

# Climate Survey Original Template

The Chair of the Department of DEPT NAME, NAME, is dedicated to improving workplace climate in your office. As part of this effort, we will be assessing the climate as perceived by you and other members of your department.

It will take you approximately 5-10 minutes to complete this survey. Once everyone has completed it, we will compile the results and present the data in aggregate form to the Chair. We will make every effort to protect the identity of the respondents within the written report and will keep the results confidential. Only the Chair will be given a copy of the report of results. Your participation in this survey is voluntary and you can withdraw from participating at any time.

Your responses may also be combined with those from other departments in order to assess the success of this campus climate initiative across universities. Again, we will aggregate the data so that your responses will in no way identify you as an individual.

The Chair may be able to use these results to learn about areas in which s/he can improve climate. Please complete the survey by DATE; the results will be presented to your Chair shortly thereafter. If you have questions about this questionnaire or how the data will be used, please contact Christine Maidl Pribbenow, Associate Scientist, [cmpribbenow@wisc.edu](mailto:cmpribbenow@wisc.edu), (608) 263-4256. If you have any questions about your rights as a research subject, please call the Social & Behavioral Science Institutional Review Board (IRB) at (608) 263-2320.

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At UW-Madison, climate is defined as the following:

"Behaviors within a workplace or learning environment, ranging from subtle to cumulative to dramatic, that can influence whether an individual feels personally safe, listened to, valued, and treated fairly and with respect." (Campus Climate Network Group, 2002)

"The atmosphere or ambience of an organization as perceived by its members. An organization's climate is reflected in its structures, policies, and practices; the demographics of its membership; the attitudes and values of its members and leaders; and the quality of personal interactions." (Committee on Women in the University's Work Group on Climate, 2002)

Please think about how you have experienced "climate" in your department during the past six months when answering the following questions.

## 1. I am a(n):

- ☐ Academic staff member
- ☐ Classified staff member
- ☐ Postdoctoral researcher
- ☐ Faculty member
- ☐ Graduate student
- ☐ Other, please specify:

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## 2. Please identify your level of agreement with each of the following statements:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
My department is a welcoming place to work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I understand my role and responsibilities as a member or employee in the department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have the resources I need to be productive in my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel appreciated for the work I do in the department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Chair of the department or my supervisor respects my opinions and contributions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Others in the department respect my opinions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I trust the people who make decisions that affect me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am able to influence the decisions that are made in the department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Chair of the department appropriately consults or delegates decisions to a group or committee.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel safe voicing my feelings in front of others in the department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My work contributes to the mission or purpose of my department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Others recognize how my work contributes to the mission or purpose of my department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am happy with the professional relationships I've formed with others in the department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have had a thorough performance review in the last year.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is somebody in the department who promotes my professional development.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Resources and other benefits are allocated fairly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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within the department.

Even though other people are around, I feel isolated.

☐☐☐☐☐

My work is commensurate with my training and experience.

☐☐☐☐☐

I have the same level of responsibility and recognition as those whom I consider my peers.

☐☐☐☐☐

I experience subtle or overt forms of harassment or discrimination due to my gender, race or other personal attributes.

☐☐☐☐☐

I feel reasonably accommodated when personal and professional responsibilities are in conflict.

☐☐☐☐☐

I am aware of places or people to go to if I am faced with a problem or issue in the department.

☐☐☐☐☐

Differences among people are valued in the department.

☐☐☐☐☐

## 3. Please use this space to explain any of your responses to question 2.

## 4. Please list up to three aspects of your department that contribute to a positive climate:

## 5. Please list up to three aspects of your department that contribute to a negative climate:

## 6. What are the expectations you have for the Chair as the leader of your department?

## 7. Please identify one thing the Chair could do to improve the climate in your department:

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8. Please identify one thing you could do to improve the climate in your department:

9. On a scale from one (very negative) to five (very positive), please rate the climate in your department:

Very Negative	Negative	Mediocre	Positive	Very Positive
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>