DOF Faculty Survey 2022 Questionnaire
December 03, 2022
Consent The Princeton Faculty Survey asks about your experiences as a faculty member at Princeton and provides an opportunity for you to tell us how things are going. We ask that you be candid and tell us what has worked well for you and what could be better. Your responses, along with those of your fellow faculty members, will provide extremely valuable information about working at Princeton and will give important guidance as we plan for the future. The survey will take about 25 minutes to complete. If you wish to go back to re-evaluate prior responses, you may use the "Previous" button at the bottom of each screen. To reduce the length of the survey, avoid sending reminders to those who have already completed the survey, and to incorporate additional data required for our reporting, your responses will be linked to your Princeton Employee ID number during the data collection phase of the survey.

To help ensure the confidentiality of your responses, your Princeton Employee ID number will be removed from the survey response file before the data are analyzed, and replaced with a randomly generated survey identification number. Both numbers will be stored in a separate and secured archival key file.

All survey material will be stored securely on encrypted computers. Individual responses are completely confidential. All findings, reports, and analyses based upon this survey will be reported in a manner that does not identify any individuals.

Because this survey is confidential, information that you provide in this survey is for administrative uses and does not constitute a report to Princeton University; as such, the University will not be in a position to take any action on an individual case with respect to information you provide in this survey. Should you have issues, concerns, or complaints that you would like to report to the University (and for which you would like to the University to take action), please contact Cheri Burgess, Director for Institutional Equity and Equal Employment Opportunity at clawson@princeton.edu.

Participation in this survey is completely voluntary. Although your answers to every question are important to us, you may skip any questions that you are not inclined to answer.

If you have questions or concerns about this survey, please contact: Jed Marsh, Vice Provost for Institutional Research at: jmarsh@princeton.edu

Thank you for contributing your thoughts and opinions to this survey.
Start of Block: S01-AAUDE Satisfaction

S1H1 Satisfaction Overall
Please indicated extent are you satisfied or dissatisfied the with resources provided by Princeton University.

S1Q1 Overall, how would you rate Princeton University as a place to work?

- One of the Best (1)
- Above Average (2)
- Average (3)
- Below Average (4)
- One of the Worst (5)
S1Q2 Overall, how satisfied are you as faculty member at Princeton University?

- Very satisfied (1)
- Somewhat satisfied (2)
- Neither satisfied nor dissatisfied (3)
- Somewhat dissatisfied (4)
- Very dissatisfied (5)

S1Q3 How satisfied are you with the resources that Princeton University provides to support your teaching?

- Very satisfied (1)
- Somewhat satisfied (2)
- Neither satisfied nor dissatisfied (3)
- Somewhat dissatisfied (4)
- Very dissatisfied (5)
- Not applicable (6)
S1Q4 How satisfied are you with the **base salary** that Princeton University provides?

- Very satisfied (1)
- Somewhat satisfied (2)
- Neither satisfied nor dissatisfied (3)
- Somewhat dissatisfied (4)
- Very dissatisfied (5)
- Not applicable (6)

S1Q5 How satisfied are you with the **benefits package** (e.g., medical, retirement, etc.) that Princeton University provides?

- Very satisfied (1)
- Somewhat satisfied (2)
- Neither satisfied nor dissatisfied (3)
- Somewhat dissatisfied (4)
- Very dissatisfied (5)
- Not applicable (6)
Display This Question:

If TenureTrack != LECT

S1Q6 How satisfied are you with the resources that Princeton University provides to support your research and scholarship?

- Very satisfied (1)
- Somewhat satisfied (2)
- Neither satisfied nor dissatisfied (3)
- Somewhat dissatisfied (4)
- Very dissatisfied (5)
- Not applicable (6)
S1Q7 How satisfied are you with the **start-up funds** that Princeton University provides?

- Very satisfied (1)
- Somewhat satisfied (2)
- Neither satisfied nor dissatisfied (3)
- Somewhat dissatisfied (4)
- Very dissatisfied (5)
- Not applicable (6)
Display This Question:
If TenureTrack ≠ LECT

S1Q8 How satisfied are you with the support for securing grants that Princeton University provides?

- Very satisfied (1)
- Somewhat satisfied (2)
- Neither satisfied nor dissatisfied (3)
- Somewhat dissatisfied (4)
- Very dissatisfied (5)
- Not applicable (6)
S1Q9 How satisfied are you with your teaching responsibilities?

- Very satisfied (1)
- Somewhat satisfied (2)
- Neither satisfied nor dissatisfied (3)
- Somewhat dissatisfied (4)
- Very dissatisfied (5)
- Not applicable (6)

S1Q10 How satisfied are you with the resources that Princeton University provides to support your teaching?

- Very satisfied (1)
- Somewhat satisfied (2)
- Neither satisfied nor dissatisfied (3)
- Somewhat dissatisfied (4)
- Very dissatisfied (5)
- Not applicable (6)
S1Q11 How satisfied are you with your access to Assistants in Instruction (AIs)?

- Very satisfied (1)
- Somewhat satisfied (2)
- Neither satisfied nor dissatisfied (3)
- Somewhat dissatisfied (4)
- Very dissatisfied (5)
- Not applicable (6)

Display This Question:
If TenureTrack != LECT
S1Q12 How satisfied are you with your access to Assistants in Research (ARs)?

- Very satisfied (1)
- Somewhat satisfied (2)
- Neither satisfied nor dissatisfied (3)
- Somewhat dissatisfied (4)
- Very dissatisfied (5)
- Not applicable (6)

Display This Question:
If TenureTrack != LECT
S1Q13 How satisfied are you with the quality of **graduate students** at Princeton University?

- Very satisfied (1)
- Somewhat satisfied (2)
- Neither satisfied nor dissatisfied (3)
- Somewhat dissatisfied (4)
- Very dissatisfied (5)
- Not applicable (6)

S1Q14 How satisfied are you with the quality of **undergraduate students** at Princeton University?

- Very satisfied (1)
- Somewhat satisfied (2)
- Neither satisfied nor dissatisfied (3)
- Somewhat dissatisfied (4)
- Very dissatisfied (5)
- Not applicable (6)
Display This Question:
If TenureTrack != LECT

S1Q15 How satisfied are you with the amount of time you have available for research and scholarly work?

- Very satisfied (1)
- Somewhat satisfied (2)
- Neither satisfied nor dissatisfied (3)
- Somewhat dissatisfied (4)
- Very dissatisfied (5)
- Not applicable (6)
S1Q16 How satisfied are you with the **office space** that Princeton University provides?

- Very satisfied (1)
- Somewhat satisfied (2)
- Neither satisfied nor dissatisfied (3)
- Somewhat dissatisfied (4)
- Very dissatisfied (5)
- Not applicable (6)

*Display This Question:*

_If Tenure Track != LECT_
S1Q17 How satisfied are you with the laboratory or research space that Princeton University provides?

- Very satisfied (1)
- Somewhat satisfied (2)
- Neither satisfied nor dissatisfied (3)
- Somewhat dissatisfied (4)
- Very dissatisfied (5)
- Not applicable (6)

S1Q18 How satisfied are you with the classroom space that Princeton University provides?

- Very satisfied (1)
- Somewhat satisfied (2)
- Neither satisfied nor dissatisfied (3)
- Somewhat dissatisfied (4)
- Very dissatisfied (5)
- Not applicable (6)
S1Q19 How satisfied are you with the library resources that Princeton University provides?

- Very satisfied (1)
- Somewhat satisfied (2)
- Neither satisfied nor dissatisfied (3)
- Somewhat dissatisfied (4)
- Very dissatisfied (5)
- Not applicable (6)

Display This Question:
If TenureTrack != LECT
S1Q20 How satisfied are you with the **research computing resources** that Princeton University provides?

- Very satisfied (1)
- Somewhat satisfied (2)
- Neither satisfied nor dissatisfied (3)
- Somewhat dissatisfied (4)
- Very dissatisfied (5)
- Not applicable (6)

S1Q21 How satisfied are you with the **technology support** that Princeton University provides?

- Very satisfied (1)
- Somewhat satisfied (2)
- Neither satisfied nor dissatisfied (3)
- Somewhat dissatisfied (4)
- Very dissatisfied (5)
- Not applicable (6)
S1Q22 How satisfied are you with the **clerical and administrative staff support** that Princeton University provides?

- Very satisfied (1)
- Somewhat satisfied (2)
- Neither satisfied nor dissatisfied (3)
- Somewhat dissatisfied (4)
- Very dissatisfied (5)
- Not applicable (6)

Display This Question:

If TenureTrack != LECT
S1Q23 How satisfied are you with the **technical and research staff support** that Princeton University provides?

- Very satisfied (1)
- Somewhat satisfied (2)
- Neither satisfied nor dissatisfied (3)
- Somewhat dissatisfied (4)
- Very dissatisfied (5)
- Not applicable (6)

End of Block: S01-AAUDE Satisfaction

Start of Block: S02- AAUDE Workload

S2H1 **Workload**
S2Q1 Overall, how would you rate the **reasonableness of your workload**?

- Much too light (1)
- Too light (2)
- About right (3)
- Too heavy (4)
- Much too heavy (5)

S2Q2 How do you think **your workload compares to that of similarly situated faculty** (same rank and field) at comparable universities?

- My workload is much lighter (1)
- My workload is somewhat lighter (2)
- My workload is comparable to that of similarly situated colleagues (3)
- My workload is somewhat heavier (4)
- My workload is much heavier (5)
S2H2 Teaching

Display This Question:
If TenureTrack != LECT

S2Q3 How much input do you have in determining the specific courses you teach?

- A lot of input — I always or almost always get to choose which courses I teach (1)
- Some input - I usually get to choose which courses I teach (2)
- Little input - I rarely or never get to choose which courses I teach (3)
- Don't know (4)
S2Q4 How would you describe the impact of teaching on your career?

- Very beneficial (1)
- Somewhat beneficial (2)
- Neither beneficial nor detrimental (3)
- Somewhat detrimental (4)
- Very detrimental (5)
- Don't know (6)
S2H3 Advising

S2Q5 During the 2021-2022 academic year, how many junior papers/projects and senior thesis students did you formally advise?

- None (1)
- One to Three (2)
- Four to Six (3)
- Seven to Ten (4)
- Eleven to Fifteen (5)
- Sixteen to Twenty (6)
- Twenty to Twenty-five (7)
- More than Twenty-five (8)
S2Q6 During the 2021-2022 academic year, how many other undergraduates did you formally advise?

- None (1)
- One to Three (2)
- Four to Six (3)
- Seven to Ten (4)
- Eleven to Fifteen (5)
- Sixteen to Twenty (6)
- Twenty to Twenty-five (7)
- More than Twenty-five (8)
S2Q7 During the 2021-2022 academic year, how many other undergraduate students did you informally advise?

- None (1)
- One to Three (2)
- Four to Six (3)
- Seven to Ten (4)
- Eleven to Fifteen (5)
- Sixteen to Twenty (6)
- Twenty to Twenty-five (7)
- More than Twenty-five (8)
S2Q8 During the 2021-2022 academic year, how many graduate students are your primary advisees?

- None (1)
- One to Three (2)
- Four to Six (3)
- Seven to Ten (4)
- Eleven to Fifteen (5)
- Sixteen to Twenty (6)
- Twenty to Twenty-five (7)
- More than Twenty-five (8)

Display This Question:
If TenureTrack != LECT
S2Q9 During the 2021-2022 academic year, how many other graduate students, including graduate dissertation/thesis committees, did you formally advise?

- None (1)
- One to Three (2)
- Four to Six (3)
- Seven to Ten (4)
- Eleven to Fifteen (5)
- Sixteen to Twenty (6)
- Twenty to Twenty-five (7)
- More than Twenty-five (8)

Display This Question:
If TenureTrack != LECT
S2Q10 During the 2021-2022 academic year, how many other graduate students did you informally advise?

- None (1)
- One to Three (2)
- Four to Six (3)
- Seven to Ten (4)
- Eleven to Fifteen (5)
- Sixteen to Twenty (6)
- Twenty to Twenty-five (7)
- More than Twenty-five (8)

Display This Question:
If TenureTrack != LECT

S2Q11 In general how much does your graduate student advising contribute to your own research / scholarship?

- A lot (1)
- Some (2)
- Not at all (3)
S2Q12 During the 2021-2022 academic year, how many postdocs did you formally advise/supervise?

- None (1)
- One to Three (2)
- Four to Six (3)
- Seven to Ten (4)
- Eleven to Fifteen (5)
- Sixteen to Twenty (6)
- Twenty to Twenty-five (7)
- More than Twenty-five (8)
S2Q13 During the 2021-2022 academic year, how many postdocs did you informally advise?

- None (1)
- One to Three (2)
- Four to Six (3)
- Seven to Ten (4)
- Eleven to Fifteen (5)
- Sixteen to Twenty (6)
- Twenty to Twenty-five (7)
- More than Twenty-five (8)

Display This Question:
If TenureTrack != LECT

S2Q14 In general how much does your postdoctoral supervision contribute to your own research / scholarship?

- A lot (1)
- Some (2)
- Not at all (3)
S2Q15 How would you describe the impact of graduate advising on your career?

- Very beneficial (1)
- Somewhat beneficial (2)
- Neither beneficial nor detrimental (3)
- Somewhat detrimental (4)
- Very detrimental (5)
- Don't know (6)
S2Q16 How would you describe the **impact of postdoctoral advising on your career**?

- Very beneficial (1)
- Somewhat beneficial (2)
- Neither beneficial nor detrimental (3)
- Somewhat detrimental (4)
- Very detrimental (5)
- Don't know (6)
S2H4 Committee Service
Please indicate the number of committees (standing and ad hoc) you have served on within the last 12 months. (Dissertation/Thesis committee service should be excluded)

S2Q17 In academic year 2021-2022, on how many departmental committees did you serve?

- None (1)
- One to Three (2)
- Four to Six (3)
- Seven to Ten (4)
- More than ten (5)
S2Q18 In academic year 2021-2022, on how many University/School committees did you serve?

- None (1)
- One to Three (2)
- Four to Six (3)
- Seven to Ten (4)
- More than ten (5)

Display This Question:
- If Committee Service Please indicate the number of committees (standing and ad hoc) you have served... Is Displayed

S2Q19 Overall, how would you rate the reasonableness of your departmental/school committee service?

- Much too light (1)
- Too light (2)
- About right (3)
- Too heavy (4)
- Much too heavy (5)
S2Q20 Overall, how would you rate the reasonableness of your University committee service?

- Much too light (1)
- Too light (2)
- About right (3)
- Too heavy (4)
- Much too heavy (5)
S2Q22 Between September 2021 and September 2022, on how many external committees or boards related to your discipline (e.g., accreditation; editor of a journal; officer of a professional association) have you served?

- None (1)
- One to Three (2)
- Four to Six (3)
- Seven to Ten (4)
- More than ten (5)

Display This Question: If Committee Service Please indicate the number of committees (standing and ad hoc) you have served... Is Displayed

S2Q23 How would you describe the impact of committee service on your career?

- Very beneficial (1)
- Somewhat beneficial (2)
- Neither beneficial nor detrimental (3)
- Somewhat detrimental (4)
- Very detrimental (5)
- Don't know (6)
S2H5 Your Workload Overall

S2Q24 During an academic year at Princeton approximately how many hours is your typical work week?

- 0 hours (1)
- 1-10 hours (2)
- 11-20 hours (3)
- 21-30 hours (4)
- 31-40 hours (5)
- 41-50 hours (6)
- 51-60 hours (7)
- 61-70 hours (8)
- 71-80 hours (9)
- 81-90 hours (10)
- More than 90 hours (11)
Display This Question:
If TenureTrack !\in LECT

S2Q25 As you think about how you spend your time in a typical academic year, what percent of your average work week do you spend on each of the following work-related activities?
(The sum of these responses should be 100%)
Teaching (including preparing materials for class, lecturing, etc.) : _______ (1)
Meeting or communicating with students outside of class (office hours, advising, supervising research, writing letters of recommendation, etc.) : _______ (2)
Scholarship, conducting research, creating or performing artistic work (including writing, attending professional meetings, writing and administering grants, etc.) : _______ (3)
Administrative responsibilities and University service (committee work, mentoring, etc.) : _______ (4)
Service external to the university (to one’s discipline, outreach or extension activities, etc.) : _______ (5)
Other work-related activities, including paid consulting : _______ (6)
Total : _______
S2Q26 Please indicate the extent to which each of the following aspects of work has been a source of stress for you over the past twelve months. (We will ask you later about other sources of stress you may be experiencing)

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<td>Timing of departmental meetings and functions (1)</td>
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<td>Managing a research group or grant (e.g., finances, personnel) (2)</td>
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<td>Securing funding for research (3)</td>
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<th>School-related activities</th>
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<td>Departmental or campus politics (9)</td>
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Display This Question:
If TenureTrack != LECT

S3H1 Resource Allocation

Display This Question:
If Resource Allocation Is Displayed

S3Q1 How do you assess the overall quality of the resources you have available to support your research and scholarship relative to your Princeton colleagues who do similar kinds of research/scholarship?

- Much better (1)
- Somewhat better (2)
- About the same (3)
- Somewhat worse (4)
- Much worse (5)
- Don’t know (6)
S3Q2 Are the policies and procedures for allocating resources in $\text{Field/PrimaryDept}$ made clear to you?

- Always (1)
- Usually (2)
- Sometimes (3)
- Rarely (4)
- Never (5)

Display This Question:
If Resource Allocation Is Displayed

S3Q4 Are the policies and procedures for allocating resources in $\text{Field/PrimaryDept}$ equitable?

- Very equitable (1)
- Somewhat equitable (2)
- Somewhat inequitable (3)
- Very inequitable (4)
- Don't know (5)
S3Q5 Do you get the support you need from $\{e://Field/PrimaryDept\}$ to compete for external funding for your research?

- Always (1)
- Usually (2)
- Sometimes (3)
- Rarely (4)
- Never (5)
- Not applicable (6)
S3Q6 Do you get the support you need from the University to compete for external funding for your research?

- Always (1)
- Usually (2)
- Sometimes (3)
- Rarely (4)
- Never (5)
- Not applicable (6)

End of Block: S03-Resources

Start of Block: S15-Research Data

S15H1 Research Data Management
S15Q1 In the course of your research/scholarship at Princeton have you needed, or are you likely to have a future need, for **Data Management Plans at proposal/award stage.**

- I have used campus resources, which have met my needs. (1)
- I have used campus resources that did not meet my needs. (2)
- I have needed, but could not locate, campus resources. (3)
- Should I need assistance, I know who to contact. (4)
- Should I need assistance, I do not know who to contact. (5)
- Not applicable to my research/scholarship (6)

S15Q2 In the course of your research/scholarship at Princeton have you needed, or are you likely to have a future need, for **Data Use Agreements (covering incoming and outgoing data transfers).**

- I have used campus resources, which have met my needs. (1)
- I have used campus resources that did not meet my needs. (2)
- I have needed, but could not locate, campus resources. (3)
- Should I need assistance, I know who to contact. (4)
- Should I need assistance, I do not know who to contact. (5)
- Not applicable to my research/scholarship (6)
S15Q3 In the course of your research/scholarship at Princeton have you needed, or are you likely to have a future need, for Research Data storage guidance.

- I have used campus resources, which have met my needs. (1)
- I have used campus resources that did not meet my needs. (2)
- I have needed, but could not locate, campus resources. (3)
- Should I need assistance, I know who to contact. (4)
- Should I need assistance, I do not know who to contact. (5)
- Not applicable to my research/scholarship (6)
S15Q4 In the course of your research/scholarship at Princeton have you needed, or are you likely to have a future need, for Research Data classification and security.

- I have used campus resources, which have met my needs. (1)
- I have used campus resources that did not meet my needs. (2)
- I have needed, but could not locate, campus resources. (3)
- Should I need assistance, I know who to contact. (4)
- Should I need assistance, I do not know who to contact. (5)
- Not applicable to my research/scholarship (6)

S15Q5 In the course of your research/scholarship at Princeton have you needed, or are you likely to have a future need, for long-term preservation and retention of research data.

- I have used campus resources, which have met my needs. (1)
- I have used campus resources that did not meet my needs. (2)
- I have needed, but could not locate, campus resources. (3)
- Should I need assistance, I know who to contact. (4)
- Should I need assistance, I do not know who to contact. (5)
- Not applicable to my research/scholarship (6)
S15Q6 In the course of your research/scholarship at Princeton have you needed, or are you likely to have a future need, for working with sensitive research data such as: proprietary data, human subjects related data, clinically-relevant datasets, controlled unclassified information.

- I have used campus resources, which have met my needs. (1)
- I have used campus resources that did not meet my needs. (2)
- I have needed, but could not locate, campus resources. (3)
- Should I need assistance, I know who to contact. (4)
- Should I need assistance, I do not know who to contact. (5)
- Not applicable to my research/scholarship (6)
S15Q7 In the course of your research/scholarship at Princeton have you needed, or are you likely to have a future need, for **international transfers of data**.

- I have used campus resources, which have met my needs. (1)
- I have used campus resources that did not meet my needs. (2)
- I have needed, but could not locate, campus resources. (3)
- Should I need assistance, I know who to contact. (4)
- Should I need assistance, I do not know who to contact. (5)
- Not applicable to my research/scholarship (6)

S15Q8 In the course of your research/scholarship at Princeton have you needed, or are you likely to have a future need, for **options for open data publishing**.

- I have used campus resources, which have met my needs. (1)
- I have used campus resources that did not meet my needs. (2)
- I have needed, but could not locate, campus resources. (3)
- Should I need assistance, I know who to contact. (4)
- Should I need assistance, I do not know who to contact. (5)
- Not applicable to my research/scholarship (6)
S15Q9 In the course of your research/scholarship at Princeton have you needed, or are you likely to have a future need, for disciplinary data repositories.

- I have used campus resources, which have met my needs. (1)
- I have used campus resources that did not meet my needs. (2)
- I have needed, but could not locate, campus resources. (3)
- Should I need assistance, I know who to contact. (4)
- Should I need assistance, I do not know who to contact. (5)
- Not applicable to my research/scholarship (6)
S15Q10 In the course of your research/scholarship at Princeton have you needed, or are you likely to have a future need, for **assistance on compliance with regulatory requirements associated with Research Data**.

- I have used campus resources, which have met my needs. (1)
- I have used campus resources that did not meet my needs. (2)
- I have needed, but could not locate, campus resources. (3)
- Should I need assistance, I know who to contact. (4)
- Should I need assistance, I do not know who to contact. (5)
- Not applicable to my research/scholarship (6)

End of Block: S15-Research Data

Start of Block: S04-AAUDE Dept Atmosphere

**S4H1 Atmosphere of your Department/ Unit**
Please indicate your level of agreement or disagreement with each of the following statements about ${e://Field/PrimaryDept}.

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**Display This Question:**

If TenureTrack != LECT
S4Q1 I generally feel that my colleagues in $\text{Field/PrimaryDept}$ value my research / scholarship.

- Strongly agree (1)
- Somewhat agree (2)
- Neither agree nor disagree (3)
- Somewhat disagree (4)
- Strongly disagree (5)
- Not applicable (6)

Display This Question:
If TenureTrack != LECT
S4Q2 I generally feel that my colleagues in other units at Princeton value my research / scholarship.

- Strongly agree (1)
- Somewhat agree (2)
- Neither agree nor disagree (3)
- Somewhat disagree (4)
- Strongly disagree (5)
- Not applicable (6)

Display This Question:
If TenureTrack = LECT
S4Q3 I generally feel that my colleagues in $\text{Field/PrimaryDept}$ value my teaching.

- Strongly agree (1)
- Somewhat agree (2)
- Neither agree nor disagree (3)
- Somewhat disagree (4)
- Strongly disagree (5)
- Not applicable (6)

S4Q4 I am satisfied with opportunities to intellectually engage with colleagues in $\text{Field/PrimaryDept}$.

- Strongly agree (1)
- Somewhat agree (2)
- Neither agree nor disagree (3)
- Somewhat disagree (4)
- Strongly disagree (5)
- Not applicable (6)
S4Q5 I am satisfied with opportunities to intellectually engage with colleagues in other units at Princeton.

- Strongly agree (1)
- Somewhat agree (2)
- Neither agree nor disagree (3)
- Somewhat disagree (4)
- Strongly disagree (5)
- Not applicable (6)

Display This Question:

If TenureTrack != LECT
S4Q6 I am satisfied with opportunities to collaborate on research/scholarship with faculty in $\{e://Field/PrimaryDept\}$.

- Strongly agree (1)
- Somewhat agree (2)
- Neither agree nor disagree (3)
- Somewhat disagree (4)
- Strongly disagree (5)
- Not applicable (6)

Display This Question:
If TenureTrack != LECT
S4Q7 I am satisfied with opportunities to collaborate on research/scholarship with faculty in other units at Princeton.

- Strongly agree (1)
- Somewhat agree (2)
- Neither agree nor disagree (3)
- Somewhat disagree (4)
- Strongly disagree (5)
- Not applicable (6)

Display This Question:
If TenureTrack != LECT
S4Q8 Interdisciplinary research is recognized and rewarded by \$e://Field/PrimaryDept\$.

- Strongly agree (1)
- Somewhat agree (2)
- Neither agree nor disagree (3)
- Somewhat disagree (4)
- Strongly disagree (5)
- Not applicable (6)
S4Q9 I am satisfied with opportunities to teach with other faculty in $\{e://Field/PrimaryDept\}$.

- Strongly agree (1)
- Somewhat agree (2)
- Neither agree nor disagree (3)
- Somewhat disagree (4)
- Strongly disagree (5)
- Not applicable (6)

Display This Question:
If TenureTrack != LECT
S4Q10 I am satisfied with opportunities to teach with faculty in other units at Princeton.

- Strongly agree (1)
- Somewhat agree (2)
- Neither agree nor disagree (3)
- Somewhat disagree (4)
- Strongly disagree (5)
- Not applicable (6)

S4Q11 My chair fosters a collegial and supportive environment.

- Strongly agree (1)
- Somewhat agree (2)
- Neither agree nor disagree (3)
- Somewhat disagree (4)
- Strongly disagree (5)
- Not applicable (6)
S4Q12 My chair helps me obtain the resources I need.

- Strongly agree (1)
- Somewhat agree (2)
- Neither agree nor disagree (3)
- Somewhat disagree (4)
- Strongly disagree (5)
- Not applicable (6)

Display This Question:
If TenureTrack != LECT
S4Q13 I **have a voice** in the decision-making that affects the direction of $\{e://Field/PrimaryDept\}$.

- Strongly agree (1)
- Somewhat agree (2)
- Neither agree nor disagree (3)
- Somewhat disagree (4)
- Strongly disagree (5)
- Not applicable (6)

S4Q14 I **can navigate the expectations** concerning how one is to conduct oneself as a faculty member.

- Strongly agree (1)
- Somewhat agree (2)
- Neither agree nor disagree (3)
- Somewhat disagree (4)
- Strongly disagree (5)
- Not applicable (6)
S4Q16 In $\{e://Field/PrimaryDept\}$ individual faculty may **comfortably raise the issues of personal and/or family responsibilities** when scheduling departmental/unit obligations.

- Strongly agree (1)
- Somewhat agree (2)
- Neither agree nor disagree (3)
- Somewhat disagree (4)
- Strongly disagree (5)
- Not applicable (6)
S4Q17 I sometimes feel excluded from informal groups of colleagues in $\{e://Field/PrimaryDept\}.$

- Strongly agree (1)
- Somewhat agree (2)
- Neither agree nor disagree (3)
- Somewhat disagree (4)
- Strongly disagree (5)
- Not applicable (6)

Display This Question:
If TenureTrack != LECT
S4Q18 I have to work harder than some of my colleagues to be perceived as a legitimate scholar.

- Strongly agree (1)
- Somewhat agree (2)
- Neither agree nor disagree (3)
- Somewhat disagree (4)
- Strongly disagree (5)
- Not applicable (6)

S4Q19 I feel that the climate for female faculty in $\{e://Field/PrimaryDept\}$ are at least as good as those for male faculty.

- Strongly agree (1)
- Somewhat agree (2)
- Neither agree nor disagree (3)
- Somewhat disagree (4)
- Strongly disagree (5)
- I don't know (6)
S4Q20 I feel that the opportunities for female faculty in $\{e://Field/PrimaryDept\}$ are at least as good as those for male faculty.

- Strongly agree (1)
- Somewhat agree (2)
- Neither agree nor disagree (3)
- Somewhat disagree (4)
- Strongly disagree (5)
- I don't know (6)

S4Q21 I feel that the climate for minority faculty in $\{e://Field/PrimaryDept\}$ are at least as good as those for non-minority faculty. (Here we define minority faculty as belonging to an ethnic or racial minority group with historically low representation on campus.)

- Strongly agree (1)
- Somewhat agree (2)
- Neither agree nor disagree (3)
- Somewhat disagree (4)
- Strongly disagree (5)
- I don't know (6)
S4Q22 I feel that the opportunities for minority faculty in ${e://Field/PrimaryDept}$ are at least as good as those for non-minority faculty. (Here we define minority faculty as belonging to an ethnic or racial minority group with historically low representation on campus.)

- Strongly agree (1)
- Somewhat agree (2)
- Neither agree nor disagree (3)
- Somewhat disagree (4)
- Strongly disagree (5)
- I don't know (6)
S4Q23 I feel that the climate for minority faculty in $\{e://Field/PrimaryDept\}$ are at least as good as those for minority faculty at other universities. (Here we define minority faculty as belonging to an ethnic or racial minority group with historically low representation on campus.)

- Strongly agree (1)
- Somewhat agree (2)
- Neither agree nor disagree (3)
- Somewhat disagree (4)
- Strongly disagree (5)
- I don't know (6)

S4Q24 In my field of study, I feel that the climate for minority faculty is best at the following three institutions: (Princeton may or may not be included on this list)

- A) (2) ______________________________
- B) (3) ______________________________
- C) (7) ______________________________

S4Q25 What do you believe that Princeton could do to improve the climate for minority faculty in $\{e://Field/PrimaryDept\}$? (Here we define minority faculty as belonging to an ethnic or racial minority group with historically low representation on campus.)

__________________________________________________________________________

Office of Institutional Research
70
S5Q1 While a faculty member at Princeton University, have you **served as a mentor** for another Princeton faculty member?

- Yes, through a formal program only (1)
- Yes, informally only (2)
- Yes, both through a formal program and informally (3)
- No, I have not served as a mentor to another Princeton faculty member (4)
Display This Question:
If TenureTrack = TTT

S5Q2 While a faculty member at Princeton University, do you feel that **you have received adequate mentoring**?

- ☐ Yes, more than adequate (1)
- ☐ Yes, adequate (2)
- ☐ No, I have received mentoring, but it was not adequate (3)
- ☐ No, I have not received mentoring (4)
- ☐ No, I did not want/need mentoring (5)
- ☐ No, mentoring was not available to me (6)
**Faculty Climate Survey 2022**

**Public Document**

S5Q3 While a faculty member at Princeton, have **you sought mentoring** on the following aspects of the faculty role?

<table>
<thead>
<tr>
<th></th>
<th>Yes (1)</th>
<th>No (2)</th>
<th>Sought, but not available (3)</th>
<th>Not applicable (4)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Allocating time among work-related activities (e.g., research, teaching, service) (1)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Obtaining needed resources for research (2)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Publishing scholarly work (3)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Teaching (4)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Earning tenure (5)</td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Earning promotion (6)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Navigating department expectations (7)</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Navigating University expectations (8)</td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>General advice and support (9)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Display This Question:

If While a faculty member at Princeton, have you sought mentoring on the following aspects of the fa... [ Yes] (Count) > 0
And TenureTrack = TTT
S5Q4 How **helpful was the mentoring** you received on the following aspects of the faculty role?

<table>
<thead>
<tr>
<th>Display This Choice:</th>
<th>If While a faculty member at Princeton, have you sought mentoring on the following aspects of the faculty role?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Allocating time among work-related activities (e.g., research, teaching, service) [ Yes ]</td>
</tr>
<tr>
<td></td>
<td>Obtaining needed resources for research [ Yes ]</td>
</tr>
<tr>
<td></td>
<td>Publishing scholarly work [ Yes ]</td>
</tr>
<tr>
<td></td>
<td>Teaching [ Yes ]</td>
</tr>
<tr>
<td></td>
<td>Earning tenure [ Yes ]</td>
</tr>
<tr>
<td></td>
<td>Earning promotion [ Yes ]</td>
</tr>
<tr>
<td></td>
<td>Navigating department expectations [ Yes ]</td>
</tr>
<tr>
<td></td>
<td>Navigating University expectations [ Yes ]</td>
</tr>
<tr>
<td></td>
<td>General advice and support [ Yes ]</td>
</tr>
</tbody>
</table>
### Faculty Climate Survey 2022
### Public Document

<table>
<thead>
<tr>
<th>Display This Choice:</th>
<th>Not at all helpful (1)</th>
<th>Not very helpful (2)</th>
<th>Somewhat helpful (3)</th>
<th>Very helpful (4)</th>
<th>Extremely helpful (5)</th>
</tr>
</thead>
</table>

*If while a faculty member at Princeton, have you sought mentoring on the following aspects of the fa...* = Allocating time among work-related activities (e.g., research, teaching, service) [Yes]

- ( )
- ( )
- ( )
- ( )
- ( )
- ( )
Display This Choice:
If While a faculty member at Princeton, have you sought mentoring on the following aspects of the faculty role?

- Obtaining needed resources for research [Yes] (2)
If while a faculty member at Princeton, have you sought mentoring on the following aspects of the faculty?

- Publishing scholarly work [Yes]

- Teaching [Yes]
If while a faculty member at Princeton, have you sought mentoring on the following aspects of the faculty member's career?

- [ ] Earning tenure [Yes]
- [ ] Earning promotion [Yes]
Display This Choice:

If While a faculty member at Princeton, have you sought mentoring on the following aspects of the faculty member role?

- Navigating department expectations [Yes] (7)
If While a faculty member at Princeton, have you sought mentoring on the following aspects of the faculty role?

Navigating University expectations [Yes]
If While a faculty member at Princeton, have you sought mentoring on the following aspects of the faculty member's career?  

- General advice and support [Yes]  

End of Block: S05-AAUDE Mentoring

Start of Block: S06-AAUDE Promotion Tenure

S6H1 Promotion and Tenure
S6Q1 Please indicate your level of agreement or disagreement with the following statement. In `{Field/PrimaryDept}` the criteria for tenure/promotion are clearly communicated.

- Strongly agree (1)
- Somewhat agree (2)
- Neither agree nor disagree (3)
- Somewhat disagree (4)
- Strongly disagree (5)
- Don't know (6)
S6Q2 Please indicate your level of agreement or disagreement with the following statement.
At Princeton University the criteria for tenure/promotion are clearly communicated.

- Strongly agree (1)
- Somewhat agree (2)
- Neither agree nor disagree (3)
- Somewhat disagree (4)
- Strongly disagree (5)
- I don't know (6)
S6Q3 In your experience, to what extent is research/scholarly work valued in the tenure/promotion review process at Princeton University?

- Extremely valued (1)
- Highly valued (2)
- Somewhat valued (3)
- Slightly valued (4)
- Not at all valued (5)
- I don't know (6)
S6Q4 How appropriate is the value placed on research/scholarly work in the tenure/promotion review process at Princeton University?

- Very overvalued (1)
- Somewhat overvalued (2)
- Valued appropriately (3)
- Somewhat undervalued (4)
- Very undervalued (5)
- I don't know (6)

Display This Question:
If TenureTrack = TTT
S6Q5 In your experience, to what extent is teaching valued in the tenure/promotion review process at Princeton University?

- Extremely valued (1)
- Highly valued (2)
- Somewhat valued (3)
- Slightly valued (4)
- Not at all valued (5)
- I don't know (6)

Display This Question:
If TenureTrack = TTT
S6Q6 How appropriate is the value placed on teaching in the tenure/ promotion review process at Princeton University?

- Very overvalued (1)
- Somewhat overvalued (2)
- Valued appropriately (3)
- Somewhat undervalued (4)
- Very undervalued (5)
- I don't know (6)

Display This Question:

If Tenure Track = TTT
S6Q7 In your experience, to what extent is service (i.e., committee work, etc.) valued in the tenure/promotion review process at Princeton University?

- Extremely valued (1)
- Highly valued (2)
- Somewhat valued (3)
- Slightly valued (4)
- Not at all valued (5)
- I don't know (6)

Display This Question:
If TenureTrack = TTT
S6Q8 How appropriate is the value placed on service (i.e., committee work, etc.) in the tenure/promotion review process at Princeton University?

- Very overvalued (1)
- Somewhat overvalued (2)
- Valued appropriately (3)
- Somewhat undervalued (4)
- Very undervalued (5)
- I don't know (6)
S7Q1 In the last five years, while at Princeton University, have you received a formal or informal outside job offer that you took to your chair?

- Yes (1)
- No (2)

Display This Question:
If TenureTrack = TTT

S7Q2 In the next three years, how likely are you to leave Princeton University?

- Very likely (1)
- Somewhat likely (2)
- Neither likely nor unlikely (3)
- Somewhat unlikely (4)
- Very unlikely (5)
- I don't know (6)

Display This Question:
If TenureTrack = TTT
S7Q3 In the last five years to what extent, if at all, have you considered the following as reasons to leave Princeton University?
<table>
<thead>
<tr>
<th></th>
<th>Not at all (1)</th>
<th>To some extent (2)</th>
<th>To a great extent (3)</th>
<th>Not applicable (4)</th>
</tr>
</thead>
<tbody>
<tr>
<td>To increase your salary (1)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>To improve your prospects for tenure/promotion (2)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>To enhance your career in other ways (3)</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>To find a more supportive work environment (4)</td>
<td></td>
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<tr>
<td>To find a more inclusive work environment (15)</td>
<td></td>
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<tr>
<td>To increase your time to do research/scholarship (5)</td>
<td></td>
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<tr>
<td>To pursue a nonacademic job (6)</td>
<td></td>
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<tr>
<td>To reduce stress (7)</td>
<td></td>
<td></td>
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<tr>
<td>To address child-related issues (8)</td>
<td></td>
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<tr>
<td>To find a more diverse community for my family (16)</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Reason</td>
<td>To some extent</td>
<td>To a great extent</td>
<td>Other</td>
<td></td>
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<tr>
<td>-----------------------------------------------------------------------</td>
<td>----------------</td>
<td>------------------</td>
<td>-------</td>
<td></td>
</tr>
<tr>
<td>To address other family-related issues (10)</td>
<td></td>
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<td></td>
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<tr>
<td>To improve the employment situation of your spouse/partner (11)</td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>To lower your cost of living (12)</td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Retirement (13)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other reasons (please describe below) (14)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Display This Question:

If in the last five years to what extent, if at all, have you considered the following as reasons to... = Other reasons (please describe below) [ To some extent ]

Or in the last five years to what extent, if at all, have you considered the following as reasons to... = Other reasons (please describe below) [ To a great extent ]

S7Q4 What other factors have you considered as reasons to leave Princeton University?

________________________________________________________________
________________________________________________________________
________________________________________________________________
________________________________________________________________
Q185 Please indicate your level of agreement or disagreement with each of the following statements about the Princeton campus community and your department.

S12Q1 I feel like I belong to the Princeton campus community.

- Strongly agree (1)
- Generally agree (2)
- Neither Agree nor Disagree (3)
- Generally disagree (4)
- Strongly disagree (5)
S12Q2 I feel like I **fit in** with the people in the Princeton campus community.

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

S12Q3 I **feel a connection** to the Princeton campus community.

- **Strongly agree** (1)
- **Generally agree** (2)
- **Neither Agree nor Disagree** (3)
- **Generally disagree** (4)
- **Strongly disagree** (5)
S12Q4 In $\{e://Field/PrimaryDept\}$ I feel respected.

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

S12Q5 In $\{e://Field/PrimaryDept\}$ I feel comfortable.

- Strongly agree (1)
- Generally agree (2)
- Neither Agree nor Disagree (3)
- Generally disagree (4)
- Strongly disagree (5)
S12Q6 In $e://Field/PrimaryDept$ I enjoy being an active participant.

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

S12Q7 In $e://Field/PrimaryDept$ I trust that the leadership to be committed to supporting my professional development.

- Strongly agree (1)
- Generally agree (2)
- Neither Agree nor Disagree (3)
- Generally disagree (4)
- Strongly disagree (5)
S12Q8 In $\{e://Field/PrimaryDept\}$ I try to say as little as possible.

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

S12Q9 In $\{e://Field/PrimaryDept\}$ I feel like an outsider.

- Strongly agree (1)
- Generally agree (2)
- Neither Agree nor Disagree (3)
- Generally disagree (4)
- Strongly disagree (5)
S12Q10 Please tell us to what extent you agree or disagree with the following statement using the following scale
<table>
<thead>
<tr>
<th>I can get what I need in this campus community. (S12Q2_1)</th>
<th>Strongly disagree (1)</th>
<th>Generally disagree (2)</th>
<th>Neither agree not disagree (3)</th>
<th>Generally agree (4)</th>
<th>Strongly agree (5)</th>
</tr>
</thead>
<tbody>
<tr>
<td>This campus community helps me fulfill my needs. (S12Q2_2)</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>I feel like a member of this campus community. (S12Q2_3)</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>I belong in this campus community. (S12Q2_4)</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>I can have an influence on other people in my campus community. (S12Q2_5)</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>People in this campus community are good at influencing each other. (S12Q2_6)</td>
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<tr>
<td>I feel connected to this campus community. (S12Q2_7)</td>
<td></td>
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<tr>
<td>I have a good bond with others in this campus community. (S12Q2_8)</td>
<td></td>
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</tr>
</tbody>
</table>
S17Q1 I trust Princeton University to be **fair to all** employees and students.

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

S17Q2 The leadership of Princeton University is committed to **treating people respectfully**.

- Strongly agree (1)
- Agree (2)
- Neither agree nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
S17Q3 I am valued as an individual by Princeton University.

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

S17Q4 I feel that my work or studies contribute to the mission of Princeton University.

- Strongly agree (1)
- Agree (2)
- Neither agree nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
S17Q5 This last year, I have had **opportunities** at Princeton University **to develop professionally**.

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

S17Q6 At Princeton University, **my opinions matter**.

- Strongly agree (1)
- Agree (2)
- Neither agree nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
S17Q7 At Princeton University, I have opportunities to work successfully in settings with diverse colleagues.

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

S17Q8 Someone at Princeton University seems to care about me as an individual.

- Strongly agree (1)
- Agree (2)
- Neither agree nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
S17Q9 There is someone at Princeton University who encourages my development.

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

S17Q10 I receive recognition and praise for my good work similar to others who do good work at Princeton University.

- Strongly agree (1)
- Agree (2)
- Neither agree nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
S17Q11 I believe Princeton University manages diversity effectively.

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

S17Q12 At Princeton University, I experience respect among individuals and groups with various cultural differences.

- Strongly agree (1)
- Agree (2)
- Neither agree nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
S17Q13 If I raised a concern about discrimination, I am confident that Princeton University would do what is right.

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

S17Q14 I consider at least one of my Princeton colleagues to be a trusted friend.

- Strongly agree (1)
- Agree (2)
- Neither agree nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
S17Q15 At Princeton University, support is available for working with diverse groups and working in cross-cultural situations.

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

S17Q16 At Princeton University, I am confident that my accomplishments are compensated similar to others who have achieved their goals.

- Strongly agree (1)
- Agree (2)
- Neither agree nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
S17Q17 I feel connected to the vision, mission, and values of Princeton University.

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

S17Q18 I believe that Princeton University has a culture of civility.

- Strongly agree (1)
- Agree (2)
- Neither agree nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
S17Q19 I believe that harassment is not tolerated at Princeton University.

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

S17Q20 At Princeton University, there are opportunities for me to engage in service and community outreach.

- Strongly agree (1)
- Agree (2)
- Neither agree nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
S17Q21 I feel that I am an integral part of my department or school.

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

S17Q22 The culture of Princeton University is accepting of people with different ideas.

- Strongly agree (1)
- Agree (2)
- Neither agree nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
Questions About Diversity and Inclusion

The following statements are about diversity and inclusion at Princeton University.

We define diversity as those efforts that seek to promote awareness of perspectives that may have been previously inaccessible (or less prominent) to groups traditionally represented in institutions of higher education. Diversification requires cultural, experiential, and ideological representation as well as increasing the number of faculty, staff, and students from underrepresented groups.

We define inclusion as a learning and working environment in which all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to the departmental mission of teaching and research.

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

S8Q1 I would encourage a prospective employee who resembles me (in interests, background, etc.) to accept a position at Princeton.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)
S8Q2 I would encourage a prospective employee who resembles me (in interests, background, etc.) to accept a position in \$\{e://Field/PrimaryDept\}.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)

S8Q3 I have opportunities to learn about diversity and inclusion at Princeton.

- Strongly Agree (1)
- Agree (2)
- Neither Agree Nor Disagree (3)
- Disagree (4)
- Strongly Disagree (5)
- I Don't Know (6)
S8Q4 From your perspective, would you characterize **Princeton University** as a welcoming place?

- Almost always welcoming (1)
- Often welcoming (2)
- Sometimes welcoming (3)
- Rarely welcoming (4)
- Almost never welcoming (5)

S8Q5 From your perspective, would you characterize **${e://Field/PrimaryDept}$** as a welcoming place?

- Almost always welcoming (1)
- Often welcoming (2)
- Sometimes welcoming (3)
- Rarely welcoming (4)
- Almost never welcoming (5)
S8Q10 During the last 12 months, to what extent do you think that event or activities offered at Princeton emphasized perspectives on societal differences (economic, ethnic, political, religious, etc.)?

- Far too much (1)
- Too much (2)
- About right (3)
- Too little (4)
- Far too little (5)

S8Q11 During the last 12 months, how frequently have you felt accepted as part of the campus community?

- Almost always (1)
- Often (2)
- Sometimes (3)
- Rarely (4)
- Almost never (5)
S8Q12 During the last 12 months, how frequently have you had your ideas taken seriously by colleagues in {e://Field/PrimaryDept}?

- Almost always (1)
- Often (2)
- Sometimes (3)
- Rarely (4)
- Almost never (5)

S8Q13 During the last 12 months, how frequently have you had your ideas taken seriously by colleagues in other units on campus?

- Almost always (1)
- Often (2)
- Sometimes (3)
- Rarely (4)
- Almost never (5)
S8Q14 During the last 12 months, how frequently have you felt free to express personal and controversial views and beliefs in \${e://Field/PrimaryDept}?

- Almost always (1)
- Often (2)
- Sometimes (3)
- Rarely (4)
- Almost never (5)

S8Q15 During the last 12 months, how frequently have you felt free to express personal and controversial views and beliefs in other settings on campus?

- Almost always (1)
- Often (2)
- Sometimes (3)
- Rarely (4)
- Almost never (5)
S8H2 Unwelcome and Exclusionary Behavior

S8Q6 During the past 12 months at Princeton University, have you experienced any unwelcome comments, jokes, offensive remarks, or images directed at you based your status as a faculty member, race, ethnicity, nationality, sexuality, ability, religion, educational background, economic background, age, research/scholarly interests, affiliations, views, opinions, etc.?

- Yes (1)
- No (2)

S8Q7 During the past 12 months at Princeton University, felt singled out or targeted for different or less favorable treatment based your status as a faculty member, race, ethnicity, nationality, sexuality, ability, religion, educational background, economic background, age, research/scholarly interests, affiliations, views, opinions, etc.?

- Yes (1)
- No (2)
S8Q8 During the past 12 months at Princeton University, have you felt excluded from full participation or marginalized based on your status as a faculty member, race, ethnicity, nationality, sexuality, ability, religion, educational background, economic background, age, research/scholarly interests, affiliations, views, opinions, etc.?

- Yes (1)
- No (2)

S8Q9 During the past 12 months at Princeton University, have you heard or observed unwelcome comments, jokes, offensive remarks, or images directed at another person or people based on their status, race, ethnicity, nationality, sexuality, ability, religion, educational background, economic background, age, research/scholarly interests, affiliations, views, opinions, etc.?

- Yes (1)
- No (2)

Display This Question:

If During the past 12 months at Princeton University, have you experienced any unwelcome comments, jokes, offensive remarks, or images directed at another person or people based on their status, race, ethnicity, nationality, sexuality, ability, religion, educational background, economic background, age, research/scholarly interests, affiliations, views, opinions, etc. = Yes
S8Q6A During the past 12 months at Princeton University, how frequently have you experienced any unwelcome comments, jokes, offensive remarks, or images directed at you based on:
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<td>your educational background (11)</td>
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If During the past 12 months at Princeton University, have you experienced any unwelcome comments, j... = Yes
S8Q6B Where did you experience the unwelcome comments, jokes, offensive remarks, or images? (Mark all that apply.)

- In the classroom (1)
- Department-sponsored academic events (talk or presentation) (2)
- In the lab or observing room (3)
- At a conference or on a work-related trip (4)
- During fieldwork (5)
- Department-sponsored social events (6)
- Academic or co-curricular spaces (library, office space, public space) at Princeton University (7)
- Non-departmental social events with departmental colleagues (parties, social events, social gatherings) (8)
- Social events with non-departmental colleagues outside your department (parties, social events, social gatherings) (9)
- On-line / Internet (email, social media, websites) (10)

Display This Question:
If During the past 12 months at Princeton University, felt singled out or targeted for different or... = Yes
S8Q7A During the past 12 months at Princeton University, how frequently have you felt singled out or targeted for different or less favorable treatment due to:
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</table>
Display This Question:

If During the past 12 months at Princeton University, felt singled out or targeted for different or... = Yes
S8Q7B Where did you feel singled out or targeted for different or less favorable treatment? (Mark all that apply.)

☐ In the classroom (1)

☐ Department-sponsored academic events (talk or presentation) (2)

☐ In the lab or observing room (3)

☐ At a conference or on a work-related trip (4)

☐ During fieldwork (5)

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☐ Academic or co-curricular spaces (library, office space, public space) at Princeton University (7)

☐ Non-departmental social events with departmental colleagues (parties, social events, social gatherings) (8)

☐ Social events with non-departmental colleagues outside your department (parties, social events, social gatherings) (9)

☐ On-line / Internet (email, social media, websites) (10)

Display This Question:

If During the past 12 months at Princeton University, have you felt excluded from full participation... = Yes
S8Q8A During the past 12 months at Princeton University, how frequently have you felt excluded from full participation or marginalized due to:
### Faculty Climate Survey 2022

**Public Document**

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<th>More frequently (3)</th>
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</tbody>
</table>
If During the past 12 months at Princeton University, have you felt excluded from full participation... = Yes
S8Q8B Where did you feel excluded from full participation or marginalized? (Mark all that apply.)

☐ In the classroom (1)

☐ Department-sponsored academic events (talk or presentation) (2)

☐ In the lab or observing room (3)

☐ At a conference or on a work-related trip (4)

☐ During fieldwork (5)

☐ Department-sponsored social events (6)

☐ Academic or co-curricular spaces (library, office space, public space) at Princeton University (7)

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☐ Social events with non-departmental colleagues outside your department (parties, social events, social gatherings) (9)

☐ On-line / Internet (email, social media, websites) (10)

---

Display This Question:
If During the past 12 months at Princeton University, have you heard or observed unwelcome comments,... = Yes
S8Q9A During the past 12 months at Princeton University, how frequently have you heard or observed unwelcome comments, jokes, offensive remarks, or images directed at another person or people based due to:
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<td>their educational background (11)</td>
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</tbody>
</table>
If During the past 12 months at Princeton University, have you heard or observed unwelcome comments,... = Yes
S9Q9B Where did you feel excluded from full participation or marginalized? (Mark all that apply.)

☐ In the classroom (1)

☐ Department-sponsored academic events (talk or presentation) (2)

☐ In the lab or observing room (3)

☐ At a conference or on a work-related trip (4)

☐ During fieldwork (5)

☐ Department-sponsored social events (6)

☐ Academic or co-curricular spaces (library, office space, public space) at Princeton University (7)

☐ Non-departmental social events with departmental colleagues (parties, social events, social gatherings) (8)

☐ Social events with non-departmental colleagues outside your department (parties, social events, social gatherings) (9)

☐ On-line / Internet (email, social media, websites) (10)
End of Block: S08-Diversity and Inclusion

Start of Block: S09-AAUDE Life Outside

S9H1 Life outside of the institution
S9Q1 Please indicate the extent to which each of the following aspects of your life outside of Princeton University has been a source of stress for you over the past 12 months.
## Faculty Climate Survey 2022

### Not a source stress (1)  Slightly stressful (2)  Moderately stressful (3)  Very stressful (4)  Not applicable (5)

<table>
<thead>
<tr>
<th>Issue</th>
<th>Not a source stress</th>
<th>Slightly stressful</th>
<th>Moderately stressful</th>
<th>Very stressful</th>
<th>Not applicable</th>
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<td>Childcare (2)</td>
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<td>Care of someone who is ill, disabled, aging, and/or in need of special services (3)</td>
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<td>Your health (4)</td>
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<td>Cost of living (5)</td>
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<td>Personal difficulties with my family, intimate relationships, or friends (6)</td>
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<td>Balancing my multiple commitments (research, scholarship, teaching, personal) (7)</td>
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<td>Concerns about my personal finances (8)</td>
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<td>Concerns about my ability to purchase food (9)</td>
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<td>Concerns about my physical health (10)</td>
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<td>Concerns about my emotional/mental health (11)</td>
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<td>Concerns about my future plans (12)</td>
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<td>Concerns about the Covid-19 pandemic (13)</td>
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</table>
S9Q2 Approximately how long is your typical commute to campus?

- Less than 5 minutes (1)
- 6 to 15 minutes (2)
- 16 to 30 minutes (3)
- 31 to 45 minutes (4)
- 46 to 60 minutes (5)
- More than 60 minutes (6)

S9Q3 Do you have a spouse or domestic partner?

- Yes (1)
- No (2)

Display This Question:
If Do you have a spouse or domestic partner? = Yes
S9Q4 What is your spouse's / partner's principal activity?

- Employed (1)
- Not employed and actively seeking employment (2)
- Not employed and not seeking employment (3)
- Retired (4)
- Student (5)
- Other activity (explain) (6) ____________________________________________________

Display This Question:
If Do you have a spouse or domestic partner? = Yes
S9Q5 Is your spouse / partner a faculty member or other academic scholar or professional?

My spouse / partner is...

- a tenured or tenure-track faculty member (2)
- a non-tenure faculty member (3)
- in an academic position (i.e. research/technical appointment) (4)
- in an administrative position (7)
- a postdoc (5)
- a student (6)
- Does not work at a college or university (1)

Display This Question:

If Do you have a spouse or domestic partner? = Yes

S9Q6 Does your spouse / partner work or study at Princeton University?

- Yes (1)
- No (2)
S9Q7 How many children, if any, do you have in total?

- 0 (1)
- 1 (2)
- 2 (3)
- 3 (4)
- 4 (5)
- 5 (6)
- More than 5 (7)

Display This Question:
If How many children, if any, do you have in total? != 0
S9Q8 Do you have children in the following age ranges? (Check all that apply)

- [ ] 0 to 4 years (1)
- [ ] 5 to 12 years (2)
- [ ] 13 to 17 years (3)
- [ ] 18 to 23 years (4)
- [ ] 24 to 26 years (5)
- [ ] Older than 26 years (6)

Display This Question:
If Division = DIV3
Or Division = DIV4

S9Q9 Are you currently caring for or managing care for an aging and/or ill parent, spouse, relative or other person?

- [ ] Yes (1)
- [ ] No (2)
S9Q10 Overall, how satisfied are you with the ways in which your role as a faculty member at Princeton University and your life outside of the University fit together?

- Very satisfied (1)
- Somewhat satisfied (2)
- Neither satisfied nor dissatisfied (3)
- Somewhat dissatisfied (4)
- Very dissatisfied (5)

End of Block: S09-AAUDE Life Outside

Start of Block: S10-About Yourself

S10H1 About Yourself

Important Note:
As stated in the cover letter of this questionnaire, individual responses to these questions are completely confidential. We emphasize confidentiality again because in the following questions you are asked for your ethnicity, gender, and other demographic questions. The reason for these questions is that they make it possible for us to measure various demographic groups to understand if there are concerns specific to one group or another.

S10Q1
What is your race or ethnicity?
Please select all that apply. You will have the opportunity to provide additional information below, once you answer this question.

- A person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment. For example American Indian, Native American, or Alaskan Native. (1)

- A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam. For example Asian or Asian American. (2)

- A person having origins in any of the black racial groups of Africa. For example Black or African American (3)

- A person having origins in Cuba, Mexico, Puerto Rico, South or Central America, or other Spanish culture or origin, regardless of race. For example Hispanic, Latino/a/x. (4)

- A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands. For example Native Hawaiian or Other Pacific Islander. (6)

- A person having origins in any of the original peoples of Europe, the Middle East, or North Africa. For example Middle Eastern or White. (5)
S10Q1A Are you? (check all that apply.)

☐ American Indian (1)
☐ Native American (2)
☐ Alaskan Native (3)
☐ A person having origins in any of the original peoples of North America (4)
☐ A person having origins in any of the original peoples of Central America (5)
☐ A person having origins in any of the original peoples of South America (6)
☐ A person who maintains tribal affiliation or community attachment (please specify) (7)

________________________________________________
☐ Other original peoples of the Americas (please specify) (8) __________________________________________________

Display This Question:
If What is your race or ethnicity? Please select all that apply. You will have the opportunity to pr... = A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam. For example Asian or Asian American.
S10Q1B A person having origins in any of the original peoples of: (check all that apply.)

- Cambodia origin or culture (1)
- China origin or culture (2)
- Bangladesh origin or culture (15)
- India origin or culture (3)
- Japan origin or culture (4)
- Korea origin or culture (5)
- Malaysia origin or culture (6)
- Pakistan origin or culture (7)
- Philippines origin or culture (8)
- Taiwan origin or culture (9)
- Thailand origin or culture (10)
- Vietnam origin or culture (11)

☐ Other Far East origin or culture (please specify) (12) __________________________________________________

☐ Other Indian Subcontinent origin or culture (please specify) (13) __________________________________________________
☐ Other Southeast Asia origin or culture (please specify) (14) ________________________________

Display This Question:
If What is your race or ethnicity? Please select all that apply. You will have the opportunity to pr... = A person having origins in any of the black racial groups of Africa. For example Black or African American

S10Q1C Are you? (check all that apply.)

☐ Black / African American (1)
☐ African origin or culture (2)
☐ Caribbean origin or culture (3)
☐ Another identity (please specify) (4) __________________________________________________

Display This Question:
If What is your race or ethnicity? Please select all that apply. You will have the opportunity to pr... = A person having origins in Cuba, Mexico, Puerto Rico, South or Central America, or other Spanish culture or origin, regardless of race. For example Hispanic, Latino/a/x.
S10Q1D Are you? (check all that apply.)

- Hispanic or Latina/Latino/Latinx (1)
- Cuban origin or culture (2)
- Mexican origin or culture (3)
- Puerto Rican origin or culture (4)
- South or Central American origin or culture (5)
- Spanish origin or culture (6)
- Another identity (please specify) (7) ____________________________________________

Display This Question:

If What is your race or ethnicity? Please select all that apply. You will have the opportunity to pr... = A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands. For example Native Hawaiian or Other Pacific Islander.
S10Q1E Are you? (check all that apply.)

☐ Chamorro Guam origin or culture (1)

☐ Hawaii origin or culture (2)

☐ Samoa origin or culture (3)

☐ Another identity (please specify) (4) ____________________________

Display This Question:
If What is your race or ethnicity? Please select all that apply. You will have the opportunity to pr... = A person having origins in any of the original peoples of Europe, the Middle East, or North Africa. For example Middle Eastern or White.

S10Q1F A person having origins in any of the original peoples of: (check all that apply.)

☐ Europe origin or culture (1)

☐ Middle East origin or culture (2)

☐ North African origin or culture (3)

☐ Another identity (please specify) (4) ____________________________
S10Q1G Do you identify as biracial or multiracial?

- Yes (1)
- No (2)

S10Q2 Were you born in the United States?

- Yes (1)
- No (2)

Display This Question:
If Were you born in the United States? = No

S10Q3 How old were you when you moved to the U.S.?

- Less than 5 years old (1)
- 5 - 9 years old (2)
- 10 - 14 years old (3)
- 15 - 20 years old (4)
- Older than 20 years (5)
Display This Question:

If Were you born in the United States? = No
S10Q4 In which country were you born?
(Click the country in which you were born)

- Afghanistan (1)
- Albania (2)
- Algeria (3)
- Andorra (4)
- Angola (5)
- Antigua and Barbuda (6)
- Argentina (7)
- Armenia (8)
- Australia (9)
- Austria (10)
- Azerbaijan (11)
- Bahamas (12)
- Bahrain (13)
- Bangladesh (14)
- Barbados (15)
Belarus (16)
Belgium (17)
Belize (18)
Benin (19)
Bhutan (20)
Bolivia (21)
Bosnia and Herzegovina (22)
Botswana (23)
Brazil (24)
Brunei Darussalam (25)
Bulgaria (26)
Burkina Faso (27)
Burundi (28)
Cambodia (29)
Cameroon (30)
Canada (31)
- Cape Verde (32)
- Central African Republic (33)
- Chad (34)
- Chile (35)
- China (36)
- Colombia (37)
- Comoros (38)
- Congo, Republic of the... (39)
- Costa Rica (40)
- Côte d'Ivoire (41)
- Croatia (42)
- Cuba (43)
- Cyprus (44)
- Czech Republic (45)
- Democratic People's Republic of Korea (46)
- Democratic Republic of the Congo (47)
○ Denmark (48)
○ Djibouti (49)
○ Dominica (50)
○ Dominican Republic (51)
○ Ecuador (52)
○ Egypt (53)
○ El Salvador (54)
○ Equatorial Guinea (55)
○ Eritrea (56)
○ Estonia (57)
○ Ethiopia (58)
○ Fiji (59)
○ Finland (60)
○ France (61)
○ Gabon (62)
○ Gambia (63)
○ Georgia (64)
○ Germany (65)
○ Ghana (66)
○ Greece (67)
○ Grenada (68)
○ Guatemala (69)
○ Guinea (70)
○ Guinea-Bissau (71)
○ Guyana (72)
○ Haiti (73)
○ Honduras (74)
○ Hong Kong (S.A.R.) (75)
○ Hungary (76)
○ Iceland (77)
○ India (78)
○ Indonesia (79)
Iran, Islamic Republic of... (80)
Iraq (81)
Ireland (82)
Israel (83)
Italy (84)
Jamaica (85)
Japan (86)
Jordan (87)
Kazakhstan (88)
Kenya (89)
Kiribati (90)
Kuwait (91)
Kyrgyzstan (92)
Lao People's Democratic Republic (93)
Latvia (94)
Lebanon (95)
Lesotho (96)
Liberia (97)
Libyan Arab Jamahiriya (98)
Liechtenstein (99)
Lithuania (100)
Luxembourg (101)
Madagascar (102)
Malawi (103)
Malaysia (104)
Maldives (105)
Mali (106)
Malta (107)
Marshall Islands (108)
Mauritania (109)
Mauritius (110)
Mexico (111)
<table>
<thead>
<tr>
<th>Country</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Micronesia, Federated States of</td>
<td>112</td>
</tr>
<tr>
<td>Monaco</td>
<td>113</td>
</tr>
<tr>
<td>Mongolia</td>
<td>114</td>
</tr>
<tr>
<td>Montenegro</td>
<td>115</td>
</tr>
<tr>
<td>Morocco</td>
<td>116</td>
</tr>
<tr>
<td>Mozambique</td>
<td>117</td>
</tr>
<tr>
<td>Myanmar</td>
<td>118</td>
</tr>
<tr>
<td>Namibia</td>
<td>119</td>
</tr>
<tr>
<td>Nauru</td>
<td>120</td>
</tr>
<tr>
<td>Nepal</td>
<td>121</td>
</tr>
<tr>
<td>Netherlands</td>
<td>122</td>
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<td>New Zealand</td>
<td>123</td>
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<tr>
<td>Nicaragua</td>
<td>124</td>
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<tr>
<td>Niger</td>
<td>125</td>
</tr>
<tr>
<td>Nigeria</td>
<td>126</td>
</tr>
<tr>
<td>North Korea</td>
<td>127</td>
</tr>
</tbody>
</table>
Norway (128)
Oman (129)
Pakistan (130)
Palau (131)
Panama (132)
Papua New Guinea (133)
Paraguay (134)
Peru (135)
Philippines (136)
Poland (137)
Portugal (138)
Qatar (139)
Republic of Korea (140)
Republic of Moldova (141)
Romania (142)
Russian Federation (143)
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- Rwanda (144)
- Saint Kitts and Nevis (145)
- Saint Lucia (146)
- Saint Vincent and the Grenadines (147)
- Samoa (148)
- San Marino (149)
- Sao Tome and Principe (150)
- Saudi Arabia (151)
- Senegal (152)
- Serbia (153)
- Seychelles (154)
- Sierra Leone (155)
- Singapore (156)
- Slovakia (157)
- Slovenia (158)
- Solomon Islands (159)
Somalia (160)
South Africa (161)
South Korea (162)
Spain (163)
Sri Lanka (164)
Sudan (165)
Suriname (166)
Swaziland (167)
Sweden (168)
Switzerland (169)
Syrian Arab Republic (170)
Tajikistan (171)
Thailand (172)
The former Yugoslav Republic of Macedonia (173)
Timor-Leste (174)
Togo (175)
Tonga (176)
Trinidad and Tobago (177)
Tunisia (178)
Turkey (179)
Turkmenistan (180)
Tuvalu (181)
Uganda (182)
Ukraine (183)
United Arab Emirates (184)
United Kingdom of Great Britain and Northern Ireland (185)
United Republic of Tanzania (186)
Uruguay (188)
Uzbekistan (189)
Vanuatu (190)
Venezuela, Bolivarian Republic of... (191)
Viet Nam (192)
Display This Question:
If List of Countries = Other (specify below)

S10Q5_TEXT In which country were you born?

________________________________________________________________________
S10Q6 What is your gender identity? (please select all that apply)

- Woman (1)
- Man  (2)
- Cisgender person  (3)
- Transgender person  (4)
- Genderqueer / Gender Non-Conforming / Non-binary person  (5)
- Identity Not Listed Above (6) ____________________________________________________

________________________________________________________________________________________
S10Q7 What is your sexual orientation? (please select all that apply)

- Asexual (1)
- Bisexual (2)
- Gay (3)
- Heterosexual (9)
- Lesbian (4)
- Pansexual (8)
- Queer (5)
- Questioning or unsure (6)
- Same-gender loving (10)
- Straight (11)
- Identity Not Listed Above (7) __________________________________________________
S10Q8 What is your current religious or faith-based identity? (please select all that apply)

☐ Protestant (1)
☐ Catholic (2)
☐ Other Christian (3)
☐ Jewish (4)
☐ Muslim (5)
☐ Buddhist (6)
☐ Hindu (7)
☐ Sikh (8)
☐ Secular Humanist (9)
☐ Unaffiliated or No Religion (10)
☐ Agnostic, or Atheist (11)
☐ Religious Affiliation Not Listed Above (12) __________________________________________________________________________
☐ Prefer not to answer (13)
S10Q9 In terms of **social and cultural issues**, how liberal or conservative are you in an American context?

- [ ] Extremely liberal (1)
- [ ] Liberal (2)
- [ ] Slightly liberal (3)
- [ ] Neither liberal nor conservative (4)
- [ ] Slightly conservative (5)
- [ ] Conservative (6)
- [ ] Extremely conservative (7)
- [ ] I don't usually have an opinion on social and cultural issues (8)
S10Q10 In terms of **economic issues**, how liberal or conservative are you in an American context?

- Extremely liberal (1)
- Liberal (2)
- Slightly liberal (3)
- Neither liberal nor conservative (4)
- Slightly conservative (5)
- Conservative (6)
- Extremely conservative (7)
- I don't usually have an opinion on social and cultural issues (8)
S10Q11 In terms of political issues, how liberal or conservative are you in an American context?

- Extremely liberal (1)
- Liberal (2)
- Slightly liberal (3)
- Neither liberal nor conservative (4)
- Slightly conservative (5)
- Conservative (6)
- Extremely conservative (7)
- I don’t usually have an opinion on social and cultural issues (8)
S10Q12 What is the highest level of education completed by either of your parents?

- Elementary school (1)
- Middle school (2)
- High school (3)
- Bachelor's degree (4)
- Master's degree (5)
- Professional degree (e.g. medical or legal degree) (6)
- Doctoral degree (7)
- Prefer not to answer (8)

S10Q13 Have you ever served in any of the service branches of the US military in any capacity (Active Duty, National Guard, Reserves)?

- Yes (1)
- No (2)
- Prefer not to answer (3)
S10Q14 Do you have a disability (such as, physical, psychological, cognitive)?

- Yes (1)
- No (2)
- Prefer not to answer (3)

End of Block: S10-About Yourself

Start of Block: S16-Covid

CovidH1 The following questions pertain to the period of March 2020 through August 2021, during which the COVID-19 pandemic most severely affected the University’s operations.
Covid1 Did you feel that the public health measures implemented by the University kept you safe while performing your professional duties?

<table>
<thead>
<tr>
<th>Yes (1)</th>
<th>Not sure (2)</th>
<th>No (3)</th>
<th>Not applicable (4)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Testing (1)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Masking (2)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Social distancing (3)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Building access restrictions (4)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other measures (5)</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Display This Question:
If Did you feel that the public health measures implemented by the University kept you safe while performing your professional duties? = Other measures [ Yes ]

Covid1txtA What other public health measures implemented by the University kept you safe while performing your professional duties?

Display This Question:
If Did you feel that the public health measures implemented by the University kept you safe while performing your professional duties? = Other measures [ No ]
Covid1 What other public health measures implemented by the University DID NOT keep you safe while performing your professional duties?

________________________________________________________________
________________________________________________________________
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________________________________________________________________

Display This Question:
If Division = Div3
Or Division = Div4

Covid2 How clear were University communications related to research (e.g., suspension of on-campus research, re-opening of labs) during this period?

- Very clear (1)
- Somewhat clear (2)
- Neither clear nor unclear (3)
- Somewhat unclear (4)
- Very unclear (5)
- Not sure (6)
Covid3 **How clear were University communications** related to **teaching** during this period?

- Very clear (1)
- Somewhat clear (2)
- Neither clear nor unclear (3)
- Somewhat unclear (4)
- Very unclear (5)
- Not sure (6)

Covid4 **How clear were University communications** related to **public health measures** on campus during this period?

- Very clear (1)
- Somewhat clear (2)
- Neither clear nor unclear (3)
- Somewhat unclear (4)
- Very unclear (5)
- Not sure (6)
Covid5 Did you use the temporary expansion of Employee Child Care Assistance Program (ECCAP)?

- Yes (1)
- No (2)
- Not sure (6)

Display This Question:
If Did you use the temporary expansion of Employee Child Care Assistance Program (ECCAP)? = Yes

Covid5A How helpful was the temporary expansion of Employee Child Care Assistance Program (ECCAP) to you?

- Very helpful (1)
- Somewhat helpful (2)
- Neither helpful nor unhelpful (3)
- Somewhat unhelpful (4)
- Very unhelpful (5)
- Not sure (6)
Display This Question:

If JobCode = 0030
Or JobCode = 0040

Covid6 Did you accept the one-year extension of the tenure clock for Assistant Professors?

☐ Yes (1)
☐ No (2)
☐ Not sure (6)

Display This Question:

If Did you accept the one-year extension of the tenure clock for Assistant Professors? = Yes

Covid6A How helpful was the one-year extension of the tenure clock for Assistant Professors to you?

☐ Very helpful (1)
☐ Somewhat helpful (2)
☐ Neither helpful nor unhelpful (3)
☐ Somewhat unhelpful (4)
☐ Very unhelpful (5)
☐ Not sure (6)
What long-term effects on your scholarly and research career, if any, do you anticipate that the COVID-19 pandemic will have?
Your response will be shared, in its entirety, with the Offices of the Dean of the Faculty and Dean for Research, but not attributed to you personally unless you identify yourself within the body of your response.

________________________________________________________________
________________________________________________________________
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________________________________________________________________

What long-term effects on your teaching career, if any, do you anticipate that the COVID-19 pandemic will have?
Your response will be shared, in its entirety, with the Offices of the Dean of the Faculty and Dean for Research, but not attributed to you personally unless you identify yourself within the body of your response.

________________________________________________________________
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Covid9txt
What could the University have done better to support your career during the COVID-19 pandemic?
Your response will be shared, in its entirety, with the Offices of the Dean of the Faculty and Dean for Research, but not attributed to you personally unless you identify yourself within the body of your response.

________________________________________________________________
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________________________________________________________________
End of Block: S16-Covid

Start of Block: S13-Personal Wellbeing

S13Q1
The next section addresses obstacles that you may face in your professional life, anxiety, depression, and overall thriving. If you are not comfortable answering these questions you can skip to the next section.

We hope that you will complete these questions, which will be used in the aggregate to inform University programming and planning. Should you find these questions unsettling and wish to speak to someone contact information for campus resources is provided at the bottom of each page.
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Would you answer a series of questions about wellbeing?

○ Yes, I would like to answer these questions (4)

○ No, skip to the next section (5)

Display This Question:
If The next section addresses obstacles that you may face in your professional life, anxiety, depres... != No, skip to the next section
S13Q2 Rate the extent to which the following have been obstacles to your research, scholarship, and professional life in the past year?
<table>
<thead>
<tr>
<th></th>
<th>Not an obstacle (1)</th>
<th>A minor obstacle (2)</th>
<th>A major obstacle (3)</th>
<th>Not applicable (4)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Departmental structure or requirements (1)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Availability of students (2)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Relationship with department chair (3)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Competition among your peers (4)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Cost of housing (5)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Family obligations (6)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Insufficient financial support from Princeton (7)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Immigration laws and regulations (8)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Physical health issues (9)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Mental health issues (10)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>
Academic isolation (11)  
Social isolation (12)  
Your self-confidence (13)  
Time management difficulties (14)  
Issues related to Covid-19 (17)  
Other major obstacle, please describe: (16)  

Display This Question:
If The next section addresses obstacles that you may face in your professional life, anxiety, depres... != No, skip to the next section

CPS Footer1
The Employee Assistance Program, offered through Carebridge, is available to help faculty, staff, and eligible dependents cope with everyday life challenges, including anxiety, depression, grief, relationship issues, substance abuse, and more. To speak with a licensed professional and begin counseling, call Carebridge at (800) 437-0911. Counseling services are available 24/7.

Page Break
Display This Question:

If The next section addresses obstacles that you may face in your professional life, anxiety, depres... != No, skip to the next section
S13Q3 Over the **last two (2) weeks**, how often have you been bothered by any of the following problems?
<table>
<thead>
<tr>
<th>Feeling</th>
<th>Not at all (1)</th>
<th>Several days (2)</th>
<th>More than half the days (3)</th>
<th>Nearly every day (4)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Little interest or pleasure in doing things (1)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Feeling down, depressed, or hopeless (2)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Trouble falling or staying asleep, or sleeping too much (3)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Feeling tried or having little energy (4)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Poor appetite or overeating (5)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Feeling bad about yourself—or that you are a failure or have let yourself or family down (6)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Trouble concentrating on things, such as reading the newspaper or watching television (7)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Display This Question:

If Over the last two (2) weeks, how often have you been bothered by any of the following problems? [ Several days] (Count) > 0
Or Over the last two (2) weeks, how often have you been bothered by any of the following problems? [ More than half the days] (Count) = 0
Or Over the last two (2) weeks, how often have you been bothered by any of the following problems? [ Nearly every day] (Count) > 0
S13Q3A How difficult have these problems made it for you to do your work, take care of things at home or get along with other people?

- Not difficult at all (1)
- Somewhat difficult (2)
- Very difficult (3)
- Extremely difficult (4)

---

Display This Question:
If The next section addresses obstacles that you may face in your professional life, anxiety, depres... != No, skip to the next section

CPS Footer2
The Employee Assistance Program, offered through Carebridge, is available to help faculty, staff, and eligible dependents cope with everyday life challenges, including anxiety, depression, grief, relationship issues, substance abuse, and more. To speak with a licensed professional and begin counseling, call Carebridge at (800) 437-0911. Counseling services are available 24/7.

---

Page Break
S13Q4 Over the **last two (2) weeks**, how often have you been bothered by any of the following problems?

<table>
<thead>
<tr>
<th>Feeling nervous, anxious, or on edge (490)</th>
<th>Not at all (1)</th>
<th>Several days (2)</th>
<th>More than half the days (3)</th>
<th>Nearly every day (4)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not being able to stop or control worrying (491)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Worrying too much about different things (492)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Trouble relaxing (493)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Being so restless that it is hard to sit still (494)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Becoming easily annoyed or irritated (495)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Feeling afraid as if something awful might happen (496)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>
Display This Question:

If Over the last two (2) weeks, how often have you been bothered by any of the following problems? [Several days] (Count) > 0
Or Over the last two (2) weeks, how often have you been bothered by any of the following problems? [More than half the days] (Count) > 0
Or Over the last two (2) weeks, how often have you been bothered by any of the following problems? [More than half the days] (Count) > 0

S13Q4A How difficult have these problems made it for you to do your work, take care of things at home or get along with other people?

- Not difficult at all (1)
- Somewhat difficult (2)
- Very difficult (3)
- Extremely difficult (4)

Display This Question:

If The next section addresses obstacles that you may face in your professional life, anxiety, depression... != No, skip to the next section

CPS Footer3
The Employee Assistance Program, offered through Carebridge, is available to help faculty, staff, and eligible dependents cope with everyday life challenges, including anxiety, depression, grief, relationship issues, substance abuse, and more. To speak with a licensed professional and begin counseling, call Carebridge at (800) 437-0911. Counseling services are available 24/7.
S13Q5 Please indicate your agreement or disagreement with each of the following statements using the scale below.
<table>
<thead>
<tr>
<th>Question</th>
<th>Strongly agree (5)</th>
<th>Agree (4)</th>
<th>Neither agree nor disagree (3)</th>
<th>Disagree (2)</th>
<th>Strongly disagree (1)</th>
</tr>
</thead>
<tbody>
<tr>
<td>My work life has a clear sense of purpose (1)</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>I am optimistic about my future (2)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>My work life is going well (3)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>I feel good most of the time (4)</td>
<td></td>
<td></td>
<td></td>
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<td></td>
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<tr>
<td>What I do in job is valuable and worthwhile (5)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>I can succeed if I put my mind to it (6)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I am achieving most of my goals (7)</td>
<td></td>
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</tbody>
</table>

Office of Institutional Research
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| In most work activities I do, I feel energized (8) | ☐ | ☐ | ☐ | ☐ | ☐ | ☐ |
| There are people at Princeton who appreciate me as a person (9) | ☐ | ☐ | ☐ | ☐ | ☐ | ☐ |
| I feel a sense of belonging in my campus community (10) | ☐ | ☐ | ☐ | ☐ | ☐ | ☐ |
| My job is fulfilling (11) | ☐ | ☐ | ☐ | ☐ | ☐ | ☐ |

CPS Footer 4
The Employee Assistance Program, offered through Carebridge, is available to help faculty, staff, and eligible dependents cope with everyday life challenges, including anxiety, depression, grief, relationship issues, substance abuse, and more. To speak with a licensed professional and begin counseling, call Carebridge at (800) 437-0911. Counseling services are available 24/7.

End of Block: S13-Personal Wellbeing

Start of Block: S14-Stalking / Sexual Harassment
S14H1 Sexual Misconduct: a Faculty Perspective

S14Q1
Princeton University periodically conducts surveys to learn more about community members’ knowledge of and exposure to sexual misconduct, awareness of Princeton University’s resources related to preventing and responding to sexual misconduct, and how community members’ understanding of sexual misconduct changes over time.

The following section includes questions about stalking and sexual harassment. Should you find these questions to be upsetting, you can skip questions or discontinue your participation. In addition, resources for support are displayed at the bottom of every page, should you need them.

Your perspective and experience as a Princeton faculty member is extremely important. By participating, you will make an extremely valuable contribution to our understanding of issues related to sexual misconduct on campus. These data will complement robust student data and provide a more comprehensive view of the climate on campus.

Because this survey is confidential, information that you provide in this survey is for administrative uses and does not constitute a report to Princeton University; as such, the University will not be in a position to take any action on an individual case with respect to information you provide in this survey. Should you have issues, concerns, or complaints that you would like to report to the University (and for which you would like to the University to take action), please contact Cheri Burgess, Director for Institutional Equity and Equal Employment Opportunity at clawson@princeton.edu.
Would you like to answer these questions?

○ Yes, I would like to answer these questions (1)

○ No, skip to the next section (2)
S14H2 Using the scale provided, please indicate the extent to which you agree or disagree with the following statements.

S14Q2 If a crisis happened at Princeton, the University would handle it well.

- Strongly agree (1)
- Agree (2)
- Neither agree nor disagree (3)
- Disagree (4)
- Strongly disagree (5)
- I don't know (6)
S14Q3 The University responds rapidly in difficult situations.

- Strongly agree (1)
- Agree (2)
- Neither agree nor disagree (3)
- Disagree (4)
- Strongly disagree (5)
- I don't know (6)

S14Q4 University officials handle incidents in a fair and responsible manner.

- Strongly agree (1)
- Agree (2)
- Neither agree nor disagree (3)
- Disagree (4)
- Strongly disagree (5)
- I don't know (6)
S14Q5 Princeton University does enough to protect the safety of the faculty.

- Strongly agree (1)
- Agree (2)
- Neither agree nor disagree (3)
- Disagree (4)
- Strongly disagree (5)
- I don't know (6)

S14Q6 Princeton University shows care when handling crises.

- Strongly agree (1)
- Agree (2)
- Neither agree nor disagree (3)
- Disagree (4)
- Strongly disagree (5)
- I don't know (6)
At Princeton, sexual misconduct refers to a range of behaviors, including sexual harassment, sexual assault, stalking, and dating and domestic violence. These behaviors could be initiated by someone known or unknown to the recipient, including someone they are in a relationship with.

Using the scale provided, please indicate the extent to which you agree or disagree with the following statements.

S14Q7 Princeton University takes reports of sexual misconduct seriously.

- Strongly agree (1)
- Agree (2)
- Neither agree nor disagree (3)
- Disagree (4)
- Strongly disagree (5)
- I don't know (6)
Faculty Climate Survey 2022
Public Document

S14Q7 Princeton University maintains the privacy of individuals who report sexual misconduct.

- Strongly agree (1)
- Agree (2)
- Neither agree nor disagree (3)
- Disagree (4)
- Strongly disagree (5)
- I don't know (6)

S14Q9 Princeton University takes steps to protect the safety of individuals who report sexual misconduct.

- Strongly agree (1)
- Agree (2)
- Neither agree nor disagree (3)
- Disagree (4)
- Strongly disagree (5)
- I don't know (6)
S14Q10 Princeton University supports individuals who report sexual misconduct.

- Strongly agree (1)
- Agree (2)
- Neither agree nor disagree (3)
- Disagree (4)
- Strongly disagree (5)
- I don't know (6)

S14Q11 Princeton University takes steps to protect the rights of those who have been accused of sexual misconduct.

- Strongly agree (1)
- Agree (2)
- Neither agree nor disagree (3)
- Disagree (4)
- Strongly disagree (5)
- I don't know (6)
S14Q12 Princeton University is taking steps to address factors that may contribute to sexual misconduct.

- Strongly agree (1)
- Agree (2)
- Neither agree nor disagree (3)
- Disagree (4)
- Strongly disagree (5)
- I don't know (6)

S14Q13 Princeton University handles reports of sexual misconduct equitably.

- Strongly agree (1)
- Agree (2)
- Neither agree nor disagree (3)
- Disagree (4)
- Strongly disagree (5)
- I don't know (6)
S14Q14 Princeton University holds the perpetrators of sexual misconduct accountable for their actions.

- Strongly agree (1)
- Agree (2)
- Neither agree nor disagree (3)
- Disagree (4)
- Strongly disagree (5)
- I don't know (6)

S14Q15 At Princeton, the stress associated with making a report of sexual misconduct generally causes the person’s performance to suffer.

- Strongly agree (1)
- Agree (2)
- Neither agree nor disagree (3)
- Disagree (4)
- Strongly disagree (5)
- I don't know (6)
S14Q16 At Princeton, making a report of sexual misconduct generally makes it difficult to obtain strong letters of recommendation.

- Strongly agree (1)
- Agree (2)
- Neither agree nor disagree (3)
- Disagree (4)
- Strongly disagree (5)
- I don't know (6)

S14Q17 At Princeton, making a report of sexual misconduct generally causes the person’s career trajectory or prospects to suffer.

- Strongly agree (1)
- Agree (2)
- Neither agree nor disagree (3)
- Disagree (4)
- Strongly disagree (5)
- I don't know (6)
S14Q18 At Princeton, students question the validity of reports of sexual misconduct.

- Strongly agree (1)
- Agree (2)
- Neither agree nor disagree (3)
- Disagree (4)
- Strongly disagree (5)
- I don't know (6)

S14Q19 At Princeton, faculty and staff question the validity of reports of sexual misconduct.

- Strongly agree (1)
- Agree (2)
- Neither agree nor disagree (3)
- Disagree (4)
- Strongly disagree (5)
- I don't know (6)
S14Q20 Princeton faculty and staff have a hard time supporting individuals who report sexual misconduct.

- Strongly agree (1)
- Agree (2)
- Neither agree nor disagree (3)
- Disagree (4)
- Strongly disagree (5)
- I don't know (6)

S14Q21 Princeton faculty and staff generally assume individuals who are accused of sexual misconduct as being responsible without knowing all the facts.

- Strongly agree (1)
- Agree (2)
- Neither agree nor disagree (3)
- Disagree (4)
- Strongly disagree (5)
- I don't know (6)
S14Q22 At Princeton, alleged offender(s) are presumed to be not responsible until proven to be responsible of sexual misconduct.

- Strongly agree (1)
- Agree (2)
- Neither agree nor disagree (3)
- Disagree (4)
- Strongly disagree (5)
- I don't know (6)
S14Q23 At Princeton, the anticipated stress associated with making a report of sexual misconduct is so great that it prevents the person from making a report.

- Strongly agree (1)
- Agree (2)
- Neither agree nor disagree (3)
- Disagree (4)
- Strongly disagree (5)
- I don't know (6)

S14Q24 If a friend or I were sexually assaulted, I know where to go to get help on campus.

- Strongly agree (1)
- Agree (2)
- Neither agree nor disagree (3)
- Disagree (4)
- Strongly disagree (5)
- I don't know (6)
S14Q25 I understand what happens when someone reports a claim of sexual assault at Princeton.

- Strongly agree (1)
- Agree (2)
- Neither agree nor disagree (3)
- Disagree (4)
- Strongly disagree (5)
- I don't know (6)

S14Q26 If a friend or I were sexually assaulted, I know where to go to make a formal report of sexual assault.

- Strongly agree (1)
- Agree (2)
- Neither agree nor disagree (3)
- Disagree (4)
- Strongly disagree (5)
- I don't know (6)
S14Q27 While at Princeton University, have you feared for your safety or experienced emotional distress because: someone made threats of harm to you or others; pursued or followed you; made non-consensual (unwanted) communication by any means; provided unwanted gifts; trespassed; surveilled you; or otherwise monitored your actions. This may have included someone waiting for you outside your classroom, residence, or office; or repeated emails / phone calls. (please select all that apply)

☐ Yes, during the last 12 months (3)
☐ Yes, before October 2021 (4)
☒ No (5)

S14Q28 While at Princeton University, have you experienced unwelcome sexual advances (verbal, written, electronic or physical) that created intimidating, offensive or hostile conditions in your living, working or academic environment(s)? (please select all that apply)

☐ Yes, during the last 12 months (3)
☐ Yes, before October 2021 (4)
☒ No (5)
S14Q29 While at Princeton University, have you experienced **unwelcome requests for sexual favors** (verbal, written or electronic) that created intimidating, offensive or hostile conditions in your living, working or academic environment(s)? (please select all that apply)

- [ ] Yes, during the last 12 months (3)
- [ ] Yes, before October 2021 (4)
- [X] No (5)

S14Q30 While at Princeton University, have you experienced **any other verbal, electronic or physical conduct of an unwanted sexual nature** that created intimidating, offensive or hostile conditions in your living, working or academic environment(s)? (please select all that apply)

- [ ] Yes, during the last 12 months (3)
- [ ] Yes, before October 2021 (4)
- [X] No (5)

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Display This Question:

If While at Princeton University, have you feared for your safety or experienced emotional distress... = Yes, during the last 12 months
Or While at Princeton University, have you feared for your safety or experienced emotional distress... = Yes, before October 2021
Or While at Princeton University, have you experienced unwelcome sexual advances (verbal, written, e... = Yes, during the last 12 months
Or While at Princeton University, have you experienced unwelcome sexual advances (verbal, written, e... = Yes, before October 2021
Or While at Princeton University, have you experienced unwelcome requests for sexual favors (verbal,... = Yes, during the last 12 months
Or While at Princeton University, have you experienced unwelcome requests for sexual favors (verbal,... = Yes, before October 2021
Or While at Princeton University, have you experienced any other verbal, electronic or physical cond... = Yes, during the last 12 months
Or While at Princeton University, have you experienced any other verbal, electronic or physical cond... = Yes, before October 2021

S14Q31 Were Princeton students involved in the most recent incident of sexual harassment/stalking you experienced? Please check all that apply.

☐ Yes, one or more Princeton undergraduate students were involved  (1)

☐ Yes, one or more Princeton graduate students were involved  (4)

☒ No, Princeton students were not involved  (5)

☒ I don't know  (6)
Display This Question:

If While at Princeton University, have you feared for your safety or experienced emotional distress... = Yes, during the last 12 months
Or While at Princeton University, have you feared for your safety or experienced emotional distress... = Yes, before October 2021
Or While at Princeton University, have you experienced unwelcome sexual advances (verbal, written, e... = Yes, during the last 12 months
Or While at Princeton University, have you experienced unwelcome sexual advances (verbal, written, e... = Yes, before October 2021
Or While at Princeton University, have you experienced unwelcome requests for sexual favors (verbal,... = Yes, during the last 12 months
Or While at Princeton University, have you experienced unwelcome requests for sexual favors (verbal,... = Yes, before October 2021
Or While at Princeton University, have you experienced any other verbal, electronic or physical cond... = Yes, during the last 12 months
Or While at Princeton University, have you experienced any other verbal, electronic or physical cond... = Yes, before October 2021

S14Q32 Were employees, staff members, postdocs, or faculty members of Princeton University involved in the most recent incident of sexual harassment/stalking you experienced? Please check all that apply.

☐ Yes, one or more faculty members of Princeton University were involved (7)
☐ Yes, one or more Princeton postdocs were involved (8)
☐ Yes, one or more employees / staff members of Princeton University were involved (9)
☒ No, employees, staff members, postdocs or faculty members of Princeton University were not involved (5)
☒ I don't know (6)
Display This Question:

If While at Princeton University, have you feared for your safety or experienced emotional distress... = Yes, during the last 12 months
Or While at Princeton University, have you feared for your safety or experienced emotional distress... = Yes, before October 2021
Or While at Princeton University, have you experienced unwelcome sexual advances (verbal, written, e... = Yes, during the last 12 months
Or While at Princeton University, have you experienced unwelcome sexual advances (verbal, written, e... = Yes, before October 2021
Or While at Princeton University, have you experienced unwelcome requests for sexual favors (verbal,... = Yes, during the last 12 months
Or While at Princeton University, have you experienced unwelcome requests for sexual favors (verbal,... = Yes, before October 2021
Or While at Princeton University, have you experienced any other verbal, electronic or physical cond... = Yes, during the last 12 months
Or While at Princeton University, have you experienced any other verbal, electronic or physical cond... = Yes, before October 2021

S14Q33 Where did your most recent experience of sexual harassment/stalking occur? Please check all that apply.

☐ In your living environment (home, or apartment building) (1)

☐ In your working environment (workplace, research lab, department, program) (5)

☐ In your academic environment (classes, lectures, seminars) (6)

☐ In your social environment (parties, social events, social gatherings, cultural / public talks) (7)

☐ In an on-line environment (Dating Apps, Tik Tok, Twitter, Instagram, SnapChat, Yik Yak, blogs) (10)

☐ In public spaces (while walking / running / exercising, on mass transit, shopping) (8)

☐ Other environment (9) ____________________________________________________
Display This Question:

If While at Princeton University, have you feared for your safety or experienced emotional distress... = Yes, during the last 12 months
Or While at Princeton University, have you feared for your safety or experienced emotional distress... = Yes, before October 2021
Or While at Princeton University, have you experienced unwelcome sexual advances (verbal, written, e... = Yes, during the last 12 months
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Or While at Princeton University, have you experienced unwelcome requests for sexual favors (verbal,... = Yes, during the last 12 months
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WSFooter2 The Employee Assistance Program, offered through Carebridge, is available to help faculty, staff, and eligible dependents cope with everyday life challenges, including anxiety, depression, grief, relationship issues, substance abuse, and more. To speak with a licensed professional and begin counseling, call Carebridge at (800) 437-0911. Counseling services are available 24/7.

S14Q34
Please indicate if you’ve had any of the following experiences during the at Princeton University, and where they took place, if applicable. If you have been at Princeton for more than five years, please focus on the last five years (2018 to 2022).
Has anyone ever done the following while you’ve been at Princeton University? (Please select all that apply.)
<table>
<thead>
<tr>
<th></th>
<th>Yes, in class or lab or work setting (1)</th>
<th>Yes, in a social setting (2)</th>
<th>Yes, in another setting at Princeton (3)</th>
<th>Not experienced at Princeton (4)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Made sexist remarks or jokes in your presence (1)</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Made negative remarks or jokes sexual orientation in your presence (21)</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Made negative remarks or jokes about gender expression or gender identity in your presence (22)</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Made inappropriate comments about your or another person’s body, appearance or attractiveness in your presence (3)</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
</tbody>
</table>
Touching that is not overtly sexual, but is uncomfortable and unwanted (Someone squeezing your shoulder, someone kissing you on the cheek) (18)

Been singled out or targeted for different or adverse treatment (e.g., lower grades) because of sex, gender identity, or gender expression (19)

Been excluded or prevented from participating in activities and/or education programs because of your sex, gender, or gender expression (20)
Suggested or implied in your presence that women don’t have to meet the same intellectual standards that men do in order to get into Princeton or succeed in your field (4)

Suggested or implied in your presence that some groups of people don’t have to meet the same intellectual standards as others do in order to get into Princeton or succeed in your field (35)

Repeatedly asked you on dates, to go to dinner, or get a drink even after you’ve said no (8)
Said crude or
gross sexual
things to you, or
tried to get you
to talk about
sexual matters
when you didn’t
want to (5)

☐ ☐ ☐ ☐ ☐

Emailed, texted,
or messaged
offensive sexual
jokes, stories, or
pictures to you
(6)

☐ ☐ ☐ ☐ ☐

Posted offensive
sexual jokes,
stories or
pictures on
social media (Tik
Tok, Instagram,
Twitter, Yik Yak,
Facebook,
dating apps.,
etc.) (12)

☐ ☐ ☐ ☐ ☐

Told you about
their sexual
experiences
when you did not
want to hear
them (7)

☐ ☐ ☐ ☐ ☐
Seemed to be bribing you with some sort of reward (e.g., social status, grades) if you agreed to engage in a romantic or sexual relationship with that person (9)

Overheard someone use the word "rape" casually and out of context (e.g., that a test or assignment "raped me") (10)

Observed someone make jokes about sexual assault or rape (11)

Observed someone minimizing sexual assault or rape (2)
The Employee Assistance Program, offered through Carebridge, is available to help faculty, staff, and eligible dependents cope with everyday life challenges, including anxiety, depression, grief, relationship issues, substance abuse, and more. To speak with a licensed professional and begin counseling, call Carebridge at (800) 437-0911. Counseling services are available 24/7.

The Office of the Dean of the Faculty welcomes your thoughts, comments and suggestions. Your response will be shared, in its entirety, with the Office of the Dean of the Faculty, but not attributed to you personally unless you identify yourself within the body of your response.

Please remember that information that you provide in this survey is for administrative uses and does not constitute a report to Princeton University; as such, the University will not be in a position to take any action on an individual case with respect to information you provide in this survey. Should you have issues, concerns, or complaints that you would like to report to the University (and for which you would like the University to take action), please contact Cheri Burgess, Director for Institutional Equity and Equal Employment Opportunity at clawson@princeton.edu