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SECTION 1 GOALS AND VALUES

Is UMass really diverse? Is diversity an institutional value?

- 1.1 Overall, employees at UMass are socially and culturally diverse.
- 1.2 UMass places a lot of emphasis on having a socially and culturally diverse staff
- 1.3 Upper level administrators promote respect for cultural differences at UMass, by job classification
- 1.4 Prejudice or acts of bigotry are not tolerated on this campus

SECTION 2 WORK ENVIRONMENT

Work climate

- 2.1 Immediate work environment is respectful / disrespectful
- 2.2 Immediate work environment is respectful / disrespectful, by work area
- 2.3 People at UMass treat each other with respect
- 2.4 Immediate work environment is hostile / friendly
- 2.5 I feel pressure to change the way I speak, act or dress in order to "fit in" at UMass
- 2.6 Campus environment is racist / not racist
- 2.7 Proportion of respondents who have heard employees making negative remarks about various groups at least a few times per semester

Relations with co-workers

- 2.8 My co-workers care about me as a person, by job classification

Job classification

- 2.9 At UMass, professional employees respect classified employees
- 2.10 At UMass, professional employees respect classified employees, by job classification
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- 2.12 At UMass, faculty respect classified employees, by job classification
- 2.13 Observed or experienced unfair treatment based on job classification

Ability and Disability

- 2.14 Campus and immediate work environment accommodate/ do not accommodate people with disabilities
- 2.15 Negative remarks about people with disabilities

2.16 Perceptions of work experience, people with and without disabilities

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2.17 Observed unfair treatment because of the language one speaks, by work area

2.18 Experienced unfair treatment because of the language one speaks, by job classification

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Race

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2.21 Experiences with race, people of color and Whites

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2.23 Observed or experienced racial/ ethnic harassment, by race

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2.27 I feel pressure to change the way I speak, act, or dress in order to "fit in" at UMass, by race

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2.34 Respondent ratings of sexism on campus and in their immediate work environments

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2.36 Heard negative remarks about women as a group, by job classification

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2.38 Respondent ratings of homophobia, campus and in immediate work environment

- 2.39 How often do you hear employees making negative remarks about lesbians and gays?
- 2.40 Heard negative remarks about lesbians and gays, by job classification

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- 2.41 Religious affiliation of respondents
- 2.42 There is respect for religious differences here at UMass
- 2.43 There is respect for religious differences here at UMass, by religion
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- 2.45 Observed unfair treatment because of one's religion, by religion

SECTION 3 PERSONNEL PRACTICES

Hiring

- 3.1 In my unit, hiring decisions are made fairly
- 3.2 In my unit, hiring decisions are made fairly, by classified or professional
- 3.3 In my unit, hiring decisions are made fairly, by job classification

Promotion

- 3.4 In my unit, promotions are made fairly
- 3.5 In my unit, promotions are made fairly, by job classification
- 3.6 At UMass, there are sufficient opportunities for me to advance
- 3.7 At UMass, there are sufficient opportunities for me to advance, by job classification

Training and development

- 3.8 I am allowed time for training/ professional development
- 3.9 I am allowed time for training/ professional development, by job classification
- 3.10 I have been given opportunities to participate in education and/ or training
- 3.11 I have been given the opportunity to participate in education and/ or training, by job classification
- 3.12 I get the training/ professional development I need to succeed at my job

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- 3.13 My supervisor encourages my career growth and development
- 3.14 My supervisor encourages my career growth and development, by job classification
- 3.15 I receive recognition/ praise from my supervisor when I do a good job

3.16 My pay is fair for the work I do

3.17 My pay is fair for the work I do, by job classification

SECTION 4 MANAGEMENT PRACTICES

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4.4 Measures of feeling heard in the workplace

4.5 At work, my opinions seem to count, by job classification

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4.6 I would feel comfortable reporting discriminatory behavior to my supervisor

4.7 I would feel comfortable reporting discriminatory behavior to my supervisor, by job classification

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4.9 My job description accurately describes my duties, by job classification

4.10 My job description accurately describes my duties, by work area

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4.12 I have the materials/ equipment necessary to do my job well

4.13 I am concerned that my job at the University is in jeopardy

4.14 I am concerned that my job at the University is in jeopardy, by job classification

4.15 I am concerned that my job at the University is in jeopardy, by work area