Attachment 16:

Faculty Annual

Follow-up Survey

As you may recall, you have been selected to be a part of the Enhance Diversity Study, a national study on faculty and student experiences and career choices. Your school is part of this study, sponsored by the Diversity Program Consortium, a major national initiative funded by the National Institutes of Health. This effort, the NIH Diversity Consortium, is seeking to understand what programs and strategies can benefit faculty and their students interested in biomedical, behavioral, clinical, and social science fields.

The University of California, Los Angeles (UCLA) serves as the coordinating center for this national effort and is in charge of collecting information about these programs in order to evaluate the extent to which these efforts are successful in improving outcomes for students and faculty. If we can show benefits, this can increase the likelihood of continuation and expansion of these efforts.

Your school has provided UCLA your name and contact information because you have previously contributed to this effort by completing the Higher Education Research Institute (HERI) Faculty Survey offered at your institution this past academic year or you previously completed one of our annual surveys or you participated in a program sponsored by the Consortium. Only with the continued participation and support of faculty such as yourself will we be able to determine the value of the various programs offered through your institution to help students succeed.

All of the information you provide will be protected and secured to the extent permitted by law.

In this survey, we will ask you about your activities during this past academic year, including teaching practices, research, scholarly productivity, and mentoring. You will have the option to upload a document that includes information about publications or grants (such as a resume or CV) instead of entering this information directly for each publication or grant in the survey.

Mentoring

This section concerns your experiences with mentoring in a variety of contexts.

A **mentor** is someone who provides guidance, assistance, and encouragement on professional and academic issues. A mentor can be either someone who is more experienced (or senior) than you or someone who is at an educational or professional level similar to you (a "peer").

A **mentee** is someone who receives guidance or assistance from a mentor. A mentee can be someone less experienced (or junior) than you or someone who is your peer.

A mentoring relationship can be formal (with a set schedule and perhaps arranged by your institution) or informal (with unstructured meetings or independently sought).

1. **EMTRCJ** Do you have anyone you currently mentor about academics, career or research? We are interested in undergraduates, post-bacs or graduate students, post-docs, or faculty, not elementary or high school students.

☐ No
☐ Yes

2. **EGRNT** During the past 12 months, have you **applied** for any grant funding or other financial support for your research (either as Principal Investigator or as Co-Investigator or other paid position)?
☐ No
☐ Yes

3. **EGRNTF** During the past 12 months, have you **received** support from any grant funding or other financial support for your research?
☐ No
☐ Yes

4. **ERESO** In the past 12 months, have you conducted research that is not covered by the grants listed above?
☐ No
☐ Yes

5. **EANYPUB** Have you had publications accepted, in-press, or published in the past 12 months? This may include peer-reviewed abstracts included in conference proceedings.
☐ No
☐ Yes

6. **ECONF** Have you presented research at a scientific conference in the past 12 months (including posters)?

       ☐No **(skip to question 7)**

       ☐Yes

         a. Did this conference presentation include: (choose all that apply)

           ☐ **ECONFU** Undergraduate student(s)

           ☐ **ECONFB** Post-baccalaureate student(s)

           ☐ **ECONFG** Graduate student(s)

           ☐ **ECONFP** Post-doctoral scholar(s)

           ☐ **ECONFF** Faculty

7. **ETTRAN** During the past 12 months, have you participated in any technology transfer activities (including being named in patents, completed licenses, and any drug, device, or diagnostic approvals)?

       ☐No **(skip to question #8)**

       ☐Yes

         a. Please indicate the type of technology transfer (check all that apply):

       ☐ **ETTRIP** New patent issued

       ☐ **ETTRLI** License completed

       ☐ **ETTRDA** Drug, device, or diagnostic received regulatory approval

       ☐ **ETTRBR** Result of basic research commercialized

       ☐ **ETTROT** Other (specify): _ **ETTACX** _____

IF RETURNING RESPONDENT, COMPLETE ITEMS 8-9

We would like to be sure our information is correct about your current position.

8. **EJOB** Our records indicate you are _____ [position] at _____ [institution]. Has that changed?
   ☐No **(skip to question #9)**
   ☐Yes

9. What is your current primary position? (Please indicate all that apply)
   ☐ **ECURSC** In school **(skip to question #9a-d)**
   ☐ **ECURWK** Working (including internships and significant volunteer positions)
       (skip to question #9e-g)
   ☐ **ECURRT** Retired **(skip to question #10)**
   ☐ **ECURUN** Unemployed, looking for work **(skip to question #10)**
   ☐ **ECURO1** Otherwise not in labor force **(skip to question #10)**
   ☐ **ECURO2** Other (specify): _____ **ECUROX** _____

   > a. **ECURYR** Expected completion date for degree program (year): _____
   >
   >   **ECURDG** Expected degree: _____
   >
   > b. **ECURSS** Status:
   >
   > ☐Full Time
   >
   > ☐Part Time
   >
   > c. **ECURSI** Institution: _____
   >
   > d. **ECURSM** Major/Program: _____
   >
   > **Go to question #10**

e. Paid Employment (check all that apply):

☐ **ECURFT** Full Time

☐ **ECURPT** Part Time

☐ **ECURIN** Internship

☐ **ECURSN** Seasonal (full-time or part-time)

☐ **ECURNP** Volunteer, unpaid internship, or other unpaid position **(If this is only item checked, skip to question #9g)**

Briefly describe your paid position(s):

ECURPP Position: _____

ECURPC Institution or Company: _____

f. **ECURPR** Is this paid position related to research?

☐ No

☐ Yes

g. **ECURPM** Is this new job/position considered a promotion or advancement?

☐ No

☐ Yes

10. To allow us to follow your professional accomplishments, please provide any of the following identifiers that you may have:

INCLUDE ONLY IF ID TYPE NOT PROVIDED BEFORE (REFER TO INVITATION LIST FLAG)

    a.   **EORCID** ORCID ID _____
        ☐ **ENOORC** I do not have one
    b.   **EERAID** NIH eRA Commons ID _____
        ☐ **ENOERA** I do not have one
    c.   **ELNKID** LinkedIn ID _____
        ☐ **ENOLNK** I do not have one
    d. **EPBURL** My NCBI (PubMed or SciEnv) Publications list (URL):
        ☐ **ENOURL** I do not have or use
    e. Any other public listing with your updated publications
    Site name (e.g. ResearchGate, Academia.edu, etc.)__ **EPBSITE** _____
    ID __ **EPBID** _____
        ☐ **ENOPBS** I do not have or use one

11. **EAWARD** During the past 12 months, were you formally honored, or received an award in recognition of your teaching, research, or other professional activity?

☐No **(skip to question #12)**
☐Yes

    a. For what were you recognized? (Choose all that apply.)
    ☐ **EAWART** Teaching
    ☐ **EAWARR** Research
    ☐ **EAWARO** Other professional activity

11. **EORGOF** During the past 12 months, were you a member of any professional or scientific organization?

☐No **(skip to question #12)**
☐Yes

EORGOX If yes, please list any offices you held in professional or scientific organizations during this time. Please note if you would like us to refer to your CV.

_____

12. **ESRVFD** Did you provide service to any federal agencies (e.g. reviewer for NIH/NSF/CDC or similar proposals, member of federal agency advisory council, etc.) during the past 12 months?

☐No **(skip to question #13)**
☐Yes

ESRVFX If yes, please list any service to federal agencies you have performed during this time (e.g. reviewer for NIH/NSF/CDC or similar proposals, member of federal agency advisory council, etc.): Please note if you would like us to refer to your CV.

_____

13. **ESRVOT** Did you provide service to any non-federal agencies such as state agencies or foundations during the past 12 months?

☐No **(skip to first module question)**
☐Yes

ESRVOX If yes, please list any service to non-federal agencies you have performed during this time:

_____

If #1 = YES, COMPLETE ITEMS 14-19:

Earlier, you told us that you regularly mentor people. We have a few more questions about that.

14. How many different people do you regularly mentor *currently*? (Enter 0 if you do not mentor anyone in a category.)

      a. **EMTRST** Undergraduate Students: _____
      b. **EMTRPB** Post-baccalaureate Students: _____
      c. **EMTRGS** Graduate Students: _____
      d. **EMTRPD** Post-docs: _____
      e. **EMTRJR** Faculty: _____
      f. **EMTRNO** Others: _____

15. Which of the following do you help your mentees with? **(Choose all that apply)**
☐ **EMTRRG** Research in general (e.g., general advice/supervision in a lab or on a project)
☐ **EMTRRS** Specialized research issues (e.g., statistics or instrumentation, writing for a publication)
☐ **EMTRGR** Research-related grant writing and funding
☐ **EMTRED** Educational choices and strategies (e.g., guidance in selecting coursework, other educational opportunities)
☐ **EMTRCR** Career planning (e.g., giving advice, helping network, linking to opportunities)
☐ **EMTRPS** Personal support (e.g., listening to personal concerns, work-life balance)
☐ **EMTRHO** Other (specify): _____ **EMTRHX**_____

16. **EMRQUA** How would you rate the overall quality of the mentoring you are providing to your mentees?

Very Low			Average			Very High	I choose not to answer
1	2	3	4	5	6	7	8

17. **EMRRST** Overall, how <u>satisfied</u> are you with your mentoring relationships?

Not at all			Moderately			Completely	I choose not to answer
1	2	3	4	5	6	7	8

18. **EMREXP** To what extent do you think you are meeting your mentee's expectations?

Not at all			Moderately			Completely	I choose not to answer
1	2	3	4	5	6	7	8

AVAILABLE ONLY IF SUM OF 14A-E > 0:

19. Please indicate how frequently each of the following has occurred in your research mentoring relationships during the past 12 months, including any current research mentoring relationships.

	Never	Rarely	Sometimes	Frequently	All of the time	I choose not to answer
a. **ECRROP** I created opportunities for my mentees to bring up issues of race/ethnicity as they arose.	1	2	3	4	5	9
b. **ECRREX** I encouraged mentees to think about how the research relates to their own lived experience.	1	2	3	4	5	9
c. **ECRRUN** I was willing to discuss race and ethnicity with my mentees, even if it made me uncomfortable.	1	2	3	4	5	9
d. **ECRRDF** I reflected upon how the research experience might differ for mentees from different racial/ethnic groups.	1	2	3	4	5	9
e. **ECRRRE** I raised the topic of race/ethnicity in my research mentoring relationships when it was relevant.	1	2	3	4	5	9
f. **ECRRST** I implemented specific strategies to address racial/ethnic diversity in my research mentoring relationships.	1	2	3	4	5	9
g. **ECRRRM** I approached the topic of race/ethnicity with my mentee(s) in a respectful manner.	1	2	3	4	5	9

If #2 OR #3 = YES, COMPLETE ITEMS 20-21:

You told us that you are supported by grant funding or have applied for grant funding. The next set of items ask about these. If you have a document that lists these (such as a CV), you can upload that document and skip some of the items below. Otherwise, we will ask you to provide information about each grant.

Upload now   I do not want to upload now   I do not have a document to upload

20. Please complete or update information for each grant or proposal:
a. **EGRA** Funding Agency Type:
☐NIH
☐Other federal (e.g. NSF)
☐Nonfederal governmental
☐Nonprofit (e.g. foundations)
☐For-profit
☐Other (specify): ___ **EGRAOX** _____

b. **EGRX [If Nonfederal, Nonprofit, For-Profit, Other]**
Agency/Foundation/Company Name: _____

c. **EGRR** Role:
☐Principal Investigator
☐Co-PI
☐Investigator
☐Other (specify): _____

d. **EGRS** Submission status:
☐Submitted (first time for this proposal) **(skip to e or f)**
☐Re-submitted with revisions **(skip to e or f)**
☐Not funded   **(skip to 21)**
         EGRINNIH Impact score **(if applicable)**: _____
☐Funded **(skip to f if not NIH)**
         EGRIY NIH Impact score **(if applicable)**: _____

e. IF FUNDING AGENCY=NIH: What was the type of funding mechanism?
☐Research (R or U series)
☐Training (T or K series)
☐Other _____

f. **EGRFP [If non-federal]** What was the main purpose of the funding?
☐Research
☐Training of others (e.g., students, peers, workforce)
☐Your career development
☐Other (specify): __ **EGRFPX** _____

IF ITEM #4=YES, COMPLETE ITEM #21

Earlier you told us you did research not funded by grants in the past 12 months. Please tell us more about that:

21a. What type of research was this? **(select all that apply)**
☐ **ERESTR** Literature review, synthesis of existing knowledge, and/or conceptual
☐ **ERESTS** Analysis of existing (secondary) data
☐ **ERESTP** Analysis of data you collected (primary analysis)

b. What was your role? **(select all that apply)**
☐ **ERESRL** PI /Co-PI or Project Lead
☐ **ERESRI** Investigator
☐ **ERESRO** Other (Specify): ____ **ERESRX** _____

IF #4=YES, COMPLETE ITEMS 22-24:

22. The next set of items ask about publications. If you have a list of these and did not upload already, you can upload it now.

Upload now   I do not want to upload now   I do not have a document to upload

23. **EPBPRV** Do you have any peer-reviewed publications accepted, in-press, or published in the past 12 months? This may include peer-reviewed abstracts included in conference proceedings.

☐No **(skip to question #24)**
☐Yes **(skip to question #23a)**

If yes, please answer the following questions:
   a. **EPMID** PMID # if available: _____**(if provided, skip to question #24)**
   b. **EPBAU** List all Authors (Last FM, comma separated): _____, _____, _____, _____
   c. **EPBTI** Title: _____
   d. **EPBJN** Journal Name: _____
   e. **EPBYR** Year Published (or indicate "in press" or "epub ahead"): _____
   f. **EPBVL** Volume: _____
   g. **EPBIS** Issue: _____
   h. **EPBPG** Page Numbers: _____
   i. **EPBDO** DOI or URL for epubs: _____

24. **EPBOT** Do you have other research or scientific publications to add to this list? (e.g. book chapters, books, reports, non-peer reviewed journal articles, working papers, other)
☐No **(skip to question #25)**
☐Yes

   a. **EPOTY** Publication Type:
       ☐Chapter
       ☐Book
       ☐Other, specify: _ **EPOTYX** _____
   b. **EPOAU** List all Authors (Last FM, comma separated): _____, _____, _____, _____
Complete the applicable information below depending on publication type:
   c. **EPOBT [if Book or Chapter]** Book/Anthology Title: _____
   d. **EPOCT [if Chapter]** Chapter Title : _____
   e. **EPOER [If Chapter]** Editors: _____
   f. **EPOYR** Year Published: _____
   g. **EPOED [If Book or Chapter]** Edition: _____
   h. **EPOPB [If Book or Chapter]** Publisher: _____
   i. **EPOCY** City: _____
   j. **EPOST** State: _____
   k. **EPOPG [If Book or Chapter]** Page Numbers: _____
   l. **EPODO** DOI or URL for epubs: _____

FOR ALL RESPONDENTS:

24. We would like to know how confident you are today that you can successfully perform the tasks listed below. Using a 0-10 scale, indicate your level between No Confidence (0) and Total Confidence (10) in your current abilities in these general areas of research and grant writing. Use NA when a task statement does not seem appropriate for your training.

	No Confidence										Total Confidence	
a. **ESETOP** Select a suitable topic area for study.	0	1	2	3	4	5	6	7	8	9	10	N/A
b. **ESEPRB** Refine a problem so that it can be investigated.	0	1	2	3	4	5	6	7	8	9	10	N/A
c. **ESELOG** Develop a logical rationale for a particular research idea.	0	1	2	3	4	5	6	7	8	9	10	N/A
d. **ESEWRT** Organize your proposed research ideas in writing.	0	1	2	3	4	5	6	7	8	9	10	N/A
e. **ESEART** Articulate a clear purpose for the research.	0	1	2	3	4	5	6	7	8	9	10	N/A
f. **ESEPLC** Place your study in the context of existing research and justify how it contributes to important questions in the area.	0	1	2	3	4	5	6	7	8	9	10	N/A
g. **ESETHY** Relate your specific questions of interest to underlying theory.	0	1	2	3	4	5	6	7	8	9	10	N/A
h. **ESEGRV** Convince grant reviewers your proposed study is worth funding.	0	1	2	3	4	5	6	7	8	9	10	N/A
i. **ESEHYP** Choose an appropriate research design that will answer a set of research questions and/or test a set of hypothesis.	0	1	2	3	4	5	6	7	8	9	10	N/A
j. **ESEDGN** State the purpose, strengths, and limitations of each study design.	0	1	2	3	4	5	6	7	8	9	10	N/A
k. **ESESMP** Determine the universe, population, and appropriate sample for a given study.	0	1	2	3	4	5	6	7	8	9	10	N/A
l. **ESENUM** Determine an adequate number of subjects for your research project.	0	1	2	3	4	5	6	7	8	9	10	N/A
m. **ESEMTH** Select methods of data collection appropriate	0	1	2	3	4	5	6	7	8	9	10	N/A

to the study population and variable(s) of interest.											
n. **ESEVAR** Determine how each variable will be measured.	0	1	2	3	4	5	6	7	8	9	10	N/A
o. **ESESTR** Design the best data analysis strategy for your study.	0	1	2	3	4	5	6	7	8	9	10	N/A
p. **ESEFSC** Identify appropriate funding sources (local, state, national) to support a study.	0	1	2	3	4	5	6	7	8	9	10	N/A
q. **ESEFAG** Speak with a person at the funding agency regarding your project or project ideas.	0	1	2	3	4	5	6	7	8	9	10	N/A
r. **ESEFRV** Describe a major funding agency's (e.g., NIH, foundation) proposal review and award process.	0	1	2	3	4	5	6	7	8	9	10	N/A
s. **ESEGAP** Write a competitive grant application.	0	1	2	3	4	5	6	7	8	9	10	N/A
t. **ESEWRF** Write-up research findings for publication in a peer-reviewed journal.	0	1	2	3	4	5	6	7	8	9	10	N/A
u. **ESESTA** Conduct the appropriate statistical analyses to answer your research questions.	0	1	2	3	4	5	6	7	8	9	10	N/A
v. **ESERPT** Summarize research findings in a traditional research report.	0	1	2	3	4	5	6	7	8	9	10	N/A
w. **ESEHRF** Summarize and highlight research findings for publication in a peer-reviewed journal.	0	1	2	3	4	5	6	7	8	9	10	N/A
x. **ESEKEY** Communicate key research findings to a wide audience of stakeholders.	0	1	2	3	4	5	6	7	8	9	10	N/A
y. **ESESUB** Submit paper and/or poster presentations to conferences related to your topic area.	0	1	2	3	4	5	6	7	8	9	10	N/A
z. **ESEPST** Present research findings at conferences related to your topic area.	0	1	2	3	4	5	6	7	8	9	10	N/A

[REMAINING ITEMS FOR FIRST-TIME SURVEY RESPONDERS]

25. **EACADRANK** What is your present academic rank?
      (1) Professor
      (2) Associate Professor
      (3) Assistant Professor
      (4) Lecturer
      (5) Instructor
      (6) Graduate Student/Teaching Assistant

26. **ETENURE** What is your tenure status at this institution?

      (1) Tenured
      (2) On tenure track,but not tenured
      (3) Not on tenure track, but institution has tenure system
      (4) Institution has no tenure system

27. **EPRINACT** What is your principal activity in your current position at this institution?
      (1) Administration
      (2) Teaching
      (3) Research
      (4) Services to clients and patients
      (5) Other

28. Personally, how important to you is:

	Very Essential	Important	Somewhat Important	Not Important
EIMPTRTS1 Research	4	3	2	1
EIMPTRTS2 Teaching	4	3	2	1
EIMPTRTS3 Service	4	3	2	1

29. During the past 3 years, have you:

	Yes	No
EACT10 Written research grants	1	2
Received funding for your work from: **EACT11** Foundations	1	2
EACT12 State or federal government	1	2
EACT13 Business or industry	1	2

30. **EUGEXP** How would you rate the overall experience of working with undergraduates on research projects?

      4   Excellent
      3   Good
      2   Fair
      1   Poor
      9   I have not worked with undergraduates on research projects

31. **EUGADVISE** How many undergraduates do you currently advise?

(0) 0
(1) 1
(2) 2
(3) 3
(4) 4
(5) 5
(6) 6
(7) 7
(8) 8
(9) 9
(10) 10
(11) 11-20
(12) 21-30
(13) 31-40
(14) 41-50
(15) 51-60
(16) 61-70
(17) 71-80
(18) 81-90
(19) 91-100
(20) 101 or more

32. During the past year, how often have you done each of the following with your undergraduate advisees?

	Frequently	Occasionally	Not at all
EADVACT01 Informed them of academic support options (e.g., study skills advising, financial aid advising, Writing Center, Disability Resource Center)	3	2	1
EADVACT02 Helped them to plan their course of study	3	2	1
EADVACT03 Discussed their academic performance	3	2	1
EADVACT04 Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)	3	2	1
EADVACT05 Discussed career and post-graduation goals	3	2	1

33. How many of the following have you published?

	None	1-2	3-4	5-10	11-20	21-50	51+
EPUBLISH01 Articles in academic or professional journals	1	2	3	4	5	6	7
EPUBLISH02 Chapter in edited volumes	1	2	3	4	5	6	7
EPUBLISH03 Books, manuals, or monographs	1	2	3	4	5	6	7
EPUBLISH04 Other (e.g., patents, computer software products	1	2	3	4	5	6	7

36. **ESALARY** Please select your base institutional salary.
    (1) Less than $10,000
    (2) $10,000-19,999
    (3) $20,000-29,999
    (4) $30,000-39,999
    (5) $40,000-49,999
    (6) $50,000-59,999
    (7) $60,000-69,999
    (8) $70,000-79,999
    (9) $80,000-89,999
    (10) $90,000-99,999
    (11) $100,000-124,999
    (12) $125,000-149,999
    (13) $150,000-199,999
    (14) $200,000-249,999
    (15) $250,000-499,999
    (16) $500,000 or higher

37. **ESALARYBASE** Your base institutional salary reported above is based on:
    (1) Less than 9 months
    (2) 9/10 months
    (3) 11/12 months

38. **EDEGEARN** Please indicate the highest degree you have earned:
    (1) Bachelor's (B.A., B.S., etc.)
    (2) Master's (M.A., M.S.)
    (3) Terminal Master's (M.F.A., M.B.A.)
    (4) J.D.
    (5) M.D., D.D.S., D.V.M., etc. (Medical)
    (6) Ph.D.
    (7) Professional Doctorate (Ed.D., Psy.D., etc.)
    (8) Other

39. Which categories describe you? *Select all boxes that apply. Note, you may report more than one group.*?

☐ **DWHITE** White – For example, German, Irish, English, Italian, Polish, French, etc.

☐ **DHISP** Hispanic, Latino/a, or Spanish Origin – For example, Mexican or Mexican American, Puerto Rican, Dominican, Salvadoran, Peruvian, Mestizo, Chicano, etc.

☐ **DBLACK** Black or African American – For example, Jamaican, Haitian, Nigerian, Ethiopian, Somali, Creole, Caribbean, etc.

☐ **DAMRIN** American Indian or Alaska Native – For example, Navajo Nation, Blackfeet Tribe, Mayan, Aztec, Quechua, Native Village of Barrow Inupiat Traditional Government, Nome Eskimo Community, etc.

☐ **DASNIN** Asian – For example, Chinese, Filipino, Asian Indian, Vietnamese, Korean, Japanese, etc.

☐ **DNHAWA** Native Hawaiian or Other Pacific Islander – For example, Native Hawaiian, Samoan, Guamanian or Chamorro, Tongan, Fijian, Marshallese, etc.

☐ **DMENA** Middle Eastern or North African – For example, Lebanese, Iranian, Egyptian, Syrian, Moroccan, Algerian, Armenian, etc.

☐ **DROTH** Some other race, ethnicity, or origin (Specify: **DROTX** _____)

40. **DGEND** What is your current gender identity?
☐ Man
☐ Woman
☐ Trans man
☐ Trans woman
☐ Gender queer/Gender non-conforming
☐ Different identity
☐ I choose not to answer

42. **EMARITAL** Are you currently:
 (1) Single
 (2) In a civil union
 (3) In a domestic partnership
 (4) Married
 (5) Unmarried, living with partner
 (6) Separated
 (7) Divorced
 (8) Widowed

43. How many children do you have in the following age ranges?	0	1	2	3	4+
ENCHILD01 Under 18 years old	0	1	2	3	4
ENCHILD02 18 years or older	0	1	2	3	4

1. During the 2016-17 academic year or the summer of 2017, have you taken advantage of any of the following professional development opportunities at this institution?

	Yes	No	Not Eligible	Not Available
EPOTCH Funded workshops focused on teaching				
EPOMTR Funded workshops focused on mentoring				
EPORES Funded workshops focused on conducting research				
EPOWNF Funded workshops focused on NIH funding				
EPOWOF Funded workshops focused on other funding				
EPOWCD Funded workshops on other career development topics (e.g., publishing, gaining tenure)				
EPOSAB Paid sabbatical leave				
EPOTFI Travel funds paid by the institution				
EPOTFG Travel funds paid by a grant (e.g. BUILD)				
EPOING Internal grants for research				
EPOTAL Training for administrative leadership				
EPODNC Incentives to develop new courses				
EPOINT Incentives to integrate new technology into your classroom				
EPOICC Incentives to integrate culturally competent practices into your classroom				

2. During the 2016-17 academic year or the summer of 2017, have you engaged in any of the following activities? (CHOOSE ALL THAT APPLY)

☐**EACEXS** Participated in the development of curriculum (enhancing an existing course or creating a new course)
☐**EACTNC** Taught a newly developed course
☐**EACPSU** Participated in the development of supplementary cultural curriculum for students or faculty (e.g. stereotype threat, cultural assets, cultural competency, etc.)
☐**EACTSU** Taught a newly developed supplemental cultural course for students or faculty

3. How confident are you that you can do the following:

	Not at all Confident	Slightly Confident	Somewhat Confident	Very Confident	Extremely Confident
a. **EGOAL** Setting learning goals	1	2	3	4	5
b. **EREAD** Selecting reading materials	1	2	3	4	5
c. **EDSGN** Designing assignments	1	2	3	4	5
d. **EPLAN** Planning class activities	1	2	3	4	5
e. **ESTRT** Using various teaching strategies	1	2	3	4	5
f. **EENG** Engaging students in learning	1	2	3	4	5
g. **EPOPP** Providing students opportunities to practice skills	1	2	3	4	5
h. **EPROM** Promoting student collaboration	1	2	3	4	5
i. **EASK** Encouraging students to ask questions	1	2	3	4	5
j. **EEXPR** Encouraging students to express ideas	1	2	3	4	5
k. **EMINR** Encouraging participation from women and minorities	1	2	3	4	5
l. **EKNOW** Accurately assessing students' knowledge	1	2	3	4	5
m. **EGRAD** Grading assignments using criteria	1	2	3	4	5
n. **ESUGG** Providing students constructive suggestions	1	2	3	4	5
o. **EFDBK** Providing students with prompt feedback	1	2	3	4	5
p. **ETHNK** Fostering students' independent thinking	1	2	3	4	5
q. **EWAY** Addressing sensitive issues in ways that help students to deal with them maturely	1	2	3	4	5
r. **ELRN** Fostering students' confidence in ability to learn	1	2	3	4	5
s. **EDISCP** Providing students an overview of discipline	1	2	3	4	5
t. **EPSSN** Demonstrating passion for teaching	1	2	3	4	5
u. **ESTAY** Staying current in subject knowledge	1	2	3	4	5
v. **EHELP** Helping students understand the relevance of learning	1	2	3	4	5
w. **EENRIC** Enriching teaching with research	1	2	3	4	5

10. Please rate how skilled you feel you are in each of the following mentoring areas:

	Not at all Skilled			Moderately Skilled			Extremely Skilled	
a. **ESLSTN** Active listening	1	2	3	4	5	6	7	N/A
b. **ESFDBK** Providing constructive feedback	1	2	3	4	5	6	7	N/A
c. **ESTRST** Establishing a relationship based on trust	1	2	3	4	5	6	7	N/A
d. **ESSTYL** Identifying and accommodating different communication styles	1	2	3	4	5	6	7	N/A
e. **ESIMPR** Employing strategies to improve communication with mentees	1	2	3	4	5	6	7	N/A
f. **ESOMTR** Coordinating effectively with your mentees' other mentor	1	2	3	4	5	6	7	N/A
g. **ESSEXP** Working with mentees to set clear expectations of the mentoring relationship	1	2	3	4	5	6	7	N/A
h. **ESAEXP** Aligning your expectations with your mentees'	1	2	3	4	5	6	7	N/A
i. **ESIEXP** Considering how personal and professional differences may impact expectations	1	2	3	4	5	6	7	N/A
j. **ESSGOA** Working with mentees to set research goals	1	2	3	4	5	6	7	N/A
k. **ESDGOA** Helping mentees to develop strategies to meet goals	1	2	3	4	5	6	7	N/A
l. **ESELVL** Accurately estimating your mentees' level of scientific knowledge	1	2	3	4	5	6	7	N/A
m. **ESEABI** Accurately estimating your mentees' ability to conduct research	1	2	3	4	5	6	7	N/A
n. **ESENHN** Employing strategies to enhance your mentees' knowledge and abilities	1	2	3	4	5	6	7	N/A
o. **ESMOTV** Motivating your mentees	1	2	3	4	5	6	7	N/A
p. **ESBULD** Building mentees' confidence	1	2	3	4	5	6	7	N/A
q. **ESSTMU** Stimulating your mentees' creativity	1	2	3	4	5	6	7	N/A
r. **ESACKN** Acknowledging your mentees' professional contributions	1	2	3	4	5	6	7	N/A

s. **ESINDP** Negotiating a path to professional independence with your mentees	1	2	3	4	5	6	7	N/A
t. **ESBIAS** Taking into account the biases and prejudices you bring to your mentor/mentee relationship	1	2	3	4	5	6	7	N/A
u. **ESDIFF** Working effectively with mentees whose personal background is different from your own (age, race, gender, class, region, culture, religion, family composition etc.)	1	2	3	4	5	6	7	N/A
v. **ESNTWK** Helping your mentees network effectively	1	2	3	4	5	6	7	N/A
w. **ESCGOA** Helping your mentees set career goals	1	2	3	4	5	6	7	N/A
x. **ESBLNC** Helping your mentees balance work with their personal life	1	2	3	4	5	6	7	N/A
y. **ESROLE** Understanding your impact as a role model	1	2	3	4	5	6	7	N/A
z. **ESRESC** Helping your mentees acquire resources (e.g. grants, etc.)	1	2	3	4	5	6	7	N/A

15. Please indicate your agreement with the following statements:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	NA
a. **ECRCRE** It is important to consider the mentee's and the mentor's race/ethnicity in mentoring relationships						
b. **ECRSIM** It is important to me to have others in my research work environment that have a similar racial/ethnic background to mine.						
c. **ECRASM** I am aware of the assumptions that I have about race/ethnicity						

16. Please indicate how frequently you do the following:

	Never	Rarely	Sometimes	Frequently	All of the Time	NA
a. **ECRRRE** I raised the topic of race/ethnicity in my research mentoring relationship when it was relevant.						
b. **ECRHOW** I asked my mentees how they were doing in general						

17. How confident are you in your ability to*:*

	Not at all Confident	2	3	4	Completely confident	NA
ECRCNF address the role of race and ethnicity in the mentoring relationship						

RECEIVING MENTORING

Now we would like to ask you about any mentoring that you receive. This first set of items asks about mentoring you may do from those who you are SENIOR to you.

16. **EMTECS** Do you have a faculty member or someone else who is more senior than you **who you currently consider a mentor**?
☐ No **(skip to question #23)**
☐ Yes

17. **EMTEN** How many different mentors do you regularly work with? __

18. Which of the following does your primary mentor help you with? (choose all that apply)
☐ **EMTERG** Research in general (e.g., general advice/supervision in a lab or on a project)
☐ **EMTERS** Specialized research issues (e.g., statistics or instrumentation, writing for publication)
☐ **EMTEGR** Research-related grant writing and funding
☐ **EMTEED** Educational choices and strategies (e.g., guidance in selecting coursework, other educational opportunities)
☐ **EMTECR** Career planning (e.g., giving advice, helping network, linking to opportunities)
☐ **EMTEEM** Personal support (e.g., listening to personal concerns, work-life balance)
☐ **EMTEHO** Other (specify): ____ **EMTEHX** _____

19. **EMTELK** How did you find this mentor?
☐ They sought you out
☐ You sought out your mentor independently
☐ They were assigned by your department or campus
☐ Through NRMN
☐ Matched / linked through some other formal program
☐ Other (specify): _____ **EMTECX** _____

20. Please tell us how frequently you communicate with your primary mentor with each of these approaches:

	Weekly or more often	Monthly	Every 2-3 months	A few times a year	Annually or less	Never
EMTECI In-person						
EMTECP Phone/ Skype						
EMTECE Email/ Text						
EMTECY Other						

21. **EMEQUA** How would you rate the overall quality of the mentoring you are receiving?

Very Low			Average			Very High
1	2	3	4	5	6	7

22. **EMEEXP** To what extent are your mentors meeting your expectations?

Not at all			Moderately			Completely
1	2	3	4	5	6	7

23. During the past year, have you engaged in any of the following activities? (Choose all that apply)

	Yes	No
a. **ETMRP** Participated in a <u>mentor</u> training program, as an attendee (preparation to mentor)		
b. **ETMEP** Participated in a <u>mentee</u> training program, as an attendee (preparation to be mentored)		
c. **ETMRD** Participated in the development of mentoring program curriculum for students or faculty		
d. **ETMRT** Led/Taught a <u>mentor</u> training program		
e. **ETMET** Led/Taught a <u>mentee</u> training program		
f. **ETAMN** Accessed the National Research Mentoring Network (NRMN)		

EAWARX If yes, please list any honors or awards you received during this time in recognition of your teaching, research, or other professional activity:

_____

    a. **EGRN [If NIH or Other Federal]** Full grant number if available

    _____

g. **EGRE** Your percent effort: ____% or **EGRM** ____ calendar months
    a. **EGRT** Project Title: _____

    b. **EGRC** Annual direct cost (average across all years) :
      ☐ Less than $50,000
      ☐ $50,000-$99,999
      ☐ $100,000-$249,999
      ☐ $250,000-$499,999

☐$500,000 or more

    c. **EGRSD** Start Date (e.g., 07/2015)

       ___ / ___

    d. **EGRED** End Date (e.g., 07/2016)

       ___ / ___

e.

41. Do you have any of the following disabilities or medical conditions?

	Yes	No
a. **EMLRN** Learning disability (dyslexia, etc.)		
b. **EMADHD** Attention deficit hyperactivity disorder (ADHD)		
c. **EMAUTI** Autism spectrum/Asperger's syndrome		
d. **EMPHY** Physical disability (speech, sight, mobility, hearing, etc.)		
e. **EMCHRN** Chronic illness (cancer, diabetes, autoimmune disorders, etc.)		
f. **EMPSY** Psychological disorder (depression, etc.)		

Other (please specify): **EMOTX**_____

42. Please indicate "Yes" or "No" for each of the following:

	Yes	No
a. **EMHEAR** Are you deaf or do you have serious difficulty hearing?		
b. **EMSEE** Are you blind or do you have serious difficulty seeing, even when wearing glasses?		
c. **EMREM** Because of a physical, mental, or emotional condition, do you have serious difficulty concentrating, remembering, or making decisions?		
d. **EMWALK** Do you have serious difficulty walking or climbing stairs?		
e. **EMBATH** Do you have difficulty dressing or bathing?		
f. **EMALON** Because of a physical, mental, or emotional condition, do you have difficulty doing errands alone such as visiting a doctor's office or shopping?		

45. **ESEX** Your sex:
- (1) Male
- (2) Female

34. Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following: (Mark <u>one</u> for each item)

	Strongly Agree	Somewhat Agree	Disagree Somewhat	Disagree Strongly
EINSTOPN01 This institution has effective hiring practices that increase faculty diversity	4	3	2	1
EINSTOPN02 Student Affairs staff have the support and respect of faculty	4	3	2	1
EINSTOPN03 There is a lot of campus racial conflict here	4	3	2	1
EINSTOPN04 My research is valued by faculty in my department	4	3	2	1
EINSTOPN05 My teaching is valued by faculty in my department				
EINSTOPN06 My service is valued by faculty in my department	4	3	2	1
EINSTOPN07 Faculty are sufficiently involved in campus decision making	4	3	2	1
EINSTOPN08 The faculty are typically at odds with campus administration	4	3	2	1
EINSTOPN09 Faculty here respect each other	4	3	2	1
EINSTOPN10 Administrators consider faculty concerns with making policy	4	3	2	1
EINSTOPN11 The institution takes responsibility for educating underprepared students	4	3	2	1
EINSTOPN12 The criteria for advancement and promotion decisions are clear	4	3	2	1
EINSTOPN13 Most of the students I teach lack the basic skills for college level work	4	3	2	1
EINSTOPN14 There is adequate support for faculty development	4	3	2	1
EINSTOPN15 Faculty are not prepared to deal with conflict over diversity issues in the classroom	4	3	2	1
EINSTOPN16 The institution takes mentoring into consideration in the promotion process	4	3	2	1
EINSTOPN17 Faculty of color are treated fairly here	4	3	2	1
EINSTOPN18 Women faculty are treated fairly here	4	3	2	1
EINSTOPN19 LGBTQ faculty are treated fairly here	4	3	2	1

35. Indicate how important you believe each priority listed below is at your college or university:

	Highest Priority	High Priority	Medium Priority	Low Priority
EINSTPRIORITY01 Increase or maintain institutional affordability	4	3	2	1
EINSTPRIORITY02 Develop a sense of community among students and faculty	4	3	2	1

EINSTPRIORITY03 Facilitate student involvement in community service	4	3	2	1
EINSTPRIORITY04 Help students learn how to bring about change in society	4	3	2	1
EINSTPRIORITY05 Increase or maintain institutional prestige	4	3	2	1
EINSTPRIORITY06 Hire faculty "stars"	4	3	2	1
EINSTPRIORITY07 Recruit more traditionally underrepresented students	4	3	2	1
EINSTPRIORITY08 Increase the selectivity of the student body through more competitive admissions criteria	4	3	2	1
EINSTPRIORITY09 Promote gender diversity in the faculty and administration	4	3	2	1
EINSTPRIORITY10 Promote racial and ethnic diversity in the faculty and administration	4	3	2	1
EINSTPRIORITY11 Provide resources for faculty to engage in community- based teaching or research	4	3	2	1
EINSTPRIORITY12 Create and sustain partnerships with surrounding communities	4	3	2	1
EINSTPRIORITY13 Pursue extramural funding	4	3	2	1
EINSTPRIORITY14 Strengthen links with the for-profit, corporate sector	4	3	2	1
EINSTPRIORITY15 Develop leadership ability among students	4	3	2	1
EINSTPRIORITY16 Develop an appreciation for multiculturalism.	4	3	2	1
EINSTPRIORITY17 Prepare students for the workplace	4	3	2	1