

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			
A1.	Overall, how satisfied are you with working at the University of Vermont?		
	Very satisfied		
	Somewhat satisfied		
	Neither satisfied nor dissatisfied		
	Somewhat dissatisfied		
	Very dissatisfied		
A2.	How would you characterize the general climate at the University of Vermont?		
	Very inclusive		
	Somewhat inclusive		
	Neither inclusive nor uninclusive		
	Somewhat uninclusive		
	Very uninclusive		
	Don't know		



A3. Please state how much you agree or disagree with statements:	h the following
	Neither Strongly Somewhat agree nor Somewhat Strongly
Students treat me with respect	agree agree disagree disagree
Faculty treat me with respect	
Staff treat me with respect	
Senior administrators treat me with respect	
I am recognized in my department for my accomplishments	
I receive the mentoring I need	
I can speak freely about workplace issues	
Information regarding campus support services (e.g., AA/EO, EAP, Victim's Advocates, etc.) is available at UVM	
I have received professional development opportunities	
I have received equal career opportunities compared to my peers	
I have received equitable pay compared to my peers	
Section B: Multicultural Competency If you have any questions about the survey, please go to go.uvm.edu/clim	natesurvey
B1. I feel that my culture and identity are included in multicultural programs.	n the University's
	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 Exwell the climate of your department/college uph UVM for inclusivity, as laid out in the following Common Ground''	olds the principles of
	2: Unsatisfa 3: ctory
	5: Excellent 4: Good Satisfactory 1: Poor
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 disagree that UVM provides the resources you is a diverse environment?	
	Yes, I strongly agree
	Yes, somewhat agree
	I neither agree nor disagree
	No, I somewhat disagree
	No, I strongly disagree



Saction	C: Personal Beliefs and Attitudes	
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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 discreved with people from identity groups other than your	r own, please indicate
how much you agree or disagree with each staten	
	Neither Strongly Somewhat agree nor Somewhat Strongly agree agree disagree disagree
I sometimes find it difficult to see things from another person's point of view	
If I am sure about something, I don't waste much time listening to other people's arguments	
It's important for me to educate others about the identity groups to which I belong	
I like to learn about identity groups which are different from my own	
I want to bridge difference between identity groups	
C2. Please indicate how accurately the statements be	low reflect your
thoughts and feelings about conflict.	
	Strongly Somewhat agree nor Somewhat Strongly agree disagree disagree disagree
I avoid conflicts when discussing identity issues	
I believe that conflict and disagreement enrich the learning process	
I believe conflict almost always end up with one side winning and the other side losing	
I believe conflicts between different identity groups rarely have positive outcomes	
C3. Please indicate how likely you would be able to ta actions at work.	ake each of the following
	Occasionall Never Seldom y Regularly
Challenge others on derogatory co	,,
Challenge others who make jokes that are derogatory to any identit	ry group
Make efforts to get to know individuals from diverse back	grounds
Challenge biases that affect your own t	thinking



Section D: Harassment and Bias If you have any questions about the survey, please go to go.uvm.edu/climatesurvey			
D1.	Are you aware of the protocol for reporting a bias incident at UVM?		
	Yes		
	No		
D2.	Have you experienced bias in your time at the University of Vermont?		
	Never		
	Seldom		
	Occasionally		
	Regularly		
D3.	Have you experienced any non-sexual harassment in the workplace, such as bullying, in the past year while working at UVM?		
	Never		
	Seldom		
	Occasionally		
	Regularly		
D4.	Please consider only the most recent harassment 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		



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		
ı	Contacted the police		
	Confronted the person		

Ignored the	incident
Avoided contact with the	e person
Talked with a UVM official inf	ormally
Lodged a formal complaint wit	h UVM
Lodged a formal complaint outside	le UVM
Chose not to	respond
	Other
Other	
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	
Somewhat safe nor Very Safe safe unsafe	Somewhat Very unsafe unsafe
On campus (daytime)	
On campus (nighttime)	
In the community surrounding the school (daytime)	
In the community surrounding the school (nighttime)	
F2. Specific areas on campus where you may feel unsafe during the daytin	ne
Athletic	campus
Central	campus
Redstone	campus
Trinity	campus
Resident	ial halls
UVM Medica	l Center
Academic building	gs/areas
Outdoor areas on	campus



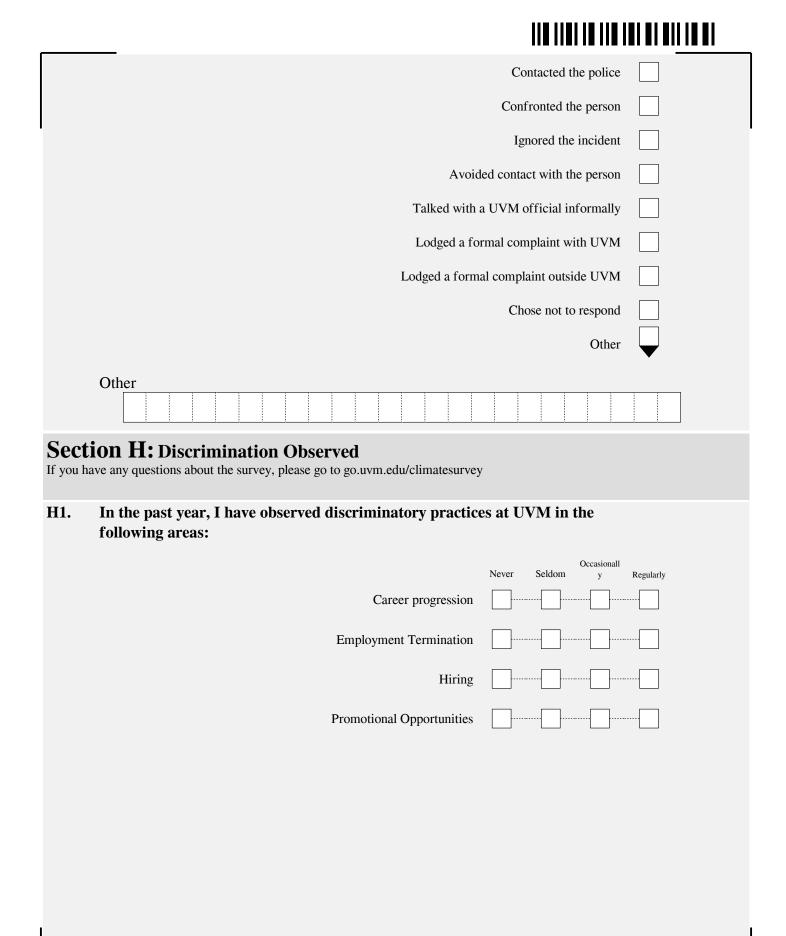
F3.	Could you explain why you feel unsafe in these areas?	
F4.	Specific areas on campus where you may feel unsafe in the evening	
	Athletic campus	
	Central campus	
	Redstone campus	
	Trinity campus	
	Residential halls	
	UVM Medical Center	
	Academic buildings/areas	
	Outdoor areas on campus	
F5.	Could you explain why you feel unsafe in these areas?	
	ion G: Discrimination ave any questions about the survey, please go to go.uvm.edu/climatesurvey	
G1.	I have been discriminated against while working at UVM.	
	Never	
	Seldom	
	Occasionally	
	Regularly	



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	



	Other	
	Other	
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	





H2.	In the past year, while working at UVM, I have witnessed insulting or disparaging remarks or behaviors about the following:				
	Occasionall Never Seldom y Regularly				
	Age				
	Disability				
	Ethnicity				
	Gender				
	Gender identity and expression				
	National origin				
	Political affiliation				
	Race				
	Religion, spirituality, or philosophy				
	Sexual orientation				
	Socioeconomic status				
	Veteran status				
	veteran status				



Н3.	Based on your personal experiences and observation agree or disagree with the following statement?	ns, how much do you
	I believe that people are discriminated against at	
		Strongly Somewhat agree nor Somewhat Strongly agree disagree disagree disagree
	Age	
	Disability	
	Ethnicity	
	Gender	
	Gender identity and expression	
	National origin	
	Political affiliation	
	Race	
	Religion, spirituality, or philosophy	
	Sexual orientation	
	Socioeconomic status	
	Veteran status	
	tion I: Physical Ability and Access have any questions about the survey, please go to go.uvm.edu/clim	atesurvey
I1.	Are you confident that if you had a question regarequesting an accommodation, that you could ea	
		Yes
		No L



I2.	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.		
	ion J: Work/Life Balance ave 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?		



J4.	Are you responsible for the care of an adult relative?	
	Yes	
	No	
J5.	Are you responsible for the care of a dependent child(ren)?	
	Yes	
	No	
J6.	How many children live in your household?	
J7.	Do you currently have a dependent child(ren) utilizing the tuition remission benefit?	
	Yes	
	No	
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.)	
	Yes	
	No	
J9.	Has the change in personal status resulted in you being treated differently by your colleagues?	
	Yes, in a positive way	
	Yes, in a negative way	
	Yes, both positive and negative	
	No, not at all	
	Don't know	
	Does not apply to me	
J10.	Please describe your treatment.	



J11.	I believe my department provides enough flexibition family life with regard to:	lity to manage work and
		Neither Strongly Somewhat agree nor Somewhat Strongly agree agree disagree disagree
	Dependent care (elderly, child)	
	Career progression	
	Personal obligations	
	UVM-sponsored health/wellness programs	
	Using tuition remission to take classes at UVM	
	Civic obligations	
J12.	Are you aware of UVM's Family Medical and Leprocedures?	eave Act (FMLA)
		Yes
		No L
J13.	In the past year, have you taken advantage of thi	s policy?
		Yes
		No
J14.	If you have used FMLA/parental leave more that please refer to the most recent time when answer question.	- · · · · · · · · · · · · · · · · · · ·
	How many weeks were you on leave?	
J15.	If you have used FMLA/parental leave more that please refer to the most recent time when answer 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 that please refer to the most recent time when answer question.	
	When I took FMLA/parental leave, I asked for a permission to suspend the promotion expectation towards promotion to senior lecturer) associated	ns (tenure clock, time
J17.	How much do you agree with the following states	
0 = 7 .		Neither Strongly Somewhat agree nor Somewhat Strongly
I believe	having dependent care responsibilities has been detrimental to my career progression at UVM	agree agree disagree disagree
I have	e postponed having children due to concerns about job security and/or advancement while at UVM	



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

J	, i	·
K1.	In the past year, how satisfied are you with UVM equity on the basis of:	I progress towards
		Very Somewhat Somewhat Very satisfied satisfied Neutral dissatisfied dissatisfied
	Age	
	Disability	
	Ethnicity	
	Gender	
	Gender identity and expression	
	National origin	
	Political affiliation	
	Race	
	Religion, spirituality, or philosophy	
	Sexual orientation	
	Socioeconomic status	
	Veteran status	
K2.	In the past year, are you satisfied with how UVM multicultural understanding?	I has promoted
		Very satisfied
		Somewhat satisfied
		Neutral
		Somewhat dissatisfied
		Very dissatisfied
		very dissausticu



К3.	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

primary	UVM	unit?
	primary	primary UVM

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



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	
Anthropology Art & Art History Asian Languages & Literature Biology Chemistry Classics Economics English Geography Geology German & Russian History Music & Dance Philosophy Physics Political Science	
Art & Art History Asian Languages & Literature Biology Chemistry Classics Economics English Geography Geology German & Russian History Music & Dance Philosophy Physics Political Science	
Asian Languages & Literature Biology Chemistry Classics Economics English Geography Geology German & Russian History Music & Dance Philosophy Physics Political Science	
Biology Chemistry Classics Economics English Geography Geology German & Russian History Music & Dance Philosophy Physics Political Science	
Chemistry Classics Economics English Geography Geology German & Russian History Music & Dance Philosophy Physics Political Science	
Classics Economics English Geography Geology German & Russian History Music & Dance Philosophy Physics Political Science	
Economics English Geography Geology German & Russian History Music & Dance Philosophy Physics Political Science	
English Geography Geology German & Russian History Music & Dance Philosophy Physics Political Science	
Geology German & Russian History Music & Dance Philosophy Physics Political Science	
Geology German & Russian History Music & Dance Philosophy Physics Political Science	
German & Russian History Music & Dance Philosophy Physics Political Science	
History Music & Dance Philosophy Physics Political Science	
Music & Dance Philosophy Physics Political Science	
Philosophy Physics Political Science	
Physics Political Science	
Physics Political Science	
Political Science	
Religion	
Romance Languages	
Sociology	
Theatre	
Other	
▼ ·	
Other	



L4.	What is your primary department?
	Dean's Office, Student Services
	Center on Disability & Community
	Education
	Leadership & Developmental Sciences
	Social Work
	Other
	Other
L5.	What is your primary department?
	Dean's Office, Computer Facility Student Services, Transportation Research Center
	Civil & Environmental Engineering
	Computer Science
	Electrical & Biomedical Engineering
	Mathematics & Statistics
	Mechanical Engineering
	Other
	Other
L6.	What is your primary department?
	Dean's Office, Student Services
	Biomedical and Health Sciences
	Communication Sciences
	Nursing
	Rehabilitation and Movement Science
	Other
	Other



L7. What is your primary department?		
VP Enrollment Management Office, Military Studies, Office of Internationa	l Education	
	Admissions	
Office of the	ne Registrar	
Student Finance	ial Services	
	Other	
Other		•
Oulci		
L8. What is your primary department?		
Camp	us Planning	
CatCard Ser	vice Center	
Custod	ial Services	
Facilities Design & C	Construction	
Physical Plant	Department	
Poli	ice Services	
Print & I	Mail Center	
Radiation Safety, Risk & Public Safety, and Risk Manageme	nt & Safety	
Transportation & Parking Adı	ministration	
University Creative Communication Services, University News & Public Affairs, and University	ty Relations	
UVN	I Bookstore	
VP University Relations & Administration and Office of Su	ıstainability	
	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	



	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:	
	Not listed above, please specify:	, , , , , , , , , , , , , , , , , , , ,
L15.	How do you describe yourself?	
	Asexual/aromantic	
	Bisexual	
	Gay or lesbian	
	Heterosexual or straight	
	Pansexual	
	Queer	
	No answer	
	Not listed above, please specify:	
	Not listed above, please specify:	
L16.	Decording your current religious spiritual and/or philosophical	
L10.	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	



	Christianity, Orthodox	
	Christianity, Roman Catholic	
	Christianity, Non-denominational	
	Confucianism	
	Daoism	
	Hinduism	
	Islam	
	Jainism	
	Judaism	
	Native American Tradition(s)	
	Non-religious	
	Paganism	
	Secular Humanism	
	Sikhism	
	Spiritual	
	Unitarian Universalism	
	Zoroastrianism	
	None	
	Other	
	Other	
L17.	Do you identify as someone who has a disability?	
	Yes	
T 10	No Do you identify as Deef9	
L18.	Do you identify as Deaf? Yes	
	No	



L19.	Do you identify as being neurodivergent?	
	Yes	
	No	
	Other	
	Other	v
L20.	Do you have a temporary disability?	
	Yes	
	No	
	Other	
	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	
	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	
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	k you for completing the Campus Climate Survey! Your voice is im eciate your investment in UVM's future. If you are interested in ent for one of the survey incentives, please go to this	_
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