

AAVMC-AVMA Diversity Matters Climate Survey

1. Veterinary Medical College Campus Climate Survey

Welcome to the AAVMC-AVMA Diversity Matters Climate Survey. In 2005 the Association of American Veterinary Medical Colleges (AAVMC) launched the Diversity Matters initiative which seeks to increase diversity in the US schools and colleges of veterinary medicine. One component of this initiative is to advance supportive academic environments which promote and support success and persistence among all students.

AAVMC has worked closely with the colleges of veterinary medicine in the Southeast region of the United States to develop a survey instrument designed to assess the campus culture within each veterinary school. AVMA has offered staff and leadership support in this effort. The University of Georgia, including specifically Dr. Paige Carmichael, Associate Dean for Academic Affairs, has played a critical role in the development and finalization of this survey.

INFORMATIONAL INFORMED CONSENT

This research survey is being conducted by Dr. Paige Carmichael at the University of Georgia and Ms. Lisa Greenhill at AAVMC with the purpose of assessing the current campus climate with respect to diversity at your school or college of veterinary medicine. The resulting findings will allow us to develop enhanced national programming and guidance on best practices for improving and maintaining successful, supportive academic climates within AAVMC member institutions. While there is not a direct, real time benefit to participating in this research survey, the benefit to you, as a student, is in contributing valuable information that informs the development of future programming that will benefit the environmental success of all students. Depending on your present class standing in your program, you may find that you are a direct beneficiary of such future programming prior to the completion of your studies at your individual institution.

The three schools or colleges of veterinary medicine with the highest response rates will receive a monetary award of \$500 to support the local SCAVMA chapter. While there is an institutional incentive to participate in this research survey, your participation is strictly voluntary. Your refusal to participate in this study will involve no penalty or loss of benefits to you or your institution. You may also begin the study and discontinue your participation at any time without penalty or loss of benefits to you or your institution.

Your individually-identifiable responses will be kept confidential. Please understand that the data generated from this study will be published but only summary information will be reported, meaning that the identities of all study participants will be kept confidential. Additionally, the leadership of each individual institution will receive a raw data file with responses specific to the institution. A preliminary analysis of each institutional data file will be completed on race, ethnicity and gender data points and potentially identifiable students in groups of less than 5 will be aggregated in an effort to add a level of identity protection for participating students.

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Please note that Internet communications are insecure and there is a limit to the confidentiality that can be guaranteed due to the technology itself. Each link sent to the research survey and the research survey itself is encrypted to protect participant confidentiality. Once the researcher receives the completed research surveys, standard confidentiality procedures will be followed. All data files will be pass code protected and all original files will be housed on the AAVMC servers. Only the researchers will have access to the master data file. Data files returned to the colleges will also be pass code protected and subject to standard confidentiality procedures at the local institution.

If you are not comfortable with the level of confidentiality provided by the Internet, please feel free to print out a copy of the research survey, fill it out by hand, and mail it to the researcher at the address given below, with no return address on the envelope. Please note that paper submissions will be manually added to the master data file and the paper copy destroyed. Paper submissions will not be included in institutional response rates.

AAVMC-AVMA DiVersity Matters Climate Survey
1101 Vermont Avenue, NW; Suite 301
Washington, DC 20005

All DVM students matriculating at AAVMC member institutions in the US are being asked to complete this research survey in its entirety. The AAVMC and AVMA sincerely request your "best effort" participation in this research survey because we truly believe that the information collected will best inform our future programming efforts to the benefit of participating institutions and their students. This research survey includes questions of a sensitive nature pertaining to various diversity attributes and issues. Should you find the questions difficult to answer, you may skip questions and/or exit the research survey at anytime and seek support or counseling through services provided at your college or university. Students may also contact Dr. Paige Carmichael at kpc@uga.edu or Ms. Lisa Greenhill at lgreenhill@aavmc.org or 202-371-9195 x147 with questions and concerns regarding the research survey.

Questions or concerns about your rights as a research participant should be directed to The Chairperson, University of Georgia Institutional Review Board, 629 Boyd GSRC, Athens, Georgia 30602-7411; telephone (706) 542-3199; email address irb@uga.edu.

You may save and/or print a PDF copy of this informed consent notice by pasting this url <http://www.aavmc.org/Diversity/AAVMC002DAVMA-DiVersity-Matters-Climate-Survey.aspx> into a new browser window.

This research survey will take approximately 20 minutes to complete.

By continuing with this research survey you are providing your consent to participate.

Thank you for your time and your participation.

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3. Veterinary Medical College Campus Climate Survey

For the purposes of questions on this page race is defined as an arbitrary classification based on any or a combination of various physical characteristics such as skin color, facial form, or eye shape.

Ethnicity may be defined as having racial, religious, linguistic, and certain other cultural traits in common. In the United States, Hispanics are considered an ethnicity regardless of racial phenotype.

1. Are you Hispanic/Latino/Latina?

Yes

No

2. What is your race? (check all that apply)

Black/African American

White

Asian

Native Hawaiian/Pacific Islander

American Indian/Alaska Native

Other (please specify)

3. How do you express your gender? Please select a descriptor from the list below that is most applicable to you.

Male

Female

Transgendered

Other

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4. Below is a list of terms that people often use to describe their sexuality or sexual orientation. Please select the one that you feel best describes you.

- Bisexual
- Gay
- Heterosexual
- Lesbian
- Queer
- Questioning

5. What is your age? (please enter a whole number)

6. Please indicate your parents'/guardians' highest education level.

	Did not complete high school.	Graduated from high school.	Attended a college or university but did not complete a degree.	Completed an associate degree.	Completed a baccalaureate degree.	Completed a graduate degree.
Mother	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Father	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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7. How would you categorize the place you spent the majority of your life (eg. the longest block of time)?

- Urban
- Suburban
- Rural

8. In what region do you currently hold legal residency?

- Northeast (PA, NY, NJ, CT, MA, RI, VT, NH, ME)
- South (DE, MD, DC, VA, WV, KY, TN, NC, SC, GA, FL, AL, MS, AR, LA, OK, TX)
- Midwest (OH, MI, IN, WI, IL, MN, IA, MO, ND, SD, NE, KS)
- West (MT, WY, CO, NM, AZ, UT, ID, NV, CA, OR, WA, AK, HI)
- US Territory
- I am a foreign national and my legal residence is outside of the US.

9. When is your expected graduation date?

- 2011
- 2012
- 2013
- 2014
- Other

10. Which of the following best describes your marital/partner status?

- Single (e.g. never married, widowed)
- Married
- Domestic partner
- Legally separated
- Divorced
- Other

11. Have you been medically diagnosed with any of the following disabilities?

Coordination impairment

Hearing impairment

Learning disability

Mobility impairment

Speech impairment

Visual impairment

None

5. Veterinary Medical College Campus Climate Survey

12. Do you look forward to going to class?

Yes, almost always.

Yes, most days.

Only occasionally.

No, very rarely.

13. To what extent do students at your college treat one another with respect?

Always

Almost always

Sometimes

Almost Never

Never

14. Do you feel that you have a supportive group of friends and/or acquaintances at the college?

Yes

Sometimes

No

15. Overall, do you believe that there is adequate gender representation on the faculty in your CVM?

Yes

No

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6. Veterinary Medical College Campus Climate Survey

For the purposes of questions on this page race is defined as an arbitrary classification based on any or a combination of various physical characteristics such as skin color, facial form, or eye shape.

Ethnicity may be defined as having racial, religious, linguistic, and certain other cultural traits in common. In the United States, Hispanics are considered an ethnicity regardless of racial phenotype.

16. How comfortable do you feel with students/faculty/staff whose race is different from your own in the CVM/SVM environment?

- Very comfortable
- Comfortable
- Both comfortable and uncomfortable
- Neither comfortable or uncomfortable
- Uncomfortable
- Very Uncomfortable

17. How comfortable do you feel with students/faculty/staff whose ethnicity is different from your own in the CVM/SVM environment?

- Very comfortable
- Comfortable
- Both comfortable and uncomfortable
- Neither comfortable or uncomfortable
- Uncomfortable
- Very Uncomfortable

18. How comfortable do you feel with students/faculty/staff whose sexual orientation is different from your own in the CVM/SVM environment?

- Very comfortable
- Comfortable
- Both comfortable and uncomfortable
- Neither comfortable or uncomfortable
- Uncomfortable
- Very Uncomfortable

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19. How comfortable do you feel with students/faculty/staff whose religion is different from your own in the CVM/SVM environment?

Very comfortable

Comfortable

Both comfortable and uncomfortable

Neither comfortable or uncomfortable

Uncomfortable

Very Uncomfortable

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7. Veterinary Medical College Campus Climate Survey

20. How often do you hear racist remarks used in school?

	Very Frequently	Frequently	Occasionally	Rarely	Very Rarely	Never
From students	jn	jn	jn	jn	jn	jn
From professors/teaching staff	jn	jn	jn	jn	jn	jn
From other college/university staff	jn	jn	jn	jn	jn	jn
From community members at college/university functions	jn	jn	jn	jn	jn	jn

21. How often do you hear sexist remarks used in school?

	Very Frequently	Frequently	Occasionally	Rarely	Very Rarely	Never
From students	jn	jn	jn	jn	jn	jn
From professors/teaching staff	jn	jn	jn	jn	jn	jn
From other college/university staff	jn	jn	jn	jn	jn	jn
From community members at college/university functions	jn	jn	jn	jn	jn	jn

22. How often do you hear homophobic remarks used in school?

	Very Frequently	Frequently	Occasionally	Rarely	Very Rarely	Never
From community members at college/university functions	jn	jn	jn	jn	jn	jn
From other college/university staff	jn	jn	jn	jn	jn	jn
From professors/teaching staff	jn	jn	jn	jn	jn	jn
From students	jn	jn	jn	jn	jn	jn

23. How often do you hear negative remarks about gender expression in school?

(e.g., someone not being "masculine enough" or "feminine enough")?

	Very Frequently	Frequently	Occasionally	Rarely	Very Rarely	Never
From students	jn	jn	jn	jn	jn	jn
From professors/teaching staff	jn	jn	jn	jn	jn	jn
From other college/university staff	jn	jn	jn	jn	jn	jn
From community members at college/university functions	jn	jn	jn	jn	jn	jn

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24. How often do you feel that you are verbally harassed at school (called names, threatened, etc.) because of:

	Very Frequently	Frequently	Occasionally	Rarely	Very Rarely	Never
Your race or ethnicity?	jn	jn	jn	jn	jn	jn
Your sexual orientation?	jn	jn	jn	jn	jn	jn
Your expressed gender?	jn	jn	jn	jn	jn	jn
Your disability or perceived disability?	jn	jn	jn	jn	jn	jn
Your religion or perceived religion?	jn	jn	jn	jn	jn	jn

25. How often do you feel that you are harassed and/or threatened by emails, text messages and/or social media from CVM faculty, staff, or students because of:

	Very Frequently	Frequently	Occasionally	Rarely	Very Rarely	Never
Your race or ethnicity?	jn	jn	jn	jn	jn	jn
Your sexual orientation?	jn	jn	jn	jn	jn	jn
Your expressed gender?	jn	jn	jn	jn	jn	jn
Your disability or perceived disability?	jn	jn	jn	jn	jn	jn
Your religion or perceived religion?	jn	jn	jn	jn	jn	jn

26. How often do you feel that you are physically harassed at the veterinary school (pushed or shoved) because of:

	Very Frequently	Frequently	Occasionally	Rarely	Very Rarely	Never
Your race or ethnicity?	jn	jn	jn	jn	jn	jn
Your sexual orientation?	jn	jn	jn	jn	jn	jn
Your expressed gender?	jn	jn	jn	jn	jn	jn
Your disability or perceived disability?	jn	jn	jn	jn	jn	jn
Your religion or because people think you are of a certain religion?	jn	jn	jn	jn	jn	jn

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27. If you answered something other than "Never" to any of the previous three questions, where did the bullying or harassment (verbal, electronic and/or physical) occur? Check all that apply.

- I was not bullied or harassed.
- In a class.
- At my residence or someone else's residence.
- In a common area.
- At college/university event (e.g. sporting event).
- Via emails, text messages and/or social media

28. How often have you witnessed verbal, physical or electronic harassment at school (name calling, threat making, etc.) because of:

	Very Frequently	Frequently	Occasionally	Rarely	Very Rarely	Never
Race or ethnicity?	<input type="checkbox"/>					
Sexual orientation?	<input type="checkbox"/>					
Gender expression?	<input type="checkbox"/>					
Disability or perceived disability?	<input type="checkbox"/>					
Religion or perceived religion?	<input type="checkbox"/>					

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29. In the past year, how often have you felt that:

	Very Frequently	Frequently	Occasionally	Rarely	Very Rarely	Never
You been sexually harassed (sexual remarks, inappropriate touching, etc.)?	<input type="radio"/>					
Others told lies about you, spread rumors about you, or tried to make others dislike you?	<input type="radio"/>					
Other students left you out of things on purpose?	<input type="radio"/>					

30. How often have you reported when you were bullied, harassed, or assaulted to CVM officials (professors, academic affairs staff, others)?

- Very Frequently
- Frequently
- Occasionally
- Rarely
- Very Rarely
- Never
- Not Applicable

31. How often do you believe that you hear comments from other races about stereotypes of your race?

	Very Frequently	Frequently	Occasionally	Rarely	Very Rarely	Never
From students	<input type="radio"/>					
From professors/teaching staff	<input type="radio"/>					
From other college/university staff	<input type="radio"/>					
From community members at college/university functions	<input type="radio"/>					

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32. How often are you in a situation where you are expected to explain why you do something because of your race, ethnicity, religious beliefs or sexual orientation? ("Why do you wear your hair that way?" "Why do you eat that?" etc.)

	Very Frequently	Frequently	Occasionally	Rarely	Very Rarely	Never
From students	jñ	jñ	jñ	jñ	jñ	jñ
From professors/teaching staff	jñ	jñ	jñ	jñ	jñ	jñ
From other college/university staff	jñ	jñ	jñ	jñ	jñ	jñ
From community members at college/university functions	jñ	jñ	jñ	jñ	jñ	jñ

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9. Veterinary Medical College Campus Climate Survey

33. During the 2010-2011 academic year, how many hours per week did you spend participating in extra curricular activities?

	0	1-2	3-5	6-10	11+
College/university related activities	jn	jn	jn	jn	jn
Activities not related to your college/university	jn	jn	jn	jn	jn

34. In the past year, were any events related to race or ethnic culture and/or history hosted by the SVM/CVM or a campus based organization?

Yes

No

I do not know.

35. In the past year, were any events related to lesbian, gay, bi-sexual, transgender (LGBT) culture and/or history hosted by the SVM/CVM or a campus based organization?

Yes

No

I do not know.

36. In the past year, were any events related to religious diversity hosted by the SVM/CVM or a campus based organization?

Yes

No

I do not know.

37. If you answered yes to any of the questions on this page, please describe any of the events you may have attended.

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38. How often have you heard controversial and/or offensive guest speakers at an event hosted by the SVM/CVM or campus based organization?

Very Frequently

Frequently

Occasionally

Rarely

Very Rarely

Never

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39. Does your CVM provide equal access for students with physical disabilities?

Yes

No

I do not know

40. How supportive and understanding do you feel the CVM is of students with limited abilities or disabilities?

	Very Supportive	Supportive	Both Supportive and Unsupportive	Neither Supportive or Unsupportive	Unsupportive	Very Unsupportive
CVM Faculty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
CVM Staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
CVM Students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

41. How supportive and understanding do you feel the CVM is of under-represented racial/ethnic minorities?

	Very Supportive	Supportive	Both Supportive and Unsupportive	Neither Supportive or Unsupportive	Unsupportive	Very Unsupportive
CVM Faculty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
CVM Staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
CVM Students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

42. How supportive and understanding do you feel the CVM is of different religious backgrounds?

	Very Supportive	Supportive	Both Supportive and Unsupportive	Neither Supportive or Unsupportive	Unsupportive	Very Unsupportive
CVM Faculty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
CVM Staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
CVM Students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

43. How supportive and understanding do you feel the CVM is of lesbian, gay, bisexual, transgendered (LGBT) students?

	Very Supportive	Supportive	Both Supportive and Unsupportive	Neither Supportive or Unsupportive	Unsupportive	Very Unsupportive
CVM Faculty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
CVM Staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
CVM Students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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44. Do you know of any faculty, staff, or students at the college who are open about being lesbian, gay, bisexual, or transgendered?

Yes

No

I do not know

45. Have you ever felt that the CVM has been overly sensitive and/or accommodating for underrepresented groups (racial, ethnic, sexual orientation, religious, etc)?

Yes

No

I do not know

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46. Do you have a faculty/staff member within the CVM in whom you can confide?

Yes

No

47. How has this faculty/staff member had a positive impact on your intellectual and/or personal development? (select all that apply)

- Mentored me beyond the classroom experience.
- Helped enhance my community/involvement/relationships.
- Took a special interest in me and encouraged my academic development.
- This question does not apply to me.
- Other.

48. Is this faculty/staff member Hispanic/Latino/Latina?

Yes

No

I do not know

49. What was the race of this faculty/staff member? (check all that apply)

Black/African American

White

Asian

Native Hawaiian/Pacific Islander

American Indian/Alaska Native

Other (please specify)

50. Please classify your program of study.

- DVM only
- DVM/MBA
- DVM/MS
- DVM/PhD
- Other dual degree

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Again, thank you for your participation in this important survey. We hope to have a preliminary report on our national findings by Fall 2011.