Q2
What does BSE do well to help you feel welcome here?

Faculty: During the Fall, they are super helpful and when I first took the intro courses, I found them to be less helpful. Now and through the 4th year, they really opened up and explained how a BSE degree can open up many different opportunities for me. They truly have been an awesome advisor.

Many of the faculty, students, and staff treat me with kindness and respect. It is quite obvious that almost everyone I talked with is welcoming and has good intentions.

The staff and students are wonderful. The faculty was so welcoming.

Q3
In what ways or in what areas does BSE need to improve?

Faculty: 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 benefit students from all backgrounds in order to make everyone feel at home.

Involving more women in leadership positions would 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.

Q4
What steps can BSE take to ensure equal opportunity, and how should BSE focus its efforts?

Faculty: We need to have clear and transparent expectations for all students and all positions.

I have been very impressed with the quality of the instruction and the level of engagement in class. I think we need to continue to work on ensuring that all students, regardless of background, feel supported and valued.

Let's talk to each other more. The faculty fighting is really hurting the department.

Q5
What can BSE do to ensure diversity?

Faculty: I think BSE needs to do a better job of engaging with underrepresented groups.

I have 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, women's focus on BSE or CALS could go a very long way to make sure that people have the accommodations they need to thrive.

Create procedures and follow the procedures. Let's talk to each other more. The faculty fighting is really hurting the department.

Q6
BSE devotes time and energy to ensure that diverse perspectives are included in decision-making.

Faculty: I feel respected and valued by members of the Department of BSE.

Almost always

Q7
BSE devotes time and energy to ensure that diverse perspectives are included in decision-making.

Faculty: 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)

Q8
Please share examples, from personal experiences with other groups or organizations, that BSE could model to ensure diverse voices are heard.

Faculty: Include BSE in workforce diversity efforts, building lunch & learns, holiday celebrations, guided discussions. Work as an ant to define BSE: incorporate one diversity audit process.

I have 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, women's focus on 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.

Q9
What steps can BSE take to ensure equal opportunity, and how should BSE focus its efforts?

Faculty: Create procedures and follow the procedures. Let's talk to each other more. The faculty fighting is really hurting the department.

Q10
In what ways or in what areas does BSE need to improve?

Faculty: Involving more women in leadership positions would go a very long way to make sure that people have the accommodations they need to thrive.

Involving more women in leadership positions would 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.

Q11
BSE devotes time and energy to ensure that diverse perspectives are included in decision-making.

Faculty: I feel respected and valued by members of the Department of BSE.

Almost always

Q12
What does BSE do well to help you feel welcome here?

Faculty: During the Fall, they are super helpful and when I first took the intro courses, I found them to be less helpful. Now and through the 4th year, they really opened up and explained how a BSE degree can open up many different opportunities for me. They truly have been an awesome advisor.

Many of the faculty, students, and staff treat me with kindness and respect. It is quite obvious that almost everyone I talked with is welcoming and has good intentions.

The staff and students are wonderful. The faculty was so welcoming.

Q13
I feel respected and valued by members of the Department of BSE.

Faculty: BSE 349: we had a day where we discussed the importance 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 talked with is welcoming and has good intentions.

The staff and students are wonderful. The faculty was so welcoming.
Q6
What attributes from other organizations make you feel valued, and how can BSE replicate these successes?

- Personal relationships, already. Not sure over small classes.
- Work together on things and respect what people bring to the table. BSE faculty have a me vs the world attitude and don't 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 just for own's selfish interests.
- Recognition of contributions i.e. 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 so in highlighting achievements during faculty/staff meetings. This 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?

- I think we HAVE done a lot toward that. It was not that long ago there were 0 or 1 female faculty members and only 1 member not a white male.
- 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
- Faculty
- Faculty
- Faculty
- Faculty
- Faculty
- Faculty