# Complete list of tables and plots

Demographics

Q1 - Which of the following best describes your affiliation with the UW-Madison Department of Physics?

Affiliation	Count	Percent of survey sample	Percent of department overall
Undergraduate student	17	10%	21%
Graduate student	82	47%	37%
Postdoc	10	6%	7%
Staff	34	20%	25%
Faculty	30	17%	10%
Total	**173**	**100%**	**100%**

Out of the 509 people invited to participate, 173 people (34%) completed the climate survey. The breakdown of the survey sample based on affiliation is reasonably well-aligned with the actual population of the department, indicating that our sample can be considered representative of the department overall. Undergraduates and staff were underrepresented in the survey sample, whereas graduate students and faculty were overrepresented.
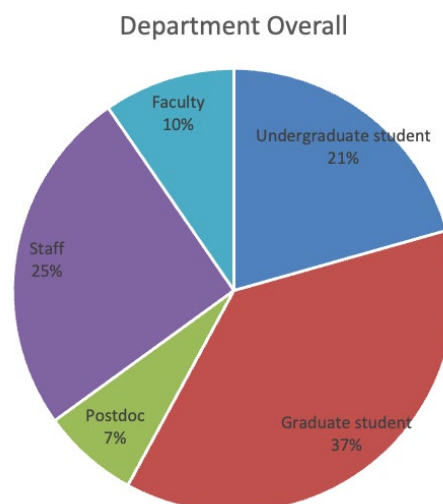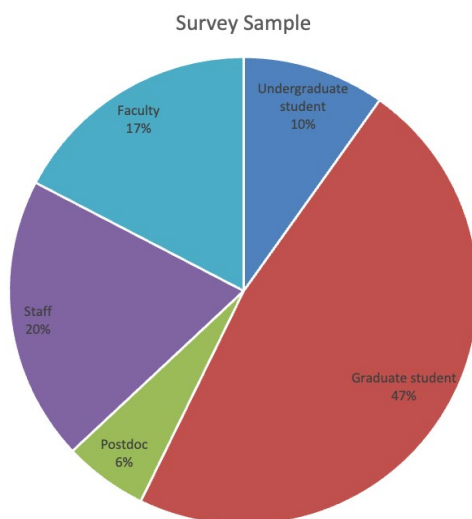
Q2 - How do you describe your race or ethnicity?
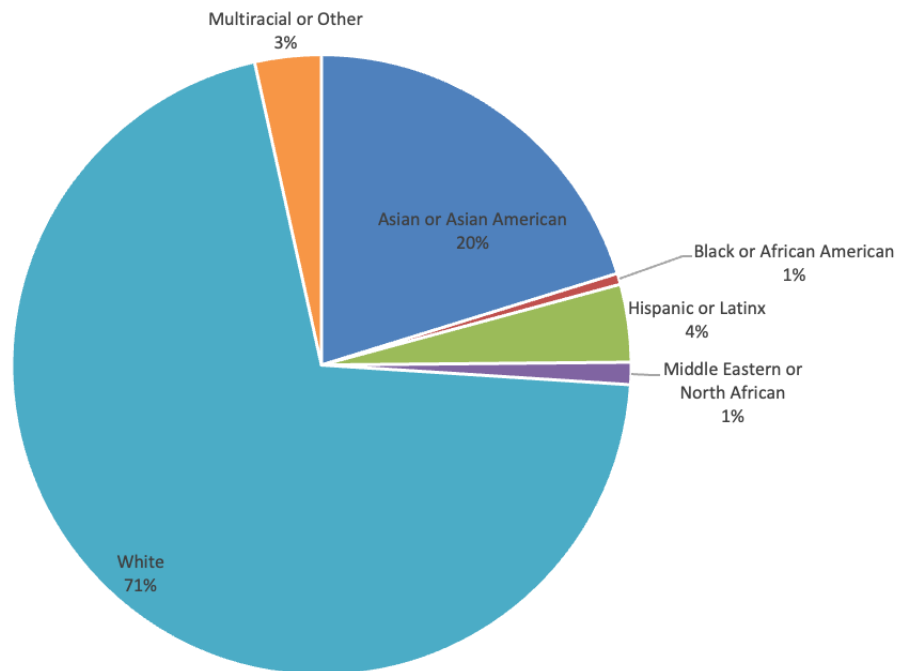
Race or Ethnicity	Count	Percent of survey sample	Percent of US Population
American Indian or Alaskan Native	0	0%	1.3%
Asian or Asian American	35	20%	5.9%
Black or African American	1	1%	13.4%
Hispanic or Latinx	7	4%	18.5%
Middle Eastern or North African	2	1%	N/A*
White	122	71%	60.1%
Multiracial or Other	6	3%	2.8%

*Not included in the U.S. Census data

The breakdown of the survey sample based on race or ethnicity is substantially different from the overall population of the U.S. according to the 2020 U.S. Census. In particular, people that identify as White or Asian/Asian American are overrepresented, whereas people that identify as Black/African American and Hispanic/Latinx are underrepresented. Therefore, because the survey sample is reasonably representative of the overall population of the department, people that identify as Black/African American or Hispanic/Latinx are underrepresented in the department overall.

Q3 - How do you describe your gender?
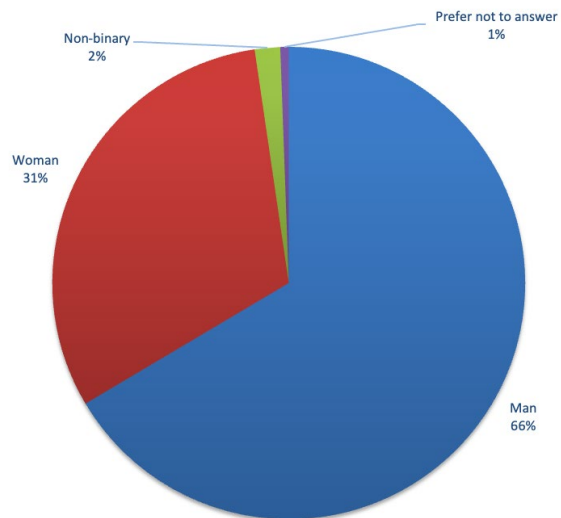
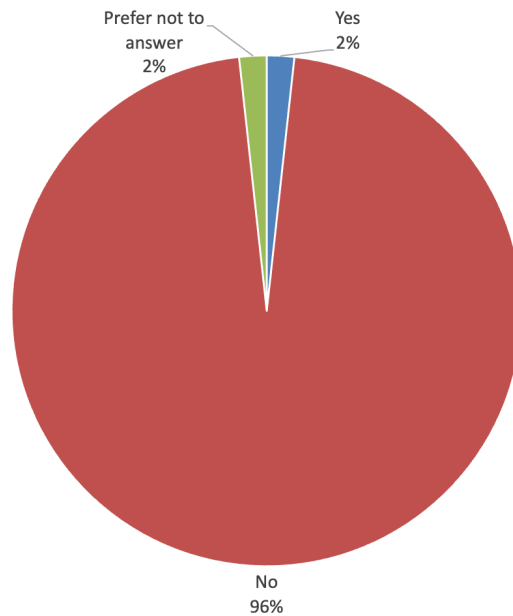| Gender identity	Count	Percent of survey sample	Percent of US Population
Woman	54	31%	50.5%
Non-binary	3	2%	1.7%
Man	115	66%	47.2%
Prefer not to answer	1	1%	N/A*

*Not included in the U.S. Census data.

When compared to US Census data from 2020, people that identify as women are underrepresented in the department overall, whereas people that identify as men are overrepresented.

## Q4 - What is your sexual orientation?
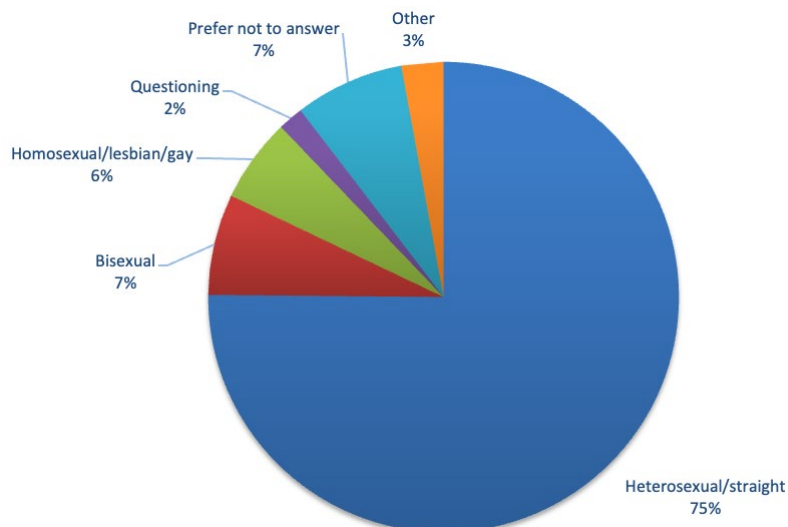
Sexual orientation	Count	Percent of survey sample
Heterosexual/straight	130	75%
Bisexual	12	7%
Homosexual/lesbian/gay	10	6%
Questioning	3	2%
Other	5	3%
Prefer not to answer	13	7%
Total	**173**	**100%**

Q5 - Do you identify as transgender?

Do you identify as transgender?	Count	Percent of survey sample
Yes	3	2%
No	167	96%
Prefer not to answer	3	2%
Total	**173**	**100%**

Q6 - Are you a U.S. citizen or permanent resident?
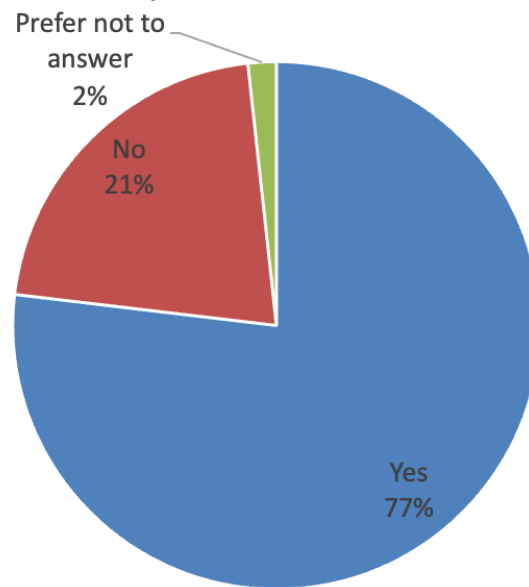
Are you a U.S. citizen or permanent resident?	Count	Percent of survey sample
Yes	133	77%
No	37	21%

Q7 - Do you identify as a person with a disability?
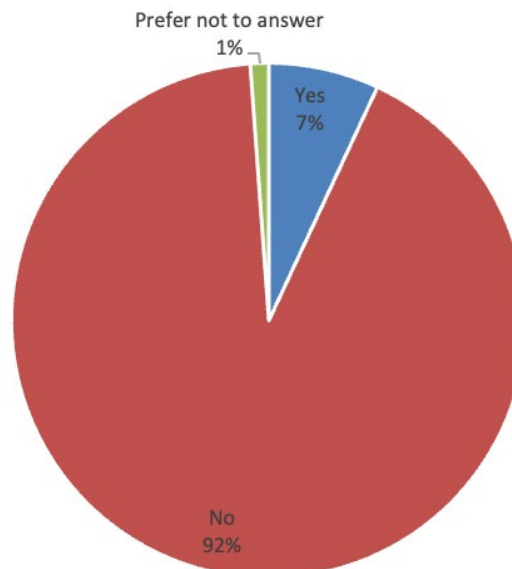
Do you identify as a person with a disability?	Count	Percent of sample
Yes	12	7%
No	159	92%
Prefer not to answer	2	1%

Q8 - Are you actively serving in or a veteran of the U.S. military?
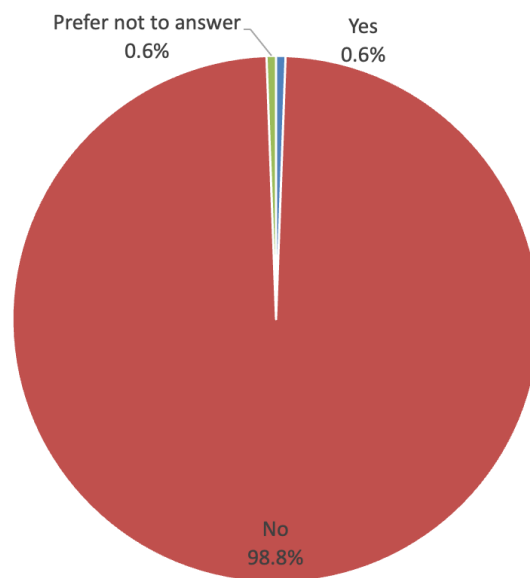
Are you actively serving in or a veteran of the U.S. military?	Count	Percent of sample
Yes	1	0.6%
No	171	98.8%
Prefer not to answer	1	0.6%

Methods

The survey instrument was adapted from a similar survey given out by the [UC-Berkeley Department of Astronomy](#) in 2017. This survey was chosen as a starting point, because it provided a broad, general overview of typical climate-related concerns that the Committee wanted to evaluate within the department. In addition to altering the wording of some questions, the Committee developed a series of questions specifically targeting experiences during the COVID-19 pandemic. The UW–Madison Survey Center reviewed and provided feedback on the survey, which was taken into account by the Committee prior to administering the survey.

Responses from related groups were combined for analysis in order to increase the population totals and minimize the likelihood of identification based on responses. For a subgroup to be included in the analysis, we required a sample size of N≥10. A description of the groups combined for analysis purposes is outlined below. Those that responded **prefer not to answer** were included in the overall statistical analysis for each question but were not included in subgroup analysis.

Analysis group	Original responses
Staff	Administrative or department staff, Research scientist, other (where applicable)
Person of color	Asian or Asian American, Black or African American, Hispanic or Latinx, Middle Eastern or North African, Mixed Race, other (where applicable)
LGBQ+	Bisexual, homosexual/lesbian/gay, questioning, other (where applicable)
Marginalized gender	Women, non-binary, transgender

In the following section, we report the unweighted overall average, average weighted by department affiliation, unweighted standard deviation, and unweighted standard error for each Likert-type question and subgroup. For these questions, respondents were asked to rate their experience on a scale from 1 to 5, with the following levels:

1	2	3	4	5
Not at all	A little	Somewhat	Very	Extremely

All Likert-type questions presented in the survey were written such that higher-rated responses reflect a more positive climate within the department. For analysis, simple averages were calculated for the department overall, as well as for various subgroups. These averages were

then compared using *t*-tests to determine if the experiences of subgroups were statistically different. A *p*-value of less than 0.05 indicates that the difference between the two groups is statistically significant and should not be attributed to chance but to true differences between the two groups. For ease of reference, all *p*-values that are less than 0.05 are in **bold** throughout this report.

Responses to short answer questions were thematically coded by at least two members of the Climate & Diversity survey subcommittee, with similar responses combined to highlight overarching themes. The overarching themes for each short answer question are reported in the following section.

Overall Climate

Q9 - How comfortable are you with the climate in the department?
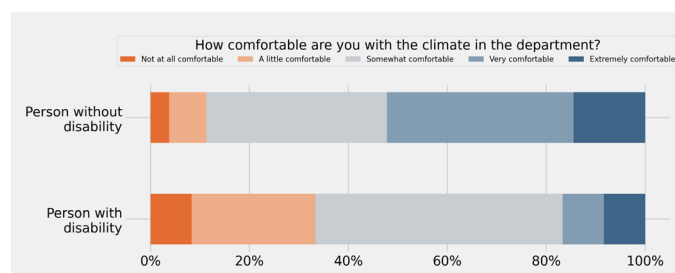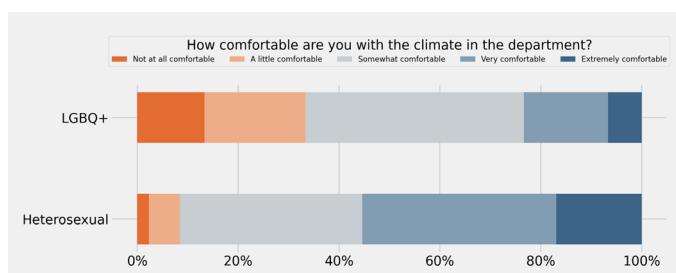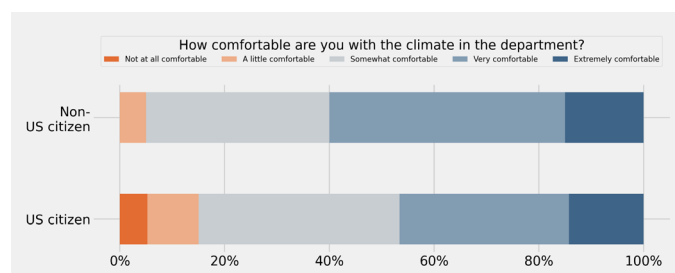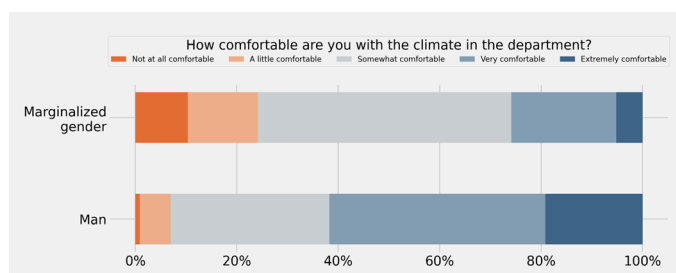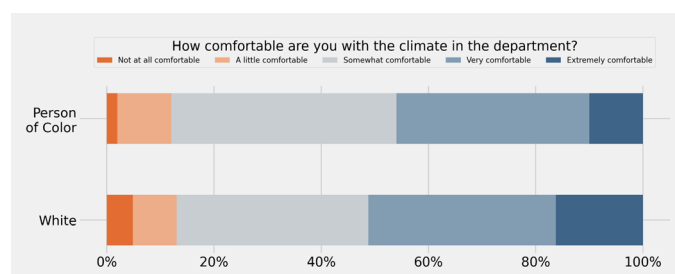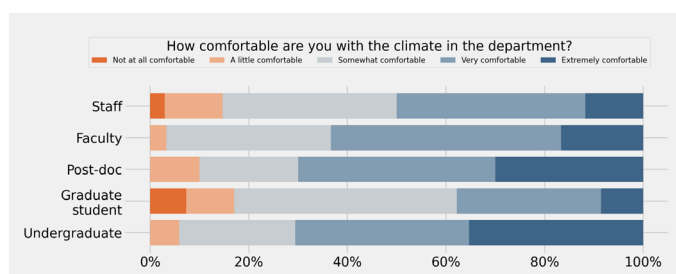
Overall average	3.47
Weighted average (department affiliation)	3.54
Standard deviation	0.98

Standard error	0.07

Statistics by department affiliation

Department Affiliation	Overall average	Standard deviation	Standard error	*p*-value when compared to rest of survey group
Undergraduate Student	4.00	0.94	0.22	**0.03**
Graduate student	3.22	0.99	0.11	**1×10^{-3}**
Postdoc	3.90	0.99	0.31	0.19
Faculty	3.77	0.77	0.14	**0.04**
Staff	3.44	0.96	0.16	0.83

Statistics by gender identity

Gender identity	Overall average	Standard deviation	Standard error	*p*-value
Marginalized gender	2.96	0.99	0.13	**3×10^{-6}**
Man	3.73	0.87	0.08	

Statistics by race/ethnicity

Race or ethnicity	Overall average	Standard deviation	Standard error	*p*-value
Person of color	3.42	0.88	0.12	0.63
White	3.50	1.02	0.09	

Statistics by sexual orientation

Sexual orientation	Overall average	Standard deviation	Standard error	p-value
LGBQ+	2.83	1.09	0.20	8x10⁻⁴
Heterosexual	3.62	0.92	0.08	

Statistics by citizenship status

Citizenship status	Overall average	Standard deviation	Standard error	p-value
U.S. citizen or permanent resident	3.41	1.02	0.09	0.02
Non-U.S. citizen or permanent resident	3.76	0.76	0.12	

Statistics by disability status

Disability status	Overall average	Standard deviation	Standard error	p-value
Person with disability	2.83	1.03	0.30	0.05
Person without disability	3.52	0.96	0.08	

Q10 - How welcome do you feel in the UW-Madison physics community?

How welcome do you feel in the UW-Madison physics community?
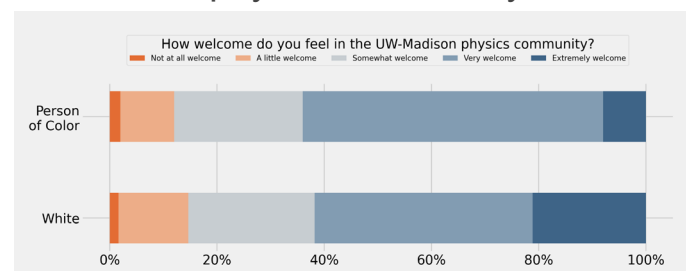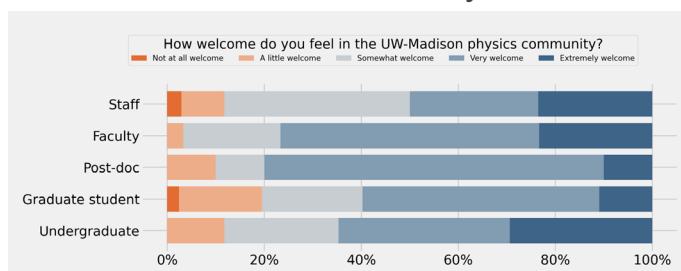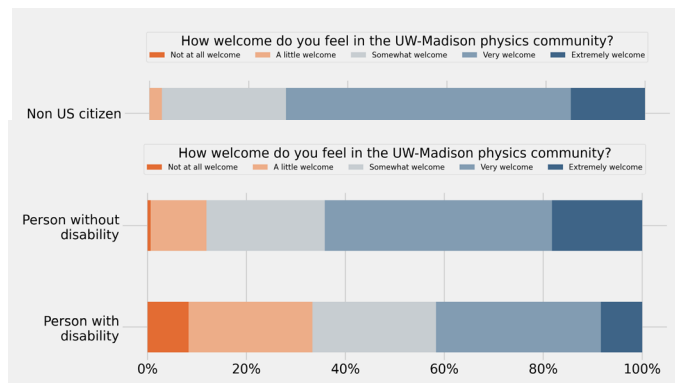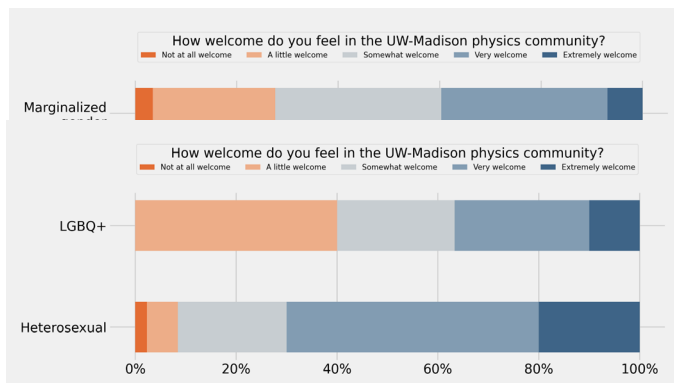
Overall average	3.64
Weighted average (department affiliation)	3.65
Standard deviation	0.96
Standard error	0.07

Statistics by department affiliation

Department Affiliation	Overall average	Standard deviation	Standard error	*p*-value when compared to rest of survey group
Undergraduate Student	3.82	1.01	0.25	0.44
Graduate student	3.49	0.98	0.11	**0.05**
Postdoc	3.80	0.79	0.25	0.53
Faculty	3.97	0.76	0.14	**0.02**
Staff	3.59	1.05	0.18	0.74

Statistics by gender identity

Gender identity	Overall	Standard	Standard error	*p*-value

	average	deviation		
Marginalized gender	3.14	0.99	0.13	**5x10⁻⁶**
Man	3.89	0.86	0.08	

Statistics by race/ethnicity

Race or ethnicity	Overall average	Standard deviation	Standard error	*p*-value
Person of color	3.58	0.86	0.12	0.57
White	3.67	1.01	0.09	

Statistics by sexual orientation

Sexual orientation	Overall average	Standard deviation	Standard error	*p*-value
LGBQ+	3.07	1.05	0.19	**7x10⁻⁴**
Heterosexual	3.79	0.91	0.08	

Statistics by citizenship status

Citizenship status	Overall average	Standard deviation	Standard error	*p*-value
U.S. citizen or permanent resident	3.58	1.02	0.09	**0.03**
Non-U.S. citizen or permanent resident	3.89	0.66	0.11	

Statistics by disability status

Disability status	Overall average	Standard deviation	Standard error	*p*-value
Person with disability	3.08	1.16	0.34	0.10
Person without disability	3.70	0.92	0.07	

Q11 - How much do you think the department cares about a positive climate?
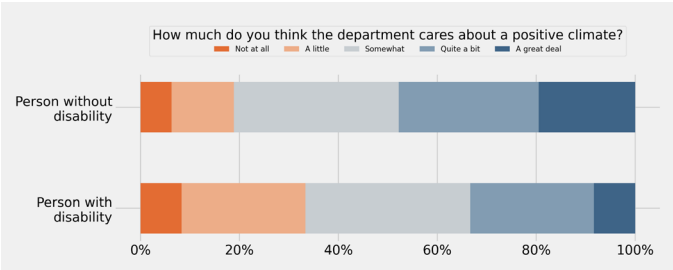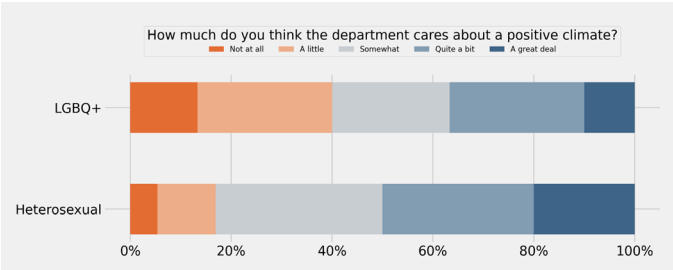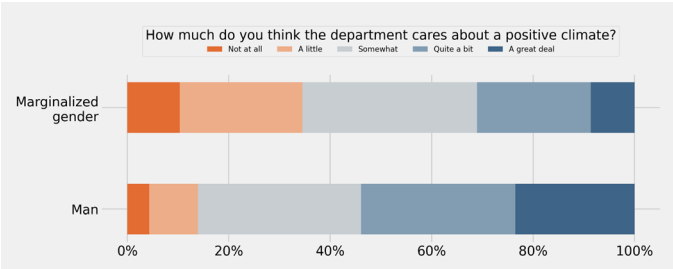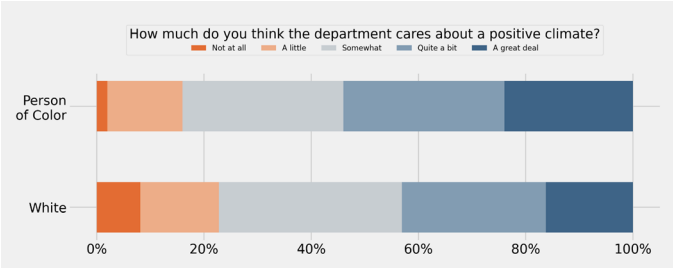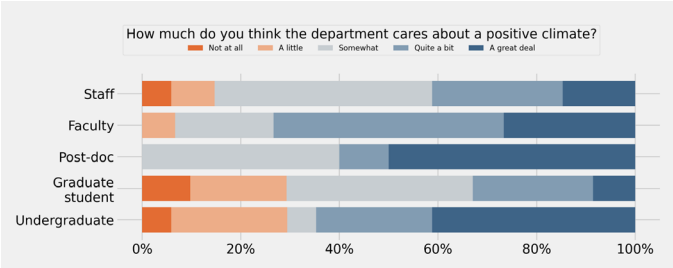
Overall average	3.38
Weighted average (department affiliation)	3.41
Standard deviation	1.13
Standard error	0.09

Statistics by department affiliation

Department Affiliation	Overall average	Standard deviation	Standard error	p-value when compared to rest of survey group
Undergraduate Student	3.71	1.40	0.34	0.31
Graduate student	3.02	1.08	0.12	**8×10^{-5}**
Postdoc	4.10	0.99	0.31	**0.04**
Faculty	3.93	0.87	0.16	**6×10^{-4}**
Staff	3.35	1.04	0.18	0.89

Statistics by gender identity

Gender identity	Overall average	Standard deviation	Standard error	p-value
Marginalized gender	2.96	1.12	0.15	**7×10^{-4}**
Man	3.59	1.08	0.10	

Statistics by race/ethnicity

Race or ethnicity	Overall average	Standard deviation	Standard error	p-value
Person of color	3.60	1.01	0.15	0.09
White	3.28	1.15	0.10	

Statistics by sexual orientation

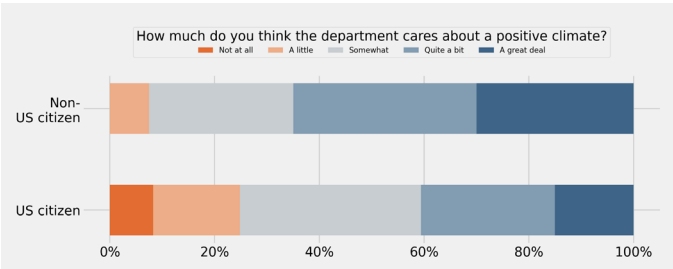| Sexual orientation	Overall average	Standard deviation	Standard error	p-value
LGBQ+	2.93	1.23	0.23	**0.03**
Heterosexual	3.48	1.10	0.10	

Statistics by citizenship status

Citizenship status	Overall average	Standard deviation	Standard error	p-value
U.S. citizen or permanent resident	3.23	1.15	0.10	**4×10^{-4}**
Non-U.S. citizen or permanent resident	3.89	0.91	0.15	

Statistics by disability status

Disability status	Overall average	Standard deviation	Standard error	p-value
Person with disability	3.00	1.13	0.34	0.23
Person without disability	3.42	1.13	0.09	

Q12 - How comfortable are you approaching others in the physics department for clarification, advice, opportunities, etc.?
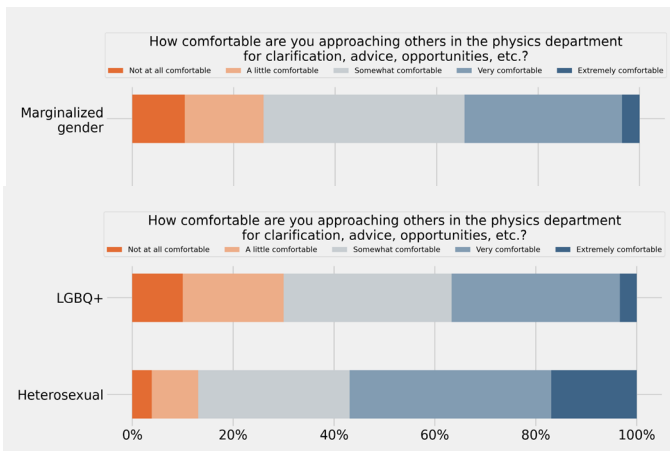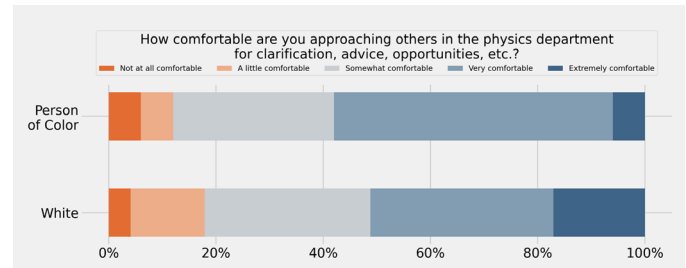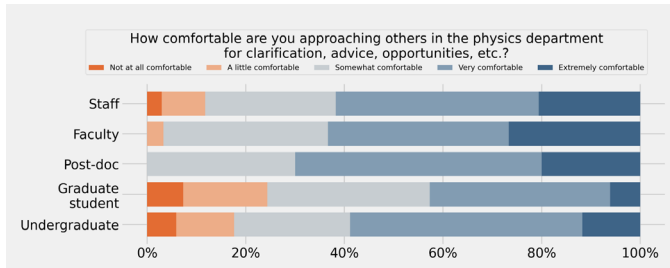
Overall average	3.46
Weighted average (department affiliation)	3.48
Standard deviation	1.02
Standard error	0.08

Statistics by department affiliation

Department Affiliation	Overall average	Standard deviation	Standard error	*p*-value when compared to rest of survey group
Undergraduate	3.47	1.07	0.26	0.96

Student				
Graduate student	3.17	1.03	0.11	**4×10^{-7}**
Postdoc	3.90	0.74	0.23	0.09
Faculty	3.87	0.86	0.16	**0.01**
Staff	3.68	1.01	0.17	0.17

Statistics by gender identity

Gender identity	Overall average	Standard deviation	Standard error	*p*-value
Marginalized gender	3.02	1.03	0.14	**7×10^{-5}**
Man	3.69	0.95	0.09	

Statistics by race/ethnicity

Race or ethnicity	Overall average	Standard deviation	Standard error	*p*-value
Person of color	3.46	0.93	0.13	0.98
White	3.46	1.05	0.10	

Statistics by sexual orientation

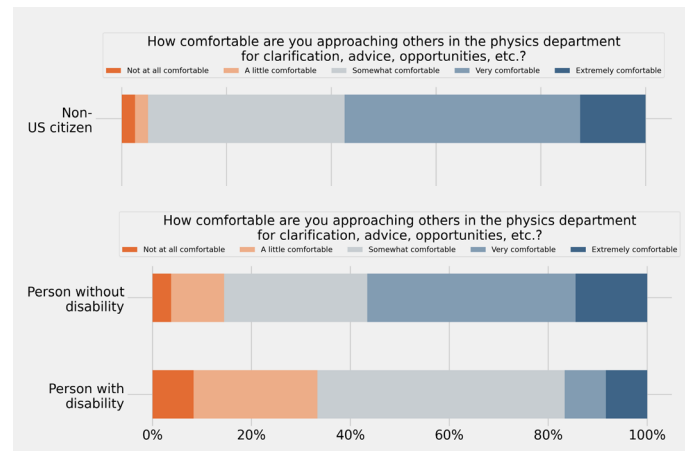| Sexual orientation	Overall average	Standard deviation	Standard error	*p*-value
LGBQ+	3.00	1.05	0.19	**0.01**
Heterosexual	3.57	1.00	0.09	

Statistics by citizenship status

Citizenship status	Overall average	Standard deviation	Standard error	*p*-value
U.S. citizen or permanent resident	3.41	1.07	0.09	0.22
Non-U.S. citizen or permanent resident	3.62	0.86	0.14	

Statistics by disability status

Disability status	Overall average	Standard deviation	Standard error	*p*-value
Person with disability	2.83	1.03	0.30	**0.04**
Person without disability	3.53	0.99	0.08	

Q13 - How seriously does the department take the values of Diversity and Inclusion?
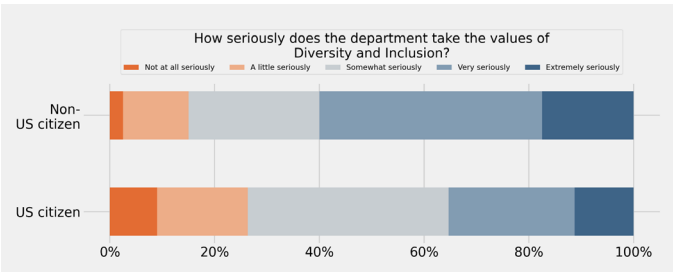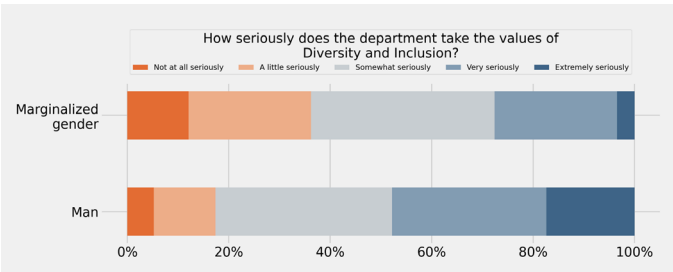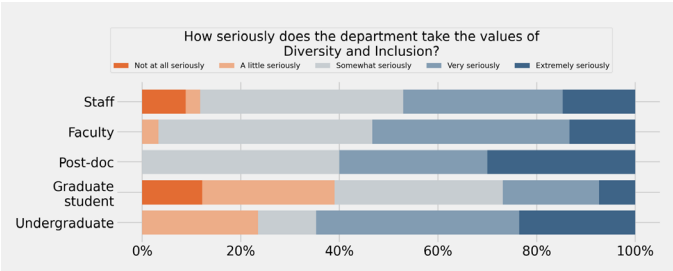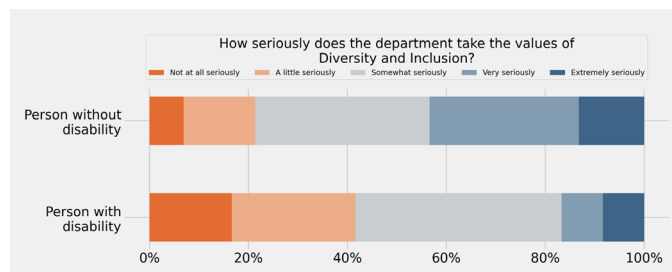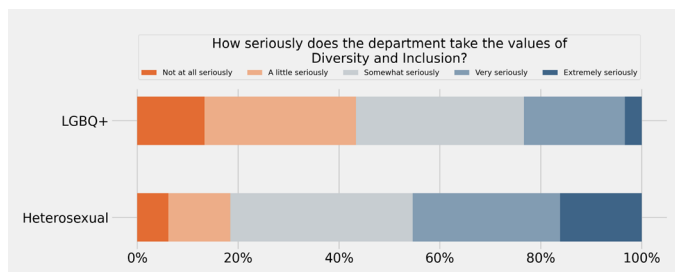
Overall average	3.23
Weighted average (department affiliation)	3.30
Standard deviation	1.10
Standard error	0.08

Statistics by department affiliation

Department Affiliation	Overall average	Standard deviation	Standard error	*p*-value when compared to rest of survey group
Undergraduate Student	3.65	1.11	0.27	0.12
Graduate student	2.83	1.11	0.12	**5×10^{-7}**
Postdoc	3.90	0.88	0.28	**0.03**
Faculty	3.63	0.77	0.14	**5×10^{-3}**
Staff	3.41	1.08	0.19	0.27

Statistics by gender identity

Gender identity	Overall average	Standard deviation	Standard error	*p*-value
Marginalized	2.84	1.05	0.14	

gender				**1x10⁻³**
Man	3.43	1.08	0.10	

Statistics by race/ethnicity

Race or ethnicity	Overall average	Standard deviation	Standard error	*p*-value
Person of color	3.24	1.15	0.16	0.91
White	3.22	1.08	0.10	

Statistics by sexual orientation

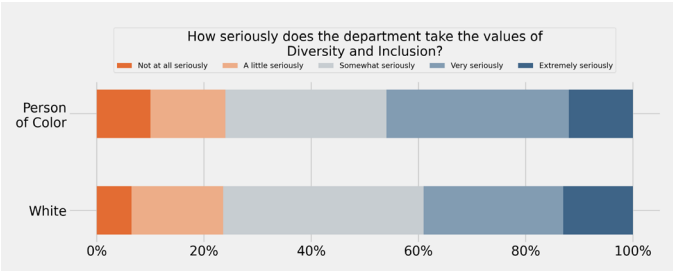| Sexual orientation	Overall average	Standard deviation	Standard error	*p*-value
LGBQ+	2.70	1.06	0.19	**3x10⁻³**
Heterosexual	3.37	1.09	0.10	

Statistics by citizenship status

Citizenship status	Overall average	Standard deviation	Standard error	*p*-value
U.S. citizen or permanent resident	3.11	1.11	0.10	**4x10⁻³**
Non-U.S. citizen or permanent resident	3.68	0.97	0.16	

Statistics by disability status

Disability status	Overall average	Standard deviation	Standard error	*p*-value
Person with disability	2.67	1.15	0.33	
Person without disability	3.28	1.09	0.09	0.10

Q14 - How adequate is the dissemination of information on climate-related resources and policies from the department?
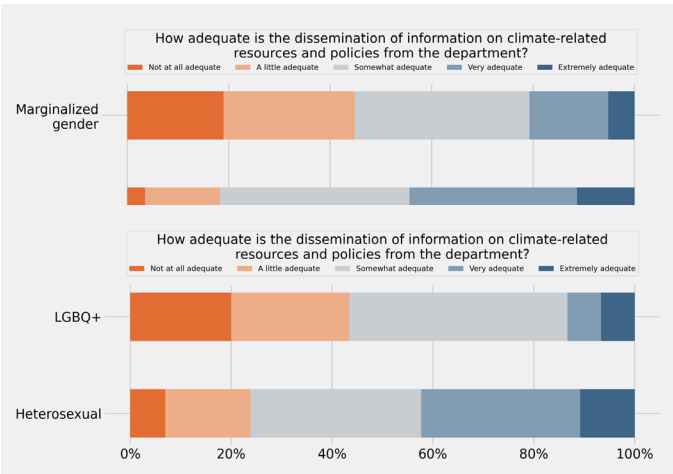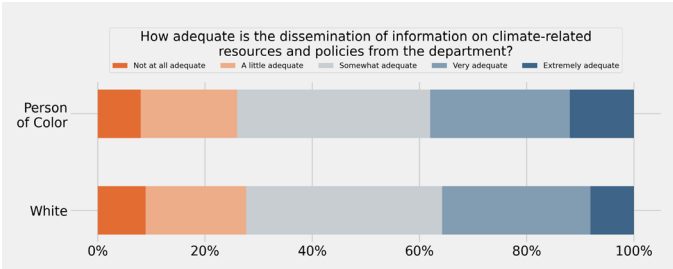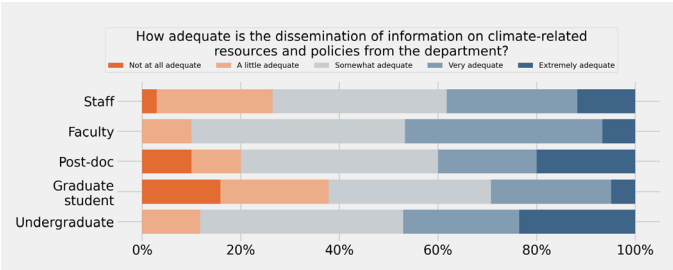
Overall average	3.10
Weighted average (department affiliation)	3.17
Standard deviation	1.08
Standard error	0.08

Statistics by department affiliation

Department Affiliation	Overall average	Standard deviation	Standard error	*p*-value when compared to rest of survey group
Undergraduate Student	3.59	1.00	0.24	**0.05**
Graduate student	2.80	1.13	0.12	**7x10^{-4}**
Postdoc	3.30	1.25	0.40	0.61
Faculty	3.43	0.77	0.14	**0.02**
Staff	3.21	1.04	0.18	0.51

Statistics by gender identity

Gender identity	Overall average	Standard deviation	Standard error	*p*-value
Marginalized gender	2.63	1.13	0.15	**1x10^{-4}**
Man	3.34	0.98	0.09	

Statistics by race/ethnicity

Race or ethnicity	Overall average	Standard deviation	Standard error	*p*-value
Person of color	3.16	1.11	0.16	0.64
White	3.07	1.07	0.10	

Statistics by sexual orientation

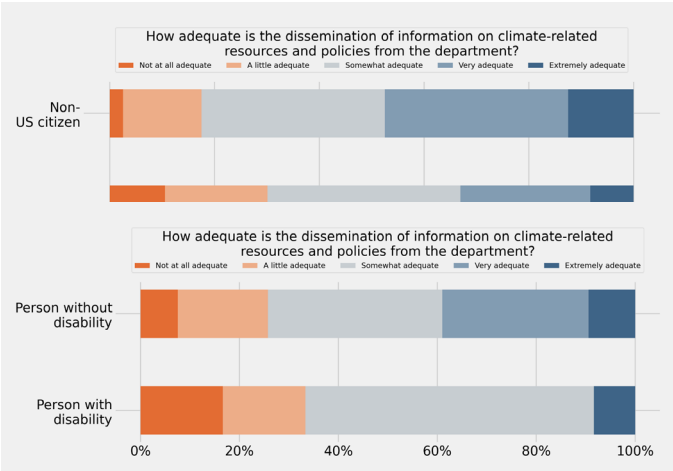| Sexual orientation	Overall average	Standard deviation	Standard error	*p*-value
LGBQ+	2.57	1.10	0.20	**5x10⁻³**
Heterosexual	3.22	1.07	0.09	

Statistics by citizenship status

Citizenship status	Overall average	Standard deviation	Standard error	*p*-value
U.S. citizen or permanent resident	3.01	1.10	0.10	**0.02**
Non-U.S. citizen or permanent resident	3.46	0.96	0.16	

Statistics by disability status

Disability status	Overall average	Standard deviation	Standard error	*p*-value
Person with disability	2.67	1.07	0.31	0.16
Person without disability	3.15	1.07	0.08	

Q15 - How adequate is the discussion of climate issues in the department?

How adequate is the discussion of climate issues in the department?

Legend: Not at all adequate · A little adequate · Somewhat adequate · Very adequate · Extremely adequate

Categories: Staff, Faculty, Post-doc, Graduate student, Undergraduate

How adequate is the discussion of climate issues in the department?

Categories: Marginalized gender, Man

How adequate is the discussion of climate issues in the department?

Categories: Person of Color, White

How adequate is the discussion of climate issues in the department?

Categories: Non-US citizen, US citizen

How adequate is the discussion of climate issues in the department?

Categories: LGBQ+, Heterosexual

How adequate is the discussion of climate issues in the department?

Categories: Person without disability, Person with disability

Overall average	2.88
Weighted average (department affiliation)	2.95
Standard deviation	1.11
Standard error	0.08

Statistics by department affiliation

Department Affiliation	Overall average	Standard deviation	Standard error	p-value when compared to rest of survey group
Undergraduate Student	3.35	1.22	0.30	0.11
Graduate student	2.55	1.10	0.12	**$2x10^{-4}$**
Postdoc	3.40	0.97	0.31	0.11
Faculty	3.27	0.94	0.17	**0.02**
Staff	2.94	1.04	0.18	0.70

Statistics by gender identity

Gender identity	Overall average	Standard deviation	Standard error	p-value
Marginalized gender	2.33	1.02	0.14	**$3x10^{-6}$**
Man	3.16	1.06	.10	

Statistics by race/ethnicity

Race or ethnicity	Overall average	Standard deviation	Standard error	p-value

Person of color	2.94	1.17	0.17	0.65
White	2.85	1.09	0.10	

Statistics by sexual orientation

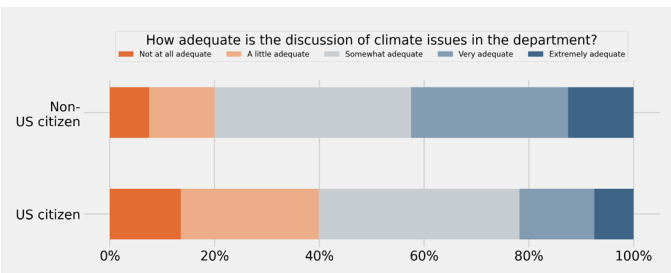| Sexual orientation	Overall average	Standard deviation	Standard error	*p*-value
LGBQ+	2.23	1.04	0.19	**4x10^{-4}**
Heterosexual	3.05	1.10	0.10	

Statistics by citizenship status

Citizenship status	Overall average	Standard deviation	Standard error	*p*-value
U.S. citizen or permanent resident	2.76	1.10	0.10	**4x10^{-3}**
Non-U.S. citizen or permanent resident	3.35	1.03	0.17	

Statistics by disability status

Disability status	Overall average	Standard deviation	Standard error	*p*-value
Person with disability	2.33	1.07	0.31	0.09
Person without disability	2.93	1.11	0.09	

Q16 - How comfortable are you discussing climate issues in the department with your peers/colleagues?

How comfortable are you discussing climate issues in the department with your peers/colleagues?

Legend: Not at all comfortable | A little comfortable | Somewhat comfortable | Very comfortable | Extremely comfortable

Categories (top-left chart): Staff, Faculty, Post-doc, Graduate student, Undergraduate

Categories (top-right chart): Person of Color, White

Categories (middle-left chart): Marginalized gender, Man

Categories (middle-right chart): Non-US citizen, US citizen

Categories (bottom-left chart): LGBQ+, Heterosexual

Categories (bottom-right chart): Person without disability, Person with disability

Overall average	3.44
Weighted average (department affiliation)	3.43
Standard deviation	1.03
Standard error	0.08

Statistics by department affiliation

Department Affiliation	Overall average	Standard deviation	Standard error	p-value when compared to rest of survey group
Undergraduate Student	3.41	1.12	0.27	0.92
Graduate student	3.46	1.12	0.12	0.77
Postdoc	3.40	0.97	0.31	0.89
Faculty	3.47	0.90	0.16	0.86
Staff	3.38	0.92	0.16	0.70

Statistics by gender identity

Gender identity	Overall average	Standard deviation	Standard error	p-value
Marginalized gender	3.39	0.97	0.13	0.57
Man	3.48	1.05	0.10	

Statistics by race/ethnicity

Race or ethnicity	Overall average	Standard deviation	Standard error	p-value
Person of color	3.18	1.14	0.16	**0.05**

White	3.54	0.97	0.09	

Statistics by sexual orientation

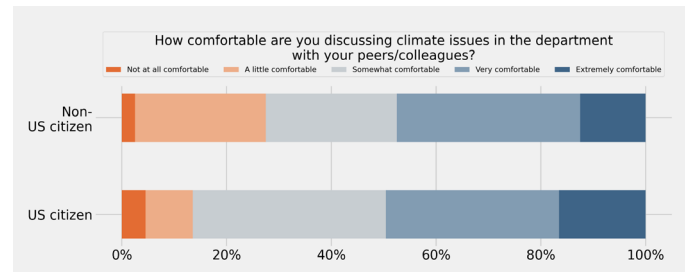| Sexual orientation	Overall average	Standard deviation	Standard error	*p*-value
LGBQ+	3.27	1.02	0.19	0.25
Heterosexual	3.51	1.04	0.09	

Statistics by citizenship status

Citizenship status	Overall average	Standard deviation	Standard error	*p*-value
U.S. citizen or permanent resident	3.48	1.02	0.09	0.79
Non-U.S. citizen or permanent resident	3.43	0.99	0.16	

Statistics by disability status

Disability status	Overall average	Standard deviation	Standard error	*p*-value
Person with disability	3.17	1.34	0.39	0.45
Person without disability	3.46	1.00	0.08	

Q17 - Is there anything else you'd like to tell us about the role of the department in fostering a positive climate?

Out of 173 completed surveys, 49 respondents (28%) answered this question. The responses were coded and combined into the following categories (in descending order), which are shared in the table below with the corresponding percentage of responses.

| Theme	# of responses	% of responses to prompt (N=49)	% of total sample (N=173)
Want to see more diversity within the department (in general, but also work toward increasing diversity with respect to race, gender, and sexual orientation)	15	31%	9%
More accountability for faculty/staff is needed	12	25%	7%
The climate has gotten better or is improving	7	14%	4%
Would like to see more effort in improving climate from faculty and department administration	7	14%	4%
Overall departmental climate needs to improve	7	14%	4%
Want to see better relations fostered between faculty and students	6	12%	3%
Resources for harassment issues, diversity, and labor requirements needs to be more accessible	4	8%	2%
Grad student climate needs to be improved	3	6%	1.7%
Department should hire specific staff member for improving climate	3	6%	1.7%
Provide more asynchronous options for classes and colloquia	3	6%	1.7%

Involve students and postdocs more in department level decisions and committees	3	6%	1.7%
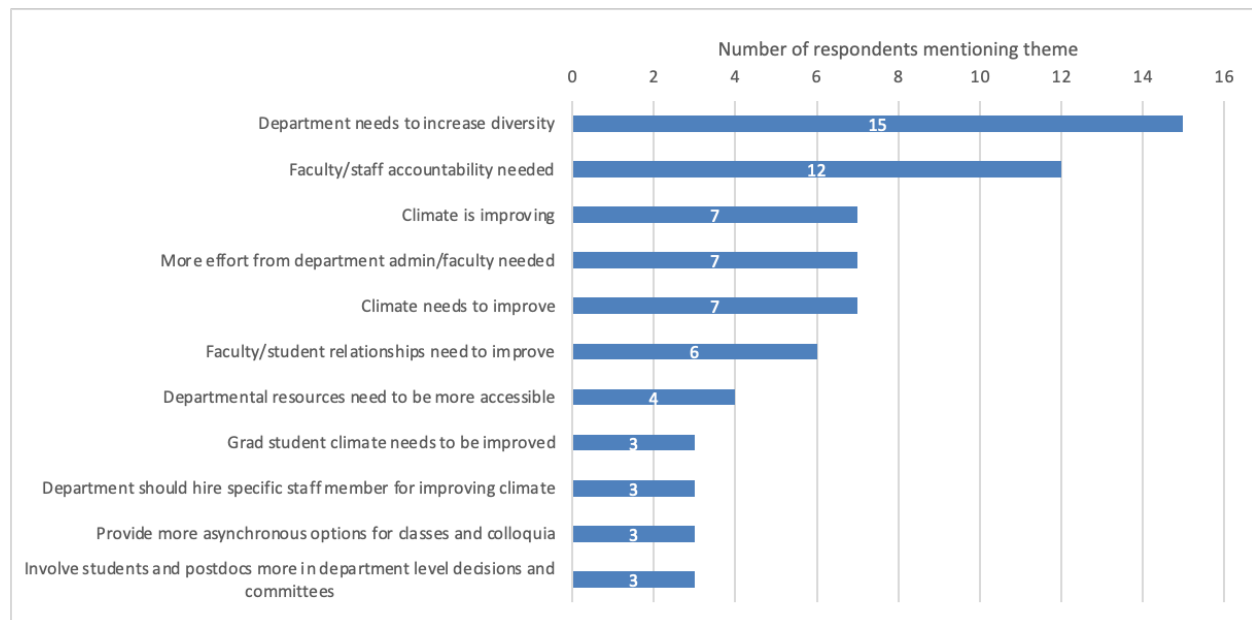
The most common response theme (31%) focused on the need to increase the diversity in the department, with many responses specifically urging for more diverse staff/faculty. The next most common response (25%) cited a need for faculty and staff accountability for faculty/staff that harass or abuse other members of the department. 14% of the responses mentioned that they thought the departmental climate was improving/was good, and 14% wanted to see faculty and departmental administration put more effort into improving the climate of the department. There were also some specific suggestions from 6% of the respondents: 1) work toward hiring a person to help improve the climate and diversity of the department; 2) provide more asynchronous options for classes and colloquia; 3) involve students and postdocs in more department level decisions.

Departmental Support

Q18 - How adequate is the level of advising/mentoring provided by the department?
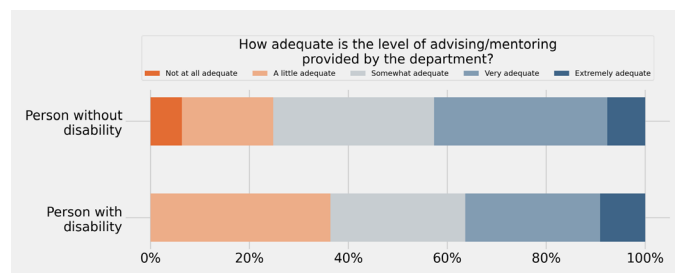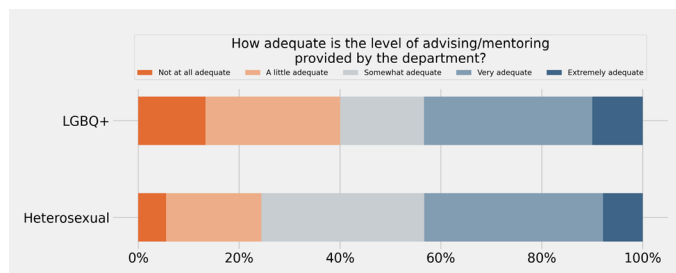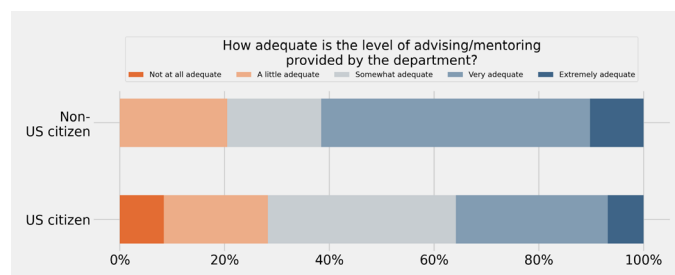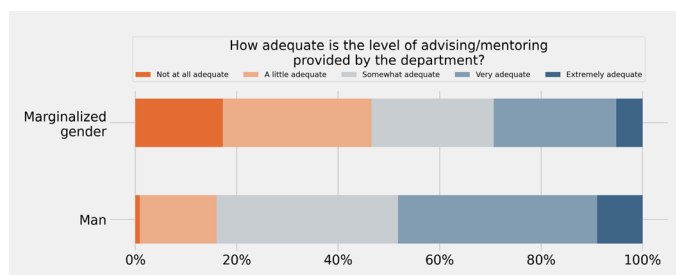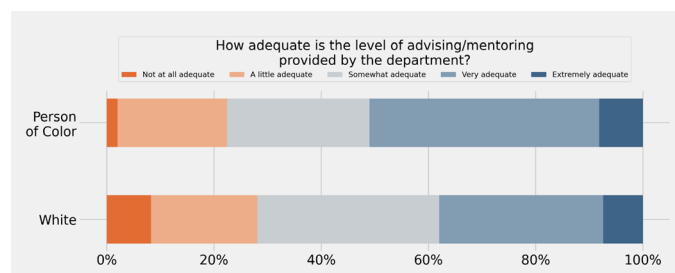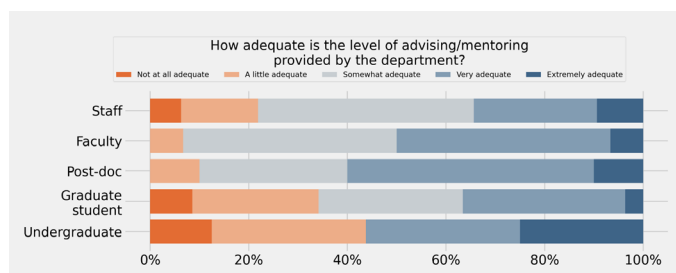
Overall average	3.16
Weighted average (department affiliation)	3.18
Standard deviation	1.04
Standard error	0.08

Statistics by department affiliation

Department Affiliation	Overall average	Standard deviation	Standard error	*p*-value when compared to rest of survey group
Undergraduate Student	3.25	1.48	0.37	0.81
Graduate student	2.98	1.04	0.12	**0.02**
Postdoc	3.60	0.84	0.27	0.13
Faculty	3.50	0.73	0.13	**0.01**
Staff	3.16	1.02	0.18	0.96

Statistics by gender identity

Gender identity	Overall average	Standard deviation	Standard error	*p*-value
Marginalized gender	2.72	1.18	0.16	**2×10^{-4}**
Man	3.40	0.88	0.08	

Statistics by race/ethnicity

Race or ethnicity	Overall average	Standard deviation	Standard error	*p*-value
Person of color	3.35	0.97	0.14	0.13
White	3.09	1.06	0.10	

Statistics by sexual orientation

Sexual orientation	Overall average	Standard deviation	Standard error	p-value
LGBQ+	3.00	1.26	0.23	0.40
Heterosexual	3.21	1.02	0.09	

Statistics by citizenship status

Citizenship status	Overall average	Standard deviation	Standard error	p-value
U.S. citizen or permanent resident	3.06	1.05	0.09	**0.02**
Non-U.S. citizen or permanent resident	3.50	0.91	0.15	

Statistics by disability status

Disability status	Overall average	Standard deviation	Standard error	p-value
Person with disability	3.09	1.04	0.32	0.76
Person without disability	3.19	1.03	0.08	

Q19 - How well supported are you by your peers/colleagues?

How well supported are you by your peers/colleagues?
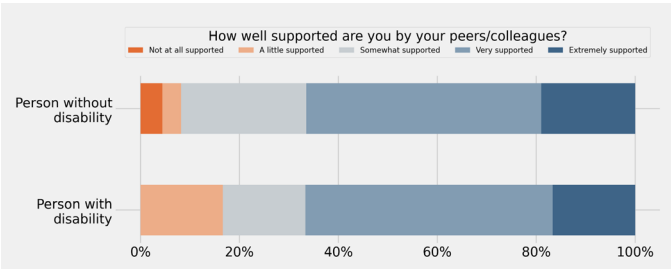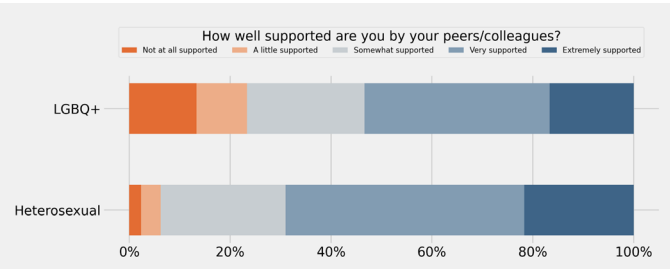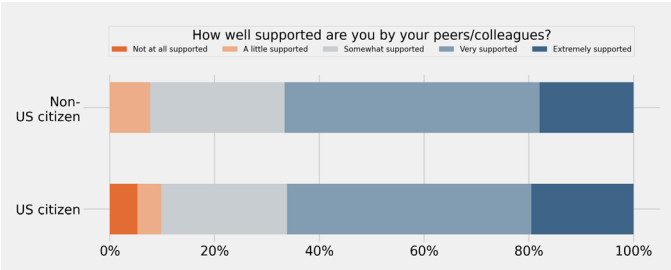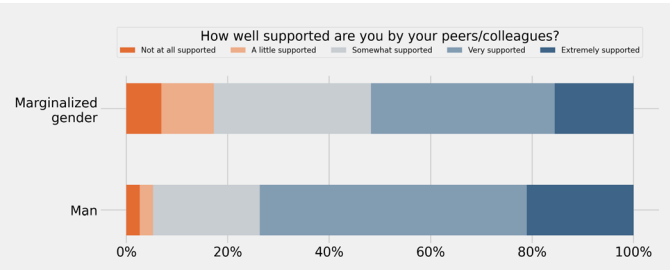
Overall average	3.71
Weighted average (department affiliation)	3.74
Standard deviation	0.97
Standard error	0.07

Statistics by department affiliation

Department Affiliation	Overall average	Standard deviation	Standard error	*p*-value when compared to rest of survey group
Undergraduate Student	3.81	1.17	0.29	0.74
Graduate student	3.65	1.05	0.12	0.34
Postdoc	3.70	0.95	0.30	0.94
Faculty	3.77	0.90	0.16	0.76
Staff	3.82	0.76	0.13	0.42

Statistics by gender identity

Gender identity	Overall average	Standard deviation	Standard error	*p*-value
Marginalized gender	3.46	1.09	0.14	**0.01**
Man	3.87	0.87	0.08	

Statistics by race/ethnicity

Race or ethnicity	Overall average	Standard deviation	Standard error	*p*-value
Person of color	3.73	0.73	0.10	0.89
White	3.72	1.05	0.09	

Statistics by sexual orientation

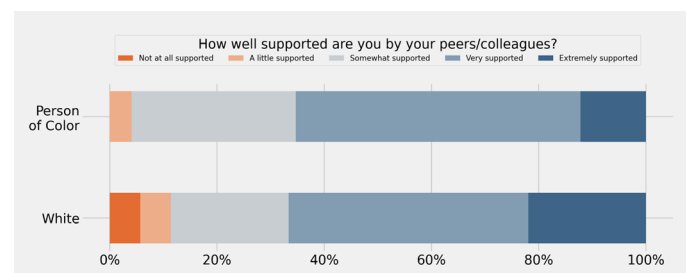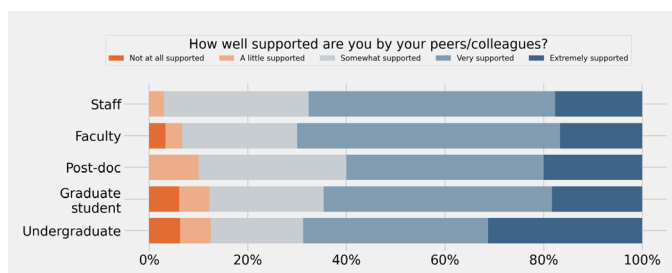| Sexual orientation	Overall average	Standard deviation	Standard error	*p*-value
LGBQ+	3.33	1.27	0.23	**0.05**
Heterosexual	3.82	0.90	0.08	

Statistics by citizenship status

Citizenship status	Overall average	Standard deviation	Standard error	*p*-value
U.S. citizen or permanent resident	3.71	1.01	0.09	0.43
Non-U.S. citizen or permanent resident	3.83	0.81	0.14	

Statistics by disability status

Disability status	Overall average	Standard deviation	Standard error	*p*-value
Person with disability	3.67	0.99	0.28	0.84
Person without disability	3.72	0.96	0.08	

Q20 - How often do you feel your peers/colleagues treat you with respect and dignity?

How often do you feel your peers/colleagues treat you with respect and dignity?

Never · Rarely · Sometimes · Very often · Extremely often

How often do you feel your peers/colleagues treat you with respect and dignity?

Never · Rarely · Sometimes · Very often · Extremely often
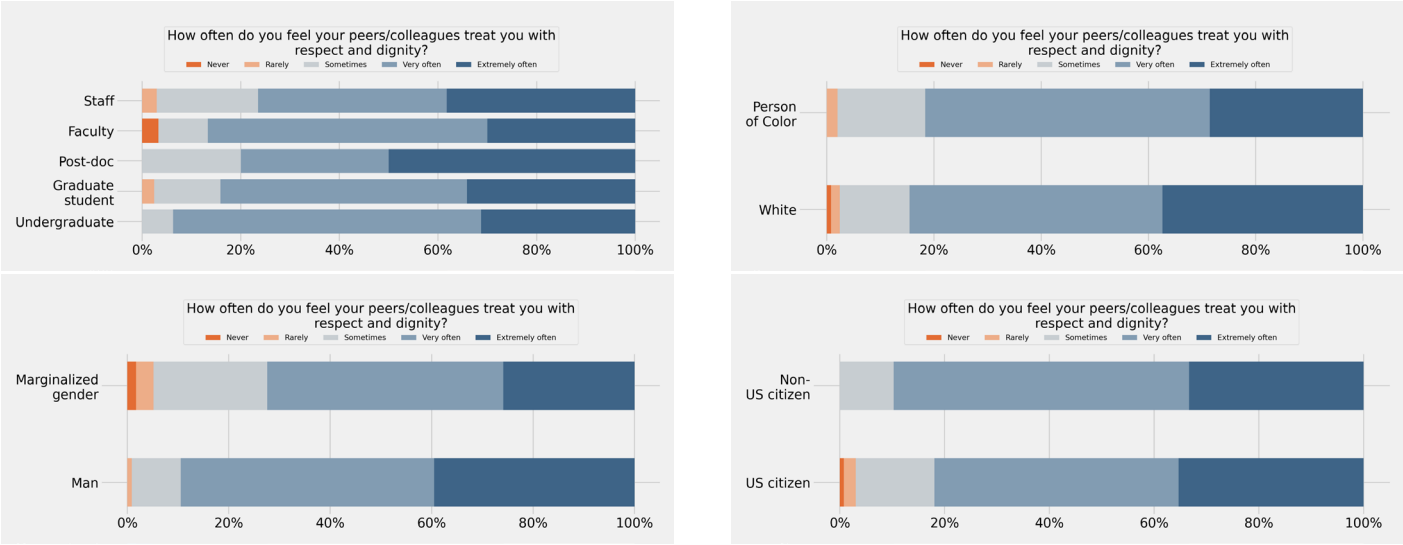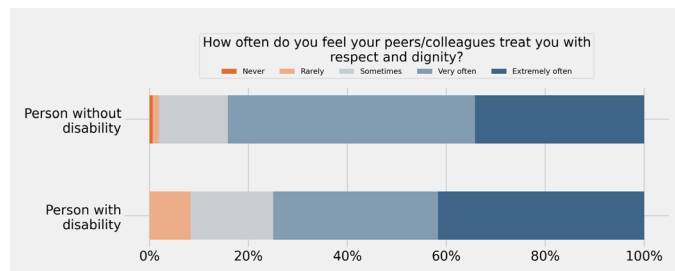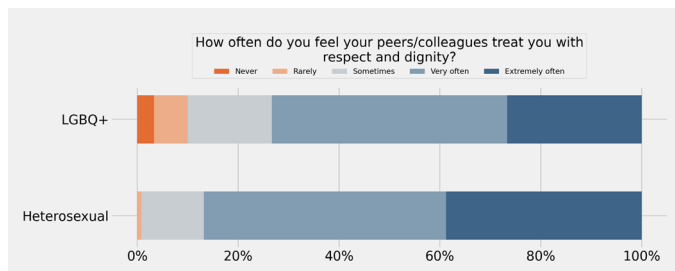
Overall average	4.16
Weighted average (department affiliation)	4.17
Standard deviation	0.77
Standard error	0.06

Statistics by department affiliation

Department Affiliation	Overall average	Standard deviation	Standard error	*p*-value when compared to rest of survey group
Undergraduate Student	4.25	0.58	0.14	0.52
Graduate student	4.16	0.74	0.08	0.98
Postdoc	4.30	0.82	0.26	0.58
Faculty	4.10	0.84	0.15	0.68
Staff	4.12	0.84	0.14	0.76

Statistics by gender identity

Gender identity	Overall average	Standard deviation	Standard error	*p*-value
Marginalized gender	3.91	0.89	0.12	

Man	4.28	0.67	0.06	**7×10^{-3}**

Statistics by race/ethnicity

Race or ethnicity	Overall average	Standard deviation	Standard error	*p*-value
Person of color	4.08	0.73	0.10	0.41
White	4.19	0.78	0.07	

Statistics by sexual orientation

Sexual orientation	Overall average	Standard deviation	Standard error	*p*-value
LGBQ+	3.87	1.01	0.18	0.06
Heterosexual	4.25	0.70	0.06	

Statistics by citizenship status

Citizenship status	Overall average	Standard deviation	Standard error	*p*-value
U.S. citizen or permanent resident	4.14	0.81	0.07	0.38
Non-U.S. citizen or permanent resident	4.25	0.65	0.11	

Statistics by disability status

Disability status	Overall average	Standard deviation	Standard error	*p*-value

Person with disability	4.08	1.00	0.29	0.80
Person without disability	4.16	0.75	0.06	

Q21 - How often do you feel members of the department taken as a whole treat you with respect and dignity?
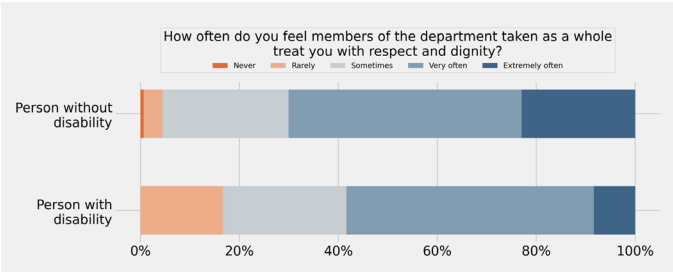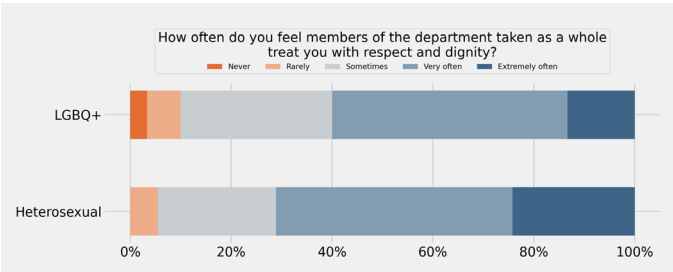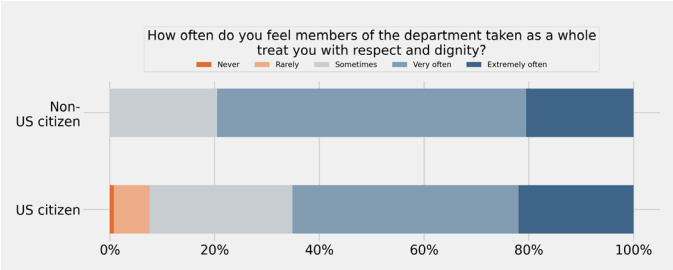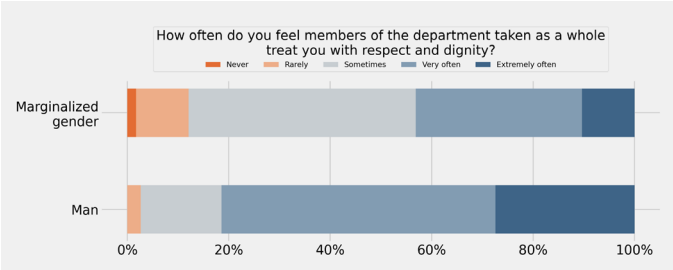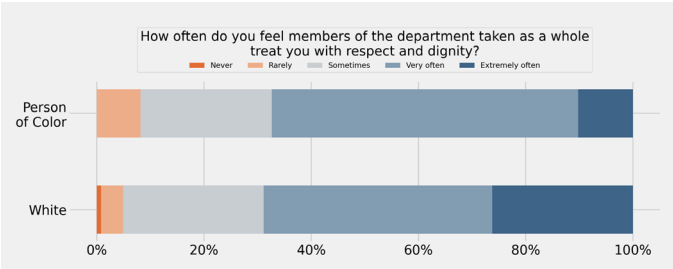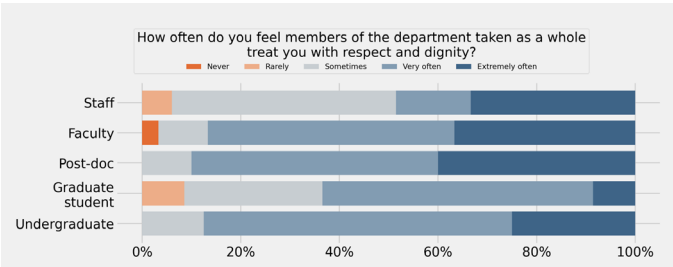
Overall average	3.83
Weighted average (department affiliation)	3.87
Standard deviation	0.85
Standard error	0.06

Statistics by department affiliation

Department Affiliation	Overall average	Standard deviation	Standard error	*p*-value when compared to rest of survey group
Undergraduate Student	4.13	0.62	0.15	0.07
Graduate student	3.63	0.76	0.08	**0.02**
Postdoc	4.30	0.67	0.21	**0.05**
Faculty	4.17	0.87	0.16	**0.03**
Staff	3.76	1.00	0.17	0.61

Statistics by gender identity

Gender identity	Overall average	Standard deviation	Standard error	*p*-value
Marginalized gender	3.40	0.88	0.12	**5×10^{-6}**
Man	4.06	0.74	0.07	

Statistics by race/ethnicity

Race or ethnicity	Overall average	Standard deviation	Standard error	*p*-value
Person of color	3.69	0.77	0.11	0.14
White	3.89	0.87	0.08	

Statistics by sexual orientation

Sexual orientation	Overall average	Standard deviation	Standard error	p-value
LGBQ+	3.60	0.93	0.17	0.12
Heterosexual	3.90	0.83	0.07	

Statistics by citizenship status

Citizenship status	Overall average	Standard deviation	Standard error	p-value
U.S. citizen or permanent resident	3.79	0.89	0.08	**0.04**
Non-U.S. citizen or permanent resident	4.06	0.63	0.10	

Statistics by disability status

Disability status	Overall average	Standard deviation	Standard error	p-value
Person with disability	3.50	0.90	0.26	0.18
Person without disability	3.88	0.83	0.07	

Q22 - How adequate are the resources provided by the department to help achieve your goals?
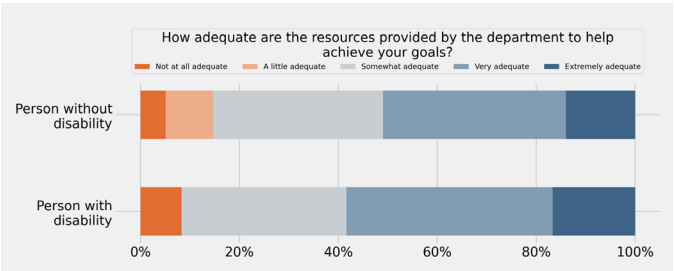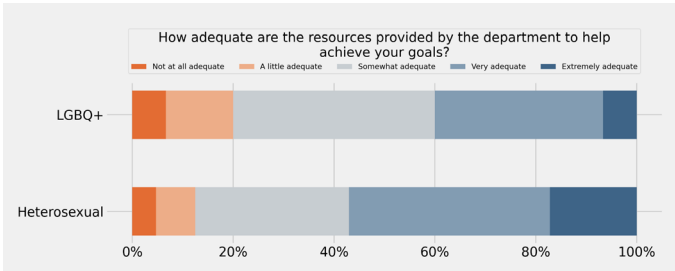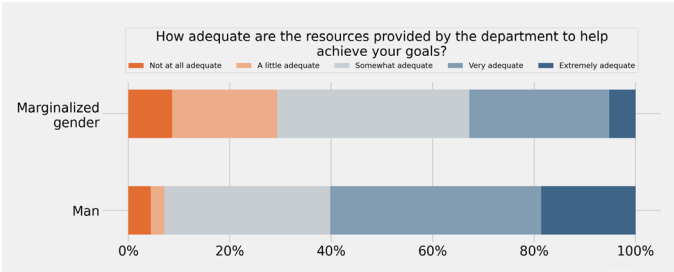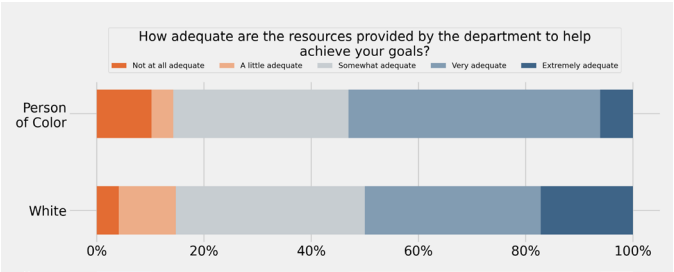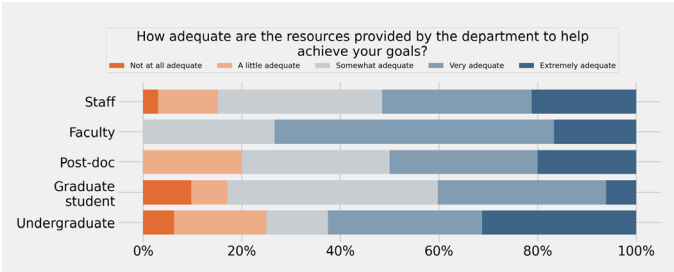
Overall average	3.44
Weighted average (department affiliation)	3.47
Standard deviation	1.03
Standard error	0.08

Statistics by department affiliation

Department Affiliation	Overall average	Standard deviation	Standard error	*p*-value when compared to

				rest of survey group
Undergraduate Student	3.63	1.31	0.33	0.56
Graduate student	3.20	1.01	0.11	**2x10⁻³**
Postdoc	3.50	1.08	0.34	0.87
Faculty	3.90	0.66	0.12	**5x10⁻⁴**
Staff	3.55	1.06	0.19	5.44

Statistics by gender identity

Gender identity	Overall average	Standard deviation	Standard error	*p*-value
Marginalized gender	3.00	1.04	0.14	**8x10⁻⁵**
Man	3.67	0.96	0.09	

Statistics by race/ethnicity

Race or ethnicity	Overall average	Standard deviation	Standard error	*p*-value
Person of color	3.35	1.03	0.15	0.435
White	3.48	1.03	0.09	

Statistics by sexual orientation

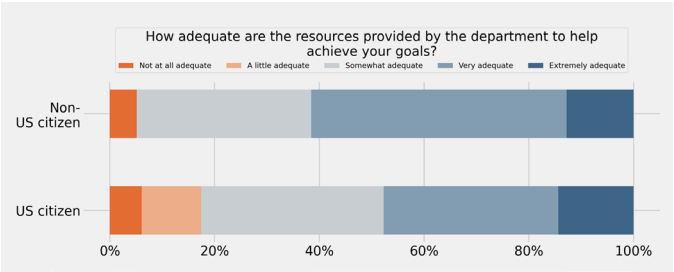| Sexual orientation	Overall average	Standard deviation	Standard error	*p*-value
LGBQ+	3.20	1.00	0.18	0.08
Heterosexual	3.57	1.02	0.09	

Statistics by citizenship status

Citizenship status	Overall average	Standard deviation	Standard error	p-value
U.S. citizen or permanent resident	3.39	1.06	0.09	**0.04**
Non-U.S. citizen or permanent resident	3.72	0.81	0.14	

Statistics by disability status

Disability status	Overall average	Standard deviation	Standard error	p-value
Person with disability	3.58	1.08	0.31	0.69
Person without disability	3.45	1.02	0.08	

Q23 - How supportive is the department of a good school/work-life balance?

How supportive is the department of a good school or work/life balance?

Not at all supportive · A little supportive · Somewhat supportive · Very supportive · Extremely supportive

LGBQ+

Heterosexual

How supportive is the department of a good school or work/life balance?

Not at all supportive · A little supportive · Somewhat supportive · Very supportive · Extremely supportive

Person without disability

Person with disability

Overall average	3.08
Weighted average (department affiliation)	3.11
Standard deviation	1.18
Standard error	0.09

Statistics by department affiliation

Department Affiliation	Overall average	Standard deviation	Standard error	*p*-value when compared to rest of survey group
Undergraduate Student	3.00	1.41	0.35	0.82
Graduate student	2.61	1.13	0.12	**4×10^{-7}**
Postdoc	3.70	1.06	0.33	0.08
Faculty	3.60	0.77	0.14	**5×10^{-4}**
Staff	3.59	1.08	0.18	**4×10^{-3}**

Statistics by gender identity

Gender identity	Overall average	Standard deviation	Standard error	p-value
Marginalized gender	2.89	1.25	0.17	0.17
Man	3.17	1.14	0.11	

Statistics by race/ethnicity

Race or ethnicity	Overall average	Standard deviation	Standard error	p-value
Person of color	3.04	1.04	0.15	0.79
White	3.09	1.23	0.11	

Statistics by sexual orientation

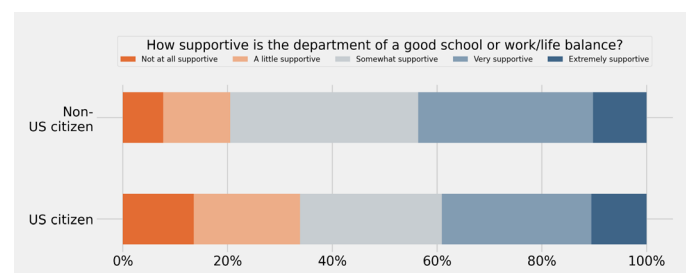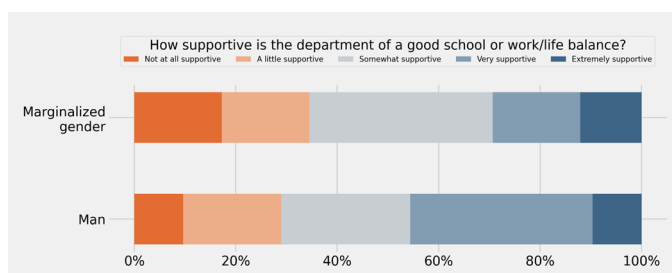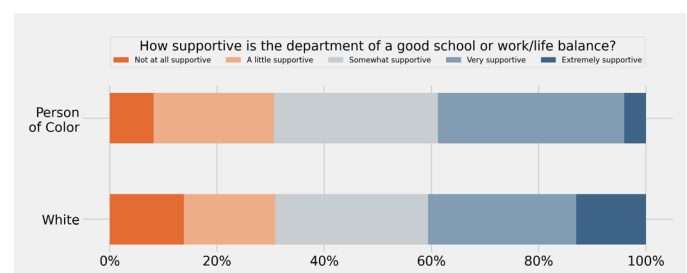| Sexual orientation	Overall average	Standard deviation	Standard error	p-value
LGBQ+	2.73	1.31	0.24	0.10
Heterosexual	3.17	1.13	0.10	

Statistics by citizenship status

Citizenship status	Overall average	Standard deviation	Standard error	p-value
U.S. citizen or permanent resident	3.02	1.21	0.10	0.13
Non-U.S. citizen or permanent resident	3.33	1.04	0.17	

Statistics by disability status

Disability status	Overall average	Standard deviation	Standard error	p-value
Person with disability	3.17	1.11	0.32	0.79
Person without disability	3.08	1.19	0.09	

Q24 - In the past year, have you seriously considered leaving the department?

Overall department

No — 118 69%
Yes — 53 31%

Responses by Subgroup

Subgroup 1 (Role):

Category	Yes	No
Staff	32%	68%
Faculty	20%	80%
Postdoc	40%	60%
Graduate student	34%	66%
Undergraduate student	24%	76%

Subgroup 2 (Race):

Category	Yes	No
Person of color	20%	80%
White	35%	65%

Subgroup 3 (Gender):

Category	Yes	No
Marginalized gender	47%	53%
Man	22%	78%

Subgroup 4 (Sexual orientation):

Category	Yes	No
LGBQ+	53%	47%
Heterosexual	25%	75%

Subgroup 5 (Disability):

Category	Yes	No
Person with disability	58%	42%
Person without disability	28%	72%

Subgroup 6 (Citizenship):

Category	Yes	No
U.S. citizen or permanent resident	37%	63%
Non-U.S. citizen or permanent resident	1%	99%

Demographic	Yes (count)	Yes (percent)	Percent error
Undergraduate student	4	24%	24%
Graduate student	28	34%	11%
Postdoc	4	40%	32%
Faculty	6	20%	18%
Staff	11	32%	17%
Person of color	10	20%	14%
White	43	32%	17%
Marginalized gender	27	47%	13%
Man	25	22%	9%
LGBQ+	16	53%	18%
Heterosexual	32	25%	9%
U.S. citizen or permanent resident	49	37%	9%
Non-U.S. citizen or permanent resident	2	1%	16%
Person with disability	7	58%	29%
Person without disability	44	28%	8%

Q24.1 - Why did you consider leaving the department?

Out of the 53 people that responded **Yes** when asked if they seriously considered leaving the department, 44 shared why they considered leaving the department. The responses were coded and combined into the following categories (in descending order), which are shared in the table below with the corresponding percentage of responses.

Theme	# of responses	% of responses to prompt (N=44)	% of total sample (N=173)
Generally unwelcoming climate (lack of departmental community, experiencing bullying/harassment, lack of diversity)	19	43%	11%
High workload/burnout	8	18%	5%
Reasons unrelated to the department	8	18%	5%
Department's apparent lack of willingness to change	7	16%	4%
Low pay	7	16%	4%
Bad teaching practices	6	14%	3.5%
Issues within research group	4	9%	2%
Questioning personal career trajectory	4	9%	2%
Other (pandemic related issues, concerns about graduate student requirements)	4	9%	2%
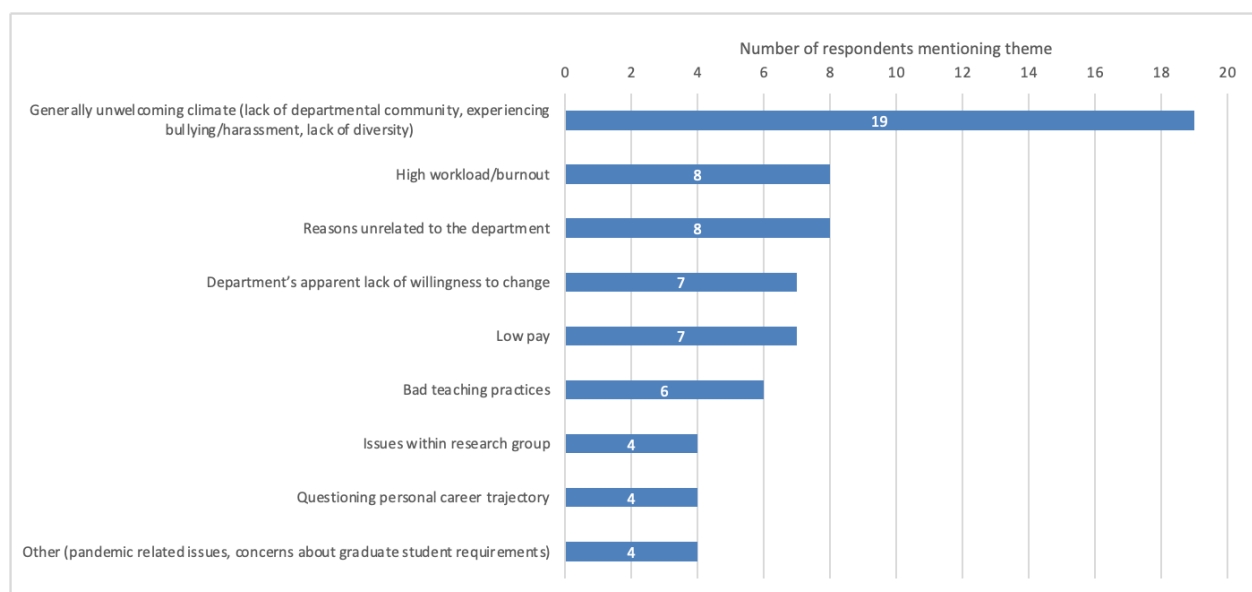
The highest number of responses were either about the general climate of the department being unwelcoming, citing specifically a lack of departmental community, the frequency of bullying and harassment, and the lack of diversity (43%). Additionally, 18% of responses were related to burnout or the "climate of overwork" within the department. 16% of responses were pay related, citing too little pay. 16% mentioned that the department seemed unwilling to change the climate, and 14% indicated that they experienced bad teaching practices in the classroom (including pressure form professors to devote too much time to the class, microaggressions and demeaning comments from professors, and a feeling like the intro graduate classes are "hazing").

Q25 - How adequate are the support and resources provided by the department for good mental health?
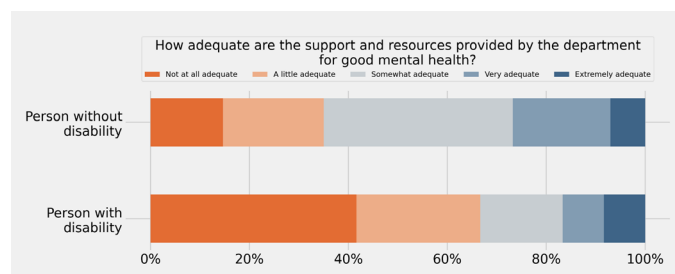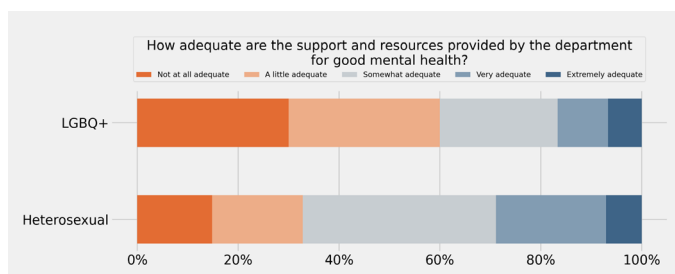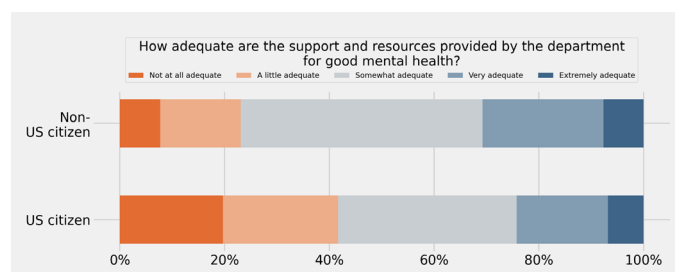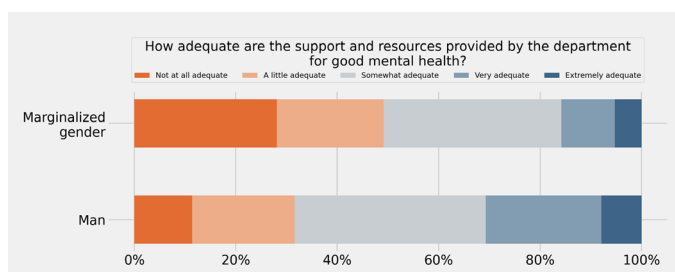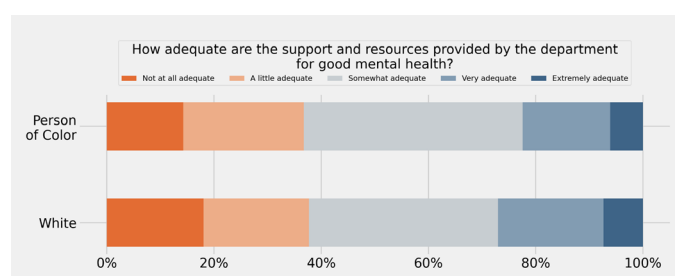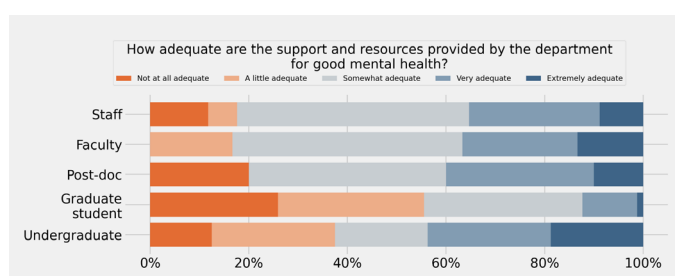
Overall average	2.78
Weighted average (department affiliation)	2.85
Standard deviation	1.15
Standard error	0.09

Statistics by department affiliation

Department Affiliation	Overall average	Standard deviation	Standard error	p-value when compared to rest of survey group
Undergraduate Student	3.13	1.36	0.34	0.30
Graduate student	2.32	1.02	0.11	**2×10^{-7}**
Postdoc	3.10	1.29	0.41	0.44
Faculty	3.33	0.92	0.17	**1×10^{-3}**
Staff	3.15	1.08	0.18	**0.04**

Statistics by gender identity

Gender identity	Overall average	Standard deviation	Standard error	p-value
Marginalized gender	2.43	1.17	0.16	**6×10^{-3}**
Man	2.96	1.10	0.10	

Statistics by race/ethnicity

Race or ethnicity	Overall average	Standard deviation	Standard error	p-value
Person of color	2.78	1.09	0.16	0.95
White	2.79	1.17	0.11	

Statistics by sexual orientation

Sexual orientation	Overall average	Standard deviation	Standard error	p-value
LGBQ+	2.33	1.21	0.22	**0.03**
Heterosexual	2.88	1.13	0.10	

Statistics by citizenship status

Citizenship status	Overall average	Standard deviation	Standard error	p-value
U.S. citizen or permanent resident	2.70	1.17	0.10	**0.04**
Non-U.S. citizen or permanent resident	3.11	1.04	0.17	

Statistics by disability status

Disability status	Overall average	Standard deviation	Standard error	p-value
Person with disability	2.17	1.34	0.39	0.11
Person without disability	2.84	1.12	0.09	

Q26 - What contributing factors, if any, within the department have a positive effect on your mental health?

Out of 173 completed surveys, 74 respondents (43%) answered this question. The responses were coded and combined into the following categories (in descending order), which are shared in the table below with the corresponding percentage of responses.

Theme	# of responses	% of responses to prompt (N=74)	% of total sample (N=173)
Great support and community in colleagues	38	51%	22%
Great support from faculty, admin, staff	24	32%	14%
Social events	11	15%	6.3%
Flexibility in work, both when and where	10	14%	5.7%
Feeling a great purpose in work (opportunities, achievements, learning)	10	14%	5.7%
None	6	8%	3%
Student or postdoc led groups	4	5%	2%
Support of work-life balance	4	5%	2%
Benefits with job (e.g., health insurance, vacation, sick leave)	3	4%	1%
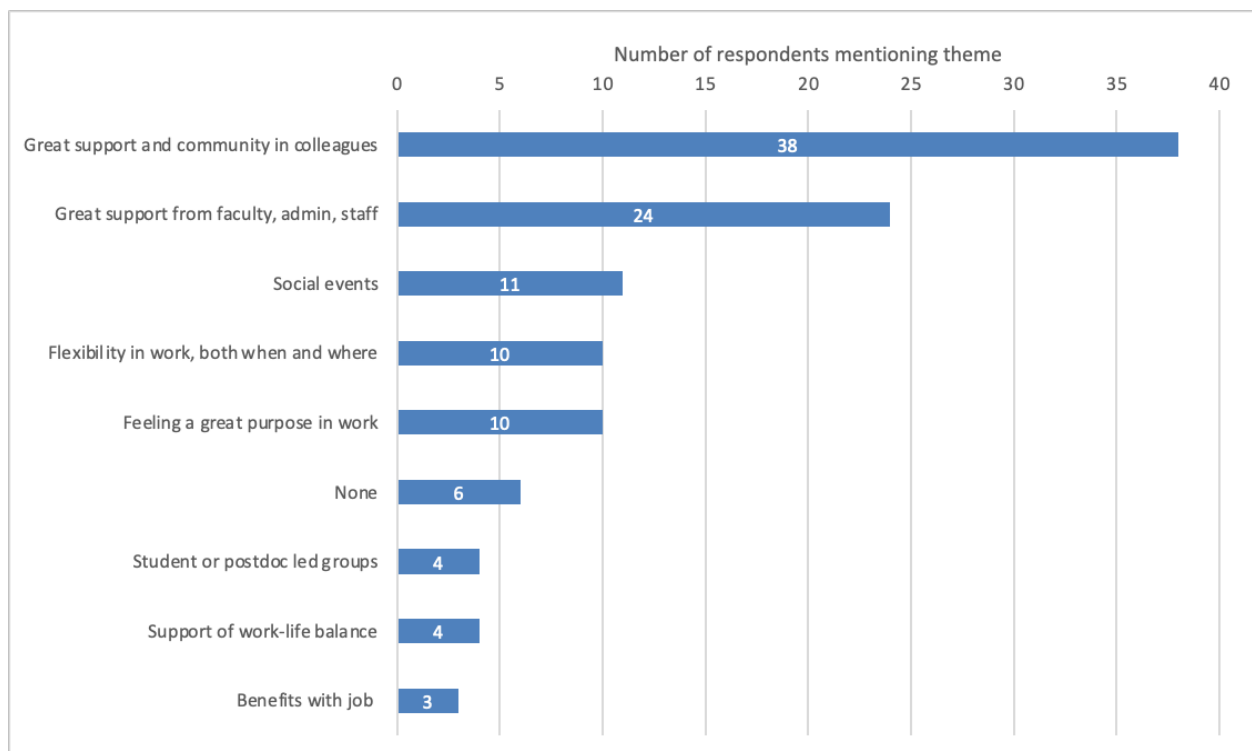
More than half (51%) of respondents indicated that their mental health was positively impacted by the support and community they feel from their colleagues. Nearly one-third (32%) of responses mentioned the great support they receive from faculty, department administration, and staff. 15% of responses said that social events in the department positively helped. 14% of respondents mentioned that they enjoy the flexibility in their work, and 14% mentioned that they feel a great purpose in their work. Note that, 8% of respondents said that there were no factors within the department that positively contributed to their mental health.

Q27 - What contributing factors, if any, within the department have a negative effect on your mental health?

Out of 173 completed surveys, 58 respondents (34%) answered this question. The responses were coded and combined into the following categories (in descending order), which are shared in the table below with the corresponding percentage of responses.

Theme	# of responses	% of responses to prompt (N=58)	% of total sample (N=173)
Culture of overwork and high workload/burnout	15	26%	9%
Climate and diversity concerns, including lack of departmental community, concerns about harassment, and lack of diversity	14	24%	8%
Bad teaching practices	12	21%	7%
Administrative issues	11	19%	6%
Unsupportive professors/colleagues/advisors	11	19%	6%
Issues with the Chamberlin Hall (general appearance, maintenance issues, and inaccessibility)	7	12%	4%
Department's apparent lack of willingness to change	6	10%	3.5%
Pay-related concerns	6	10%	3.5%
The qualifying exam	5	9%	3%
Pandemic-related issues	4	7%	2%
Work technical problems (budgets, emails, career trajectory)	4	7%	2%

Number of respondents mentioning theme

| Theme	Number
Culture of overwork and high workload/burnout	15
Climate and diversity concerns, including lack of departmental community, concerns about harassment, and lack of diversity	14
Bad teaching practices	12
Administrative issues	11
Unsupportive professors/colleagues/advisors	11
Issues with the Chamberlin Hall (general appearance, maintenance issues, and inaccessibility)	7
Department's apparent lack of willingness to change	6
Pay-related concerns	6
The qualifying exam	5
Pandemic-related issues	4
Work technical problems (budgets, emails, career trajectory)	4

26% of respondents mentioned either that the culture of overwork or a high workload negatively impacted their mental health. The next most common theme from respondents focused on general climate and diversity concerns (24%), such as a lack of departmental community, issues with harassment and the department's lack of diversity. Bad teaching practices within classes, such as excessive pressure and demeaning comments about their ability from instructors, also negatively affected 21% of respondents' time in the department. 19% of responses highlighted administrative issues, such as poor communication between advisors or supervisors, lack of transparency in admissions, and frequent turnover in staff, as negatively impacting their mental health. 19% of respondents cite unsupportive colleagues, faculty, and advisors as negatively impacting their mental health. Also of note is that 12% of respondents indicated that general issues with Chamberlin Hall, such as its appearance, maintenance issues, and inaccessibility, negatively impact their mental health.

Q28 - Is there anything else you'd like to tell us about the role of the department in helping you achieve your overall goals?

Out of 173 completed surveys, 35 respondents (20%) answered this question. The responses were coded and combined into the following categories (in descending order), which are shared in the table below with the corresponding percentage of responses.

Theme	# of responses	% of responses to prompt (N=35)	% of total sample (N=173)
Department has positively affected goals	12	34%	7%
Department has negatively affected goals	7	20%	4%

More mentoring needed	6	17%	3.5%
Department resources (career and mental health) need improvement and to be more easily accessible	5	14%	3%
Department's apparent lack of willingness to change	4	11%	2%
Employment issues (too little pay, more grad students for research groups, more permanent positions)	4	11%	2%
Department has climate & diversity concerns that affect ability to meet goals	3	9%	1.5%
Student groups positively affect goals	2	6%	1%
Department should focus more on education instead of personal matters	2	6%	1%
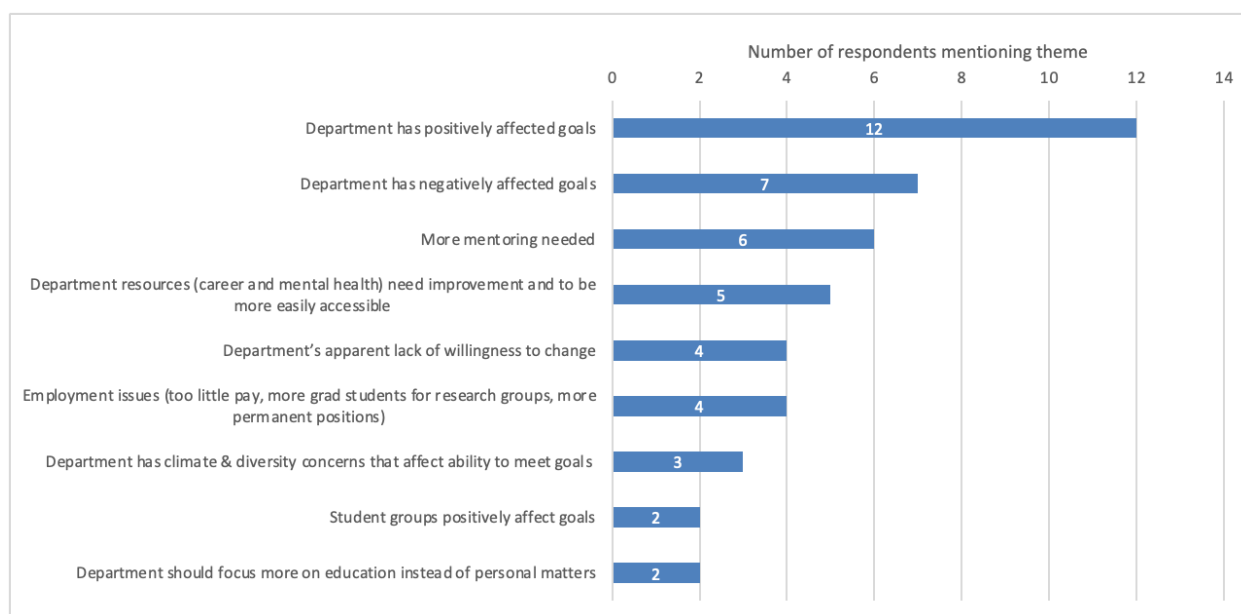
About one-third of respondents (34%) explicitly stated that the department contributed positively to their goals, whereas 20% of responses explicitly said the department negatively contributed to their goals or has been unsupportive. 17% of respondents indicated that there has been a lack of mentoring or that they needed more to achieve their goals. Suggestions included providing mentoring for students near the end of grad school, or a postdoc onboarding program to learn about the department resources. 14% of respondents said the department should provide better resources and make those resources more accessible for either career related or mental health needs. Suggestions included talking about mental health resources more frequently, including in classes at the start of the semester.

Harassment and Exclusionary Behavior

Q29 - Within the past year, have you experienced any exclusionary behavior or harassment within the Department of Physics?

Overall department

No	153 — 89%
Yes	19 — 11%

By role

Role	Yes	No
Staff	26%	74%
Faculty	0%	100%
Postdoc	0%	100%
Graduate student	12%	88%
Undergraduate student	0%	100%

By race

	Yes	No
Person of color	10%	90%
White	11%	89%

By gender

	Yes	No
Marginalized gender	25%	75%
Man	4%	96%

By sexual orientation

	Yes	No
LGBQ+	20%	80%
Heterosexual	9%	91%
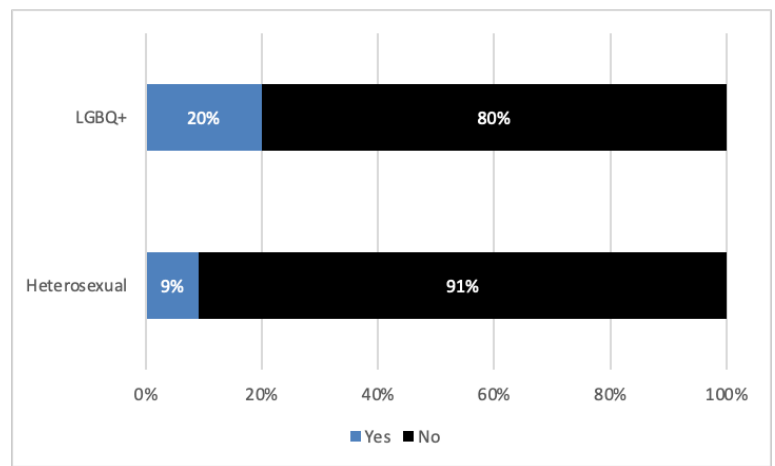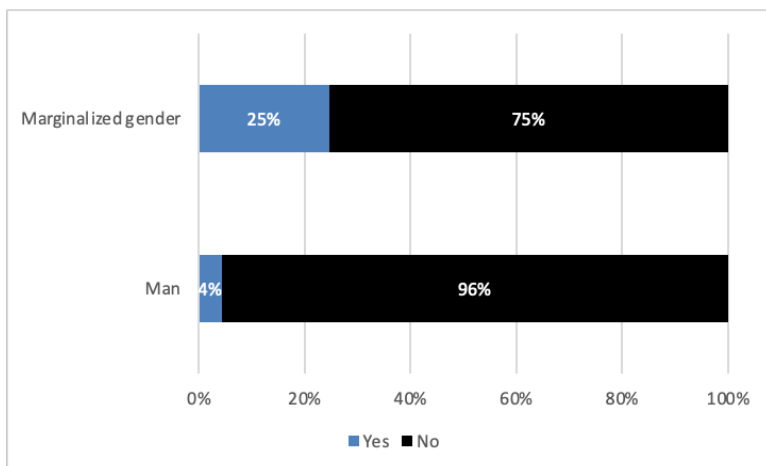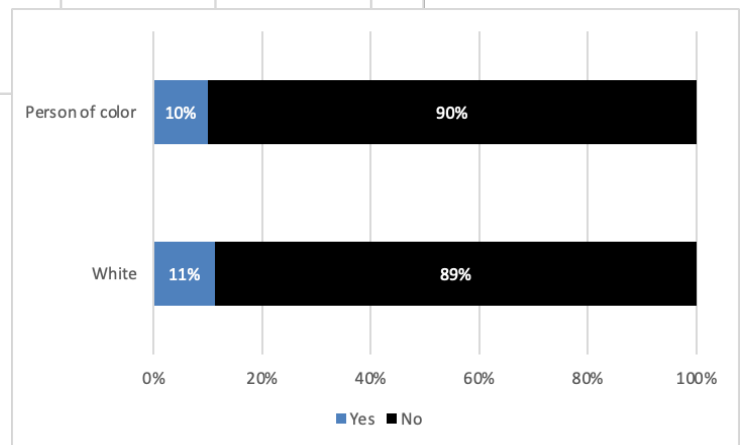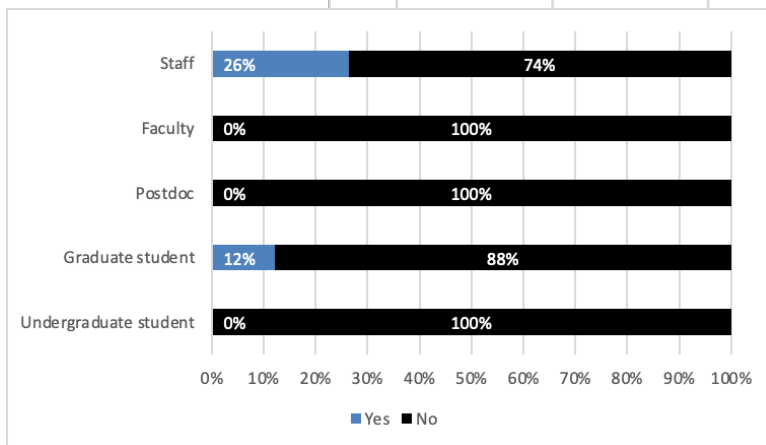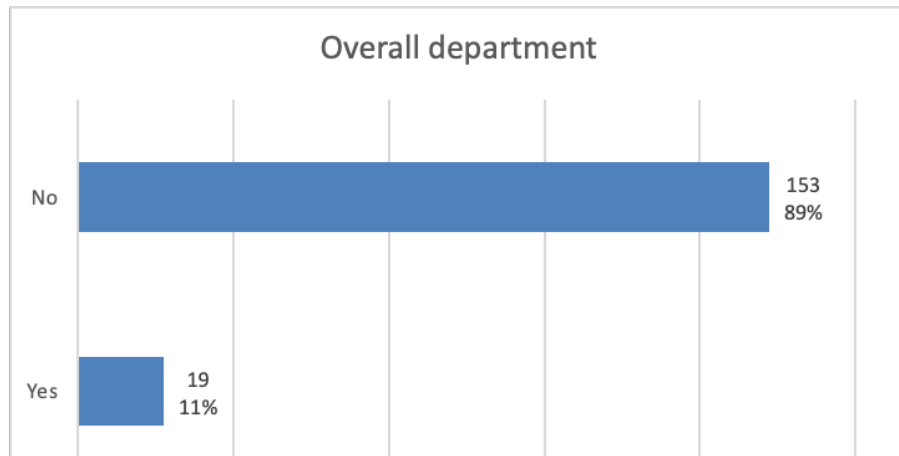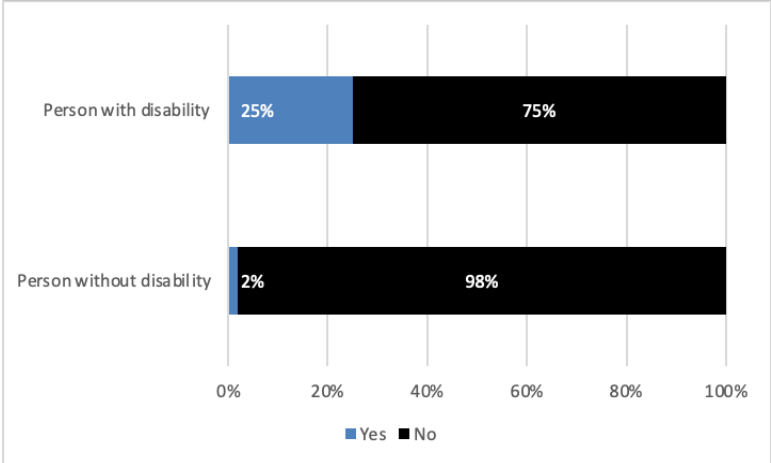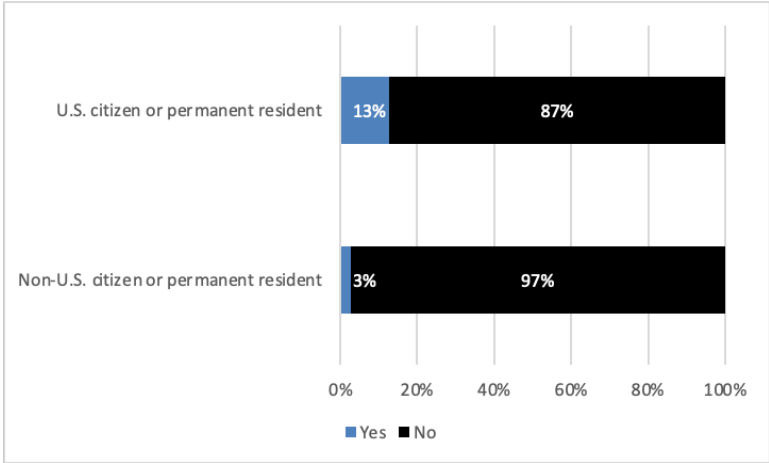
Demographic	Yes (count)	Yes (percent)	Percent error
Overall total	19	11%	8%
Undergraduate student	0	0%	24%
Graduate student	10	12%	11%
Postdoc	0	0%	32%
Faculty	0	0%	18%
Staff	9	26%	17%
Person of color	5	10%	14%
White	14	11%	9%
Marginalized gender	14	25%	13%
Man	5	4%	9%
LGBQ+	6	20%	18%
Heterosexual	12	9%	9%
U.S. citizen or permanent resident	17	9%	9%
Non-U.S. citizen or	1	3%	16%

permanent resident			
Person with disability	3	25%	29%
Person without disability	15	2%	8%

Q29.1 - What sort of behavior?
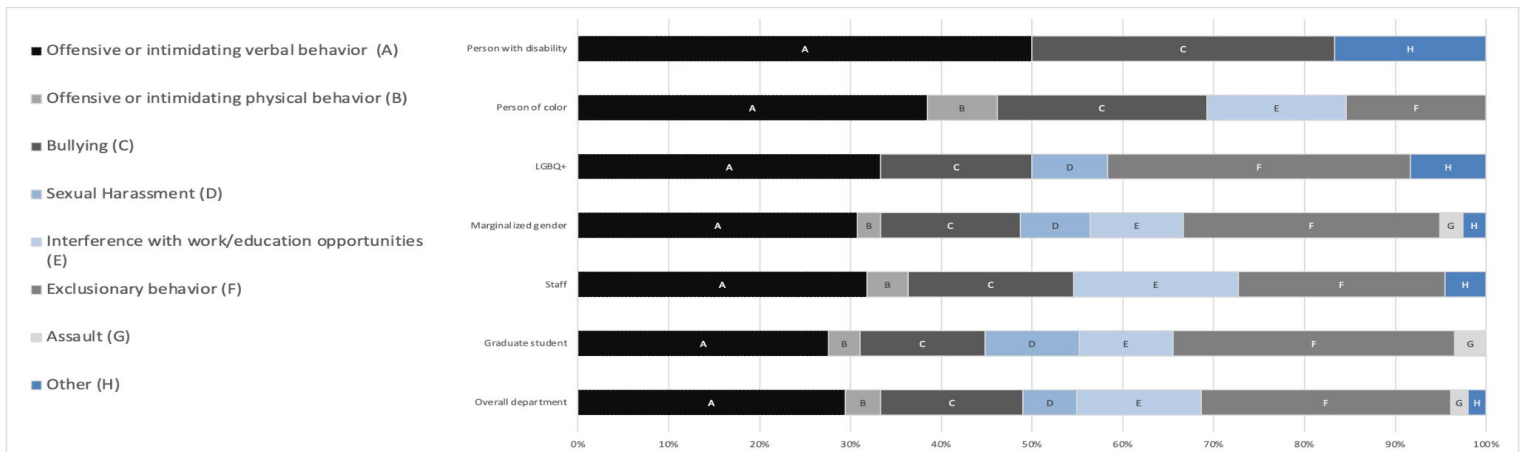
Legend:
- Offensive or intimidating verbal behavior (A)
- Offensive or intimidating physical behavior (B)
- Bullying (C)
- Sexual Harassment (D)
- Interference with work/education opportunities (E)
- Exclusionary behavior (F)
- Assault (G)
- Other (H)

Behavior	Overall department	Graduate student	Staff	Marginalized gender	LGBQ+	Person of color	Person with disability
Offensive or intimidating verbal behavior	15	8	7	12	4	5	3
Offensive or intimidating physical behavior	2	1	1	1	0	1	0
Bullying	8	4	4	6	2	3	2
Sexual Harassment	3	3	0	3	1	0	0
Interference with work/education opportunities	7	3	4	4	0	2	0
Exclusionary behavior, such as microaggressions	14	9	5	11	4	2	0

Assault	1	1	0	1	0	0	0
Other	1	0	1	1	1	0	1

Q29.2 - How many times did you experience any of the above forms of exclusionary behavior or harassment in the past year?
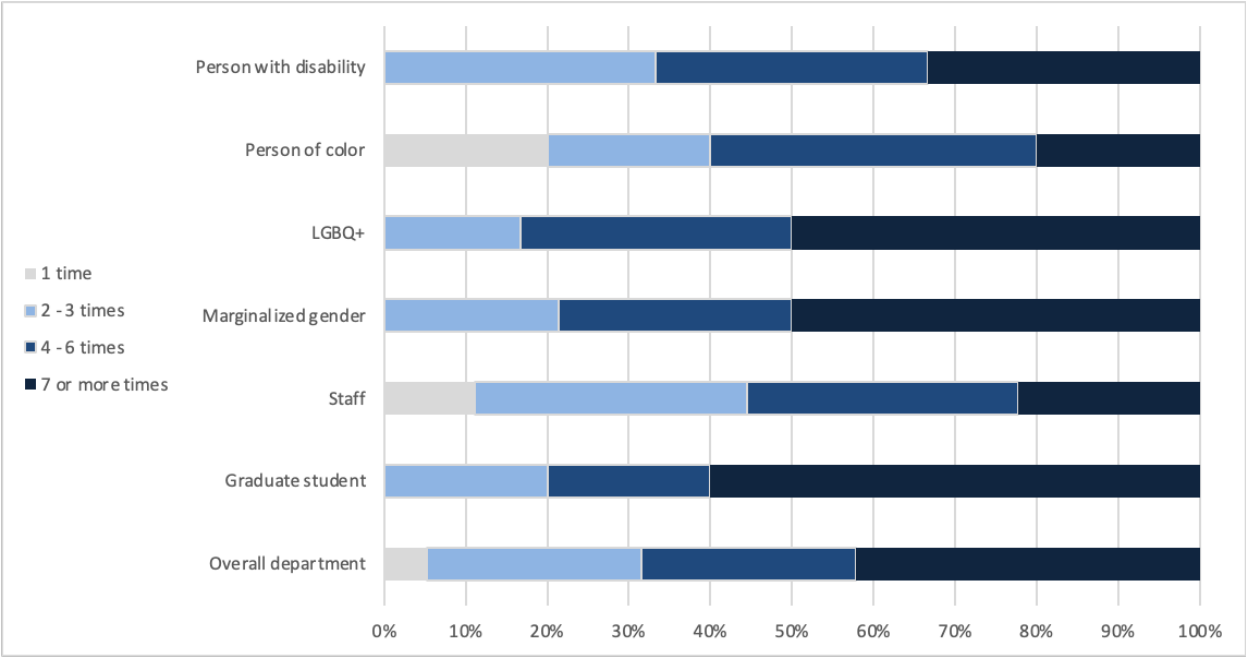
Number of times	Overall department	Graduate student	Staff	Marginalized gender	LGBQ+	Person of color	Person with disability
1 time	1	0	1	0	0	1	0
2 - 3 times	5	2	3	3	1	1	1
4 - 6 times	5	2	3	4	2	2	1
7 or more times	8	6	2	7	3	1	1

Q29.3 - How many separate individuals engaged in these forms of exclusionary behavior or harassment toward or around you in the past year?
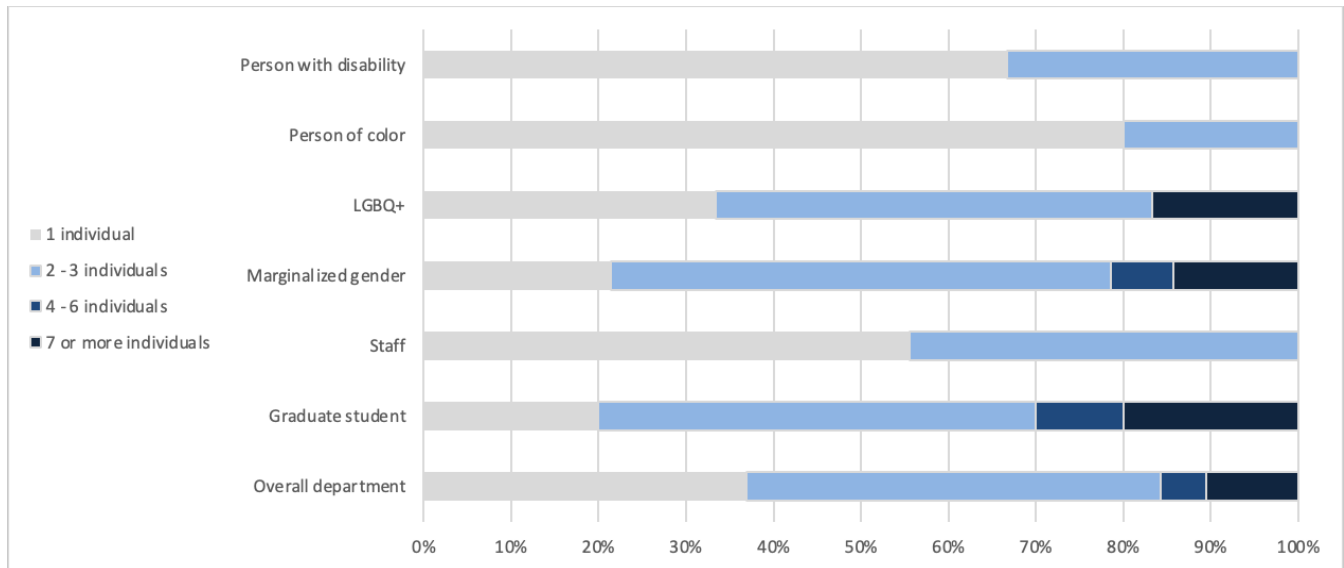
Number of individuals	Overall department	Graduate student	Staff	Marginalized gender	LGBQ+	Person of color	Person with disability
1 individual	7	2	5	3	2	4	2
2 - 3 individuals	9	5	4	8	3	1	1
4 - 6 individuals	1	1	0	1	0	0	0
7 or more individuals	2	2	0	2	1	0	0

Q29.4 - Which of the following groups engaged in any of the above forms of exclusionary behavior or harassment toward or around you in the past year?
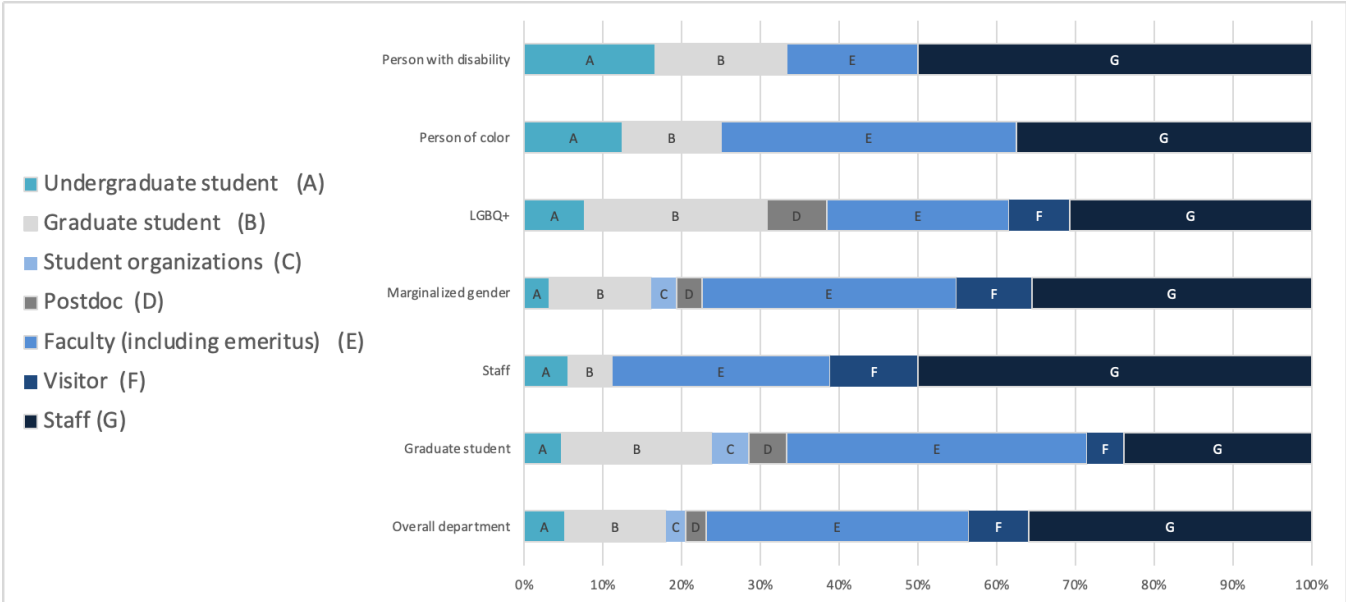
Group	Overall department	Graduate student	Staff	Marginalized gender	LGBQ+	Person of color	Person with disability
Undergraduate student	2	1	1	1	1	1	1
Graduate student	5	4	1	4	3	1	1
Student organizations	1	1	0	1	0	0	0
Postdoc	1	1	0	1	1	0	0
Research scientist	5	2	3	3	1	2	1
Faculty (including emeritus)	13	8	5	10	3	3	1
Visitor	3	1	2	3	1	0	0
Staff	9	3	6	8	3	1	2

Q29.5 - Where did you experience any of the above forms of exclusionary behavior or harassment in the past year?

Legend:
- In the classroom (A)
- At a department talk or presentation (B)
- In a meeting (C)
- In an office or cubicle (D)
- In the lab (E)
- In a physics-affiliated public space (e.g., in the Astronomy, Mathematics, and Physics Library) (F)
- At a conference (G)
- On a work related trip (H)
- Through other media (e.g,. email, a written note) (I)
- Somewhere else (J)
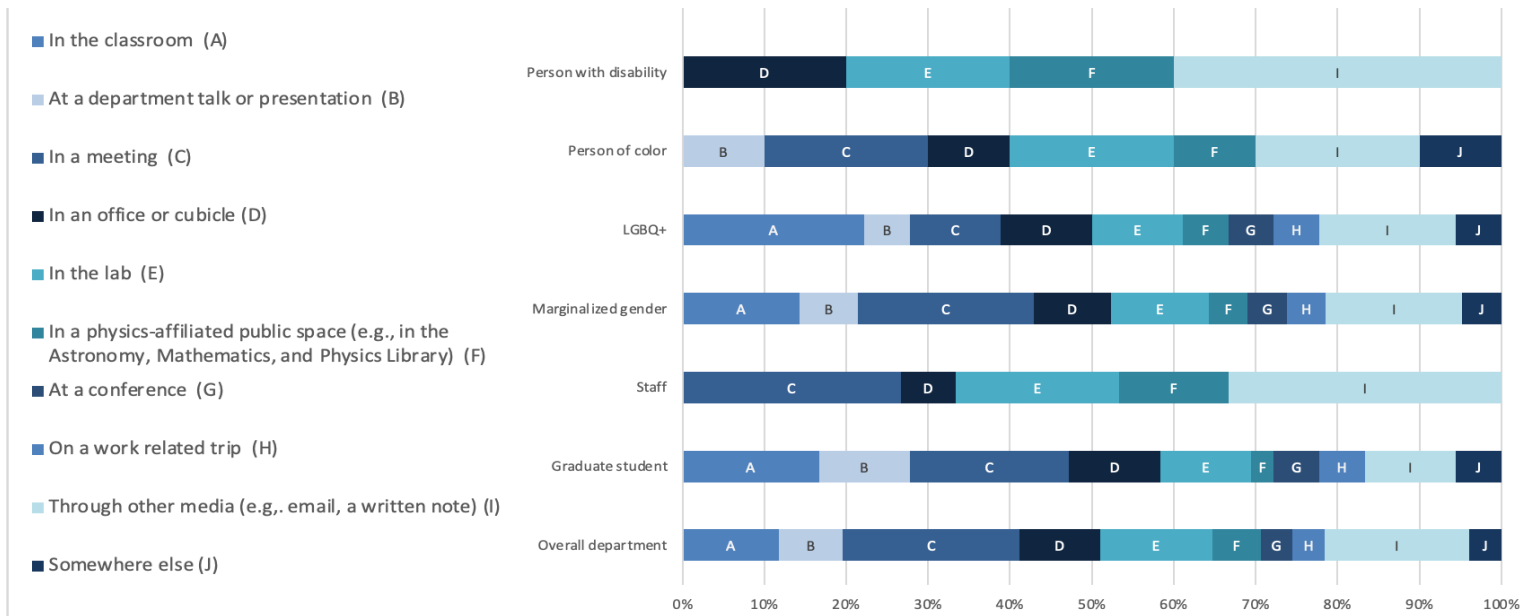
Location	Overall department	Graduate student	Staff	Marginalized gender	LGBQ+	Person of color	Person with disability
In the classroom	6	6	0	6	4	0	0
At a department talk or presentation	4	4	0	3	1	1	0
In a meeting	11	7	4	9	2	2	0
In an office or cubicle	5	4	1	4	2	1	1
In the lab	7	4	3	5	2	2	1
In a physics-affiliated public space (e.g., in the Astronomy, Mathematics, and Physics Library)	3	1	2	2	1	1	1
At a conference	2	2	0	2	1	0	0
On a work--related trip	2	2	0	2	1	0	0
Through other media (e.g,. email, a written note)	9	4	5	7	3	2	2
Somewhere else	2	2	0	2	1	1	0

Q30 - Are you aware of your options for reporting or redress of harassment or exclusionary behavior within the department?

Overall department

Response	Count	Percentage
No	64	37%
Yes	108	63%

| Role	Yes	No
Staff	68%	32%
Faculty	83%	17%
Postdoc	50%	50%
Graduate student	57%	43%
Undergraduate student	50%	50%
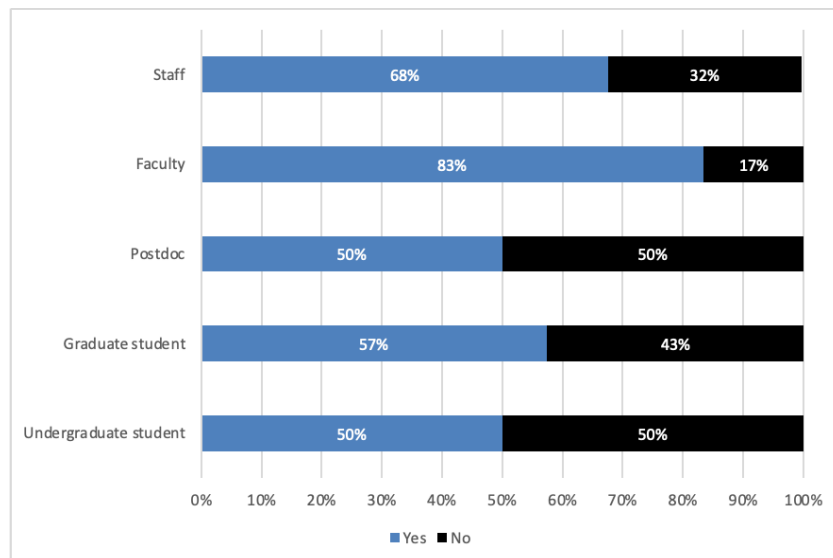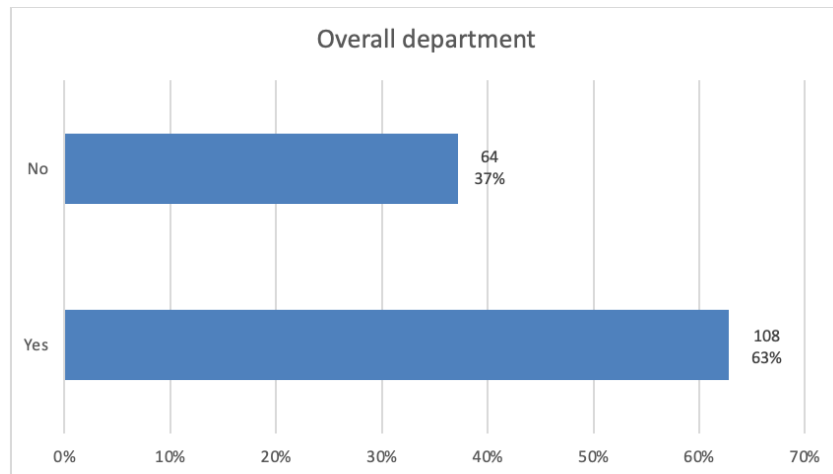
Q30.1 - If you experienced any offending behavior, did you report this behavior through the department or university? (N=12)
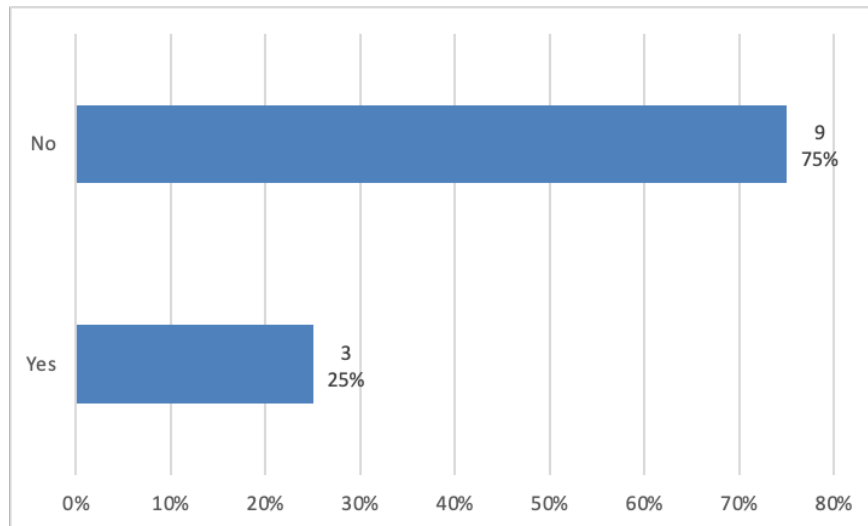
Q30.2 - If you did not, why did you decide against reporting or pursuing redress?

There were 9 responses to this question. The responses were coded with the following categories, and the corresponding percentage of responses.

Category	# of responses	% of responses
Result of previous reports were not satisfactory	5	56%
Fear of retaliation from offender	3	33%
Offender is person in power	3	33%
Too much effort	2	22%
Too minor	2	22%
Was told by department not to	2	22%
Reporting could have negative effect on others	1	11%
Not comfortable reporting	1	11%
Department doesn't care	1	11%
Offense committed by stranger	1	11%

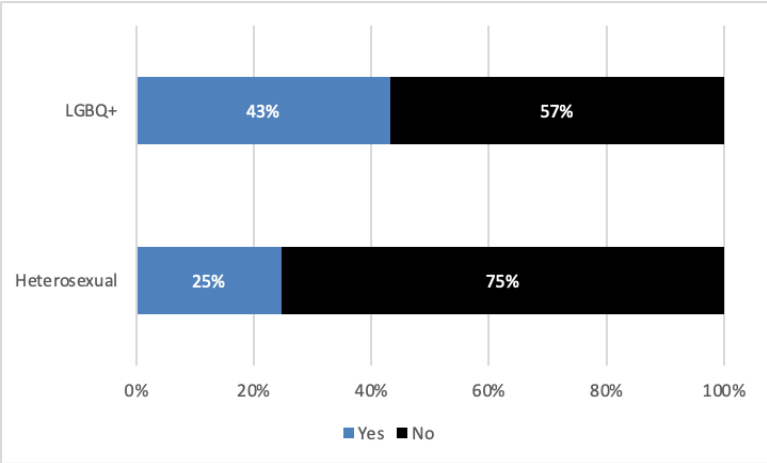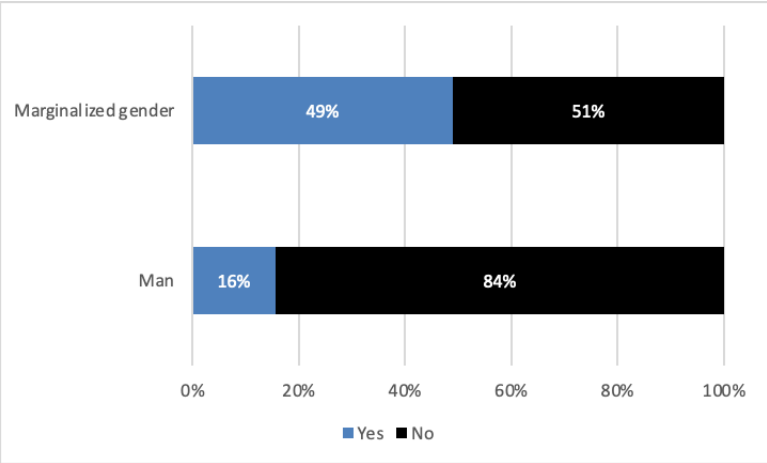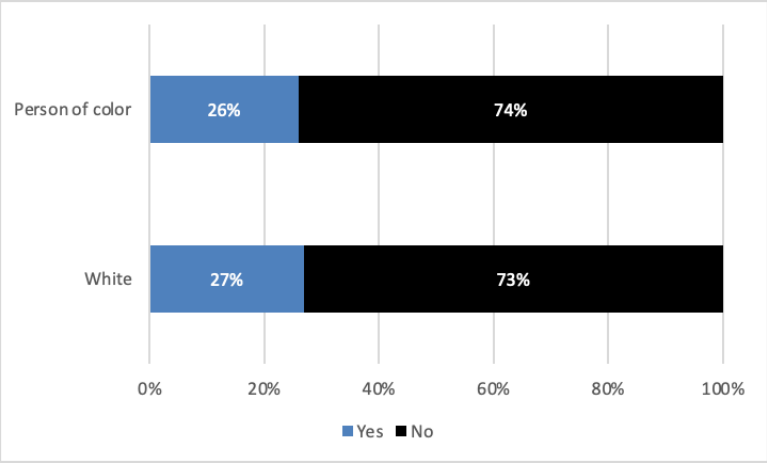|	
Result of previous reports were not satisfactory	5
Fear of retaliation from offender	3
Offender is person in power	3
Too much effort	2
Too minor	2
Was told by department not to	2
Reporting could have negative effect on others	1
Not comfortable reporting	1
Department doesn't care	1
Offense committed by stranger	1
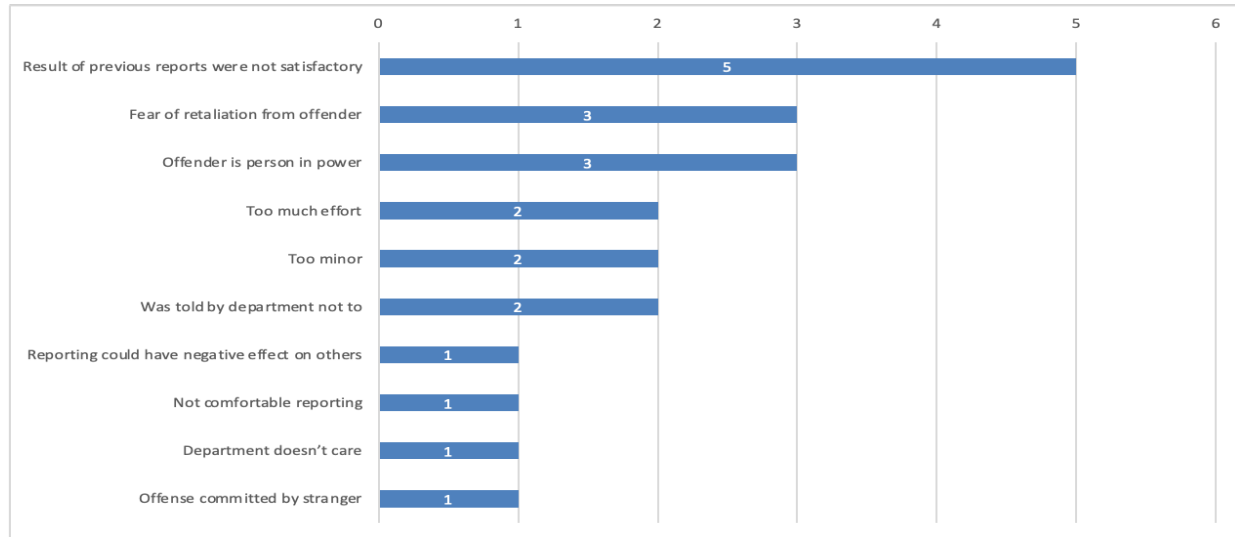
Q30.3 - If you reported any offending behavior, how satisfied were you with the outcome? (N=3)

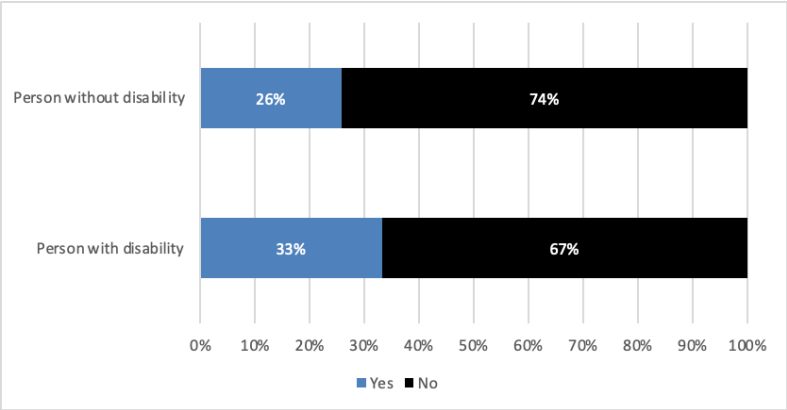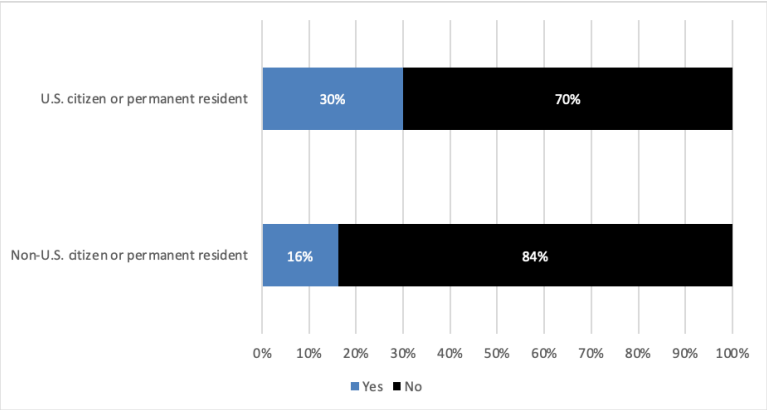| Overall average	2.33
Standard deviation	1.15
Standard error	0.67

Q30.4 - If you reported any offending behavior, how effective is the mechanism for reporting harassment or exclusionary behavior within the department? (N=3)

Overall average	3.00
Standard deviation	2.00
Standard error	1.15

Q31 - Within the past year has anyone confided in you about experiencing exclusionary behavior or harassment within the Department of Physics?

Overall department

Response	Count	Percentage
No	126	73%
Yes	46	27%

By role

Role	Yes	No
Staff	21%	79%
Faculty	10%	90%
Postdoc		100%
Graduate student	44%	56%
Undergraduate student		100%

By race

	Yes	No
Person of color	26%	74%
White	27%	73%

By gender

	Yes	No
Marginalized gender	49%	51%
Man	16%	84%

By sexual orientation

	Yes	No
LGBQ+	43%	57%
Heterosexual	25%	75%

Chart 1 (left): Stacked bar, Yes/No

	Yes	No
U.S. citizen or permanent resident	30%	70%
Non-U.S. citizen or permanent resident	16%	84%

Chart 2 (right): Stacked bar, Yes/No

	Yes	No
Person without disability	26%	74%
Person with disability	33%	67%

Demographic	Yes (count)	Yes (percent)	Percent error
Overall total	46	27%	8%
Undergraduate student	0	0%	24%
Graduate student	36	44%	11%
Postdoc	0	0%	32%
Faculty	3	10%	18%
Staff	7	21%	17%
Person of color	13	26%	14%
White	33	27%	9%
Marginalized gender	28	49%	13%
Man	18	16%	9%
LGBQ+	13	43%	18%
Heterosexual	32	25%	9%

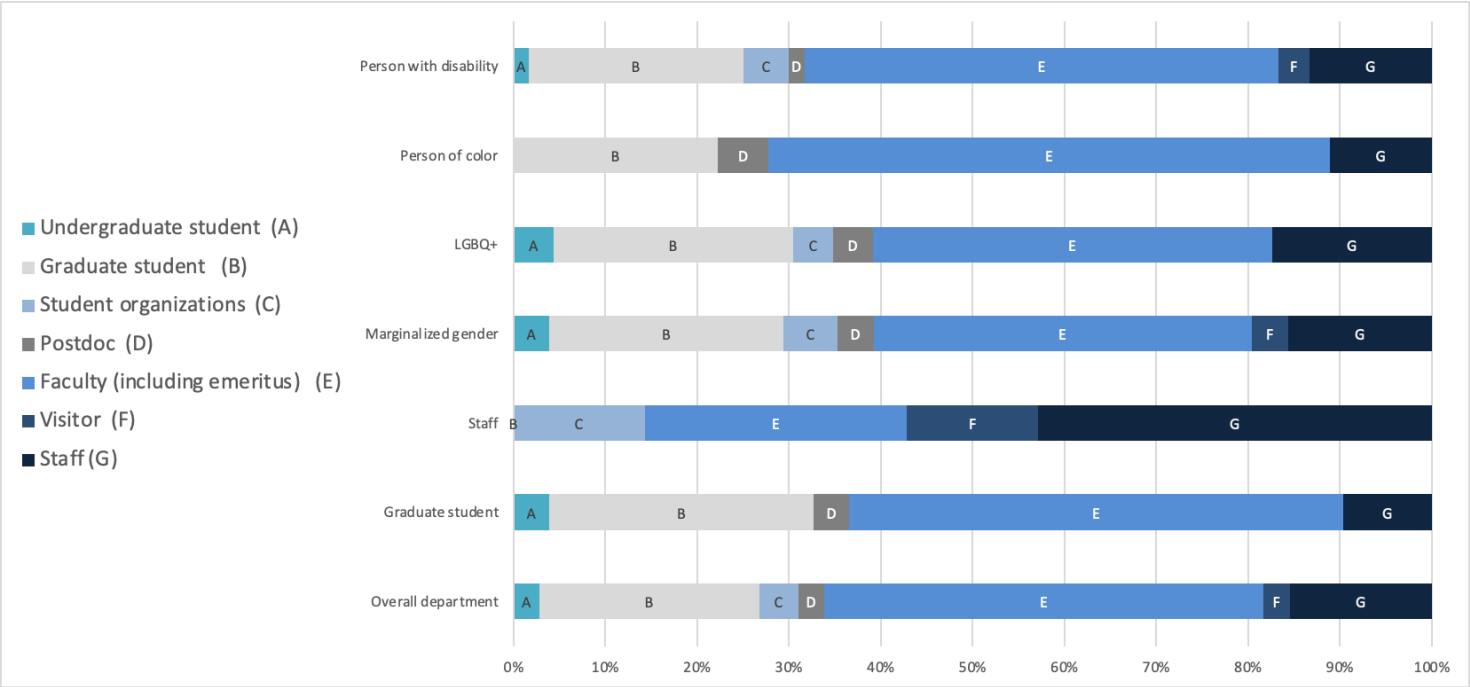|			
U.S. citizen or permanent resident	40	30%	9%
Non-U.S. citizen or permanent resident	6	16%	16%
Person with disability	4	33%	29%
Person without disability	41	26%	8%

Q31.1 - What sort of behavior?
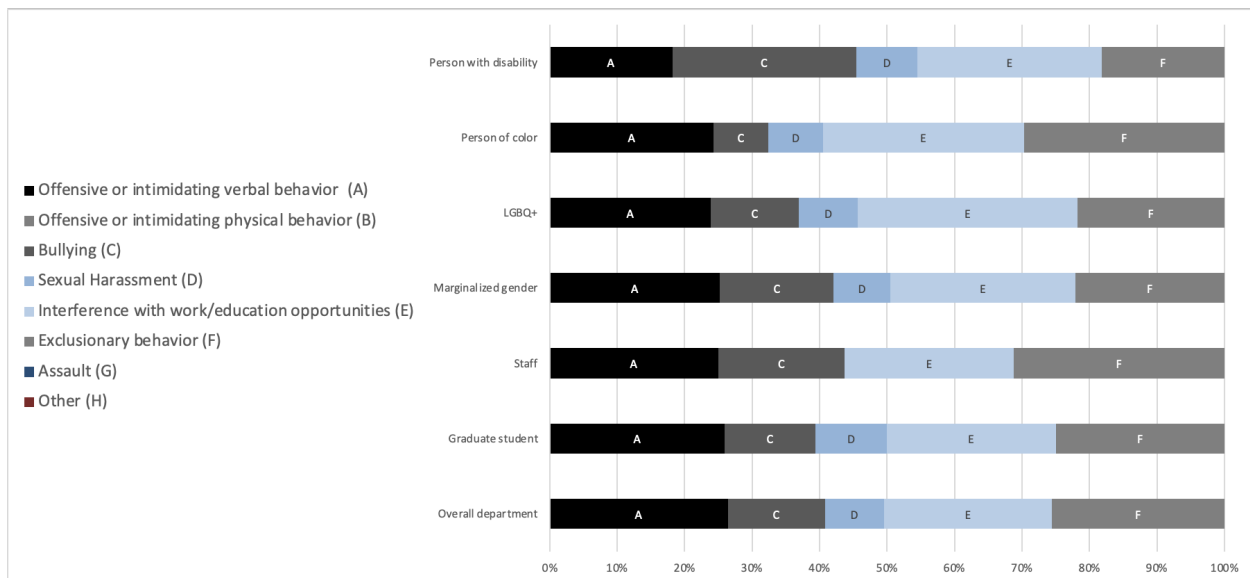
Behavior	Overall department	Graduate student	Staff	Marginalized gender	LGBQ+	Person of color	Person with disability
Offensive or intimidating verbal behavior	33	27	4	24	11	9	2
Offensive or intimidating physical behavior	0	0	0	0	0	0	0
Bullying	18	14	3	16	6	3	3
Sexual Harassment	11	11	0	8	4	3	1
Interference with work/education opportunities	31	26	4	26	15	11	3

Exclusionary behavior, such as microaggressions	32	26	5	21	10	11	2
Assault	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0

Q31.2 - Which of the following groups engaged in any of the above forms of exclusionary behavior or harassment you have been told about in the past year?


Legend:
- Undergraduate student (A)
- Graduate student (B)
- Student organizations (C)
- Postdoc (D)
- Faculty (including emeritus) (E)
- Visitor (F)
- Staff (G)

Group	Overall department	Graduate student	Staff	Marginalized gender	LGBQ+	Person of color	Person with disability
Undergraduate student	2	2	0	2	1	0	1
Graduate student	17	15	0	13	6	4	14
Student organizations	3	0	2	3	1	0	3

Postdoc	2	2	0	2	1	1	1
Faculty (including emeritus)	34	28	4	21	10	11	31
Visitor	2	0	2	2	0	0	2
Staff	11	5	6	8	4	2	8

Q32 - Is there anything else you'd like to tell us about harassment or exclusionary behavior within the department?

Out of 173 completed surveys, 28 respondents (16%) answered this question. The responses were coded and combined into the following categories (in descending order), which are shared in the table below with the corresponding percentage of responses.

Category	# of responses	% of responses
No safe way to report	8	29%
Harassment and exclusionary behavior are rampant	6	21%
Fear of retaliation	6	21%
Department shields abuser	6	21%
Issues with faculty	5	18%
Whisper network	4	14%
Issues with research groups	3	11%
Issues with culture (culture of silence/boys' club)	2	7%
Lack of diversity leads to more harassment	1	4%
Lack of documentation of previous violations	1	4%
Students are not empowered to report	1	4%
Department does not care about harassment or abuse	1	4%
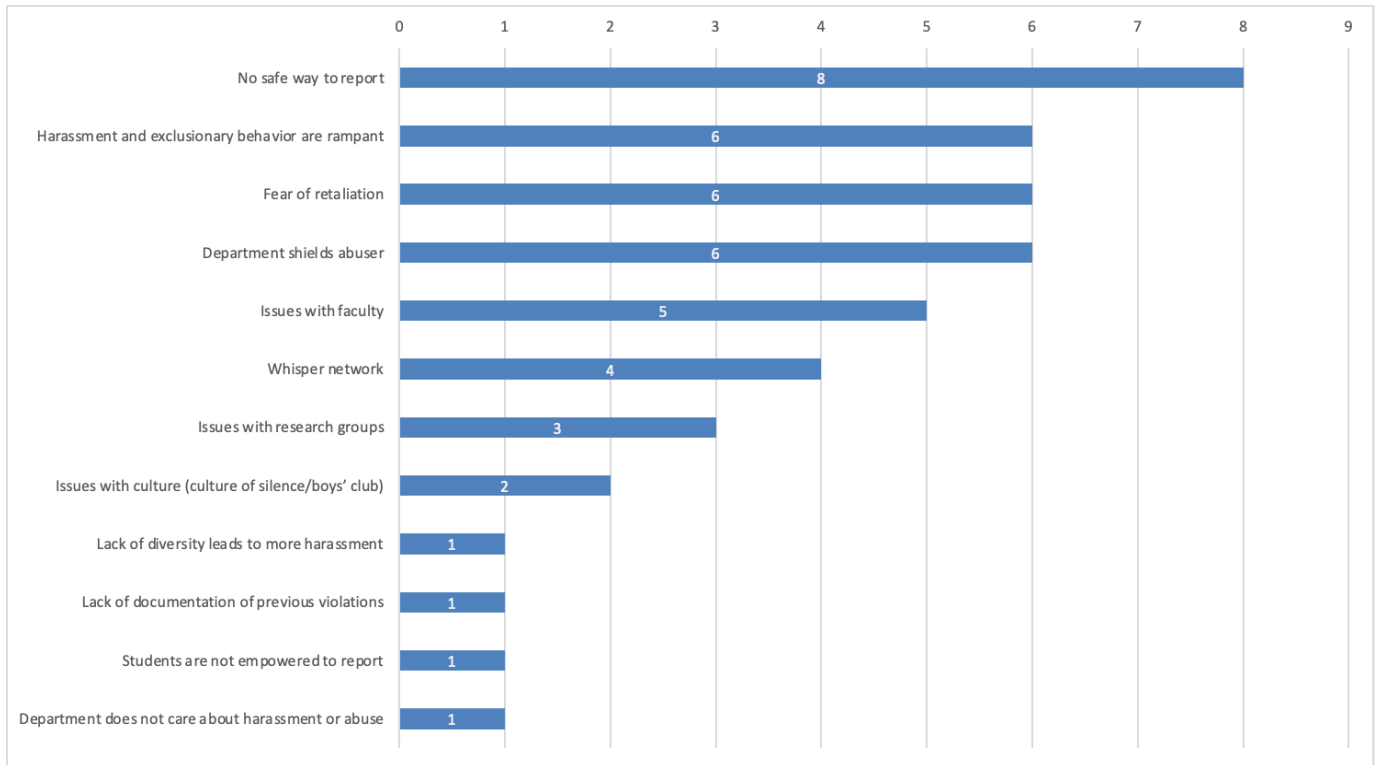
The most common response provided (29%) highlighted that respondents felt there is no safe way for them to report incidents of harassment, exclusionary behavior, and abuse. 21% of respondents also indicated that they felt harassment and exclusionary behavior are rampant within the department. Concerns about retaliation were also mentioned by 21% of respondents; connected to this is the belief by some respondents that the department shields or protects those that harass or abuse other department members. Other themes identified with less than 20% of respondents mentioning them include issues with faculty and research groups; the creation of a 'whisper network', used by marginalized groups to protect each other from known harassers and abusers; and issues with the department's overall culture.
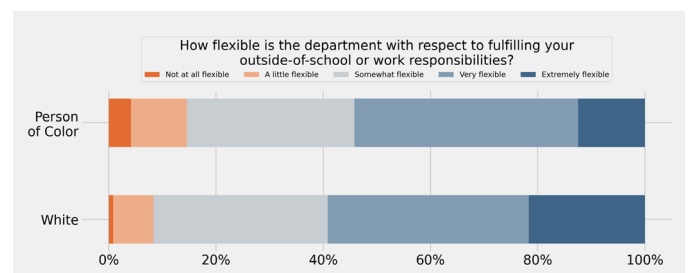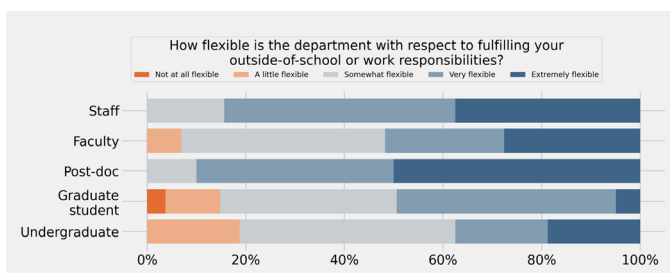
COVID-19 Related Climate

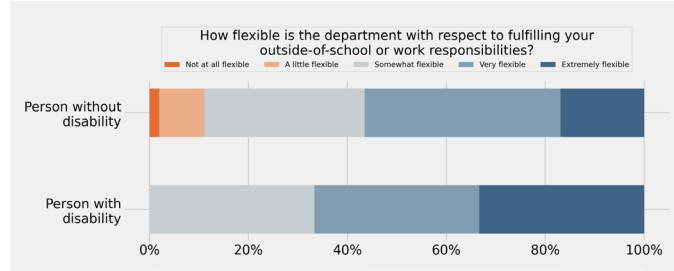## Q33 - Do you have any of the following responsibilities outside of school/work?
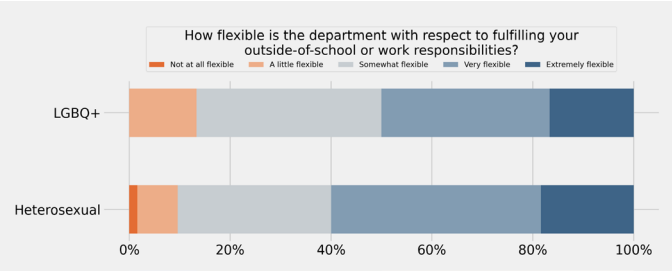
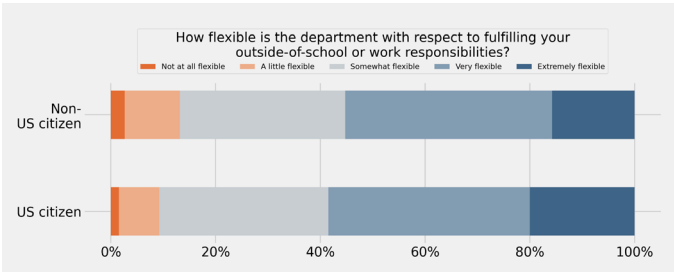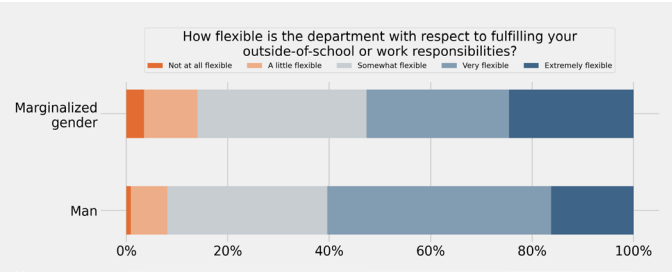| Responsibility	Students	Faculty, postdocs, and staff
Infants, toddlers, or pre-	0	12

school age children who live with you at least half the year		
Elementary, middle, or high school age children who live with you at least half the year	0	18
Children 18 or over who live with you at least half the year	0	4
Children away at college for whom you are financially responsible	0	5
Elders for whom you are providing ongoing care	2	12
A disabled or ill family member for whom you are providing ongoing care	1	5
None of these	89	25
Prefer not to answer	0	6
Other	5	4

Although there are some exceptions as outlined in the table above, 90% of students report having no outside-of-school responsibilities. On the other hand, 34% of faculty, postdocs, and staff report having no outside-of-work responsibilities.

Q34 - How flexible is the department with respect to fulfilling your outside-of-school/work responsibilities?

How flexible is the department with respect to fulfilling your outside-of-school or work responsibilities?

Legend: Not at all flexible | A little flexible | Somewhat flexible | Very flexible | Extremely flexible

(Top-left chart) Categories: Marginalized gender, Man

(Top-right chart) Categories: Non-US citizen, US citizen

(Bottom-left chart) Categories: LGBQ+, Heterosexual

(Bottom-right chart) Categories: Person without disability, Person with disability

Overall average	3.65
Weighted average (department affiliation)	3.69
Standard deviation	0.94
Standard error	0.07

Statistics by department affiliation

Department Affiliation	Overall average	Standard deviation	Standard error	p-value when compared to rest of survey group
Undergraduate Student	3.38	1.02	0.26	0.27
Graduate student	3.36	0.88	0.10	**8×10^{-5}**
Postdoc	4.40	0.70	0.22	**6×10^{-3}**
Faculty	3.72	0.96	0.18	0.64
Staff	4.22	0.71	0.12	**1×10^{-5}**

Statistics by gender identity

Gender identity	Overall average	Standard deviation	Standard error	p-value
Marginalized gender	3.57	1.08	0.14	**0.53**
Man	3.68	0.87	0.08	

Statistics by race/ethnicity

Race or ethnicity	Overall average	Standard deviation	Standard error	p-value
Person of color	3.48	0.99	0.14	0.16
White	3.72	0.92	0.08	

Statistics by sexual orientation

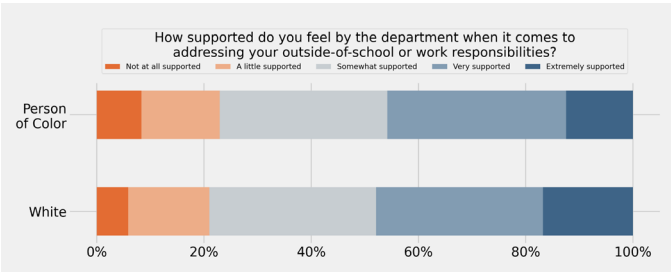| Sexual orientation	Overall average	Standard deviation	Standard error	p-value
LGBQ+	3.53	0.94	0.17	0.47
Heterosexual	3.67	0.92	0.08	

Statistics by citizenship status

Citizenship status	Overall average	Standard deviation	Standard error	p-value
U.S. citizen or permanent resident	3.68	0.93	0.08	0.47
Non-U.S. citizen or permanent resident	3.54	0.98	0.17	

Statistics by disability status

Disability status	Overall average	Standard deviation	Standard error	p-value
Person with disability	4.00	0.85	0.25	0.84
Person without disability	3.60	0.94	0.08	

Q35 - How supported do you feel by the department when it comes to addressing your outside-of-school/work responsibilities?

How supported do you feel by the department when it comes to addressing your outside-of-school or work responsibilities?

Legend: Not at all supported | A little supported | Somewhat supported | Very supported | Extremely supported

Chart 1 categories: Staff, Faculty, Post-doc, Graduate student, Undergraduate

Chart 2 categories: Non-US citizen, US citizen

Chart 3 categories: Marginalized gender, Man

Chart 4 categories: Person of Color, White

Chart 5 categories: LGBQ+, Heterosexual

Chart 6 categories: Person without disability, Person with disability

Overall average	3.35
Weighted average (department affiliation)	3.42
Standard deviation	1.11
Standard error	0.09

Statistics by department affiliation

Department Affiliation	Overall average	Standard deviation	Standard error	p-value when compared to rest of survey group
Undergraduate Student	3.31	1.30	0.33	0.91
Graduate student	2.94	1.02	0.11	**3×10^{-6}**
Postdoc	4.20	0.79	0.25	**5×10^{-3}**
Faculty	3.48	1.02	0.19	0.45
Staff	4.00	0.95	0.17	**1×10^{-4}**

Statistics by gender identity

Gender identity	Overall average	Standard deviation	Standard error	p-value
Marginalized gender	3.35	1.22	0.16	0.98
Man	3.35	1.07	0.10	

Statistics by race/ethnicity

Race or	Overall average	Standard	Standard error	p-value

ethnicity		deviation		
Person of color	3.27	1.12	0.16	0.58
White	3.38	1.11	0.10	

Statistics by sexual orientation

Sexual orientation	Overall average	Standard deviation	Standard error	*p*-value
LGBQ+	3.23	1.04	0.19	0.39
Heterosexual	3.42	1.11	0.10	

Statistics by citizenship status

Citizenship status	Overall average	Standard deviation	Standard error	*p*-value
U.S. citizen or permanent resident	3.36	1.14	0.10	0.83
Non-U.S. citizen or permanent resident	3.40	1.01	0.17	

Statistics by disability status

Disability status	Overall average	Standard deviation	Standard error	*p*-value
Person with disability	3.33	1.15	0.33	0.99

Person without disability	3.34	1.11	0.09	

Q36 - How adequate is the dissemination of information on pandemic-related resources and policies from the department?
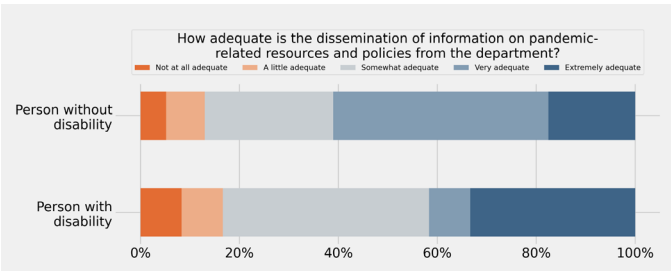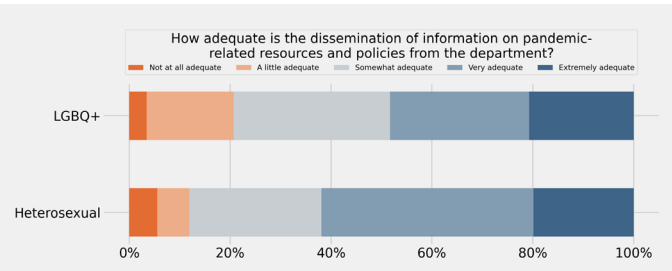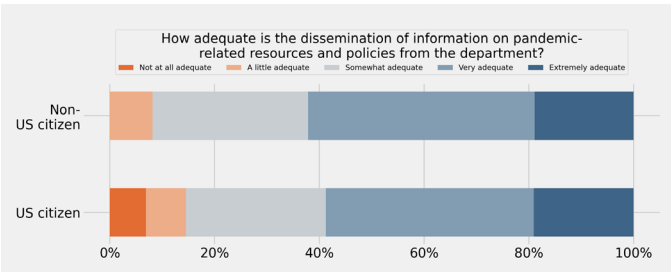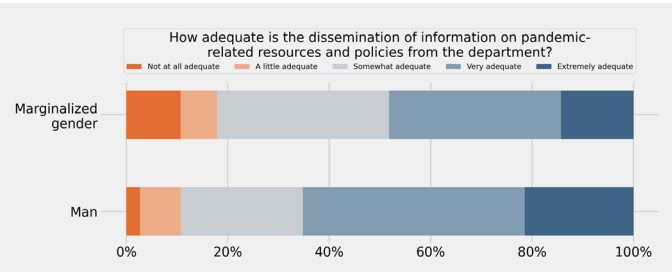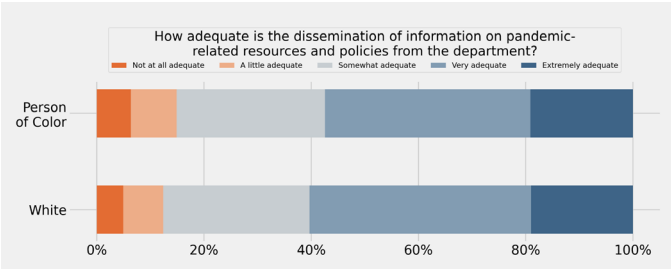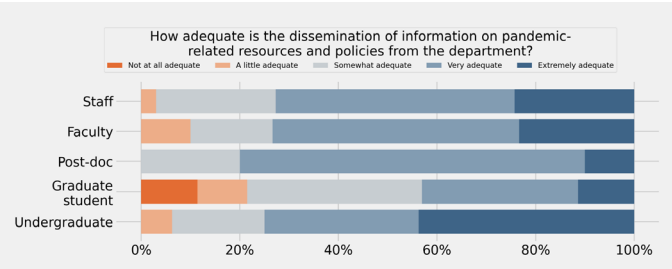
Overall average	3.60
Weighted average (department affiliation)	3.70
Standard deviation	1.05
Standard error	0.08

Statistics by department affiliation

Department Affiliation	Overall average	Standard deviation	Standard error	p-value when compared to rest of survey group
Undergraduate Student	4.13	0.96	0.24	**0.03**
Graduate student	3.22	1.14	0.13	**7×10^{-6}**
Postdoc	3.90	0.57	0.18	0.13
Faculty	3.87	0.90	0.16	0.09
Staff	3.94	0.79	0.14	**0.01**

Statistics by gender identity

Gender identity	Overall average	Standard deviation	Standard error	p-value
Marginalized gender	3.35	1.16	0.16	**0.04**
Man	3.73	0.98	0.09	

Statistics by race/ethnicity

Race or ethnicity	Overall average	Standard deviation	Standard error	p-value
Person of color	3.55	1.10	0.16	

White	3.62	1.03	0.09	0.72

Statistics by sexual orientation

Sexual orientation	Overall average	Standard deviation	Standard error	*p*-value
LGBQ+	3.45	1.12	0.21	0.40
Heterosexual	3.64	1.05	0.09	

Statistics by citizenship status

| Citizenship status	Overall average	Standard deviation	Standard error	*p*-value
U.S. citizen or permanent resident	3.56	1.10	0.10	0.27
Non-U.S. citizen or permanent resident	3.76	0.89	0.15	

Statistics by disability status

Disability status	Overall average	Standard deviation	Standard error	*p*-value
Person with disability	3.50	1.31	0.38	0.79
Person without disability	3.60	1.03	0.08	

Q37 - Do you feel that the pandemic is currently affecting your career? Why or why not?

	Yes	No	Somewhat	Total
Count	69	16	9	94

Out of 173 completed surveys, 94 respondents (54%) answered this question. Of the 94 respondents, 83% felt that the pandemic is somewhat or definitely currently affecting their career. Respondents were also asked to provide an explanation about why they think the pandemic is affecting their career. Those responses were coded and combined into the following categories (in descending order), which are shared in the table below with the corresponding percentage of responses.

| Category	# of responses	% of responses
Less collaboration	23	25%
Mental health	19	20%
Slowed research/degree progress	18	19%
Issues with working/learning remotely	11	12%
Lack of travel	9	10%
Harder to communicate	6	6%
Issues with campus level response	2	2%
Personal responsibilities	2	2%
Made pre-pandemic issues worse	1	1%
Outside factors	1	1%
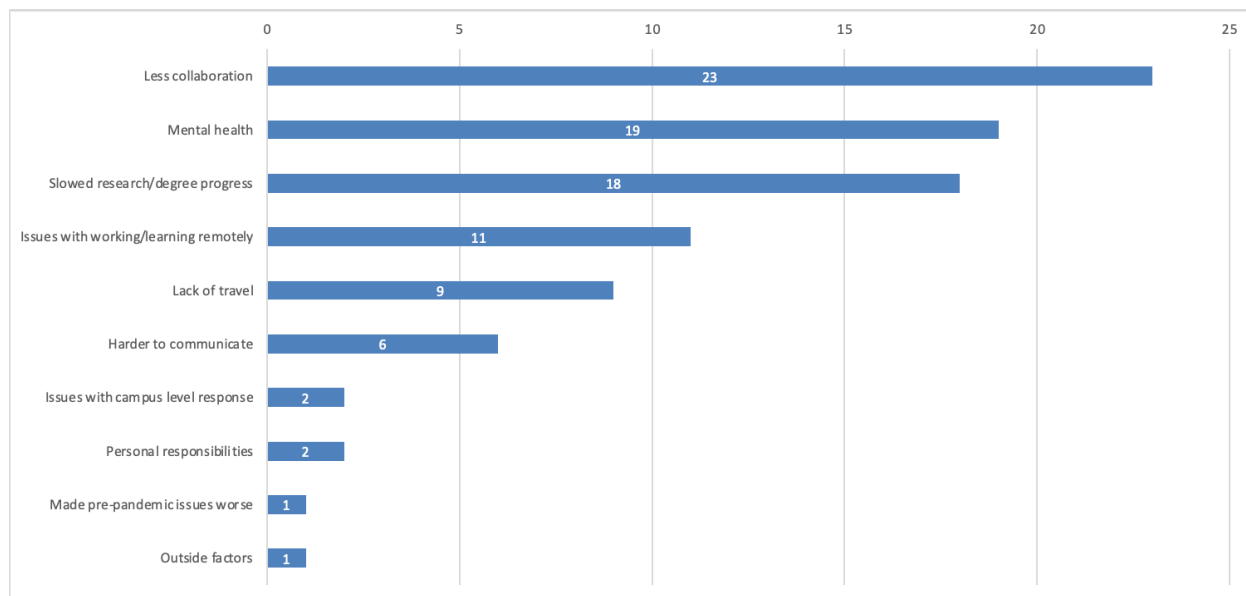
The most common response provided (25%) highlighted that respondents felt the pandemic decreased the amount of collaboration, both within research groups and across the department. Related to this, 19% of respondents felt that their research or degree progress was slowed because of the pandemic, and 10% felt that the lack of travel impacted their career. 20% of respondents felt that the pandemic affected their mental health, primarily in a negative way. Other less common responses discussed how the campus level pandemic response, as well as how outside factors and personal responsibilities, negatively impacted careers.

Q38 - Is there anything else you'd like to tell us about the role of the department during the ongoing pandemic?

Out of 173 completed surveys, 32 respondents (19%) answered this question. The responses were coded and combined into the following categories (in descending order), which are shared in the table below with the corresponding percentage of responses.

| Category	# of responses	% of responses
Department is doing its best under difficult circumstances	7	22%
Department has not been supportive/pushed people back too quickly	7	22%
Department needs to take more safety precautions/provide more hybrid options	6	19%
Issues with campus level COVID response	4	13%
Department has been flexible/supportive	4	13%

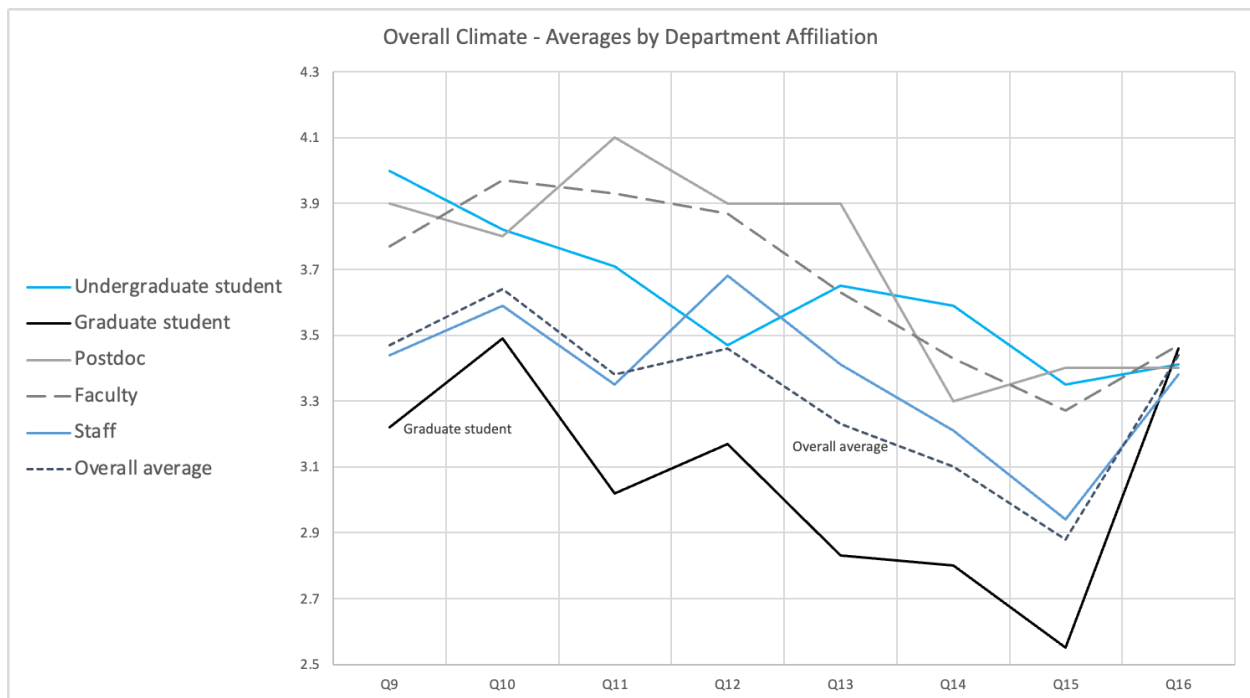|		
Issues with classes/faculty	4	13%
Department should resume normal activities/provide more social opportunities	3	9%
Department is taking adequate safety precautions	2	6%
Department communication was poor	1	3%
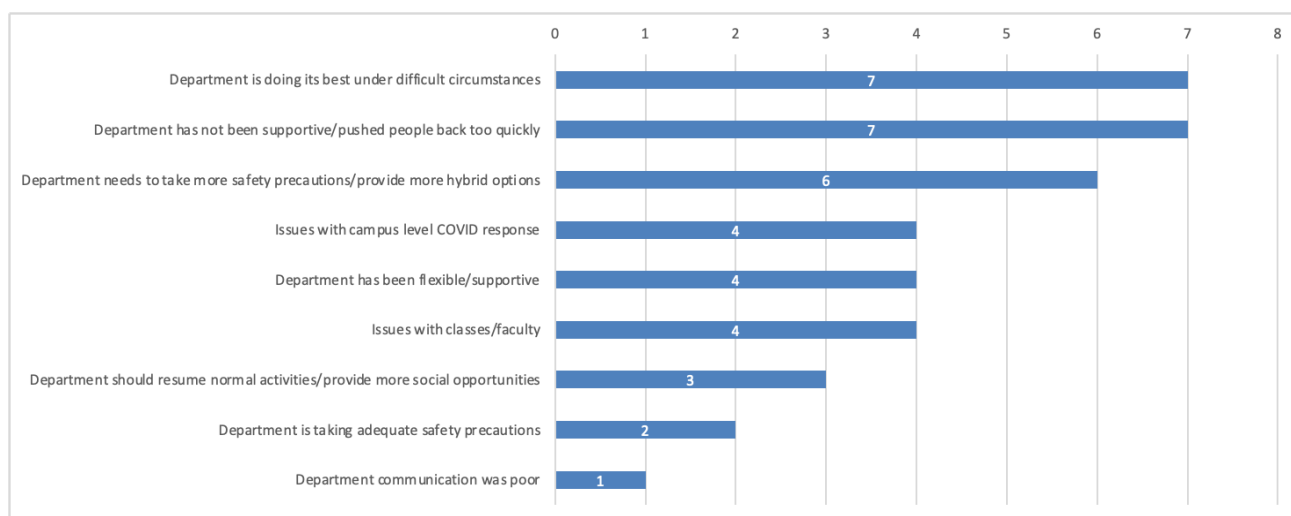
20 respondents (12% of the total survey response) provided a response to this question. The responses were coded and combined into the following categories (in descending order), which are shared in the table below with the corresponding percentage of responses.
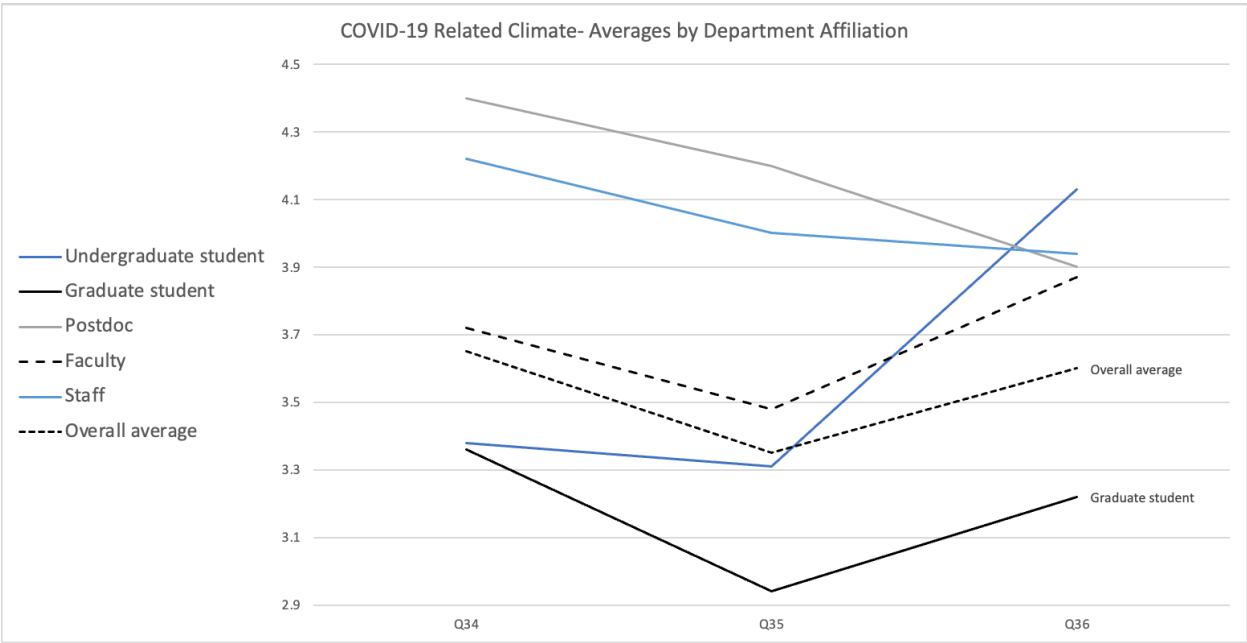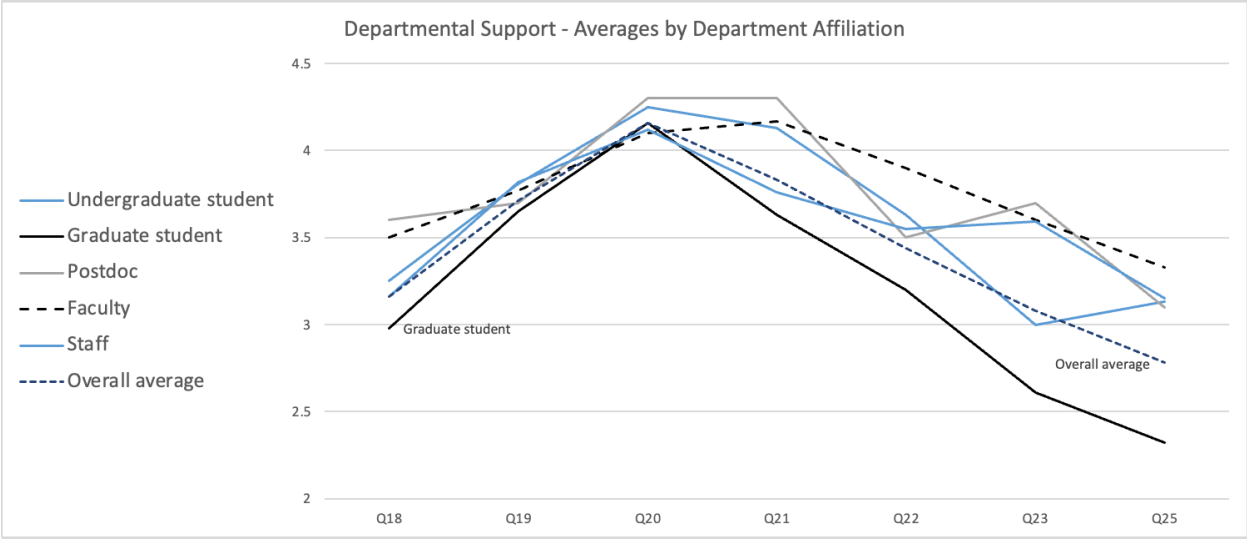
Category	# of responses	% of responses
Department needs work (e.g., an outside review, training to care for its most vulnerable, adding an exit survey, developing a safe way to report abuse/harassment, etc.)	6	30%
Sharing survey results is a positive step	6	30%
Department is not supportive/doesn't care and needs to better support its members	4	20%
Involve graduate students more and provide listening opportunities	4	20%
Issues with department faculty	2	10%
Issues with grad students/student groups	2	10%
Department needs to prioritize mental health	2	10%

| Issues for international students	1	5%
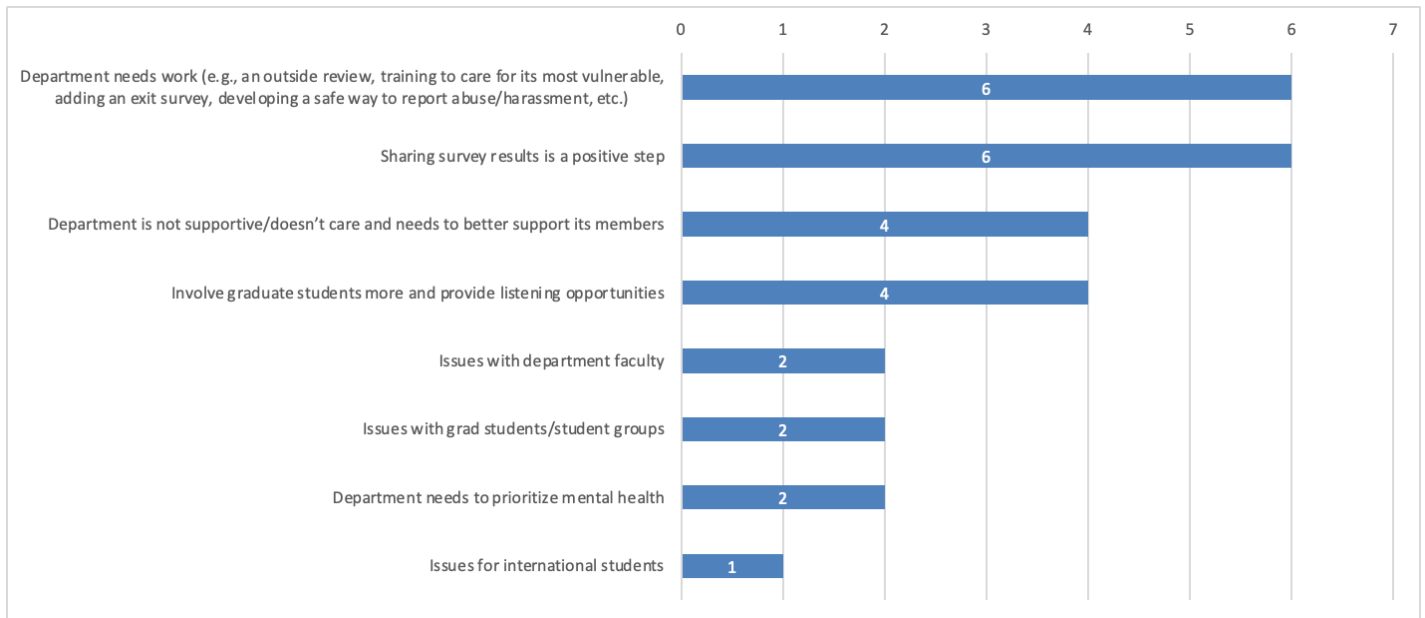
- Graduate students, particularly graduate students that identify as a marginalized gender, consistently rate their experience within the department as lower than other department members.

Departmental Support - Averages by Department Affiliation

Legend:
- Undergraduate student
- Graduate student
- Postdoc
- Faculty
- Staff
- Overall average

COVID-19 Related Climate- Averages by Department Affiliation

Legend:
- Undergraduate student
- Graduate student
- Postdoc
- Faculty
- Staff
- Overall average

● People who identify as a marginalized gender consistently rate their experience within the department as lower than non-marginalized groups, regardless of department affiliation.
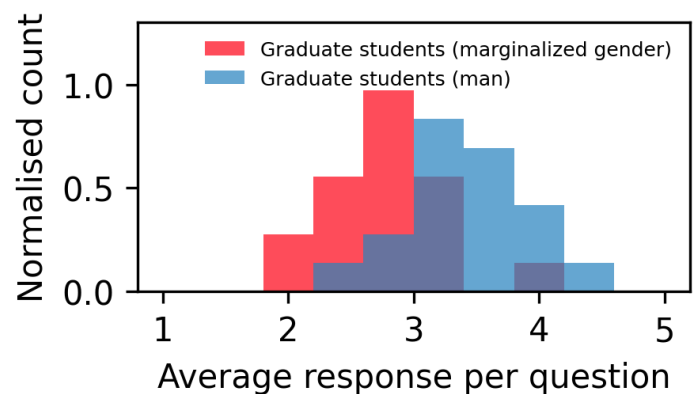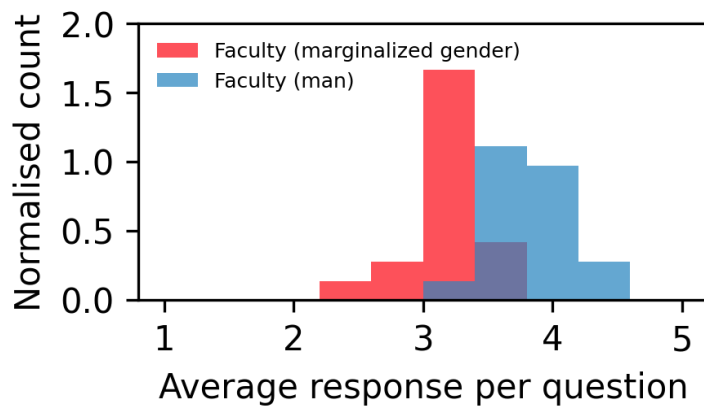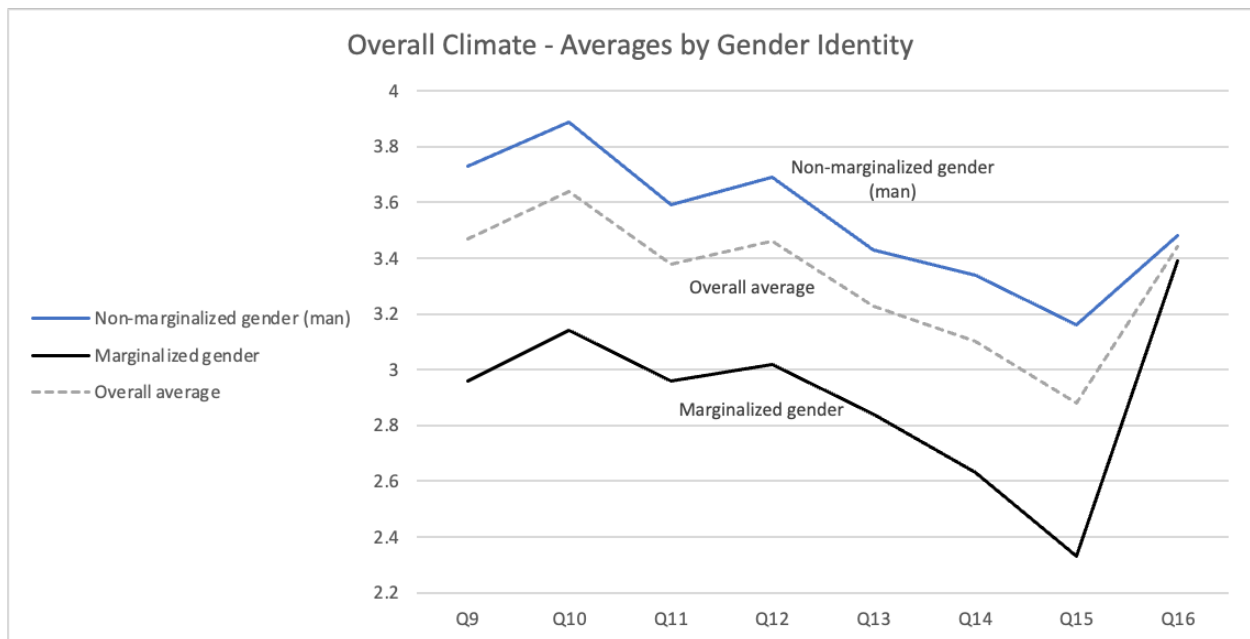
- People who identify as LGBQ+ or as a person with a disability consistently rate their experience within the department as lower than non-marginalized groups.

Overall Climate - Averages by Sexual Orientation

Overall Climate - Averages by Disability Status
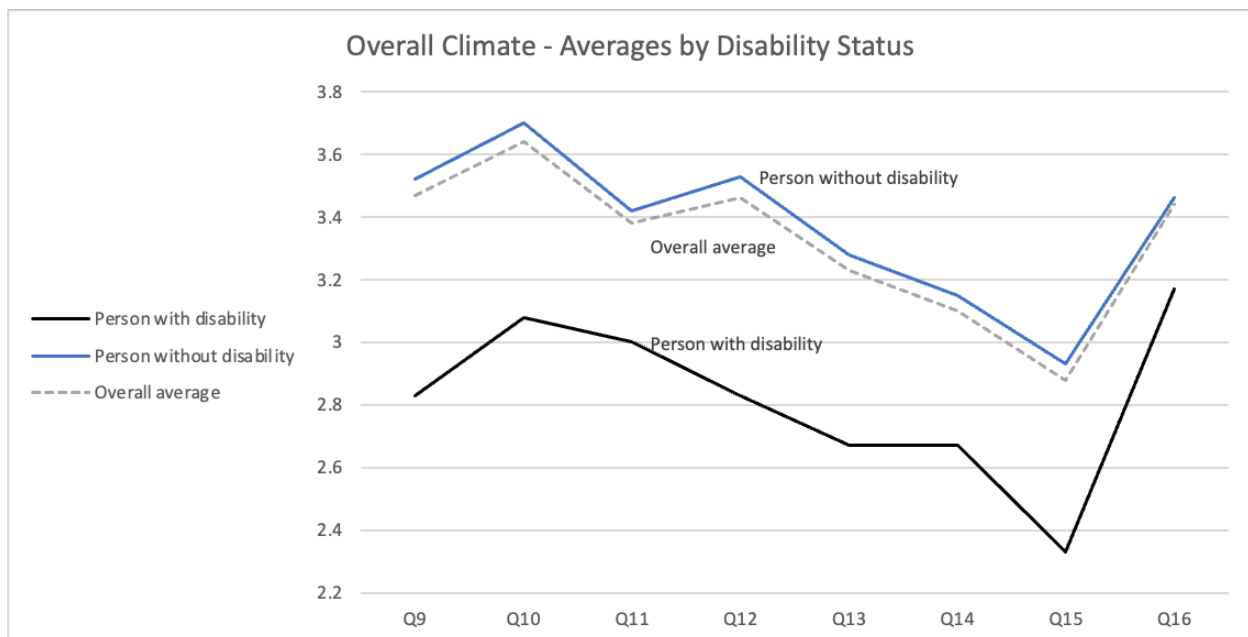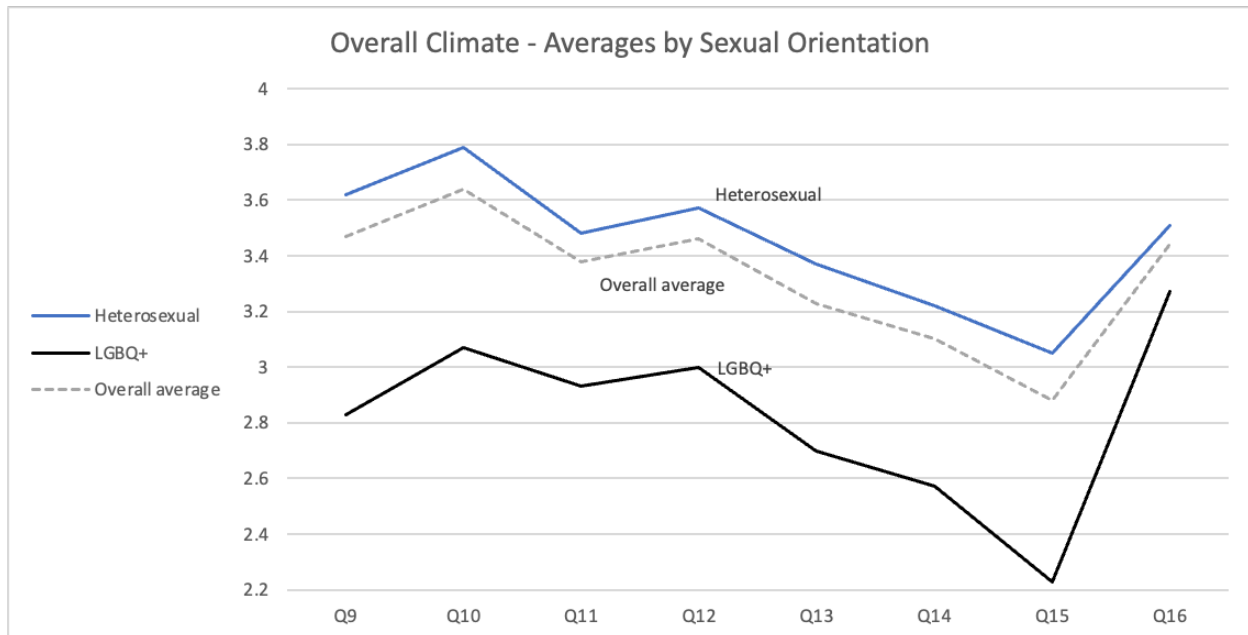
- People who identify as a mixed race or non-Asian POC consistently rate their experience within the department as lower than people who identify as White or Asian/Asian American.

Overall Climate - Averages by Race/Ethnicity
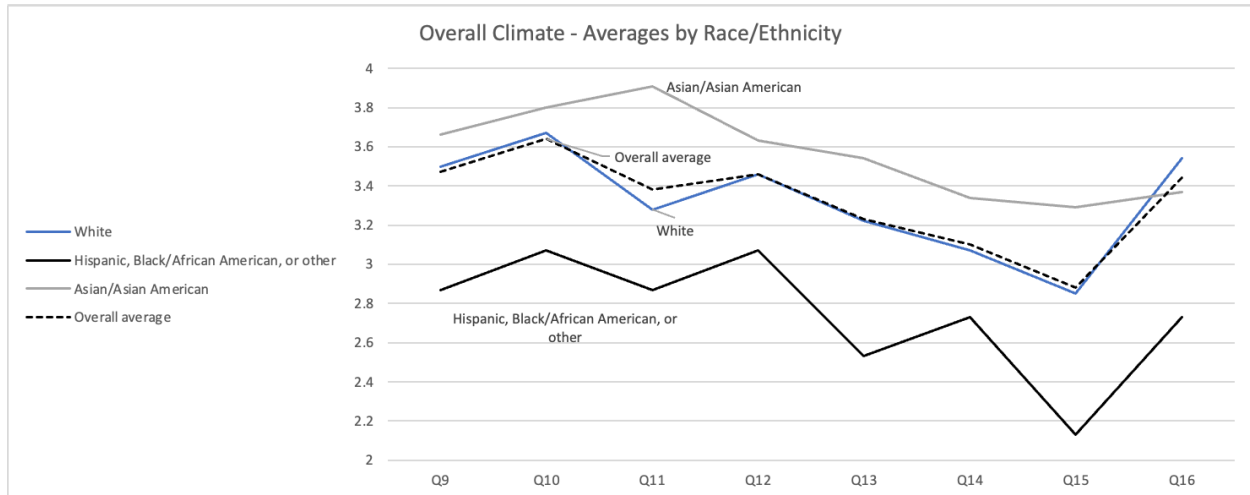
- U.S. citizens and permanent residents consistently rate their experience in the department as lower than non-U.S. citizens and permanent residents. In general, U.S. citizens and permanent residents do not rate their experience as lower than the overall average.

Overall Climate - Averages by Citizenship Status