

iClicker survey

This survey was taken by a small group of (predominately) women at the 2009 annual networking dinner of SEEDS (Scientists and Engineers Expanding Diversity and Success), which should be considered a biased sample. It is not meant to be a generalizable portrayal of perceptions throughout the University. It was meant to gather the perceptions of a selected target audience, to help guide SEEDS efforts in program development.

Several survey results solidly indicate areas in which SEEDS can act.

First is a need for increased career mentoring, which SEEDS will work to facilitate throughout UM for all scientists and engineers, including hosting “Speed Mentoring” events, co-sponsoring mentoring interactions with outside speakers, and adding “How To” workshops for both mentors and mentees. Please contact SEEDS@Miami.edu with ideas or to request development of an event for your constituency.

Second is a perception is that faculty searches are not designed to promote diversity. Once the hiring freeze thaws, SEEDS will be assessing perceptions of faculty candidates during recruitment interviews and will mount activities to train search committees, including developing a new SEEDS Interactive Theatre skit.

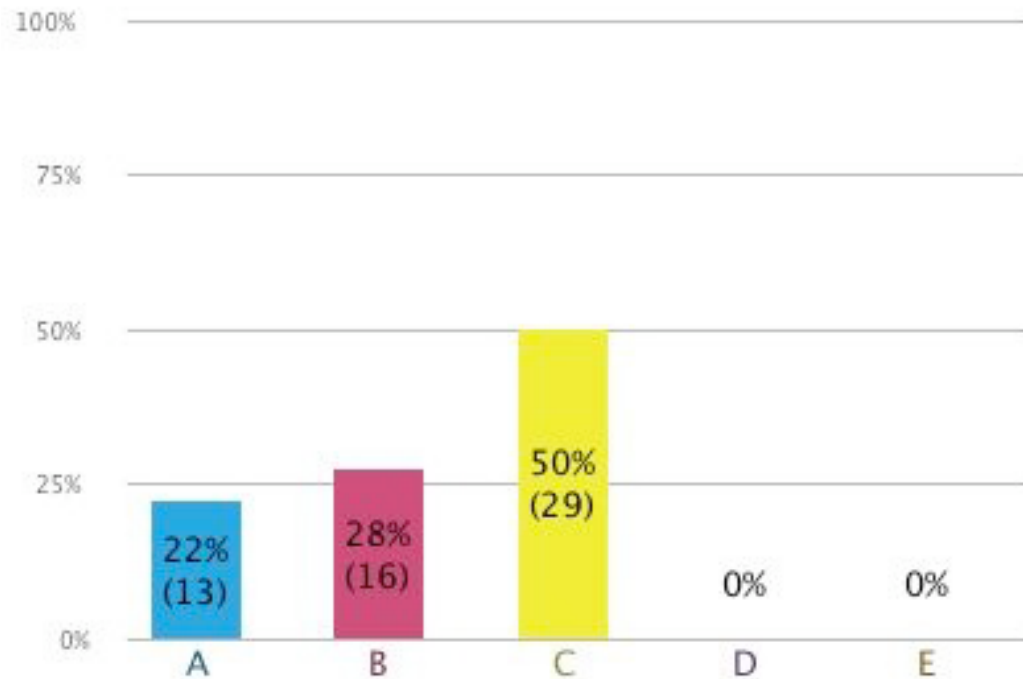
Third is a general perception that resources are distributed unequally. Future surveys will consider which resources are of issue, from space to equipment, travel funds, etc, to determine where corrections are most needed.

Fourth is the issue of child care, which was seen as impacting negatively on recruitment. SEEDS is working on an initiative to study the feasibility of adding a child care facility on Virginia Key, to serve RSMAS and allied units such as NOAA. If this topic interests you, please contact SEEDS@Miami.edu

Fifth was an enthusiasm for a variety of programs, but particularly for a program on leadership skills. To begin to fill this need, in Spring term SEEDS will schedule a workshop on the HERS leadership program, hosted by UM women graduates of the program. For information on HERS, see <http://www.hersnet.org/>

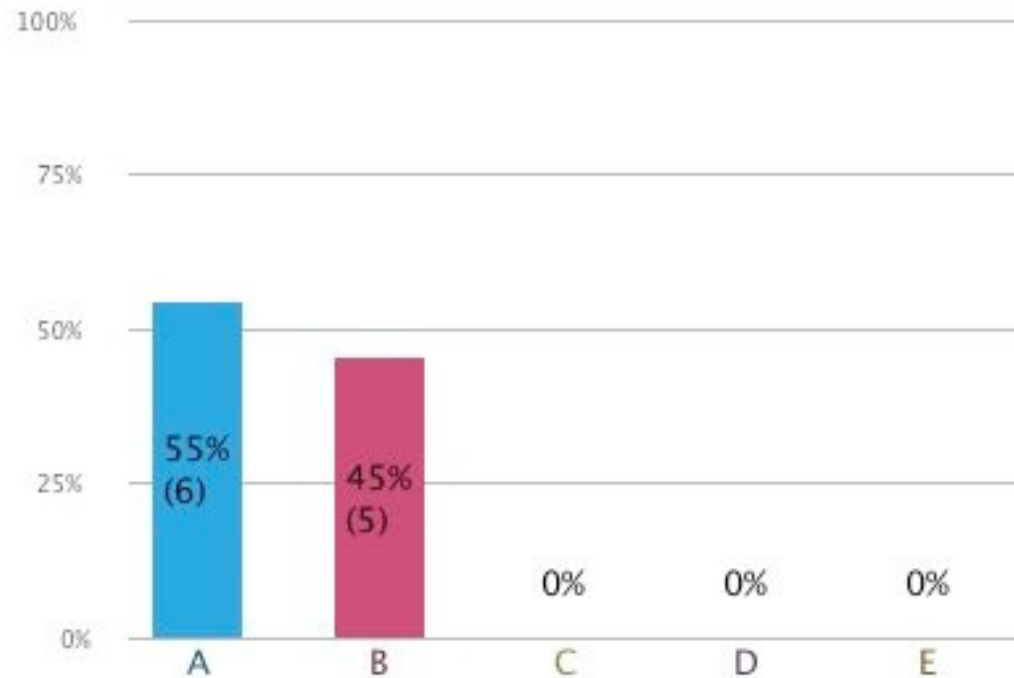
What campus are you from?

- A. Main campus
- B. Marine campus
- C. Medical campus
- D. Multiple campuses
- E. Not applicable or other



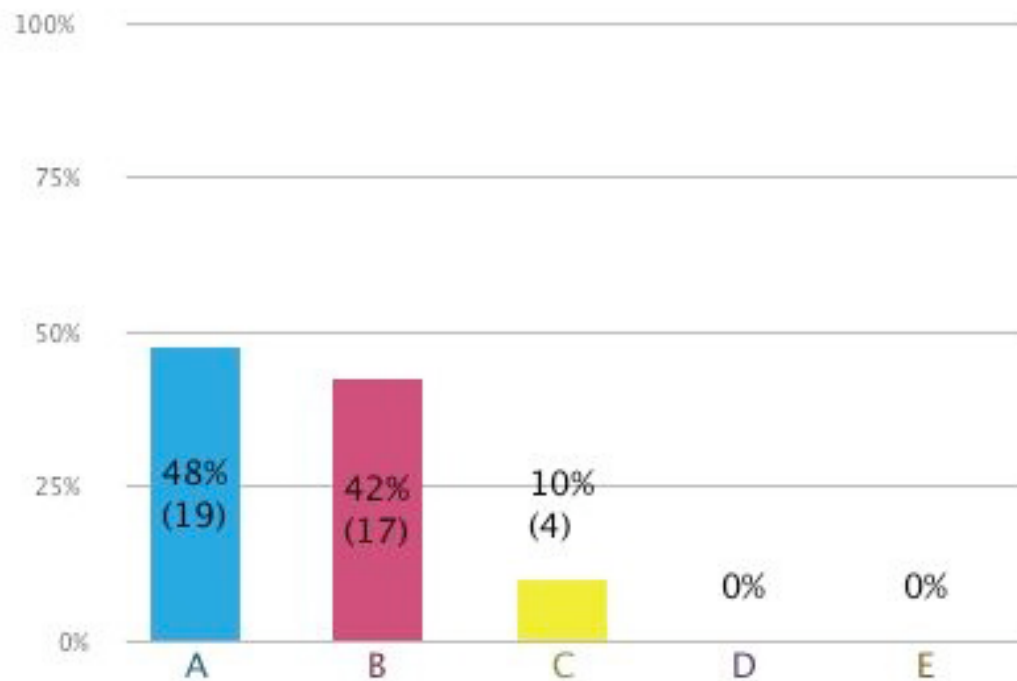
I am getting the career mentoring that I need to succeed
(answer regardless of your rank)

- A. Yes
- B. No
- C. Unsure



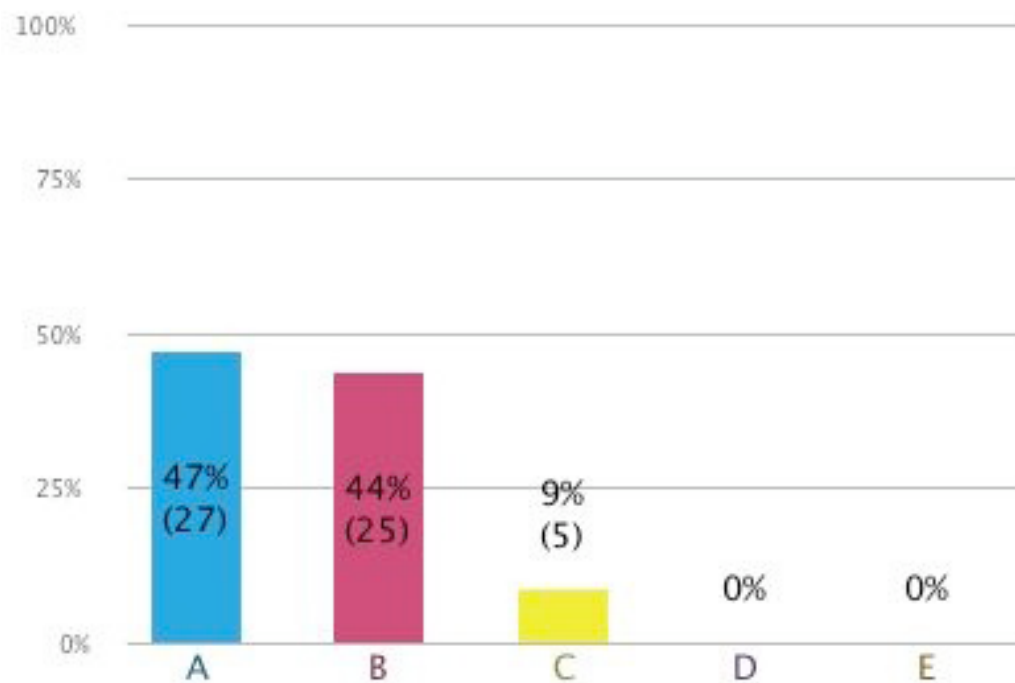
I have been selected for a leadership role or service on a committee that sets policy

- A. Yes
- B. No
- C. Not applicable



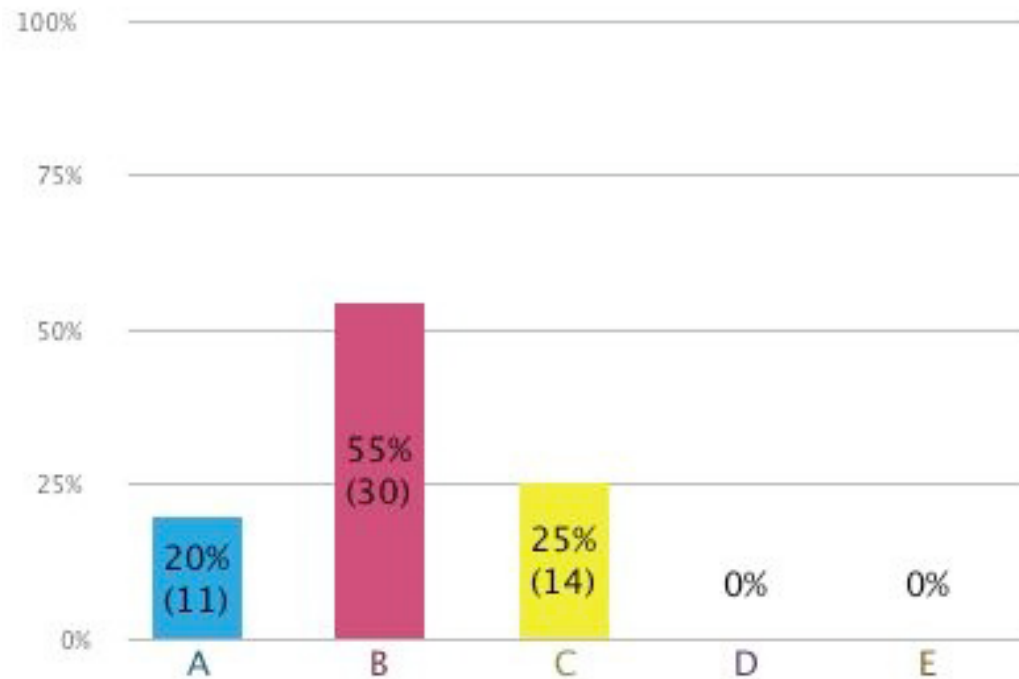
The environment for my career is supportive
in my department

- A. Yes
- B. No
- C. Unsure



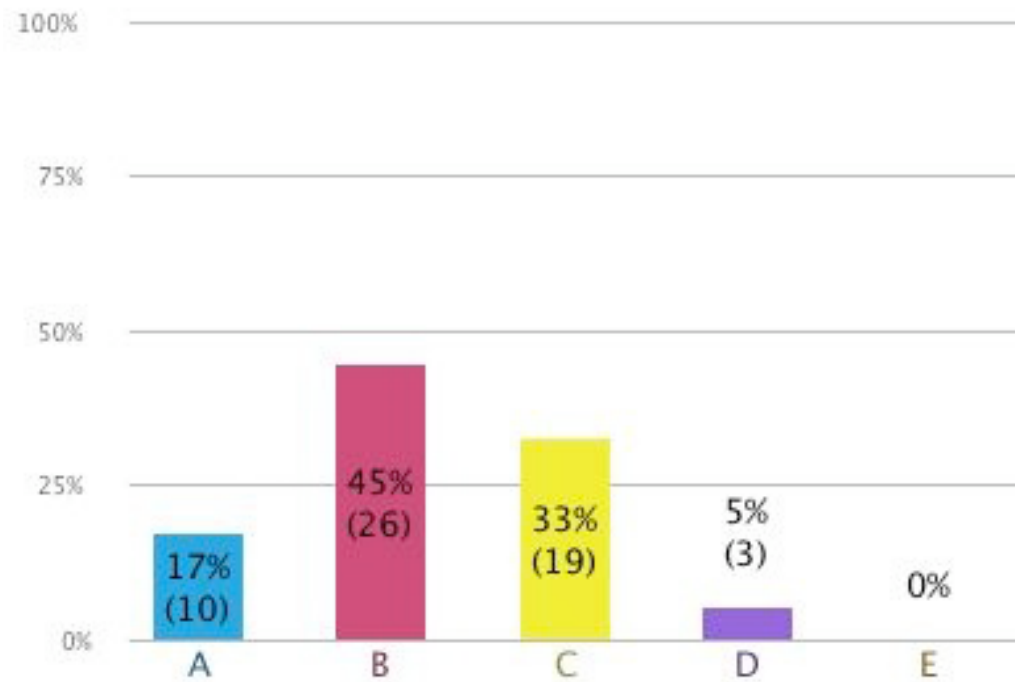
UM creates a positive environment for doing collaborative research

- A. Yes
- B. Somewhat
- C. No
- D. Unsure



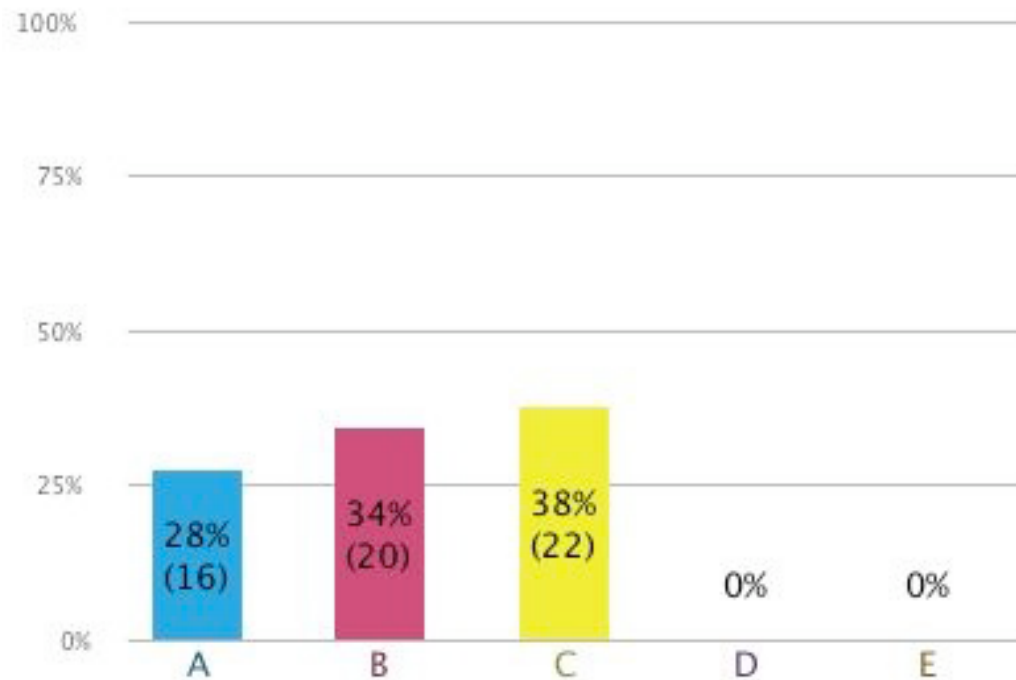
UM creates a positive environment for teaching

- A. Yes
- B. Somewhat
- C. No
- D. Unsure



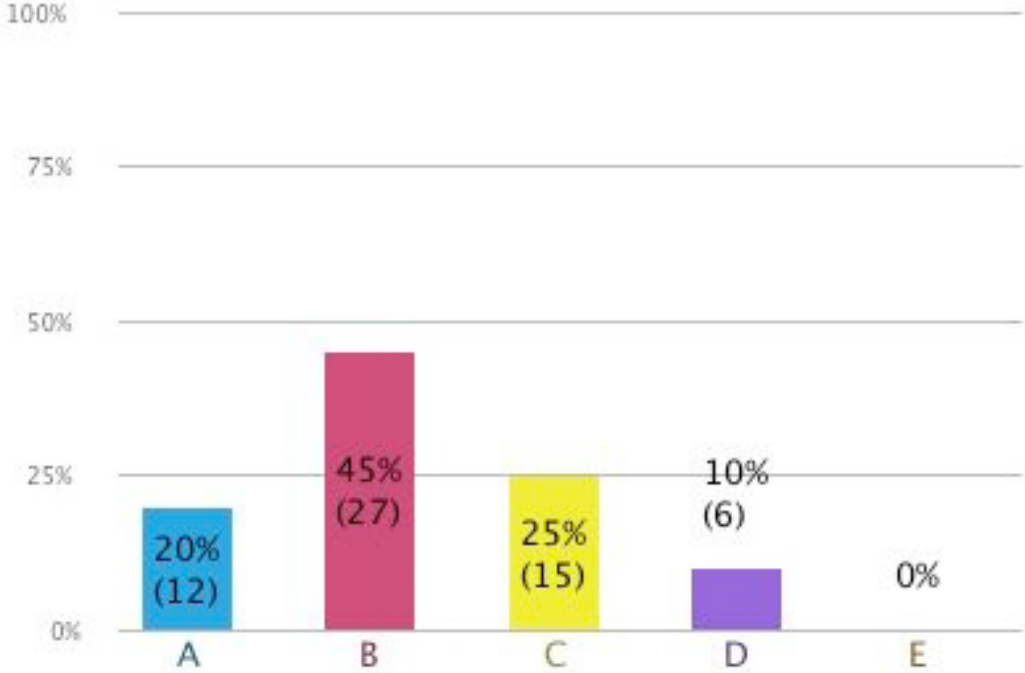
My department/division has female role models in positions of leadership

- A. One
- B. Several
- C. none



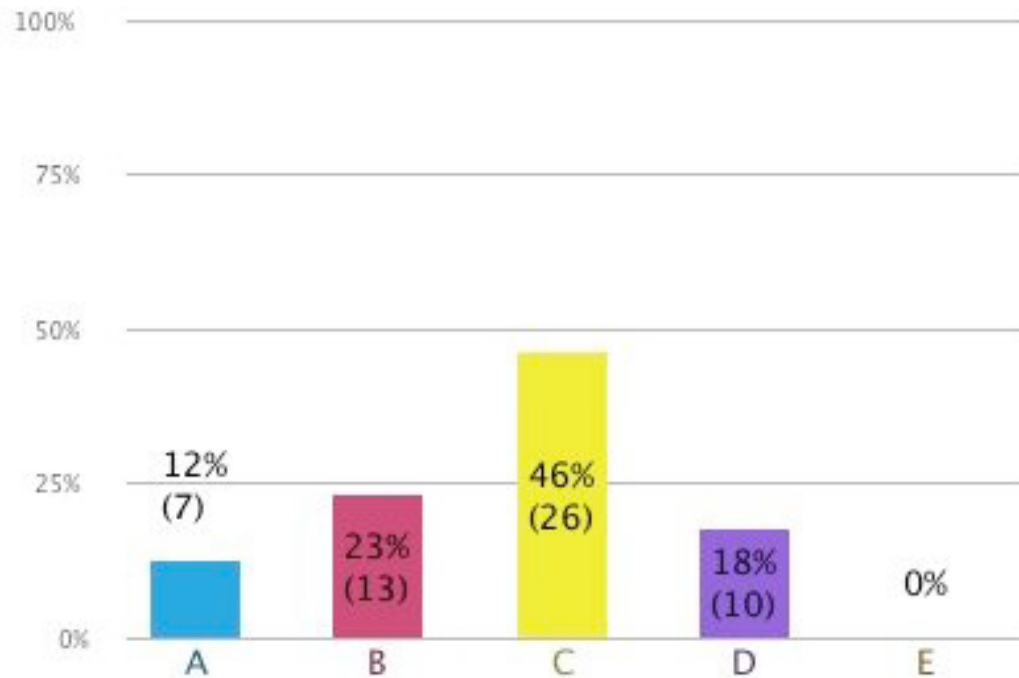
My department/division promotes diversity...

- A. Very well
- B. Somewhat
- C. Poorly
- D. unsure



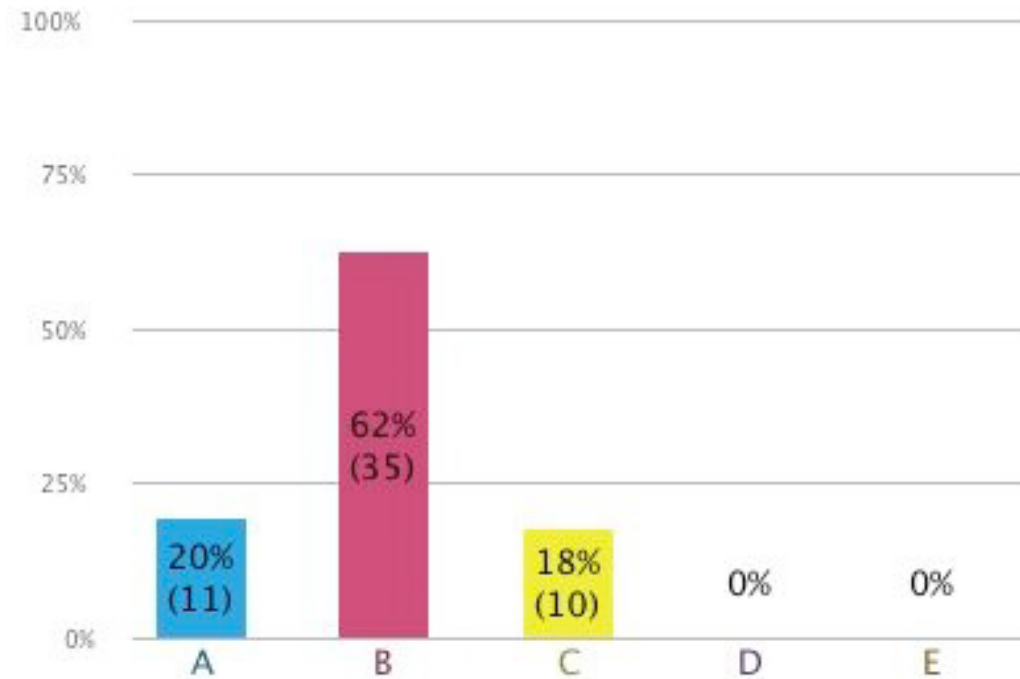
In my department, searches for faculty recruitment are _____ designed to promote diversity

- A. Very well
- B. Somewhat
- C. Poorly
- D. (unsure)



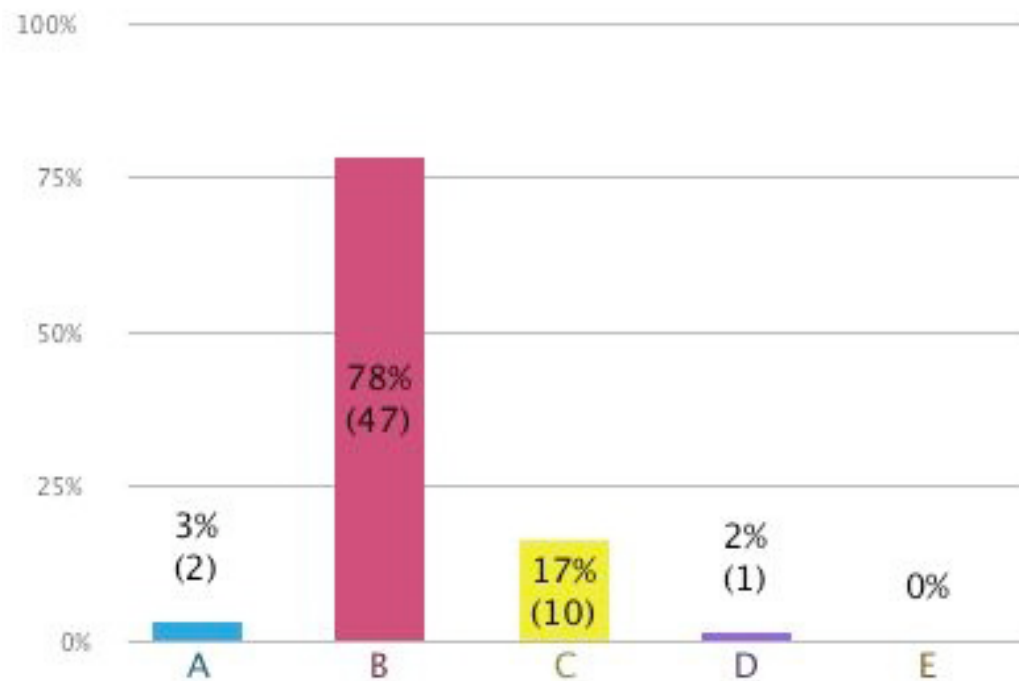
Resources are equitably distributed *in my department*

- A. Yes
- B. No
- C. Unsure



Resources are equitably distributed *in U Miami*

- A. Yes
- B. No
- C. Unsure



When I voice my opinions, I am heard...

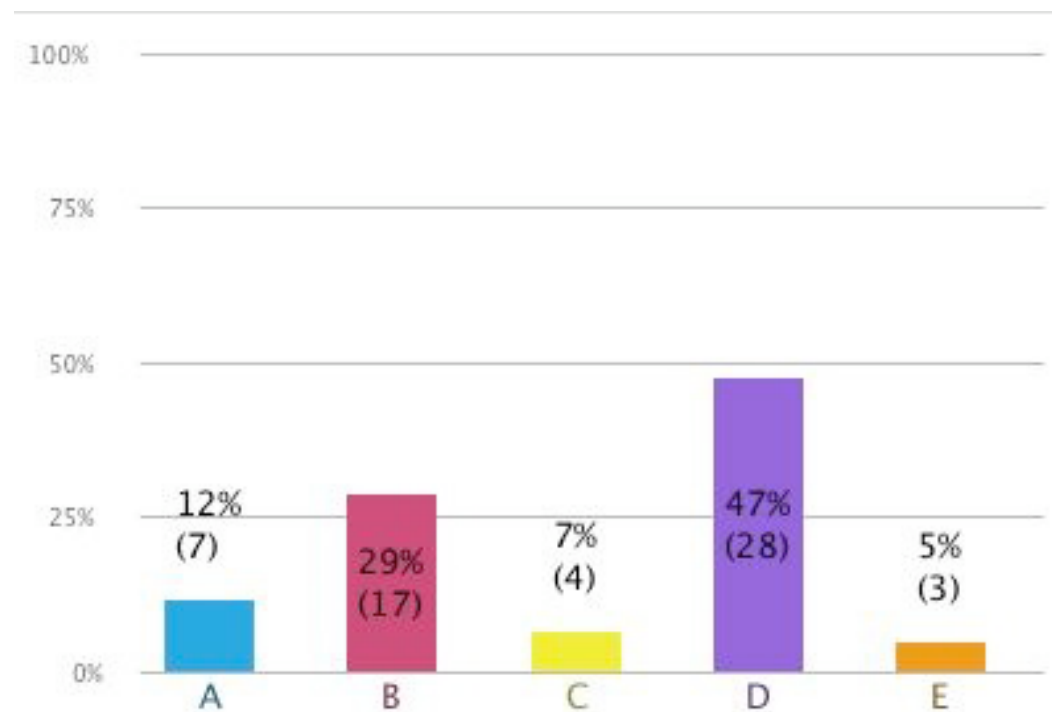
A. Almost always

B. Frequently

I didn't notice there was no C...

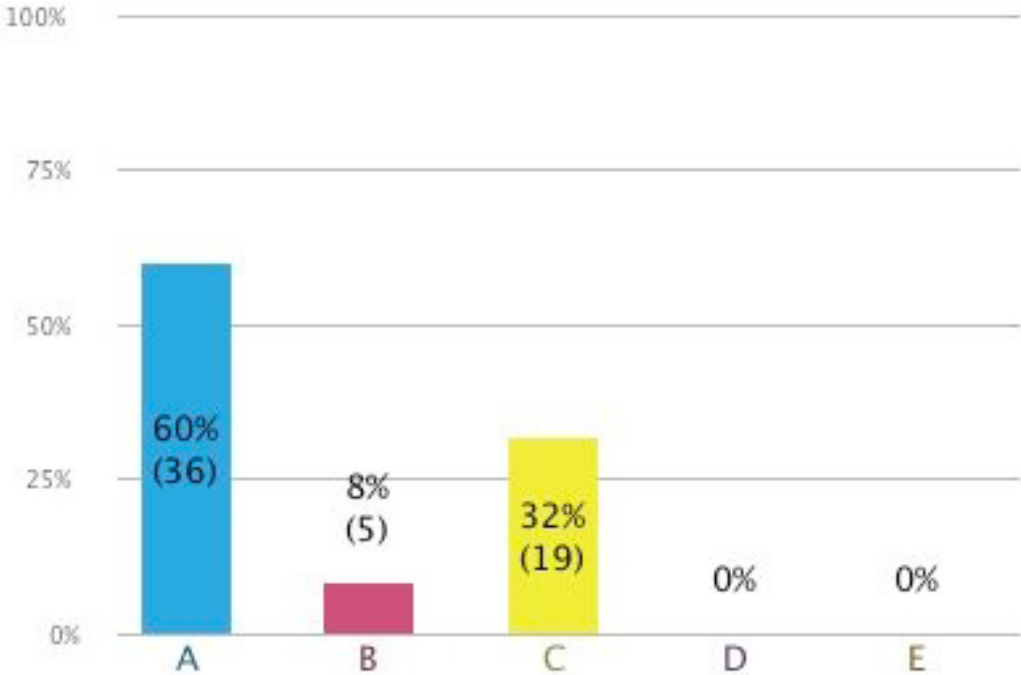
D. Rarely

E. Never



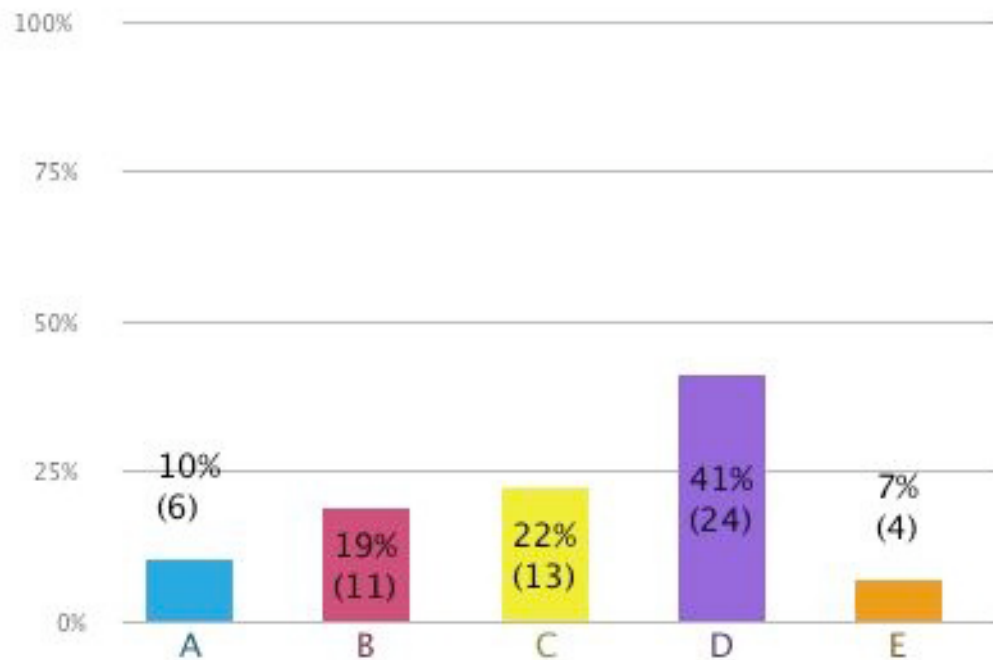
Availability of quality childcare is an issue in recruiting

- A. Yes
- B. No
- C. Unsure



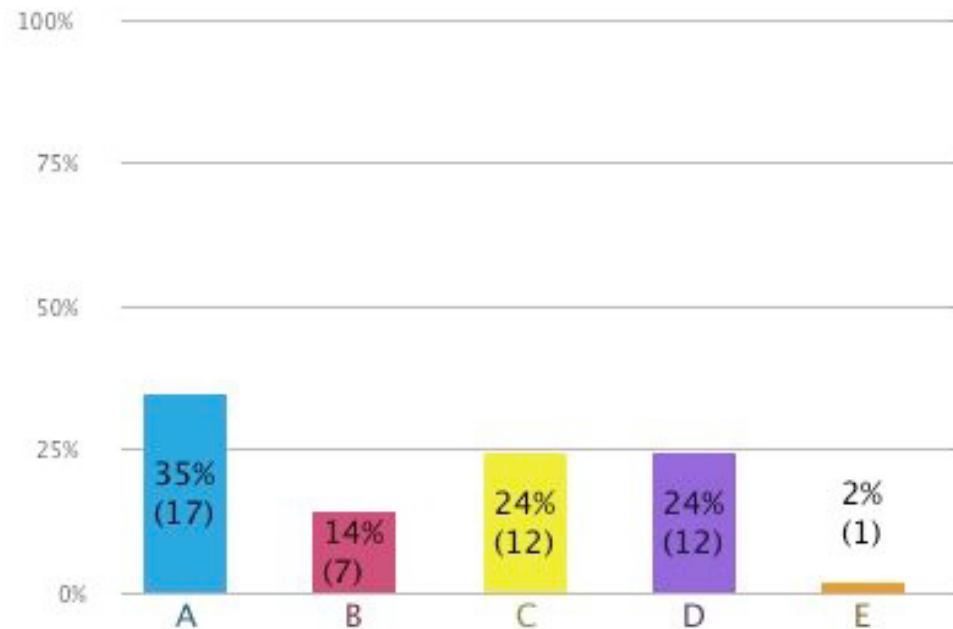
Finding quality childcare has been, is, or may become an issue for me at the...

- A. Main campus
- B. Marine campus
- C. Medical campus
- D. Is not an issue for me
- E. Unsure



For advancing your career,
what would be MOST helpful program
that could be done by UM?

- A. Supply pilot funds for research/teaching
- B. Reduce service load
- C. Reduce bureaucracy
- D. Increase support of postdoc/student recruitment
- E. Other



For advancing your career, which would be MOST helpful that could be done by SEEDS?

- A. Facilitate mentoring opportunities
- B. Host a workshop on negotiating
- C. Host a workshop on writing convincingly
- D. Host a workshop on leadership skills
- E. Other

