

## Appendix A: Item-by-Item Responses

### University division

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Chancellor's Area	226	8.1	8.1	8.1
	2 University Advancement	111	4.0	4.0	12.1
	3 Administration & Finance	761	27.2	27.2	39.3
	4 Student Affairs	448	16.0	16.0	55.3
	5 Academic Affairs	1248	44.7	44.7	100.0
Total		2794	100.0	100.0	

**Please indicate the extent to which you agree or disagree with each statement.**

### My co-workers appreciate my work contributions

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Disagree Strongly	77	2.8	2.9	2.9
	2 Disagree Somewhat	205	7.3	7.6	10.5
	3 Agree Somewhat	1016	36.4	37.8	48.3
	4 Agree Strongly	1389	49.7	51.7	100.0
	Total	2687	96.2	100.0	
Missing	5 No Basis For Judgement	84	3.0		
	System	23	.8		
	Total	107	3.8		
Total		2794	100.0		

### I receive recognition/praise from my supervisor when I do a good job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Disagree Strongly	247	8.8	9.1	9.1
	2 Disagree Somewhat	373	13.4	13.7	22.8
	3 Agree Somewhat	949	34.0	34.9	57.6
	4 Agree Strongly	1153	41.3	42.4	100.0
	Total	2722	97.4	100.0	
Missing	5 No Basis For Judgement	47	1.7		
	System	25	.9		
	Total	72	2.6		
Total		2794	100.0		

**My supervisor communicates the importance of valuing diversity**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Disagree Strongly	263	9.4	10.6	10.6
	2 Disagree Somewhat	395	14.1	16.0	26.6
	3 Agree Somewhat	862	30.9	34.8	61.4
	4 Agree Strongly	955	34.2	38.6	100.0
	Total	2475	88.6	100.0	
Missing	5 No Basis For Judgement	259	9.3		
	System	60	2.1		
	Total	319	11.4		
Total		2794	100.0		

**My pay is fair for the work I do**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Disagree Strongly	777	27.8	28.4	28.4
	2 Disagree Somewhat	654	23.4	23.9	52.2
	3 Agree Somewhat	842	30.1	30.7	83.0
	4 Agree Strongly	467	16.7	17.0	100.0
	Total	2740	98.1	100.0	
Missing	5 No Basis For Judgement	32	1.1		
	System	22	.8		
	Total	54	1.9		
Total		2794	100.0		

**My workload at the University is increasing**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Disagree Strongly	71	2.5	2.7	2.7
	2 Disagree Somewhat	177	6.3	6.6	9.3
	3 Agree Somewhat	653	23.4	24.5	33.8
	4 Agree Strongly	1768	63.3	66.2	100.0
	Total	2669	95.5	100.0	
Missing	5 No Basis For Judgement	98	3.5		
	System	27	1.0		
	Total	125	4.5		
Total		2794	100.0		

**My supervisor encourages my career growth and development**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Disagree Strongly	339	12.1	13.0	13.0
	2 Disagree Somewhat	404	14.5	15.5	28.5
	3 Agree Somewhat	857	30.7	32.9	61.4
	4 Agree Strongly	1005	36.0	38.6	100.0
	Total	2605	93.2	100.0	
Missing	5 No Basis For Judgement	162	5.8		
	System	27	1.0		
	Total	189	6.8		
Total		2794	100.0		

**My co-workers encourage my career growth and development**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Disagree Strongly	286	10.2	11.7	11.7
	2 Disagree Somewhat	494	17.7	20.2	31.8
	3 Agree Somewhat	982	35.1	40.1	71.9
	4 Agree Strongly	687	24.6	28.1	100.0
	Total	2449	87.7	100.0	
Missing	5 No Basis For Judgement	306	11.0		
	System	39	1.4		
	Total	345	12.3		
Total		2794	100.0		

**My job description accurately describes my duties**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Disagree Strongly	365	13.1	13.8	13.8
	2 Disagree Somewhat	520	18.6	19.7	33.5
	3 Agree Somewhat	998	35.7	37.7	71.2
	4 Agree Strongly	761	27.2	28.8	100.0
	Total	2644	94.6	100.0	
Missing	5 No Basis For Judgement	116	4.2		
	System	34	1.2		
	Total	150	5.4		
Total		2794	100.0		

**I get the training/professional development I need to succeed at my job**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Disagree Strongly	316	11.3	12.0	12.0
	2 Disagree Somewhat	590	21.1	22.5	34.5
	3 Agree Somewhat	1016	36.4	38.7	73.1
	4 Agree Strongly	706	25.3	26.9	100.0
	Total	2628	94.1	100.0	
Missing	5 No Basis For Judgement	129	4.6		
	System	37	1.3		
	Total	166	5.9		
Total		2794	100.0		

**Overall, I am satisfied with my job**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Disagree Strongly	183	6.5	6.6	6.6
	2 Disagree Somewhat	397	14.2	14.4	21.1
	3 Agree Somewhat	1190	42.6	43.2	64.3
	4 Agree Strongly	983	35.2	35.7	100.0
	Total	2753	98.5	100.0	
Missing	5 No Basis For Judgement	26	.9		
	System	15	.5		
	Total	41	1.5		
Total		2794	100.0		

**My co-workers treat me with respect**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Disagree Strongly	97	3.5	3.5	3.5
	2 Disagree Somewhat	237	8.5	8.7	12.2
	3 Agree Somewhat	858	30.7	31.4	43.6
	4 Agree Strongly	1543	55.2	56.4	100.0
	Total	2735	97.9	100.0	
Missing	5 No Basis For Judgement	42	1.5		
	System	17	.6		
	Total	59	2.1		
Total		2794	100.0		

**My supervisor treats me with respect (Not asked in Academic Affairs)**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Disagree Strongly	128	4.6	8.5	8.5
	2 Disagree Somewhat	159	5.7	10.6	19.1
	3 Agree Somewhat	418	15.0	27.8	47.0
	4 Agree Strongly	796	28.5	53.0	100.0
	Total	1501	53.7	100.0	
Missing	5 No Basis For Judgement	25	.9		
	System	1268	45.4		
	Total	1293	46.3		
Total		2794	100.0		

**My supervisor adequately addresses inappropriate behavior that occurs in my workplace**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Disagree Strongly	312	11.2	13.8	13.8
	2 Disagree Somewhat	433	15.5	19.2	33.0
	3 Agree Somewhat	731	26.2	32.3	65.3
	4 Agree Strongly	785	28.1	34.7	100.0
	Total	2261	80.9	100.0	
Missing	5 No Basis For Judgement	481	17.2		
	System	52	1.9		
	Total	533	19.1		
Total		2794	100.0		

**My co-workers care about me as a person**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Disagree Strongly	96	3.4	3.6	3.6
	2 Disagree Somewhat	211	7.6	8.0	11.6
	3 Agree Somewhat	980	35.1	37.1	48.7
	4 Agree Strongly	1356	48.5	51.3	100.0
	Total	2643	94.6	100.0	
Missing	5 No Basis For Judgement	121	4.3		
	System	30	1.1		
	Total	151	5.4		
Total		2794	100.0		

**My supervisor cares about me as a person**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Disagree Strongly	193	6.9	7.3	7.3
	2 Disagree Somewhat	279	10.0	10.6	17.9
	3 Agree Somewhat	833	29.8	31.6	49.5
	4 Agree Strongly	1333	47.7	50.5	100.0
	Total	2638	94.4	100.0	
Missing	5 No Basis For Judgement	115	4.1		
	System	41	1.5		
	Total	156	5.6		
Total		2794	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Disagree Strongly	568	20.3	22.2	22.2
	2 Disagree Somewhat	603	21.6	23.5	45.7
	3 Agree Somewhat	759	27.2	29.6	75.3
	4 Agree Strongly	633	22.7	24.7	100.0
	Total	2563	91.7	100.0	
Missing	5 No Basis For Judgement	173	6.2		
	System	58	2.1		
	Total	231	8.3		
Total		2794	100.0		

**I am allowed time for training/professional development**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Disagree Strongly	223	8.0	8.7	8.7
	2 Disagree Somewhat	375	13.4	14.7	23.4
	3 Agree Somewhat	950	34.0	37.2	60.6
	4 Agree Strongly	1008	36.1	39.4	100.0
	Total	2556	91.5	100.0	
Missing	5 No Basis For Judgement	187	6.7		
	System	51	1.8		
	Total	238	8.5		
Total		2794	100.0		

**I know what is expected of me at work**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Disagree Strongly	55	2.0	2.0	2.0
	2 Disagree Somewhat	181	6.5	6.7	8.7
	3 Agree Somewhat	865	31.0	31.9	40.6
	4 Agree Strongly	1614	57.8	59.4	100.0
	Total	2715	97.2	100.0	
Missing	5 No Basis For Judgement	41	1.5		
	System	38	1.4		
	Total	79	2.8		
Total		2794	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Disagree Strongly	306	11.0	11.2	11.2
	2 Disagree Somewhat	519	18.6	19.0	30.2
	3 Agree Somewhat	943	33.8	34.5	64.7
	4 Agree Strongly	963	34.5	35.3	100.0
	Total	2731	97.7	100.0	
Missing	5 No Basis For Judgement	17	.6		
	System	46	1.6		
	Total	63	2.3		
Total		2794	100.0		

**At UMass there are sufficient opportunities for me to advance**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Disagree Strongly	648	23.2	24.8	24.8
	2 Disagree Somewhat	744	26.6	28.5	53.3
	3 Agree Somewhat	822	29.4	31.5	84.8
	4 Agree Strongly	397	14.2	15.2	100.0
	Total	2611	93.5	100.0	
Missing	5 No Basis For Judgement	126	4.5		
	System	57	2.0		
	Total	183	6.5		
Total		2794	100.0		

**My supervisor promotes a work environment where all people feel included**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Disagree Strongly	334	12.0	12.8	12.8
	2 Disagree Somewhat	450	16.1	17.2	30.0
	3 Agree Somewhat	822	29.4	31.4	61.4
	4 Agree Strongly	1010	36.1	38.6	100.0
	Total	2616	93.6	100.0	
Missing	5 No Basis For Judgement	121	4.3		
	System	57	2.0		
	Total	178	6.4		
Total		2794	100.0		

Please rate your IMMEDIATE WORK ENVIRONMENT on each scale below. For example, on the first scale, if you think your work environment is hostile, mark '1,' friendly mark '5," somewhere in between mark '2,' '3,' or '4.'

**Your immediate work environment Hostile/Friendly**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Hostile	69	2.5	2.7	2.7
	2	165	5.9	6.5	9.2
	3	493	17.6	19.3	28.4
	4	775	27.7	30.3	58.8
	5 Friendly	1054	37.7	41.2	100.0
	Total	2556	91.5	100.0	
Missing	System	238	8.5		
Total		2794	100.0		

**Your immediate work environment Disrespectful/Respectful**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Disrespectful	85	3.0	3.3	3.3
	2	222	7.9	8.7	12.1
	3	540	19.3	21.2	33.3
	4	834	29.8	32.8	66.1
	5 Respectful	861	30.8	33.9	100.0
	Total	2542	91.0	100.0	
Missing	System	252	9.0		
Total		2794	100.0		

**Your immediate work environment Uncooperative/Cooperative**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Uncooperative	89	3.2	3.5	3.5
	2	245	8.8	9.6	13.1
	3	649	23.2	25.5	38.7
	4	862	30.9	33.9	72.6
	5 Cooperative	696	24.9	27.4	100.0
	Total	2541	90.9	100.0	
Missing	System	253	9.1		
Total		2794	100.0		

**Your immediate work environment Weak sense of community/Strong sense of community**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Weak sense of community	218	7.8	8.6	8.6
	2	351	12.6	13.8	22.4
	3	778	27.8	30.7	53.1
	4	690	24.7	27.2	80.4
	5 Strong sense of community	498	17.8	19.6	100.0
	Total	2535	90.7	100.0	
Missing	System	259	9.3		
Total		2794	100.0		

**Your immediate work environment Racist/Not Racist**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Racist	65	2.3	2.6	2.6
	2	130	4.7	5.1	7.7
	3	343	12.3	13.6	21.3
	4	607	21.7	24.0	45.3
	5 Not Racist	1385	49.6	54.7	100.0
	Total	2530	90.6	100.0	
Missing	System	264	9.4		
Total		2794	100.0		

**Your immediate work environment Sexist/Not Sexist**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Sexist	96	3.4	3.8	3.8
	2	200	7.2	7.9	11.7
	3	367	13.1	14.5	26.1
	4	647	23.2	25.5	51.6
	5 Not Sexist	1229	44.0	48.4	100.0
	Total	2539	90.9	100.0	
Missing	System	255	9.1		
Total		2794	100.0		

**Your immediate work environment Homophobic/Not Homophobic**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Homophobic	68	2.4	2.7	2.7
	2	122	4.4	4.9	7.6
	3	388	13.9	15.6	23.2
	4	582	20.8	23.3	46.5
	5 Not Homophobic	1335	47.8	53.5	100.0
	Total	2495	89.3	100.0	
Missing	System	299	10.7		
Total		2794	100.0		

**Your immediate work environment Does not accommodate people with disabilities/Accommodates people with disabilities**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Does not accommodate people with disabilities	95	3.4	3.9	3.9
	2	163	5.8	6.6	10.5
	3	495	17.7	20.1	30.6
	4	718	25.7	29.1	59.7
	5 Accommodates people with disabilities	993	35.5	40.3	100.0
	Total	2464	88.2	100.0	
Missing	System	330	11.8		
Total		2794	100.0		

**Your immediate work environment Does not have a diverse staff/Has a diverse staff**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Does not have a diverse staff	212	7.6	8.4	8.4
	2	334	12.0	13.2	21.6
	3	634	22.7	25.1	46.7
	4	609	21.8	24.1	70.8
	5 Has a diverse staff	739	26.4	29.2	100.0
	Total	2528	90.5	100.0	
Missing	System	266	9.5		
Total		2794	100.0		

Please indicate whether or not you observed and/or experienced each type of behavior IN YOUR IMMEDIATE WORK ENVIRONMENT during this academic year. For example, if you observed a particular behavior and also experienced that behavior you should fill in both bubbles.

**Yes, Observed Sexual Harassment**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 No	2443	87.4	87.4	87.4
	1 Yes	351	12.6	12.6	100.0
	Total	2794	100.0	100.0	

**Yes, Observed Racial/Ethnic Harassment**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 No	2499	89.4	89.4	89.4
	1 Yes	295	10.6	10.6	100.0
	Total	2794	100.0	100.0	

**Yes, Observed Unfair treatment because of one's age**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 No	2564	91.8	91.8	91.8
	1 Yes	230	8.2	8.2	100.0
	Total	2794	100.0	100.0	

**Yes, Observed Unfair treatment because of one's gender**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 No	2391	85.6	85.6	85.6
	1 Yes	403	14.4	14.4	100.0
	Total	2794	100.0	100.0	

**Yes, Observed Unfair treatment because of one's religion**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 No	2688	96.2	96.2	96.2
	1 Yes	106	3.8	3.8	100.0
	Total	2794	100.0	100.0	

**Yes, Observed Unfair treatment because of the language one speaks**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 No	2526	90.4	90.4	90.4
	1 Yes	268	9.6	9.6	100.0
	Total	2794	100.0	100.0	

**Yes, Observed Unfair treatment because of one's race/ethnicity**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 No	2476	88.6	88.6	88.6
	1 Yes	318	11.4	11.4	100.0
	Total	2794	100.0	100.0	

**Yes, Observed Unfair treatment because of one's disability**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 No	2637	94.4	94.4	94.4
	1 Yes	157	5.6	5.6	100.0
	Total	2794	100.0	100.0	

**Yes, Observed Unfair treatment because of one's sexual orientation**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 No	2641	94.5	94.5	94.5
	1 Yes	153	5.5	5.5	100.0
	Total	2794	100.0	100.0	

**Yes, Observed Unfair treatment because of one's job classification**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 No	2083	74.6	74.6	74.6
	1 Yes	711	25.4	25.4	100.0
	Total	2794	100.0	100.0	

**Yes, Experienced Sexual Harassment**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 No	2652	94.9	94.9	94.9
	1 Yes	142	5.1	5.1	100.0
	Total	2794	100.0	100.0	

**Yes, Experienced Racial/Ethnic Harassment**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 No	2675	95.7	95.7	95.7
	1 Yes	119	4.3	4.3	100.0
	Total	2794	100.0	100.0	

**Yes, Experienced Unfair treatment because of one's age**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 No	2622	93.8	93.8	93.8
	1 Yes	172	6.2	6.2	100.0
	Total	2794	100.0	100.0	

**Yes, Experienced Unfair treatment because of one's gender**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 No	2537	90.8	90.8	90.8
	1 Yes	257	9.2	9.2	100.0
	Total	2794	100.0	100.0	

**Yes, Experienced Unfair treatment because of one's religion**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 No	2730	97.7	97.7	97.7
	1 Yes	64	2.3	2.3	100.0
	Total	2794	100.0	100.0	

**Yes, Experienced Unfair treatment because of the language one speaks**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 No	2686	96.1	96.1	96.1
	1 Yes	108	3.9	3.9	100.0
	Total	2794	100.0	100.0	

**Yes, Experienced Unfair treatment because of one's race/ethnicity**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 No	2656	95.1	95.1	95.1
	1 Yes	138	4.9	4.9	100.0
	Total	2794	100.0	100.0	

**Yes, Experienced Unfair treatment because of one's disability**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 No	2704	96.8	96.8	96.8
	1 Yes	90	3.2	3.2	100.0
	Total	2794	100.0	100.0	

**Yes, Experienced Unfair treatment because of one's sexual orientation**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 No	2729	97.7	97.7	97.7
	1 Yes	65	2.3	2.3	100.0
	Total	2794	100.0	100.0	

**Yes, Experienced Unfair treatment because of one's job classification**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 No	2307	82.6	82.6	82.6
	1 Yes	487	17.4	17.4	100.0
	Total	2794	100.0	100.0	

**Please indicate the extent to which you agree or disagree with each statement.**

**Overall, employees at UMass are socially and culturally diverse**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Disagree Strongly	130	4.7	4.9	4.9
	2 Disagree Somewhat	344	12.3	13.1	18.0
	3 Agree Somewhat	1269	45.4	48.3	66.3
	4 Agree Strongly	886	31.7	33.7	100.0
	Total	2629	94.1	100.0	
Missing	5 No Basis for Judgment	142	5.1		
	System	23	.8		
	Total	165	5.9		
Total		2794	100.0		

**At UMass, professional employees respect classified employees**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Disagree Strongly	347	12.4	13.8	13.8
	2 Disagree Somewhat	699	25.0	27.7	41.5
	3 Agree Somewhat	1050	37.6	41.7	83.2
	4 Agree Strongly	423	15.1	16.8	100.0
	Total	2519	90.2	100.0	
Missing	5 No Basis for Judgment	250	8.9		
	System	25	.9		
	Total	275	9.8		
Total		2794	100.0		

**Women employees are treated fairly at UMass**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Disagree Strongly	166	5.9	6.6	6.6
	2 Disagree Somewhat	473	16.9	18.7	25.2
	3 Agree Somewhat	1094	39.2	43.2	68.4
	4 Agree Strongly	801	28.7	31.6	100.0
	Total	2534	90.7	100.0	
Missing	5 No Basis for Judgment	234	8.4		
	System	26	.9		
	Total	260	9.3		
Total		2794	100.0		

**Prejudice and/or acts of bigotry are not tolerated on this campus**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Disagree Strongly	146	5.2	6.0	6.0
	2 Disagree Somewhat	404	14.5	16.6	22.6
	3 Agree Somewhat	953	34.1	39.1	61.6
	4 Agree Strongly	935	33.5	38.4	100.0
	Total	2438	87.3	100.0	
Missing	5 No Basis for Judgment	297	10.6		
	System	59	2.1		
	Total	356	12.7		
Total		2794	100.0		

**People at UMass treat each other with respect**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Disagree Strongly	192	6.9	7.2	7.2
	2 Disagree Somewhat	607	21.7	22.7	29.9
	3 Agree Somewhat	1368	49.0	51.2	81.0
	4 Agree Strongly	507	18.1	19.0	100.0
	Total	2674	95.7	100.0	
Missing	5 No Basis for Judgment	83	3.0		
	System	37	1.3		
	Total	120	4.3		
Total		2794	100.0		

**At UMass, classified employees respect professional employees**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Disagree Strongly	146	5.2	6.0	6.0
	2 Disagree Somewhat	503	18.0	20.5	26.5
	3 Agree Somewhat	1251	44.8	51.1	77.6
	4 Agree Strongly	550	19.7	22.4	100.0
	Total	2450	87.7	100.0	
Missing	5 No Basis for Judgment	307	11.0		
	System	37	1.3		
	Total	344	12.3		
Total		2794	100.0		

**Upper-level administrators promote respect for cultural differences at UMass**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Disagree Strongly	171	6.1	7.5	7.5
	2 Disagree Somewhat	374	13.4	16.3	23.8
	3 Agree Somewhat	1039	37.2	45.3	69.1
	4 Agree Strongly	709	25.4	30.9	100.0
	Total	2293	82.1	100.0	
Missing	5 No Basis for Judgment	461	16.5		
	System	40	1.4		
	Total	501	17.9		
Total		2794	100.0		

**At UMass, employees from different job classifications get along**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Disagree Strongly	136	4.9	5.4	5.4
	2 Disagree Somewhat	456	16.3	18.0	23.3
	3 Agree Somewhat	1390	49.7	54.8	78.1
	4 Agree Strongly	556	19.9	21.9	100.0
	Total	2538	90.8	100.0	
Missing	5 No Basis for Judgment	223	8.0		
	System	33	1.2		
	Total	256	9.2		
Total		2794	100.0		

**There is respect for religious differences here at UMass**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Disagree Strongly	57	2.0	2.4	2.4
	2 Disagree Somewhat	178	6.4	7.6	10.0
	3 Agree Somewhat	1068	38.2	45.5	55.5
	4 Agree Strongly	1046	37.4	44.5	100.0
	Total	2349	84.1	100.0	
Missing	5 No Basis for Judgment	411	14.7		
	System	34	1.2		
	Total	445	15.9		
Total		2794	100.0		

**UMass places a lot of emphasis on having a socially and culturally diverse staff**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Disagree Strongly	106	3.8	4.3	4.3
	2 Disagree Somewhat	374	13.4	15.1	19.4
	3 Agree Somewhat	1030	36.9	41.6	61.0
	4 Agree Strongly	964	34.5	39.0	100.0
	Total	2474	88.5	100.0	
Missing	5 No Basis for Judgment	286	10.2		
	System	34	1.2		
	Total	320	11.5		
Total		2794	100.0		

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

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Disagree Strongly	1185	42.4	46.3	46.3
	2 Disagree Somewhat	663	23.7	25.9	72.2
	3 Agree Somewhat	453	16.2	17.7	89.8
	4 Agree Strongly	260	9.3	10.2	100.0
	Total	2561	91.7	100.0	
Missing	5 No Basis for Judgment	197	7.1		
	System	36	1.3		
	Total	233	8.3		
Total		2794	100.0		

**There is racial conflict among employees here at UMass**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Disagree Strongly	698	25.0	31.9	31.9
	2 Disagree Somewhat	757	27.1	34.6	66.4
	3 Agree Somewhat	521	18.6	23.8	90.2
	4 Agree Strongly	215	7.7	9.8	100.0
	Total	2191	78.4	100.0	
Missing	5 No Basis for Judgment	554	19.8		
	System	49	1.8		
	Total	603	21.6		
Total		2794	100.0		

**Employees of color are treated fairly at UMass**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Disagree Strongly	124	4.4	5.7	5.7
	2 Disagree Somewhat	267	9.6	12.2	17.9
	3 Agree Somewhat	829	29.7	38.0	55.9
	4 Agree Strongly	963	34.5	44.1	100.0
	Total	2183	78.1	100.0	
Missing	5 No Basis for Judgment	559	20.0		
	System	52	1.9		
	Total	611	21.9		
Total		2794	100.0		

**At UMass, faculty respect classified employees**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Disagree Strongly	360	12.9	15.8	15.8
	2 Disagree Somewhat	667	23.9	29.3	45.2
	3 Agree Somewhat	903	32.3	39.7	84.9
	4 Agree Strongly	343	12.3	15.1	100.0
	Total	2273	81.4	100.0	
Missing	5 No Basis for Judgment	478	17.1		
	System	43	1.5		
	Total	521	18.6		
Total		2794	100.0		

**Emphasis on creating an inclusive community has made UMass a better place to work**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Disagree Strongly	156	5.6	7.2	7.2
	2 Disagree Somewhat	352	12.6	16.2	23.4
	3 Agree Somewhat	1076	38.5	49.5	72.9
	4 Agree Strongly	590	21.1	27.1	100.0
	Total	2174	77.8	100.0	
Missing	5 No Basis for Judgment	545	19.5		
	System	75	2.7		
	Total	620	22.2		
Total		2794	100.0		

Please rate THE CAMPUS on each scale below. For example, on the first scale, if you think the campus is hostile mark '1,' friendly mark '5,' somewhere in between mark '2,' '3,' or '4.'

**The Campus Hostile/Friendly**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Hostile	43	1.5	1.6	1.6
	2	180	6.4	6.9	8.6
	3	929	33.2	35.6	44.2
	4	993	35.5	38.1	82.3
	5 Friendly	462	16.5	17.7	100.0
	Total	2607	93.3	100.0	
Missing	System	187	6.7		
Total		2794	100.0		

**The Campus Disrespectful/Respectful**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Disrespectful	61	2.2	2.3	2.3
	2	279	10.0	10.7	13.1
	3	936	33.5	36.0	49.1
	4	952	34.1	36.6	85.7
	5 Respectful	372	13.3	14.3	100.0
	Total	2600	93.1	100.0	
Missing	System	194	6.9		
Total		2794	100.0		

**The Campus Uncooperative/Cooperative**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Uncooperative	99	3.5	3.8	3.8
	2	362	13.0	14.0	17.9
	3	990	35.4	38.4	56.2
	4	847	30.3	32.8	89.0
	5 Cooperative	283	10.1	11.0	100.0
	Total	2581	92.4	100.0	
Missing	System	213	7.6		
Total		2794	100.0		

**The Campus Weak sense of community/Strong sense of community**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Weak sense of community	200	7.2	7.7	7.7
	2	499	17.9	19.2	26.9
	3	1048	37.5	40.4	67.3
	4	612	21.9	23.6	90.9
	5 Strong sense of community	237	8.5	9.1	100.0
	Total	2596	92.9	100.0	
Missing	System	198	7.1		
Total		2794	100.0		

**The Campus Racist/Not Racist**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Racist	64	2.3	2.5	2.5
	2	231	8.3	9.0	11.5
	3	792	28.3	30.7	42.2
	4	903	32.3	35.1	77.3
	5 Not Racist	586	21.0	22.7	100.0
	Total	2576	92.2	100.0	
Missing	System	218	7.8		
Total		2794	100.0		

**The Campus Sexist/Not Sexist**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Sexist	64	2.3	2.5	2.5
	2	257	9.2	10.0	12.5
	3	778	27.8	30.3	42.8
	4	894	32.0	34.8	77.6
	5 Not Sexist	575	20.6	22.4	100.0
	Total	2568	91.9	100.0	
Missing	System	226	8.1		
Total		2794	100.0		

**The Campus Homophobic/Not Homophobic**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Homophobic	52	1.9	2.0	2.0
	2	228	8.2	9.0	11.0
	3	771	27.6	30.3	41.3
	4	871	31.2	34.3	75.6
	5 Not Homophobic	621	22.2	24.4	100.0
	Total	2543	91.0	100.0	
Missing	System	251	9.0		
Total		2794	100.0		

**The Campus Does not accommodate people with disabilities/Accommodates people with disabilities**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Does not accommodate people with disabilities	60	2.1	2.3	2.3
	2	201	7.2	7.8	10.2
	3	692	24.8	27.0	37.2
	4	862	30.9	33.7	70.9
	5 Accommodates people with disabilities	746	26.7	29.1	100.0
	Total	2561	91.7	100.0	
Missing	System	233	8.3		
Total		2794	100.0		

**The Campus Does not have a diverse staff/Has a diverse staff**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Does not have a diverse staff	111	4.0	4.3	4.3
	2	258	9.2	10.0	14.3
	3	758	27.1	29.4	43.7
	4	814	29.1	31.6	75.3
	5 Has a diverse staff	637	22.8	24.7	100.0
	Total	2578	92.3	100.0	
Missing	System	216	7.7		
Total		2794	100.0		

**How often do you hear each of the following at UMass?**

**Employees making negative remarks about particular racial or ethnic groups**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Almost daily	83	3.0	3.0	3.0
	2 A few times per week	89	3.2	3.3	6.3
	3 A few times per month	196	7.0	7.2	13.5
	4 A few times per semester	819	29.3	30.1	43.6
	5 Never	1536	55.0	56.4	100.0
	Total	2723	97.5	100.0	
Missing	System	71	2.5		
Total		2794	100.0		

**Employees making negative remarks about women as a group**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Almost daily	66	2.4	2.4	2.4
	2 A few times per week	83	3.0	3.1	5.5
	3 A few times per month	182	6.5	6.7	12.2
	4 A few times per semester	742	26.6	27.3	39.6
	5 Never	1640	58.7	60.4	100.0
	Total	2713	97.1	100.0	
Missing	System	81	2.9		
Total		2794	100.0		

**Employees making negative remarks about students as a group**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Almost daily	129	4.6	4.7	4.7
	2 A few times per week	231	8.3	8.5	13.3
	3 A few times per month	492	17.6	18.1	31.4
	4 A few times per semester	1123	40.2	41.3	72.7
	5 Never	741	26.5	27.3	100.0
	Total	2716	97.2	100.0	
Missing	System	78	2.8		
Total		2794	100.0		

**Employees making negative remarks about people with disabilities**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Almost daily	15	.5	.6	.6
	2 A few times per week	28	1.0	1.0	1.6
	3 A few times per month	87	3.1	3.2	4.8
	4 A few times per semester	308	11.0	11.3	16.1
	5 Never	2283	81.7	83.9	100.0
	Total	2721	97.4	100.0	
Missing	System	73	2.6		
Total		2794	100.0		

**Employees making negative remarks about lesbians or gays**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Almost daily	57	2.0	2.1	2.1
	2 A few times per week	90	3.2	3.3	5.4
	3 A few times per month	189	6.8	6.9	12.4
	4 A few times per semester	721	25.8	26.5	38.9
	5 Never	1663	59.5	61.1	100.0
	Total	2720	97.4	100.0	
Missing	System	74	2.6		
Total		2794	100.0		

**Employees making negative remarks about particular religious groups**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Almost daily	23	.8	.8	.8
	2 A few times per week	32	1.1	1.2	2.0
	3 A few times per month	135	4.8	5.0	7.0
	4 A few times per semester	516	18.5	19.0	26.0
	5 Never	2007	71.8	74.0	100.0
	Total	2713	97.1	100.0	
Missing	System	81	2.9		
Total		2794	100.0		

**Employees making negative remarks about men as a group**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Almost daily	51	1.8	1.9	1.9
	2 A few times per week	66	2.4	2.4	4.3
	3 A few times per month	214	7.7	7.9	12.2
	4 A few times per semester	694	24.8	25.5	37.7
	5 Never	1694	60.6	62.3	100.0
	Total	2719	97.3	100.0	
Missing	System	75	2.7		
Total		2794	100.0		

**Employees making negative remarks about people because of their age**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Almost daily	24	.9	.9	.9
	2 A few times per week	46	1.6	1.7	2.6
	3 A few times per month	132	4.7	4.8	7.4
	4 A few times per semester	636	22.8	23.3	30.7
	5 Never	1888	67.6	69.3	100.0
	Total	2726	97.6	100.0	
Missing	System	68	2.4		
Total		2794	100.0		

**How often do you do each of the following in your job at UMass?**

**Interact with UMass students**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Almost daily	1976	70.7	71.4	71.4
	2 A few times per week	316	11.3	11.4	82.8
	3 A few times per month	156	5.6	5.6	88.4
	4 A few times per semester	225	8.1	8.1	96.6
	5 Never	95	3.4	3.4	100.0
	Total	2768	99.1	100.0	
Missing	System	26	.9		
Total		2794	100.0		

**Interact with UMass classified employees**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Almost daily	2189	78.3	80.1	80.1
	2 A few times per week	283	10.1	10.4	90.4
	3 A few times per month	87	3.1	3.2	93.6
	4 A few times per semester	124	4.4	4.5	98.1
	5 Never	51	1.8	1.9	100.0
	Total	2734	97.9	100.0	
Missing	System	60	2.1		
Total		2794	100.0		

**Interact with UMass faculty-members**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Almost daily	1314	47.0	47.6	47.6
	2 A few times per week	472	16.9	17.1	64.7
	3 A few times per month	324	11.6	11.7	76.5
	4 A few times per semester	381	13.6	13.8	90.3
	5 Never	268	9.6	9.7	100.0
	Total	2759	98.7	100.0	
Missing	System	35	1.3		
Total		2794	100.0		

**Interact with UMass professional employees**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Almost daily	1932	69.1	70.2	70.2
	2 A few times per week	365	13.1	13.3	83.5
	3 A few times per month	177	6.3	6.4	89.9
	4 A few times per semester	182	6.5	6.6	96.5
	5 Never	95	3.4	3.5	100.0
	Total	2751	98.5	100.0	
Missing	System	43	1.5		
Total		2794	100.0		

**Interact with UMass graduate employees**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Almost daily	1259	45.1	45.8	45.8
	2 A few times per week	406	14.5	14.8	60.6
	3 A few times per month	339	12.1	12.3	72.9
	4 A few times per semester	418	15.0	15.2	88.1
	5 Never	327	11.7	11.9	100.0
	Total	2749	98.4	100.0	
Missing	System	45	1.6		
Total		2794	100.0		

**Interact with UMass employees of a different race/ethnicity**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Almost daily	1786	63.9	64.9	64.9
	2 A few times per week	470	16.8	17.1	82.0
	3 A few times per month	243	8.7	8.8	90.8
	4 A few times per semester	171	6.1	6.2	97.0
	5 Never	82	2.9	3.0	100.0
	Total	2752	98.5	100.0	
Missing	System	42	1.5		
Total		2794	100.0		

**Interact with UMass employees of a different gender**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Almost daily	2410	86.3	87.4	87.4
	2 A few times per week	155	5.5	5.6	93.0
	3 A few times per month	85	3.0	3.1	96.1
	4 A few times per semester	65	2.3	2.4	98.4
	5 Never	43	1.5	1.6	100.0
	Total	2758	98.7	100.0	
Missing	System	36	1.3		
Total		2794	100.0		

**Interact with UMass employees from other countries**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Almost daily	1383	49.5	50.4	50.4
	2 A few times per week	469	16.8	17.1	67.5
	3 A few times per month	381	13.6	13.9	81.3
	4 A few times per semester	344	12.3	12.5	93.9
	5 Never	168	6.0	6.1	100.0
	Total	2745	98.2	100.0	
Missing	System	49	1.8		
Total		2794	100.0		

**Interact with UMass employees much younger than yourself**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Almost daily	1882	67.4	68.4	68.4
	2 A few times per week	320	11.5	11.6	80.0
	3 A few times per month	197	7.1	7.2	87.1
	4 A few times per semester	177	6.3	6.4	93.6
	5 Never	177	6.3	6.4	100.0
	Total	2753	98.5	100.0	
Missing	System	41	1.5		
Total		2794	100.0		

**Interact with UMass employees much older than yourself**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Almost daily	1672	59.8	60.7	60.7
	2 A few times per week	453	16.2	16.4	77.2
	3 A few times per month	279	10.0	10.1	87.3
	4 A few times per semester	222	7.9	8.1	95.4
	5 Never	128	4.6	4.6	100.0
	Total	2754	98.6	100.0	
Missing	System	40	1.4		
Total		2794	100.0		

**DEMOGRAPHICS**

**Employee type**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Graduate Employee	79	2.8	2.9	2.9
	3 Classified Staff	1128	40.4	41.1	44.0
	4 Professional Staff	886	31.7	32.3	76.3
	5 Faculty/Instructor/Librarian	570	20.4	20.8	97.1
	6 Executive Administrator	44	1.6	1.6	98.7
	9 Other Academic Affairs	36	1.3	1.3	100.0
	Total	2743	98.2	100.0	
Missing	System	51	1.8		
Total		2794	100.0		

**Do you work full-time or part-time**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Full-time	2537	90.8	92.2	92.2
	2 Part-time	214	7.7	7.8	100.0
	Total	2751	98.5	100.0	
Missing	System	43	1.5		
Total		2794	100.0		

**For how long have you been employed by UMass Amherst**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Less than six months	62	2.2	2.3	2.3
	2 Six months to one year	91	3.3	3.3	5.6
	3 1 to 2 years	271	9.7	9.8	15.4
	4 3 to 5 years	456	16.3	16.6	32.0
	5 6 to 10 years	477	17.1	17.3	49.3
	6 11 to 15 years	341	12.2	12.4	61.7
	7 16 to 20 years	388	13.9	14.1	75.8
	8 More than 20 years	666	23.8	24.2	100.0
	Total	2752	98.5	100.0	
Missing	System	42	1.5		
Total		2794	100.0		

**Do you identify as a person with a disability**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	188	6.7	6.8	6.8
	2 No	2563	91.7	93.2	100.0
	Total	2751	98.5	100.0	
Missing	System	43	1.5		
Total		2794	100.0		

**What is your religious affiliation**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Buddhist	35	1.3	1.3	1.3
	2 Christian Catholic	941	33.7	35.3	36.7
	3 Christian Protestant	656	23.5	24.6	61.3
	4 Hindu	15	.5	.6	61.9
	5 Islamic	18	.6	.7	62.5
	6 Jewish	139	5.0	5.2	67.8
	7 None	636	22.8	23.9	91.7
	8 Other	222	7.9	8.3	100.0
	Total	2662	95.3	100.0	
Missing	System	132	4.7		
Total		2794	100.0		

**African-American or Black**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 Not marked	2697	96.5	96.5	96.5
	1 Marked	97	3.5	3.5	100.0
	Total	2794	100.0	100.0	

**Asian or Pacific Islander**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 Not marked	2667	95.5	95.5	95.5
	1 Marked	127	4.5	4.5	100.0
	Total	2794	100.0	100.0	

**Cape Verdean**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 Not marked	2786	99.7	99.7	99.7
	1 Marked	8	.3	.3	100.0
	Total	2794	100.0	100.0	

**Latino/a or Chicano/a or Hispanic**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 Not marked	2720	97.4	97.4	97.4
	1 Marked	74	2.6	2.6	100.0
	Total	2794	100.0	100.0	

**Middle Eastern or Arab-American**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 Not marked	2781	99.5	99.5	99.5
	1 Marked	13	.5	.5	100.0
	Total	2794	100.0	100.0	

**White or Caucasian**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 Not marked	432	15.5	15.5	15.5
	1 Marked	2362	84.5	84.5	100.0
	Total	2794	100.0	100.0	

**Native American, or N. or S. American Indian or Alaskan Native**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 Not marked	2733	97.8	97.8	97.8
	1 Marked	61	2.2	2.2	100.0
	Total	2794	100.0	100.0	

**Other**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 Not marked	2746	98.3	98.3	98.3
	1 Marked	48	1.7	1.7	100.0
	Total	2794	100.0	100.0	

**Woman**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 Not marked	1115	39.9	42.7	42.7
	1 Marked	1499	53.7	57.3	100.0
	Total	2614	93.6	100.0	
Missing	System	180	6.4		
Total		2794	100.0		

**Man**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 Not marked	1551	55.5	55.5	55.5
	1 Marked	1243	44.5	44.5	100.0
	Total	2794	100.0	100.0	

**Transgender**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 Not marked	2784	99.6	99.6	99.6
	1 Marked	10	.4	.4	100.0
	Total	2794	100.0	100.0	

**Sexual Orientation**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Lesbian, Gay, or Bisexual	179	6.4	6.9	6.9
	2 Heterosexual	2434	87.1	93.1	100.0
	Total	2613	93.5	100.0	
Missing	System	181	6.5		
Total		2794	100.0		

**sex (calculated)**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 female	1499	53.7	54.7	54.7
	2 male	1243	44.5	45.3	100.0
	Total	2742	98.1	100.0	
Missing	0	52	1.9		
Total		2794	100.0		

## computed Race/Ethnicity variable - all combinations

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 White or Caucasian	2309	82.6	85.1	85.1
	10 African-American or Black	75	2.7	2.8	87.9
	11 African-American or Black & White or Caucasian	4	.1	.1	88.0
	100 Asian or Pacific Islander	123	4.4	4.5	92.6
	101 Asian or Pacific Islander & White or Caucasian	2	.1	.1	92.6
	110 Asian or Pacific Islander & African-American or Black	1	.0	.0	92.7
	1000 Latino/a, or Chicano/a or Hispanic	61	2.2	2.2	94.9
	1001 Latino/a, or Chicano/a or Hispanic & White or Caucasian	8	.3	.3	95.2
	1010 Latino/a or Hispanic & African-American or Black	2	.1	.1	95.3
	10000 Cape Verdean	7	.3	.3	95.5
	100000 Middle Eastern or Arab-American	10	.4	.4	95.9
	100001 Middle Eastern or Arab-American & White or Caucasian	2	.1	.1	96.0
	1000000 Native American, N. or S. American Indian or Alaskan Native	24	.9	.9	96.9
	1000001 Native American & White	23	.8	.8	97.7
	1000010 Native American and African-American or Black	6	.2	.2	97.9
	1000011 Native American & African-American or Black & White	5	.2	.2	98.1
	1001010 Native American & Latino/a & African-American or Black	1	.0	.0	98.2
	1011010 Native American & Cape Verdean & Latino/a & Black	1	.0	.0	98.2
	1100001 Native American & Middle Eastern & White	1	.0	.0	98.2
	10000000 Other	38	1.4	1.4	99.6
	10000001 Other and White	6	.2	.2	99.9
	10000010 Other & African-American or Black	1	.0	.0	99.9
	10000011 Other & African-American or Black & White	1	.0	.0	99.9
10000100 Other & Asian or Pacific Islander	1	.0	.0	100.0	
10001001 Other & Latino/a & White	1	.0	.0	100.0	
Total		2713	97.1	100.0	
Missing	0	81	2.9		
Total		2794	100.0		

**Condensed Race/Ethnicity Variable - Used for inter-group statistical comparisons**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 African American, Black or Cape Verdean	82	2.9	3.0	3.0
	2 Asian or Pacific Islander	123	4.4	4.5	7.6
	4 Latino/a, Chicano/a, or Hispanic	61	2.2	2.2	9.8
	6 White or Caucasian	2309	82.6	85.1	94.9
	7 Native American, N. or S. American Indian or Alaskan Native	24	.9	.9	95.8
	8 Other	79	2.8	2.9	98.7
	9 Multi-racial or Bi-racial	35	1.3	1.3	100.0
	Total	2713	97.1	100.0	
Missing	0	81	2.9		
Total		2794	100.0		

## Work Area Recoded

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Central Office/Government Relations	12	.4	.5	.5
	2 Development	46	1.6	1.7	2.2
	3 Alumni	21	.8	.8	3.0
	4 Communications and Marketing	31	1.1	1.2	4.1
	5 Office of Information Technologies	108	3.9	4.1	8.2
	6 Athletics	94	3.4	3.5	11.8
	7 Other Chancellor's Area	23	.8	.9	12.6
	8 Auxiliary Services	163	5.8	6.1	18.8
	9 Budget Office, Financial Cost & Analysis	7	.3	.3	19.0
	10 Bursar	13	.5	.5	19.5
	11 Campus Planning & Space Management	6	.2	.2	19.7
	12 Campus Services	54	1.9	2.0	21.8
	13 Controller's Office	33	1.2	1.2	23.0
	14 Environmental Health & Safety	22	.8	.8	23.8
	15 Facilities Planning	25	.9	.9	24.8
	16 Human Resources	42	1.5	1.6	26.4
	17 Physical Plant	338	12.1	12.7	39.1
	18 Procurement	9	.3	.3	39.4
	19 VC 's Office (A&F), UCard, Administrative Systems	11	.4	.4	39.8
	20 University Health Services	106	3.8	4.0	43.8
	21 Public Safety	23	.8	.9	44.7
	22 Housing Services	149	5.3	5.6	50.3
	23 Admissions	13	.5	.5	50.8
	24 Financial Aid	17	.6	.6	51.5
	25 Other Student Affairs	56	2.0	2.1	53.6
	26 Campus Activities	20	.7	.8	54.3
	100 School of Education	57	2.0	2.1	56.5
	700 School of Nursing & School of Public Health & Health Science	59	2.1	2.2	58.7
	1000 Isenberg School of Management	64	2.3	2.4	61.1
	2000 College of Engineering	88	3.1	3.3	64.4
5000 College of Food and Natural Resources	145	5.2	5.5	69.9	
10000 College of Humanities and Fine Arts	164	5.9	6.2	76.0	
20000 College of Natural Science & Mathematics	235	8.4	8.9	84.9	
50000 College of Social and Behavioral Sciences	134	4.8	5.0	89.9	
100000 Commonwealth College	16	.6	.6	90.5	
200000 Libraries	92	3.3	3.5	94.0	
500000 Graduate School	37	1.3	1.4	95.4	
1000000 Academic Affairs Administration	55	2.0	2.1	97.5	
10000000 Other Academic Affairs	67	2.4	2.5	100.0	
	Total	2655	95.0	100.0	
Missing	0	35	1.3		
	System	104	3.7		
	Total	139	5.0		
Total		2794	100.0		