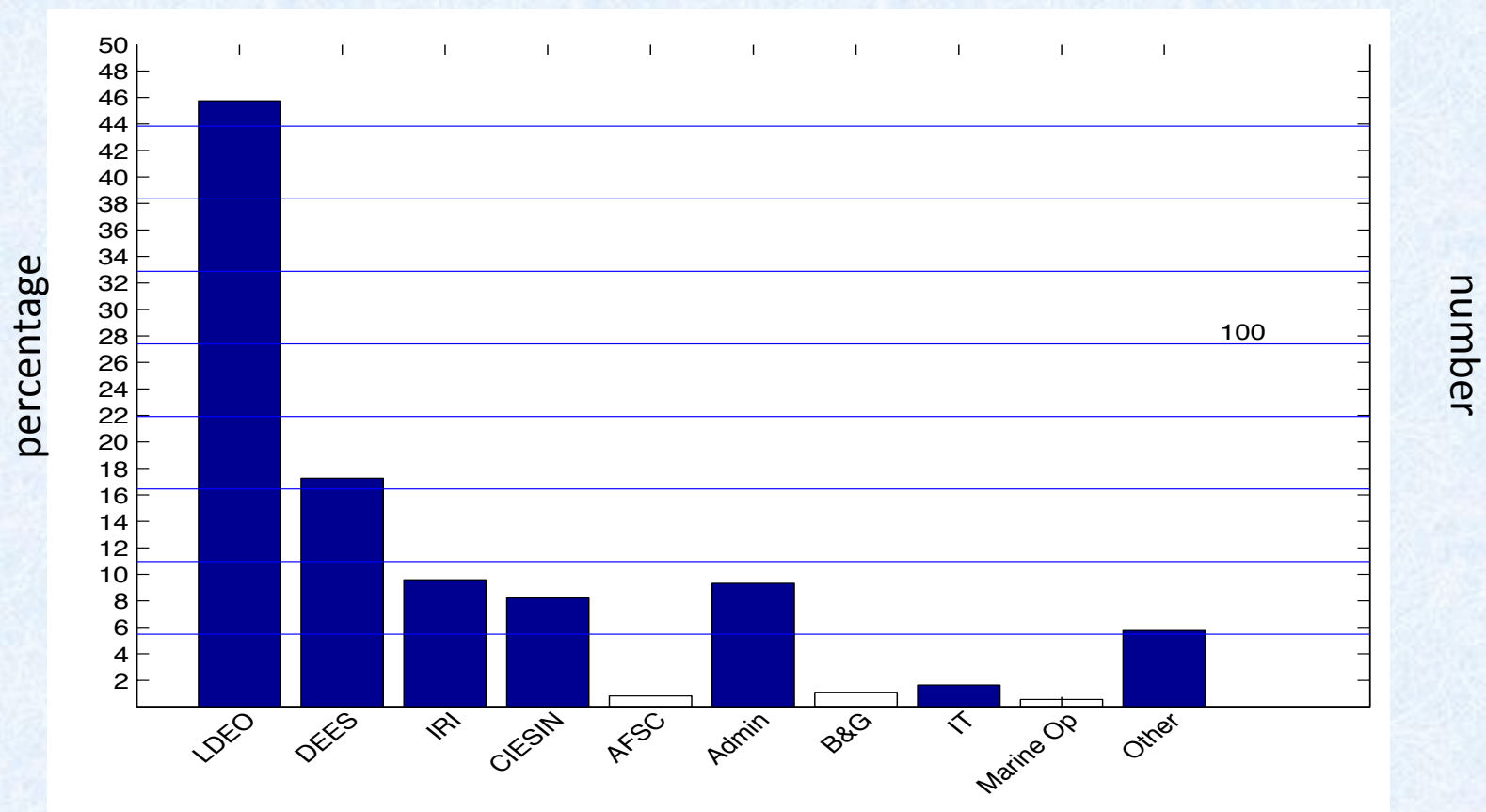


Campus Life and Work Environment Survey

Lamont Campus 2015











Administered by:
Campus Life Committee; and
Office of Academic Affairs & Diversity










Primary unit at Lamont



Total of 365 respondents (95% full-time)

Primary occupation at Lamont

#	Answer	Bar	Response	%
1	Administration		49	13.42%
2	Building & Grounds/ Facilities		3	0.82%
3	Information Technology		18	4.93%
4	Marine Operations		4	1.10%
5	Research		163	44.66%
6	Research support (e.g., research assistant, research staff assistant, lab manager, lab assistant)		49	13.42%
7	Student		53	14.52%
8	Teaching		6	1.64%
9	Other (please specify)		17	4.66%
10	Practice (Earth Institute)		3	0.82%
	Total		365	100.00%

#	Answer	Bar	Response	%
1	Officer of Administration		63	17.26%
2	Officer of Instruction (Lecturers and professors - junior and senior)		23	6.30%
3	Postdoctoral Research Scientist/ Fellow		35	9.59%
4	Professional Officer of Research (Lamont research professors and Research scientists - junior and senior)		86	23.56%
5	Staff Officer of Research (Staff associates - junior and senior)		52	14.25%
6	Student		55	15.07%
7	Support Staff		35	9.59%
8	Other		11	3.01%
9	Prefer not to disclose		5	1.37%
	Total		365	100.00%

admin

scientists

students

staffassociates

support

Gender and Race

Answer	Bar
Male	170
Female	182
Other	5
Total	357

Answer	61	Bar	Response	%
Hispanic / Latino	<div></div>		17	4.75%
Native American/ Alaska Native	<div></div>		0	0.00%
Asian	<div></div>		34	9.50%
African American / Black	<div></div>		3	0.84%
Native Hawaiian or Other Pacific Islander	<div></div>		0	0.00%
Caucasian/ White	<div></div>		250	69.83%
Two or more races (please specify)	<div></div>		3	0.84%
Other	<div></div>		4	1.12%
Prefer not to disclose	<div></div>		47	13.13%

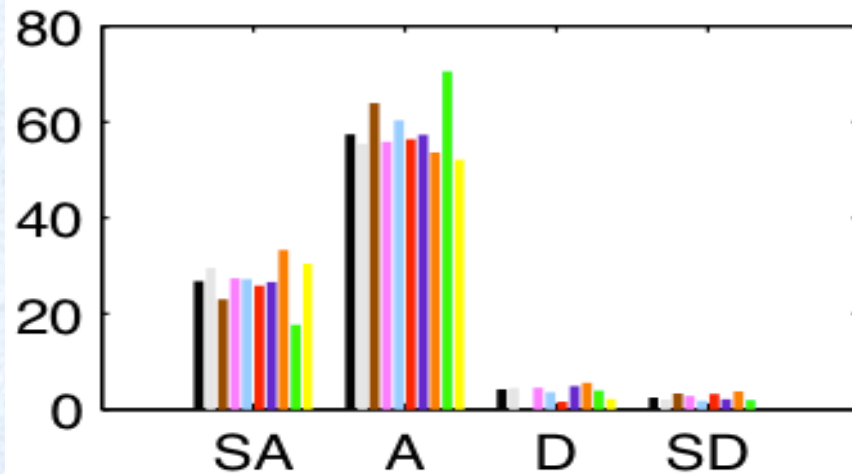
Age group and highest degree

#	Answer	Bar	Response	%
1	30 or younger	<div></div>	86	23.82%
2	31 - 50	<div></div>	140	38.78%
3	Above 50	<div></div>	99	27.42%
4	Prefer not to disclose			
	Total			

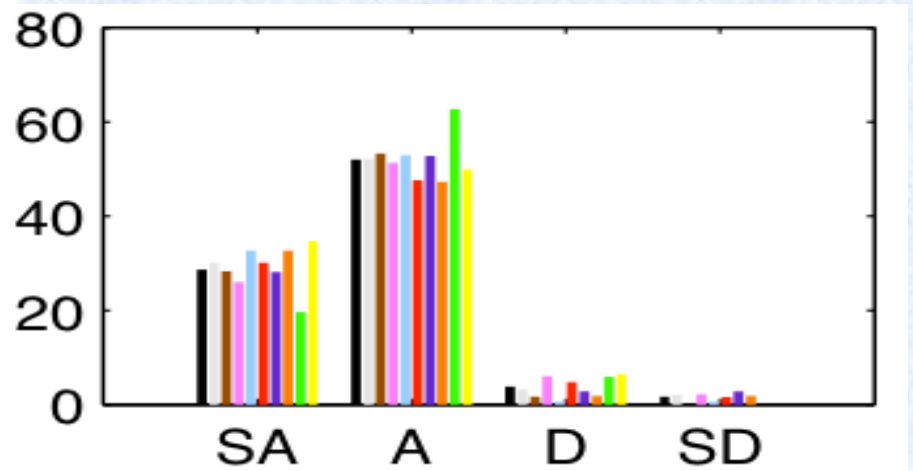
#	Answer	Bar	Response	%
1	Doctorate	<div></div>	158	43.29%
2	Master's	<div></div>	119	32.60%
3	Bachelor's	<div></div>	55	15.07%
4	Associate		5	1.37%
5	High school or equivalent	<div></div>	9	2.47%
6	Some high school		0	0.00%
7	Prefer not to disclose	<div></div>	19	5.21%
	Total		365	100.00%

Work Environment

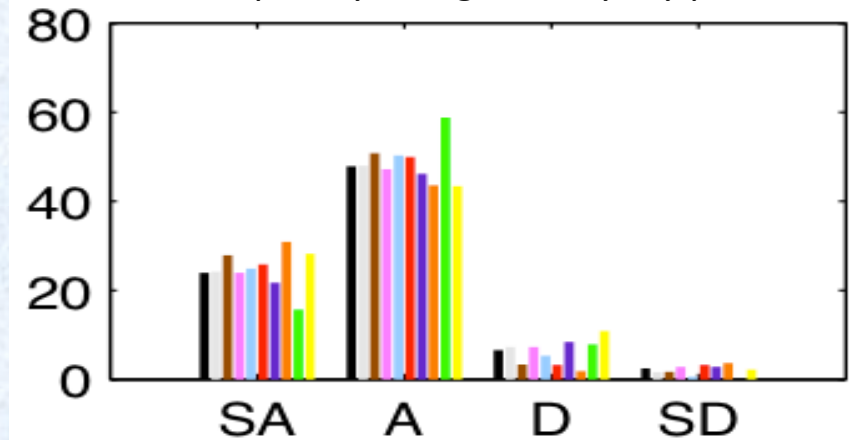
I am overall satisfied with my job



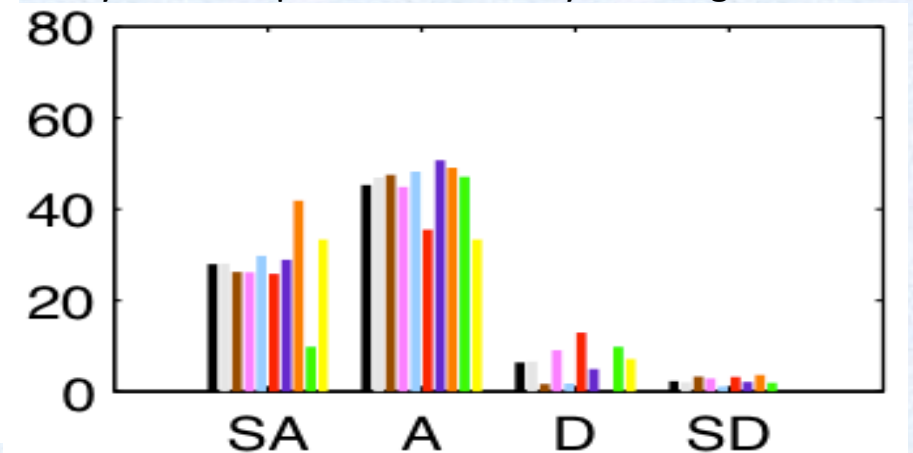
I am respected by my colleagues



I am adequately recognized by my peers



My work helps me achieve my career goals

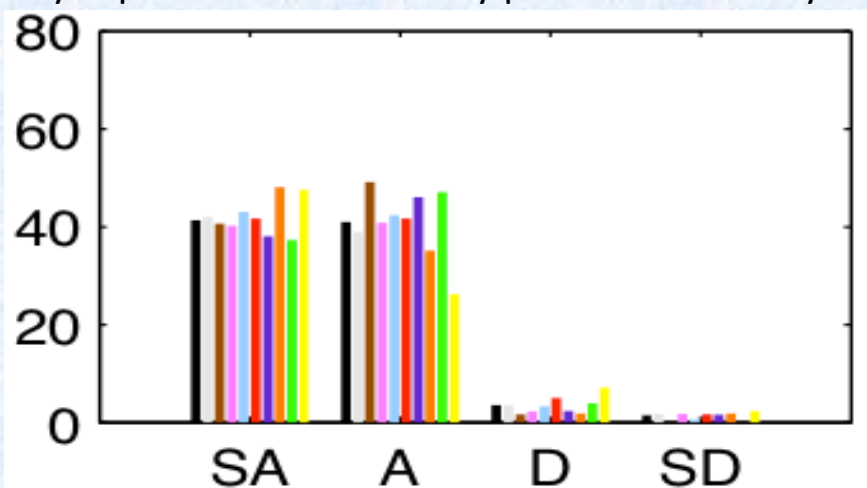


all	white	minority	female	male	admin	scientists	students	staffassociates	support
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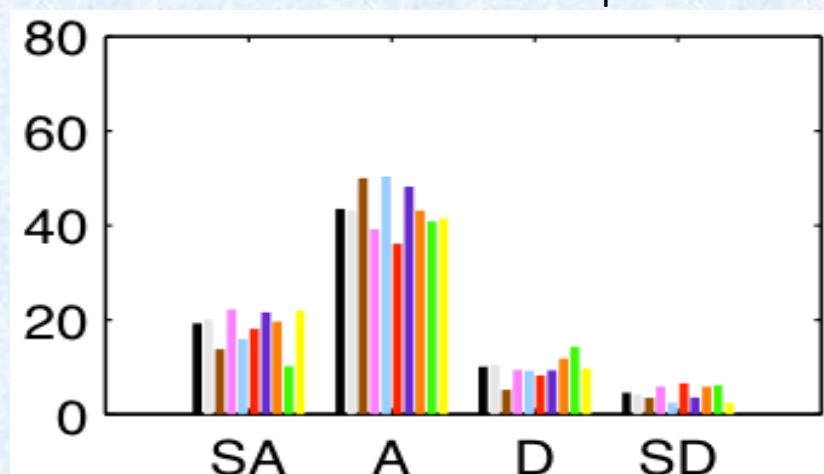
Percentage responses. SA = Strongly Agree; A = Agree; D = Disagree; SD = Strongly Disagree

Work Environment

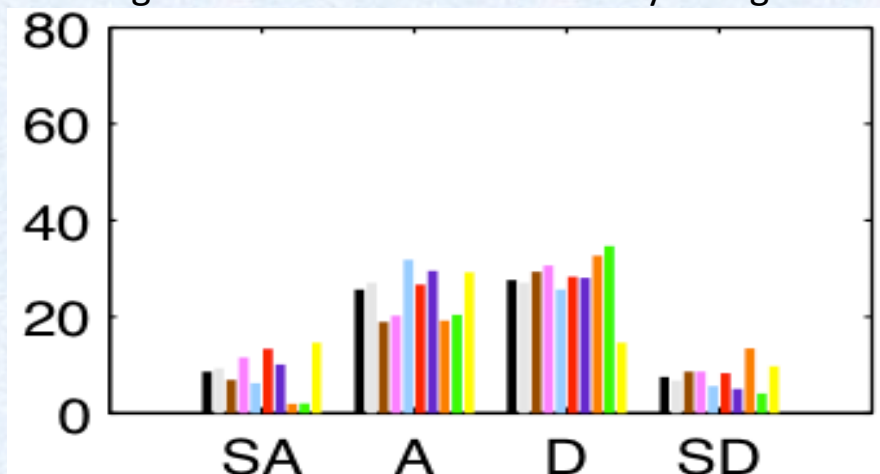
My supervisor evaluates my performance fairly



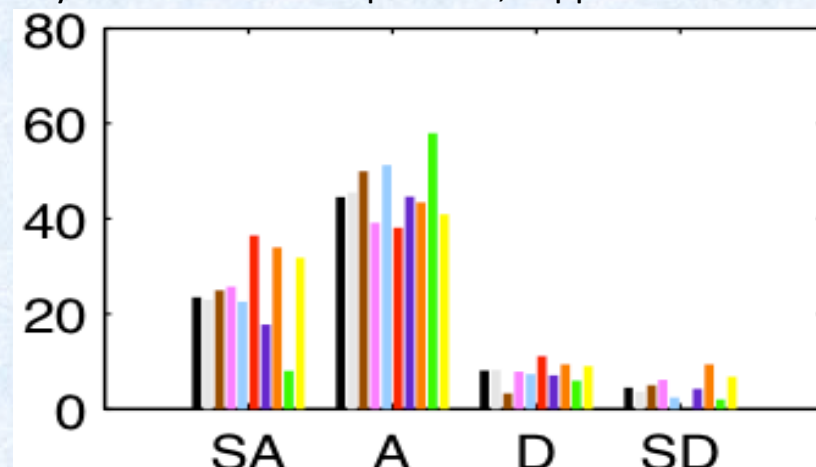
I am informed about leadership decisions



I do a great deal of work not formally recognized



My unit creates a cooperative, supportive environment

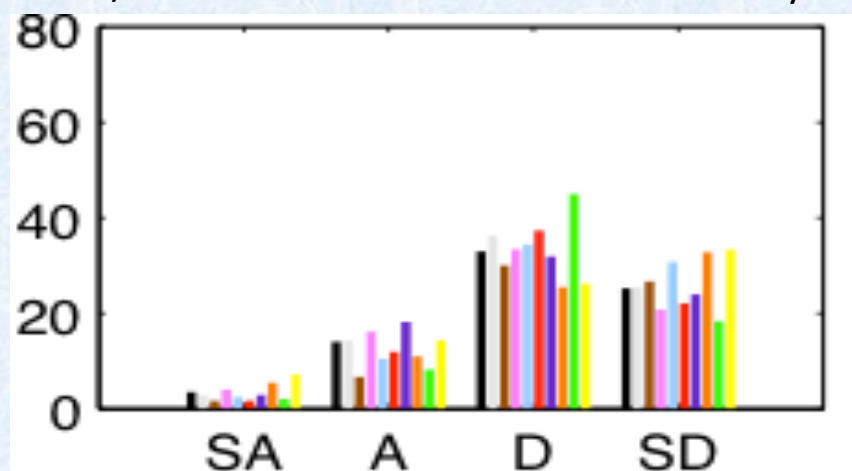


all	white	minority	female	male	admin	scientists	students	staffassociates	support
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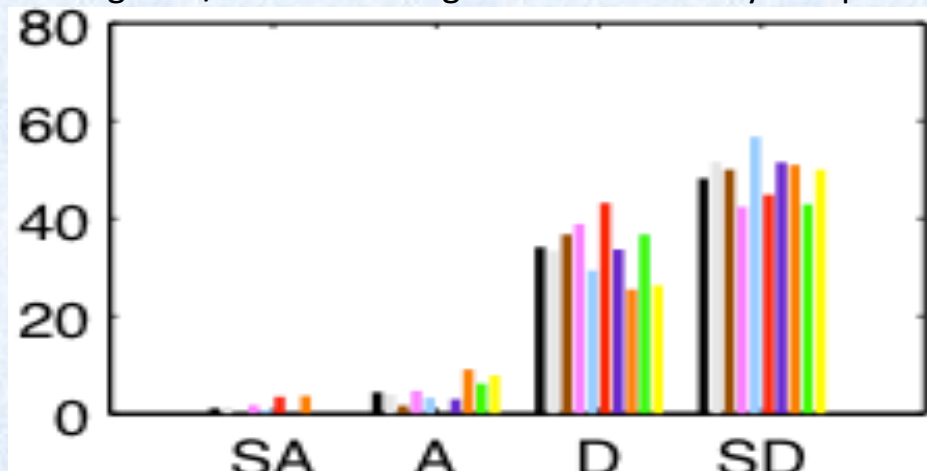
Percentage responses. SA = Strongly Agree; A = Agree; D = Disagree; SD = Strongly Disagree

Work Environment

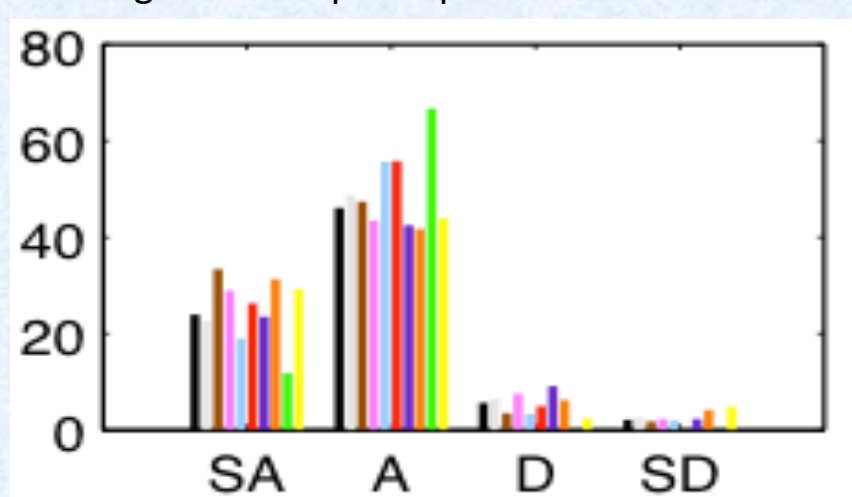
Isolated/excluded from informal networks in my unit



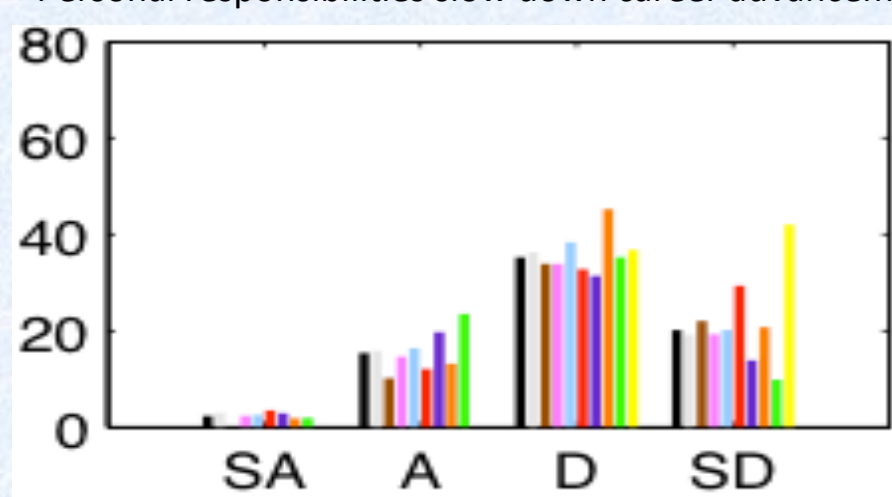
Negative/condescending remarks about my competence



Meetings allow all participants to share their views



Personal responsibilities slow down career advancement



all

white

minority

female

male

admin

scientists

students

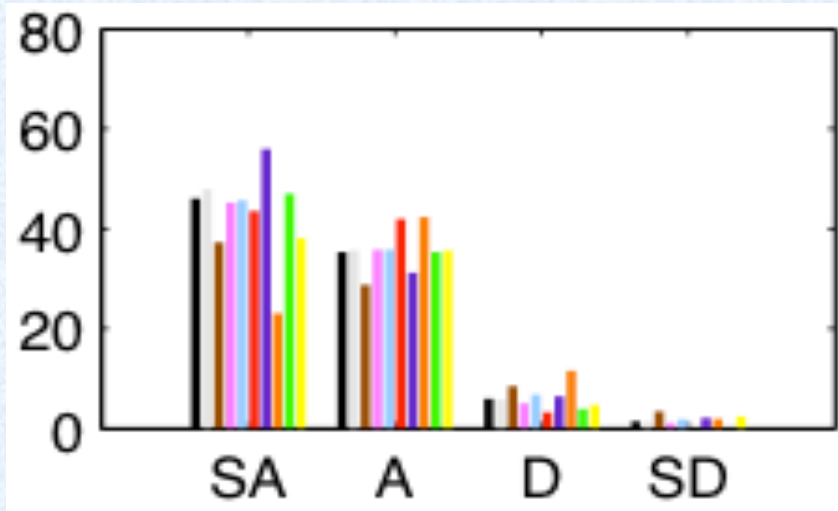
staffassociates

support

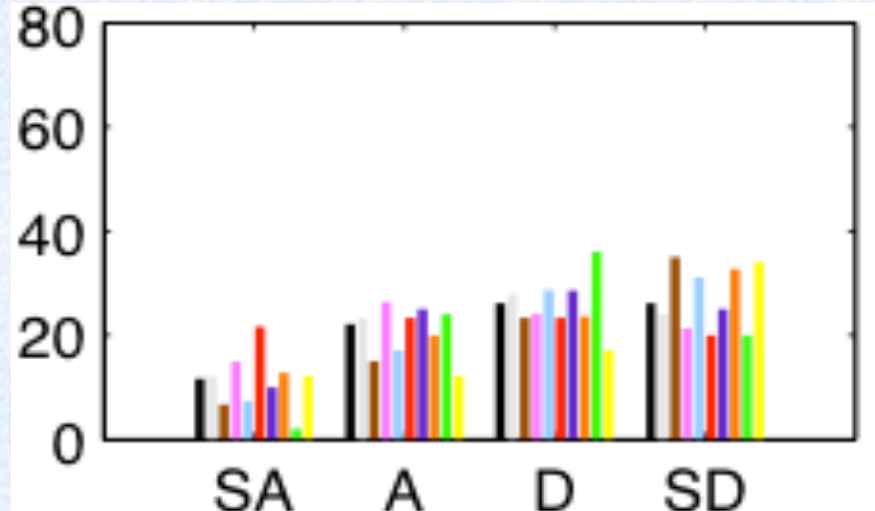
Percentage responses. SA = Strongly Agree; A = Agree; D = Disagree; SD = Strongly Disagree

Work Environment

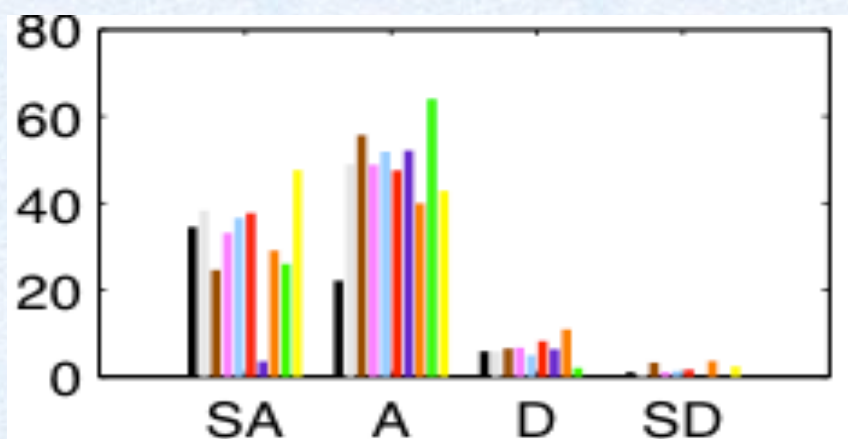
Multiple deadlines/ need to juggle projects



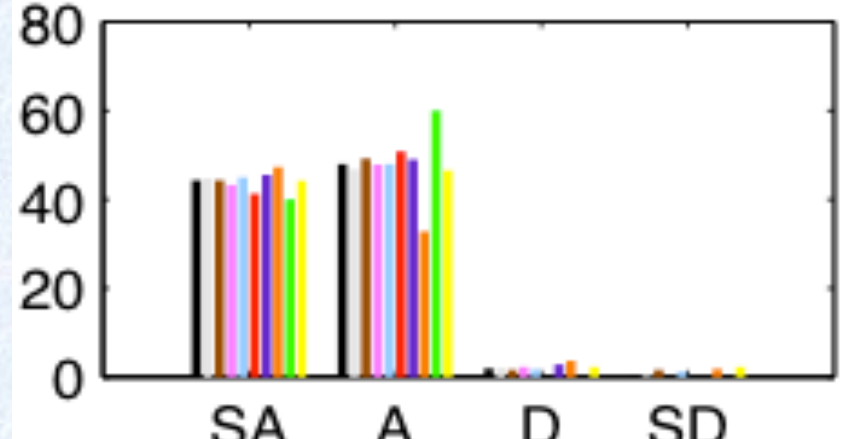
Experienced unprofessional behavior/ interpersonal conflict



Cultural differences don't usually cause problems



Working with people from different nationalities

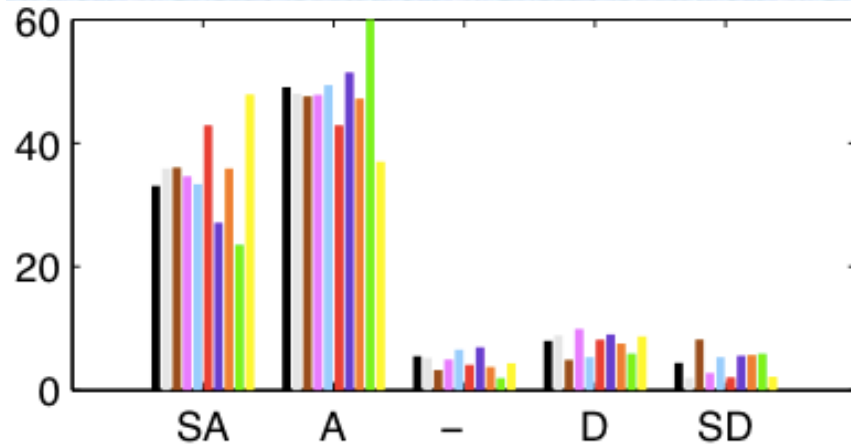


all white minority female male admin scientists students staffassociates support

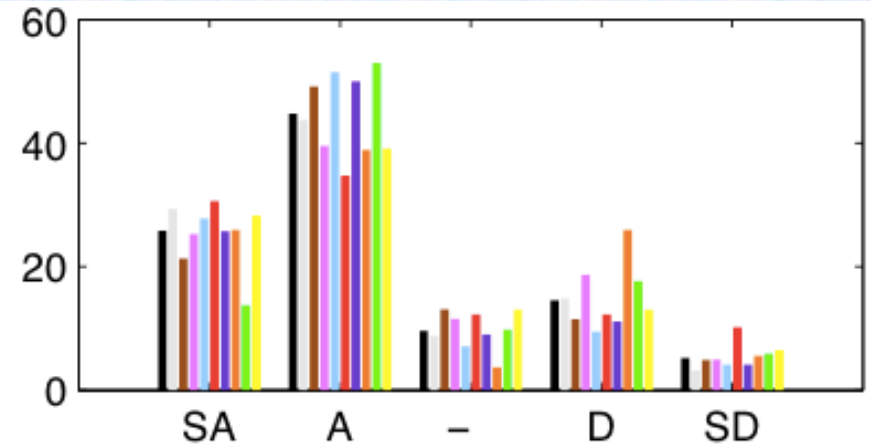
Percentage responses. SA = Strongly Agree; A = Agree; D = Disagree; SD = Strongly Disagree

Workspace Conditions

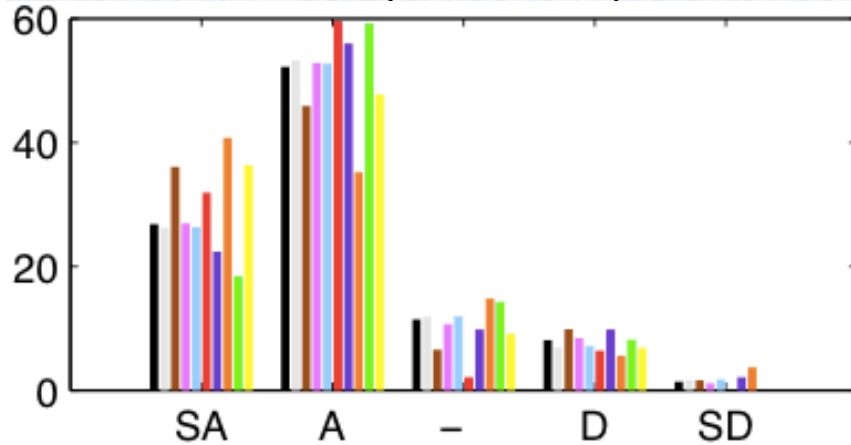
Enough workspace to suit needs



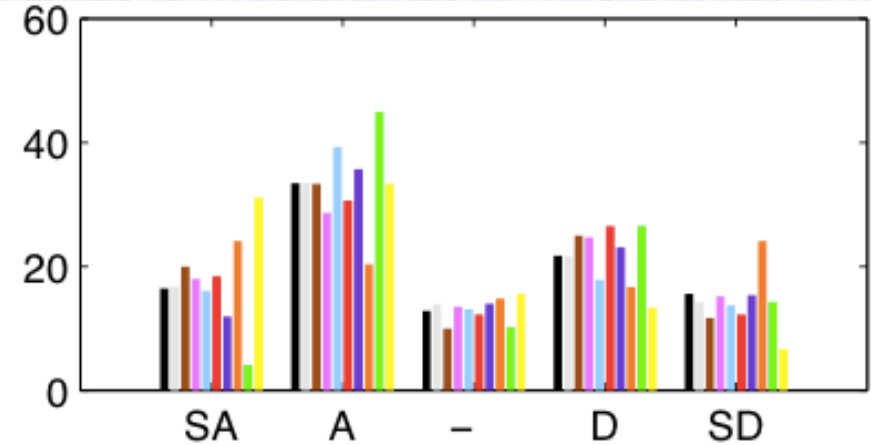
Enough privacy when needed



Adequate tools, machinery and equipment to do job effectively



Satisfied with lighting and temperature control

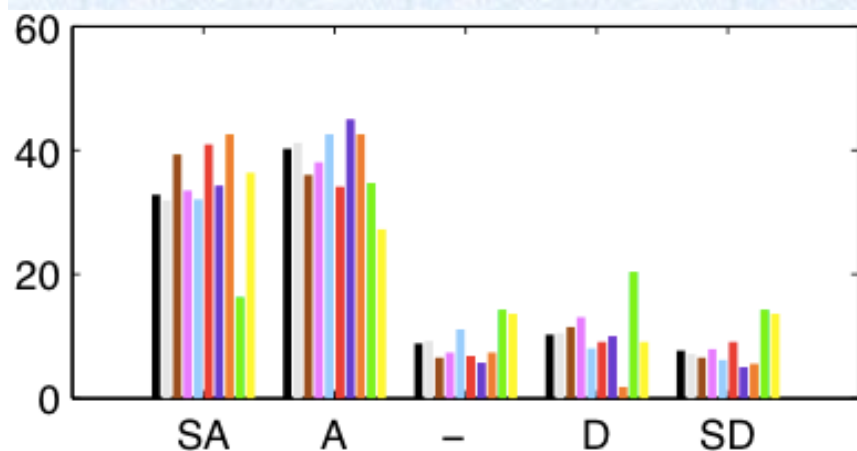


all white minority female male admin scientists students staffassociates support

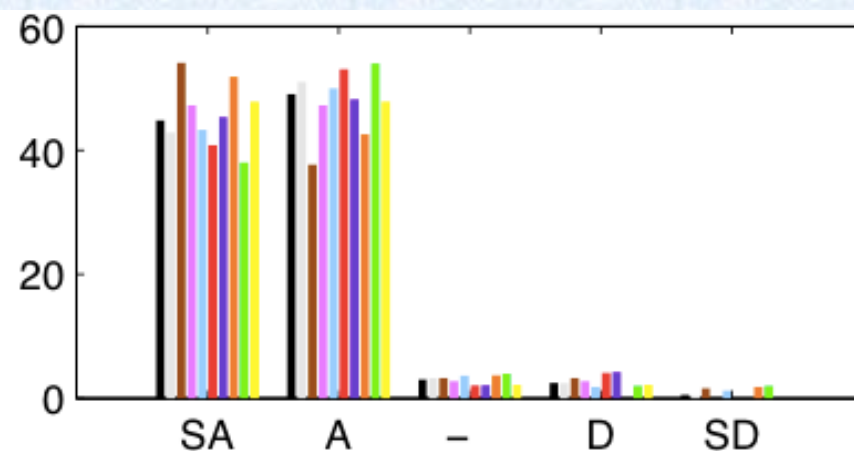
Percentage responses. SA Strongly Agree Agree; Neither Agree nor Disagree; D = Disagree; SD = Strongly Disagree

Workspace Conditions

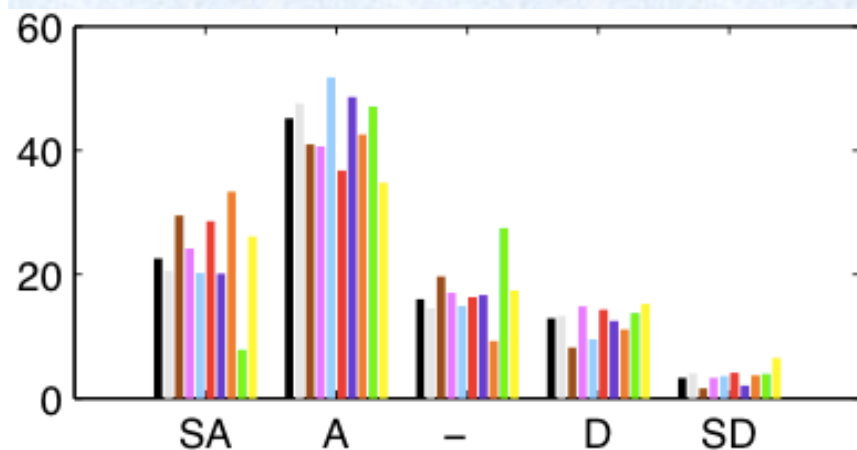
Unit makes provisions for drinking water



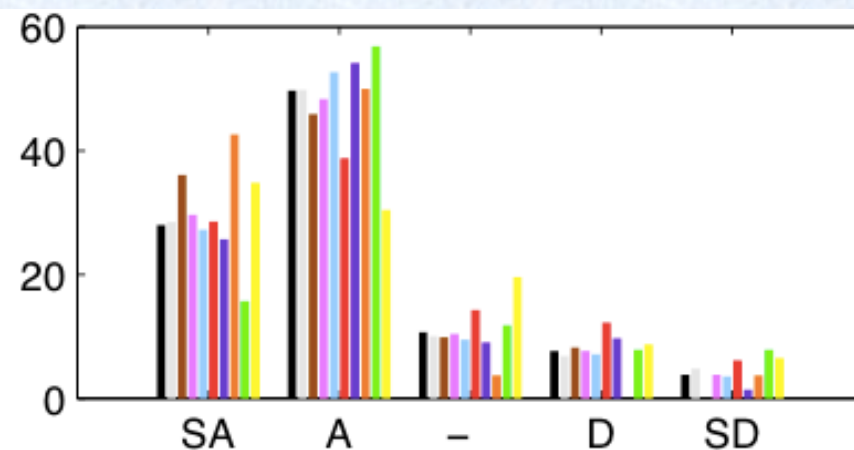
Access to basic kitchen facilities



Common areas are kept clean



Restrooms are clean and well-stocked

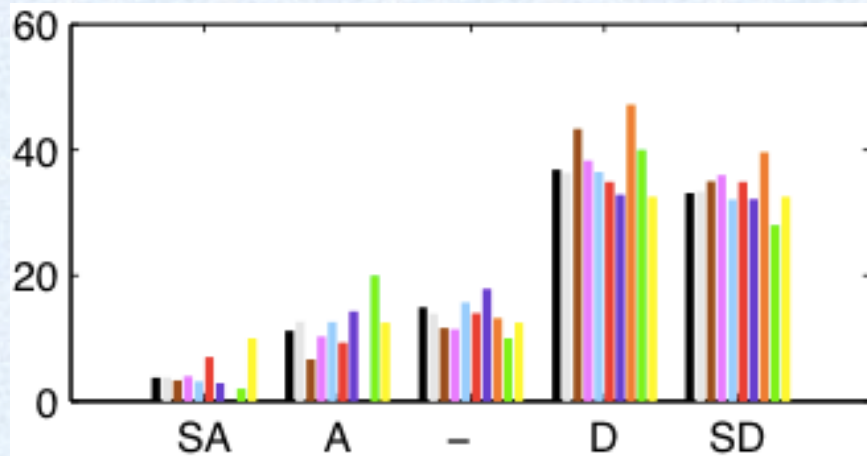


all white minority female male admin scientists students staffassociates support

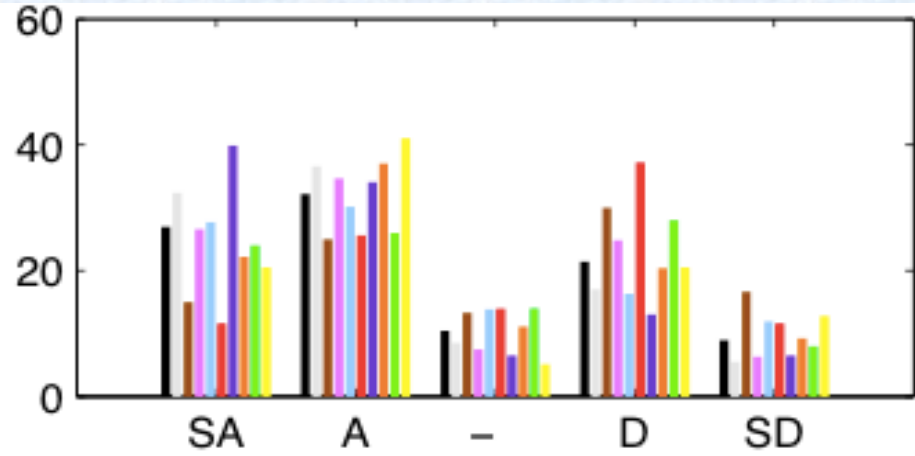
Percentage responses. SA Strongly Agree; Agree; Neither Agree nor Disagree; D = Disagree; SD = Strongly Disagree

Diversity in the Workplace

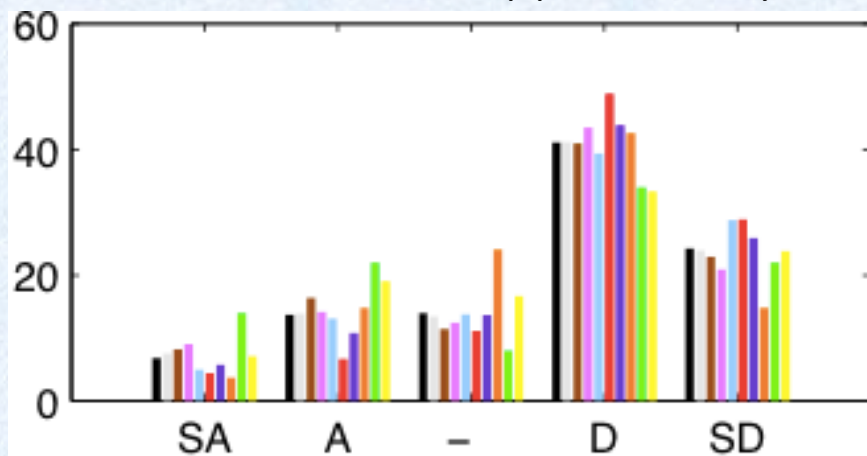
Few or no women at my rank in my unit



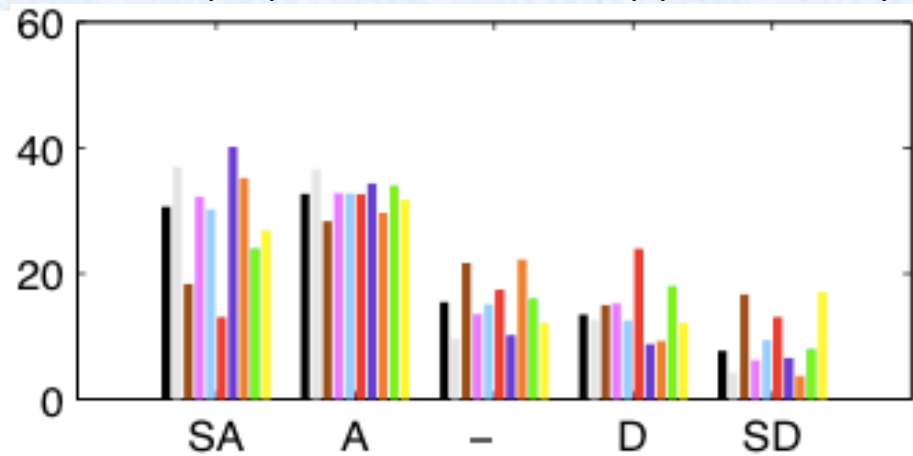
Few or no people of color at my rank in my unit



Few or no women in leadership position in my unit



Few or no people of color in leadership position in my unit



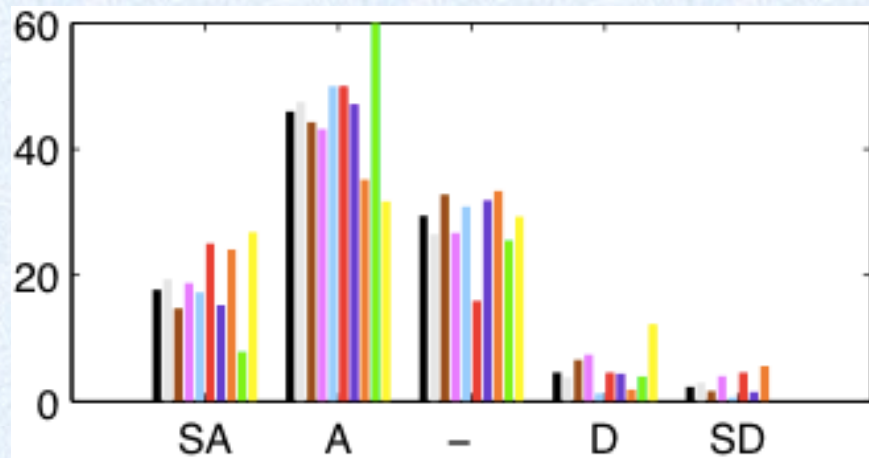
all white minority female male

admin scientists students staffassociates support

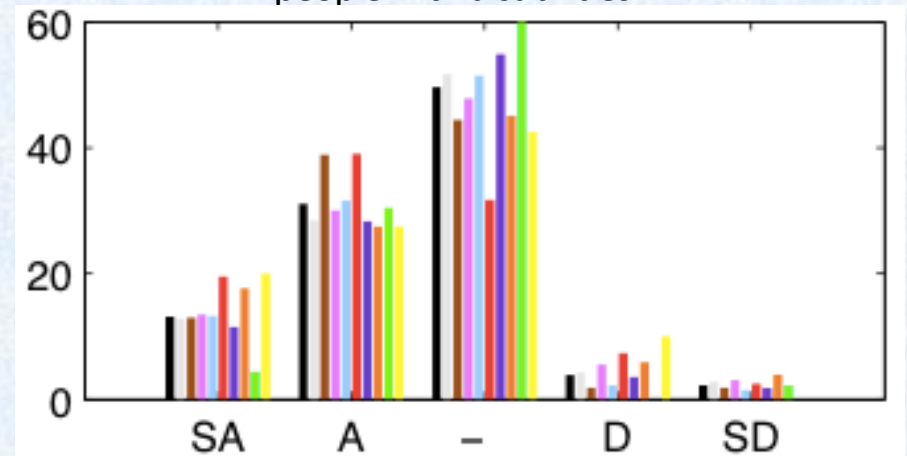
Percentage responses. SA Strongly Agree; A Agree; - Neither Agree nor Disagree; D = Disagree; SD = Strongly Disagree

Diversity in the Workplace

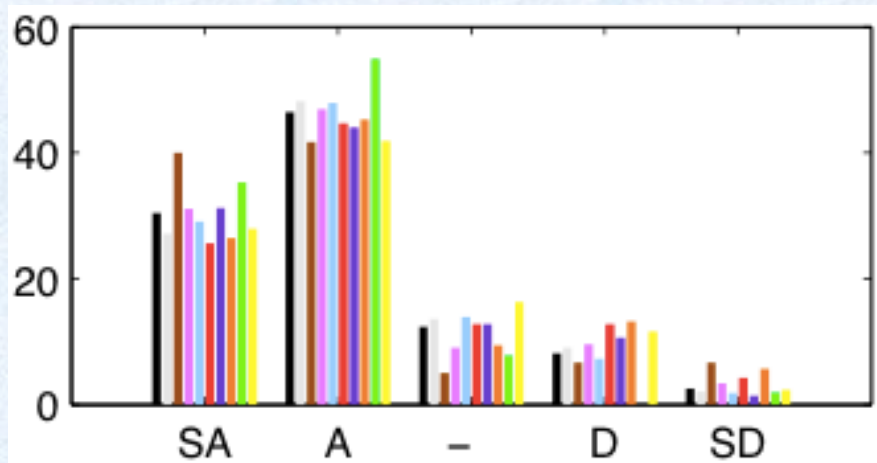
Unit makes effort to promote inclusive environment



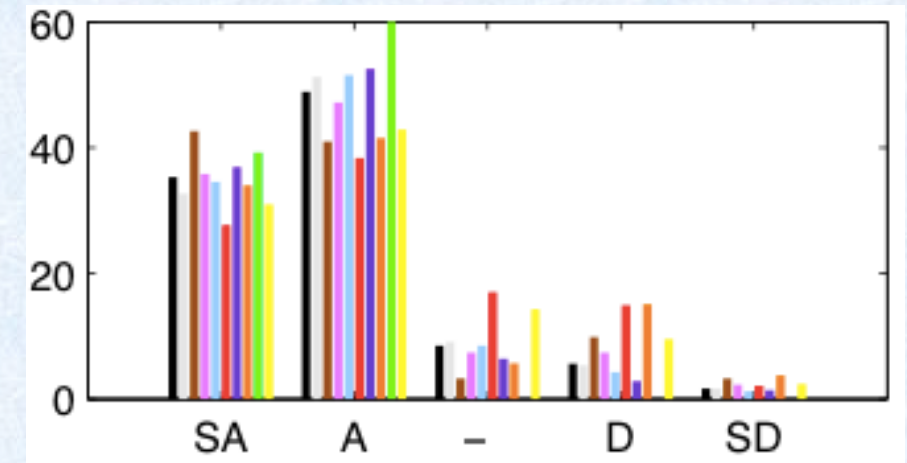
Unit makes effort to promote inclusive environment for people with disabilities



Unit has people from diverse cultures & ethnic backgrounds



Unit has people from diverse nationalities/ national origin

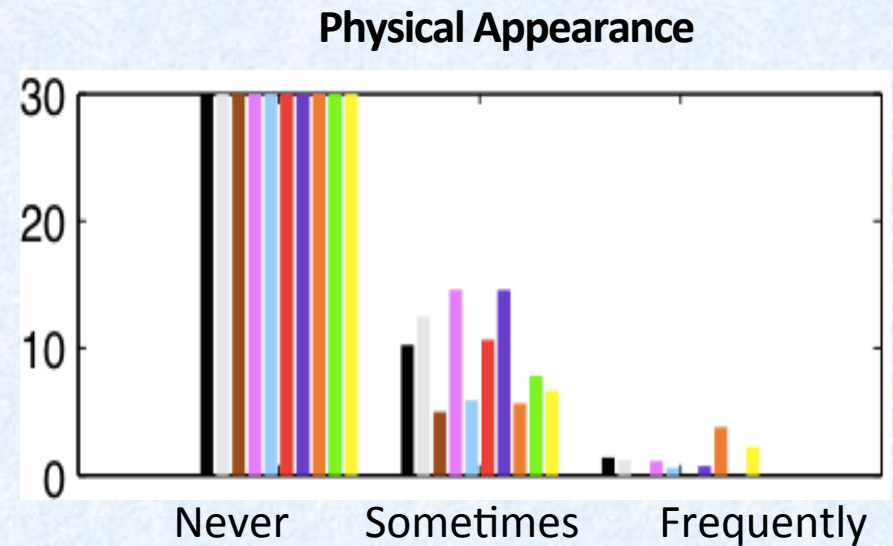
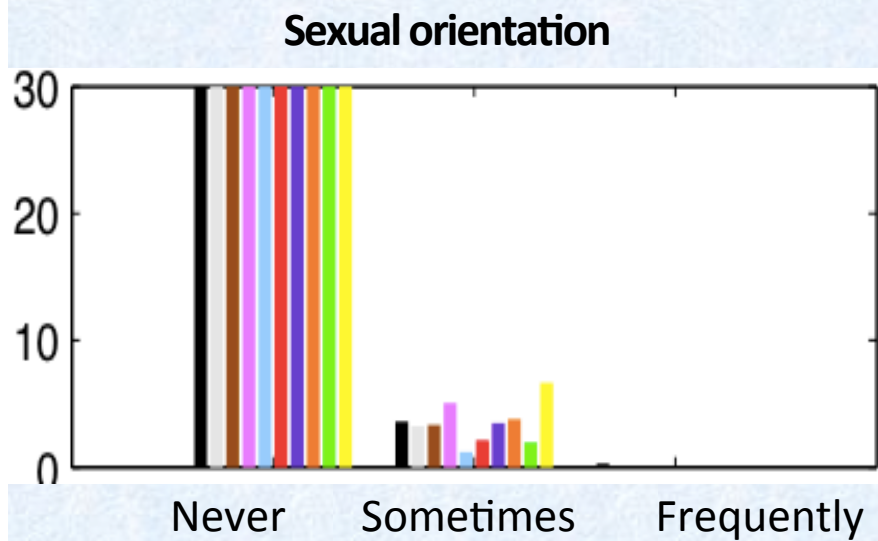
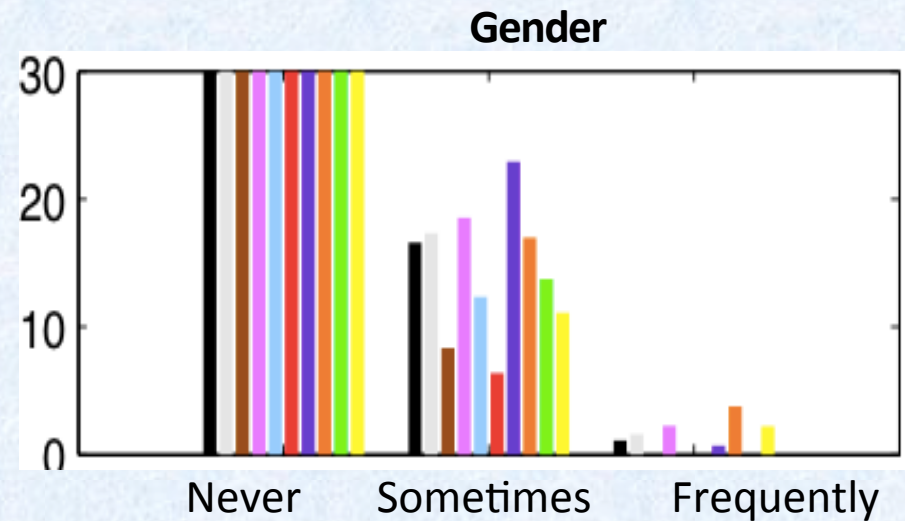
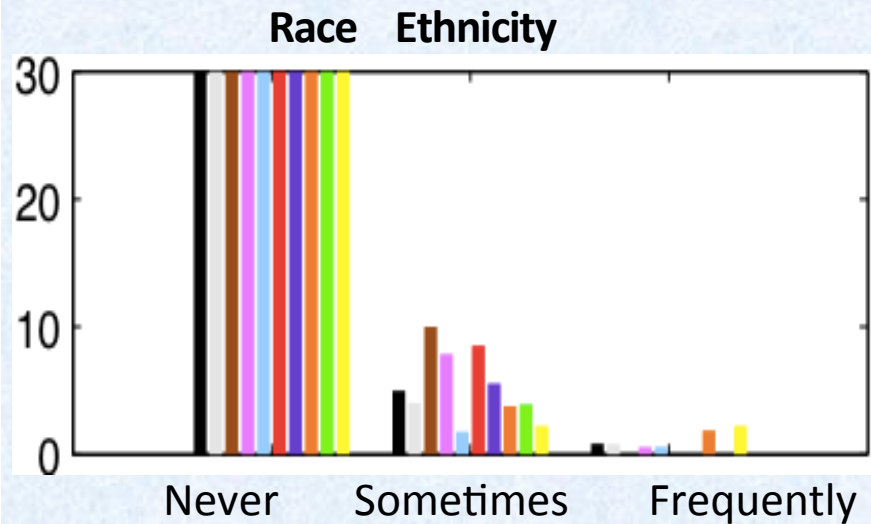


all white minority female male

admin scientists students staffassociates support

Percentage responses. SA Strongly Agree Agree; Neither Agree nor Disagree; D = Disagree; SD = Strongly Disagree

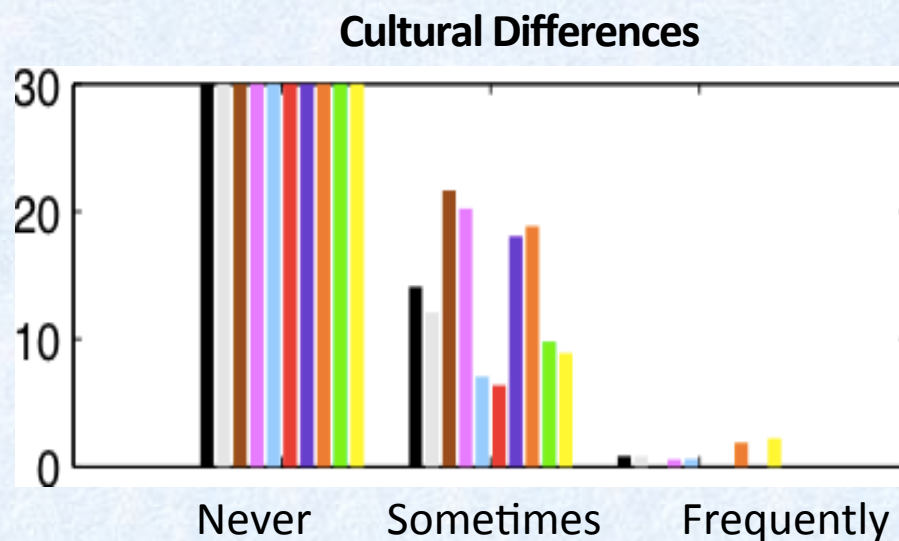
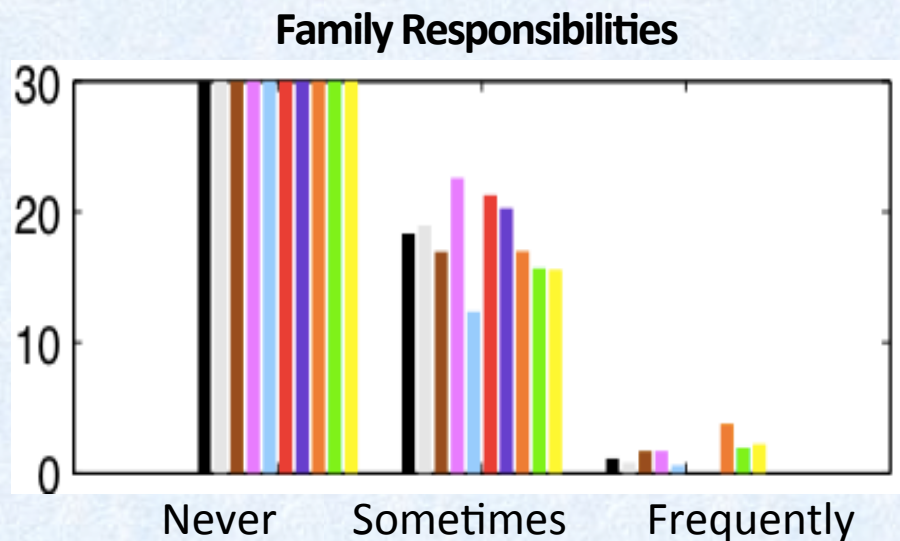
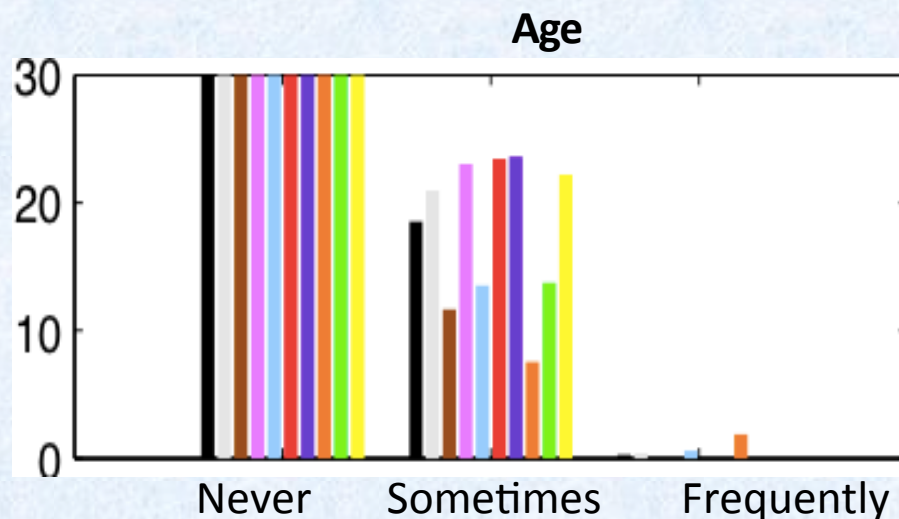
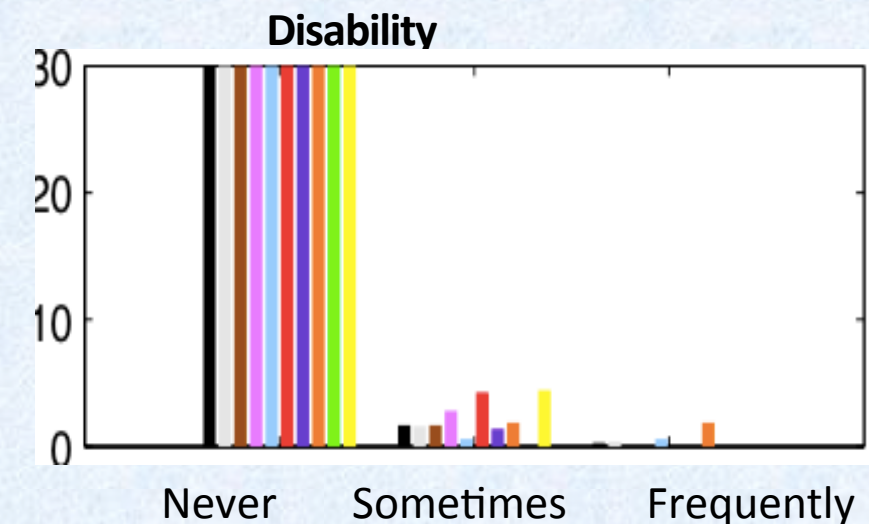
Diversity: Disparaging comments heard (last 2 years)



all white minority female male admin scientists students staffassociates support

Percentage responses. "Never" cropped in order to zoom in on other responses.

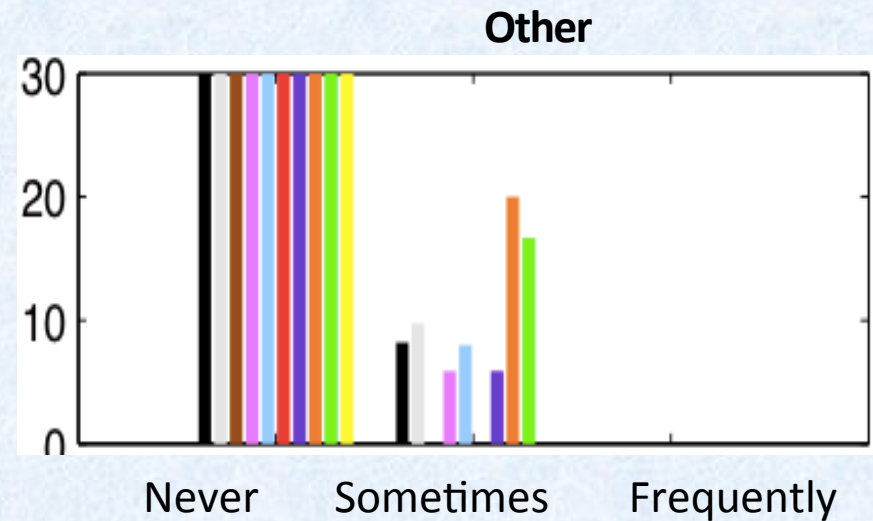
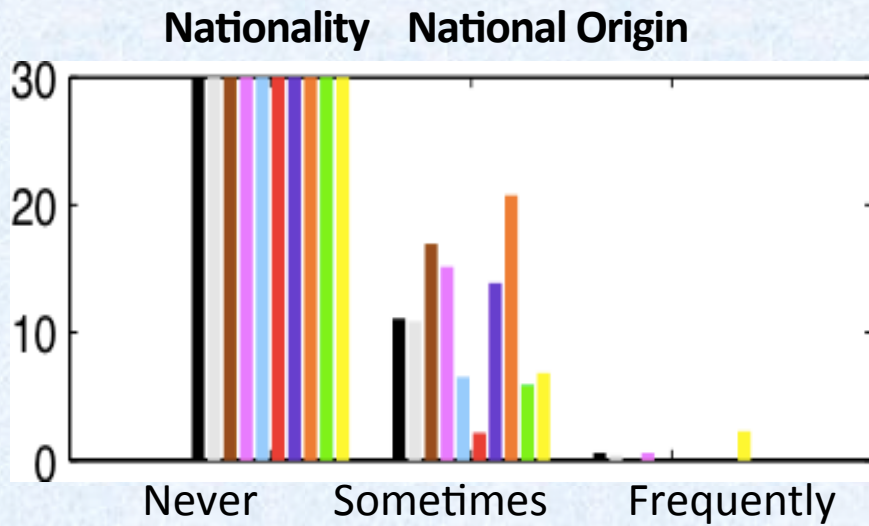
Diversity: Disparaging comments heard (last 2 years)



all	white	minority	female	male	admin	scientists	students	staffassociates	support
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Percentage responses. "Never" cropped in order to zoom in on other responses.

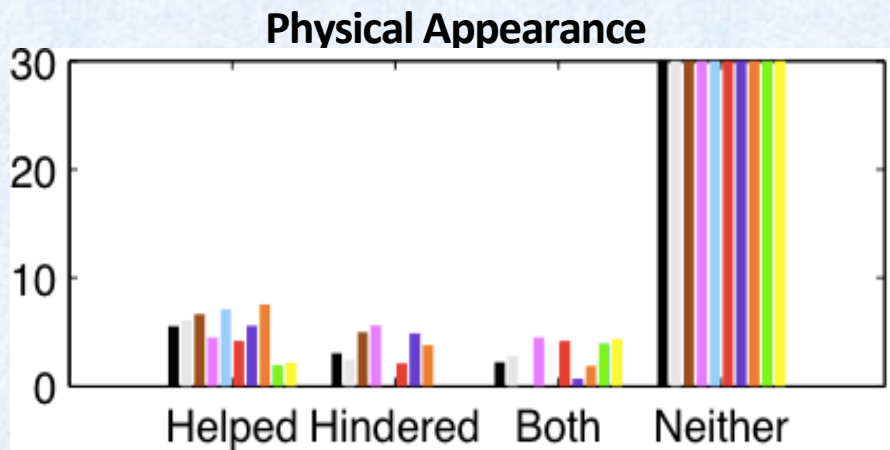
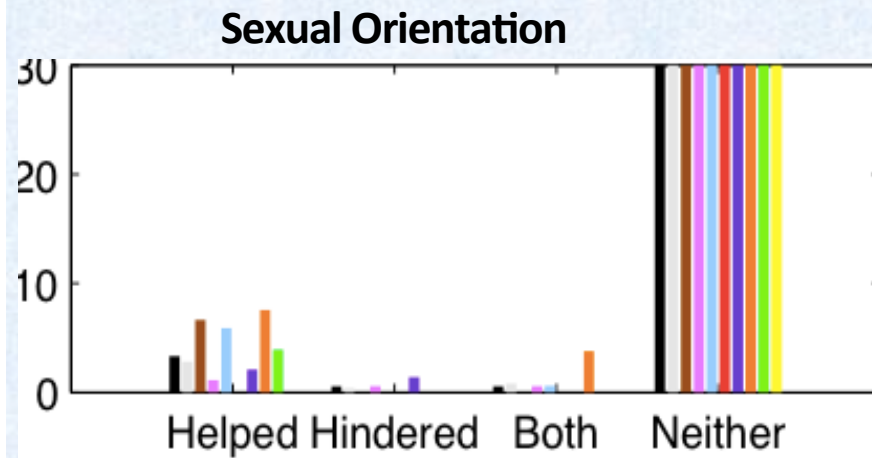
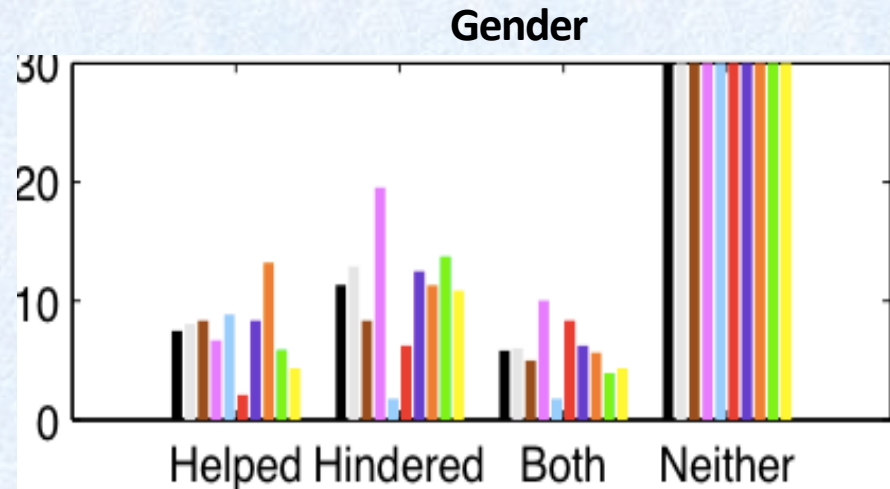
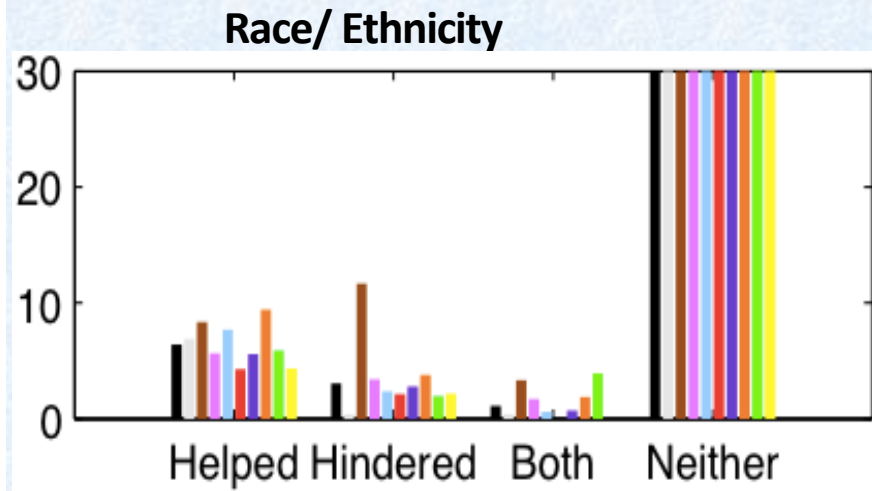
Diversity: Disparaging comments heard (last 2 years)



all white minority female male admin scientists students staffassociates support

Percentage responses. "Never" cropped in order to zoom in on other responses.

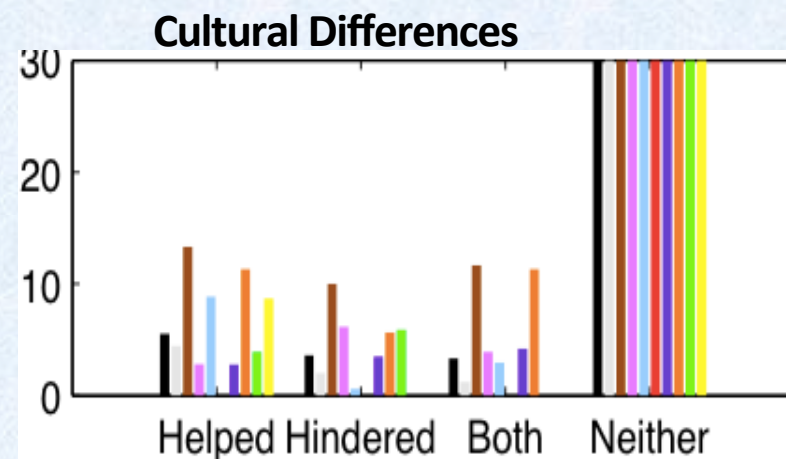
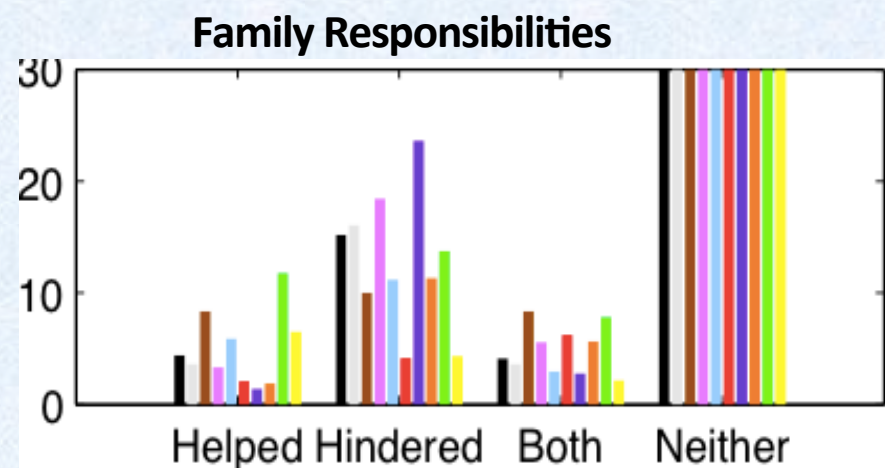
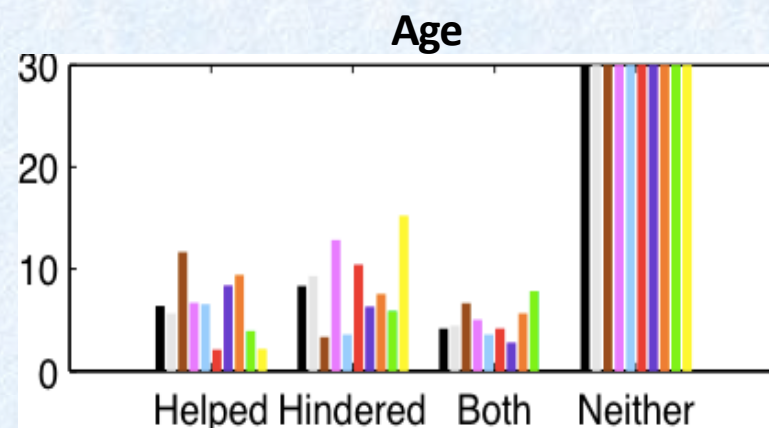
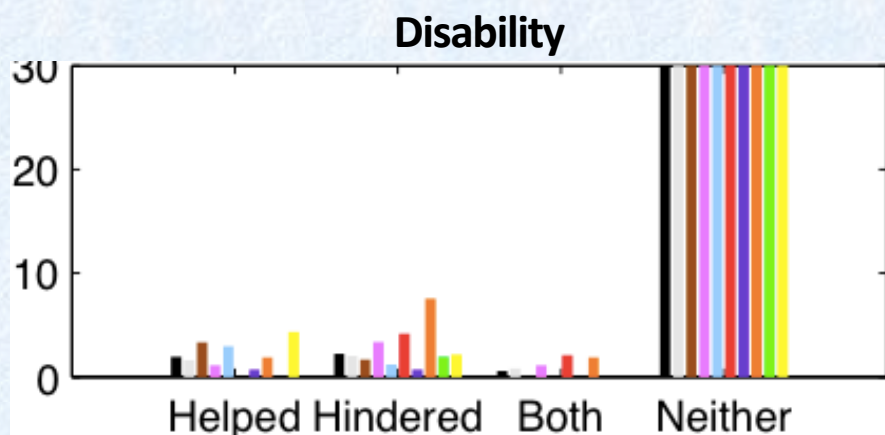
Diversity: Do you feel that your career advancement has been helped or hindered a Lamont because of the following?



all white minority female male admin scientists students staffassociates support

Percentage responses. "Neither" cropped in order to zoom in on other responses.

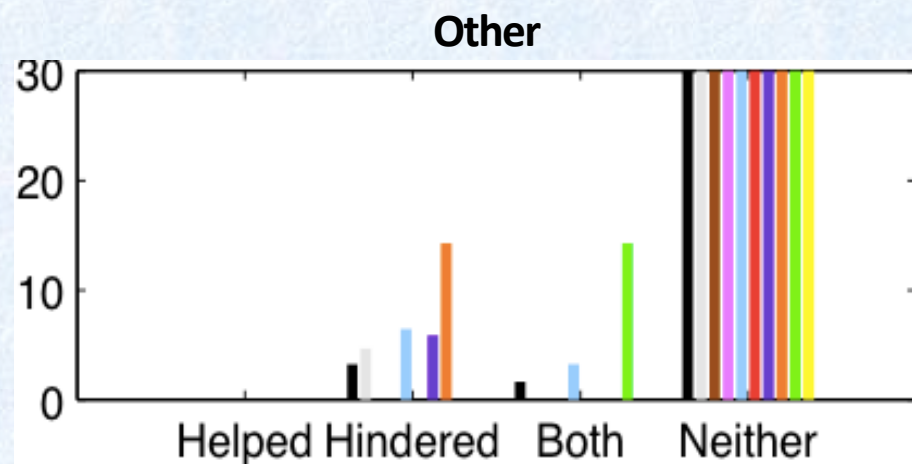
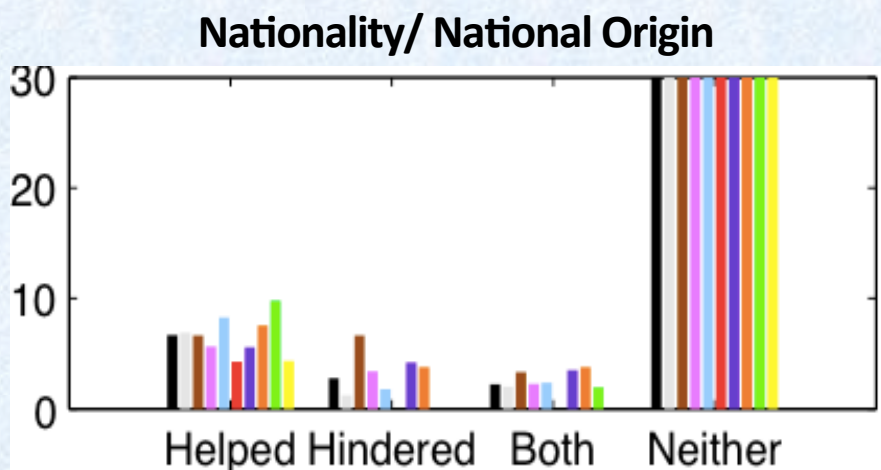
Diversity: Do you feel that your career advancement has been helped or hindered a Lamont because of the following?



all white minority female male admin scientists students staffassociates support

Percentage responses. "Neither" cropped in order to zoom in on other responses.

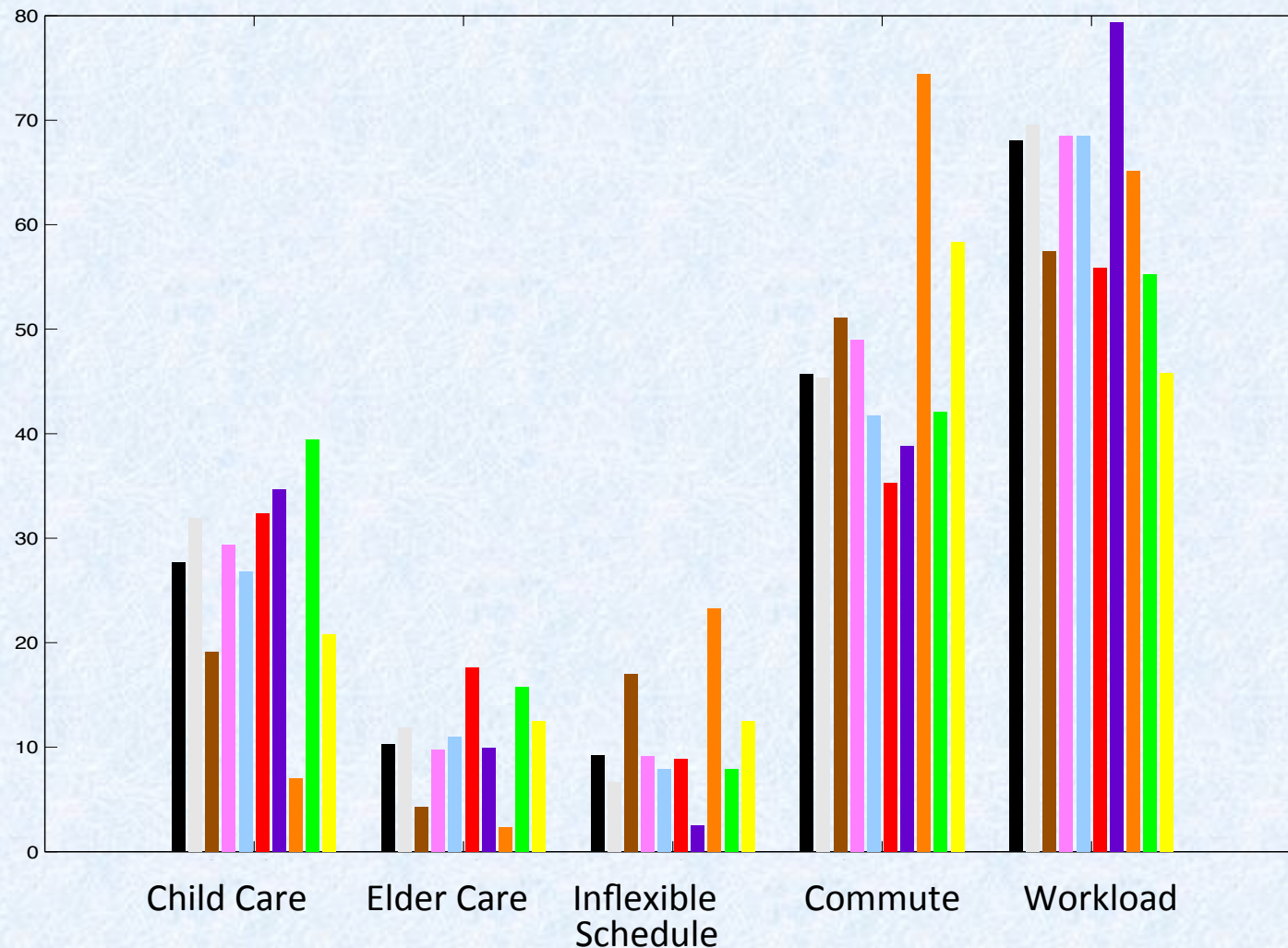
Diversity: Do you feel that your career advancement has been helped or hindered a Lamont because of the following?



all	white	minority	female	male	admin	scientists	students	staffassociates	support
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Percentage responses. "Neither" cropped in order to zoom in on other responses.

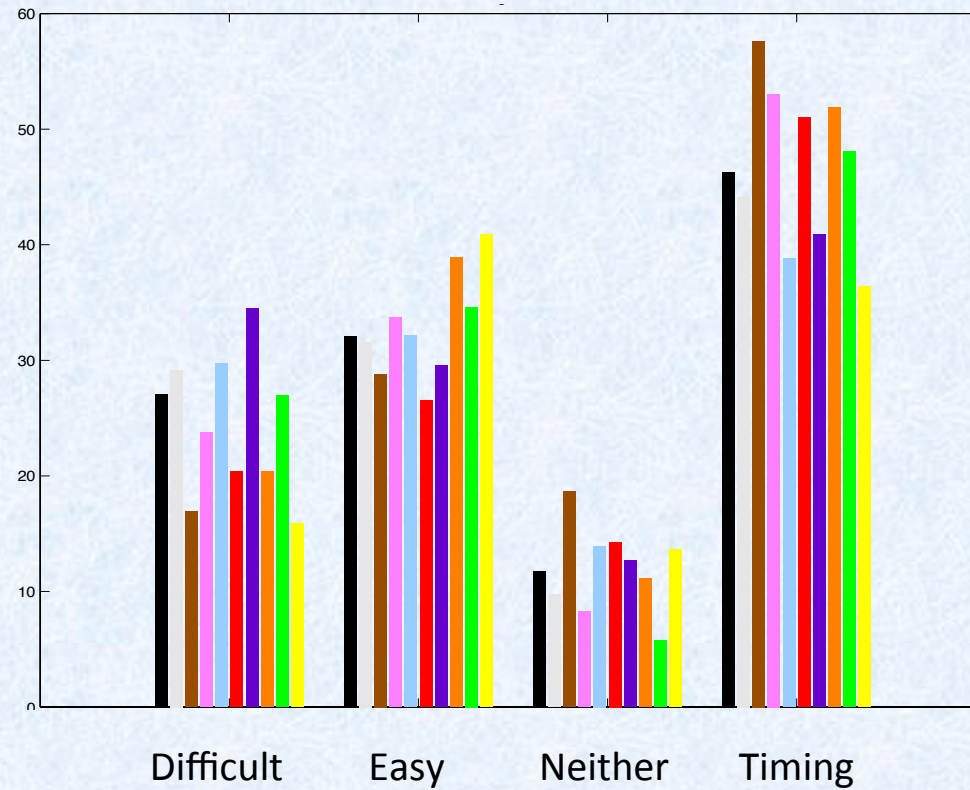
Work Life Balance: What challenges, if any, have you faced in achieving a satisfactory work-life balance?



all white minority female male admin scientists students staff/associates support

Percentage responses. Respondents were asked to select all challenges that applied to them.

Work Life Balance cont'd: In general, is it easy or difficult for you to take a vacation?

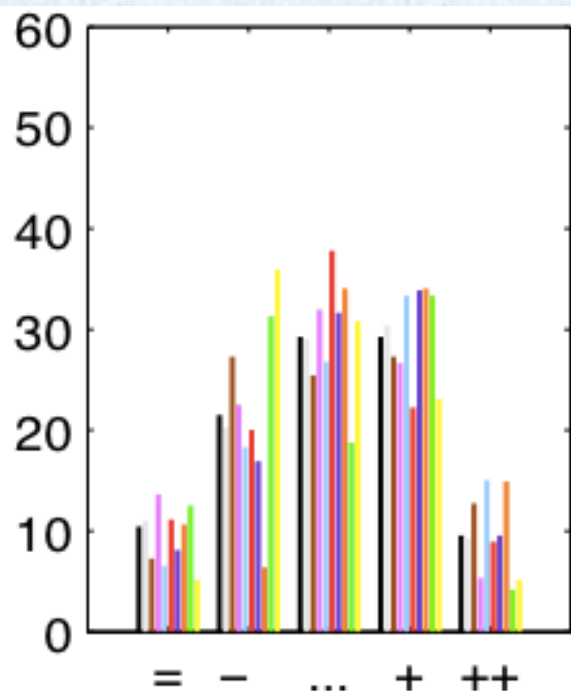


all white minority female male admin scientists students staffassociates support

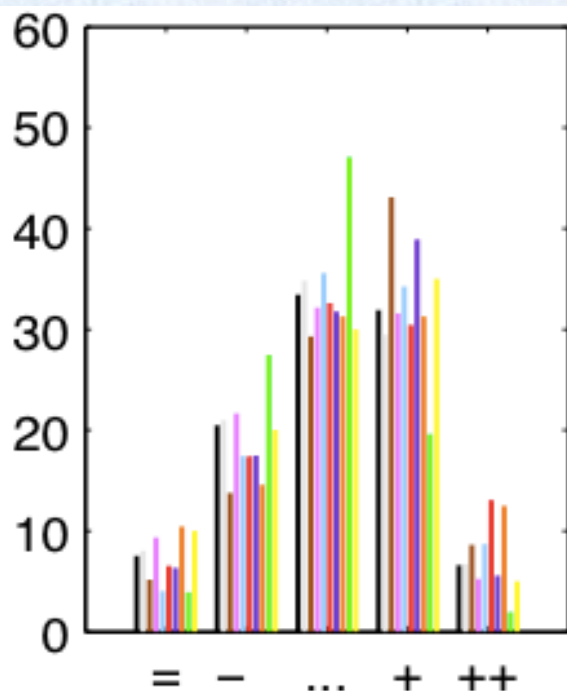
Percentage responses. Respondents were asked to select all options that applied to them.

I general, how satisfied are you with the following at Lamont?

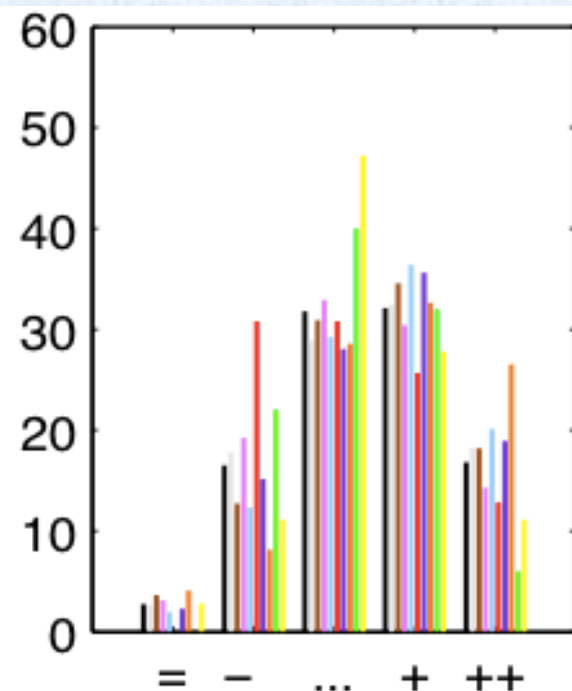
**Career Advancement
Opportunities**



**Professional development
an training support**



**Opportunities for
innovation an creativity**

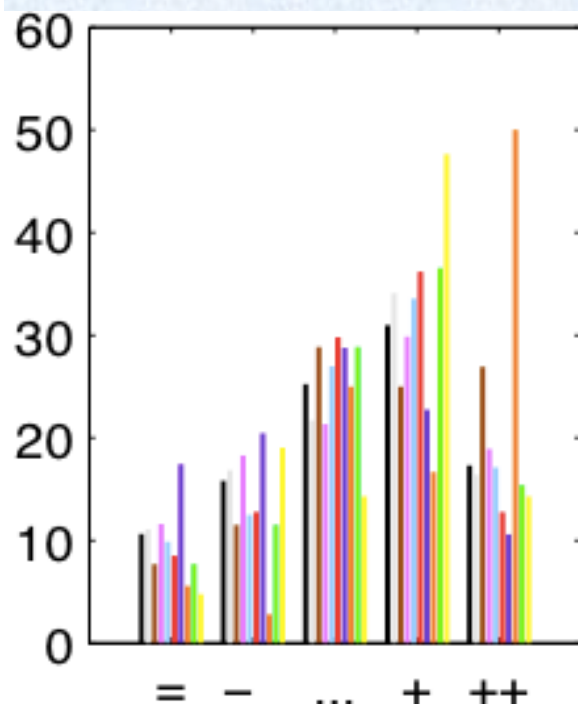


Very dissatisfied; Dissatisfied; Neutral; Satisfied; + Very satisfied. Percentage responses

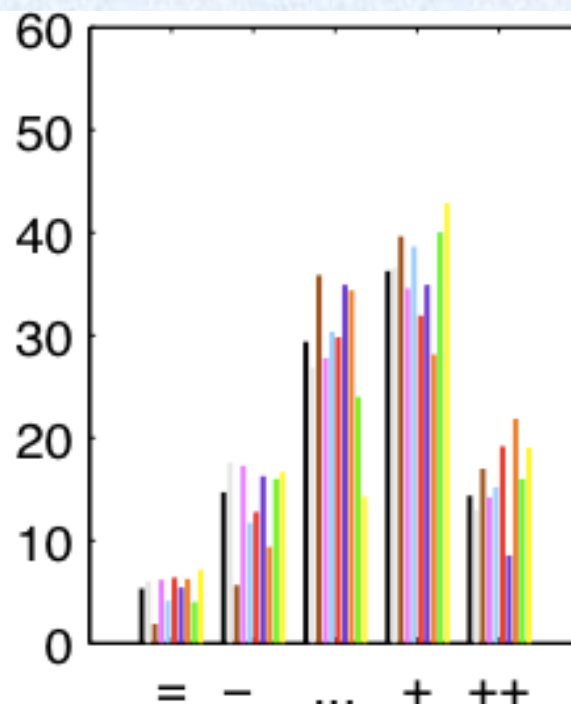
all	white	minority	female	male	admin	scientists	students	staffassociates	support
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I general, how satisfied are you with the following at Lamont?

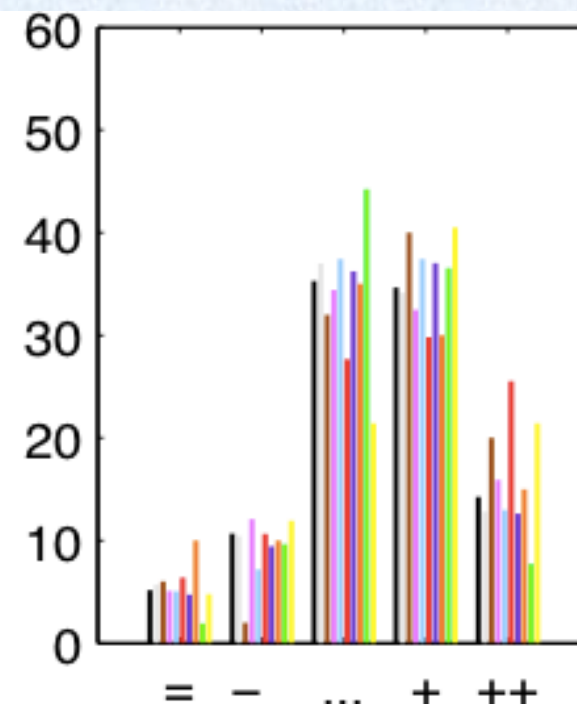
Job security



Communications about job security



Annual performance review process



Very dissatisfied; Dissatisfied; Neutral; Satisfied; + Very satisfied. Percentage responses

all

white

minority

female

male

admin

scientists

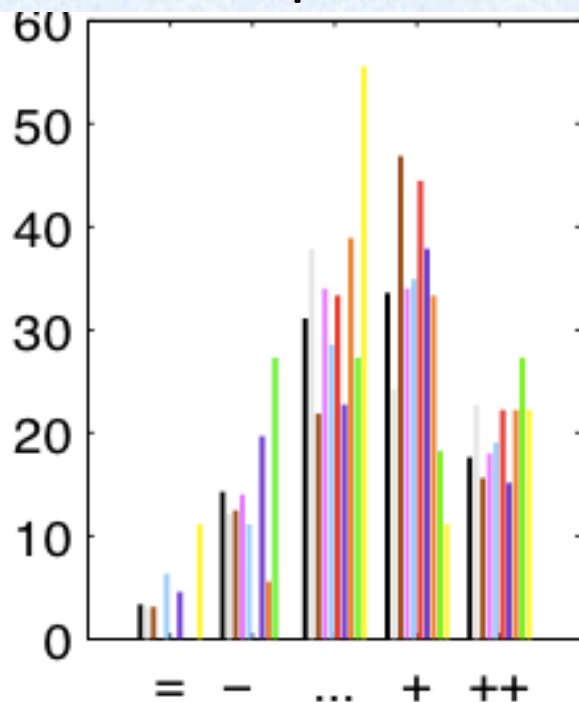
students

staffassociates

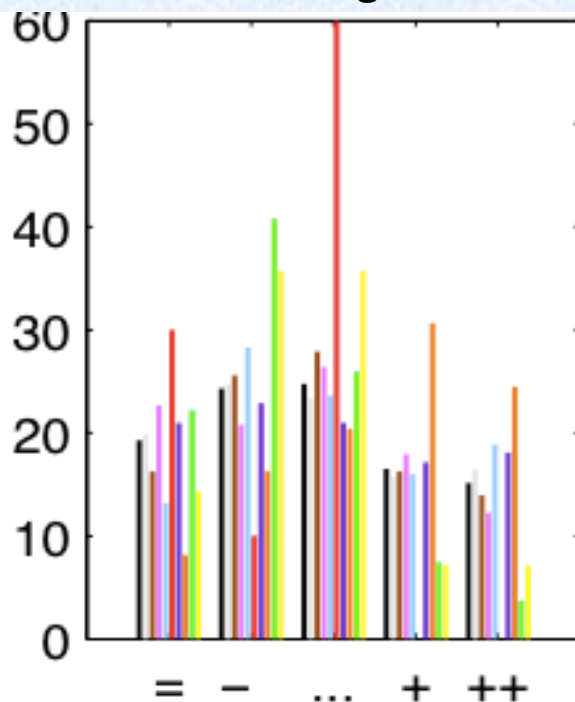
support

I general, how satisfied are you with the following at Lamont?

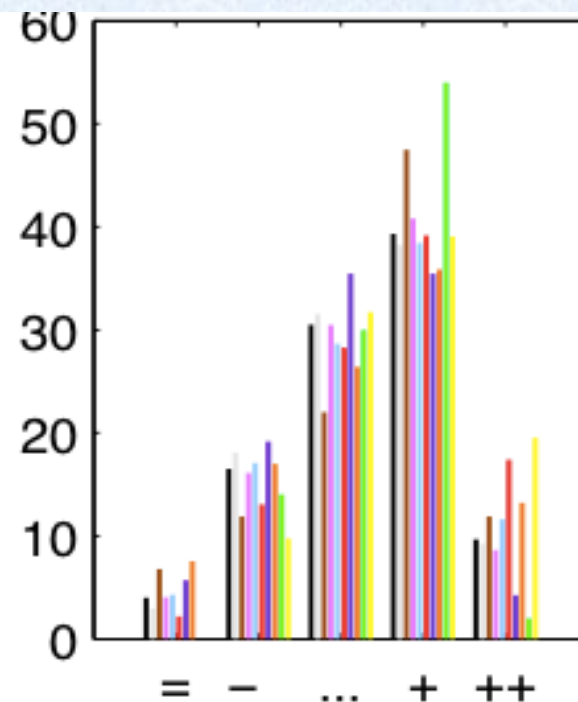
Assistance with
visa process



Access to Columbia
housing



Work Life Balance



Very dissatisfied; Dissatisfied; Neutral; Satisfied; + Very satisfied. Percentage responses

all

white

minority

female

male

admin

scientists

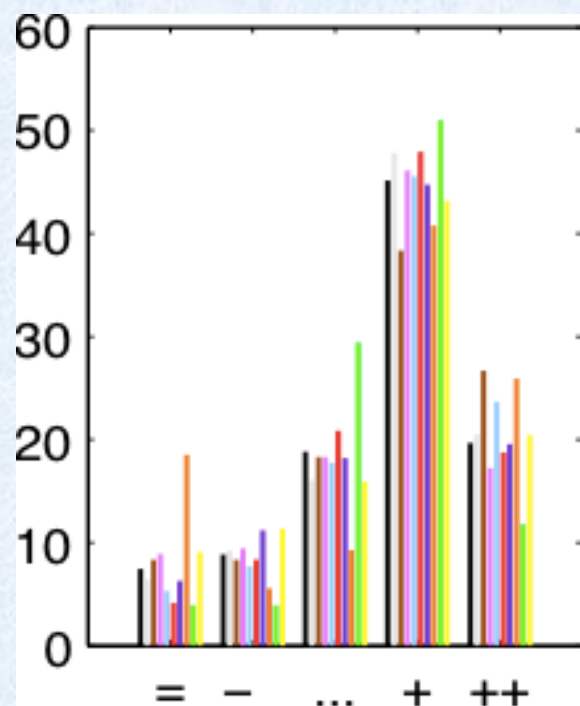
students

staffassociates

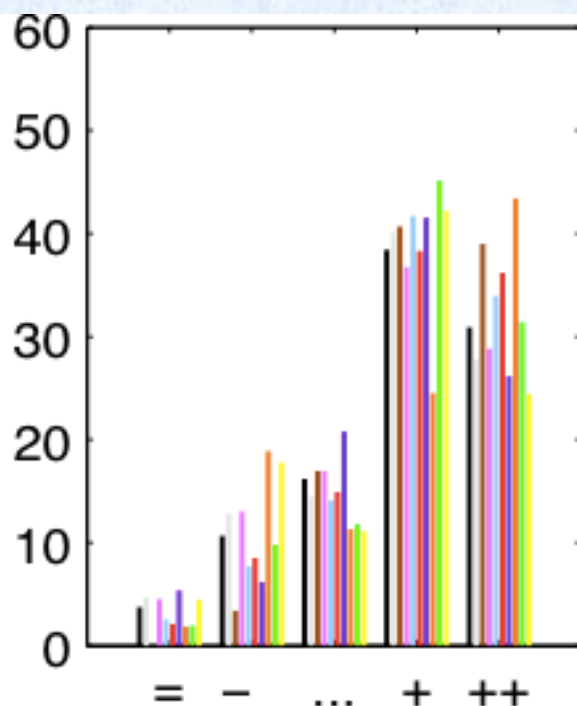
support

I general, how satisfied are you with the following at Lamont?

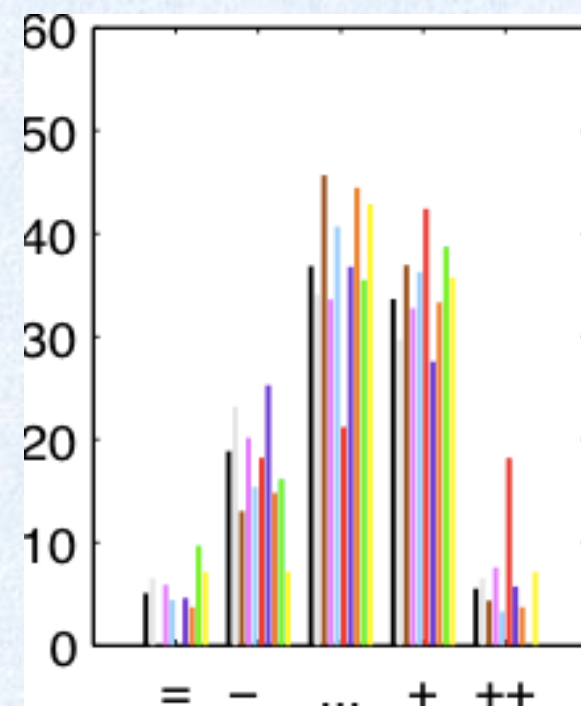
Workspace (office lab)



Communication with supervisor/manager



Orientation for new hires

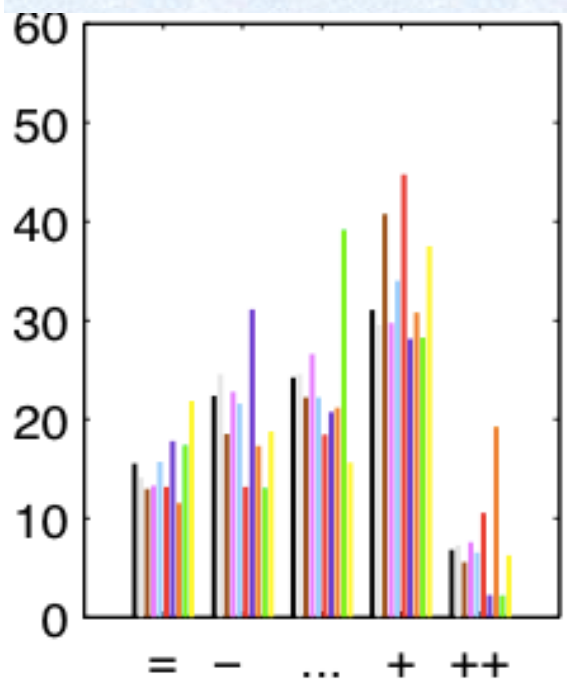


Very dissatisfied; Dissatisfied; Neutral; Satisfied; + Very satisfied. Percentage responses

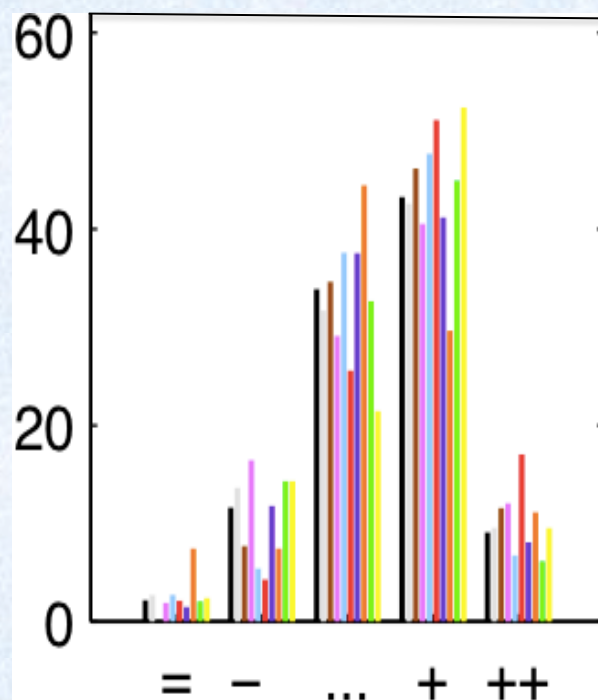
all	white	minority	female	male	admin	scientists	students	staffassociates	support
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I general, how satisfied are you with the following at Lamont?

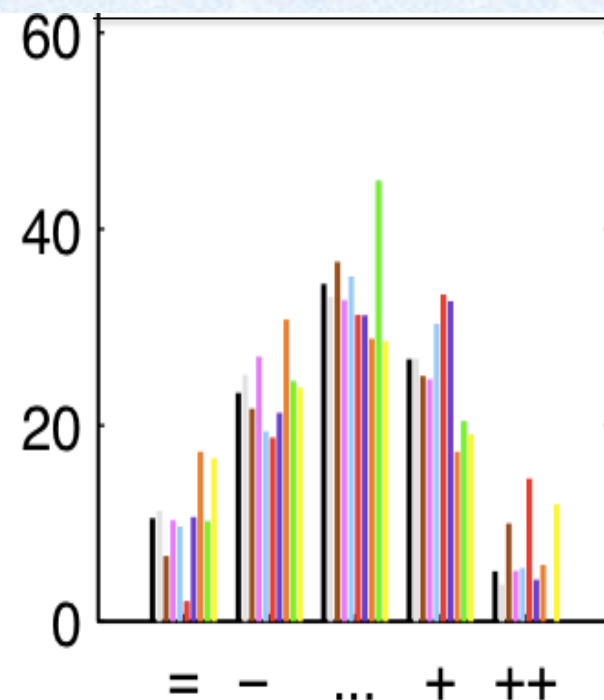
Travel reimbursement



Assistance with benefits



Clarity of policies

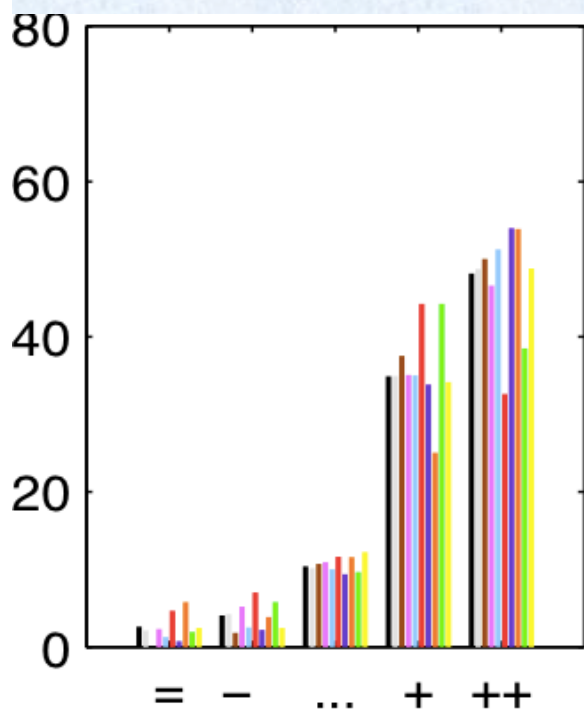


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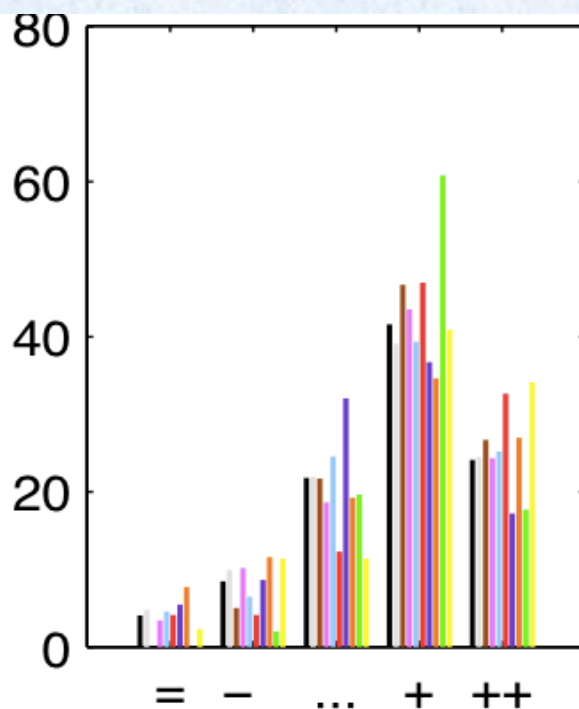
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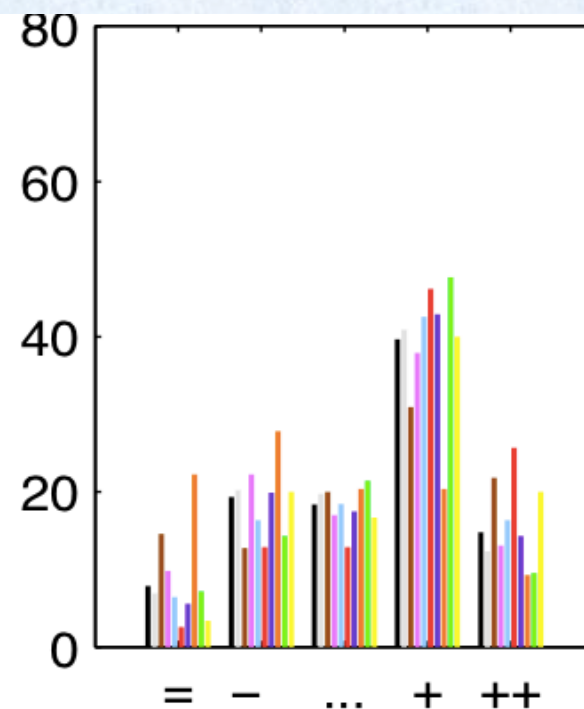
Flexible work hours/ work from home



Vacation days/ personal time



Shuttle bus

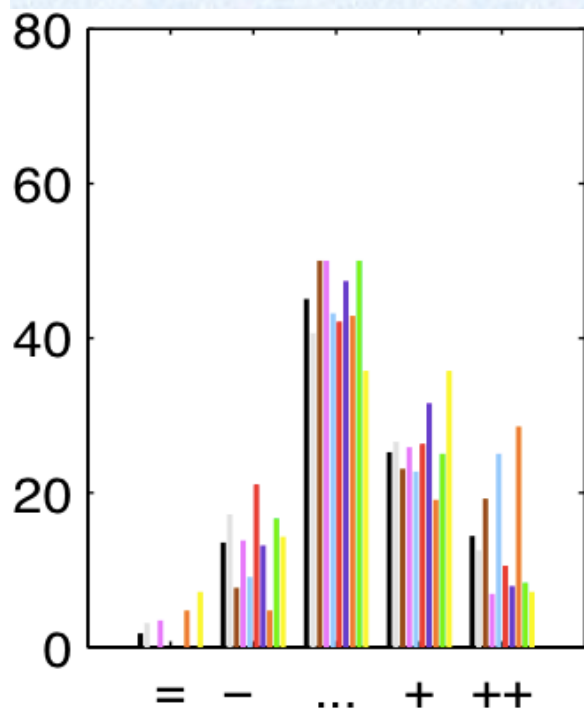


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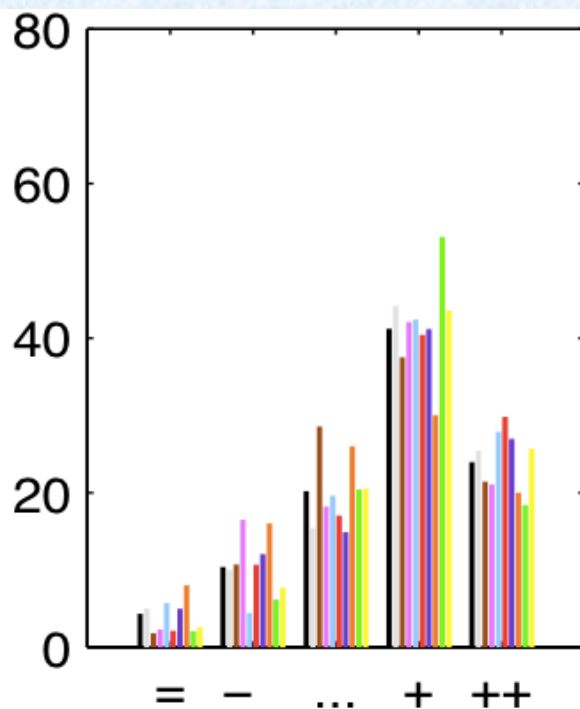
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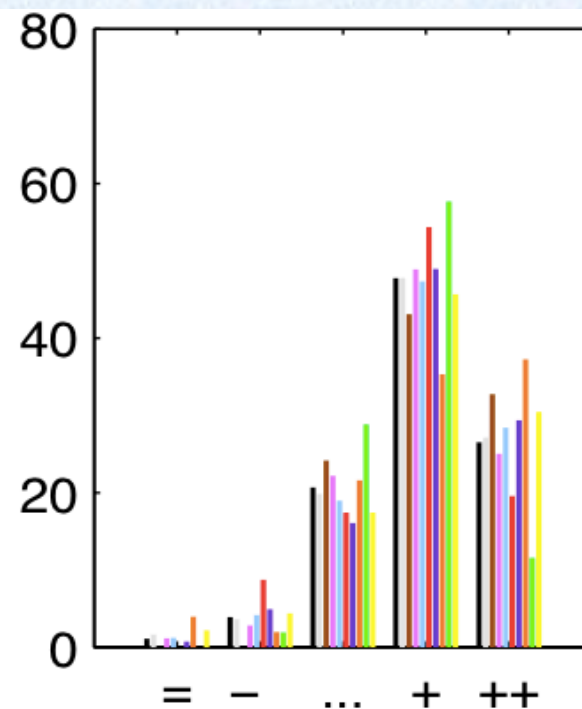
Lactation facilities



Cafeteria



Campus security

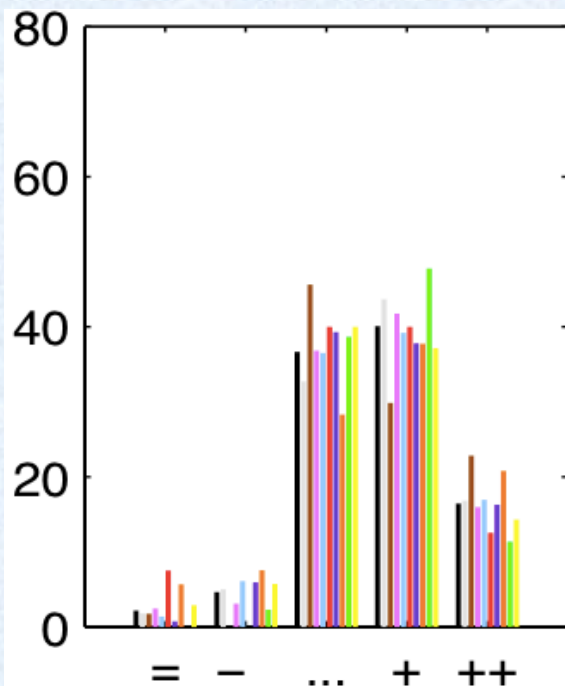


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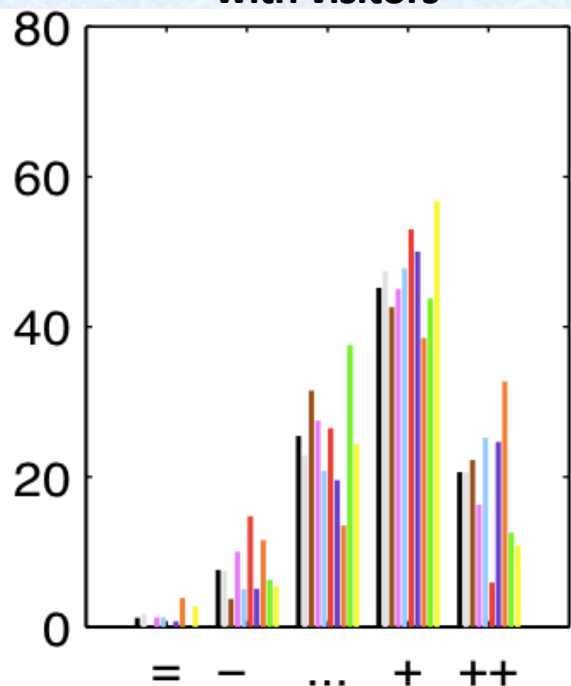
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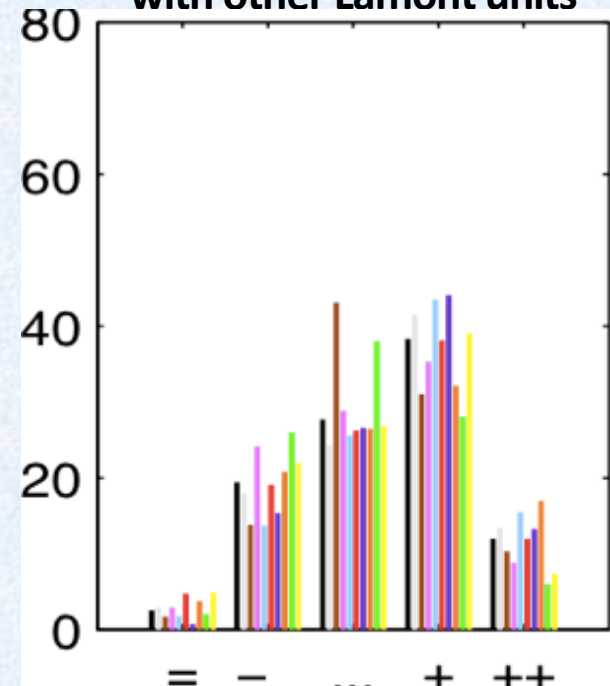
Campus social activities



Opportunities to interact with visitors



Opportunities to interact with other Lamont units



Very dissatisfied; Dissatisfied; Neutral; Satisfied; + Very satisfied. Percentage responses

all

white

minority

female

male

admin

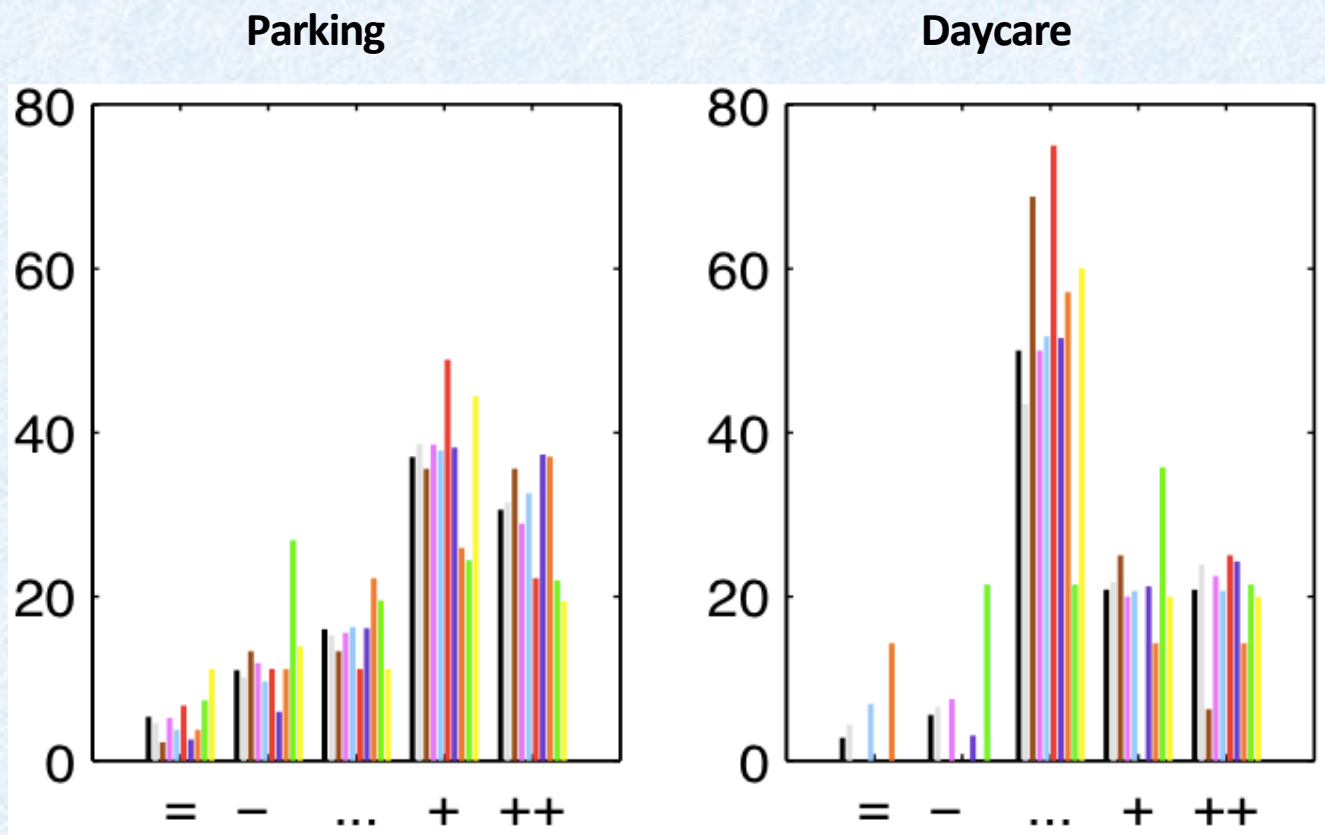
scientists

students

staffassociates

support

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Very dissatisfied; Dissatisfied; Neutral; Satisfied; + Very satisfied. Percentage responses

all

white

minority

female

male

admin

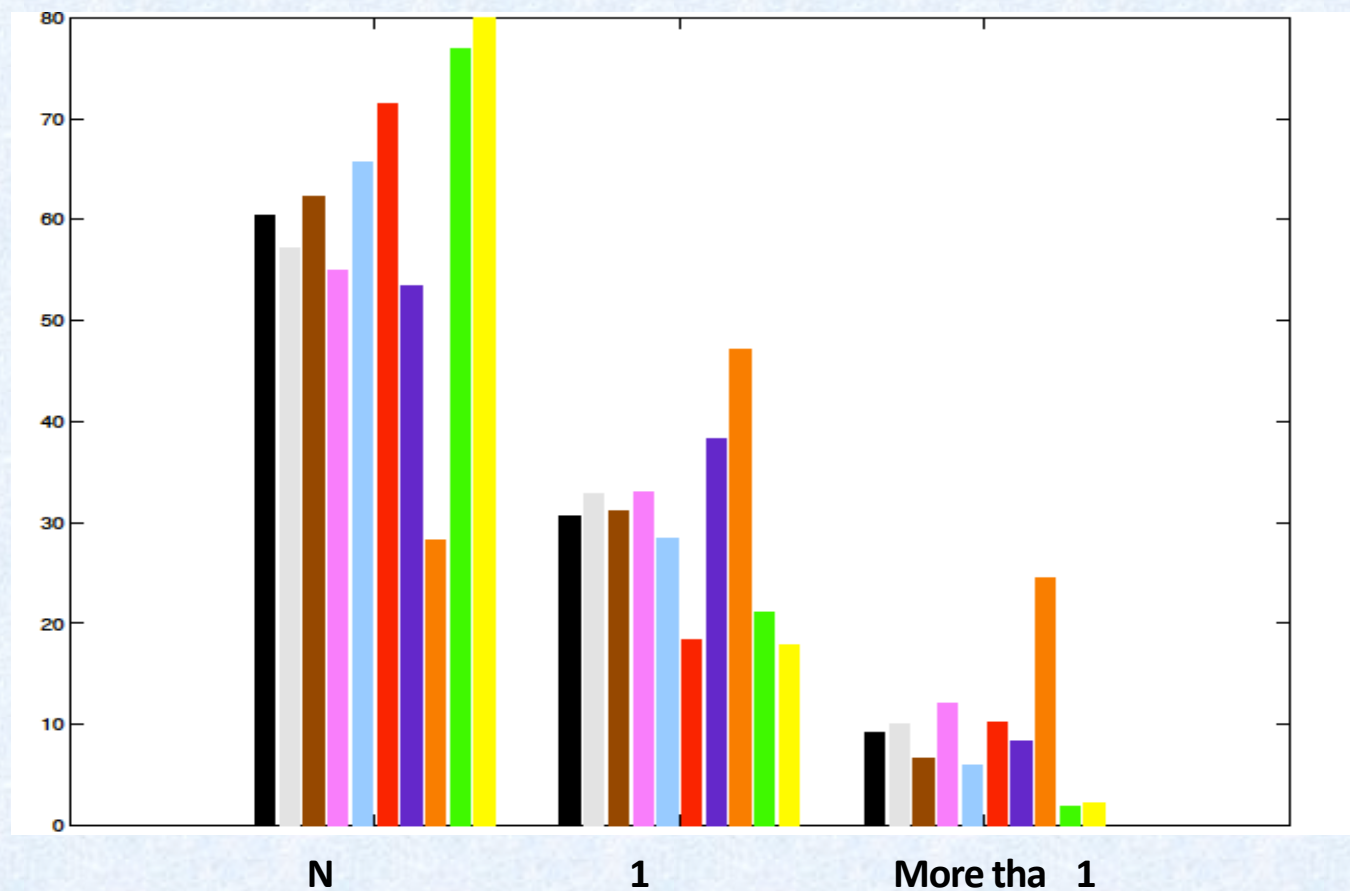
scientists

students

staffassociates

support

Sexual Harassment: In the past 5 years have you heard of instances of sexual harassment at Lamont/ Columbia?



all

white

minority

female

male

admin

scientists

students

staff/associates

support

What are some of the most important positive aspects of working at Lamont?



250 comments, 4,109 words

What are some of the most important positive aspects of working at Lamont? (250 comments, 4,10 words)

- Pleasant place to work
- Beautiful campus setting
- Dynamic and collaborative environment
- Intellectual stimulation
- Strong sense of community
- Professional environment with a laidback feel
- Diversity of people and ideas
- Flexible work hours
- Meeting interesting people
- Traveling around the world
- Freedom to create and work on new ideas
- Access to day care
- Camaraderie between colleagues

What are some of the most important negative aspects of working at Lamont?

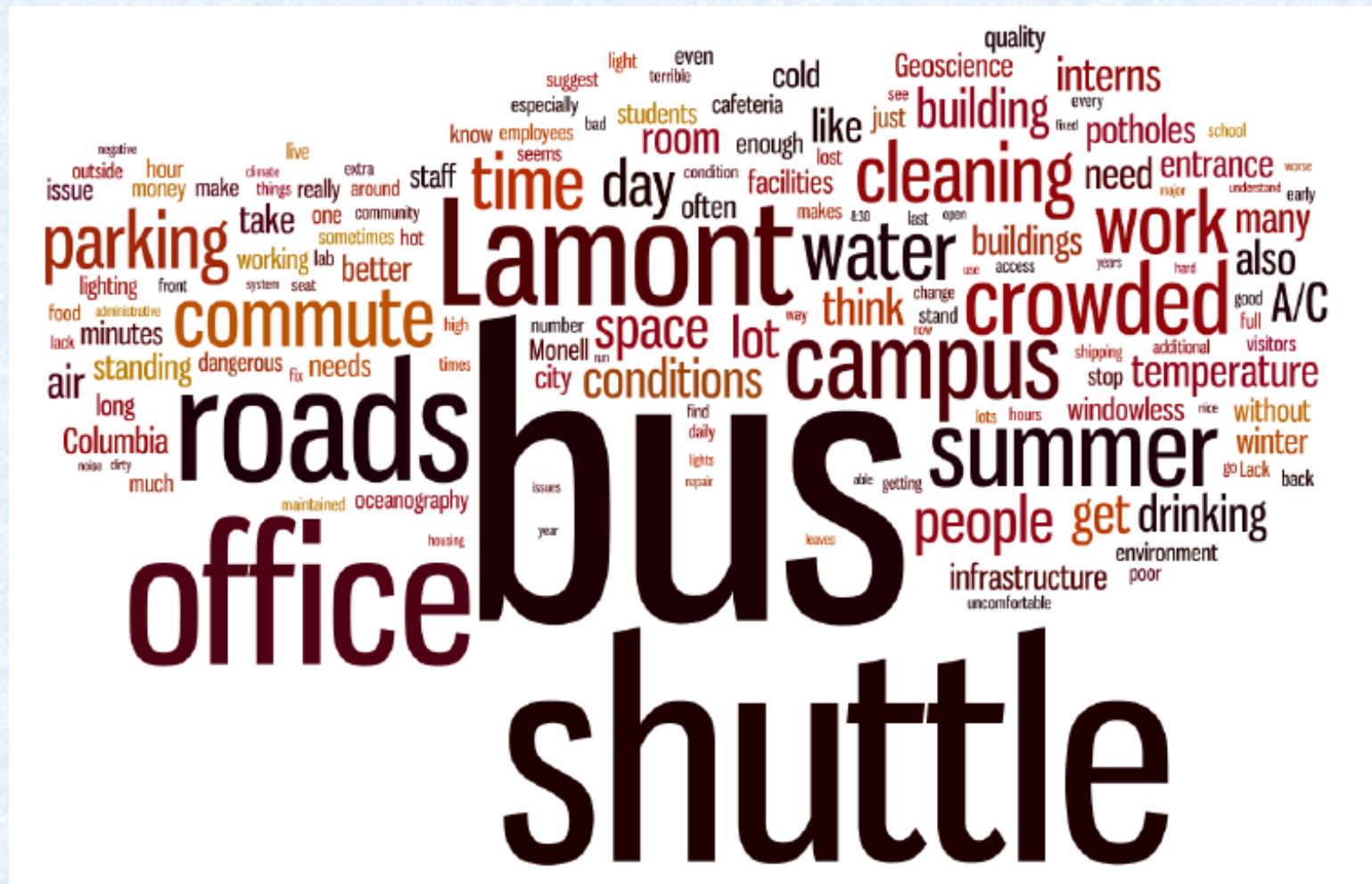
Grouped into the following categories:

- Campus facilities (169 comments, 4851 words)
- Work climate (138 comments, 4189 words)
- Lab/ office space (57 comments, 1417 words)
- Administration (51 comments, 1579 words)
- Management/ leadership (30 comments, 1169 words)
- Workplace Harassment (26 comments, 1665 words)
- Student concerns (21 comments, 1015 words)
- Diversity (14 comments, 557 words)
- Campus / social life (10 comments, 458 words)

Campus Facilities (169 comments, 4851 words)

- Biggest complaint: Shuttle bus
 - Overcrowding
 - Having to stand during a long commute
 - Need additional buses (e.g., 8:30 and 5:30) to compensate for extra riders
- Physical state of the campus:
 - Poor condition of roads
 - Overall decay of infrastructure
- Poor lighting – potential hazard
- Lack of access to food after 3 pm

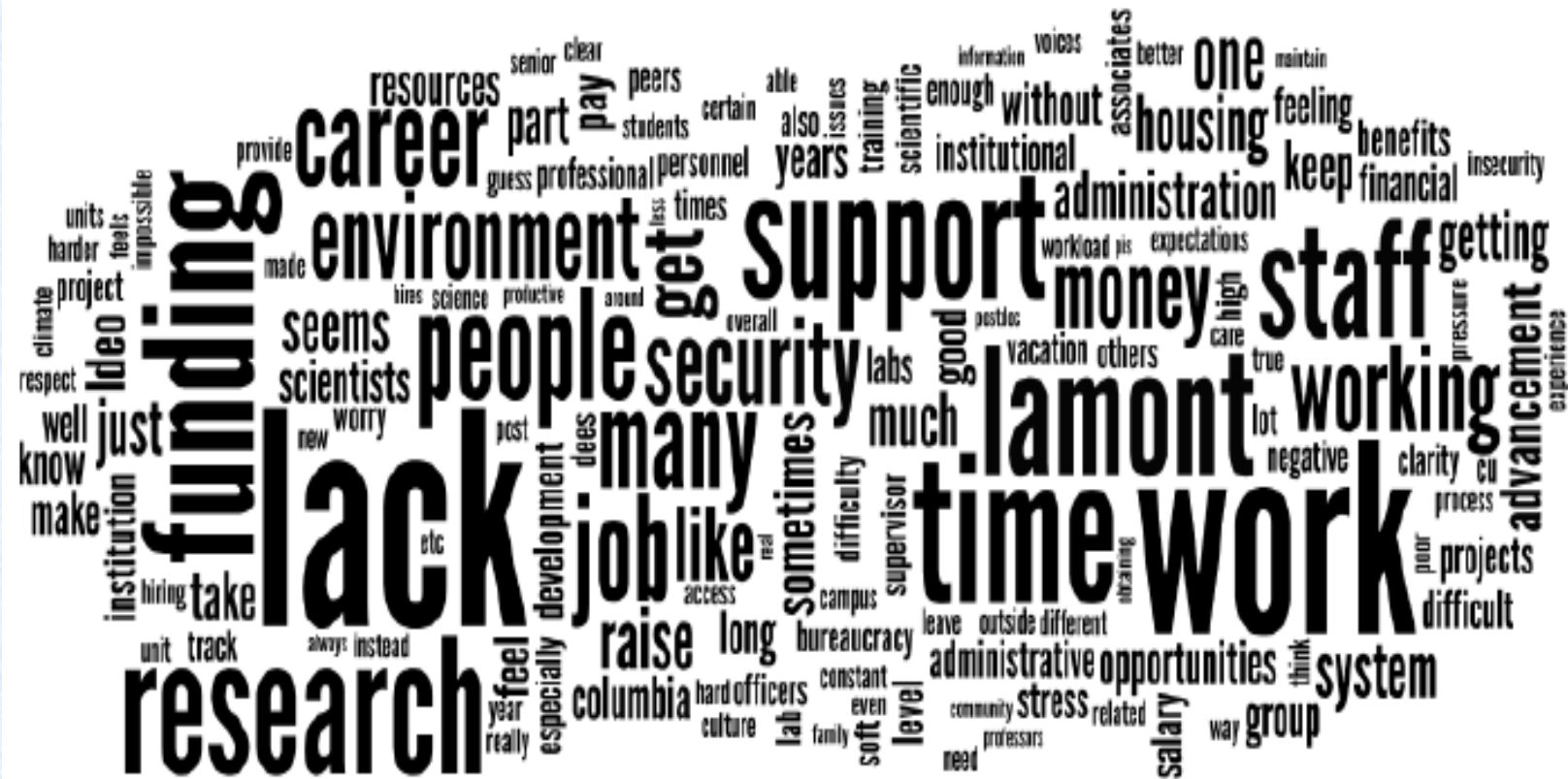
Campus Facilities



Work Climate (138 comments, 4189 words)

- Job insecurity / lack of funding – leading to stress, angst, and pressure
- Perceived lack of respect between:
 - Supervisors vs. staff
 - PIs vs. administrators
 - Advisors vs. students
- Inadequate co-ordination between LDEO and DEES re. decisions impacting the other (e.g., hiring, financial)
- Disparity in pay and benefits between different groups
- Lack of a career path for some (Staff Associates, Officers of Administration)
- Difficulty obtaining consistent and transparent information about institutional policies

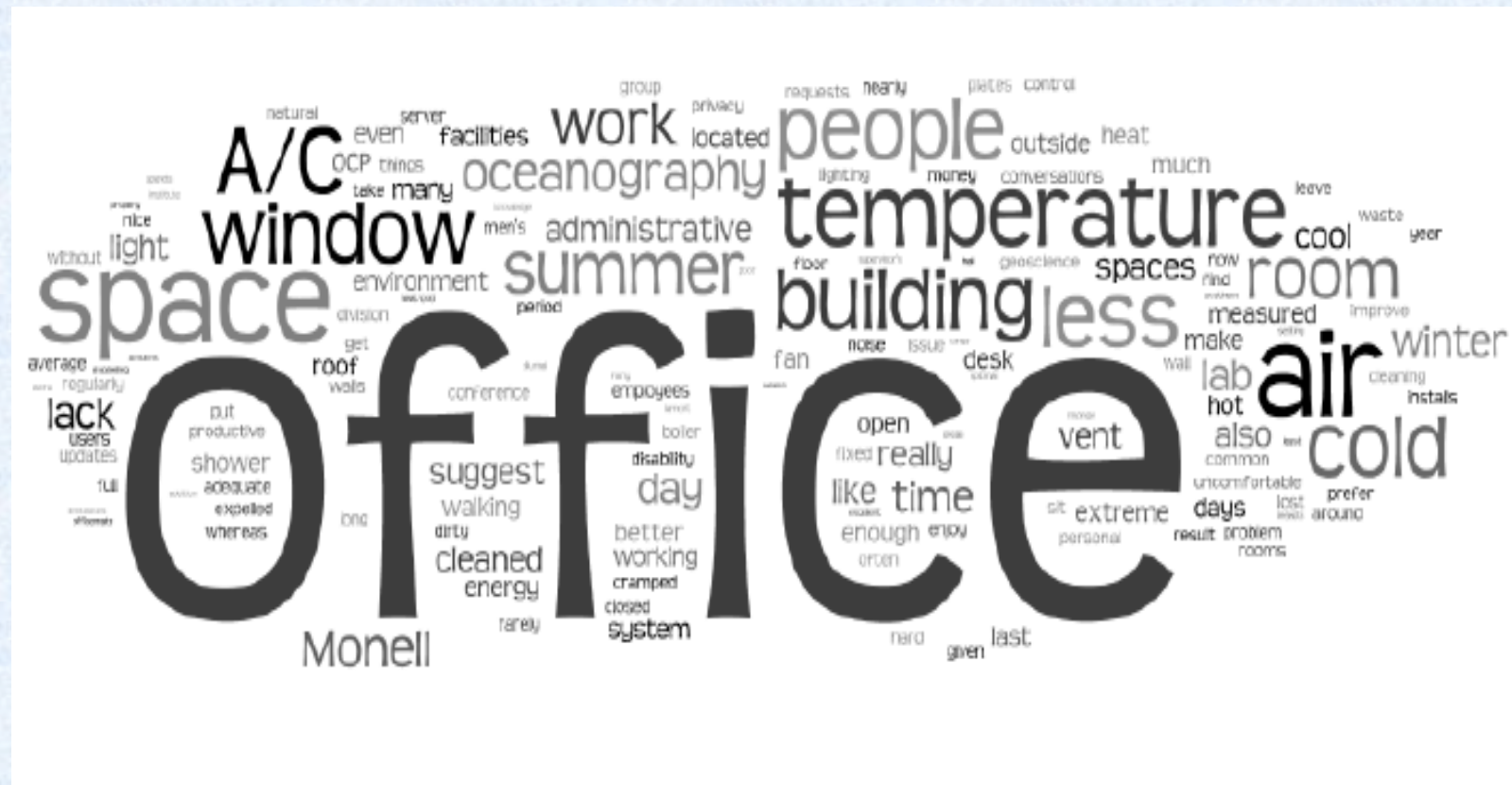
Work Climate



Lab / Office Space (57 comments, 1417 words)

- Severe limitations of space, and less than ideal conditions under which people work:
 - Poor air conditioning
 - Cramped and windowless offices; no natural light
 - Poor lighting and temperature control
 - Lack of storage space, esp. in shared offices
 - Feelings of isolation / not being able to be a part of divisional social activities because of remote/inconvenient location of office
 - Having to work without an office
 - Lack of privacy

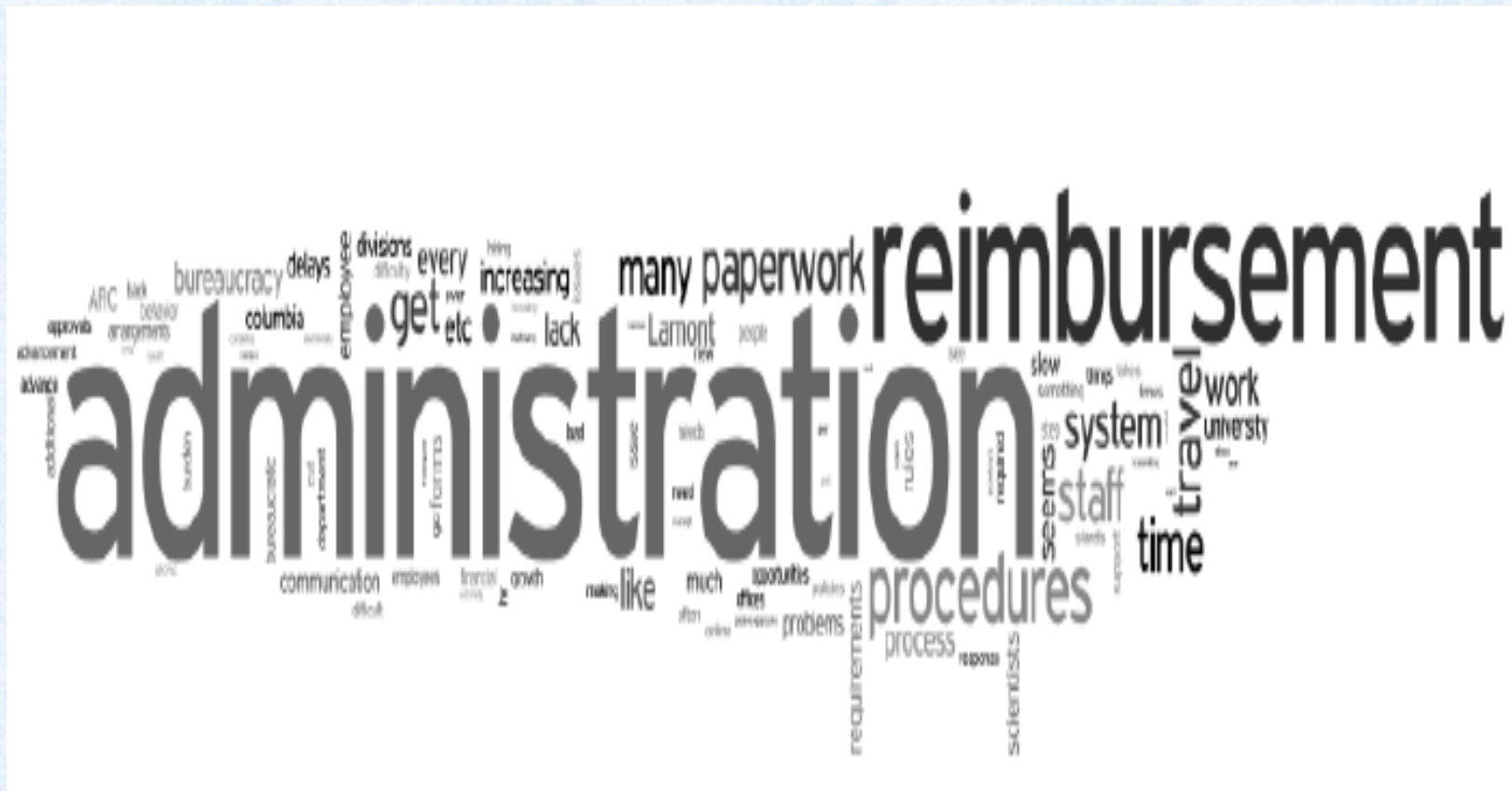
Lab / Office Space



Administration (51 comments, 1579 words)

- ARC system difficult / often doesn't work
- Increasing level of bureaucracy at CU and Lamont: increased workload for administration/staff and time sink for scientists.
- Travel reimbursement policies not efficient
- Aggressive behavior: perceived divide between administration on the one hand and scientific staff on the other
- Poor communications regarding policies and procedures
- Lack of support for international travel
- Difficulty of making arrangements for visitors

Administration



Management / Leadership (30 comments, 1169 words)

- Lack of properly functioning Development Office
- Expansion of Directorate with high salary hires; limited/no money for basic services or employee support
- Concerns about financial management
- Lack of transparency in allocation of discretionary research funds, special deals and targeted LARP hires
- Lack of communication from the leadership
- Concern about overall decline of some aspects of Lamont in recent years

Management / Leadership



Workplace Harassment (26 comments, 1665 words)

- Professor accused of sexual harassment still around on campus – this sends a negative message to women and students
- Concern about lack of discussion about the incident: Perception that the incident was suppressed. People weren't given the opportunity to voice their frustrations.
- Subtle gender bias: Being excluded from important discussions unless one is a “senior and powerful” woman.
- Old boys' club: very cliquey, no consequences for unprofessional behavior / misconduct

Workplace Harassment



Student Concerns (21 comments, 1015 words)

- Student office environment
- Lack of safe space to voice concerns
- Students unsure whether they belong to DEES or LDEO
- Lack of social space like a coffee shop on campus where students can spend time
- Difficulties with advisors
- Students are not kept informed about what goes on at Lamont and DEES
- Concerns about not having adequate protection/ recourse in bad situations with a professor

Student Concerns



Diversity (14 comments, 557 words)

- Extreme lack of ethnic/racial diversity at Lamont, especially among the scientific staff and leadership
- Increase in the numbers of women at Lamont over the past decade but no such increase for racial/ethnic minorities. More needs to be done.
- Lack of women in senior/ leadership positions
- Special status given to Christian holidays which are observed as holidays; people of other faiths need to take days off.

Diversity



Campus/ Social Life (10 comments, 458 words)

- Need for more campus-wide social events to encourage social interactions between:
 - Administration and scientists
 - Different units / divisions on campus
 - NYC residents and those living near Lamont
- Need to find ways to encourage friendliness
- Give priority to social events at the Lamont Campus versus social events on the Morningside Campus
- Would be nice to have a sports facility such as a gym or swimming pool

Campus/ Social Life



Concluding Notes

- An overwhelming majority (84% of respondents) are overall satisfied with the campus life and work environment at Lamont. A small number (6%) are overall dissatisfied.
- Recurrent theme across respondents' comments: Lamont is a great place to work, and offers a dynamic, collaborative, engaging, stimulating and supportive work environment. This combined with the beautiful campus setting contributes to the overall feeling of satisfaction in the workplace.
- However, there is still a lot to be done. The leadership needs to identify which issues should be addressed in the foreseeable future.
- All survey respondents will be sent the survey summary, this presentation, and the aggregated survey results.