

Login ID

Your Unique Identifier: \${e://Field/ExternalDataReference}

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 final of three surveys; this survey focuses on pathways towards advancement at Bucknell.**

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 entered into 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.
Advance Bucknell

[Advance survey #3 information](#)

Demographics

Did you complete the ADVANCE Survey #1 on Recruitment & Hiring and/or Survey #2 on Retention & Tenure? If you are unsure, you will be directed to provide the demographic information. It only takes a few minutes and it is crucial to our study.

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

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

What is your rank?

How long have you been at this current rank?

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

What is your departmental affiliation?

College

Department

Have you been a Visiting Assistant Professor at Bucknell University?

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

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

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

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

What is your gender?

- Male
- Female
- Transgender
- Non-binary
- I prefer not to answer
- Prefer to self-describe

What is your race?

What is your ethnicity?

What is your age?

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

What was your citizenship status at the time of hire?

Is English one of your heritage, home languages?

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

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

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

Rank

What is your rank?

Promotion to Full

How long have you been at the Associate Professor rank?

- Less than 5 years
- 5-10 years
- More than 10 years

How important is it for you to be promoted to the rank of full professor in terms of your job satisfaction?

- Very important
- Important
- Neutral
- Of little importance
- Not important

In the following categories, how clear do you find the expectations for promotion to Full Professor? The first three answers relate to Department expectations, the second three answers relate to University expectations.

	To a Great Extent	Somewhat	To a Small Extent	Not at all	Prefer not to Answer
Teaching	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Scholarship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teaching	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	To a Great Extent	Somewhat	To a Small Extent	Not at all	Prefer not to Answer
Scholarship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Do you plan to seek promotion to full professor?

- Yes
- No
- Unsure

How frequently do you seek advice from the following people as you prepare for promotion to full professor?

	Always	Much of the Time	Sometimes	Rarely	Never	Unsure	N/A
Mentor(s) at Bucknell	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mentor(s) outside Bucknell	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Departmental colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Department Chair	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Colleagues outside your department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dean/Associate Dean	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provost's Office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How have the following categories of faculty life impacted your path to promotion to full?

	Positively	Neutral	Negatively	Unsure	Prefer Not to Answer
Teaching assignments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Formal advising responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Informal advising responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Formal service responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Informal service responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Scholarly productivity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Family/caregiving obligations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Personal Health	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The alignment of your values with P/D/URC guidelines	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Department resources (e.g. department designated funds)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Internal grants administered within the university	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support from the university to seek external grants (e.g. OSP)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Feel free to tell elaborate on your opinions of the promotion process.

Full Professor

How long have you been at the Professor rank?

- Less than 5 years
- 5-10 Years
- More than 10 years

How frequently did you seek advice for your promotion to full professor from the following individuals?

	Always	Much of the time	Sometimes	Rarely	Never	I do not recall	Prefer not to answer
Mentor(s) at Bucknell	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mentor(s) outside Bucknell	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Department colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Department Chair	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Colleagues outside your department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dean/Associate Dean	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provost's Office	<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 your perception of, or experience towards the promotion process.

Mentoring Opportunities

The following questions ask about your experiences either being a mentor or being mentored by others at Bucknell. Here “mentoring” involves helping to navigate in any aspect of one’s career.

Approximately how many Bucknell mentors, both formal and informal, have you had since you arrived at Bucknell?

- None

- 1-2 Mentors
- 3-5 Mentors
- More than 5 Mentors

To what extent are you mentoring, formally or informally, other faculty members either at Bucknell or elsewhere, in navigating their career?

- To a great extent
- To some extent
- Not very much
- Not at all

Rate the importance of the following traits that you value in a mentor:

	Very Important	Moderately Important	Somewhat Important	Not Important	Prefer Not to Answer
The mentor has the same gender identity as mine	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The mentor has the same cultural background as mine	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The mentor is in my own department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The mentor is in a similar discipline to my own.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The mentor is at Bucknell	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other <input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

For the next set of questions, please think about the most recent Bucknell mentorship you have established.

Was this relationship formally created through an organizational mentoring program (e.g., TLC, Provost's Office, your department, etc.)?

- Yes
- No (have a mentor at Bucknell but not one established through a formal program)
- N/A - no Bucknell mentoring relationships

Which of the following channel(s) have been helpful in creating this mentorship?

- Departmental structure
- The Dean's Office
- The Provost's Office
- Other

Please indicate your level of agreement with each of the following statements using the following Likert scale.

	Strongly Agree	Agree	Unsure	Disagree	Strongly Disagree	Prefer Not to Answer
I am/have been satisfied with my mentor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mentoring has been effective for me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mentoring has met my needs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My mentor and I are similar in terms of our outlook, perspective, and values.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How often have your interactions with your mentor included:

	Very Often	Regularly	Occasionally	Sometimes	Rarely	Never	Prefer Not to Answer
Empathy for the concerns and feelings you have discussed with them.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Encouragement to talk openly about anxiety and fears that detract from your work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sharing of their personal experiences as an alternative perspective to your problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Discussions of your questions or concerns regarding feelings of competence.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Discussions of your questions or concerns regarding work/non-work (e.g., family) conflicts.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Guidance to expand your network by introducing you to important people.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Assistance with preparing for advancement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Constructive feedback.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Have you had at least one mentor external to Bucknell?

- Yes
- No

Please indicate your level of agreement with each of the following statements using the following Likert scale concerning your external mentor.

	Strongly Agree	Agree	Unsure	Disagree	Strongly Disagree	Prefer Not to Answer
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	Strongly Agree	Agree	Unsure	Disagree	Strongly Disagree	Prefer Not to Answer
I am/have been satisfied with my mentor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mentoring has been effective for me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mentoring has met my needs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My mentor and I are similar in terms of our outlook, perspective, and values.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How often have your interactions with your external mentor included:

	Very Often	Regularly	Occasionally	Sometimes	Rarely	Never	Prefer Not to Answer
Empathy for the concerns and feelings you have discussed with them.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Encouragement to talk openly about anxiety and fears that detract from your work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sharing of their personal experiences as an alternative perspective to your problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Discussions of your questions or concerns regarding feelings of competence.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Discussions of your questions or concerns regarding work/non-work (e.g., family) conflicts.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Guidance to expand your network by introducing you to important people.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Assistance with preparing for advancement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Constructive feedback.	<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 mentoring questions above.

Potential Barriers

In addition to working toward promotion, either tenure or to full, we are interested in knowing about how the following aspects influence your satisfaction with life at Bucknell and in the community.

	Positively (+)	Neutral (=)	Negatively (-)	N/A	Prefer Not to Answer

	Positively (+)	Neutral (=)	Negatively (-)	N/A	Prefer Not to Answer
Access to scholarly resources (e.g. lab space, scholarly funding, OSP support)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Access to teaching resources (e.g. TLC advice, curriculum development grants)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Current university decision making (e.g. programmatic initiatives, financial policies, benefits)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Departmental culture/interactions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Departmental leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
College culture/interactions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
College leadership (Dean, Associate Dean)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
University leadership (Provost's Office)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Course assignments/demands (e.g. classroom locations, course loads, preparations)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Service obligations in the department (e.g. student demands, allocation of service responsibilities among departmental colleagues)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Service obligations at the college level (e.g. committee demands, allocation of service responsibilities among college colleagues)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Service obligations at the University level (e.g. committee demands, allocation of service responsibilities among University colleagues)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other <input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

To what extent have the following experiences created dissatisfaction with your life at Bucknell and in the community?

	To a Great Extent	Somewhat	To a Small Extent	No Impact	Not Experienced	Prefer not to Answer
Discrimination in the classroom (e.g. Discrimination you've experienced from students, bigotry between students)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Discrimination in the department (e.g. Discrimination you've experienced from departmental colleagues)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Discrimination in the college (e.g. Discrimination you've experienced from college colleagues)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Discrimination at the University (e.g. Discrimination you've experienced from administrative colleagues or faculty from other colleges)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Challenges with family/neighborhood/schools (e.g. Inadequate schooling/daycare options, discomfort with Central PA, difficulty in partner employment)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to elaborate on the questions above, pertaining to life at Bucknell and in the community.

Leadership Experiences

We recognize that words such as leadership or advancement may carry different meanings depending on your gender identity, race/ethnicity and cultural background. In this survey, we consider positions that provide direction and oversight as “leadership”. Some examples include, but are not limited to: department chair, university/college/departmental committee chair, center director, initiators of institutional changes.

Overall, do you aspire to be in a leadership position at Bucknell?

- Yes
- No
- Not Yet
- Unsure

When considering applying for leadership positions, how important are the following factors to your decision:

	Very Important	Important	Somewhat Important	Not Important	Not Sure
I have prior training and/or experience for the position.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I will have access to training for this position.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I see the opportunity as a challenge.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I will have time to do the leadership work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am well suited for this position.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can make a positive impact on faculty and staff in this position.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can make a positive impact on Bucknell students in this position.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The position comes with appropriate monetary compensation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The position comes with appropriate time-release.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The position comes with encouragement or invitation from other University leadership.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Have you served in any leadership role(s), as defined previously, at Bucknell?

- No
- Yes, totaling 1-3 years
- Yes, totaling 4-6 years
- Yes, Totaling more than 6 years



In your leadership position(s), how often have you felt supported by the following individuals?

	Always	Most of the Time	Rarely	Never	I've Been Actively Unsupported	N/A
Department Chair	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Faculty Colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Staff Colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dean's Office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provost's Office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Family	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mentors (at Bucknell or Outside)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please feel free to elaborate on your perception of, or your experience with leadership roles at Bucknell.

Treatment (How am I treated?)

TREATMENT (HOW AM I TREATED?)

We are repeating the following 4 questions from Survey 2 to correct a Qualtrics bug. The following questions concern inappropriate workplace behaviors. Please keep in mind that these data will be aggregated and individual responses will not be identified. This survey is an effort to collect data; employees are encouraged to report inappropriate workplace behavior through other resources, e.g., supervisors, the risk & misconduct reporting site hotline ([Bias Incident Policy](#))

During the PAST 12 MONTHS has an administrator, faculty member (including your department chair), staff, or student engaged in the following behaviors **TOWARDS YOU?**

Check all that apply; for those that don't apply, please select N/A.

	Administrator	Faculty Colleagues	Staff Members	Students	N/A
Put you down or was condescending to you.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Paid little attention to your statements or showed little interest in your opinion.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Administrator	Faculty Colleagues	Staff Members	Students	N/A
Made demeaning or derogatory remarks about you.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Doubted your judgment on a matter over which you have responsibility.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Made jokes at your expense.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Interrupted or spoke over you.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gossiped about you.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Questioned your expertise or credentials.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Addressed you inappropriately.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Made hostile, sarcastic, or threatening comments to you.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Made slurs based on personal characteristics (e.g., race, sex, religion, sexual orientation, etc.).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Challenged your authority.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Took credit for a contribution you made.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other: <input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Feel free to articulate any experiences related to the questions above that had an impact on you.

During the PAST 12 MONTHS have you observed an administrator, faculty member (including your department chair), staff, or student engage in the following behaviors TOWARD FEMALE FACULTY MEMBER(S) in your department?

Check all that apply; for those that don't apply, please select N/A.

	Administrator	Faculty Member	Staff Member	Student	N/A
Put down or was condescending.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Paid little attention to their statements or showed little interest in their opinion.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Made demeaning or derogatory remarks.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Doubted their judgment on a matter over which they have responsibility.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Made jokes at their expense.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Interrupted or spoke over them.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gossiped about them.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Questioned their expertise or credentials.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Administrator	Faculty Member	Staff Member	Student	N/A
Addressed them inappropriately.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Made hostile, sarcastic, or threatening comments to them.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Made slurs based on personal characteristics (e.g., race, sex, religion, sexual orientation, etc.).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Challenged their authority.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Took credit for a contribution they made.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other <input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Feel free to articulate any experiences related to the questions above that had an impact on you.

I am aware of LGBTQIA+ faculty member(s) in my department.

- Yes
- No

During the **PAST 12 MONTHS** have you observed an administrator, faculty member (including your department chair), staff, or student engage in the following behaviors **TOWARD LGBTQIA+ FACULTY MEMBER(S)** in your department?

Check all that apply; for those that don't apply, please select N/A.

	Administrator	Faculty Member	Staff Member	Student	N/A
Put down or was condescending.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Paid little attention to their statements or showed little interest in their opinion.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Made demeaning or derogatory remarks.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Doubted their judgment on a matter over which they have responsibility.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Made jokes at their expense.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Interrupted or spoke over them.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gossiped about them.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Questioned their expertise or credentials.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Addressed them inappropriately.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Made hostile, sarcastic, or threatening comments to them.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Administrator	Faculty Member	Staff Member	Student	N/A
Made slurs based on personal characteristics (e.g., race, sex, religion, sexual orientation, etc.).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Challenged their authority.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Took credit for a contribution they made.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other <input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Feel free to articulate any experiences related to the questions above that had an impact on you.

I am aware of Racially/Ethnically Minoritized faculty member(s) in my department.

- Yes
- No

During the PAST 12 MONTHS have you observed an administrator, faculty member (including your department chair), staff, or student engage in the following behaviors TOWARD RACIALLY/ETHNICALLY MINORITIZED FACULTY MEMBER(S) in your department?

Check all that apply; for those that don't apply, please select N/A.

	Administrator	Faculty Member	Staff Member	Student	N/A
Put down or was condescending.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Paid little attention to their statements or showed little interest in their opinion.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Made demeaning or derogatory remarks.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Doubted their judgment on a matter over which they have responsibility.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Made jokes at their expense.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Interrupted or spoke over them.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gossiped about them	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Questioned their expertise or credentials.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Addressed them inappropriately.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Made hostile, sarcastic, or threatening comments to them.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Made slurs based on personal characteristics (e.g., race, sex, religion, sexual orientation, etc.).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Challenged their authority.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Administrator	Faculty Member	Staff Member	Student	N/A
Took credit for a contribution they made.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other <input type="text"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Feel free to articulate any experiences related to the questions above that had an impact on you.