

ENHANCE DIVERSITY STUDY  
Faculty Annual Follow-up Survey  
2019

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. 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. 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. During the past 12 months, have you **received** support from any grant funding or other financial support for your research?

- No  
 Yes

4. In the past 12 months, have you conducted research that is not covered by the grants listed above?

- No  
 Yes

5. 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. 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)

Undergraduate student(s)

Post-baccalaureate student(s)

Graduate student(s)

Post-doctoral scholar(s)

Faculty

7. 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

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

New patent issued

License completed

Drug, device, or diagnostic received regulatory approval

Result of basic research commercialized

Other (specify): \_\_\_\_\_

**IF RETURNING RESPONDENT, COMPLETE ITEMS 8-9**

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

8. 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)

In school (**skip to question #9a-d**)

Working (including internships and significant volunteer positions)  
(**skip to question #9e-g**)

Retired (**skip to question #10**)

Unemployed, looking for work (**skip to question #10**)

Otherwise not in labor force (**skip to question #10**)

Other (specify): \_\_\_\_\_

a. Expected completion date for degree program (year): \_\_\_\_\_

Expected degree: \_\_\_\_\_

b. Status:

Full Time

Part Time

c. Institution: \_\_\_\_\_

d. Major/Program: \_\_\_\_\_

**Go to question #10**

e. Paid Employment (check all that apply):

- Full Time
- Part Time
- Internship
- Seasonal (full-time or part-time)
- Volunteer, unpaid internship, or other unpaid position **(If this is only item checked, skip to question #9g)**

Briefly describe your paid position(s):

Position: \_\_\_\_\_

Institution or Company: \_\_\_\_\_

f. Is this paid position related to research?

- No
- Yes

g. 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. ORCID ID \_\_\_\_\_  
 I do not have one
- b. NIH eRA Commons ID \_\_\_\_\_  
 I do not have one
- c. LinkedIn ID \_\_\_\_\_  
 I do not have one
- d. My NCBI (PubMed or SciEnv) Publications list (URL):  
 I do not have or use
- e. Any other public listing with your updated publications  
Site name (e.g. ResearchGate, Academia.edu, etc.) \_\_\_\_\_  
ID \_\_\_\_\_  
 I do not have or use one

11. 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.)

- Teaching
- Research
- Other professional activity

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

- No (**skip to question #12**)
- Yes

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. 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

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. 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

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. Undergraduate Students: \_\_\_\_\_
- b. Post-baccalaureate Students: \_\_\_\_\_
- c. Graduate Students: \_\_\_\_\_
- d. Post-docs: \_\_\_\_\_
- e. Faculty: \_\_\_\_\_
- f. Others: \_\_\_\_\_

15. Which of the following do you help your mentees with? **(Choose all that apply)**

- Research in general (e.g., general advice/supervision in a lab or on a project)
- Specialized research issues (e.g., statistics or instrumentation, writing for a publication)
- Research-related grant writing and funding
- Educational choices and strategies (e.g., guidance in selecting coursework, other educational opportunities)
- Career planning (e.g., giving advice, helping network, linking to opportunities)
- Personal support (e.g., listening to personal concerns, work-life balance)
- Other (specify): \_\_\_\_\_

16. 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. Overall, how satisfied 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. 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. I created opportunities for my mentees to bring up issues of race/ethnicity as they arose.	1	2	3	4	5	9
b. I encouraged mentees to think about how the research relates to their own lived experience.	1	2	3	4	5	9
c. I was willing to discuss race and ethnicity with my mentees, even if it made me uncomfortable.	1	2	3	4	5	9
d. I reflected upon how the research experience might differ for mentees from different racial/ethnic groups.	1	2	3	4	5	9
e. I raised the topic of race/ethnicity in my research mentoring relationships when it was relevant.	1	2	3	4	5	9
f. I implemented specific strategies to address racial/ethnic diversity in my research mentoring relationships.	1	2	3	4	5	9
g. 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. Funding Agency Type:**

- NIH
- Other federal (e.g. NSF)
- Nonfederal governmental
- Nonprofit (e.g. foundations)
- For-profit
- Other (specify): \_\_\_\_\_

**b. [If Nonfederal, Nonprofit, For-Profit, Other]**

Agency/Foundation/Company Name: \_\_\_\_\_

**c. Role:**

- Principal Investigator
- Co-PI
- Investigator
- Other (specify): \_\_\_\_\_

**d. 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)**  
NIH Impact score **(if applicable):** \_\_\_\_\_
- Funded **(skip to f if not NIH)**  
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. [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): \_\_\_\_\_

**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)**

- Literature review, synthesis of existing knowledge, and/or conceptual
- Analysis of existing (secondary) data
- Analysis of data you collected (primary analysis)

b. What was your role? **(select all that apply)**

- PI /Co-PI or Project Lead
- Investigator
- Other (Specify): \_\_\_\_\_

**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. 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. PMID # if available: \_\_\_\_\_ (if provided, skip to question #24)
- a. List all Authors (Last FM, comma separated): \_\_\_\_\_, \_\_\_\_\_, \_\_\_\_\_, \_\_\_\_\_
- b. Title: \_\_\_\_\_
- c. Journal Name: \_\_\_\_\_
- d. Year Published (or indicate "in press" or "epub ahead"): \_\_\_\_\_
- e. Volume: \_\_\_\_\_
- f. Issue: \_\_\_\_\_
- g. Page Numbers: \_\_\_\_\_
- h. DOI or URL for epubs: \_\_\_\_\_

24. 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. Publication Type:
  - Chapter
  - Book
  - Other, specify: \_\_\_\_\_
- b. List all Authors (Last FM, comma separated): \_\_\_\_\_, \_\_\_\_\_, \_\_\_\_\_, \_\_\_\_\_

Complete the applicable information below depending on publication type:

- c. **[if Book or Chapter]** Book/Anthology Title: \_\_\_\_\_
- d. **[if Chapter]** Chapter Title : \_\_\_\_\_
- e. **[If Chapter]** Editors: \_\_\_\_\_
- f. Year Published: \_\_\_\_\_
- g. **[If Book or Chapter]** Edition: \_\_\_\_\_
- h. **[If Book or Chapter]** Publisher: \_\_\_\_\_
- i. City: \_\_\_\_\_
- j. State: \_\_\_\_\_
- k. **[If Book or Chapter]** Page Numbers: \_\_\_\_\_
- l. 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. Select a suitable topic area for study.	0	1	2	3	4	5	6	7	8	9	10	N/A
b. Refine a problem so that it can be investigated.	0	1	2	3	4	5	6	7	8	9	10	N/A
c. Develop a logical rationale for a particular research idea.	0	1	2	3	4	5	6	7	8	9	10	N/A
d. Organize your proposed research ideas in writing.	0	1	2	3	4	5	6	7	8	9	10	N/A
e. Articulate a clear purpose for the research.	0	1	2	3	4	5	6	7	8	9	10	N/A
f. 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. Relate your specific questions of interest to underlying theory.	0	1	2	3	4	5	6	7	8	9	10	N/A
h. Convince grant reviewers your proposed study is worth funding.	0	1	2	3	4	5	6	7	8	9	10	N/A
i. 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. State the purpose, strengths, and limitations of each study design.	0	1	2	3	4	5	6	7	8	9	10	N/A
k. 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. Determine an adequate number of subjects for your research project.	0	1	2	3	4	5	6	7	8	9	10	N/A
m. Select methods of data collection appropriate to the study population and variable(s) of interest.	0	1	2	3	4	5	6	7	8	9	10	N/A
n. Determine how each variable will be measured.	0	1	2	3	4	5	6	7	8	9	10	N/A

o. Design the best data analysis strategy for your study.	0	1	2	3	4	5	6	7	8	9	10	N/A
p. 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. 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. 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. Write a competitive grant application.	0	1	2	3	4	5	6	7	8	9	10	N/A
t. 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. Conduct the appropriate statistical analyses to answer your research questions.	0	1	2	3	4	5	6	7	8	9	10	N/A
v. Summarize research findings in a traditional research report.	0	1	2	3	4	5	6	7	8	9	10	N/A
w. 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. Communicate key research findings to a wide audience of stakeholders.	0	1	2	3	4	5	6	7	8	9	10	N/A
y. 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. 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. What is your present academic rank?

- (1) Professor
- (2) Associate Professor
- (3) Assistant Professor
- (4) Lecturer
- (5) Instructor

(6) Graduate Student/Teaching Assistant

26. 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. 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
Research	4	3	2	1
Teaching	4	3	2	1
Service	4	3	2	1

29. During the past 3 years, have you:

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

30. 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. 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
Informed them of academic support options (e.g., study skills advising, financial aid advising, Writing Center, Disability Resource Center)	3	2	1
Helped them to plan their course of study	3	2	1
Discussed their academic performance	3	2	1
Provided information on other academic opportunities (e.g., study abroad, internships, undergraduate research)	3	2	1
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+
Articles in academic or professional journals	1	2	3	4	5	6	7
Chapter in edited volumes	1	2	3	4	5	6	7
Books, manuals, or monographs	1	2	3	4	5	6	7
Other (e.g., patents, computer software products)	1	2	3	4	5	6	7

36. 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. Your base institutional salary reported above is based on:

- (1) Less than 9 months
- (2) 9/10 months
- (3) 11/12 months

38. 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.?

- White – For example, German, Irish, English, Italian, Polish, French, etc.
- Hispanic, Latino/a, or Spanish Origin – For example, Mexican or Mexican American, Puerto Rican, Dominican, Salvadoran, Peruvian, Mestizo, Chicano, etc.
- Black or African American – For example, Jamaican, Haitian, Nigerian, Ethiopian, Somali, Creole, Caribbean, etc.
- 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.
- Asian – For example, Chinese, Filipino, Asian Indian, Vietnamese, Korean, Japanese, etc.
- Native Hawaiian or Other Pacific Islander – For example, Native Hawaiian, Samoan, Guamanian or Chamorro, Tongan, Fijian, Marshallese, etc.
- Middle Eastern or North African – For example, Lebanese, Iranian, Egyptian, Syrian, Moroccan, Algerian, Armenian, etc.
- Some other race, ethnicity, or origin (Specify: \_\_\_\_\_)

40. 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. 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+
Under 18 years old	0	1	2	3	4
18 years or older	0	1	2	3	4