



Thank you for participating in this important study! For the following questions, your “**department**” is the unit where you spend most of your time. For most faculty this is their home department, but for many it will be another unit—a section or a division within the department, or even a center. If you are in multiple departments, choose the one where you spend the most time, and if it is equal, choose the department of your tenure or promotion home. For all ranks, “**faculty**” is defined here as anyone who is on the tenure or clinical track.

1. In what year were you last hired at UW–Madison as a faculty member?

YYYY

2. Was the date you were last hired at UW–Madison as a faculty member after January 1, 2019?

- Yes
 No → **Go to question 4**

3. Thinking about the hiring process in your department, how satisfied were you with...

	Not at all	A little	Somewhat	Very	Extremely	NA
a. ...the overall hiring process?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. ...the department’s effort to obtain resources for you?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. ...the department faculty’s efforts to meet you?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. ...your interactions with the search committee?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. ...your start-up package?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4. The next questions are about your interactions with others in your work environment and your participation in the decision-making process in your department.

Thinking about interactions with colleagues and others in your department, how often...

	Never	Rarely	Sometimes	Often	Very often	NA
a. ...are you treated with respect by colleagues?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. ...are you treated with respect by students?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. ...are you treated with respect by staff?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. ...are you treated with respect by patients?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. ...are you treated with respect by your department chair?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. ...do you feel excluded from an informal network in your department?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. ...do your department colleagues solicit your opinion about work-related matters, such as teaching, research, and service?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. ...do you do work that is not formally recognized by your department?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. ...do you feel valued in your department?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. ...do you feel like you belong in your department?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. ...do you feel isolated in your department?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. ...do you feel isolated on the UW campus?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

5. Thinking about interactions with colleagues and others in your department...

	Not at all	A little	Somewhat	Very	Extremely	NA
a. ...how <u>satisfied</u> are you with the effort your department chair makes to create a collegial and supportive environment?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. ...how <u>satisfied</u> are you with the effort your chair, director, or dean makes to obtain resources for you?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. ...how <u>well are you able to navigate</u> unwritten rules concerning how one is to conduct oneself as a faculty member?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. ...how <u>reluctant</u> are you to voice concerns about the behavior of your departmental colleagues for fear it might affect your reputation or advancement?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. ...how <u>valued</u> by your colleagues is your research and scholarship?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. ...how <u>much harder</u> do you have to work than some of your colleagues, in order to be perceived as a legitimate scholar?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. ...how <u>comfortable</u> are you in raising personal and family responsibilities when scheduling departmental obligations?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. ...how <u>welcome</u> do you feel in your department?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. ...how <u>well</u> do you fit into your department or unit?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. ...how <u>safe</u> do you feel in your department?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. ...how <u>mainstream</u> is your current research within your department?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

6. Thinking about your participation in the decision-making process in your department, how often...

	Never	Rarely	Sometimes	Often	Almost always	NA
a. ...do you have a voice in the decision-making that affects the direction of your department?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. ...do you have a voice in how resources are allocated?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. ...do meetings allow all participants to share their views?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. ...do committee assignments rotate fairly?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. ...does your department chair involve you in decision-making?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

7. At UW–Madison, climate is defined by the Campus Climate Network Group (2002) as “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.”

How is the climate in your department for the following groups?

	Very negative	Negative	Mediocre	Positive	Very positive	Don't know
a. The <u>overall</u> climate for everyone	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. The climate for women	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. The climate for faculty of color	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. The climate for lesbian, gay, bisexual, transgender, or queer (LGBTQ+) faculty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8. The next questions ask about sexual harassment and sexual violence. The UW–Madison defines sexual harassment and sexual violence as including unwelcome sexual advances, requests for sexual favors, and verbal or physical conduct of a sexual nature when such conduct influences employment or academic decisions, interferes with an employee’s work, or creates an intimidating, hostile or offensive work or learning environment. Please use this definition as you answer the next two questions.

Within the last three years, how often, if at all, have you personally experienced sexual harassment on the UW–Madison campus?

- Never 1–2 times 3–5 times More than 5 times
-

9. Thinking about sexual harassment at UW–Madison...

	Not at all	A little	Somewhat	Very	Extremely	Don't know
a. ...how <u>seriously</u> is sexual harassment treated on campus?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. ...how <u>common</u> is sexual harassment on campus?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. ...how <u>well</u> do you know the steps to take if a person comes to you with a problem with sexual harassment?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. ...how <u>effective</u> is the process for resolving complaints about sexual harassment at UW–Madison?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. ...how <u>comfortable</u> are you voicing concerns about sexual harassment?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

10. The next questions are about hostile and intimidating behavior. UW–Madison defines hostile or intimidating behavior as behavior that a reasonable person would find hostile or intimidating, that does not further the university’s academic or operational interests, and is so severe and/or frequent that it negatively impacts a person’s ability to work. Hostile and intimidating behavior can include abusive language, unwelcome physical contact or gestures, excluding or isolating a person, sabotaging of a person’s work, or abuse of authority.

Given this definition, within the last three years, how often have you...

	Never	1-2 times	3-5 times	More than 5 times
a. ...personally <u>experienced</u> hostile or intimidating behavior on the UW–Madison campus?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. ...personally <u>witnessed</u> hostile or intimidating behavior directed at someone else on the UW–Madison campus?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

11. Thinking about hostile or intimidating behavior at UW–Madison...

	Not at all	A little	Somewhat	Very	Extremely	Don't know
a. ...how <u>seriously</u> is hostile or intimidating behavior treated on campus?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. ...how <u>common</u> is hostile or intimidating behavior on campus?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. ...how <u>well</u> do you know the steps to take if a person comes to you with concerns about someone who is behaving in a hostile or intimidating way?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. ...how <u>effective</u> is the process for resolving complaints about hostile or intimidating behavior at UW–Madison?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. ...how <u>comfortable</u> are you voicing concerns about hostile or intimidating behavior?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

12. The next questions are about your workload. Please answer questions 12–14 about your current workload. If you are currently on leave, please answer about your workload before you went on leave.

Thinking about how you spend/spent your time in an average week, what percent of your work week do/did you spend on each of the following work-related activities?

	Percent of time
a. Teaching (including preparing materials for class, lecturing, supervising TAs, etc.)	%
b. Meeting or communicating with students outside of class (office hours, advising, supervising research, writing letters of recommendation, etc.)	%
c. Scholarship or conducting research (including writing, attending professional meetings, grant writing, artistic activity, etc.)	%
d. Administrative responsibilities (including compliance activities)	%
e. Committee work/University service	%
f. External paid consulting	%
g. Clinical work	%
h. Extension/Outreach activities	%
i. Service to the profession (including reviewing manuscripts, service to professional organizations)	%
j. Other work-related activities. Please specify: <input type="text"/>	%
Total:	100 %

13. Thinking about your current workload or, if currently on leave, about your workload before you went on leave, how many hours do/did you work in a typical work week?

Hours per week

14. Thinking about your current workload or, if currently on leave, about your workload before you went on leave, how would you rate the reasonableness of your overall (current) workload?

Much too light Too light Just right Too heavy Much too heavy

15. In the past 12 months, how many of each of the following did you submit?

	Number
a. Papers for publication in peer-reviewed journals?	
b. Papers for presentation at conferences?	
c. Books: authored?	
d. Books: edited?	
e. Chapters in books?	
f. Grant proposals?	
g. Other scholarly or creative works? Please specify: <input style="width: 200px;" type="text"/>	

16. The next questions are about your satisfaction with UW–Madison as an employer.

Thinking about all university, school or college, and departmental resources, how satisfied are you with the resources UW–Madison provides...

	Very dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Very satisfied	NA
a. ...to support your <u>research and scholarship</u> ?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. ...to support your <u>teaching</u> ?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. ...to support your <u>clinical work</u> ?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. ...to support your <u>extension or outreach activities</u> ?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

17. In general, how satisfied are you...

	Very dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	Very satisfied
a. ...with your salary?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. ...with your benefits?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. ...being a faculty member at UW–Madison?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. ...with your career progression at UW–Madison?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

18. What factors contribute most to your satisfaction at UW–Madison?

19. What factors detract most from your satisfaction at UW–Madison?

20. Compared to your confidence before the COVID-19 pandemic, how confident are you currently that you can meet your most important career goals?

Much less confident now	Somewhat less confident now	No change	Somewhat more confident now	Much more confident now
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

21. What long-term effect(s) of the COVID-19 pandemic on your professional trajectory are you most worried about?

22. What university-level programs or policies would be most helpful in supporting you and reducing the professional losses and disruptions that you have experienced due to the COVID-19 pandemic?

23. The next questions ask about your caregiving responsibilities. In this survey, caregiving includes child and dependent care, eldercare, and care for disabled individuals or those with significant illness. Please consider your most significant period of caregiving, regardless of whether it occurred before or during the COVID-19 pandemic. By “significant,” we mean a period in which the amount of time, or emotional or physical energy exerted towards caregiving, caused stress in your work life.

Within the last three years, did you have significant caregiving responsibilities?

Yes

No → Go to question 26

24. During your highest period of caregiving in the last three years, how many hours per week did you provide care for each of the following?

	1 to 10 hours/week	11 to 20 hours/week	21 to 30 hours/week	31 to 40 hours/week	Over 40 hours/week	NA
a. Child/children	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Elders	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Person with a disability or significant illness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Not listed, please tell us: <input style="width: 150px; height: 20px;" type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

25. In the last three years, how much did caregiving responsibilities affect your professional life in each of the following ways?

	Not at all	A little	Somewhat	Quite a bit	A great deal
a. Decreased work hours	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Reduced productivity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Turning down or losing career advancement opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Reduced income growth	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Delay in or loss of tenure or promotion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Reputation for commitment to your job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Delay in or loss of research projects	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Other, please tell us: <input style="width: 250px; height: 20px;" type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

26. In the past 12 months, have you seriously considered leaving the university for reasons other than retirement, for example, considered an offer from another university, changing careers, working in industry, or starting your own business?

Yes No

27. In the past 12 months, to what extent have you considered the following as reasons to leave UW–Madison:

	Not at all	To some extent	To a great extent	NA
a. To increase your salary?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. To improve your prospects for tenure or enhance your career in other ways?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. To increase your time to do research/artistic activity?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. To adjust your clinical load?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. To find a more supportive work environment?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. To reduce stress?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. To improve the employment situation of your spouse or partner?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. To be near extended family?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. To retire?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Because of concerns about the direction of state government?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Because of concerns about Regent policies?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Because of the quality of life in Madison and surrounding areas?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Because of racial and ethnic disparities in healthcare, educational, and other outcomes in Madison?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. To meet cultural and/or identity needs?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. Because of another reason – please tell us below:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

28. Think about the reasons you’ve stayed at UW–Madison. In your decision to stay at UW–Madison, how important was...

	Not at all	A little	Somewhat	Very	Extremely	NA
a. ...your current salary?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. ...your prospects for future salary?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. ...your prospects for tenure or promotion?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. ...your time for research or artistic activity?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. ...your teaching load?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. ...your clinical load?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. ...your work environment?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. ...your relationships with students, postdocs, trainees, etc?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. ...your on-going collaborations and relationships with colleagues?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. ...the quality of life in Madison and surrounding areas?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. ...proximity to extended family?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. ...your spouse or partner’s employment opportunities?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m....the direction of state government?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. ...other reasons? Please tell us:	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

29. In the next three years, how likely are you to leave UW–Madison?

Very likely	Somewhat likely	Neither likely nor unlikely	Somewhat unlikely	Very unlikely
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

30. The next questions are about you. As with the entire survey, responses to the following questions will be kept confidential. Your answers will be combined with those from other participants so that you cannot be identified. Responses that might reveal your identity will not be shared.

What is your gender?

Gender

31. With which of the following racial or ethnic groups do you identify? Please check all that apply.

- African American or Black American Indian or Alaska Native Asian or Asian American
 Chicano(a), Latino(a), Hispanic Middle Eastern or North African Pacific Islander or Native Hawaiian
 White
 Not listed → Please tell us:

32. Do you identify as LGBTQ+?

- Yes No

33a. Do you identify as a person with a disability?

- Yes No

33b. Do you have a chronic physical or mental health condition?

- Yes No

33c. If you answered “yes” to questions 33a or 33b, do you need or use any accommodations?

- Yes No

34. What is your citizenship status?

- U.S. Citizen U.S. Permanent Resident Non-Resident Alien (J-1, H-1B, O-1 status, etc.)

35. What is your current title?

- Assistant Professor Associate Professor Professor
 Clinical Assistant Professor Clinical Associate Professor Clinical Professor
 Clinical Instructor
 Other → Please tell us:

36. Which department, unit, section, or division did you have in mind when completing this survey?

THANK YOU for your time!

**Please return your completed questionnaire in the postage-provided envelope to:
UWSC, 475 N Charter St, B607, Madison, WI 53706.
Results will be posted at wiseli.wisc.edu/research/sfw/ in late 2022.**