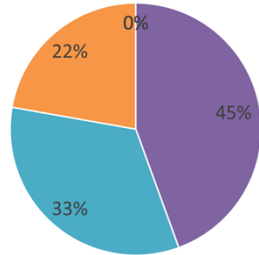


Jiang Lab Climate Survey

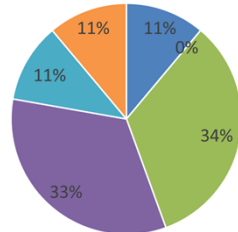
- **Goal:** Assess lab climate from 2020-2022 to guide future lab activities
- **Tool:** Northwestern Qualtrics
- **Timeline:** 2/15/2022-2/25/2022
- **Distribution:** Anonymous link sent to 14 current and former lab members
- **Responses received:** 12 total responses, 8 completed all data entrance
- **Topics:** experience, mentorship, research and career development

How happy are you in the lab?



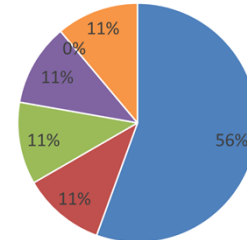
■ 1 Not at all ■ 2 ■ 3 ■ 4 ■ 5 Very much ■ N/A

How comfortable do you feel sharing personal concerns (housing, financial, family, physical or mental health) with others in the lab?



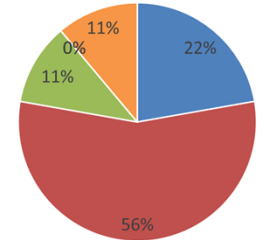
■ 1 Not at all ■ 2 ■ 3 ■ 4 ■ 5 Very much ■ N/A

Do you feel explicit or implicit pressure to work more hours than you feel is healthy?



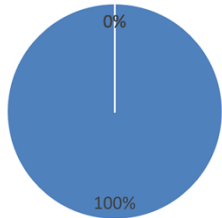
■ 1 Not at all ■ 2 ■ 3 ■ 4 ■ 5 Very much ■ N/A

Do you feel explicit or implicit pressure to avoid taking vacations?



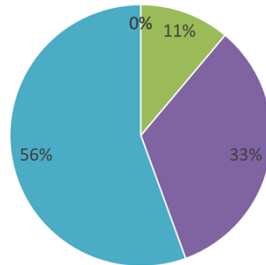
■ 1 Not at all ■ 2 ■ 3 ■ 4 ■ 5 Very much ■ N/A

Have you experienced or witnessed a hostile work environment in the lab? (bullying, gender harassment, sexual harassment)



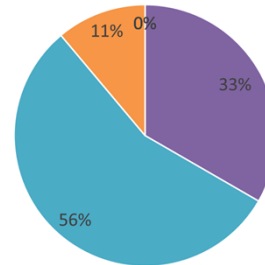
■ 1 Not at all ■ 2 ■ 3 ■ 4 ■ 5 Very much ■ N/A

How well does the lab communicate as a whole?



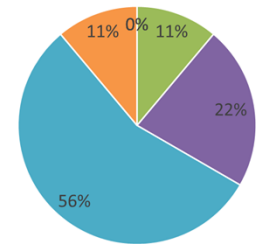
■ 1 Not at all ■ 2 ■ 3 ■ 4 ■ 5 Very much ■ N/A

Do you feel that lab rules/policies are clear?



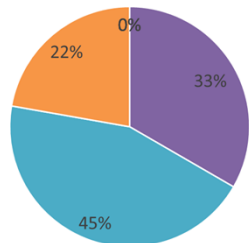
■ 1 Not at all ■ 2 ■ 3 ■ 4 ■ 5 Very much ■ N/A

Do you feel that the same rules apply to everyone in lab?



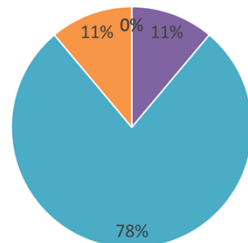
■ 1 Not at all ■ 2 ■ 3 ■ 4 ■ 5 Very much ■ N/A

How comfortable do you feel asking a question publicly at the lab meetings?



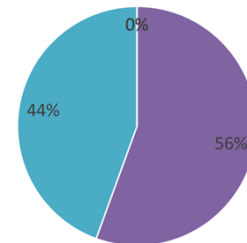
■ 1 Not at all ■ 2 ■ 3 ■ 4 ■ 5 Very much ■ N/A

How comfortable do you feel asking a question to your lab mates?



■ 1 Not at all ■ 2 ■ 3 ■ 4 ■ 5 Very much ■ N/A

How comfortable do you feel asking a question to your mentor?



■ 1 Not at all ■ 2 ■ 3 ■ 4 ■ 5 Very much ■ N/A

Topic 1 Comments

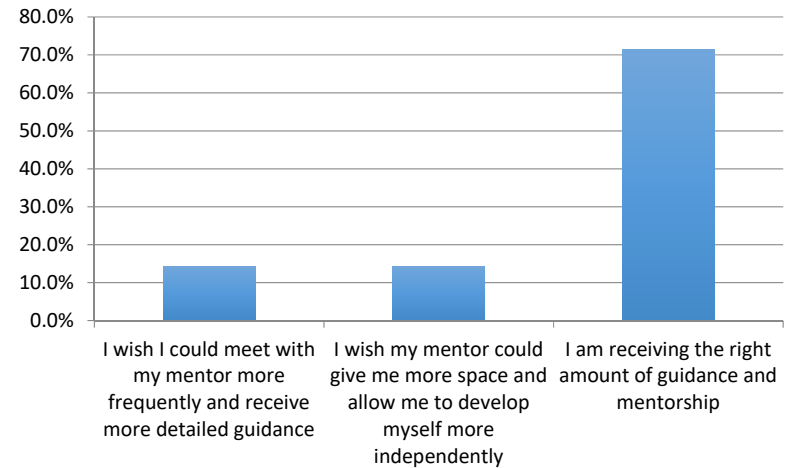
- I think the lab is full of great people, the projects are very important, and the science is interesting
- I appreciate that everyone has interests outside of lab and helps each other if they cannot come in
- an expectations document for new lab members (grads, undergrads, postdocs), policies for training

Topic 2: Mentorship Experience (n=8)

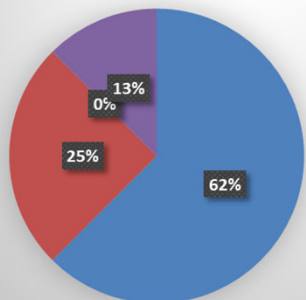
	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
My mentor is accessible and available	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My mentor is knowledgeable in the field of training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My mentor communicates regularly with me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I find my meetings with my mentor valuable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My mentor demonstrates a reasonable interest/concern towards me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel respected by my mentor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel more certain of my career path as a result of having a mentor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall, my mentor is an asset and a benefit to me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When I have a question, I feel comfortable reaching out to my mentor for directions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Which of the following applies to you right now?

- I am receiving the right amount of guidance and mentorship
- I wish I could meet with my mentor more frequently and receive more detailed guidance
- I wish my mentor could give me more space and allow me to develop myself more independently

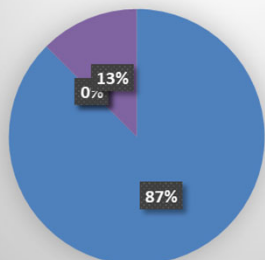


My mentor is accessible and available



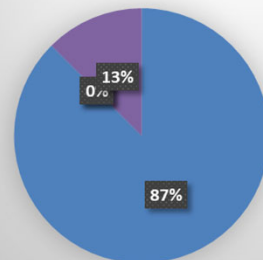
- Strongly agree
- Somewhat agree
- Neither agree nor disagree
- Strongly disagree

My mentor is knowledgeable in the field of training



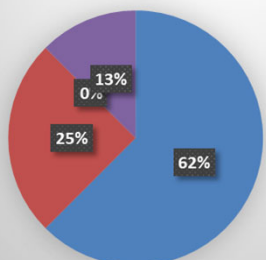
- Strongly agree
- Somewhat agree
- Neither agree nor disagree
- Strongly disagree

My mentor communicates regularly with me



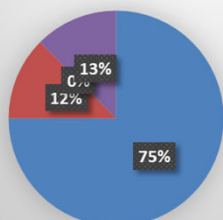
- Strongly agree
- Somewhat agree
- Neither agree nor disagree
- Strongly disagree

I find my meetings with my mentor valuable



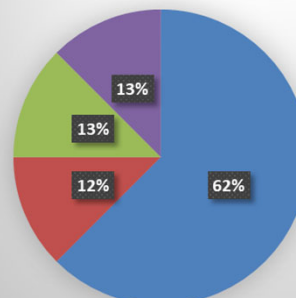
- Strongly agree
- Somewhat agree
- Neither agree nor disagree
- Strongly disagree

My mentor demonstrates a reasonable interest/concern towards me



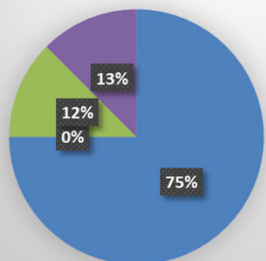
- Strongly agree
- Somewhat agree
- Neither agree nor disagree
- Strongly disagree

I feel respected by my mentor



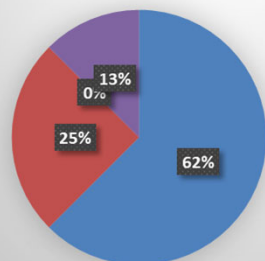
- Strongly agree
- Somewhat agree
- Neither agree nor disagree
- Strongly disagree

I feel more certain of my career path as a result of having a mentor



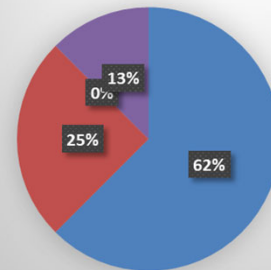
- Strongly agree
- Somewhat agree
- Neither agree nor disagree
- Strongly disagree

Overall, my mentor is an asset and a benefit to me



- Strongly agree
- Somewhat agree
- Neither agree nor disagree
- Strongly disagree

When I have a question, I feel comfortable reaching out to my mentor for directions



- Strongly agree
- Somewhat agree
- Neither agree nor disagree
- Strongly disagree

Topic 2 Comments

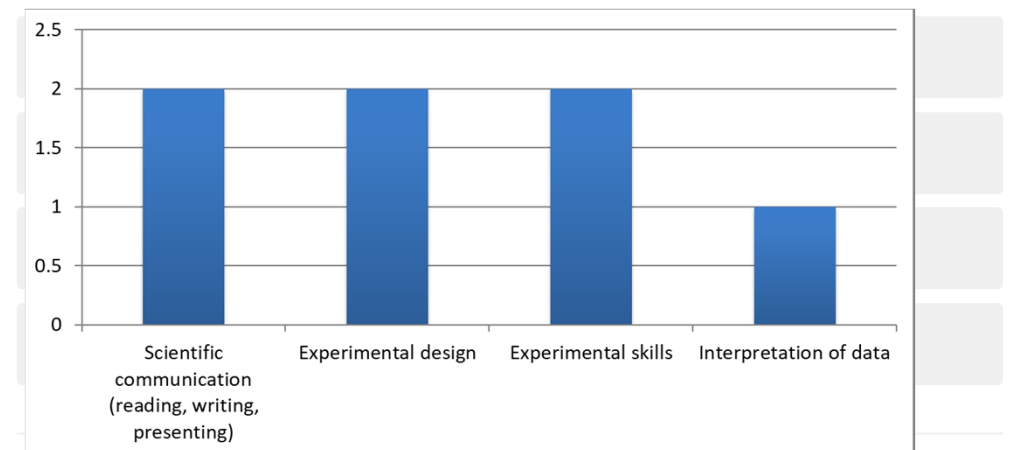
- I think that the amount of guidance I will need will change going forward, so maybe it could be good to talk one-on-one at least annually to check if we want to increase or decrease meeting frequency.

Topic 3: Career Development & Training (n=8)

Please rate the following in terms of how much you agree or disagree with each statement.

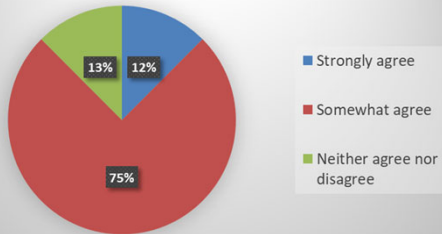
	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree
My long-term career goals are clear	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have a solid plan for my research project this year	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am learning from my mentor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am learning from my lab mates	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am making enough progress on my projects as planned	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I received the training necessary to carry out my project	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have enough time for research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know how to manage time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know how to trouble shoot a problem	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know how to get better on scientific communication	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know how to get better on performing experiments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know how to do data analysis	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Which of the following do you think that you are lacking the most?

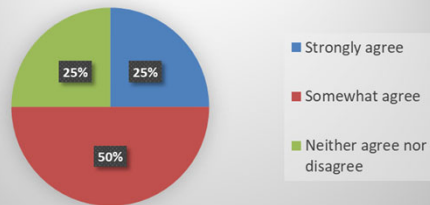


Is there anything else on research and career development that you wish to receive training on?

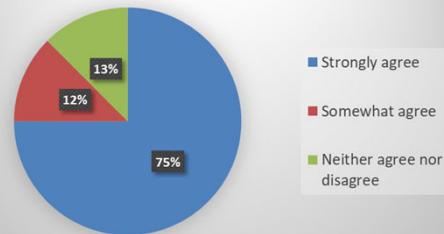
My long-term career goals are clear



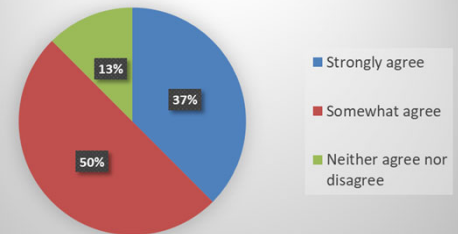
I have a solid plan for my research project this year



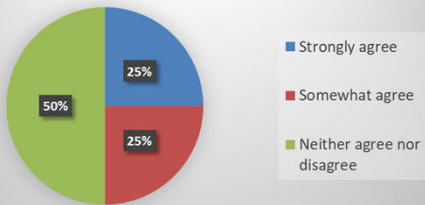
I am learning from my mentor



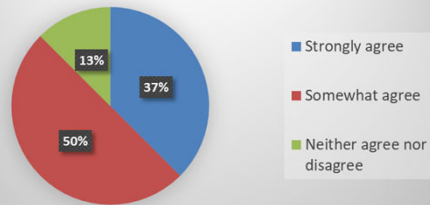
I am learning from my lab mates



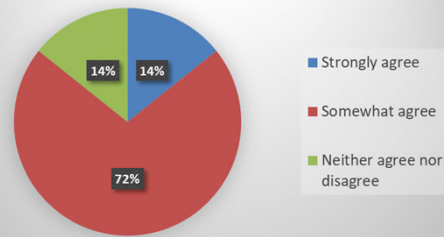
I am making enough progress on my projects as planned



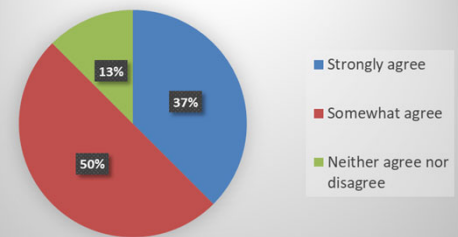
I received the training necessary to carry out my project



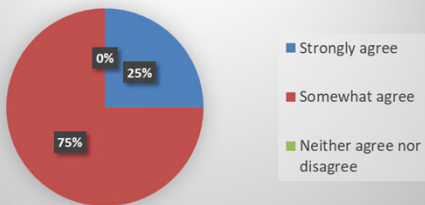
I have enough time for research



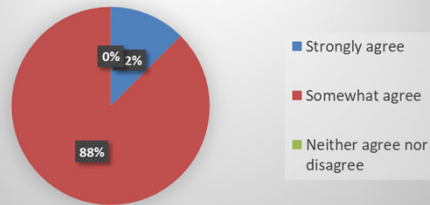
I know how to manage time



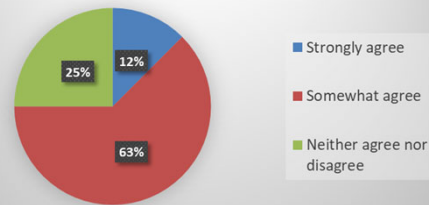
I know how to trouble shoot a problem



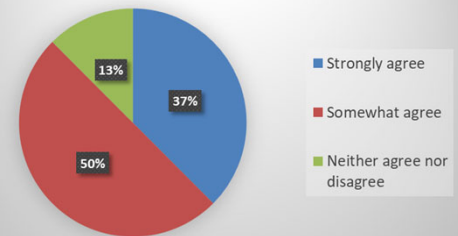
I know how to get better on scientific communication



I know how to get better on performing experiments



I know how to do data analysis



Suggested questions for the next survey

- - Should we be doing more/less social activities as a lab?
- - What would the ideal mentorship structure of the lab look like (e.g. undergrads mentored by PhD students, Postdocs mentoring PhD and Masters students, etc.)
- - What sort of annual traditions should we incorporate (e.g. a day to brainstorm goals together, D&I training, etc.)

Action Items

- Written lab policy
 - New lab member manual on training, safety, order, cleaning, etc (Sara)
 - Written policies/expectations about vacation, personal leave,
- Individual meetings (all)
 - Frequency adjustment
 - Efficiency improvement with 1-page memo before meeting
- Scheduled annual lab events
 - RCR refresher (Jan.)
 - Lab climate survey (Feb.-Mar.)
 - Research safety refresher (before summer)
 - Discussion about career goals (summer)
 - Holiday party (Dec.)
 - Celebration of achievements and milestones (graduation, awards, publications, passing of important exams, etc)