

IB Climate Survey

Thank you for completing the annual Integrative Biology Climate Survey. This survey has five sections and is designed to assess equity and inclusion in the IB Department and the well-being of its members. This year, we have also added a section to assess the impact of the coronavirus pandemic. We appreciate honest and detailed responses about your experiences, and welcome feedback on the survey.

NOTE: ALL RESPONSES ARE ANONYMOUS. We will not attach identifying information with responses to any questions if it could potentially associate the responses with an individual or a few individuals.

Survey data will be curated by the Diversity and Inclusivity Committee whose membership can be viewed [here](#). Any questions, comments, or concerns can be directed to any of these members or described in the free response sections of the survey.

When sharing survey results, we will redact any identifying information given in the free answer sections. However, given mandatory reporting requirements we strongly encourage use of non-identifying terms such as "a faculty member" or "a graduate student." Please do indicate if an individual is not associated with the Department of Integrative Biology.

IMPORTANT: We are not collecting this information for reporting purposes, however, we may be required to report incidents that violate university policy. If you need to report an incident please contact the Title IX Office (<http://titleix.utexas.edu/>), the Campus Climate Response Team (<http://diversity.utexas.edu/ccrt/>), or the Office of Inclusion and Equity (<http://equity.utexas.edu/>).

Coronavirus impact

This section is to assess the impact of the coronavirus pandemic on your work and well-being.

All questions are optional, if you feel you don't have an answer for a question, just leave it blank.

How concerned are you about the impact of coronavirus on the following?

	Not at all concerned	Not very concerned	Somewhat concerned	Very concerned	Extremely concerned
You, personally	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your lab group	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The IB Department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How easy or difficult is it for you to work effectively these days?

☐ Very easy
☐ Somewhat easy
☐ Neither easy or difficult
☐ Somewhat difficult
☐ Very difficult

Please rank the following challenges based on how much of a concern they are to you personally while working during the pandemic.

Access to my lab or physical workspace

Access to tools or information I don't have at home

Childcare

Social isolation

Communication with colleagues

Paying for food and rent

Internet connectivity

Getting sick or caring for others who are sick

General anxiety

Distractions or ability to be productive remotely

Keeping a regular schedule

Teaching effectively

Other (please specify)

Are you currently working on campus?

Yes, full time

Yes, part time

No

Other (please specify)

How long could you comfortably maintain your current working arrangements?

It is not sustainable now

Less than one month

1-3 months

More than three months

How safe do you feel with the current implementation of coronavirus precautions by the following entities?

	Not at all safe	Not very safe	Neither safe nor unsafe	Somewhat safe	Very safe
Your supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Not at all safe	Not very safe	Neither safe nor unsafe	Somewhat safe	Very safe
The college	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The university	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How well supported are you currently feeling by the following entities?

	Not at all supported	Not very supported	Neither supported nor unsupported	Somewhat supported	Well supported
Your supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The college	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Have you requested and/or received accommodations for research, teaching, or service during the pandemic? If so, please describe them.

If you would benefit from accommodations but have not made an official request, please describe why not.

What is the number one thing the department could do to make you feel safer right now?

What is the number one thing the department could do to better support you right now?

Please provide any further information on your answers in this section.

General welcome and well-being

This section is to assess your general feelings about your time and experience in the Department of Integrative Biology. Please indicate to what extent you agree or disagree with the following statements.

All questions are optional, if you feel you don't have an answer for a question, just leave it blank.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
I feel I belong in the IB Department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel welcome at departmental events (holiday party, recruitment, etc).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the overall culture of the department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel the department generally cares about my well-being.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would choose to join the IB Department again.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe this department is at the forefront of scientific achievement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel the IB Department is supporting me in achieving my scientific potential.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am treated with respect in the IB Department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide any further information on your answers in this section.

Productivity and quality of life

This section is to assess the quality of your regular experiences in the Department of Integrative Biology. Please indicate to what extent you agree or disagree with the following statements.

All questions are optional, if you feel you don't have an answer for a question, just leave it blank.

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
I feel I have sufficient time to work on my research.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I determine the focus of my research work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel my service contribution to the department is excessive compared to my colleagues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel my teaching contribution to the department is excessive compared to my colleagues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel my research contribution to the department is excessive compared to my colleagues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The IB Department sufficiently rewards members who invest in service to the department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am able to balance the teaching, research, and service activities expected of me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel the IB Department does what it can to make personal and/or family obligations and an academic career compatible.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
My interactions with my supervisor increase my productivity. If co-supervised, please answer for the supervisor you currently receive the most assistance from or describe your situation in the free response box.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have been treated as incompetent by someone in IB.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe my experience in the department (positive or negative) is characteristic of the department overall.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the intellectual mentoring I receive from my supervisor. If co-supervised, please answer for the supervisor you currently receive the most assistance from or describe your situation in the free response box.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The intellectual mentoring I receive from my supervisor advances my academic and professional goals. If co-supervised, please answer for the supervisor you currently receive the most assistance from or describe your situation in the free response box.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mentoring of students is valued in the IB Department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My lab group is a supportive atmosphere. If you are a member of multiple labs, please answer for the lab you currently consider your primary lab or describe your situation in the free response box.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My experience in my lab (positive or negative) seems to be common among members of my lab group.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
My plan for my career has changed since I arrived at IB.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If my career plan has changed since I arrived at IB, those changes are in support of my academic and professional goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My time in IB has encouraged me to continue working in STEM.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have access to courses that support my career goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have access to professional training that supports my career goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The hours I work do not exceed my hourly contract. (Please only answer if you have an hourly contract, e.g. TA, RA, etc.).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel I have time to invest in self-care activities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel the department supports its members investing in self-care.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
I feel the IB Department has a strong commitment to equity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The IB Department actively works to recruit members from historically underrepresented groups.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The IB Department actively works to retain members from historically underrepresented groups.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel there are a diversity of perspectives among members of the IB Department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
There are equitable processes for determining compensation in the IB Department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide examples and any further information on your answers in this section.

Unfair treatment and reporting

Please indicate to what extent you agree or disagree with the following statements.

All questions are optional, if you feel you don't have an answer for a question, just leave it blank.

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
My productivity has been negatively affected by unfair treatment directed towards myself from other members of the IB department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My productivity has been negatively affected by unfair treatment directed towards someone else from other members of the IB department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know where to take complaints if I want to report being treated unfairly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would feel comfortable reporting unfair treatment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
If I reported an issue, I am aware of the process through which that issue would be resolved.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If I reported an issue, I believe it would be resolved through reporting.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel there is an adequate number of formal ways to report an issue.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel there is an adequate number of informal ways to report an issue.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If you feel other members of the department are treated unfairly, please elaborate on how they are treated and what you think the reason might be.

Please provide any further information on your answers in this section.

Experiences

Please give examples of experiences you've had in the Department of Integrative Biology and elaborate on your feelings about those experiences.

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If you have specific examples of events, interactions, experiences, or attitudes that have made you feel unwelcome, dissatisfied, or undervalued in IB, please describe these.

If you have specific examples of events, interactions, experiences, or attitudes that have made you feel welcome, satisfied, or valued in IB, please describe these.

Please give any suggestions or ideas you have for improving the climate of IB and any specific improvements to the facilities you'd like to see.

If a training was provided to the members of the department, which of the following topics do you think should be prioritized?

Inclusive teaching
Personnel management
Implicit bias
Restorative justice
Bystander intervention
Anti-oppression
Personal resilience
Allyship

Other

If you'd like, please name a member or members of the IB department who have made you feel more included, valued, or welcome or have been particularly helpful to you during your time in the department.

Please share any comments, questions, or concerns about any part of the survey here.

Identity groups

These questions are to allow us to break down responses by identity groups. Any shared information will be kept anonymous. Therefore, this information will not be attached to responses if it makes it possible to associate responses with an individual or a few individuals. If you have any concerns, please write them in the comment section. Feel free to choose "prefer not to say."

What is your role in the department?

Graduate student

Postdoc

Staff

Faculty

Prefer not to say

Other

With what gender do you most identify?

Female

Male

Nonbinary

Prefer not to say

Other

Do you have a disability?

Yes

No

Prefer not to say

Other

With what race or ethnicity do you most identify?

Asian or Pacific Islander

Black or African American

Hispanic or Latinx

White or Caucasian

Native American

More than one

Prefer not to say

Other

Do you identify with the LGBTQIA+ community?

Yes

No

Prefer not to say

Other

Do you have international student status?

Yes

No

Prefer not to say

Other

Do you identify with a religious community?

Yes

No

Prefer not to say

Other

Please share any comments, questions, concerns, or suggestions for future surveys or survey questions in this section here.

