



THE UNIVERSITY OF BRITISH COLUMBIA
Faculty of Science

**An assessment of the working climate for Science faculty at the
University of British Columbia**

FACULTY SURVEY

The Faculty of Science (FoS) at the University of British Columbia wishes to provide a supportive and equitable climate for its faculty to enhance career success and sustain a strong reputation for research and practice. Following proposals from the Offices of VP Research and the Provost to evaluate the current climate in the FoS, the Dean of Science has established an advisory committee to guide an evaluation process. An implementation committee has also been assigned for follow-up action. Your responses will indicate whether changes are necessary to ensure a climate supporting recruitment and retention of a diverse faculty and their career success.

Your participation is completely voluntary. You are asked to complete the survey, which will take 10-20 minutes. If you have a cross-appointment in the FoS, please complete the survey only once as member of your primary department. If you have a cross-appointment across Faculties, please complete the survey as member of your Science department. The survey covers departmental resources, teaching, mentoring, leadership, service, work and family, professional climate, and background information. Please answer the questions with consideration of your University of British Columbia appointment exclusively.

Your opinions are very important, and your answers will be kept confidential and anonymous. **DO NOT PUT YOUR NAME ANYWHERE ON THIS SURVEY.** Your answers will be combined with those of other participating faculty members and will be used primarily in the preparation of a comprehensive report on the status of the FoS. **With the group format of analyses, individuals within departments will not be identified.** A survey specialist unaffiliated with the FoS will be the only individual who has access to the raw survey data. The specialist, who is a trained researcher, will analyze the data. All the information gathered for this study will be kept in a password-protected computer and back-up files and written documents will be kept in a locked filing cabinet for five years.

If you have any concerns or inquiries about the survey, please contact Rachel Kuske at 604.822.4973 (rachel@math.ubc.ca). If for any reason you do not want to be involved in the study, you are free to withdraw at any time. Although answers to all questions are very important, do not complete any questions that you are not comfortable answering.

If this survey is completed, it is assumed that you have provided consent to participate in this study.

Departmental Resources and Support

1. Rate your current access to **departmental support** (excluding your own funds) in the following areas:

	Your access			
	A little access	Some access	A lot of access	Access Not Needed
Technical Support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lab equipment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lab space	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Clerical/administrative assistance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teaching assistants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Internal special funds (not from start-up funding)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2. Rate your perception of fairness (equality) for the allocation of the following resources in your department:

	Fairness of allocation			
	Very unfair	Somewhat unfair	Somewhat fair	Very fair
Technical Support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lab equipment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lab space	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Clerical/administrative assistance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teaching assistants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Internal special funds (not from start-up funding)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If you answered "very unfair" to any of the options above, please explain why:

3. Rate your satisfaction with the following, as provided by the university:

	Very dissatisfied	Somewhat dissatisfied	Somewhat satisfied	Very satisfied	Not Applicable
Quality of your physical office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of your physical lab	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Permanence of your lab space	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4. Compared to peers in your department and in the last 5 years, how would you describe your salary?

- Below average
- Average
- Above average

Teaching and Mentoring

5. Indicate the number of students, post docs, research associates, and/or technicians that you have supervised in the last 5 years (include current supervision):

Number of undergraduate students: _____

Number of Master's students: _____

Number of Doctoral students: _____

Number of Post-doctoral fellows/Research associates: _____

Number of technicians: _____

I have not supervised students, post docs, research associates, and/or technicians in the last 5 years

6. Indicate the number of courses for a **typical** teaching load each year in your department:

#

Undergraduate courses: _____

Graduate courses: _____

7. Compared to peers in your department and in the last 5 years, rate your teaching load:

Below average

Average

Above average

8. Compared to your peers in the department and in the last 5 years, have you had reasonable teaching assignments (i.e., matching your interests/expertise, workload)?

Never

A few times

Several times

Always

9. Compared to your peers in the department and in the last 5 years, what is your mentoring load with the following:

Mentoring load:	Less mentoring	Same mentoring	More mentoring
Informal mentoring responsibilities for faculty/staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Formal mentoring responsibilities for faculty/staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Informal mentoring responsibilities for students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Formal mentoring responsibilities for students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Formal mentor: Individual, as assigned by your department head (or head designate), identified as someone you *can* meet with on a regular basis.

Informal mentor: Individual, not assigned to you by your department, who you consult (or could consult) with on a regular basis.

10. Does your department have a **formal** mentoring program/policy?

- Yes
- No
- Don't Know

11. How much mentoring (informal or formal) have you received in the following areas at UBC?

	None	Very little	Some	A lot	Mentor(s) available but not needed
Writing papers	<input type="radio"/>				
Writing grant proposals	<input type="radio"/>				
Teaching	<input type="radio"/>				
Running a lab	<input type="radio"/>				
Committee work and other administrative tasks	<input type="radio"/>				
Leadership roles and networking	<input type="radio"/>				
Obtaining necessary resources/paper work	<input type="radio"/>				
Balancing work and family	<input type="radio"/>				
Supervising graduate students	<input type="radio"/>				

12. Rate your satisfaction with the amount and quality of informal and formal mentoring *provided to you*:

	Very dissatisfied	Somewhat dissatisfied	Somewhat satisfied	Very satisfied	Mentor(s) available but not needed	Not applic- able
Amount of informal mentoring	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Quality of informal mentoring	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Amount of formal mentoring	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality of formal mentoring	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Leadership and Service

13. Do you believe a mentor or senior person in your field has recommended you for any of the following roles/responsibilities? If yes, indicate the affiliation of the mentor/senior person (i.e., your department, UBC, outside UBC). Check all that apply:

Role/Responsibility	Affiliation of mentor/senior person				
	Your Department	UBC	Outside UBC	Don't Know	Not served
Review panels:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Invited speaker:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Awards:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Join a research collaboration:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Editorial board:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

I have not been recommended for any such roles/responsibilities

14. Over the last 5 years, in what capacity have you held leading position(s) in research networks or on committees (e.g., chair of graduate/undergraduate committee, editorial board, grant review committees, scholarly societies, etc.), and where have these leadership positions been held (Check all that apply):

	In your department	At UBC	In your field
Voted to leadership position	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Asked to serve in a leadership position	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Volunteered for leadership position	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

I have not held a leadership position

15. Compared to your peers in the department and in the last 5 years, how much time have you spent on committees (or other service) that benefit your career?

- Less time
- Same time
- More time

16. Compared to your peers in the department and in the last 5 years, how much time have you spent on committees (or other service) that **do not** benefit your career?

- Less time
- Same time
- More time

Work and Family

17. How much effort do you feel your department and UBC have made in assisting to find a faculty position or university appointment for your partner?

- No effort at all
- Some effort
- A lot of effort
- Not applicable

- ↳ I do not have a partner
- ↳ My partner did not need assistance from UBC
- ↳ My partner and I obtained our positions at UBC independently

18. How much effort do you feel your department and UBC have made in assisting to find suitable employment for your partner anywhere in Vancouver?

- No effort at all
- Some effort
- A lot of effort
- Not applicable

- ↳ I do not have a partner
- ↳ My partner did not need assistance from UBC

19. Is your partner currently employed?

- Yes, full time
- Yes, part-time
- No
- Not applicable

20. In the last 5 years, indicate the number of individuals other than children (e.g., parents, family members, adult children with special needs) for whom you have provided primary care: _____

21. Do you have any children?

- No -> should be programmed to jump to question **XX**
- Yes

- ↳ Number of children: _____
- ↳ Current age of youngest child: _____
- ↳ Current age of oldest child: _____

22. In general, are meetings and other departmental events scheduled to accommodate family care responsibilities?

- Never
- A few times
- Several times
- All the time

23. Do you feel UBC has provided adequate access to childcare for your child/children?

- No
- Yes
- Not applicable

24. Have you taken maternity/parental leave in the last 5 years?

- No
- Not eligible
- Not applicable/I did not have children in the past 5 years
- Yes

↳ How long was your most recent leave?

- 1-3.9 months
- 4-7.9 months
- 8-11.9 months
- more than 12 months

25. How much time did you spend fulfilling the following responsibilities during your most recent maternity/parental leave? Check all that apply.

I did not take maternity/parental leave in the last 5 years

	No time	Some time	A lot of time
Administration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teaching	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Graduate student supervision	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (specify):	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (specify):	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (specify):	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

26. To what degree have career considerations affected your decisions around having children?

- Not at all
- Some
- A lot

Professional Climate

27. Please rate your departmental climate in the areas listed below:

Friendly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Hostile
Racist	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Non-racist
Homogeneous	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Diverse
Disrespectful	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Respectful
Collegial	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Contentious
Non-sexist	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Sexist
Collaborative	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Individualistic
Cooperative	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Competitive
Homophobic	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Non-homophobic
Threatening	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Supportive
Flexible	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Rigid
Promotes self-confidence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Conducive to insecurity

28. Please identify any factors contributing negatively/positively to the departmental climate, in any of the areas listed above, or in any other area you may wish to identify.

...factors contributing negatively: _____

...factors contributing positively: _____

29. In your department, are the policies and procedures for faculty tenure and promotion clear?

- Very clear
- Somewhat clear
- Somewhat unclear
- Very unclear
- Ad hoc

I am not familiar with the policies and procedures for faculty tenure and promotion

30. In your department, are the policies and procedures for faculty recruitment and hiring clear?

- Very clear
- Somewhat clear
- Somewhat unclear
- Very unclear
- Ad hoc

I am not familiar with the policies and procedures for faculty recruitment and hiring

31. In your perception, how much effort has your department made to identify and attract qualified women candidates for faculty positions?

- No effort at all
- Some effort
- A lot of effort

32. Thinking about the last 5 years, read the following statements about **your department at UBC** and indicate your perceptions of agreement on the following scale:

	Strongly Disagree	Somewhat Disagree	Somewhat Agree	Strongly Agree
Faculty members are treated fairly by their colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Faculty members are treated fairly by the department head(s)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The hiring and search policies serve to increase diversity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Administration and service loads are distributed fairly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sabbatical leaves are handled fairly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The tenure and promotion policies/procedures are fair	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
High expectations of success are placed on male faculty members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
High expectations of success are placed on female faculty members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Diversity is often addressed in departmental reviews	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teaching loads are distributed fairly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cases of harassment* are rarely experienced	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cases of harassment* are rarely reported	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reporting harassment* is encouraged	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* Harassment refers to physical, visual, or verbal behaviour directed against a person for which there is no bona fide and reasonable justification (www.equity.ubc.ca).

33. Indicate whether you have ever experienced cases of harassment **at UBC** and whether they were reported:

I have experienced...

- No harassment
- Harassment, did not report
- Harassment, did report
- Harassment that I did report and harassment that I did not report

34. If you experienced harassment at UBC that was reported, rate your satisfaction with the extent to which the case(s) of harassment were resolved:

- Very satisfied
- Somewhat satisfied
- Somewhat dissatisfied
- Very dissatisfied

- Not applicable

35. In the chart below, indicate any job-related discrimination you have perceived in your department within the last 5 years, noting the basis for the discrimination (ethnicity, gender, sexual orientation, etc.) and the areas in which the discriminatory behaviours are perceived to occur. Check all that apply:

	Ethnic/ racial	Gender	Sexual Orientation	Physical Disability	Religious affiliation	Age	No discrimination
Hiring	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tenure or promotion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Salary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Space/ equipment/ resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Access to administrative staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Graduate student assignments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teaching assistant assignments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mentor availability (informal or formal)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

36. Since joining UBC, have you ever sought positions outside UBC?

No

Yes

Why? _____

Background Information

37. Identify your primary department* in the Faculty of Science at the University of British Columbia:

Botany

Chemistry

Computer Science

Earth and Ocean Sciences

Mathematics

Microbiology and Immunology

Physics and Astronomy

Statistics

Zoology

My primary department is not in the Faculty of Science

* This data will not be used in combination with other factors to identify individuals.

38. What is your gender?

Female

Male

39. What is your age (in years):

< 30

30-40

41-50

51-60

61-70

> 70

40. What is your relationship status?

Married

Living with partner

Single

41. How do you describe yourself?

- Aboriginal/First Nations
- Black (African, Haitian, Jamaican, Somali, etc.)
- Chinese
- Filipino
- Japanese
- Korean
- Latin American
- South Asian (East Indian, Pakistani, Punjabi, Sri Lankan, etc.)
- South East Asian (Cambodian, Indonesian, Vietnamese, etc.)
- West Asian/Middle East (Afghani, Arab, Iranian, etc.)
- White/Caucasian
- Mixed ethnic/cultural groups
 - ↳ Please specify: _____
- Other ethnic/cultural group
 - ↳ Please specify: _____

42. How many years has it been since you obtained your PhD? _____

43. Identify your current rank and the number of years in your current rank (Check only one):

Current Rank:	Years in Current Rank				
	Less than 2 years	2-5 years	6-10 years	11-15 years	More than 15 years
Instructor	<input type="radio"/>				
Senior Instructor	<input type="radio"/>				
Assistant Professor	<input type="radio"/>				
Associate Professor	<input type="radio"/>				
Full Professor	<input type="radio"/>				
Emeritus	<input type="radio"/>				

44. Describe your tenure status:

- I am not tenured
- Promoted to tenure at UBC
- Hired with tenure

45. Anything else you would like to say?