Climate Survey Results 2018

UNC Chapel Hill Physics Department

May 2018 Email Survey

57 graduate students and postdocs (45 men, 10 women, 2 who preferred not to specify gender), representing 67% of department, participated.

Survey similar to that given to UNC grad students in Biology, identical to that given in Chemistry
I feel that I'm a valued member of the department.
I feel that I'm a valued member of my research group.
I feel isolated in the department for personal reasons.
I feel isolated in the department for professional reasons.
Have you ever experienced conflict with a graduate student or post-doc within your department?

All Participants

- Yes: 19%
- No: 72%
- Not sure: 9%

Female

- Yes: 60%
- No: 30%
- Not sure: 10%

Male

- No: 82%
- Yes: 9%
- Not sure: 9%
Conflict with a grad student or postdoc, continued

Of those who experienced a conflict (11 respondents total):
- 9 did not report it (81.8%)
- 2 reported to someone within the department
- 1 also reported to someone outside the department

Of those who have not experienced previous conflicts, 70% were at least somewhat comfortable talking with a PI/mentor about future conflicts.

Of those who have experienced previous conflicts, 27% were at least somewhat comfortable talking with a PI/mentor about future conflicts.

*See backup slide for more detailed breakdown (slide 36)
Have you ever experienced conflict with a PI, mentor, or faculty member within your department?

All Participants

- No: 63%
- Yes: 18%
- Not sure: 19%

Female

- No: 40%
- Yes: 40%
- Not sure: 20%

Male

- No: 67%
- Yes: 13%
- Not sure: 20%
Conflict with a PI, mentor, or faculty member, continued

Of those who experienced a conflict (10 respondents total):
- 6 did not report it
- 4 reported to someone within the department
- 0 reported to someone outside the department

Of those who have not experienced a previous conflict, 43% would be at least somewhat comfortable talking with a member of the department (e.g., other faculty member(s), Director of Graduate Studies, Department Chair, etc.) about a future conflict.

Of those who have experienced previous conflicts, 40% were at least somewhat comfortable talking with a member of the department about a future conflict.

*See backup slide for more detailed breakdown (slide 37)
Conflict with a PI or mentor, continued

Of those who have **not** experienced a previous conflict, **32%** would be at least somewhat comfortable seeking resolution from an on-campus resource (e.g., Ombuds Office or Equal Opportunities and Compliance Office, etc.) about a future conflict with a PI/mentor.

Of those who **have experienced** previous conflicts, **10%** were at least somewhat comfortable seeking resolution from an on-campus resource (e.g., Ombuds Office or Equal Opportunities and Compliance Office, etc.) about a future conflict with a PI/mentor.

*See backup slide for more detailed breakdown (slide 38)*
# Experienced Unfair Treatment

<table>
<thead>
<tr>
<th>Category</th>
<th>Total % Experienced</th>
<th>% by Grad/Postdoc</th>
<th>% by PI/mentor</th>
<th>% by Other Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td>Race or Ethnicity</td>
<td>2%</td>
<td>2%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Gender/Gender Identity</td>
<td>12% (50% of women and 2% of men)</td>
<td>9%</td>
<td>5%</td>
<td>4%</td>
</tr>
<tr>
<td>Sexual Orientation</td>
<td>2%</td>
<td>2%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Disability</td>
<td>2%</td>
<td>0%</td>
<td>0%</td>
<td>2%</td>
</tr>
<tr>
<td>Age</td>
<td>4%</td>
<td>2%</td>
<td>0%</td>
<td>2%</td>
</tr>
<tr>
<td>National Origin</td>
<td>2%</td>
<td>2%</td>
<td>0%</td>
<td>2%</td>
</tr>
<tr>
<td>Parental Status</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Religion</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Socio/Economic Status</td>
<td>2%</td>
<td>2%</td>
<td>0%</td>
<td>2%</td>
</tr>
</tbody>
</table>
## Experienced Gender/Gender Identity Discrimination

<table>
<thead>
<tr>
<th>Category</th>
<th>Total % Experienced</th>
<th>% by Grad/Postdoc</th>
<th>% by PI/Mentor</th>
<th>% by Other Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td>All</td>
<td>F</td>
<td>M</td>
<td>F</td>
<td>M</td>
</tr>
<tr>
<td>People of your gender referred to in offensive terms</td>
<td>9%</td>
<td>40%</td>
<td>2%</td>
<td>7%</td>
</tr>
<tr>
<td>Treated Differently</td>
<td>11%</td>
<td>40%</td>
<td>2%</td>
<td>11%</td>
</tr>
<tr>
<td>Treated preferentially</td>
<td>5%</td>
<td>10%</td>
<td>4%</td>
<td>2%</td>
</tr>
</tbody>
</table>
## Experienced Sexual Discrimination

<table>
<thead>
<tr>
<th>Category</th>
<th>Total % Experienced</th>
<th>% by Grad/Postdoc</th>
<th>% by PI/Mentor</th>
<th>% by Other Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>All</td>
<td>F</td>
<td>M</td>
<td>All</td>
</tr>
<tr>
<td>Was repeatedly told sexual stories or jokes</td>
<td>16%</td>
<td>60%</td>
<td>4%</td>
<td>16%</td>
</tr>
<tr>
<td>Sexual images or written content displayed in work setting</td>
<td>4%</td>
<td>0%</td>
<td>2%</td>
<td>4%</td>
</tr>
<tr>
<td>Unwelcome discussion on sexual matters</td>
<td>7%</td>
<td>40%</td>
<td>0%</td>
<td>7%</td>
</tr>
<tr>
<td>Offensive remarks about appearance, body, or sexual activities</td>
<td>5%</td>
<td>30%</td>
<td>0%</td>
<td>4%</td>
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### Experienced Sexual Discrimination con.

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<tr>
<td></td>
<td>All F M</td>
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</tr>
<tr>
<td>Gestures/body language of sexual nature</td>
<td>5% 30% 0%</td>
<td>5% 30% 0%</td>
<td>0% 0% 0%</td>
<td>0% 0% 0%</td>
</tr>
<tr>
<td>Unwanted attempts to est. romantic relationship</td>
<td>7% 30% 0%</td>
<td>7% 30% 0%</td>
<td>0% 0% 0%</td>
<td>0% 0% 0%</td>
</tr>
<tr>
<td>Touched in uncomfortable way</td>
<td>5% 30% 0%</td>
<td>5% 30% 0%</td>
<td>0% 0% 0%</td>
<td>0% 0% 0%</td>
</tr>
<tr>
<td>Pressured in sexual way</td>
<td>0% 0% 0%</td>
<td>0% 0% 0%</td>
<td>0% 0% 0%</td>
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<td>30%</td>
<td>16%</td>
<td>5%</td>
<td>21%</td>
</tr>
<tr>
<td>Sexual Orientation</td>
<td>4%</td>
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Career Goals

87.5% of students report that their PI/mentor is aware of their career goals. Those students who answered yes were asked how often their PI gave guidance on how to pursue career goals:
My PI or mentor takes my goals into account when making decisions about projects (experiments, papers, timing of publication, etc.).

All Participants:
- Always: 39%
- Most of the time: 35%
- Sometimes: 18%
- Rarely: 4%
- Never: 4%

Female:
- Always: 33%
- Most of the time: 34%
- Sometimes: 22%
- Rarely: 11%
- Never: 0%

Male:
- Always: 42%
- Most of the time: 34%
- Sometimes: 19%
- Rarely: 5%
- Never: 0%
My PI or mentor gives me feedback on the work that I am doing.
My PI or mentor and I have expectations that are well aligned.
I get appropriate credit and/or acknowledgement for the work that I do in our research group (acknowledgement in papers and talks, authorship on papers, etc.).
My PI or mentor disparages me or uses derogatory language (directed at me) when communicating with me.

All Participants

- Never: 91%
- Sometimes: 2%
- Often: 2%
- Rarely: 5%

Female

- Never: 90%
- Often: 10%
- Rarely: 0%
- Sometimes: 0%

Male

- Never: 91%
- Rarely: 7%
- Sometimes: 2%
- Often: 0%
- Very often: 0%
My PI or mentor disparages others or uses derogatory language to refer to others in my presence.

All Participants
- Never: 84%
- Sometimes: 5%
- Rarely: 9%
- Often: 2%

Female
- Never: 90%
- Sometimes: 10%

Male
- Never: 82%
- Sometimes: 5%
- Rarely: 11%
- Often: 2%
If my PI or mentor were to ask me to do something unrelated to research (e.g. house sit), I would feel pressure to say yes because of our professional relationship.
Co-workers or peers disparage me or use derogatory language (directed at me) when communicating with me.
Co-workers or peers disparage others or use derogatory language (directed at others) when communicating with them.

All Participants
- Never: 79%
- Rarely: 16%
- Sometimes: 5%

Female
- Never: 80%
- Rarely: 20%

Male
- Never: 77%
- Sometimes: 7%
Are you aware of efforts in your department to address sexual harassment in our community?

All Participants
- No: 39%
- Yes: 61%

Female
- No: 40%
- Yes: 60%

Male
- No: 41%
- Yes: 59%
Do you know how to access more information about UNC’s sexual harassment policy?

All Participants

- Yes: 82%
- No: 18%

Female

- Yes: 70%
- No: 30%

Male

- Yes: 84%
- No: 16%
Do you feel that UNC’s sexual harassment policy is communicated adequately?

All Participants
- Yes: 66%
- No: 34%

Female
- Yes: 30%
- No: 70%

Male
- Yes: 73%
- No: 27%
61% of participants (50% of women and 61% of men) said they know what resources are available to them regarding issues of sexual harassment.

Those respondents who know what resources are available were asked if they felt that UNC provides adequate resources to handle concerns regarding sexual harassment:

- **All Participants**
  - Yes: 50%
  - No: 18%
  - Not sure: 32%

- **Female**
  - Yes: 20%
  - No: 60%
  - Not sure: 20%

- **Male**
  - Yes: 56%
  - No: 7%
  - Not sure: 37%
How do you feel that your department would respond to incidents of sexual harassment?

All Participants
- Very well: 18%
- Very poorly: 11%
- Poorly: 21%
- Well: 23%
- Not sure: 27%

Female
- Very well: 10%
- Well: 10%
- Not sure: 30%
- Very poorly: 20%
- Poorly: 30%

Male
- Very well: 18%
- Very poorly: 9%
- Poorly: 18%
- Well: 27%
- Not sure: 28%
How do you feel that UNC would respond to incidents of sexual harassment?

All Participants
- Very well: 12%
- Very poorly: 11%
- Poorly: 20%
- Well: 30%
- Not sure: 25%
- Not at all: 2%

Female
- Very well: 10%
- Very poorly: 30%
- Poorly: 30%
- Well: 10%
- Not sure: 20%
- Not at all: 2%

Male
- Very well: 14%
- Poorly: 36%
- Not sure: 25%
- Not at all: 2%
- Very poorly: 7%
Backup Slides
Respondents’ feelings about talking with their PI or mentor about future conflicts with a grad student or post doc:

**Respondents who have experienced a previous conflict**
- Extremely comfortable: 28%
- Somewhat uncomfortable: 18%
- Not sure/depends on the situation: 27%
- Somewhat comfortable: 9%
- Extremely uncomfortable: 11%

**Respondents who have not experienced a previous conflict**
- Extremely comfortable: 33%
- Somewhat uncomfortable: 11%
- Not sure/depends on the situation: 17%
- Somewhat comfortable: 37%
Respondents’ feelings about talking with another member of the department about future conflicts with a PI/Mentor:

Respondents who have experienced a previous conflict:
- Extremely uncomfortable: 30%
- Somewhat uncomfortable: 20%
- Somewhat comfortable: 30%
- Not sure/depends on the situation: 10%
- Extremely comfortable: 10%

Respondents who have **not** experienced a previous conflict:
- Extremely uncomfortable: 13%
- Somewhat uncomfortable: 23%
- Somewhat comfortable: 28%
- Not sure/depends on the situation: 21%
- Extremely comfortable: 15%
Respondents’ feelings about talking with an on-campus resource (outside of the department) about future conflicts with a PI/Mentor:

Respondents who have experienced a previous conflict:
- Somewhat uncomfortable: 30%
- Not sure/depends on the situation: 50%
- Somewhat comfortable: 10%
- Extremely uncomfortable: 10%

Respondents who have not experienced a previous conflict:
- Somewhat uncomfortable: 28%
- Not sure/depends on the situation: 23%
- Somewhat comfortable: 23%
- Extremely uncomfortable: 17%
- Extremely comfortable: 9%