

# Survey of Employee Attitudes and Experiences

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

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

Right ○ ○ ○ ○ Wrong ○ ○ ○ ○

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

No Basis for Judgment

Agree Strongly

Agree Somewhat

Disagree Somewhat

Disagree Strongly

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

Please rate YOUR IMMEDIATE WORK ENVIRONMENT on each scale below. For example, on the first scale, if you think your work environment is hostile mark '1,' friendly mark '5,' somewhere in between mark '2,' '3,' or '4.'

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



Please indicate whether or not you observed and/or experienced each type of behavior IN YOUR IMMEDIATE WORK ENVIRONMENT during this academic year. For example, if you observed a particular behavior and also experienced that behavior you should fill in both bubbles.

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

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

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

Please rate THE CAMPUS on each scale below. For example, on the first scale, if you think the campus is hostile mark '1,' friendly mark '5,' somewhere in between mark '2,' '3,' or '4.'

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



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

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

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

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

**You are (mark only one):**

- ☐ Graduate Employee  
☐ Undergraduate Employee  
☐ Classified Staff  
☐ Professional Staff  
☐ Faculty/Instructor/Librarian  
☐ Executive/Administrator

**Do you work full-time or part-time?**

- ☐ Full-time  
☐ Part-time

**For how long have you been employed by UMass Amherst?**

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

**Do you identify as a person with a disability?**

- ☐ Yes  
☐ No

**What is your religious affiliation?**

- ☐ Buddhist  
☐ Christian Catholic  
☐ Christian Protestant  
☐ Hindu  
☐ Islamic  
☐ Jewish  
☐ None  
☐ Other \_\_\_\_\_

**You are: (mark all that apply)**

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

**You are: (mark all that apply)**

- ☐ Woman  
☐ Man  
☐ Transgender

**What is your sexual orientation?**

- ☐ Lesbian, Gay or Bisexual  
☐ Heterosexual

**What is your age?**

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



## Academic Affairs Page

In which school, college  
or division are you  
EMPLOYED?

(MARK ALL THAT APPLY)

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

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

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

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

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

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

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

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

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

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

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

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

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



## Administration and Finance Page

### In which area do you work?

- ☐ Auxiliary Services
- ☐ Budget Office, Financial Cost & Analysis
- ☐ Bursar
- ☐ Campus Planning & Space Management
- ☐ Campus Services
- ☐ Controller's Office
- ☐ Environmental Health & Safety
- ☐ Facilities Planning
- ☐ Human Resources
- ☐ Physical Plant
- ☐ Procurement
- ☐ VC's Office, UCard, Administrative Systems

### In which position do you work?

- ☐ Executive / Administrative / Managerial
- ☐ Professional Non-Faculty
- ☐ Secretarial / Clerical
- ☐ Technical
- ☐ Skilled Crafts
- ☐ Service / Maintenance

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

	No Basis for Judgment	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly
At work, my opinions seem to count.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel safe expressing my concerns to my supervisor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If I make suggestions for change at work, I feel confident I will be heard by my supervisor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would feel comfortable reporting discriminatory behavior to my supervisor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If my supervisor were to behave in a discriminatory manner, I would feel comfortable reporting him/her.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In my unit, hiring decisions are made fairly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In my unit, promotions are made fairly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have been given opportunities to participate in education and/or training.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Efforts are being made to improve the work environment in my unit.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am aware of the University's expectations about appropriate workplace behavior.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



## Chancellor's Area Page

### In which area do you work?

- ☐ Office of Information Technologies  
☐ Athletics  
☐ Other

### Do you work for pay at another job outside the University?

- ☐ Yes  
☐ No

### If so, how many hours do you spend on this job in a typical week?

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

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

	No Basis for Judgment	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly
At work, I have the opportunity to do what I do best every day.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Bullying is a problem in my work area.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At work, I can make suggestions for change without fear of retaliation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I understand how my work contributes to the mission of the University.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My job classification (i.e. grade or level) accurately reflects what I do.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
For the work I do, my physical working conditions are good.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At work, my opinions seem to count.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The stress level experienced by staff members in my unit is reasonable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor is a role model for appropriate workplace behavior.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At work, I can make complaints without fear of retaliation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Personnel decisions, such as hiring, layoffs and transfers, are handled fairly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am aware of efforts to improve the climate in my work area.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

What is the SINGLE most important thing that could be done to improve the work climate in your immediate work area?

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Other Comments?

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THANKS FOR YOUR PARTICIPATION!







## University Advancement Page

### In which area do you work?

- ☐ Central Office / Government Relations
- ☐ Development
- ☐ Alumni
- ☐ Communications and Marketing

### Do you supervise other employees?

- ☐ Yes
- ☐ No

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

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

- At work, I feel safe expressing my opinions.
- At work, I feel safe making complaints.
- At work, I feel safe making suggestions for change.
- University Advancement does a good job recruiting a diverse staff.
- University Advancement does a good job retaining a diverse staff.
- University Advancement does a good job promoting a diverse staff.
- I have read the University's sexual harassment policy.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

What is your understanding of the mission of University Advancement?

What are some suggestions you have for improving communication throughout University Advancement?

Can you suggest any changes in University Advancement policies and practices that could better foster and support a diverse work place?

What is the SINGLE most important thing that could be done to improve the work climate in your immediate work area?

THANKS FOR YOUR PARTICIPATION !