Department of Astrophysical Sciences

2023 Climate Survey Summary

Produced by Shawn Maxam for Astro Climate Committee
Diversity, Equity and Inclusion Values

As a community, we respect the dignity, individuality, and freedom of each member…We aim to foster a sense of shared experience and common purpose, along with a collective responsibility for each other's well-being and for the well-being of the University as a whole.

We seek to enable all members of this community to pursue their educational, scholarly, and career interests in an environment that recognizes both the distinctiveness of each person's experience and the common humanity that unites us all.

As members of the Princeton Astrophysical Sciences community, we will treat each other with respect, dignity, and professionalism, such that our work is productive.

We work to create an inclusive environment in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate, regardless of gender identity, sexuality, nationality, disability, or racial, socio-economic and religious background.

We commit to sustain an environment free of misconduct and harassment, enabling and supporting all community members to do their best work.
ASTRO Climate Survey– Spring 2023

• Astrophysical Sciences ran a department-wide (Peyton and Broadmead) online climate survey in Spring 2023
• The survey was run by the Office of the Provost, with resulting data and anonymized comments shared with department leadership.
• 95 out of 173 current and recent department members from all populations participated in the survey. ASTRO response rate: 55%
• Academic Climate Surveys conducted in FY22 had the following response rates:
  • Humanities: ~42%
  • Natural Sciences: ~38%
  • Social Sciences: ~43%
  • Engineering: ~42%
Academic Climate Survey Context

• At Princeton, climate survey templates are developed and adapted from institutional surveys run for all campus populations (undergrads, grads, faculty, postdocs and staff)

• Climate surveys are administered by the Office of the Provost (Office of Institutional Research and Office of Institutional Equity and Diversity) in partnership with academic departments, centers, programs and institutes

• Climate Committee will produce an official report for the department as in prior years, by Fall 2023
Academic Climate Surveys at Princeton: AY21 and AY22

- Eleven surveys completed for AY21
  - Astrophysics
  - Chemistry
  - Classics
  - East Asian Studies
  - Ecology and Evolutionary Biology
  - Geosciences
  - History
  - Lewis Center for the Arts
  - Physics
  - Psychology
  - Religion

- Eight surveys completed for AY22
  - Anthropology
  - Art and Archaeology
  - Chemical and Biological Engineering
  - Mechanical and Aerospace Engineering
  - Molecular Biology
  - Philosophy
  - Psychology
  - School of Public and International Affairs
Astrophysical Sciences Self-Reported Demographics Spring 2023

Primary Place of Work:
- Peyton Hall (72)
- Broadmead or Off-campus (19)
- Not disclosed (4)

Affiliation/Role with Astrophysical Sciences:
- Undergraduate Student (12)
- Graduate Student or Post-bacc (23)
- Postdoc Research Staff (22)
- Administrative Staff (9)
- Research Scholars and Faculty (29)
The Department cares about and is taking steps toward a positive climate.

88% of respondents “agree” or “strongly agree” ASTRO cares about and is taking steps toward a positive climate.
There is adequate discussion and dissemination of information on climate-related resources in ASTRO.

88% “agree” or “strongly agree” there is adequate discussion and dissemination of information on climate-related resources in the Department
People in the Department treat one another with respect and dignity, regardless of race/ethnicity.

85% of respondents “agree” or “strongly agree” that people in the Department treat one another with respect and dignity, regardless of race/ethnicity.
People in the Department treat one another with respect and dignity, regardless of gender identity

84% of respondents “agree” or “strongly agree” that people in the Department treat one another with respect and dignity, regardless of gender identity.
The Department is accommodating to those with children or other dependents (e.g., timing of events, parental leave, support for childcare).

51% of respondents “agree” or “strongly agree” that the Department is accommodating to those with children or other dependents.
I experience a level of work-induced stress that impacts my mental health.

42% of respondents “agree” or “strongly agree” that they experience a level of work-induced stress that impacts their mental health.
I experience a level of work-induced stress that makes me concerned about my own mental health.
Which, if any, of the following aspects of your work do you often find stressful? (Results appear as #s)

- Workload: 56
- Productivity: 55
- Job search/fears for the future: 45
- Working relationship(s) with supervisor(s): 21
- Working relationship with peers: 17
- Funding: 16
- Advising Responsibilities: 16
- Department Climate: 13
- Health Concerns: 13
- Teaching Responsibilities: 5

56 respondents reported that their workload in ASTRO is an aspect of their work that they find stressful. 55 said the same about their productivity at work.
2021 Survey

I experience a level of work-induced stress that makes me concerned about my own mental health.

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<th>Affiliation/role</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
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% of responses
Opportunities for Improvement

• 33/53 (62%) respondents identifying as men report they “feel comfortable asking scientific questions at Colloquium.”
• 8/21(38%) respondents identifying as women report feeling comfortable doing the same

• 28/53 (53%) respondents identifying as men report they “feel comfortable asking scientific questions at Tuesday (Bahcall) lunch.”
• 5/21 (24%) respondents identifying as women report feeling comfortable doing the same
2021 survey
Opportunities for Improvement

• 11/28 (39%) respondents identifying as women responded “yes” or “possibly” to the question “Have you witnessed any unwelcome or exclusionary behavior in your work environment?”
• 13/58 (22%) respondents identifying as men reported the same

• 9/17 (53%) of respondents identifying as Asexual, Bisexual, Gay, Lesbian, Pansexual, Queer, Another identity responded “yes” or “possibly” to the question “Have you witnessed any unwelcome or exclusionary behavior in your work environment?”
• 16/70 (23%) of respondents identifying as Heterosexual reported the same

• 5/8 (63%) of respondents identifying as Black, African American, African, Middle Eastern, North African, Native American, Indigenous, Pacific Islander responded “yes” or “possibly” to the question “Have you witnessed any unwelcome or exclusionary behavior in your work environment?”
• 17/61 (28%) of respondents identifying as White, Caucasian, European reported the same
Next Steps for ASTRO

1. Discuss within the Climate Committee and as a department how best to use our expectations for conduct, how do we socialize these and how to we make sure we are practicing them.

2. Bystander intervention workshop run by Shawn Maxam’s office (implemented this year in MolBio)

3. Focus group discussions run by Shawn Maxam’s office, to try and understand the nature of the exclusionary behavior.