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?

2022

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…

<table>
<thead>
<tr>
<th>a. …the overall hiring process?</th>
<th>Not at all</th>
<th>A little</th>
<th>Somewhat</th>
<th>Very</th>
<th>Extremely</th>
<th>NA</th>
</tr>
</thead>
<tbody>
<tr>
<td>b. …the department’s effort to obtain resources for you?</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c. …the department faculty’s efforts to meet you?</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d. …your interactions with the search committee?</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e. …your start-up package?</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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…

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

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

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

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

<table>
<thead>
<tr>
<th></th>
<th>Very negative</th>
<th>Negative</th>
<th>Mediocre</th>
<th>Positive</th>
<th>Very positive</th>
<th>Don’t know</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. The overall climate for everyone</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b. The climate for women</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c. The climate for faculty of color</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d. The climate for lesbian, gay, bisexual, transgender, or queer (LGBTQ+) faculty</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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?

<table>
<thead>
<tr>
<th></th>
<th>Never</th>
<th>1–2 times</th>
<th>3–5 times</th>
<th>More than 5 times</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

9. Thinking about sexual harassment at UW–Madison…

<table>
<thead>
<tr>
<th></th>
<th>Not at all</th>
<th>A little</th>
<th>Somewhat</th>
<th>Very</th>
<th>Extremely</th>
<th>Don’t know</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. …how seriously is sexual harassment treated on campus?</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b. …how common is sexual harassment on campus?</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c. …how well do you know the steps to take if a person comes to you with a problem with sexual harassment?</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d. …how effective is the process for resolving complaints about sexual harassment at UW–Madison?</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e. …how comfortable are you voicing concerns about sexual harassment?</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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…

<table>
<thead>
<tr>
<th></th>
<th>Never</th>
<th>1-2 times</th>
<th>3-5 times</th>
<th>More than 5 times</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. …personally experienced hostile or intimidating behavior on the UW–Madison campus?</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b. …personally witnessed hostile or intimidating behavior directed at someone else on the UW–Madison campus?</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
11. Thinking about hostile or intimidating behavior at UW–Madison…

<table>
<thead>
<tr>
<th></th>
<th>Not at all</th>
<th>A little</th>
<th>Somewhat</th>
<th>Very</th>
<th>Extremely</th>
<th>Don’t know</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. …how seriously is hostile or intimidating behavior treated on campus?</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b. …how common is hostile or intimidating behavior on campus?</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c. …how well 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?</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d. …how effective is the process for resolving complaints about hostile or intimidating behavior at UW–Madison?</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e. …how comfortable are you voicing concerns about hostile or intimidating behavior?</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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?

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

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?

<table>
<thead>
<tr>
<th></th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Papers for publication in peer-reviewed journals?</td>
<td></td>
</tr>
<tr>
<td>b. Papers for presentation at conferences?</td>
<td></td>
</tr>
<tr>
<td>c. Books: authored?</td>
<td></td>
</tr>
<tr>
<td>d. Books: edited?</td>
<td></td>
</tr>
<tr>
<td>e. Chapters in books?</td>
<td></td>
</tr>
<tr>
<td>f. Grant proposals?</td>
<td></td>
</tr>
<tr>
<td>g. Other scholarly or creative works? Please specify:</td>
<td></td>
</tr>
</tbody>
</table>

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...

<table>
<thead>
<tr>
<th></th>
<th>Very dissatisfied</th>
<th>Somewhat dissatisfied</th>
<th>Neither satisfied nor dissatisfied</th>
<th>Somewhat satisfied</th>
<th>Very satisfied</th>
<th>NA</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. …to support your research and scholarship?</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>b. …to support your teaching?</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>c. …to support your clinical work?</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>d. …to support your extension or outreach activities?</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Very dissatisfied</th>
<th>Somewhat dissatisfied</th>
<th>Neither satisfied nor dissatisfied</th>
<th>Somewhat satisfied</th>
<th>Very satisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. …with your salary?</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>b. …with your benefits?</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>c. …being a faculty member at UW–Madison?</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>d. …with your career progression at UW–Madison?</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

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?

<table>
<thead>
<tr>
<th></th>
<th>Much less confident now</th>
<th>Somewhat less confident now</th>
<th>No change</th>
<th>Somewhat more confident now</th>
<th>Much more confident now</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>
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
b. Elders
c. Person with a disability or significant illness
d. Not listed, please tell us:

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
b. Reduced productivity
c. Turning down or losing career advancement opportunities
d. Reduced income growth
e. Delay in or loss of tenure or promotion
f. Reputation for commitment to your job
g. Delay in or loss of research projects
h. Other, please tell us:

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:

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

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

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

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

<table>
<thead>
<tr>
<th>Likelihood</th>
<th>Very likely</th>
<th>Somewhat likely</th>
<th>Neither likely nor unlikely</th>
<th>Somewhat unlikely</th>
<th>Very unlikely</th>
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</thead>
<tbody>
<tr>
<td>Very likely</td>
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<td>O</td>
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<td></td>
<td>O</td>
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<tr>
<td>Somewhat likely</td>
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<td>O</td>
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<td>Neither likely nor unlikely</td>
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<td>Somewhat unlikely</td>
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<tr>
<td>Very unlikely</td>
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<td>O</td>
<td></td>
<td></td>
<td>O</td>
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</tbody>
</table>
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?

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.