Campus Climate Survey
Unit Report:
College of Information and Computer Sciences
January 2018

Your VOICE
Your CAMPUS
BE HEARD

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 the College of Information and Computer Sciences (ICS) undergraduates, graduate students, and faculty. Staff results for the College of Information and Computer Sciences (ICS) are aggregated in the Academic Affairs–College report. This report includes ICS-specific results for the identical set of survey items covered in the *Campus Climate Survey Abridged Report* that was released in May 2017.

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

This report is organized by population, beginning with undergraduate students, then graduate students, and ending with faculty. The table below shows Campus Climate Survey participation rates for ICS undergraduate students, graduate students, and faculty. 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>TOTAL CAMPUS POPULATION (N)</th>
<th>CLIMATE SURVEY PARTICIPANTS (n)</th>
<th>PARTICIPATION RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Undergraduate Students</td>
<td>1,018</td>
<td>404</td>
</tr>
<tr>
<td>Graduate Students</td>
<td>317</td>
<td>131</td>
</tr>
<tr>
<td>Faculty</td>
<td>59</td>
<td>32</td>
</tr>
</tbody>
</table>

**Link to Campus Climate Survey Abridged Report**

*View the abridged Campus Climate Report in Issuu.*
College of Information and Computer Sciences: 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, religion, disability (students only), and political view (students and faculty only).

Undergraduate students, graduate students, and faculty were asked to mark all that apply for their race/ethnicity. Domestic and international graduate students are displayed side-by-side in order to highlight the different experiences of international and domestic graduate students on campus. Note that 19 percent of undergraduate students and 19 percent of graduate students did not respond to the survey item on race/ethnicity. For these students, race/ethnicity data were obtained from the university’s student database.

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.” Note that 18 percent of undergraduate students and 17 percent of graduate students did not respond to the survey item on gender. For these students, data were obtained from the university’s student database.

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 the ICS undergraduate students, graduate students, and faculty 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 schools/colleges that comprise the larger institution.
### RACE/ETHNICITY

<table>
<thead>
<tr>
<th></th>
<th>Undergraduate Students</th>
<th>Domestic Graduate Students</th>
<th>Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>n</td>
<td>%</td>
<td>n</td>
</tr>
<tr>
<td>Black</td>
<td>&lt;10</td>
<td>--</td>
<td>&lt;10</td>
</tr>
<tr>
<td>Asian</td>
<td>111</td>
<td>30%</td>
<td>&lt;10</td>
</tr>
<tr>
<td>Latina/o</td>
<td>&lt; 10</td>
<td>--</td>
<td>&lt;10</td>
</tr>
<tr>
<td>White</td>
<td>231</td>
<td>62%</td>
<td>41</td>
</tr>
<tr>
<td>Bi/Multiracial</td>
<td>29</td>
<td>8%</td>
<td>&lt; 10</td>
</tr>
<tr>
<td>(ALANA)*</td>
<td>&lt; 10</td>
<td>11%</td>
<td>&lt; 10</td>
</tr>
</tbody>
</table>

*Notes: ALANA = African American, Latino/a, Asian, or Native American; actual “n” and % suppressed for Black, Latino/a, Asian, and bi/multiracial domestic graduate students and faculty and are combined into ALANA.*

### INTERNATIONAL STUDENT STATUS

<table>
<thead>
<tr>
<th></th>
<th>Graduate Students</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>n</td>
</tr>
<tr>
<td>International Student Status</td>
<td>85</td>
</tr>
<tr>
<td>Not International Student Status</td>
<td>46</td>
</tr>
</tbody>
</table>

### GENDER

<table>
<thead>
<tr>
<th></th>
<th>Undergraduate Students</th>
<th>Graduate Students</th>
<th>Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>n</td>
<td>%</td>
<td>n</td>
</tr>
<tr>
<td>Woman</td>
<td>62</td>
<td>15%</td>
<td>34</td>
</tr>
<tr>
<td>Man</td>
<td>330</td>
<td>82%</td>
<td>96</td>
</tr>
<tr>
<td>Trans or Genderqueer</td>
<td>&lt; 10</td>
<td>--</td>
<td>&lt; 10</td>
</tr>
<tr>
<td>Another Gender Identity</td>
<td>12</td>
<td>3%</td>
<td>&lt; 10</td>
</tr>
</tbody>
</table>

*Note: Actual n’s and %’s are suppressed for trans, agender, androgyne, demigender, genderqueer, questioning, or another gender identity undergraduate and graduate students and faculty and are combined into “Another Gender Identity.”*
**SEXUAL ORIENTATION**

<table>
<thead>
<tr>
<th></th>
<th>Undergraduate Students</th>
<th>Graduate Students</th>
<th>Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>n</td>
<td>%</td>
<td>n</td>
</tr>
<tr>
<td>Heterosexual</td>
<td>266</td>
<td>84%</td>
<td>89</td>
</tr>
<tr>
<td>LGB</td>
<td>25</td>
<td>8%</td>
<td>&lt; 10</td>
</tr>
<tr>
<td>Another Sexual Identity</td>
<td>27</td>
<td>8%</td>
<td>10</td>
</tr>
</tbody>
</table>

*Note: Due to small cell sizes, “n” and % are suppressed for lesbian, gay, and bisexual graduate students and faculty and are combined into “Another Sexual Identity.” Total % reflect identities where “n’s” are able to be displayed.*

**RELIGION**

<table>
<thead>
<tr>
<th></th>
<th>Undergraduate Students</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>n</td>
</tr>
<tr>
<td>Christian</td>
<td>44</td>
</tr>
<tr>
<td>Jewish</td>
<td>22</td>
</tr>
<tr>
<td>Muslim</td>
<td></td>
</tr>
<tr>
<td>Another Religious Identity</td>
<td>172</td>
</tr>
<tr>
<td>Religion Not Part of Identity</td>
<td>76</td>
</tr>
</tbody>
</table>

*Notes: Actual n’s and %’s are suppressed for Muslim undergraduates who are combined into “Another Religious Identity.” Data are not included when n’s are below 15. Graduate students and faculty religion data are not shown in this report to protect anonymity.*

**POLITICAL BELIEFS**

<table>
<thead>
<tr>
<th></th>
<th>Undergraduate Students</th>
<th>Graduate Students</th>
<th>Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>n</td>
<td>%</td>
<td>n</td>
</tr>
<tr>
<td>Liberal</td>
<td>145</td>
<td>54%</td>
<td>59</td>
</tr>
<tr>
<td>Moderate</td>
<td>84</td>
<td>31%</td>
<td>20</td>
</tr>
<tr>
<td>Conservative</td>
<td>25</td>
<td>9%</td>
<td>&lt; 10</td>
</tr>
<tr>
<td>Another Viewpoint</td>
<td>17</td>
<td>6%</td>
<td>&lt; 10</td>
</tr>
</tbody>
</table>

*Notes: Actual n’s and %’s are suppressed for Muslim undergraduates who are combined into “Another Religious Identity.” Data are not included when n’s are below 15. Graduate students and faculty religion data are not shown in this report to protect anonymity.*
### DISABILITY

<table>
<thead>
<tr>
<th></th>
<th>Undergraduate Students</th>
<th>Graduate Students</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>n</td>
<td>%</td>
</tr>
<tr>
<td>No Disability</td>
<td>277</td>
<td>88%</td>
</tr>
<tr>
<td>Sensory</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mobility</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Learning</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mental</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Multiple Disabilities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Has a Disability</td>
<td>38</td>
<td>12%</td>
</tr>
</tbody>
</table>

Note: Actual n’s and %’s are suppressed for sensory, mobility, learning, mental, other, or multiple disabilities and are combined into “Has a Disability.”

### SEMESTERS ACTIVE

<table>
<thead>
<tr>
<th></th>
<th>Undergraduate Students</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>n</td>
</tr>
<tr>
<td>1 or 2 Semesters</td>
<td>157</td>
</tr>
<tr>
<td>3 or 4 Semesters</td>
<td>124</td>
</tr>
<tr>
<td>5 or 6 Semesters</td>
<td>71</td>
</tr>
<tr>
<td>7 or More Semesters</td>
<td>52</td>
</tr>
</tbody>
</table>

### DEGREE

<table>
<thead>
<tr>
<th></th>
<th>Graduate Students</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>n</td>
</tr>
<tr>
<td>Doctoral</td>
<td>60</td>
</tr>
<tr>
<td>Master’s</td>
<td>71</td>
</tr>
<tr>
<td>RANK</td>
<td>Faculty</td>
</tr>
<tr>
<td>-------------------------------------------</td>
<td>---------</td>
</tr>
<tr>
<td></td>
<td>n</td>
</tr>
<tr>
<td>Lecturer/ Senior Lecturer</td>
<td></td>
</tr>
<tr>
<td>Assistant Professor</td>
<td></td>
</tr>
<tr>
<td>Associate Professor</td>
<td></td>
</tr>
<tr>
<td>Full Professor</td>
<td>13</td>
</tr>
<tr>
<td>Other (Lecturer, Clinical or Research</td>
<td>19</td>
</tr>
<tr>
<td>faculty, Assistant Professor, Associate</td>
<td></td>
</tr>
<tr>
<td>Professor or Other)</td>
<td></td>
</tr>
</tbody>
</table>

Note: Actual n’s and %’s are suppressed for lecturer/senior lecturer, clinical or research faculty, assistant professor, associate professor, and other and are combined into “Other.”
Sense of Belonging: Undergraduate Students

Here at UMass Amherst, to What Extent Do You Feel Like You Belong?
All Undergraduates

OVERALL
- Not at All: 6%
- To Some Extent: 44%
- To a Great Extent: 50%

Here at UMass Amherst, to What Extent Do You Feel Like You Belong?
ICS Undergraduates

OVERALL
- Not at All: 8%
- To Some Extent: 40%
- To a Great Extent: 52%

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

- ALANA
  - Not at All: 7%
  - To Some Extent: 44%
  - To a Great Extent: 49%

- White
  - Not at All: 7%
  - To Some Extent: 37%
  - To a Great Extent: 55%
Note: Data are not included when n’s are below 15. Another gender identity data are not shown in this report to protect anonymity.
Note: Data are not included when n’s are below 15. Another gender identity data are not shown in this report to protect anonymity.
Note: Data are not included when n’s are below 15. Data for another political viewpoint within political beliefs are not shown in this report to protect anonymity.
How Likely Are You to Recommend UMass Amherst as a Good Place to Go to School?  
ICS Undergraduates

OVERALL
- Very Unlikely: 5%
- Somewhat Unlikely: 34%
- Somewhat Likely: 57%
- Very Likely: 0%

How Likely Are You to Recommend UMass Amherst as a Good Place to Go to School?  
ICS Undergraduates by Race/Ethnicity

ALANA
- Very Unlikely: 5%
- Somewhat Unlikely: 41%
- Somewhat Likely: 53%
- Very Likely: 0%

White
- Very Unlikely: 7%
- Somewhat Unlikely: 29%
- Somewhat Likely: 62%
- Very Likely: 0%

How Likely Are You to Recommend UMass Amherst as a Good Place to Go to School?  
ICS Undergraduates by Gender

Man
- Very Unlikely: 6%
- Somewhat Unlikely: 36%
- Somewhat Likely: 56%
- Very Likely: 0%

Woman
- Very Unlikely: 5%
- Somewhat Unlikely: 23%
- Somewhat Likely: 69%
- Very Likely: 0%

Note: Data are not included when n’s are below 15. Another gender identity data are not shown in this report to protect anonymity.
Note: Data are not included when n’s are below 15. Data for another political viewpoint within political beliefs are not shown in this report to protect anonymity.
Perceptions of Campus Climate: Undergraduate Students

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: Undergraduates cont’d...

Overall Campus Climate Ratings
ICS Undergraduates by Sexual Identity

- Heterosexual: 38% 1 (Negative End), 40% 2, 41% 3, 35% 4, 15% 5 (Positive End)
- Lesbian, Gay, or Bisexual: 31% 1, 41% 2, 40% 3, 38% 4, 7% 5
- Another Sexual Identity: 40% 1, 41% 2, 40% 3, 35% 4, 22% 5

Overall Campus Climate Ratings of Diverse Aspect
(Not Diverse ↔ Diverse)
ICS Undergraduates

- Overall: 36% 1, 27% 2, 19% 3, 14% 4

Overall Campus Climate Ratings of Diverse Aspect
(Not Diverse ↔ Diverse)
ICS Undergraduates by Race/Ethnicity

- ALANA: 37% 1, 30% 2, 17% 3, 11% 4, 6% 5
- White: 37% 1, 25% 2, 21% 3, 15% 4
Perceptions of Campus Climate: Undergraduates cont’d...

Overall Campus Climate Ratings of Diverse Aspect
(Not Diverse ↔ Diverse)
ICS Undergraduates by Gender

<table>
<thead>
<tr>
<th>Gender</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Man</td>
<td>15%</td>
<td>18%</td>
<td>27%</td>
<td>36%</td>
<td></td>
</tr>
<tr>
<td>Woman</td>
<td>12%</td>
<td>24%</td>
<td>19%</td>
<td>44%</td>
<td></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.

Overall Campus Climate Ratings of Inclusive Aspect
(Not Inclusive ↔ Inclusive)
ICS Undergraduates

<table>
<thead>
<tr>
<th>Overall</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>5%</td>
<td>20%</td>
<td>38%</td>
<td>35%</td>
<td></td>
</tr>
</tbody>
</table>

Overall Campus Climate Ratings of Inclusive Aspect
(Not Inclusive ↔ Inclusive)
ICS Undergraduates by Political Beliefs

<table>
<thead>
<tr>
<th>Political Beliefs</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Conservative</td>
<td>32%</td>
<td>44%</td>
<td>20%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Moderate</td>
<td>6%</td>
<td>24%</td>
<td>37%</td>
<td>32%</td>
<td></td>
</tr>
<tr>
<td>Liberal</td>
<td>5%</td>
<td>15%</td>
<td>42%</td>
<td>39%</td>
<td></td>
</tr>
</tbody>
</table>

Note: Data are not included when n’s are below 15. Data for another political viewpoint within political beliefs are not shown in this report to protect anonymity.
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: Undergraduate Students

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

- Overall: Very Uncommitted (5%), Somewhat Uncommitted (42%), Somewhat Committed (51%), Very Committed (0%)

From Your Perspective, How Committed or Uncommitted to Inclusion Is UMass Amherst as an Institution? 
ICS Undergraduates by Race/Ethnicity

- ALANA: Very Uncommitted (7%), Somewhat Uncommitted (48%), Somewhat Committed (40%), Very Committed (47%)
- White: Very Uncommitted (37%), Somewhat Uncommitted (57%), Somewhat Committed (0%), Very Committed (0%)

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

- Man: Very Uncommitted (40%), Somewhat Uncommitted (53%), Somewhat Committed (0%), Very Committed (0%)
- Woman: Very Uncommitted (7%), Somewhat Uncommitted (44%), Somewhat Committed (47%), Very Committed (0%)

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: Undergraduate Students

Note: The unfair treatment levels reported below refer to College of Information and Computer Sciences undergraduate students only.

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

<table>
<thead>
<tr>
<th>Group</th>
<th>Sometimes</th>
<th>Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>ALANA</td>
<td>12%</td>
<td></td>
</tr>
<tr>
<td>White</td>
<td>5%</td>
<td></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.

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

<table>
<thead>
<tr>
<th>Group</th>
<th>Sometimes</th>
<th>Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>Domestic</td>
<td>6%</td>
<td></td>
</tr>
<tr>
<td>International</td>
<td>22%</td>
<td>8%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Gender</th>
<th>Sometimes</th>
<th>Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>Man</td>
<td>6%</td>
<td></td>
</tr>
<tr>
<td>Woman</td>
<td>25%</td>
<td></td>
</tr>
</tbody>
</table>
Experiences with Unfair Treatment: Undergraduates cont’d…

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

- Heterosexual
- Lesbian, Gay, or Bisexual: 28%
- Another Sexual Identity: 12%

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

- Conservative: 20% Sometimes, 32% Often
- Moderate: 14% Sometimes, 11% Often
- Liberal: 15% Sometimes

Note: Data are not included when n’s are below 15. Data for another political viewpoint within political beliefs are not shown in this report to protect anonymity.
Classroom Climate Snapshot: Undergraduate Students

How Often Do You Feel Silenced in Class on the Basis of an Aspect of Your Social Identity?  
ICS Undergraduates

OVERALL

<table>
<thead>
<tr>
<th>Sometimes</th>
<th>Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>18%</td>
<td>5%</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 Often Do You Feel Silenced in Class on the Basis of an Aspect of Your Social Identity?  
ICS Undergraduates by Gender

<table>
<thead>
<tr>
<th>Gender</th>
<th>Sometimes</th>
<th>Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>Man</td>
<td>15%</td>
<td></td>
</tr>
<tr>
<td>Woman</td>
<td>26%</td>
<td>7%</td>
</tr>
</tbody>
</table>

How Often Do You Feel Silenced in Class on the Basis of an Aspect of Your Social Identity?  
ICS Undergraduates by Sexual Identity

<table>
<thead>
<tr>
<th>Sexual Identity</th>
<th>Sometimes</th>
<th>Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>Heterosexual</td>
<td>15%</td>
<td></td>
</tr>
<tr>
<td>Lesbian, Gay, or Bisexual</td>
<td>28%</td>
<td>8%</td>
</tr>
<tr>
<td>Another Sexual Identity</td>
<td>23%</td>
<td></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.
Note: Data are not included when n’s are below 15. Data for another political viewpoint within political beliefs are not shown in this report to protect anonymity.
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Classroom Climate Snapshot: Undergraduates cont’d…

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 Often Do You Hear or See Negative Remarks in Class, Lecture, or Lab About an Aspect of Your Social Identity or Others’?
ICS Undergraduates by Gender

<table>
<thead>
<tr>
<th></th>
<th>Sometimes</th>
<th>Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>Man</td>
<td>19%</td>
<td></td>
</tr>
<tr>
<td>Woman</td>
<td>28%</td>
<td></td>
</tr>
</tbody>
</table>

Note: Data are not included when n’s are below 15. Data for another political viewpoint within political beliefs are not shown in this report to protect anonymity.

How Often Do You Hear or See Negative Remarks in Class, Lecture, or Lab About an Aspect of Your Social Identity or Others’?
ICS Undergraduates by Sexual Identity

<table>
<thead>
<tr>
<th>Sexual Identity</th>
<th>Sometimes</th>
<th>Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>Heterosexual</td>
<td>19%</td>
<td></td>
</tr>
<tr>
<td>Lesbian, Gay, or Bisexual</td>
<td>36%</td>
<td></td>
</tr>
<tr>
<td>Another Sexual Identity</td>
<td>15%</td>
<td></td>
</tr>
</tbody>
</table>

How Often Do You Hear or See Negative Remarks in Class, Lecture, or Lab About an Aspect of Your Social Identity or Others’?
ICS Undergraduates by Political Beliefs

<table>
<thead>
<tr>
<th>Political Beliefs</th>
<th>Sometimes</th>
<th>Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>Conservative</td>
<td>32%</td>
<td></td>
</tr>
<tr>
<td>Moderate</td>
<td>18%</td>
<td></td>
</tr>
<tr>
<td>Liberal</td>
<td>21%</td>
<td></td>
</tr>
</tbody>
</table>
Sense of Belonging: Graduate Students

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: Graduate Students cont’d...

How Connected Do You Feel to Your College?
All Graduate Students

OVERALL

- Not Connected: 27%
- Somewhat Connected: 53%
- Very Connected: 20%

How Connected Do You Feel to Your College?
ICS Graduate Students

OVERALL

- Not Connected: 6%
- Somewhat Connected: 47%
- Very Connected: 47%

How Connected Do You Feel to Your College?
ICS Graduate Students by Gender

- Man
  - Not Connected: 5%
  - Somewhat Connected: 42%
  - Very Connected: 53%

- Woman
  - Not Connected: 9%
  - Somewhat Connected: 59%
  - Very Connected: 32%

Note: Data are not included when n’s are below 15. Another gender identity data are not shown in this report to protect anonymity.
Note: Data are not included when n’s are below 15. Conservatives and another political viewpoint within political beliefs are not shown in this report to protect anonymity.
Sense of Belonging: Graduate Students cont’d...

If You Were to Start Graduate Studies All Over Again, Would You Select UMass Amherst?
ICS Graduate Students by Gender

<table>
<thead>
<tr>
<th>Gender</th>
<th>Definitely Not</th>
<th>Probably Not</th>
<th>Probably</th>
<th>Definitely</th>
</tr>
</thead>
<tbody>
<tr>
<td>Man</td>
<td>7%</td>
<td>46%</td>
<td>45%</td>
<td></td>
</tr>
<tr>
<td>Woman</td>
<td>13%</td>
<td>38%</td>
<td>47%</td>
<td></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.

If You Were to Start Graduate Studies All Over Again, Would You Select UMass Amherst?
ICS Graduate Students by Political Beliefs

<table>
<thead>
<tr>
<th>Beliefs</th>
<th>Definitely Not</th>
<th>Probably Not</th>
<th>Probably</th>
<th>Definitely</th>
</tr>
</thead>
<tbody>
<tr>
<td>Moderate</td>
<td>5%</td>
<td>10%</td>
<td>35%</td>
<td>50%</td>
</tr>
<tr>
<td>Liberal</td>
<td>7%</td>
<td>45%</td>
<td>45%</td>
<td></td>
</tr>
</tbody>
</table>

Note: Data are not included when n’s are below 15. Conservatives and another political viewpoint within political beliefs are not shown in this report to protect anonymity.
Perceptions of Campus Climate: Graduate Students

Overall Campus Climate Ratings
ICS Graduate Students

Overall Campus Climate Ratings
ICS Graduate Students 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.
Note: Data are not included when n’s are below 15. Conservatives and another political viewpoint within political beliefs are not shown in this report to protect anonymity.
Perceptions of Campus Climate: Graduate Students cont’d...

![Bar chart showing satisfaction levels for racial climate at UMass Amherst among ICS graduate students by gender.]

- **Man**
  - Very Dissatisfied: 6%
  - Somewhat Dissatisfied: 9%
  - Somewhat Satisfied: 38%
  - Very Satisfied: 53%

- **Woman**
  - Very Dissatisfied: 6%
  - Somewhat Dissatisfied: 9%
  - Somewhat Satisfied: 67%
  - Very Satisfied: 18%

*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: Graduate Students

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

Overall:
- Very Uncommitted: 4%
- Somewhat Uncommitted: 43%
- Somewhat Committed: 52%
- Very Committed: 3%

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?
ICS Graduate Students by Gender

Man:
- Very Uncommitted: 13%
- Somewhat Uncommitted: 42%
- Somewhat Committed: 57%
- Very Committed: 2%

Woman:
- Very Uncommitted: 38%
- Somewhat Uncommitted: 47%
- Somewhat Committed: 38%
- Very Committed: 12%
Experiences with Unfair Treatment: Graduate Students

Note: The unfair treatment levels reported below refer to College of Information and Computer Sciences graduate students only.

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

<table>
<thead>
<tr>
<th></th>
<th>Sometimes</th>
<th>Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>Domestic</td>
<td></td>
<td>19%</td>
</tr>
<tr>
<td>International</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Sometimes</th>
<th>Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>Man</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Woman</td>
<td></td>
<td>16%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Sometimes</th>
<th>Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>Moderate</td>
<td></td>
<td>20%</td>
</tr>
<tr>
<td>Liberal</td>
<td></td>
<td></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.

Note: Data are not included when n’s are below 15. Conservatives and another political viewpoint within political beliefs are not shown in this report to protect anonymity.
Classroom Climate Snapshot: Graduate Students

How Often Do You Feel Silenced in Class on the Basis of an Aspect of Your Social Identity?
ICS Graduate Students

OVERALL
- Sometimes: 19%
- Often: 0%

How Often Do You Feel Silenced in Class on the Basis of an Aspect of Your Social Identity?
ICS Graduate Students by Gender

- Man
  - Sometimes: 15%
  - Often: 0%

- Woman
  - Sometimes: 30%
  - Often: 0%

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 Often Do You Feel Silenced in Class on the Basis of an Aspect of Your Social Identity?
ICS Graduate Students by Political Beliefs

- Moderate
  - Sometimes: 19%
  - Often: 0%

- Liberal
  - Sometimes: 19%
  - Often: 0%

Note: Data are not included when n’s are below 15. Conservatives and another political viewpoint within political beliefs are not shown in this report to protect anonymity.
How Often Do You Experience Course Instructors Stereotyping, Making Negative Remarks, or Telling Jokes About an Aspect of Your Social Identity?

ICS Graduate Students

OVERALL 9%

How Often Do You Experience Course Instructors Stereotyping, Making Negative Remarks, or Telling Jokes About an Aspect of Your Social Identity?

ICS Graduate Students by Gender

Man

Woman 23%

How Often Do You Experience Course Instructors Stereotyping, Making Negative Remarks, or Telling Jokes About an Aspect of Your Social Identity?

ICS Graduate Students by Political Beliefs

Moderate 15%

Liberal

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 Often Do You Hear or See Negative Remarks in Class, Lecture, or Lab About an Aspect of Your Social Identity or Others’?

ICS Graduate Students

OVERALL: 14%

How Often Do You Hear or See Negative Remarks in Class, Lecture, or Lab About an Aspect of Your Social Identity or Others’?

ICS Graduate Students by Gender

Man: 8%
Woman: 29%

How Often Do You Hear or See Negative Remarks in Class, Lecture, or Lab About an Aspect of Your Social Identity or Others’?

ICS Graduate Students by Political Beliefs

Moderate: 25%
Liberal: 10%

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: Faculty

Here at UMass Amherst, to What Extent Do You Feel Like You Belong?
All Faculty

OVERALL
- Not at All: 5%
- To Some Extent: 46%
- To a Great Extent: 49%

Here at UMass Amherst, to What Extent Do You Feel Like You Belong?
ICS Faculty

OVERALL
- Not at All: 29%
- To Some Extent: 55%
- To a Great Extent: 71%

How Connected Do You Feel to Your College?
All Faculty

OVERALL
- Not Connected: 18%
- Somewhat Connected: 55%
- Very Connected: 27%
Sense of Belonging: Faculty cont’d...

How Connected Do You Feel to Your College?
ICS Faculty

OVERALL
- Not Connected: 10%
- Somewhat Connected: 16%
- Very Connected: 74%

Legend:
- Not Connected
- Somewhat Connected
- Very Connected
Perceptions of Campus Climate: Faculty

Overall Campus Climate Ratings
ICS Faculty

Overall Campus Climate Ratings of Diverse Aspect
(Not Diverse ↔ Diverse)
ICS Faculty

Overall Campus Climate Ratings of Inclusive Aspect
(Not Inclusive ↔ Inclusive)
ICS Faculty

How Satisfied Are You with the Racial Climate Here at UMass Amherst?
ICS Faculty
Perceived Commitment to Inclusion: Faculty

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

Overall

From Your Perspective, How Committed or Uncommitted to Inclusion Are Administrators in Your College?
ICS Faculty

Overall
Experiences with Unfair Treatment: Faculty

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

Data are not included when n’s are below 15. Unfair treatment on the basis of race/ethnicity, national origin, gender, sexual identity, political beliefs, rank, and age are not shown in this report to protect anonymity.

Please refer to the abridged report as a reference for university-level data pertaining to unfair treatment.

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

OVERALL

- 72% No
- 28% Yes

Have You Used Workplace Bullying Grievance Procedures to Address Unfair Treatment?
All Faculty

OVERALL

- 97% No
- 3% Yes

Have You Used the Office of Equal Opportunity and Diversity to Address Unfair Treatment?
All Faculty

OVERALL

- 92% No
- 8% Yes
Experiences with Unfair Treatment: Faculty cont’d...

1. Have You Used Other Resources to Address Unfair Treatment?
   - All Faculty
   - 97% Yes, 3% No

2. Have You Used Union Processes to Address Unfair Treatment?
   - All Faculty
   - 88% Yes, 12% No

3. Have You Used the Ombuds Office to Address Unfair Treatment?
   - All Faculty
   - 95% Yes, 5% No

4. Have You Used the Faculty and Staff Assistance Program to Address Unfair Treatment?
   - All Faculty
   - 95% Yes, 5% No
Experiences with Unfair Treatment: Faculty cont’d...

<table>
<thead>
<tr>
<th>From Your Perspective, How Effective Was the Response to Your Problem?</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Faculty</td>
</tr>
</tbody>
</table>

```
<table>
<thead>
<tr>
<th></th>
<th>Not at All Effective</th>
<th>Not Too Effective</th>
<th>Somewhat Effective</th>
<th>Very Effective</th>
</tr>
</thead>
<tbody>
<tr>
<td>OVERALL</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>0%</td>
<td>18%</td>
<td>21%</td>
<td>39%</td>
<td>21%</td>
</tr>
</tbody>
</table>
```

Experiences with Unfair Treatment: Faculty cont’d…
Workplace Climate Snapshot: Faculty

How Often Do You Hear or See Negative Remarks in Class, Lecture, or Lab About an Aspect of Your Social Identity or Others’?
ICS Faculty

OVERALL

<table>
<thead>
<tr>
<th>0%</th>
<th>10%</th>
<th>20%</th>
<th>30%</th>
<th>40%</th>
<th>50%</th>
<th>60%</th>
<th>70%</th>
</tr>
</thead>
<tbody>
<tr>
<td>☐ Sometimes</td>
<td>☐ Often</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

OVERALL

<table>
<thead>
<tr>
<th>0%</th>
<th>10%</th>
<th>20%</th>
<th>30%</th>
<th>40%</th>
<th>50%</th>
<th>60%</th>
<th>70%</th>
</tr>
</thead>
<tbody>
<tr>
<td>☐ Sometimes</td>
<td>☐ Often</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

OVERALL

<table>
<thead>
<tr>
<th>0%</th>
<th>10%</th>
<th>20%</th>
<th>30%</th>
<th>40%</th>
<th>50%</th>
<th>60%</th>
<th>70%</th>
<th>80%</th>
<th>90%</th>
<th>100%</th>
</tr>
</thead>
<tbody>
<tr>
<td>☐ Strongly Disagree</td>
<td>☐ Disagree</td>
<td>☐ Agree</td>
<td>☐ Strongly Agree</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

11% 17% 13%
Workplace Climate Snapshot: Faculty cont’d...

From Your Perspective, How Much Service Do You Do Relative to Most Other Faculty in Your Department (or Program)?
ICS Faculty

<table>
<thead>
<tr>
<th></th>
<th>I Do Much Less</th>
<th>I Do a Bit Less</th>
<th>I Do about the Same Amount</th>
<th>I Do a Bit More</th>
<th>I Do Much More</th>
</tr>
</thead>
<tbody>
<tr>
<td>OVERALL</td>
<td>7%</td>
<td>16%</td>
<td>51%</td>
<td>26%</td>
<td>30%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>OVERALL</td>
<td>7%</td>
<td>16%</td>
<td>51%</td>
<td>26%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>OVERALL</td>
<td>16%</td>
<td>48%</td>
<td>32%</td>
<td></td>
</tr>
</tbody>
</table>
Workplace Climate Snapshot: Faculty cont’d…

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

OVERALL

- Very Unlikely
- Somewhat Unlikely
- Somewhat Likely
- Very Likely

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

OVERALL

- Very Unlikely
- Somewhat Unlikely
- Somewhat Likely
- Very Likely