Consent The Postdoctoral Researcher and Associate Research Scholar Survey asks about your experiences as a researcher and scholar 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 researchers and scholars, will provide extremely valuable information about working at Princeton and will give important guidance as we plan for the future.

To avoid sending reminders to those individuals 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 password-protected 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, the 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.

The survey will take about 30 minutes to complete. 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.

Thank you for contributing your thoughts and opinions to this survey.
If you have questions or concerns about this survey, please contact:

Jed Marsh
Vice Provost for Institutional Research

223 Nassau Hall
S1H1 About Yourself

S1Q1 What were you doing immediately before your Postdoctoral Researcher or Associate Research Scholar position at Princeton?

- Came directly from graduate school (1)
- Came directly from another postdoctoral/research position (2)
- Came directly from a non-postdoctoral/research position (3)
- Was looking for work (4)
- Other (please specify) (5) ____________________________________________________________________

______________________________________________________________________________________________
S1Q2 During the time you were applying for your Postdoctoral Researcher or Associate Research Scholar position at Princeton, did you also apply for non-research positions?

- Yes (1)
- No (2)

S1Q3 Including Princeton, at how many different institutions have you worked as a researcher since you completed graduate school?

- One (1)
- Two (2)
- Three or more (3)
S1Q5 How long have you been in your CURRENT position at Princeton?

- Less than 6 months (1)
- 6 months to 1 year (2)
- One to two years (3)
- Two to three years (4)
- Three to four years (5)
- Four to five years (6)
- More than five years (7)
- Unsure (8)
S1Q7 How much longer do you plan on holding your CURRENT position at Princeton?

- Less than 6 months (1)
- 6 months to 1 year (2)
- One to two years (3)
- Two to three years (4)
- Three to four years (5)
- Four to five years (6)
- More than five years (7)
- Unsure (8)
S1Q12 Counting yourself, how many Postdoctoral Researchers and Associate Research Scholars are there in your research group?

- I am the only one (1)
- One other (2)
- Two (3)
- Three (4)
- Four (5)
- Five (6)
- Six (7)
- Seven (8)
- Eight (9)
- Nine (10)
- Ten or more (11)

End of Block: About Yourself

Start of Block: Reasons for Choosing Current Position

S3H1 Reasons for Choosing Your Current Position
S3Q1 What was the primary way you found your current position?

- Referred by a colleague (1)
- Referred by doctoral advisor (2)
- Directly contacted by current supervisor (3)
- You directly contacted your current supervisor (4)
- An advertisement in a journal, publication, or website (5)
- A conference job center or career fair (6)
- Professional recruiter (7)
- Other (please specify) (8) __________________________________________________
Q556 We would like to know how important each of the following factors was in your decision to choose a Postdoctoral Researcher or Associate Research Scholar position GENERALLY. (We will ask specifically about Princeton in the next section.)
<table>
<thead>
<tr>
<th></th>
<th>No Important (1)</th>
<th>Somewhat Important (2)</th>
<th>Very Important (3)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Opportunity to publish (1)</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Opportunity to conduct your own independent research (2)</td>
<td></td>
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<tr>
<td>Opportunity to increase knowledge in doctoral field of study (3)</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Opportunity for training outside of doctoral field of study (4)</td>
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<tr>
<td>Opportunity to teach (5)</td>
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<tr>
<td>Preparation for a faculty position (6)</td>
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<tr>
<td>The lack of other types of positions (7)</td>
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<tr>
<td>Opportunity to start a career in the U.S (8)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>The need for U.S. training to advance career in home country (9)</td>
<td></td>
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</tbody>
</table>
S3H3 Now we would like to know how important each of the following factors was in your decision to choose a Postdoctoral Researcher or Associate Research Scholar position at Princeton.

S3Q12 How important was the opportunity to work/conduct research with a particular researcher, lab, or department in your decision to choose a Postdoctoral Researcher or Associate Research Scholar position at Princeton.

- Very important (1)
- Somewhat important (2)
- Not important (3)
S3Q13 How important was compensation in your decision to choose a Postdoctoral Researcher or Associate Research Scholar position at Princeton.

- Very important (1)
- Somewhat important (2)
- Not important (3)

S3Q14 How important was the success of your current supervisor’s former students and postdocs in your decision to choose a Postdoctoral Researcher or Associate Research Scholar position at Princeton.

- Very important (1)
- Somewhat important (2)
- Not important (3)

S3Q15 How important was the prestige of Princeton University in your decision to choose a Postdoctoral Researcher or Associate Research Scholar position at Princeton.

- Very important (1)
- Somewhat important (2)
- Not important (3)
S3Q16 How important was the **ability to work in the Princeton area** in your decision to choose a Postdoctoral Researcher or Associate Research Scholar position at Princeton.

- Very important (1)
- Somewhat important (2)
- Not important (3)

Q558 How important was the **cost of living in the Princeton area** in your decision to choose a Postdoctoral Researcher or Associate Research Scholar position at Princeton.

- Very important (1)
- Somewhat important (2)
- Not important (3)

S3Q17 How important was the **ability to work in the same general location as your spouse/partner** in your decision to choose a Postdoctoral Researcher or Associate Research Scholar position at Princeton.

- Very important (1)
- Somewhat important (2)
- Not important (3)
S4H1  Your Experience

S4Q1 How satisfied are you with your overall experience at Princeton University?

- Very satisfied (1)
- Somewhat satisfied (2)
- Neither satisfied nor dissatisfied (3)
- Somewhat dissatisfied (4)
- Very dissatisfied (5)
S4Q2 Would you recommend spending time in a Postdoctoral Researcher or Associate Research Scholar position IN YOUR FIELD to a present graduate student who has similar career goals?

- Would enthusiastically recommend (1)
- Would recommend (2)
- Would recommend with reservation (3)
- Would not recommend (4)
- Not sure (5)

S4Q3 Would you recommend spending time in a Postdoctoral Researcher or Associate Research Scholar position AT PRINCETON to a present graduate student who has similar career goals?

- Would enthusiastically recommend (1)
- Would recommend (2)
- Would recommend with reservation (3)
- Would not recommend (4)
- Not sure (5)
S4Q4 How satisfied are you with the AMOUNT of contact with your supervisor?

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

S4Q5 How satisfied are you with the QUALITY of guidance/mentoring you have received from your supervisor?

- Very satisfied (1)
- Somewhat satisfied (2)
- Neither satisfied nor dissatisfied (3)
- Somewhat dissatisfied (4)
- Very dissatisfied (5)
- Not applicable (6)
S4Q6 Have you received a written or oral performance evaluation while you have been in your current position at Princeton? Mark all that apply.

☐ Yes, I have received a written evaluation (1)

☐ Yes, I have received an oral evaluation (2)

☐ Yes, I have received informal feedback on my performance (3)

☒ No (4)

---

Display This Question:
If Have you received a written or oral performance evaluation while you have been in your current po... = Yes, I have received a written evaluation
Or Have you received a written or oral performance evaluation while you have been in your current po... = Yes, I have received an oral evaluation

S4Q7 If you have received a written or oral performance evaluation, about how frequently have those evaluation(s) occurred?

☐ Annually or more frequently (1)

☐ Every other year (2)

☐ Less frequently or sporadically (3)

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Display This Question:

If Have you received a written or oral performance evaluation while you have been in your current po... = Yes, I have received a written evaluation
Or Have you received a written or oral performance evaluation while you have been in your current po... = Yes, I have received an oral evaluation
Or Have you received a written or oral performance evaluation while you have been in your current po... = Yes, I have received informal feedback on my performance

S4Q8 In general, who initiated the performance evaluation?

○ You  (1)

○ Your supervisor  (2)

○ Someone else  (3)

End of Block: Your Experience

Start of Block: Your Work

S5H1 Your Work
S5Q1 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)

S5Q2 On average, how many hours per week do you work in your current position (including field work and other off-site work)?

- < 30 hours per week (1)
- 30-39 hours per week (2)
- 40-49 hours per week (3)
- 50-59 hours per week (4)
- 60-69 hours per week (5)
- 70-79 hours per week (6)
- 80 hours or more per week (7)
S5Q3 Since assuming your current position, how many:
<table>
<thead>
<tr>
<th></th>
<th>None</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
<th>9</th>
<th>10</th>
<th>11</th>
<th>12</th>
<th>13</th>
<th>14</th>
<th>15 or more</th>
</tr>
</thead>
<tbody>
<tr>
<td>Papers have you published in conference proceedings? (1)</td>
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<tr>
<td>Papers have you (co)authored for presentation at regional, national, or international conferences? (Do not include papers published in conference proceedings.) (2)</td>
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<tr>
<td>Articles have you had accepted for publication or already published in a peer-reviewed journal? (3)</td>
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</tbody>
</table>
Articles have you submitted for publication in a peer-reviewed journal and have not yet been accepted for publication (If you have submitted one paper multiple times, count it only once.)
(4)
Books or book chapters have you published?
(5)
Conferences have you attended?
(6)
Professional societies have you joined?
(7)
<table>
<thead>
<tr>
<th></th>
<th>Yes (1)</th>
<th>No, not interested (2)</th>
<th>No, but I'm interested (3)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Undergraduates (1)</td>
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<tr>
<td>Graduate students (2)</td>
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<tr>
<td>Postdocs (3)</td>
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<tr>
<td>Technical staff (4)</td>
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</tbody>
</table>
Q280 Since assuming your current position, have you:

<table>
<thead>
<tr>
<th>Activity</th>
<th>Yes (1)</th>
<th>No, not interested (2)</th>
<th>No, but I'm interested (3)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Taught or co-taught a course?</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Delivered lectures as part of a course?</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Conducted discussion or laboratory sections in a course?</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Worked with researchers outside of your department or lab?</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Prepared grant proposals (funded or not, including fellowship proposals)?</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Worked with or served as a reviewer for a conference, journal, or an agency, institution, or organization?</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>
Display This Question:

If Since assuming your current position, have you: [ Yes] (Count) >= 1
Q281 How helpful have these experience(s) been with respect to your professional development?

Display This Choice:
  If Since assuming your current position, have you: = Taught or co-taught a course? [ Yes ]

Display This Choice:
  If Since assuming your current position, have you: = Delivered lectures as part of a course? [ Yes ]

Display This Choice:
  If Since assuming your current position, have you: = Conducted discussion or laboratory sections in a course? [ Yes ]

Display This Choice:
  If Since assuming your current position, have you: = Worked with researchers outside of your department or lab? [ Yes ]

Display This Choice:
  If Since assuming your current position, have you: = Prepared grant proposals (funded or not, including fellowship proposals)? [ Yes ]

Display This Choice:
  If Since assuming your current position, have you: = Worked with or served as a reviewer for a conference, journal, or an agency, institution, or organization? [ Yes ]
<table>
<thead>
<tr>
<th></th>
<th>Not helpful (1)</th>
<th>Somewhat helpful (2)</th>
<th>Very helpful (3)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Display This Choice:</strong></td>
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<tr>
<td>If Since assuming your current position, have you: = Taught or co-taught a course? [ <strong>Yes</strong> ]</td>
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<tr>
<td>Taught or co-taught a course? (1)</td>
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<td><strong>Display This Choice:</strong></td>
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<tr>
<td>If Since assuming your current position, have you: = Delivered lectures as part of a course? [ <strong>Yes</strong> ]</td>
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</tr>
<tr>
<td>Delivered lectures as part of a course? (2)</td>
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<tr>
<td><strong>Display This Choice:</strong></td>
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</tr>
<tr>
<td>If Since assuming your current position, have you: = Conducted discussion or laboratory sections in a course? [ <strong>Yes</strong> ]</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Conducted discussion or laboratory sections in a course? (3)</td>
<td></td>
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</tr>
</tbody>
</table>
Display This Choice:
If Since assuming your current position, have you: = Worked with researchers outside of your department or lab? [Yes]

Worked with researchers outside of your department or lab? (4)

Display This Choice:
If Since assuming your current position, have you: = Prepared grant proposals (funded or not, including fellowship proposals)? [Yes]

Prepared grant proposals (funded or not, including fellowship proposals)? (5)
Display This Choice:
If Since assuming your current position, have you: = Worked with or served as a reviewer for a conference, journal, or an agency, institution, or organization? [ Yes ]

Worked with or served as a reviewer for a conference, journal, or an agency, institution, or organization? (6)
S5H2 Please indicate the extent to which each of the following aspects of WORK is currently a source of stress for you. (We will ask you later about other sources of stress you may be experiencing.)

S5Q14 Overall, would you say that your current position is…

- Extremely stressful (1)
- Very stressful (2)
- Somewhat stressful (3)
- Not stressful (4)

S5Q15 Please indicate the extent that securing funding for research is currently a source of stress for you.

- Extremely stressful (1)
- Very stressful (2)
- Somewhat stressful (3)
- Not stressful (4)
- Not applicable (5)
S5Q16 Please indicate the extent that your scholarly productivity is currently a source of stress for you.

- Extremely stressful (1)
- Very stressful (2)
- Somewhat stressful (3)
- Not stressful (4)
- Not applicable (5)

S5Q17 Please indicate the extent that your advising responsibilities are currently a source of stress for you.

- Extremely stressful (1)
- Very stressful (2)
- Somewhat stressful (3)
- Not stressful (4)
- Not applicable (5)
S5Q18 Please indicate the extent that your teaching responsibilities are currently a source of stress for you.

- [ ] Extremely stressful (1)
- [ ] Very stressful (2)
- [ ] Somewhat stressful (3)
- [ ] Not stressful (4)
- [ ] Not applicable (5)

S5Q19 Please indicate the extent that bias/discrimination/unfairness in procedures is currently a source of stress for you.

- [ ] Extremely stressful (1)
- [ ] Very stressful (2)
- [ ] Somewhat stressful (3)
- [ ] Not stressful (4)
- [ ] Not applicable (5)
S5Q20 Please indicate the extent that your working relationships with colleagues is currently a source of stress for you.

- Extremely stressful (1)
- Very stressful (2)
- Somewhat stressful (3)
- Not stressful (4)
- Not applicable (5)

S5Q21 Please indicate the extent that your working relationship with your supervisor is currently a source of stress for you.

- Extremely stressful (1)
- Very stressful (2)
- Somewhat stressful (3)
- Not stressful (4)
- Not applicable (5)
S5Q22 Please indicate the extent that searching for your next position is currently a source of stress for you.

- Extremely stressful (1)
- Very stressful (2)
- Somewhat stressful (3)
- Not stressful (4)
- Not applicable (5)

End of Block: Your Work

Start of Block: Skills Development

S6H1 Skills Development
S6Q1 Please indicate the extent to which your current position is enhancing these skills
<table>
<thead>
<tr>
<th>Activity</th>
<th>Not at all (1)</th>
<th>To some extent (2)</th>
<th>To a great extent (3)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Becoming an authority in my field</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Knowing the latest research techniques</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Writing papers for publication</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Presenting research results to an audience of peers</td>
<td>○</td>
<td>○</td>
<td>○</td>
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<tr>
<td>Writing grant proposals</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Managing a research group or laboratory</td>
<td>○</td>
<td>○</td>
<td>○</td>
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<tr>
<td>Supervising others</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Teaching</td>
<td>○</td>
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<tr>
<td>Working in a team</td>
<td>○</td>
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<td>○</td>
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<tr>
<td>Understanding how an academic organization works</td>
<td>○</td>
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<tr>
<td>Understanding my discipline outside of Princeton (11)</td>
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<tr>
<td>Negotiating with people in authority (12)</td>
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<tr>
<td>Collaborating with other researchers (13)</td>
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<tr>
<td>Understanding principles of ethical conduct of research (14)</td>
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<tr>
<td>Keeping up with current advances in my field (15)</td>
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<tr>
<td>Other (please specify) (16)</td>
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</tbody>
</table>
S6H2 Please tell us how important each of the following skills and abilities is to your current work.

S6Q2 How important is **analyzing or synthesizing data** to your current work?

- Essential (1)
- Very important (2)
- Important (3)
- Somewhat important (4)
- Not important (5)
- Not applicable (6)
S6Q3 How important is identifying problems and formulating solutions to your current work?

- Essential (1)
- Very important (2)
- Important (3)
- Somewhat important (4)
- Not important (5)
- Not applicable (6)

S6Q4 How important is designing and executing research to your current work?

- Essential (1)
- Very important (2)
- Important (3)
- Somewhat important (4)
- Not important (5)
- Not applicable (6)
S6Q5 How important is locating and applying information/data to your current work?

- Essential (1)
- Very important (2)
- Important (3)
- Somewhat important (4)
- Not important (5)
- Not applicable (6)

S6Q6 How important is presenting orally to your current work?

- Essential (1)
- Very important (2)
- Important (3)
- Somewhat important (4)
- Not important (5)
- Not applicable (6)
S6Q7 How important is managing people to your current work?

- Essential (1)
- Very important (2)
- Important (3)
- Somewhat important (4)
- Not important (5)
- Not applicable (6)

S6Q8 How important is managing budgets to your current work?

- Essential (1)
- Very important (2)
- Important (3)
- Somewhat important (4)
- Not important (5)
- Not applicable (6)
S6Q9 How important is thinking critically/problem-solving to your current work?

- Essential (1)
- Very important (2)
- Important (3)
- Somewhat important (4)
- Not important (5)
- Not applicable (6)

S6Q10 How important is working collaboratively to your current work?

- Essential (1)
- Very important (2)
- Important (3)
- Somewhat important (4)
- Not important (5)
- Not applicable (6)
S6Q11 How important is working in a team to your current work?

- Essential (1)
- Very important (2)
- Important (3)
- Somewhat important (4)
- Not important (5)
- Not applicable (6)

S6Q12 How important is working within interdisciplinary groups to your current work?

- Essential (1)
- Very important (2)
- Important (3)
- Somewhat important (4)
- Not important (5)
- Not applicable (6)
S6Q13 How important is working with people from diverse backgrounds to your current work?

- Essential (1)
- Very important (2)
- Important (3)
- Somewhat important (4)
- Not important (5)
- Not applicable (6)

S6Q14 How important is mentoring/advising students to your current work?

- Essential (1)
- Very important (2)
- Important (3)
- Somewhat important (4)
- Not important (5)
- Not applicable (6)
S6Q15 How important is **teaching or training groups of people** to your current work?

- Essential (1)
- Very important (2)
- Important (3)
- Somewhat important (4)
- Not important (5)
- Not applicable (6)

S6Q16 How important is **writing funding proposals** to your current work?

- Essential (1)
- Very important (2)
- Important (3)
- Somewhat important (4)
- Not important (5)
- Not applicable (6)
S6Q17 How important is writing reports, articles, books, etc. to your current work?

- Essential (1)
- Very important (2)
- Important (3)
- Somewhat important (4)
- Not important (5)
- Not applicable (6)

S6Q18 Are there other skills and abilities that are important to your current work?

________________________________________________________________
________________________________________________________________
________________________________________________________________
________________________________________________________________
________________________________________________________________
________________________________________________________________

End of Block: Skills Development

Start of Block: Career Development
### S7Q1 To what extent do you rely on the following people for career development advice?

<table>
<thead>
<tr>
<th></th>
<th>Not at all (1)</th>
<th>To some extent (2)</th>
<th>To a great extent (3)</th>
</tr>
</thead>
<tbody>
<tr>
<td>My current supervisor (1)</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>A senior colleague at Princeton than my current supervisor (2)</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>My peers (3)</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>My doctoral advisor (4)</td>
<td>☐</td>
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<td>☐</td>
</tr>
<tr>
<td>A senior colleague outside of Princeton (5)</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Career counselor (6)</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Someone else (please specify) (7)</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
</tbody>
</table>

### S7H2 Please rate your level of agreement or disagreement with the following statements:
S7Q2 My CURRENT position is preparing me adequately for my current career goals.

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

S7Q3 My supervisor would support me in any career path I choose.

- Strongly agree (1)
- Somewhat agree (2)
- Neither agree nor disagree (3)
- Somewhat disagree (4)
- Strongly disagree (5)
- Not applicable (6)
S7Q4 I have received advice from my supervisor on career options within academia.

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

S7Q5 I have received advice from my supervisor on career options outside academia.

- Strongly agree (1)
- Somewhat agree (2)
- Neither agree nor disagree (3)
- Somewhat disagree (4)
- Strongly disagree (5)
- Not applicable (6)
S7Q6 My supervisor has discouraged me from pursuing career options outside academia.

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

S7Q7 My supervisor would be disappointed if I pursued a career outside academia.

- Strongly agree (1)
- Somewhat agree (2)
- Neither agree nor disagree (3)
- Somewhat disagree (4)
- Strongly disagree (5)
- Not applicable (6)
End of Block: Career Development

Start of Block: Career Plans

S5H1 Career Goals

GS5Q1
What best describes your primary career / professional goal when you entered your current position at Princeton?
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(Select one)

- Tenure-track faculty position with an emphasis on teaching (1)
- Tenure-track faculty position with an emphasis on research (2)
- Research position in the private, public, or nonprofit sector (3)
- Position in engineering (4)
- Position in law/patent law/intellectual property (5)
- Position in healthcare (6)
- Position in government/policy (7)
- Position in journalism/science writing (8)
- Position in nonprofit sector (9)
- Consultant (10)
- Entrepreneur or Self-employed (11)
- Other (12) ________________________________
GS5Q2 When you entered your current position were there other career options that you considered, even though they were not your primary goal?  
(Mark all that apply.)

☐ Tenure-track faculty position with an emphasis on teaching (1)

☐ Tenure-track faculty position with an emphasis on research (2)

☐ Research position in the private, public, or nonprofit sector (3)

☐ Position in engineering (4)

☐ Position in law/patent law/intellectual property (5)

☐ Position in healthcare (6)

☐ Position in government / policy (7)

☐ Position in journalism/science writing (8)

☐ Position in nonprofit sector (9)

☐ Consultant (10)

☐ Entrepreneur or Self-employed (11)

☐ Other (12) ___________________________________________________________
GS5Q3
What best describes your primary career / professional goal now? (Select one)

- Tenure-track faculty position with an emphasis on teaching (1)
- Tenure-track faculty position with an emphasis on research (2)
- Research position in the private, public, or nonprofit sector (3)
- Position in engineering (4)
- Position in law/patent law/intellectual property (5)
- Position in healthcare (6)
- Position in government / policy (7)
- Position in journalism/science writing (8)
- Position in nonprofit sector (9)
- Consultant (10)
- Entrepreneur or Self-employed (11)
- Other (12) __________________________________________________
GS5Q4
Are there other career options that you are currently considering, even though they may not be your primary goal? (Mark all that apply.)

☐ Tenure-track faculty position with an emphasis on teaching (1)

☐ Tenure-track faculty position with an emphasis on research (2)

☐ Research position in the private, public, or nonprofit sector (3)

☐ Position in engineering (4)

☐ Position in law/patent law/intellectual property (5)

☐ Position in healthcare (6)

☐ Position in government / policy (7)

☐ Position in journalism/science writing (8)

☐ Position in nonprofit sector (9)

☐ Consultant (10)

☐ Entrepreneur or Self-employed (11)

☐ Other (12) _______________________________
Display This Question:

If What best describes your primary career / professional goal when you entered your current position? = Tenure-track faculty position with an emphasis on teaching

And What best describes your primary career / professional goal now? (Select one) != Tenure-track faculty position with an emphasis on teaching

Or If

What best describes your primary career / professional goal when you entered your current position? = Tenure-track faculty position with an emphasis on research

And What best describes your primary career / professional goal now? (Select one) != Tenure-track faculty position with an emphasis on research

Or If

What best describes your primary career / professional goal when you entered your current position? = Research position in the private, public, or nonprofit sector

And What best describes your primary career / professional goal now? (Select one) != Research position in the private, public, or nonprofit sector

Or If

What best describes your primary career / professional goal when you entered your current position? = Position in engineering

And What best describes your primary career / professional goal now? (Select one) != Position in engineering

Or If

What best describes your primary career / professional goal when you entered your current position? = Position in law/patent law/intellectual property

And What best describes your primary career / professional goal now? (Select one) != Position in law/patent law/intellectual property

Or If

What best describes your primary career / professional goal when you entered your current position? = Position in healthcare

And What best describes your primary career / professional goal now? (Select one) != Position in healthcare

Or If

What best describes your primary career / professional goal when you entered your current position? = Position in government / policy

And What best describes your primary career / professional goal now? (Select one) != Position in government / policy

Or If

What best describes your primary career / professional goal when you entered your current position? = Position in journalism/science writing

And What best describes your primary career / professional goal now? (Select one) != Position in journalism/science writing

Or If

What best describes your primary career / professional goal when you entered your current position? = Position in nonprofit sector

And What best describes your primary career / professional goal now? (Select one) != Position in nonprofit sector
And What best describes your primary career / professional goal now? (Select one) != Position in nonprofit sector

Or If

What best describes your primary career / professional goal when you entered your current position... = Consultant

And What best describes your primary career / professional goal now? (Select one) != Consultant

Or If

What best describes your primary career / professional goal when you entered your current position... = Entrepreneur or Self-employed

And What best describes your primary career / professional goal now? (Select one) != Entrepreneur or Self-employed

Or If

What best describes your primary career / professional goal when you entered your current position... = Other

And What best describes your primary career / professional goal now? (Select one) != Other
If there has been a change in your career goals, please indicate which factor(s) account for that change? (Mark all that apply)

- Limited job market (1)
- Developed other interests (2)
- Climate in department / field (3)
- Income (13)
- Autonomy (14)
- Riskiness/insufficient job security (15)
- Positive interactions with other professionals in similar positions or fields (4)
- Negative interactions with other professionals in similar positions or fields (5)
- Financial outlook (6)
- Geographic preference (7)
- Spouse/Partner’s employment options (8)
- Peer pressure (16)
- Balancing work with personal life (9)
- Cost of living (10)
Postdoc Climate Survey 2022
Public Document

☐ Work flexibility (11)

☐ Other, please specify (12) __________________________________________________

Q552 During the past year, have you applied for another position(s) at Princeton or elsewhere?

☐ Yes, one position (1)
☐ Yes, two to five positions (2)
☐ Yes, six to ten positions (3)
☐ Yes, more than ten positions (4)
☐ No, I have not applied for another position (5)
Q553 What is your perception of the current job market in the field that you are most interested in pursuing?

- Very good (1)
- Good (2)
- Neither good nor poor (3)
- Poor (4)
- Very poor (5)

Q555 Have you used the professional development resources that are available at Princeton University?

- Yes, I have used them. (1)
- No, but I know how to access these resources should I need them. (2)
- No, I didn't know professional development resources were available. (3)
Q554 Based upon your experiences, how adequate have you found the professional development resources that are available at Princeton University?

- Excellent (1)
- Good (2)
- Adequate (3)
- Not adequate (4)
- Poor (5)

End of Block: Career Plans

Start of Block: Department 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}.
S4Q1 I generally feel that my colleagues in $e://Field/PrimaryDept$ value my research/scholarship.

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

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)
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)

S4Q6 I am satisfied with opportunities to collaborate on research/scholarship in $\text{Field/PrimaryDept}$. 

- Strongly agree (1)
- Somewhat agree (2)
- Neither agree nor disagree (3)
- Somewhat disagree (4)
- Strongly disagree (5)
- Not applicable (6)
S4Q7 I am satisfied with opportunities to collaborate on research/scholarship with other units at Princeton.

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

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 in $\{e://Field/PrimaryDept\}$.

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

S4Q10 I am satisfied with opportunities to teach 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 supervisor 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 supervisor 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)
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 Postdoctoral Researcher or Associate Research Scholar.

- Strongly agree (1)
- Somewhat agree (2)
- Neither agree nor disagree (3)
- Somewhat disagree (4)
- Strongly disagree (5)
- Not applicable (6)
S8Q11 The procedures are transparent and open for discussion in $\{e://Field/PrimaryDept\}'s.

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

Q563 Procedures are fair and equitable to all in $\{e://Field/PrimaryDept\}'s.

- Strongly agree (1)
- Somewhat agree (2)
- Neither agree nor disagree (3)
- Somewhat disagree (4)
- Strongly disagree (5)
- Not applicable (6)
Q561 My own relationships and interactions with faculty are positive.

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

Q562 My own relationships and interactions with staff are positive.

- Strongly agree (1)
- Somewhat agree (2)
- Neither agree nor disagree (3)
- Somewhat disagree (4)
- Strongly disagree (5)
- Not applicable (6)
S4Q15 Postdoctoral Researchers and Associate Research Scholars are respected in $\{e://Field/PrimaryDept\}$ regardless of their race, ethnicity, gender expression, sexual orientation, citizenship, socioeconomic background, and other personal attributes.

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

Q564 I am comfortable voicing my feelings and opinions in front of others in $\{e://Field/PrimaryDept\}$.

- Strongly agree (1)
- Somewhat agree (2)
- Neither agree nor disagree (3)
- Somewhat disagree (4)
- Strongly disagree (5)
- Not applicable (6)
S4Q16 In $\{e://Field/PrimaryDept\}$ individuals can comfortably raise 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)

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)
S8Q12 I have been subject to inappropriate or disrespectful behavior/language while at Princeton.

- 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 Postdoctoral Researchers/Associate Research Scholars in $\{e://Field/PrimaryDept\}$ is at least as good as that for male Postdoctoral Researchers/Associate Research Scholars.

- Strongly agree (1)
- Somewhat agree (2)
- Neither agree nor disagree (3)
- Somewhat disagree (4)
- Strongly disagree (5)
- I don't know (6)
Q169 I feel that the opportunities for female Postdoctoral Researchers/Associate Research Scholars in $\{e://Field/PrimaryDept\}$ are at least as good as those for male Postdoctoral Researchers/Associate Research Scholars.

- 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 climate for minority Postdoctoral Researchers/Associate Research Scholars in $\{e://Field/PrimaryDept\}$ is at least as good as that for non-minority Postdoctoral Researchers/Associate Research Scholars. (Here we define minority Postdoctoral Researchers/Associate Research Scholars 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)

Q170 I feel that the opportunities for minority Postdoctoral Researchers/Associate Research Scholars in $\{e://Field/PrimaryDept\}$ are at least as good as those for non-minority Postdoctoral Researchers/Associate Research Scholars.
Q171 I feel that the climate for minority Postdoctoral Researchers/Associate Research Scholars in my field of study is at least as good as that for Postdoctoral Researchers/Associate Research Scholars.
(Here we define minority Postdoctoral Researchers/Associate Research Scholars 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)

Q172 In my field of study, I feel that the climate for Postdoctoral Researchers/Associate Research Scholars is best at the following three institutions: (Princeton may or may not be included on this list)

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

S8Q10 During the past 12 months, to what extent do you think that events 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)

End of Block: Department Atmosphere
Start of Block: Community and Belonging

S8H2 Campus Community

S8Q11 During the past 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 past 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 past 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 past 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 past 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)
S8Q14 While holding your current position at Princeton, how frequently have you **had your ideas taken seriously by other Postdoctoral Researchers/Associate Research Scholars?**

- Always (1)
- Most of the time (2)
- Often (3)
- Sometimes (4)
- Rarely (5)
- Almost never (6)

S8Q15 While holding your current position at Princeton, how frequently have you **had your ideas taken seriously by the faculty?**

- Always (1)
- Most of the time (2)
- Often (3)
- Sometimes (4)
- Rarely (5)
- Almost never (6)
S8Q16 While holding your current position at Princeton, how frequently have you **had your ideas taken seriously by graduate students**?

- Always (1)
- Most of the time (2)
- Often (3)
- Sometimes (4)
- Rarely (5)
- Almost never (6)

S8Q17 While holding your current position at Princeton, how frequently have you **had your ideas taken seriously by staff members**?

- Always (1)
- Most of the time (2)
- Often (3)
- Sometimes (4)
- Rarely (5)
- Almost never (6)
S8Q18 While holding your current position at Princeton, how frequently have you felt free to express personal and controversial feelings and beliefs?

- Always (1)
- Most of the time (2)
- Often (3)
- Sometimes (4)
- Rarely (5)
- Almost never (6)

S8Q20 While holding your current position at Princeton, how frequently have you felt accepted as part of the campus community?

- Always (1)
- Most of the time (2)
- Often (3)
- Sometimes (4)
- Rarely (5)
- Almost never (6)
S8Q21 While holding your current position at Princeton, how frequently have you felt welcome in $\{e:/Field/PrimaryDept\}$?

- Always (1)
- Most of the time (2)
- Often (3)
- Sometimes (4)
- Rarely (5)
- Almost never (6)

S8Q22 While holding your current position at Princeton, how frequently have you felt welcome most places on campus?

- Always (1)
- Most of the time (2)
- Often (3)
- Sometimes (4)
- Rarely (5)
- Almost never (6)
S8Q23 While holding your current position at Princeton, how frequently have you felt accepted by the faculty with whom you interact?

- Always (1)
- Most of the time (2)
- Often (3)
- Sometimes (4)
- Rarely (5)
- Almost never (6)
S8Q24 While holding your current position at Princeton, how frequently have you felt accepted by the Postdoctoral Researchers/Associate Research Scholars with whom you interact?

- Always (1)
- Most of the time (2)
- Often (3)
- Sometimes (4)
- Rarely (5)
- Almost never (6)

S8Q25 While holding your current position at Princeton, how frequently have you felt accepted by the graduate students with whom you interact?

- Always (1)
- Most of the time (2)
- Often (3)
- Sometimes (4)
- Rarely (5)
- Almost never (6)
S8Q26 While holding your current position at Princeton, how frequently have you felt accepted by the undergraduate students with whom you interact?

- Always (1)
- Most of the time (2)
- Often (3)
- Sometimes (4)
- Rarely (5)
- Almost never (6)
S8Q27 While holding your current position at Princeton, how frequently have you felt accepted by the University staff members with whom you interact?

- Always (1)
- Most of the time (2)
- Often (3)
- Sometimes (4)
- Rarely (5)
- Almost never (6)

S8Q28 While holding your current position at Princeton, how frequently have you felt comfortable expressing opposing views in lab meetings or seminars?

- Always (1)
- Most of the time (2)
- Often (3)
- Sometimes (4)
- Rarely (5)
- Almost never (6)
S8H3 Using the scale provided, please indicate the extent to which you agree or disagree with the following statements about the Princeton campus community.

S8Q29 I can get what I need in this campus community.

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

S8Q30 This campus community helps me fulfill my needs.

- Strongly agree (1)
- Agree (2)
- Neither agree nor disagree (3)
- Disagree (4)
- Strongly disagree (5)
S8Q31 I feel like a member of this campus community.

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

S8Q32 I belong in this campus community.

- Strongly agree (1)
- Agree (2)
- Neither agree nor disagree (3)
- Disagree (4)
- Strongly disagree (5)
S8Q33 I can have an influence on other people in this campus community.

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

S8Q34 People in this campus community are good at influencing each other.

- Strongly agree (1)
- Agree (2)
- Neither agree nor disagree (3)
- Disagree (4)
- Strongly disagree (5)
S8Q35 I feel connected to this campus community.

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

S8Q36 I have a good bond with others in this campus community.

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

Page Break
Q186 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)

Q187 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)
Q188 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)

Q559 Please indicate your level of agreement or disagreement with each of the following statements about $\{e://Field/PrimaryDept\}$.

Q189 In $\{e://Field/PrimaryDept\}$ I feel respected.

- Strongly agree (1)
- Generally agree (2)
- Neither Agree nor Disagree (3)
- Generally disagree (4)
- Strongly disagree (5)
Q194 In $\{e://Field/PrimaryDept\} I feel comfortable.

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

Q560 In $\{e://Field/PrimaryDept\} I that the faculty and staff are committed to supporting my professional development.

- Strongly agree (1)
- Generally agree (2)
- Neither Agree nor Disagree (3)
- Generally disagree (4)
- Strongly disagree (5)
Q193 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)

Q192 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)
Q191 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)

End of Block: Community and Belonging

Start of Block: DES Survey

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)

End of Block: DES Survey

Start of Block: Unwelcome behavior

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 on your status as a Postdoctoral Researcher/Associate Research Scholar, 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, **have you felt singled out or targeted for different or less favorable treatment** based on your status as a Postdoctoral Researcher/Associate Research Scholar, 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 Postdoctoral Researcher/Associate Research Scholar, 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/role/position, 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, j... = 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:
<table>
<thead>
<tr>
<th></th>
<th>Never (1)</th>
<th>Once or twice this year (2)</th>
<th>More frequently (3)</th>
</tr>
</thead>
<tbody>
<tr>
<td>your status as a</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
</tr>
<tr>
<td>Postdoctoral Researcher/Associate Research Scholar (1)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>your race (2)</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
</tr>
<tr>
<td>your ethnicity (3)</td>
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<tr>
<td>your nationality (4)</td>
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<tr>
<td>your religion (5)</td>
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<tr>
<td>your sex (6)</td>
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<tr>
<td>your gender identity or expression (13)</td>
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<td>your sexual orientation (7)</td>
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<td>your disability (8)</td>
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<tr>
<td>your age (9)</td>
<td>[ ]</td>
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<td>[ ]</td>
</tr>
<tr>
<td>your educational background (11)</td>
<td>[ ]</td>
<td>[ ]</td>
<td>[ ]</td>
</tr>
</tbody>
</table>
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)

☐ At department-sponsored academic events (talk or presentation) (2)

☐ In the lab, observing room, or workspace (3)

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

☐ During fieldwork (5)

☐ At department-sponsored social events (6)

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

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

☐ At 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 singled out or targeted for diff... = 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:
<table>
<thead>
<tr>
<th></th>
<th>Never (1)</th>
<th>Once or twice this year (2)</th>
<th>More frequently (3)</th>
</tr>
</thead>
<tbody>
<tr>
<td>your status as a Postdoctoral Researcher/Associate Research Scholar (1)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>your race (2)</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>your ethnicity (3)</td>
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<td></td>
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<tr>
<td>your nationality (4)</td>
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<td></td>
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<tr>
<td>your religion (5)</td>
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<tr>
<td>your sex (6)</td>
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<tr>
<td>your gender identity or expression (13)</td>
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<td>your sexual orientation (7)</td>
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<td>your disability (8)</td>
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<td>your age (9)</td>
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<tr>
<td>Question</td>
<td>Yes</td>
<td>No</td>
<td></td>
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<tr>
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<td>-----</td>
</tr>
<tr>
<td>your research or scholarly interests (10)</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>your views or opinions (14)</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Display This Question:

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

- [ ] In the classroom (1)
- [ ] At department-sponsored academic events (talk or presentation) (2)
- [ ] In the lab, observing room, or workspace (3)
- [ ] At a conference or on a work-related trip (4)
- [ ] During fieldwork (5)
- [ ] At department-sponsored social events (6)
- [ ] In academic or co-curricular spaces (library, office space, public space) at Princeton University (7)
- [ ] At non-departmental social events with departmental colleagues (parties, social events, social gatherings) (8)
- [ ] At 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:
<table>
<thead>
<tr>
<th>Question</th>
<th>Never (1)</th>
<th>Once or twice this year (2)</th>
<th>More frequently (3)</th>
</tr>
</thead>
<tbody>
<tr>
<td>your status as a Postdoctoral Researcher/Associate Research Scholar (1)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>your race (2)</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>your ethnicity (3)</td>
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<tr>
<td>your nationality (4)</td>
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<tr>
<td>your religion (5)</td>
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<td>your gender identity or expression (13)</td>
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<td>your sexual orientation (7)</td>
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<td>your disability (8)</td>
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<tr>
<td>your age (9)</td>
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<td></td>
</tr>
<tr>
<td>your educational background (11)</td>
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<td></td>
</tr>
</tbody>
</table>
your research or scholarly interests (10)

your views or opinions (14)

Display This Question:

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)

☐ At department-sponsored academic events (talk or presentation) (2)

☐ In the lab, observing room, or workspace (3)

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

☐ During fieldwork (5)

☐ At department-sponsored social events (6)

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

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

☐ At 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 due to:
<table>
<thead>
<tr>
<th></th>
<th>Never (1)</th>
<th>Once or twice this year (2)</th>
<th>More frequently (3)</th>
</tr>
</thead>
<tbody>
<tr>
<td>their status, position, or role (1)</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>their race (2)</td>
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<td></td>
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<td>their ethnicity (3)</td>
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<td>their sexual orientation (7)</td>
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<td>their age (9)</td>
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<td></td>
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<tr>
<td>their educational background (11)</td>
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<td></td>
<td></td>
</tr>
</tbody>
</table>
Postdoc Climate Survey 2022
Public Document

their research or scholarly interests (10)

their views or opinions (14)

Display This Question:

If During the past 12 months at Princeton University, have you heard or observed unwelcome comments.... = Yes
S9Q9B Where did you hear or observe unwelcome comments, jokes, offensive remarks, or images directed at another person or people? (Mark all that apply.)

- [ ] In the classroom (1)
- [ ] At department-sponsored academic events (talk or presentation) (2)
- [ ] In the lab, observing room, or workspace (3)
- [ ] At a conference or on a work-related trip (4)
- [ ] During fieldwork (5)
- [ ] At department-sponsored social events (6)
- [ ] In academic or co-curricular spaces (library, office space, public space) at Princeton University (7)
- [ ] At non-departmental social events with departmental colleagues (parties, social events, social gatherings) (8)
- [ ] At social events with non-departmental colleagues outside your department (parties, social events, social gatherings) (9)
- [ ] On-line / internet (email, social media, websites) (10)
S11H2 Academic and Research Resources
S11Q1 Have you participated in the programs offered by and/or utilized the services provided by the following units within the last year (since October 2021)?
<table>
<thead>
<tr>
<th>Service Description</th>
<th>Yes (1)</th>
<th>No (2)</th>
<th>Not sure (3)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Research facilities (laboratories, instrumentation, other technical support,</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>infrastructure, etc.) (254)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Research computing/computational facilities (255)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Information Technology support and resources (256)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Firestone Library (257)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Special research collections (258)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Electronic resources made available by the University Library (259)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Seminars and lectures provided by guest lecturers (260)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Office of Technology Licensing (Tech Transfer) (261)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Office of Research Integrity and Assurance (Animal Care, Human Subjects, Biohazard, &amp; Conflict of Interest) (262)</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
S11Q2 Based upon your experiences, how adequate have you found the **research facilities (laboratories, instrumentation, other technical support, infrastructure, etc.)**?

- Excellent (1)
- Good (2)
- Adequate (3)
- Fair (4)
- Not Adequate (5)
S11Q3 Based upon your experiences, how adequate have you found the **research computing/computational facilities**?

- Excellent (1)
- Good (2)
- Adequate (3)
- Fair (4)
- Not Adequate (5)

***Display This Question:***

*If you have participated in the programs offered by and/or utilized the services provided by the following = Information Technology support and resources [Yes]*

S11Q4 Based upon your experiences, how adequate have you found the **information technology support and resources**?

- Excellent (1)
- Good (2)
- Adequate (3)
- Fair (4)
- Not Adequate (5)
S11Q5 Based upon your experiences, how adequate have you found electronic resources made available by the University Library?

- Excellent (1)
- Good (2)
- Adequate (3)
- Fair (4)
- Not Adequate (5)
S11Q6 Based upon your experiences, how adequate have you found **Firestone Library**?

- Excellent (1)
- Good (2)
- Adequate (3)
- Fair (4)
- Not Adequate (5)

Display This Question:
If Have you participated in the programs offered by and/or utilized the services provided by the fol... = Special research collections [ Yes ]

S11Q7 Based upon your experiences, how adequate have you found the **special research collections**?

- Excellent (1)
- Good (2)
- Adequate (3)
- Fair (4)
- Not Adequate (5)
S11Q8 Based upon your experiences, how adequate have you found seminars and lectures provided by guest lecturers?

- Excellent (1)
- Good (2)
- Adequate (3)
- Fair (4)
- Not Adequate (5)
S11Q9 Based upon your experiences, how adequate have you found the **Office of Technology Licensing (Tech Transfer)**?

- Excellent  (1)
- Good  (2)
- Adequate  (3)
- Fair  (4)
- Not Adequate  (5)

*Display This Question:*

If you have participated in the programs offered by and/or utilized the services provided by the following = Office of Research Integrity and Assurance (Animal Care, Human Subjects, Biohazard, & Conflict of Interest) [Yes]

S11Q9A Based upon your experiences, how adequate have you found the **Office of Research Integrity and Assurance (Animal Care, Human Subjects, Biohazard, & Conflict of Interest)**?

- Excellent  (1)
- Good  (2)
- Adequate  (3)
- Fair  (4)
- Not Adequate  (5)
S11H3 Campus Programs and Services
S11Q10 Have you participated in the programs offered by and/or utilized the services provided by the following offices within the last year (since October 2021)?
<table>
<thead>
<tr>
<th>Location</th>
<th>Yes (1)</th>
<th>No (2)</th>
<th>Don't know what this is (3)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Office of the Dean of the Faculty (1)</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Davis International Center (2)</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Carl A. Fields Center (3)</td>
<td>o</td>
<td>o</td>
<td>o</td>
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<tr>
<td>Frist Campus Center (4)</td>
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<tr>
<td>Gender + Sexuality Resource Center (5)</td>
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<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Human Resources Work Life Resources (6)</td>
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<td>o</td>
</tr>
<tr>
<td>Employee Assistance Program (7)</td>
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<tr>
<td>UHS Occupational Health Services (20)</td>
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<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Recreational Athletics (8)</td>
<td>o</td>
<td>o</td>
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<td>Office of the Dean of Religious Life (9)</td>
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<tr>
<td>McGraw Center for Teaching and Learning (10)</td>
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<tr>
<td>Department</td>
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<tr>
<td>English Language Program</td>
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<tr>
<td>The Writing Center</td>
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<tr>
<td>Office of Information Technology</td>
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<tr>
<td>Transportation and Parking Services</td>
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<tr>
<td>TigerTransit/Shuttle Services</td>
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<tr>
<td>University Ombudsman</td>
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<td>Office of Gender Equity and Title IX Administration</td>
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<tr>
<td>GradFUTURES</td>
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<tr>
<td>Office of Career Development</td>
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<tr>
<td>Housing and Real Estate Services</td>
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</tbody>
</table>
S11Q11 Based upon your experiences, how adequate have you found the programs and services provided by the Office of the Dean of the Faculty?

- Excellent (1)
- Good (2)
- Adequate (3)
- Fair (4)
- Not Adequate (5)
S11Q12 Based upon your experiences, how adequate have you found the programs and services provided by the **Davis International Center**?

- Excellent (1)
- Good (2)
- Adequate (3)
- Fair (4)
- Not Adequate (5)

If you have participated in the programs offered by and/or utilized the services provided by the following center:

- Carl A. Fields Center [Yes]

S11Q13 Based upon your experiences, how adequate have you found the programs and services provided by the **Carl A. Fields Center**?

- Excellent (1)
- Good (2)
- Adequate (3)
- Fair (4)
- Not Adequate (5)
S11Q14 Based upon your experiences, how adequate have you found the programs and services provided by the **Frist Campus Center**?

- [ ] Excellent (1)
- [ ] Good (2)
- [ ] Adequate (3)
- [ ] Fair (4)
- [ ] Not Adequate (5)
S11Q15 Based upon your experiences, how adequate have you found the programs and services provided by the **Gender + Sexuality Resource Center**?

- Excellent (1)
- Good (2)
- Adequate (3)
- Fair (4)
- Not Adequate (5)

Display This Question:

If Have you participated in the programs offered by and/or utilized the services provided by the fol... = Human Resources Work Life Resources [ Yes ]

S11Q16 Based upon your experiences, how adequate have you found the programs and services provided by the **Human Resources Work Life Resources**?

- Excellent (1)
- Good (2)
- Adequate (3)
- Fair (4)
- Not Adequate (5)
Display This Question:
If Have you participated in the programs offered by and/or utilized the services provided by the fol... = UHS Occupational Health Services [ Yes ]

○

S11Q17 Based upon your experiences, how adequate have you found the programs and services provided by UHS Occupational Health Services?

○ Excellent (1)

○ Good (2)

○ Adequate (3)

○ Fair (4)

○ Not Adequate (5)

Display This Question:
If Have you participated in the programs offered by and/or utilized the services provided by the fol... = Employee Assistance Program [ Yes ]

○
Q566 Based upon your experiences, how adequate have you found the programs and services provided by the **Employee Assistance Program**?

- Excellent (1)
- Good (2)
- Adequate (3)
- Fair (4)
- Not Adequate (5)

Display This Question:
If Have you participated in the programs offered by and/or utilized the services provided by the fol... = Recreational Athletics [ Yes ]

S11Q18 Based upon your experiences, how adequate have you found the programs and services provided by **Recreational Athletics**?

- Excellent (1)
- Good (2)
- Adequate (3)
- Fair (4)
- Not Adequate (5)
Display This Question:
If Have you participated in the programs offered by and/or utilized the services provided by the fol... = Office of the Dean of Religious Life [ Yes ]

S11Q19 Based upon your experiences, how adequate have you found the programs and services provided by the **Office of Religious Life**?

- Excellent (1)
- Good (2)
- Adequate (3)
- Fair (4)
- Not Adequate (5)

Display This Question:
If Have you participated in the programs offered by and/or utilized the services provided by the fol... = McGraw Center for Teaching and Learning [ Yes ]
S11Q20 Based upon your experiences, how adequate have you found the programs and services provided by the McGraw Center for Teaching and Learning?

- Excellent (1)
- Good (2)
- Adequate (3)
- Fair (4)
- Not Adequate (5)

Display This Question:
If you have participated in the programs offered by and/or utilized the services provided by the following programs, please provide feedback on their adequacy.

- English Language Program

S11Q21 Based upon your experiences, how adequate have you found the programs and services provided by the English Language Program?

- Excellent (1)
- Good (2)
- Adequate (3)
- Fair (4)
- Not Adequate (5)
S11Q22 Based upon your experiences, how adequate have you found the programs and services provided by the Writing Center?

- Excellent (1)
- Good (2)
- Adequate (3)
- Fair (4)
- Not Adequate (5)
S11Q23 Based upon your experiences, how adequate have you found the programs and services provided by the **Office of Information Technology (OIT)**?

- Excellent (1)
- Good (2)
- Adequate (3)
- Fair (4)
- Not Adequate (5)

---

**Display This Question:**

*If Have you participated in the programs offered by and/or utilized the services provided by the fol... = Transportation and Parking Services [ Yes ]*

S11Q24 Based upon your experiences, how adequate have you found the programs and services provided by **Transportation and Parking Services**?

- Excellent (1)
- Good (2)
- Adequate (3)
- Fair (4)
- Not Adequate (5)
Display This Question:
If Have you participated in the programs offered by and/or utilized the services provided by the fol... = TigerTransit/Shuttle Services [ Yes ]

S11Q25 Based upon your experiences, how adequate have you found the programs and services provided by TigerTransit/Shuttle Services?

- Excellent (1)
- Good (2)
- Adequate (3)
- Fair (4)
- Not Adequate (5)

Display This Question:
If Have you participated in the programs offered by and/or utilized the services provided by the fol... = University Ombudsman [ Yes ]
S11Q26 Based upon your experiences, how adequate have you found the programs and services provided by the University Ombudsman?

- Excellent (1)
- Good (2)
- Adequate (3)
- Fair (4)
- Not Adequate (5)

Display This Question:
If you have participated in the programs offered by and/or utilized the services provided by the following offices, please indicate how adequate you have found the programs and services provided by the Office of Gender Equity and Title IX Administration.

- Office of Gender Equity and Title IX Administration [Yes]

S11Q27 Based upon your experiences, how adequate have you found the programs and services provided by the Office of Gender Equity and Title IX Administration?

- Excellent (1)
- Good (2)
- Adequate (3)
- Fair (4)
- Not Adequate (5)
S11Q28 Based upon your experiences, how adequate have you found the programs and services provided by GradFUTURES?

- Excellent (1)
- Good (2)
- Adequate (3)
- Fair (4)
- Not Adequate (5)
S11Q30 Based upon your experiences, how adequate have you found the programs and services provided by the **Office of Career Development**? 

- Excellent (1)
- Good (2)
- Adequate (3)
- Fair (4)
- Not Adequate (5)

---

Display This Question:

If you have participated in the programs offered by and/or utilized the services provided by the following services, please rate how adequate you found these programs and services:

- Housing and Real Estate Services [Yes]

S11Q31 Based upon your experiences, how adequate have you found the programs and services provided by **Housing and Real Estate Services**? 

- Excellent (1)
- Good (2)
- Adequate (3)
- Fair (4)
- Not Adequate (5)

End of Block: Resources
Start of Block: Princeton Postdoctoral Council

Display This Question:
If JobCode != 1025
Q570 During the past year, which of the following Princeton Postdoctoral Council (PDC) events have you attended?
<table>
<thead>
<tr>
<th>Event Description</th>
<th>Attended (1)</th>
<th>Have not attended (2)</th>
<th>Don't know what this is (3)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Book club (1)</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Happy hour (2)</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Seminar Series (3)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Weekly informal lunches (4)</td>
<td></td>
<td></td>
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<tr>
<td>Monthly restaurant lunches (5)</td>
<td></td>
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<tr>
<td>Welcome coffee (6)</td>
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<tr>
<td>Networking events (7)</td>
<td></td>
<td></td>
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<tr>
<td>Small-group meetups (8)</td>
<td></td>
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<tr>
<td>Film screenings (9)</td>
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<td></td>
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<tr>
<td>Town hall meetings (10)</td>
<td></td>
<td></td>
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<tr>
<td>Off-campus excursions (11)</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Q571 What would be your preferred method for receiving postdoc-related announcements and updates?

☐ Posts on postdocs.princeton.edu (1)

☐ Email updates (2)

☐ Messages to a Slack channel (3)

☐ Text messages (4)

☐ Social media posts (5)

☐ Other (6) ____________________________________________________________
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)
Postdoc Climate Survey 2022
Public Document

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: Research Data

Start of Block: 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.
<table>
<thead>
<tr>
<th>Item</th>
<th>Not a source of stress (1)</th>
<th>Slightly stressful (2)</th>
<th>Moderately stressful (3)</th>
<th>Very stressful (4)</th>
<th>Not applicable (5)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Managing household responsibilities (1)</td>
<td></td>
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<tr>
<td>Childcare (2)</td>
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<tr>
<td>Care for someone who is ill, disabled, aging, and/or in need of special services (3)</td>
<td></td>
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<tr>
<td>Concerns about, or support of, family members who do not live with you (4)</td>
<td></td>
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<tr>
<td>Situation of your spouse/partner (e.g., job situation, living in another city) (5)</td>
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<tr>
<td>Cost of housing (6)</td>
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<tr>
<td>Transportation costs (7)</td>
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<tr>
<td>Concerns about my ability to purchase food (8)</td>
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<td>---------------------------------------------</td>
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<tr>
<td>My ability to integrate the needs of your work with those of your personal/family life (9)</td>
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<tr>
<td>Concerns about my personal finances (10)</td>
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<tr>
<td>Personal difficulties with my family, intimate relationships, or friends (11)</td>
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<tr>
<td>Balancing my multiple commitments (research, scholarship, teaching, personal) (12)</td>
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<tr>
<td>Concerns about my physical health (13)</td>
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</tbody>
</table>
### Concerns:

<table>
<thead>
<tr>
<th>Concerns about my emotional/mental health (14)</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Concerns about my future plans (15)</td>
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</tr>
<tr>
<td>Concerns about the Covid-19 pandemic (16)</td>
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</tbody>
</table>

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**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)
- Not eligible to work (4)
- Retired (5)
- Student (6)
- Other activity (explain) (7) __________________________________________________

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 track faculty member (3)
- in an academic position (i.e., research/technical appointment) (4)
- in an administrative position (7)
- a postdoctoral researcher (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? = 1
Or How many children, if any, do you have in total? = 2
Or How many children, if any, do you have in total? = 3
Or How many children, if any, do you have in total? = 4
Or How many children, if any, do you have in total? = 5
Or How many children, if any, do you have in total? = More than 5
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 Do you have children in the following age ranges? (Check all that apply) = 0 to 4 years

Or Do you have children in the following age ranges? (Check all that apply) = 5 to 12 years

Or Do you have children in the following age ranges? (Check all that apply) = 13 to 17 years
S13Q5 If applicable, are you satisfied with your current childcare situation?

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

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 Postdoctoral Researcher/Associate Research Scholar 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: Life Outside

Start of Block: About Yourself

S13H1 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 will be asked to provide your ethnicity, gender, and other demographic factors. 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.
S13Q9 In what year did you receive your doctoral degree?

- 2022 (1)
- 2021 (2)
- 2020 (3)
- 2019 (4)
- 2018 (5)
- 2017 (6)
- 2016 (7)
- 2015 (8)
- 2014 (9)
- 2013 (10)
- 2012 (11)
- 2011 (12)
- 2010 (13)
- 2009 (14)
- 2008 (15)
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) ____________________________
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)
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)
Micronesia, Federated States of... (112)
Monaco (113)
Mongolia (114)
Montenegro (115)
Morocco (116)
Mozambique (117)
Myanmar (118)
Namibia (119)
Nauru (120)
Nepal (121)
Netherlands (122)
New Zealand (123)
Nicaragua (124)
Niger (125)
Nigeria (126)
North Korea (127)
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)
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)
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)
S10Q5_TEXT In which country were you born?

______________________________________________________________

Q534 What is your current English proficiency?

○ Native or bilingual proficiency (3)

○ Full professional proficiency (4)

○ Professional working proficiency (5)

○ Limited working proficiency (6)

○ Elementary proficiency (7)
S10Q1
What is your race or ethnicity?

Please select all that apply. You will have the opportunity to provide additional information below, once you make a selection(s).

- 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 or 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 Are you 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 or 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)

S13Q6 Which of the following best describes your current annual PERSONAL income in your current position?

- Less than $30,000 (1)
- $30,001-$40,000 (2)
- $40,001-$50,000 (3)
- $50,001-$60,000 (4)
- $60,001-$70,000 (5)
- $70,001-$80,000 (6)
- More than $80,000 (7)
S13Q7 Which of the following best describes your current annual FAMILY/HOUSEHOLD income from all sources?

- Less than $30,000 (1)
- $30,001 – $40,000 (2)
- $40,001 - $50,000 (3)
- $50,001 - $75,000 (4)
- $75,001 - $100,000 (5)
- $100,001 - $125,000 (6)
- $125,001 - $150,000 (7)
- $150,001 - $175,000 (8)
- More than $175,000 (9)

Q541 Do you have student loans that you need to repay?

- Yes (1)
- No (2)
Display This Question:
If Do you have student loans that you need to repay? = Yes

Q540 Approximately how much student loan debt do you personally have?

- Less than $10,000 (1)
- $10,001 – $20,000 (2)
- $20,001 - $30,000 (3)
- $30,001 - $40,000 (4)
- $40,001 - $50,000 (5)
- $50,001 - $75,000 (6)
- $75,001 - $100,000 (7)
- $100,001 - $125,000 (8)
- More than $125,000 (9)
Q542 Are you currently making payments on your personal student loans?

- Yes (1)
- No, not at this time. (2)
- No, cannot afford to at this time. (3)

Q537 Do you make contributions to a retirement account?

- Yes (1)
- No, not at this time. (2)
- No, cannot afford to at this time. (3)
Q538 Do you have a part-time job in addition to your Postdoctoral Researcher/Associate Research Scholar position?

- Yes, at Princeton University (1)
- Yes, at another college or university (2)
- Yes, off campus in a position related to my field (3)
- Yes, off campus in a position NOT related to my field (4)
- No (5)
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 identity not listed above (12) __________________________
Q535 Which of the following best describes your social class when you were growing up?

- Low income or poor (1)
- Working class (2)
- Middle class (3)
- Upper-middle or professional-middle (4)
- Wealthy (5)

S10Q10 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)
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)
Q230 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 economic issues (8)
Q231 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 political issues (8)

S10Q11 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)
S10Q12 Do you have a disability (such as, physical, psychological, cognitive)?

○ Yes (1)

○ No (2)

End of Block: About Yourself

Start of Block: Personal Wellbeing

Q207
The next section addresses obstacles that you 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.

Would you like to answer a series of questions about wellbeing?

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

○ No, skip to the next section (5)
S13Q2 Rate the extent to which the following have been obstacles to your research, scholarship, and professional life in the last year?
<table>
<thead>
<tr>
<th>Issue</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</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Relationship(s) with department faculty</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Relationship(s) with department staff</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Competition among your peers</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
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<tr>
<td>Cost of housing</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Finding housing that meets my needs</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
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<tr>
<td>Family obligations</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
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<tr>
<td>Insufficient financial support from Princeton</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
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<tr>
<td>Immigration laws and regulations</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
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<tr>
<td>Physical health issues</td>
<td>○</td>
<td>○</td>
<td>○</td>
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</tr>
<tr>
<td>Issue</td>
<td>Code</td>
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<td>----------------------------------------------------------------------</td>
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<tr>
<td>Mental health issues (11)</td>
<td></td>
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<tr>
<td>Academic isolation (12)</td>
<td></td>
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<tr>
<td>Social isolation (13)</td>
<td></td>
<td></td>
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<tr>
<td>Your self-confidence (14)</td>
<td></td>
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<tr>
<td>Time management difficulties (15)</td>
<td></td>
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<tr>
<td>Issues related to Covid-19 (16)</td>
<td></td>
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<tr>
<td>Other major obstacle, please describe: (17)</td>
<td></td>
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</tr>
</tbody>
</table>

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.
Display This Question:
If The next section addresses obstacles that you face in your professional life, anxiety, depression... != No, skip to the next section
S13Q11 Over the last two (2) weeks, how often have you been bothered by any of the following problems?
<table>
<thead>
<tr>
<th>Condition</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</td>
<td></td>
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<tr>
<td>Feeling down, depressed, or hopeless</td>
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<tr>
<td>Trouble falling or staying asleep, or sleeping too much</td>
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<tr>
<td>Feeling tried or having little energy</td>
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<tr>
<td>Poor appetite or overeating</td>
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<tr>
<td>Feeling bad about yourself--or that you are a failure or have let yourself or family down</td>
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<tr>
<td>Trouble concentrating on things, such as reading the newspaper or watching television</td>
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</tbody>
</table>
Moving or speaking so slowly that other people have noticed. Or the opposite—being so fidgety or restless that you have been moving around a lot more than usual (8)

Thought that you would be better off dead, or of hurting yourself (9)
S13Q12 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)

CPS Footer2
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Display This Question:
If The next section addresses obstacles that you face in your professional life, anxiety, depression... != No, skip to the next section
### S13Q13

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

<table>
<thead>
<tr>
<th></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>Feeling nervous, anxious, or on edge (490)</td>
<td></td>
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<tr>
<td>Not being able to stop or control worrying (491)</td>
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<tr>
<td>Worrying too much about different things (492)</td>
<td></td>
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<td></td>
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<tr>
<td>Trouble relaxing (493)</td>
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<tr>
<td>Being so restless that it is hard to sit still (494)</td>
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<tr>
<td>Becoming easily annoyed or irritated (495)</td>
<td></td>
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<td></td>
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<tr>
<td>Feeling afraid as if something awful might happen (496)</td>
<td></td>
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</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) >= 1
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) >= 1
Or Over the last two (2) weeks, how often have you been bothered by any of the following problems? [ Nearly every day] (Count) >= 1

S13Q14 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)

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S13Q16 Please indicate your agreement or disagreement with each of the following statements using the scale below.
<table>
<thead>
<tr>
<th>Statement</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>
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<tr>
<td>I am optimistic about my future (2)</td>
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<tr>
<td>My work life is going well (3)</td>
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<td>I feel good most of the time (4)</td>
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<tr>
<td>What I do in my job is valuable and worthwhile (5)</td>
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<tr>
<td>I can succeed if I put my mind to it (6)</td>
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<tr>
<td>I am achieving most of my goals (7)</td>
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</tbody>
</table>
In most of my work activities, 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)
SH6 Sexual Misconduct

Q231
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 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 Postdoctoral Researcher or Associate Research Scholar 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)

---

Q232 Using the scale provided, please indicate the extent to which you agree or disagree with the following statements.

Q233 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)
Q234 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)

Q235 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)
Q236 Princeton University does enough to protect the safety of Postdoctoral Researchers and Associate Research Scholars.

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

Q237 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)
Q239
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.

Q238 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)
Q240 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)

Q241 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)
Q242 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)

Q243 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)
Q244 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)

Q245 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)
Q246 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)

Q247 At Princeton, the stress associated with making a report of sexual misconduct generally causes the person's job performance to suffer.

- Strongly agree (1)
- Agree (2)
- Neither agree nor disagree (3)
- Disagree (4)
- Strongly disagree (5)
- I don't know (6)
Q248 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)

Q249 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)
Q250 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)

Q251 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)
Q252 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)

Q253 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)
Q254 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)
Q255 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)

Q256 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)
Q257 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)

Q258 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)
SH7 Sexual Harassment and Stalking

S6Q1 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)

Q259 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)
Q260 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)

☒ No (5)

Q261 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)

☒ No (5)

WSFooter1
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.
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 con... = Yes, during the last 12 months
- Or While at Princeton University, have you experienced any other verbal, electronic, or physical con... = Yes, before October 2021

S7Q6 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 con... = Yes, during the last 12 months
Or While at Princeton University, have you experienced any other verbal, electronic, or physical con... = Yes, before October 2021

S7Q7 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 con... = Yes, during the last 12 months
Or While at Princeton University, have you experienced any other verbal, electronic, or physical con... = Yes, before October 2021

S7Q8 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 work 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
Or While at Princeton University, have you experienced unwelcome sexual advances (verbal, written, e... = Yes, before October 2021
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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 con... = Yes, during the last 12 months
Or While at Princeton University, have you experienced any other verbal, electronic, or physical con... = Yes, before October 2021

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.

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S7Q21

Please indicate if you’ve had any of the following experiences the during past five years 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 past 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>Event</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 about 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>
Touched you in a way that is not overtly sexual but is uncomfortable and unwanted (e.g., squeezing your shoulder, kissing you on the cheek) (18)

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

Excluded you or prevented you 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 as men 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 in order to get into Princeton or succeed in your field (35)

Repeatedly asked you on dates, to go to dinner, or to 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 (TikTok, 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 responses will be shared, in their entirety, with the Office of the Dean of the Faculty, but they will not be attributed to you personally unless you identify yourself within the body of your responses. 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 to University to take action), please contact Cheri Burgess, Director for Institutional Equity and Equal Employment Opportunity at clawson@princeton.edu

What are one or two things that Princeton should consider doing to enhance the community for Postdoctoral Researchers and Associate Research Scholars?

________________________________________________________________
________________________________________________________________
________________________________________________________________
S14Q3text What are one or two things that Princeton should consider doing to enhance your professional development?

________________________________________________________________

________________________________________________________________

________________________________________________________________

________________________________________________________________

________________________________________________________________

S3Q19text Thinking back to when you first came to Princeton University, what are one or two things that helped you adjust?

________________________________________________________________

________________________________________________________________

________________________________________________________________

________________________________________________________________

________________________________________________________________
S3Q20Thinking back to when you first came to Princeton University, what are one or two things that Princeton University might have done to make your transition easier?

________________________________________________________________
________________________________________________________________
________________________________________________________________
________________________________________________________________
________________________________________________________________

Q568 Thinking back to when you were considering a position at Princeton University, what additional information would have been helpful? Based upon this information, would you have made a different decision, i.e., to not come to Princeton?

________________________________________________________________
________________________________________________________________
________________________________________________________________
________________________________________________________________
________________________________________________________________
Q173
What do you believe that Princeton could do to improve the climate for Postdoctoral Researchers/Associate Research Scholars in your department and the University?

________________________________________________________________
________________________________________________________________
________________________________________________________________
________________________________________________________________
________________________________________________________________

End of Block: Final Section: Suggestions for Enhancing Your Experience

Start of Block: Submit
Submit
Thank you for completing the Postdoctoral Researcher and Associate Research Scholar Survey.

For more information about the topics addressed in the survey, we encourage you to see our list of resources at: https://postdocs.princeton.edu/resources

If you would like to talk with someone about questions and concerns related to your mental and emotional wellbeing, please contact the Employee Assistance Program: https://hr.princeton.edu/thrive/wellness-resources/employee-assistance-program-eap

If you have any technical questions about the survey, please contact: Jed Marsh
Vice Provost for Institutional Research
223 Nassau Hall
jmarsh@princeton.edu