

## Welcoming Statement

Thank you for participating in the 2022 Campus Climate Survey! Your feedback will help inform the University of Vermont's Diversity, Equity, and Inclusion strategic plans and is an invaluable tool for the assessment of the experiences of the campus community members.

Each response will be anonymous and kept strictly confidential. The survey asks several demographic questions that will later allow for analysis comparing the campus climate responses and experiences of the many identities and groups of people represented at UVM. Individual responses will not be shared with anybody beyond the Office of Institutional Research who will be responsible for analyzing the data.

If you would like additional information about the survey tool, please go to [go.uvm.edu/climatesurvey](https://go.uvm.edu/climatesurvey). In addition, if you have any questions, comments, or concerns about the survey, please email [CSurvey@uvm.edu](mailto:CSurvey@uvm.edu).

Please note the survey takes approximately 10 minutes to answer all the questions. If you decide to stop the survey midway and want to continue later, reopen the survey in the same browser. The survey then starts from where you last left it as long as you do not clear the cookies from the browser.

For Questions Regarding [Accessibility](#). Or To Notify The University Regarding Online Information Or Functionality That Is Currently Inaccessible, [Email The ADA/504 Coordinator](#).

## Experiences on Campus

How would you characterize the general climate with regards to inclusiveness at the University of Vermont? Inclusiveness is defined as providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized, such as those with disabilities or belonging to minority groups.

- Very inclusive
- Somewhat inclusive
- Neither inclusive nor uninclusive
- Somewhat uninclusive
- Very uninclusive
- Don't know

Please state how much you agree or disagree with the following statements:

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Not applicable
Students treat me with respect.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Faculty treat me with respect.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Staff treat me with respect.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Senior administrators treat me with respect.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am recognized in my department for my accomplishments.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Not applicable
I receive the mentoring I need.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can speak freely about workplace issues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Information regarding campus support services (e.g., AA/EO, EAP, HOPEWorks, etc.) is available at UVM.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have received professional development opportunities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have received equal career opportunities compared to my peers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have received equitable pay compared to my peers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Multicultural Competency

I feel that my culture and identity are included in the University's multicultural programming.

- Yes, I strongly agree
- Yes, I somewhat agree
- I neither agree nor disagree
- No, I somewhat disagree

No, I strongly disagree

On a scale of 1 to 5, where 1 is Poor and 5 is Excellent, please assess how well the climate of your department/college upholds the principles of Our Common Ground.

	5: Excellent	4: Good	3: Satisfactory	2: Unsatisfactory	1: Poor
Respect: We respect each other.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Integrity: We value fairness, straightforward conduct, adherence to the facts and sincerity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Innovation: We are at the forefront of change.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Openness: We encourage the open exchange of information and ideas from all members of our community.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Justice: We unite against all forms of injustice.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Responsibility: We are personally and collectively responsible for our words and deeds.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How often do you adhere to the following Common Ground values?

	Never	Seldom	Occasionally	Regularly
Respect: I respect others.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Integrity: I value fairness, straightforward conduct, adherence to the facts and sincerity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Never	Seldom	Occasionally	Regularly
Innovation: I am at the forefront of change.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Openness: I encourage the open exchange of information and ideas from all members of our community.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Justice: I am against all forms of injustice.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Responsibility: I am responsible for my words and deeds.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How much do you agree or disagree that the University of Vermont provides the resources (e.g., training, professional development) you need in order to thrive in a diverse environment?

- Yes, I strongly agree
- Yes, I somewhat agree
- I neither agree nor disagree
- No, I somewhat disagree
- No, I strongly disagree

## Personal Beliefs and Attitudes

Please indicate how much you agree or disagree with each statement below:

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
I sometimes find it difficult to see things from another person's point of view.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
If I am sure about something, I don't waste much time listening to other people's arguments.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It's important for me to educate others about the identity groups to which I belong.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I like to learn about identity groups which are different from my own.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I want to bridge differences between identity groups.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate how accurately the statements below reflect your thoughts and feelings about differences around identity and viewpoints.

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
I avoid discussing identity issues and viewpoints of those from a different group as me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe that discussion among those who disagree enrich the learning process.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe discussion with those who disagree almost always end up with one side winning and the other side losing.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe disagreements between different identity groups rarely have positive outcomes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate how likely you would be able to take each of the following actions at work.

	Never	Seldom	Occasionally	Regularly
Challenge others on derogatory comments.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Challenge others who make jokes that are derogatory to any identity group.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Make efforts to get to know individuals from diverse backgrounds.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Challenge biases that affect your own thinking.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Harassment and Bias

Are you aware of the protocol for reporting a bias incident at the University of Vermont?

- Yes
- No

For more information on reporting bias go to:

[https://www.uvm.edu/deanofstudents/bias\\_response\\_program](https://www.uvm.edu/deanofstudents/bias_response_program)

Have you experienced bias in the past year at the University of Vermont?

- Never
- Seldom
- Occasionally

Regularly

Have you experienced any harassment based on a protected category in the workplace, in the past year while working at the University of Vermont?

- Never
- Seldom
- Occasionally
- Regularly

Protected category includes race, color, religion or creed, national origin or ancestry, sex (including gender, pregnancy, sexual orientation, and gender identity), age, physical or mental disability, veteran status, genetic information, and citizenship.

Please consider only the most recent harassment experience you have had at the University of Vermont when answering the following question.

The experience had a direct impact on my ability to do my job at the University of Vermont.

- Yes, I strongly agree
- Yes, somewhat agree
- I neither agree nor disagree
- No, I somewhat disagree
- No, I strongly disagree

Please consider only the most recent harassment experience you have had at the University of Vermont when answering the following question.

Were you concerned about possible retaliation if you reported the incident?

- I was really concerned about retaliation
- I was somewhat concerned about retaliation
- I was not really concerned about retaliation

Here is the link to the University of Vermont's policy against retaliation (<https://www.uvm.edu/sites/default/files/UVM-Policies/policies/whistleblower.pdf?t=r3sypq>).

I responded to the incident in the following ways:

- I reported it to the University of Vermont's Office of Affirmative Action and Equal Opportunity (AAEO)
- Sought support from off-campus hot-line/advocacy services
- Sought support from on-campus advocacy services (e.g., Offices within Division of Diversity, Equity & Inclusion)
- Told a friend
- Told a family member
- Sought support from the University of Vermont's Employee Assistance Program (EAP)
- Sought medical services
- Contacted the police
- Confronted the person
- Ignored the incident
- Avoided contact with the person
- Talked with an University of Vermont official informally
- Lodged a formal complaint with the University of Vermont
- Lodged a formal complaint outside the University of Vermont
- Chose not to respond
- Other

## Discrimination

Have you experienced discrimination during the past year at the University of Vermont?

- Never
- Seldom
- Occasionally
- Regularly

Please consider only the most recent discrimination experience you have had at the University of Vermont when answering the following question.

The discrimination was based on my

- Age
- Disability
- Ethnicity
- Gender
- Gender identity and expression
- National origin
- Political affiliation
- Race
- Religion, spirituality, or philosophy
- Sexual orientation
- Socioeconomic status
- Veteran status

Please consider only the most recent discrimination experience you have had at the University of Vermont when answering the following question.

I was discriminated against in the following ways

- Received a biased performance evaluation
- Was not considered for specific projects, activities, or committees
- Received inadequate support from supervisor
- Received inadequate support from mentor
- Not informed of a career advancement opportunity
- Received unfair work assignments
- Was not given appropriate leadership opportunities
- Did not receive support from peers
- Did not receive appropriate promotions or merit pay increases
- Received less recognition for accomplishments
- Received fewer monetary awards or prizes
- Other

Please consider only the most recent discrimination experience you have had at the University of Vermont when answering the following question.

Were you concerned about possible retaliation if you reported the incident?

- I was really concerned about retaliation
- I was somewhat concerned about retaliation
- I was not really concerned about retaliation

Here is the link to the University of Vermont's policy against retaliation (<https://www.uvm.edu/sites/default/files/UVM->

Policies/policies/whistleblower.pdf?t=r3sypq).

I responded to the incident in the following ways:

- I reported it to the University of Vermont's Office of Affirmative Action and Equal Opportunity (AAEO)
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- Told a friend
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- Contacted the police
- Confronted the person
- Ignored the incident
- Avoided contact with the person
- Talked with an University of Vermont official informally
- Lodged a formal complaint with the University of Vermont
- Lodged a formal complaint outside the University of Vermont
- Chose not to respond
- Other

## Discrimination Observed

In the past year, have you observed discrimination at the University of Vermont in the following areas?

	Never	Seldom	Occasionally	Regularly
Career progression	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Never	Seldom	Occasionally	Regularly
Employment Termination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hiring	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Promotional Opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

In the past year, while working at the University of Vermont, have you witnessed insulting or disparaging remarks or behaviors about the following:

	Never	Seldom	Occasionally	Regularly
Age	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Disability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ethnicity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender identity and expression	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
National origin	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Political affiliation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Race	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Religion, spirituality, or philosophy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual orientation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Socioeconomic status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Veteran status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Based on your personal experiences and observations, do you believe people are discriminated against at the University of Vermont based on:

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
Age	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Disability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ethnicity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
Gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender identity and expression	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
National origin	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Political affiliation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Race	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Religion, spirituality, or philosophy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual orientation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Socioeconomic status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Veteran status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Promoting Multicultural Understanding

In the past year, how satisfied are you with the University of Vermont's efforts towards equity on the basis of:

	Very satisfied	Somewhat satisfied	Neutral	Somewhat dissatisfied	Strongly dissatisfied
Age	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Disability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ethnicity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender identity and expression	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
National origin	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Political affiliation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Race	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Religion, spirituality, or philosophy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Very satisfied	Somewhat satisfied	Neutral	Somewhat dissatisfied	Strongly dissatisfied
Sexual orientation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Socioeconomic status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Veteran status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Are you satisfied with how the University of Vermont has promoted multicultural understanding?

- Very satisfied
- Somewhat satisfied
- Neutral
- Somewhat dissatisfied
- Very dissatisfied

## Faculty Staff Characteristics

What is your **primary unit** at the University of Vermont?

- Athletics
- College of Agriculture and Life Sciences
- College of Arts and Sciences
- Grossman School of Business
- College of Education and Social Services
- College of Engineering and Mathematical Sciences
- College of Nursing and Health Sciences
- Honors College
- Larner College of Medicine
- Library
- Operations and Public Safety
- President (e.g., Audit Services, General Counsel, Compliance, University Relations)
- Professional and Continuing Education
- Provost (e.g., CELO, Fleming Museum, VP Faculty Affairs, VP Academic Affairs and Student Success, Office of Institutional Research)

- Diversity, Equity, and Inclusion
- Enrollment Management
- Enterprise Technology Services
- Extension
- Finance and Administration
- 
- Graduate College

- Research
- Rubenstein School of Environment and Natural Resources
- Student Affairs
- UVM Foundation
- Other
- 

What department are you in within your primary unit?

In what year were you born?

What is your citizenship status?

- U.S. citizen (only)
- Dual U.S. citizen and citizen of another country
- Citizen of a country or countries other than the U.S.

Regardless of immigration status do you identify yourself as "international"?

- Yes
- No

### What is your ethnicity?

- Hispanic or Latino/a/x
- Not Hispanic nor Latino/a/x

### What is your race?

- American Indian/Alaskan Native
- Asian
- Black or African American
- Native Hawaiian or Other Pacific Islander
- Middle Eastern or North African
- White
- Prefer not to say
- Not listed above, please specify:

### How do you describe yourself?

- Agender
- Female/Woman
- Genderqueer/gender fluid
- Indigenous or other cultural gender identity (e.g., two-spirit)
- Intersex
- Male/man
- Non-binary
- Transgender
- Prefer not to say
- Not listed above, please specify:

## How do you describe yourself?

- Asexual/ Aromantic
- Bisexual
- Gay
- Heterosexual or straight
- Lesbian
- Pansexual
- Queer
- Prefer not to say
- Not listed above, please specify:

## Regarding your current religious, spiritual, and/or philosophical worldview, with which of the following descriptors do you most closely identify?

- |                                                                                                |                                                       |
|------------------------------------------------------------------------------------------------|-------------------------------------------------------|
| <input type="checkbox"/> Agnosticism                                                           | <input type="checkbox"/> Jainism                      |
| <input type="checkbox"/> Animism                                                               | <input type="checkbox"/> Jehovah's Witness            |
| <input type="checkbox"/> Atheism                                                               | <input type="checkbox"/> Judaism                      |
| <input type="checkbox"/> Baha'i Faith                                                          | <input type="checkbox"/> Native American Tradition(s) |
| <input type="checkbox"/> Buddhism                                                              | <input type="checkbox"/> Non-religious                |
| <input type="checkbox"/> Christianity, Church of Jesus Christ of Latter Day Saints (Mormonism) | <input type="checkbox"/> Paganism                     |
| <input type="checkbox"/> Christianity, Protestant                                              | <input type="checkbox"/> Santeria                     |
| <input type="checkbox"/> Christianity, Orthodox                                                | <input type="checkbox"/> Secular Humanism             |
| <input type="checkbox"/> Christianity, Roman Catholic                                          | <input type="checkbox"/> Shinto                       |
| <input type="checkbox"/> Christianity, Non-denominational                                      | <input type="checkbox"/> Sikhism                      |
| <input type="checkbox"/> Confucianism                                                          | <input type="checkbox"/> Spiritual                    |
| <input type="checkbox"/> Daoism                                                                | <input type="checkbox"/> Unitarian Universalism       |
| <input type="checkbox"/> Deism                                                                 | <input type="checkbox"/> Zoroastrianism               |
| <input type="checkbox"/> Eckankar                                                              | <input type="checkbox"/> None                         |

- Hinduism
- Ignosticism
- Islam

- Prefer not to say
- Other

Do you identify as someone who as a disability?

- Yes
- No
- Prefer not to say

Do you identify as Deaf?

- Yes
- No
- Prefer not to say

Do you identify as being neurodivergent?

- Yes
- No
- Prefer not to say
- Other

Do you have a temporary disability?

- Yes
- No
- Prefer not to say

Other

Do you identify as having one or more of the following?

- Autism or Asperger's
- Chronic health condition
- Learning disability
- Mental health condition
- Mobility impairment
- Neurological condition
- Sensory impairment
- Prefer not to say
- Other

What is your primary affiliation with the University of Vermont?

- Faculty member
- Staff member
- Managerial, Administrative, or Executive

Are you a:

- Professor
- Associate Professor
- Assistant Professor
- Senior Lecturer
- Lecturer
- Other

Your tenured status is:

- Tenured
- Tenure-track (but not tenured)
- Not tenure-track

Do you supervise other University of Vermont employees - including student employees?

- Yes
- No

Are you an Union or Non-union employee?

- Union
- Non-union

What is your current relationship status?

- Single
- Partnered
- Married
- Civil Union
- Separated
- Divorced
- Partner/Spouse deceased

What is your employment status?

- Full-time
- Part-time
- Other

What is your current salary? (please round to the nearest \$5,000)

What is the highest degree you achieved?

- GED
- High School
- Some college or technical school
- Associates
- Bachelor's
- Master's
- Doctoral (Ph.D., Ed.D, J.D., M.D., etc.)
- Other

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