

Print view of '2019 Climate Survey - Dept. of Psychiatry & Beh...'[Print this page](#)

Dear Colleagues,

The Department of Psychiatry and Behavioral Sciences is committed to having diversity in its residents, fellows, staff, and faculty and to creating an environment that will allow all department members to succeed and find fulfillment in their work. We are conducting a second climate survey to compare the climate now to the results of the 2015 climate survey. The 2015 results were very helpful in identifying opportunities for improving diversity through the medical student diversity sub-internship, encouraged the development of a training program for mentors, and helped us begin addressing the issue of burnout. Upon the suggestion of department faculty and consistent with the broader UW effort to address sexual harassment, this survey has additional questions on sexual harassment and hostile work environment and will be distributed to staff in addition to faculty. We believe the results will help identify opportunities for cultivating a more inclusive and supportive work environment.

We are asking each of you to complete the following survey, estimated to take 12-15 minutes. Names and contact information will not be linked to the survey and all efforts to protect confidentiality will be made. Answers to open-ended questions are captured verbatim and will be summarized for presentation to the committee. Please note, you may skip any question that you are concerned would individually identify you.

Sincerely,

Psychiatry and Behavioral Sciences Diversity Committee

Members:

Mark Snowden, Committee Chair
Jürgen Unützer
Denise Chang
Deborah Cowley
Ali Iqbal
Maureen Johnson
Ryan Kimmel
Jesse Markman
Maria Monroe-DeVita

Question 1.

How many years have you been in the department?

- <5
 5-10
 11-15
 16-20
 >20

Question 2.

Which location would you identify as your primary work site?

- Veteran's Administration Puget Sound Health Care System
 Harborview Medical Center
 University of Washington Medical Center
 Seattle Children's Hospital
 Other:

Question 3.

What is your gender?

- Female

- Male
- Transgender
- Other

Question 4.

Are you considered an underrepresented* racial or ethnic minority in the medical field?

*Underrepresented in medicine means those racial and ethnic populations that are underrepresented in the medical profession relative to their numbers in the general population. (AAMC 2004) Currently Underrepresented: African American, Mexican-American, American Indian, Alaska Native, mainland Puerto Rican, Asian Islander/Pacific Islander

- Yes
- No

Question 5.

What racial group(s) best describes you? (Please check all that apply.)

- Alaska Native
- Native American
- Asian
- Black or African American
- Hispanic/Latino
- Mainland Puerto Rican
- Mexican American
- Native Hawaiian or Pacific Islander
- Non-Hispanic White
- Other:

Question 6.

What is your sexual orientation?

- Gay
- Lesbian
- Bisexual
- Heterosexual/Straight
- Other

Question 7.

How religious do you consider yourself to be?

- Very
- Moderately
- Slightly
- Not at all

Question 8.

Do you have a disability?

- Yes
- No

Question 9.

Are you a member of another minority group not listed above, if yes, what group?

Question 10.

What is your position or academic rank?

- | | |
|--|---|
| <input type="radio"/> Non-faculty Staff | ➔ Question 20: For each of the following s... |
| <input type="radio"/> Resident/Fellow | ➔ Don't skip (default) |
| <input type="radio"/> Acting Instructor | ➔ Don't skip (default) |
| <input type="radio"/> Acting Assistant Professor | ➔ Don't skip (default) |
| <input type="radio"/> Assistant Professor | ➔ Don't skip (default) |
| <input type="radio"/> Associate Professor | ➔ Don't skip (default) |
| <input type="radio"/> Professor | ➔ Don't skip (default) |
| <input type="radio"/> Other: | ➔ Don't skip (default) |
| <i>No response</i> | ➔ Don't skip (default) |
-

Question 11.

Did you complete a portion of your training at the University of Washington?

- Yes
 No

Question 12.

What faculty pathway are you on?

- In Training
 Salaried Clinical Faculty
 Clinician Teacher
 Faculty Scientist
 Research Faculty
-

Question 13.

For each of the following statements, please indicate your level of agreement.

Rows

I have great satisfaction with my job.

I feel I "fit in" with the faculty members in the department.

I feel I "fit in" with the faculty members in my work unit. (e.g. research team, clinical team, hospital service)

The DEPARTMENT supports my goals around work/personal life balance issues.

My WORK UNIT (research team, clinical team, hospital service) supports my goals around work/personal life balance issues.

- Strongly Agree
 Agree
 Neither Agree Or Disagree
 Disagree
 Strongly Disagree

Question 14.

Have you seriously contemplated leaving the department to pursue other opportunities because they would be a better fit for you personally?

- | | |
|---------------------------|---|
| <input type="radio"/> Yes | <i>Logic destinations</i> |
| <input type="radio"/> No | ➔ Question 15: If Yes, what types of thing... |
| <i>No response</i> | ➔ Question 16: Please rate each statement. |
| | ➔ Question 16: Please rate each statement. |
-

Question 15.

If Yes, what types of things could the department do that would lead you to want to stay?

Question 16.

Please rate each statement.

Rows

The Department supports my efforts to achieve my career development goals.

I am happy with the research mentoring within the department.

I am happy with the career mentoring within the department

The mentoring I have received has helped me meet my career goals.

The department prepares and supports mentors for their mentorship roles.

- Definitely Agree
- Somewhat Agree
- Neutral
- Somewhat Disagree
- Definitely Disagree
- Don't Know/Not Applicable

Question 17.

What could the department do to provide better mentorship?

Question 18.

What could the department do to better prepare and support mentors?

Question 19.

Please enter a numerical rating from a very high degree (100) to a very low degree (0) - how burnt out do you feel in your work.

Logic destination

Question 21: Sexual harassment is a form...

Question 20.

For each of the following statements, please indicate your level of agreement.

Rows

I have great satisfaction with my job.

I feel I "fit in" with the members in the department.

I feel I "fit in" with the members of my work unit. (e.g. research team, clinical team, hospital service)

The DEPARTMENT supports my goals around work/personal life balance issues.

My WORK UNIT (research team, clinical team, hospital service) supports my goals around work/personal life balance issues.

- Strongly Agree
- Agree
- Neither Agree Or Disagree
- Disagree
- Strongly Disagree
-

Question 21.

Sexual harassment is a form of harassment characterized by:

1) Unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature by a person who has authority over the recipient when:

- a) Submission to such conduct is made either an implicit or explicit condition of the individual's employment, academic status, or ability to use University facilities and services, or
- b) Submission to or rejection of the conduct is used as the basis for a decision that affects tangible aspects of the individual's employment, academic status, or use of University facilities; or

2) Unwelcome and unsolicited language or conduct that is of a sexual nature and that is sufficiently severe, persistent, or pervasive that it could reasonably be expected to create an intimidating, hostile, or offensive working or learning environment, or has the purpose or effect of unreasonably interfering with an individual's academic or work performance. This also includes acts of sexual violence, such as sexual assault and sexual exploitation.

Rows

Within the last 3 years, how often, if at all, have you EXPERIENCED sexual harassment in the work place?

Within the last 3 years, how often, if at all, have you WITNESSED sexual harassment?

- Not at all
- 1-2 times
- 3-5 times
- More than 5 times

Question 22.

A hostile or intimidating environment can be defined as one where there is "unwelcome behavior pervasive or severe enough that a reasonable person would find it hostile and/or intimidating and that does not further the university's academic or operational interests." Behaviors can take the form of abusive expression, intimidating physical contact or gestures, conspicuous exclusion or isolation, sabotage of a person's work, or abuse of authority.

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

Rows

personally EXPERIENCED hostile or intimidating behavior in the workplace

personally WITNESSED hostile or intimidating behavior in the workplace

- Not at all
- 1-2 times
- 3-5 times
- More than 5 times

Question 23.

Please rate each statement.

Rows

The DEPARTMENT as a whole embraces diversity and inclusiveness.

My WORK UNIT (e.g. research team, clinical team, hospital service) embraces diversity and inclusiveness.

It is easy for an underrepresented minority to feel welcome and included in this DEPARTMENT.

It is easy for an underrepresented minority to feel welcome and included in my WORK UNIT. (e.g. research team, clinical team, hospital service)

- Definitely Agree
- Somewhat Agree
- Neutral
- Somewhat Disagree
- Definitely Disagree
- Unsure/Don't Know

Question 24.

What could the DEPARTMENT do to create a more welcoming environment for new faculty and/or staff?

Question 25.

What could your WORK UNIT do to create a more welcoming environment for new faculty?

Question 26.

What does the department currently do well to increase diversity and inclusiveness?

Question 27.

What suggestions do you have to continue improving Department diversity?

Question 28.

Climate can be defined as "Behaviors within a workplace or learning environment, ranging from subtle to dramatic and isolated to cumulative that can influence whether an individual feels personally safe, listened to, valued, and treated fairly and with respect."

Please choose the response that best completes the following statements about climate

Rows

The overall climate of the department is

The climate of my primary site is

The climate of my work unit is

The climate for women is

The climate for men is

The climate for under represented minorities is

The climate for LGBTQ people is

The climate for religious people is

The climate for disabled people is

- Very Negative
- Negative
- Mediocre
- Positive
- Very Positive
- Don't Know

Question 29.

Please share any other comments you have on the climate of the department.

Question 30.

Is there anything else you'd like to share?

Thank you very much for your time and effort completing this survey.