

Q2	What does BSE do well to help you feel welcome here?	Friendly faculty	() is awesome. They are super helpful and when I first made the transition from L and S to CALS/BSE they made me feel like I belonged here and explained how a BSE degree can open up so many different opportunities for me. They truly have been an awesome advisor.	BSE 349: we had a day where we discussed important of diversity in STEM. That was reassuring to hear.	Responsible and professional employees		I feel that my opinions and skills are appreciated by most people in the dept.		Many of the faculty, students, and staff treat me with kindness and respect.	It is quite obvious that almost everyone I deal with is welcoming and has god intentions.	I feel we are a collegial Department and the few events that we have been able to have have consistently been welcoming.	The staff and students are wonderful. The faculty less so.		
Q13	I feel respected and valued by members of the Department of BSE.	Always	Always	Almost always	Always	Usually	Almost always	Rarely	Sometimes (e.g., on certain occasions or in certain circumstances)	Almost always	Usually	Almost always	Sometimes (e.g., on certain occasions or in certain circumstances)	Sometimes (e.g., on certain occasions or in certain circumstances)
Q7	BSE devotes time and energy to ensure that diverse perspectives are included in decision-making.	Almost always	Almost always	Sometimes (e.g., on certain occasions or in certain circumstances)	Always	Almost always	Sometimes (e.g., on certain occasions or in certain circumstances)	Rarely	Usually	Almost always	Sometimes (e.g., on certain occasions or in certain circumstances)	Sometimes (e.g., on certain occasions or in certain circumstances)	Always	Sometimes (e.g., on certain occasions or in certain circumstances)
Q14	Some people in BSE have to work harder than others for the same amount of recognition.	Rarely	Rarely	Sometimes (e.g., on certain occasions or in certain circumstances)	Always	Usually	Sometimes (e.g., on certain occasions or in certain circumstances)	Always	Rarely	Rarely	Occasionally (e.g., from time to time, now and then, or once in a while)	Usually	Almost always	Always
Q15	People from certain backgrounds have more opportunities for advancement in BSE.	Rarely	Occasionally (e.g., from time to time, now and then, or once in a while)	Usually	Always	Usually	Occasionally (e.g., from time to time, now and then, or once in a while)	Always	Occasionally (e.g., from time to time, now and then, or once in a while)	Rarely	Sometimes (e.g., on certain occasions or in certain circumstances)	Sometimes (e.g., on certain occasions or in certain circumstances)	Sometimes (e.g., on certain occasions or in certain circumstances)	Usually
Q8	Please share examples, from personal experiences with other groups or organizations, that BSE could model to ensure diverse voices are heard.	unknown	None that I can think of.						Include D&I in planning for and holding Lunch & Learns, Holiday Celebrations, guided discussions. Work as unit to define D&I. Incorporate it into decision making process.	Establish a culture in which everyone is expected to, and feels comfortable with, expressing their views	I've come to appreciate more and more the work that went on to advance women in science at previous places where I have worked. We don't have this culture here and having a family advocate position either in BSE or CALS could go a very long way to make sure that people have the accommodations they need to thrive.	Include more staff and students in committees. Include all faculty, not just senior faculty in hiring decisions.		
Q10	What steps can BSE take to ensure equal opportunities, and how should BSE focus its efforts?	already good	I think the more BSE advertises itself to more students around campus, the more diverse the student body will become. I think BSE should focus on showing how a BSE degree can be used after graduation will attract students from all backgrounds as opposed to maybe strictly Agricultural focused backgrounds.						Not sure.	It is not clear to me what sort of opportunities are referred to, so I cannot answer this one.		Create procedures and follow the procedures. Less this is how it is done elsewhere or this is how I remember it being done. For anything important write down the process.		
Q3	In what ways or in what areas does BSE need to improve?	unknown	Not sure.				Some faculty treat non-faculty like tools rather than like people. Lack of respect		More transparent decision making by leadership. Less decision by small caucus and more open process. Work to developed shared values and sense of purpose.	Let's talk to each other more.		The faculty fighting is really hurting the department.		

Q6	What attributes from other organizations make you feel valued, and how can BSE replicate these successes?	personal relationships, already have small classes	Not sure.		Work together on things and respect what people bring to the table. BSE faculty have a me vs the world attitude and I see little interest in working together on things. Students see it also and talk about it	When everyone speaks on behalf of the department, not for one's selfish interests	Recognition of contributions to mission. Mutual respect. Shared sense of purpose.	What makes me feel valued is affirmation from colleagues. Perhaps we can put as much effort into congratulating each other as criticizing each other.	I really like eCALS and the culture of celebrating people's successes at the College level. BSE does this well with the newsletter and even more small announcements of awards and achievements during faculty/staff meetings could help people feel recognized for all of the great things that we do.					
Q12	What steps should BSE take to increase diversity in the Department?	unknown	See response above.		I think we HAVE done a lot toward that. It was not that long ago there were ZERO female faculty members and only 1 member not a white male.		Continue to recruit for diversity. This is a challenge for BSE.	Continue to implement best practices for hiring and graduate student recruitment.	Recruitment of diverse students is important but difficult given the resources that we have. Any additional recruitment work would be a step forward. Female recruitment is critical for faculty and students.					
Q18	Which category best describes your position in BSE?	Undergraduate student	Undergraduate student	Undergraduate student	Graduate student	Staff and postdoctoral research associates	Staff and postdoctoral research associates	Faculty	Faculty	Faculty	Faculty	Faculty	Faculty	Faculty