# Table of Contents

- **Introduction**
- **Link to Campus Climate Survey Abridged Report**
- **College of Social and Behavioral Sciences: Demographic Data Review**
- **Who We Are**
- **Sense of Belonging: Undergraduate Students**
- **Perceptions of Campus Climate: Undergraduate Students**
- **Perceived Commitment to Inclusion: Undergraduate Students**
- **Experiences with Unfair Treatment: Undergraduate Students**
- **Classroom Climate Snapshot: Undergraduate Students**
- **Sense of Belonging: Graduate Students**
- **Perceptions of Campus Climate: Graduate Students**
- **Perceived Commitment to Inclusion: Graduate Students**
- **Experiences with Unfair Treatment: Graduate Students**
- **Classroom Climate Snapshot: Graduate Students**
- **Sense of Belonging: Faculty**
- **Perceptions of Campus Climate: Faculty**
- **Perceived Commitment to Inclusion: Faculty**
- **Experiences with Unfair Treatment: Faculty**
- **Workplace Climate Snapshot: Faculty**
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 Social and Behavioral Sciences (SBS) undergraduates, graduate students, and faculty. Staff results for College of Social and Behavioral Sciences (SBS) are aggregated in the Academic Affairs–College report. This report includes SBS-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 SBS-specific results for several additional survey questions, including items pertaining to feelings of connection to the college, perceptions of SBS 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 SBS 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>POPULATION (N)</th>
<th>SURVEY PARTICIPANTS (n)</th>
<th>PARTICIPATION RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Undergraduate Students</td>
<td>3,975</td>
<td>1,373</td>
</tr>
<tr>
<td>Graduate Students</td>
<td>491</td>
<td>203</td>
</tr>
<tr>
<td>Faculty</td>
<td>256</td>
<td>157</td>
</tr>
</tbody>
</table>

Link to Campus Climate Survey Abridged Report
View the abridged Campus Climate Report in Issuu.
College of Social and Behavioral 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 SBS 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>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>47</td>
<td>3%</td>
<td>&lt; 10</td>
</tr>
<tr>
<td>Asian</td>
<td>143</td>
<td>11%</td>
<td>&lt; 10</td>
</tr>
<tr>
<td>Latino/a</td>
<td>93</td>
<td>7%</td>
<td>15</td>
</tr>
<tr>
<td>White</td>
<td>980</td>
<td>74%</td>
<td>99</td>
</tr>
<tr>
<td>Bi/Multiracial</td>
<td>66</td>
<td>5%</td>
<td>&lt; 10</td>
</tr>
</tbody>
</table>

*Note: Due to small cell sizes, “n” and % are suppressed for Black, Asian and bi/multiracial domestic graduate students and Latino/a and bi/multiracial faculty.*

### INTERNATIONAL STUDENT STATUS

<table>
<thead>
<tr>
<th>INTERNATIONAL STUDENT STATUS</th>
<th>Undergraduate Students</th>
<th>Graduate Students</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>n</td>
<td>%</td>
</tr>
<tr>
<td>International Student</td>
<td>38</td>
<td>5%</td>
</tr>
<tr>
<td>Not International Student</td>
<td>731</td>
<td>95%</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>738</td>
<td>54%</td>
<td>113</td>
</tr>
<tr>
<td>Man</td>
<td>594</td>
<td>43%</td>
<td>81</td>
</tr>
<tr>
<td>Trans or Genderqueer</td>
<td>17</td>
<td>1%</td>
<td></td>
</tr>
<tr>
<td>Another Gender Identity</td>
<td>24</td>
<td>2%</td>
<td>&lt; 10</td>
</tr>
</tbody>
</table>

Note: Due to small cell sizes, “n” and % are suppressed for trans, agender, androgyne, demigender, genderqueer, questioning, or another gender identity 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>878</td>
<td>81%</td>
<td>134</td>
</tr>
<tr>
<td>LGB</td>
<td>103</td>
<td>9%</td>
<td>14</td>
</tr>
<tr>
<td>Another Sexual Identity</td>
<td>106</td>
<td>10%</td>
<td>23</td>
</tr>
</tbody>
</table>

Note: Due to small cell sizes, “n” and % are suppressed for lesbian, gay, and bisexual faculty and are 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>398</td>
<td>37%</td>
<td>31</td>
</tr>
<tr>
<td>Jewish</td>
<td>62</td>
<td>6%</td>
<td></td>
</tr>
<tr>
<td>Muslim</td>
<td>11</td>
<td>1%</td>
<td></td>
</tr>
<tr>
<td>Another Religious Identity</td>
<td>361</td>
<td>34%</td>
<td>97</td>
</tr>
<tr>
<td>Religion Not Part of Identity</td>
<td>237</td>
<td>22%</td>
<td>40</td>
</tr>
</tbody>
</table>

Note: “n” and % are suppressed for Jewish and Muslim graduate students and Muslim faculty and are combined into “Other 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>541</td>
<td>54%</td>
<td>101</td>
</tr>
<tr>
<td>Moderate</td>
<td>287</td>
<td>29%</td>
<td>18</td>
</tr>
<tr>
<td>Conservative</td>
<td>88</td>
<td>9%</td>
<td>&lt;10</td>
</tr>
<tr>
<td>Another Viewpoint</td>
<td>77</td>
<td>8%</td>
<td>44</td>
</tr>
</tbody>
</table>

### 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>846</td>
<td>80%</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>76</td>
<td>7%</td>
</tr>
<tr>
<td>Mental</td>
<td>79</td>
<td>8%</td>
</tr>
<tr>
<td>Another Disability</td>
<td>11</td>
<td>1%</td>
</tr>
<tr>
<td>Multiple Disabilities</td>
<td>44</td>
<td>4%</td>
</tr>
<tr>
<td>Has a Disability</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Notes: “n” and % are suppressed for sensory and mobility undergraduates and are combined into “Another Disability.” Data are not included when n’s are below 15. Sensory, mobility, learning, mental, another, and multiple disabilities are suppressed and combined into “Has a Disability.”
<table>
<thead>
<tr>
<th>SEMESTERS ACTIVE</th>
<th>Undergraduate Students</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>n</td>
</tr>
<tr>
<td>1 or 2 Semesters</td>
<td>447</td>
</tr>
<tr>
<td>3 or 4 Semesters</td>
<td>349</td>
</tr>
<tr>
<td>5 or 6 Semesters</td>
<td>317</td>
</tr>
<tr>
<td>7 or More Semesters</td>
<td>257</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>DEGREE</th>
<th>Graduate Students</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>n</td>
</tr>
<tr>
<td>Doctoral</td>
<td>146</td>
</tr>
<tr>
<td>Master's</td>
<td>57</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>RANK</th>
<th>Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>n</td>
</tr>
<tr>
<td>Lecturer/Senior Lecturer</td>
<td></td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>34</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>35</td>
</tr>
<tr>
<td>Full Professor</td>
<td>46</td>
</tr>
<tr>
<td>Other (Lecturer, Clinical or Research Faculty, or Other)</td>
<td>42</td>
</tr>
</tbody>
</table>

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

OVERALL
- Not at All: 7%
- To Some Extent: 45%
- To a Great Extent: 48%

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

- Asian
  - Not at All: 7%
  - To Some Extent: 57%
  - To a Great Extent: 36%

- Black
  - Not at All: 6%
  - To Some Extent: 71%
  - To a Great Extent: 24%

- Latino/a
  - Not at All: 16%
  - To Some Extent: 41%
  - To a Great Extent: 42%

- White
  - Not at All: 6%
  - To Some Extent: 42%
  - To a Great Extent: 52%

- Multiracial
  - Not at All: 9%
  - To Some Extent: 41%
  - To a Great Extent: 50%
Here at UMass Amherst, to What Extent Do You Feel Like You Belong?
SBS Undergraduates by Gender

- Man: 7% Not at All, 44% To Some Extent, 49% To a Great Extent
- Woman: 6% Not at All, 46% To Some Extent, 49% To a Great Extent
- Trans or Genderqueer: 24% Not at All, 76% To Some Extent
- Another Gender: 21% Not at All, 38% To Some Extent, 42% To a Great Extent

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

- Heterosexual: 5% Not at All, 43% To Some Extent, 52% To a Great Extent
- Lesbian, Gay, or Bisexual: 6% Not at All, 52% To Some Extent, 42% To a Great Extent
- Another Sexual Identity: 14% Not at All, 61% To Some Extent, 25% To a Great Extent

Here at UMass Amherst, to What Extent Do You Feel Like You Belong?
SBS Undergraduates by Disability

- Learning: 5% Not at All, 51% To Some Extent, 44% To a Great Extent
- Mental: 13% Not at All, 56% To Some Extent, 32% To a Great Extent
- No Disability: 5% Not at All, 43% To Some Extent, 52% To a Great Extent
- Multiple Disabilities: 14% Not at All, 52% To Some Extent, 34% To a Great Extent
Sense of Belonging: Undergraduates cont’d...

How Connected Do You Feel to Your College?
All Undergraduates

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

How Connected Do You Feel to Your College?
SBS Undergraduates

- Not Connected: 17%
- Somewhat Connected: 59%
- Very Connected: 24%

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

- Asian: Not Connected: 10%, Somewhat Connected: 66%, Very Connected: 24%
- Black: Not Connected: 19%, Somewhat Connected: 57%, Very Connected: 23%
- Latino/a: Not Connected: 22%, Somewhat Connected: 59%, Very Connected: 19%
- White: Not Connected: 17%, Somewhat Connected: 59%, Very Connected: 24%
- Multiracial: Not Connected: 12%, Somewhat Connected: 51%, Very Connected: 37%
How Connected Do You Feel to Your College?
SBS Undergraduates by Gender

- Man: 16% Not Connected, 59% Somewhat Connected, 25% Very Connected
- Woman: 16% Not Connected, 60% Somewhat Connected, 24% Very Connected
- Trans or Genderqueer: 53% Not Connected, 35% Somewhat Connected, 12% Very Connected
- Another Gender: 30% Not Connected, 39% Somewhat Connected, 30% Very Connected

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

- Heterosexual: 14% Not Connected, 62% Somewhat Connected, 24% Very Connected
- Lesbian, Gay, or Bisexual: 20% Not Connected, 55% Somewhat Connected, 24% Very Connected
- Another Sexual Identity: 27% Not Connected, 58% Somewhat Connected, 15% Very Connected

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

- Conservative: 23% Not Connected, 57% Somewhat Connected, 20% Very Connected
- Moderate: 11% Not Connected, 62% Somewhat Connected, 27% Very Connected
- Liberal: 16% Not Connected, 60% Somewhat Connected, 24% Very Connected
Sense of Belonging: Undergraduates cont’d...

**How Connected Do You Feel to Your College?**
SBS 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>Learning</td>
<td>18%</td>
<td>62%</td>
<td>20%</td>
</tr>
<tr>
<td>Mental</td>
<td>25%</td>
<td>49%</td>
<td>25%</td>
</tr>
<tr>
<td>No Disability</td>
<td>14%</td>
<td>61%</td>
<td>24%</td>
</tr>
<tr>
<td>Multiple Disabilities</td>
<td>27%</td>
<td>52%</td>
<td>20%</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?**
SBS 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>65%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
How Likely Are You to Recommend UMass Amherst as a Good Place to Go to School?
SBS 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>41%</td>
<td>52%</td>
<td></td>
</tr>
<tr>
<td>Black</td>
<td>8%</td>
<td>45%</td>
<td>47%</td>
<td></td>
</tr>
<tr>
<td>Latino/a</td>
<td>8%</td>
<td>32%</td>
<td>58%</td>
<td></td>
</tr>
<tr>
<td>White</td>
<td>26%</td>
<td>69%</td>
<td>64%</td>
<td></td>
</tr>
<tr>
<td>Multiracial</td>
<td>26%</td>
<td>64%</td>
<td>69%</td>
<td></td>
</tr>
</tbody>
</table>

How Likely Are You to Recommend UMass Amherst as a Good Place to Go to School?
SBS 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>31%</td>
<td>62%</td>
<td></td>
</tr>
<tr>
<td>Woman</td>
<td>26%</td>
<td>70%</td>
<td>58%</td>
<td></td>
</tr>
<tr>
<td>Trans or Genderqueer</td>
<td>18%</td>
<td>53%</td>
<td>18%</td>
<td></td>
</tr>
<tr>
<td>Another Gender</td>
<td>17%</td>
<td>50%</td>
<td>50%</td>
<td></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Sexual Identity</th>
<th>Very Unlikely</th>
<th>Somewhat Unlikely</th>
<th>Somewhat Likely</th>
<th>Very Likely</th>
</tr>
</thead>
<tbody>
<tr>
<td>Heterosexual</td>
<td>26%</td>
<td>69%</td>
<td>58%</td>
<td></td>
</tr>
<tr>
<td>Lesbian, Gay, or Bisexual</td>
<td>36%</td>
<td>58%</td>
<td>58%</td>
<td></td>
</tr>
<tr>
<td>Another Sexual Identity</td>
<td>8%</td>
<td>36%</td>
<td>51%</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?  
SBS Undergraduates by Political Beliefs

<table>
<thead>
<tr>
<th>Political Beliefs</th>
<th>Very Unlikely</th>
<th>Somewhat Unlikely</th>
<th>Somewhat Likely</th>
<th>Very Likely</th>
</tr>
</thead>
<tbody>
<tr>
<td>Conservative</td>
<td>8%</td>
<td>24%</td>
<td>65%</td>
<td></td>
</tr>
<tr>
<td>Moderate</td>
<td>29%</td>
<td>66%</td>
<td>6%</td>
<td></td>
</tr>
<tr>
<td>Liberal</td>
<td>26%</td>
<td>70%</td>
<td>4%</td>
<td></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Disability</th>
<th>Very Unlikely</th>
<th>Somewhat Unlikely</th>
<th>Somewhat Likely</th>
<th>Very Likely</th>
</tr>
</thead>
<tbody>
<tr>
<td>Learning</td>
<td>8%</td>
<td>29%</td>
<td>62%</td>
<td></td>
</tr>
<tr>
<td>Mental</td>
<td>33%</td>
<td>62%</td>
<td>62%</td>
<td></td>
</tr>
<tr>
<td>No Disability</td>
<td>28%</td>
<td>67%</td>
<td>6%</td>
<td></td>
</tr>
<tr>
<td>Multiple Disabilities</td>
<td>9%</td>
<td>34%</td>
<td>55%</td>
<td></td>
</tr>
</tbody>
</table>
Perceptions of Campus Climate: Undergraduate Students

Overall Campus Climate Ratings
SBS Undergraduates

OVERALL

Overall Campus Climate Ratings
SBS Undergraduates by Race/Ethnicity

Asian

Black

Latino/a

White

Multiracial

Overall Campus Climate Ratings
SBS Undergraduates by Gender

Man

Woman

Trans or Genderqueer

Another Gender
Overall Campus Climate Ratings
SBS Undergraduates by Sexual Identity

- Heterosexual: 5%, 20%, 37%, 38%
- Lesbian, Gay, or Bisexual: 8%, 24%, 40%, 27%
- Another Sexual Identity: 7%, 11%, 30%, 36%, 16%

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

- Overall: 9%, 18%, 22%, 23%, 29%

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

- Asian: 12%, 19%, 27%, 38%
- Black: 38%, 27%, 16%, 13%, 7%
- Latino/a: 19%, 26%, 12%, 18%, 25%
- White: 7%, 17%, 24%, 29%
- Multiracial: 14%, 28%, 19%, 17%, 22%
Perceptions of Campus Climate: Undergraduates cont’d…

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

- Man: 6% 15% 19% 28% 33% 33%
- Woman: 11% 19% 24% 20% 27% 27%
- Trans or Genderqueer: 47% 29% 29% 18% 6% 6%
- Another Gender: 13% 29% 33% 13% 13% 13%

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

Overall: 9% 26% 33% 30% 30% 30%

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

- Conservative: 6% 8% 23% 33% 31% 31%
- Moderate: 7% 25% 33% 33% 35% 35%
- Liberal: 8% 26% 36% 36% 29% 29%
How Satisfied Are You with the Racial Climate Here at UMass Amherst?
SBS Undergraduates

OVERALL
6% Very Dissatisfied
19% Somewhat Dissatisfied
46% Somewhat Satisfied
30% Very Satisfied

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

- Asian: 15% Very Dissatisfied, 55% Somewhat Dissatisfied, 29% Somewhat Satisfied
- Black: 25% Very Dissatisfied, 36% Somewhat Dissatisfied, 36% Somewhat Satisfied
- Latino/a: 12% Very Dissatisfied, 28% Somewhat Dissatisfied, 37% Somewhat Satisfied, 23% Very Satisfied
- White: 5% Very Dissatisfied, 17% Somewhat Dissatisfied, 45% Somewhat Satisfied, 32% Very Satisfied
- Multiracial: 10% Very Dissatisfied, 22% Somewhat Dissatisfied, 42% Somewhat Satisfied, 27% Very Satisfied

How Satisfied Are You with the Racial Climate Here at UMass Amherst?
SBS Undergraduates by Gender

- Man: 5% Very Dissatisfied, 14% Somewhat Dissatisfied, 41% Somewhat Satisfied, 41% Very Satisfied
- Woman: 6% Very Dissatisfied, 21% Somewhat Dissatisfied, 50% Somewhat Satisfied, 23% Very Satisfied
- Trans or Genderqueer: 35% Very Dissatisfied, 47% Somewhat Dissatisfied, 18% Somewhat Satisfied
- Another Gender: 13% Very Dissatisfied, 33% Somewhat Dissatisfied, 38% Somewhat Satisfied, 17% Very Satisfied
Perceived Commitment to Inclusion: Undergraduate Students

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

SBS Undergraduates

OVERALL
- Very Uncommitted: 9%
- Somewhat Uncommitted: 48%
- Somewhat Committed: 41%

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

SBS Undergraduates by Race/Ethnicity

- Asian
  - Very Uncommitted: 6%
  - Somewhat Uncommitted: 59%
  - Somewhat Committed: 34%
  - Very Committed: 34%
- Black
  - Very Uncommitted: 15%
  - Somewhat Uncommitted: 56%
  - Somewhat Committed: 26%
  - Very Committed: 26%
- Latino/a
  - Very Uncommitted: 8%
  - Somewhat Uncommitted: 7%
  - Somewhat Committed: 46%
  - Very Committed: 39%
- White
  - Very Uncommitted: 10%
  - Somewhat Uncommitted: 10%
  - Somewhat Committed: 42%
  - Very Committed: 42%
- Multiracial
  - Very Uncommitted: 10%
  - Somewhat Uncommitted: 42%
  - Somewhat Committed: 44%
  - Very Committed: 44%

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

SBS Undergraduates by Gender

- Man
  - Very Uncommitted: 9%
  - Somewhat Uncommitted: 44%
  - Somewhat Committed: 45%
  - Very Committed: 45%
- Woman
  - Very Uncommitted: 9%
  - Somewhat Uncommitted: 51%
  - Somewhat Committed: 38%
  - Very Committed: 38%
- Trans or Genderqueer
  - Very Uncommitted: 24%
  - Somewhat Uncommitted: 29%
  - Somewhat Committed: 29%
  - Very Committed: 18%
- Another Gender
  - Very Uncommitted: 5%
  - Somewhat Uncommitted: 14%
  - Somewhat Committed: 48%
  - Very Committed: 33%
Experiences with Unfair Treatment: Undergraduate Students

Note: The unfair treatment levels reported below refer to College of Social and Behavioral undergraduate students only.

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

- Asian: 22% Sometimes, 6% Often
- Black: 40% Sometimes, 7% Often
- Latino/a: 18% Sometimes, 8% Often
- White: 9% Sometimes, 29% Often
- Multiracial: 29% Sometimes, 6% Often

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

- Domestic: 6% Sometimes, 26% Often
- International: 26% Sometimes, 11% Often

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

- Man: 11% Sometimes, 5% Often
- Woman: 32% Sometimes, 5% Often
- Transgender or Genderqueer: 47% Sometimes, 29% Often
- Another Gender: 39% Sometimes, 13% Often
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**: 6% Sometimes, 26% Often
- **Lesbian, Gay, or Bisexual**: 32% Sometimes, 5% Often
- **Another Sexual Identity**: 22% Sometimes, 10% Often

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

- **Conservative**: 20% Sometimes, 40% Often
- **Moderate**: 25% Sometimes, 10% Often
- **Liberal**: 22% Sometimes, 6% Often

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

- **Learning**: 5% Sometimes, 6% Often
- **Mental**: 24% Sometimes, 6% Often
- **No Disability**: 14% Sometimes, 20% Often
- **Multiple Disabilities**: 14% Sometimes, 20% Often
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?

- **Veteran/Active Military**
  - Sometimes: 35%
  - Often: 18%

- **Not a Veteran or Active Military**
  - Sometimes: 0%
  - Often: 10%
Classroom Climate Snapshot: Undergraduate Students

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

OVERALL

Sometimes: 24%
Often: 9%

How Often Do You Feel Silenced in Class on the Basis of an Aspect of Your Social Identity?
SBS Undergraduates by Race/Ethnicity

- **Asian**: Sometimes: 35%, Often: 9%
- **Black**: Sometimes: 40%, Often: 12%
- **Latino/a**: Sometimes: 26%, Often: 8%
- **White**: Sometimes: 21%, Often: 9%
- **Multiracial**: Sometimes: 33%, Often: 10%

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

- **Man**: Sometimes: 20%, Often: 10%
- **Woman**: Sometimes: 27%, Often: 7%
- **Trans or Genderqueer**: Sometimes: 53%, Often: 41%
- **Another Gender**: Sometimes: 26%, Often: 22%
How Often Do You Feel Silenced in Class on the Basis of an Aspect of Your Social Identity?

SBS Undergraduates by Sexual Identity

- Heterosexual: 21% Sometimes, 8% Often
- Lesbian, Gay, or Bisexual: 28% Sometimes, 11% Often
- Another Sexual Identity: 39% Sometimes, 16% Often

SBS Undergraduates by Political Beliefs

- Conservative: 18% Sometimes, 26% Often
- Moderate: 25% Sometimes, 10% Often
- Liberal: 22% Sometimes, 5% Often

SBS Undergraduates by Disability

- Learning: 24% Sometimes, 8% Often
- Mental: 35% Sometimes, 14% Often
- No Disability: 21% Sometimes, 8% Often
- Multiple Disabilities: 39% Sometimes, 18% Often
How Often Do You Experience Course Instructors Stereotyping, Making Negative Remarks, or Telling Jokes About an Aspect of Your Social Identity?
SBS Undergraduates

OVERALL

- Sometimes: 13%
- Often: 0%

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

- Asian: Sometimes 17%, Often 9%
- Black: Sometimes 18%, Often 12%
- Latino/a: Sometimes 12%, Often 6%
- White: Sometimes 11%, Often 3%
- Multiracial: Sometimes 21%, Often 0%

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

- Man: Sometimes 12%, Often 6%
- Woman: Sometimes 12%
- Trans or Genderqueer: Sometimes 41%, Often 12%
- Another Gender: Sometimes 26%, Often 13%
How Often Do You Experience Course Instructors Stereotyping, Making Negative Remarks, or Telling Jokes About an Aspect of Your Social Identity?

SBS Undergraduates by Sexual Identity

- Heterosexual: 11% Sometimes, 6% Often
- Lesbian, Gay, or Bisexual: 15% Sometimes, 6% Often
- Another Sexual Identity: 21% Sometimes, 5% Often

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

SBS Undergraduates by Political Beliefs

- Conservative: 16% Sometimes, 16% Often
- Moderate: 13% Sometimes, 5% Often
- Liberal: 11% Sometimes, 8% Often

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

SBS Undergraduates by Disability

- Learning: 11% Sometimes, 8% Often
- Mental: 20% Sometimes, 8% Often
- No Disability: 11% Sometimes, 8% Often
- Multiple Disabilities: 18% Sometimes, 8% Often
How Often Do You Hear or See Negative Remarks in Class, Lecture, or Lab About an Aspect of Your Social Identity or Others’?

SBS Undergraduates

OVERALL

Sometimes: 36%
Often: 6%

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

SBS Undergraduates by Race/Ethnicity

- Asian
  - Sometimes: 33%
  - Often: 9%

- Black
  - Sometimes: 22%
  - Often: 57%
  - Gender: 11%

- Latino/a
  - Sometimes: 22%
  - Often: 7%

- White
  - Sometimes: 38%
  - Often: 8%

- Multiracial
  - Sometimes: 28%
  - Often: 8%

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

SBS Undergraduates by Gender

- Man
  - Sometimes: 27%
  - Often: 6%

- Woman
  - Sometimes: 42%
  - Often: 5%

- Trans or Genderqueer
  - Sometimes: 41%
  - Often: 14%
  - Gender: 65%

- Another Gender
  - Sometimes: 65%
  - Often: 18%
How Often Do You Hear or See Negative Remarks in Class, Lecture, or Lab About an Aspect of Your Social Identity or Others’?
SBS Undergraduates by Sexual Identity

- Heterosexual: 33% Sometimes, 7% Often
- Lesbian, Gay, or Bisexual: 34% Sometimes, 8% Often
- Another Sexual Identity: 60% Sometimes, 10% Often

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

- Conservative: 29% Sometimes, 8% Often
- Moderate: 31% Sometimes, 6% Often
- Liberal: 39% 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’?
SBS Undergraduates by Disability

- Learning: 39% Sometimes, 7% Often
- Mental: 53% Sometimes, 9% Often
- No Disability: 34% Sometimes, 14% Often
- Multiple Disabilities: 38% Sometimes, 14% Often
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?
SBS Graduate Students

OVERALL
- Not at All: 10%
- To Some Extent: 63%
- To a Great Extent: 27%

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

ALANA
- Not at All: 20%
- To Some Extent: 57%
- To a Great Extent: 23%

White
- Not at All: 8%
- To Some Extent: 61%
- To a Great Extent: 31%
Sense of Belonging: Graduate Students cont’d…

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

<table>
<thead>
<tr>
<th>Gender</th>
<th>Not at All</th>
<th>To Some Extent</th>
<th>To a Great Extent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Man</td>
<td>10%</td>
<td>61%</td>
<td>29%</td>
</tr>
<tr>
<td>Woman</td>
<td>9%</td>
<td>64%</td>
<td>27%</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, to What Extent Do You Feel Like You Belong?  
SBS Graduate Students by Sexual Identity

<table>
<thead>
<tr>
<th>Sexual Identity</th>
<th>Not at All</th>
<th>To Some Extent</th>
<th>To a Great Extent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Heterosexual</td>
<td>10%</td>
<td>60%</td>
<td>30%</td>
</tr>
<tr>
<td>Lesbian, Gay, or Bisexual</td>
<td>14%</td>
<td>57%</td>
<td>29%</td>
</tr>
<tr>
<td>Another Sexual Identity</td>
<td>9%</td>
<td>70%</td>
<td>22%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Not Connected</th>
<th>Somewhat Connected</th>
<th>Very Connected</th>
</tr>
</thead>
<tbody>
<tr>
<td>OVERALL</td>
<td>27%</td>
<td>53%</td>
<td>20%</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 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?

SBS Graduate Students

<table>
<thead>
<tr>
<th></th>
<th>Definitely Not</th>
<th>Probably Not</th>
<th>Probably</th>
<th>Definitely</th>
</tr>
</thead>
<tbody>
<tr>
<td>OVERALL</td>
<td>8%</td>
<td>17%</td>
<td>44%</td>
<td>31%</td>
</tr>
</tbody>
</table>

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

SBS Graduate Students by Domestic Race/Ethnicity

<table>
<thead>
<tr>
<th>Domestic 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>14%</td>
<td>7%</td>
<td>46%</td>
<td>32%</td>
</tr>
<tr>
<td>White</td>
<td>8%</td>
<td>15%</td>
<td>46%</td>
<td>30%</td>
</tr>
</tbody>
</table>

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

SBS 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>11%</td>
<td>15%</td>
<td>42%</td>
<td>32%</td>
</tr>
<tr>
<td>Woman</td>
<td>7%</td>
<td>16%</td>
<td>47%</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.
Note: Data are not included when n’s are below 15. Conservatives within political beliefs are not shown in this report to protect anonymity.
Perceptions of Campus Climate: 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.
Perceptions of Campus Climate: Graduate Students cont’d…

Overall Campus Climate Ratings
SBS Graduate Students by Sexual Identity

- Heterosexual: 12% (1), 34% (2), 35% (4), 15% (5)
- Lesbian, Gay, or Bisexual: 17% (1), 36% (2), 20% (4), 23% (5)
- Another Sexual Identity: 7% (1), 17% (2), 36% (4), 10% (5)

Overall Campus Climate Ratings of Diverse Aspect (Not Diverse ↔ Diverse)
SBS Graduate Students

- Overall: 16% (1), 28% (2), 25% (4), 13% (5)

Overall Campus Climate Ratings of Diverse Aspect (Not Diverse ↔ Diverse)
SBS Graduate Students by Domestic Race/Ethnicity

- ALANA: 38% (1), 34% (2), 21% (4)
- White: 13% (1), 30% (2), 21% (4), 12% (5)
Perceptions of Campus Climate: Graduate Students cont’d…

Overall Campus Climate Ratings of Diverse Aspect
(Not Diverse ↔ Diverse)
SBS Graduate Students by Gender

<table>
<thead>
<tr>
<th>Gender</th>
<th>1 (Negative)</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5 (Positive)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Man</td>
<td>14%</td>
<td>25%</td>
<td>27%</td>
<td>15%</td>
<td>18%</td>
</tr>
<tr>
<td>Woman</td>
<td>19%</td>
<td>29%</td>
<td>21%</td>
<td>21%</td>
<td>9%</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)
SBS Graduate Students

OVERALL 5% 20% 34% 27% 13%

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

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

<table>
<thead>
<tr>
<th>Belief</th>
<th>1 (Negative)</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5 (Positive)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Moderate</td>
<td>6%</td>
<td>17%</td>
<td>17%</td>
<td>39%</td>
<td>22%</td>
</tr>
<tr>
<td>Liberal</td>
<td>5%</td>
<td>19%</td>
<td>32%</td>
<td>29%</td>
<td>15%</td>
</tr>
</tbody>
</table>

Note: Data are not included when n’s are below 15. Conservatives within political beliefs are not shown in this report to protect anonymity.
How Satisfied Are You with the Racial Climate Here at UMass Amherst?
SBS Graduate Students

OVERALL

<table>
<thead>
<tr>
<th>Satisfaction Level</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very Dissatisfied</td>
<td>14%</td>
</tr>
<tr>
<td>Somewhat Dissatisfied</td>
<td>30%</td>
</tr>
<tr>
<td>Somewhat Satisfied</td>
<td>41%</td>
</tr>
<tr>
<td>Very Satisfied</td>
<td>15%</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 Satisfied Are You with the Racial Climate Here at UMass Amherst?
SBS Graduate Students by Domestic Race/Ethnicity

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Satisfaction Level</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>ALANA</td>
<td>Very Dissatisfied</td>
<td>21%</td>
</tr>
<tr>
<td></td>
<td>Somewhat Dissatisfied</td>
<td>46%</td>
</tr>
<tr>
<td></td>
<td>Somewhat Satisfied</td>
<td>29%</td>
</tr>
<tr>
<td>White</td>
<td>Very Dissatisfied</td>
<td>14%</td>
</tr>
<tr>
<td></td>
<td>Somewhat Dissatisfied</td>
<td>28%</td>
</tr>
<tr>
<td></td>
<td>Somewhat Satisfied</td>
<td>40%</td>
</tr>
<tr>
<td></td>
<td>Very Satisfied</td>
<td>17%</td>
</tr>
</tbody>
</table>

How Satisfied Are You with the Racial Climate Here at UMass Amherst?
SBS Graduate Students by Gender

<table>
<thead>
<tr>
<th>Gender</th>
<th>Satisfaction Level</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Man</td>
<td>Very Dissatisfied</td>
<td>11%</td>
</tr>
<tr>
<td></td>
<td>Somewhat Dissatisfied</td>
<td>30%</td>
</tr>
<tr>
<td></td>
<td>Somewhat Satisfied</td>
<td>40%</td>
</tr>
<tr>
<td></td>
<td>Very Satisfied</td>
<td>19%</td>
</tr>
<tr>
<td>Woman</td>
<td>Very Dissatisfied</td>
<td>16%</td>
</tr>
<tr>
<td></td>
<td>Somewhat Dissatisfied</td>
<td>28%</td>
</tr>
<tr>
<td></td>
<td>Somewhat Satisfied</td>
<td>43%</td>
</tr>
<tr>
<td></td>
<td>Very Satisfied</td>
<td>13%</td>
</tr>
</tbody>
</table>
Perceived Commitment to Inclusion: Graduate Students

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

OVERALL
11% Very Uncommitted
17% Somewhat Uncommitted
49% Somewhat Committed
24% Very Committed

From Your Perspective, How Committed or Uncommitted to Inclusion Is UMass Amherst as an Institution?
SBS Graduate Students by Domestic Race/Ethnicity

ALANA
23% Very Uncommitted
35% Somewhat Uncommitted
27% Somewhat Committed
15% Very Committed

White
7% Very Uncommitted
14% Somewhat Uncommitted
51% Somewhat Committed
28% Very Committed

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

Man
13% Very Uncommitted
11% Somewhat Uncommitted
48% Somewhat Committed
29% Very Committed

Woman
11% Very Uncommitted
20% Somewhat Uncommitted
50% Somewhat Committed
20% Very Committed

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 Social and Behavioral graduate students only.

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

- ALANA: 36% Sometimes, 11% Often
- White: 0% Sometimes, 11% Often

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

- Domestic: 5% Sometimes, 5% Often
- International: 30% Sometimes, 0% Often
Experiences with Unfair Treatment: 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.

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>6%</td>
</tr>
<tr>
<td>Woman</td>
<td>30%</td>
<td>6%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Sometimes</th>
<th>Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>Heterosexual</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lesbian, Gay, or Bisexual</td>
<td>7%</td>
<td></td>
</tr>
<tr>
<td>Another Sexual Identity</td>
<td>14%</td>
<td>5%</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>11%</td>
<td></td>
</tr>
<tr>
<td>Liberal</td>
<td>11%</td>
<td></td>
</tr>
</tbody>
</table>

Note: Data are not included when n’s are below 15. Conservatives 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?
SBS Graduate Students

<table>
<thead>
<tr>
<th></th>
<th>Sometimes</th>
<th>Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall</td>
<td>34%</td>
<td>9%</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?
SBS Graduate Students by Domestic Race/Ethnicity

<table>
<thead>
<tr>
<th></th>
<th>Sometimes</th>
<th>Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>ALANA</td>
<td>65%</td>
<td>12%</td>
</tr>
<tr>
<td>White</td>
<td>29%</td>
<td></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Sometimes</th>
<th>Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>Man</td>
<td>30%</td>
<td>13%</td>
</tr>
<tr>
<td>Woman</td>
<td>36%</td>
<td>6%</td>
</tr>
</tbody>
</table>
Note: Data are not included when n’s are below 15. Conservatives within political beliefs are not shown in this report to protect anonymity.
Classroom Climate Snapshot: Graduate students cont’d...

How Often Do You Experience Course Instructors Stereotyping, Making Negative Remarks, or Telling Jokes About an Aspect of Your Social Identity?
SBS Graduate Students by Domestic Race/Ethnicity

- ALANA: 32% Sometimes, 7% Often
- White: 15% Sometimes

---

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

- Man: 18% Sometimes, 7% Often
- Woman: 19% Sometimes

---

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

- Heterosexual: 14% Sometimes, 5% Often
- Lesbian, Gay, or Bisexual: 29% Sometimes, 7% Often
- Another Sexual Identity: 27% Sometimes, 5% 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.
Note: Data are not included when n’s are below 15. Conservatives 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.
Sense of Belonging: Faculty

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

**All Faculty**

<table>
<thead>
<tr>
<th>Extent</th>
<th>Overall</th>
<th>49%</th>
<th>46%</th>
<th>5%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not at All</td>
<td>5%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>To Some Extent</td>
<td>46%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>To a Great Extent</td>
<td>49%</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

**SBS Faculty**

<table>
<thead>
<tr>
<th>Extent</th>
<th>Overall</th>
<th>45%</th>
<th>49%</th>
<th>6%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not at All</td>
<td>6%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>To Some Extent</td>
<td>49%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>To a Great Extent</td>
<td>45%</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

**SBS Faculty by Race/Ethnicity**

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Overall</th>
<th>33%</th>
<th>58%</th>
<th>9%</th>
</tr>
</thead>
<tbody>
<tr>
<td>ALANA</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>White</td>
<td></td>
<td>56%</td>
<td></td>
<td>42%</td>
</tr>
</tbody>
</table>

- Not at All
- To Some Extent
- To a Great Extent
Sense of Belonging: Faculty cont’d...

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

**SBS Faculty by Gender**

- **Man**
  - Not at All: 36%
  - To Some Extent: 62%
  - To a Great Extent: 8%

- **Woman**
  - Not at All: 8%
  - To Some Extent: 60%
  - To a Great Extent: 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.*

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

**SBS Faculty by Sexual Identity**

- **Heterosexual**
  - Not at All: 5%
  - To Some Extent: 46%
  - To a Great Extent: 51%

- **Lesbian, Gay, or Bisexual**
  - Not at All: 5%
  - To Some Extent: 47%
  - To a Great Extent: 47%

*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 Connected Do You Feel to Your College?**

**All Faculty**

- **OVERALL**
  - Not Connected: 18%
  - Somewhat Connected: 55%
  - Very Connected: 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?
SBS Faculty

OVERALL:
- Not Connected: 18%
- Somewhat Connected: 52%
- Very Connected: 30%

How Connected Do You Feel to Your College?
SBS Faculty by Race/Ethnicity

- ALANA:
  - Not Connected: 23%
  - Somewhat Connected: 53%
  - Very Connected: 23%

- White:
  - Not Connected: 14%
  - Somewhat Connected: 51%
  - Very Connected: 35%

How Connected Do You Feel to Your College?
SBS Faculty by Gender

- Man:
  - Not Connected: 14%
  - Somewhat Connected: 52%
  - Very Connected: 33%

- Woman:
  - Not Connected: 19%
  - Somewhat Connected: 53%
  - Very Connected: 27%
Note: Data are not included when n’s are below 15. Another sexual identity data 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
SBS Faculty by Sexual Identity

Heterosexual
- 6% (1)
- 36% (2)
- 36% (3)
- 13% (5)

Lesbian, Gay, or Bisexual
- 16% (1)
- 24% (2)
- 35% (3)
- 22% (5)

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

Overall Campus Climate Ratings
SBS Faculty by Rank

Lecturer/Senior Lecturer
- 5% (1)
- 9% (2)
- 36% (3)
- 36% (4)
- 13% (5)

Assistant Professor
- 5% (1)
- 6% (2)
- 21% (3)
- 36% (4)
- 33% (5)

Associate Professor
- 8% (1)
- 35% (2)
- 49% (3)
- 6% (4)

Full Professor
- 8% (1)
- 21% (2)
- 41% (3)
- 27% (4)

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

OVERALL
- 7% (1)
- 23% (2)
- 32% (3)
- 24% (4)
- 13% (5)
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…

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

Overall:
- Very Dissatisfied: 27%
- Somewhat Dissatisfied: 50%
- Somewhat Satisfied: 19%
- Very Satisfied: 5%

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

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

ALANA:
- Very Dissatisfied: 5%
- Somewhat Dissatisfied: 35%
- Somewhat Satisfied: 37%
- Very Satisfied: 23%

White:
- Very Dissatisfied: 23%
- Somewhat Dissatisfied: 55%
- Somewhat Satisfied: 18%
- Very Satisfied: 14%

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

Man:
- Very Dissatisfied: 17%
- Somewhat Dissatisfied: 56%
- Somewhat Satisfied: 24%

Woman:
- Very Dissatisfied: 5%
- Somewhat Dissatisfied: 38%
- Somewhat Satisfied: 42%
- Very Satisfied: 14%
Perceived Commitment to Inclusion: Faculty

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

SBS Faculty

Overall: 11% Very Uncommitted, 47% Somewhat Uncommitted, 39% Somewhat Committed, Very Committed

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

SBS Faculty by Race/Ethnicity

ALANA: 15% Very Uncommitted, 49% Somewhat Uncommitted, 33% Somewhat Committed, Very Committed

White: 10% Very Uncommitted, 46% Somewhat Uncommitted, 44% Somewhat Committed, Very Committed

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

SBS Faculty by Gender

Man: 8% Very Uncommitted, 43% Somewhat Uncommitted, 49% Somewhat Committed, Very Committed

Woman: 14% Very Uncommitted, 51% Somewhat Uncommitted, 31% Somewhat Committed, Very Committed

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 Are Administrators in Your College?

**All Faculty**

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

**SBS Faculty**

- **Very Uncommitted**: 9%
- **Somewhat Uncommitted**: 7%
- **Somewhat Committed**: 40%
- **Very Committed**: 44%

**SBS Faculty by Race/Ethnicity**

- **ALANA**
  - **Very Uncommitted**: 8%
  - **Somewhat Uncommitted**: 13%
  - **Somewhat Committed**: 53%
  - **Very Committed**: 28%

- **White**
  - **Very Uncommitted**: 8%
  - **Somewhat Uncommitted**: 35%
  - **Somewhat Committed**: 54%
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 Social and Behavioral Sciences faculty only.

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

<table>
<thead>
<tr>
<th></th>
<th>Sometimes</th>
<th>Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>ALANA</td>
<td>38%</td>
<td>7%</td>
</tr>
<tr>
<td>White</td>
<td>10%</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>16%</td>
<td></td>
</tr>
<tr>
<td>Woman</td>
<td>40%</td>
<td>8%</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 Sexual Identity?

- Lesbian, Gay, or Bisexual: 12%
- Heterosexual: 0%

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

- Lecturer/Senior Lecturer: 29% Sometimes, 20% Often
- Assistant Professor: 18% Sometimes, 6% Often
- Associate Professor: 55% Sometimes, 10% Often
- Full Professor: 19% Sometimes, 0% Often

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

- English Not First Language: 15% Sometimes, 15% Often
Experiences with Unfair Treatment: Faculty cont'd...

Note: Data are not included when n’s are below 15. Ages 24 or younger, 25 to 35, and 65 or older within age are not shown in this report to protect anonymity.

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

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>35 to 44</td>
<td>10</td>
<td></td>
</tr>
<tr>
<td>45 to 54</td>
<td>20</td>
<td></td>
</tr>
<tr>
<td>55 to 64</td>
<td>13</td>
<td></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>No (%</th>
<th>Yes (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>OVERALL</td>
<td>75</td>
<td>25</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>No (%)</th>
<th>Yes (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>SBS Faculty</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ALANA</td>
<td>82</td>
<td>18</td>
</tr>
<tr>
<td>White</td>
<td>72</td>
<td>28</td>
</tr>
</tbody>
</table>
Experiences with Unfair Treatment: Faculty 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.

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

<table>
<thead>
<tr>
<th>Gender</th>
<th>No</th>
<th>Yes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Man</td>
<td>77%</td>
<td>23%</td>
</tr>
<tr>
<td>Woman</td>
<td>71%</td>
<td>29%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Rank</th>
<th>No</th>
<th>Yes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lecturer/Senior Lecturer</td>
<td>67%</td>
<td>33%</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>85%</td>
<td>15%</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>77%</td>
<td>23%</td>
</tr>
<tr>
<td>Full Professor</td>
<td>70%</td>
<td>30%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>No</th>
<th>Yes</th>
</tr>
</thead>
<tbody>
<tr>
<td>OVERALL</td>
<td>97%</td>
<td>3%</td>
</tr>
</tbody>
</table>
Experiences with Unfair Treatment: Faculty cont’d…

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

OVERALL

- Have You Used Other Resources to Address Unfair Treatment?
All Faculty

OVERALL

- Have You Used Union Processes to Address Unfair Treatment?
All Faculty

OVERALL

- Have You Used the Ombuds Office to Address Unfair Treatment?
All Faculty

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

All Faculty

OVERALL

- 95% No
- 5% Yes

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

All Faculty

OVERALL

- 18% Not at all Effective
- 21% Not too Effective
- 39% Somewhat Effective
- 21% Very Effective

SBS Faculty

OVERALL

- 18% Not at all Effective
- 20% Not too Effective
- 43% Somewhat Effective
- 20% Very Effective
Experiences with Unfair Treatment: Faculty 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.
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’?
SBS Faculty

OVERALL

- Sometimes: 36%
- Often: 4%

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

- ALANA
  - Sometimes: 28%
  - Often: 8%

- White
  - Sometimes: 40%
  - Often: 0%

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

- Man
  - Sometimes: 25%

- Woman
  - Sometimes: 49%
  - Often: 1%

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

**SBS 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><strong>OVERALL</strong></td>
<td>8%</td>
<td>17%</td>
<td>50%</td>
<td>25%</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?

**SBS Faculty by Race/Ethnicity**

<table>
<thead>
<tr>
<th></th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ALANA</strong></td>
<td>5%</td>
<td>19%</td>
<td>56%</td>
<td>21%</td>
</tr>
<tr>
<td><strong>White</strong></td>
<td>6%</td>
<td>16%</td>
<td>47%</td>
<td>30%</td>
</tr>
</tbody>
</table>

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

**SBS Faculty by Gender**

<table>
<thead>
<tr>
<th></th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Man</strong></td>
<td>10%</td>
<td>47%</td>
<td>40%</td>
<td></td>
</tr>
<tr>
<td><strong>Woman</strong></td>
<td>8%</td>
<td>23%</td>
<td>55%</td>
<td>14%</td>
</tr>
</tbody>
</table>
To What Extent Do You Agree or Disagree That There is a Spirit of Cooperation in Your Immediate Work Environment?

SBS 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>15%</td>
<td>51%</td>
<td>29%</td>
</tr>
<tr>
<td>Lesbian, Gay, or Bisexual</td>
<td>21%</td>
<td>53%</td>
<td>26%</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.

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

SBS 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>6%</td>
<td>19%</td>
<td>47%</td>
<td>28%</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>12%</td>
<td>12%</td>
<td>47%</td>
<td>29%</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>9%</td>
<td>24%</td>
<td>53%</td>
<td>15%</td>
</tr>
<tr>
<td>Full Professor</td>
<td>5%</td>
<td>14%</td>
<td>52%</td>
<td>30%</td>
</tr>
</tbody>
</table>

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

SBS Faculty

<table>
<thead>
<tr>
<th>Overlap</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>6%</td>
<td>13%</td>
<td>21%</td>
<td>22%</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)?

**SBS Faculty by Race/Ethnicity**

<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>White</td>
<td>8%</td>
<td>20%</td>
<td>24%</td>
<td>41%</td>
<td>30%</td>
</tr>
<tr>
<td>ALANA</td>
<td>23%</td>
<td>23%</td>
<td>21%</td>
<td>30%</td>
<td>8%</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)?

**SBS Faculty by Gender**

<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>Man</td>
<td>6%</td>
<td>19%</td>
<td>22%</td>
<td>21%</td>
<td>31%</td>
</tr>
<tr>
<td>Woman</td>
<td>7%</td>
<td>7%</td>
<td>21%</td>
<td>23%</td>
<td>42%</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)?

**SBS Faculty by Sexual Identity**

<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>Heterosexual</td>
<td>8%</td>
<td>15%</td>
<td>21%</td>
<td>21%</td>
<td>35%</td>
</tr>
<tr>
<td>Lesbian, Gay, or Bisexual</td>
<td>6%</td>
<td>22%</td>
<td>28%</td>
<td>44%</td>
<td>6%</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.
### From Your Perspective, How Much Service Do You Do Relative to Most Other Faculty in Your Department (or Program)?

<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>15%</td>
<td>12%</td>
<td>24%</td>
<td>18%</td>
<td>32%</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>9%</td>
<td>34%</td>
<td>34%</td>
<td>13%</td>
<td>16%</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>9%</td>
<td>24%</td>
<td>32%</td>
<td>35%</td>
<td></td>
</tr>
<tr>
<td>Full Professor</td>
<td>9%</td>
<td>25%</td>
<td>64%</td>
<td></td>
<td></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

- **OVERALL**
  - Strongly Disagree: 7%
  - Disagree: 16%
  - Agree: 51%
  - Strongly Agree: 26%

#### SBS Faculty

- **OVERALL**
  - Strongly Disagree: 11%
  - Disagree: 20%
  - Agree: 44%
  - Strongly Agree: 24%
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?

SBS Faculty by Race/Ethnicity

<table>
<thead>
<tr>
<th></th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>ALANA</td>
<td>14%</td>
<td>19%</td>
<td>40%</td>
<td>28%</td>
</tr>
<tr>
<td>White</td>
<td>8%</td>
<td>20%</td>
<td>47%</td>
<td>24%</td>
</tr>
</tbody>
</table>

SBS Faculty by Gender

<table>
<thead>
<tr>
<th></th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Man</td>
<td>16%</td>
<td>49%</td>
<td></td>
<td>31%</td>
</tr>
<tr>
<td>Woman</td>
<td>14%</td>
<td>24%</td>
<td>42%</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.
To What Extent Do You Agree or Disagree That Differences among People Are Valued in Your Immediate Work Environment?  
SBS 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>9%</td>
<td>20%</td>
<td>43%</td>
<td>27%</td>
</tr>
<tr>
<td>Lesbian, Gay, or Bisexual</td>
<td>5%</td>
<td>16%</td>
<td>53%</td>
<td>26%</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.

To What Extent Do You Agree or Disagree That Differences among People Are Valued in Your Immediate Work Environment?  
SBS 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>22%</td>
<td>44%</td>
<td>25%</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>12%</td>
<td>9%</td>
<td>45%</td>
<td>33%</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>12%</td>
<td>42%</td>
<td>33%</td>
<td>12%</td>
</tr>
<tr>
<td>Full Professor</td>
<td>9%</td>
<td>14%</td>
<td>50%</td>
<td>27%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Overall</th>
<th>Very Unlikely</th>
<th>Somewhat Unlikely</th>
<th>Somewhat Likely</th>
<th>Very Likely</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>9%</td>
<td>35%</td>
<td>53%</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. Another sexual identity data are not shown in this report to protect anonymity.