Campus Climate Survey
Unit Report: Information Services and Strategy
January 2018

UMass Amherst
The Commonwealth’s Flagship Campus
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January 30, 2018

Dear Members of the Campus Community,

The university is committed to forming and strengthening a living, learning, and working environment that fosters a culture of excellence through diverse people, ideas, and perspectives. In November 2016, we conducted a Campus Climate Survey to better understand the challenges of creating a community respectful of and inclusive for all. An abridged report of the survey results, released in May 2017, provided an initial analysis of our challenges and exposed the gap between our goals for a community where everyone thrives and our current reality.

With this report, we now have the opportunity to review data on a unit level and begin the process of driving real change. Overall the data show that, despite the challenges, UMass Amherst is where we want to be, and we readily invite others to join us. The data also identify many areas where we need to improve. Campus leaders have been charged with reviewing results in their respective units, engaging their respective communities, and identifying avenues for improvement. We hope this report will produce shared understanding of our challenges and facilitate a process of reflection leading to change on a unit level.

Your engagement in the coming months will be crucial to defining our path forward, and we thank you in advance for your partnership as we move toward our aspirational living, learning, and working environment.

Sincerely,

Kumble R. Subbaswamy
Chancellor

John McCarthy
Provost and Senior Vice Chancellor for Academic Affairs

Enobong Hannah Branch
Associate Chancellor for Equity and Inclusion
Chief Diversity Officer
Introduction

This unit-level report focuses on select Campus Climate Survey results for Information Technology (IT) staff. The report includes IT-specific results for the same set of survey items covered in the *Campus Climate Survey Abridged Report* that was released in May 2017.

This report also includes IT-specific results for several additional survey questions, including items pertaining to feelings of connection to the university and one’s unit, perceptions of IT administrators’ commitment to inclusion, use of university resources/offices to report incidents of unfair treatment based on social identity, perceptions of the effectiveness of these resources, and the likelihood of recommending UMass Amherst to others as a good place to work.

Unlike the *Abridged Report*, which included an accompanying narrative with each section, this is a visual report. The aim is to provide the reader with data that they can compare to the abridged report, as well as across units.

The table below shows Campus Climate Survey participation rates for IT staff. Please consult the *Abridged Report* (see link, below) for contextual information about UMass Amherst’s Campus Climate Survey, as well as details of the survey’s design and administration.

<table>
<thead>
<tr>
<th>POPULATION (N)</th>
<th>SURVEY PARTICIPANTS (n)</th>
<th>PARTICIPATION RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Staff</td>
<td>219</td>
<td>174</td>
</tr>
</tbody>
</table>

**Link to Campus Climate Survey Abridged Report**

[View the abridged Campus Climate Report in Issuu.](#)
Information Services and Strategy: Demographic Data Review

The Campus Climate Survey aimed to extend knowledge of the demographic composition of the campus by utilizing conceptually progressive categories and gathering data on social identity characteristics not currently included in the university's student and employee databases, including sexual orientation and religion.

For the purposes of anonymity, staff were asked if they identified as African American, Latino/a, Asian, or Native American (ALANA), or Not ALANA. Gender and sexual identity questions were asked of all groups, with the option to check all that apply. For the purposes of anonymity and data analysis, “another” gender includes agender, androgyne, demigender, and questioning, and “transgender or genderqueer” includes those who self-identified as a transwoman, transman, and genderqueer. Within the category of Sexual Orientation/Identity, those who self-identified as lesbian, gay, and bisexual are displayed in aggregate form. “Another” sexual orientation includes asexual, pansexual, questioning or unsure, and same-gender loving. To protect anonymity, when n is less than 15, participants who selected lesbian, gay, or bisexual were collapsed and condensed into “another sexual orientation.”

Please note that the social identity categories in each of the tables are mutually exclusive and align closely with the analytical categories used for demographic comparisons in subsequent report sections. Analyzing data across a wide range of social identity characteristics within university subunits presents challenges for preserving participant anonymity. In some instances, we have reconfigured subgroups or suppressed values in order to preserve confidentiality for survey participants.

To protect the identity of individuals in groups with smaller populations, social identities where less than 10 participants self-selected are noted as “<10.” To protect anonymity, data are not shown when n is less than 15. Due to small cell sizes, n’s and percentages are suppressed and combined into another category. When this happens, the suppressed category n’s and percentages are shaded gray and noted below each chart in the “Who We Are” section. Within bar charts, percentage labels are not shown when under 5 percent. Notes detail these necessary adjustments to the survey data in charts where applicable.

Who We Are
This section details the compositional diversity of IT staff who participated in the Campus Climate Survey. Awareness and consideration of “who we are,” as well as how social identities are shaped by an array of intersecting aspects, is key to understanding the campus environment, as well as the environments and multiplicities of perspectives of the distinct units that comprise the larger institution.
### ALANA Staff

<table>
<thead>
<tr>
<th></th>
<th>n</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>No-ALANA</td>
<td>152</td>
<td>89%</td>
</tr>
<tr>
<td>ALANA</td>
<td>18</td>
<td>11%</td>
</tr>
</tbody>
</table>

*Note: ALANA= African American, Latino/a, Asian, or Native American*

### GENDER Staff

<table>
<thead>
<tr>
<th></th>
<th>n</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Woman</td>
<td>62</td>
<td>38%</td>
</tr>
<tr>
<td>Man</td>
<td>103</td>
<td>62%</td>
</tr>
</tbody>
</table>

*Note: due to small cell sizes, “n” and % are suppressed for trans, agender, androgyne, demigender, genderqueer, questioning, or another gender identity*

### SEXUAL ORIENTATION Staff

<table>
<thead>
<tr>
<th></th>
<th>n</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Heterosexual</td>
<td>148</td>
<td>90%</td>
</tr>
<tr>
<td>LGB</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Another Sexual Identity</td>
<td>17</td>
<td>10%</td>
</tr>
</tbody>
</table>

*Note: Actual n’s and %’s are suppressed for lesbian, gay and bisexual staff and are combined into “Another Sexual Identity”*
### RELIGION

<table>
<thead>
<tr>
<th>Religion</th>
<th>Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>n</td>
</tr>
<tr>
<td>Christian</td>
<td>57</td>
</tr>
<tr>
<td>Jewish</td>
<td></td>
</tr>
<tr>
<td>Muslim</td>
<td></td>
</tr>
<tr>
<td>Religion Not Part of Identity</td>
<td>28</td>
</tr>
<tr>
<td>Another Religious Identity (Other and Muslim)</td>
<td>77</td>
</tr>
</tbody>
</table>

Note: “n” and % are suppressed for Jewish and Muslim staff and are combined into “Another Religious Identity.”

### JOB TYPE

<table>
<thead>
<tr>
<th>Job Type</th>
<th>Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>n</td>
</tr>
<tr>
<td>Administrative Support</td>
<td>25</td>
</tr>
<tr>
<td>Professional</td>
<td>73</td>
</tr>
<tr>
<td>Maintenance or Service</td>
<td>&lt; 10</td>
</tr>
<tr>
<td>Skilled Crafts or Technical</td>
<td>39</td>
</tr>
<tr>
<td>Managerial, Administrative, or Executive</td>
<td>26</td>
</tr>
<tr>
<td>Other</td>
<td>&lt; 10</td>
</tr>
</tbody>
</table>

Note: Due to small cell sizes, n’s and %’s are suppressed for maintenance or service, and other work positions.
Sense of Belonging

Here at UMass Amherst, to What Extent Do You Feel Like You Belong?
IT Staff

OVERALL
- Not at All: 11%
- To Some Extent: 48%
- To a Great Extent: 40%

Here at UMass Amherst, to What Extent Do You Feel Like You Belong?
IT Staff by Race/Ethnicity

- ALANA: 17% Not at All, 39% To Some Extent, 44% To a Great Extent
- White: 11% Not at All, 50% To Some Extent, 39% To a Great Extent

Here at UMass Amherst, to What Extent Do You Feel Like You Belong?
IT Staff by Gender

- Man: 12% Not at All, 47% To Some Extent, 42% To a Great Extent
- Woman: 10% Not at All, 50% To Some Extent, 40% To a Great Extent

Note: Data are not included when n’s are below 15. Another gender identity data are not shown in this report to protect anonymity.
Sense of Belonging cont’d...

Here at UMass Amherst, to What Extent Do You Feel Like You Belong?
IT Staff by Sexual Identity

<table>
<thead>
<tr>
<th>Sexual Identity</th>
<th>Not at All</th>
<th>To Some Extent</th>
<th>To a Great Extent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Heterosexual</td>
<td>11%</td>
<td>47%</td>
<td>42%</td>
</tr>
<tr>
<td>Another Sexual Identity</td>
<td>6%</td>
<td>59%</td>
<td>35%</td>
</tr>
</tbody>
</table>

How Connected Do You Feel to Your Work Unit?
All Staff

<table>
<thead>
<tr>
<th>Connection Level</th>
<th>Not Connected</th>
<th>Somewhat Connected</th>
<th>Very Connected</th>
</tr>
</thead>
<tbody>
<tr>
<td>OVERALL</td>
<td>7%</td>
<td>30%</td>
<td>63%</td>
</tr>
</tbody>
</table>

How Connected Do You Feel to Your Work Unit?
IT Staff

<table>
<thead>
<tr>
<th>Connection Level</th>
<th>Not Connected</th>
<th>Somewhat Connected</th>
<th>Very Connected</th>
</tr>
</thead>
<tbody>
<tr>
<td>OVERALL</td>
<td>10%</td>
<td>33%</td>
<td>57%</td>
</tr>
</tbody>
</table>
Note: Data are not included when n’s are below 15. Another gender identity data are not shown in this report to protect anonymity.
How Connected Do You Feel to Your Work Unit?
IT Staff by Job Type

<table>
<thead>
<tr>
<th>Job Type</th>
<th>Not Connected</th>
<th>Somewhat Connected</th>
<th>Very Connected</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrative Support</td>
<td>8%</td>
<td>40%</td>
<td>52%</td>
</tr>
<tr>
<td>Managerial, Administrative, or Executive</td>
<td>15%</td>
<td></td>
<td>85%</td>
</tr>
<tr>
<td>Professional</td>
<td>14%</td>
<td>37%</td>
<td>49%</td>
</tr>
<tr>
<td>Skilled Crafts or Technical</td>
<td>15%</td>
<td>33%</td>
<td>51%</td>
</tr>
</tbody>
</table>

- Not Connected
- Somewhat Connected
- Very Connected

Sense of Belonging cont’d...
Perceptions of Campus Climate

Note: Data are not included when n's are below 15. Another gender identity data are not shown in this report to protect anonymity.
Perceptions of Campus Climate cont’d...

Overall Campus Climate Ratings
IT Staff by Sexual Identity

- Heterosexual
  - 10% (Negative End)
  - 31% (Neutral)
  - 37% (Positive)
  - 20% (Very Positive)

- Another Sexual Identity
  - 23% (Negative End)
  - 40% (Neutral)
  - 30% (Positive)
  - 20% (Very Positive)

- 0% to 100% scale
- 1 (Negative End) to 5 (Positive End)

Overall Campus Climate Ratings of Diverse Aspect
(Not Diverse ↔ Diverse)
IT Staff

- Overall
  - 10% (Negative End)
  - 22% (Neutral)
  - 32% (Positive)
  - 33% (Very Positive)

- 0% to 100% scale
- 1 (Negative End) to 5 (Positive End)

Overall Campus Climate Ratings of Diverse Aspect
(Not Diverse ↔ Diverse)
IT Staff by Race/Ethnicity

- ALANA
  - 11% (Negative End)
  - 11% (Neutral)
  - 11% (Positive)
  - 33% (Very Positive)

- White
  - 10% (Negative End)
  - 24% (Neutral)
  - 31% (Positive)
  - 33% (Very Positive)

- 0% to 100% scale
- 1 (Negative End) to 5 (Positive End)
Perceptions of Campus Climate cont’d...

Overall Campus Climate Ratings of Diverse Aspect
(Not Diverse ↔ Diverse)
IT Staff by Gender

Woman

Man

Note: Data are not included when n’s are below 15. Another gender identity data are not shown in this report to protect anonymity.

How Satisfied Are You with the Racial Climate Here at UMass Amherst?
IT Staff

OVERALL

How Satisfied Are You With the Racial Climate Here at UMass Amherst?
IT Staff by Race/Ethnicity

ALANA

White

Very Dissatisfied Somewhat Dissatisfied Somewhat Satisfied Very Satisfied

Very Dissatisfied Somewhat Dissatisfied Somewhat Satisfied Very Satisfied
Perceptions of Campus Climate cont’d...

How Satisfied Are You with the Racial Climate Here at UMass Amherst?
IT Staff by Gender

Note: Data are not included when n’s are below 15. Another gender identity data are not shown in this report to protect anonymity.
Perceived Commitment to Inclusion

From Your Perspective, How Committed or Uncommitted to Inclusion Is UMass Amherst as an Institution?

IT Staff

<table>
<thead>
<tr>
<th></th>
<th>Very Uncommitted</th>
<th>Somewhat Uncommitted</th>
<th>Somewhat Committed</th>
<th>Very Committed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall</td>
<td>13%</td>
<td>47%</td>
<td>36%</td>
<td>4%</td>
</tr>
</tbody>
</table>

Note: Data are not included when n’s are below 15. Another gender identity data are not shown in this report to protect anonymity.

From Your Perspective How Committed or Uncommitted to Inclusion Is UMass Amherst as an Institution?

IT Staff by Race/Ethnicity

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Very Uncommitted</th>
<th>Somewhat Uncommitted</th>
<th>Somewhat Committed</th>
<th>Very Committed</th>
</tr>
</thead>
<tbody>
<tr>
<td>ALANA</td>
<td>33%</td>
<td>33%</td>
<td>33%</td>
<td>11%</td>
</tr>
<tr>
<td>White</td>
<td>10%</td>
<td>49%</td>
<td>36%</td>
<td>3%</td>
</tr>
</tbody>
</table>

From Your Perspective, How Committed or Uncommitted to Inclusion Is UMass Amherst as an Institution?

IT Staff by Gender

<table>
<thead>
<tr>
<th>Gender</th>
<th>Very Uncommitted</th>
<th>Somewhat Uncommitted</th>
<th>Somewhat Committed</th>
<th>Very Committed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Man</td>
<td>16%</td>
<td>45%</td>
<td>35%</td>
<td>14%</td>
</tr>
<tr>
<td>Woman</td>
<td>9%</td>
<td>46%</td>
<td>43%</td>
<td>2%</td>
</tr>
</tbody>
</table>
From Your Perspective, How Committed or Uncommitted to Inclusion Are Those Worked With Most Directly?

IT Staff

Note: Data are not included when n’s are below 15. Another gender identity data are not shown in this report to protect anonymity.
Perceived Commitment to Inclusion cont’d...

From Your Perspective, How Committed or Uncommitted to Inclusion Are Those Worked With Most Directly?
IT Staff by Sexual Identity

<table>
<thead>
<tr>
<th>Sexual Identity</th>
<th>Very Uncommitted</th>
<th>Somewhat Uncommitted</th>
<th>Somewhat Committed</th>
<th>Very Committed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Heterosexual</td>
<td>7%</td>
<td>13%</td>
<td>48%</td>
<td>31%</td>
</tr>
<tr>
<td>Another Sexual Identity</td>
<td>18%</td>
<td>35%</td>
<td>47%</td>
<td>9%</td>
</tr>
</tbody>
</table>

From Your Perspective, How Committed or Uncommitted to Inclusion Are Those Worked With Most Directly?
IT Staff by Job Type

<table>
<thead>
<tr>
<th>Job Type</th>
<th>Very Uncommitted</th>
<th>Somewhat Uncommitted</th>
<th>Somewhat Committed</th>
<th>Very Committed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrative Support</td>
<td>9%</td>
<td>57%</td>
<td>35%</td>
<td></td>
</tr>
<tr>
<td>Managerial, Administrative, or Executive</td>
<td>15%</td>
<td>35%</td>
<td>50%</td>
<td></td>
</tr>
<tr>
<td>Professional</td>
<td>12%</td>
<td>17%</td>
<td>45%</td>
<td>26%</td>
</tr>
<tr>
<td>Skilled Crafts or Technical</td>
<td>14%</td>
<td>9%</td>
<td>43%</td>
<td>34%</td>
</tr>
</tbody>
</table>
Experiences with Unfair Treatment

Note: The unfair treatment levels reported below refer to Information Services and Strategy staff only.

Here at UMass Amherst, How Often Have You Personally Experienced Unfair Treatment on the Basis of Race/Ethnicity?

- ALANA: 28% Sometimes, 6% Often
- White: 9% Sometimes

Here at UMass Amherst, How Often Have You Personally Experienced Unfair Treatment on the Basis of Gender?

- Man: 8% Sometimes, 8% Often
- Woman: 27% Sometimes, 8% Often

Here at UMass Amherst, How Often Have You Personally Experienced Unfair Treatment on the Basis of Sexual Identity?

- Heterosexual: 6% Sometimes
- Another Sexual Identity: 18% Sometimes

Note: Data are not included when n’s are below 15. Another gender identity data are not shown in this report to protect anonymity.
Experiences with Unfair Treatment cont’d...

Here at UMass Amherst, How Often Have You Personally Experienced Unfair Treatment on the Basis of Job Type?

- Administrative Support: Sometimes 52%, Often 8%
- Managerial, Administrative, or Executive: Sometimes 42%, Often 8%
- Professional: Sometimes 26%, Often 21%
- Skilled Crafts or Technical: Sometimes 26%, Often 23%

Here at UMass Amherst, How Often Have You Personally Experienced Unfair Treatment on the Basis of Military Status?

- Not a Veteran or Active Military: Sometimes 20%, Often 7%
- Veteran/Active Military: Sometimes 20%, Often 7%

Here at UMass Amherst, How Often Have You Personally Experienced Unfair Treatment on the Basis of Age?

- 25 to 34: Sometimes 21%, Often 18%
- 35 to 44: Sometimes 32%, Often 5%
- 45 to 54: Sometimes 20%, Often 5%
- 55 to 64: Sometimes 30%, Often 5%
Experiences with Unfair Treatment cont’d…

Here at UMass Amherst, How Often Have You Personally Experienced Unfair Treatment on the Basis of Disability?

OVERALL 8%

Here at UMass Amherst, How Often Have You Personally Experienced Unfair Treatment on the Basis of Socioeconomic Class Background?

OVERALL 12%

Note: Responses below are based on those who have experienced unfair treatment during fall 2016

Have You Used at Least One Resource to Address an Issue of Unfair Treatment?

IT Staff

OVERALL 70% 30%

Campus Climate Survey: Information Services and Strategy
Experiences with Unfair Treatment cont’d...

Have You Used at Least One Resource to Address an Issue of Unfair Treatment?
IT Staff by Race/Ethnicity

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>No</th>
<th>Yes</th>
</tr>
</thead>
<tbody>
<tr>
<td>ALANA</td>
<td>68%</td>
<td>32%</td>
</tr>
<tr>
<td>White</td>
<td>55%</td>
<td>45%</td>
</tr>
</tbody>
</table>

Note: Data are not included when n’s are below 15. Another gender identity data are not shown in this report to protect anonymity.

Have You Used at Least One Resource to Address an Issue of Unfair Treatment?
IT Staff by Gender

<table>
<thead>
<tr>
<th>Gender</th>
<th>No</th>
<th>Yes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Man</td>
<td>55%</td>
<td>45%</td>
</tr>
<tr>
<td>Woman</td>
<td>79%</td>
<td>21%</td>
</tr>
</tbody>
</table>

Have You Used at Least One Resource to Address an Issue of Unfair Treatment?
IT Staff by Sexual Identity

<table>
<thead>
<tr>
<th>Sexual Identity</th>
<th>No</th>
<th>Yes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Heterosexual</td>
<td>59%</td>
<td>41%</td>
</tr>
<tr>
<td>Another Sexual Identity</td>
<td>70%</td>
<td>30%</td>
</tr>
</tbody>
</table>
Experiences with Unfair Treatment cont’d...

From Your Perspective, How Effective Was the Response to Your Problem?
All Staff

From Your Perspective, How Effective Was the Response to Your Problem?
IT Staff

From Your Perspective, How Effective Was the Response to Your Problem?
IT Staff by Gender

Note: Data are not included when n’s are below 15. Another gender identity data are not shown in this report to protect anonymity.
Workplace Climate Snapshot

How Often Do You Hear or See Negative Remarks in Your Immediate Work Environment About an Aspect of Your Social Identity or Others’?

IT Staff

OVERALL

- Sometimes: 32%
- Often: 0%

How Often Do You Hear or See Negative Remarks in Your Immediate Work Environment About an Aspect of Your Social Identity or Others’?

IT Staff by Race/Ethnicity

- ALANA: 40%
- White: 32%

How Often Do You Hear or See Negative Remarks in Your Immediate Work Environment About an Aspect of Your Social Identity or Others’?

IT Staff by Gender

- Man: 27%
- Woman: 40%

Note: Data are not included when n’s are below 15. Another gender identity data are not shown in this report to protect anonymity.
Workplace Climate Snapshot cont’d…

How Often Do You Hear or See Negative Remarks in Your Immediate Work Environment About an Aspect of Your Social Identity or Others’?

**IT Staff by Sexual Identity**

- **Heterosexual**: 33% Sometimes, 6% Often
- **Another Sexual Identity**: 31% Sometimes, 0% Often

**IT Staff by Job Type**

- **Administrative Support**: 33% Sometimes, 6% Often
- **Managerial, Administrative, or Executive**: 31% Sometimes, 0% Often
- **Professional**: 27% Sometimes, 0% Often
- **Skilled Crafts or Technical**: 40% Sometimes, 6% Often

To What Extent Do You Agree or Disagree That There is a Spirit of Cooperation in Your Immediate Work Environment?

**IT Staff**

- **OVERALL**: 9% Strongly Disagree, 24% Disagree, 45% Agree, 23% Strongly Agree
Workplace Climate Snapshot cont’d...

To What Extent Do You Agree or Disagree That There is a Spirit of Cooperation in Your Immediate Work Environment?
IT Staff by Race/Ethnicity

- ALANA
  - Strongly Disagree: 6%
  - Disagree: 44%
  - Agree: 33%
  - Strongly Agree: 17%
- White
  - Strongly Disagree: 10%
  - Disagree: 22%
  - Agree: 45%
  - Strongly Agree: 23%

To What Extent Do You Agree or Disagree That There is a Spirit of Cooperation in Your Immediate Work Environment?
IT Staff by Gender

- Man
  - Strongly Disagree: 8%
  - Disagree: 24%
  - Agree: 44%
  - Strongly Agree: 24%
- Woman
  - Strongly Disagree: 8%
  - Disagree: 24%
  - Agree: 48%
  - Strongly Agree: 19%

To What Extent Do You Agree or Disagree That There is a Spirit of Cooperation in Your Immediate Work Environment?
IT Staff by Sexual Identity

- Heterosexual
  - Strongly Disagree: 6%
  - Disagree: 25%
  - Agree: 48%
  - Strongly Agree: 21%
- Another Sexual Identity
  - Strongly Disagree: 24%
  - Disagree: 12%
  - Agree: 24%
  - Strongly Agree: 41%

Note: Data are not included when n’s are below 15. Another gender identity data are not shown in this report to protect anonymity.
Workplace Climate Snapshot cont’d...

To What Extent Do You Agree or Disagree That There is a Spirit of Cooperation in Your Immediate Work Environment?

IT Staff by Job Type

<table>
<thead>
<tr>
<th>Job Type</th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrative Support</td>
<td>32%</td>
<td>48%</td>
<td>4%</td>
<td>16%</td>
</tr>
<tr>
<td>Managerial, Administrative, or Executive</td>
<td>23%</td>
<td>42%</td>
<td>35%</td>
<td></td>
</tr>
<tr>
<td>Professional</td>
<td>14%</td>
<td>22%</td>
<td>44%</td>
<td>21%</td>
</tr>
<tr>
<td>Skilled Crafts or Technical</td>
<td>13%</td>
<td>24%</td>
<td>45%</td>
<td>18%</td>
</tr>
</tbody>
</table>

In Your Campus Job, How Often Do You Experience Mistreatment—Either by Your Coworkers or Others?

All Staff

<table>
<thead>
<tr>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rarely</td>
<td>39%</td>
</tr>
<tr>
<td>Sometimes</td>
<td>29%</td>
</tr>
<tr>
<td>Often</td>
<td>8%</td>
</tr>
</tbody>
</table>

IT Staff

<table>
<thead>
<tr>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rarely</td>
<td>34%</td>
</tr>
<tr>
<td>Sometimes</td>
<td>31%</td>
</tr>
<tr>
<td>Often</td>
<td>10%</td>
</tr>
</tbody>
</table>
Note: Data are not included when n’s are below 15. Another gender identity data are not shown in this report to protect anonymity.
Workplace Climate Snapshot cont’d…

In Your Campus Job, How Often Do You Experience Mistreatment— Either by Your Coworkers or Others?

IT Staff by Job Type

- Administrative Support: Rarely 36%, Sometimes 28%, Often 8%
- Managerial, Administrative, or Executive: Rarely 42%, Sometimes 38%
- Professional: Rarely 29%, Sometimes 27%, Often 15%
- Skilled Crafts or Technical: Rarely 37%, Sometimes 34%, Often 11%

To What Extent Does Your Supervisor Pay Attention to How People Are Treated?

IT Staff

- Overall: To a Very Little Extent 12%, To a Little Extent 11%, To Some Extent 27%, To a Great Extent 32%, To a Very Great Extent 19%

To What Extent Does Your Supervisor Pay Attention to How People Are Treated?

IT Staff by Race/Ethnicity

- ALANA: To a Very Little Extent 11%, To a Little Extent 6%, To Some Extent 33%, To a Great Extent 28%, To a Very Great Extent 22%
- White: To a Very Little Extent 12%, To a Little Extent 11%, To Some Extent 27%, To a Great Extent 31%, To a Very Great Extent 19%
Workplace Climate Snapshot cont’d...

To What Extent Does Your Supervisor Pay Attention to How People Are Treated?
IT Staff by Gender

![Gender Bar Chart]

Note: Data are not included when n’s are below 15. Another gender identity data are not shown in this report to protect anonymity.

To What Extent Does Your Supervisor Pay Attention to How People Are Treated?
IT Staff by Sexual Identity

![Sexual Identity Bar Chart]
Workplace Climate Snapshot cont’d...

To What Extent Does Your Supervisor Pay Attention to How People Are Treated?
IT Staff by Job Type

<table>
<thead>
<tr>
<th>Job Type</th>
<th>To a Very Little Extent</th>
<th>To a Little Extent</th>
<th>To Some Extent</th>
<th>To a Great Extent</th>
<th>To a Very Great Extent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrative Support</td>
<td>8%</td>
<td>13%</td>
<td>21%</td>
<td>38%</td>
<td>21%</td>
</tr>
<tr>
<td>Managerial, Administrative, or Executive</td>
<td>15%</td>
<td>23%</td>
<td>38%</td>
<td>23%</td>
<td>14%</td>
</tr>
<tr>
<td>Professional</td>
<td>17%</td>
<td>11%</td>
<td>33%</td>
<td>25%</td>
<td>14%</td>
</tr>
<tr>
<td>Skilled Crafts or Technical</td>
<td>14%</td>
<td>8%</td>
<td>22%</td>
<td>32%</td>
<td>24%</td>
</tr>
</tbody>
</table>

To What Extent Do You Agree or Disagree That Differences among People Are Valued in Your Immediate Work Environment?
All Staff

OVERALL
- Strongly Disagree: 8%
- Disagree: 20%
- Agree: 50%
- Strongly Agree: 23%

To What Extent Do You Agree or Disagree That Differences Among People Are Valued in Your Immediate Work Environment?
IT Staff

OVERALL
- Strongly Disagree: 16%
- Disagree: 22%
- Agree: 42%
- Strongly Agree: 19%
To What Extent Do You Agree or Disagree That Differences Among People Are Valued in Your Immediate Work Environment?
IT Staff by Race/Ethnicity

- **ALANA**
  - Strongly Disagree: 28%
  - Disagree: 22%
  - Agree: 44%
  - Strongly Agree: 6%

- **White**
  - Strongly Disagree: 15%
  - Disagree: 22%
  - Agree: 42%
  - Strongly Agree: 21%

To What Extent Do You Agree or Disagree That Differences Among People Are Valued in Your Immediate Work Environment?
IT Staff by Gender

- **Man**
  - Strongly Disagree: 15%
  - Disagree: 21%
  - Agree: 47%
  - Strongly Agree: 18%

- **Woman**
  - Strongly Disagree: 18%
  - Disagree: 23%
  - Agree: 37%
  - Strongly Agree: 22%

To What Extent Do You Agree or Disagree That Differences Among People Are Valued in Your Immediate Work Environment?
IT Staff by Sexual Identity

- **Heterosexual**
  - Strongly Disagree: 14%
  - Disagree: 23%
  - Agree: 44%
  - Strongly Agree: 18%

- **Another Sexual Identity**
  - Strongly Disagree: 18%
  - Disagree: 12%
  - Agree: 35%
  - Strongly Agree: 35%

*Note: Data are not included when n's are below 15. Another gender identity data are not shown in this report to protect anonymity.*
Workplace Climate Snapshot cont’d…

To What Extent Do You Agree or Disagree That Differences Among People Are Valued in Your Immediate Work Environment?

**IT Staff by Job Type**

- **Administrative Support**
  - Strongly Disagree: 8%
  - Disagree: 40%
  - Agree: 40%
  - Strongly Agree: 12%

- **Managerial, Administrative, or Executive**
  - Strongly Disagree: 8%
  - Disagree: 15%
  - Agree: 38%
  - Strongly Agree: 38%

- **Professional**
  - Strongly Disagree: 21%
  - Disagree: 18%
  - Agree: 49%
  - Strongly Agree: 11%

- **Skilled Crafts or Technical**
  - Strongly Disagree: 21%
  - Disagree: 24%
  - Agree: 37%
  - Strongly Agree: 18%

---

How Likely Are You to Recommend UMass Amherst as a Good Place to Work?

**All Staff**

- **OVERALL**
  - Very Unlikely: 11%
  - Somewhat Unlikely: 40%
  - Somewhat Likely: 45%
  - Very Likely: 4%

---

How Likely Are You to Recommend UMass Amherst as a Good Place to Work?

**IT Staff**

- **OVERALL**
  - Very Unlikely: 10%
  - Somewhat Unlikely: 15%
  - Somewhat Likely: 36%
  - Very Likely: 39%
Workplace Climate Snapshot cont’d…

How Likely Are You to Recommend UMass Amherst as a Good Place to Work?
IT Staff by Race/Ethnicity

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Very Unlikely</th>
<th>Somewhat Unlikely</th>
<th>Somewhat Likely</th>
<th>Very Likely</th>
</tr>
</thead>
<tbody>
<tr>
<td>ALANA</td>
<td>11%</td>
<td>22%</td>
<td>33%</td>
<td>33%</td>
</tr>
<tr>
<td>White</td>
<td>10%</td>
<td>15%</td>
<td>36%</td>
<td>39%</td>
</tr>
</tbody>
</table>

How Likely Are You to Recommend UMass Amherst as a Good Place to Work?
IT Staff by Gender

<table>
<thead>
<tr>
<th>Gender</th>
<th>Very Unlikely</th>
<th>Somewhat Unlikely</th>
<th>Somewhat Likely</th>
<th>Very Likely</th>
</tr>
</thead>
<tbody>
<tr>
<td>Man</td>
<td>12%</td>
<td>16%</td>
<td>37%</td>
<td>35%</td>
</tr>
<tr>
<td>Woman</td>
<td>5%</td>
<td>15%</td>
<td>35%</td>
<td>45%</td>
</tr>
</tbody>
</table>

Note: Data are not included when n’s are below 15. Another gender identity data are not shown in this report to protect anonymity.

How Likely Are You to Recommend UMass Amherst as a Good Place to Work?
IT Staff by Sexual Identity

<table>
<thead>
<tr>
<th>Sexual Identity</th>
<th>Very Unlikely</th>
<th>Somewhat Unlikely</th>
<th>Somewhat Likely</th>
<th>Very Likely</th>
</tr>
</thead>
<tbody>
<tr>
<td>Heterosexual</td>
<td>9%</td>
<td>16%</td>
<td>39%</td>
<td>36%</td>
</tr>
<tr>
<td>Another Sexual Identity</td>
<td>6%</td>
<td>18%</td>
<td>18%</td>
<td>59%</td>
</tr>
</tbody>
</table>
### Workplace Climate Snapshot cont’d...

#### How Likely Are You to Recommend UMass Amherst as a Good Place to Work? IT Staff by Job Type

<table>
<thead>
<tr>
<th>Job Type</th>
<th>Very Unlikely</th>
<th>Somewhat Unlikely</th>
<th>Somewhat Likely</th>
<th>Very Likely</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrative Support</td>
<td>12%</td>
<td>32%</td>
<td>52%</td>
<td></td>
</tr>
<tr>
<td>Managerial, Administrative, or Executive</td>
<td>19%</td>
<td>27%</td>
<td>54%</td>
<td></td>
</tr>
<tr>
<td>Professional</td>
<td>12%</td>
<td>22%</td>
<td>36%</td>
<td>30%</td>
</tr>
<tr>
<td>Skilled Crafts or Technical</td>
<td>11%</td>
<td>8%</td>
<td>47%</td>
<td>34%</td>
</tr>
</tbody>
</table>

Sticky note:

- **Administrative Support**: 12% Very Unlikely, 32% Somewhat Unlikely, 52% Somewhat Likely, 0% Very Likely.
- **Managerial, Administrative, or Executive**: 19% Very Unlikely, 27% Somewhat Unlikely, 54% Somewhat Likely, 0% Very Likely.
- **Professional**: 12% Very Unlikely, 22% Somewhat Unlikely, 36% Somewhat Likely, 30% Very Likely.
- **Skilled Crafts or Technical**: 11% Very Unlikely, 8% Somewhat Unlikely, 47% Somewhat Likely, 34% Very Likely.