

Academic Affairs Survey of Employee Attitudes and Experiences

Please respond to each question by marking the most accurate response. Your responses will be analyzed only after they have been grouped with those of other employees. Please do not put your name on this form so that your responses will remain anonymous. If you cannot answer a question, leave it blank. The term "employee" refers to staff, faculty, administrators, graduate employees and undergraduate employees. Please return your completed survey via campus mail in the envelope provided. To ensure your privacy, return the numbered postcard *separately*.

INSTRUCTIONS: Please use a black or blue pen or a pencil and fill in the bubble completely to indicate your response. Avoid making any stray marks on the form, and erase cleanly when correcting mistakes.

Correct Incorrect

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

***Professors / Instructors should substitute "department chair" for "supervisor."**

No Basis for Judgment
 Agree Strongly
 Agree Somewhat
 Disagree Somewhat
 Disagree Strongly

- | | |
|---|---|
| My co-workers/colleagues appreciate my work contributions. | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| I receive recognition/praise from my supervisor* when I do a good job. | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| My supervisor* communicates the importance of valuing diversity. | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| My pay is fair for the work I do. | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| My workload at the University is increasing. | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| My supervisor* encourages my career growth and development. | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| My co-workers/colleagues encourage my career growth and development. | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| My job description accurately describes my duties. | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| I get the training/professional development I need to succeed at my job. | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| Overall, I am satisfied with my job. | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| My co-workers/colleagues treat me with respect. | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| Individuals in my department (other than my supervisor*) make reasonable demands of me. | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| My supervisor* adequately addresses inappropriate behavior that occurs in my workplace. | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| My co-workers/colleagues care about me as a person. | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| My supervisor* cares about me as a person. | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| I am concerned that my job at the University is in jeopardy. | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| I am allowed time for training/professional development. | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| I know what is expected of me at work. | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| I have the materials/equipment necessary to do my job well. | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| At UMass there are sufficient opportunities for me to advance. | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| My supervisor* promotes a work environment where all people feel included. | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |

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.'

- | | | | | | | |
|---|---|---|---|---|---|---------------------------------------|
| Hostile | ① | ② | ③ | ④ | ⑤ | Friendly |
| Disrespectful | ① | ② | ③ | ④ | ⑤ | Respectful |
| Uncooperative | ① | ② | ③ | ④ | ⑤ | Cooperative |
| Weak sense of community | ① | ② | ③ | ④ | ⑤ | Strong sense of community |
| Racist | ① | ② | ③ | ④ | ⑤ | Not Racist |
| Sexist | ① | ② | ③ | ④ | ⑤ | Not Sexist |
| Homophobic | ① | ② | ③ | ④ | ⑤ | Not Homophobic |
| Does not accommodate people with disabilities | ① | ② | ③ | ④ | ⑤ | Accommodates people with disabilities |
| Does not have a diverse staff | ① | ② | ③ | ④ | ⑤ | Has a diverse staff |

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.

	Neither Observed nor Experienced	Yes, Experienced	Yes, Observed
Sexual harassment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Racial/ethnic harassment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unfair treatment because of one's age	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unfair treatment because of one's gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unfair treatment because of one's religion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unfair treatment because of the language one speaks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unfair treatment because of one's race/ethnicity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unfair treatment because of one's disability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unfair treatment because of one's sexual orientation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unfair treatment because of one's job classification (e.g. grad, classified, faculty, professional, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

	No Basis for Judgment	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly
Overall, employees at UMass are socially and culturally diverse.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At UMass, professional employees respect classified employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Women employees are treated fairly at UMass.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Prejudice and/or acts of bigotry are not tolerated on this campus.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People at UMass treat each other with respect.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At UMass, classified employees respect professional employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Upper-level administrators promote respect for cultural differences at UMass.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At UMass, employees from different job classifications get along.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is respect for religious differences here at UMass.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
UMass places a lot of emphasis on having a socially and culturally diverse staff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel pressure to change the way I speak, act, or dress in order to "fit in" at UMass.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is racial conflict among employees here at UMass.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees of color are treated fairly at UMass.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At UMass, faculty respect classified employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Individuals in my department (other than my supervisor) treat me with respect.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
UMass undergraduates treat me with respect.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
UMass graduate students treat me with respect.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Emphasis on creating an inclusive community has made UMass a better place to work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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.'

Hostile	①	②	③	④	⑤	Friendly
Disrespectful	①	②	③	④	⑤	Respectful
Uncooperative	①	②	③	④	⑤	Cooperative
Weak sense of community	①	②	③	④	⑤	Strong sense of community
Racist	①	②	③	④	⑤	Not Racist
Sexist	①	②	③	④	⑤	Not Sexist
Homophobic	①	②	③	④	⑤	Not Homophobic
Does not accommodate people with disabilities	①	②	③	④	⑤	Accommodates people with disabilities
Does not have a diverse staff	①	②	③	④	⑤	Has a diverse staff

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

	Almost daily	A few times per week	A few times per month	A few times per semester	Never
Employees making negative remarks about particular racial or ethnic groups.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees making negative remarks about women as a group.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees making negative remarks about students as a group.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees making negative remarks about people with disabilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees making negative remarks about lesbians or gays.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees making negative remarks about particular religious groups.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees making negative remarks about men as a group.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees making negative remarks about people because of their age.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

	Almost daily	A few times per week	A few times per month	A few times per semester	Never
Interact with UMass students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interact with UMass classified employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interact with UMass faculty members.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interact with UMass professional employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interact with UMass graduate employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interact with UMass employees of a different race/ethnicity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interact with UMass employees of a different gender.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interact with UMass employees from other countries.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interact with UMass employees much younger than yourself.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interact with UMass employees much older than yourself.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

You are (mark only one):

- Graduate Employee
- Classified Staff
- Professional Staff
- Librarian
- Executive/Administrator
- Instructor/Lecturer
- Assistant Professor
- Associate/Full Professor
- Other

Do you work full-time or part-time?

- Full-time
- Part-time

For how long have you been employed by UMass Amherst?

- Less than six months
- Six months to one year
- 1 to 2 years
- 3 to 5 years
- 6 to 10 years
- 11 to 15 years
- 16 to 20 years
- More than 20 years

Do you identify as a person with a disability?

- Yes
- No

What is your religious affiliation?

- Buddhist
- Christian Catholic
- Christian Protestant
- Hindu
- Islamic
- Jewish
- None
- Other _____

You are: (mark all that apply)

- African-American or Black
- Asian or Pacific Islander
- Cape Verdean
- Latino/a or Chicano/a or Hispanic
- Middle Eastern or Arab-American
- White or Caucasian
- Native American, or N. or S. American Indian or Alaskan Native
- Other _____

You are: (mark all that apply)

- Woman
- Man
- Transgender

What is your sexual orientation?

- Lesbian, Gay or Bisexual
- Heterosexual

What is your age?

- 24 or under
- 25 to 34
- 35 to 44
- 45 to 54
- 55 to 64
- 65 or older

Academic Affairs Page

In which school, college or division are you EMPLOYED?

(MARK ALL THAT APPLY)

- | | |
|---|---|
| <input type="radio"/> School of Education | <input type="radio"/> Commonwealth College |
| <input type="radio"/> School of Nursing | <input type="radio"/> Libraries |
| <input type="radio"/> School of Public Health & Health Sciences | <input type="radio"/> Graduate School |
| <input type="radio"/> Isenberg School of Management | <input type="radio"/> Academic Affairs Administration |
| <input type="radio"/> College of Engineering | <input type="radio"/> VC for Outreach and Programs |
| <input type="radio"/> College of Food and Natural Resources | <input type="radio"/> VC for Research and Programs |
| <input type="radio"/> College of Humanities and Fine Arts | <input type="radio"/> Other |
| <input type="radio"/> College of Natural Science & Mathematics | |
| <input type="radio"/> College of Social and Behavioral Sciences | |

A commitment to community is a commitment to an institutional culture of inclusion that leads to an overarching sense of connectedness, pride and responsibility linking to the many smaller communities that populate the UMass Amherst campus.

In your view, how central should issues of community be to each of the following?

	Not Central			Central		Don't Know/ Not Applicable
The mission of UMass Amherst	1	2	3	4	5	6
Your Department	1	2	3	4	5	6
Your Academic Discipline	1	2	3	4	5	6
Undergraduate Education	1	2	3	4	5	6
Graduate Education	1	2	3	4	5	6

A commitment to diversity is a commitment to the variety of perspectives that spurs intellectual and creative work and learning, in which people of diverse racial, social, and economic groups play major roles and, in a spirit of mutual respect, come to understand and appreciate this variety of perspectives.

In your view, how central should issues of diversity be to each of the following?

	Not Central			Central		Don't Know/ Not Applicable
The mission of UMass Amherst	1	2	3	4	5	6
Your Department	1	2	3	4	5	6
Your Discipline	1	2	3	4	5	6
Undergraduate Education	1	2	3	4	5	6
Graduate Education	1	2	3	4	5	6

A commitment to Social Justice is a commitment to equity and fairness in treatment and access to opportunities and resources. This commitment to fairness began with the 1964 Civil Rights Act with respect to such characteristics as race, gender, religion, sexual orientation, and ability.

In your view, how central should issues of social justice be to each of the following?

	Not Central			Central		Don't Know/ Not Applicable
The mission of UMass Amherst	1	2	3	4	5	6
Your Department	1	2	3	4	5	6
Your Discipline	1	2	3	4	5	6
Undergraduate Education	1	2	3	4	5	6
Graduate Education	1	2	3	4	5	6

We would now like you to think about the concepts of community, diversity and social justice as a group.

In your view, how central is this set of concepts to each of the following aspects of your job at UMass?
(Please use "Not Applicable" for items that are not relevant to your job.)

	Not Central			Central		Don't Know/ Not Applicable
Your day-to-day work responsibilities	1	2	3	4	5	6
Your university service activities (e.g., committees)	1	2	3	4	5	6
Your academic discipline	1	2	3	4	5	6
Your interactions with co-workers	1	2	3	4	5	6
Your interactions with students	1	2	3	4	5	6
The way you teach	1	2	3	4	5	6
The content of your courses	1	2	3	4	5	6
Your research	1	2	3	4	5	6