Thank you for participating in the 2019 Campus Climate Survey! Your feedback will help inform the strategic direction of the University and is an invaluable tool for the assessment of the experiences of community members.

All responses will be analyzed, and reports will be issued during the 2019-2020 academic year detailing the results of the survey. 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. Answering these questions will allow us to ensure that everyone's voice is heard. We strongly encourage that participants answer these questions, however, they are optional, so if you feel that answering all of the demographic questions in combination would compromise your anonymity, please respond within your comfort level.

The survey tool has been designed to be as accessible as possible. If you would like additional information about the survey tool, please go to go.uvm.edu/climatesurvey. In addition, if you have any questions, comments, or concerns about the survey or require any accommodations, please email CSurvey@uvm.edu.

Please note the survey takes approximately 20 minutes to answer all the questions in the survey. There is a possibility of your session timing out, so please utilize the "Resume Later" feature in order to avoid losing your progress and pick up where you left off.
### Section A: Experiences on Campus
If you have any questions about the survey, please go to go.uvm.edu/climatesurvey

<table>
<thead>
<tr>
<th>A1. Overall, how satisfied are you with working at the University of Vermont?</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Very satisfied</td>
</tr>
<tr>
<td>- Somewhat satisfied</td>
</tr>
<tr>
<td>- Neither satisfied nor dissatisfied</td>
</tr>
<tr>
<td>- Somewhat dissatisfied</td>
</tr>
<tr>
<td>- Very dissatisfied</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>A2. How would you characterize the general climate at the University of Vermont?</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Very inclusive</td>
</tr>
<tr>
<td>- Somewhat inclusive</td>
</tr>
<tr>
<td>- Neither inclusive nor uninclusive</td>
</tr>
<tr>
<td>- Somewhat uninclusive</td>
</tr>
<tr>
<td>- Very uninclusive</td>
</tr>
<tr>
<td>- Don't know</td>
</tr>
</tbody>
</table>
A3. Please state how much you agree or disagree with the following statements:

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly agree</th>
<th>Somewhat agree</th>
<th>Neither agree nor disagree</th>
<th>Somewhat disagree</th>
<th>Strongly disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students treat me with respect</td>
<td></td>
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</tr>
<tr>
<td>Faculty treat me with respect</td>
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</tr>
<tr>
<td>Staff treat me with respect</td>
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</tr>
<tr>
<td>Senior administrators treat me with respect</td>
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</tr>
<tr>
<td>I am recognized in my department for my accomplishments</td>
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</tr>
<tr>
<td>I receive the mentoring I need</td>
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</tr>
<tr>
<td>I can speak freely about workplace issues</td>
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</tr>
<tr>
<td>Information regarding campus support services (e.g., AA/EO, EAP, Victim's Advocates, etc.) is available at UVM</td>
<td></td>
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<tr>
<td>I have received professional development opportunities</td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>I have received equal career opportunities compared to my peers</td>
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<td></td>
</tr>
<tr>
<td>I have received equitable pay compared to my peers</td>
<td></td>
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<td></td>
</tr>
</tbody>
</table>

Section B: Multicultural Competency

If you have any questions about the survey, please go to go.uvm.edu/climatesurvey

B1. I feel that my culture and identity are included in the University's multicultural programs.

Yes, I strongly agree
Yes, somewhat agree
I neither agree nor disagree
No, I somewhat disagree
No, I strongly disagree
B2. 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 UVM for inclusivity, as laid out in the following points from "Our Common Ground"

Respect: We respect each other.

Integrity: We value fairness, straightforward conduct, adherence to the facts and sincerity.

Innovation: We are at the forefront of change.

Openness: We encourage the open exchange of information and ideas from all members of our community.

Justice: We unite against all forms of injustice

Responsibility: We are personally and collectively responsible for our words and deeds.

B3. UVM promotes diversity in the workplace. How much do you agree or disagree that UVM provides the resources you need in order to thrive in a diverse environment?

Yes, I strongly agree

Yes, somewhat agree

I neither agree nor disagree

No, I somewhat disagree

No, I strongly disagree
### Section C: Personal Beliefs and Attitudes
If you have any questions about the survey, please go to go.uvm.edu/climatesurvey

**C1. If you were in a situation in which you were discussing identity issues with people from identity groups other than your own, please indicate how much you agree or disagree with each statement below:**

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly agree</th>
<th>Somewhat agree</th>
<th>Neither agree nor disagree</th>
<th>Somewhat disagree</th>
<th>Strongly disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>I sometimes find it difficult to see things from another person's point of view</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>If I am sure about something, I don't waste much time listening to other people's arguments</td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>It's important for me to educate others about the identity groups to which I belong</td>
<td></td>
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</tr>
<tr>
<td>I like to learn about identity groups which are different from my own</td>
<td></td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>I want to bridge difference between identity groups</td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
</tbody>
</table>

**C2. Please indicate how accurately the statements below reflect your thoughts and feelings about conflict.**

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly agree</th>
<th>Somewhat agree</th>
<th>Neither agree nor disagree</th>
<th>Somewhat disagree</th>
<th>Strongly disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>I avoid conflicts when discussing identity issues</td>
<td></td>
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<tr>
<td>I believe that conflict and disagreement enrich the learning process</td>
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<td></td>
</tr>
<tr>
<td>I believe conflict almost always end up with one side winning and the other side losing</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>I believe conflicts between different identity groups rarely have positive outcomes</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**C3. Please indicate how likely you would be able to take each of the following actions at work.**

<table>
<thead>
<tr>
<th>Action</th>
<th>Never</th>
<th>Seldom</th>
<th>Occasionally</th>
<th>Regularly</th>
</tr>
</thead>
<tbody>
<tr>
<td>Challenge others on derogatory comments</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Challenge others who make jokes that are derogatory to any identity group</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Make efforts to get to know individuals from diverse backgrounds</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Challenge biases that affect your own thinking</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
**Section D: Harassment and Bias**
If you have any questions about the survey, please go to go.uvm.edu/climatesurvey

<table>
<thead>
<tr>
<th>Question</th>
<th>Options</th>
</tr>
</thead>
<tbody>
<tr>
<td>D1. Are you aware of the protocol for reporting a bias incident at UVM?</td>
<td>Yes, No</td>
</tr>
<tr>
<td>D2. Have you experienced bias in your time at the University of Vermont?</td>
<td>Never, Seldom, Occasionally, Regularly</td>
</tr>
<tr>
<td>D3. Have you experienced any non-sexual harassment in the workplace, such as bullying, in the past year while working at UVM?</td>
<td>Never, Seldom, Occasionally, Regularly</td>
</tr>
<tr>
<td>D4. Please consider only the most recent harassment experience you have had at UVM when answering the following question.</td>
<td>The experience had a direct impact on my ability to do my job at UVM.</td>
</tr>
<tr>
<td></td>
<td>Yes, I strongly agree, Yes, somewhat agree, I neither agree nor disagree, No, I somewhat disagree, No, I strongly disagree</td>
</tr>
</tbody>
</table>
D5. Please consider only the most recent harassment experience you have had at UVM when answering the following question.

I was concerned about possible retaliation if I reported the incident.

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

D6. I responded to the incident in the following ways:

- Sought support from off-campus hot-line/advocacy services
- Sought support from on-campus advocacy services
- Told a friend
- Told a family member
- Sought support form the UVM Counseling Center
- Sought medical services
- Contacted the police
- Confronted the person
- Ignored the incident
- Avoided contact with the person
- Talked with a UVM official informally
- Lodged a formal complaint with UVM
- Lodged a formal complaint outside UVM
- Chose not to respond
- Other

Other
### Section E: Sexual Harassment

If you have any questions about the survey, please go to go.uvm.edu/climatesurvey

**E1.** In the past year, have you personally experienced sexual harassment, sexual violence, or stalking at UVM?

- [ ] Never
- [ ] Seldom
- [ ] Occasionally
- [ ] Regularly

**E2.** Please consider only the most recent incident of sexual harassment you have experienced at UVM when responding to the following question.

**Specifically, I experienced:**

- [ ] Unwanted sexually suggestive teasing, jokes, remarks, or questions based on my identity
- [ ] Unwanted pressure for dates
- [ ] Unwanted communication of a sexual nature
- [ ] Unwanted sexually suggestive looks or gestures
- [ ] Unwanted deliberate touching, leaning over, cornering or pinching
- [ ] Unwanted pressure for sexual favors
- [ ] Actual or attempted rape or sexual assault
- [ ] Stalking
- [ ] Cyber stalking/harassment
- [ ] Other

Other
E3. Please consider only the most recent incident of sexual harassment you have experienced at UVM when responding to the following question.

This experience(s) had a great deal of impact on my ability to do my job at UVM?

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

E4. Please consider only the most recent incident of sexual harassment you have experienced at UVM when responding to the following question.

I was concerned about possible retaliation if I reported the incident.

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

E5. Please consider only the most recent incident of sexual harassment you have experienced at UVM when responding to the following question.

I responded to the incident in the following way(s):

- Sought support from off-campus hot-line/advocacy services
- Sought support from on-campus advocacy services
- Told a friend
- Told a family member
- Sought support from the UVM Counseling Center
- Sought medical services
- Contacted the police
- Confronted the person
Section F: Campus Safety
If you have any questions about the survey, please go to go.uvm.edu/climatesurvey

F1. How safe do you feel

<table>
<thead>
<tr>
<th></th>
<th>Very Safe</th>
<th>Somewhat safe</th>
<th>Neither safe nor unsafe</th>
<th>Somewhat unsafe</th>
<th>Very unsafe</th>
</tr>
</thead>
<tbody>
<tr>
<td>On campus (daytime)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>On campus (nighttime)</td>
<td></td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>In the community surrounding the school (daytime)</td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>In the community surrounding the school (nighttime)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

F2. Specific areas on campus where you may feel unsafe during the daytime

- Athletic campus
- Central campus
- Redstone campus
- Trinity campus
- Residential halls
- UVM Medical Center
- Academic buildings/areas
- Outdoor areas on campus
F3. Could you explain why you feel unsafe in these areas?

F4. Specific areas on campus where you may feel unsafe in the evening

<table>
<thead>
<tr>
<th>Area</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Athletic campus</td>
<td></td>
</tr>
<tr>
<td>Central campus</td>
<td></td>
</tr>
<tr>
<td>Redstone campus</td>
<td></td>
</tr>
<tr>
<td>Trinity campus</td>
<td></td>
</tr>
<tr>
<td>Residential halls</td>
<td></td>
</tr>
<tr>
<td>UVM Medical Center</td>
<td></td>
</tr>
<tr>
<td>Academic buildings/areas</td>
<td></td>
</tr>
<tr>
<td>Outdoor areas on campus</td>
<td></td>
</tr>
</tbody>
</table>

F5. Could you explain why you feel unsafe in these areas?

Section G: Discrimination

If you have any questions about the survey, please go to go.uvm.edu/climatesurvey

G1. I have been discriminated against while working at UVM.

<table>
<thead>
<tr>
<th>Frequency</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Never</td>
<td></td>
</tr>
<tr>
<td>Seldom</td>
<td></td>
</tr>
<tr>
<td>Occasionally</td>
<td></td>
</tr>
<tr>
<td>Regularly</td>
<td></td>
</tr>
</tbody>
</table>
G2. Please consider only the most recent discrimination experience you have had at UVM when answering the following question.

This 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

G3. Please consider only the most recent discrimination experience you have had at UVM 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
G4. Please consider only the most recent discrimination experience you have had at UVM when answering the following question.

The experience had a direct impact on my ability to do my job at UVM?

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

G5. Please consider only the most recent discrimination experience you have had at UVM when answering the following question.

I was concerned about possible retaliation if I reported the incident

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

G6. Please consider only the most recent discrimination experience you have had at UVM when answering the following question.

I responded to the incident in the following way(s):

- Sought support from off-campus hot-line/advocacy services
- Sought support from on-campus advocacy services
- Told a friend
- Told a family member
- Sought support from the UVM Counseling Center
- Sought medical services

Other:
Section H: Discrimination Observed
If you have any questions about the survey, please go to go.uvm.edu/climatesurvey

H1. In the past year, I have observed discriminatory practices at UVM in the following areas:

<table>
<thead>
<tr>
<th>Area</th>
<th>Never</th>
<th>Seldom</th>
<th>Occasionally</th>
<th>Regularly</th>
</tr>
</thead>
<tbody>
<tr>
<td>Career progression</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Employment Termination</td>
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</tr>
<tr>
<td>Hiring</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Promotional Opportunities</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
In the past year, while working at UVM, I have witnessed insulting or disparaging remarks or behaviors about the following:

<table>
<thead>
<tr>
<th>Category</th>
<th>Never</th>
<th>Seldom</th>
<th>Occasionally</th>
<th>Regularly</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Disability</td>
<td></td>
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<td></td>
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<tr>
<td>Ethnicity</td>
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<tr>
<td>Gender</td>
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</tr>
<tr>
<td>Gender identity and expression</td>
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<tr>
<td>National origin</td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Political affiliation</td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Race</td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Religion, spirituality, or philosophy</td>
<td></td>
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</tr>
<tr>
<td>Sexual orientation</td>
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<tr>
<td>Socioeconomic status</td>
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<td></td>
</tr>
<tr>
<td>Veteran status</td>
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</tr>
</tbody>
</table>
Based on your personal experiences and observations, how much do you agree or disagree with the following statement?

I believe that people are discriminated against at UVM based on:

<table>
<thead>
<tr>
<th>Category</th>
<th>Strongly agree</th>
<th>Somewhat agree</th>
<th>Neither agree nor disagree</th>
<th>Somewhat disagree</th>
<th>Strongly disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
<td></td>
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</tr>
<tr>
<td>Disability</td>
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<tr>
<td>Ethnicity</td>
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<tr>
<td>Gender</td>
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</tr>
<tr>
<td>Gender identity and expression</td>
<td></td>
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<tr>
<td>National origin</td>
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<tr>
<td>Political affiliation</td>
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<td></td>
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<tr>
<td>Race</td>
<td></td>
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<td></td>
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<tr>
<td>Religion, spirituality, or philosophy</td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Sexual orientation</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Socioeconomic status</td>
<td></td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Veteran status</td>
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</tr>
</tbody>
</table>

Section I: Physical Ability and Access
If you have any questions about the survey, please go to go.uvm.edu/climatesurvey

I1. Are you confident that if you had a question regarding a disability or requesting an accommodation, that you could easily find the answer?

Yes ☐

No ☐
12. Where would you go to find the answer?

13. What buildings, programs, services, or spaces on campus are you or someone else you are aware of unable to access because of disability? Please use this space to describe.

Section J: Work/Life Balance
If you have any questions about the survey, please go to go.uvm.edu/climatesurvey

J1. In the past year, has there been a personal situation that has made it difficult for you to do your job?

Yes  
No

J2. What was the situation?

J3. What, if anything, did you do to resolve the situation?
<table>
<thead>
<tr>
<th>J4. Are you responsible for the care of an adult relative?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes ☐</td>
</tr>
<tr>
<td>No ☐</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>J5. Are you responsible for the care of a dependent child(ren)?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes ☐</td>
</tr>
<tr>
<td>No ☐</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>J6. How many children live in your household?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>J7. Do you currently have a dependent child(ren) utilizing the tuition remission benefit?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes ☐</td>
</tr>
<tr>
<td>No ☐</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>J8. Have you had a change in your personal status in the past year? (e.g., coming out, change in disability status, gender transitioning, marriage, partnership, pregnancy, etc.)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes ☐</td>
</tr>
<tr>
<td>No ☐</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>J9. Has the change in personal status resulted in you being treated differently by your colleagues?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, in a positive way ☐</td>
</tr>
<tr>
<td>Yes, in a negative way ☐</td>
</tr>
<tr>
<td>Yes, both positive and negative ☐</td>
</tr>
<tr>
<td>No, not at all ☐</td>
</tr>
<tr>
<td>Don't know ☐</td>
</tr>
<tr>
<td>Does not apply to me ☐</td>
</tr>
</tbody>
</table>

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<thead>
<tr>
<th></th>
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<tbody>
<tr>
<td></td>
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</tbody>
</table>
J11. I believe my department provides enough flexibility to manage work and family life with regard to:

<table>
<thead>
<tr>
<th>Area</th>
<th>Strongly agree</th>
<th>Somewhat agree</th>
<th>Neither agree nor disagree</th>
<th>Somewhat disagree</th>
<th>Strongly disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dependent care (elderly, child)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Career progression</td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Personal obligations</td>
<td></td>
<td></td>
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<td></td>
<td></td>
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<tr>
<td>UVM-sponsored health/wellness programs</td>
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<tr>
<td>Using tuition remission to take classes at UVM</td>
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<td></td>
<td></td>
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<tr>
<td>Civic obligations</td>
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</tr>
</tbody>
</table>

J12. Are you aware of UVM's Family Medical and Leave Act (FMLA) procedures?

- Yes
- No

J13. In the past year, have you taken advantage of this policy?

- Yes
- No

J14. If you have used FMLA/parental leave more than once in the past year, please refer to the most recent time when answering the following question.

   How many weeks were you on leave?

   [ ] [ ] [ ] [ ] [ ] [ ]

J15. If you have used FMLA/parental leave more than once in the past year, please refer to the most recent time when answering the following question.

   For what purpose was the leave?

   - Childcare
   - Elderly care
   - Birth/ adoption of child
   - Serious health condition


J16. If you have used FMLA/parental leave more than once in the past year, please refer to the most recent time when answering the following question.

When I took FMLA/parental leave, I asked for and was granted permission to suspend the promotion expectations (tenure clock, time towards promotion to senior lecturer) associated with my position.

Yes [ ]

No [ ]

J17. How much do you agree with the following statements?

I believe having dependent care responsibilities has been detrimental to my career progression at UVM

Somewhat agree [ ]

Neither agree nor disagree [ ]

Somewhat disagree [ ]

Strongly disagree [ ]

I have postponed having children due to concerns about job security and/or advancement while at UVM

Somewhat agree [ ]

Neither agree nor disagree [ ]

Somewhat disagree [ ]

Strongly disagree [ ]
Section K: Promoting Multicultural Understanding
If you have any questions about the survey, please go to go.uvm.edu/climatesurvey

K1. In the past year, how satisfied are you with UVM progress towards equity on the basis of:

<table>
<thead>
<tr>
<th>Category</th>
<th>Very satisfied</th>
<th>Somewhat satisfied</th>
<th>Neutral</th>
<th>Somewhat dissatisfied</th>
<th>Very dissatisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Disability</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Ethnicity</td>
<td></td>
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</tr>
<tr>
<td>Gender</td>
<td></td>
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</tr>
<tr>
<td>Gender identity and expression</td>
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<tr>
<td>National origin</td>
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</tr>
<tr>
<td>Political affiliation</td>
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<tr>
<td>Race</td>
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<tr>
<td>Religion, spirituality, or philosophy</td>
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<tr>
<td>Sexual orientation</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Socioeconomic status</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Veteran status</td>
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</tr>
</tbody>
</table>

K2. In the past year, are you satisfied with how UVM has promoted multicultural understanding?

<table>
<thead>
<tr>
<th>Satisfaction Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very satisfied</td>
</tr>
<tr>
<td>Somewhat satisfied</td>
</tr>
<tr>
<td>Neutral</td>
</tr>
<tr>
<td>Somewhat dissatisfied</td>
</tr>
<tr>
<td>Very dissatisfied</td>
</tr>
</tbody>
</table>
K3. In what ways do you believe UVM could do a better job at improving the climate at UVM?
### Section L: Faculty Staff Characteristics

If you have any questions about the survey, please go to [go.uvm.edu/climatesurvey](http://go.uvm.edu/climatesurvey)

**L1. What is your primary UVM unit?**

Administration and University Relations (e.g., Campus Planning, CatCard Service, Custodial Services, Office of Sustainability, Physical Plant, Police Services, Print & Mail Center, Radiation Safety, Risk and Public Safety)

- 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
- Continuing & Distance Education
- Enrollment Management
- Enterprise Technology Services
- Extension
- Finance and Treasury
- Graduate College
- Honors College
- Human Resources, Diversity and Multicultural Affairs
- Library
- Larner College of Medicine
- President (e.g., Audit Services, Compliance, Staff Council, University Event Services, General Counsel)
- Provost (e.g., CUPS, Faculty Senate, Fleming Museum, Global Gateway, Gund Institute, Office of Institutional Research)
- Research
- Rubenstein School of Environment and Natural Resources
- Student Affairs
- Other

Other
L2. What is your primary department?

- Animal and Veterinary Sciences
- Community Development & Applied Economics and Center for Rural Studies
- Dean's Office
- Plant & Soil Science
- Plant Biology
- Other

Other
L3. What is your primary department?

- Dean's Office, College Computing Services, Writing in the Disciplines
- Interdisciplinary Programs (e.g., Gender, Sexuality, & Women's Studies; Global & Regional Studies)
- Anthropology
- Art & Art History
- Asian Languages & Literature
- Biology
- Chemistry
- Classics
- Economics
- English
- Geography
- Geology
- German & Russian
- History
- Music & Dance
- Philosophy
- Physics
- Political Science
- Psychological Science
- Religion
- Romance Languages
- Sociology
- Theatre
- Other
L7. What is your primary department?

- VP Enrollment Management Office, Military Studies, Office of International Education
- Admissions
- Office of the Registrar
- Student Financial Services
- Other

L8. What is your primary department?

- Campus Planning
- CatCard Service Center
- Custodial Services
- Facilities Design & Construction
- Physical Plant Department
- Police Services
- Print & Mail Center
- Radiation Safety, Risk & Public Safety, and Risk Management & Safety
- Transportation & Parking Administration
- University Creative Communication Services, University News & Public Affairs, and University Relations
- UVM Bookstore
- VP University Relations & Administration and Office of Sustainability
- Other

Other
**L9. What is your primary department?**

- Career Center
- Center for Academic Success
- Center for Health & Wellbeing
- Center for Student Conduct
- Living & Learning Center
- Residential Life
- Student & Community Relations
- Student Life
- VPSA & Dean of Students Office

**L10. In what year were you born?**

- [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ]

**L11. 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.

**L12. What is your ethnicity?**

- Hispanic or Latino
- Not Hispanic nor Latino

**L13. 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

**L14. How do you describe yourself?**

- Agender
- Female/woman
Gender: 

- Genderqueer/gender fluid
- Indigenous or other cultural gender identity (e.g. two-spirit)
- Male/man
- Non-binary
- Transgender
- No answer
- Not listed above, please specify:

How do you describe yourself?

- Asexual/aromantic
- Bisexual
- Gay or lesbian
- Heterosexual or straight
- Pansexual
- Queer
- No answer
- Not listed above, please specify:

L16. Regarding your current religious, spiritual, and/or philosophical worldview, with which of the following descriptors do you most closely identify?

- Agnosticism
- Atheism
- Baha'i Faith
- Buddhism
- Christianity, Church of Jesus Christ of Latter Day Saints (Mormonism)
- Christianity, Protestant
L17. Do you identify as someone who has a disability?

Yes ☐
No ☐

L18. Do you identify as Deaf?

Yes ☐
No ☐
L19. Do you identify as being neurodivergent?
   - Yes
   - No
   - Other

L20. Do you have a temporary disability?
   - Yes
   - No
   - Other

L21. Do you identify as having one of the following?
   - Autism or Asperger's
   - Chronic health condition
   - Learning disability
   - Mental health condition
   - Mobility impairment
   - Neurological condition
   - Sensory impairment
   - Other

L22. What is your primary affiliation with UVM?
   - Faculty member
   - Staff member
   - Managerial, Administrative, or Executive
L23. Are you a:
- Professor
- Associate Professor
- Assistant Professor
- Lecturer

L24. Your tenured status is:
- Tenured
- Tenure-track (but not tenured)
- Not tenure-track

L25. Do you supervise other UVM employees – including student employees?
- Yes
- No

L26. Are you an Union or Non-union employee?
- Union
- Non-union

L27. What is your current relationship status?
- Single
- Partnered
- Married
- Civil Union
- Separated
- Divorced
- Partner/Spouse deceased

L28. What is your employment status?
- Full-time
- Part-time
- Other
- Other
L29. What is your current salary? (Please round to the nearest $5,000)

L30. What is the highest degree you achieved?

- GED
- High School
- Some college or technical school
- Associates
- Bachelor’s
- Master’s
- Doctoral (PhD, EdD, JD, MD)
- Other

Other

Thank you for completing the Campus Climate Survey! Your voice is important, and we appreciate your investment in UVM’s future. If you are interested in entering your name for one of the survey incentives, please go to this link: https://survey.uvm.edu/index.php/611993?lang=en