

Graduate Student Employee Survey

What school/college are you in?

- School of Architecture
- The College of Arts and Sciences
- School of Education
- L.C. Smith College of Engineering and Computer Science
- School of Information Studies
- College of Law
- Martin J. Whitman School of Management
- Maxwell School of Citizenship and Public Affairs
- S.I. Newhouse School of Public Communications
- David B. Falk College of Sport and Human Dynamics
- College of Visual and Performing Arts
- SUNY ESF

What degree are you currently seeking?

- M.A./M.S.
- Ph.D.
- Ed.D.
- M.B.A.
- J.D.
- Other (please specify: _____)

When did you start work on the degree you are currently seeking? [Semester/Year drop down boxes]

ACADEMIC YEAR SUPPORT

What department or program currently employs you? [text box]

What is your employment category?

- Teaching assistant
- Research assistant
- Administrative work
- Other (please specify: _____)

How long is your contract duration?

- 9 month
- 10 month
- 12 month
- Other (please specify: _____)

How many hours per week are you contracted to work?

- 10 hours or less
- 11-15 hours
- 16-20 hours
- 21 hours or more

How many hours per week do you typically work?

- 10 hours or less
- 11-15 hours
- 16-20 hours
- 21 hours or more

What is the total academic year salary specified in your contract? [drop down box]

| Academic Year Salary |
|-----------------------------|
| Less than \$10,000 |
| \$10,000-10,499 |
| \$10,500-10,999 |
| \$11,000-11,499 |
| \$11,500-11,999 |
| \$12,000-12,499 |
| \$12,500-12,999 |
| \$13,000-13,499 |
| \$13,500-13,999 |
| \$14,000-14,499 |
| \$14,500-14,999 |
| \$15,000-15,499 |
| \$15,500-15,999 |
| \$16,000-16,499 |
| \$16,500-16,999 |
| \$17,000-17,499 |
| \$17,500-17,999 |
| \$18,000-18,499 |
| \$18,500-18,999 |
| \$19,000-19,499 |
| \$19,500-19,999 |
| \$20,000-20,499 |
| \$20,500-20,999 |

| |
|------------------|
| \$21,000-21,499 |
| \$21,500-21,999 |
| \$22,000-22,499 |
| \$22,500-22,999 |
| \$23,000-23,499 |
| \$23,500-23,999 |
| \$24,000-24,499 |
| \$24,500-24,999 |
| \$25,000 or more |

Do you sense that your pay is comparable to other graduate student employees at other universities?

- Yes
- No
- I don't know

Why? for YES response/Why not? for NO response [Appropriate text box drops down]

Additional comments regarding ACADEMIC YEAR SUPPORT: [text box]

SUMMER SUPPORT

Does your department offer any form of summer support (funding)?

- Yes [If YES, remaining questions in this section appear]
- No
- I don't know

If summer support is offered by your department, how much is provided? [drop down box]

| |
|-----------------------|
| Summer Support |
| Less than \$2,000 |
| \$2,000-2,499 |
| \$2,500-2,999 |
| \$3,000-3,499 |
| \$3,500-3,999 |
| \$4,000-4,499 |
| \$4,500-4,999 |
| \$5,000-5,499 |

| |
|-----------------|
| \$5,500-5,999 |
| \$6,000-6,499 |
| \$6,500-6,999 |
| \$7,000 or more |

What opportunities for summer support exist? (Select all that apply.)

- Teaching
- Research
- Administrative
- Other (please specify: _____)

Is summer support guaranteed by your department?

- Yes
- No
- I don't know

What are the eligibility requirements for obtaining summer support in your department? [text box]

Have you ever been denied summer support?

- Yes [If YES, the next open-ended item appears]
- No

What were the reasons given?

Additional comments regarding SUMMER SUPPORT: [text box] [All respondents see this item]

PAST UNIVERSITY EMPLOYMENT

Have you ever held a different graduate assistant position within SU than the one you hold right now?

- Yes
- No [Go to OUTSIDE EMPLOYMENT]

| What was the type of position? | How did the pay compare to your current position? | What were your reasons for leaving the position? |
|--------------------------------|---|--|
| [drop down]* | [drop down]** | [text box] |
| [drop down]* | [drop down]** | [text box] |
| [drop down]* | [drop down]** | [text box] |

* Response options: Teaching, Research, Administrative, Other

** Response options: Current pay is lower than previous, Current pay is the same as previous, Current pay is higher than previous

Additional comments regarding PAST UNIVERSITY EMPLOYMENT: [text box]

OUTSIDE EMPLOYMENT

Does your department allow you to hold outside employment? [Choose all that apply format]

- Yes
- No
- I don't know
- I did not seek departmental consent for outside employment because I was concerned about retribution
- My department has a "don't ask, don't tell" kind of policy

Do you have a job outside of your University appointment?

- Yes [If YES, remaining questions appear]
- No

How many additional hours do you work outside of your employment at SU?

- Less than 10 hours
- 10-14 hours
- 15-19 hours
- 20-24 hours
- 25-29 hours
- More than 30 hours

How much additional monthly income does this job provide on average?

- Less than \$500
- \$500-999
- \$1,000-1,499
- \$1,500-1,999
- \$2,000 or more

Additional comments regarding OUTSIDE EMPLOYMENT: [text box] [All respondents see this item]

LIVING EXPENSES

Where do you currently live while attending SU?

- Rented off-campus house or apartment
- Own a home
- Home of parents or relatives
- Other off-campus housing arrangement (e.g., housesitting)
- On-campus housing

How many people live within your residence including yourself?

- 1 person (I live by myself)
- 2 people
- 3 people
- 4 people
- 5 people
- 6 or more people

What are your approximate monthly living expenses on average? Please use the drop down boxes to indicate your monthly expense for each of the following categories.

| Housing | Utilities (including phone) | Transportation | Food | Other (e.g., child care, entertainment, travel) |
|-----------------|--------------------------------|-----------------|-----------------|--|
| Less than \$100 | Less than \$100 | Less than \$100 | Less than \$100 | Less than \$100 |
| \$100-199 | \$100-149 | \$100-149 | \$100-199 | \$100-199 |
| \$200-299 | \$150-199 | \$150-199 | \$200-299 | \$200-299 |
| \$300-399 | \$200-249 | \$200-249 | \$300-399 | \$300-399 |
| \$400-499 | \$250-299 | \$250-299 | \$400-499 | \$400-499 |
| \$500-599 | \$300-349 | \$300-349 | \$500-599 | \$500-599 |
| \$600-699 | \$350-399 | \$350-399 | \$600-699 | \$600-699 |
| \$700-799 | \$400-449 | \$400-449 | \$700-799 | \$700-799 |
| \$800-899 | \$450-499 | \$450-499 | \$800-899 | \$800-899 |
| \$900-999 | \$500-549 | \$500-549 | \$900-999 | \$900-999 |
| \$1,000-1,099 | \$550-599 | \$550-599 | \$1,000-1,099 | \$1,000-1,099 |
| \$1,100-1,199 | \$600-649 | \$600-649 | \$1,100-1,199 | \$1,100-1,199 |
| \$1,200-1,299 | \$650-699 | \$650-699 | \$1,200-1,299 | \$1,200-1,299 |
| \$1,300-1,399 | \$700-749 | \$700-749 | \$1,300-1,399 | \$1,300-1,399 |
| \$1,400-1,499 | \$750-799 | \$750-799 | \$1,400-1,499 | \$1,400-1,499 |
| \$1,500 or more | \$800 or more | \$800 or more | \$1,500 or more | \$1,500 or more |

Does your current University pay cover all of your monthly living expenses?

- Yes
- No **[If NO, next item appears]**

How much more additional income do you need to meet your basic monthly expenses?

- Less than \$500
- \$500-999
- \$1,000-1,499
- \$1,500-1,999
- \$2,000 or more

Additional comments regarding LIVING EXPENSES: [text box]

FINANCIAL LOANS

During your time as a graduate student and University employee, have you taken out loans to supplement your University salary?

- Yes [if YES, next two items appear]
 No

For each of the following points in time, please indicate whether you took out a loan and how much money you borrowed.

| Term | Loan Taken | | Amount Borrowed |
|-------------|------------|----|-------------------------------------|
| Summer 2012 | Yes | No | [open-ended, allow for five digits] |
| Fall 2012 | Yes | No | [open-ended, allow for five digits] |
| Spring 2013 | Yes | No | [open-ended, allow for five digits] |

What is the total amount of student loan debt you have accrued as a graduate student?

- Less than \$10,000
 \$10,000-19,999
 \$20,000-29,999
 \$30,000-39,999
 \$40,000-49,999
 \$50,000-59,999
 \$60,000-69,999
 \$70,000-79,999
 \$80,000-89,999
 \$90,000-99,999
 \$100,000 or more

What is the total amount of student loan debt you have accrued over the lifetime of your education?

- Less than \$10,000
 \$10,000-19,999
 \$20,000-29,999
 \$30,000-39,999
 \$40,000-49,999
 \$50,000-59,999
 \$60,000-69,999
 \$70,000-79,999
 \$80,000-89,999
 \$90,000-99,999
 \$100,000 or more

Additional comments regarding FINANCIAL LOANS: [text box]

UNIVERSITY BENEFITS

In general, do you feel that the benefits compensation offered by SU meets your needs?

- Yes
 No

Please indicate your level of satisfaction with each of the following benefits offered by SU. For those with which you are dissatisfied, please provide comments that will help us better understand your response.

[If a rating of 1 or 2 is selected, provide a text box below the item for comments]

| | Not Applicable | Very Dissatisfied | Dissatisfied | Neither Satisfied Nor Dissatisfied | Satisfied | Very Satisfied |
|------------------------|-------------------|----------------------|--------------|---------------------------------------|-----------|-------------------|
| Health | 0 | 1 | 2 | 3 | 4 | 5 |
| Dental | 0 | 1 | 2 | 3 | 4 | 5 |
| Vision | 0 | 1 | 2 | 3 | 4 | 5 |
| Parking | 0 | 1 | 2 | 3 | 4 | 5 |
| Other (specify: _____) | 0 | 1 | 2 | 3 | 4 | 5 |

Additional comments regarding UNIVERSITY BENEFITS: [text box]

CHILD CARE

Do you or your partner have one or more children?

- Yes
- No, but we're expecting a child
- No, but we're planning to have a child while I am in graduate school
- No **[Go to DEMOGRAPHIC INFORMATION]**

Maternity/Paternity Departmental Policies and Practices

This section includes questions about maternity/paternity departmental policies and practices and child care resources. You may skip those that you feel do not apply and click "Next" on this and the following page to proceed to the final section, Demographic Information, to conclude the survey.

Please describe the current policies or practices of the **department or university entity that currently employs you** towards expecting graduate students and their partners.

Does the department that employs you support **maternity leave** for expecting graduate student mothers?

- Yes **[If YES, maternity leave items appear]**
- No
- I don't know

How many weeks does the department give to expecting graduate student mothers for **maternity leave**?
[drop down box]

| Weeks of Maternity Leave |
|---------------------------------|
| I don't know |
| 0 weeks |
| 1 week |
| 2 weeks |
| 3 weeks |
| 4 weeks |

| |
|--------------------|
| 5 weeks |
| 6 weeks |
| 7 weeks |
| 8 weeks |
| 9 weeks |
| 10 weeks |
| 11 weeks |
| 12 weeks |
| More than 12 weeks |

Does the department continue to support **graduate students on maternity leave** financially with their regular pay?

- Yes
- No
- I don't know

Are there expectations that **graduate students on maternity leave** will complete any work during their leave?

- Yes **[if YES, the next open-ended item appears]**
- No
- I don't know

Please describe the expectations for work completed during leave. [text box]

Are **graduate students on maternity leave** expected to make up any missed work hours?

- Yes **[if YES, the next open-ended item appears]**
- No
- I don't know

Please describe the expectations for making up missed hours. [text box]

How are students supported upon their return to work? [text box]

Are there any negative repercussions upon their return to their graduate work? [text box]

All respondents:

Does the department that employs you support **paternity leave** for expecting graduate student fathers?

- Yes **[if YES, paternity leave items appear]**
- No **[if NO, go to Child Care Resources section after clicking "Next"]**
- I don't know **[if NO, go to Child Care Resources section after clicking "Next"]**

How many weeks does the department give to expecting graduate student fathers for **paternity leave**?
[drop down box]

| Weeks of Paternity Leave |
|--------------------------|
| I don't know |
| 0 weeks |
| 1 week |
| 2 weeks |
| 3 weeks |
| 4 weeks |
| 5 weeks |
| 6 weeks |
| 7 weeks |
| 8 weeks |
| 9 weeks |
| 10 weeks |
| 11 weeks |
| 12 weeks |
| More than 12 weeks |

Does the department continue to support **graduate students on paternity leave** financially with their regular pay?

- Yes
- No
- I don't know

Are there expectations that **graduate students on paternity leave** will complete any work during their leave?

- Yes **[If YES, the next open-ended item appears]**
- No
- I don't know

Please describe the expectations for work completed during leave. [text box]

Are **graduate students on paternity leave** expected to make up any missed work hours?

- Yes **[If YES, the next open-ended item appears]**
- No
- I don't know

Please describe the expectations for making up missed hours. [text box]

How are students supported upon their return to work? [text box]

Are there any negative repercussions upon their return to their graduate work? [text box]

Child Care Resources

The following child care services and resources are currently provided by SU. For each of the items, please indicate if you are **aware** of the service/resource, if you have **used** the service/resource, and if you **anticipate using** the service/resource in the future. Please select the **Not Applicable** response if the service or resource is not appropriate to your current or anticipated family care needs.

| | Aware | | Have Used | | | Anticipated Use | | |
|---|-------|----|----------------|-----|----|-----------------|-----|----|
| | Yes | No | Not Applicable | Yes | No | Not Applicable | Yes | No |
| SU Early Education and Child Care Center | 1 | 2 | 0 | 1 | 2 | 0 | 1 | 2 |
| Bernice M. Wright Child Development Laboratory School | 1 | 2 | 0 | 1 | 2 | 0 | 1 | 2 |
| Child Care Resources (through Child Care Solutions) | 1 | 2 | 0 | 1 | 2 | 0 | 1 | 2 |
| Other (specify: _____) | 1 | 2 | 0 | 1 | 2 | 0 | 1 | 2 |

How many children do you currently have in the following groups?

| | 0 children | 1 child | 2 children | 3 children | More than 3 children |
|--|------------|---------|------------|------------|----------------------|
| Infant (Newborn to 18 months) | [] | [] | [] | [] | [] |
| Toddler (19 months to 3 years) | [] | [] | [] | [] | [] |
| Preschool | [] | [] | [] | [] | [] |
| Kindergarten | [] | [] | [] | [] | [] |
| 1 st -3 rd grade | [] | [] | [] | [] | [] |
| 4 th -6 th grade | [] | [] | [] | [] | [] |

In the past 12 months, what child care arrangements were necessitated by your work schedule? (Select all that apply.)

If you are anticipating future child care needs, please base your response on your current work schedule. (Select all that apply.)

| Type of Care | Past | | | |
|-----------------------------|-----------|---------|------------|------------|
| | 12 months | In 1 yr | In 2-3 yrs | In 4-5 yrs |
| Full-day care | [] | [] | [] | [] |
| Half-day care | [] | [] | [] | [] |
| Before/after school care | [] | [] | [] | [] |
| School breaks/vacation care | [] | [] | [] | [] |
| Night or weekend care | [] | [] | [] | [] |
| Back-up emergency care | [] | [] | [] | [] |
| Sick care | [] | [] | [] | [] |
| Special needs assistance | [] | [] | [] | [] |
| Full-day care (summer only) | [] | [] | [] | [] |
| Half-day care (summer only) | [] | [] | [] | [] |
| Other (specify: _____) | [] | [] | [] | [] |

In the past 12 months, what were your primary child care arrangements? (Select all that apply.)

If you are anticipating future child care needs, please base your response on your desired child care arrangement. (Select all that apply.)

| Type of Arrangement | Past | | | |
|-------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| | 12 months | In 1 yr | In 2-3 yrs | In 4-5 yrs |
| Relative in my home | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Non-relative in my home | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| In a relative's home | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Family child care home | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Child care center | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Other (specify: _____) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

How difficult was it to find your current child care arrangement?

- Extremely difficult
- Very difficult
- Moderately difficult
- Slightly difficult
- Not at all difficult
- Not applicable at this time

How satisfied are you with your current child care arrangement?

- Very dissatisfied
- Dissatisfied
- Satisfied
- Very satisfied
- Not applicable at this time

What are your monthly child care costs? [drop down box]

| Monthly Costs |
|------------------|
| N/A at this time |
| Less than \$100 |
| \$100-199 |
| \$200-299 |
| \$300-399 |
| \$400-499 |
| \$500-599 |
| \$600-699 |
| \$700-799 |
| \$800-899 |
| \$900-999 |

| |
|-----------------|
| \$1,000-1,099 |
| \$1,100-1,199 |
| \$1,200-1,299 |
| \$1,300-1,399 |
| \$1,400-1,499 |
| \$1,500 or more |

Which one of the following issues is of greatest concern to you in addressing your current or future child care needs?

- Affordability of care
- Reliability of caregiver
- Quality of care
- Convenient location
- Other (specify: _____)

Which of the following entities **have helped you** in addressing your child care needs? (Select all that apply.)

If you are anticipating future child care needs, please base your response on your current concerns.
(Select all that apply.)

- GSO Family Concerns Committee
- Informational access to child care resources through the GSO web site
- Advisor or departmental support staff
- Flexible work schedule
- On-site day care center
- Workshops or panels offered by the Graduate School
- Guidance from Human Resources regarding Family and Medical Leave (FMLA)
- Other (specify: _____)

What information/support **would help you** in addressing your current child care needs? (Select all that apply.)

If you are anticipating future child care needs, please base your response on your projected concerns.
(Select all that apply.)

- Guidance from Human Resources regarding Family and Medical Leave (FMLA)
- Transitioning back to work after child birth
- Campus and community child care resources and services
- Child care referral list
- Child care consumer information
- Babysitting matching service for tweens/teens
- Balancing home and work life
- Managing stress
- Computer access during work hours
- Phone access during work hours
- Privacy (e.g., phone calls, lactation)
- Other (specify: _____)

How can SU and/or your department further support you in addressing your current or future child care needs? [text box]

Additional comments regarding CHILD CARE: [text box]

DEMOGRAPHIC INFORMATION

The demographic questions are optional. As with the rest of the information gathered in the survey, the information you provide here will be treated confidentially by the SU Office of Institutional Research and Assessment (OIRA). To protect the confidentiality of respondents, only aggregate data will be provided to the GSO.

Please provide the zip code for your main residence during the academic year: [Zip code text box]

What is your gender identity? (Select those that apply.)

- Woman
- Man
- Transgender
- Another identity (please specify: _____)

What is your racial/ethnic identity? (Select as many categories as apply to you.)

- African American or Black
- Asian American or Asian/Pacific Islander
- Latino/a or Hispanic American
- Multiracial
- Native American/American Indian/ Alaskan Indian
- White/European American
- Other (please specify: _____)
- Prefer not to respond

What is your citizenship status?

- U.S. citizen
- Permanent U.S. resident
- Non U.S. resident

What is your current relationship status?

- Living with partner
- Married
- Separated or divorced
- Single
- Widowed

[SUBMIT]

Thank you!

You have been entered into a drawing for one of 10 awesome SU Swag Bags!