

NSF ADVANCE Recruitment/Hiring & Demographics Survey

Start of Block: Introduction

You are invited to take part in a research study being conducted by the ADVANCE Team, which is funded by the National Science Foundation (NSF HRD - 2109488; Bucknell IRB# 2122-021). This project aims to identify any existence of systemic inequities and advancement barriers related to gender, race and ethnicity in faculty members, in particular in STEM fields. The information on this page is provided to help you decide whether or not to participate. If you decide you do not want to participate, there will be no penalty to you.

Purpose of Research

The purpose of this study is to gather faculty member's perceptions and experiences of all phases of faculty life: recruitment, hiring, tenure, and promotion at Bucknell, relative to the research question above. Using survey research, we seek to understand faculty members' points of view on department climates, job attitudes, experiences, psychological well being, and physical health. This is the first of three surveys; this initial survey focuses on recruitment and hiring experiences.

Privacy

Your contact information will not be linked to your survey responses. Each respondent will be issued an ID number private to you, which will link your responses to the three surveys over time. This prevents respondents from having to complete demographic data on each subsequent survey. These ID numbers will be concealed from the Principal Investigators and in data analysis.

The records of this study will be kept private and confidential including any identifying (e.g., demographic) information you choose to provide. All data will be reported in aggregate and no identifiers linking you to this study will be included in any sort of report that might be published. Research records will be stored securely and only Principal Investigators will have access to the records. Computer files will be protected with a password.

Benefits/Risks

The risks associated with this study are minimal and are not greater than risks ordinarily encountered in daily life. The more that the university administration is informed about the issues that concern you, the more likely they will be able to do something about them. Thus, this is one way to voice your opinions and concerns.

Respondents who participate in all three surveys will be invited to offer their contact information on the final survey. Providing contact information will enter your name in a drawing for one of three iPads. Your contact information will not be linked to any of your survey responses.

For more information, you may contact Professor JiaJia Dong, at jjd025@bucknell.edu, or any member of the research team, available at:

<https://myweb.bucknell.edu/bucknell-nsf-advance/our-team>

For questions about your rights as a research subject, or if you have complaints, concerns about the research, you may contact the Bucknell University Institutional Review Board, by emailing Prof. Matthew Slater, mhs016@bucknell.edu.

You have the choice whether or not to be included in this research study. You may decide to not begin or to stop participating at any time. There will be no effect on your employment at Bucknell University or your relationship with NSF.

By completing the survey, you are giving permission to the investigators to use your information for research purposes and climate improvement-related activities.

Thank you.

End of Block: Introduction

Start of Block: Demographics

Was the first date of your appointment at Bucknell University as a faculty member **prior** to AY 2015-2016?

Yes (1)

No (2)

Skip To: Q121 If Was the first date of your appointment at Bucknell University as a faculty member prior to AY 201... = Yes

Skip To: Q122 If Was the first date of your appointment at Bucknell University as a faculty member prior to AY 201... = No

What year were you hired by Bucknell University as a faculty member?

- 2012-2014 (8)
 - 2009-2011 (11)
 - 2006-2008 (3)
 - 2003-2005 (4)
 - 2000-2002 (10)
 - 1997-1999 (9)
 - 1994-1996 (5)
 - 1991-1993 (6)
 - Pre-1990 (7)
-

What is your rank?

- Lecturer/Visiting Assistant (untenured) (1)
- Assistant (untenured) (2)
- Associate (untenured) (4)
- Associate (tenured) (5)
- Full (untenured) (6)
- Full (tenured) (7)
- Emerita (8)
- Other (9) _____
- I prefer not to answer (10)

How long have you been at this current rank?

- 0-2 years (1)
 - 3-5 years (2)
 - 6-10 years (3)
 - 11-15 years (4)
 - 16-20 years (5)
 - 21-25 years (6)
 - 26-30 years (7)
 - more than 30 years (8)
 - I prefer not to answer (9)
-

How old were you at the time of your tenure track appointment?

Not on a tenure track appointment (1)

25-30 (2)

31-35 (3)

36-40 (4)

41-45 (5)

46-50 (6)

51-55 (7)

56-60 (8)

61-65 (9)

66-70 (10)

66-70 (11)

71-75 (12)

76-80 (13)

I prefer not to answer (14)

What is your departmental affiliation?

College (1)

Department (2)

Lump into STEM vs Non-STEM (highlighted depts are considered STEM)

- College of Arts & Sciences (1)
- College of Arts & Sciences ~ Art & Art History (2)
- College of Arts & Sciences ~ Biology (3)
- College of Arts & Sciences ~ Chemistry (4)
- College of Arts & Sciences ~ Economics (5)
- College of Arts & Sciences ~ Education (6)
- College of Arts & Sciences ~ English (7)
- College of Arts & Sciences ~ English Language Institute (8)
- College of Arts & Sciences ~ Environmental Studies and Sciences (9)
- College of Arts & Sciences ~ Geography (10)
- College of Arts & Sciences ~ Geology (11)
- College of Arts & Sciences ~ Hispanic Studies (12)
- College of Arts & Sciences ~ History (13)
- College of Arts & Sciences ~ Interdisciplinary Studies (Africana Studies, Film Studies, Journalism Studies, Religious Studies, Women's & Gender Studies) (14)
- College of Arts & Sciences ~ International Studies (15)
- College of Arts & Sciences ~ Languages, Cultures & Linguistics (16)

- College of Arts & Sciences ~ Mathematics (17)
- College of Arts & Sciences ~ Music (18)
- College of Arts & Sciences ~ Philosophy and Humanities (19)
- College of Arts & Sciences ~ Political Science (20)
- College of Arts & Sciences ~ Physics & Astronomy (21)
- College of Arts & Sciences ~ Psychology (22)
- College of Arts & Sciences ~ Religious Studies (23)
- College of Arts & Sciences ~ Sociology & Anthropology (24)
- College of Arts & Sciences ~ Theater & Dance (25)
- College of Arts & Sciences ~ College of Arts & Sciences Dean's Office (26)
- College of Arts & Sciences ~ Other (27)
- College of Management (28)
- College of Management ~ Accounting & Financial Management (29)
- College of Management ~ Analytics & Operations Management (30)
- College of Management ~ Management & Organizations (31)
- College of Management ~ Markets, Innovation & Design (32)
- College of Management ~ College of Management Dean's Office (33)
- College of Management ~ Other (34)

College of Engineering (35)

College of Engineering ~ Biomedical Engineering (36)

College of Engineering ~ Chemical Engineering (37)

College of Engineering ~ Civil & Environmental Engineering (38)

College of Engineering ~ Computer Science & Engineering (39)

College of Engineering ~ Electrical & Computer Engineering (40)

College of Engineering ~ Mechanical Engineering (41)

College of Engineering ~ College of Engineering Dean's Office (42)

College of Engineering ~ Other (43)

Have you been a Visiting Assistant Professor at Bucknell University?

Yes (1)

No (2)

I prefer not to answer (3)

Did you work as a faculty member at another institution prior to coming to Bucknell?

- Yes (1)
 - No (2)
 - I prefer not to answer (3)
-

Did you work as a post-doc prior to coming to Bucknell?

- Yes (4)
 - No (5)
 - I prefer not to answer (6)
-

Have you been a parent while on your tenure track appointment?

- Not on a tenure track appointment (1)
 - Yes (2)
 - No (3)
 - I prefer not to answer (4)
-

Are you a first generation college student? (defined as being the first person in your immediate family to attend college)

- Yes (4)
 - No (5)
 - I prefer not to answer (6)
-

What is your gender?

- Male (1)
 - Female (2)
 - Transgender (3)
 - Non-binary (4) lump into Male and non-male
 - I prefer not to answer (5)
 - Prefer to self-describe (6) _____
-

What is your race?

- White (1)
 - African American (2)
 - American Indian/Alaska Native (3)
 - Asian (4)
 - Native Hawaiian (5)
 - Pacific Islander (6)
 - Other (7)
 - More than one (8)
 - I prefer not to answer (9)
-

lump into White and non-white

What is your ethnicity?

- Hispanic (1)
 - Non-Hispanic (2)
 - Other (3) _____
 - I prefer not to answer (4)
-

What is your age?

- 25-30 (1)
 - 31-35 (2)
 - 36-40 (3)
 - 41-45 (4)
 - 46-50 (5)
 - 51-55 (6)
 - 56-60 (7)
 - 61-65 (8)
 - 66-70 (9)
 - 66-70 (10)
 - 71-75 (11)
 - 76-80 (12)
 - I prefer not to answer (13)
-

Do you consider yourself a member of a religious minority at Bucknell?

- Yes (1)
 - No (2)
 - Not sure (3)
 - I prefer not to answer (4)
-

What was your citizenship status at the time of hire?

- US Citizen (1)
 - Permanent Resident (2)
 - Other (3)
 - I prefer not to answer (4)
-

Is English one of your heritage, home languages?

- Yes (4)
 - No (5)
 - I prefer not to answer (6)
-

Growing up, what social class position would you use to describe your family?

- Upper class (1)
- Middle class (2)
- Working class (3)
- Low income (4)
- Not sure (5)
- Not applicable in my national experience (6)
- I prefer not to answer (7)

What is the highest education level earned by your primary caregiver?

	Some high school (1)	High school diploma/GED (3)	Associates degree (4)	Bachelors degree (5)	Masters degree (6)	Ph.D. or professional degree (e.g.,JD, MD) (7)	Not sure (8)	Not Applicable (9)
Primary Caregiver (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

End of Block: Demographics

Start of Block: Search Committee Experience

Search Committee Experiences

The following questions ask you to consider your experience on search committees in your department since **AY 2015-2016**.

If you've been involved in more than one search committee in your department since then, please consider whether these statements **generally** apply.

Have you served on a departmental search committee from the academic year 2015-2016 to now?

Yes (1)

No (2)

Skip To: Q473 If Have you served on a departmental search committee from the academic year 2015-2016 to now? = Yes

Skip To: Q495 If Have you served on a departmental search committee from the academic year 2015-2016 to now? = No

The following questions pertain to search committees in your department between AY 2015-16 and now. Please respond to each statement using the Likert scale below.

In my experience, search committees in my department...

I will highlight the questions to look at in PURPLE.

Talk about candidates' personal characteristics (e.g. gender, marital status, children, race, religion, citizenship status, etc.) during discussions.

Strongly Agree (2)

For the 5-scale questions, lump 12, and 45.

Agree (1)

Neither Agree nor Disagree (3)

Disagree (5)

Strongly Disagree (4)

Tend to compare the candidate's background to their own academic experience.

Strongly Agree (12)

Agree (13)

Neither agree nor disagree (14)

Disagree (15)

Strongly Disagree (16)

Speak negatively about female and non-binary candidates.

- Strongly Agree (12)
 - Agree (13)
 - Neither agree nor disagree (14)
 - Disagree (15)
 - Strongly Disagree (16)
 - Not applicable, no female or non-binary candidates (17)
-

Speak negatively about candidates of color.

- Strongly agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
 - Not applicable, no candidates of color (6)
-

Speak negatively about candidates from other nationalities.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (5)
 - Strongly Disagree (4)
 - Not applicable, no candidates from other nationalities (7)
-

Are concerned that focusing on diversity comes at the expense of excellence.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
-

Do not make an effort to recruit a diverse pool of applicants.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
-

Express concern that there are very few women available for faculty positions in our field.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
-

Express concern that there are very few candidates of color available for faculty positions in our field.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
-

Express concern that recruiting diverse applicants to Lewisburg is very difficult.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
-

Send faculty position postings to minority interest group listservs.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
-

Have formal policies and programs to increase the diversity in the applicants pool.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
-

Think it is expensive (e.g. time, money, resources) to recruit women.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
-

Think it is expensive (e.g. time, money, resources) to recruit candidates of color.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
-

Think it is unlikely a woman candidate will accept our offer.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
-

Think it is unlikely a candidate of color will accept our offer.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
-

Find it difficult to hire women.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
-

Find it difficult to hire candidates of color.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
-

Think that the lack of a clear spousal/partner hiring structure makes it difficult to hire candidates from diverse backgrounds.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
-

Think academic pedigree is a good proxy to a candidate's likelihood of success at Bucknell.

- Strongly Agree (1)
 - Agree (2)
 - Neither Agree nor Disagree (3)
 - Disagree (4)
 - Strongly Disagree (5)
-

Provide advice to candidates on negotiation.

- Strongly Agree (1)
- Agree (2)
- Neither Agree nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)

Page Break

Thank you for spending time with these questions. Please feel free to elaborate on anything this survey may have raised for you.

End of Block: Search Committee Experience

Start of Block: Login ID

Your reference ID is: `#{e://Field/Login%20ID}`

Click next to submit the survey.

End of Block: Login ID

Start of Block: Recruitment Experiences

Page Break

Recruitment Experiences

The following questions ask you to consider your recruitment experience to Bucknell, prior to starting work. Please respond to each statement using the Likert scale below each question.

I gathered a **positive impression** of my department during the recruitment process.

- Strongly Agree (1)
 - Agree (2)
 - Neither agree nor disagree (3)
 - Disagree (4)
 - Strongly disagree (5)
-

I gathered a **positive impression** of my college during the recruitment process.

- Strongly Agree (1)
 - Agree (2)
 - Neither agree nor disagree (3)
 - Disagree (4)
 - Strongly disagree (5)
-

I gathered a **positive impression** of the university during the recruitment process.

- Strongly Agree (1)
 - Agree (2)
 - Neither agree nor disagree (3)
 - Disagree (4)
 - Strongly disagree (5)
-

I gathered a **positive impression** of Bucknell students during the recruitment process.

- Strongly Agree (1)
 - Agree (2)
 - Neither agree nor disagree (3)
 - Disagree (4)
 - Strongly disagree (5)
-

I gathered a **positive impression** of the local community during the recruitment process.

- Strongly Agree (1)
- Agree (2)
- Neither agree nor disagree (3)
- Disagree (4)
- Strongly disagree (5)

Sometimes what we think we understand about an institution during the recruitment process is different from how things are experienced once we are hired. The following items ask you to rate some important facets of faculty life. Please indicate whether you believe that there is a difference between what you learned during your recruitment process (**expectation**) and how things really are (**overall lived experience**). We will follow up on if COVID-19 has impacted these facets in a later question.

	Expectation was better than overall lived experience (2)	Overall lived experience is better than expectation (3)	Overall lived Experience and Expectation are the same (4)	Not Applicable (5)	Unsure (6)
Scholarly Resources (e.g. Start up funds, lab space, equipment, conference monies, graduate students/post-docs, etc.) (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teaching Resources (e.g. TAs, classroom	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

space, support for teaching improvement, etc.) (2)

Course

Assignments

(e.g. particular courses, preferred teaching schedule, classroom assignments, etc.) (3)

Service

Responsibilities

(e.g. advising, committee work in the dept./university, etc.) (4)

Personnel

Policies and

Benefits

(e.g. salary and increases, faculty leaves, healthcare, retirement benefits, college benefits, etc.) (5)

Partner Support

(e.g. dual career opportunities, etc.) (6)

Mentorship

Opportunities

(e.g. departmental mentors in scholarship, teaching, life issues, etc.) (7)



Please feel free to elaborate on any of the prompts from the question above.

Sometimes what we think we understand about an institution during the recruitment process is different from how things are experienced once we are hired. The following items ask you to rate some important facets of faculty life. Please indicate whether you believe that there is a difference between what you learned during your recruitment process (**expectation**) and how things really are (**overall lived experience**).

How has COVID-19 impacted your overall lived experience of the facets below?

	Positively (+) (1)	Neutral (=) (2)	Negatively (-) (3)
Scholarly Resources (e.g. Start up funds, lab space, equipment, conference monies, graduate students/post-docs, etc.) (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teaching Resources (e.g. TAs, classroom space, support for teaching improvement, etc.) (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Course Assignments (e.g. particular courses, preferred teaching schedule, classroom assignments, etc.) (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Service Responsibilities (e.g. advising,	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

committee work in the dept./university, etc.) (4)

Personnel Policies and Benefits (e.g. salary and increases, faculty leaves, healthcare, retirement benefits, college benefits, etc.) (5)

Partner Support (e.g. dual career opportunities, etc.) (6)

Mentorship Opportunities (e.g. departmental mentors in scholarship, teaching, life issues, etc.) (7)

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to elaborate on any of the prompts from the question above.

Sometimes what we think we understand about an institution during the recruitment process is different from how things are experienced once we are hired. The following items ask you to rate some important facets of faculty life. Please indicate whether you believe that there is a difference between what you learned during your recruitment process (**expectation**) and how things really are (**overall lived experience**). We will follow up on if COVID-19 has impacted

these facets in a later question.

	Expectation was better than overall lived experience (2)	Overall lived experience is better than expectation (3)	Overall lived Experience and Expectation are the same (4)	Not Applicable (5)	Unsure (6)
Department Culture (e.g. supportive for <u>all</u> individuals, collegial atmosphere, balanced mentoring opportunity, work load, etc.) (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
College Culture (e.g. supportive for <u>all</u> individuals, collegial atmosphere, mentoring opportunity, etc.) (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
University Culture (e.g. supportive for <u>all</u> individuals, productive shared governance, humane work environment, etc.) (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Student Culture (e.g. student organizations , residential life, athletics,	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

activism, etc.)
(4)

Local

Culture (e.g. quality living environment, good schools, access to recreation, quality housing, healthcare, etc.) (5)

Please feel free to elaborate on any of the prompts from the question above.

Sometimes what we think we understand about an institution during the recruitment process is different from how things are experienced once we are hired. The following items ask you to rate some important facets of faculty life. Please indicate whether you believe that there is a difference between what you learned during your recruitment process (**expectation**) and how things really are (**overall lived experience**).

How has COVID-19 impacted your overall lived experience of the facets below?

	Positively (+) (1)	Neutral (=) (2)	Negatively (-) (3)
Department Culture (e.g. supportive for <u>all</u> individuals, collegial atmosphere, balanced mentoring	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

<p>opportunity, work load, etc.) (1)</p> <p>College Culture (e.g. supportive for <u>all</u> individuals, collegial atmosphere, mentoring opportunity, etc.) (2)</p> <p>University Culture (e.g. supportive for <u>all</u> individuals, productive shared governance, humane work environment, etc.) (3)</p> <p>Student Culture (e.g. student organizations, residential life, athletics, activism, etc.) (4)</p> <p>Local Culture (e.g. quality living environment, good schools, access to recreation, quality housing, healthcare, etc.) (5)</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to elaborate on any of the prompts from the question above.

Sometimes what we think we understand about an institution during the recruitment process is different from how things are experienced once we are hired. The following items ask you to rate some cultural impacts on faculty life. Please indicate whether you believe that there is a difference between what you learned during your recruitment process (**expectation**) and how things really are (**overall lived experience**). We will follow up on if COVID-19 has impacted these facets in a later question.

	Expectation was better than overall lived experience (1)	Overall lived experience is better than expectation (5)	Overall lived Experience and Expectation are the same (2)	Not Applicable (3)	Unsure (4)
University leaders on campus (deans, administrators) are committed to diversity. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Diverse perspectives are valued at Bucknell. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People from different backgrounds get along well at Bucknell. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leaders value everyone regardless of their backgrounds. (e.g. social, cultural, gender identity) (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Departmental colleagues value everyone regardless of their backgrounds. (e.g. social,	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Rita, we can discuss on how to analyze this set of values

cultural,
gender
identity) (5)
Leaders prefer
people who
are similar to
them. (6)
Bucknell is a
good place to
work for all
people
regardless of
their
demographic
background.
(7)

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to elaborate on any of the prompts from the question above.

Sometimes what we think we understand about an institution during the recruitment process is different from how things are experienced once we are hired. The following items ask you to rate some cultural impacts on faculty life. Please indicate whether you believe that there is a difference between what you learned during your recruitment process (**expectation**) and how things really are (**overall lived experience**).

How has COVID-19 impacted your overall lived experience of the facets below?

	Positively (+) (1)	Neutral (=) (2)	Negatively (-) (3)
University leaders on campus (deans, administrators) are	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

committed to diversity. (1)			
Diverse perspectives are valued at Bucknell. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People from different backgrounds get along well at Bucknell. (3)	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input checked="" type="radio"/>
Leaders value everyone regardless of their backgrounds. (e.g. social, cultural, gender identity) (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Departmental colleagues value everyone regardless of their backgrounds. (e.g. social, cultural, gender identity) (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leaders prefer people who are similar to them. (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Bucknell is a good place to work for all people regardless of their demographic background. (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to elaborate on any of the prompts from the question above.

End of Block: Recruitment Experiences

Start of Block: Hiring Experience

Hiring Experiences

The following questions ask you to consider your hiring experience (screening interview, on-campus interview, interactions with search members) prior to starting work. Please respond to each statement using the Likert scale below each question.

I was asked inappropriate or illegal questions and/or comments were made pertaining to my gender during my hiring process.

- Yes (1)
 - No (2)
 - Unsure (3)
-

I was asked inappropriate or illegal questions and/or comments were made pertaining to my sexuality during my hiring process.

- Yes (1)
 - No (2)
 - Unsure (3)
-

I was asked inappropriate or illegal questions and/or comments were made pertaining to my ability/disability status during my hiring process.

Yes (1)

No (2)

Unsure (3)

I was asked inappropriate or illegal questions and/or comments were made pertaining to my race during my hiring process.

Yes (1)

No (2)

Unsure (3)

I was asked inappropriate or illegal questions and/or comments were made pertaining to my ethnicity during my hiring process.

Yes (1)

No (2)

Unsure (3)

I was asked inappropriate or illegal questions and/or comments were made pertaining to my marital/partner status during my hiring process.

Yes (1)

No (2)

Unsure (3)

I was asked inappropriate or illegal questions and/or comments were made pertaining to my family/child rearing status during my hiring process.

Yes (1)

No (2)

Unsure (3)

I was asked inappropriate or illegal questions and/or comments were made pertaining to my social class during my hiring process.

Yes (1)

No (2)

Unsure (3)

I was asked inappropriate or illegal questions and/or comments were made pertaining to my citizenship status during my hiring process.

Yes (1)

No (2)

Unsure (3)

.....

Please feel free to elaborate on any of the prompts from this section.

End of Block: Hiring Experience
