

UW-Extension Survey of Workplace Climate

(Administered for the University of Wisconsin System by Rankin & Associates, Consulting)

Climate: Current attitudes, behaviors, and standards of employees concerning the access for, inclusion of, and level of respect for individual and group needs, abilities, and potential.

Purpose

You are invited to participate in a survey regarding the climate at UW-Extension. The results of the survey will enable us to improve the working environment at the UW-Extension.

Procedures

Your participation is confidential. Please answer the questions as openly and honestly as possible. You may skip questions. The survey will take between 20 and 40 minutes to complete. You must be 18 years of age or older to participate. Please note that you can choose to withdraw your responses at any time before you submit your answers. Any comments provided by participants are separated at submission so that comments are not attributed to any demographic characteristics. These comments will be analyzed using content analysis and submitted as an appendix to the survey report. Anonymous quotes from submitted comments will also be used throughout the report to give "voice" to the quantitative data.

Benefits

The results of the survey will provide important information about our climate and will help us in our efforts to ensure that the environment is conducive to working, living, and learning.

Voluntary Participation

Participation in this assessment is voluntary. If you decide to participate, you do not have to answer any questions on the survey that you do not wish to answer. **Individuals will not be identified and only group data will be reported** (e.g., the analysis will include only aggregate data). Please note that you can choose to withdraw your responses at any time before you submit your answers. Refusal to take part in this research study will involve no penalty or loss of employee benefits.

Statement of Confidentiality for Participation

In the event of any publication or presentation resulting from the assessment, no personally identifiable information will be shared. In addition, the external consultant (Rankin & Associates) will not report any group data for groups of fewer than 5 individuals that may be small enough to compromise confidentiality. Instead, Rankin & Associates will combine the groups to eliminate any potential for demographic information to be identifiable. Please also remember that you do not have to answer any question or questions about which you are uncomfortable.

Statement of Anonymity for Comments

Upon submission, all comments from participants will be de-identified in an attempt to make those comments anonymous. Thus, participant comments will not be attributable to their author nor to any demographic characteristics. However, depending on what you say, others who know you may be able to attribute certain comments to you. The anonymous comments will be analyzed using content analysis and submitted as an appendix to the survey report. In order to give "voice" to the quantitative data, some anonymous comments may be quoted in publications related to this survey.

Right to Ask Questions

You can ask questions about this assessment. Questions concerning this project should be directed to:

Susan R. Rankin, Ph.D.

Principal

Rankin and Associates, Consulting

sue@rankin-consulting.com

814-625-2780

Questions regarding the survey process may also be directed to:

Stephan Hiroshi Gilchrist, Ed.D.
Chief Diversity Officer
University of Wisconsin Colleges and University of Wisconsin Extension
432 N. Lake St., Room 541
Madison, WI 53706
(608) 262-0277 Office
(608) 262-3049 Direct
Relay: 711
stephan.gilchrist@uwex.uwc.edu
<http://uwex.uwc.edu/>

Questions concerning the rights of participants should be directed to:

Stephan Hiroshi Gilchrist, Ed.D.
Chief Diversity Officer
University of Wisconsin Colleges and University of Wisconsin Extension
432 N. Lake St., Room 541
Madison, WI 53706
(608) 262-0277 Office
(608) 262-3049 Direct
Relay: 711
stephan.gilchrist@uwex.uwc.edu
<http://uwex.uwc.edu/>

Discomforts and Risks

There are no anticipated risks in participating in this assessment beyond those experienced in everyday life. Some of the questions are personal and might cause discomfort. In the event that any questions asked are disturbing, you may stop responding to the survey at any time. Participants who experience discomfort are encouraged to contact:

Patrick DuCharme
Employee Assistance Consultant
610 Langdon Street, Room 226
Madison, WI 53703
Tel: (608) 265-5127
Fax: (608) 265-3398
<http://uwex.uwc.edu/eao>
patrick.ducharme@uwex.uwc.edu

If you agree to take part in this research study, as described in detail in the preceding paragraphs, you will indicate your consent to participate in this study by continuing. It is recommended that you print this statement for your records, or record the address for this site and keep it for reference.

This informed consent form was reviewed and approved by the UW-Extension IRB Office on March 22, 2011.

Directions

Please read and answer each question carefully. For each answer, darken the appropriate oval completely. If you want to change an answer, erase your first answer completely and darken the oval of your new answer. You may decline to answer specific questions.

Survey Terms and Definitions

Ableism: Discrimination against people based on the physical ability of their body, especially discrimination against people with disabilities in favor of people who are not disabled.

Climate: Current attitudes, behaviors, and standards of employees and students concerning the access for, inclusion of, and level of respect for individual and group needs, abilities, and potential.

Disability: A person who has a physical or mental impairment which substantially limits one or more major life activities, has a record of such impairment or is regarded as having such impairment

Ethnic Identity: A unique social and cultural heritage shared by a group of people.

Gender Identity: A person's inner sense of being male, female, both, or neither. The internal identity may or may not be expressed outwardly, and may or may not correspond to one's physical characteristics.

Gender Expression: The manner in which a person outwardly represents their gender, regardless of the physical characteristics that might typically define them as male or female.

Diversity: Psychological, physical and social differences that exist among any and all individuals, such as race, ethnicity, nationality, religion, economic class, age, gender, sexual orientation, mental and physical ability and learning styles.

Multicultural: Of or pertaining to more than one culture.

Inclusion: A practice of encouraging belonging and civic participation.

Institutional Status: Within the institution, the status one holds by virtue of their position/status within the institution (e.g., staff, student, full-time faculty, part-time faculty, administrator, etc.)

American Indian (Native American): A person having origin in any of the original tribes of North America who maintains cultural identification through tribal affiliation or community recognition.

Non-Native English Speakers: People for whom English is not their first language.

Physical Characteristics: Term that refers to one's appearance.

Racial Identity: A socially constructed category about a group of people based on generalized physical features such as skin color, hair type, shape of eyes, physique, etc.

Sexual harassment: Conduct whereby one person engages in verbal or physical behavior of a sexual nature, that is unwelcome, serves no legitimate purpose, intimidates another person, and has the effect of creating an intimidating, hostile or offensive work or classroom environment. Sexual harassment may consist of a repeated course conduct, or it may occur from a single incident if the perpetrator's conduct is sufficiently egregious.

Sexual assault: Intentional physical contact, such as sexual intercourse or touching, of a person's intimate body parts by someone who did not have permission to make such contact.

Sexual Orientation: Term that refers to the sex of the people one tends to be emotionally, physically, and sexually attracted to; this is inclusive of, but not limited to, lesbians, gay men, bisexual people, heterosexual people, and those who identify as queer.

Socioeconomic Status: The status one holds in society based on one's level of income, wealth, education, and familial background.

Social Support: The resources other people provide, including a person's perception that he or she can rely on other people for help with problems or in times of crisis. Having feelings of connectedness and being a part of a community.

Transgender: Umbrella term for someone whose self-identity challenges traditional societal definitions of male and female.

Please do not complete this survey more than once

1. What is your **primary** employment category at UW-Extension? **(Please mark only one)**

- Academic Staff
- Administrator
- Assistant professor
- Associate professor
- Classified Staff - represented
- Classified staff – non-represented
- County support staff
- Instructor
- Instructional academic staff
- Limited Term Employee (LTE)
- Project Appointment
- Professor
- Student employees
- Other (please specify) _____

Personal Experiences

Within The Past Two Years...

2. Overall, how comfortable are you with the climate at UW-Extension?

- Very comfortable
- Comfortable
- Neither comfortable nor uncomfortable
- Uncomfortable
- Very uncomfortable

3. Overall, how comfortable are you with the climate in your department/work unit?

- Very comfortable
- Comfortable
- Neither comfortable nor uncomfortable
- Uncomfortable
- Very uncomfortable
- Not applicable

4. If you would like to elaborate on your responses in questions 2-3, please do so here.

5. How satisfied are you with...

	Highly satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Highly dissatisfied
Your job?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The way your career has progressed?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

6. Why are you satisfied or dissatisfied with your job and/or the way your career has progressed?

7. Have you ever seriously considered leaving UW-Extension?

- Yes [Go to Question 8]
- No [Go to Question 9]

8. Why did you consider leaving and/or why did you decide to stay?

9. **Within the past two years**, have you personally experienced any exclusionary (e.g., shunned, ignored), intimidating, offensive and/or hostile conduct (harassing behavior) that has interfered with your ability to work at UW-Extension?

- Yes [Go to Question 10]
- No [Go to Question 16]

10. What do you believe this conduct was based upon? **(Mark all that apply)**

- I don't know
- My age
- My appearance (e.g. clothing, hair, etc.)
- My caretaker status (e.g. elderly, foster, grand-parenting)
- My cognitive disability (traumatic brain injury, autism spectrum disorder, etc.)
- My country of origin
- My educational level
- My English language proficiency/accent
- My ethnicity
- My gender
- My gender expression
- My gender identity
- My immigrant status
- My institutional status (e.g. part-time status, faculty, staff, classified, LTE, project)
- My living situation (cohabitation, unmarried living together)
- My marital status
- My military/veteran status
- My parental status (e.g., having children or not having children)
- My psychological disability (e.g. post-traumatic stress disorder, depression, anxiety, etc.)
- My physical disability (diabetes, chronic health disorder, etc.)
- My political views
- My race
- My religion/spiritual status
- My sexual orientation
- My socioeconomic status
- Other (please specify) _____

11. How did you experience this conduct? **(Mark all that apply)**

- I was the target of racial/ethnic profiling [Please answer question 12a]
- I was the target of graffiti (e.g., event advertisements removed or defaced) [Please answer 12b]
- I received derogatory written comments [Please answer 12c]
- I received derogatory phone calls [Please answer 12d]
- I received threats of physical violence [Please answer 12e]
- I received derogatory/unsolicited e-mail, text message, Facebook post, Twitter post [Please answer 12f]
- I heard hurtful remarks (e.g. "Senior moment", "That's schizophrenic", "Did you take your meds today") [Please answer 12g]
- I was the target of physical violence [Please answer 12h]
- I observed others staring at me [Please answer 12i]
- I felt I was deliberately ignored or excluded [Please answer 12j]
- I was the target of derogatory remarks (e.g., "that's so gay", "I got Jewed down", "she's/he's such a ____") [Please answer 12k]
- I felt intimidated/bullied [Please answer 12l]
- I feared for my physical safety [Please answer 12m]
- I feared for my family's safety [Please answer 12n]
- Someone assumed I was hired because of my identity [Please answer 12o]
- I was the victim of a crime [Please answer 12p]
- I received a low performance evaluation [Please answer 12q]
- I was singled out as the "resident authority" due to my identity [Please answer 12r]
- I felt isolated or left out when work was required in groups [Please answer 12s]
- I felt isolated or left out because of my identity [Please answer 12t]
- Other (please specify) _____ [Please answer 12u]

12a. Referring to your answer, "I was the target of racial/ethnic profiling" in question #11, where did this conduct occur?

(Mark all that apply)

- While working at campus job
- While walking on campus
- In a campus office
- In a client's home
- At a campus event
- At work
- At an off-site location
- At a business
- At an educational site
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In athletic facilities
- On a farm
- Other (please specify) _____

12b. Referring to your answer, "I was the target of graffiti (e.g., event advertisements removed or defaced)" in question #11, where did this conduct occur? **(Mark all that apply)**

- While working at campus job
- While walking on campus
- In a campus office
- In a client's home
- At a campus event
- At work
- At an off-site location
- At a business
- At an educational site
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In athletic facilities
- On a farm
- Other (please specify) _____

12c. Referring to your answer, "I received derogatory written comments" in question #11, where did this conduct occur?

(Mark all that apply)

- While working at campus job
- While walking on campus
- In a campus office
- In a client's home
- At a campus event
- At work
- At an off-site location
- At a business
- At an educational site
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In athletic facilities
- On a farm
- Other (please specify) _____

12d. Referring to your answer, "I received derogatory phone calls" in question #11, where did this conduct occur?

(Mark all that apply)

- While working at campus job
- While walking on campus
- In a campus office
- In a client's home
- At a campus event
- At work
- At an off-site location
- At a business
- At an educational site
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In athletic facilities
- On a farm
- Other (please specify) _____

12e. Referring to your answer, "I received threats of physical violence" in question #11, where did this conduct occur?

(Mark all that apply)

- While working at campus job
- While walking on campus
- In a campus office
- In a client's home
- At a campus event
- At work
- At an off-site location
- At a business
- At an educational site
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In athletic facilities
- On a farm
- Other (please specify) _____

12f. Referring to your answer, "I received derogatory/unsolicited e-mail, text message, Facebook post, Twitter post" in question #11, where did this conduct occur? **(Mark all that apply)**

- While working at campus job
- While walking on campus
- In a campus office
- In a client's home
- At a campus event
- At work
- At an off-site location
- At a business
- At an educational site
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In athletic facilities
- On a farm
- Other (please specify) _____

12g. Referring to your answer, "I heard hurtful remarks (e.g.'Senior moment', 'That's schizophrenic', 'Did you take your meds today?)" in question #11, where did this conduct occur? **(Mark all that apply)**

- While working at campus job
- While walking on campus
- In a campus office
- In a client's home
- At a campus event
- At work
- At an off-site location
- At a business
- At an educational site
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In athletic facilities
- On a farm
- Other (please specify) _____

12h. Referring to your answer, "I was the target of physical violence" in question #11, where did this conduct occur? **(Mark all that apply)**

- While working at campus job
- While walking on campus
- In a campus office
- In a client's home
- At a campus event
- At work
- At an off-site location
- At a business
- At an educational site
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In athletic facilities
- On a farm
- Other (please specify) _____

12i. Referring to your answer, "I observed others staring at me" in question #11, where did this conduct occur? **(Mark all that apply)**

- While working at campus job
- While walking on campus
- In a campus office
- In a client's home
- At a campus event
- At work
- At an off-site location
- At a business
- At an educational site
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In athletic facilities
- On a farm
- Other (please specify) _____

12j. Referring to your answer, "I felt I was deliberately ignored or excluded" in question #11, where did this conduct occur?

(Mark all that apply)

- While working at campus job
- While walking on campus
- In a campus office
- In a client's home
- At a campus event
- At work
- At an off-site location
- At a business
- At an educational site
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In athletic facilities
- On a farm
- Other (please specify) _____

12k. Referring to your answer, "I was the target of derogatory remarks (e.g., 'that's so gay', 'I got Jewed down', 'she's/he's such a ____')" in question #11, where did this conduct occur? **(Mark all that apply)**

- While working at campus job
- While walking on campus
- In a campus office
- In a client's home
- At a campus event
- At work
- At an off-site location
- At a business
- At an educational site
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In athletic facilities
- On a farm
- Other (please specify) _____

12l. Referring to your answer, "I felt intimidated/bullied" in question #11, where did this conduct occur?

(Mark all that apply)

- While working at campus job
- While walking on campus
- In a campus office
- In a client's home
- At a campus event
- At work
- At an off-site location
- At a business
- At an educational site
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In athletic facilities
- On a farm
- Other (please specify) _____

12m. Referring to your answer, "I feared for my physical safety" in question #11, where did this conduct occur?

(Mark all that apply)

- While working at campus job
- While walking on campus
- In a campus office
- In a client's home
- At a campus event
- At work
- At an off-site location
- At a business
- At an educational site
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In athletic facilities
- On a farm
- Other (please specify) _____

12n. Referring to your answer, "I feared for my family's safety" in question #11, where did this conduct occur?

(Mark all that apply)

- While working at campus job
- While walking on campus
- In a campus office
- In a client's home
- At a campus event
- At work
- At an off-site location
- At a business
- At an educational site
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In athletic facilities
- On a farm
- Other (please specify) _____

12o. Referring to your answer, "Someone assumed I was hired because of my identity" in question #11, where did this conduct occur? **(Mark all that apply)**

- While working at campus job
- While walking on campus
- In a campus office
- In a client's home
- At a campus event
- At work
- At an off-site location
- At a business
- At an educational site
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In athletic facilities
- On a farm
- Other (please specify) _____

12p. Referring to your answer, "I was the victim of a crime" in question #11, where did this conduct occur?

(Mark all that apply)

- While working at campus job
- While walking on campus
- In a campus office
- In a client's home
- At a campus event
- At work
- At an off-site location
- At a business
- At an educational site
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In athletic facilities
- On a farm
- Other (please specify) _____

12q. Referring to your answer, "I received a low performance evaluation" in question #11, where did this conduct occur?

(Mark all that apply)

- While working at campus job
- While walking on campus
- In a campus office
- In a client's home
- At a campus event
- At work
- At an off-site location
- At a business
- At an educational site
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In athletic facilities
- On a farm
- Other (please specify) _____

12r. Referring to your answer, "I was singled out as the 'resident authority' due to my identity" in question #11, where did this conduct occur? **(Mark all that apply)**

- While working at campus job
- While walking on campus
- In a campus office
- In a client's home
- At a campus event
- At work
- At an off-site location
- At a business
- At an educational site
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In athletic facilities
- On a farm
- Other (please specify) _____

12s. Referring to your answer, "I felt isolated or left out when work was required in groups" in question #11, where did this conduct occur? **(Mark all that apply)**

- While working at campus job
- While walking on campus
- In a campus office
- In a client's home
- At a campus event
- At work
- At an off-site location
- At a business
- At an educational site
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In athletic facilities
- On a farm
- Other (please specify) _____

12t. Referring to your answer, "I felt isolated or left out because of my identity" in question #11, where did this conduct occur? **(Mark all that apply)**

- While working at campus job
- While walking on campus
- In a campus office
- In a client's home
- At a campus event
- At work
- At an off-site location
- At a business
- At an educational site
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In athletic facilities
- On a farm
- Other (please specify) _____

12u. Referring to your answer, "Other (please specify)" in question #11, where did this conduct occur? **(Mark all that apply)**

- While working at campus job
- While walking on campus
- In a campus office
- In a client's home
- At a campus event
- At work
- At an off-site location
- At a business
- At an educational site
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In athletic facilities
- On a farm
- Other (please specify) _____

13. Who was the source of this conduct? **(Mark all that apply)**

- Academic administrator (dean, associate dean, assistant dean, etc.)
- Administrator
- Campus media (posters, brochures, flyers, handouts, web sites, etc.)
- Campus security
- Campus visitor(s)
- Center director
- Co-worker
- Community member
- Community partner
- Department chair
- Don't know source
- Faculty advisor
- Faculty member
- Graduate student
- Person that I supervise
- Staff member
- Supervisor
- Teaching assistant
- Undergraduate student
- Volunteer
- Other (please specify) _____

14. Please describe your reactions to experiencing this conduct. **(Mark all that apply)**

- I felt embarrassed
- I told a friend
- I avoided the person who harassed me
- I confronted the harasser at the time
- I ignored it
- I was angry
- I was afraid
- I left the situation immediately
- I didn't know who to go to
- I confronted the harasser later
- I made a complaint to an Extension employee/official
- I made a complaint to a campus employee/official
- I felt somehow responsible
- I didn't report it for fear of retaliation
- It didn't affect me at the time
- I sought support from counseling/advocacy services
- I did report it but my complaint was not taken seriously
- I didn't report it for fear that my complaint would not be taken seriously
- I have been reliving the situation
- Other (please specify) _____

15. If you would like to elaborate on your personal experiences, please do so here.

Sexual Misconduct

Within Your Time at UW-Extension

Sexual harassment: A repeated course of conduct whereby one person engages in verbal or physical behavior of a sexual nature, that is unwelcome, serves no legitimate purpose, intimidates another person, and has the effect of creating an intimidating, hostile or offensive work or classroom environment.

16. I have been touched in a sexual manner that has made me feel uncomfortable or fearful at UW-Extension.

- Never
- Rarely
- Sometimes
- Often
- Very often

17. There are times when I fear being the object of sexual harassment at UW-Extension.

- Never [Go to Question 19]
- Rarely [Go to Question 18]
- Sometimes [Go to Question 18]
- Often [Go to Question 18]
- Very often [Go to Question 18]

18. Who is the source that made you uncomfortable? **(Mark all that apply)**

- Acquaintance
- Administrator
- Co-worker
- Community Partner
- Contractor
- Customer/Client
- Department chair
- Faculty member
- Friend
- Manager
- Partner/spouse
- Person that I supervise
- Specialist
- Staff member
- Stranger
- Student
- Supervisor
- Teaching assistant
- Volunteer
- Other (please specify) _____

Sexual assault: Intentional physical contact, such as sexual intercourse or touching, of a person's intimate body parts by someone who did not have permission to make such contact.

19. Have you ever been a victim of sexual assault while working for UW-Extension?

- Yes [Go to Question 20]
- No [Go to Question 25]

20. Who was the offender(s)? **(Mark all that apply)**

- Acquaintance
- Administrator
- Co-worker
- Community Partner
- Contractor
- Customer/Client
- Department Chair
- Faculty member
- Friend
- Manager
- Partner/spouse
- Person that I supervise
- Specialist
- Staff member
- Stranger
- Student
- Supervisor
- Teaching assistant
- Volunteer
- Other (please specify) _____

21. Where did the incident(s) occur? **(Mark all that apply)**

- Off-site (please specify location) _____
- Work-site (please specify location) _____
- Other location (please specify) _____

22. Please describe your response to experiencing the incident(s). **(Mark all that apply)**

- I sought support from hot-line/advocacy services
- I told a friend
- I told a family member
- I sought support from a Campus Resource/Counseling Center(s)
- I sought support from UW-Extension Employee Assistance
- I sought medical services
- I contacted Campus Police/Security
- I contacted local law enforcement official
- I contacted my Union
- I reported the incident and it was ignored
- I sought support from a staff person
- I sought support from an administrator, supervisor, manager
- I sought support from a faculty member
- I sought support from a spiritual advisor (pastor, rabbi, priest, etc.)
- I sought information on-line
- I did nothing
- I reported to another governmental agency
- Other (please specify) _____

23. If you did not report the sexual assault to UW-Extension please explain why you did not.

24. If you did report the sexual assault to UW-Extension, did you feel that it was responded to appropriately? If not, please explain why you felt that it was not.

Discomforts and Risks

There are no anticipated risks in participating in this assessment beyond those experienced in everyday life. Some of the questions are personal and might cause discomfort. In the event that any questions asked are disturbing, you may stop responding to the survey at any time.

Patrick DuCharme
Employee Assistance Consultant
610 Langdon Street, Room 226
Madison, WI 53703
Tel: (608) 265-5127
Fax: (608) 265-3398
<http://uwex.uwc.edu/eao>
patrick.ducharme@uwex.uwc.edu

Work-Life Issues

25. As a UW-Extension employee...

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Not applicable
I am reluctant to bring up issues that concern me for fear that it will affect my performance evaluation or tenure decision.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am comfortable asking questions about performance expectations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My co-workers expect me to represent "the point of view" of my identity (e.g., race, gender, sexual orientation).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My co-workers have lower expectations of me than of other faculty/staff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My co-workers have higher expectations of me than of other faculty/staff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I constantly feel under scrutiny by my co-workers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My research/professional interests are valued by my co-workers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel pressured to change my research agenda to make tenure/be promoted.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am reluctant to take family leave that I am entitled to for fear that it may affect my career.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have to work harder than I believe my co-workers do in order to be perceived as legitimate.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have to work harder than I believe my co-workers do to achieve the same recognition/rewards.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There are many unwritten rules concerning how one is expected to interact with co-workers in my work unit.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Others seem to find it easier than I do to "fit in."	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel pressured to change my methods of teaching to achieve tenure/be promoted.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

26. As a UW-Extension Employee...

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Not applicable
I am usually satisfied with the way in which I am able to balance my professional and personal life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I find that UW-Extension is supportive of my family leave.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have to miss out on important things in my personal life because of professional responsibilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that co-workers who have children are considered less committed to their jobs/careers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that faculty/staff who do not have children are often burdened with work responsibilities (e.g., stay late, early classes) beyond those who do have children.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I find that UW-Extension is unfair in providing health benefits to unmarried, co-parenting families	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have equitable access to domestic partner benefits.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am given equitable access to training/professional development opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have equitable access to tuition reimbursement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

27. Please indicate your level of agreement with the following statements about the resources that are available to you:

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Not applicable
I have co-workers or peers who give me career advice or guidance when I need it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have support from decision makers/co-workers who support my professional development and career advancement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have the equipment and supplies I need to adequately perform my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I receive regular maintenance/upgrades of my equipment similar to my co-workers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have equitable work space in terms of quantity and quality as compared to my co-workers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have equitable access to shared space as my co-workers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have equitable access to shared equipment/technology for research support as my co-workers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have equitable teaching support for my educational programs (e.g., materials, technology, funding opportunities).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that my compensation is equitable to peers within my institution with a similar level of experience and performance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have equitable access to health benefits.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel that my supervisor/manager is receptive to accommodating a telecommuting arrangement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel I have the opportunity to provide input through committees, councils or work-groups.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Demographic Information

Rankin & Associates will not report any group data for groups of 5 or fewer individuals that may be small enough to compromise identity. Instead, the groups will be combined to eliminate the possibility of identifying an individual.

28. What is your gender identity?

- Woman
- Man
- Transgender
- Other (please specify) _____

29. What is your race/ethnicity? **(If you are of a multi-racial/multi-ethnic/multi-cultural identity, mark all that apply)**

If you choose, you may specify the particular region in the space provided.

- African (specifically) _____
- African American/Black (not Hispanic) (specifically) _____
- Alaskan Native (specifically) _____
- Asian (specifically) _____
- Asian American (specifically) _____
- Southeast Asian (specifically) _____
- Caribbean/West Indian (specifically) _____
- Caucasian/White (not Latino(a)/Hispanic) (specifically) _____
- Indian subcontinent (specifically) _____
- Latino(a)/Hispanic (specifically) _____
- Middle Eastern (specifically) _____
- Native American Indian (specifically the Tribal affiliations) _____
- Pacific Islander/Hawaiian Native (specifically) _____
- Other (specifically) _____

30. Which term best describes your sexual orientation?

- Bisexual
- Gay
- Heterosexual
- Lesbian
- Queer
- Questioning
- Other (please specify) _____

31. What is your age?

- 19 or under
- 20-21
- 22-25
- 26-32
- 33-42
- 43-51
- 52-60
- 61-69
- 70 and over

32. What is your current parental status?

- No children
- No children living in the home
- Single parent
- Pregnant
- Co-parent with a partner/spouse
- Grand-parenting (children in the home)
- Primary caretaker for children that are not my own
- Other (please specify) _____

33. What is your current relationship situation?

- Single
- Partnered
- Partnered in civil union
- Married
- Separated
- Divorced
- Remarried
- Partner/spouse deceased

34. Are you active military status or a veteran?

- Yes
- No

35. What is your highest level of education?

- Did not complete high school
- Completed high School/ged
- Business/Technical certificate/degree
- Some college
- Some graduate work
- Associates degree
- Bachelors degree
- Masters degree
- Doctoral Degree/terminal Professional degree
- Other professional degree

36. With which division or work unit are you primarily affiliated at this time? **(Please mark all that apply.)**

- Broadcasting and Media Innovations
- Continuing Education, Outreach and E-Learning
- Cooperative Extension
 - Quad Counties
 - Southern District
 - Western District
 - Eastern District
 - Northern District
 - State Staff (campus based, state-wide administrator, state support units, etc.)
- Entrepreneurship and Economic Development
- Extension Conference Centers
- General Education Administration Services
 - Budget Office
 - Internal Audit
 - Business Services
 - Extension Conference Services
 - Human Resources
 - Information Systems
 - Mail Services/Bulk Mail
 - Wisconsin Humanities Council
 - Wisconsin Campus Compact
- General Education Administration
 - Chancellor's Office
 - Leadership Academy
 - Vice Chancellor's Office
 - Broadband
 - Office of Equity, Diversity, and Inclusion
 - Publications & Communications
 - Secretary of the Faculty

37. Are you full-time or part-time in that primary status?

- Full-time
- Part-time

38. Do you have a disability (physical, learning, psychological) that substantially affects a major life activity?

- No disability
- ADHD/ADD
- Asperger's/Autism Disorder Spectrum
- Emotional or psychological (bipolar, depression, anxiety, etc.).
- Hearing
- Learning disabled
- Medical/chronic health disorder (Diabetes, Fibromyalgia, etc.)
- Physical/mobility ambulatory
- Physical/mobility non-ambulatory
- Traumatic brain injury
- Visual
- Other (please specify) _____

39. What is your citizenship status?

- U.S. born citizen
- U.S. citizen - naturalized
- Dual citizenship
- Permanent resident (immigrant)
- Permanent resident (refugee)
- International (F-1, J-1, H1-B, or other visa)
- Other (please specify) _____

40. What is your primary religious or spiritual affiliation? **(Mark all that apply)**

- Animist
- Amish
- Anabaptist
- Agnostic
- Atheist
- Baha'i
- Baptist
- Buddhist
- Eastern Orthodox
- Episcopalian
- Hindu
- Jehovah's Witness
- Jewish
- Latter Day Saints (Mormon)
- Lutheran
- Mennonite
- Methodist
- Moravian
- Muslim
- Native American Traditional Practitioner
- Nondenominational Christian
- Pagan
- Pentecostal
- Presbyterian
- Quaker
- Roman Catholic
- Seventh Day Adventist
- Shamanist
- Sikh
- Unitarian Universalist
- United Church of Christ
- Wiccan
- Spiritual, but no religious affiliation
- No affiliation
- Other (please specify) _____

41. How long have you been employed by the UW-Extension?

- 1 year or less
- 2-4 years
- 5-10 years
- 11-15 years
- 16-20 years
- 21-30 years
- 31+ years

42. Do you work at more than one UW-System institution and/or in System Administration?

- Yes
- No

43. In what environment...

	Rural, non-farm	Small-town	Suburban	Urban	International	Combination	Other (please specify)
Did you grow up?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Did you spend the majority of your work life?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Do you currently work?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

Perceptions

Within The Past 2 Years...

44. **Within the past two years**, have you observed or personally been made aware of any conduct directed toward a person or group of people at work that you believe has created an exclusionary (e.g., shunned, ignored), intimidating, offensive and/or hostile (harassing) working or learning environment?

- Yes [Go to question 45]
- No [Go to question 51]

45. What do you believe were the bases for this conduct? **(Mark all that apply)**

- Age
- Appearance (e.g., clothing, hair, etc.)
- Caretaker status (e.g. elderly, foster, grand-parenting)
- Cognitive disability
- Country of origin
- Educational level (e.g., degrees)
- English language proficiency/accents
- Ethnicity
- Gender
- Gender expression
- Gender identity
- Immigrant status
- Institutional status (e.g., part-time status, faculty, staff, unclassified, LTE, project)
- Learning disability
- Living Situation (cohabitation, unmarried living together)
- Marital status
- Military/veteran status
- Parental status (e.g., having children or not having children)
- Psychological disability (e.g. post-traumatic stress disorder, depression, anxiety)
- Physical disability
- Political views
- Race
- Religion/spiritual status
- Sexual orientation
- Socioeconomic status
- Other (please specify) _____

46. What forms of conduct have you observed or personally been made aware of? **(Mark all that apply)**

- Someone being racially/ethnically profiled [Please answer 47a]
- Graffiti (e.g., event advertisements removed or defaced) [Please answer 47b]
- Someone receiving derogatory written comments because of his/her identity [Please answer 47c]
- Someone receiving derogatory phone calls because of his/her identity [Please answer 47d]
- Someone receiving threats of physical violence [Please answer 47e]
- Someone receiving derogatory/unsolicited e-mails, text message, Facebook post, Twitter post because of his/her identity [Please answer 47f]
- Someone receiving hurtful remarks (e.g., "Senior moment", "You are schizophrenic today", "Did you take your meds today") [Please answer 47g]
- Someone being the target of physical violence because of his/her identity [Please answer 47h]
- Someone being stared at because of his/her identity [Please answer 47i]
- Someone being deliberately ignored or excluded because of his/her identity [Please answer 47j]
- Someone being the target of derogatory remarks because of his/her identity [Please answer 47k]
- Someone being intimidated/bullied because of his/her identity [Please answer 47l]
- Someone fearing for their physical safety because of his/her identity [Please answer 47m]
- Someone fearing for their family's safety because of his/her identity [Please answer 47n]
- The assumption that someone was hired because of his/her identity [Please answer 47o]
- Someone being the victim of a crime because of his/her identity [Please answer 47p]
- Someone receiving a low performance evaluation [Please answer 47q]
- Someone singled out as the "resident authority" due to his/her identity [Please answer 47r]
- Someone isolated or left out when work was required in groups because of his/her identity [Please answer 47s]
- Someone isolated or left out because of his/her identity [Please answer 47t]
- Someone isolated or left out because of his/her socioeconomic status [Please answer 47u]
- Other (please specify) _____ [Please answer 47v]

47a. Referring to your answer, "Someone being racially/ethnically profiled" in question #46, where did this conduct occur? **(Mark all that apply)**

- While working at campus job
- While walking on campus
- In a campus office
- In a client's home
- At a campus event
- At work
- At an off-site location
- At a business
- At an educational site
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In athletic facilities
- On a farm
- Other (please specify) _____

47b. Referring to your answer, "Graffiti (e.g., event advertisements removed or defaced)" in question #46, where did this conduct occur? **(Mark all that apply)**

- While working at campus job
- While walking on campus
- In a campus office
- In a client's home
- At a campus event
- At work
- At an off-site location
- At a business
- At an educational site
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In athletic facilities
- On a farm
- Other (please specify) _____

47c. Referring to your answer, "Someone receiving derogatory written comments because of his/her identity" in question #46, where did this conduct occur? **(Mark all that apply)**

- While working at campus job
- While walking on campus
- In a campus office
- In a client's home
- At a campus event
- At work
- At an off-site location
- At a business
- At an educational site
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In athletic facilities
- On a farm
- Other (please specify) _____

47d. Referring to your answer, "Someone receiving derogatory phone calls because of his/her identity" in question #46, where did this conduct occur? **(Mark all that apply)**

- While working at campus job
- While walking on campus
- In a campus office
- In a client's home
- At a campus event
- At work
- At an off-site location
- At a business
- At an educational site
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In athletic facilities
- On a farm
- Other (please specify) _____

47e. Referring to your answer, "Someone receiving threats of physical violence" in question #46, where did this conduct occur? **(Mark all that apply)**

- While working at campus job
- While walking on campus
- In a campus office
- In a client's home
- At a campus event
- At work
- At an off-site location
- At a business
- At an educational site
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In athletic facilities
- On a farm
- Other (please specify) _____

47f. Referring to your answer, "Someone receiving derogatory/unsolicited e-mails, text message, Facebook post, Twitter post because of his/her identity" in question #46, where did this conduct occur? **(Mark all that apply)**

- While working at campus job
- While walking on campus
- In a campus office
- In a client's home
- At a campus event
- At work
- At an off-site location
- At a business
- At an educational site
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In athletic facilities
- On a farm
- Other (please specify) _____

47g. Referring to your answer, "Someone receiving hurtful remarks (e.g., 'Senior moment', 'You are schizophrenic today', 'Did you take your meds today?)" in question #46, where did this conduct occur? **(Mark all that apply)**

- While working at campus job
- While walking on campus
- In a campus office
- In a client's home
- At a campus event
- At work
- At an off-site location
- At a business
- At an educational site
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In athletic facilities
- On a farm
- Other (please specify) _____

47h. Referring to your answer, "Someone being the target of physical violence because of his/her identity" in question #46, where did this conduct occur? **(Mark all that apply)**

- While working at campus job
- While walking on campus
- In a campus office
- In a client's home
- At a campus event
- At work
- At an off-site location
- At a business
- At an educational site
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In athletic facilities
- On a farm
- Other (please specify) _____

47i. Referring to your answer, "Someone being stared at because of his/her identity" in question #46, where did this conduct occur? **(Mark all that apply)**

- While working at campus job
- While walking on campus
- In a campus office
- In a client's home
- At a campus event
- At work
- At an off-site location
- At a business
- At an educational site
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In athletic facilities
- On a farm
- Other (please specify) _____

47j. Referring to your answer, "Someone being deliberately ignored or excluded because of his/her identity" in question #46, where did this conduct occur? **(Mark all that apply)**

- While working at campus job
- While walking on campus
- In a campus office
- In a client's home
- At a campus event
- At work
- At an off-site location
- At a business
- At an educational site
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In athletic facilities
- On a farm
- Other (please specify) _____

47k. Referring to your answer, "Someone being the target of derogatory remarks because of his/her identity" in question #46, where did this conduct occur? **(Mark all that apply)**

- While working at campus job
- While walking on campus
- In a campus office
- In a client's home
- At a campus event
- At work
- At an off-site location
- At a business
- At an educational site
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In athletic facilities
- On a farm
- Other (please specify) _____

47l. Referring to your answer, "Someone being intimidated/bullied because of his/her identity" in question #46, where did this conduct occur? **(Mark all that apply)**

- While working at campus job
- While walking on campus
- In a campus office
- In a client's home
- At a campus event
- At work
- At an off-site location
- At a business
- At an educational site
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In athletic facilities
- On a farm
- Other (please specify) _____

47m. Referring to your answer, "Someone fearing for their physical safety because of his/her identity" in question #46, where did this conduct occur? **(Mark all that apply)**

- While working at campus job
- While walking on campus
- In a campus office
- In a client's home
- At a campus event
- At work
- At an off-site location
- At a business
- At an educational site
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In athletic facilities
- On a farm
- Other (please specify) _____

47n. Referring to your answer, "Someone fearing for their family's safety because of his/her identity" in question #46, where did this conduct occur? **(Mark all that apply)**

- While working at campus job
- While walking on campus
- In a campus office
- In a client's home
- At a campus event
- At work
- At an off-site location
- At a business
- At an educational site
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In athletic facilities
- On a farm
- Other (please specify) _____

47o. Referring to your answer, "The assumption that someone was hired because of his/her identity" in question #46, where did this conduct occur? **(Mark all that apply)**

- While working at campus job
- While walking on campus
- In a campus office
- In a client's home
- At a campus event
- At work
- At an off-site location
- At a business
- At an educational site
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In athletic facilities
- On a farm
- Other (please specify) _____

47p. Referring to your answer, "Someone being the victim of a crime because of his/her identity" in question #46, where did this conduct occur? **(Mark all that apply)**

- While working at campus job
- While walking on campus
- In a campus office
- In a client's home
- At a campus event
- At work
- At an off-site location
- At a business
- At an educational site
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In athletic facilities
- On a farm
- Other (please specify) _____

47q. Referring to your answer, "Someone receiving a low performance evaluation" in question #46, where did this conduct occur? **(Mark all that apply)**

- While working at campus job
- While walking on campus
- In a campus office
- In a client's home
- At a campus event
- At work
- At an off-site location
- At a business
- At an educational site
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In athletic facilities
- On a farm
- Other (please specify) _____

47r. Referring to your answer, "Someone singled out as the 'resident authority' due to his/her identity" in question #46, where did this conduct occur? **(Mark all that apply)**

- While working at campus job
- While walking on campus
- In a campus office
- In a client's home
- At a campus event
- At work
- At an off-site location
- At a business
- At an educational site
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In athletic facilities
- On a farm
- Other (please specify) _____

47s. Referring to your answer, "Someone isolated or left out when work was required in groups because of his/her identity" in question #46, where did this conduct occur? **(Mark all that apply)**

- While working at campus job
- While walking on campus
- In a campus office
- In a client's home
- At a campus event
- At work
- At an off-site location
- At a business
- At an educational site
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In athletic facilities
- On a farm
- Other (please specify) _____

47t. Referring to your answer, "Someone isolated or left out because of his/her identity" in question #46, where did this conduct occur? **(Mark all that apply)**

- While working at campus job
- While walking on campus
- In a campus office
- In a client's home
- At a campus event
- At work
- At an off-site location
- At a business
- At an educational site
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In athletic facilities
- On a farm
- Other (please specify) _____

47u. Referring to your answer, "Someone isolated or left out because of his/her socioeconomic status" in question #46, where did this conduct occur? **(Mark all that apply)**

- While working at campus job
- While walking on campus
- In a campus office
- In a client's home
- At a campus event
- At work
- At an off-site location
- At a business
- At an educational site
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In athletic facilities
- On a farm
- Other (please specify) _____

47v. Referring to your answer, "Other (please specify)" in question #46, where did this conduct occur? **(Mark all that apply)**

- While working at campus job
- While walking on campus
- In a campus office
- In a client's home
- At a campus event
- At work
- At an off-site location
- At a business
- At an educational site
- In a faculty office
- In a public space on campus
- In a meeting with one other person
- In a meeting with a group of people
- In athletic facilities
- On a farm
- Other (please specify) _____

48. Who was the source of this conduct? **(Mark all that apply)**

- Academic administrator (dean, associate dean, assistant dean, etc)
- Administrator
- UW-Extension resource (newsletters, brochures, flyers, handouts, web sites, etc.)
- Campus security
- Campus visitor(s)
- Center director
- Co-worker
- Community member
- Community partner
- County department head
- Department chair
- Don't know source
- Faculty advisor
- Faculty member
- Graduate student
- Person that I supervise
- Staff member
- Supervisor
- Teaching assistant
- Undergraduate student
- Volunteer
- Other (please specify) _____

49. Please describe your reactions to observing this conduct. **(Mark all that apply)**

- I felt embarrassed
- I told a friend
- I avoided the person who engaged in the inappropriate conduct
- I confronted the person who engaged in the inappropriate conduct at the time
- I ignored it
- I was afraid
- I was angry
- I left the situation immediately
- I didn't know who to go to
- I confronted the person who engaged in the inappropriate conduct later
- I made a complaint to an employee/official
- I felt somehow responsible
- I didn't report it for fear of retaliation
- It didn't affect me at the time
- I sought support from counseling/advocacy services
- I didn't report it for fear that my complaint would not be taken seriously
- I have been reliving the situation
- Other (please specify) _____

50. If you would like to elaborate on your observations, please do so here.

51. I have observed unfair, unjust, or discriminatory **hiring** practices at UW-extension (e.g., hiring supervisor bias, search committee bias, limited recruiting pool, lack of effort in diversifying recruiting pool).

- Yes [Go to Question 52]
- No [Go to Question 54]

52. I believe that the unfair, unjust, or discriminatory hiring practice was based upon: **(Mark all that apply)**

- Advanced experience level of the job candidate
- Age
- Cognitive
- Country of origin
- Educational level
- English language proficiency/accent
- Ethnicity
- Gender
- Gender expression
- Gender identity
- Immigrant status
- Institutional status (e.g., part-time status, faculty, staff, student)
- Learning disability
- Marital/partner status
- Military/veteran status
- Parental status (e.g., having children)
- Psychological disability (e.g. post-traumatic stress disorder, depression, anxiety)
- Physical disability
- Physical characteristics
- Political views
- Race
- Religion/spiritual status
- Sexual orientation
- Socioeconomic status
- Other (please specify) _____

53. If you would like to elaborate on your observations, please do so here.

54. I have observed unfair, unjust, or **discriminatory employment-related disciplinary actions** at UW-extension, up to and including dismissal.

- Yes [Go to Question 55]
- No [Go to Question 57]

55. I believe that the unfair, unjust, or discriminatory action was based upon: **(Mark all that apply)**

- Advanced experience level of the job candidate
- Age
- Cognitive
- Country of origin
- Educational level
- English language proficiency/accent
- Ethnicity
- Gender
- Gender expression
- Gender identity
- Immigrant status
- Institutional status (e.g., part-time status, faculty, staff, student)
- Learning disability
- Marital/partner status
- Military/veteran status
- Parental status (e.g., having children)
- Psychological disability (e.g. post-traumatic stress disorder, depression, anxiety)
- Physical disability
- Physical characteristics
- Political views
- Race
- Religion/spiritual status
- Sexual orientation
- Socioeconomic status
- Other (please specify) _____

56. If you would like to elaborate on your observations, please do so here.

57. I have observed unfair, unjust, or discriminatory behavior, procedures, or employment practices related to **promotion** at UW-Extension.

- Yes [Go to Question 58]
- No [Go to Question 60]

58. I believe the unfair, unjust, or discriminatory behavior, procedures, or employment practices was based upon: (Mark all that apply)

- Advanced experience level of the job candidate
- Age
- Cognitive disability
- Country of origin
- Educational level
- English language proficiency/accent
- Ethnicity
- Gender
- Gender expression
- Gender identity
- Immigrant status
- Institutional status (e.g., part-time status, faculty, staff, student)
- Learning disability
- Marital/partner status
- Military/veteran status
- Parental status (e.g., having children)
- Psychological disability (e.g. post-traumatic stress disorder, depression, anxiety)
- Physical disability
- Physical characteristics
- Political views
- Race
- Religion/spiritual status
- Sexual orientation
- Socioeconomic status
- Other (please specify) _____

59. If you would like to elaborate on your observations, please do so here.

60. Using a scale of 1-5, please rate the overall climate in UW-Extension on the following dimensions:
 (Note: As an example, for the first item, “friendly—hostile,” 1=very friendly, 2=somewhat friendly, 3=neither friendly nor hostile, 4=somewhat hostile, and 5=very hostile)

	1	2	3	4	5	
Friendly	<input type="radio"/>	Hostile				
Concerned	<input type="radio"/>	Indifferent				
Cooperative	<input type="radio"/>	Uncooperative				
Improving	<input type="radio"/>	Regressing				
Accessible to persons with disabilities	<input type="radio"/>	Inaccessible to persons with disabilities				
Positive for people who identify as lesbian, gay, bisexual or transgender	<input type="radio"/>	Negative for people of identify as lesbian, gay, bisexual, or transgender				
Positive for people of my faith/spiritual practice	<input type="radio"/>	Negative for people of my faith/spiritual practice				
Positive for non-native English speakers	<input type="radio"/>	Negative for non-native English speakers				
Positive for people who are immigrants	<input type="radio"/>	Not positive for people who are immigrants				
Positive for international people	<input type="radio"/>	Not positive for international people				
Welcoming	<input type="radio"/>	Non-welcoming				
Respectful	<input type="radio"/>	Disrespectful				
Positive for people who are raising children	<input type="radio"/>	Not positive for people who are raising children				
Positive for people of low socioeconomic status	<input type="radio"/>	Not positive for people of low socioeconomic status				

61. Using a scale of 1-5, please rate the overall climate in UW-Extension on the following dimensions:
 (Note: As an example, for the first item, 1= "non-racist" and 5 = "racist")

	1	2	3	4	5	
Non-racist	<input type="radio"/>	Racist				
Non-sexist	<input type="radio"/>	Sexist				
Non-homophobic	<input type="radio"/>	Homophobic				
Not age biased	<input type="radio"/>	Age biased				
Non-classist (socioeconomic status)	<input type="radio"/>	Classist (socioeconomic status)				
Non-classist (e.g. employment status)	<input type="radio"/>	Classist (e.g. employment status)				
Not ablest	<input type="radio"/>	Ablest				

62. How would you rate the accessibility in UW-Extension for people with disabilities?

	Fully accessible	Accessible with assistance or intervention	Not accessible	Don't know
Websites	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Program sites (architectural access)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Programming (content access)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conferences	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

63. If you would like to elaborate on your observations, please do so here.

64. How would you rate the overall climate in UW-Extension for persons from the following **racial/ethnic** backgrounds?

	Very respectful	Moderately respectful	Somewhat respectful	Not at all respectful	Don't know
African	<input type="radio"/>				
African American/Black (not Hispanic)	<input type="radio"/>				
Alaskan Native	<input type="radio"/>				
Asian American	<input type="radio"/>				
Asian	<input type="radio"/>				
Southeast Asian	<input type="radio"/>				
Caribbean/West Indian	<input type="radio"/>				
Caucasian/White (not Latino(a)/Hispanic)	<input type="radio"/>				
Indian subcontinent	<input type="radio"/>				
Latino(a)/Hispanic	<input type="radio"/>				
Middle Eastern	<input type="radio"/>				
Multiracial, multiethnic, or multicultural persons	<input type="radio"/>				
Native American Indian	<input type="radio"/>				
Pacific Islanders/Hawaiian Natives	<input type="radio"/>				
Other, (please specify)	<input type="radio"/>				

65. How would you rate the overall climate in UW-Extension for people who are:

	Very respectful	Moderately respectful	Somewhat respectful	Not at all respectful	Don't know
From other than Christian religious affiliations	<input type="radio"/>				
From Christian affiliations	<input type="radio"/>				
From no spiritual/religious affiliation	<input type="radio"/>				
Gay, lesbian, bisexual, transgender persons	<input type="radio"/>				
Immigrants	<input type="radio"/>				
International students, staff, or faculty	<input type="radio"/>				
Learning disabled	<input type="radio"/>				
Men	<input type="radio"/>				
Affected by mental health disorder (e.g., anxiety, depression)	<input type="radio"/>				
Non-native English speakers	<input type="radio"/>				
People with children	<input type="radio"/>				
People who provide care for other than a child (e.g., elder care)	<input type="radio"/>				
Physically disabled	<input type="radio"/>				
Returning/non-traditional students	<input type="radio"/>				
Socioeconomically disadvantaged	<input type="radio"/>				
Women	<input type="radio"/>				
Veterans/active military	<input type="radio"/>				
Other, (please specify)	<input type="radio"/>				

Institutional Actions Relative to Climate Issues

66. There is leadership to foster diversity/inclusion from:

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
Committees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Board of Regents	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
University of Wisconsin System	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Workforce Equity, Diversity, & Inclusion /Affirmative Action, Equal Opportunity Office staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Partners who are active in the institution	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Natural leaders (without leadership titles)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Institutional level administrators (chancellor, vice chancellor/provost)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Divisional administrators (deans, directors)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supervisors/Managers/County Department Heads/ District Directors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

67. The programs I have provided includes materials, perspectives, and/or experiences of people based on their:

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
Country of origin	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Culture	<input type="radio"/>	<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"/>	<input type="radio"/>
Mental health status	<input type="radio"/>	<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"/>	<input type="radio"/>
Gender identity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender expression	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Immigrant status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Learning disability status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Physical characteristics	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Physical disability status	<input type="radio"/>	<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"/>	<input type="radio"/>
Religion/spiritual status	<input type="radio"/>	<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"/>	<input type="radio"/>
Socioeconomic status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Veterans/active military status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

68. I have participated in educational programs, training, professional development related to:

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
Multicultural Awareness Program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conferences or workshops on diversity, multiculturalism, inclusiveness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conferences or workshops on specific ethnic or racial groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Training on disability related groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Affirmative Action, Equal Opportunity laws (sexual harassment, racial discrimination, Americans with Disabilities Act)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Civil rights in program outreach	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Electronic communication, accessible technology (website, forms)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conflict resolution	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cultural competency	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other, (please specify)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

69. The following factors influence my attendance at diversity initiatives (e.g., cultural training, presentations, and performances).
 (Mark all that apply)

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
Programs are relevant to my work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Programs are well advertised	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Programs fit into my schedule	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am expected/required to attend these programs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel that I am welcome at these programs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I learn from these programs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My work load prevents me from attending	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A personal invitation from institutional leadership would encourage me to attend	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Program initiatives are not relevant to my role	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
No funding available	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Travel is not permitted	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Supervisor is not supportive	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other, (please specify)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Recommendations to Improve the Climate

70. In your judgment, how strongly would you agree that each of the following positively affect the climate at UW-Extension?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
Providing recognition and rewards for including diversity in programming.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Training all employees within departments/units to model positive climate behavior.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Offering diversity training/programs to community partners.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rewarding efforts that evaluate outcomes of diversity training.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Providing immersion experiences to learn a second language.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Providing immersion experiences in service learning projects with lower socioeconomic populations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Providing immersion experiences with underrepresented/underserved populations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Providing gender neutral/family friendly facilities at work site.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Providing, promoting and improving access to quality counseling available to those who experience sexual abuse in UW-Extension or in the community.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Providing mentors for minority co-workers new to UW-Extension.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Providing a clear protocol for responding to hate/hostile incidents	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reallocating resources to support an inclusive work climate.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Including diversity related activities as one of the criteria for hiring and/or evaluation of co-workers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Require diversity and equity training for every search and screen committee	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

71. Please offer any recommendations you suggest to improve the climate.

Your Additional Comments

72. This survey has asked you to reflect upon a large number of issues related to the climate and your experiences in this climate, using a multiple-choice format. If you would like to elaborate upon any of your survey responses, further describe your experiences, or offer additional thoughts about these issues and ways that UW-Extension might improve the climate, we encourage you to do so in the space provided below.

73. Please identify professional development opportunities for employees you feel are valuable to creating a positive work environment **(Mark all that apply)**:

- Dialogue circles
- Cross-divisional dialogue circle
- Multicultural prevention and transformation training
- Intercultural communication
- Working with communities of people with disabilities
- Working with the African-American communities
- Working with the Hmong communities
- Working with the Latino communities
- Working with the Native American communities
- Working with mental health communities
- Working with religious communities
- Other (please specify) _____

74. Please identify diversity training opportunities for communities and community partners that you feel are valuable to creating a positive work environment **(Mark all that apply)**:

- Dialogue circles
- Cross-divisional dialogue circle
- Multicultural prevention and transformation training
- Intercultural communication
- Working with communities of people with disabilities
- Working with the African-American communities
- Working with the Hmong communities
- Working with the Latino communities
- Working with the Native American communities
- Working with mental health communities
- Working with religious communities
- Other (please specify) _____

THANK YOU FOR YOUR PARTICIPATION IN THIS SURVEY!

We recognize that answering some of the questions on this survey may have been difficult for people who have witnessed or experienced acts of discrimination.

If you wish to discuss your experiences with a counselor please contact:

Patrick DuCharme
Employee Assistance Consultant
610 Langdon Street, Room 226
Madison, WI 53703
Tel: (608) 265-5127
Fax: (608) 265-3398
<http://uwex.uwc.edu/eao>
patrick.ducharme@uwex.uwc.edu

Questions concerning the rights of research participants should be directed to:

Stephan Hiroshi Gilchrist, Ed.D.
Chief Diversity Officer
432 N. Lake St., Room 541
Madison, WI 53706
(608) 262-0277 Office
(608) 262-3049 Direct
Relay: 711
stephan.gilchrist@uwex.uwc.edu
<http://uwex.uwc.edu/>

Thanks again for your participation. Survey results will be available Fall 2011. Watch for announcements about UW-Extension strategic initiatives that will be developed from the results of this survey.

