Campus Climate Survey
Unit Report:
College of Natural 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 Natural Sciences (CNS) undergraduates, graduate students, and faculty. Staff results for the College of Natural Sciences (CNS) are aggregated in the Academic Affairs–College report. This report includes CNS-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 CNS-specific results for several additional survey questions, including items pertaining to feelings of connection to the college, perceptions of CNS 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 CNS 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>6,656</td>
<td>2,861</td>
</tr>
<tr>
<td>Graduate Students</td>
<td>967</td>
<td>420</td>
</tr>
<tr>
<td>Faculty</td>
<td>474</td>
<td>314</td>
</tr>
</tbody>
</table>

**Link to Campus Climate Survey Abridged Report**

[View the abridged Campus Climate Report in Issuu.](#)
College of Natural 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 CNS 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.
<table>
<thead>
<tr>
<th>RACE/ETHNICITY</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>96</td>
<td>3%</td>
<td>&lt; 10</td>
</tr>
<tr>
<td>Asian</td>
<td>446</td>
<td>16%</td>
<td>17</td>
</tr>
<tr>
<td>Latina/o</td>
<td>178</td>
<td>6%</td>
<td>17</td>
</tr>
<tr>
<td>White</td>
<td>1,891</td>
<td>68%</td>
<td>209</td>
</tr>
<tr>
<td>Bi/Multiracial</td>
<td>183</td>
<td>7%</td>
<td>13</td>
</tr>
<tr>
<td>URM</td>
<td>31</td>
<td>10%</td>
<td>-</td>
</tr>
</tbody>
</table>

Notes: URM = underrepresented minority; actual “n” and % are suppressed for black, Latina/o, and bi/multiracial faculty and are combined into URM.

<table>
<thead>
<tr>
<th>INTERNATIONAL STUDENT STATUS</th>
<th>Undergraduate Students</th>
<th>Domestic Graduate Students</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>n</td>
<td>%</td>
</tr>
<tr>
<td>International Student</td>
<td>120</td>
<td>4%</td>
</tr>
<tr>
<td>Not International Student</td>
<td>2,741</td>
<td>96%</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>1,697</td>
<td>59%</td>
<td>218</td>
</tr>
<tr>
<td>Man</td>
<td>1,081</td>
<td>38%</td>
<td>194</td>
</tr>
<tr>
<td>Trans or Genderqueer</td>
<td>31</td>
<td>1%</td>
<td></td>
</tr>
<tr>
<td>Another Gender Identity</td>
<td>52</td>
<td>2%</td>
<td>&lt; 10</td>
</tr>
</tbody>
</table>

Notes: Actual n’s and %’s are suppressed for trans, agender, androgyne, demigender, genderqueer, questioning, or another gender identity graduate students and faculty and are combined into “Another Gender Identity.” Data are not included when n’s are below 15. Total “%” reflect identities where “n’s” are able to be displayed.

### 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>1,915</td>
<td>81%</td>
<td>283</td>
</tr>
<tr>
<td>LGB</td>
<td>217</td>
<td>9%</td>
<td>34</td>
</tr>
<tr>
<td>Another Sexual Identity</td>
<td>226</td>
<td>10%</td>
<td>18</td>
</tr>
</tbody>
</table>

Note: Due to small cell sizes, “n” and % are suppressed for lesbian, gay, and bisexual faculty and were combined into “Another Sexual Identity.”

### RELIGION

<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>Christian</td>
<td>746</td>
<td>32%</td>
<td>58</td>
</tr>
<tr>
<td>Jewish</td>
<td>96</td>
<td>4%</td>
<td></td>
</tr>
<tr>
<td>Muslim</td>
<td>59</td>
<td>3%</td>
<td>10</td>
</tr>
<tr>
<td>Another Religious Identity</td>
<td>878</td>
<td>37%</td>
<td>175</td>
</tr>
<tr>
<td>Religion Not Part of Identity</td>
<td>571</td>
<td>24%</td>
<td>99</td>
</tr>
</tbody>
</table>

Notes: Actual n’s and %’s are suppressed for Jewish graduate students and Muslim faculty and are combined into “Another Religious Identity.”
### 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>1,165</td>
<td>59%</td>
<td>201</td>
</tr>
<tr>
<td>Moderate</td>
<td>559</td>
<td>28%</td>
<td>68</td>
</tr>
<tr>
<td>Conservative</td>
<td>156</td>
<td>8%</td>
<td>14</td>
</tr>
<tr>
<td>Another Viewpoint</td>
<td>110</td>
<td>5%</td>
<td>25</td>
</tr>
</tbody>
</table>

### DISABILITY STATUS

<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>1,891</td>
<td>82%</td>
</tr>
<tr>
<td>Sensory</td>
<td>16</td>
<td>1%</td>
</tr>
<tr>
<td>Mobility</td>
<td>10</td>
<td>0%</td>
</tr>
<tr>
<td>Learning</td>
<td>108</td>
<td>5%</td>
</tr>
<tr>
<td>Mental</td>
<td>174</td>
<td>8%</td>
</tr>
<tr>
<td>Other</td>
<td>28</td>
<td>1%</td>
</tr>
<tr>
<td>Multiple Disabilities</td>
<td>75</td>
<td>3%</td>
</tr>
<tr>
<td>Has a Disability</td>
<td>43</td>
<td>13%</td>
</tr>
</tbody>
</table>

*Notes: Actual n’s and %’s are suppressed for sensory, mobility, learning, mental, other, or multiple disabilities graduate students 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>1,004</td>
</tr>
<tr>
<td>3 or 4 Semesters</td>
<td>803</td>
</tr>
<tr>
<td>5 or 6 Semesters</td>
<td>549</td>
</tr>
<tr>
<td>7+ Semesters</td>
<td>502</td>
</tr>
</tbody>
</table>

### DEGREE PROGRAM

<table>
<thead>
<tr>
<th></th>
<th>Graduate Students</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>n</td>
</tr>
<tr>
<td>Doctoral</td>
<td>334</td>
</tr>
<tr>
<td>Master’s</td>
<td>86</td>
</tr>
</tbody>
</table>

### FACULTY RANK

<table>
<thead>
<tr>
<th></th>
<th>Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>n</td>
</tr>
<tr>
<td>Lecturer/ Senior Lecturer</td>
<td>42</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>56</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>134</td>
</tr>
<tr>
<td>Full Professor</td>
<td>81</td>
</tr>
<tr>
<td>Other (lecturer, clinical, research, or other faculty)</td>
<td>81</td>
</tr>
</tbody>
</table>

*Note: Actual n’s and %’s are suppressed for lecturer/senior lecturer and clinical or research faculty 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

<table>
<thead>
<tr>
<th>Not at All</th>
<th>To Some Extent</th>
<th>To a Great Extent</th>
</tr>
</thead>
<tbody>
<tr>
<td>6%</td>
<td>44%</td>
<td>50%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Not at All</th>
<th>To Some Extent</th>
<th>To a Great Extent</th>
</tr>
</thead>
<tbody>
<tr>
<td>7%</td>
<td>45%</td>
<td>48%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Not at All</th>
<th>To Some Extent</th>
<th>To a Great Extent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian</td>
<td>8%</td>
<td>50%</td>
<td>42%</td>
</tr>
<tr>
<td>Black</td>
<td>20%</td>
<td>50%</td>
<td>30%</td>
</tr>
<tr>
<td>Latino/a</td>
<td>11%</td>
<td>42%</td>
<td>47%</td>
</tr>
<tr>
<td>White</td>
<td>6%</td>
<td>44%</td>
<td>51%</td>
</tr>
<tr>
<td>Multiracial</td>
<td>7%</td>
<td>49%</td>
<td>45%</td>
</tr>
</tbody>
</table>
Sense of Belonging: Undergraduates cont’d…

**CNS Undergraduates by Gender**

- **Man**: Not at All (7%), To Some Extent (46%), To a Great Extent (47%)
- **Woman**: Not at All (7%), To Some Extent (44%), To a Great Extent (49%)
- **Trans or Genderqueer**: Not at All (6%), To Some Extent (81%), To a Great Extent (13%)
- **Another Gender**: Not at All (10%), To Some Extent (52%), To a Great Extent (38%)

**CNS Undergraduates by Sexual Identity**

- **Heterosexual**: Not at All (6%), To Some Extent (44%), To a Great Extent (50%)
- **Lesbian, Gay, or Bisexual**: Not at All (8%), To Some Extent (47%), To a Great Extent (45%)
- **Another Sexual Identity**: Not at All (7%), To Some Extent (55%), To a Great Extent (38%)

**CNS Undergraduates by Disability**

- **Sensory**: Not at All (6%), To Some Extent (44%), To a Great Extent (50%)
- **Learning**: Not at All (6%), To Some Extent (46%), To a Great Extent (47%)
- **Mental**: Not at All (15%), To Some Extent (52%), To a Great Extent (33%)
- **No Disability**: Not at All (5%), To Some Extent (44%), To a Great Extent (51%)
- **Multiple Disabilities**: Not at All (20%), To Some Extent (60%), To a Great Extent (20%)
How Connected Do You Feel to Your College?
All Undergraduates

OVERALL
- Not Connected: 14%
- Somewhat Connected: 55%
- Very Connected: 32%

How Connected Do You Feel to Your College?
CNS Undergraduates

OVERALL
- Not Connected: 15%
- Somewhat Connected: 58%
- Very Connected: 27%

How Connected Do You Feel to Your College?
CNS Undergraduates by Race/Ethnicity

- Asian: 10% Not Connected, 62% Somewhat Connected, 28% Very Connected
- Black: 19% Not Connected, 55% Somewhat Connected, 26% Very Connected
- Latino/a: 16% Not Connected, 57% Somewhat Connected, 26% Very Connected
- White: 16% Not Connected, 58% Somewhat Connected, 27% Very Connected
- Multiracial: 14% Not Connected, 54% Somewhat Connected, 32% Very Connected

Sense of Belonging: Undergraduates cont’d…
Sense of Belonging: Undergraduates cont’d...

How Connected Do You Feel to Your College?
CNS Undergraduates by Gender

Man
- 15% Not Connected
- 56% Somewhat Connected
- 28% Very Connected

Woman
- 14% Not Connected
- 59% Somewhat Connected
- 26% Very Connected

Trans or Genderqueer
- 29% Not Connected
- 48% Somewhat Connected
- 23% Very Connected

Another Gender
- 15% Not Connected
- 60% Somewhat Connected
- 25% Very Connected

How Connected Do You Feel to Your College?
CNS Undergraduates by Sexual Identity

Heterosexual
- 14% Not Connected
- 58% Somewhat Connected
- 28% Very Connected

Lesbian, Gay, or Bisexual
- 18% Not Connected
- 57% Somewhat Connected
- 25% Very Connected

Another Sexual Identity
- 16% Not Connected
- 63% Somewhat Connected
- 21% Very Connected

How Connected Do You Feel to Your College?
CNS Undergraduates by Political Beliefs

Conservative
- 14% Not Connected
- 56% Somewhat Connected
- 30% Very Connected

Moderate
- 12% Not Connected
- 58% Somewhat Connected
- 30% Very Connected

Liberal
- 16% Not Connected
- 59% Somewhat Connected
- 26% Very Connected

Note: Data are not included when n’s are below 15. Another political viewpoint within political beliefs are not shown in this report to protect anonymity.
Sense of Belonging: Undergraduates cont’d…

How Connected Do You Feel to Your College?
CNS Undergraduates by Disability

<table>
<thead>
<tr>
<th>Disability</th>
<th>Not Connected</th>
<th>Somewhat Connected</th>
<th>Very Connected</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sensory</td>
<td>19%</td>
<td>56%</td>
<td>25%</td>
</tr>
<tr>
<td>Learning</td>
<td>19%</td>
<td>53%</td>
<td>28%</td>
</tr>
<tr>
<td>Mental</td>
<td>25%</td>
<td>59%</td>
<td>16%</td>
</tr>
<tr>
<td>No Disability</td>
<td>12%</td>
<td>69%</td>
<td>29%</td>
</tr>
<tr>
<td>Multiple Disabilities</td>
<td>32%</td>
<td>52%</td>
<td>16%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Likelihood</th>
<th>Very Unlikely</th>
<th>Somewhat Unlikely</th>
<th>Somewhat Likely</th>
<th>Very Likely</th>
</tr>
</thead>
<tbody>
<tr>
<td>OVERALL</td>
<td>5%</td>
<td>28%</td>
<td>66%</td>
<td></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Likelihood</th>
<th>Very Unlikely</th>
<th>Somewhat Unlikely</th>
<th>Somewhat Likely</th>
<th>Very Likely</th>
</tr>
</thead>
<tbody>
<tr>
<td>OVERALL</td>
<td>29%</td>
<td>66%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
How Likely Are You to Recommend UMass Amherst as a Good Place to Go to School?

CNS Undergraduates 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>Asian</td>
<td>5%</td>
<td>42%</td>
<td>53%</td>
<td></td>
</tr>
<tr>
<td>Black</td>
<td>5%</td>
<td>6%</td>
<td>45%</td>
<td>43%</td>
</tr>
<tr>
<td>Latino/a</td>
<td>7%</td>
<td>28%</td>
<td>64%</td>
<td></td>
</tr>
<tr>
<td>White</td>
<td>25%</td>
<td>70%</td>
<td>67%</td>
<td></td>
</tr>
<tr>
<td>Multiracial</td>
<td>7%</td>
<td>25%</td>
<td>64%</td>
<td></td>
</tr>
</tbody>
</table>

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

CNS Undergraduates 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>5%</td>
<td>34%</td>
<td>60%</td>
<td></td>
</tr>
<tr>
<td>Woman</td>
<td>25%</td>
<td>69%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Trans or Genderqueer</td>
<td>6%</td>
<td>6%</td>
<td>23%</td>
<td>65%</td>
</tr>
<tr>
<td>Another Gender</td>
<td>6%</td>
<td>35%</td>
<td>56%</td>
<td></td>
</tr>
</tbody>
</table>
Sense of Belonging: Undergraduates cont’d...

How Likely Are You to Recommend UMass Amherst as a Good Place to Go to School?
CNS Undergraduates by Sexual Identity

- Heterosexual: 27% Somewhat Likely, 67% Very Likely
- Lesbian, Gay, or Bisexual: 29% Somewhat Likely, 65% Very Likely
- Another Sexual Identity: 29% Somewhat Likely, 65% Very Likely

How Likely Are You to Recommend UMass Amherst as a Good Place to Go to School?
CNS Undergraduates by Political Beliefs

- Conservative: 28% Somewhat Likely, 63% Very Likely
- Moderate: 24% Somewhat Likely, 69% Very Likely
- Liberal: 27% Somewhat Likely, 68% Very Likely
Note: Data are not included when n’s are below 15. 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?
CNS Undergraduates by Disability Type

<table>
<thead>
<tr>
<th>Disability Type</th>
<th>Very Unlikely</th>
<th>Somewhat Unlikely</th>
<th>Somewhat Likely</th>
<th>Very Likely</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sensory</td>
<td>7%</td>
<td>33%</td>
<td>60%</td>
<td></td>
</tr>
<tr>
<td>Learning</td>
<td>6%</td>
<td>31%</td>
<td>64%</td>
<td></td>
</tr>
<tr>
<td>Mental</td>
<td>9%</td>
<td>30%</td>
<td>57%</td>
<td></td>
</tr>
<tr>
<td>No Disability</td>
<td>26%</td>
<td>39%</td>
<td>68%</td>
<td></td>
</tr>
<tr>
<td>Multiple Disabilities</td>
<td>8%</td>
<td>39%</td>
<td>49%</td>
<td></td>
</tr>
</tbody>
</table>

Legend:
- Very Unlikely
- Somewhat Unlikely
- Somewhat Likely
- Very Likely
Perceptions of Campus Climate: Undergraduate Students

Overall Campus Climate Ratings
CNS Undergraduates

- **Overall**: 5% (Negative End) | 19% | 38% | 36% (Positive End)

Overall Campus Climate Ratings
CNS Undergraduates by Race/Ethnicity

- **Asian**: 20% (Negative End) | 41% | 34% (Positive End)
- **Black**: 8% (Negative End) | 33% | 35% | 22% (Positive End)
- **Latino/a**: 5% (Negative End) | 21% | 38% | 34% (Positive End)
- **White**: 5% (Negative End) | 18% | 38% | 38% (Positive End)
- **Multiracial**: 6% (Negative End) | 18% | 38% | 37% (Positive End)

Overall Campus Climate Ratings
CNS Undergraduates by Gender

- **Man**: 5% (Negative End) | 19% | 37% | 37% (Positive End)
- **Woman**: 5% (Negative End) | 19% | 39% | 36% (Positive End)
- **Trans or Genderqueer**: 8% (Negative End) | 25% | 39% | 26% (Positive End)
- **Another Gender**: 9% (Negative End) | 23% | 35% | 31% (Positive End)
Perceptions of Campus Climate: Undergraduates cont’d...

### Overall Campus Climate Ratings
CNS Undergraduates by Sexual Identity

- **Heterosexual**: 18% 38% 38%
- **Lesbian, Gay, or Bisexual**: 6% 19% 42% 31%
- **Another Sexual Identity**: 7% 25% 41% 26%

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

- **OVERALL**: 6% 14% 19% 27% 35%

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

- **Asian**: 5% 10% 20% 29% 36%
- **Black**: 20% 32% 23% 14% 10%
- **Latino/a**: 10% 22% 17% 21% 30%
- **White**: 5% 13% 19% 28% 36%
- **Multiracial**: 7% 18% 17% 22% 37%
Perceptions of Campus Climate: Undergraduates cont’d...

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

- **Man**
  - 5% (Negative End)
  - 12%
  - 17%
  - 28%
  - 38%

- **Woman**
  - 6%
  - 14%
  - 20%
  - 26%
  - 33%

- **Trans or Genderqueer**
  - 13%
  - 26%
  - 10%
  - 32%
  - 19%

- **Another Gender**
  - 24%
  - 20%
  - 20%
  - 33%

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

- **Overall**
  - 7%
  - 24%
  - 36%
  - 32%

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

- **Conservative**
  - 6%
  - 24%
  - 35%
  - 32%

- **Moderate**
  - 6%
  - 22%
  - 36%
  - 35%

- **Liberal**
  - 6%
  - 24%
  - 39%
  - 30%

*Note: Data are not included when n’s are below 15. Another political viewpoint within political beliefs are not shown in this report to protect anonymity.*
Perceptions of Campus Climate: Undergraduates cont’d...

How Satisfied Are You with the Racial Climate Here at UMass Amherst?  
CNS Undergraduates

OVERALL

- Very Dissatisfied: 13%
- Somewhat Dissatisfied: 50%
- Somewhat Satisfied: 34%
- Very Satisfied: 0%

How Satisfied Are You with the Racial Climate Here at UMass Amherst?  
CNS Undergraduates by Race/Ethnicity

- Asian
  - Very Dissatisfied: 12%
  - Somewhat Dissatisfied: 59%
  - Somewhat Satisfied: 27%
- Black
  - Very Dissatisfied: 14%
  - Somewhat Dissatisfied: 33%
  - Somewhat Satisfied: 43%
  - Very Satisfied: 10%
- Latino/a
  - Very Dissatisfied: 7%
  - Somewhat Dissatisfied: 20%
  - Somewhat Satisfied: 46%
  - Very Satisfied: 27%
- White
  - Very Dissatisfied: 13%
  - Somewhat Dissatisfied: 48%
  - Somewhat Satisfied: 37%
- Multiracial
  - Very Dissatisfied: 7%
  - Somewhat Dissatisfied: 12%
  - Somewhat Satisfied: 51%
  - Very Satisfied: 30%
How Satisfied Are You with the Racial Climate Here at UMass Amherst?

CNS Undergraduates by Gender

<table>
<thead>
<tr>
<th>Gender</th>
<th>Very Dissatisfied</th>
<th>Somewhat Dissatisfied</th>
<th>Somewhat Satisfied</th>
<th>Very Satisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>Man</td>
<td>12%</td>
<td>46%</td>
<td>40%</td>
<td>10%</td>
</tr>
<tr>
<td>Woman</td>
<td>14%</td>
<td>53%</td>
<td>30%</td>
<td>13%</td>
</tr>
<tr>
<td>Trans or Genderqueer</td>
<td>13%</td>
<td>29%</td>
<td>32%</td>
<td>26%</td>
</tr>
<tr>
<td>Another Gender</td>
<td>10%</td>
<td>26%</td>
<td>46%</td>
<td>18%</td>
</tr>
</tbody>
</table>

Perceptions of Campus Climate: Undergraduates cont’d...
Perceived Commitment to Inclusion: Undergraduate Students

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

Overall:
- Very Uncommitted: 8%
- Somewhat Uncommitted: 48%
- Somewhat Committed: 42%

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

- Asian
  - Very Uncommitted: 7%
  - Somewhat Uncommitted: 56%
  - Somewhat Committed: 35%
  - Very Committed: 35%
- Black
  - Very Uncommitted: 19%
  - Somewhat Uncommitted: 53%
  - Somewhat Committed: 24%
  - Very Committed: 18%
- Latino/a
  - Very Uncommitted: 9%
  - Somewhat Uncommitted: 52%
  - Somewhat Committed: 35%
  - Very Committed: 26%
- White
  - Very Uncommitted: 7%
  - Somewhat Uncommitted: 46%
  - Somewhat Committed: 45%
  - Very Committed: 24%
- Multiracial
  - Very Uncommitted: 8%
  - Somewhat Uncommitted: 46%
  - Somewhat Committed: 43%
  - Very Committed: 43%

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

- Man
  - Very Uncommitted: 8%
  - Somewhat Uncommitted: 46%
  - Somewhat Committed: 43%
  - Very Committed: 43%
- Woman
  - Very Uncommitted: 7%
  - Somewhat Uncommitted: 50%
  - Somewhat Committed: 42%
  - Very Committed: 25%
- Trans or Genderqueer
  - Very Uncommitted: 13%
  - Somewhat Uncommitted: 10%
  - Somewhat Committed: 33%
  - Very Committed: 33%
- Another Gender
  - Very Uncommitted: 14%
  - Somewhat Uncommitted: 43%
  - Somewhat Committed: 41%
  - Very Committed: 41%
Experiences with Unfair Treatment: Undergraduate Students

Note: The unfair treatment levels reported below refer to College of Natural Sciences undergraduates only.

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

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Sometimes</th>
<th>Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian</td>
<td>24%</td>
<td></td>
</tr>
<tr>
<td>Black</td>
<td>31%</td>
<td>7%</td>
</tr>
<tr>
<td>Latino/a</td>
<td>14%</td>
<td></td>
</tr>
<tr>
<td>White</td>
<td>6%</td>
<td></td>
</tr>
<tr>
<td>Multiracial</td>
<td>23%</td>
<td></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>National Origin</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>23%</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>Gender</th>
<th>Sometimes</th>
<th>Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>Man</td>
<td>8%</td>
<td></td>
</tr>
<tr>
<td>Woman</td>
<td>26%</td>
<td></td>
</tr>
<tr>
<td>Trans or Genderqueer</td>
<td>35%</td>
<td>16%</td>
</tr>
<tr>
<td>Another Gender</td>
<td>32%</td>
<td>8%</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: 5%
- Lesbian, Gay, or Bisexual: 23%
- Another Sexual Identity: 15%

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

- Conservative: Sometimes 34%, Often 28%
- Moderate: Sometimes 22%, Often 7%
- Liberal: Sometimes 17%

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

- Sensory: 31%
- Learning: Sometimes 16%, Often 18%
- Mental: Sometimes 18%, Often 11%
- No Disability: Sometimes 15%
- Multiple Disabilities: Sometimes 32%, Often 7%

Note: Data are not included when n’s are below 15. Another political viewpoint within political beliefs are not shown in this report to protect anonymity.
Experiences with Unfair Treatment: Undergraduates cont’d...

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

<table>
<thead>
<tr>
<th>Category</th>
<th>Sometimes</th>
<th>Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>Veteran/Active Military</td>
<td>23%</td>
<td></td>
</tr>
<tr>
<td>Not a Veteran or Active Military</td>
<td>0%</td>
<td></td>
</tr>
</tbody>
</table>
Classroom Climate Snapshot: Undergraduate Students

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

**CNS Undergraduates**

![Bar chart showing the percentage of CNS undergraduates who feel silenced in class sometimes or often based on various aspects of their social identity.]

**Multiracial**

<table>
<thead>
<tr>
<th></th>
<th>Sometimes</th>
<th>Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian</td>
<td>25%</td>
<td>5%</td>
</tr>
<tr>
<td>Black</td>
<td>24%</td>
<td>14%</td>
</tr>
<tr>
<td>Latino/a</td>
<td>19%</td>
<td>6%</td>
</tr>
<tr>
<td>White</td>
<td>16%</td>
<td></td>
</tr>
<tr>
<td>Multiracial</td>
<td>25%</td>
<td></td>
</tr>
</tbody>
</table>

**CNS Undergraduates by Race/Ethnicity**

**Another Gender**

<table>
<thead>
<tr>
<th></th>
<th>Sometimes</th>
<th>Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>Man</td>
<td>17%</td>
<td>6%</td>
</tr>
<tr>
<td>Woman</td>
<td>19%</td>
<td></td>
</tr>
<tr>
<td>Trans or Genderqueer</td>
<td>19%</td>
<td>52%</td>
</tr>
<tr>
<td>Another Gender</td>
<td>24%</td>
<td>12%</td>
</tr>
</tbody>
</table>

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

- Heterosexual: 17% Sometimes, 5% Often
- Lesbian, Gay, or Bisexual: 21% Sometimes, 6% Often
- Another Sexual Identity: 24%

How Often Do You Feel Silenced In Class on the Basis of an Aspect of Your Social Identity?
CNS Undergraduates by Political Beliefs

- Conservative: 25% Sometimes, 16% Often
- Moderate: 18%
- Liberal: 18%

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

- Sensory: 31%
- Learning: 19% Sometimes, 5% Often
- Mental: 29% Sometimes, 9% Often
- No Disability: 17%
- Multiple Disabilities: 21% Sometimes, 12% Often

Note: Data are not included when n’s are below 15. 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? CNS Undergraduates

OVERALL

- Sometimes: 9%
- Often: 0%

How Often Do You Experience Course Instructors Stereotyping, Making Negative Remarks, or Telling Jokes about an Aspect of Your Social Identity? CNS Undergraduates by Race/Ethnicity

- Asian: Sometimes 12%, Often 0%
- Black: Sometimes 6%, Often 5%
- Latino/a: Sometimes 6%, Often 0%
- White: Sometimes 8%, Often 0%
- Multiracial: Sometimes 8%, Often 0%

Classroom Climate Snapshot: Undergraduates cont’d...
How Often Do You Experience Course Instructors Stereotyping, Making Negative Remarks, or Telling Jokes about an Aspect of Your Social Identity?

CNS Undergraduates by Gender

- Man: 8% Sometimes, 9% Often
- Woman: 9% Sometimes, 8% Often
- Trans or Genderqueer: 26% Sometimes, 6% Often
- Another Gender: 14% Sometimes, 6% Often

CNS Undergraduates by Sexual Identity

- Heterosexual: 8% Sometimes, 7% Often
- Lesbian, Gay, or Bisexual: 7% Sometimes, 8% Often
- Another Sexual Identity: 15% Sometimes, 6% Often
How Often Do You Experience Course Instructors Stereotyping, Making Negative Remarks, or Telling Jokes about an Aspect of Your Social Identity?

CNS Undergraduates by Political Beliefs

<table>
<thead>
<tr>
<th>Political Belief</th>
<th>Sometimes</th>
<th>Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>Conservative</td>
<td>14%</td>
<td>12%</td>
</tr>
<tr>
<td>Moderate</td>
<td>10%</td>
<td></td>
</tr>
<tr>
<td>Liberal</td>
<td>7%</td>
<td></td>
</tr>
</tbody>
</table>

Note: Data are not included when n’s are below 15. 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?

CNS Undergraduates by Disability

<table>
<thead>
<tr>
<th>Disability</th>
<th>Sometimes</th>
<th>Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sensory</td>
<td>19%</td>
<td></td>
</tr>
<tr>
<td>Learning</td>
<td>7%</td>
<td>5%</td>
</tr>
<tr>
<td>Mental</td>
<td>15%</td>
<td></td>
</tr>
<tr>
<td>No Disability</td>
<td>8%</td>
<td></td>
</tr>
<tr>
<td>Multiple Disabilities</td>
<td>12%</td>
<td></td>
</tr>
</tbody>
</table>
Classroom Climate Snapshot: Undergraduates cont’d...

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

OVERALL

Sometimes: 29%
Often: 10%

How Often Do You Hear or See Negative Remarks in Class, Lecture, or Lab about an Aspect of Your Social Identity or Others’?
CNS Undergraduates by Race/Ethnicity

- Asian
  - Sometimes: 32%
  - Often: 5%

- Black
  - Sometimes: 30%
  - Often: 9%

- Latino/a
  - Sometimes: 22%
  - Often: 9%

- White
  - Sometimes: 29%
  - Often: 5%

- Multiracial
  - Sometimes: 25%
  - Often: 5%

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

- Man
  - Sometimes: 22%
  - Often: 10%

- Woman
  - Sometimes: 32%
  - Often: 10%

- Trans or Genderqueer
  - Sometimes: 52%
  - Often: 10%

- Another Gender
  - Sometimes: 37%
  - Often: 10%
Classroom Climate Snapshot: Undergraduates cont’d...

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

CNS Undergraduates by Sexual Identity

- Heterosexual: 26%
- Lesbian, Gay, or Bisexual: 33%
- Another Sexual Identity: 43%

Note: Data are not included when n’s are below 15. 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’?

CNS Undergraduates by Political Beliefs

- Conservative: 26%
- Moderate: 28%
- Liberal: 29%

Note: Data are not included when n’s are below 15. Another political viewpoint within political beliefs are not shown in this report to protect anonymity.
Sense of Belonging: Graduate Students

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

OVERALL

Not at All: 9%
To Some Extent: 55%
To a Great Extent: 36%

Here at UMass Amherst, to What Extent Do You Feel Like You Belong?
CNS Graduate Students

OVERALL

Not at All: 8%
To Some Extent: 53%
To a Great Extent: 39%

Here at UMass Amherst, to What Extent Do You Feel Like You Belong?
CNS Graduate Students by Domestic Race/Ethnicity

White
Not at All: 7%
To Some Extent: 56%
To a Great Extent: 37%

ALANA
Not at All: 8%
To Some Extent: 56%
To a Great Extent: 36%
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

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

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

- Not Connected: 29%
- Somewhat Connected: 56%
- Very Connected: 15%

How Connected Do You Feel to Your College?
CNS Graduate Students by Domestic Race/Ethnicity

- White: 36% Not Connected, 54% Somewhat Connected, 10% Very Connected
- ALANA: 36% Not Connected, 48% Somewhat Connected, 16% Very Connected
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?
CNS Graduate Students by Domestic Race/Ethnicity

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Definitely Not</th>
<th>Probably Not</th>
<th>Probably</th>
<th>Definitely</th>
</tr>
</thead>
<tbody>
<tr>
<td>ALANA</td>
<td>5%</td>
<td>14%</td>
<td>52%</td>
<td>30%</td>
</tr>
<tr>
<td>White</td>
<td>11%</td>
<td>48%</td>
<td>38%</td>
<td>30%</td>
</tr>
</tbody>
</table>

If You Were to Start Graduate Studies All over Again, Would You Select UMass Amherst?
CNS Graduate Students by International Race/Ethnicity

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Definitely Not</th>
<th>Probably Not</th>
<th>Probably</th>
<th>Definitely</th>
</tr>
</thead>
<tbody>
<tr>
<td>ALANA</td>
<td>11%</td>
<td>43%</td>
<td>42%</td>
<td>19%</td>
</tr>
<tr>
<td>White</td>
<td>25%</td>
<td>56%</td>
<td>19%</td>
<td>19%</td>
</tr>
</tbody>
</table>

If You Were to Start Graduate Studies All over Again, Would You Select UMass Amherst?
CNS 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>5%</td>
<td>13%</td>
<td>42%</td>
<td>40%</td>
</tr>
<tr>
<td>Woman</td>
<td>12%</td>
<td>49%</td>
<td>35%</td>
<td>35%</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.
Sense of Belonging: Graduate Students cont’d...

If You Were to Start Graduate Studies All over Again, Would You Select UMass Amherst?
CNS Graduate Students by Sexual Identity

<table>
<thead>
<tr>
<th>Sexual Identity</th>
<th>Definitely Not</th>
<th>Probably Not</th>
<th>Probably</th>
<th>Definitely</th>
</tr>
</thead>
<tbody>
<tr>
<td>Heterosexual</td>
<td>11%</td>
<td>45%</td>
<td>41%</td>
<td>3%</td>
</tr>
<tr>
<td>Lesbian, Gay, or Bisexual</td>
<td>10%</td>
<td>48%</td>
<td>39%</td>
<td>8%</td>
</tr>
<tr>
<td>Another Sexual Identity</td>
<td>18%</td>
<td>76%</td>
<td>6%</td>
<td>2%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Political 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>16%</td>
<td>41%</td>
<td>39%</td>
</tr>
<tr>
<td>Liberal</td>
<td>8%</td>
<td>51%</td>
<td>37%</td>
<td>2%</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
CNS Graduate Students

<table>
<thead>
<tr>
<th>Rating</th>
<th>White</th>
<th>ALANA</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (Negative End)</td>
<td>10%</td>
<td>6%</td>
<td>7%</td>
</tr>
<tr>
<td>2</td>
<td>29%</td>
<td>31%</td>
<td>25%</td>
</tr>
<tr>
<td>3</td>
<td>36%</td>
<td>33%</td>
<td>37%</td>
</tr>
<tr>
<td>4</td>
<td>22%</td>
<td>28%</td>
<td>29%</td>
</tr>
<tr>
<td>5 (Positive End)</td>
<td>22%</td>
<td>28%</td>
<td>29%</td>
</tr>
</tbody>
</table>

Overall Campus Climate Ratings
CNS Graduate Students by Domestic Race/Ethnicity

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>ALANA</th>
<th>White</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (Negative End)</td>
<td>10%</td>
<td>10%</td>
<td>10%</td>
</tr>
<tr>
<td>2</td>
<td>29%</td>
<td>29%</td>
<td>25%</td>
</tr>
<tr>
<td>3</td>
<td>36%</td>
<td>36%</td>
<td>37%</td>
</tr>
<tr>
<td>4</td>
<td>22%</td>
<td>28%</td>
<td>29%</td>
</tr>
<tr>
<td>5 (Positive End)</td>
<td>22%</td>
<td>28%</td>
<td>29%</td>
</tr>
</tbody>
</table>

Overall Campus Climate Ratings
CNS Graduate Students by International Race/Ethnicity

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>ALANA</th>
<th>White</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (Negative End)</td>
<td>16%</td>
<td>25%</td>
<td>18%</td>
</tr>
<tr>
<td>2</td>
<td>46%</td>
<td>38%</td>
<td>46%</td>
</tr>
<tr>
<td>3</td>
<td>36%</td>
<td>37%</td>
<td>36%</td>
</tr>
</tbody>
</table>
Perceptions of Campus Climate: Graduate Students cont’d...

**Overall Campus Climate Ratings**

**CNS Graduate Students by Gender**

- **Man**
  - 6% (1)
  - 20% (2)
  - 38% (3)
  - 35% (4)

- **Woman**
  - 8% (1)
  - 28% (2)
  - 37% (3)
  - 25% (4)

**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**

**CNS Graduate Students by Sexual Identity**

- **Heterosexual**
  - 5% (1)
  - 23% (2)
  - 39% (3)
  - 32% (4)

- **Lesbian, Gay, or Bisexual**
  - 7% (1)
  - 37% (2)
  - 35% (3)
  - 18% (4)

- **Another Sexual Identity**
  - 17% (1)
  - 28% (2)
  - 40% (3)
  - 12% (4)

**Overall Campus Climate Ratings of Diverse Aspect**

(Not Diverse ↔ Diverse)

**CNS Graduate Students**

- **OVERALL**
  - 16% (1)
  - 17% (2)
  - 35% (3)
  - 29% (4)
Perceptions of Campus Climate: Graduate Students 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.
Perceptions of Campus Climate: Graduate Students cont’d...

Overall Campus Climate Ratings of Inclusive Aspect (Not Inclusive ↔ Inclusive)
CNS Graduate Students

Overall Campus Climate Ratings of Inclusive Aspect (Not Inclusive ↔ Inclusive)
CNS Graduate Students by Political Beliefs

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 Satisfied Are You with the Racial Climate Here at UMass Amherst?
CNS Graduate Students

Perceptions of Campus Climate: Graduate Students cont’d…
Perceptions of Campus Climate: Graduate Students cont’d…

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

**CNS Graduate Students by Domestic Race/Ethnicity**

<table>
<thead>
<tr>
<th></th>
<th>Very Dissatisfied</th>
<th>Somewhat Dissatisfied</th>
<th>Somewhat Satisfied</th>
<th>Very Satisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>ALANA</td>
<td>7%</td>
<td>56%</td>
<td>36%</td>
<td></td>
</tr>
<tr>
<td>White</td>
<td>17%</td>
<td>50%</td>
<td>29%</td>
<td></td>
</tr>
</tbody>
</table>

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

**CNS Graduate Students by International Race/Ethnicity**

<table>
<thead>
<tr>
<th></th>
<th>Very Dissatisfied</th>
<th>Somewhat Dissatisfied</th>
<th>Somewhat Satisfied</th>
<th>Very Satisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>ALANA</td>
<td>12%</td>
<td>47%</td>
<td>47%</td>
<td></td>
</tr>
<tr>
<td>White</td>
<td>12%</td>
<td>47%</td>
<td>41%</td>
<td></td>
</tr>
</tbody>
</table>

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

**CNS Graduate Students by Gender**

<table>
<thead>
<tr>
<th></th>
<th>Very Dissatisfied</th>
<th>Somewhat Dissatisfied</th>
<th>Somewhat Satisfied</th>
<th>Very Satisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>Man</td>
<td>9%</td>
<td>43%</td>
<td>45%</td>
<td></td>
</tr>
<tr>
<td>Woman</td>
<td>14%</td>
<td>54%</td>
<td>30%</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.*
Perceived Commitment to Inclusion: Graduate Students

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

<table>
<thead>
<tr>
<th>Commitment Level</th>
<th>Overall</th>
<th>Very Uncommitted</th>
<th>Somewhat Uncommitted</th>
<th>Somewhat Committed</th>
<th>Very Committed</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>7%</td>
<td></td>
<td>50%</td>
<td>40%</td>
<td></td>
</tr>
</tbody>
</table>

From Your Perspective, How Committed or Uncommitted to Inclusion Is UMass Amherst as an Institution? CNS Graduate Students by Domestic 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>63%</td>
<td>49%</td>
<td>45%</td>
<td></td>
</tr>
<tr>
<td>White</td>
<td>9%</td>
<td>51%</td>
<td>37%</td>
<td></td>
</tr>
</tbody>
</table>

From Your Perspective, How Committed or Uncommitted to Inclusion Is UMass Amherst as an Institution? CNS Graduate Students by International 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>49%</td>
<td>45%</td>
<td>38%</td>
<td></td>
</tr>
<tr>
<td>White</td>
<td>63%</td>
<td>37%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Perceived Commitment to Inclusion: Graduate Students 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.
Experiences with Unfair Treatment: Graduate Students

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

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

- ALANA: 7% Sometimes, 5% Often
- White: 5% Sometimes

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

- ALANA: 15% Sometimes, 6% Often
- White: 6% Sometimes

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

- Domestic: 3% Sometimes, 9% Often
- International: 19% Sometimes, 5% Often
Experiences with Unfair Treatment: Graduate Students cont’d...

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

- **Woman**: 21% Sometimes, 0% Often
- **Man**: 0% Sometimes, 10% Often

*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 Sexual Identity?

- **Heterosexual**: 0% Sometimes, 10% Often
- **Lesbian, Gay, or Bisexual**: 12% Sometimes, 6% Often
- **Another Sexual Identity**: 22% Sometimes, 6% Often

*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 Political Beliefs?

- **Moderate**: 10% Sometimes, 0% Often
- **Liberal**: 6% Sometimes, 6% Often

*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?
CNS Graduate Students

OVERALL

Sometimes: 15%
Often: 5%

How Often Do You Feel Silenced in Class on the Basis of an Aspect of Your Social Identity?
CNS Graduate Students by Domestic Race/Ethnicity

ALANA

Sometimes: 15%
Often: 9%

White

Sometimes: 15%

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

Man

Sometimes: 10%

Woman

Sometimes: 19%
Often: 6%

Note: Data are not included when n's are below 15. Another gender identity data are not shown in this report to protect anonymity.
Campus Climate Survey: College of Natural Sciences

Classroom Climate Snapshot: Graduate Students cont’d...

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

<table>
<thead>
<tr>
<th>Sexual Identity</th>
<th>Sometimes</th>
<th>Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>Heterosexual</td>
<td>12%</td>
<td></td>
</tr>
<tr>
<td>Lesbian, Gay, or Bisexual</td>
<td>28%</td>
<td></td>
</tr>
</tbody>
</table>

Note: Data are not included when n’s are below 15. Another sexual 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?
CNS Graduate Students by Political Beliefs

<table>
<thead>
<tr>
<th>Political Beliefs</th>
<th>Sometimes</th>
<th>Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>Moderate</td>
<td>10%</td>
<td></td>
</tr>
<tr>
<td>Liberal</td>
<td>12%</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.

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

<table>
<thead>
<tr>
<th>Overall</th>
<th>Sometimes</th>
<th>Often</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>12%</td>
<td></td>
</tr>
</tbody>
</table>
How Often Do You Experience Course Instructors Stereotyping, Making Negative Remarks, or Telling Jokes about an Aspect of Your Social Identity?

**CNS Graduate Students by Domestic Race/Ethnicity**

- **ALANA**: 18% (Sometimes), 0% (Often)
- **White**: 13% (Sometimes), 0% (Often)

**CNS Graduate Students by International Race/Ethnicity**

- **ALANA**: 11% (Sometimes), 6% (Often)
- **White**: 6% (Sometimes), 6% (Often)

**CNS Graduate Students by Gender**

- **Man**: 9% (Sometimes), 0% (Often)
- **Woman**: 14% (Sometimes), 0% (Often)

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 Experience Course Instructors Stereotyping, Making Negative Remarks, or Telling Jokes about an Aspect of Your Social Identity?

CNS Graduate Students by Sexual Identity

- Heterosexual: 9% (Sometimes), 26% (Often)
- Lesbian, Gay, or Bisexual: 9% (Sometimes), 26% (Often)
- Another Sexual Identity: 9% (Sometimes), 28% (Often)

CNS Graduate Students by Political Beliefs

- Moderate: 12% (Sometimes), 13% (Often)
- Liberal: 13% (Sometimes)

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 cont’d...

How Often Do You Hear or See Negative Remarks in Class, Lecture, or Lab about an Aspect of Your Social Identity or Others’?
CNS Graduate Students by Domestic Race/Ethnicity

- ALANA: 26% Sometimes, 6% Often
- White: 31% Sometimes, 6% Often

How Often Do You Hear or See Negative Remarks in Class, Lecture, or Lab about an Aspect of Your Social Identity or Others’?
CNS Graduate Students by International Race/Ethnicity

- ALANA: 16% Sometimes, 6% Often
- White: 6% Sometimes

How Often Do You Hear or See Negative Remarks in Class, Lecture, or Lab about an Aspect of Your Social Identity or Others’?
CNS Graduate Students by Gender

- Man: 17% Sometimes
- Woman: 30% 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.
Classroom Climate Snapshot: Graduate Students cont’d...

How Often Do You Hear or See Negative Remarks in Class, Lecture, or Lab about an Aspect of Your Social Identity or Others’?
CNS Graduate Students by Sexual Identity

- Heterosexual: 20% Sometimes, 50% Often
- Lesbian, Gay, or Bisexual: 41% Sometimes, 12% Often
- Another Sexual Identity: 28% Sometimes, 20% Often

How Often Do You Hear or See Negative Remarks in Class, Lecture, or Lab about an Aspect of Your Social Identity or Others’?
CNS Graduate Students by Political Beliefs

- Moderate: 13% Sometimes, 5% Often
- Liberal: 28% Sometimes, 13% Often

Note: Data are not included when n’s are below 15. Conservatives and another political belief within political beliefs 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?
CNS Faculty

OVERALL
- Not at All: 0%
- To Some Extent: 55%
- To a Great Extent: 42%

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

ALANA
- Not at All: 0%
- To Some Extent: 47%
- To a Great Extent: 51%

White
- Not at All: 0%
- To Some Extent: 40%
- To a Great Extent: 56%
Sense of Belonging: Faculty cont’d...

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

![Bar chart showing the percentage of CNS faculty by gender who feel they belong: Men 5%, 38%, 57%; Women 50%, 50%, 50%.

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, to What Extent Do You Feel Like You Belong?
CNS Faculty by Sexual Identity

![Bar chart showing the percentage of CNS faculty by sexual identity who feel they belong: Heterosexual 41%, 56%; Another Sexual Identity 56%, 44%.

How Connected Do You Feel to Your College?
All Faculty

![Bar chart showing the percentage of faculty who feel connected: Overall 18%, 55%, 27%.

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 College?
CNS Faculty

OVERALL
- Not Connected: 13%
- Somewhat Connected: 62%
- Very Connected: 25%

ALANA
- Not Connected: 9%
- Somewhat Connected: 66%
- Very Connected: 25%

White
- Not Connected: 14%
- Somewhat Connected: 59%
- Very Connected: 26%

Man
- Not Connected: 14%
- Somewhat Connected: 57%
- Very Connected: 29%

Woman
- Not Connected: 13%
- Somewhat Connected: 67%
- Very Connected: 20%

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: Faculty

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: Faculty cont’d...

Overall Campus Climate Ratings
CNS Faculty by Sexual Identity

Heterosexual
- 6% 24% 40% 28%
- 0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

Another Sexual Identity
- 7% 23% 32% 35%
- 0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

Overall Campus Climate Ratings
CNS Faculty by Rank

Lecturer/Senior Lecturer
- 7% 27% 46% 20%

Assistant Professor
- 9% 25% 37% 29%

Associate Professor
- 5% 23% 50% 21%

Full Professor
- 6% 24% 34% 34%

Clinical or Research Faculty
- 3% 16% 36% 39%

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

OVERALL
- 15% 29% 34% 19%
- 0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%
Perceptions of Campus Climate: Faculty cont’d...

Overall Campus Climate Ratings of Diverse Aspect
(Not Diverse ↔ Diverse)
CNS Faculty by Race/Ethnicity

<table>
<thead>
<tr>
<th>Group</th>
<th>1 (Negative End)</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5 (Positive End)</th>
</tr>
</thead>
<tbody>
<tr>
<td>ALANA</td>
<td>6%</td>
<td>13%</td>
<td>32%</td>
<td>26%</td>
<td>23%</td>
</tr>
<tr>
<td>White</td>
<td>16%</td>
<td>27%</td>
<td>35%</td>
<td>19%</td>
<td>17%</td>
</tr>
</tbody>
</table>

Overall Campus Climate Ratings of Diverse Aspect
(Not Diverse ↔ Diverse)
CNS Faculty by Gender

<table>
<thead>
<tr>
<th>Gender</th>
<th>1 (Negative End)</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5 (Positive End)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Man</td>
<td>12%</td>
<td>27%</td>
<td>38%</td>
<td>21%</td>
<td></td>
</tr>
<tr>
<td>Woman</td>
<td>5%</td>
<td>20%</td>
<td>32%</td>
<td>26%</td>
<td>17%</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)
CNS Faculty

<table>
<thead>
<tr>
<th>Overall</th>
<th>1 (Negative End)</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5 (Positive End)</th>
</tr>
</thead>
<tbody>
<tr>
<td>OVERALL</td>
<td>7%</td>
<td>23%</td>
<td>41%</td>
<td>28%</td>
<td></td>
</tr>
</tbody>
</table>
Perceptions of Campus Climate: Faculty cont’d...

Overall Campus Climate Ratings of Inclusive Aspect
(Not Inclusive ↔ Inclusive)
CNS Faculty by Political Beliefs

<table>
<thead>
<tr>
<th>Political Beliefs</th>
<th>1 (Negative End)</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5 (Positive End)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Moderate</td>
<td>5%</td>
<td>15%</td>
<td>42%</td>
<td>35%</td>
<td></td>
</tr>
<tr>
<td>Liberal</td>
<td>8%</td>
<td>24%</td>
<td>40%</td>
<td>27%</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.

How Satisfied Are You with the Racial Climate Here at UMass Amherst?
CNS Faculty

<table>
<thead>
<tr>
<th>Satisfaction Level</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very Dissatisfied</td>
<td>13%</td>
</tr>
<tr>
<td>Somewhat Dissatisfied</td>
<td>53%</td>
</tr>
<tr>
<td>Somewhat Satisfied</td>
<td>31%</td>
</tr>
</tbody>
</table>

How Satisfied Are You with the Racial Climate Here at UMass Amherst?
CNS Faculty by Race/Ethnicity

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Very Dissatisfied</th>
<th>Somewhat Dissatisfied</th>
<th>Somewhat Satisfied</th>
<th>Very Satisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>ALANA</td>
<td>16%</td>
<td>51%</td>
<td>33%</td>
<td></td>
</tr>
<tr>
<td>White</td>
<td>13%</td>
<td>56%</td>
<td>29%</td>
<td></td>
</tr>
</tbody>
</table>
Perceptions of Campus Climate: Faculty cont’d...

How Satisfied Are You with the Racial Climate Here at UMass Amherst?
CNS Faculty by Gender

<table>
<thead>
<tr>
<th>Gender</th>
<th>Very Dissatisfied</th>
<th>Somewhat Dissatisfied</th>
<th>Somewhat Satisfied</th>
<th>Very Satisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>Man</td>
<td>11%</td>
<td>52%</td>
<td>35%</td>
<td>0%</td>
</tr>
<tr>
<td>Woman</td>
<td>18%</td>
<td>57%</td>
<td>22%</td>
<td>0%</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.
Perceived Commitment to Inclusion: Faculty

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

<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><strong>OVERALL</strong></td>
<td>7%</td>
<td>42%</td>
<td>48%</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.

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

<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><strong>ALANA</strong></td>
<td>6%</td>
<td>41%</td>
<td>49%</td>
<td></td>
</tr>
<tr>
<td><strong>White</strong></td>
<td>8%</td>
<td>42%</td>
<td>48%</td>
<td></td>
</tr>
</tbody>
</table>

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

<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><strong>Man</strong></td>
<td>7%</td>
<td>40%</td>
<td>51%</td>
<td></td>
</tr>
<tr>
<td><strong>Woman</strong></td>
<td>9%</td>
<td>46%</td>
<td>42%</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.
Perceived Commitment to Inclusion: Faculty cont’d...

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

All Faculty

OVERALL

- Very Uncommitted: 7%
- Somewhat Uncommitted: 10%
- Somewhat Committed: 43%
- Very Committed: 40%

CNS Faculty

OVERALL

- Very Uncommitted: 7%
- Somewhat Uncommitted: 39%
- Somewhat Committed: 42%
- Very Committed: 42%

CNS Faculty by Race/Ethnicity

ALANA

- Very Uncommitted: 9%
- Somewhat Uncommitted: 42%
- Somewhat Committed: 40%

White

- Very Uncommitted: 6%
- Somewhat Uncommitted: 38%
- Somewhat Committed: 43%
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: Faculty

Note: The unfair treatment levels reported below refer to College of Natural Sciences faculty only.

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

- ALANA: 13% Sometimes, 0% Often
- White: 9% Sometimes, 0% Often

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

- Man: 10% Sometimes, 0% Often
- Woman: 31% Sometimes, 10% Often

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

- Heterosexual: 0% Sometimes, 0% Often
- Another Sexual Identity: 8% Sometimes, 0% Often

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: Faculty cont’d...

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

<table>
<thead>
<tr>
<th>Political Belief</th>
<th>Sometimes</th>
<th>Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>Liberal</td>
<td>5%</td>
<td></td>
</tr>
<tr>
<td>Moderate</td>
<td>9%</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.

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

<table>
<thead>
<tr>
<th>Rank</th>
<th>Sometimes</th>
<th>Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lecturer/Senior Lecturer</td>
<td>43%</td>
<td>13%</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>29%</td>
<td>5%</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>29%</td>
<td></td>
</tr>
<tr>
<td>Full Professor</td>
<td>15%</td>
<td></td>
</tr>
</tbody>
</table>

Here at UMass Amherst, How Often Have You Personally Experienced Unfair Treatment on the Basis of Perceived English Language Skills?

<table>
<thead>
<tr>
<th>English Not First Language</th>
<th>Sometimes</th>
<th>Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>English Not First Language</td>
<td>20%</td>
<td>5%</td>
</tr>
</tbody>
</table>
Experiences with Unfair Treatment: Faculty cont’d…

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

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Sometimes</th>
<th>Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>25 to 34</td>
<td>83%</td>
<td>17%</td>
</tr>
<tr>
<td>35 to 44</td>
<td>79%</td>
<td>21%</td>
</tr>
<tr>
<td>45 to 54</td>
<td>83%</td>
<td>17%</td>
</tr>
<tr>
<td>55 to 64</td>
<td>82%</td>
<td>18%</td>
</tr>
<tr>
<td>65 or older</td>
<td>81%</td>
<td>19%</td>
</tr>
</tbody>
</table>

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?

CNS Faculty

<table>
<thead>
<tr>
<th>Category</th>
<th>No</th>
<th>Yes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall</td>
<td>82%</td>
<td>18%</td>
</tr>
</tbody>
</table>

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

CNS Faculty by Race/Ethnicity

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>No</th>
<th>Yes</th>
</tr>
</thead>
<tbody>
<tr>
<td>ALANA</td>
<td>79%</td>
<td>21%</td>
</tr>
<tr>
<td>White</td>
<td>83%</td>
<td>17%</td>
</tr>
</tbody>
</table>
Experiences with Unfair Treatment: Faculty cont’d…

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

- **Man**: 84% Yes, 16% No
- **Woman**: 78% Yes, 22% No

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 Workplace Bullying Grievance Procedures to Address Unfair Treatment?  
All Faculty

- **Overall**: 97% Yes, 3% No

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

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

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

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

- Have You Used the Ombuds Office to Address Unfair Treatment?
  - All Faculty
  - Overall: 88% Yes, 12% No
Experiences with Unfair Treatment: Faculty cont’d...

Have You Used the Faculty and Staff Assistance Program to Address Unfair Treatment?
All Faculty

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

From Your Perspective, How Effective Was the Response to Your Problem?
CNS Faculty
Experiences with Unfair Treatment: Faculty cont’d...

From Your Perspective, How Effective Was the Response to Your Problem?  
CNS Faculty by Gender

<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><strong>Man</strong></td>
<td>18%</td>
<td>21%</td>
<td>24%</td>
<td>36%</td>
</tr>
<tr>
<td><strong>Woman</strong></td>
<td>15%</td>
<td>31%</td>
<td>35%</td>
<td>19%</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: Faculty

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

<table>
<thead>
<tr>
<th>Category</th>
<th>Sometimes</th>
<th>Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall</td>
<td>19%</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.

How Often Do You Hear or See Negative Remarks in Class, Lecture, or Lab about an Aspect of Your Social Identity or Others’?
CNS Faculty by Race/Ethnicity

<table>
<thead>
<tr>
<th>Category</th>
<th>Sometimes</th>
<th>Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>19%</td>
<td></td>
</tr>
<tr>
<td>ALANA</td>
<td>20%</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’?
CNS Faculty by Gender

<table>
<thead>
<tr>
<th>Category</th>
<th>Sometimes</th>
<th>Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>Woman</td>
<td>39%</td>
<td></td>
</tr>
<tr>
<td>Man</td>
<td>8%</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.
Workplace Climate Snapshot: Faculty cont’d...

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

- Heterosexual: 17%
- Another Sexual Identity: 36%

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

- Moderate: 13%
- Liberal: 18%

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

- Lecturer/Senior Lecturer: 26%
- Assistant Professor: 21%
- Associate Professor: 22%
- Full Professor: 14%

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 Hear or See Negative Remarks in Your Immediate Work Environment about an Aspect of Your Social Identity or Others’?

CNS Faculty

OVERALL

- Sometimes: 22%
- Often: 0%

CNS Faculty by Race/Ethnicity

- ALANA: 20%
- White: 22%

CNS Faculty by Gender

- Man: 17%
- Woman: 31%

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: Faculty 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’?

CNS Faculty by Sexual Identity

- Heterosexual: 21%
- Another Sexual Identity: 16%

CNS Faculty by Political Beliefs

- Moderate: 17%
- Liberal: 22%

CNS Faculty by Rank

- Lecturer/Senior Lecturer: 25%
- Assistant Professor: 31%
- Associate Professor: 17%
- Full Professor: 20%

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.
Workplace Climate Snapshot: Faculty cont’d...

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

CNS Faculty

OVERALL

<table>
<thead>
<tr>
<th></th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>10%</td>
<td>54%</td>
<td>32%</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.

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

CNS Faculty by Race/Ethnicity

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>ALANA</td>
<td>11%</td>
<td>57%</td>
<td>28%</td>
<td></td>
</tr>
<tr>
<td>White</td>
<td>10%</td>
<td>55%</td>
<td>32%</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?

CNS Faculty by Gender

<table>
<thead>
<tr>
<th>Gender</th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Man</td>
<td>9%</td>
<td>52%</td>
<td>36%</td>
<td></td>
</tr>
<tr>
<td>Woman</td>
<td>12%</td>
<td>61%</td>
<td>24%</td>
<td></td>
</tr>
</tbody>
</table>
Workplace Climate Snapshot: Faculty cont’d...

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

Heterosexual
- Strongly Disagree: 9%
- Disagree: 16%
- Agree: 56%
- Strongly Agree: 24%

Another Sexual Identity
- Strongly Disagree: 9%
- Disagree: 16%
- Agree: 56%
- Strongly Agree: 24%

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

Moderate
- Strongly Disagree: 7%
- Disagree: 13%
- Agree: 48%
- Strongly Agree: 32%

Liberal
- Strongly Disagree: 9%
- Disagree: 13%
- Agree: 55%
- Strongly Agree: 33%

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.

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

OVERALL
- I Do Much Less: 10%
- I Do a Bit Less: 25%
- I Do about the Same Amount: 24%
- I Do a Bit More: 38%
- I Do Much More: 33%
From Your Perspective, How Much Service Do You Do Relative to Most Other Faculty in Your Department (or Program)?

CNS Faculty by Race/Ethnicity

<table>
<thead>
<tr>
<th>ALANA</th>
<th>White</th>
</tr>
</thead>
<tbody>
<tr>
<td>18%</td>
<td>7%</td>
</tr>
<tr>
<td>31%</td>
<td>25%</td>
</tr>
<tr>
<td>16%</td>
<td>25%</td>
</tr>
<tr>
<td>33%</td>
<td>40%</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 Much Service Do You Do Relative to Most Other Faculty in Your Department (or Program)?

CNS Faculty by Gender

<table>
<thead>
<tr>
<th>Man</th>
<th>Woman</th>
</tr>
</thead>
<tbody>
<tr>
<td>7%</td>
<td>13%</td>
</tr>
<tr>
<td>26%</td>
<td>25%</td>
</tr>
<tr>
<td>25%</td>
<td>23%</td>
</tr>
<tr>
<td>38%</td>
<td>39%</td>
</tr>
</tbody>
</table>

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

CNS Faculty by Sexual Identity

<table>
<thead>
<tr>
<th>Heterosexual</th>
<th>Another Sexual Identity</th>
</tr>
</thead>
<tbody>
<tr>
<td>9%</td>
<td>9%</td>
</tr>
<tr>
<td>26%</td>
<td>23%</td>
</tr>
<tr>
<td>24%</td>
<td>27%</td>
</tr>
<tr>
<td>39%</td>
<td>41%</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: Faculty cont’d...

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

<table>
<thead>
<tr>
<th>Political Beliefs</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>Moderate</td>
<td>5%</td>
<td>31%</td>
<td>31%</td>
<td>33%</td>
<td>10%</td>
</tr>
<tr>
<td>Liberal</td>
<td>10%</td>
<td>26%</td>
<td>22%</td>
<td>39%</td>
<td>5%</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.

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

<table>
<thead>
<tr>
<th>Rank</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>Lecturer/Senior Lecturer</td>
<td>7%</td>
<td>18%</td>
<td>28%</td>
<td>30%</td>
<td>18%</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>23%</td>
<td>33%</td>
<td>23%</td>
<td>18%</td>
<td>16%</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>6%</td>
<td>23%</td>
<td>17%</td>
<td>53%</td>
<td>51%</td>
</tr>
<tr>
<td>Full Professor</td>
<td>22%</td>
<td>25%</td>
<td>50%</td>
<td>26%</td>
<td>5%</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>Agreement Level</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>
Workplace Climate Snapshot: Faculty cont’d...

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

CNS 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>5%</td>
<td>11%</td>
<td>54%</td>
<td>30%</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.

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

CNS Faculty by Race/Ethnicity

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>ALANA</td>
<td>6%</td>
<td>13%</td>
<td>55%</td>
<td>26%</td>
</tr>
<tr>
<td>White</td>
<td>10%</td>
<td>54%</td>
<td>31%</td>
<td>31%</td>
</tr>
</tbody>
</table>

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

CNS Faculty by Gender

<table>
<thead>
<tr>
<th>Gender</th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Man</td>
<td>13%</td>
<td>48%</td>
<td>35%</td>
<td></td>
</tr>
<tr>
<td>Woman</td>
<td>6%</td>
<td>8%</td>
<td>67%</td>
<td>19%</td>
</tr>
</tbody>
</table>
Workplace Climate Snapshot: Faculty cont’d...

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

<table>
<thead>
<tr>
<th>Sexual Identity</th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Heterosexual</td>
<td>5%</td>
<td>11%</td>
<td>54%</td>
<td>31%</td>
</tr>
<tr>
<td>Another Sexual Identity</td>
<td>8%</td>
<td>16%</td>
<td>52%</td>
<td>24%</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.

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

<table>
<thead>
<tr>
<th>Political Beliefs</th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Moderate</td>
<td>5%</td>
<td>13%</td>
<td>48%</td>
<td>34%</td>
</tr>
<tr>
<td>Liberal</td>
<td>10%</td>
<td>15%</td>
<td>67%</td>
<td>31%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Rank</th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lecturer/Senior Lecturer</td>
<td>8%</td>
<td>55%</td>
<td>34%</td>
<td></td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>7%</td>
<td>69%</td>
<td>21%</td>
<td></td>
</tr>
<tr>
<td>Associate Professor</td>
<td>7%</td>
<td>67%</td>
<td>17%</td>
<td></td>
</tr>
<tr>
<td>Full Professor</td>
<td>14%</td>
<td>47%</td>
<td>36%</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

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

How Likely Are You to Recommend UMass Amherst as a Good Place to Work? CNS Faculty by Race/Ethnicity
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.
Workplace Climate Snapshot: Faculty cont’d...

How Likely Are You to Recommend UMass Amherst as a Good Place to Work?
CNS Faculty by Rank

<table>
<thead>
<tr>
<th>Rank</th>
<th>Very Unlikely</th>
<th>Somewhat Unlikely</th>
<th>Somewhat Likely</th>
<th>Very Likely</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lecturer/Senior Lecturer</td>
<td>5%</td>
<td>46%</td>
<td>49%</td>
<td>6%</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>10%</td>
<td>46%</td>
<td>38%</td>
<td>46%</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>7%</td>
<td>38%</td>
<td>55%</td>
<td>4%</td>
</tr>
<tr>
<td>Full Professor</td>
<td>9%</td>
<td>20%</td>
<td>69%</td>
<td>6%</td>
</tr>
</tbody>
</table>