Thank you for choosing to participate in this study. Your answers are anonymous and all data will remain confidential. All data will be reported in the aggregate. We ask for your honest responses to the questions that follow.

1. Overall, how satisfied are you in your current leadership position within the university?
   O Not satisfied at all   O Somewhat satisfied   O Satisfied   O Very satisfied

2. Overall, how would you rate the campus climate (Behaviors within a workplace or learning environment, ranging from subtle to cumulative to dramatic, that can influence whether an individual feels personally safe, listened to, valued, and treated fairly and with respect) at UTPA?
   O Poor   O Fair   O Good   O Excellent

3. Generally speaking, how important is the issue of gender equality on campus to you?
   O Not important at all   O Somewhat important   O Important   O Very important

4. Is there gender stereotyping within your department or program?
   O Not that I know of   O Somewhat   O Fair amount   O Quite a bit   (Skip to Q6 if "Not that I know of)

5. What impact do you think gender stereotyping has in your department or program?
   O No impact at all   O Little impact   O Some impact   O Significant impact

6. In your leadership position, what are the most important characteristics when **building a pool of applicants for a new faculty line** (i.e. recruiting and inviting applicants for on-campus interviews)? Rank the following, with 1 being most important and 9 being least important.
   _____ Research record
   _____ Teaching experience
   _____ Research potential
   _____ Service record
   _____ Gender
   _____ Race/ethnicity
   _____ Collegiality
   _____ Educational pedigree
   _____ Letters of recommendation
   _____ Other:_____

7. In your leadership position, what are the most important characteristics when **hiring new faculty**? Rank the following, with 1 being the most important and 9 being least important.
   _____ Research record
   _____ Teaching experience
   _____ Research potential
   _____ Service record
   _____ Gender
   _____ Race/ethnicity
   _____ Collegiality
   _____ Educational pedigree
   _____ Letters of recommendation
   _____ Other: _____

8. In your leadership position, what are the most important faculty characteristics when **creating personnel or recruitment committees**? Rank the following, with 1 being the most important and 8 being least important.
   _____ Research record
   _____ Teaching experience
   _____ Research potential
   _____ Service record
   _____ Gender
   _____ Race/ethnicity
   _____ Collegiality
   _____ Input/support from faculty
   _____ Other: _____

9. In your leadership position, what are the most important characteristics when **considering faculty promotion cases**? Rank the following, with 1 being the most important and 7 being least important.
   _____ Research record
   _____ Teaching experience
   _____ Research potential
   _____ Service record
   _____ Gender
   _____ Race/ethnicity
   _____ Collegiality
   _____ Other: _____

10. In your leadership position, what are the most important characteristics when **recommending faculty for leadership positions**? Rank the following, with 1 being the most important and 7 being least important.
    _____ Research record
    _____ Teaching experience
    _____ Research potential
    _____ Service record
    _____ Gender
    _____ Race/ethnicity
    _____ Collegiality
    _____ Other: _____

Please rate the following statements about STEM fields, defined by NSF as including Social, Behavioral, Economic, and Natural sciences, along with Technology, Engineering, and Math, as true or false.

11. More than half of STEM degrees awarded to women were in the biological sciences, where women make up the majority of students overall in the U.S. (circle one)   True   False

⟶

Climate Change: Quantitative Study of Administrator/Leadership Perceptions

Thank you for your participation in our research study, *Climate Change: Quantitative Study of Administrator/Leadership Perceptions.*

We would like to discuss with you in more detail the study you just participated in and to explain exactly what we were trying to study.

Before we tell you about all the goals of this study, however, I want to explain why it is necessary in some kinds of studies to not tell people all about the purpose of the study before they begin.

As you may know, scientific methods sometimes require that participants in research studies not be given complete information about the research until after the study is completed. Although we cannot always tell you everything before you begin your participation, we do want to tell you everything when the study is completed.

We don't always tell people everything at the beginning of a study because we do not want to influence your responses. If we tell people what the purpose of the study is and what we predict about how they will react, then their reactions would not be a good indication of how they would react in everyday situations.

The purpose of this study was to create a baseline of data regarding perceptions of campus climate held by the Academic Affairs Leadership Team, particularly as it relates to issues of gender, for the Social Science Component of the NSF ADVANCE grant UTPA recently received.

If other people knew the specific purpose of the study, it might affect how they behave/answer questions, so we are asking you not to share the information we just discussed. A campus-wide climate survey will go out to all faculty via email soon; that survey will have different kinds of questions and therefore we request that you participate in that survey as well.

We hope you enjoyed your survey experience. If you have any questions later please feel free to contact us.

Principal Investigators
Jessica Lavariega Monforti, Ph.D.
Associate Professor of Political Science
Senior Faculty Research Associate,
Center for Survey Research
Telephone: 956-665-3551
E-mail: lavariegaj@utpa.edu

Margaret Graham, Ph.D.
Associate Professor of Anthropology
Telephone: 956-665-7393
E-mail: mgraham1@utpa.edu

Thank you again for your participation.

CITI Collaborative Institutional Training Initiative

Basic/Refresher Course - Human Subjects Research Curriculum Completion
Report
Printed on 8/6/2012

Learner: Jessica Lavariega Monforti (username: lavariegaj)
Institution: University of Texas-Pan American
Contact   Email: lavariegaj@utpa.edu
Information
Social Behavioral Research Investigators and Key Personnel:

Stage 3. Refresher Course Passed on 08/06/12 (Ref # 7906713)

Required Modules	Date Completed	Score
Biomedical 101 Refresher Course - Introduction	08/06/12	no quiz
SBR 101 REFRESHER MODULE 1 - History and Ethics	08/06/12	4/5 (80%)
SBR 101 REFRESHER MODULE 2 - Regulatory Overview	08/06/12	5/5 (100%)
SBR 101 REFRESHER MODULE 3 - Risk, Informed Consent, and Privacy and Confidentiality	08/06/12	5/5 (100%)
SBR 101 REFRESHER MODULE 4 - Vulnerable Subjects	08/06/12	4/4 (100%)
SBR 101 REFRESHER MODULE 5 - Education, International, and Internet Research	08/06/12	5/5 (100%)
How to Complete The CITI Refresher Course and Receive the Completion Report	08/06/12	no quiz

For this Completion Report to be valid, the learner listed above must be
affiliated with a CITI participating institution. Falsified information and
unauthorized use of the CITI course site is unethical, and may be
considered scientific misconduct by your institution.

Paul Braunschweiger Ph.D.
Professor, University of Miami
Director Office of Research Education
CITI Course Coordinator

Return

CITI Collaborative Institutional Training Initiative

Basic/Refresher Course - Human Subjects Research Curriculum Completion Report
Printed on 6/27/2011

Learner: Margaret Graham (username: mgraham12956)
Institution: University of Texas-Pan American
Contact Information Department: Psychology & Anthropology
Email: mgraham1@utpa.edu
Social Behavioral Research Investigators and Key Personnel:

Stage 3. Refresher Course Passed on 06/27/11 (Ref # 6015036)

Required Modules	Date Completed	Score
Refresher Course 101 Introduction	06/27/11	no quiz
SBR 101 REFRESHER MODULE 1. History and Ethics	06/27/11	5/5 (100%)
SBR 101 REFRESHER MODULE 2. Regulatory Overview	06/27/11	5/5 (100%)
SBR 101 REFRESHER MODULE 3. Fundamental Issues.	06/27/11	4/5 (80%)
SBR 101 REFRESHER MODULE 4. Vulnerable Subjects	06/27/11	3/4 (75%)
SBR 101 REFRESHER MODULE 5. Additional Topics	06/27/11	4/5 (80%)
How to Complete The CITI Refresher Course and Receive the Completion Report	06/27/11	no quiz

For this Completion Report to be valid, the learner listed above must be affiliated with a CITI participating institution. Falsified information and unauthorized use of the CITI course site is unethical, and may be considered scientific misconduct by your institution.

Paul Braunschweiger Ph.D.
Professor, University of Miami
Director Office of Research Education
CITI Course Coordinator

Return

CITI Collaborative Institutional Training Initiative

Basic/Refresher Course - Human Subjects Research Curriculum Completion
Report
Printed on

Learner: Margaret Graham (username: mgraham12956)
Institution: University of Texas-Pan American
Contact   Email: mgraham1@panam.edu
Information
 Social Behavioral Research Investigators and Key Personnel:

Stage 2. Refresher Course Passed on 08/13/09 (Ref # 3385000)

Required Modules	Date Completed	Score
Refresher Course 101 Introduction	08/13/09	no quiz
SBR 101 REFRESHER MODULE 1. History and Ethics	08/13/09	5/5 (100%)
SBR 101 REFRESHER MODULE 2. Regulatory Overview	08/13/09	5/5 (100%)
SBR 101 REFRESHER MODULE 3. Fundamental Issues.	08/13/09	5/5 (100%)
SBR 101 REFRESHER MODULE 4. Vulnerable Subjects	08/13/09	4/4 (100%)
SBR 101 REFRESHER MODULE 5. Additional Topics	08/13/09	4/5 (80%)
How to Complete The CITI Refresher Course and Receive the Completion Report	08/13/09	no quiz

**For this Completion Report to be valid, the learner listed above must be
affiliated with a CITI participating institution. Falsified information and
unauthorized use of the CITI course site is unethical, and may be
considered scientific misconduct by your institution.**

Paul Braunschweiger Ph.D.
Professor, University of Miami
Director Office of Research Education
CITI Course Coordinator

Return

CITI Collaborative Institutional Training Initiative

Human Research Curriculum Completion Report
Printed on Wednesday, September 19, 2007

Learner: Margaret Graham (username: mgraham12956)
Institution: University of Texas-Pan American
Contact
Information: Email: mgraham1@panam.edu
Social Behavioral Research Investigators and Key Personnel:

Stage 1. Basic Course Passed on 09/19/07 (Ref # 1287447)

Required Modules	Date completed
Introduction	09/18/07
History and Ethical Principles - SBR	09/18/07
Defining Research with Human Subjects - SBR	09/18/07
The Regulations and The Social and Behavioral Sciences - SBR	09/19/07
Assessing Risk in Social and Behavioral Sciences - SBR	09/19/07
Informed Consent - SBR	09/19/07
Privacy and Confidentiality - SBR	09/19/07
Research with Prisoners - SBR	09/19/07
Research with Children - SBR	09/19/07
Research in Public Elementary and Secondary Schools - SBR	09/19/07
International Research - SBR	09/19/07
Internet Research - SBR	09/19/07
HIPAA and Human Subjects Research	09/19/07
Workers as Research Subjects-A Vulnerable Population	09/19/07
Conflicts of Interest in Research Involving Human Subjects	09/19/07
University of Texas-Pan American Module	09/19/07

**For this Completion Report to be valid, the learner listed above must be
affiliated with a CITI participating institution. Falsified information and
unauthorized use of the CITI course site is unethical, and may be considered
scientific misconduct by your institution.**

Paul Braunschweiger Ph.D.
Professor, University of Miami
Director Office of Research Education
CITI Course Coordinator

Return

CITI Collaborative Institutional Training Initiative

Basic/Refresher Course - Human Subjects Research Curriculum Completion Report
Printed on 10/9/2012

Learner: Laura Barrios (username: laura_dipascuale)
Institution: University of Texas-Pan American
Contact Information 1602 Jason Ave. Apt 3
                                Edinburg, Texas 78539 United States of America
                                Department: Psychology & Anthropology
                                Phone: 5129454737
                                Email: laura_dipascuale@hotmail.com
Social Behavioral Research Investigators and Key Personnel:

Stage 1. Basic Course Passed on 10/09/12 (Ref # 8897616)

Required Modules	Date Completed	Score
University of Texas-Pan American Module	10/03/12	no quiz
Introduction	10/03/12	no quiz
History and Ethical Principles - SBR	10/03/12	5/5 (100%)
Defining Research with Human Subjects - SBR	10/03/12	5/5 (100%)
The Regulations and The Social and Behavioral Sciences - SBR	10/08/12	5/5 (100%)
Assessing Risk in Social and Behavioral Sciences - SBR	10/09/12	5/5 (100%)
Informed Consent - SBR	10/09/12	5/5 (100%)
Privacy and Confidentiality - SBR	10/09/12	5/5 (100%)
Records-Based Research	10/09/12	2/2 (100%)
Research With Protected Populations - Vulnerable Subjects: An Overview	10/09/12	4/4 (100%)

For this Completion Report to be valid, the learner listed above must be affiliated with a CITI participating institution. Falsified information and unauthorized use of the CITI course site is unethical, and may be considered scientific misconduct by your institution.

Paul Braunschweiger Ph.D.
Professor, University of Miami
Director Office of Research Education
CITI Course Coordinator

CITI Collaborative Institutional Training Initiative

**Basic/Refresher Course - Human Subjects Research Curriculum Completion
Report
Printed on 10/14/2012**

Learner: Karen Monsivais (username: kym1707)
Institution: University of Texas-Pan American
Contact Information 1102 E Carroll
San Juan, Texas 78589 United States
Department: Psychology
Phone: (956)588-9979
Email: kym1707@yahoo.com
Social Behavioral Research Investigators and Key Personnel:

Stage 2. Refresher Course Passed on 10/14/12 (Ref # 8977018)

Required Modules	Date Completed	Score
Biomedical 101 Refresher Course - Introduction	10/14/12	no quiz
SBR 101 REFRESHER MODULE 1 - History and Ethics	10/14/12	5/5 (100%)
SBR 101 REFRESHER MODULE 2 - Regulatory Overview	10/14/12	5/5 (100%)
SBR 101 REFRESHER MODULE 3 - Risk, Informed Consent, and Privacy and Confidentiality	10/14/12	5/5 (100%)
SBR 101 REFRESHER MODULE 4 - Vulnerable Subjects	10/14/12	4/4 (100%)
SBR 101 REFRESHER MODULE 5 - Education, International, and Internet Research	10/14/12	5/5 (100%)
How to Complete The CITI Refresher Course and Receive the Completion Report	10/14/12	no quiz

**For this Completion Report to be valid, the learner listed above must be
affiliated with a CITI participating institution. Falsified information and
unauthorized use of the CITI course site is unethical, and may be considered
scientific misconduct by your institution.**

Paul Braunschweiger Ph.D.
Professor, University of Miami
Director Office of Research Education
CITI Course Coordinator

Return

Karen Monsivais (Member ID: 1482731)

Optional Modules - University of Texas-Pan American

Note: Optional modules are provided for your general interest and suggested reading only!

- You *do not* receive "extra credit" for completing them.
- They *do not* show up on any completion reports.
- They will be credited in a grade book if you subsequently enroll in a course that includes them.
- A record of all modules you complete is maintained in the database. Follow the link to see your previous coursework

Optional Modules For Social Behavioral Research Investigators and Key Personnel	Already Taken?	Score
Genetic Research in Human Populations	Optional	-
Research with Prisoners - SBR	Optional	-
Research with Children - SBR	Optional	-
Research in Public Elementary and Secondary Schools - SBR	Optional	-
Vulnerable Subjects - Research Involving Pregnant Women, Human Fetuses, and Neonates	Optional	-
International Research - SBR	Optional	-
Internet Research - SBR	Taken 10/14/12	100
Group Harms: Research With Culturally or Medically Vulnerable Groups	Optional	-
FDA-Regulated Research	Optional	-
Human Subjects Research at the VA	Optional	-
Research and HIPAA Privacy Protections	Optional	-
Vulnerable Subjects - Research Involving Workers/Employees	Optional	-
Hot Topics	Optional	-

Conflicts of Interest in Research Involving Human Subjects	Optional	-
The IRB Member Module - "What Every New IRB Member Needs to Know"	Optional	-
Biomedical 101 Refresher Course - Introduction	Taken 10/14/12	No Quiz
SBR 101 REFRESHER MODULE 1 - History and Ethics	Taken 10/14/12	100
SBR 101 REFRESHER MODULE 2 - Regulatory Overview	Taken 10/14/12	100
SBR 101 REFRESHER MODULE 3 - Risk, Informed Consent, and Privacy and Confidentiality	Taken 10/14/12	100
SBR 101 REFRESHER MODULE 4 - Vulnerable Subjects	Taken 10/14/12	100
SBR 101 REFRESHER MODULE 5 - Education, International, and Internet Research	Taken 10/14/12	100
How to Complete The CITI Refresher Course and Receive the Completion Report	Taken 10/14/12	No Quiz

CITI Collaborative Institutional Training Initiative

**Basic/Refresher Course - Human Subjects
Research Curriculum Completion Report
Printed on 10/15/2012**

Learner: Deborah Lawton (username: deborahmlawton)
Institution: University of Texas-Pan American
Contact Information   1201 West University
                                 SSB 4.103
                                 Edinburg, TExas 78540 USA
                                 Department: Vice Provost Faculty
                                 Affairs
                                 Phone: 956-665-7899
                                 Email: dmlawton@utpa.edu

**Social Behavioral Research Investigators and Key
Personnel:**

Stage 1. Basic Course Passed on 10/15/12 (Ref # 8981176)