

2017 NCAR|UCAR Workplace Culture Survey (ONLINE)

We are conducting a survey about your experiences working at UCAR/NCAR/UCP. Your participation in this survey is voluntary. Your name or email will not be linked to any of the responses reported from the results of this survey. If you have questions about this study, please visit the FAQ pages at <https://president.ucar.edu/president/diversity-inclusion/2017-workplace-culture-survey/FAQ> or contact UCAR's Chief Diversity & Inclusion Officer, Carolyn Brinkworth at carolyn@ucar.edu, x1670, or in person in FLA, room 3170.

AGREEMENT TO PARTICIPATE IN THE 2017 UCAR CULTURE SURVEY

STUDY LEADERSHIP. We are asking you to take part in a study that is led by Dr. Carolyn Brinkworth, UCAR's Chief Diversity and Inclusion Officer. Other researchers taking part in this project are Kristen Luna Aponte (UCAR), Maria Velasco from the Spring Institute, and Michelle Kobayashi and Laurie Urban from the National Research Center, Inc. The Spring Institute is an external Diversity and Inclusion consultancy firm, and the National Research Center, Inc. is an independent external survey company. Both have been contracted by UCAR to conduct this third party study, and provide a report and recommendations to UCAR. PI Brinkworth and Co-I Luna Aponte will not have access to the raw data, but will receive the report and recommendations on behalf of UCAR.

SPONSORSHIP. This study is funded by UCAR.

PURPOSE. The purpose of this study is to gather information about the workplace environment and culture for all employees of UCAR, NCAR, and UCP, and to develop recommendations for creating a welcoming and inclusive culture for all staff and visitors. Results from the survey will inform the upcoming UCAR Diversity and Inclusion Strategic Plan. Results may be combined with those from future surveys to measure effectiveness of diversity and inclusion programs at NCAR/UCAR/UCP. Measures of effectiveness may be published in the peer reviewed literature.

ELIGIBILITY. To be in this study, you must be over 18 years of age and currently receiving a paycheck from UCAR.

PARTICIPATION. You will be asked to complete a questionnaire that will take you about 15 minutes, asking about your experiences working for NCAR/UCAR/UCP, how you feel about working for the organization, for your lab/program, and for your supervisor. You will also be asked whether you have witnessed different types of actions by others. Finally, you will be asked to provide some demographic information. This demographic information is crucial for enabling us to check for patterns in how workplace experiences change with individuals' identities. At no point will anyone's identity be revealed or be possible to determine from the data reported to UCAR (See CONFIDENTIALITY below for more information).

RISKS OF PARTICIPATION. The risks that you run by taking part in this study are low. These risks include possibility of emotional discomfort if you are personally affected by any of the issues raised in this questionnaire.

BENEFITS OF PARTICIPATION. We **do not** expect the study to benefit everyone personally, but some individuals may experience benefits of participation as recommendations arising from this study are followed by NCAR/UCAR/UCP. This work will benefit NCAR/UCAR/UCP in creating more welcoming environments that increase employee retention and attract new diverse and talented employees. This study is also intended to benefit the wider science community by providing evidence-based good practices for increasing diversity and inclusion at other sites.

COMPENSATION.

There is no compensation offered for taking part in this survey.

VOLUNTARY PARTICIPATION. Your participation in this study is completely voluntary. You may refuse to answer any particular question for any reason without it being held against you. We will have no idea whether you participated or not, or which questions you answered, and your decision whether or not to participate will have no effect on your current or future employment at NCAR/UCAR/UCP.

2017 NCAR|UCAR Workplace Culture Survey (ONLINE)

PRE-LOADED DEMOGRAPHICS. Some of your demographic information has been pre-loaded into the survey: your “entity” (i.e., whether you work directly for UCAR, NCAR or UCP); your lab (for NCAR); program (for UCP) or department (for UCAR); your job category; whether you are exempt or non-exempt; the number of years you have worked for UCAR/NCAR/UCP; your gender; and your race. You will have the opportunity to change these final two in the survey itself. This information will be available to the Third Party vendor (NRC) only, and will only be reported back to UCAR in aggregate. You will not be identifiable from this information, no matter how unique your demographics. For more information about how we protect your anonymity, please see CONFIDENTIALITY below, and the FAQ page at <https://president.ucar.edu/president/diversity-inclusion/2017-workplace-culture-survey/FAQ>. If you are uncomfortable with this information being pre-loaded into the survey for you, you have the option to fill out a paper version of the survey, available from the front desk on each campus at FL, ML, CG, RAF and NWSC. Return paper surveys to the locked box at the front desk of any of these campus locations.

CONFIDENTIALITY. Your responses to this survey will remain completely anonymous and will be reported in group form only. Your name or email address will not be linked to any of the responses reported from the results of this survey. Individual submissions by survey participants will go directly to a third party - NRC - with any identifying information (e.g., email addresses) scrubbed via the web survey software. NRC will never provide UCAR with individual responses – they will provide only overall and group results to UCAR. UCAR will never receive information about any demographic or organizational groups with fewer than 5 people in the group. Groups of individuals with fewer than five members will either be aggregated into a larger group or not reported to UCAR at all. Your anonymity is our first duty of care, and will be protected in all papers, books, talks, posts, or stories resulting from this study. We may share the resulting report with other entities and researchers, but we have no way of revealing your identity with it.

DATA MANAGEMENT. The full database of responses from NCAR/UCAR/UCP employees will be held by NRC for ten years on secure servers before being destroyed. The data are being stored for that time to allow investigation of trends by comparison with future surveys. All data pathways have been investigated and approved by UCAR IT Security.

FURTHER INFORMATION. If you have any questions or would like additional information about this study, please check the FAQ pages at <https://president.ucar.edu/president/diversity-inclusion/2017-workplace-culture-survey/FAQ> or contact Carolyn Brinkworth at carolyn@ucar.edu, 303-497-1670, or at FLA 3170.

The UCAR Human Subjects Review has approved this project. You may contact the Board with any questions or issues as described at <https://ncar.ucar.edu/human-subjects-committee/human-subjects-research>. You may print and keep a copy of this consent form.

CONSENT. Checking the “I Consent” box and clicking the “Continue” button below, means that you understand the information on this form, that someone has answered any and all questions you may have about this study, and you voluntarily agree to participate in it.

- I understand that my participation in this survey is voluntary, and by checking this box I agree to participate. Without this box checked, we cannot accept your survey.

2017 NCAR | UCAR Workplace Culture Survey (ONLINE)

1. Please rate the extent to which you agree or disagree with the following statements about your job working for your specific entity (i.e., UCAR or NCAR or UCP).

	Strongly disagree	Disagree	Somewhat disagree	Somewhat agree	Agree	Strongly agree	Don't know
Overall, I feel positive about working for UCAR/NCAR/UCP.....	1	2	3	4	5	6	7
I feel connected to the vision, mission and values of my entity (UCAR/NCAR/UCP).....	1	2	3	4	5	6	7
I feel that my workload is manageable most of the time	1	2	3	4	5	6	7
I am able to adjust my work schedule to accommodate my home-life responsibilities	1	2	3	4	5	6	7
I am comfortable taking leave that I am entitled to without fear that it may affect my job/career.....	1	2	3	4	5	6	7
I am provided opportunities to advance in my career	1	2	3	4	5	6	7
I trust my coworkers	1	2	3	4	5	6	7
I trust my supervisor.....	1	2	3	4	5	6	7
I trust all the members of my work group to complete their work on time	1	2	3	4	5	6	7
I trust all the members of my work group to complete their work to quality standards	1	2	3	4	5	6	7
I am comfortable bringing up issues that concern me without fear that it will affect how I am treated by my supervisor or co-workers	1	2	3	4	5	6	7
I feel that others at UCAR/NCAR/UCP are open to collaborating with me ...	1	2	3	4	5	6	7
Someone at work seems to care about me as a person	1	2	3	4	5	6	7
I feel valued as an employee of this organization	1	2	3	4	5	6	7
I feel it is my responsibility to help employees from diverse backgrounds feel included	1	2	3	4	5	6	7
I would benefit from additional training in ways to foster inclusivity.....	1	2	3	4	5	6	7
I believe that diversity and inclusion should be core values of our institution	1	2	3	4	5	6	7
I believe that diversity and inclusion are core values of our institution	1	2	3	4	5	6	7
I have felt I need to change or hide things about myself in order to fit in.....	1	2	3	4	5	6	7
I would like to be working for this organization a year from now	1	2	3	4	5	6	7
Overall, I am satisfied with my job.....	1	2	3	4	5	6	7
When I ask for resources, my supervisor trusts that I need them	1	2	3	4	5	6	7
I understand my entity's (i.e., UCAR or NCAR or UCP) policy on when and how to report harassment and discrimination	1	2	3	4	5	6	7
I have received training at UCAR on how to report harassment and discrimination.....	1	2	3	4	5	6	7

2. Please rate how often, if at all, the following occurs at work:

	Never	Rarely	Sometimes	Often	Always	Don't know
I feel free to express my opinions about work-related matters.....	1	2	3	4	5	6
I feel my ideas are considered when final decisions are made.....	1	2	3	4	5	6
I feel I am in the information "loop"	1	2	3	4	5	6
I am trusted to do my job without excessive supervision.....	1	2	3	4	5	6
I feel like I am an integral part of my lab/department/program	1	2	3	4	5	6
I am treated with respect	1	2	3	4	5	6
I feel like my team members value my contributions.....	1	2	3	4	5	6
Overall, I feel I am treated fairly	1	2	3	4	5	6

3. How likely are you, if at all, to recommend working for UCAR/NCAR/UCP to a friend who asks?

- Very unlikely
 Somewhat unlikely
 Somewhat likely
 Very likely
 Don't know

2017 NCAR|UCAR Workplace Culture Survey (ONLINE)

4. Please rate the extent to which you agree or disagree with the following statements about your job working for your specific entity (i.e., UCAR or NCAR or UCP).

	Strongly disagree	Disagree	Somewhat disagree	Somewhat agree	Agree	Strongly agree	Don't know
In the past year, I have seriously considered leaving UCAR.....	1	2	3	4	5	6	7
In the past year, I have seriously considered transferring out of my team/division/project	1	2	3	4	5	6	7

5. Please rate your supervisor on the following. ASP Postdocs should rate your lab/department/program host/mentor rather than the ASP Director:

	Poor	Fair	Good	Excellent	Don't know	N/A
Soliciting and valuing new ideas from all employees.....	1	2	3	4	5	6
Encouraging employees to speak up when they disagree with what is being said	1	2	3	4	5	6
Valuing employees with diverse views	1	2	3	4	5	6
Providing specific, constructive feedback that helps improve performance	1	2	3	4	5	6
Dealing fairly with issues and conflicts in the workplace	1	2	3	4	5	6
Addressing issues with low-performing employees.....	1	2	3	4	5	6
Providing regular, informal feedback that aligns with my formal performance evaluation	1	2	3	4	5	6
Hiring employees with varied backgrounds and experiences	1	2	3	4	5	6
Ensuring that all employees are treated fairly	1	2	3	4	5	6
Addressing reports of unfair treatment	1	2	3	4	5	6
Helping employees of different cultures to interact effectively in the workplace	1	2	3	4	5	6
Addressing issues of disrespectful behavior among co-workers	1	2	3	4	5	6
Recognizing incidents of stereotyping and bias	1	2	3	4	5	6
Holding all employees to the same standards of behavior	1	2	3	4	5	6
Taking actions that support diversity and inclusion.....	1	2	3	4	5	6

6. Please rate the quality of each of the following aspects of your lab/department/program. ASP Postdocs should rate the lab or program in which you are working. If you work in UCAR then rate your department; in NCAR, your lab, and in UCP, please rate your program.

	Poor	Fair	Good	Excellent	Don't know
Making all employees feel welcome	1	2	3	4	5
Helping new employees feel connected and integrated.....	1	2	3	4	5
Welcoming employee involvement in decision-making.....	1	2	3	4	5
Fostering a respectful atmosphere	1	2	3	4	5
Providing all employees with what they individually need to be successful	1	2	3	4	5
Informing employees about decisions that impact their jobs in a timely manner	1	2	3	4	5
Providing compensation (salary and benefits) that is comparable to similar opportunities in my field.....	1	2	3	4	5
Recognizing high-performing individuals	1	2	3	4	5
Recognizing high-performing teams	1	2	3	4	5
Working to attract people from diverse backgrounds	1	2	3	4	5
Promoting individuals with good people skills to management positions rather than solely on the basis of their technical skills or length of service.....	1	2	3	4	5
Openness to dialogue on diversity and inclusion in the workplace	1	2	3	4	5
Protecting employees from health and safety hazards on the job	1	2	3	4	5

2017 NCAR|UCAR Workplace Culture Survey (ONLINE)

IF YOU ARE NOT AN ASP POSTDOC, PLEASE GO TO QUESTION 7. :

6a. If you are an ASP Postdoc, please rate the quality of each of the following aspects of the ASP Program.

	Poor	Fair	Good	Excellent	Don't know
Making all employees feel welcome.....	1	2	3	4	5
Helping new employees feel connected and integrated	1	2	3	4	5
Welcoming employee involvement in decision-making	1	2	3	4	5
Fostering a respectful atmosphere	1	2	3	4	5
Providing all employees with what they individually need to be successful	1	2	3	4	5
Informing employees about decisions that impact their jobs in a timely manner	1	2	3	4	5
Providing compensation (salary, benefits and incentives/bonuses) that is comparable to similar opportunities in my field.....	1	2	3	4	5
Recognizing high-performing individuals.....	1	2	3	4	5
Recognizing high performing teams	1	2	3	4	5
Working to attract people from diverse backgrounds.....	1	2	3	4	5
Promoting individuals with good people skills to management positions rather than solely on the basis of their technical skills or length of service	1	2	3	4	5
Openness to dialogue on diversity and inclusion in the workplace.....	1	2	3	4	5
Protecting employees from health and safety hazards on the job.....	1	2	3	4	5

7. Please rate your entity (UCAR, NCAR, or UCP) on the following.

	Poor	Fair	Good	Excellent	Don't know
Promoting workplace diversity and inclusion	1	2	3	4	5
Educating employees about the scientific, education, and business benefits of diversity and inclusion.....	1	2	3	4	5
Holding managers and supervisors accountable for promoting diversity and inclusion	1	2	3	4	5
The overall direction the organization is taking in diversity and inclusion activities	1	2	3	4	5
Communicating and understanding how ongoing social issues (e.g., police shootings of people of color, Anti-Islamic protests, etc.) might affect employees from a variety of backgrounds.....	1	2	3	4	5
Providing a clear policy on workplace ethics and behaviors.....	1	2	3	4	5
Providing clear and safe reporting procedures for discrimination and exclusionary behavior	1	2	3	4	5
Providing effective response to reports of discrimination and exclusionary behavior.....	1	2	3	4	5
Applying policies and procedures equally to all employees	1	2	3	4	5

8. Please rate the quality of the following benefits offered by UCAR:

	Poor	Fair	Good	Excellent	Don't know	N/A
PTO	1	2	3	4	5	6
Medical/Dental.....	1	2	3	4	5	6
Retirement Plan.....	1	2	3	4	5	6
Childcare/Eldercare.....	1	2	3	4	5	6
Employee Assistance Program	1	2	3	4	5	6
Education Assistance Program	1	2	3	4	5	6

2017 NCAR|UCAR Workplace Culture Survey (ONLINE)

9. Please rate how welcoming UCAR/NCAR/UCP is:

	Not welcoming	Somewhat welcoming	Welcoming	Very welcoming	Don't know
For persons with disabilities.....	1	2	3	4	5
For people who identify as lesbian, gay, bisexual, or other sexual minorities..	1	2	3	4	5
For people who identify as transgender	1	2	3	4	5
For white men	1	2	3	4	5
For men of color	1	2	3	4	5
For women of color	1	2	3	4	5
For white women	1	2	3	4	5
For people whose first language is not English	1	2	3	4	5
For people who are not U.S. Citizens	1	2	3	4	5
For people of Christian faith.....	1	2	3	4	5
For people of other faiths.....	1	2	3	4	5
For people who are agnostic or atheist.....	1	2	3	4	5
For people who are liberal	1	2	3	4	5
For people who are conservative	1	2	3	4	5
For people who are veterans or military	1	2	3	4	5
For people who are older	1	2	3	4	5
For people who are younger	1	2	3	4	5
For people who do not have PhDs	1	2	3	4	5
For people who are parents/caregivers	1	2	3	4	5

10. In the past 12 months, have you observed hiring practices at UCAR/NCAR/UCP that you have perceived to be unfair and/or unjust or would inhibit diversifying the organization?

- Yes→go to question 10a
- No→go to question 11

10a. In my most recent observance of this, I believe that the unfair and unjust hiring practices were based on (mark all that apply): (If you want to provide additional information, please use the comment box below.)

- | | |
|--|--|
| <input type="checkbox"/> Age | <input type="checkbox"/> Physical disability |
| <input type="checkbox"/> Country of origin | <input type="checkbox"/> Psychological condition (e.g. depression, anxiety, PTSD, schizophrenia, bipolar disorder) |
| <input type="checkbox"/> English language proficiency/accent | <input type="checkbox"/> Neurodiversity (e.g. Autism, Asperger’s, Down Syndrome) |
| <input type="checkbox"/> Race | <input type="checkbox"/> Medical condition (e.g. cancer, diabetes) |
| <input type="checkbox"/> Ethnicity/cultural background | <input type="checkbox"/> Political views |
| <input type="checkbox"/> Immigrant/citizen status | <input type="checkbox"/> Religious/spiritual views |
| <input type="checkbox"/> Educational level | <input type="checkbox"/> Gender identity/expression |
| <input type="checkbox"/> Military/veteran status | <input type="checkbox"/> Sexual orientation |
| <input type="checkbox"/> Marital status | <input type="checkbox"/> Socioeconomic status |
| <input type="checkbox"/> Parental status (e.g., having children) | <input type="checkbox"/> Other _____ |
| <input type="checkbox"/> Pregnancy | |
| <input type="checkbox"/> Physical characteristics (e.g. weight, body shape, level of attractiveness) | |

Comments _____

11. In the past 12 months, have you observed employment-related discipline or action up to and including dismissal at NCAR/UCAR/UCP that you perceive to be unfair and unjust or would inhibit diversifying the community?

- Yes→go to question 11a
- No→go to question 12

2017 NCAR|UCAR Workplace Culture Survey (ONLINE)

11a. In my most recent observance of this, I believe that the unfair or unjust, employment-related disciplinary actions were based on (mark all that apply): (If you want to provide additional information, please use the comment box below.)

- | | |
|--|--|
| <input type="checkbox"/> Age | <input type="checkbox"/> Physical disability |
| <input type="checkbox"/> Country of origin | <input type="checkbox"/> Psychological condition (e.g. depression, anxiety, PTSD, schizophrenia, bipolar disorder) |
| <input type="checkbox"/> English language proficiency/accent | <input type="checkbox"/> Neurodiversity (e.g. Autism, Asperger's, Down Syndrome) |
| <input type="checkbox"/> Race | <input type="checkbox"/> Medical condition (e.g. cancer, diabetes) |
| <input type="checkbox"/> Ethnicity/cultural background | <input type="checkbox"/> Political views |
| <input type="checkbox"/> Immigrant/citizen status | <input type="checkbox"/> Religious/spiritual views |
| <input type="checkbox"/> Educational level | <input type="checkbox"/> Gender identity/expression |
| <input type="checkbox"/> Military/veteran status | <input type="checkbox"/> Sexual orientation |
| <input type="checkbox"/> Marital status | <input type="checkbox"/> Socioeconomic status |
| <input type="checkbox"/> Parental status (e.g., having children) | <input type="checkbox"/> Other _____ |
| <input type="checkbox"/> Pregnancy | |
| <input type="checkbox"/> Physical characteristics (e.g. weight, body shape, level of attractiveness) | |

Comments _____

12. In the past 12 months, have you observed promotion/tenure/reappointment/reclassification practices at NCAR/UCAR/UCP that you perceive to be unfair or unjust?

- Yes→go to question 12a No→go to question 13

12a. In my most recent observance of this, I believe that the unfair or unjust behavior, procedures, or employment practices related to promotion/tenure/reappointment/reclassification were based on (mark all that apply): (If you want to provide additional information, please use the comment box below.)

- | | |
|--|--|
| <input type="checkbox"/> Age | <input type="checkbox"/> Physical disability |
| <input type="checkbox"/> Country of origin | <input type="checkbox"/> Psychological condition (e.g. depression, anxiety, PTSD, schizophrenia, bipolar disorder) |
| <input type="checkbox"/> English language proficiency/accent | <input type="checkbox"/> Neurodiversity (e.g. Autism, Asperger's, Down Syndrome) |
| <input type="checkbox"/> Race | <input type="checkbox"/> Medical condition (e.g. cancer, diabetes) |
| <input type="checkbox"/> Ethnicity/cultural background | <input type="checkbox"/> Political views |
| <input type="checkbox"/> Immigrant/citizen status | <input type="checkbox"/> Religious/spiritual views |
| <input type="checkbox"/> Educational level | <input type="checkbox"/> Gender identity/expression |
| <input type="checkbox"/> Military/veteran status | <input type="checkbox"/> Sexual orientation |
| <input type="checkbox"/> Marital status | <input type="checkbox"/> Socioeconomic status |
| <input type="checkbox"/> Parental status (e.g., having children) | <input type="checkbox"/> Other _____ |
| <input type="checkbox"/> Pregnancy | |
| <input type="checkbox"/> Physical characteristics (e.g. weight, body shape, level of attractiveness) | |

Comments _____

13. Please rate the extent to which you agree or disagree with the following statement:

	Strongly disagree	Disagree	Somewhat disagree	Somewhat agree	Agree	Strongly agree	Don't know
I know the process for requesting a reasonable accommodation for a disability from UCAR or feel confident that I could easily find information about the process.....	1	2	3	4	5	6	7

14. In the past 12 months, have you requested a reasonable accommodation for a disability from NCAR/UCAR/UCP?

- Yes→go to question 14a
 No→go to question 15

14a. How satisfied, if at all, were you with this accommodation?

- Very dissatisfied Dissatisfied Neither satisfied nor dissatisfied Satisfied Very satisfied Don't know

2017 NCAR|UCAR Workplace Culture Survey (ONLINE)

15. **First**, please indicate how frequently, if ever, in the past year you have personally experienced or witnessed any of the following at UCAR/NCAR/UCP (regardless of its outcome or resolution). **Second**, for each thing you have experienced or witnessed, please indicate if this was your experience or someone else's or both.

	How frequently?					IF EVER EXPERIENCED: Your experience, someone else's or both? (mark both if appropriate)	
	Never	Rarely	Sometimes	Often	Very often	Me	Someone else
Insensitive or inappropriate comments or jokes	1	2	3	4	5	<input type="checkbox"/>	<input type="checkbox"/>
Criticisms being made behind someone's back instead of direct feedback.....	1	2	3	4	5	<input type="checkbox"/>	<input type="checkbox"/>
Comments that unfairly question someone's ability or skills	1	2	3	4	5	<input type="checkbox"/>	<input type="checkbox"/>
Physical contact that made someone feel uncomfortable (e.g., hugging, touching)	1	2	3	4	5	<input type="checkbox"/>	<input type="checkbox"/>
Someone being ignored or excluded	1	2	3	4	5	<input type="checkbox"/>	<input type="checkbox"/>
Someone shouting at others	1	2	3	4	5	<input type="checkbox"/>	<input type="checkbox"/>
Someone being intimidated/bullied	1	2	3	4	5	<input type="checkbox"/>	<input type="checkbox"/>
Assumption that a decision (either way) about someone's hiring/promotion was based on their identity (e.g., race, gender, age)	1	2	3	4	5	<input type="checkbox"/>	<input type="checkbox"/>
Someone being sexually harassed.....	1	2	3	4	5	<input type="checkbox"/>	<input type="checkbox"/>

16. If you could say one thing to management about Diversity and Inclusion at UCAR/NCAR/UCP, what would it be?

Our last questions are about you and your household. Again, all of your responses to this survey are completely anonymous and will be reported in group form only. If you do not want to answer a specific question, you may leave the question blank. For more information on why we ask these questions and why they're important or for definitions of some of the terms below, please see the FAQ page at <https://president.ucar.edu/president/diversity-inclusion/2017-workplace-culture-survey/FAQ>.

17. For which entity do you work?

- UCAR NCAR UCP

18. Please indicate the Lab/Program/Department in which you primarily work? (Please select only one response.)

- | | |
|-------------------------------|--|
| <input type="radio"/> ACOM | <input type="radio"/> Library (includes DLS) |
| <input type="radio"/> CGD | <input type="radio"/> SciEd |
| <input type="radio"/> CISL | <input type="radio"/> UNIDATA |
| <input type="radio"/> EOL | <input type="radio"/> HR |
| <input type="radio"/> HAO | <input type="radio"/> UCARPRES (includes COMM, DEVPART, OGC) |
| <input type="radio"/> MMM | <input type="radio"/> F&A: Contracts |
| <input type="radio"/> RAL | <input type="radio"/> F&A: Event Services |
| <input type="radio"/> NCARDIR | <input type="radio"/> F&A: FMS&S |
| <input type="radio"/> UCPDIR | <input type="radio"/> F&A: IT |
| <input type="radio"/> COMET | <input type="radio"/> F&A: T&F |
| <input type="radio"/> COSMIC | <input type="radio"/> F&A: Other (includes VPFA) |
| <input type="radio"/> CPAESS | |
| <input type="radio"/> GLOBE | |

19. What is your job family?

- | | |
|--|--|
| <input type="radio"/> Administrative Clerical I/II | <input type="radio"/> Information Services |
| <input type="radio"/> Administrative Clerical III | <input type="radio"/> Information Services Technicians |
| <input type="radio"/> Administrative Managers | <input type="radio"/> Operatives |
| <input type="radio"/> Administrative Professionals | <input type="radio"/> Other Clerical |
| <input type="radio"/> Assoc Scientist I/II | <input type="radio"/> Postdoctoral Fellows |
| <input type="radio"/> Assoc Scientist III/IV | <input type="radio"/> Scientific Managers |
| <input type="radio"/> Computing Managers | <input type="radio"/> Scientific Visitors |
| <input type="radio"/> Computing Technicians | <input type="radio"/> Scientist I/II |
| <input type="radio"/> Craft Workers | <input type="radio"/> Scientist III/IV |
| <input type="radio"/> Engineering | <input type="radio"/> Service Workers |
| <input type="radio"/> Engineering Managers | <input type="radio"/> Software Eng/Prog II |
| <input type="radio"/> Engineering Technicians | <input type="radio"/> Software Eng/Prog III/IV |
| <input type="radio"/> Executives | <input type="radio"/> Student Assistants/ Visitors |
| <input type="radio"/> Graduate Research Assistant | |

20. What is your job title? _____

21. Are you an exempt or non-exempt employee?

- Exempt Hourly/Casual Non-Exempt

2017 NCAR|UCAR Workplace Culture Survey (ONLINE)

22. Are you full time or part time?

- Full time Part time Don't know

23. How long have you worked for UCAR/NCAR/UCP?

_____years (If less than 6 months, please write 0)

24. Do you work at one of the three Boulder campus locations?

- Yes No

25. How would you describe your gender identity? (Mark all that apply)

- Man
 Woman
 Non-Binary
 Genderqueer
 Gender Fluid
 Prefer to self-describe _____

26. Do you identify as trans/transgender?

- Yes No

27. What is your racial/ethnic identity? (If you are of a multi-racial/multi-ethnic/multi-cultural identity, mark all that apply.)

- White
 Asian
 Black/African American
 Hispanic/Latino
 Middle Eastern
 American Indian/Alaska Native
 Native Hawaiian/Pacific Islander

28. Which term best describes your sexual orientation? (Mark all that apply.)

- Asexual
 Bisexual
 Gay
 Heterosexual
 Lesbian
 Queer
 Questioning
 I prefer to self identify: _____

29. What is your age?

- 18-23
 24-29
 30-39
 40-49
 50-59
 60 and over

30. Do you have substantial parenting or caregiving responsibility for any of the following people? (Mark all that apply.)

- No one
 Children 18 years of age or under
 Children over 18 years of age, but still legally dependent (in college, disabled, etc.)
 Independent adult children over 18 years of age
 Sick or disabled partner
 Senior or other family member
 Other (please specify, e.g., pregnant, expectant partner, adoption pending) _____

31. Are/were you a member of the U.S. armed forces? (Mark all that apply.)

- I have not been in the military
 Active military
 Reservist
 ROTC
 Veteran

32. What is your highest completed level of education?

- No high school
 Some high school
 Completed high school/GED
 Some college
 Business/technical certificate/degree
 Associate's degree
 Bachelor's degree
 Some graduate work
 Master's degree
 Doctoral degree (Ph.D., Ed.D.)
 Professional degree (e.g., MD, JD, MBA)

33. Which, if any, of the conditions listed below impacted your learning, working or living activities in the past 12 months? (Mark all that apply)

- Acquired/Traumatic Brain Injury
 Attention Deficit/Hyperactivity Disorder
 Asperger's/Autism Spectrum
 Blind
 Low vision
 Deaf
 Hard of Hearing
 Learning Disability
 Medical Condition
 Mental Health/Psychological Condition
 Physical/Mobility condition that affects walking
 Physical/Mobility condition that does *not* affect walking
 Speech/Communication Condition
 Other (please specify) _____
 I have a disability but prefer not specify
 I have none of the listed conditions

2017 NCAR | UCAR Workplace Culture Survey (ONLINE)

34. Have a family member's physical or mental health issues impacted your learning, working or living activities in the past 12 months?

- Yes No

35. What is your citizenship status in the U.S.?

- U.S. citizen
 U.S Resident (including green card holders)
 Conditional U.S. Resident (i.e., conditional green card holders)
 Temporary Resident (e.g., visa holder)

36. How would you characterize your political views?

- Far left
 Liberal
 Moderate or middle of the road
 Conservative
 Far Right
 Undecided
 Other (please specify) _____

37. Is English your first language?

- Yes No

38. What is your religious or spiritual identity? (Mark all that apply)

- Agnostic
 Atheist
 Buddhist
 Christian
 Hindu
 Jewish
 Muslim
 Sikh
 Spiritual, but no religious affiliation
 No affiliation
 Other (please specify)

39. How much do you anticipate your household's total income before taxes will be for the current year? (Please include in your total income money from all sources for all persons living in your household.)

- Less than \$25,000
 \$25,000 to \$49,999
 \$50,000 to \$99,999
 \$100,000 to \$149,999
 \$150,000 to \$199, 999
 \$200,000 to \$249,999
 \$250,000 +

Thank you for completing this survey! If you have been affected by any of the issues discussed in this survey, and would like confidential support or advice, you can contact UCAR's Employee Assistance Program or the UCAR Ombuds Office. You can also contact the UCAR Office for Diversity and Inclusion or UCAR's Employee Relations Manager in HR for support, but please be aware that these individuals may be required by law to report major issues to HR.