

Appendix G

CU Boulder Graduate Student Social Climate Survey, Fall 2014:

Summary for PhD Students: Race/Ethnicity

PhD Students	White	Asian-American	African-American/Black, Latinx, Pacific Islander, Native American (URG)	International	Race/ethnicity Unknown
Students invited	1564	104	196	496	201
Responded	557	42	74	202	87
Response rate	36%	40%	38%	41%	43%

PhD Students

During the current semester, have you felt... (% answering 5 “agree” or 6 “strongly agree”)	White (n=557)	White %	Asian-Am (n=42)	Asian-Am %	URG (n=74)	URG %	Intl (n=202)	Intl %	Unknwn (n=87)	Unknwn %
Welcome at CU-Boulder (like you belong here)	557	71	42	71	74	44	200	74	86	74
Welcome in your graduate program (like you belong there)	556	72	42	72	74	57	200	72	87	77
Valued in your graduate program	555	60	42	55	74	57	199	71	87	66
I feel like I am a respected member of my graduate program	540	63	39	56	72	47	193	71	85	64

PhD Students

Indicate how strongly you agree with the following statements: (% answering 5 “agree” or 6 “strongly agree”)	White (n=557)	White %	Asian-Am (n=42)	Asian-Am %	URG (n=74)	URG %	Intl (n=202)	Intl %	Unknwn (n=87)	Unknwn %
I feel like a respected member of the CU community	537	52	38	58	72	38	191	63	85	49
CU is a comfortable/supportive place for students from underrepresented or marginalized groups	409	38	38	42	69	28	182	64	70	46
My program is a comfortable/supportive place for students from underrepresented or marginalized groups	459	58	37	51	71	42	187	73	77	65
My comments are taken seriously by my advisor	510	81	35	80	66	79	180	85	77	81
One or more faculty members in my program say things/ behave in ways that humiliate or intimidate graduate students	509	28	36	25	70	34	177	26	78	28
One or more graduate students in my program say things/ behave in ways that humiliate or intimidate other graduate students	507	14	35	26	70	30	177	23	79	20

PhD Students

Have you experienced the following things in your graduate program? (% answering “yes”)	<i>White</i> (n=557)	White %	<i>Asian-Am</i> (n=42)	Asian-Am %	<i>URG</i> (n=74)	URG %	<i>Intl</i> (n=202)	Intl %	<i>Unknwn</i> (n=87)	Unknwn %
I have felt that I was being treated oddly/awkwardly by faculty because of some aspect of my social identity	504	23	36	22	64	42	172	20	77	30
I have felt that I was being treated oddly/awkwardly by other graduate students because of some aspect of my social identity	504	25	36	28	64	53	172	33	77	26
I have had the experience of being excluded or marginalized from a lab or other work group due to my social identity	494	13	37	14	59	29	166	16	75	16

PhD Students

To what extent do you agree with the following statements? (% answering 5 “agree” or 6 “strongly agree”)	<i>White</i> (n=557)	White %	<i>Asian-Am</i> (n=42)	Asian-Am %	<i>URG</i> (n=74)	URG %	<i>Intl</i> (n=202)	Intl %	<i>Unknwn</i> (n=87)	Unknwn %
Overall, the intellectual climate of my graduate program is positive	529	77	38	61	70	70	186	80	79	81
Overall, the social climate of my graduate program is positive	526	64	37	62	69	54	185	69	79	71
Students in my graduate program are treated with respect by faculty	527	68	37	54	69	59	186	79	78	73
Faculty members in my program demonstrate respect for others in the program through personal actions and behavior	513	65	37	65	69	58	182	81	77	68
Faculty members in my program create a supportive working and learning environment for graduate students	526	62	37	51	70	57	185	77	79	66
Faculty members in my program treat students fairly	522	68	37	65	65	58	180	80	79	70

PhD Students

Based on your experiences, please rate your graduate program on the following characteristics: (% answering 5 or 6)	<i>White</i> (n=557)	White %	<i>Asian-Am</i> (n=42)	Asian-Am %	<i>URG</i> (n=74)	URG %	<i>Intl</i> (n=202)	Intl %	<i>Unknwn</i> (n=87)	Unknwn %
Unfriendly (1).... Friendly (6)	527	72	35	77	67	67	186	81	78	72
Sexist (1).... Not Sexist (6)	507	71	31	61	65	60	159	79	78	69
Racist (1).... Not Racist (6)	468	81	32	75	63	60	172	84	72	78
Uncivil (1).... Civil (6)	519	78	34	71	67	70	171	87	77	81
Disrespectful (1).... Respectful (6)	523	75	35	66	67	64	182	85	76	75
Homophobic (1).... Not Homophobic (6)	445	90	29	83	57	79	140	85	68	90
Not Accommodating (1).... Accommodating of people with disabilities (6)	337	80	24	71	43	61	131	86	55	67
Not Accepting (1).... Accepting of transgender people (6)	261	88	17	65	39	82	92	82	41	88
Not Accepting (1).... Accepting of diverse religious beliefs (6)	413	71	24	63	53	59	154	86	63	83
Not Accepting (1).... Accepting of diverse national origins (6)	456	91	27	70	61	74	179	85	72	86
Not Accepting (1).... Accepting of diverse political opinions (6)	441	58	22	59	53	51	130	86	63	62

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>White</i> (n=557)	White %	<i>Asian-Am</i> (n=42)	Asian-Am %	<i>URG</i> (n=74)	URG %	<i>Intl</i> (n=202)	Intl %	<i>Unknwn</i> (n=87)	Unknwn %
Racial or ethnic minorities	492	8	35	14	59	20	162	7	74	7
Whites	498	10	34	12	59	7	161	6	74	6
Women	498	17	35	26	59	24	163	14	74	16
Men	498	9	34	12	57	12	161	3	72	4
Gay, lesbian, or bisexual people	494	6	34	3	58	17	154	7	73	7
Individuals who are transgender	485	2	33	0	53	6	149	3	71	3
People from countries other than the US	496	8	34	12	60	12	164	18	74	8
Non-native English speakers	497	11	34	12	61	18	165	18	74	14
People with mental health issues	494	9	33	15	58	14	154	5	71	6
Veterans or military people (e.g., ROTC)	496	5	32	3	54	6	155	3	73	4
People with a particular religious/spiritual belief	496	18	34	21	56	27	161	11	73	11
People with liberal political beliefs	499	9	34	15	59	14	157	5	73	7
People with conservative political beliefs	499	37	35	37	55	40	156	14	72	32

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>White</i> (n=557)	White %	<i>Asian-Am</i> (n=42)	Asian-Am %	<i>URG</i> (n=74)	URG %	<i>Intl</i> (n=202)	Intl %	<i>Unknwn</i> (n=87)	Unknwn %
Racial or ethnic minorities	470	4	32	9	58	12	157	3	70	6
Whites	474	3	31	3	58	5	157	4	69	6
Women	479	10	32	13	57	16	158	6	70	7
Men	478	4	31	0	55	4	157	3	69	3
Gay, lesbian, or bisexual people	474	2	29	3	59	9	150	3	69	3
Individuals who are transgender	469	1	28	0	54	4	147	2	66	2
People from countries other than the US	477	5	31	6	57	4	158	8	70	7
Non-native English speakers	478	5	31	7	58	10	159	6	70	7
People with mental health issues	477	4	32	9	56	9	152	2	66	8
Veterans or military people (e.g., ROTC)	477	1	31	3	54	4	150	1	69	3
People with a particular religious/spiritual belief	478	9	31	3	55	13	152	6	69	4
People with liberal political beliefs	477	3	30	7	56	9	152	2	68	4
People with conservative political beliefs	471	17	31	13	53	25	152	5	68	18

PhD Students

To what extent do you agree with the following statements? (% answering 5 “agree” or 6 “strongly agree”)	White (n=557)	White %	Asian-Am (n=42)	Asian-Am %	URG (n=74)	URG %	Intl (n=202)	Intl %	Unknwn (n=87)	Unknwn %
One or more faculty members in my program encourage my professional development	492	77	36	75	65	74	167	78	75	76
My department and/or advisor provides necessary support for me to graduate in a timely manner	480	67	34	65	60	65	167	79	73	64
There is someone I can speak to if I have a conflict with my advisor	453	56	29	52	55	53	146	56	67	52
In journal articles and conference papers, I receive appropriate recognition for my work (such as author order)	304	85	22	91	36	72	115	89	49	76
My university, department, or advisor provides travel support to attend or present at conferences and professional meetings that are relevant to my research	428	65	32	65	52	71	146	74	66	61

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)	White (n=557)	White %	Asian-Am (n=42)	Asian-Am %	URG (n=74)	URG %	Intl (n=202)	Intl %	Unknwn (n=87)	Unknwn %
This same university?	499	36	36	31	64	34	172	46	76	30
The same field of study?	499	55	36	44	64	58	172	62	76	55
The same graduate advisor?	497	45	36	58	64	48	172	58	76	45

PhD Students

Hostile treatment (% answering "yes")	White (n=557)	White Yes (n)	White Yes (%)	Asian- Am (n=42)	Asian- Am Yes (n)	Asian- Am Yes %	URG (n=74)	URG Yes (n)	URG Yes (%)	Intl (n=202)	Intl Yes (n)	Intl Yes %	Unkwn (n=87)	Unkwn Yes (n)	Unkwn yes %
Have you experienced harassment while a student at CU?	481	70	15	33	6	18	62	19	31	160	10	6	72	14	19
Has the harassment kept you from performing to your best ability?	481	49	10	33	4	12	62	13	21	160	7	4	72	12	17
Has the harassment caused you to consider leaving the university?	481	34	7	33	1	3	62	11	18	160	7	4	72	4	6

PhD Students

What were the manifestations of the harassing behavior? (check all that apply; only asked of those who reported experiencing harassment)	White (n=356)	White # Yes	Asian- Am (n=17)	Asian- Am # Yes	URG (n=49)	URG # Yes	Intl (n=187)	Intl # Yes	Unkwn (n=30)	Unkwn # Yes
Unwanted or threatened physical contact	70	8	6	1	19	1	10	1	14	1
Unwanted romantic/sexual comments	70	14	6	3	19	3	10	2	14	1
Shouting, profanity, excessive criticism	70	38	6	2	19	10	10	4	14	9
Hostile electronic communication	70	17	6	1	19	6	10	2	14	7
Denial of access to resources (information, colleagues, career opportunities)	70	16	6	0	19	5	10	1	14	4
Threats to academic status	70	18	6	1	19	5	10	3	14	4
Undermining/impeding your research/academic work	70	10	6	1	19	5	10	0	14	5
Threats to employment status	70	37	6	1	19	12	10	3	14	6
Making negative comments about you to others	70	13	6	0	19	4	10	2	14	4
Other	70	21	6	2	19	10	10	1	14	5

PhD Students

By whom were you harassed? (check all that apply; only asked of those who reported experiencing harassment)	<i>White</i> (n=356)	White # Yes	<i>Asian- Am</i> (n=17)	Asian- Am # Yes	<i>URG</i> (n=49)	URG # Yes	<i>Intl</i> (n=187)	Intl # Yes	<i>Unknwn</i> (n=30)	Unknwn # Yes
Fellow graduate student	70	23	6	3	19	8	10	2	14	8
Faculty (non-advisor)	70	33	6	2	19	9	10	4	14	6
Graduate advisor	70	9	6	1	19	2	10	2	14	2
Post-doc	70	1	6	0	19	4	10	1	14	1
Staff	70	3	6	0	19	1	10	0	14	0
Administrator	70	14	6	0	19	5	10	4	14	5
Other	70	4	6	1	19	2	10	1	14	1