

Academics@UCSD™ Survey 2024 (Academic Senate Faculty)

Thank you for taking the Academics@UCSD Survey! The survey takes approximately 15 minutes to complete and asks questions regarding job satisfaction and academic work environment. Results are used to identify opportunities for improvement. The survey is anonymous and individual survey responses are not shared beyond the offices of Institutional Research and Tritonlytics.

SATISFACTION QUESTIONS

Please indicate to what extent you agree or disagree with the following statements. Select 'N/A' if it is not applicable or you don't know.

Response Scale: Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	N/A
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Satisfaction with UC San Diego

1. Overall, I am a satisfied academic appointee at UC San Diego.
2. I feel valued as a member of the UC San Diego community.
3. Campus leaders at UC San Diego take the concerns of academic appointees into account when making decisions.
4. Campus leaders at UC San Diego demonstrate fairness and transparency in their decisions.
5. I feel I have a voice in campus decision-making.
6. I feel UC San Diego cares about my well-being.
7. I feel that I have found a place within the UC San Diego community.
8. My scholarly contributions are valued at UC San Diego.
9. I am satisfied with my opportunities for career advancement at UC San Diego.
10. UC San Diego provides adequate resources to help academic employees balance work-life needs, such as childcare and elder care.
11. UC San Diego provides clear communication regarding matters that are important to me in my university role.
12. I have the support I need to be successful at UC San Diego.
13. I can see myself working at UC San Diego in 1-2 years' time.

Academic Welfare

14. I am satisfied with my total compensation, including salary and benefits.
15. I know where to go to get accurate information about University of California and UC San Diego policies that impact me as an academic employee (e.g., family leave, promotion criteria).
16. My workload is reasonable.
17. The professional development opportunities I receive at UC San Diego are valuable.
18. There is at least one person at UC San Diego to whom I can go for mentorship or guidance.
19. I feel that students show me the same respect they show my peers.
20. My career advancement has been hindered by the COVID-19 pandemic.
21. My productivity has returned to pre-pandemic levels.

For academic appointees with joint/split appointments, please provide feedback on your "primary" or "home" department/unit.

Department/Unit Values and Culture

22. I understand how my work positively contributes to my department's/unit's mission.

23. I feel a sense of belonging in my department/unit.
24. There is a spirit of collaboration among colleagues in my department/unit.
25. I have been encouraged to take leadership roles as part of my service to UC San Diego.
26. I feel physically safe in my work environment.
27. People in my department/unit conduct themselves in an ethical manner.
28. I have the opportunity to participate in department/unit decisions that affect my work.
29. I enjoy working with colleagues in my department/unit.
30. Colleagues in my department/unit value and support my work.
31. Most people in my department/unit perform their responsibilities.
32. My department/unit effectively resolves interpersonal workplace disagreements among colleagues.
33. I have sufficient freedom to decide how to best perform my work.

Department/Unit Effectiveness

34. My department/unit supports me in managing a healthy balance between my personal and professional life.
35. My department/unit is supportive of the use of work-life benefits.
36. I have adequate administrative support needed to perform my work.
37. I have access to appropriate tools (i.e., equipment and technology) to perform my work.
38. My department/unit supports my participation in training and other professional development activities (e.g., with funding, time).
39. I can raise concerns in my department/unit without fear of negative consequences.
40. Service work (e.g., committee work) is distributed equitably within my department/unit.
41. Mentorship of undergraduate and/or graduate students is distributed equitably within my department /unit.
42. Teaching loads are distributed equitably within my department/unit.
43. All members of the department/unit are expected to contribute to the campus-wide mission of Inclusive Excellence.
44. My department/unit demonstrates commitment to recruiting and retaining diverse academic appointees.
45. Office and/or lab space is distributed equitably in my department/unit.
46. I have enough fiscal resources (e.g., start-up funds, discretionary funds, grant support) to pursue my research.
47. Performance expectations for advancement are reasonable in my department/unit.
48. Performance is evaluated fairly in my department/unit.
49. My last review provided me with information I could use to improve my performance.
50. My department/unit weighs student evaluations fairly in assessments of academic appointee performance.
51. My department/unit values different methods of assessing teaching effectiveness.
52. Decisions about advancement in my department/unit are based on clearly defined criteria.
53. I would consider chairing my department now or in the future.

Diversity, Equity, and Inclusion

54. UC San Diego creates a climate that is inclusive of people with disabilities.
55. People of all ethnic groups, cultures, and backgrounds are treated fairly in my department/unit.
56. People of all sexual orientations are treated fairly in my department/unit.
57. People of all gender identities are treated fairly in my department/unit.
58. I trust that if I reported behavior that made me uncomfortable, I would receive satisfactory support.
59. Overall, I am satisfied with the diversity-related programs and services available on campus.
60. Campus leaders are committed to diversity, equity, and inclusion.

[OPEN ENDED] If you could change one thing about the work climate at UC San Diego, what would that be?

61. How likely is it that you would recommend UC San Diego to a friend or colleague as a place to work? (10 being extremely likely and 0 being not at all likely)

10	9	8	7	6	5	4	3	2	1	0
Extremely likely			Moderately likely				Not at all likely			

REWARD STRUCTURE

Please indicate how frequently UC San Diego rewards academic appointees for the following:

Response Scale:	Never	Rarely	Occasionally	Often	Very Often	N/A
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1. Contributions to diversity
2. Going above and beyond to support students
3. Outstanding teaching
4. Outstanding service
5. Outstanding research
6. Outstanding professional work

INTERPERSONAL BEHAVIORS

During the past year, how often have you experienced the following conduct at work where someone:

Response Scale:	Never	Rarely	Occasionally	Often	Very Often	N/A
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1. Was condescending to you
2. Paid little attention to your statement or showed little interest in your opinion
3. Made demeaning or derogatory remarks about you
4. Made jokes at your expense
5. Interrupted or spoke over you
6. Kept you out-of-the-loop on information that is important
7. Ignored you during conversation
8. Made derogatory comments about your gender identity
9. Made derogatory comments about your race/ethnicity
10. Made derogatory comments about your sexual orientation
11. Made derogatory comments about your disability
12. Made derogatory comments about your religious/spiritual beliefs
13. Made you feel the need to minimize aspects of your identity (e.g., language, dress) to fit in
14. Made you feel that you have to work harder than others to be perceived as a legitimate scholar/professional
15. Made you feel that your prospects for advancement were threatened
16. Impeded your access to key resources (e.g., funding, space)
17. Deprived you of mentorship which would have supported your career
18. Made you feel that your reputation was harmed

19. Isolated or excluded you from important opportunities
20. Questioned your professional competence or authority
21. Made offensive remarks about your appearance, body, or sexual activities
22. Made unwanted attempts to establish a romantic and/or sexual relationship with you despite your efforts to discourage it
23. Touched you in a way that made you feel uncomfortable
24. Made sexualized comments about members of a specific group

[OPEN ENDED] If you would like to elaborate on your responses concerning behaviors you have experienced or witnessed, or if you have any additional feedback regarding the work environment at UC San Diego, please provide your comments here.

[OPEN ENDED] Thinking more generally, how can UC San Diego better support your success and/or well-being?

IMPLEMENTATION OF NEW LABOR CONTRACTS FOR GSRS, ASES AND POSTDOCS

Please indicate to what extent you agree or disagree with the following statements. Select 'N/A' if it is not applicable or you don't know.

Response Scale: Strongly Agree Agree Neutral Disagree Strongly Disagree N/A

1. My department/unit has the support needed to implement the new collective bargaining agreements.
2. There is tension in my department/unit related to the new collective bargaining agreements.

[OPEN ENDED] How can UC San Diego support your department in the implementing the new collective bargaining agreements?

NEW HIRES

UC San Diego is seeking to improve its recruitment and onboarding experience. Please answer the following questions about your own recruitment and onboarding experience. Please indicate to what extent you agree or disagree with the following statements. Select 'N/A' if it is not applicable or you don't know.

Response Scale: Strongly Agree Agree Neutral Disagree Strongly Disagree N/A

1. Overall, I had a positive recruitment experience.
2. Job expectations for my current role were communicated clearly during the recruitment process.
3. I am satisfied with the support I received to start my research program.
4. I am satisfied with my start-up package (e.g., lab space, research funds).
5. I felt well-informed during the negotiation phase of my recruitment process.

[OPEN ENDED] How could UC San Diego have improved your recruitment and onboarding experience?

DEMOGRAPHIC QUESTIONS

Completion of the following demographic questions is strictly voluntary; however, your responses will help us understand differences in experiences and perceptions among various demographic groups. To ensure anonymity, responses are reported and aggregated in a summary format that will prevent individual identities from being inferred

1. How many years of service do you have at UC San Diego? (Please round up or down to the closest year.)

- Less than 1 year
- 1 to 5 years
- 6 to 15 years
- Over 15 years

2. Please indicate your military status. (Check all that apply).

The term “protected veteran” includes the following groups: disabled veterans, recently separated veterans, active duty wartime or campaign badge veterans, or Armed Forces service medal veterans.

- Protected Veteran – either under VEVRAA or JVA
- Reservist
- Active-duty spouse or partner
- Other Veteran

3. Please indicate if you have any of the following disabilities:

Definition of a Disability (The ADA Amendments Act of 2008, Section 1630.2(g)):

A physical or mental impairment that substantially limits one or more major life activity (actual disability). A physical or mental impairment that substantially limits one or more major life activities (record of.)

When a covered entity takes action prohibited by the ADA because of an actual or perceived impairment that is not both transitory and minor (“regarded as”).

- Physical
- Hearing
- Mobility
- Visual
- Cognitive (e.g., learning disabilities, post stroke)
- Psychiatric (e.g., clinical depression, bipolar disorder)
- Other, please specify _____

4. I am satisfied with the services provided for the people with disabilities on campus (e.g., service providers, transportation, signage, physical accessibility).

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly Disagree
- N/A

5. What is your gender identity?

- Man
- Trans Man
- Nonbinary
- Woman
- Trans Woman
- Gender identity not listed above. Please specify.
- Do not wish to state

6. What is your ethnicity/race?

- American Indian or Alaskan Native
- Black/African American (not of Hispanic origin)
- East Asian (i.e., Chinese, Japanese, Korean, Taiwanese)/ East Asian American
- Pacific Islander (i.e., Native Hawaiian, Chamorro, Marshallese, Samoan, Tongan)
- Afro Latinx
- Southeast Asian (i.e., Cambodian, Hmong, Lao, Vietnamese, Indonesian)/ Southeast Asian American
- White (not of Hispanic origin)/ White American
- Latinx
- Hispanic/ Hispanic American
- Spanish/Spanish- American
- Middle Eastern/ Middle Eastern American
- North African/ North African American
- Filipino/Filipino American/Pilipino/Pilipino American
- South Asian (i.e., Bangladeshi, Indian, Pakistani, Sri Lankan, Nepali)/ South Asian American
- Mexican /Mexican American/ Chicano
- Do not wish to state

7. What is your sexual orientation?

- Heterosexual
- Gay
- Pansexual
- Queer
- Bisexual
- Lesbian
- Asexual
- Sexual Orientation not listed. Please Specify.
- Do not wish to state

8. Do you have any family care responsibilities?

- Yes
- No

FAMILY CARE (only if answered 'Yes' on Q. 8)

- 1. Please select the option(s) that best describes your family care responsibilities (check all that apply).**

- I have a dependent child or children 5 years of age or under
- I have a dependent child or children between 5 and 17 years of age
- I care for or manage care for an elderly or disabled child or adult dependent

- End of Survey -

Academics@UCSD™ Survey 2024 (Non-Senate Instructional Faculty)

Thank you for taking the Academics@UCSD Survey! The survey takes approximately 15 minutes to complete and asks questions regarding job satisfaction and academic work environment. Results are used to identify opportunities for improvement. The survey is anonymous and individual survey responses are not shared beyond the offices of Institutional Research and Tritonlytics.

SATISFACTION QUESTIONS

Please indicate to what extent you agree or disagree with the following statements. Select 'N/A' if it is not applicable or you don't know.

Response Scale: Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	N/A
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Satisfaction with UC San Diego

1. Overall, I am a satisfied academic appointee at UC San Diego.
2. I feel valued as a member of the UC San Diego community.
3. Campus leaders at UC San Diego take the concerns of academic appointees into account when making decisions.
4. Campus leaders at UC San Diego demonstrate fairness and transparency in their decisions.
5. I feel I have a voice in campus decision-making.
6. I feel UC San Diego cares about my well-being.
7. I feel that I have found a place within the UC San Diego community.
8. My scholarly contributions are valued at UC San Diego.
9. I am satisfied with my opportunities for career advancement at UC San Diego.
10. UC San Diego provides adequate resources to help academic employees balance work-life needs, such as childcare and elder care.
11. UC San Diego provides clear communication regarding matters that are important to me in my university role.
12. I have the support I need to be successful at UC San Diego.
13. I can see myself working at UC San Diego in 1-2 years' time.

Academic Welfare

14. I know where to go to get accurate information about University of California and UC San Diego policies that impact me as an academic employee (e.g., family leave, promotion criteria).
15. My workload is reasonable.
16. The professional development opportunities I receive at UC San Diego are valuable.
17. There is at least one person at UC San Diego to whom I can go for mentorship or guidance.
18. I feel that students show me the same respect they show my peers.
19. My career advancement has been hindered by the COVID-19 pandemic.
20. My productivity has returned to pre-pandemic levels.

For academic appointees with joint/split appointments, please provide feedback on your "primary" or "home" department/unit.

Department/Unit Values and Culture

21. I understand how my work positively contributes to my department's/unit's mission.
22. I feel a sense of belonging in my department/unit.
23. There is a spirit of collaboration among colleagues in my department/unit.
24. I feel physically safe in my work environment.
25. People in my department/unit conduct themselves in an ethical manner.
26. I have the opportunity to participate in department/unit decisions that affect my work.
27. I enjoy working with colleagues in my department/unit.
28. Colleagues in my department/unit value and support my work.
29. Most people in my department/unit perform their responsibilities.
30. My department/unit effectively resolves interpersonal workplace disagreements among colleagues.
31. I have sufficient freedom to decide how to best perform my work.

Department/Unit Effectiveness

32. My department/unit supports me in managing a healthy balance between my personal and professional life.
33. My department/unit is supportive of the use of work-life benefits.
34. I have adequate administrative support needed to perform my work.
35. I have access to appropriate tools (i.e., equipment and technology) to perform my work.
36. My department/unit supports my participation in training and other professional development activities (e.g., with funding, time).
37. I can raise concerns in my department/unit without fear of negative consequences.
38. Teaching loads are distributed equitably within my department/unit.
39. All members of the department/unit are expected to contribute to the campus-wide mission of Inclusive Excellence.
40. My department/unit demonstrates commitment to recruiting and retaining diverse academic appointees.
41. Office and/or lab space is distributed equitably in my department/unit.
42. Performance expectations for advancement are reasonable in my department/unit.
43. Performance is evaluated fairly in my department/unit.
44. My last review provided me with information I could use to improve my performance.
45. My department/unit weighs student evaluations fairly in assessments of academic appointee performance.
46. My department/unit values different methods of assessing teaching effectiveness.
47. Decisions about advancement in my department/unit are based on clearly defined criteria.

Diversity, Equity, and Inclusion

48. UC San Diego creates a climate that is inclusive of people with disabilities.
49. People of all ethnic groups, cultures, and backgrounds are treated fairly in my department/unit.
50. People of all sexual orientations are treated fairly in my department/unit.
51. People of all gender identities are treated fairly in my department/unit.
52. I trust that if I reported behavior that made me uncomfortable, I would receive satisfactory support.
53. Overall, I am satisfied with the diversity-related programs and services available on campus.
54. Campus leaders are committed to diversity, equity, and inclusion.

[OPEN ENDED] If you could change one thing about the work climate at UC San Diego, what would that be?

55. How likely is it that you would recommend UC San Diego to a friend or colleague as a place to work? (10 being extremely likely and 0 being not at all likely)

10	9	8	7	6	5	4	3	2	1	0
Extremely likely			Moderately likely				Not at all likely			

INTERPERSONAL BEHAVIORS

During the past year, how often have you experienced the following conduct at work where someone:

Response Scale:	Never	Rarely	Occasionally	Often	Very Often	N/A
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1. Was condescending to you
2. Paid little attention to your statement or showed little interest in your opinion
3. Made demeaning or derogatory remarks about you
4. Made jokes at your expense
5. Interrupted or spoke over you
6. Kept you out-of-the-loop on information that is important
7. Ignored you during conversation
8. Made derogatory comments about your gender identity
9. Made derogatory comments about your race/ethnicity
10. Made derogatory comments about your sexual orientation
11. Made derogatory comments about your disability
12. Made derogatory comments about your religious/spiritual beliefs
13. Made you feel the need to minimize aspects of your identity (e.g., language, dress) to fit in
14. Made you feel that you have to work harder than others to be perceived as a legitimate scholar/professional
15. Made you feel that your prospects for advancement were threatened
16. Impeded your access to key resources (e.g., funding, space)
17. Deprived you of mentorship which would have supported your career
18. Made you feel that your reputation was harmed
19. Isolated or excluded you from important opportunities
20. Questioned your professional competence or authority
21. Made offensive remarks about your appearance, body, or sexual activities
22. Made unwanted attempts to establish a romantic and/or sexual relationship with you despite your efforts to discourage it
23. Touched you in a way that made you feel uncomfortable
24. Made sexualized comments about members of a specific group

[OPEN ENDED] If you would like to elaborate on your responses concerning behaviors you have experienced or witnessed, or if you have any additional feedback regarding the work environment at UC San Diego, please provide your comments here.

[OPEN ENDED] Thinking more generally, how can UC San Diego better support your success and/or well-being?

NEW HIRES

UC San Diego is seeking to improve its recruitment and onboarding experience. Please answer the following questions about your own recruitment and onboarding experience if you were hired in the last 5 years. Please indicate to what extent you agree or disagree with the following statements. Select 'N/A' if it is not applicable or you don't know.

Response Scale: Strongly Agree Agree Neutral Disagree Strongly Disagree N/A

1. Overall, I had a positive recruitment experience.
2. Job expectations for my current role were communicated clearly during the recruitment process.
3. I felt well-informed during the negotiation phase of my recruitment process.

[OPEN ENDED] How could UC San Diego have improved your recruitment and onboarding experience?

DEMOGRAPHIC QUESTIONS

Completion of the following demographic questions is strictly voluntary; however, your responses will help us understand differences in experiences and perceptions among various demographic groups. To ensure anonymity, responses are reported and aggregated in a summary format that will prevent individual identities from being inferred.

1. How many years of service do you have at UC San Diego? (Please round up or down to the closest year)

- Less than 1 year
- 1 to 5 years
- 6 to 15 years
- Over 15 years

2. Please indicate your military status. (Check all that apply).

The term "protected veteran" includes the following groups: disabled veterans, recently separated veterans, active duty wartime or campaign badge veterans, or Armed Forces service medal veterans.

- Protected Veteran – either under VEVRAA or JVA
- Reservist
- Active-duty spouse or partner
- Other Veteran

3. Please indicate if you have any of the following disabilities:

Definition of a Disability (The ADA Amendments Act of 2008, Section 1630.2(g)):

A physical or mental impairment that substantially limits one or more major life activity (actual disability). A physical or mental impairment that substantially limits one or more major life activities (record of.)

When a covered entity takes action prohibited by the ADA because of an actual or perceived impairment that is not both transitory and minor ("regarded as").

- Physical
- Hearing

- Mobility
- Visual
- Cognitive (e.g., learning disabilities, post stroke)
- Psychiatric (e.g., clinical depression, bipolar disorder)
- Other, please specify _____

4. I am satisfied with the services provided for the people with disabilities on campus (e.g., service providers, transportation, signage, physical accessibility).

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly Disagree
- N/A

5. What is your gender identity?

- Man
- Trans Man
- Nonbinary
- Woman
- Trans Woman
- Gender identity not listed above. Please specify.
- Do not wish to state

6. What is your ethnicity/race?

- American Indian or Alaskan Native
- Black/African American (not of Hispanic origin)
- East Asian (i.e., Chinese, Japanese, Korean, Taiwanese)/ East Asian American
- Pacific Islander (i.e., Native Hawaiian, Chamorro, Marshallese, Samoan, Tongan)
- Afro Latinx
- Southeast Asian (i.e., Cambodian, Hmong, Lao, Vietnamese, Indonesian)/ Southeast Asian American
- White (not of Hispanic origin)/ White American
- Latinx
- Hispanic/ Hispanic American
- Spanish/Spanish- American
- Middle Eastern/ Middle Eastern American
- North African/ North African American
- Filipino/Filipino American/Pilipino/Pilipino American
- South Asian (i.e., Bangladeshi, Indian, Pakistani, Sri Lankan, Nepali)/ South Asian American
- Mexican /Mexican American/ Chicano
- Do not wish to state

7. What is your sexual orientation?

- Heterosexual
- Gay

- Pansexual
- Queer
- Bisexual
- Lesbian
- Asexual
- Sexual Orientation not listed. Please Specify.
- Do not wish to state

8. Do you have any family care responsibilities?

- Yes
- No

FAMILY CARE (only if answered 'Yes' on Q. 8)

1. Please select the option(s) that best describes your family care responsibilities (check all that apply).

- I have a dependent child or children 5 years of age or under
- I have a dependent child or children between 5 and 17 years of age
- I care for or manage care for an elderly or disabled child or adult dependent

- End of Survey -

Academics@UCSD™ Survey 2024 (Researchers/Project Scientists)

Thank you for taking the Academics@UCSD Survey! The survey takes approximately 15 minutes to complete and asks questions regarding job satisfaction and academic work environment. Results are used to identify opportunities for improvement. The survey is anonymous and individual survey responses are not shared beyond the offices of Institutional Research and Tritonlytics.

SATISFACTION QUESTIONS

Please indicate to what extent you agree or disagree with the following statements. Select 'N/A' if it is not applicable or you don't know.

Response Scale: Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
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Satisfaction with UC San Diego

1. Overall, I am a satisfied academic appointee at UC San Diego.
2. I feel valued as a member of the UC San Diego community.
3. Campus leaders at UC San Diego take the concerns of academic appointees into account when making decisions.
4. Campus leaders at UC San Diego demonstrate fairness and transparency in their decisions.
5. I feel I have a voice in campus decision-making.
6. I feel UC San Diego cares about my well-being.
7. I feel that I have found a place within the UC San Diego community.
8. My scholarly contributions are valued at UC San Diego.
9. I am satisfied with my opportunities for career advancement at UC San Diego.
10. UC San Diego provides adequate resources to help academic employees balance work-life needs, such as childcare and elder care.
11. UC San Diego provides clear communication regarding matters that are important to me in my university role.
12. I have the support I need to be successful at UC San Diego.
13. I can see myself working at UC San Diego in 1-2 years' time.

Academic Welfare

14. I know where to go to get accurate information about University of California and UC San Diego policies that impact me as an academic employee (e.g., family leave, promotion criteria).
15. My workload is reasonable.
16. The professional development opportunities I receive at UC San Diego are valuable.
17. There is at least one person at UC San Diego to whom I can go for mentorship or guidance.
18. My career advancement has been hindered by the COVID-19 pandemic.
19. My productivity has returned to pre-pandemic levels.

For academic appointees with joint/split appointments, please provide feedback on your "primary" or "home" department/unit.

Department/Unit Values and Culture

20. I understand how my work positively contributes to my department's/unit's mission.
21. I feel a sense of belonging in my department/unit.

- 22. There is a spirit of collaboration among colleagues in my department/unit.
- 23. I feel physically safe in my work environment.
- 24. People in my department/unit conduct themselves in an ethical manner.
- 25. I have the opportunity to participate in department/unit decisions that affect my work.
- 26. I enjoy working with colleagues in my department/unit.
- 27. Colleagues in my department/unit value and support my work.
- 28. Most people in my department/unit perform their responsibilities.
- 29. My department/unit effectively resolves interpersonal workplace disagreements among colleagues.
- 30. I have sufficient freedom to decide how to best perform my work.

Department/Unit Effectiveness

- 31. My department/unit supports me in managing a healthy balance between my personal and professional life.
- 32. My department/unit is supportive of the use of work-life benefits.
- 33. I have adequate administrative support needed to perform my work.
- 34. I have access to appropriate tools (i.e., equipment and technology) to perform my work.
- 35. My department/unit supports my participation in training and other professional development activities (e.g., with funding, time).
- 36. I can raise concerns in my department/unit without fear of negative consequences.
- 37. All members of the department/unit are expected to contribute to the campus-wide mission of Inclusive Excellence.
- 38. My department/unit demonstrates commitment to recruiting and retaining diverse academic appointees.
- 39. Office and/or lab space is distributed equitably in my department/unit.
- 40. I have enough fiscal resources (e.g., start-up funds, discretionary funds, grant support) to pursue my research.
- 41. Performance expectations for advancement are reasonable in my department/unit.
- 42. Performance is evaluated fairly in my department/unit.
- 43. My last review provided me with information I could use to improve my performance.
- 44. Decisions about advancement in my department/unit are based on clearly defined criteria.

Diversity, Equity, and Inclusion

- 45. UC San Diego creates a climate that is inclusive of people with disabilities.
- 46. People of all ethnic groups, cultures, and backgrounds are treated fairly in my department/unit.
- 47. People of all sexual orientations are treated fairly in my department/unit.
- 48. People of all gender identities are treated fairly in my department/unit.
- 49. I trust that if I reported behavior that made me uncomfortable, I would receive satisfactory support.
- 50. Overall, I am satisfied with the diversity-related programs and services available on campus.
- 51. Campus leaders are committed to diversity, equity, and inclusion.

[OPEN ENDED] If you could change one thing about the work climate at UC San Diego, what would that be?

- 52. How likely is it that you would recommend UC San Diego to a friend or colleague as a place to work? (10 being extremely likely and 0 being not at all likely)

10	9	8	7	6	5	4	3	2	1	0
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Extremely likely

Moderately likely

Not at all likely

INTERPERSONAL BEHAVIORS

During the past year, how often have you experienced the following conduct at work where someone:

Response Scale:	Never	Rarely	Occasionally	Often	Very Often	N/A
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1. Was condescending to you
2. Paid little attention to your statement or showed little interest in your opinion
3. Made demeaning or derogatory remarks about you
4. Made jokes at your expense
5. Interrupted or spoke over you
6. Kept you out-of-the-loop on information that is important
7. Ignored you during conversation
8. Made derogatory comments about your gender identity
9. Made derogatory comments about your race/ethnicity
10. Made derogatory comments about your sexual orientation
11. Made derogatory comments about your disability
12. Made derogatory comments about your religious/spiritual beliefs
13. Made you feel the need to minimize aspects of your identity (e.g., language, dress) to fit in
14. Made you feel that you have to work harder than others to be perceived as a legitimate scholar/professional
15. Made you feel that your prospects for advancement were threatened
16. Impeded your access to key resources (e.g., funding, space)
17. Deprived you of mentorship which would have supported your career
18. Made you feel that your reputation was harmed
19. Isolated or excluded you from important opportunities
20. Questioned your professional competence or authority
21. Made offensive remarks about your appearance, body, or sexual activities
22. Made unwanted attempts to establish a romantic and/or sexual relationship with you despite your efforts to discourage it
23. Touched you in a way that made you feel uncomfortable
24. Made sexualized comments about members of a specific group

[OPEN ENDED] If you would like to elaborate on your responses concerning behaviors you have experienced or witnessed, or if you have any additional feedback regarding the work environment at UC San Diego, please provide your comments here.

[OPEN ENDED] Thinking more generally, how can UC San Diego better support your success and/or well-being?

NEW HIRES

UC San Diego is seeking to improve its recruitment and onboarding experience. Please answer the following questions about your own recruitment and onboarding experience. Please indicate to what extent you agree or disagree with the following statements. Select 'N/A' if it is not applicable or you don't know.

Response Scale: Strongly Agree Agree Neutral Disagree Strongly Disagree N/A

1. Overall, I had a positive recruitment experience.
2. Job expectations for my current role were communicated clearly during the recruitment process.
3. I am satisfied with the support I received to start my research program.
4. I felt well-informed during the negotiation phase of my recruitment process.

[OPEN ENDED] How could UC San Diego have improved your recruitment and onboarding experience?

DEMOGRAPHIC QUESTIONS

Completion of the following demographic questions is strictly voluntary; however, your responses will help us understand differences in experiences and perceptions among various demographic groups. To ensure anonymity, responses are reported and aggregated in a summary format that will prevent individual identities from being inferred.

1. How many years of service do you have at UC San Diego? (Please round up or down to the closest year)

- Less than 1 year
- 1 to 5 years
- 6 to 15 years
- Over 15 years

2. Please indicate your military status. (Check all that apply).

The term “protected veteran” includes the following groups: disabled veterans, recently separated veterans, active duty wartime or campaign badge veterans, or Armed Forces service medal veterans.

- Protected Veteran – either under VEVRAA or JVA
- Reservist
- Active-duty spouse or partner
- Other Veteran

3. Please indicate if you have any of the following disabilities:

Definition of a Disability (The ADA Amendments Act of 2008, Section 1630.2(g)):

A physical or mental impairment that substantially limits one or more major life activity (actual disability). A physical or mental impairment that substantially limits one or more major life activities (record of.)

When a covered entity takes action prohibited by the ADA because of an actual or perceived impairment that is not both transitory and minor (“regarded as”).

- Physical
- Hearing
- Mobility
- Visual
- Cognitive (e.g., learning disabilities, post stroke)
- Psychiatric (e.g., clinical depression, bipolar disorder)
- Other, please specify _____

4. I am satisfied with the services provided for the people with disabilities on campus (e.g., service providers, transportation, signage, physical accessibility).

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly Disagree
- N/A

5. What is your gender identity?

- Man
- Trans Man
- Nonbinary
- Woman
- Trans Woman
- Gender identity not listed above. Please specify.
- Do not wish to state

6. What is your ethnicity/race?

- American Indian or Alaskan Native
- Black/African American (not of Hispanic origin)
- East Asian (i.e., Chinese, Japanese, Korean, Taiwanese)/ East Asian American
- Pacific Islander (i.e., Native Hawaiian, Chamorro, Marshallese, Samoan, Tongan)
- Afro Latinx
- Southeast Asian (i.e., Cambodian, Hmong, Lao, Vietnamese, Indonesian)/ Southeast Asian American
- White (not of Hispanic origin)/ White American
- Latinx
- Hispanic/ Hispanic American
- Spanish/Spanish- American
- Middle Eastern/ Middle Eastern American
- North African/ North African American
- Filipino/Filipino American/Pilipino/Pilipino American
- South Asian (i.e., Bangladeshi, Indian, Pakistani, Sri Lankan, Nepali)/ South Asian American
- Mexican /Mexican American/ Chicano
- Do not wish to state

7. What is your sexual orientation?

- Heterosexual
- Gay
- Pansexual
- Queer
- Bisexual
- Lesbian
- Asexual
- Sexual Orientation not listed. Please Specify.
- Do not wish to state

8. Do you have any family care responsibilities?

- Yes
- No

FAMILY CARE (only if answered 'Yes' on Q. 8)

1. Please select the option(s) that best describes your family care responsibilities (check all that apply).

- I have a dependent child or children 5 years of age or under
- I have a dependent child or children between 6 and 17 years of age
- I care for or manage care for an elderly or disabled child or adult dependent

- End of Survey -

Academics@UCSD™ Survey 2024 (Academic Coordinators/Admin)

Thank you for taking the Academics@UCSD Survey! The survey takes approximately 15 minutes to complete and asks questions regarding job satisfaction and academic work environment. Results are used to identify opportunities for improvement. The survey is anonymous and individual survey responses are not shared beyond the offices of Institutional Research and Tritonlytics.

SATISFACTION QUESTIONS

Please indicate to what extent you agree or disagree with the following statements. Select 'N/A' if it is not applicable or you don't know.

Response Scale: Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	N/A
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Satisfaction with UC San Diego

1. Overall, I am a satisfied academic appointee at UC San Diego.
2. I feel valued as a member of the UC San Diego community.
3. Campus leaders at UC San Diego take the concerns of academic appointees into account when making decisions.
4. Campus leaders at UC San Diego demonstrate fairness and transparency in their decisions.
5. I feel I have a voice in campus decision-making.
6. I feel UC San Diego cares about my well-being.
7. I feel that I have found a place within the UC San Diego community.
8. My scholarly contributions are valued at UC San Diego.
9. I am satisfied with my opportunities for career advancement at UC San Diego.
10. UC San Diego provides adequate resources to help academic employees balance work-life needs, such as childcare and elder care.
11. UC San Diego provides clear communication regarding matters that are important to me in my university role.
12. I have the support I need to be successful at UC San Diego.
13. I can see myself working at UC San Diego in 1-2 years' time.

Academic Welfare

14. I know where to go to get accurate information about University of California and UC San Diego policies that impact me as an academic employee (e.g., family leave, promotion criteria).
15. My workload is reasonable.
16. The professional development opportunities I receive at UC San Diego are valuable.
17. There is at least one person at UC San Diego to whom I can go for mentorship or guidance.
18. I feel that students show me the same respect they show my peers.
19. My career advancement has been hindered by the COVID-19 pandemic.
20. My productivity has returned to pre-pandemic levels.

For academic appointees with joint/split appointments, please provide feedback on your "primary" or "home" department/unit. Librarians should evaluate the values and culture of their program, or if they work across programs, the unit which they consider primary to their experience as a UC San Diego employee.

Department/Unit Values and Culture

21. I understand how my work positively contributes to my department's/unit's mission.
22. I feel a sense of belonging in my department/unit.
23. There is a spirit of collaboration among colleagues in my department/unit.
24. I feel physically safe in my work environment.
25. People in my department/unit conduct themselves in an ethical manner.
26. I have the opportunity to participate in department/unit decisions that affect my work.
27. I enjoy working with colleagues in my department/unit.
28. Colleagues in my department/unit value and support my work.
29. Most people in my department/unit perform their responsibilities.
30. My department/unit effectively resolves interpersonal workplace disagreements among colleagues.
31. I have sufficient freedom to decide how to best perform my work.

Department/Unit Effectiveness

32. My department/unit supports me in managing a healthy balance between my personal and professional life.
33. My department/unit is supportive of the use of work-life benefits.
34. I have adequate administrative support needed to perform my work.
35. I have access to appropriate tools (i.e., equipment and technology) to perform my work.
36. My department/unit supports my participation in training and other professional development activities (e.g., with funding, time).
37. I can raise concerns in my department/unit without fear of negative consequences.
38. All members of the department/unit are expected to contribute to the campus-wide mission of Inclusive Excellence.
39. My department/unit demonstrates commitment to recruiting and retaining diverse academic appointees.
40. Office and/or lab space is distributed equitably in my department/unit.
41. Performance expectations for advancement are reasonable in my department/unit.
42. Performance is evaluated fairly in my department/unit.
43. My last review provided me with information I could use to improve my performance.
44. Decisions about advancement in my department/unit are based on clearly defined criteria.

Diversity, Equity, and Inclusion

45. UC San Diego creates a climate that is inclusive of people with disabilities.
46. People of all ethnic groups, cultures, and backgrounds are treated fairly in my department/unit.
47. People of all sexual orientations are treated fairly in my department/unit.
48. People of all gender identities are treated fairly in my department/unit.
49. I trust that if I reported behavior that made me uncomfortable, I would receive satisfactory support.
50. Overall, I am satisfied with the diversity-related programs and services available on campus.
51. Campus leaders are committed to diversity, equity, and inclusion.

[OPEN ENDED] If you could change one thing about the work climate at UC San Diego, what would that be?

52. How likely is it that you would recommend UC San Diego to a friend or colleague as a place to work? (10 being extremely likely and 0 being not at all likely)

10	9	8	7	6	5	4	3	2	1	0
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Extremely likely

Moderately likely

Not at all likely

INTERPERSONAL BEHAVIORS

During the past year, how often have you experienced the following conduct at work where someone:

Response Scale:	Never	Rarely	Occasionally	Often	Very Often	N/A
1.						
2.						
3.						
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24.						

[OPEN ENDED] If you would like to elaborate on your responses concerning behaviors you have experienced or witnessed, or if you have any additional feedback regarding the work environment at UC San Diego, please provide your comments here.

[OPEN ENDED] Thinking more generally, how can UC San Diego better support your success and/or well-being?

NEW HIRES

UC San Diego is seeking to improve its recruitment and onboarding experience. Please answer the following questions about your own recruitment and onboarding experience. Please indicate to what extent you agree or disagree with the following statements. Select 'N/A' if it is not applicable or you don't know.

Response Scale: Strongly Agree Agree Neutral Disagree Strongly Disagree N/A

1. Overall, I had a positive recruitment experience.
2. Job expectations for my current role were communicated clearly during the recruitment process.
3. I felt well-informed during the negotiation phase of my recruitment process.

[OPEN ENDED] How could UC San Diego have improved your recruitment and onboarding experience?

DEMOGRAPHIC QUESTIONS

Completion of the following demographic questions is strictly voluntary; however, your responses will help us understand differences in experiences and perceptions among various demographic groups. To ensure anonymity, responses are reported and aggregated in a summary format that will prevent individual identities from being inferred.

1. How many years of service do you have at UC San Diego? (Please round up or down to the closest year)

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2. Please indicate your military status. (Check all that apply).

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- Protected Veteran – either under VEVRAA or JVA
- Reservist
- Active-duty spouse or partner
- Other Veteran

3. Please indicate if you have any of the following disabilities:

Definition of a Disability (The ADA Amendments Act of 2008, Section 1630.2(g)):

A physical or mental impairment that substantially limits one or more major life activity (actual disability). A physical or mental impairment that substantially limits one or more major life activities (record of.)

When a covered entity takes action prohibited by the ADA because of an actual or perceived impairment that is not both transitory and minor (“regarded as”).

- Physical
- Hearing
- Mobility
- Visual
- Cognitive (e.g., learning disabilities, post stroke)
- Psychiatric (e.g., clinical depression, bipolar disorder)

Other, please specify _____

4. I am satisfied with the services provided for the people with disabilities on campus (e.g., service providers, transportation, signage, physical accessibility).

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly Disagree
- N/A

5. What is your gender identity?

- Man
- Trans Man
- Nonbinary
- Woman
- Trans Woman
- Gender identity not listed above. Please specify.
- Do not wish to state

6. What is your ethnicity/race?

- American Indian or Alaskan Native
- Black/African American (not of Hispanic origin)
- East Asian (i.e., Chinese, Japanese, Korean, Taiwanese)/ East Asian American
- Pacific Islander (i.e., Native Hawaiian, Chamorro, Marshallese, Samoan, Tongan)
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- Middle Eastern/ Middle Eastern American
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7. What is your sexual orientation?

- Heterosexual
- Gay
- Pansexual
- Queer
- Bisexual

- Lesbian
- Asexual
- Sexual Orientation not listed. Please Specify.
- Do not wish to state

8. Do you have any family care responsibilities?

- Yes
- No

FAMILY CARE (only if answered 'Yes' on Q. 8)

1. Please select the option(s) that best describes your family care responsibilities (check all that apply).

- I have a dependent child or children 5 years of age or under
- I have a dependent child or children between 6 and 17 years of age
- I care for or manage care for an elderly or disabled child or adult dependent

- End of Survey -

Academics@UCSD™ Survey 2024 (Librarians)

Thank you for taking the Academics@UCSD Survey! The survey takes approximately 15 minutes to complete and asks questions regarding job satisfaction and academic work environment. Results are used to identify opportunities for improvement. The survey is anonymous and individual survey responses are not shared beyond the offices of Institutional Research and Tritonlytics.

SATISFACTION QUESTIONS

Please indicate to what extent you agree or disagree with the following statements. Select 'N/A' if it is not applicable or you don't know.

Response Scale: Strongly Agree Agree Neutral Disagree Strongly Disagree N/A

Satisfaction with UC San Diego

1. Overall, I am a satisfied academic appointee at UC San Diego.
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3. Campus leaders at UC San Diego take the concerns of academic appointees into account when making decisions.
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5. I feel I have a voice in campus decision-making.
6. I feel UC San Diego cares about my well-being.
7. I feel that I have found a place within the UC San Diego community.
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Academic Welfare

14. I know where to go to get accurate information about University of California and UC San Diego policies that impact me as an academic employee (e.g., family leave, promotion criteria).
15. My workload is reasonable.
16. The professional development opportunities I receive at UC San Diego are valuable.
17. There is at least one person at UC San Diego to whom I can go for mentorship or guidance.
18. I feel that students show me the same respect they show my peers.
19. My career advancement has been hindered by the COVID-19 pandemic.
20. My productivity has returned to pre-pandemic levels.

For academic appointees with joint/split appointments, please provide feedback on your "primary" or "home" department/unit. Librarians should evaluate the values and culture of their program, or if they work across programs, the unit which they consider primary to their experience as a UC San Diego employee.

Department/Unit Values and Culture

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Diversity, Equity, and Inclusion

- 45. UC San Diego creates a climate that is inclusive of people with disabilities.
- 46. People of all ethnic groups, cultures, and backgrounds are treated fairly in my department/unit.
- 47. People of all sexual orientations are treated fairly in my department/unit.
- 48. People of all gender identities are treated fairly in my department/unit.
- 49. I trust that if I reported behavior that made me uncomfortable, I would receive satisfactory support.
- 50. Overall, I am satisfied with the diversity-related programs and services available on campus.
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Extremely likely			Moderately likely					Not at all likely		

INTERPERSONAL BEHAVIORS

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- I have a dependent child or children 5 years of age or under
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- End of Survey -