

The Faculty- Student Relations Survey Report

Spring 2005

**Submitted by
The Social Concerns Committee of the Graduate Student Organization**

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Graduate enrollments at SBU have hit the 7800 mark! According to the SBU office of institutional research the university in Fall 2004 “had about 3,000 doctoral students and 3,000 masters students. In round numbers, each degree level comprises about 40% of the total graduate student population, while 10% of all graduate students are in certificate programs and 10% are non-matriculated”. Stony Brook’s graduate students are distributed among degree programs in Arts and Sciences (25%), the Health Sciences Center (27%), the School of Professional Development (25%), Engineering (11%), business (1%) and the final 11% constitute non-matriculated students in the West campus.

This survey owes its birth to these graduate students! The survey is aimed to improve the working environment and performance level of graduate students on campus who are an invaluable part and the backbone of the teaching and research commitments of this university. This survey explores the several facets of graduate student relations with their departments and their faculty. It aims to identify both the positive aspects and the problem areas of faculty- student relations. The five main areas it addresses are

1. Relations with advisors
2. Relations with other faculty in the department
3. Relations with the thesis committees
4. Procedures to file complaints
5. Contract and policy violations.

Who did we poll?

Our survey was open to all the constituents of the Graduate Student Organization (GSO) that comprises of all the departments under the College of Arts and Sciences, College of Engineering, and School of Business, a total population of 2871 graduate students, according to the Spring 2005 enrollment numbers. 410 students from 35 departments, a total of 14% of the graduate student population among the schools listed, completed the survey. The survey was well publicized and available at the GSO main webpage. The survey, in its entirety, is available in Appendix A of this report. The demographic information of those who took the survey is available in Appendix B.

Note

All percentage values used henceforth, unless stated otherwise, are based on the number of students who took the survey and do not reflect the total graduate student population in the department.

Only departments that either had at least 10% of the total number of students or 10 students respond to the survey were considered statistically significant and included in the survey analysis.

I. What are the good aspects of faculty-student relations?

a. 68% are happy with their choice of advisor

The students were asked whether they would have chosen the same advisor had they been given all information they know now before they made their choice. 68% answered yes.

Figure 1: Students who would choose the Same Advisor Again (Yes)

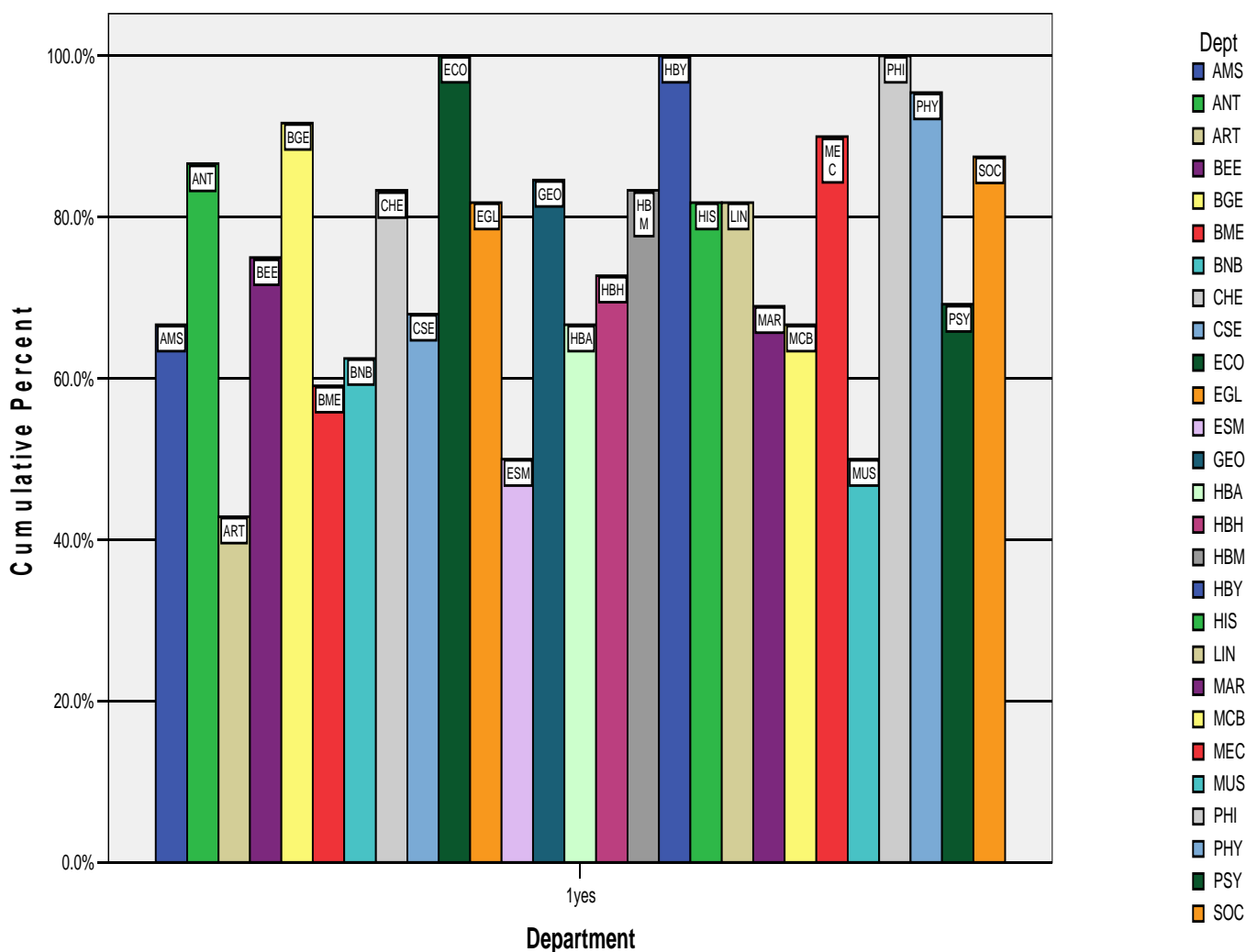


Figure 1: 68% would choose the same advisor again. The highest level of satisfaction is seen among students in Economics, Physiology & Biophysics, Philosophy and Physics & Astronomy. Less than 50% of students in Art, Material Science, and Music are happy with their choice of advisor.

100% of the students in Economics have described their advisor as having formidable knowledge in their subject area and as being the best one available to guide their research. Philosophy is also equally happy with their choice of advisors. This could be attributed to the fact that their faculty in general seem to be more receptive to student's problems (86% say they are always receptive) and treat the students courteously.

The problem in Art seems to be associated with the fact that the department is small and there are not too many faculty interested in the research area of the student. Also another problem highlighted was that not all faculty were available on campus as most worked/lived in NYC. One of the problems in Music seems to be that the advisor is over extended and is not available for the student. Material sciences has more serious problems. Students expressed dissatisfaction about their program. Some complained that their labs were run like businesses with their funding dependent on how many hours they worked. Examples where the advisors were described as arrogant who did not pay any attention to the student and showed no interest in the student's progress also surfaced.

b. 58.7% believe that faculty are either always or frequently receptive when they discuss professional or personal problems with them

An average of 58% of the polled student body believe that when they approach the faculty in their department concerning problems of professional or personal nature, the faculty are almost always or frequently receptive.

Figure 2: Faculty is Receptive in Discussions (Always, Frequently)

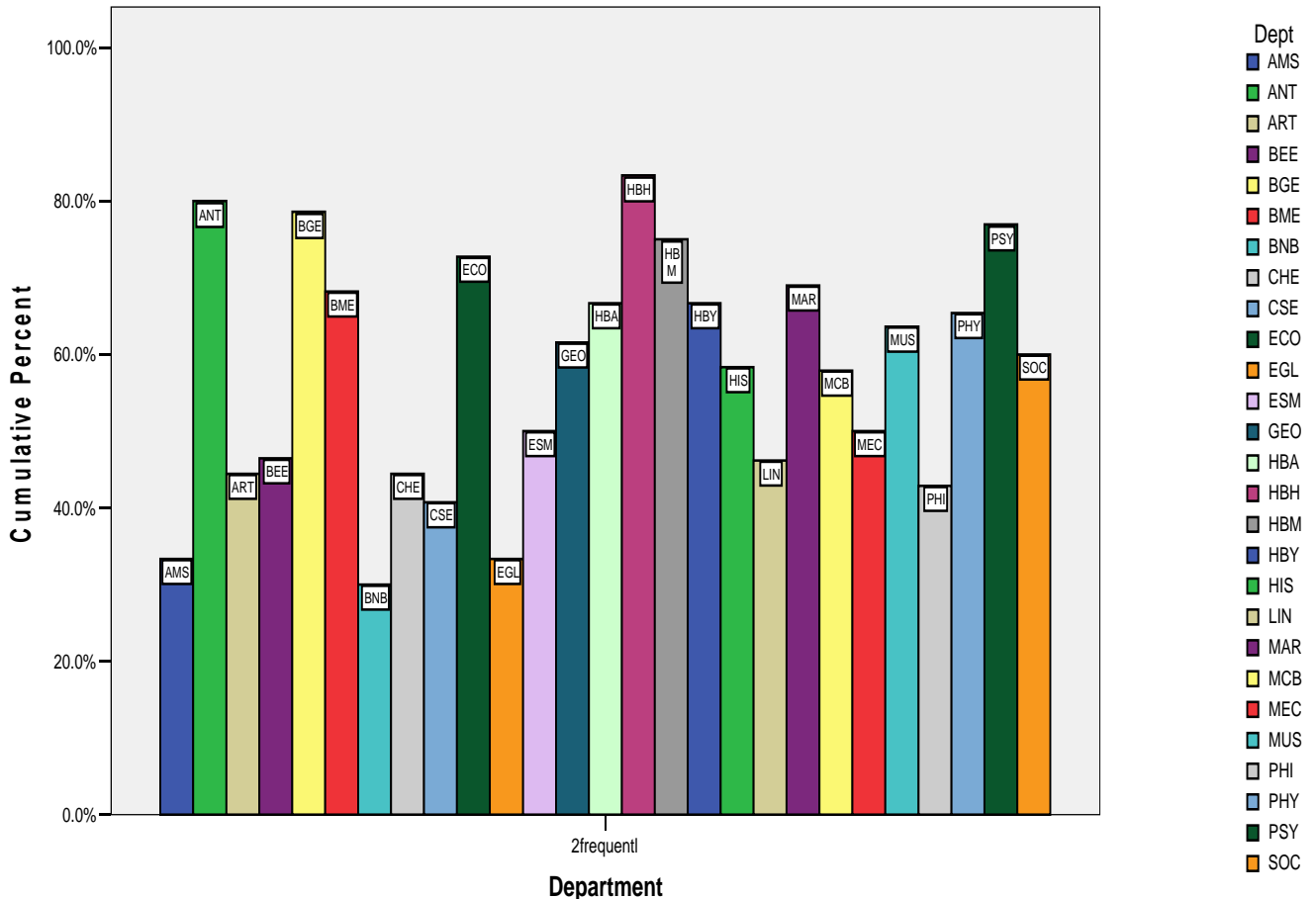


Figure 2: 59% are happy with the faculty's receptiveness when they discuss their problems and 15% believe they are either rarely or never receptive. The departments with the most receptive faculty are pharmacology, anthropology, genetics, psychology, microbiology, and economics. The departments where less than 40% believe faculty are receptive are Applied math, Neurosciences and English.

It is important to note that 40% of the entire graduate students in pharmacology responded to this survey. 83% of that number believe that faculty are receptive. The department of anatomy has a total of 8 graduate students, 3 of them took the survey and 2 believe the faculty are receptive. 79% in genetics think the faculty is receptive always or frequently. It should be mentioned that none of the students in genetics felt that the faculty were never receptive. Economics presents an interesting picture because while 72% believe faculty are always receptive, the remaining 28% feel they are never receptive.

c. 95% have never been asked to work outside their contract responsibilities

Students in Neuroscience, Anatomy and Mechanical Engineering who are either teaching or research assistants have never been asked to work outside their contract responsibilities.

Figure 3: Students who have rarely or never worked Outside their Contract responsibilities

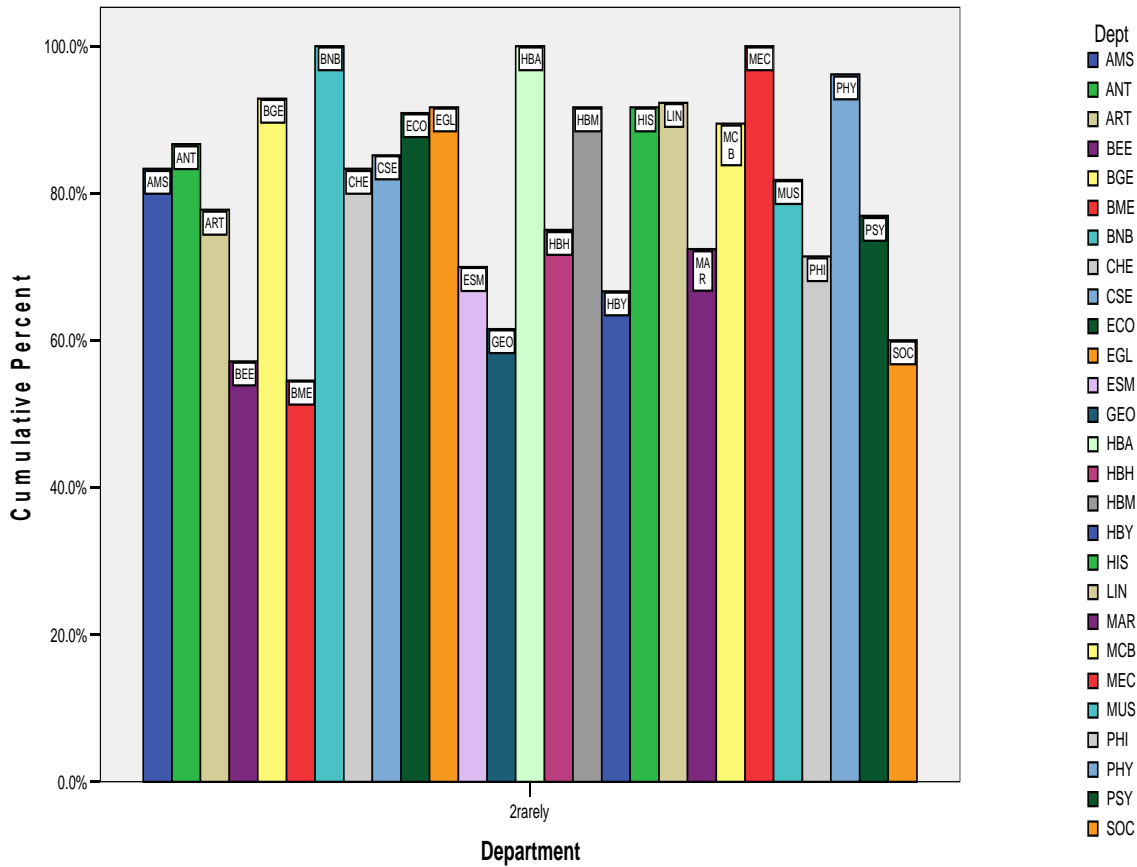


Figure 3: 95% of the students have not been asked to do things outside their contract responsibilities. However over 40% of the students in Ecology, Biomedical Engineering, Material Sciences, Geosciences, Philosophy & Sociology have been asked to do things that are of non-academic nature.

The departments who report a problem with this are Ecology & Evolution, Biomedical Engineering, Material Sciences, Geosciences, Marine Sciences, Philosophy and sociology.

57% in Philosophy report that they have been asked to do things outside their contract responsibilities. Examples of activities expected of them are: provide extra writing help, having to teach a faculty's class for

extended periods of time without being adequately compensated for it, edit a faculty's book, perform manual tasks like helping faculty move offices, and do research that was clearly acknowledged by the faculty as outside the student's thesis work exclusively to help out the faculty.

In Ecology & Evolution 43% have asked to do things outside their contract responsibilities. Some of their obligations include dog sitting, baby sitting, non-academic errands and airport trips.

In Biomedical Engineering 42% have been asked to do things outside their contract. Students report that they have been asked to help in home chores.

40% in Material Sciences have been asked to do things outside their research responsibilities. Some examples are working on the advisor's projects with external companies, running camps for children who come to the department, preliminary work for grant writing unrelated to thesis project etc.

38% of Geosciences has been asked to do things that were beyond their research interests. A female student is consistently asked to prepare samples for another male graduate student and others mention shuttling students around, doing web administrator duties etc.

23% in Marine Sciences have taken up additional teaching/grading responsibilities, watched their advisor's pets and children, for no compensation.

40% of sociology have been asked to run personal errands for faculty, assigned more grading or help out in non-academic pursuits.

II. What are the main problems identified?

i. 22% believe they have seen faculty denigrate students

Students were asked whether they have observed faculty members denigrating students, i.e. insults, name calling, derogatory remarks with regard to race, religion, gender, sexual orientation, age, country of origin etc. An appalling 15% answered yes, and 7% said they were not entirely sure (Total of 90 students).

Denigration, even if only identified by 21% of the students who completed the survey, is a major problem, as SBU has a zero tolerance policy towards any discrimination. Given that, it is appalling to see 77% of the students in Art report denigration as a major problem. Degrading women, non-painters, and people of lower social class and threatening to sue a student for slander because somebody complained about the constant absences of the professor, were given as some case scenarios.

Serious problems have also surfaced in Material sciences and engineering. 40% report cases of name calling, insults, derogatory remarks regarding race, country of origin. Probably the most alarming complaint that this survey has unearthed is students in Material sciences talk about sexual abuse towards female students. They say anonymous calls have been made to the sexual abuse cell at the university but do not believe that anything was done. The students do not want to complain further or come out in the open with the complaint for the fear of jeopardizing their career. They report that historically people who were unfortunate enough to face these in their department have merely stuck it out and tried to graduate as soon as possible as they did not have any other recourse. The students request the administration mandate a sexual awareness seminar for the faculty and staff in the department of Material Sciences immediately, put in place any mechanisms that would prevent this in the future and keep a closer watch of the situation.

14% in Music have either been victims or witnessed sexual harassment toward females, 4% describe denigration based on ethnicity.

25% of history has seen denigration and 17% think they may have. They mention professors who bully them and also describe cases where the graduate program director yelled at students. It is best said in the words of a graduate student "consistency when it comes to grad directors is needed. There seems to be very little standardization of the grad director's role. Sometimes the professor serving in that position is a friend and advocate to the students and other times they are an adversary" The majority who were polled share this opinion.

22% in Chemistry describe verbal insults, rude remarks, unfriendly attitude and name calling. An additional 23% answered that they are not completely sure as they have only heard from other students in the department who are victims of denigration.

30% in Neurosciences have observed faculty verbally insult students, however the faculty perceives them to be in good humor. 23% in Linguistics have observed faculty denigrating students and that the department was not open to diversity.

Figure 4: Have observed Denigration (Yes)

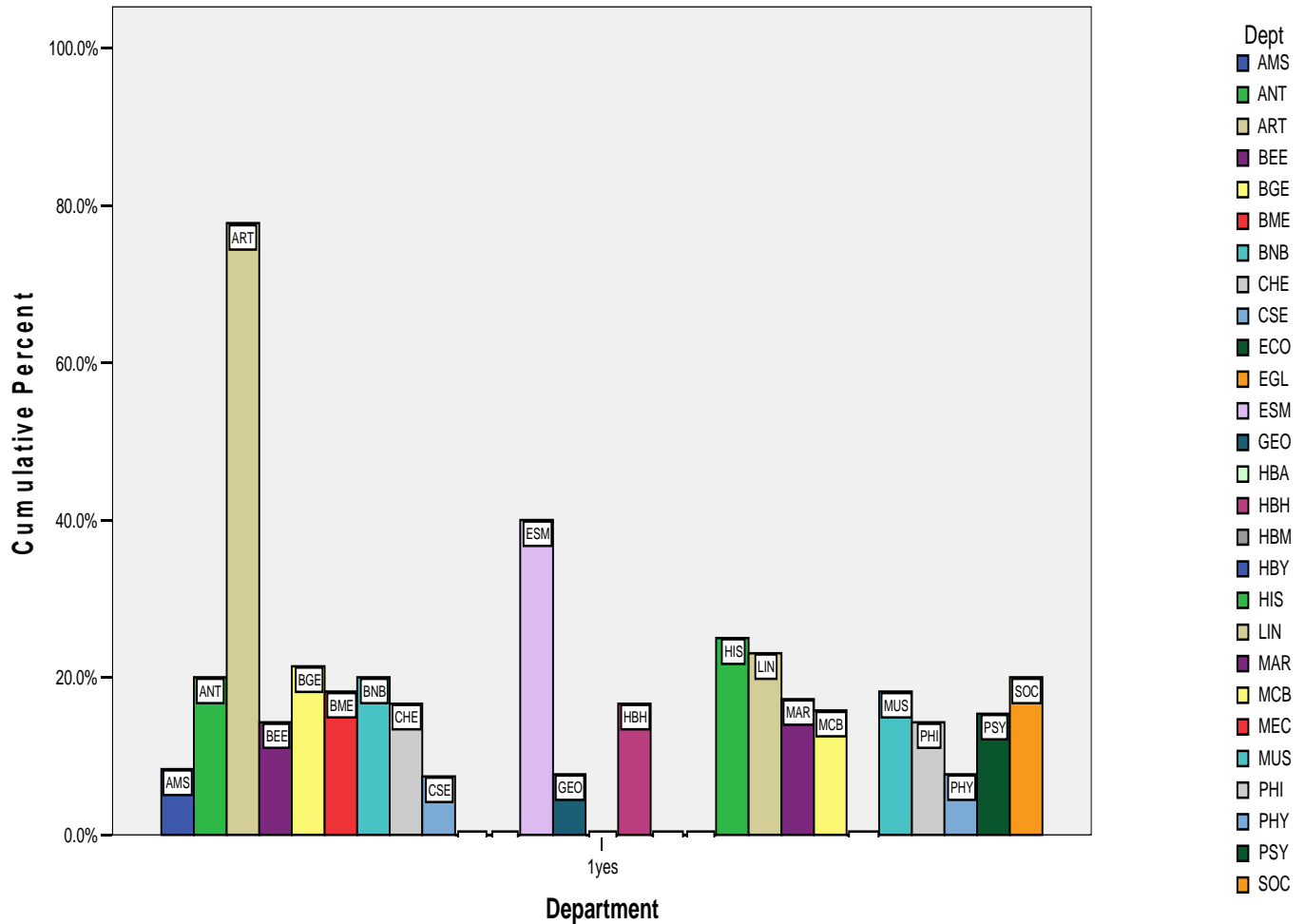


Figure 4: Denigration seems to be a real problem in Art. 77% in Art have observed faculty denigrating students, followed by 40% in Material sciences & engineering, 25% in History, 23% in Linguistics

AMS talks about one particular professor who denigrates students. 20% of anthropology mentions discrimination against students with language problems, and also a male professor who makes crude remarks about female students. 14% of Ecology has observed name calling, insults and racist remarks. 11% say they are not completely certain. 21% in Genetics describe problems ranging from verbal teasing to sexist comments about the way women dress and their “inability to perform as well as men”. 18% in Biomedical Engineering describe instances where faculty suspected students from certain countries to be dishonest, while it often turned out that they were wrong, insulted students and mocked their religious beliefs. 7% in Computer Science

have observed faculty insulting students about their race and national origin. 8% in Geosciences describe racial comments. 17% in Pharmacology describe verbal insults and insulting remarks when students asked questions in class. 21% in Marine Sciences have observed faculty insult students regarding national origin and academic ability. 16% in Molecular and Cellular Biology have observed insults and name calling and 8% are not sure. One student in Philosophy has observed a faculty make sexually inappropriate remarks against women on campus. 8% in Physics have observed faculty denigrating students based on their age and national origin. They have also observed the same faculty denigrating undergraduates based on their undergraduate major. 15% in psychology say faculty complain about having to work with women and are unpleasant towards them.

It is to be mentioned that there are NO reported cases of denigration in the departments of Economics, English, Anatomy, Microbiology, Physiology & Biophysics, and Mechanical Engineering.

ii. 36% do not believe faculty treat all students

Students were asked whether they believed that faculty members treated all students equally regardless of race, religion, gender and national origin. 36% either answered no or not sure.

Figure 5: Students who say no or not sure to whether Faculty Treat Students Equally

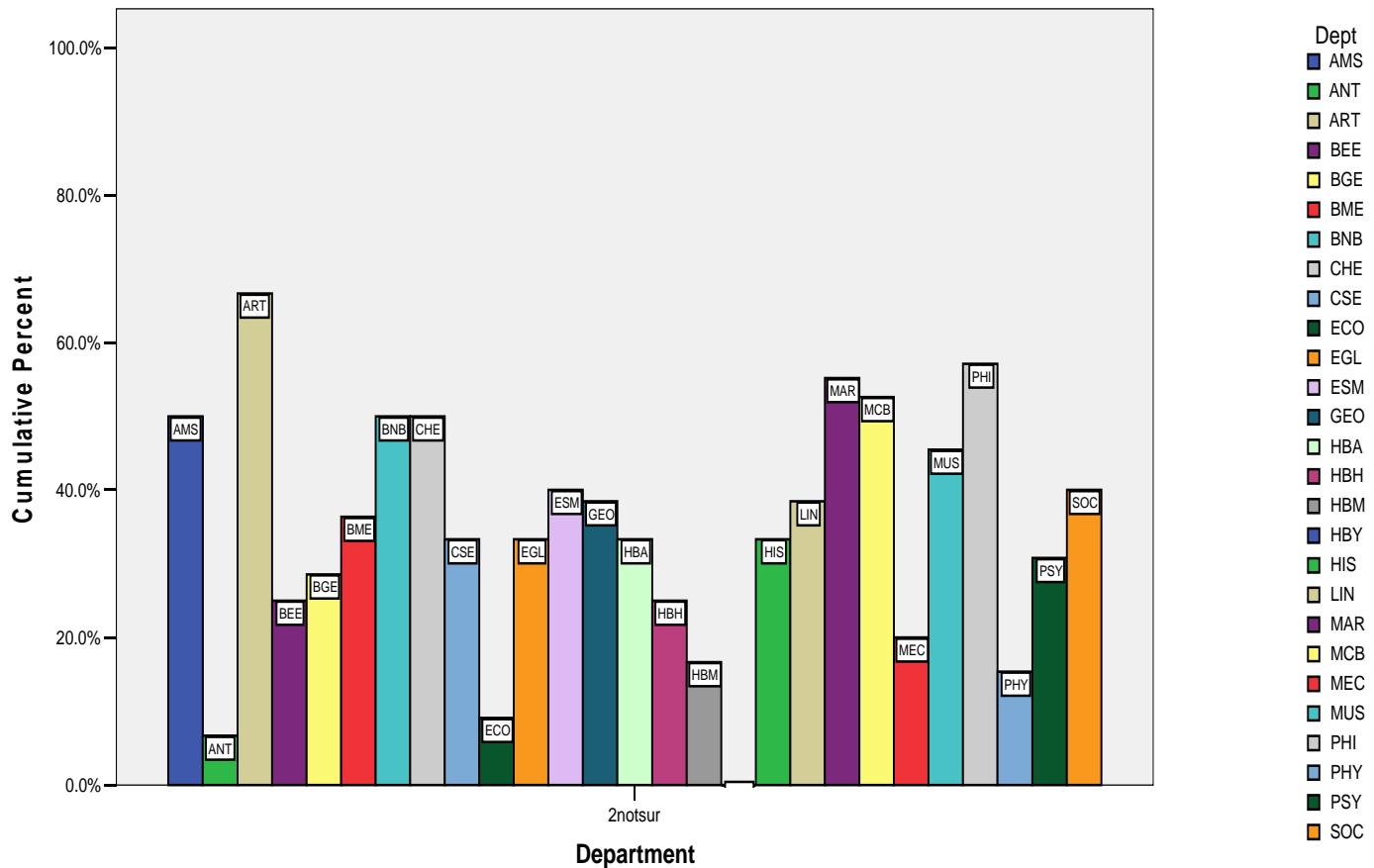


Figure 5: 36% of students survey cannot say that faculty treat all students in their departments equally. The departments with over 50% of surveyed students who do not believe equal treatment is given are Art, Philosophy, Marine Sciences, Molecular and Cellular Biology, Neurosciences, and Applied Math & Statistics. Only Physiology & Biophysics believes that equal treatment is given to all their students.

Art is again identified as the department where there is the most problem with faculty not treating students equally. 66% of the students in art do not think that faculty treat all students equally. Mistreatment based on sex, sexual orientation and the lack of support through Full bright fellowships have been reported.

58% of Philosophy believes that faculty do not treat all students equally. 57% of Marine sciences do not believe that faculty treat all students equally. The problems that are reported are preference given to Asian students with language problems and discrimination against women.

In Molecular and Cellular biology 52% cannot claim that faculty treat students equally. Leniency towards foreign students, preference and importance for male students are cited as examples. 50% AMS does not believe that faculty treat student equally. They report that Asian professors prefer Asian students and Caucasian professors prefer Caucasian student. 50% of Neurosciences explain that faculty behavior towards students was based on performance and effort. Also it was mentioned that more help was required for the learning disabled.

50% of Chemistry have observed faculty giving preferential treatment some to Chinese students, some to native speakers of English and some examples of favoritism for individual students.

23% in Music quote examples of mistreatment towards Asian students and female students. Geo, Soc, 38% in Linguistics cannot say that faculty treat everyone equally. Students comment on observing some faculty who prefer working with young Asian females and show favoritism based on race. 36% in Biomedical Engineering cannot claim that their faculty are unbiased. The students talk about advisors who show favoritism based on race and also advisors who are reluctant to hire women. 34% of Computer Science believe their faculty do not treat every one equally. There are claims that Caucasian American males are generally treated much better than students from other races and countries. Also the knowledge of English plays a significant role in their favor. Although 34% in English cannot claim that their faculty give equal treatment they do not report any major problems. 31% in Psychology are concerned about faculty showing preferential treatment for male students. 25% in Pharmacology , 17% in History, 16% in Genetics, 10% in Mechanical Engineering and 16% in Physics do not think that faculty treat all students equally, however they do not report any major problems. 10% in economics do not think either way, however one student as goes as far as to explain that the faculty respect the students and the students return the favor. 17% of Microbiology are also not sure either way.

Anthropology does not directly report that there are faculty who do not give equal treatment, and only Physiology and Biophysics say that faculty treat all students equally.

iii. 34% do not believe that their advisors give them accurate information pertinent to thesis work

Students were asked whether their advisor provides them with accurate and helpful information pertinent to their thesis work. 15.4% say they are never or rarely given accurate information and 18.8% say they are sometimes given accurate information. A total of 34% are not always given accurate information.

All polled students in Genetics, Molecular Microbiology, and Physiology & Biophysics believe they are either always or frequently given accurate information related to their thesis work.

The departments identified to have the maximum problem from greatest to least are, Applied Math & Statistics, Material Sciences & Engineering, English, Music, Art, Economics, Psychology. Other departments have more than 60% of the students saying they are either always or frequently given accurate information.

None of the students in AMS claimed that they are always given accurate and relevant information about their research and only 25% claimed that they receive such information frequently. In one case (7%) a student claimed that the advisor is not competent in what the student is doing.

Only 10% in Material Sciences & Engineering felt that they are always given accurate and helpful information pertinent to their thesis work. 20% felt they are frequently given the information. Students commented on their advisor's lack of interest in their work and their advisors' lack of knowledge about their thesis topic.

Figure 6: Advisor sometimes, rarely or never Provides Accurate Information

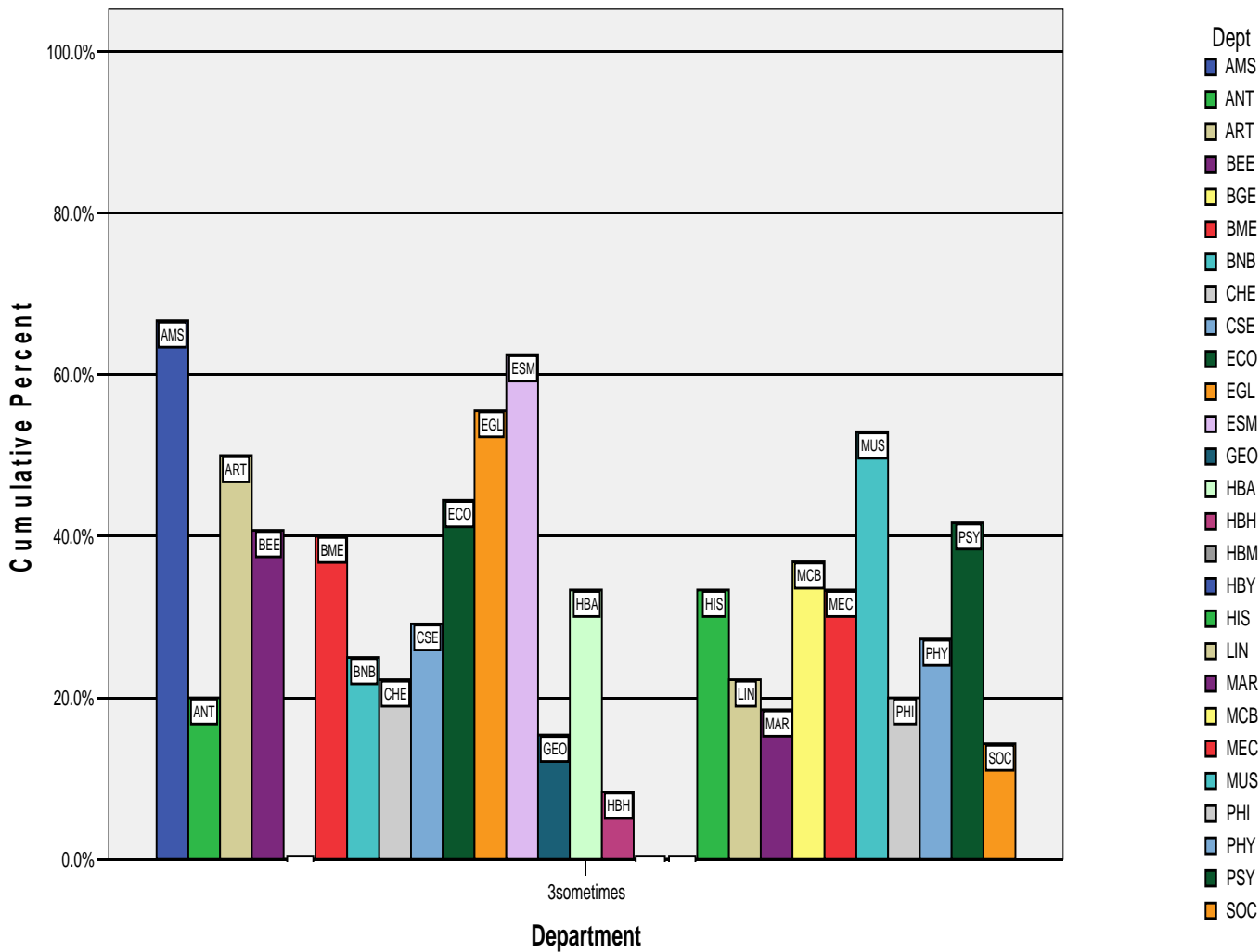


Figure 6: Less than 40% of the students in Applied Math and Material Sciences can claim that their advisor always or at the least frequently provides them with accurate and relevant information pertinent to their thesis work. English, Music, Art and Economics are identified as the other major problem departments. Genetics, Microbiology and Physiology & Biophysics have no reported problems in this area

30% in English felt they are sometimes given the information and 20% answered rarely. The explanations offered for the lack of help were that the advisor was not physically present in the campus often, the faculty had little expertise in the area of the student's research and their busy schedule.

47% in Music get accurate information sometimes, and the remaining 6% claimed that they never get any. Some advisors are said to use “sink or swim” methodology, and prefer student to get everything on his/her own with absolutely no guidance from the advisor. Some of the advisors do not provide accurate information and the students have to double check the information every time.

Only 44% in Art report they always or frequently get all the relevant information related to their thesis work from their advisors. The problem described is the advisor is not competent in the area of the student’s work.

45% of Economics reported that they were sometimes given information. However these students have attributed the lack of time, the large size of the graduate student population in the lab etc as the reasoning for why help is not always available to them. None of them have claimed that this was either due to the negligence or lack of interest on the part of the advisor. Psychology has a high number of students (31%) who sometimes get accurate information. Only 8% answered that they rarely get information. The reason they attribute to it is that the faculty are busy and some do not get back to them with their questions for months.

40% of Ecology & Evolution do not think that their faculty are always informative, however expect with a few exceptions, there are no major problems reported. However some students say that the advisors are not clear about their requirements for the student and also one student reports that the discussion digresses to talking about how the student can help with the faculty’s own research instead of doing their own. And whenever the faculty has provided the student with literature or methodology it has usually turned out to be inaccurate.

36% of Biomedical Engineering does not always get accurate information. 33% of History does not always get accurate information. The students attribute this to the busy schedules of the advisors, their often semester-long sabbaticals, and other responsibilities. One student says that when they try to ask the professor to be more available they are urged to find a different advisor. 37% in Molecular & Cellular Biology complain that their advisor is too busy with other responsibilities (teaching, grant writing, etc) to pay attention to them. Nobody in Mechanical Engineering says that they are never given accurate information, 30% believe that they are sometimes given accurate information while the rest believe they either frequently or always receive it. 28% in Chemistry believe the advisors themselves do not have expertise in the area of research in their labs and could hardly provide them with accurate information. 23% in Physics believe their advisor does not follow their work, proofread their publications or give any comments.

iv. 33% of the students are not always given regular feedback.

AMS department was identified as one of the problematic departments with respect to regular feedback. 56% of the students who answered the question claimed that the regular feedback is given never or rarely, 22% said that the feedback is given only sometimes, and only 22% are happy with the regularity of the feedbacks. Students in AMS expressed that their career path is of no interest to the faculty.

In Art the insufficient feedback problem was reported by 25% of respondents (particularly, because the advisor is not competent in student’s field of study), but 50% reported no problems. 20% of the students in English department believe that the feedback is never given, and 40% believe that the feedback is given only sometimes.

Overwhelming 30% of the students in Material Science are rarely or never given feedback by their advisors.

In Music, 29% of the students claim that they never or rarely receive feedback from the professor. Some people meet their advisors very rarely (about once per semester), others claim that the advisors don’t give any feedback on how the person plays, and never visit the recitals.

In Physiology and Biophysics out of 3 students who took the survey, 2 (66%) claimed that the feedback is given rarely or never. One student describes it as “I have spent too long running into walls because my advisor is not always forthcoming with what my next step should be, or when to let go of a project. Also, displeasure in progress or work is NOT shared”.

Figure 7: Advisor Rarely or Never Provides Regular Feedback

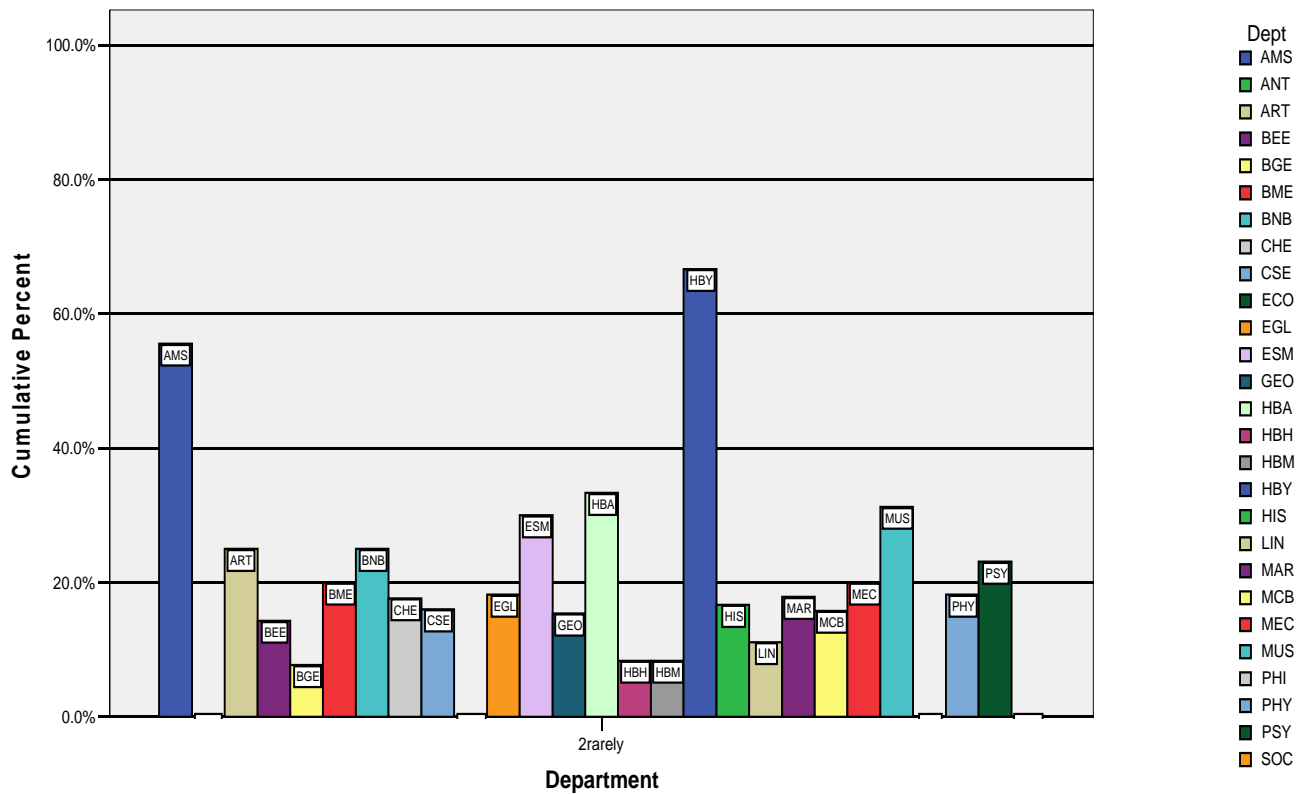


Figure 7: 15% of students told that the advisor does rarely or never gives a regular feedback to them about their performance and another 18% told that the regular feedback is given only sometimes. Departments which seem to have absence of a regular feedback as a major problem are Physiology and Biophysics with 66%, AMS with 56%, Anatomy with 33%, Music with 31%, and Material Sciences with 30%. Anthropology, Economics, Philosophy, and Sociology reported no problems.

In Anatomy one student (33%) out of three who took the survey said that the advisor rarely gives a feedback, though others said that they are satisfied with the feedback they are getting. In Neuroscience 25% believe that they rarely get feedback.

In BME only 10% do not get a regular feedback. 18% of the students in Chemistry believe that the feedback is given rarely. Some students notice that the feedback is given mostly before the deadline for grants or publication and not done consistently. Only 15% of the students in Computer Science are not given regular feedback. Several students in the Ecology and Evolution department complained that the faculty rarely meet with them and about 14% of the people rarely get any feedback.

In Anthropology students are happy with the feedback from their advisors, though some respondents complained that the advisors are often out of the country. No feedback problems were reported in the Economics department. While 77% of the respondents from Genetics are given feedback regularly, and only 8% get it rarely, 23% believe that they get feedback only when they bother the faculty to give them one and it is received either in extremely positive or extremely negative situations; never on a regular basis. 15% of the respondents from Geosciences said that they are never given a regular feedback. 17% of the students in History get the feedbacks rarely. Only 11% of the students in Linguistics department complain they rarely get feedback, while others are extremely satisfied with it. 16% of the students in Marine Science complained about the absence of regular feedback. In Mechanical Engineering 20% of the students are rarely getting the

feedback from their advisor. In Molecular Biology 16 % of the students get their feedback either rarely or never. Several students complained that their advisors do not show any enthusiasm or provide encouragement when discussing their thesis work. In Pharmacology only 8% are getting rare feedback. The other students complained that advisors are not always available because of the demands of their schedule and teaching assignments. In Molecular Genetics and Microbiology only 9% believe that the feedback is given rarely. No negative answers about feedback were given in the Philosophy department, but some students claim that faculty are not on campus much, and therefore unavailable for help. In Physics 15% of the respondents believe that the feedback is given them only rarely. In Psychology, 23% of the students never or rarely get a feedback from the advisor. No negative answers were given by the students in Sociology.

v. **Only 25% report they are encouraged by their department to file complaints**

The students were asked whether they are encouraged by their department to report a complaint against their advisor to the concerned authority.

Figure 8: Department rarely or never Encourages Complaints

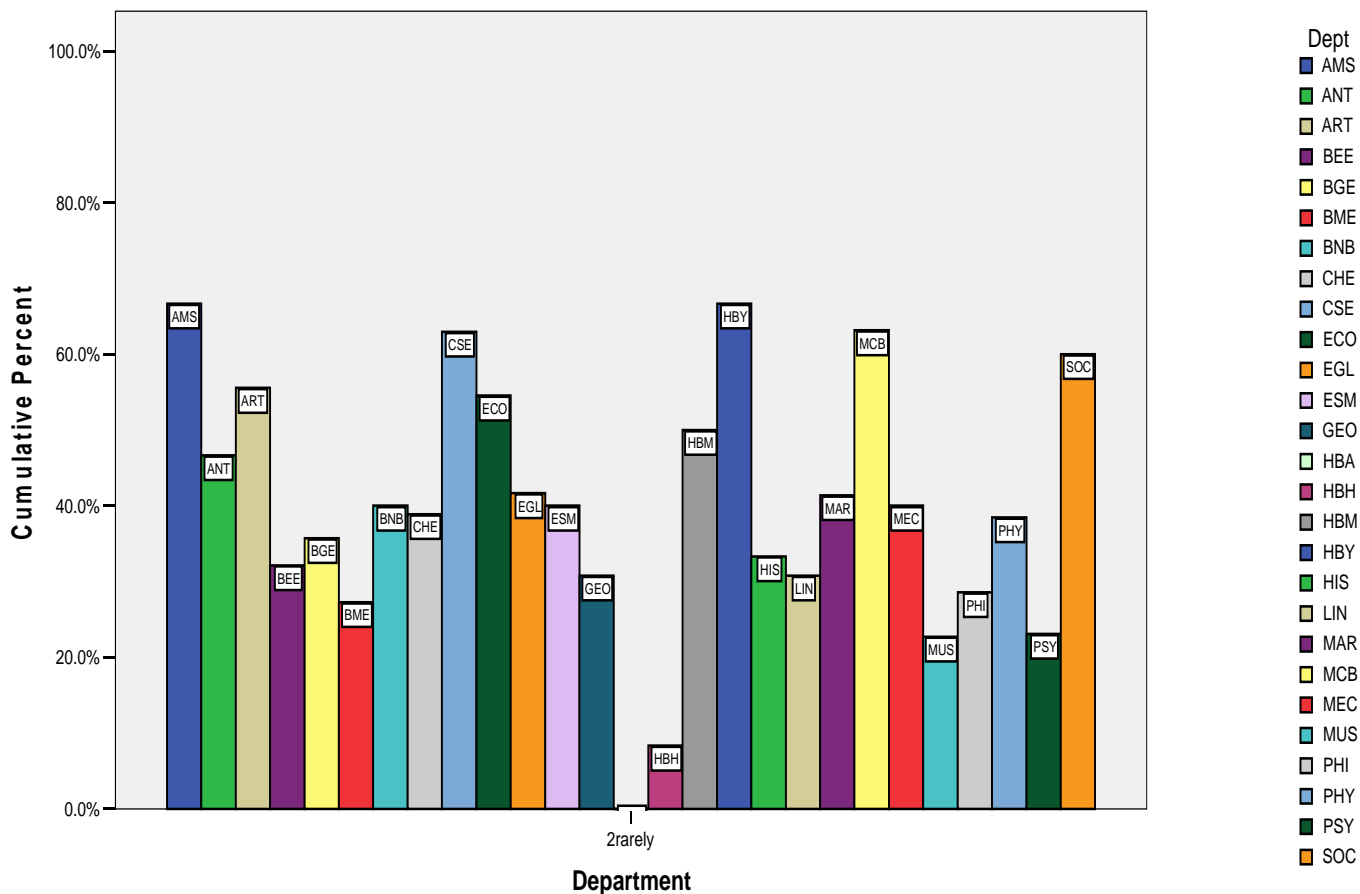


Figure 8: Over 60% of the students in AMS, Computer Science, Physiology & Biophysics, Molecular & Cellular Biology and Sociology if they have a complaint or grievance, are not encouraged by their departments to report it. The departments without the problem is Anatomy, followed by Pharmacology

Unfortunately only 25% of the total number of students who responded said that they are always encouraged to file complaints. It is concerning to see so few students reporting that their department always encourages them to report problems.

The departments that seem to have the biggest problem in this area are Applied Mathematics, Physiology and Biophysics, Molecular and Cellular Biology, Computer Science and Sociology. The students of these departments answered that they are either never encouraged, not encouraged or rarely by 67%, 66%, 65%, 63% and 50% respectively.

On the other hand the departments that have the least problems in this area are Pharmacology and Anatomy. In the Pharmacology Department 17% of the students reported that their department either never encourages them, does not encourages them at all or never encourages them while the percentage for anatomy was 0%

vi. 88% of the students are unaware of the procedures to file complaints:

When asked whether the student was aware of the procedures involved in filing a complaint or a grievance in their department, 88% said they either had no clue about the procedure or they were not sure. As the figure demonstrates, 100% of those polled in Art, Ecology, Neurosciences, Anatomical Sciences, Physiology & Biophysics, Mechanical Engineering and Philosophy are not sure about the procedures to file complaints in their departments.

Figure 9: Students are who Unaware of Procedures to file Complaints

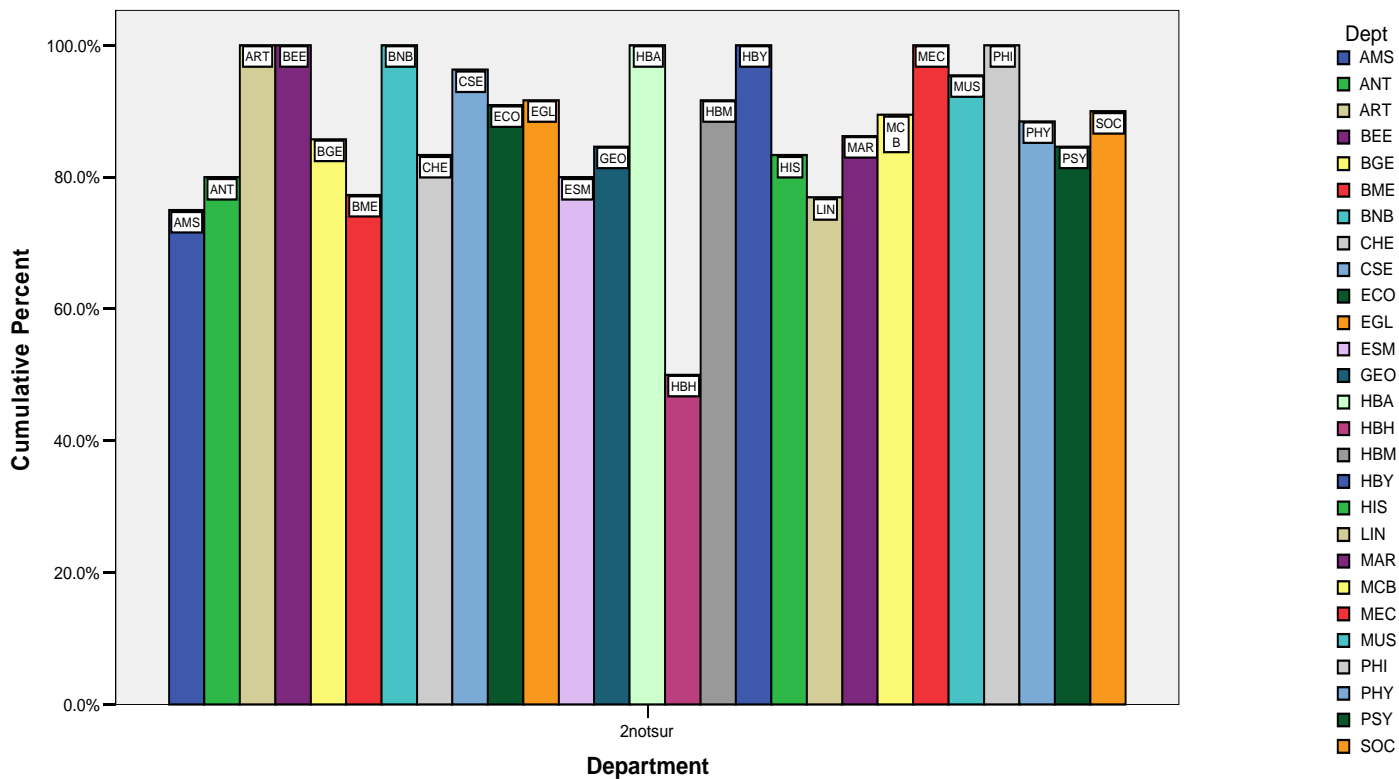


Figure 9 : 100% of the students polled in Art, Ecology, Neurosciences, Anatomy, Physiology & Biophysics, Mechanical Engineering and Philosophy are not aware of procedures to file complaints or grievances. Only Pharmacology has 50% of students who say they are aware of these procedures

It is unique that 50% in Pharmacology say they are aware of procedures to file complaints or grievances in their departments (42% report they are not sure about the procedures and only 8% are not aware of any such procedures in place). It is interesting to note that 83% of those surveyed in pharmacology also believe that the department encourages them to file grievances and complaints. It could be inferred that the department might serve as a recourse for students who have problems and might help them solve their issue.

vii. 80% of the students do not feel sufficiently protected against retaliation if they choose to file complaints:

100% of the students in Neurosciences, Anatomy and Mechanical Engineering do not feel sufficiently protected against retaliation. It is interesting to note that these are also the departments where 100% of the students have said that they do not know of any procedures to file a complaint or a grievance. The lack of proper procedures in place might lead to the fear of retaliation.

Once again it is interesting to note that the least amount of fear of retaliation is seen in the department of Pharmacology. The department’s encouragement to file complaints and the students awareness of the proper departmental procedures to file them might serve to reduce the fear of retaliation.

Figure 10: Students who Fear Retaliation if they File Complaints

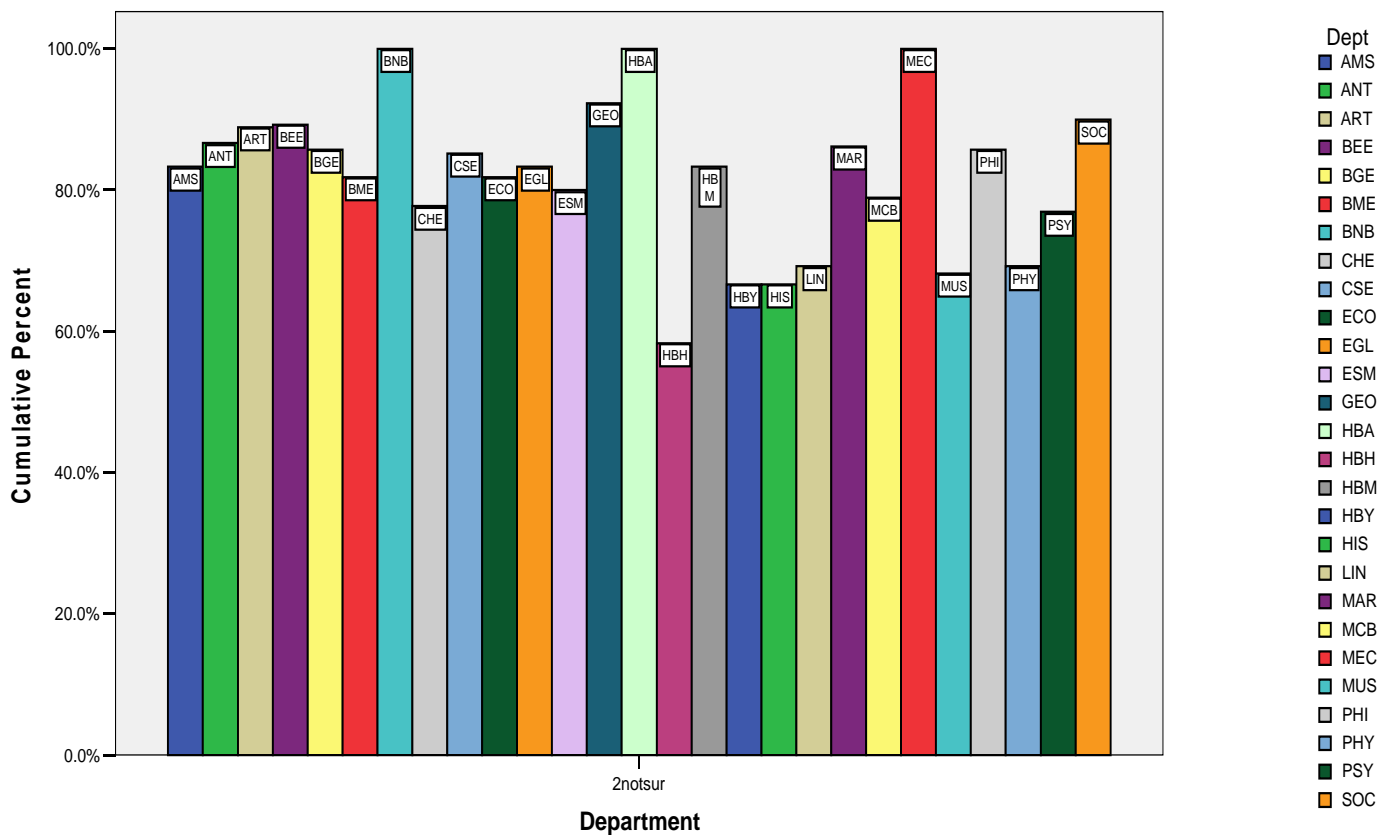


Figure 10 : 100% of students polled in Neurosciences, Anatomy and Mechanical engineering are afraid of retaliation. Pharmacology has less than 60% of students who fear retaliation.

viii. 11% of the students have had their terms of employment violated

In AMS overwhelming 33% observed the violation of contracts. The problems claimed were the delays in the salary (slow paperwork), and that the stipend was less than originally promised. 25% of respondents claimed that they know of the “mysterious” cases when the graduate employment was terminated without any notifications.

In Ecology and Evolution 23% of respondents claimed that their contract was violated: many of the respondents claimed that the TA workload is way more than 20 hours per week.

21% of the students from Computer Science had their contract violated: slow paperwork resulted in students getting their paychecks delayed for more than a month. Some students were not put on the payroll on time, and had to pay for both the international student insurance and TA insurance.

Figure 11: Terms of the Contract was Violated

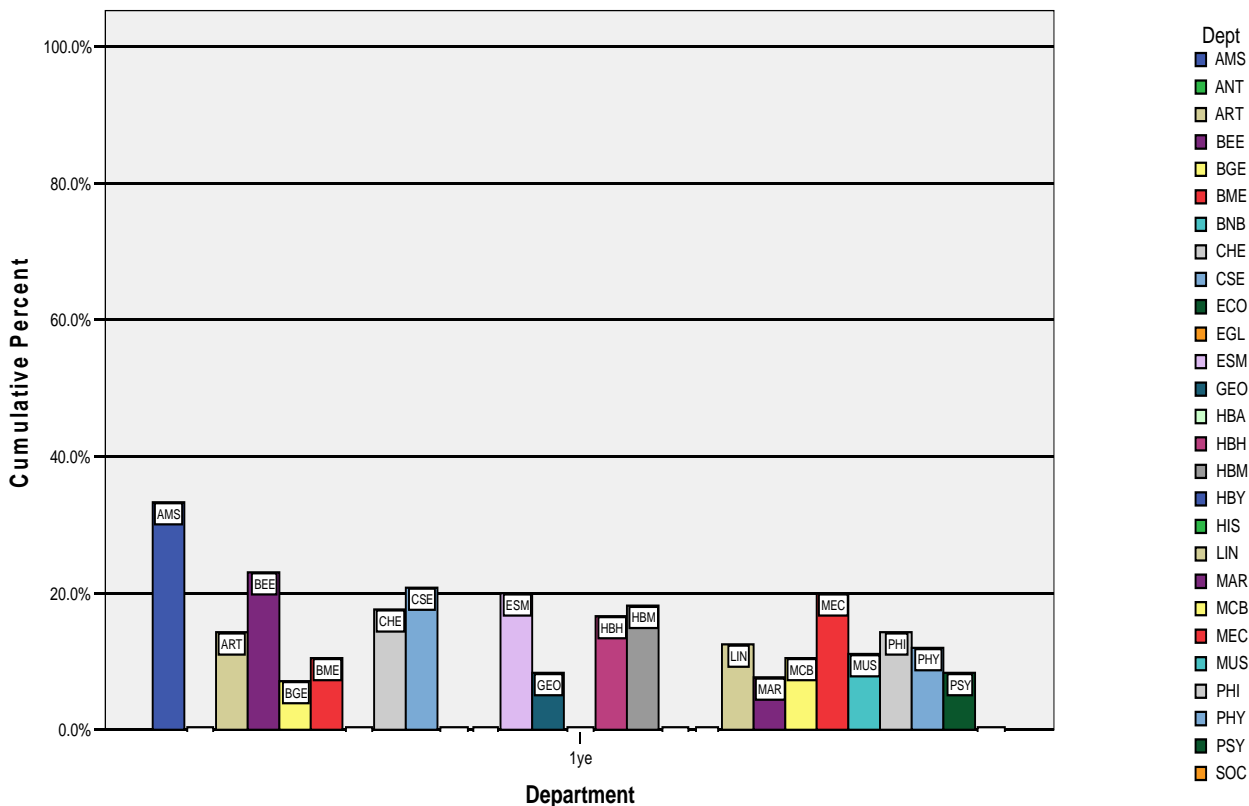


Figure 11: 11% of students told that they observed the cases when the contract was violated. Major problems with violation of the contract are observed in AMS (overwhelming 33%), Ecology and Evolution (23%), Computer Science (21%), Material Sciences and Mechanical Engineering (20% each).

The contract was violated in 20% of the cases in Material Sciences: in one of the cases the student was not paid during one winter, and in the other case the stipend was stopped all of a sudden. 20% of the students from Mechanical Engineering had their contracts violated: students had a massive cut (40%) in their salary between semesters.

18% from Molecular Genetics and Microbiology reported violations of contract. These instances occurred when there was a change in the stipends, either due to a change in the pay scale or when the source was switched from a fellowship to another source. At these instances, the students concerned were paid less than what was stipulated in the contract. Another reported incident is that of a student who was no longer paid as the advisor had problems securing grants although constant support, for the entire course of the study, had been promised to the student in the contract.

17% claimed violations of the contract from Molecular and Cellular Pharmacology: the stipend receives is less than what was promised. 17% of chemistry students claimed the cases of contract violations. Several people claimed that the salary received was less than promised.

In Physics 12% reported violations of contract. Students reported that they have not received a raise for 2 years, they had problems with SSN that resulted in their paychecks being delayed and having no health insurance. Some claim fellowship requirements were not disclosed and some travel benefits were not given.

In Art the case of violation of the contract was reported only once (14%): the TA assignments took way more than 20 hours per week. In Biomedical Engineering 10% reported that the contract was violated and the decrease of the pay in the transition from TA to RA and complained about having to do work unsuitable for graduate student. 7% of the students in Genetics were not paid a particular portion of their compensation in one year although it is a part of their contract. 8% of the respondents from Geosciences received salary which was less than promised. In Linguistics the contract was violated in 12% of the cases: the paychecks were delayed. In Marine Sciences the contract was violated in 8% of the cases: the student was led to believe that his stipend will be higher. 10% reported contract violations in Molecular and Cellular Biology. Cases reported are mistakes and delays in paychecks, and less salary received than promised. In Music, in 11% of the cases respondents claimed that their contract was violated. They were promised teaching assistantship, but never got it, and in one case there was a delay of the salary for 9(!!!) months. 14% of respondents from Philosophy department claimed the cases of violation of the contract: they were not paid the stipend on time. In Psychology 8% responded that the contract was violated.

Students from Anthropology, Neurology and Behavior, Economics, English, Anatomy, Physiology and Biophysics, History, and Sociology claimed that they know of no cases of contract violations.

ix. 33% have had their support terminated without due notice

The students were asked whether they or a student they know had their graduate employment terminated without due notice. 33% of the students said that they are aware of such an incident.

The departments that report the most serious problem in this area are Anatomy, Neuroscience and History. The percentage of students who responded that they either know of students or they themselves have had their employment terminated without due notice are respectively: 50%, 42% and 40%. Not many students provided elaborations for this answer but most of the problems seem to stem from students suddenly getting dropped from the program without notice or explanation. Maybe the department should consider giving a written notice far enough in advance so as to give the students enough time to find something else. Also visa issues seem to cause additional problems to people's employment and salaries as well.

The departments who reported no problems in this area are: English, Physiology and Biophysics, Psychology and Philosophy

Figure 12: Support Terminated without Due Notice (Yes)

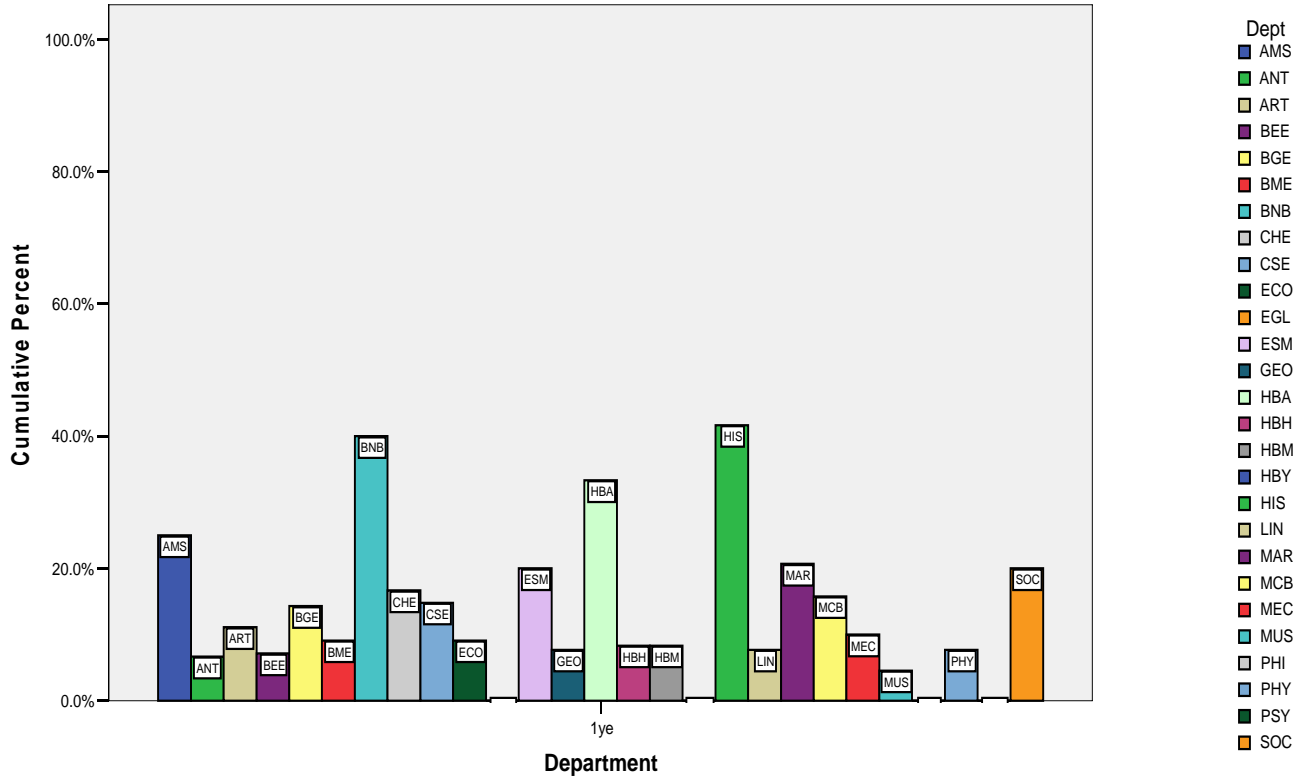


Figure 12: The departments with over 25% students report support termination are Applied Math, Neurosciences, Anatomy, and History. Problems with departments asking the students to leave the department without notice, and visa issues have surfaced.

III. Suggestions to improve faculty- student relations

1. Mandate sexual harassment training for faculty
2. Mandate training about how to be a good advisor
3. Mandate sensitivity training for faculty, towards non-native speakers of English, students who are challenged, racial minorities etc.
4. Mandate that each department has some mechanism in place which will ensure that faculty do not refuse to sit on students thesis committees, unless there are genuinely extenuating circumstances.
5. Make stringent requirements that faculty have to meet before they become graduate program directors, and also mandate that a graduate program committee be instigated to oversee the operations of the program. Student representation in the program committee should be mandated.
6. Include questions about fair treatment, denigration, receptiveness to problems in student filled faculty assessment that will be given out to all graduate students at the end of every semester.
7. Establish an official institution, besides the Ombuds office, where students can bring their complaints and problems without the fear of retaliation and with the assurance that something will be done to resolve the problem.
8. Publicize the services that the Ombuds office and the Graduate Student Advocate offer graduate students.
9. Mandate every department has a grievance cell constituting faculty, some staff and graduate students.
10. Make students aware of what rights are afforded to them by the university.
11. Prepare and institute faculty code of conduct

IV. Individual Departments Analysis

Anatomy

There are currently 8 graduate students in the department of Anatomy and all of them are domestic students. **2 students, 25% of the graduate students took the survey** and all of the responses were from males. From the students that reported all were in the PhD program.

Advisors:

From the students that responded one of them knew the advisor prior to coming to graduate school and was accepted at that lab and the other responded that it was a personal choice not based on lab or course work. Both students agreed that they would have chosen the same advisor today if they had been given all the information they know now. One of the students works with a male and the other with a female advisor.

Faculty:

Both respondents said that the faculty is frequently receptive when students discuss their personal or professional problems. One of the students has never observed the faculty denigrating students while the other one is not sure. Both students believe that the faculty treats all students equally and that a faculty member has never threatened them.

Thesis work:

The one student responded that their advisor always gives accurate and helpful information pertinent to their thesis work while the other one said that happens frequently (the student explained that the advisor is a good combination of 'hands-off' advisor and always been available when needed). The responses were similar in the next question as well. One student said that the advisor always gives regular feedback on their performance and discusses all issues openly and fairly offering an environment conducive to improving efficiency and the other one said frequently. None of the students responded in the question regarding the thesis committee. One of them stated that he does not have a committee yet.

Complaints and Procedures to file:

One of the students responded that they are always encouraged by the department to report the problems they have with their advisors to the concerned authorities, while the other one responded sometimes. It is important to note that when asked whether they are you aware of the procedures involved in filing a complaint or a grievance in the department one of the students said that they do not know the procedure and the other one said they are not sure. Both students said that they are not sure whether they are protected against retaliation when filing a grievance. When asked what steps were taken when the student or a student they knew had problems with the advisor one student said that they talked to the advisor. When students were asked whether they believe the problems were solved one of them responded that it did not. However when asked who they would turn to in case of a problem in the future one of them said they would turn to the director while the other one said the advisor.

Contract violations and other policies:

Both of the respondents report that the terms of their contract have never been violated. One of the students reported that they do know of cases of students that had their graduate employment terminated without due notice (and no sufficient time to make arrangements) while the other one responded

that he has not. The students were asked whether they make them aware of all graduation requirements and especially changes in policy promptly, giving them far enough advance notice to be able to handle the changes. One of them said they always do and the other one said that they sometimes do and added that the students are responsible for this to some degree. Both students said that they have never been asked to do anything outside their contract responsibilities.

The positive aspects:

1. Both students agreed that they would have chosen the same advisor today if they had been given all the information they know now.
2. Both students believe that the faculty treats all students equally and that a faculty member has never threatened them.
3. Both of the respondents report that the terms of their contract have never been violated.

The problems identified in the department:

1. When asked whether the students are aware of the procedures involved in filing a complaint or a grievance in the department one of the students said that they do not know the procedure and the other one said they are not sure

Anthropology

There are currently 51 graduate students in the department of Anthropology, 36 are domestic students and 82% of them are doctoral graduate students. **15 students, approximately 29% of the graduate students took the survey** and 73% of the responses were from females.

Advisor:

Students mostly choose the advisor on the basis of their research interest, several of them knew the advisor before they came to the graduate program. About 60% of respondents work with male advisors. Almost all the respondents would choose the same advisor now as they chose before, the only respondent who would not chose the same person had his research interests changed.

Faculty:

All the respondents said that they think that the faculty is frequently or always receptive. 20% of respondents claimed that they know the cases of faculty denigrating students. The problems mentioned were not responsiveness to students with language problems, and one male professor was mentioned, who makes crude jokes about students. 6% of respondents said that s/he knows of a case when students were threatened by the faculty, who suspected they were cheating.

Thesis work:

80% of the respondents feel that they are always or frequently given the full and accurate information pertinent to their work. However, 13% feel that they are only sometimes are given pertinent information, and 6% feel that they are rarely given such information. 80% of the people feel that their advisors are always or frequently get regular feedback on their research, very prompt in evaluating their work, but some of them are often out of the country. 20% of the students feel that the relevant feedback is given only sometimes. 26% of people said that their thesis committee is responsive enough, and only 6% claimed that it is very difficult to schedule enough meetings, and, more generally, put the committee together at all. Remaining 68% did not answer the question.

Complaints:

47% of the students feel that they are never or rarely encouraged to file complaints, and only 33% claim that they are always or frequently encouraged to file them. Only 20% know the procedures related to filing the complaints, and other 80% are not sure. Only 13% feel that they will be protected in case of grievances, others are either not sure about it, or feel that they are not protected. 20% of the respondents claim that they know of the cases when no actions were taken from students. In one case, the student had to leave the department. Others claim that the issue is not relevant to them. However, 20% of the respondents said that the steps taken were successful, and others claimed that the question is irrelevant for them. In case of problems with advisor, 40% would go to the graduate program director, 33% would talk to advisor, 13% would go to the program coordinator, and 13% would talk to GSA.

Contract violations:

None of the students said that their contract was ever violated. Only one responded said that s/he heard of the case where the graduate employment was terminated. However, only 33% of students are always aware of the policies and deadlines, 13% claimed that they are frequently aware of the policies, 40% answered “sometimes”, and 13% are rarely aware of the departmental policies. Some students feel that the faculty expects them to know all the procedures and policies without ever mentioning them, 6% have got incorrect information from the faculty regarding the policies, and 6% claim that the qualifying examinations were announced only a week before they were administered. 27% feel that they rarely have to do things which are outside of their contract, 6% that they are asked to do such things sometimes, and the rest of respondents are never asked to do anything outside the contract. 6% claimed that the TA responsibilities take way more than 20 hours per week.

Positive aspects:

- Students are happy with their advisors.
- The faculty is supportive
- No race/gender discrimination

Problems:

- Students are not encouraged to file complaints, and do not feel safe about it.
- Students are not always aware of the policies

Applied Math and Statistics

There are currently 145 graduate students in the department of Applied Math and Statistics, 39% are domestic students and 70% of them are doctoral graduate students. **12 students, approximately 8% of the graduate students took the survey** and 42% of the responses were from females.

Advisors:

25% of the students choose the advisor on the basis of the interesting research, 25% -- on the basis of available funding; others seem to choose the advisor for different reasons, like the advisor’s personal qualities, number of students working with particular advisor. 25% do not have an advisor. Out of students who answered, 33% would not choose the same advisor now if they had all the information they currently have before, and 67% would make the same choice.

Faculty:

Only 33% of the students feel that the faculty is always or frequently receptive, 33% claim, that the faculty is receptive sometimes, and another 33% claim that the faculty is never receptive. There were only one case (7%) mentioned of the professors denigrating students. 42% of the respondents think that the faculty does not treat

all students equally, 8% are not sure, and 50% claim, that everybody is treated equally. The problem identified was that the Asian professors prefer Asian students, and Caucasian professor refer Caucasian students. No students claimed that they were ever threatened by the faculty.

Thesis work:

No students claimed that they are always given all relevant information about their research and related to their thesis, and only 25% claimed that they receive such information frequently. 25% answered that they receive such information rarely, 25% -- sometimes, and for 25% of respondents this question was irrelevant. In one case (7%) a student claimed that the advisor is not competent in what the student is doing. 42% of the students feel that they never or rarely get any feedback about their research, only 13% feel that the relevant feedback is given to them frequently enough, and another 13% claimed that it is given to them sometimes. Again, for 25% the question about the feedback was irrelevant. The problem mentioned was that the career path is unclear for student, and is not of any interest to the department.

Complaints:

67% of the students claim that complaints are never or rarely encouraged, 25% claim that sometimes complaints are encouraged, and only in one case (7%) the respondent claimed that complaints are always encouraged. 25% are aware about the procedures for filing the complaints, and the remaining people say that they are unsure about them or absolutely don't know the procedures. Only 17% of the people feel protected in case they file a complaint, 50% feel completely unprotected, and the remaining 33% are not sure. In case of problem, 7% will refer to advisor, 7% -- to the director, and the remaining 86% didn't answer the question. In case of problems with the advisor, the majority of students (42%) would talk to the graduate school, 25% -- to the graduate director, 16% -- to the advisor, and 7% to the coordinator and to GSA.

Contract violations:

25% had their contract violated. The problems claimed were the delays in the salary (slow paperwork), and that the stipend was less than originally promised. 25% of respondents claimed that they know of the "mysterious" cases when the graduate employment was terminated without any notifications. 42% of the students feel that they are frequently aware of the policies and guidelines, whence 25% are rarely aware of them, with the rest of the students being sometimes aware. Students seem to not be aware of the graduation requirements, are unhappy of class cancellations, happening at the last moment, and they claim that if some student has some problems, the whole department gets a memo about it, and after that there is a silence till the next issue comes up. Only in one case (7%) the student claimed that s/he is always required to do work outside of the contract, whence other students don't feel that way.

Positive aspects:

- None

Problems:

- Few students choose their advisors on the basis of research.
- A lot of students (one third) are unhappy with their advisor.
- Faculty is rarely receptive to student's concerns.
- Strong preference based on the ethnicity.
- Students don't get enough relevant information about their work and get rare feedbacks.
- Students are not encouraged to file complaints, and do not feel safe about it.
- Students are not always aware of the policies.
- Paperwork is slow, and funding is often terminated.

Art

There are currently 44 graduate students in the department of Art, 75% are domestic students and 41% of them are doctoral graduate students. **9 students, approximately 20% of the graduate students took the survey** and 78% of the responses were from females.

Advisors:

Approximately half of the students claimed that they were assigned an advisor by the department, and the remaining half claimed that they chose the advisor based on their research interests. Only 33% are happy with their advisors, and claim that they would do the same choice now, as they did before.

Faculty:

44% of the respondents claim that the faculty is receptive to students always or frequently, and 33% claim that it happens sometimes. 22% are unhappy about the receptiveness of the faculty. 77% of the students observed the faculty members denigrating students. Some professors are degrading to women and non-painters, there were reported cases of professors threatening to sue student, which s/he never did. Several students mentioned professors making comments about their social status and “class”. 33% of the respondents said that the faculty treats students equally, whence 33% answered “no”, and the remaining 33% are unsure about it. Some professors mistreat women and bisexual people, and others are not supportive of students without Fulbright fellowship. Only one student (11%) reported a case of being threatened by the faculty to sue him/her for something which student has never done.

Thesis work:

In 44% of the cases the students always or frequently get all the relevant information from their advisors about and related to their research. However, 33% of the students get this information only sometimes, and in one case (11%) the student get this information rarely, as the advisor is not competent in his/her work. Sufficient feedback is given in only 44% of the cases, while in 22% on the cases the feedback is rarely given, and in 22% of the cases the feedback is given only sometimes.

Complaints:

Only 22% of the people say that the complaints are encouraged, and in 56% of the cases the complaints are never or rarely encouraged. No student knows the procedures they need to follow to file a complaint, with 44% being absolutely unaware of them, and 56% of the students being unsure about it. Only 1 student (11%) feels safe to file a complaint, 1 student (11%) is not sure about his/her safety, and the remaining 78% feeling unsafe about filing a complaint. In case of problems, 11% of the respondents prefer to talk to advisor, faculty members, or administration. The rest did not answer the question. It was claimed that some students are scared of the faculty members, since complaining against them might affect the future career, and might result in not getting the reference letters in the future. However, in 22% of the cases the steps taken to resolve the issues were productive, while for the remaining 88% the question was irrelevant. In case of the problems with the advisor students are most likely to talk to the graduate program director (55%), advisor (22%), coordinator, and other students (11% each).

Contract violations:

Only in 11% of the cases the contract was ever violated – the TA’s assignments took sufficiently more than 20 hours. The problem was mentioned, that in the Art department students don’t receive stipend as TAs, which was claimed to be a university problem, and not the departmental problem. The graduate employment was claimed to be terminated once (11%), when the student who took a deferral was refused a stipend after. 56% of the respondents claim that they are always or frequently aware of policies and guidelines, and 44% are never or rarely aware about them. Some faculty seems not to know about the policies themselves, but the graduate program director and graduate secretary are quick in sending memos and notes regarding the deadlines. 22%

of the students claimed that sometimes they have to do work outside the contract, for example, work on TA's responsibilities for more than 20 hours.

Positive aspects:

1. Contract is rarely violated.
2. Helpful graduate program director and graduate secretary.

Problems:

1. Few students (one third) are happy with their advisor.
2. A lot of denigration based on gender/class/sexual orientation.
3. Faculty is not receptive to students' concerns.
4. Faculty does not treat students equally.
5. Students don't get enough relevant information about their work and get rare feedbacks.
6. Students are not encouraged to file complaints, and do not feel safe about it.

Biochemistry and Structural Biology

There are currently 33 graduate students in the department of Biochemistry and Structural biology, 88% are international students and 100% of them are doctoral graduate students. **Two students, a statistically insignificant number of the graduate students took the survey.**

Both chose their advisors after doing one or more lab rotations. Both report that they are unaware of procedures to report problems. The remainder of the answers is not presented here due to the lack of statistical significance.

Biomedical Engineering

There are currently 74 graduate students in the department of Biomedical Engineering, 55% are domestic students. **Twenty-two students, approximately 30% of the graduate students took the survey** and 59% of the responses were from females. From the students that reported 68% were in the PhD program.

Advisors:

64% of the students that responded chose advisors after doing one or more lab rotations with him/her, and 9% after doing voluntary research for them. From the remaining students some came to this program to work with a specific person or were interested in the particular field and they had a limited number of advisors to choose from. 59% of the students answered that they would have chosen the same advisor today if they had been given all the information they know now, 14% said they would not and the remaining said they were not sure. From the students that were not happy with their advisor they stated that some of the reasons are that the advisor is has different working styles or is a selfish person or unethical practices taking place in the lab. 73% of the respondents work with male advisors.

Faculty:

18% of the respondents said that the faculty is always receptive when students discuss their personal or professional problems, 18% said that the faculty is sometimes receptive, 50% answered frequently, 5% answered rarely and 5% said that such discussion is not encouraged and the remaining students did not respond. 82% of the students have not observed the faculty denigrating students. From the remaining students that have seen faculty denigrating students some examples were: 'They unintentionally suspected students from certain countries to be dishonest, while most often turned out they were wrong', insulting students and mocking religious beliefs. 64% of the students believe that the faculty

treat all students equally, 23% said that they do not, while the remaining said they are not sure. Several students said that some advisors base their preference on race while some commented on the reluctance on the part of some faculty to hire females. 95 % of students agreed that the faculty has never threatened them, while the remaining reported that a faculty member, when the students asked to leave the lab, has threatened them.

Thesis work:

23% felt that they are always given accurate and helpful information pertinent to their thesis work. 32% felt they are frequently given the information, 27% answered sometimes and 9% answered rarely while the remaining did not answer the question.

While 27% believe that their advisor always gives regular feed back on their performance and discusses all issues openly and fairly, offering an environment conducive to improving efficiency, 23% believe this is frequently done, 9% believes it is rarely done, 23% believe that it is sometimes done, 9% believe that is never done while the remaining did not answer. In the question regarding the help that the thesis committee provides to the student 81% of the students did not answer the question. 5% of the students said that their thesis committee is frequently supportive, 9% said that they are always supportive and 5% said they are sometimes supportive.

Complaints and Procedures to file:

32% believe that they are always encouraged by the department to report the problems they have with their advisors to the concerned authorities, 26% say they are encouraged sometimes, 14% say they are never encouraged, 14% says they are rarely encourages, 14% says they are frequently encouraged. It is important to note that 64% of the students of this department responded that they are not sure about the procedures involved in filing a complaint or a grievance in the department, 14% said they do not know these procedures, while 22% said they know these procedures. A very notable number is that

45% of the students do not feel they are sufficiently protected against retaliation when filing a grievance, 37% report they believe they are not sure of whether they are protected against retaliation when filing a grievance while only 18% believe they are protected.

The steps that were taken by the student (or a student they knew) to solve a problem with an advisor was talking to the director (27%), talking to the advisor directly (14%), while the remaining students did not respond to this question therefore we assume they were not aware of such an incident. When students were asked whether they believe the problems we solved 68% responded that they were not sure, 18% responded no, 9% responded yes and 5% did not respond to the question. However when asked who they would turn to in case of a problem in the future, the responses were 23% for the advisor, 55% for the program director, 18% for other students and 4% for the graduate school.

Contract violations and other policies:

77% of the respondents report that the terms of their contract have never been violated, 9% answered that their contract has been violated and the remaining did not answer the question. Students reported decrease of pay in the transition from TA to RA and complained about having to do work unsuitable for graduate student. 91% of the students reported that they do not know of cases of students that had their graduate employment terminated without due notice, the remaining said they had and one of the examples was of a student that was asked to drop out of the PhD program. The students were asked whether they make them aware of all graduation requirements and especially changes in policy promptly, giving them far enough advance notice to be able to handle the changes. Students responded that they are informed always (27%), frequently (32%) and sometimes (41%). 32% of the students responded that they have never been asked to do anything outside their contract responsibilities, 32% said sometimes, 22% say rarely and 14% said frequently. Some students reported that they have been asked from their advisor to help in home chores.

The positive aspects:

1. 91% of the students reported that they do not know of cases of students that had their graduate employment terminated without due notice
2. 95% have never felt threatened by faculty.

The problems identified in the department:

1. Only 18% of the respondents said that the faculty is always receptive when students discuss their personal or professional problems.
2. Only 23% felt that they are always given accurate and helpful information pertinent to their thesis work.
3. Only 32% believe that they are always encouraged by the department to report the problems they have with their advisors to the concerned authorities.
4. 78% of the students of this department responded that they are either not sure or they do not know about the procedures involved in filing a complaint or a grievance in the department.

Faculty seem to be biased towards students from specific countries. Additionally some faculty members seem to publicly mock the religious beliefs of several students.

Chemistry

There are currently 141 graduate students in the department of Chemistry, 96% are doctoral and 72% are international students. **17 doctoral students and 1 masters student, approximately 13% of the graduate students in the department took the survey** and 55% of the responses were from males.

Advisors:

72% of the respondents work with male advisors. Students make a decision about the advisor they want to work with after talking to all professors in the department during their first year. They present a list to the department giving their order of preference of advisors. The department makes an effort to assign them the advisor they request as choice one. 83% of the students who responded report they are happy with their choice of advisor. Some have described the environment in lab as friendly and their advisor a pleasure to work with. The 17% who said that they would not have chosen their current advisor if they would have been given more information, report they originally picked their advisor either because they liked the field the advisor worked in or because they were assured of funding. All of the 17% are international and from Asia. The problems they highlight are difficulty with paper publishing, lack of help from the advisor in terms of research mentoring and unreasonable goal expectations of the advisor.

Faculty:

50% of the respondents said that the faculty are either rarely or sometimes receptive when students discuss professional or personal problems while the other 50% felt that the faculty are frequently or always receptive. 55% have not observed faculty denigrating students. 22% have observed such behavior in terms of verbal insults, rude remarks, unfriendly attitude and name calling. 23% answered “not sure” as they have heard from other students in the department who are a victim of these denigrating remarks. 50% also believe faculty treat all students equally. Of the remaining 50%, 33% all of whom identify themselves as white American, are not sure whether faculty treat all students equally as they have seen faculty show preferential treatment, some to Chinese, some to native speakers of English and some examples of selective behavior towards individual students. 17% clearly believe that faculty do not treat all students equally. However 83% have never been threatened by a faculty, 11% are not sure and one student describes a case of the advisor sending nasty threatening emails to all the students in the lab.

Thesis work:

22% felt that they are always given accurate and helpful information pertinent to their thesis work. 50% felt they are frequently given the information, 11% answered rarely and the rest 17% answered never. The explanation offered for the lack of help was that the advisors themselves did not have expertise in the area of research in their labs. While 22% believe that their advisor always gives regular feedback on their performance and discusses all issues openly and fairly, offering an environment conducive to improving efficiency, another 22% believe this is rarely done, 16% believes it is frequently done and the rest of the 38% believe that it is sometimes done. People who say they are sometimes given feedback say that they receive it more often when it is closer to grant or publication deadline and not on a consistent basis. There seems to be no correlation between the ethnicity of the student and the choice of the responses. Only 11% say that their thesis committee is supportive and helpful of their work. The rest of them describe meeting with their committee only once a year or less and have not had their committee members show any interest in their work outside of the requirements that have to be met like attending thesis update meetings once a year etc.

Complaints and Procedures to file:

38% believe they are either rarely or never encouraged by the departments to report the problems they have with their advisors to the concerned authorities, 33% say they are encouraged sometimes, and only the remaining 27% believe that they are either always or frequently encouraged to report problems. The alarming statistic is only 16% say they are aware of procedures to file complaints or grievances in their departments, 33% are unsure and 50% report they do not know of any such procedures in place. And the statistics are consistent with 50% reporting they believe they are not sufficiently protected against retaliation and 33% are not sure of whether or not they are protected; only 16% claim they feel sufficiently protected. However 55% do not report any problem that had to be resolved. 22% spoke to the advisors themselves and report that none of the problems were resolved. The other 11% with the problem spoke to the program director and in half of the cases the problem was resolved. The same applies for the 11% who approached other faculty. However when asked who they would turn to in case of a problem in the future, the majority respond they would go to either the graduate program director or the advisors themselves. The rest of the responses are equally divided between coordinator, other students, and the graduate school. Nevertheless it is interesting that all domestic respondents said they would either go to the coordinator or the director.

Contract violations and other policies:

Only 11% of the respondents report that the terms of their contract have been violated. The students report either leaving that situation to join another lab or merely dealing with the problem. However 22% report that they know of cases where students have had their graduate employment terminated. These students were reported to have problems with their advisors or get dropped from a doctoral to a masters program by the department. The notice was not given in advance to the student and prevented them from finding alternative ways to pursue their career. 83% of them report that they have never been asked to do anything outside their contract responsibilities. The others report that they have not been made aware of their responsibilities precisely.

The final question was whether the department consistently made them aware of changes in graduation requirements. 66% believe that the communication is sufficient, however the remaining report that they have not received any communication about this and are unaware of graduation requirements and changes in policy. One student reports: "We should complete our meetings on certain semesters according to the graduate bulletin, but most graduates in our department do not follow the rules. But when the department suddenly started enforcing the rules, we did not get enough time to prepare for those changes. This happened at the end of last semester."

The positive aspects:

1. 83% are happy with their choice of advisors attributed directly to the fact that they are assigned advisors based on their preference and areas of interest.

2. 83% have never felt threatened by faculty.
3. 83% have not been asked to do anything outside their contract responsibilities.

The problems identified in the department:

1. 44% have observed faculty using denigrating remarks and insults
2. 50% believe faculty show favoritism based on performance, language competence and national origin.
3. 89% feel that their thesis committee is not supportive of their work and does not help them progress towards graduation
4. 84% of the students are not aware of procedures to report a problem in the department and all of them do not feel sufficiently protected against retaliation.

Comparative Literature

There are currently 37 graduate students in the comparative Literature Dept 14% are international students. **2 students, approximately 5% of the graduate students took the survey.** The respondents were female and in the Masters program.

Advisors:

Both respondents have male advisors and responded not applicable when asked how their advisors were selected. Both respondents say they would have chosen the same advisor if they had been given the same information

Faculty:

One respondent (50%) says that the faculty is always receptive when students discuss their personal or professional problems. The other respondent (50%) says there is no such discussion. The respondents have never observed a faculty member denigrating another student. Both respondents feel that all students are treated equally.

Both respondents agreed that a faculty member has never threatened them.

Thesis work:

One respondent felt that they are always given accurate and helpful information pertinent to their thesis work. The other respondent said not applicable. Both respondents (100%) answered always regarding whether or not the advisor provides feedback.

One respondent said her committee is always supportive of her work, giving her appropriate suggestions and consistently helping her towards graduation. The other respondent said this was not applicable.

Complaints and Procedures to file:

One respondent said she is always encouraged to make a complaint against the advisor or to report it to the concerned authorities. The other respondent said frequently. One respondent not know the procedures involved in filing a complaint or a grievance in the department. The other responded not sure. One respondent feels sufficiently protected against retaliation, the other is not sure if she would be protected against retaliation. One of the respondents (50%) a problem that needed to be resolved, but felt sure that the problem had been resolved. Both respondents said that in the future they would talk to the Director if there was a problem.

Contract violations and other policies:

Both respondents said not applicable regarding whether or not the terms of their contract had been violated. Both reported that they do not know of cases where students have had their graduate employment terminated. The next question was whether the department consistently made them aware of changes in graduation

requirements; One respondent said always, the other said frequently. Neither respondent have ever been asked to do anything outside their contract responsibilities.

Summary

It is difficult to summarize the department based on two students, but both students are satisfied with their advisors. Neither student seems to be sure of the procedures in filing a grievance. However one student had an issue and felt that it had been resolved satisfactorily.

Computer Science

There are currently 260 graduate students in the department of Computer Science, 17% are domestic students and 50% of them are doctoral graduate students. **27 students, approximately 10% of the graduate students took the survey** and 26% of the responses were from females.

Advisors:

Only 4 % of respondents work with female advisors. 63% of the students have chosen their advisor based on the research interests, 7% of the students were attracted by funding offered, 11% were assigned the advisor by the department, and some other students knew the advisor before they came to graduate school. 11% would not choose the same advisor now, and 15% are unsure about their choice. The problems mentioned include the change of the research interest by the student, bad mentor qualities of the advisor, treating students as employees working for advisor's own sake.

Faculty:

Only 41% of the respondents claimed that the faculty is receptive to their problems always or frequently. Also 41% claim that the faculty is receptive sometimes, and the remaining 18% -- that the faculty is either not receptive at all, or rarely. 7% observed the cases of the faculty denigrating students. 7% made comments of the cases when the students were denigrated on the basis of their race (Asian). 15% of the students claim that not all of the students are treated equally, and 19% is unsure about that, whence the rest claim that everybody is treated equally. There were several claims that the relations with American Caucasian male students are generally much better than with the students from other races/countries, and also the knowledge of English language plays a significant role. Only in 7% of the cases the students was threatened by the faculty, that they will be fired (for a minor request) or for trying to question the grade.

Thesis work:

22% of the students always get a good and sufficient info regarding their research, 41% get relevant information frequently, and another 22% gets it sometimes. 1 person (4%) claimed that s/he rarely gets the information relevant to his/her research, and the question was not answered by the others. Some advisors seem to not be involved enough in the research of their students. In 33% of the cases the student is always given timely feedback about the work done, and in 37% of the cases the feedback comes frequently. 15% of the students however feel that the feedback is given rarely. Out of the people who answered question about the supportiveness of the thesis committee, approximately half said that the committee members are always or frequently supportive, and the remaining half claimed that they are sometimes supportive.

Complaints:

59% of the people claim that they are not encouraged to file the complaints, and only 22% are frequently are always encouraged to file them. Others feel that they are sometimes encouraged to do it. Only 1(4%) person is clear about the procedures involved in filing the complaints, whence 41% are unclear about the procedures, and the rest are not sure about them. 26% of the respondents do not feel safe about filing a complaint, and only

15% are safe about doing it. The rest are not sure. 30% of the people would go to their advisor in case of problems, and 7% will go the other faculty members. The rest didn't answer the question. Students feel that the advisor has a last say in case of problems and prefer to talk to him/her openly, instead of taking other actions. 27% of the people were successful in resolving the problems, while 7% were not, while the others did not answer. In case of problems with the advisor, 37% of the students would still talk to him, while 7% will talk to the GSA, 19% of the people to the graduate problem coordinator, 19% to the graduate program director, 15% -- to the graduate school, and 11% -- to other students.

Contract violations:

19% of the students had their contracts violated. Several students complained about slow paperwork resulting in not getting paychecks for more than a month. 15% of the people heard of the cases when the graduate student employment was terminated without timely notification. 48% of the students seem to always or frequently be aware of the policies and departmental guidelines, while 22% of the students are rarely aware of them, and 30% are sometimes aware of them. Only 15% of the students said that they are sometimes required to do something outside of their contract, while other 85% answered that they have to do something either never or rarely, and only for their own benefit.

Positive aspects:

1. Students are generally happy about their research advisors, except for the cases of change of research interests.
2. Supportive dissertation committee.
3. Advisors give feedback often.

Problems:

1. Discrimination based on ethnicity (Preference is given to Caucasian Americans), and on the language skills.
2. Faculty is not receptive to students' concerns.
3. Students are not encouraged to file complaints, and do not feel safe about it.
4. Cases of contract violation (delayed paychecks), and terminated funding are often.

Ecology and Evolution

There are currently 52 graduate students in the Ecology and Evolution Dept, 15% are international students. **28 students, approximately 54% of the graduate students took the survey** and 25% of the responses were from females. From the students that reported 27 were in the PhD program.

Advisors:

Approximately 92% of the students chose their advisors based on research interests. 75% answered that they would have chosen the same advisor today if they had been given all the information they know now, 11% said they are not sure, 14% said they would not choose the same. 25 % of the respondents work with female advisors.

Faculty:

11% of the respondents said that the faculty is always receptive when students discuss their personal or professional problems, 46% said that the faculty is sometimes receptive, 36% answered frequently, and 7% said that such discussion is not encouraged. 14% of the students have observed faculty denigrating students (examples were insults, name calling and racist remarks), while another 11% responded that they were not sure whether they have observed such behavior

from the faculty. 11% of the students do not believe that the faculty treats all students equally, while 14% said they are not sure.

7% of students said they were threatened by a faculty member and 14% said they were not sure.

Thesis work:

21% felt that they are always given accurate and helpful information pertinent to their thesis work. 36% felt they are frequently given the information, 29% answered sometimes, 11% answered rarely 4% said NA. While 18% believe that their advisor always gives regular feed back on their performance and discusses all issues openly and fairly, offering an environment conducive to improving efficiency, 36% believe this is frequently done, 14% believes it is rarely done, 32% believe that it is sometimes done. Several students complained that their advisors rarely meet with them. 7% believe that their thesis committee is sometimes supportive of their work, giving them appropriate suggestions and consistently helping you towards graduation, 4% say they are encouraged sometimes, 4% says they are frequently encouraged and the remaining students chose not to answer the question because they did not have a committee or have had little or no contact with the committee

Complaints and Procedures to file:

18% of the students said that the department always encourages them if they have a complaint against the advisor to report it to the concerned authorities, 32% said frequently, 18% said sometimes 11% said rarely, 14% said never while 7% said such discussion is not encouraged. It is important to note that 75% of the students of this department responded that they are not sure about the procedures involved in filing a complaint or a grievance in the department, 25% said they do not know these procedures, while none said they know these procedures. The previous number is consistent with the 61% reporting they are not sure of whether they are protected against retaliation when filing a grievance, 29% that said they are not sufficiently protected against retaliation and the remaining 10% believe they are sufficiently protected. However 50% do not report any problem that had to be resolved, 31% talked to the graduate director, 11% talked to the coordinator, 4% talked to the advisor and 4% have not talked to anyone. In the question whether the steps that were taken were successful 61% said they were not sure, 4% said no and the remaining students said yes. When asked who they would turn to in case of a problem in the future, 68% said the director, 7% the coordinator, 14% to the advisor, and 11% another student.

Contract violations and other policies:

71% of the respondents report that the terms of their contract has never been violated.

Also 93% report that they do not know of cases where students have had their graduate employment terminated. The next question was whether the department consistently made them aware of changes in graduation requirements; 32% responded always, 36% said frequently, 7% said rarely, 18% said sometimes and 7% said never. 25 % said they have never been asked to do anything outside their contract responsibilities, 32% said rarely and 36% said sometimes, and 7% said frequently. Some of the things that were asked were dog sitting, baby sitting, non-academic errands and airport trips.

The positive aspects:

1. 71% of the respondents report that the terms of their contract has never been violated
2. 93 % report that they do not know of cases where students have had their graduate employment terminated.
3. 93% of students agreed that the faculty has never threatened them

The problems identified in the department:

1. Only 18% of the students said that the department always encourages them if they have a complaint against the advisor to report it to the concerned authorities.
2. 100% of the students of this department responded that they are either not sure or do not know about the procedures involved in filing a complaint or a grievance in the department.

Economics

There are currently 39 graduate students (21 advanced to candidacy) in the department of Economics, 100% are doctoral, 82% are international students and 53% are male. **11 students, approximately 28% of the graduate students in the department took the survey** and 63% of the responses were from males.

Advisors:

55% of the respondents work with female advisors. Students make a decision about the advisor they want to work with based on whether their research interests match with that of the professor and after talking to other professors, checking their publication records and after assessing their willingness to work with students. 100% of the students who responded report they are happy with their choice of advisor. Two have described their advisor as having formidable knowledge in their subject area and as being the best one available to guide their research.

Faculty:

72% of the respondents said that the faculty are either frequently or always receptive when students discuss professional or personal problems while the rest felt that they were rarely or never receptive. None of them have observed faculty denigrating students. One student goes as far as to explain that the faculty respect the students and the students in turn return the favor. 90% believe faculty treat all students equally. The remaining are not sure either way. None of them have felt threatened by faculty.

Thesis work:

55% have either always or frequently given accurate and helpful information pertinent to their thesis work. The rest reported that they were sometimes given information. However these students have attributed the lack of time, the large size of the graduate student population in the lab etc as the reasoning for why help is not always available to them. None of them have claimed that this was either due to the negligence or lack of interest on the part of the advisor. 89% believe that their advisor always or at the least frequently gives them feed back on their performance and discusses all issues openly and fairly, offering an environment conducive to improving efficiency, the remaining 11% believe that it is sometimes done. Only 22% say that their thesis committee is supportive and helpful of their work. The rest of them describe having no contacts with their thesis committee outside the rare thesis update meetings.

Complaints and Procedures to file:

54% believe they are either rarely or never encouraged by the departments to report the problems they have with their advisors to the concerned authorities, 19% say they are encouraged sometimes, and only the remaining 27% believe that they are either always or frequently encouraged to report problems. The alarming statistic is only 9% say they are aware of procedures to file complaints or grievances in their departments, 36% are unsure and 55% report they do not know of any such procedures in place. And the statistics are consistent with 36% reporting they believe they are not sufficiently protected against retaliation and 45% are not sure of whether or not they are protected. However 72% do not report any problem that had to be resolved. The rest spoke to the advisor, the director or the graduate student advocate. Only the person who spoke to the director reports that the problem was resolved. They also mention the active role of graduate student representatives in the issue. However when asked who they would turn to in case of a problem in the future, the majority respond they would go to either the graduate program director or the advisors themselves. The rest of the responses are equally divided between coordinator, other students, the graduate school and the graduate student advocate.

Contract violations and other policies:

100% of the respondents report that the terms of their contract have never been violated. None of them know of cases where students have had their graduate employment terminated. None of them have been asked to do anything outside their contract responsibilities.

The final question was whether the department consistently made them aware of changes in graduation requirements. 63% believe that the communication is insufficient, and are unaware of graduation requirements and changes in policy and even the information given is not given in a timely manner. One student attributes this to the fact that their efficient program coordinator who had been responsible for dispensing this information had left the department.

The positive aspects:

1. 100% are happy with their choice of advisor
2. 90% believe faculty treat all students equally
3. 89% report their advisors give regular feedback on their work and are extremely helpful guiding their thesis work
4. 72% do not mention any problems that needed to be reported
5. None have had the terms of their contract violated, graduate employment terminated or have been asked to do things outside their research responsibilities

The problems identified in the department:

1. Only 22% say that their thesis committee is supportive and helpful. The rest of them have no contact with their thesis committee.
2. 54% believe they are not encouraged by their department to report any problems
3. Only 9% are aware of procedures to file a grievance in their department.
4. 63% believe that they are not made aware of graduation requirements and changes in policy promptly.

English

There are currently 93 graduate students in the department of English, 96% are doctoral and 94% are domestic students. **10 doctoral students and 2 masters' student, approximately 12% of the graduate students in the department took the survey** and 75% of the responses were from females and all of them were domestic students. Students have vastly different ideas of how long it would take them to graduate. While the new doctoral students seem to believe that it would take them 5-6 years to graduate, those who have been advanced to candidacy quote 7 or more years to graduate.

Advisors:

78% of the respondents work with female advisors. 20%, who are masters students, were assigned an advisor by the department. Others students make a decision about the advisor they want to work with either after taking a class with the professor or because they have interests that match the research interests of the professor. 80% of the students who responded report they are happy with their choice of advisor. Some however have explained that the department was very small and there was only one professor who was interested in their particular research area, the students therefore had very little choice in their selection of an advisor. 20% who are not sure whether they would have chosen their current advisor if they would have been given more information, report that "there are other factors at play (aside from matching research interests)--such as availability, commitment, etc. that I did not necessarily take into account previously".

Faculty:

50% of the respondents said that the faculty are sometimes receptive when students discuss professional or personal problems, 33% said they were either frequently or always receptive, 17% said that such discussion was never encouraged. None of them have observed faculty denigrating students. 66% believe faculty treat all students equally and the remaining are not sure whether this is the case. Nobody reports an obvious problem with inequality in treatment. 92% have never been or felt threatened by a faculty, the remaining, who have

identified themselves as racial minorities, report that they have been threatened about possible failure in exams.

Thesis work:

40% felt that they are either frequently or always given accurate and helpful information pertinent to their thesis work. 30% felt they are sometimes given the information and 20% answered rarely. The explanations offered for the lack of help were that the advisor was not physically present in the campus often, the faculty had little expertise in the area of the student's research and their busy schedule.

While 40% believe that their advisor always or frequently gives regular feed back on their performance and discusses all issues openly and fairly, offering an environment conducive to improving efficiency, another 20% believe this is never done, the rest of the 40% believe that it is sometimes done.

58% say that their thesis committee is frequently supportive and helpful of their work. However all of the 58% have pointed out that some members of the committee are very helpful while the other members are indifferent. 28% believe their committee is sometimes helpful and 14% say the committee is never helpful. The problems seem intricately connected with a few particular advisors/faculty in question, their schedules, other teaching responsibilities etc. The same students constitute the 20% who have expressed displeasure in all issues related to advisors, at hand.

Complaints and Procedures to file:

42% believe they are either rarely or never encouraged by the department to report the problems they have with their advisors to the concerned authorities, 33% say they are always encouraged, and the remaining 25% believe that they are sometimes encouraged to report problems. It is alarming to see that only 8 % say they are aware of procedures to file complaints or grievances in their departments, 50% are unsure and 42% report they do not know of any such procedures in place. And the statistics is consistent with 50% reporting they are not sure of whether or not they are protected against retaliation if they decide to report a problem; 33% are certain that they are not protected against retaliation and only 17% claim they feel sufficiently protected. However 75% do not report any problem that had to be resolved. 8% spoke to the advisors about the problem the whole class had with a particular faculty, however nothing was done to fix the problem. 17% report other problems that the department is aware of, like the unwillingness of faculty to serve on students' thesis committee etc, however nothing has been done to solve the problem.

However when asked who they would turn to in case of a problem in the future, 66% say they would go to the graduate program director, 16% say advisor, 8% to other students or the student government and the rest of the 10% who also reported the problem of the unwillingness of faculty to serve on thesis committees, said they will approach the graduate school seeking recourse.

Contract violations and other policies:

All of the respondents have neither had nor heard of the terms of their contract being violated. Also none of them know of cases where students have had their graduate employment terminated. None of them have been asked to do anything outside their contract responsibilities. However one mentions not being aware of the precise contract responsibilities either.

The final question was whether the department consistently made the students aware of changes in graduation requirements. 75% believe that the communication is sufficient, 16% sometimes receive communication of this nature and the rest say they are rarely made aware of this. However it has been noted that the department has been improving in this regard in the recent past.

The positive aspects:

1. 80% are happy with their choice of advisors however it has been mentioned that they have very little choice of advisors as the department is small
2. 66% believe that faculty treat students equally and the rest are unsure.
3. 92% have never felt threatened by faculty.

4. None have been asked to do anything outside their contract responsibilities, or had the terms of their contract violated or had their graduate employment terminated without notice.

The problems identified in the department:

1. Only 33% believe that faculty are either frequently or always receptive to their problems.
2. Only 40% believe that their advisors give them relevant information towards their thesis work, and also regular feedback.
3. While 58% report that their thesis committee is helpful and supportive they attribute it to a few faculty in the committee. The majority are reported as being indifferent. The unwillingness of faculty to serve on thesis committees has also been highlighted.
4. Only 25% believes that the department encourages them to report problems they have.
5. Only 8% are aware of procedures to report a problem in the department
6. Only 17% feel protected against retaliation

European Languages

There are currently 26 graduate students in the European Languages Dept 23% are international students. **1 student, approximately 4% of the graduate students took the survey.** The respondent was male and in the PhD program.

Advisors:

The respondent indicated not applicable or other to all questions pertaining to advisors

Faculty:

The respondent says that the faculty is frequently receptive when students discuss their personal or professional problems. The respondent has never observed a faculty member denigrating another student. The respondent feels that all students are treated equally. The respondent has never been threatened by a faculty member.

Thesis work:

The respondent felt that they are sometimes given accurate and helpful information pertinent to their thesis work.. The respondent answered not applicable regarding whether or not the advisor provides feedback. The respondent said his committee is rarely supportive of his work, giving him appropriate suggestions and consistently helping him towards graduation.

Complaints and Procedures to file:

The respondent said he is never encouraged to make a complaint against the advisor or to report it to the concerned authorities. He does not know the procedures involved in filing a complaint or a grievance in the department, and is not sure if he would be protected against retaliation. However he has not reported any problem that had to be resolved. The respondent answered that he was not sure if that was helpful and that if he had a problem in the future he would talk to the Director.

Contract violations and other policies:

This respondent reported that the terms of his contract had been violated. He didn't get paid He reported that they he does not know of cases where students have had their graduate employment terminated. The next question was whether the department consistently made them aware of changes in graduation requirements. The respondent said always. The respondent said he has never been asked to do anything outside his contract responsibilities

It is difficult to summarize the department based on one student, but this student has no advisor, has had his contract violated and does not know how to file a grievance.

Genetics

There are currently 55 graduate students (25 advanced to candidacy) in the department of genetics, 100% are doctoral and 55% are domestic students. **14 doctoral students, approximately 25% of the graduate students in the department took the survey** and an equal number of females and males took the survey.

Advisors:

92% of the respondents work with male advisors. Students choose an advisor after doing one or more lab rotations. 92% of the students who responded report they are happy with their choice of advisor.

Faculty:

79% of the respondents said that the faculty are either always or frequently receptive when students discuss professional or personal problems while the rest felt that they are receptive sometimes. None of the students reported the faculty as being not receptive at all. 79% have not observed faculty denigrating students. However 21% describe problems ranging from friendly verbal teasing to sexist comments about the way women dress and their ability to perform as well as men. 69% believe faculty treat all students equally. 15% are not sure and the remaining 16% do not think all students are given equal treatment. However none have been threatened by a faculty.

Thesis work:

All of the respondents felt that they are either frequently or always given accurate and helpful information pertinent to their thesis work. However 23% have said that they don't always get all the information they are seeking and sometimes only when they coax the advisor to meet with them and answer their questions. 77% believe that their advisor always or frequently gives them regular feed back on their performance and discusses all issues openly and fairly, offering an environment conducive to improving efficiency, 15% believe this is sometimes done, and 8% believes it is rarely done. However it is to be noted that 23% feel that they get feedback only when they bother the faculty to give them one and it is received either in extremely positive or extremely negative situations; never on a regular basis. Students who have thesis committees say that they were encouraged to meet with individual members of their committee any time they desired and with the committee as whole once a year.

Complaints and Procedures to file:

When asked whether they are encouraged by the departments to report the problems they have with their advisors to the concerned authorities, an equal number; the responses are equally divided (33%) between always, rarely and sometimes encouraged. The alarming statistic is only 14% say they are aware of procedures to file complaints or grievances in their departments, 79% are unsure and 7% report they do not know of any such procedures in place. 36% believe they are not sufficiently protected against retaliation if they decide to report a problem and 50% are not sure of whether or not they are protected; only 14% claim they feel sufficiently protected.

However 50% do not report any problem that had to be resolved. 36% say they are encouraged to speak to the advisor, the program director and another faculty. However they are not sure whether the problem was solved. 7% spoke to another faculty and the problem was solved and 7% did nothing and the advisor continued to perpetuate the problem. When asked who they would turn to in case of a problem in the future, 57% would go to the program director, 36% to the advisor, and 7% would approach other students or the graduate student government.

Contract violations and other policies:

93% of the respondents report that the terms of their contract have never been violated. 7% were not paid a particular portion of their compensation in one year although it is a part of their contract. 14% report that they know of cases where students have suddenly been asked by the advisor to leave the lab. Adequate notice was neither given to the student nor the department. Although the students were continued to be paid there was “insufficient explanation/warning about the problem and there was no time to remedy the problem”. 71% of them report that they have never been asked to do anything outside their contract responsibilities. 29% have been asked to teach more classes than their required load and more than the rest of their classmates, when there was more demand for TAs. The final question was whether the department consistently made them aware of changes in graduation requirements. 64% believe that they either are frequently or always given this information. The rest believe that they sometimes receive communication in this regard.

The positive aspects:

1. 79% of the respondents said that the faculty are either always or frequently receptive when students discuss professional or personal problems
2. All of the respondents felt that they are either frequently or always given accurate and helpful information pertinent to their thesis work. However 23% that the advisors are not very forthcoming unless confronted for information.
3. 77% believe that their advisor always or frequently gives them regular feed back, once again when the students pursue them for it.

The problems identified in the department:

1. 21% have seen faculty denigrating students- problems ranging from friendly verbal teasing to sexist comments about women.
2. Only 14% say they are aware of procedures to file complaints or grievances in their departments
3. 14% report that they know of cases where students have suddenly been asked by the advisor to leave the lab without adequate notice to both the student and the department
4. 29% have been asked to teach more classes than their required load – outside their contract responsibilities.

Geosciences

There are currently 45 graduate students in the Geosciences Dept 36% are international students. **13 students, approximately 29% of the graduate students took the survey** and 38% of the responses were from females. From the students that reported, 11 were in the PhD program.

Advisors:

31% of the students chose an advisor after doing one or more lab rotations with them and 46% chose an advisor based on research. 85% answered that they would have chosen the same advisor today if they had been given all the information they know now, 15% said they would not choose the same advisor, 15% of the respondents work with female advisors.

Faculty:

23% of the respondents said that the faculty is always receptive when students discuss their personal or professional problems, 31% said that the faculty is sometimes receptive, 38% answered frequently, 8 % said such discussion is not encouraged. 8% of the students have observed faculty denigrating students, while another 92% responded they had not observed such behavior from the faculty. 62% of the students do not believe that the faculty treats all students equally, while 8% said they are

not sure. It seems that one faculty member is blatantly biased towards women and has driven all the women out of his lab. All students agreed that the faculty has never threatened them.

Thesis work:

46% felt that they are always given accurate and helpful information pertinent to their thesis work. 38% felt they are frequently given the information, and 15% answered rarely. Some students complained that their advisor is too overextended

While 38% believe that their advisor always gives regular feed back on their performance and discusses all issues openly and fairly, offering an environment conducive to improving efficiency, 46% believe this is frequently done, 15% said it is never done.

23 % believe that their thesis committee is always supportive of their work, giving them appropriate suggestions and consistently helping you towards graduation, 8% say they are encouraged sometimes the remaining students chose not to answer the question via multiple choice selection but the majority of these students also commented that they had no committee.

Complaints and Procedures to file:

46% of the students said that the department always encourages them if they have a complaint against the advisor to report it to the concerned authorities, 8% said frequently, 15% said sometimes while 31% said such discussion is not encouraged.

It is important to note that 54% of the students of this department responded that they are not sure about the procedures involved in filing a complaint or a grievance in the department, 31% said they do not know these procedures, while 15% said they know these procedures. The previous number is consistent with the 62% reporting they are not sure of whether they are protected against retaliation when filing a grievance, 31% that said they are not sufficiently protected against retaliation and the remaining 8% believe they are sufficiently protected. However 69% do not report any problem that had to be resolved, 8% talked to the graduate director, 15% talked to the advisor. In the question whether the steps that were taken were successful 54% said they were not sure, 38% said they were not successful and 8% of students said yes. When asked who they would turn to in case of a problem in the future, 31% said the director, 8% the coordinator, 31% to the advisor, 23% the graduate school and 8% another student.

Contract violations and other policies:

85% of the respondents report that the terms of their contract has never been violated.

Also 92% report that they do not know of cases where students have had their graduate employment terminated. The next question was whether the department consistently made them aware of changes in graduation requirements; 31% responded always, 23% said frequently, 23% said rarely, 15% said sometimes and 8% said never. 38% said they have never been asked to do anything outside their contract responsibilities, 23% said rarely, 23% said sometimes. And 15% said frequently. Some of the things that were preparing samples for other students and shuttling students around.

The positive aspects:

1. 85 % of the respondents report that the terms of their contract has never been violated
2. 92% report that they do not know of cases where students have had their graduate employment terminated.
3. All students agreed that the faculty has never threatened them

The problems identified in the department:

1. Only 46% of the students said that the department always encourages them if they have a complaint against the advisor to report it to the concerned authorities.
2. 85% of the students of this department responded that they are either not sure or do not know about the procedures involved in filing a complaint or a grievance in the department.

Business Administration

There are currently 83 graduate students the Harriman school- business administration, 51% are international students. **One student, a statistically insignificant number of the graduate students took the survey.** No major problems were reported however the student was unaware of procedures to report problems. The remainder of the answers is not presented here due to the lack of statistical significance.

Hispanic Languages

There are currently 40 graduate students in the Hispanic Languages Dept, 16% are international students. **3 students, approximately 8% of the graduate students took the survey** and 67% of the responses were from females. From the students that reported, all were in the PhD program.

Advisors:

100% of the students answered other when asked how their advisor was selected. 67 % answered that they would have chosen the same advisor today if they had been given all the information they know now, 33% said the question was not applicable. 67% of the respondents work with male advisors.

Faculty:

33% of the respondents said that the faculty is always receptive when students discuss their personal or professional problems, 33% said that the faculty is sometimes receptive, and 33% answered frequently. None of the students have observed faculty denigrating,. 67% of the students believe that the faculty treats all students equally, while 33% said they are not sure. 67% of students agreed that the faculty has never threatened them, while 33% said they are not sure.

Thesis work:

33% felt that they are always given accurate and helpful information pertinent to their thesis work. 33% felt they are frequently given the information, the remaining said it was not applicable. While 67% believe that their advisor always gives regular feed back on their performance and discusses all issues openly and fairly, offering an environment conducive to improving efficiency, the remainder said it was not applicable. 33% believe that their thesis committee is frequently supportive of their work, giving them appropriate suggestions and consistently helping you towards graduation and the remaining students said this was not applicable.

Complaints and Procedures to file:

67% of the students said that the department always encourages them if they have a complaint against the advisor to report it to the concerned authorities, 33% said sometimes. It is important to note that 100% of the students of this department responded that they are not sure about the procedures involved in filing a complaint or a grievance in the department, 67 % believe they are sufficiently protected against retaliation when filing a grievance, 33% reported they are not sure. However 100% do not report any problem that had to be resolved, In the question whether the steps that were taken were successful 100% said they were not sure and the remaining students said yes. When asked who they would turn to in case of a problem in the future, 67% said the director and 33% said the advisor.

Contract violations and other policies:

67% of the respondents report that the terms of their contract has never been violated, the remaining 33% said not applicable. Also 67% report that they do not know of cases where students have had their graduate employment terminated. The next question was whether the department consistently made them aware of changes in graduation requirements; 67% responded always and 33% said frequently. 100% said they have never been asked to do anything outside their contract responsibilities

The positive aspects:

1. 100% of the respondents report that the terms of their contract has never been violated
2. 67% report that they do not know of cases where students have had their graduate employment terminated.
3. 67% of students agreed that the faculty has never threatened them
4. 67 % of the students said that the department always encourages them if they have a complaint against the advisor to report it to the concerned authorities.

The problems identified in the department:

1. 100% of the students of this department responded that they are either not sure or do not know about the procedures involved in filing a complaint or a grievance in the department.

History

There are currently 108 graduate students in the department of History 18% are international students. **12 students, approximately 11% of the graduate students took the survey** and 58% of the responses were from females. From the students that reported 11 were in the PhD program.

Advisors:

50% of the students said the department chose their advisor. 42% answered other and the remaining 8% said that the question was not applicable. 75% of the respondents said they would have chosen the same advisor today if they had been given all the information they know now, 17% said they are not sure, 8% said the question was not applicable. 42% of the respondents work with female advisors.

Faculty:

17% of the respondents said that the faculty is always receptive when students discuss their personal or professional problems, 33% said that the faculty is sometimes receptive, 42% answered frequently and 8% answered rarely. 25% of the students have observed faculty denigrating students, while another 17% responded that they were not sure whether they have observed such behavior from the faculty. 17% of the students do not believe that the faculty treats all students equally, while 17% said they are not sure. 92% students agreed that the faculty has never threatened them.

Thesis work:

58% felt that they are always given accurate and helpful information pertinent to their thesis work. 8% felt they are frequently given the information, 25 % answered sometimes and 8% answered rarely. While 67% believe that their advisor always gives regular feed back on their performance and discusses all issues openly and fairly, offering an environment conducive to improving efficiency, 8% believe this is frequently done, 17% believes it is rarely done and 8% believe that it is sometimes done. 42% believe that their thesis committee is always supportive of their work, giving them appropriate suggestions and consistently helping you towards graduation, 8% says they are frequently encouraged, 8% said never, 25% said this was not applicable and the remaining students chose not to answer the question.

Complaints and Procedures to file:

42% of the students said that the department always encourages them if they have a complaint against the advisor to report it to the concerned authorities, 8 % said frequently, 8% said rarely, 25% said never while 17% said sometimes not respond. It is important to note that 67% of the students of this department responded that they are not sure about the procedures involved in filing a complaint or a grievance in the department, 17% said they do not know these procedures, while 8% said they know these procedures. The previous number is consistent with the 42% reporting they are not sure of whether they are protected against retaliation when

filing a grievance, 25% that said they are not sufficiently protected against retaliation and the remaining 33% believe they are sufficiently protected. However 58% do not report any problem that had to be resolved, 8% talked to the graduate director, 8% talked to a faculty member and 17% talked to the advocate and the remaining 8% did not talk to anyone. In the question whether the steps that were taken were successful 75% said they were not sure, 17% said yes and 8% said no. When asked who they would turn to in case of a problem in the future, 33% said the director, 42% the advisor, 17% to the advocate and 8% another student.

Contract violations and other policies:

67% of the respondents report that the terms of their contract has never been violated. The remaining said that this question was not applicable. Also 58% report that they do not know of cases where students have had their graduate employment terminated. The next question was whether the department consistently made them aware of changes in graduation requirements; 17% responded always, 8% said frequently, 42% said rarely and 33% said sometimes. 92% said they have never been asked to do anything outside their contract responsibilities and 8% said sometimes.

The positive aspects:

1. 67 % of the respondents report that the terms of their contract has never been Violated
2. 58% report that they do not know of cases where students have had their graduate employment terminated.
3. 92 students agreed that the faculty has never threatened them

The problems identified in the department:

1. Only 42% of the students said that the department always encourages them if they have a complaint against the advisor to report it to the concerned authorities.
2. 84 % of the students of this department responded that they are either not sure or do not know about the procedures involved in filing a complaint or a grievance in the department.

Linguistics

There are currently 63 graduate students in the department of Linguistics, 60% are domestic students and 44% of them are doctoral graduate students. **13 students, approximately 20% of the graduate students took the survey** and 85% of the responses were from females.

Advisors:

46% of the students work with female advisors. The mentors are assigned by the department, but later the students choose their advisors based on their research interests. 85% students seem to be happy about their advisors, and would do the same choice again, though 15% are not sure.

Faculty:

46% of the respondents feel that the faculty is always or frequently receptive, 23% of the students feel that the discussions are not encouraged, 15% of the students feel that the faculty is receptive rarely, and 15% of the students feel that the faculty is receptive only sometimes. 23% of the students noticed faculty denigrating students, and one person (8%) claimed that the department is not pleasant at all. Some students mentioned that the department is not open to diversity, since all the professors are Caucasian Americans. Moreover, some people comment on observing the favoritism based on the race (preference is given to “young Asian females”). While majority of people (62%) feel that all the students are treated equally, 15% claim that it is not the fact, and there is a preference to particular ethnicities (Asian). 23% are unsure if the students are treated equally. Only one person (8%) feels that he was ever threatened by the faculty.

Thesis work:

Out of people who started their thesis work, 1 person (11%) claims that s/he is never given information relevant to his/her thesis, and that the advisor is trying steer that person away from the research of his/her interest, for example, by not allowing to take courses outside the department. The feedback is never given for 1 person (11%), also for 1 person (11%) the feedback is given only sometimes, and for the rest of the students, the feedback is either frequently or always given. All those who have a thesis committee claim that it is frequently or always supportive.

Complaints:

15% of the respondents feel that the complaints are rarely or never encouraged, 46% claim, that they are always or frequently encouraged, and the rest say that the complaints are encouraged sometimes. 23% are aware of the procedures relevant to complaint process, 31% don't know the procedures, and the rest are not sure about them. 23% of the people do not feel safe filing a complaint, 46% are not sure, and the rest feel safe filing it. In case of the problems, 23% will approach the advisor, 15% will approach the director, 1 person (8%) will not go to anybody, and the rest of the students did not answer. Some people claim that students are powerless on the department, while others claim that the department is open enough to discuss any problems, and they are sure that the solution will be found. Some respondents claim that in case of the problem your only choice is to switch the advisor. Nevertheless, everybody who tried to resolve some problems was successful. In case of problems with the advisor, 30% of the students will try to talk to him/her, 30% of the students will go to the graduate program director, 23% of the students will talk to their fellows, and 15% of the people will approach the graduate school.

Contract violations:

Only one person (8%) claims that the contract terms were violated – the paychecks got delayed. Again, in only one case the graduate employment was terminated without due notice, in case when the student “failed to make it to classes”. Only one person (8%) claims that s/he is not aware of the policies, while 69% of the people are aware of them either always or frequently, and the other are sometimes aware of them. The problem claimed was that some students are allowed to extend the deadlines, while others (not “favorites”) are not. Only one person (8%) claimed that s/he is sometimes asked to do some work outside of the contract – web-mastering. Others claim that it either never happens, or happens rarely.

Positive aspects:

1. Most students are happy with their advisors
2. Departmental policies are normally clear

Problems:

1. There seems to be favoritism in the department
2. Preferences are based on the ethnical background (Asian students are preferred)
3. Department is not open for diversity

Marine Sciences

There are currently 120 graduate students in the Marine Sciences Research Center, 30 % are international students. **30 students, approximately 25% of the graduate students took the survey** and 52% of the responses were from females. From the students that reported 17 were in the PhD program.

Advisors:

76% of the students stated other when asked how their advisor was chosen but most commented that they picked their advisor based primarily on research interests

70% answered that they would have chosen the same advisor today if they had been given all the information they know now, 24% said they are not sure, and 6% said they would not choose the same advisor. 90% of the respondents work with male advisors.

Faculty:

24% of the respondents said that the faculty is always receptive when students discuss their personal or professional problems, 28% said that the faculty is sometimes receptive, 42% answered frequently, 3% answered rarely and 3% said that such discussion is not encouraged. 21% of the students have observed faculty denigrating students (examples were insults regarding national origin and academic ability), while another 7% responded that they were not sure whether they have observed such behavior from the faculty. 41% of the students do not believe that the faculty treats all students equally, while 31% said they are not sure. 3% of the students stated that they had been threatened by a faculty member.

Thesis work:

35% felt that they are always given accurate and helpful information pertinent to their thesis work. 45% felt they are frequently given the information, 14% answered sometimes and 3% answered rarely. While 28% believe that their advisor always gives regular feed back on their performance and discusses all issues openly and fairly, offering an environment conducive to improving efficiency, 20% believe this is frequently done, 14% believes it is rarely done, 31% believe that it is sometimes done and 7% did not respond. Either most students did not use the multiple choice option for this answer or the data was lost. About 90% of the students expressed satisfaction that their thesis committee is generally supportive of their work, giving them appropriate suggestions and consistently helping you towards graduation.

Complaints and Procedures to file:

14% of the students said that the department always encourages them if they have a complaint against the advisor to report it to the concerned authorities, 14% said frequently, 14% said rarely, 28% said sometimes, 28% said never while 2% did not respond. It is important to note that 69% of the students of this department responded that they are not sure about the procedures involved in filing a complaint or a grievance in the department, 21% said they do not know these procedures, while 10% said they know these procedures. The previous number is consistent with the 59% reporting they are not sure of whether they are protected against retaliation when filing a grievance, 31% that said they are not sufficiently protected against retaliation and the remaining 10% believe they are sufficiently protected. However 45% do not report any problem that had to be resolved, 17 % talked to the advisor, 31% talked to a faculty member and 7% have not talked to anyone. In the question whether the steps that were taken were successful 62% said they were not sure, 17% said no and 17% said yes and 4% did not respond. When asked who they would turn to in case of a problem in the future, 14% said the director, 10% the coordinator, 49% to the advisor, 3% the advocate and 24% another student. Apparently there was a case of sexual harassment where faculty was aware of the situation and did nothing; eventually the (victimized) student left the department.

Contract violations and other policies:

83% of the respondents report that the terms of their contract has never been violated.

Also 79% report that they do not know of cases where students have had their graduate employment terminated. Students reported a couple of cases where a student's contract was cancelled without notice; at least one case was related to the failure of an oral qualifying exam. The next question was whether the department consistently made them aware of changes in graduation requirements; 37% responded always, 33% said frequently, 13% said rarely, 17% said sometimes and 0% said never. 63% said they have never been asked to do anything outside their contract responsibilities, 13 % said frequently, 13% said rarely and 10% said sometimes.

The positive aspects:

1. 83 % of the respondents report that the terms of their contract has never been violated
2. 79% report that they do not know of cases where students have had their graduate employment terminated.
3. Most students agreed that the faculty has never threatened them
4. 70 % answered that they would have chosen the same advisor today if they had been given all the information they know now.

The problems identified in the department:

1. Only 14% of the students said that the department always encourages them if they have a complaint against the advisor to report it to the concerned authorities.
2. 90% of the students of this department responded that they are either not sure or do not know about the procedures involved in filing a complaint or a grievance in the department.

Material Sciences & Engineering

There are currently 72 graduate students in the department of Material Sciences and 67% of them are international students. **10 students, approximately 14% of the graduate students took the survey** and 30% of the responses were from females. From the students that reported 80% were in the PhD program.

Advisors:

20% of the students that responded chose advisors after doing voluntary research for them and 10% of the students chose the advisor that had funding for him/her. The remaining students found an advisor they liked (either by interviewing him or by knowing him from their undergraduate or masters' research or because they were interested in the research area). 50% of the students said that they would have chosen the same advisor today if they had been given all the information they know now, 30% responded negatively and 20% said they are not sure. Students expressed dissatisfaction about their program and the University altogether, others complained that their labs are run like business with their funding dependent on how many hours they work, arrogance from the part of the advisor and not individual attention been paid and no interest in the students' progression. 80% of the respondents work with male advisors.

Faculty:

30% of the respondents said that the faculty is always receptive when students discuss their personal or professional problems, 10% said that the faculty is sometimes receptive, 20% answered frequently, 30% answered rarely and 10% said never. 40% of the students have observed the faculty denigrating students. Some examples were insults, name calling, derogatory remarks regarding race and/or country of origin and sexual abuse against female students. 60% of the students believe that the faculty treat all students equally, 20% said they are not sure and 20% said that the faculty does not treat all students equally. One student commented on this question: 'Some[students] are treated like slaves'. 80% of the students agreed that the faculty has never threatened them, 10% was not sure and 10% responded positively.

Thesis work:

10% felt that they are always given accurate and helpful information pertinent to their thesis work. 20% felt they are frequently given the information, 20% answered sometimes, 20% answered rarely, 10% answered never and 20% chose not to answer the question. Students commented on their advisor's lack of interest in their work and their advisors' lack of knowledge about their thesis topic. While 30% believe that their advisor gives regular feed back on their performance and discusses all issues openly and fairly, offering an

environment conducive to improving efficiency, 20% believe this is frequently done, 20% believes it is rarely done, 20% believe that it is sometimes done and 10% said it is never done. 20% said that their thesis committee is frequently supportive of their work, 30% said never while 50% chose not to answer this question.

Complaints and Procedures to file:

30% believe that they are always encouraged by the department to report the problems they have with their advisors to the concerned authorities (note that all the females respondents chose this answer), 30% say they are encouraged sometimes, 20% say they are never encouraged and 20% say they are rarely encouraged. It is important to note that 60% of the students of this department responded that they are not sure about the procedures involved in filing a complaint or a grievance in the department, 20% said they do not know these procedures, while only 20% said they know these procedures. It is interesting to note that 60% believe they are not sufficiently protected against retaliation, 20% are not sure and 20% believe they are protected. However 30% do not report any problem that had to be resolved (whether personal or of another student). 40% reported that they spoke to the advisor, 20% spoke with the director and 10% with their coordinator. When asked whether the steps taken in the previous question were successful 50% said they are not sure, 40% said they were successful and 10% said they were not successful. When asked who they would turn to in case of a problem in the future, 50% said the director, 30% said another student and 20% said the advisor.

Contract violations and other policies:

80% of the respondents report that the terms of their contract has never been violated. 20% report that they know of cases where students have had their graduate employment terminated without resuming or for one whole semester. 30% of the students that responded said that their department always makes them aware of all graduation requirements and especially changes in policy promptly, giving them far enough advance notice to be able to handle the changes, 20% said frequently and 50% said sometimes. Students said that forwarding emails about policies is not enough and more should be done on that front since the quality of the updates and the available literature is unclear. 60% of the students said that they have never been asked to do anything outside their contract responsibilities, 10% said frequently, 10% said always, 10% said sometimes and 10% said rarely.

The positive aspects:

1. 80% report that the terms of their contract has never been violated.
2. 80% have never felt threatened by faculty.

The problems identified in the department:

1. Only 20% are aware of the procedures to report a problem in the department and 60% report that they do not feel sufficiently protected against retaliation.
2. 40% have observed the faculty denigrating students.
3. Only 30% feel that they are always given regular and constructive feedback and help related to their thesis work
4. Only 50% would choose the same advisor if they had all the information they have now regarding him/her.
5. Only 10% of students felt that they are always given accurate and helpful information pertinent to their thesis work.

There was an alarming statement from a student reporting cases of sexual abuse against female students. The student added that "There are certain anonymous calls to the sexual abuse cell at the University, but nothing goes ahead. This is because the students are afraid of their career being jeopardized. They just admit to it and fight with life, somehow graduate and get rid of the past." We believe the department has to make a mandatory sexual abuse awareness seminar for all faculty members immediately and help the victims of such abuse.

Mathematics

There are currently 106 graduate students in the department of Mathematics, 55% are domestic students and 66% of them are doctoral graduate students. **4 students, approximately 4% of the graduate students took the survey** and 25% of the responses were from females.

Advisors:

50% of respondents work with female advisors. All students chose their advisors on the basis of research interests. All students would make the same choice regarding the advisor now as before.

Faculty:

75% claimed that the faculty is frequently receptive, and 25% claimed that it is sometimes receptive. No cases of denigrating students were reported, and all students are treated equally. Nobody was ever threatened by the faculty.

Thesis work:

The information given to the student is either always or frequently complete and useful, students get regular feedback (though, one respondent has to ask for it specifically). The only person who has a thesis committee finds it supportive always.

Complaints:

Complaints are sometimes (25%), frequently (25%), always (25%) are encouraged. All students are either unsure or not aware of the policies regarding the complaints. One student (25%) feels protected and safe in case of a grievance, whence 2 students (50%) are unsure, and one student does not feel safe about it (25%). With problems 50% of the students will go to the director, 25% -- to the GSA, and 25% to advisor.

Contract violations:

In one case the contract was violated, as the stipend received was less than promised. The employment was never terminated. 50% of the students are frequently aware of the departmental policies, 25% are always aware, and 25% are rarely aware. Students are never or rarely asked to do work outside the contract.

Positive aspects:

1. Students are generally happy about their research advisors.
2. Faculty is receptive.
3. No discrimination based on race/gender.
4. Complaints are encouraged.
5. Students are normally aware of the policies.

Problems:

1. Students are unaware of the policies to file complaints.
2. Occasional cases of contract violation (stipend received is less than promised).

Mechanical Engineering

There are currently 58 graduate students in the department Mechanical Engineering, 69% of them are international students. **10 students, approximately 17% of the graduate students took the survey** and all of the responses were from male students. From the students that reported 90% were in the PhD program.

Advisors:

30% of the students that responded chose advisors after doing voluntary research for them , 30% of the students chose the advisor that had funding for him and 10% had an advisor assigned to them by the department. The remaining students found an advisor that their research matched their interest or were picked by a professor to fill the spot in the particular lab. 90% of the students said that they would have chosen the same advisor today if they had been given all the information they know now. All of the respondents work with male advisors.

Faculty:

30% of the respondents said that the faculty is always receptive when students discuss their personal or professional problems, 10% said that the faculty is sometimes receptive, 20% answered frequently, 20% answered rarely and 20% said that such discussion is not encouraged. 90% of the students have not observed faculty denigrating students. 80% of the students believe that the faculty treat all students equally, 10% said they are not sure and 10% said that the faculty does not treat all students equally. All of the students agreed that they have never been threatened by the faculty.

Thesis work:

60% felt that they are always given accurate and helpful information pertinent to their thesis work, 30% answered sometimes and 10% chose not to respond. While 30% believe that their advisor always gives regular feed back on their performance and discusses all issues openly and fairly, offering an environment conducive to improving efficiency, 20% believe this is frequently done, 30% believe that it is sometimes done and 20% said it is rarely done. Only 10% of the students said that their thesis committee is frequently supportive of their work, the other students did not answer the relevant question.

Complaints and Procedures to file:

Only 10% believe that they are always encouraged by the department to report the problems they have with their advisors to the concerned authorities, 30% say they are frequently encouraged, 20% say they are encouraged sometimes, 10% say they are never encouraged and 20% say they are rarely encouraged. It is important to note that 60% of the students of this department responded that they do not know the procedures involved in filing a complaint or a grievance in the department, while 40% responded that they are not sure. 80% said that they are not sure they are sufficiently protected against retaliation, while the remaining 20% said that they do not feel they are sufficiently protected. However 60% do not report any problem that had to be resolved (whether personal or of another student), 10% reported that they spoke to the advisor, 10% spoke with the director and 20% said that no steps were taken to solve the problem. When asked whether the steps taken in the previous question were successful 60% said they are not sure, 30% said they were successful and 10% said they were not. When asked who they would turn to in case of a problem in the future, 70% said the advisor, 20% said the director and 10% said the coordinator.

Contract violations and other policies:

80% of the respondents report that the terms of their contract have never been violated. 20% report that they had a massive pay cut in between semesters. 90% said they do not know of a student that they had their employment terminated without due notice while 10% had that experience. 50% of the students that responded said that their department always makes them aware of all graduation requirements and especially changes in policy promptly, giving them far enough advance notice to be able to handle the changes, 30% said frequently, 10% said sometimes and 10% said never. 80% of the students said that they have never been asked to do anything outside their contract responsibilities while 10% said rarely for example bringing coffee, candy bars or making copies.

The positive aspects:

1. 90% said they would have chosen the same advisor.

2. 80% report that the terms of their contract has never been violated.
3. 90% have never seen a faculty member denigrating a student
4. None of the students has ever been threatened by the faculty.

The problems identified in the department:

1. None of the students reported that they know the procedures involved in filing a complaint.
2. Only 30% feel that they are always given regular and constructive feedback and help related to their thesis work by their advisor.
3. 40% of the students said that the faculty is either rarely receptive or does not encourage discussion about personal or professional problems.
4. 80% said that they are not sure they are sufficiently protected against retaliation from the faculty in the case that a complaint is filed, while the remaining 20% said that they do not feel they are sufficiently protected.

Molecular and Cellular Biology

There are currently 96 graduate students in the department of Molecular and Cellular Biology, 51% are international students. **Nineteen students, approximately 20% of the graduate students took the survey** and 79% of the responses were from females. From the students that reported all were in the PhD program.

Advisors:

95% of the students chose an advisor after doing one or more lab rotations with them and 5% after doing voluntary research for them. 63% answered that they would have chosen the same advisor today if they had been given all the information they know now, 27% said they are not sure, 5% said they would not choose the same advisor and 5% did not answer the question. 21% of the respondents work with female advisors.

Faculty:

21% of the respondents said that the faculty is always receptive when students discuss their personal or professional problems, 26% said that the faculty is sometimes receptive, 37% answered frequently, 5% answered rarely and 11% said that such discussion is not encouraged. 16% of the students have observed the faculty denigrating students (examples were insults and name calling), while another 8% responded that they were not sure whether they have observed such behavior from the faculty. 26% of the students do not believe that the faculty treats all students equally, while 26% said they are not sure. All students agreed that the faculty has never threatened them.

Thesis work:

26% felt that they are always given accurate and helpful information pertinent to their thesis work. 37% felt they are frequently given the information, 32% answered sometimes and 5% answered rarely. Some students complained that their advisor is too busy with other responsibilities (teaching, grant writing, etc) to pay attention to them.

While 21% believe that their advisor always gives regular feed back on their performance and discusses all issues openly and fairly, offering an environment conducive to improving efficiency, 47% believe this is frequently done, 11% believes it is rarely done, 16% believe that it is sometimes done and 5% said it is never done. Several students complained that their advisors would not show enthusiasm or encouragement when discussing their thesis work. 5% believe that their thesis committee is always supportive of their work, giving those appropriate suggestions and consistently helping you towards graduation, 11% say they are encouraged

sometimes, 5% says they are frequently encouraged and the remaining students chose not to answer the question.

Complaints and Procedures to file:

16% of the students said that the department always encourages them if they have a complaint against the advisor to report it to the concerned authorities, 21% said frequently, 16% said rarely, 42% said never while 5% did not respond. It is important to note that 63% of the students of this department responded that they are not sure about the procedures involved in filing a complaint or a grievance in the department, 26% said they do not know these procedures, while 11% said they know these procedures. The previous number is consistent with the 37% reporting they are not sure of whether they are protected against retaliation when filing a grievance, 42% that said they are not sufficiently protected against retaliation and the remaining 21% believe they are sufficiently protected. However 63% do not report any problem that had to be resolved, 27% talked to the graduate director, 5% talked to the advisor and 5% have not talked to anyone. In the question whether the steps that were taken were successful 79% said they were not sure and the remaining students said yes. When asked who they would turn to in case of a problem in the future, 32% said the director, 5% the coordinator, 41% to the advisor, 11% the advocate and 11% another student.

Contract violations and other policies:

89% of the respondents report that the terms of their contract has never been violated. Also 84% report that they do not know of cases where students have had their graduate employment terminated. Students reported a case of a student fired without 2 weeks notice and a delay in paycheck because of a lapse in paperwork. The next question was whether the department consistently made them aware of changes in graduation requirements; 37% responded always, 11% said frequently, 16% said rarely, 32% said sometimes and 4% said never. 58% said they have never been asked to do anything outside their contract responsibilities, 32% said rarely and 10% said sometimes. Some of the things that were asked were organizing lunches with prospective students, moving heavy furniture and equipment, feeding pets in the lab.

The positive aspects:

1. 89% of the respondents report that the terms of their contract has never been violated
2. 84% report that they do not know of cases where students have had their graduate employment terminated.
3. All students agreed that the faculty has never threatened them

The problems identified in the department:

1. Only 16% of the students said that the department always encourages them if they have a complaint against the advisor to report it to the concerned authorities.
2. 89% of the students of this department responded that they are either not sure or do not know about the procedures involved in filing a complaint or a grievance in the department.

Molecular & Cellular Pharmacology

There are currently 30 graduate students in the department of Molecular and Cellular Pharmacology, 73% are domestic students and 100% of them are doctoral graduate students. **Twelve students, approximately 40% of the graduate students took the survey** and 58% of the responses were from males.

Advisors:

Advisors are chosen after doing one or more lab rotations. 73% of the students who responded report they are happy with their choice of advisor. 27% are not sure whether they would have chosen differently had they been given all the information they know now. 55% of those who responded work with male advisors.

Faculty:

83% of the respondents say that the faculty are either always or frequently receptive when students discuss professional or personal problems. The remainder felt they are sometimes or rarely receptive. 17% have observed faculty denigrating students in terms of verbal insults that were said in anger and also insulting remarks when students ask questions in class. 25% do not believe faculty treat all students equally, and the remaining 75% believe they do. None have been or felt threatened by a faculty.

Thesis work:

92% felt that their advisors frequently or always give them accurate and helpful information pertinent to their thesis work. 8% felt that they are never given this information. While 75% believe that their advisor gives regular feed back on their performance and discusses all issues openly and fairly, offering an environment conducive to improving efficiency, 8% believe this is rarely done, and 17% believe it is sometimes done. Even those among the 75% have pointed out that sometimes advisors are not always available due to their teaching assignments and other demands on their schedule. 83% believe that their thesis committee is either always or frequently supportive of their work, giving appropriate suggestions and consistently helping them towards graduation.

Complaints and Procedures to file:

83% believe they are either frequently or always encouraged by the departments to report the problems they have with their advisors to the concerned authorities, the rest are equally divided between encouraged sometimes and encouraged rarely. This department is unique in that 50% say they are aware of procedures to file complaints or grievances in their departments and 42% report they are not sure about the procedures and only 8% are not aware of any such procedures in place. While 42% feel sufficiently protected against retaliation should they decide to report a problem, another 42% are not sure whether they are protected, 16% do not think they are sufficiently protected.

67% do not report any problem that had to be resolved. 25% spoke to the program directors and while some problems were solved an equal number remained unsolved. The 8% who approached other administrators also had their problems solved. However when asked who they would turn to in case of a future problem they might have with their advisor, the responses are equally divided between coordinator, and directors. Only 8% claim they would approach the advisor itself.

Contract violations and other policies:

83% of the respondents report that the terms of their contract has never been violated. 17% report discrepancies between the stipends promised to them and the actual amount they receive. 92% neither had their own nor heard of anyone whose graduate employment was terminated without due notice. 42% has sometimes or rarely asked to do something outside their research/contract responsibilities.

The final question was whether the department consistently made them aware of changes in graduation requirements and other changes in policy. 83% believe that the communication is sufficient, however it has been noted that the requirements were changed without notice and very little is communicated in terms of what the student needs to do to graduate.

The positive aspects:

1. 73% of the students who responded report they are happy with their choice of advisor
2. 83% say the faculty are either always or frequently receptive when students discuss professional or personal problems.

3. 92% felt that their advisors frequently or always give them accurate and helpful information pertinent to their thesis work
4. 83% believe that their thesis committee is either always or frequently supportive of their work

The problems identified in the department:

1. 17% have observed faculty denigrating students in terms of verbal insults that were said in anger, and also insulting remarks when students ask questions in class
2. Only 50% say they are aware of procedures to file complaints or grievances, although this number is higher than most departments analyzed in this survey.
3. 17% report discrepancies between the stipends promised to them and the actual amount they receive.

Molecular Genetics & Microbiology

There are currently 33 graduate students (16 advanced to candidacy) in the department of molecular genetics and microbiology, 100% are doctoral and 76% are domestic students. **12 doctoral students, approximately 36% of the graduate students in the department took the survey** and 75% who took the survey are females.

Advisors:

92% of the respondents work with male advisors. Students choose an advisor after doing one or more lab rotations. 82% of the students who responded report they are happy with their choice of advisor. The remaining who are not sure whether they would have chosen their current advisor had they been given information they know now, attribute it to the changes in the atmosphere of their lab and also the dramatic increase in work load of the advisor which prevents him from being accessible to the graduate students.

Faculty:

75% of the respondents say that the faculty are always receptive when students discuss professional or personal problems while 17% felt they were sometimes receptive and the rest said they were never receptive. None have observed faculty denigrating students. 83% believe faculty treat all students equally. The remaining 17% are not sure. However none have been threatened by a faculty.

Thesis work:

All of the respondents felt that they either frequently or always receive from accurate and helpful information pertinent to their thesis work from their advisors. 58% believe that their advisor always or frequently gives them regular feed back on their performance and discusses all issues openly and fairly, offering an environment conducive to improving efficiency, 33% believe this is sometimes done, and 9% believes it is rarely done.

While some believe that their efficiency improved due to the positive reinforcement and suggestion they received from their advisor, others mentioned they wished their advisors would be more forthcoming about their real opinion of the work and suggestions for improvement. Students who have thesis committees say that their committee is either always or frequently supportive of their work, giving them appropriate suggestions and consistently helping them towards graduation. They were encouraged to meet with individual members of their committee any time they desired and with the committee as whole once a year.

Complaints and Procedures to file:

When asked whether they are encouraged by the departments to report the problems they have with their advisors to the concerned authorities, 50% believe the departments never or rarely encourage them. 25% report they are always encouraged and 17% feel they are sometimes encouraged. The alarming statistic is only 8%

say they are aware of procedures to file complaints or grievances in their departments, 67% are unsure and 25% report they do not know of any such procedures in place. 33% believe they are not sufficiently protected against retaliation if they decide to report a problem and 50% are not sure of whether or not they are protected; only 17% claim they feel sufficiently protected. However 58% do not report any problem that had to be resolved. 8% say they spoke to program coordinator and the issue was resolved, 34% spoke to the advisor. Half of cases, where the students spoke to the advisor concerned, were resolved, the other half were not. When asked who they would turn to in case of a problem in the future, 42% would go to the program director, 42% to the advisor, and 16% would approach other students or the graduate student government.

Contract violations and other policies:

83% of the respondents report that the terms of their contract have never been violated. However 17% report a problem with their stipends. These instances occurred when there was a change in the stipends, either due to an increase in the pay scale or when the source was switched from a fellowship to another source. At these instances, the students concerned were paid less than what was stipulated in the contract. Another reported incident is that of a student who was no longer paid as the advisor had problems securing grants although constant support, for the entire course of the study, had been promised to the student in the contract. 92% report that they are not aware of cases where the employment was terminated without due notice. 75% report that they have never been asked to do anything outside their contract responsibilities. 17% have been asked rarely and 8% have been asked sometimes. The final question was whether the department consistently made them aware of changes in graduation requirements. 67% believe that they either are frequently or always given this information. The rest, 33% believe that they sometimes or rarely receive such communication and have had to figure it out on their own.

The positive aspects:

1. 82% of the students who responded report they are happy with their choice of advisor
2. 75% of the respondents say that the faculty are always receptive when students discuss professional or personal problems
3. None have observed faculty denigrating students or been threatened by faculty.
4. 83% believe faculty treat all students equally.
5. All of the respondents felt that they either frequently or always receive accurate and helpful information pertinent to their thesis work from their advisors.
6. Students who have thesis committees say that their committee is either always or frequently supportive of their work,

The problems identified in the department:

1. 50% believe the departments never or rarely encourage them to report problems they might have with their advisors
2. Only 8% say they are aware of procedures to file complaints or grievances in their departments
3. 17% report a problem with their stipends

Music

There are currently 196 graduate students in the department of Music, 63% are domestic students and 82% of them are doctoral graduate students. **22 students, approximately 11% of the graduate students took the survey** and 73% of the responses were from females.

Advisors:

55% of the students work with female advisors. In 64% of the cases the advisor was assigned by the department, and in 23% of the cases the advisor was chosen on the basis of research interests. Out of those, who answered the question, 19% of the students would not choose the same advisor now, 41% are not sure, and 50% would make the same choice now as before.

Faculty:

23% of the respondents claimed that the faculty is either not receptive at all, or rarely receptive, while 64% claim that the faculty is receptive always or frequently. 18% witnessed the faculty denigrating students, 14% claimed that it is based on the gender (sexual harassment, inappropriate behavior of male professors towards female students), and 4% -- that it is based on nationality. 23% claim that the students are not treated equally. Asian students and females are being mistreated by some professors. No students were ever threatened by the faculty.

Thesis work:

Out of the students who answered the question, 47% get enough information relevant to research frequently or always, 47% get it sometimes, and the remaining 6% claimed that they never get any. Some advisors use “sink or swim” methodology, and prefer student to get everything on his/her own. Some of them are not accurate, and the students have to double check the information. 29% of the students claim that they never or rarely receive feedback from the professor. Some people meet their advisors very rarely (about once per semester), others claim that the advisors don't give any feedback on how the person plays, and never visit the recitals. All people who have a thesis committee feel that the members are always or frequently supportive.

Complaints:

18% of the people feel that the complaints are rarely or never encouraged, 50% feel that they are always encouraged, when the rest answered “sometimes”. Only in one case (5%) the students are aware of the procedures involved in filing the complaints, while in 18% of the cases students are not aware of the procedures, and in the remaining 77% they are unsure about them. In case of filing a grievance, 18% of the people don't feel safe, and 50% are not sure, if it is safe or not. In 45% of the cases students will go talk to the graduate program director about their problems, in 22% of the cases they will go to the administration, in 22% of the cases they will talk to other faculty members. Students claim that administration (especially, the chair) is efficient and helpful in solving problems, though a certain part of the music program (trumpet) seems to have some problems, resulting in many dissatisfied students. 5% of the students were unsuccessful in solving their problems. In case of the problems with advisors, 50% of the students would talk to the graduate program director, 23% -- to the advisor, 14% -- to other students, 9% -- to the graduate program coordinator.

Contract violations:

In 9% of the cases respondents claimed that their contract was violated. They were promised teaching assistantship, but never got it, and in one case there was a delay of the salary for 9(!!!) months. Only one student (5%) claimed that there was a case when the employment was terminated without timely notification. It was a misunderstanding, which was resolved months later, though everybody was aware of the issue. 23% of the students are rarely or never aware of the departmental policies and guidelines, 18% are sometimes aware, and the rest are aware of the policies either frequently or always. The problems are that the degree requirements are constantly changing, and sometimes the notification about the deadline comes no earlier than a week in advance. The serious work outside the contract was mentioned once (5%), when the student is supposed to work for auditions, and is not paid for it. 14% of the people said that they sometimes have to do work outside the contract, but it's either a personal favors, or some work which is just equally divided between students who are around. Nobody seems to think that it's a big issue.

Positive aspects:

1. Students are generally happy about their research advisors, except for the cases of change of research interests.
2. Supportive dissertation committee.
3. Efficient administration of the department.
4. Students are not afraid of filing complaints and don't feel discouraged to file them.

Problems:

1. Many students unhappy with their advisors.
2. Discrimination based on ethnicity (against Asian students), and on the gender.
3. Cases of sexual harassment.
4. Not accurate information from the advisors, relevant to the research.
5. No close communication with advisors is often the case.
6. Students are not encouraged to file complaints, and do not feel safe about it.
7. Occasional cases of contract violation (delayed paychecks).
8. Often changing policies, which are difficult to follow with insufficient updates.

Neurosciences

There are currently 36 graduate students in the department of Neurosciences, 61% are domestic students and 100% of them are doctoral graduate students. **Ten students, approximately 27% of the graduate students took the survey** and 80% of the responses were from females.

Advisors:

Advisors are chosen after doing one or more lab rotations. 62% of the students who responded report they are happy with their choice of advisor. All of the respondents work with male advisors.

Faculty:

70% of the respondents said that the faculty are either rarely or sometimes receptive when students discuss professional or personal problems. The remainder felt they are receptive frequently and nobody felt that the faculty were always receptive. 30% have observed faculty denigrating students in terms of verbal insults that are perceived by the faculty to be in good humor. 50% do not believe faculty treat all students equally, 20% believe faculty do treat students equally. The remaining 30% although they answered yes to whether faculty treat students equally, have chosen to highlight that more help is required for the learning disabled, and that treatment was based on performance and effort. Even those who have not personally seen unequal treatment in the department say they are aware that it is present. However 90% have never been threatened by a faculty.

Thesis work:

37.5% felt that they are always given accurate and helpful information pertinent to their thesis work. 37.5% felt they are frequently given the information, 12.5% answered sometimes and the rest answered rarely. The explanation offered for the lack of help was that the advisor was erratic and a bit scattered. While 25% believe that their advisor gives regular feed back on their performance and discusses all issues openly and fairly, offering an environment conducive to improving efficiency, 25% believe this is rarely done, 12.5% believes it is frequently done and 37.5% believe that it is sometimes done. There seems to be no correlation between the ethnicity of the student and the choice of the responses.

Complaints and Procedures to file:

40% believe they are either rarely or never encouraged by the departments to report the problems they have with their advisors to the concerned authorities, 40% say they are encouraged sometimes, 10% says they are

frequently encouraged and only the remaining 10% believe that they are always encouraged to report problems. The alarming statistic is 50% say they are not aware of procedures to file complaints or grievances in their departments and the remaining 50% report they are not sure about the procedures either. And the statistics are consistent with 50% reporting they believe they are not sufficiently protected against retaliation and the remaining 50% once again not sure of whether or not they are protected. However 80% do not report any problem that had to be resolved. 10% spoke to the program coordinator and are not sure whether the problem was completely resolved. The other 10% with the problem spoke to the program director and do not believe the problem was addressed, or solved. However when asked who they would turn to in case of a problem in the future, the responses are equally divided between coordinator, other students, advisor and program directors. Nevertheless it is interesting that the male respondents said they would either go to the coordinator or the director. 60% of the females say they would either go to another student or the advisor himself.

Contract violations and other policies:

100% of the respondents report that the terms of their contract has never been violated. However 40% report that they know of cases where students have had their graduate employment terminated. 75% among the 40% were reported to have problems with their advisors and were suddenly not paid anymore. One student reported a unique case scenario and is repeated as follows: "A masters student I know very well in the engineering school lost his internship in the middle of the semester. The department and the faculty assigned to him took literally months to even process his paper work. Him losing the position (nobody could give him a reason why he was asked to leave his position), further complicated the situation. There was absolutely no recourse for him. He spent months on end going from one office to another to remedy the situation and salvage what was left of it. It was horrendous, all due to the inefficiency of the department secretaries and the one faculty assigned to be his internship course professor." 100% of them report that they have never been asked to do anything outside their contract responsibilities.

The final question was whether the department consistently made them aware of changes in graduation requirements; the students do not report a problem with this. 80% believe that the communication is sufficient, however the remaining report that there has been a problem since their program coordinator retired earlier this year.

The positive aspects:

1. 62% are happy with their choice of advisors attributed directly to the lab rotations they do before they choose their thesis advisor.
2. 90% have never felt threatened by faculty.

The problems identified in the department:

1. Faculty are not receptive to discussions related to problems the students are facing both on a professional and personal front
2. Faculty show favoritism based on performance
3. Only 25% feel that they are given regular and constructive feedback and help related to their thesis work
4. 100% of the students are not aware of procedures to report a problem in the department and all of them do not feel sufficiently protected against retaliation.

Philosophy

There are currently 64 graduate students (26 advanced to candidacy, 8 masters, and 30 doctoral) in the department of philosophy and 86% are domestic students. **Seven doctoral students, approximately 11% of the graduate students took the survey** and 57% of the responses were from males.

Advisors:

The students do not have advisors; instead they choose dissertation directors and dissertation committees. They choose as their dissertation directors faculty whose research interests closely match their own. All of the students who responded report they are happy with their choice of dissertation directors.

Faculty:

85% of the respondents said that the faculty are either sometimes or frequently receptive when students discuss professional or personal problems. 86 % have not observed faculty denigrating students. However one student reported that she had witnessed one of their faculty make sexually inappropriate remarks against women on campus. 42% believe faculty treat all students equally. 42% are unsure while the remaining 16% do not believe that equal treatment is given to all students. However none of them have felt threatened by faculty.

Thesis work:

80% felt that faculty in the department always or frequently give them accurate and helpful information pertinent to their thesis work and also provide them with regular feedback about their work. The rest who believe that they are sometimes given the information attribute it to the fact that some faculty are not on campus much and are therefore unavailable to help. All respondents believe that while there are some faculty who are very helpful in their thesis committees, most faculty do not give them enough attention or provide them with help.

Complaints and Procedures to file:

Only 14% believe that their department always encourages them to report problems they might have with their advisors. 42% feel encouraged sometimes and 44% believe they are never encouraged to report problems they have with their advisors. The alarming statistic once again is 86% say they are not sure about the procedures to file complaints or grievances in their departments and the remaining report they do not know about any such procedures in place. 86% are either no sure or do not feel sufficiently protected against retaliation should they report a problem. However 71% do not report any problem that had to be resolved. 14% who had problems spoke to the program director however the issue was not resolved. 15% who approached the graduate student advocate with their problem had their problem resolved. However when asked who they would turn to in case of a problem in the future, the responses are equally divided between graduate program directors, other students, dissertation directors and the graduate student advocate.

Contract violations and other policies:

14% of the respondents report that the terms of their contract have been violated; they were not paid the stipend promised to them. However none of them report cases where students have had their graduate employment terminated without due notice. 57% report that they have been asked to do things outside their contract responsibilities. Examples of activities expected of them are: provide extra writing help, having to teach a faculty's class for extended periods of time without being adequately compensated for it, edit a faculty's book, perform manual tasks like helping faculty move offices, and do research that was clearly acknowledged by the faculty as outside the student's thesis work exclusively to help out the faculty. The final question was whether the department consistently made them aware of changes in graduation requirements; the students do not report a problem with this. 42% believe that this is rarely done. The requirements, it is reported, are hard to figure out. One example given is that of the second year class which was not informed of a requirement they had to fulfill outside their course work during their first year. None had fulfilled the requirement due to the oversight of the department. Others have reported that even when any information was communicated it was done at the very last moment and this is attributed to the high turn over rate of the faculty. The requirements for advancing to candidacy is also reported to have not been clearly communicated to the graduate students.

The positive aspects:

1. 85% believe faculty are either sometimes or frequently receptive when students discuss professional or personal problems.
2. 86 % have not observed faculty denigrating students.
3. 80% felt that faculty in the department always or frequently give them accurate and helpful information pertinent to their thesis work

The problems identified in the department:

1. Only 14% believe that their department always encourages them to report problems they might have with their advisors.
2. 86% say they are not sure about the procedures to file complaints or grievances and the remaining report they do not know about any such procedures.
3. 86% are either not sure or do not feel sufficiently protected against retaliation should they report a problem.
4. 14% of the respondents report that the terms of their contract have been violated; they were not paid the stipend promised to them
5. **57% report that they have been asked to do things outside their contract responsibilities.**
6. 42% believe that the department does not make them aware of graduation requirements and changes in policy.

Physics and Astronomy

There are currently 174 graduate students in the department of Physics and Astronomy, 57% are domestic students. **Twenty-six students, approximately 15% of the graduate students took the survey** and 8% of the responses were from females. From the students that reported all were in the PhD program.

Advisors:

46% of the students that responded chose advisors after doing voluntary research for them, 12% of the students chose the advisor that had funding for him/her, 4% of the students chose an advisor after doing one or more lab rotations. The remaining students found an advisor they liked (either by taking a class with them, doing a class rotation or gathering information for him/her) and they joined the group if funding was available.

Only one student (4%) answered that they would not have chosen the same advisor today if they had been given all the information they know now, while 15% of the students did not answer the question. 92% of the respondents work with male advisors.

Faculty:

23% of the respondents said that the faculty is always receptive when students discuss their personal or professional problems, 23% said that the faculty is sometimes receptive, 42% answered frequently, 12% answered rarely. 8% of the students have observed the faculty denigrating students, while another 8% responded that they were not sure whether they have observed such behavior from the faculty. 4% of the students do not believe that the faculty treat all students equally, while 12% said they are not sure. All students agreed that the faculty has never threatened them.

Thesis work:

38% felt that they are always given accurate and helpful information pertinent to their thesis work. 23% felt they are frequently given the information, 15% answered sometimes and 8% answered rarely. The explanation

offered for the lack of help was that their advisor does not follow their work, does not proofread their publications and does not give any comments. While 31% believe that their advisor gives regular feedback on their performance and discusses all issues openly and fairly, offering an environment conducive to improving efficiency, 31% believe this is frequently done, 15% believes it is rarely done and 8% believe that it is sometimes done. In the question regarding the help that the thesis committee provides to the student 84% of the students did not answer the question. 8% of the students said that their thesis committee is rarely supportive (does not give appropriate suggestions), 4% said that they are always supportive and 4% said they are frequently supportive. Most of the comments stressed the fact that the committee is not so much involved with the students' research, they are there because there has to be a committee or to correct syntax errors in the thesis.

Complaints and Procedures to file:

30% believe that they are always encouraged by the department to report the problems they have with their advisors to the concerned authorities, 27% say they are encouraged sometimes, 19% say they are never encouraged, 12% says they are rarely encouraged, 4% says they are frequently encouraged. It is important to note that 73% of the students of this department responded that they are not sure about the procedures involved in filing a complaint or a grievance in the department, 15% said they do not know these procedures, while 12% said they know these procedures. The previous number is consistent with the 54% reporting they believe they are not sure of whether they are protected against retaliation when filing a grievance, 15% that said they are not sufficiently protected against retaliation and the remaining 31% believe they are sufficiently protected. The steps that were taken by the student (or a student they knew) to solve a problem with an advisor was talking to the advisor directly (8%), talking to the program director (4%), graduate student advocate (4%), another faculty member (4%). The remaining students were not aware of such an incident. When students were asked whether they believe the problems we solved 62% responded that they were not sure, 15% responded no and 23% responded yes. However when asked who they would turn to in case of a problem in the future, the responses were 27% for the advisor, 46% for the program director, 11% for the program coordinator, 11% for other students, 5% for the graduate school.

Contract violations and other policies:

85% of the respondents report that the terms of their contract has never been violated. Students reported that they have not received a raise for 2 years, they had problems with SSN that resulted in their paychecks being delayed and having no health insurance, fellowship requirements were not disclosed and some travel benefits not given. 92% of the students reported that they do not know of cases of students that had their graduate employment terminated without due notice. The students were asked whether they make them aware of all graduation requirements and especially changes in policy promptly, giving them far enough advance notice to be able to handle the changes. Students responded that they are informed always (58%), frequently (34%), sometimes (4%) and rarely (4%). It is important to note that one student complained that 'Often notifications of changes or deadlines happen so frequently that all messages are ignored' while another one said 'Reminders are sent, but could be a little more frequent.' 88% of the students responded that they have never been asked to do anything outside their contract responsibilities, 8% say rarely and 4% said frequently. From the students that responded rarely or frequently it seems that helping out with computer technical problems or setting up for presentations to people outside the community.

The positive aspects:

1. 96% are happy with their choice of advisors
2. 100% have never felt threatened by faculty.
3. 85% of the respondents report that the terms of their contract has never been violated.

The problems identified in the department:

1. Only 31% reported they believe they are protected against retaliation when filing a grievance.

2. Only 23% of the respondents said that the faculty is always receptive when students discuss their personal or professional problems
3. Only 38% feel that they are given regular and constructive feedback and help related to their thesis work
4. 88% of the students are either not sure they know the procedures to report a problem in the department or are not aware of the procedures.
5. Only 31% of the students feel they are sufficiently protected against retaliation. The remaining students are either not sure or they feel they are not sufficiently protected.

Physiology & Biophysics

There are currently 23 graduate students (19 advanced to candidacy) in the department of Physiology and Biophysics, 61% are domestic students and 100% of them are doctoral graduate students. **Three students, approximately 13% of the graduate students took the survey.**

Advisors:

Advisors are chosen after doing one or more lab rotations. All of the students who responded report they are happy with their choice of advisor.

Faculty:

All of the respondents said that the faculty are either sometimes or always receptive when students discuss professional or personal problems. None of them have observed faculty denigrating students. All of them believe faculty treat all students equally. None of them have been threatened by a faculty.

Thesis work:

All of them felt that they are either frequently or always given accurate and helpful information pertinent to their thesis work. 66% believe that their advisor very rarely or never gives regular feed back on their performance and does not discuss all issues openly and fairly. One student describes it as "I have spent too long running into walls because my advisor is not always forthcoming with what my next step should be, or when to let go of a project. Also, displeasure in progress or work is NOT shared".

Complaints and Procedures to file:

66% believe they are never encouraged by the departments to report problems they might have with their advisors to the concerned authorities, 34% say they are frequently encouraged to do so. The alarming statistic is none of them are aware of procedures to file complaints or grievances in their departments, 66% say they are not sure and the remaining 34% report they do not know of any such procedures. 66% report they believe they are not sufficiently protected against retaliation should they report a problem. None of them have had problems that they wanted to report. However when asked who they would turn to in case of a problem in the future, the responses are equally divided between coordinator, other students, and advisor. It is interesting to note that none of them mentioned going to the graduate program director.

Contract violations and other policies:

100% of the respondents report that the terms of their contract has never been violated and that they have neither had their own nor heard of another student whose graduate employment was terminated without due notice. 66% of them report that they have never been asked to do anything outside their contract responsibilities; one student has sometimes been asked to do things outside the contract responsibilities.

The final question was whether the department consistently made them aware of changes in graduation requirements; the students do not report a problem with this. All of them believe that there sometimes has been communication in this regard.

The positive and negative aspects cannot be discussed for this department since only 3 students filled out the survey. Although this constitutes 12% of the graduate population in the department, to prevent personal bias, the trends seen at the end of the analysis have not be extrapolated as trends seen in the department as a whole. However it is worthwhile to mention that students in this department, consistent with the other departments across campus, are not aware of procedures to file complaints and do not feel sufficiently protected against retaliation should they complain.

Political Science

There are currently 82 graduate students in the Political Science Dept, 17% are international students. **3 students, approximately 4% of the graduate students took the survey** and 67% of the responses were from females. From the students that reported all 3 were in the PhD program.

Advisors:

33% of the students chose an advisor based on research interests. The rest listed other. 67% answered that they would have chosen the same advisor today if they had been given all the information they know now, 33 % said they would not choose the same advisor. 100% of the respondents work with male advisors.

Faculty:

33% of the respondents said that the faculty is always receptive when students discuss their personal or professional problems, 33% said that the faculty is sometimes receptive, 33% did not respond. 67% of the students have not observed faculty denigrating students, while another 33% responded that they were not sure whether they have observed such behavior from the faculty. 33% of the students do not believe that the faculty treats all students equally, while 33% said they are not sure. All respondents agreed that the faculty has never threatened them.

Thesis work:

33% felt that they are always given accurate and helpful information pertinent to their thesis work 33% answered sometimes and 33% answered rarely.

While 33% believe that their advisor always gives regular feed back on their performance and discusses all issues openly and fairly, offering an environment conducive to improving efficiency, 33% believe this is frequently done and the other 33% believes it is rarely done, 33% believe that their thesis committee is always supportive of their work, giving them appropriate suggestions and consistently helping you towards graduation, 33% say they are encouraged rarely, 33% says this question is not applicable.

Complaints and Procedures to file:

33% of the students said that the department always encourages them if they have a complaint against the advisor to report it to the concerned authorities, and the remaining said never. It is important to note that 67% of the students of this department responded that they are not sure about the procedures involved in filing a complaint or a grievance in the department, while 33% said they know these procedures. The previous number is consistent with the 33% reporting they are not sure of whether they are protected against retaliation when filing a grievance, 33% that said they are not sufficiently protected against retaliation and the remaining 33% believe they are sufficiently protected. However 67% do not report any problem that had to be resolved, 33%

talked to the graduate director. In the question whether the steps that were taken were successful 33% said they were not sure 33% said no and the remaining students said yes. When asked who they would turn to in case of a problem in the future, 100% said the director.

Contract violations and other policies:

100% of the respondents report that the terms of their contract has never been violated.

Also 33% report that they do not know of cases where students have had their graduate employment terminated. The next question was whether the department consistently made them aware of changes in graduation requirements; 67% said frequently, the remaining 33% said sometimes. 67% said they have never been asked to do anything outside their contract responsibilities, the remaining said rarely.

The positive aspects:

1. 100% of the respondents report that the terms of their contract has never been violated
2. All students agreed that the faculty has never threatened them

The problems identified in the department:

1. Only 33% of the students said that the department always encourages them if they have a complaint against the advisor to report it to the concerned authorities.
2. 67% of the students of this department responded that they are either not sure or do not know about the procedures involved in filing a complaint or a grievance in the department.

Psychology

There are currently 102 graduate students in the department of Psychology, 87% are domestic students. **Thirteen students, approximately 13% of the graduate students took the survey** and 77% of the responses were from females. From the students that reported 92% were in the PhD program.

Advisors:

8% of the students that responded chose advisors after doing voluntary research for them, 15% were assigned to an advisor by the department, 8% of the students chose an advisor after doing one or more lab rotations. The remaining students found an advisor based on their research interest and were linked to him/her either before they came or as soon as they came to graduate school. 70% answered that they would have chosen the same advisor today if they had been given all the information they know now, 15% said no and 15% said they are not sure. 62% of the respondents work with male advisors.

Faculty:

69% of the respondents said that the faculty is always receptive when students discuss their personal or professional problems, 15% said that the faculty is sometimes receptive,

8% answered frequently and 8% said that such discussion is not encouraged. 77% of the students have not observed faculty denigrating students, 15% said that they have, while another 8% responded that they were not sure whether they have observed such behavior from the faculty. Students reported a bias from professors regarding working with female students. 69% of the students believe that the faculty treat all students equally, 23% do not believe that and 8% said they are not sure. Again the students expressed their concern regarding a bias towards female students by male advisors. 92% said that they have never been threatened by the faculty while students the remaining have been threatened. There was a report of a faculty threatening to fail a student from a course and remove them from the program because of a personal dislike.

Thesis work:

38% felt that they are always given accurate and helpful information pertinent to their thesis work, 15% felt they are frequently given the information, 31% answered sometimes, 8% answered rarely and 8% did not answer to the question. While 46% believe that their advisor always gives them regular feed back on their performance and discusses all issues openly and fairly, offering an environment conducive to improving efficiency, 23% believe this is frequently done, 15% believes it is rarely done, 8% believe that it is sometimes done and 8% that is never done. 15% believe that their thesis committee is always supportive of their work, 8% are frequently, 15% are sometimes, 8% rarely while the remaining students did not respond to the question.

Complaints and Procedures to file:

23% believe that they are always encouraged by the department to report the problems they have with their advisors to the concerned authorities, 16% say they are encouraged sometimes, 23% say they are never encouraged, 38% says they are frequently encouraged. It is important to note that 70% of the students of this department responded that they are not sure about the procedures involved in filing a complaint or a grievance in the department, 15% said they do not know these procedures, while 15% said they know these procedures. The previous number is consistent with the 46% reporting that they are not sure of whether they are protected against retaliation when filing a grievance, 31% that said they are not sufficiently protected against retaliation and the remaining 23% believe they are sufficiently protected. However 38% do not report any problem that they or another student had that had to be resolved, 15% spoke to the advisor, 24% talked to the director, 15% talked to another faculty member and 8% talked to the graduate student advocate. 38% of the students responded that the steps taken in the previous situations reported were successful, 31% said they were not and 31% said they were not sure. When asked whom they would turn to in case of a problem in the future, 54% said the advisor and the remaining said the director.

Contract violations and other policies:

85% of the respondents report that the terms of their contract has never been violated, 8% said that they were and 7% did not respond the question. None of the students know of cases where students have had their graduate employment terminated. 8% said that their department always made them aware of changes in graduation requirements, 46% said frequently and 46% said sometimes. 62% said that they have never been asked to do anything outside their contract responsibilities, 15% said sometimes, 15% said rarely and 8% said frequently.

The positive aspects:

1. 92% said that the faculty has never threatened them.
2. 85% of the respondents report that the terms of their contract has never been violated.

The problems identified in the department:

1. 85% of the students of this department responded that they are either not sure or they do not know about the procedures involved in filing a complaint or a grievance in the department.

Some students reported a bias towards female students by the faculty. Especially old male professors have expressed their bias in public and are treating their female students differently than their male students.

Sociology

There are currently 54 graduate students in the department of Sociology, 69% are domestic students and 96% of them are doctoral graduate students. **Ten students, approximately 19% of the graduate students took the survey** and 60% of the responses were from females.

Advisors:

Mostly advisors are chosen after taking classes and talking to the faculty about the research ideas they have in mind. 70% of the students who responded report they are happy with their choice of advisor. 40% of the respondents work with female advisors.

Faculty:

40% of the respondents said that the faculty are either rarely or sometimes receptive when students discuss professional or personal problems. Half of the remaining respondents felt they are receptive frequently and the other felt the faculty is receptive always. 20% have observed faculty denigrating students. They responded saying that a faculty is not very supportive of people with disability and another faculty tends to be sexist and immature about female grad students. 30% do not believe faculty treat all students equally, 60% believe faculty treat students equally. The remaining 10% are not sure. People who feel that faculty does not treat students equally responded saying that there is definite sexism and racism in the department. However 90% have never been threatened by a faculty. Only one student responded that one advisor is very manipulative and exploits graduate students.

Thesis work:

60% of the respondents feel that faculty provide accurate and helpful information pertinent to their thesis work frequently or always. One student feels that the advisor even supports emotionally. One student responded saying that faculty help rarely and remaining didn't answer the question.

50% believe that their advisor gives regular feed back on their performance and discusses all issues openly and fairly, offering an environment conducive to improving efficiency, while 35% believe that their advisor gives feed back only sometimes. Two have not responded to the question. There seems to be no correlation between the ethnicity of the student and the choice of the responses.

Complaints and Procedures to file:

50% believe they are either rarely or never encouraged by the departments to report the problems they have with their advisors to the concerned authorities, 20% say they are encouraged sometimes, 20% says they are encouraged always. 10% says that such discussions are discouraged.

60% of the students feel that they are not sure if they are sufficiently protected against retaliation if they decide to report a grievance. 30 % are sure that they are not protected and one feels there is enough protection. To the question what steps were taken to resolve problems faced by a student with an advisor, 50% responded saying it is not applicable, 20% responded saying that nothing is done to resolve the problems. 30% responded that they talked to program director or faculty to resolve the problems. 20% responded that the steps taken to resolve the problems were not successful, 30% responded that the steps were successful and the rest are not sure.

50% responded that they would turn to the director of the program if they have a problem with the advisor, 20% to program coordinator, 20% to another student and 10% to their advisor himself

Contract violations and other policies:

100% of the respondents report that the terms of their contract has never been violated. However 20% report that they know of cases where students have had their graduate employment terminated and the department didn't handle the situation properly.

80% report that the department consistently make aware of all the graduation requirements and give them far enough advance notice to be able to handle the changes. 20% of the respondents feel that the department does that only sometimes.

60% responded that they are never asked to do something outside their contract responsibilities. 30% feel that they are asked to do so sometimes and one student responded that it is the case that happens frequently.

The positive aspects:

1. 100% are happy that their contract terms are never violated.
2. 80% feel that the department is consistent in letting them know the changes in the policies.
3. 70% of the respondents are happy with their advisors.
4. 90% have never been threatened by a faculty.

The problems identified in the department:

1. 40% of the respondents say that the faculty are not receptive to discussions related to problems the students are facing both on a professional and personal front.
2. 50% believe they are either rarely or never encouraged by the departments to report the problems they have with their advisors to the concerned authorities.
3. 60% of the students feel that they are not sure if they are sufficiently protected against retaliation if they decide to report a grievance.
4. 40% cannot say that the faculty treats the students equally.
5. 40% say that the faculty doesn't provide or rarely provide accurate and helpful information pertinent to their thesis work

Theatre

There are currently 17 graduate students in the Theatre Dept. 2% are international students. **1 student, approximately 6% of the graduate students took the survey.** The respondent was female and in the Masters program.

Advisors:

The respondent said that her advisor was chosen by the department and is male. If she had all the information about the advisor she would not have chosen him.

Faculty:

The respondent says that the faculty is frequently receptive when students discuss their personal or professional problems. The respondent has never observed a faculty member denigrating another student. The respondent feels that not all students are treated equally.

The respondent has never been threatened by a faculty member has never threatened them.

Thesis work:

The respondent felt that they are sometimes given accurate and helpful information pertinent to their thesis work.. The respondent answered sometimes regarding whether or not the advisor provides feedback, specifically one evaluation per year.

The respondent did not respond to the question about the committee being supportive of her work, giving appropriate suggestions and consistently helping towards graduation.

Complaints and Procedures to file:

The respondent said she is never encouraged to make a complaint against the advisor or to report it to the concerned authorities. She does not know the procedures involved in filing a complaint or a grievance in the department, and say she is not protected against retaliation. She reported a problem that had to be resolved to the director of the program. The respondent answered that it was not helpful and that if she had a problem in the future she would talk to another student

Contract violations and other policies:

These respondents reported that the terms of her contract had been violated. She didn't get receive a quarter line that was promised. She reported that she does not know of cases where students have had their graduate employment terminated. The next question was whether the department consistently made them aware of changes in graduation requirements; the respondent said always. The respondent said she has sometimes been asked to do things outside her contract responsibilities.

It is difficult to summarize the department based on one student, but this student had no choice in selecting an advisor, filed a grievance that was unresolved and had her contract violated. She also does not know the procedures involved in filing a complaint or a grievance in the department.

Appendix A

Faculty – Student Relations Survey

Submitted by the Social Concerns Committee of the Graduate Student Organization

Note:

Please complete the full survey. Explanations although optional, are highly encouraged because they validate our results and improve our understanding of your individual situation better.

1. What department/ program do you belong to?
Text Box
2. Are you a masters or a doctoral student?
 - Masters
 - Doctoral Student
3. What year are you in?
Text Box
4. If you are a masters student, and if you have a choice between a research and non-research option for graduation, which did you choose? Why?
 - Research
 - Non-researchText Box
5. How long do students, on average, take to complete your program?
Text Box
6. Is you advisor male or female?
 - Male
 - Female
7. How do you choose your research mentor/ PI/advisor?
 - After doing one or more lab rotations
 - After doing voluntary research for them
 - Any advisor who has funding for me
 - The department assigned me an advisor
 - Other, please describeText Box
8. If you had been given all the information you know now *before* you chose your advisor would you have still chosen him or her? Please explain
 - Yes
 - No
 - Not sureText Box
9. How receptive are the faculty when you discuss professional or personal problems with them?
 - Never

- Rarely
- Sometimes
- Frequently
- Always
- Such discussion is not encouraged

Text box

10. Have you observed faculty members denigrating students (ie. insults, name calling, derogatory remarks with regard to race, religion, gender, sexual preference, age, country of origin etc.) Please describe

- Yes
 - No
 - Not sure
- Text Box

11. Do faculty members treat all students equally regardless of race, religion, gender and national origin? Please describe

- Yes
 - No
 - Not sure
- Text Box

12. Have you ever been threatened by a faculty member? Please describe

- Yes
 - No
 - Not sure
- Text Box

13. Does your advisor provide you with accurate and helpful information pertinent to your thesis work? Please describe

- Never
 - Rarely
 - Sometimes
 - Frequently
 - Always
- Text Box

14. Does your advisor give you regular feedback on your performance, discuss all issues openly and fairly, and offer you an environment conducive to improving efficiency? Please include additional comments.

- Never
 - Rarely
 - Sometimes
 - Frequently
 - Always
- Text box

15. Do you feel that your thesis committee is supportive of your work, giving you appropriate suggestions and consistently helping you towards graduation? Please explain.

- Never
- Rarely

- Sometimes
- Frequently
- Always

Text box

16. If you have a complaint against your advisor, are you encouraged by your department to report it to the concerned authorities?

- Never
- Rarely
- Sometimes
- Frequently
- Always
- Such discussion is discouraged

17. If you have a complaint, are you aware of the procedures involved in filing a complaint or a grievance in your department? For example: Does your department have a standing grievance committee?

- Yes
- No
- Not sure

Text Box

18. If you decide to report a grievance do you feel sufficiently protected against retaliation?

- Yes
- No
- Not sure

Text Box

19. If you or another graduate student has faced a problem with an advisor, what steps were taken to resolve it? Please include additional comments

- Talked to the advisor
- Talked to the program director
- Talked to the program coordinator
- Talked to another faculty member
- Talked to administrators
- Talked to Graduate Student Advocate
- No steps were taken to solve problem

Text Box

20. In your opinion were the steps taken in Q19 successful?

- Yes
- No
- Not sure

Text Box

21. If you do face a problem with your advisor, to whom would you turn to?

- Advisor
- Graduate Program director
- Graduate program coordinator
- Other students/ Graduate student government
- Graduate student advocate
- Graduate school

Text Box

22. *Have the terms of your employment as a RA/TA/GA ever been violated? (Ex: Stipend received was lesser than what was promised) Please explain.*

- Yes
- No

Text Box

23. Have you or a student you know of had their graduate employment terminated without due notice to be able to handle the change? Please explain

- Yes
- No

Text Box

24. Does your department consistently make you aware of all graduation requirements and especially changes in policy promptly, giving you far enough advance notice to be able to handle the changes? Please describe

- Never
- Rarely
- Sometimes
- Frequently
- Always

Text box

25. Have you ever been asked to do something that was outside your research/ contract responsibilities? Please explain

- a. Never
- b. Rarely
- c. Sometimes
- d. Frequently
- e. Always

Text box

For the purpose of gathering demographic information, please answer the following questions.

1. You are

- Male
- Female

2. Which category describes your age?

- 24 years and under
- 25-30
- 31-40
- 40 and above

3 What is your country of origin?

Text Box

4. Do you consider yourself

- White
- Black (African, Carribean descent)
- Asian or Pacific Islander

- Hispanic or Latin American
 - Other
5. Additional comments you would like to add
Text Box

Appendix B

Demographic information of the 410 students who completed the survey

- 53 % of those who completed the survey are female.
- 84% were doctoral students and the rest masters.
- 68% work with male advisors

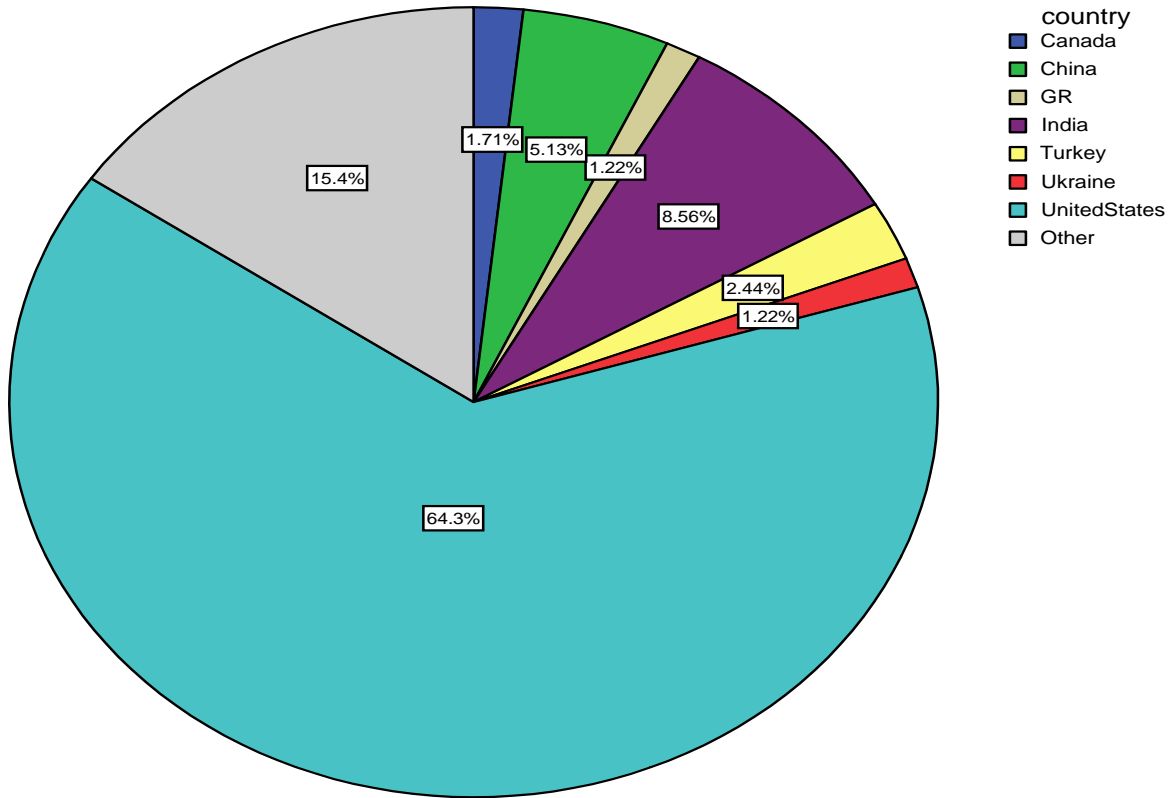
Survey count by department

Department		Total Students	Total Responses	Percentage of Response
Anatomical Sciences	HBA	8	3	38%
Anthropological Sciences	ANT	51	15	29%
Applied Math & Statistics	AMS	145	12	8%
Art	ARH	44	9	20%
Biochemistry & Structural Biology	BSB	33	2	6%
Biomedical Engineering	BME	74	22	30%
Chemistry	CHE	141	18	13%
Comparative Literature	CLG	37	2	5%
Computer Science	CSE	260	27	10%
Ecology & Evolution	BEE	52	28	54%
Economics	ECO	39	11	28%
English	EGL	93	12	13%
European Languages	EURO	26	1	4%
Genetics	BGE	55	14	25%
Geosciences	GEO	45	13	29%
Harriman School - <i>MBA, etc.</i>	BUS	83	1	1%
Hispanic Languages & Literature	SPN	40	3	8%
History	HIS	108	12	11%
Linguistics	LIN	28	13	46%
Marine Sciences	MAS	120	30	25%
Materials Science	ESM	72	10	14%
Mathematics	MAT	106	4	4%
Mechanical Engineering	MEC	58	10	17%
Molecular & Cellular Biology	MCB	96	19	20%
Molecular & Cellular Pharmacology	HBH	30	12	40%
Molecular Genetics & Microbiology	HBM	33	12	36%
Music	MUS	196	22	11%
Neurosciences	BNB	36	10	28%
Philosophy	PHI	64	7	11%
Physics & Astronomy	PHY	174	26	15%
Physiology & Biophysics	HBY	23	3	13%
Political Science	POL	82	3	4%
Psychology	PSY	102	13	13%
Sociology	SOC	54	10	19%
Theater Arts/Dramaturgy	THR	17	1	6%

Student Age

Age category	Frequency	Percent	Cumulative Percent
25-30	237	57.9	57.9
31-40	67	16.4	74.3
Over 40	14	3.4	77.8
Under 24	91	22.2	100.0
Total	409	100.0	

Countries of Origin of the students who completed the survey



Appendix C

General statistics of all other questions that were asked

How did the students choose their advisor?

	Total # of students	Percent
Department Assigned	48	11.7
Faculty with funding	17	4.2
Lab rotations	89	21.8
After doing voluntary research	42	10.3
other	191	46.7
NA	22	5.4
Total	409	100.0

Some examples of other ways that students use to choose an advisor are: after interacting with the professor in a class, after doing research for them in their undergraduate years, because the department is very small and only one faculty does research in their area of interest etc.

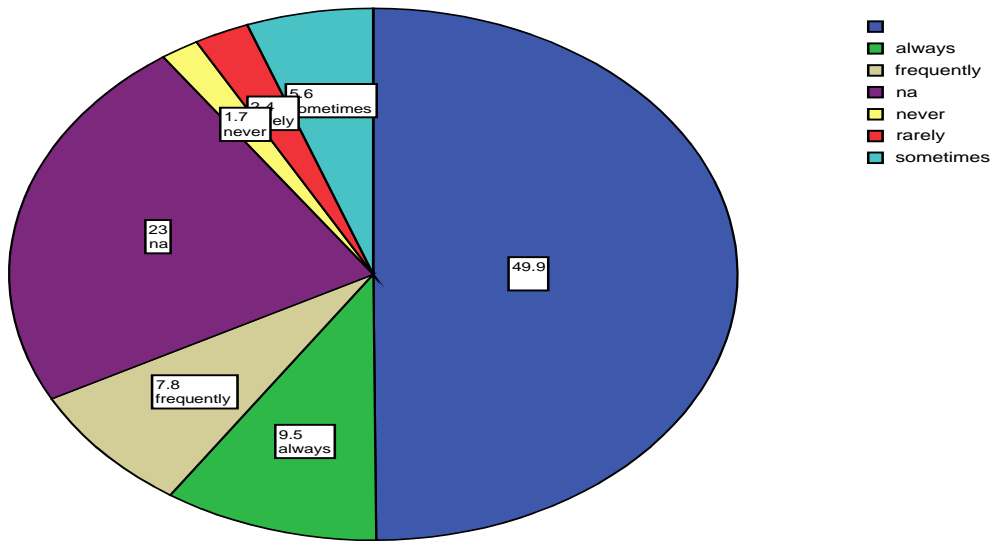
Have students been threatened by a faculty member?

Response	Total # of students	Percent
No	374	91.4
Not sure	15	3.7
Yes	18	4.4
No response	2	.5
Total	409	100.0

Is the thesis committee supportive of the graduate student's work, giving appropriate suggestions and consistently helping towards graduation?

Response	Frequency	Percent
Always	39	9.5
Frequently	32	7.8
Sometimes	23	5.6
Rarely	10	2.4
Never	7	1.7
NA	94	23.0
No response	204	49.9
Total	409	100.0

Thesis Committee



If a student in the department had already faced a problem with an advisor, what steps were taken to resolve it?

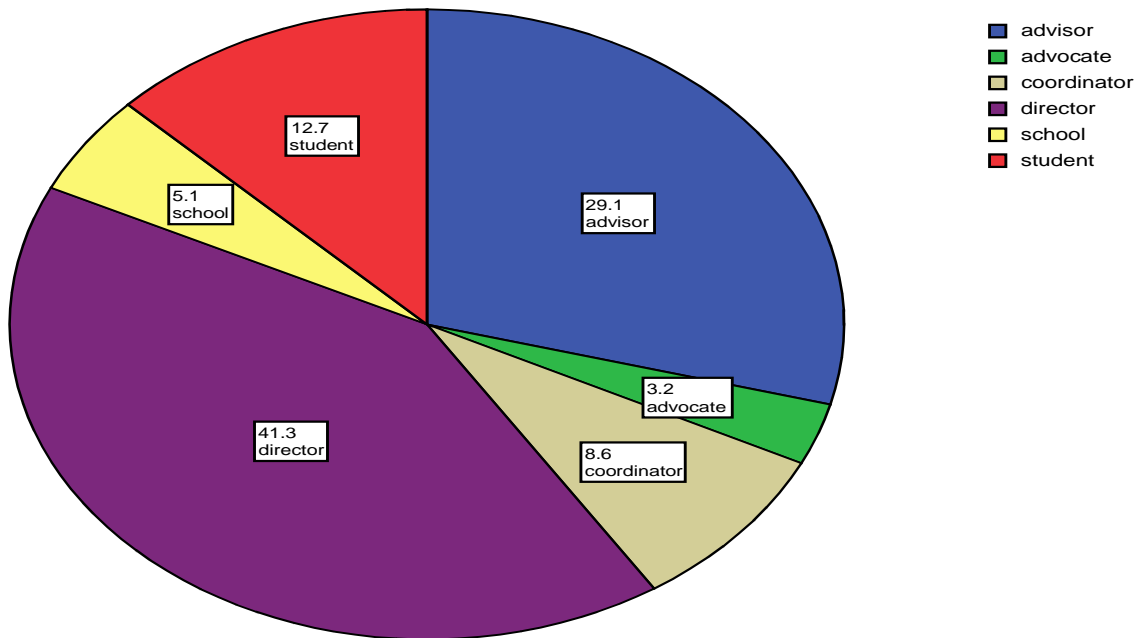
Steps Taken	Frequency	Percent	Valid Percent	Cumulative Percent
No response	1	.2	.2	.2
Administration	5	1.2	1.2	1.5
Advisor	50	12.2	12.2	13.7
Graduate student Advocate	6	1.5	1.5	15.2
Program Coordinator	6	1.5	1.5	16.6
Program Director	55	13.4	13.4	30.1
Other Faculty	22	5.4	5.4	35.5
N A	242	59.2	59.2	94.6
No steps were taken	22	5.4	5.4	100.0
Total	409	100.0	100.0	

Were the steps taken Successful?

Successful?	Frequency	Percent
No response	5	1.2
No	57	13.9
Not sure	253	61.9
Yes	94	23.0
Total	409	100.0

In the future, if the students face a problem with their advisor where would they turn to?

Problems with Advisor: Where to go?



Do departments consistently make students aware of all graduation requirements, changes in policy and other changes promptly?

	Frequency	Percent
Always	145	35.5
Frequently	106	25.9
Sometimes	97	23.7
Rarely	51	12.5
Never	10	2.4
Total	409	100.0

Acknowledgements

We wish to thank the graduate student body for their overwhelming support. They made this survey statistically significant! We thank the GSO senate for giving us the opportunity to offer this survey and the senators for encouraging their constituents to complete it. We thank the Graduate Council and Dr. Charles Taber for their valuable input about the survey questions and for offering their wisdom every step of the way. We thank Dean Lawrence Martin, the Dean of the Graduate School, for his guidance, support and suggestions. We are deeply grateful to the Graduate School and Associate Dean Kent Marks for allowing us the use of graduate student enrollment data. Last but not the least, this survey could not have been designed or offered without the consistent hard work of the GSO webmaster, Domingo Cuevas Jr. Thank you Domingo.