The Initial Phase of the Culture Study has provided some preliminary results to help the CWD prioritize topics for the Data Collection Phase. This report summarizes questions about the study and suggested topics for the study from staff, faculty, graduate students and undergraduate students in the College of the Environment.

The two questions asked in the Topics for the Culture Study Survey were:

1. What questions do you currently have about this culture study?
2. In the box below, please share your concerns, questions, and topics that should be included in the College of the Environment Culture Study data collection.

There were 219 responses to the Topics survey. All non-identifiable responses, grouped by theme. The last response compiled in this summary was 12/31/2015; the survey closed on 12/31/2015.

**QUESTIONS OR CONCERNS ABOUT THE STUDY**

The main themes in the responses to this question were:

- Why is the study being conducted? (43 people)
- Will the study result in actionable results? (37 people)
- How the study will be conducted (methodology)? (18 people)
- Will the study be conducted confidentially? (12 people)

**CONCERNS, QUESTIONS AND SUGGESTED TOPICS FOR THE STUDY**

**THEMES FROM STAFF (82 RESPONSES)**

- **Diversity and Equity (20 people):** “I would like to know about interest and willingness for different groups to engage in conversations and training around diversity and inclusion.” Concern: Lack of ethnic and racial diversity in hiring, training, and recruitment of staff, students and faculty. Also, ideological diversity, ableism, sexism, and division between types of staff (research or professional/administrative) and division between faculty and staff.

- **Transparency/Communication (20 people):** “Transparency from the Dean’s office: defined roles and expectations, varying strategies for giving and receiving feedback, and leadership for building an inclusive climate and community.” Concern: Lack of transparency
and open communication about many issues including hiring practices, the administrative functions at the college, funding allocations, and the Dean’s office.

- **Funding/Resources (15 people):** Concern: Lack of resources for training and staffing at various levels of the college, also an unequitable distribution of resources (funding for salaries and/or training) between research staff and administrative staff.

- **Morale (9 people):** Concern: Workplace bullying and lack of leadership in management personnel have caused low morale and a feeling of under-appreciation.

- **Working Across Units (9 people):** Suggestion: How to increase collaboration across different parts of the college. Some comments ask for better communication between departments and the Dean’s office, and also between nonacademic staff, academic staff, and faculty.

- **Professional Development/Training Needed (8 people):** Suggestion: In addition to diversity, trainings for professional staff career development. Some staff may require more training to be valuable to the college.

- **Departmental/Unit Autonomy (6 people):** Suggestion: Cross-unit collaboration could improve. Concern: Resources are not being equally dispersed through the college/there is a disconnect between individual departments and the priorities of the college.

- **College Priorities (6 people):** Concern: Unclear mission or vision for the College of the Environment, lack of clear priorities to unify units.

- **Climate Change (4 people):** Concern: Dissimilar viewpoints regarding climate change science are unwelcome.

- **Balance (3 people):** Concern: Unreasonable pace of work, work/life balance, employees not taking breaks/lunches.

- **Other (14 people):** Suggestion: More inclusivity of student-parents. Concern: Negative work environment at Friday Harbor Labs, inadequate preparation of students for workforce.

**THEMES FROM GRADUATE STUDENTS (54 RESPONSES)**

- **Diversity and Equitable Treatment (Racial/Ethnic, Gender, Disability) (19 people):** “Subconscious racism/sexism/homophobia experienced and education of these issues especially with regards to the Environmental community and workforce (which is largely male, straight, and white).” Suggestion: Diversity training for all members of the College of the Environment community. Concern: Microaggressions/Attitudes towards minority students, lack of diversity in the College.
• Community and Collaboration (13 people): “The distinctive lack of neutral "water-cooler" space in the School of Forestry has made it very hard for me to feel integrated into the community and reduces opportunity for spontaneous, trans-disciplinary collaboration.” Concern: Difficulty in building community across departments or across campus (such as with the Foster School).

• Curriculum and Pedagogy and Teaching (11 people): Concern: Diversity is not an element of the curriculum. Quality faculty members who retire are not always replaced. Cross-listing graduate courses with undergraduate courses is harmful to the graduate program.

• Professional Development and Career Training (6 people): Suggestion: Professional development opportunities for graduate students in the humanities and social sciences. Concern: Lack of formal mentorship program.

• Transparency (5 people): Concern: Lack of transparency in allocation of resources, department finances, and hiring and firing processes.

• Funding and Resources (4 people): Concern: Not enough funding available for masters and PhD students. Not enough resources available for funding research.

• Mental Health (1 person): Suggestion: More open discussions about mental health of students related to test anxiety and depression.

• Other (5 people): Suggestion: Keep survey results confidential. Concern: Formation of College of the Environment did not create new initiatives or meaningful job opportunities.

THEMES FROM FACULTY (51 RESPONSES)

• Transparency and Resources (27 people): “Lack of transparency in how college resources are acquired and spent/used.” Concern: Lack of transparency in Dean’s office, budgeting, and decision making. Limited resources for research funding or graduate student funding. Unclear faculty hiring priorities.

• Diversity and Equity (17 people): “A real commitment to diversity with the full understanding of the time and costs involved. Two parts of the diversity (a) more real engagement by folks in social sciences and humanities and (b) economic, ethnic and racial diversity.” Suggestion: Recruit and support a diverse set of faculty, staff and students. Provide increased training in cultural awareness. Concern: Workplace harassment, lack of diversity in the College, unequal salaries/raises between male and female faculty.

• Disconnects between Dean’s Office and Units and between Units on Campus (15 people): Suggestion: Support teaching and research collaborations among
departments/schools in College and across campus. Concern: Disconnect between the college and the units that form it, also faculty are disconnected by units.

- **College Staff Growth (7 people):** Concern: Hiring trends; more administrative staff versus faculty and support staff, particularly staffing in the Dean’s office.

- **Teaching Responsibilities (4 people):** Suggestion: Uniform teaching expectation among faculty and among units.

- **Students (4 people):** Suggestion: Make sure graduate students are aware of the resources available to them. Concern: Lack of funding and mentorship for graduate students. Graduate students need more support and career guidance.

- **Work/Family (3 people):** Suggestion: Improved work-life balance, paid leave availability.

- **WOT Faculty (2 people):** Concern: WOT Faculty are neglected by the administration.

- **Other (8 people):** Suggestion: More direct involvement from the Dean, unified vision from the Dean’s office. Concern: No unified culture across the college.

### THEMES FROM UNDERGRADUATE STUDENTS (32 RESPONSES)

- **Courses and Teaching (7 people):** “I would propose topics of technology/software skill preparation (GIS, for example), connecting students of different ethnic backgrounds, and striving to be paperless (all course materials online).” Suggestion: Interdisciplinary courses, skills trainings, openness to climate change beliefs.

- **Community and Collaboration (7 people):** “More integration and collaboration between departments within the College of the Environment. Increased networking opportunities within and between departments.” Suggestion: More connectedness between departments, more opportunities for students to join clubs or other social connectors.

- **Diversity and Equity (6 people):** Concern: Racial diversity in the college, LGBT issues and mental health issues. Suggestion: Targeted recruitment of diverse students.

- **Resources (3 people):** Suggestion: More attention to student backgrounds (sciences and math based versus more liberal arts). More career preparation.

- **Other (1 Person):** Increased training and/or oversight for graduate TAs.