climate of my graduate program is positive</b>  | 338                     | <b>77</b>         | 14                        | <b>71</b>            | 43                   | <b>72</b>       | 168                    | <b>71</b>        | 29                      | <b>72</b>          |
| <b>Students in my graduate program are treated with respect by faculty</b>   | 334                     | <b>84</b>         | 14                        | <b>86</b>            | 45                   | <b>80</b>       | 166                    | <b>83</b>        | 29                      | <b>69</b>          |
| <b>Faculty members in my program demonstrate respect for others in the program through personal actions and behavior</b> | 331                     | <b>84</b>         | 13                        | <b>77</b>            | 45                   | <b>73</b>       | 164                    | <b>82</b>        | 29                      | <b>79</b>          |
| <b>Faculty members in my program create a supportive working and learning environment for graduate students</b>          | 330                     | <b>79</b>         | 14                        | <b>79</b>            | 44                   | <b>73</b>       | 168                    | <b>80</b>        | 29                      | <b>62</b>          |
| <b>Faculty members in my program treat students fairly</b>   | 330                     | <b>84</b>         | 14                        | <b>86</b>            | 44                   | <b>80</b>       | 166                    | <b>79</b>        | 29                      | <b>76</b>          |

**Master's Students**

| <b>Based on your experiences, please rate your graduate program on the following characteristics:<br/>(% answering 5 or 6)</b> | <i>White<br/>(n=356)</i> | <b>White<br/>%</b> | <i>Asian-Am<br/>(n=17)</i> | <b>Asian-Am<br/>%</b> | <i>URG<br/>(n=49)</i> | <b>URG<br/>%</b> | <i>Intl<br/>(n=187)</i> | <b>Intl<br/>%</b> | <i>Unknwn<br/>(n=30)</i> | <b>Unknwn<br/>%</b> |
|--|--------------------------|--------------------|----------------------------|-----------------------|-----------------------|------------------|-------------------------|-------------------|--------------------------|---------------------|
| Unfriendly (1).... <b>Friendly (6)</b>   | 333                      | <b>79</b>          | 14                         | <b>71</b>             | 45                    | <b>73</b>        | 166                     | <b>78</b>         | 28                       | <b>75</b>           |
| Sexist (1).... <b>Not Sexist (6)</b>   | 322                      | <b>80</b>          | 14                         | <b>71</b>             | 41                    | <b>78</b>        | 157                     | <b>88</b>         | 25                       | <b>84</b>           |
| Racist (1).... <b>Not Racist (6)</b>   | 313                      | <b>88</b>          | 14                         | <b>79</b>             | 43                    | <b>84</b>        | 161                     | <b>83</b>         | 22                       | <b>82</b>           |
| Uncivil (1).... <b>Civil (6)</b>   | 330                      | <b>88</b>          | 14                         | <b>86</b>             | 43                    | <b>84</b>        | 162                     | <b>88</b>         | 26                       | <b>88</b>           |
| Disrespectful (1).... <b>Respectful (6)</b>  | 332                      | <b>86</b>          | 14                         | <b>79</b>             | 45                    | <b>85</b>        | 166                     | <b>88</b>         | 27                       | <b>74</b>           |
| Homophobic (1).... <b>Not Homophobic (6)</b>   | 294                      | <b>91</b>          | 12                         | <b>83</b>             | 33                    | <b>97</b>        | 130                     | <b>88</b>         | 22                       | <b>82</b>           |
| Not Accommodating (1).... <b>Accommodating of people with disabilities (6)</b>   | 234                      | <b>84</b>          | 8                          | *                     | 32                    | <b>91</b>        | 121                     | <b>89</b>         | 15                       | <b>87</b>           |
| Not Accepting (1).... <b>Accepting of transgender people (6)</b>   | 190                      | <b>88</b>          | 9                          | *                     | 26                    | <b>96</b>        | 95                      | <b>91</b>         | 15                       | <b>87</b>           |
| Not Accepting (1).... <b>Accepting of diverse religious beliefs (6)</b>  | 273                      | <b>85</b>          | 12                         | <b>83</b>             | 37                    | <b>89</b>        | 143                     | <b>94</b>         | 23                       | <b>74</b>           |
| Not Accepting (1).... <b>Accepting of diverse national origins (6)</b>   | 296                      | <b>95</b>          | 12                         | <b>83</b>             | 40                    | <b>93</b>        | 164                     | <b>91</b>         | 24                       | <b>88</b>           |
| Not Accepting (1).... <b>Accepting of diverse political opinions (6)</b>   | 286                      | <b>71</b>          | 12                         | <b>75</b>             | 37                    | <b>78</b>        | 127                     | <b>94</b>         | 23                       | <b>65</b>           |

\*Number of respondents too small to calculate frequencies

### Master's Students

| <b>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")</b> | <i>White</i><br>(n=356) | <b>White %</b> | <i>Asian-Am</i><br>(n=17) | <b>Asian-Am %</b> | <i>URG</i><br>(n=49) | <b>URG %</b> | <i>Intl</i><br>(n=187) | <b>Intl %</b> | <i>Unknwn</i><br>(n=30) | <b>Unknwn %</b> |
|---|-------------------------|----------------|---------------------------|-------------------|----------------------|--------------|------------------------|---------------|-------------------------|-----------------|
| Racial or ethnic minorities   | 318                     | <b>8</b>       | 14                        | <b>29</b>         | 45                   | <b>11</b>    | 145                    | <b>8</b>      | 26                      | <b>8</b>        |
| Whites  | 321                     | <b>9</b>       | 14                        | <b>21</b>         | 45                   | <b>4</b>     | 147                    | <b>6</b>      | 26                      | <b>12</b>       |
| Women   | 322                     | <b>16</b>      | 14                        | <b>21</b>         | 45                   | <b>18</b>    | 148                    | <b>9</b>      | 26                      | <b>12</b>       |
| Men   | 321                     | <b>8</b>       | 13                        | <b>15</b>         | 44                   | <b>5</b>     | 148                    | <b>5</b>      | 26                      | <b>12</b>       |
| Gay, lesbian, or bisexual people  | 320                     | <b>5</b>       | 13                        | <b>8</b>          | 43                   | <b>7</b>     | 139                    | <b>6</b>      | 26                      | <b>8</b>        |
| Individuals who are transgender   | 313                     | <b>3</b>       | 13                        | <b>8</b>          | 43                   | <b>2</b>     | 137                    | <b>4</b>      | 25                      | <b>4</b>        |
| People from countries other than the US   | 321                     | <b>9</b>       | 14                        | <b>14</b>         | 44                   | <b>5</b>     | 148                    | <b>18</b>     | 26                      | <b>4</b>        |
| Non-native English speakers   | 321                     | <b>8</b>       | 14                        | <b>7</b>          | 44                   | <b>5</b>     | 148                    | <b>16</b>     | 26                      | <b>4</b>        |
| People with mental health issues  | 317                     | <b>6</b>       | 13                        | <b>0</b>          | 43                   | <b>7</b>     | 137                    | <b>1</b>      | 26                      | <b>4</b>        |
| Veterans or military people (e.g., ROTC)  | 321                     | <b>4</b>       | 13                        | <b>0</b>          | 42                   | <b>0</b>     | 142                    | <b>2</b>      | 25                      | <b>4</b>        |
| People with a particular religious/spiritual belief   | 320                     | <b>13</b>      | 13                        | <b>8</b>          | 44                   | <b>18</b>    | 144                    | <b>8</b>      | 26                      | <b>12</b>       |
| People with liberal political beliefs   | 318                     | <b>9</b>       | 14                        | <b>14</b>         | 44                   | <b>11</b>    | 139                    | <b>4</b>      | 26                      | <b>0</b>        |
| People with conservative political beliefs  | 318                     | <b>31</b>      | 13                        | <b>23</b>         | 44                   | <b>27</b>    | 139                    | <b>5</b>      | 26                      | <b>23</b>       |

### Master's 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") | White<br>(n=356) | White<br>%   | Asian-Am<br>(n=17) | Asian-Am<br>% | URG<br>(n=49) | URG<br>%  | Intl<br>(n=187) | Intl<br>% | Unknwn<br>(n=30) | Unknwn<br>% |
|---|------------------|--------------|--------------------|---------------|---------------|-----------|-----------------|-----------|------------------|-------------|
| Racial or ethnic minorities   | 304              | <b>3</b>     | 13                 | <b>0</b>      | 42            | <b>14</b> | 131             | <b>3</b>  | 25               | <b>4</b>    |
| Whites  | 305              | <b>3</b>     | 13                 | <b>0</b>      | 42            | <b>2</b>  | 132             | <b>2</b>  | 25               | <b>4</b>    |
| Women   | 306              | <b>4</b>     | 13                 | <b>0</b>      | 41            | <b>17</b> | 132             | <b>2</b>  | 25               | <b>12</b>   |
| Men   | 305              | <b>3</b>     | 13                 | <b>0</b>      | 41            | <b>5</b>  | 130             | <b>2</b>  | 25               | <b>8</b>    |
| Gay, lesbian, or bisexual people  | 306              | <b>1</b>     | 13                 | <b>0</b>      | 39            | <b>0</b>  | 124             | <b>1</b>  | 25               | <b>0</b>    |
| Individuals who are transgender   | 301              | <b>&lt;1</b> | 13                 | <b>0</b>      | 38            | <b>3</b>  | 124             | <b>2</b>  | 24               | <b>0</b>    |
| People from countries other than the US   | 305              | <b>1</b>     | 13                 | <b>0</b>      | 40            | <b>5</b>  | 131             | <b>8</b>  | 25               | <b>0</b>    |
| Non-native English speakers   | 306              | <b>1</b>     | 13                 | <b>0</b>      | 40            | <b>8</b>  | 129             | <b>5</b>  | 25               | <b>0</b>    |
| People with mental health issues  | 303              | <b>2</b>     | 13                 | <b>0</b>      | 41            | <b>7</b>  | 125             | <b>2</b>  | 25               | <b>0</b>    |
| Veterans or military people (e.g., ROTC)  | 307              | <b>1</b>     | 13                 | <b>0</b>      | 39            | <b>0</b>  | 127             | <b>1</b>  | 24               | <b>0</b>    |
| People with a particular religious/spiritual belief   | 305              | <b>4</b>     | 13                 | <b>0</b>      | 40            | <b>10</b> | 128             | <b>2</b>  | 24               | <b>0</b>    |
| People with liberal political beliefs   | 305              | <b>2</b>     | 13                 | <b>0</b>      | 39            | <b>5</b>  | 126             | <b>1</b>  | 24               | <b>0</b>    |
| People with conservative political beliefs  | 305              | <b>12</b>    | 13                 | <b>8</b>      | 41            | <b>15</b> | 125             | <b>1</b>  | 25               | <b>24</b>   |

## Master's Students

| To what extent do you agree with the following statements?<br>(% answering 5 "agree" or 6 "strongly agree")  | <i>White</i><br>(n=356) | <b>White</b><br>% | <i>Asian-Am</i><br>(n=17) | <b>Asian-Am</b><br>% | <i>URG</i><br>(n=49) | <b>URG</b><br>% | <i>Intl</i><br>(n=187) | <b>Intl</b><br>% | <i>Unknwn</i><br>(n=30) | <b>Unknwn</b><br>% |
|--|-------------------------|-------------------|---------------------------|----------------------|----------------------|-----------------|------------------------|------------------|-------------------------|--------------------|
| One or more faculty members in my program encourage my professional development  | 308                     | <b>79</b>         | 15                        | <b>80</b>            | 42                   | <b>81</b>       | 146                    | <b>63</b>        | 26                      | <b>65</b>          |
| My department and/or advisor provides necessary support for me to graduate in a timely manner  | 298                     | <b>75</b>         | 15                        | <b>87</b>            | 42                   | <b>64</b>       | 146                    | <b>64</b>        | 26                      | <b>62</b>          |
| There is someone I can speak to if I have a conflict with my advisor   | 263                     | <b>61</b>         | 13                        | <b>62</b>            | 39                   | <b>72</b>       | 124                    | <b>47</b>        | 23                      | <b>57</b>          |
| In journal articles and conference papers, I receive appropriate recognition for my work (such as author order)  | 83                      | <b>83</b>         | 4                         | *                    | 12                   | <b>75</b>       | 71                     | <b>72</b>        | 9                       | *                  |
| My university, department, or advisor provides travel support to attend or present at conferences and professional meetings that are relevant to my research | 170                     | <b>70</b>         | 8                         | *                    | 28                   | <b>75</b>       | 80                     | <b>68</b>        | 15                      | <b>53</b>          |

\*Number of respondents too small to calculate frequencies

## Master's Students

| If you were to start your graduate career again, would you select...<br>(% answering "definitely" on a 4-point scale: definitely, probably, probably not, and definitely not) | White<br>(n=356) | White<br>% | Asian-Am<br>(n=17) | Asian-Am<br>% | URG<br>(n=49) | URG<br>%  | Intl<br>(n=187) | Intl<br>% | Unkwn<br>(n=30) | Unkwn<br>% |
|---|------------------|------------|--------------------|---------------|---------------|-----------|-----------------|-----------|-----------------|------------|
| This same university?   | 310              | <b>42</b>  | 15                 | <b>60</b>     | 44            | <b>48</b> | 149             | <b>45</b> | 26              | <b>27</b>  |
| The same field of study?  | 311              | <b>55</b>  | 15                 | <b>60</b>     | 44            | <b>52</b> | 149             | <b>50</b> | 26              | <b>42</b>  |
| The same graduate advisor?  | 305              | <b>42</b>  | 15                 | <b>67</b>     | 44            | <b>43</b> | 149             | <b>40</b> | 26              | <b>39</b>  |

## Master's Students

| Hostile treatment<br>(% answering "yes")                          | White<br>(n=356) | White<br>Yes (n) | White<br>Yes (%) | Asian-Am<br>(n=17) | Asian-Am<br>Yes (n) | Asian-Am<br>Yes % | URG<br>(n=49) | URG<br>Yes (n) | URG<br>Yes (%) | Intl<br>(n=187) | Intl<br>Yes (n) | Intl<br>Yes % | Unkwn<br>(n=30) | Unkwn<br>Yes (n) | Unkwn<br>yes % |
|---|------------------|------------------|------------------|--------------------|---------------------|-------------------|---------------|----------------|----------------|-----------------|-----------------|---------------|-----------------|------------------|----------------|
| Have you experienced harassment while a student at CU?            | 295              | 28               | <b>10</b>        | 14                 | 2                   | <b>14</b>         | 38            | 5              | <b>13</b>      | 136             | 7               | <b>5</b>      | 25              | 6                | <b>24</b>      |
| Has the harassment kept you from performing to your best ability? | 295              | 17               | <b>6</b>         | 14                 | 2                   | <b>14</b>         | 38            | 4              | <b>11</b>      | 136             | 4               | <b>3</b>      | 25              | 6                | <b>24</b>      |
| Has the harassment caused you to consider leaving the university? | 295              | 9                | <b>3</b>         | 14                 | 0                   | <b>0</b>          | 38            | 4              | <b>11</b>      | 136             | 1               | <b>&gt;1</b>  | 25              | 5                | <b>20</b>      |



**Master's Students**

| <b>What were the manifestations of the harassing behavior?</b> (check all that apply; only asked of those who reported experiencing harassment) | <i>White</i><br>(n=356) | White<br># Yes | <i>Asian-Am</i><br>(n=17) | Asian-Am<br># Yes | <i>URG</i><br>(n=49) | URG<br># Yes | <i>Intl</i><br>(n=187) | Intl<br># Yes | <i>Unknwn</i><br>(N=30) | Unknwn<br># Yes |
|---|-------------------------|----------------|---------------------------|-------------------|----------------------|--------------|------------------------|---------------|-------------------------|-----------------|
| <b>Unwanted or threatened physical contact</b>  | 28                      | <b>2</b>       | 14                        | <b>0</b>          | 5                    | <b>0</b>     | 7                      | <b>1</b>      | 6                       | <b>0</b>        |
| <b>Unwanted romantic/sexual comments</b>  | 28                      | <b>4</b>       | 14                        | <b>0</b>          | 5                    | <b>1</b>     | 7                      | <b>1</b>      | 6                       | <b>2</b>        |
| <b>Shouting, profanity, excessive criticism</b>   | 28                      | <b>16</b>      | 14                        | <b>2</b>          | 5                    | <b>2</b>     | 7                      | <b>4</b>      | 6                       | <b>3</b>        |
| <b>Hostile electronic communication</b>   | 28                      | <b>9</b>       | 14                        | <b>0</b>          | 5                    | <b>4</b>     | 7                      | <b>1</b>      | 6                       | <b>2</b>        |
| <b>Denial of access to resources (information, colleagues, career opportunities)</b>  | 28                      | <b>9</b>       | 14                        | <b>0</b>          | 5                    | <b>2</b>     | 7                      | <b>1</b>      | 6                       | <b>2</b>        |
| <b>Threats to academic status</b>   | 28                      | <b>5</b>       | 14                        | <b>0</b>          | 5                    | <b>2</b>     | 7                      | <b>1</b>      | 6                       | <b>3</b>        |
| <b>Undermining/impeding your research/academic work</b>   | 28                      | <b>2</b>       | 14                        | <b>0</b>          | 5                    | <b>1</b>     | 7                      | <b>1</b>      | 6                       | <b>0</b>        |
| <b>Threats to employment status</b>   | 28                      | <b>16</b>      | 14                        | <b>0</b>          | 5                    | <b>3</b>     | 7                      | <b>1</b>      | 6                       | <b>2</b>        |
| <b>Making negative comments about you to others</b>   | 28                      | <b>8</b>       | 14                        | <b>0</b>          | 5                    | <b>2</b>     | 7                      | <b>1</b>      | 6                       | <b>3</b>        |
| <b>Other</b>  | 28                      | <b>9</b>       | 14                        | <b>1</b>          | 5                    | <b>3</b>     | 7                      | <b>1</b>      | 6                       | <b>1</b>        |

**Master's Students**

| <b>By whom were you harassed?</b><br>(check all that apply; only asked of those who reported experiencing harassment) | <i>White</i><br>(n=356) | White<br># Yes | <i>Asian-<br/>Am</i><br>(n=17) | Asian-<br>Am<br># Yes | <i>URG</i><br>(n=49) | URG<br># Yes | <i>Intl</i><br>(n=187) | Intl<br># Yes | <i>Unknwn</i><br>(n=30) | Unknwn<br># Yes |
|---|-------------------------|----------------|--------------------------------|-----------------------|----------------------|--------------|------------------------|---------------|-------------------------|-----------------|
| <b>Fellow graduate student</b>  | 28                      | <b>13</b>      | 14                             | <b>1</b>              | 5                    | <b>1</b>     | 7                      | <b>3</b>      | 6                       | <b>2</b>        |
| <b>Faculty (non-advisor)</b>  | 28                      | <b>10</b>      | 14                             | <b>0</b>              | 5                    | <b>3</b>     | 7                      | <b>1</b>      | 6                       | <b>5</b>        |
| <b>Graduate advisor</b>   | 28                      | <b>2</b>       | 14                             | <b>0</b>              | 5                    | <b>1</b>     | 7                      | <b>2</b>      | 6                       | <b>1</b>        |
| <b>Post-doc</b>   | 28                      | <b>1</b>       | 14                             | <b>1</b>              | 5                    | <b>0</b>     | 7                      | <b>2</b>      | 6                       | <b>0</b>        |
| <b>Staff</b>  | 28                      | <b>3</b>       | 14                             | <b>0</b>              | 5                    | <b>0</b>     | 7                      | <b>1</b>      | 6                       | <b>0</b>        |
| <b>Administrator</b>  | 28                      | <b>4</b>       | 14                             | <b>0</b>              | 5                    | <b>1</b>     | 7                      | <b>1</b>      | 6                       | <b>1</b>        |
| <b>Other</b>  | 28                      | <b>0</b>       | 14                             | <b>0</b>              | 5                    | <b>1</b>     | 7                      | <b>0</b>      | 6                       | <b>0</b>        |