

2003 IUPUI Staff Survey

Campus Profile

Office of Information Management and Institutional Research

May 2004

Sample Demographics

Gender

	N	%*	pop%
Female	2335	74.0%	71.6%
Male	819	26.0%	28.4%
TOTAL	3154	100.0%	non-sig.
No Answer (Missing Values)	40	1.3%	

Age

	N	%*	pop%
Less than 23 years	47	1.5%	2.1%
23 to 30 years	559	17.7%	19.1%
31 to 40 years	828	26.2%	25.7%
41 to 50 years	919	29.1%	28.5%
51 to 60 years	652	20.6%	20.0%
Over 60 years	155	4.9%	4.7%
TOTAL	3160	100.0%	non sig.
No Answer (Missing Values)	34	1.1%	

Racial/Ethnic Group

	N	%*	pop%
Asian/Asian Amer./Pacific Islander	142	4.5%	4.0%
Black/African American	376	12.0%	16.3%
White	2507	79.9%	78.0%
Hispanic/Latino	31	1.0%	1.1%
Native American/American Indian/Aleutian	12	0.4%	0.5%
Multiracial	38	1.2%	n.a.
Other	31	1.0%	n.a.
TOTAL	3137	100.0%	$\chi^2 < .01$
No Answer (Missing Values)	57	1.8%	

*Percentages based on valid responses only (i.e. excludes missing values)

Length of Service at IUPUI

	N	%*	
Less than 1 year	297	9.7%	■
1 to 4 years	1105	36.1%	■■■■
5 to 10 years	770	25.1%	■■■■■
11 to 15 years	389	12.7%	■■■
More than 15 years	504	16.4%	■■■■■
TOTAL	3065	100.0%	
No Answer (Missing Values)	129	4.0%	

Highest Education Level Completed

	N	%*	
Less than high school or GED	10	0.3%	
High school diploma or GED	360	11.7%	■■■
Some college courses	578	18.7%	■■■■■
Certificate, license, tech/trade school diploma	238	7.7%	■■■
Associate's degree	276	8.9%	■■■
Bachelor's degree	669	21.7%	■■■■■
Some graduate courses	294	9.5%	■■■
Post-baccalaureate certificate	17	0.6%	
Master's degree	528	17.1%	■■■■■
Professional degree (e.g., J.D., M.D., D.D.S., etc.)	31	1.0%	
Doctoral degree (Ph.D., Ed.D., DNS, etc.)	59	1.9%	■
Other	27	0.9%	
TOTAL	3087	100.0%	
No Answer (Missing Values)	107	3.4%	

*Percentages based on valid responses only (i.e. excludes missing values)

Occupational Type

	N	%*	pop %	
Service/Maintenance	153	5%	8.4%	■
Clerical/Technical	1471	48%	47.7%	■
clerical support	1008	68.5%		
general supervisor	15	1.0%		
research technician	133	9.0%		
technical support	315	21.4%		
Professional	1453	47.2%	43.8%	■
professional staff	1411	97.1%		
nurse	38	2.6%		
practical nurse	4	0.3%		
TOTAL	3077	100%	$\chi^2 < .01$	
No Answer (Missing Values)				

Organizational Area of Current Position

	N	%* respdts	% pop	
Academic Support	185	6.0%	5.4%	■
External Affairs	26	0.8%	0.9%	■
Administration and Finance	407	13.2%	16.0%	■
Other Central Administration	163	5.3%	5.9%	■
Business	34	1.1%	0.9%	■
Dentistry	191	6.2%	5.9%	■
Engineering	32	1.0%	0.8%	■
Law	26	0.8%	1.1%	■
Liberal Arts	100	3.2%	3.0%	■
Library	45	1.5%	1.2%	■
Med School	1594	51.8%	50.8%	■
Nursing	63	2.0%	1.9%	■
Science	44	1.4%	1.3%	■
SPEA	29	0.9%	1.0%	■
University College	56	1.8%	1.5%	■
Other Academic Departments	82	2.7%	2.3%	■
Total Appointed Staff	3077	96.3%	95.7%	
Total Hourly Staff	117	3.7%	4.5%	
TOTAL	3194	100.0%	non-sig.	

*Percentages based on valid responses only (i.e. excludes missing values)

1. Communication and Morale^{ab}

Rating of IUPUI in the areas of...	Valid N ^c	Mean ^d	STD	Percentage					Confidence Intervals					
				SD	D	N	A	SA	SD	D	N	A	SA	
I have a good understanding of my unit's mission	3149	1.14	0.88	2%	5%	8%	49%	37%						
I understand the connection between my work and the goals of my unit	3157	1.13	0.87	2%	5%	8%	50%	35%						
My unit has good working relationships with organizations external to the University	3053	0.97	0.82	1%	2%	20%	50%	26%						
My unit has good working relationships with other units in the University	3119	0.80	0.90	2%	6%	21%	51%	20%						
Staff members in my unit are honest and ethical	3133	0.76	1.09	5%	9%	18%	42%	26%						
Members of my work unit support one another	3143	0.67	1.15	6%	11%	16%	42%	25%						
There is a climate of trust in my unit	3142	0.46	1.22	9%	14%	19%	38%	21%						
I am satisfied with the amount of information I receive about what is going on in my unit	3147	0.46	1.18	8%	15%	15%	44%	17%						
When disagreements occur in my unit, ideas are criticized, not people	3113	0.27	1.16	9%	17%	25%	36%	13%						

^a Responses provided on a 5-point scale where -2=Strongly Disagree (SD), -1=Disagree (D), 0=Neutral (N), 1=Agree (A), and 2=Strongly Agree (SA)

^b Results sorted by mean from highest to lowest

^c Valid N excludes missing data

^d Mean includes neutral responses but excludes "not applicable" responses

2. Recognition and Rewards^{ab}

Rating of IUPUI in the areas of...	Valid N ^c	Mean ^d	STD	Percentage					Confidence Intervals					
				SD	D	N	A	SA	SD	D	N	A	SA	
I have a good understanding of what benefits I receive	3127	0.90	0.83	2%	5%	14%	60%	19%						
Success stories that occur in my unit are regularly shared among staff members	3113	0.23	1.17	9%	20%	22%	36%	13%						
I am satisfied with the recognition I receive for doing a good job	3142	0.20	1.23	12%	19%	21%	36%	13%						
Staff members in my unit who generate new ideas or who create innovations that lead to improvements are recognized or rewarded	3038	-0.24	1.14	15%	27%	29%	23%	6%						
Outstanding service to customers is recognized or rewarded	2898	-0.26	1.16	17%	27%	28%	23%	6%						
High-performing staff receive non-monetary rewards (e.g., plaque, letter of appreciation, public recognition)	3013	-0.38	1.19	20%	30%	23%	20%	6%						
High-performing staff get promoted	2948	-0.44	1.13	21%	27%	31%	16%	5%						
Staff are asked about their preferences for different types of recognition and rewards	2948	-0.58	1.03	21%	34%	30%	13%	3%						

^a Responses provided on a 5-point scale where -2=Strongly Disagree (SD), -1=Disagree (D), 0=Neutral (N), 1=Agree (A), and 2=Strongly Agree (SA)

^b Results sorted by mean from highest to lowest

^c Valid N excludes missing data

^d Mean includes neutral responses but excludes "not applicable" responses

Comparisons for sections 1 & 2. Group Differences on Communication and Morale, Recognition and Rewards

Group means shown if the results of a one-way analysis of variance test is significant at p<.01

Communication and Morale	Campus Wide	Gender		Age					Racial/Ethnic Group							
		Female	Male	Less than 23 yrs	23-30 yrs	31-40 yrs	41-50 yrs	51-60 yrs	Over 60 yrs	Asian/Pacific Is.	Black/Af. Amer	White	Hispanic	Native American	Multi-racial	Other
I am satisfied with the amount of information I receive about what is going on in my unit	0.46									0.82	0.32	0.48	0.39	-0.25	0.53	-0.07
I understand the connection between my work and the goals of my unit	1.13	1.16	1.05							1.28	0.97	1.16	1.03	0.75	1.16	0.77
I have a good understanding of my unit's mission	1.14			0.85	1.03	1.14	1.17	1.20	1.24	1.31	0.95	1.17	1.16	0.58	1.19	0.63
Members of my work unit support one another	0.67			0.15	0.55	0.68	0.69	0.73	0.76	1.01	0.34	0.70	1.00	0.00	0.89	0.00
There is a climate of trust in my unit	0.46			-0.13	0.38	0.45	0.52	0.50	0.59	0.99	0.11	0.50	0.65	-0.33	0.38	-0.24
Staff members in my unit are honest and ethical	0.76	0.73	0.85	0.17	0.64	0.70	0.81	0.89	0.98	1.09	0.32	0.82	0.71	0.17	0.78	0.14
When disagreements occur in my unit, ideas are criticized, not people	0.27									0.87	-0.01	0.28	0.52	-0.17	0.26	-0.17
My unit has good working relationships with other units in the University	0.80			0.15	0.73	0.83	0.80	0.83	1.01	1.14	0.58	0.82	0.90	0.40	0.95	0.50
My unit has good working relationships with organizations external to the University	0.97			0.55	0.94	1.00	0.98	0.95	1.03	1.07	0.71	1.01	1.00	0.36	1.03	0.60

**Responses provided on a 5-point scale where -2=Strongly Disagree (SD), -1=Disagree (D), 0=Neutral (N), 1=Agree (A), and 2=Strongly Agree (SA)*

Recognition and Rewards*	Campus Wide	Gender		Age					Racial/Ethnic Group							
		Female	Male	Less than 23 yrs	23-30 yrs	31-40 yrs	41-50 yrs	51-60 yrs	Over 60 yrs	Asian/Pacific Is.	Black/Af. Amer	White	Hispanic	Native American	Multi-racial	Other
I am satisfied with the recognition I receive for doing a good job	0.20									0.78	0.11	0.20	0.32	-0.50	0.16	-0.55
Success stories that occur in my unit are regularly shared among staff members	0.23			-0.19	0.24	0.28	0.16	0.25	0.45	0.77	0.14	0.22	0.42	-0.55	0.36	-0.23
High-performing staff receive non-monetary rewards (e.g., plaque, letter of appreciation, public recognition)	-0.38									0.30	-0.28	-0.43	-0.52	-0.82	-0.32	-0.63
Outstanding service to customers is recognized or rewarded	-0.26	-0.31	-0.13							0.34	-0.26	-0.28	-0.17	-0.70	-0.17	-0.79
Staff members in my unit who generate new ideas or who create innovations that lead to improvements are recognized or rewarded	-0.24									0.36	-0.29	-0.26	0.06	-0.73	-0.08	-0.67
High-performing staff get promoted	-0.44									0.15	-0.51	-0.45	-0.23	-0.83	-0.57	-1.00
I have a good understanding of what benefits I receive	0.90			0.54	0.78	0.89	0.93	0.94	1.07	0.89	0.75	0.93	0.97	0.92	0.84	0.48
Staff are asked about their preferences for different types of recognition and rewards	-0.58	-0.62	-0.47							0.01	-0.58	-0.61	-0.50	-0.64	-0.46	-0.97

**Responses provided on a 5-point scale where -2=Strongly Disagree (SD), -1=Disagree (D), 0=Neutral (N), 1=Agree (A), and 2=Strongly Agree (SA)*

Comparisons for sections 1 & 2. Group Differences on Communication and Morale, Recognition and Rewards (continued)

Group means shown if the results of a one-way analysis of variance test is significant at p<.01

Communication and Morale	Campus Wide	Occupational Type			Length of Service at IUPUI				
		Service Maintenance	Clerical or Technical	Professional	Less than 1 yr	1-4 yrs	5-10 yrs	11-15 yrs	More than 15 yrs
I am satisfied with the amount of information I receive about what is going on in my unit	0.46	-0.15	0.38	0.63					
I understand the connection between my work and the goals of my unit	1.13	0.62	1.08	1.24					
I have a good understanding of my unit's mission	1.14	0.69	1.07	1.26					
Members of my work unit support one another	0.67	0.20	0.54	0.84					
There is a climate of trust in my unit	0.46	-0.20	0.35	0.64					
Staff members in my unit are honest and ethical	0.76	0.13	0.63	0.97					
When disagreements occur in my unit, ideas are criticized, not people	0.27	-0.26	0.12	0.47					
My unit has good working relationships with other units in the University	0.80	0.37	0.78	0.87	0.74	0.71	0.83	0.84	0.96
My unit has good working relationships with organizations external to the University	0.97	0.42	0.91	1.09	0.92	0.90	1.00	1.02	1.06

**Responses provided on a 5-point scale where -2=Strongly Disagree (SD), -1=Disagree (D), 0=Neutral (N), 1=Agree (A), and 2=Strongly Agree (SA)*

Recognition and Rewards*	Campus Wide	Occupational Type			Length of Service at IUPUI				
		Service Maintenance	Clerical or Technical	Professional	Less than 1 yr	1-4 yrs	5-10 yrs	11-15 yrs	More than 15 yrs
I am satisfied with the recognition I receive for doing a good job	0.20	-0.27	0.16	0.29	0.57	0.23	0.14	0.11	0.14
Success stories that occur in my unit are regularly shared among staff members	0.23	-0.37	0.15	0.38					
High-performing staff receive non-monetary rewards (e.g., plaque, letter of appreciation, public recognition)	-0.38	-0.53	-0.44	-0.32	-0.11	-0.39	-0.44	-0.47	-0.37
Outstanding service to customers is recognized or rewarded	-0.26	-0.52	-0.37	-0.12	0.04	-0.25	-0.31	-0.32	-0.30
Staff members in my unit who generate new ideas or who create innovations that lead to improvements are recognized or rewarded	-0.24	-0.79	-0.31	-0.10	0.10	-0.22	-0.32	-0.30	-0.26
High-performing staff get promoted	-0.44	-0.92	-0.58	-0.26	-0.13	-0.39	-0.50	-0.61	-0.51
I have a good understanding of what benefits I receive	0.90	0.70	0.84	1.01	0.79	0.84	0.94	0.98	0.97
Staff are asked about their preferences for different types of recognition and rewards	-0.58	-0.72	-0.65	-0.50	-0.33	-0.60	-0.61	-0.64	-0.61

**Responses provided on a 5-point scale where -2=Strongly Disagree (SD), -1=Disagree (D), 0=Neutral (N), 1=Agree (A), and 2=Strongly Agree (SA)*

Comparisons for sections 1 & 2. Group Differences on Communication and Morale, Recognition and Rewards (continued)

Group means shown if the results of a one-way analysis of variance test is significant at p<.01

Communication and Morale	Campus Wide	Amount of Education											
		Less than HS Diploma or GED	High School Diploma or GED	Some College	Cert/lic/ trade dip/ assoc.	Associates Degree	Bach. Degree	Post-Bach courses	Post-Bach Certificate	Masters Degree	Professional Degree	Doctoral Degree	Other
I am satisfied with the amount of information I receive about what is going on in my unit	0.46	0.56	0.32	0.30	0.23	0.49	0.56	0.57	0.59	0.63	0.58	0.83	0.37
I understand the connection between my work and the goals of my unit	1.13	0.56	1.06	1.09	1.02	1.10	1.15	1.14	1.12	1.24	1.26	1.43	1.30
I have a good understanding of my unit's mission	1.14	0.44	1.12	1.08	1.04	1.08	1.16	1.15	1.24	1.25	1.32	1.40	1.22
Members of my work unit support one another	0.67	0.22	0.44	0.57	0.41	0.67	0.80	0.73	1.18	0.79	0.93	1.12	0.70
There is a climate of trust in my unit	0.46	0.11	0.30	0.30	0.23	0.47	0.59	0.46	0.88	0.62	1.06	0.95	0.37
Staff members in my unit are honest and ethical	0.76	0.25	0.48	0.57	0.53	0.76	0.90	0.81	1.18	1.03	1.16	1.26	0.89
When disagreements occur in my unit, ideas are criticized, not people	0.27	0.22	0.07	0.06	0.06	0.23	0.37	0.33	0.88	0.48	0.80	0.61	0.37
My unit has good working relationships with other units in the University	0.80												
My unit has good working relationships with organizations external to the University	0.97	0.38	0.85	0.90	0.93	0.93	0.99	1.04	1.12	1.07	1.29	1.25	1.12

**Responses provided on a 5-point scale where -2=Strongly Disagree (SD), -1=Disagree (D), 0=Neutral (N), 1=Agree (A), and 2=Strongly Agree (SA)*

Recognition and Rewards*	Campus Wide	Amount of Education											
		Less than HS Diploma or GED	High School Diploma or GED	Some College	Cert/lic/ trade dip/ assoc.	Associates Degree	Bach. Degree	Post-Bach courses	Post-Bach Certificate	Masters Degree	Professional Degree	Doctoral Degree	Other
I am satisfied with the recognition I receive for doing a good job	0.20	0.33	0.07	0.11	-0.05	0.29	0.24	0.14	0.41	0.36	0.68	0.75	0.11
Success stories that occur in my unit are regularly shared among staff members	0.23	0.11	0.01	0.09	0.00	0.24	0.33	0.24	0.24	0.42	0.61	0.91	0.33
High-performing staff receive non-monetary rewards (e.g., plaque, letter of appreciation, public recognition)	-0.38	0.33	-0.51	-0.47	-0.59	-0.45	-0.29	-0.46	-0.38	-0.22	0.00	0.09	-0.50
Outstanding service to customers is recognized or rewarded	-0.26	-0.44	-0.38	-0.36	-0.55	-0.33	-0.18	-0.29	-0.12	-0.05	0.18	0.25	-0.40
Staff members in my unit who generate new ideas or who create innovations that lead to improvements are recognized or rewarded	-0.24	-0.50	-0.41	-0.36	-0.57	-0.31	-0.10	-0.27	-0.06	-0.02	0.10	0.27	-0.23
High-performing staff get promoted	-0.44	-0.75	-0.63	-0.52	-0.69	-0.52	-0.38	-0.44	-0.24	-0.26	0.23	0.00	-0.50
I have a good understanding of what benefits I receive	0.90	0.33	0.87	0.87	0.90	0.90	0.84	0.93	0.88	1.00	1.03	1.21	0.78
Staff are asked about their preferences for different types of recognition and rewards	-0.58												

**Responses provided on a 5-point scale where -2=Strongly Disagree (SD), -1=Disagree (D), 0=Neutral (N), 1=Agree (A), and 2=Strongly Agree (SA)*

Comparisons for sections 1 & 2. Group Differences on Communication and Morale, Recognition and Rewards (continued)

Group means shown if the results of a one-way analysis of variance test is significant at $p < .01$

Communication and Morale	Organizational Area																
	Campus Wide	Academic Support	External Affairs	Admin and Finance	Other Central Admin	BUS	DENT	EGTC	LAW	LIBA	Library	MED	NURS	SCI	SPEA	UCOL	Other Academic Departments
I am satisfied with the amount of information I receive about what is going on in my unit	0.46	0.70	0.92	0.10	0.59	0.71	0.49	0.61	0.54	0.74	0.93	0.42	0.79	0.48	0.66	0.91	0.69
I understand the connection between my work and the goals of my unit	1.13	1.30	1.42	0.84	1.11	1.29	1.16	1.13	1.15	1.23	1.16	1.13	1.37	1.18	1.45	1.38	1.26
I have a good understanding of my unit's mission	1.14	1.34	1.19	0.93	1.08	1.18	1.19	1.23	1.08	1.27	1.31	1.12	1.41	1.00	1.38	1.45	1.26
Members of my work unit support one another	0.67	0.84	1.19	0.32	0.96	0.82	0.64	0.84	0.81	0.84	1.18	0.63	0.89	0.73	0.41	0.82	0.88
There is a climate of trust in my unit	0.46	0.60	0.69	0.02	0.72	0.61	0.43	0.45	0.54	0.67	0.82	0.47	0.76	0.70	0.45	0.52	0.59
Staff members in my unit are honest and ethical	0.76	0.98	0.92	0.37	0.97	0.97	0.68	0.90	1.00	0.96	1.11	0.76	1.05	0.93	0.90	0.84	0.74
When disagreements occur in my unit, ideas are criticized, not people	0.27	0.48	0.38	-0.11	0.64	0.35	0.25	0.23	0.32	0.43	0.69	0.23	0.59	0.70	0.29	0.30	0.33
My unit has good working relationships with other units in the University	0.80	0.95	1.08	0.62	0.81	0.94	0.80	1.03	0.69	0.68	1.05	0.80	1.00	1.02	1.04	0.79	0.75
My unit has good working relationships with organizations external to the University	0.97	1.15	1.27	0.71	1.05	1.22	0.85	1.03	0.88	1.24	1.17	0.95	1.29	1.07	1.28	1.06	1.13

*Responses provided on a 5-point scale where -2=Strongly Disagree (SD), -1=Disagree (D), 0=Neutral (N), 1=Agree (A), and 2=Strongly Agree (SA)

Recognition and Rewards*	Organizational Area																
	Campus Wide	Academic Support	External Affairs	Admin and Finance	Other Central Admin	BUS	DENT	EGTC	LAW	LIBA	Library	MED	NURS	SCI	SPEA	UCOL	Other Academic Departments
I am satisfied with the recognition I receive for doing a good job	0.20	0.29	0.12	-0.17	0.46	0.68	0.31	0.23	0.38	0.28	0.44	0.19	0.44	0.36	0.21	0.07	0.49
Success stories that occur in my unit are regularly shared among staff members	0.23	0.47	0.73	-0.11	0.38	0.65	0.37	0.39	0.16	0.57	0.60	0.16	0.60	0.48	0.34	0.66	0.46
High-performing staff receive non-monetary rewards (e.g., plaque, letter of appreciation, public recognition)	-0.38	-0.34	-0.27	-0.44	-0.43	0.33	-0.16	0.26	-0.46	-0.28	-0.53	-0.50	0.56	-0.19	-0.43	0.16	-0.38
Outstanding service to customers is recognized or rewarded	-0.26	-0.16	-0.04	-0.39	0.09	0.19	-0.03	-0.06	-0.14	-0.13	-0.41	-0.39	0.37	-0.05	0.15	-0.07	0.01
Staff members in my unit who generate new ideas or who create innovations that lead to improvements are recognized or rewarded	-0.24	-0.13	-0.16	-0.54	0.06	-0.10	-0.07	-0.13	-0.26	-0.01	0.04	-0.31	0.33	-0.05	0.00	0.02	0.05
High-performing staff get promoted	-0.44	-0.38	-0.48	-0.71	-0.11	-0.10	-0.43	-0.53	-0.61	-0.33	-0.56	-0.45	-0.62	-0.63	0.26	-0.29	-0.18
I have a good understanding of what benefits I receive	0.90																
Staff are asked about their preferences for different types of recognition and rewards	-0.58	-0.55	-0.20	-0.58	-0.57	-0.61	-0.42	-0.17	-0.61	-0.47	-0.42	-0.66	-0.27	-0.55	-0.38	-0.47	-0.55

*Responses provided on a 5-point scale where -2=Strongly Disagree (SD), -1=Disagree (D), 0=Neutral (N), 1=Agree (A), and 2=Strongly Agree (SA)

3. Training and Development^{ab}

Rating of IUPUI in the areas of...	Valid N ^c	Mean ^d	STD	Percentage					Confidence Intervals					
				SD	D	N	A	SA	SD	D	N	A	SA	
My supervisor lets me adjust my schedule so that I can participate in training opportunities	3036	1.01	0.96	4%	4%	14%	46%	33%						
Overall, the training I have attended for my present job has helped me perform my job better	2983	0.81	0.95	3%	6%	20%	49%	23%						
I am familiar with my rights and responsibilities related to FMLA	3099	0.77	0.98	3%	10%	17%	50%	21%						
Overall, the training I have attended for my present job has contributed to my personal development	2986	0.68	0.99	4%	8%	24%	45%	19%						
I am familiar with my rights and responsibilities related to the Americans with Disabilities Act	3034	0.61	1.03	4%	12%	21%	46%	18%						
My unit provides leave time or other flexible scheduling so that I can take university courses for credit or audit	2675	0.57	1.13	7%	8%	27%	36%	22%						
I have training opportunities available to me that are useful for my future career and my personal development	3067	0.56	1.09	6%	11%	23%	42%	18%						
I am satisfied with the kinds of training currently available to me	3106	0.47	1.09	7%	12%	21%	46%	13%						
I take advantage of Fee Courtesy	2600	0.41	1.20	6%	18%	26%	26%	23%						
Training and career development opportunities are allocated fairly	3068	0.37	1.10	7%	14%	24%	43%	12%						
My unit evaluates the success of the training and development opportunities being provided to our staff members	2953	-0.03	1.06	9%	23%	36%	25%	7%						

^a Responses provided on a 5-point scale where -2=Strongly Disagree (SD), -1=Disagree (D), 0=Neutral (N), 1=Agree (A), and 2=Strongly Agree (SA)

^b Results sorted by mean from highest to lowest

^c Valid N excludes missing data

^d Mean includes neutral responses but excludes "not applicable" responses

4. Performance Evaluations^{ab}

Rating of IUPUI in the areas of...	Valid N ^c	Mean ^d	STD	Percentage					Confidence Intervals					
				SD	D	N	A	SA	SD	D	N	A	SA	
Written performance evaluations are conducted in my unit	3021	0.53	1.25	10%	14%	11%	43%	22%						
Individual goals/objectives for improving work are included in staff performance evaluations	2820	0.36	1.18	10%	14%	22%	39%	15%						
Oral performance evaluations are conducted in my unit	2983	0.35	1.24	10%	17%	17%	38%	17%						
My last performance evaluation provided me with information I could use to improve my performance	2724	0.30	1.20	11%	15%	23%	36%	15%						
My supervisor provides feedback and coaching to me on a consistent basis	3038	0.23	1.28	13%	17%	20%	33%	16%						
I am satisfied with how performance evaluations are conducted in my unit	2958	0.14	1.26	13%	19%	22%	32%	14%						

^a Responses provided on a 5-point scale where -2=Strongly Disagree (SD), -1=Disagree (D), 0=Neutral (N), 1=Agree (A), and 2=Strongly Agree (SA)

^b Results sorted by mean from highest to lowest

^c Valid N excludes missing data

^d Mean includes neutral responses but excludes "not applicable" responses

Comparisons for sections 3 & 4. Group Differences on Training and Development, and Performance Evaluation:

Group means shown if the results of a one-way analysis of variance test is significant at p<.01

Training and Development	Campus Wide	Gender		Age						Racial/Ethnic Group						
		Female	Male	Less than 23 yrs	23-30 yrs	31-40 yrs	41-50 yrs	51-60 yrs	Over 60 yrs	Asian/Pacific Is.	Black/Af. Amer	White	Hispanic	Native American	Multi-racial	Other
Training and career development opportunities are allocated fairly	0.37									0.66	0.14	0.41	0.42	-0.08	0.25	-0.15
I am satisfied with the kinds of training currently available to me	0.47	0.51	0.36							0.63	0.27	0.50	0.65	0.17	0.31	-0.22
My supervisor lets me adjust my schedule so that I can participate in training opportunities	1.01									1.25	0.79	1.04	1.34	0.92	1.03	0.42
Overall, the training I have attended for my present job has helped me perform my job better	0.81									0.99	0.57	0.84	1.00	0.92	0.63	0.44
Overall, the training I have attended for my present job has contributed to my personal development	0.68									0.94	0.45	0.70	0.90	0.73	0.51	0.58
I have training opportunities available to me that are useful for my future career and my personal development	0.56									0.68	0.37	0.59	0.93	0.25	0.67	-0.08
My unit evaluates the success of the training and development opportunities being provided to our staff members	-0.03									0.49	-0.01	-0.05	0.34	-0.40	0.00	-0.42
I take advantage of Fee Courtesy	0.41			0.70	0.58	0.39	0.39	0.36	0.19							
My unit provides leave time or other flexible scheduling so that I can take university courses for credit or audit	0.57			0.38	0.77	0.63	0.46	0.49	0.51							
I am familiar with my rights and responsibilities related to FMLA	0.77	0.81	0.65	0.38	0.58	0.78	0.84	0.79	0.92							
I am familiar with my rights and responsibilities related to the Americans with Disabilities Act	0.61			0.18	0.46	0.60	0.67	0.67	0.78							

**Responses provided on a 5-point scale where -2=Strongly Disagree (SD), -1=Disagree (D), 0=Neutral (N), 1=Agree (A), and 2=Strongly Agree (SA)*

Performance Evaluations	Campus Wide	Gender		Age						Racial/Ethnic Group						
		Female	Male	Less than 23 yrs	23-30 yrs	31-40 yrs	41-50 yrs	51-60 yrs	Over 60 yrs	Asian/Pacific Is.	Black/Af. Amer	White	Hispanic	Native American	Multi-racial	Other
Written performance evaluations are conducted in my unit	0.53															
Oral performance evaluations are conducted in my unit	0.35															
I am satisfied with how performance evaluations are conducted in my unit	0.14									0.66	0.12	0.13	0.29	-0.58	0.30	-0.19
My last performance evaluation provided me with information I could use to improve my performance	0.30									0.71	0.31	0.28	0.45	-0.40	0.55	-0.15
Individual goals/objectives for improving work are included in staff performance evaluations	0.36									0.73	0.41	0.35	0.61	-0.20	0.41	-0.15
My supervisor provides feedback and coaching to me on a consistent basis	0.23									0.78	0.15	0.22	0.32	-0.25	0.50	-0.07

**Responses provided on a 5-point scale where -2=Strongly Disagree (SD), -1=Disagree (D), 0=Neutral (N), 1=Agree (A), and 2=Strongly Agree (SA)*

Comparisons for sections 3 & 4. Group Differences on Training and Development, and Performance Evaluations (continued)

Group means shown if the results of a one-way analysis of variance test is significant at p<.01

Training and Development	Campus Wide	Occupational Type			Length of Service at IUPUI				
		Service Maintenance	Clerical or Technical	Professional	Less than 1 yr	1-4 yrs	5-10 yrs	11-15 yrs	More than 15 yrs
Training and career development opportunities are allocated fairly	0.37	-0.35	0.28	0.55					
I am satisfied with the kinds of training currently available to me	0.47	-0.25	0.40	0.63					
My supervisor lets me adjust my schedule so that I can participate in training opportunities	1.01	0.35	0.91	1.19					
Overall, the training I have attended for my present job has helped me perform my job better	0.81	0.36	0.70	0.99					
Overall, the training I have attended for my present job has contributed to my personal development	0.68	0.24	0.56	0.87					
I have training opportunities available to me that are useful for my future career and my personal development	0.56	-0.11	0.46	0.76					
My unit evaluates the success of the training and development opportunities being provided to our staff members	-0.03				0.20	-0.02	-0.03	-0.14	-0.07
I take advantage of Fee Courtesy	0.41								
My unit provides leave time or other flexible scheduling so that I can take university courses for credit or audit	0.57	0.20	0.48	0.70					
I am familiar with my rights and responsibilities related to FMLA	0.77	0.71	0.70	0.87	0.64	0.66	0.86	0.85	0.88
I am familiar with my rights and responsibilities related to the Americans with Disabilities Act	0.61	0.48	0.52	0.74	0.60	0.51	0.67	0.64	0.74

**Responses provided on a 5-point scale where -2=Strongly Disagree (SD), -1=Disagree (D), 0=Neutral (N), 1=Agree (A), and 2=Strongly Agree (SA)*

Performance Evaluations	Campus Wide	Occupational Type			Length of Service at IUPUI				
		Service Maintenance	Clerical or Technical	Professional	Less than 1 yr	1-4 yrs	5-10 yrs	11-15 yrs	More than 15 yrs
Written performance evaluations are conducted in my unit	0.53								
Oral performance evaluations are conducted in my unit	0.35								
I am satisfied with how performance evaluations are conducted in my unit	0.14	-0.21	0.10	0.22					
My last performance evaluation provided me with information I could use to improve my performance	0.30	-0.04	0.32	0.33					
Individual goals/objectives for improving work are included in staff performance evaluations	0.36	0.01	0.33	0.46					
My supervisor provides feedback and coaching to me on a consistent basis	0.23	-0.13	0.21	0.27	0.48	0.24	0.23	0.10	0.23

**Responses provided on a 5-point scale where -2=Strongly Disagree (SD), -1=Disagree (D), 0=Neutral (N), 1=Agree (A), and 2=Strongly Agree (SA)*

Comparisons for sections 3 & 4. Group Differences on Training and Development, and Performance Evaluations (continued)

Group means shown if the results of a one-way analysis of variance test is significant at p<.01

Training and Development	Campus Wide	Amount of Education											
		Less than HS Diploma or GED	High School Diploma or GED	Some College	Cert/lic/ trade dip/ assoc.	Associates Degree	Bach. Degree	Post-Bach courses	Post-Bach Certificate	Masters Degree	Professional Degree	Doctoral Degree	Other
Training and career development opportunities are allocated fairly	0.37	-0.44	0.16	0.26	0.17	0.38	0.50	0.36	0.12	0.57	0.83	0.82	0.23
I am satisfied with the kinds of training currently available to me	0.47	0.11	0.35	0.39	0.37	0.49	0.51	0.46	0.47	0.62	0.87	0.98	0.42
My supervisor lets me adjust my schedule so that I can participate in training opportunities	1.01	0.67	0.76	0.88	0.83	0.97	1.08	1.12	0.94	1.28	1.39	1.39	1.25
Overall, the training I have attended for my present job has helped me perform my job better	0.81	0.56	0.64	0.68	0.72	0.89	0.85	0.86	1.06	0.97	1.10	1.17	0.76
Overall, the training I have attended for my present job has contributed to my personal development	0.68	0.44	0.53	0.51	0.60	0.78	0.69	0.76	1.00	0.86	0.94	1.17	0.57
I have training opportunities available to me that are useful for my future career and my personal development	0.56	0.22	0.37	0.44	0.43	0.68	0.59	0.58	0.69	0.77	0.80	1.03	0.44
My unit evaluates the success of the training and development opportunities being provided to our staff members	-0.03												
I take advantage of Fee Courtesy	0.41	0.44	0.13	0.52	0.21	0.70	0.31	0.76	0.71	0.33	0.38	0.09	0.69
My unit provides leave time or other flexible scheduling so that I can take university courses for credit or audit	0.57	0.33	0.23	0.45	0.32	0.55	0.68	0.69	0.43	0.79	0.96	1.02	0.79
I am familiar with my rights and responsibilities related to FMLA	0.77												
I am familiar with my rights and responsibilities related to the Americans with Disabilities Act	0.61												

**Responses provided on a 5-point scale where -2=Strongly Disagree (SD), -1=Disagree (D), 0=Neutral (N), 1=Agree (A), and 2=Strongly Agree (SA)*

Performance Evaluations	Campus Wide	Amount of Education											
		Less than HS Diploma or GED	High School Diploma or GED	Some College	Cert/lic/ trade dip/ assoc.	Associates Degree	Bach. Degree	Post-Bach courses	Post-Bach Certificate	Masters Degree	Professional Degree	Doctoral Degree	Other
Written performance evaluations are conducted in my unit	0.53												
Oral performance evaluations are conducted in my unit	0.35												
I am satisfied with how performance evaluations are conducted in my unit	0.14	0.11	0.05	0.13	0.07	0.02	0.19	0.01	0.13	0.26	0.74	0.58	0.35
My last performance evaluation provided me with information I could use to improve my performance	0.30												
Individual goals/objectives for improving work are included in staff performance evaluations	0.36												
My supervisor provides feedback and coaching to me on a consistent basis	0.23	0.33	0.12	0.19	0.08	0.21	0.33	0.13	0.33	0.28	0.96	0.56	0.04

**Responses provided on a 5-point scale where -2=Strongly Disagree (SD), -1=Disagree (D), 0=Neutral (N), 1=Agree (A), and 2=Strongly Agree (SA)*

Comparisons for sections 3 & 4. Group Differences on Training and Development, and Performance Evaluations (continued)

Group means shown if the results of a one-way analysis of variance test is significant at p<.01

Training and Development	Campus Wide	Organizational Area															
		Academic Support	External Affairs	Admin and Finance	Other Central Admin	BUS	DENT	EGTC	LAW	LIBA	Library	MED	NURS	SCI	SPEA	UCOL	Other Academic Departments
Training and career development opportunities are allocated fairly	0.37	0.45	0.60	0.03	0.44	0.33	0.50	0.84	0.54	0.50	0.51	0.35	1.02	0.63	0.50	0.63	0.55
I am satisfied with the kinds of training currently available to me	0.47	0.49	0.46	0.12	0.48	0.33	0.66	0.87	0.48	0.53	0.64	0.48	0.97	0.75	0.41	0.73	0.73
My supervisor lets me adjust my schedule so that I can participate in training opportunities	1.01	1.11	1.38	0.70	1.18	1.12	1.02	1.35	1.04	1.19	1.49	0.98	1.48	1.17	1.11	1.18	1.29
Overall, the training I have attended for my present job has helped me perform my job better	0.81	0.78	0.92	0.62	0.93	0.91	0.88	1.10	0.85	0.90	1.05	0.81	1.18	0.93	1.00	0.88	0.88
Overall, the training I have attended for my present job has contributed to my personal development	0.68	0.70	0.84	0.50	0.87	0.91	0.72	0.90	0.62	0.66	0.75	0.67	1.03	0.93	0.64	0.96	0.67
I have training opportunities available to me that are useful for my future career and my personal development	0.56	0.60	0.88	0.26	0.64	0.64	0.71	0.74	0.58	0.59	0.89	0.56	0.95	0.65	0.59	0.88	0.69
My unit evaluates the success of the training and development opportunities being provided to our staff members	-0.03	-0.02	0.12	-0.08	0.24	0.06	0.24	0.10	-0.29	-0.19	-0.20	-0.05	0.08	-0.53	-0.21	-0.02	-0.04
I take advantage of Fee Courtesy	0.41	0.64	0.50	0.32	0.43	0.52	0.59	0.64	0.52	0.49	0.47	0.32	0.62	0.64	0.60	0.94	0.62
My unit provides leave time or other flexible scheduling so that I can take university courses for credit or audit	0.57	0.70	0.92	0.39	0.80	1.07	0.39	1.15	0.76	0.83	1.23	0.47	1.02	0.95	0.69	0.65	0.84
I am familiar with my rights and responsibilities related to FMLA	0.77																
I am familiar with my rights and responsibilities related to the Americans with Disabilities Act	0.61																

**Responses provided on a 5-point scale where -2=Strongly Disagree (SD), -1=Disagree (D), 0=Neutral (N), 1=Agree (A), and 2=Strongly Agree (SA)*

Performance Evaluations	Campus Wide	Organizational Area															
		Academic Support	External Affairs	Admin and Finance	Other Central Admin	BUS	DENT	EGTC	LAW	LIBA	Library	MED	NURS	SCI	SPEA	UCOL	Other Academic Departments
Written performance evaluations are conducted in my unit	0.53	0.58	0.56	0.39	1.32	0.79	1.22	1.39	-0.43	0.93	1.53	0.31	1.57	0.62	0.29	0.31	0.49
Oral performance evaluations are conducted in my unit	0.35	0.33	0.64	0.14	1.10	0.66	0.89	1.23	-0.29	0.80	0.76	0.15	1.18	0.55	0.78	0.11	0.54
I am satisfied with how performance evaluations are conducted in my unit	0.14	0.25	0.04	-0.16	0.51	0.48	0.62	0.53	0.17	0.43	0.89	0.02	0.70	0.12	0.00	-0.21	0.45
My last performance evaluation provided me with information I could use to improve my performance	0.30	0.49	0.46	0.06	0.63	0.31	0.80	0.70	0.16	0.38	0.69	0.18	0.84	0.54	0.13	0.08	0.43
Individual goals/objectives for improving work are included in staff performance evaluations	0.36	0.65	0.65	0.13	0.86	0.61	0.71	0.70	0.26	0.64	0.80	0.21	1.07	0.45	0.40	0.41	0.49
My supervisor provides feedback and coaching to me on a consistent basis	0.23	0.35	0.31	-0.03	0.46	0.48	0.53	0.32	0.39	0.22	0.60	0.18	0.73	0.18	0.07	-0.04	0.36

**Responses provided on a 5-point scale where -2=Strongly Disagree (SD), -1=Disagree (D), 0=Neutral (N), 1=Agree (A), and 2=Strongly Agree (SA)*

5. Physical Work Environment and Safety^{ab}

Rating of IUPUI in the areas of...	Valid N ^c	Mean ^d	STD	Percentage					Confidence Intervals					
				SD	D	N	A	SA	SD	D	N	A	SA	
My working conditions are safe	3151	0.95	0.89	3%	5%	12%	56%	24%						
IUPUI is a safe campus	3122	0.83	0.79	1%	4%	21%	57%	16%						
IUPUI treats employee safety as a high priority	3134	0.79	0.93	4%	5%	20%	53%	19%						
For the work I do, my physical working conditions are good	3147	0.76	1.03	4%	10%	12%	52%	21%						
I am satisfied with my physical work environment at IUPUI	3131	0.65	1.11	6%	12%	14%	49%	20%						

^a Responses provided on a 5-point scale where -2=Strongly Disagree (SD), -1=Disagree (D), 0=Neutral (N), 1=Agree (A), and 2=Strongly Agree (SA)

^b Results sorted by mean from highest to lowest

^c Valid N excludes missing data

^d Mean includes neutral responses but excludes "not applicable" responses

6. Supervision/Management^{ab}

Rating of IUPUI in the areas of...	Valid N ^c	Mean ^d	STD	Percentage					Confidence Intervals					
				SD	D	N	A	SA	SD	D	N	A	SA	
My supervisor allows flexibility with my work schedule	3114	1.13	0.99	4%	4%	9%	43%	41%						
My supervisor is generally available to discuss issues related to my work	3131	0.86	1.05	5%	7%	13%	47%	28%						
My supervisor supports free exchanges of opinions and ideas related to work	3126	0.85	1.07	5%	7%	15%	44%	29%						
My supervisor has the training and experience needed for his/her position as a supervisor	3122	0.80	1.16	6%	9%	14%	39%	32%						
My supervisor is open to new ways of doing things	3121	0.79	1.10	5%	9%	16%	42%	28%						
My supervisor supports initiatives to continually improve processes in our unit	3110	0.76	1.08	5%	8%	19%	42%	26%						
My supervisor demonstrates that quality is important in his/her day-to-day activities (e.g., holding meetings to discuss quality issues, interacting with others)	3110	0.73	1.12	5%	10%	17%	41%	27%						
My supervisor has the supervisory skills needed in his/her position as a supervisor	3127	0.62	1.23	8%	12%	16%	37%	27%						
My supervisor distributes in a fair way the workload among staff in my unit	3035	0.56	1.18	8%	12%	18%	40%	22%						
I receive adequate guidance from my supervisor to succeed in my job	3113	0.53	1.16	7%	12%	21%	39%	21%						
My supervisor provides staff with constructive suggestions to improve their job performance	3107	0.51	1.15	6%	14%	22%	37%	20%						
My supervisor bases decisions primarily on facts and data rather than on opinions and feelings	3110	0.49	1.21	9%	13%	20%	37%	22%						
My supervisor personally recognizes the contributions of individuals on a regular basis	3113	0.36	1.22	9%	17%	22%	33%	19%						

^a Responses provided on a 5-point scale where -2=Strongly Disagree (SD), -1=Disagree (D), 0=Neutral (N), 1=Agree (A), and 2=Strongly Agree (SA)

^b Results sorted by mean from highest to lowest

^c Valid N excludes missing data

^d Mean includes neutral responses but excludes "not applicable" responses

7. Job Satisfaction^{ab}

Rating of IUPUI in the areas of...	Valid N ^c	Mean ^d	STD	Percentage					Confidence Intervals					
				SD	D	N	A	SA	SD	D	N	A	SA	
I feel a sense of personal satisfaction when I do my job well	3155	1.40	0.72	1%	1%	5%	43%	50%						
I like the work I do in my current position	3157	1.21	0.83	1%	3%	9%	46%	40%						
I have the appropriate supplies, materials, and equipment to perform my job well	3148	1.04	0.93	3%	5%	10%	50%	32%						
I am satisfied with the way work schedules are determined	3054	0.96	1.01	4%	6%	12%	47%	31%						
My job is challenging enough for me	3146	0.85	1.09	4%	9%	15%	41%	31%						
My job responsibilities are clear so that I know what is expected of me	3149	0.84	1.03	3%	9%	13%	48%	26%						
My job makes good use of my skills and abilities	3152	0.77	1.12	6%	10%	12%	45%	27%						
I am satisfied with my involvement in decisions that affect my work	3147	0.66	1.14	5%	13%	16%	41%	25%						
The stress experienced by staff members in my unit is at reasonable levels	3136	0.35	1.16	9%	16%	18%	46%	12%						

^a Responses provided on a 5-point scale where -2=Strongly Disagree (SD), -1=Disagree (D), 0=Neutral (N), 1=Agree (A), and 2=Strongly Agree (SA)

^b Results sorted by mean from highest to lowest

^c Valid N excludes missing data

^d Mean includes neutral responses but excludes "not applicable" responses

Comparisons for sections 5, 6 & 7. Group Differences on Physical Work Environment and Safety, Supervision/Management, Job Satisfaction

Group means shown if the results of a one-way analysis of variance test is significant at p<.01

Physical Work Environment and Safety*	Campus Wide	Gender		Age					Racial/Ethnic Group							
		Female	Male	Less than 23 yrs	23-30 yrs	31-40 yrs	41-50 yrs	51-60 yrs	Over 60 yrs	Asian/Pacific Is	Black/Af Amer	White	Hispanic	Native American	Multi-racial	Other
I am satisfied with my physical work environment at IUPUI	0.65									0.89	0.65	0.64	0.55	0.33	0.73	-0.07
For the work I do, my physical working conditions are good	0.76															
My working conditions are safe	0.95									1.15	0.81	0.96	0.90	0.83	1.14	0.40
IUPUI treats employee safety as a high priority	0.79			0.60	0.93	0.78	0.71	0.80	0.86	1.14	0.69	0.79	0.81	0.42	0.95	0.24
IUPUI is a safe campus	0.83									1.05	0.74	0.84	0.84	0.50	0.92	0.44

*Responses provided on a 5-point scale where -2=Strongly Disagree (SD), -1=Disagree (D), 0=Neutral (N), 1=Agree (A), and 2=Strongly Agree (SA)

Supervision / Management	Campus Wide	Gender		Age					Racial/Ethnic Group							
		Female	Male	Less than 23 yrs	23-30 yrs	31-40 yrs	41-50 yrs	51-60 yrs	Over 60 yrs	Asian/Pacific Is	Black/Af Amer	White	Hispanic	Native American	Multi-racial	Other
My supervisor has the training and experience needed for his/her position as a supervisor	0.80									1.14	0.70	0.82	0.68	0.00	0.92	0.14
My supervisor has the supervisory skills needed in his/her position as a supervisor	0.62									1.07	0.61	0.61	0.77	0.08	0.81	0.10
My supervisor distributes in a fair way the workload among staff in my unit	0.56									0.86	0.40	0.58	0.83	0.25	0.63	0.00
My supervisor bases decisions primarily on facts and data rather than on opinions and feelings	0.49									0.98	0.36	0.50	0.68	0.08	0.59	-0.07
My supervisor supports free exchanges of opinions and ideas related to work	0.85									1.20	0.68	0.86	1.03	0.50	0.97	0.41
My supervisor is open to new ways of doing things	0.79									1.16	0.66	0.79	1.13	0.25	1.14	0.29
My supervisor demonstrates that quality is important in his/her day-to-day activities (e.g., holding meetings to discuss quality issues, interacting with others)	0.73									1.04	0.60	0.75	1.03	0.00	0.97	0.21
My supervisor provides staff with constructive suggestions to improve their job performance	0.51									1.01	0.44	0.49	0.81	0.17	0.81	-0.03
My supervisor personally recognizes the contributions of individuals on a regular basis	0.36									0.96	0.28	0.34	0.65	-0.55	0.68	0.04
I receive adequate guidance from my supervisor to succeed in my job	0.53									0.95	0.41	0.53	0.74	-0.33	0.62	0.11
My supervisor is generally available to discuss issues related to my work	0.86									1.15	0.77	0.87	1.13	0.27	0.89	0.75
My supervisor supports initiatives to continually improve processes in our unit	0.76									1.09	0.64	0.76	0.90	0.18	1.08	0.43
My supervisor allows flexibility with my work schedule	1.13									1.30	0.98	1.16	1.26	1.09	1.11	0.86

*Responses provided on a 5-point scale where -2=Strongly Disagree (SD), -1=Disagree (D), 0=Neutral (N), 1=Agree (A), and 2=Strongly Agree (SA)

Comparisons for sections 5, 6 & 7. Group Differences on Physical Work Environment and Safety, Supervision/Management, Job Satisfaction (continued)

Group means shown if the results of a one-way analysis of variance test is significant at p<.01

Job Satisfaction	Campus Wide	Gender		Age						Racial/Ethnic Group						
		Female	Male	Less than 23 yrs	23-30 yrs	31-40 yrs	41-50 yrs	51-60 yrs	Over 60 yrs	Asian/Pacific Is	Black/Af Amer	White	Hispanic	Native American	Multi-racial	Other
I like the work I do in my current position	1.21			0.91	1.01	1.18	1.27	1.31	1.50	1.24	1.04	1.24	1.52	1.50	1.22	1.00
I feel a sense of personal satisfaction when I do my job well	1.40			0.94	1.27	1.39	1.42	1.49	1.59	1.37	1.21	1.43	1.58	1.50	1.41	1.07
My job is challenging enough for me	0.85			0.23	0.56	0.80	0.93	1.05	1.22	0.95	0.66	0.88	0.94	1.17	0.76	0.55
I am satisfied with my involvement in decisions that affect my work	0.66									1.02	0.63	0.66	1.13	0.33	0.68	0.30
The stress experienced by staff members in my unit is at reasonable levels	0.35									0.90	0.24	0.34	0.57	0.42	0.46	-0.31
My job responsibilities are clear so that I know what is expected of me	0.84	0.89	0.72	0.62	0.70	0.85	0.88	0.85	1.16	1.11	0.83	0.84	1.26	0.58	0.59	0.59
My job makes good use of my skills and abilities	0.77			0.21	0.60	0.79	0.81	0.84	1.08	1.06	0.57	0.80	0.97	1.08	0.61	0.10
I have the appropriate supplies, materials, and equipment to perform my job well	1.04	1.11	0.83	0.89	1.05	1.03	0.98	1.10	1.26	1.20	0.89	1.06	1.10	1.17	1.00	0.37
I am satisfied with the way work schedules are determined	0.96									1.13	0.68	0.99	1.03	1.00	0.97	0.70

**Responses provided on a 5-point scale where -2=Strongly Disagree (SD), -1=Disagree (D), 0=Neutral (N), 1=Agree (A), and 2=Strongly Agree (SA)*

Comparisons for sections 5, 6 & 7. Group Differences on Physical Work Environment and Safety, Supervision/Management, Job Satisfaction (continued)

Group means shown if the results of a one-way analysis of variance test is significant at $p < .01$

Physical Work Environment and Safety*	Occupational Type				Length of Service at IUPUI				
	Campus Wide	Service Maintenance	Clerical or Technical	Professional	Less than 1 yr	1-4 yrs	5-10 yrs	11-15 yrs	More than 15 yrs
I am satisfied with my physical work environment at IUPUI	0.65				0.73	0.63	0.72	0.67	0.50
For the work I do, my physical working conditions are good	0.76								
My working conditions are safe	0.95	0.45	0.90	1.05					
IUPUI treats employee safety as a high priority	0.79	0.31	0.79	0.86	0.99	0.83	0.80	0.71	0.67
IUPUI is a safe campus	0.83	0.47	0.81	0.90	0.96	0.87	0.83	0.74	0.76

*Responses provided on a 5-point scale where -2=Strongly Disagree (SD), -1=Disagree (D), 0=Neutral (N), 1=Agree (A), and 2=Strongly Agree (SA)

Supervision / Management	Occupational Type				Length of Service at IUPUI				
	Campus Wide	Service Maintenance	Clerical or Technical	Professional	Less than 1 yr	1-4 yrs	5-10 yrs	11-15 yrs	More than 15 yrs
My supervisor has the training and experience needed for his/her position as a supervisor	0.80	0.36	0.69	0.95					
My supervisor has the supervisory skills needed in his/her position as a supervisor	0.62	0.28	0.55	0.72					
My supervisor distributes in a fair way the workload among staff in my unit	0.56	0.02	0.48	0.69					
My supervisor bases decisions primarily on facts and data rather than on opinions and feelings	0.49	0.04	0.40	0.62					
My supervisor supports free exchanges of opinions and ideas related to work	0.85	0.37	0.75	0.98					
My supervisor is open to new ways of doing things	0.79	0.25	0.70	0.92					
My supervisor demonstrates that quality is important in his/her day-to-day activities (e.g., holding meetings to discuss quality issues, interacting with others)	0.73	0.32	0.65	0.87					
My supervisor provides staff with constructive suggestions to improve their job performance	0.51	0.06	0.46	0.59	0.74	0.52	0.50	0.43	0.43
My supervisor personally recognizes the contributions of individuals on a regular basis	0.36	-0.07	0.32	0.44	0.59	0.39	0.30	0.26	0.33
I receive adequate guidance from my supervisor to succeed in my job	0.53	0.11	0.46	0.63					
My supervisor is generally available to discuss issues related to my work	0.86	0.47	0.82	0.95					
My supervisor supports initiatives to continually improve processes in our unit	0.76	0.27	0.68	0.88					
My supervisor allows flexibility with my work schedule	1.13	0.61	1.05	1.26					

*Responses provided on a 5-point scale where -2=Strongly Disagree (SD), -1=Disagree (D), 0=Neutral (N), 1=Agree (A), and 2=Strongly Agree (SA)

Comparisons for sections 5, 6 & 7. Group Differences on Physical Work Environment and Safety, Supervision/Management, Job Satisfaction (continued)

Group means shown if the results of a one-way analysis of variance test is significant at $p < .01$

Job Satisfaction	Occupational Type				Length of Service at IUPUI				
	Campus Wide	Service Maintenance	Clerical or Technical	Professional	Less than 1 yr	1-4 yrs	5-10 yrs	11-15 yrs	More than 15 yrs
I like the work I do in my current position	1.21	0.94	1.16	1.30	1.13	1.14	1.23	1.34	1.27
I feel a sense of personal satisfaction when I do my job well	1.40	1.17	1.36	1.48	1.34	1.35	1.42	1.49	1.45
My job is challenging enough for me	0.85	0.53	0.70	1.07	0.67	0.73	0.87	0.98	1.09
I am satisfied with my involvement in decisions that affect my work	0.66	0.30	0.59	0.78					
The stress experienced by staff members in my unit is at reasonable levels	0.35	0.08	0.30	0.43	0.56	0.39	0.31	0.26	0.26
My job responsibilities are clear so that I know what is expected of me	0.84				0.74	0.78	0.88	0.87	0.95
My job makes good use of my skills and abilities	0.77	0.30	0.67	0.94	0.67	0.64	0.85	0.86	0.93
I have the appropriate supplies, materials, and equipment to perform my job well	1.04	0.26	1.09	1.09					
I am satisfied with the way work schedules are determined	0.96	0.06	0.92	1.10					

*Responses provided on a 5-point scale where -2=Strongly Disagree (SD), -1=Disagree (D), 0=Neutral (N), 1=Agree (A), and 2=Strongly Agree (SA)

Comparisons for sections 5, 6 & 7. Group Differences on Physical Work Environment and Safety, Supervision/Management, Job Satisfaction (continued)

Group means shown if the results of a one-way analysis of variance test is significant at $p < .01$

Physical Work Environment and Safety*	Campus Wide	Education											
		Less than HS Diploma or GED	High School Diploma or GED	Some College	Cert/lic/ trade dip/ assoc.	Associates Degree	Bach. Degree	Post-Bach courses	Post-Bach Certificate	Masters Degree	Professional Degree	Doctoral Degree	Other
I am satisfied with my physical work environment at IUPUI	0.65												
For the work I do, my physical working conditions are good	0.76												
My working conditions are safe	0.95	0.67	0.83	0.90	0.84	1.02	0.95	1.04	1.19	1.06	1.06	1.09	0.44
IUPUI treats employee safety as a high priority	0.79	0.78	0.69	0.72	0.76	0.82	0.85	0.91	1.06	0.83	0.74	1.04	0.33
IUPUI is a safe campus	0.83	0.33	0.76	0.77	0.81	0.82	0.89	0.91	1.13	0.86	0.87	1.05	0.52

*Responses provided on a 5-point scale where -2=Strongly Disagree (SD), -1=Disagree (D), 0=Neutral (N), 1=Agree (A), and 2=Strongly Agree (SA)

Supervision / Management	Campus Wide	Education											
		Less than HS Diploma or GED	High School Diploma or GED	Some College	Cert/lic/ trade dip/ assoc.	Associates Degree	Bach. Degree	Post-Bach courses	Post-Bach Certificate	Masters Degree	Professional Degree	Doctoral Degree	Other
My supervisor has the training and experience needed for his/her position as a supervisor	0.80	0.78	0.67	0.70	0.66	0.80	0.90	0.72	1.00	0.97	1.27	0.98	0.85
My supervisor has the supervisory skills needed in his/her position as a supervisor	0.62												
My supervisor distributes in a fair way the workload among staff in my unit	0.56	0.44	0.46	0.44	0.35	0.56	0.69	0.44	0.88	0.74	0.93	0.96	0.65
My supervisor bases decisions primarily on facts and data rather than on opinions and feelings	0.49	0.22	0.42	0.35	0.33	0.53	0.60	0.39	0.60	0.64	1.00	0.79	0.63
My supervisor supports free exchanges of opinions and ideas related to work	0.85	0.22	0.68	0.72	0.71	0.85	0.95	0.87	0.81	1.01	1.20	1.04	0.89
My supervisor is open to new ways of doing things	0.79	0.56	0.66	0.68	0.61	0.81	0.89	0.71	1.19	0.96	1.03	0.96	0.93
My supervisor demonstrates that quality is important in his/her day-to-day activities (e.g., holding meetings to discuss quality issues, interacting with others)	0.73	0.67	0.56	0.67	0.52	0.71	0.82	0.74	0.75	0.90	1.07	1.16	0.89
My supervisor provides staff with constructive suggestions to improve their job performance	0.51	0.56	0.45	0.45	0.30	0.46	0.60	0.40	0.69	0.63	0.93	0.81	0.62
My supervisor personally recognizes the contributions of individuals on a regular basis	0.36	0.44	0.25	0.25	0.14	0.33	0.47	0.25	0.56	0.51	0.73	0.68	0.46
I receive adequate guidance from my supervisor to succeed in my job	0.53	0.56	0.47	0.44	0.34	0.59	0.62	0.43	0.44	0.64	0.90	0.86	0.52
My supervisor is generally available to discuss issues related to my work	0.86	0.67	0.81	0.78	0.76	0.87	0.95	0.81	1.00	0.97	1.29	0.95	0.89
My supervisor supports initiatives to continually improve processes in our unit	0.76	0.44	0.64	0.66	0.58	0.79	0.83	0.74	1.19	0.90	1.13	1.04	0.77
My supervisor allows flexibility with my work schedule	1.13	0.56	0.97	1.05	0.95	1.09	1.18	1.18	1.06	1.33	1.35	1.51	1.19

*Responses provided on a 5-point scale where -2=Strongly Disagree (SD), -1=Disagree (D), 0=Neutral (N), 1=Agree (A), and 2=Strongly Agree (SA)

Comparisons for sections 5, 6 & 7. Group Differences on Physical Work Environment and Safety, Supervision/Management, Job Satisfaction (continued)

Group means shown if the results of a one-way analysis of variance test is significant at p<.01

Job Satisfaction	Campus Wide	Education											
		Less than HS Diploma or GED	High School Diploma or GED	Some College	Cert/lic/ trade dip/ assoc.	Associates Degree	Bach. Degree	Post-Bach courses	Post-Bach Certificate	Masters Degree	Professional Degree	Doctoral Degree	Other
I like the work I do in my current position	1.21	0.78	1.26	1.19	1.28	1.26	1.11	1.15	1.41	1.30	1.32	1.40	1.19
I feel a sense of personal satisfaction when I do my job well	1.40	1.13	1.44	1.36	1.45	1.44	1.29	1.36	1.59	1.50	1.48	1.64	1.52
My job is challenging enough for me	0.85	1.00	0.93	0.71	0.94	0.90	0.76	0.72	1.00	1.06	0.93	1.19	0.78
I am satisfied with my involvement in decisions that affect my work	0.66												
The stress experienced by staff members in my unit is at reasonable levels	0.35	0.44	0.30	0.25	0.18	0.41	0.44	0.22	0.88	0.50	0.70	0.40	0.07
My job responsibilities are clear so that I know what is expected of me	0.84	0.78	1.04	0.85	0.86	0.92	0.77	0.68	0.94	0.83	1.19	1.05	0.52
My job makes good use of my skills and abilities	0.77												
I have the appropriate supplies, materials, and equipment to perform my job well	1.04												
I am satisfied with the way work schedules are determined	0.96	0.22	0.79	0.90	0.79	0.90	1.03	0.97	1.07	1.14	1.42	1.28	0.69

*Responses provided on a 5-point scale where -2=Strongly Disagree (SD), -1=Disagree (D), 0=Neutral (N), 1=Agree (A), and 2=Strongly Agree (SA)

Comparisons for sections 5, 6 & 7. Group Differences on Physical Work Environment and Safety, Supervision/Management, Job Satisfaction (continued)

Group means shown if the results of a one-way analysis of variance test is significant at $p < .01$

Physical Work Environment and Safety*	Organizational Area																
	Campus Wide	Academic Support	External Affairs	Admin and Finance	Other Central Admin	BUS	DENT	EGTC	LAW	LIBA	Library	MED	NURS	SCI	SPEA	UCOL	Other Academic Departments
I am satisfied with my physical work environment at IUPUI	0.65	0.42	0.38	0.54	0.58	0.88	0.47	0.90	1.12	0.73	0.87	0.70	0.73	1.07	0.86	0.73	0.43
For the work I do, my physical working conditions are good	0.76																
My working conditions are safe	0.95	0.92	0.85	0.75	0.99	1.24	0.82	1.23	1.15	1.02	1.11	0.98	1.10	1.14	1.28	1.29	0.73
IUPUI treats employee safety as a high priority	0.79	0.72	0.58	0.60	0.79	1.00	0.73	0.87	0.92	0.88	0.82	0.84	0.88	0.95	0.96	1.13	0.64
IUPUI is a safe campus	0.83																

*Responses provided on a 5-point scale where -2=Strongly Disagree (SD), -1=Disagree (D), 0=Neutral (N), 1=Agree (A), and 2=Strongly Agree (SA)

Supervision / Management	Organizational Area																
	Campus Wide	Academic Support	External Affairs	Admin and Finance	Other Central Admin	BUS	DENT	EGTC	LAW	LIBA	Library	MED	NURS	SCI	SPEA	UCOL	Other Academic Departments
My supervisor has the training and experience needed for his/her position as a supervisor	0.80	0.89	1.35	0.54	0.98	0.85	0.84	0.77	0.58	0.94	0.91	0.78	1.17	0.86	0.69	0.98	1.06
My supervisor has the supervisory skills needed in his/her position as a supervisor	0.62	0.73	1.04	0.40	0.81	0.82	0.76	0.45	0.56	0.79	0.84	0.57	1.06	0.55	0.48	0.46	0.92
My supervisor distributes in a fair way the workload among staff in my unit	0.56	0.72	1.16	0.25	0.78	0.76	0.70	0.55	0.14	0.60	0.69	0.53	1.02	0.60	0.46	0.38	0.92
My supervisor bases decisions primarily on facts and data rather than on opinions and feelings	0.49	0.70	0.69	0.15	0.76	0.45	0.53	0.19	0.35	0.52	0.59	0.47	0.97	0.51	0.59	0.28	0.79
My supervisor supports free exchanges of opinions and ideas related to work	0.85	0.89	0.96	0.52	1.01	0.88	0.94	0.81	0.88	0.99	1.14	0.83	1.35	0.95	0.89	0.72	1.01
My supervisor is open to new ways of doing things	0.79	0.91	0.96	0.43	0.96	1.00	0.87	0.74	0.75	0.83	1.16	0.77	1.24	0.84	0.79	0.89	0.96
My supervisor demonstrates that quality is important in his/her day-to-day activities (e.g., holding meetings to discuss quality issues, interacting with others)	0.73	0.96	1.04	0.38	0.85	1.03	0.75	0.81	0.61	0.90	0.86	0.72	1.32	0.70	0.86	0.70	1.08
My supervisor provides staff with constructive suggestions to improve their job performance	0.51	0.67	0.69	0.20	0.70	0.64	0.61	0.45	0.35	0.58	0.73	0.48	1.05	0.41	0.52	0.41	0.68
My supervisor personally recognizes the contributions of individuals on a regular basis	0.36	0.46	0.46	0.08	0.58	0.59	0.52	0.32	0.42	0.47	0.86	0.30	0.81	0.41	0.32	0.33	0.67
I receive adequate guidance from my supervisor to succeed in my job	0.53	0.66	0.88	0.25	0.72	0.76	0.61	0.84	0.52	0.59	0.86	0.49	0.94	0.43	0.70	0.41	0.68
My supervisor is generally available to discuss issues related to my work	0.86	0.97	1.23	0.62	0.88	1.06	1.01	1.16	1.08	0.98	1.16	0.83	1.27	0.95	1.04	0.74	0.97
My supervisor supports initiatives to continually improve processes in our unit	0.76	1.00	1.12	0.47	0.97	1.03	0.91	0.94	0.68	0.85	1.05	0.69	1.16	0.73	0.93	0.91	0.99
My supervisor allows flexibility with my work schedule	1.13	1.16	1.44	0.80	1.27	1.32	1.04	1.13	1.46	1.42	1.47	1.13	1.38	1.39	1.32	1.09	1.36

*Responses provided on a 5-point scale where -2=Strongly Disagree (SD), -1=Disagree (D), 0=Neutral (N), 1=Agree (A), and 2=Strongly Agree (SA)

Comparisons for sections 5, 6 & 7. Group Differences on Physical Work Environment and Safety, Supervision/Management, Job Satisfaction (continued)

Group means shown if the results of a one-way analysis of variance test is significant at $p < .01$

Job Satisfaction	Campus Wide	Organizational Area															
		Academic Support	External Affairs	Admin and Finance	Other Central Admin	BUS	DENT	EGTC	LAW	LIBA	Library	MED	NURS	SCI	SPEA	UCOL	Other Academic Departments
I like the work I do in my current position	1.21																
I feel a sense of personal satisfaction when I do my job well	1.40	1.32	1.65	1.35	1.39	1.53	1.52	1.26	1.23	1.33	1.51	1.40	1.56	1.52	1.55	1.64	1.45
My job is challenging enough for me	0.85																
I am satisfied with my involvement in decisions that affect my work	0.66	0.69	1.12	0.44	0.56	0.79	0.94	0.71	0.46	0.58	0.82	0.66	0.90	0.84	0.79	0.69	0.90
The stress experienced by staff members in my unit is at reasonable levels	0.35	0.07	0.23	0.08	0.59	0.44	0.48	0.35	0.46	0.30	0.51	0.39	0.52	0.55	0.52	0.16	0.34
My job responsibilities are clear so that I know what is expected of me	0.84																
My job makes good use of my skills and abilities	0.77																
I have the appropriate supplies, materials, and equipment to perform my job well	1.04	1.08	0.27	0.66	1.00	1.09	0.98	1.06	1.12	1.05	1.27	1.12	1.32	1.23	1.10	1.27	1.18
I am satisfied with the way work schedules are determined	0.96	0.93	1.04	0.51	1.03	1.25	0.92	1.13	1.04	0.98	1.16	1.02	1.35	1.17	1.11	0.98	0.96

*Responses provided on a 5-point scale where -2=Strongly Disagree (SD), -1=Disagree (D), 0=Neutral (N), 1=Agree (A), and 2=Strongly Agree (SA)

8. Overall Satisfaction^{ab}

Rating of IUPUI in the areas of...	Valid N ^c	Mean ^d	STD	Percentage					Confidence Intervals					
				VD	D	N	S	VS	VD	D	N	S	VS	
Paid time off benefits	3085	1.08	0.83	1%	4%	11%	53%	31%						
Fee courtesy benefits	2904	0.93	0.95	3%	5%	17%	48%	28%						
My overall job satisfaction	3159	0.87	0.92	2%	8%	14%	54%	23%						
Medical insurance benefits	2954	0.80	0.98	3%	8%	15%	52%	22%						
Retirement benefits	3086	0.71	0.99	4%	7%	20%	50%	19%						
Staff development opportunities at IUPUI	3045	0.56	0.92	4%	6%	33%	44%	13%						
The level of cooperation and teamwork in my unit	3149	0.53	1.14	7%	14%	17%	44%	18%						
The identity and sense of community at IUPUI	3088	0.51	0.88	2%	9%	34%	45%	10%						
Dental insurance benefits	2928	0.50	1.12	7%	14%	17%	46%	15%						
The level of cooperation and teamwork at IUPUI	3060	0.48	0.85	3%	7%	37%	46%	8%						
The clarity of objectives and plans for the next few years in my unit	3103	0.36	1.02	5%	15%	30%	40%	10%						
The clarity of objectives and plans for the next few years at IUPUI	3060	0.35	0.89	3%	11%	42%	36%	8%						
Staff development opportunities in my unit	3075	0.32	1.09	8%	13%	29%	38%	11%						
Staff morale in my unit	3145	0.25	1.16	10%	17%	22%	40%	11%						
The availability of parking on campus	3001	-0.32	1.25	23%	25%	18%	29%	5%						
The cost of parking on campus	2981	-0.39	1.20	24%	25%	23%	25%	4%						
Staff salary levels	3116	-0.44	1.14	21%	31%	23%	22%	3%						

^a Responses provided on a 5-point scale where -2=Very Dissatisfied (VD), -1=Dissatisfied (D), 0=Neutral (N), 1=Satisfied (S), and 2=Very Satisfied (VS)

^b Results sorted by mean from highest to lowest

^c Valid N excludes missing data

^d Mean includes neutral responses but excludes "not applicable" responses

9. Quality of IUPUI^{ab}

Rating of IUPUI in the areas of...	Valid N ^c	Mean	STD	Percentage				Confidence Intervals			
				PR	FR	GD	EX	PR	FR	GD	EX
Reputation of IUPUI in Indianapolis	3091	3.08	0.66	1%	14%	60%	25%				
Quality of technology available to staff to get their work done	3058	2.98	0.74	4%	18%	56%	23%				
Level of civility at IUPUI	3052	2.91	0.68	3%	19%	62%	16%				
Quality of staff service to the institution	3010	2.90	0.66	2%	20%	63%	15%				
Reputation of IUPUI in Indiana	3035	2.86	0.72	3%	25%	56%	17%				
Quality of campus administrative leadership	2975	2.79	0.75	6%	24%	56%	14%				
Quality of work spaces at IUPUI (offices, classrooms, labs, training facilities)	3004	2.50	0.82	13%	33%	46%	9%				

^a Responses provided on a 4-point scale where 4=Excellent (EX), 3=Good (GD), 2=Fair (FR), and 1=Poor (PR)

^b Results sorted by mean from highest to lowest

^c Valid N excludes missing data

Comparisons for sections 8 & 9. Group Differences on Overall Satisfaction and Quality of IUPUI

Group means shown if the results of a one-way analysis of variance test is significant at p<.01

Overall Satisfaction	Campus Wide	Gender		Age						Racial/Ethnic Group						
		Female	Male	Less than 23 yrs	23-30 yrs	31-40 yrs	41-50 yrs	51-60 yrs	Over 60 yrs	Asian/Pacific Is	Black/Af Amer	White	Hispanic	Native American	Multi-racial	Other
My overall job satisfaction	0.87			0.60	0.73	0.85	0.88	0.95	1.11	1.01	0.74	0.89	1.00	0.83	0.70	0.33
The clarity of objectives and plans for the next few years in my unit	0.36									0.70	0.34	0.35	0.71	-0.17	0.46	-0.14
The clarity of objectives and plans for the next few years at IUPUI	0.35	0.39	0.25							0.61	0.39	0.34	0.58	0.09	0.31	-0.26
The identity and sense of community at IUPUI	0.51	0.56	0.37							0.74	0.49	0.51	0.87	0.00	0.25	0.12
Staff morale in my unit	0.25									0.70	0.17	0.25	0.68	-0.09	0.24	-0.50
The level of cooperation and teamwork in my unit	0.53	0.49	0.64							0.92	0.40	0.54	0.84	-0.33	0.57	0.23
The level of cooperation and teamwork at IUPUI	0.48	0.50	0.41							0.80	0.41	0.48	0.74	-0.17	0.30	0.04
Staff salary levels	-0.44									-0.19	-0.54	-0.44	-0.19	-0.92	-0.57	-0.93
Medical insurance benefits	0.80	0.84	0.71	1.05	1.09	0.83	0.71	0.63	0.78							
Dental insurance benefits	0.50			0.83	0.71	0.50	0.42	0.39	0.52							
Retirement benefits	0.71			0.84	0.90	0.84	0.67	0.48	0.55							
Paid time off benefits	1.08									0.93	0.83	1.14	1.19	0.67	1.03	1.00
Fee courtesy benefits	0.93	0.98	0.81							0.65	0.72	0.98	0.87	1.00	0.91	0.81
Staff development opportunities in my unit	0.32									0.35	0.11	0.36	0.65	0.50	0.23	-0.36
Staff development opportunities at IUPUI	0.56	0.61	0.41													
The availability of parking on campus	-0.32			-0.76	-0.37	-0.37	-0.34	-0.19	-0.16	0.07	-0.37	-0.33	-0.06	-1.10	-0.34	-0.70
The cost of parking on campus	-0.39									-0.07	-0.40	-0.39	-0.55	-1.00	-0.19	-1.04

Responses provided on a 5-point scale where -2=Very Dissatisfied (VD), -1=Dissatisfied (D), 0=Neutral (N), 1=Satisfied (S), and 2=Very Satisfied (VS)

Group means shown if the results of a one-way analysis of variance test is significant at p<.01

Quality of IUPUI	Campus Wide	Gender		Age						Racial/Ethnic Group						
		Female	Male	Less than 23 yrs	23-30 yrs	31-40 yrs	41-50 yrs	51-60 yrs	Over 60 yrs	Asian/Pacific Is	Black/ Af American	White	Hispanic	Native American	Multi-racial	Other
Reputation of IUPUI in Indianapolis	3.08	3.11	3.00	2.83	3.05	3.07	3.07	3.12	3.21							
Reputation of IUPUI in Indiana	2.86	2.91	2.71	2.50	2.76	2.84	2.88	2.94	3.03							
Quality of staff service to the institution	2.90															
Quality of campus administrative leadership	2.79	2.84	2.66	2.44	2.78	2.80	2.77	2.81	2.94	2.87	2.70	2.81	3.10	2.45	2.69	2.33
Quality of work spaces at IUPUI (offices, classrooms, labs, training facilities)	2.50			2.33	2.59	2.53	2.40	2.50	2.59	2.70	2.57	2.49	2.45	1.83	2.49	1.93
Quality of technology available to staff to get their work done	2.98			2.64	3.04	3.01	2.90	3.01	3.04	2.99	2.86	3.01	3.06	2.92	2.94	2.41
Level of civility at IUPUI	2.91			2.53	3.00	2.91	2.87	2.92	2.90	2.91	2.70	2.95	2.97	2.58	2.92	2.34

Responses provided on a 4-point scale where 4=Excellent (EX), 3=Good (GD), 2=Fair (F), and 1=Poor (PO)

Comparisons for sections 8 & 9. Group Differences on Overall Satisfaction and Quality of IUPUI (continued)

Group means shown if the results of a one-way analysis of variance test is significant at $p < .01$

Overall Satisfaction	Occupational Type				Length of Service at IUPUI				
	Campus Wide	Service Maintenance	Clerical or Technical	Professional	Less than 1 yr	1-4 yrs	5-10 yrs	11-15 yrs	More than 15 yrs
My overall job satisfaction	0.87	0.55	0.80	0.97					
The clarity of objectives and plans for the next few years in my unit	0.36	-0.06	0.32	0.44					
The clarity of objectives and plans for the next few years at IUPUI	0.35	0.06	0.34	0.40					
The identity and sense of community at IUPUI	0.51	0.26	0.54	0.51					
Staff morale in my unit	0.25	-0.19	0.16	0.38	0.47	0.25	0.21	0.17	0.29
The level of cooperation and teamwork in my unit	0.53	0.12	0.40	0.69					
The level of cooperation and teamwork at IUPUI	0.48	0.04	0.49	0.51					
Staff salary levels	-0.44	-0.73	-0.55	-0.32					
Medical insurance benefits	0.80	0.60	0.86	0.81	1.01	0.90	0.83	0.69	0.55
Dental insurance benefits	0.50				0.83	0.62	0.44	0.38	0.25
Retirement benefits	0.71	0.14	0.58	0.95	0.98	0.81	0.77	0.69	0.36
Paid time off benefits	1.08	0.72	0.94	1.31					
Fee courtesy benefits	0.93	0.47	0.90	1.05					
Staff development opportunities in my unit	0.32	-0.38	0.19	0.54					
Staff development opportunities at IUPUI	0.56	-0.12	0.53	0.68	0.77	0.55	0.55	0.53	0.50
The availability of parking on campus	-0.32	-0.51	-0.40	-0.23	-0.24	-0.31	-0.44	-0.36	-0.19
The cost of parking on campus	-0.39	-0.90	-0.45	-0.26					

Responses provided on a 5-point scale where -2=Very Dissatisfied (VD), -1=Dissatisfied (D), 0=Neutral (N), 1=Satisfied (S), and 2=Very Satisfied (VS)

Group means shown if the results of a one-way analysis of variance test is significant at $p < .01$

Quality of IUPUI	Occupational Type				Length of Service at IUPUI				
	Campus Wide	Service Maintenance	Clerical or Technical	Professional	Less than 1 yr	1-4 yrs	5-10 yrs	11-15 yrs	More than 15 yrs
Reputation of IUPUI in Indianapolis	3.08	2.92	3.14	3.04					
Reputation of IUPUI in Indiana	2.86	2.76	2.97	2.76					
Quality of staff service to the institution	2.90	2.57	2.92	2.93					
Quality of campus administrative leadership	2.79	2.25	2.79	2.86					
Quality of work spaces at IUPUI (offices, classrooms, labs, training facilities)	2.50								
Quality of technology available to staff to get their work done	2.98	2.54	2.95	3.07					
Level of civility at IUPUI	2.91	2.43	2.89	2.98	3.05	2.92	2.90	2.86	2.87

Responses provided on a 4-point scale where 4=Excellent (EX), 3=Good (GD), 2=Fair (F), and 1=Poor (PO)

Comparisons for sections 8 & 9. Group Differences on Overall Satisfaction and Quality of IUPUI (continued)

Group means shown if the results of a one-way analysis of variance test is significant at p<.01

Overall Satisfaction	Campus Wide	Education											
		Less than HS Diploma or GED	High School Diploma or GED	Some College	Cert/lic/ trade dip/ assoc.	Associates Degree	Bach. Degree	Post-Bach courses	Post-Bach Certificate	Masters Degree	Professional Degree	Doctoral Degree	Other
My overall job satisfaction	0.87												
The clarity of objectives and plans for the next few years in my unit	0.36	0.67	0.35	0.29	0.24	0.37	0.39	0.29	0.59	0.42	0.77	0.81	0.11
The clarity of objectives and plans for the next few years at IUPUI	0.35	0.33	0.47	0.32	0.25	0.35	0.36	0.25	0.41	0.36	0.68	0.64	0.04
The identity and sense of community at IUPUI	0.51												
Staff morale in my unit	0.25	0.44	0.18	0.13	0.09	0.27	0.33	0.23	0.29	0.37	0.74	0.62	-0.04
The level of cooperation and teamwork in my unit	0.53	0.25	0.41	0.34	0.40	0.53	0.62	0.58	0.71	0.68	0.87	1.03	0.70
The level of cooperation and teamwork at IUPUI	0.48												
Staff salary levels	-0.44	-0.63	-0.54	-0.55	-0.53	-0.35	-0.41	-0.51	-0.35	-0.34	-0.06	-0.16	-0.81
Medical insurance benefits	0.80												
Dental insurance benefits	0.50	0.56	0.35	0.43	0.43	0.48	0.56	0.56	0.88	0.57	0.63	0.62	-0.39
Retirement benefits	0.71	0.33	0.49	0.57	0.58	0.55	0.79	0.84	1.13	0.96	1.03	0.96	0.35
Paid time off benefits	1.08	0.38	0.84	1.03	1.02	1.00	1.12	1.23	1.29	1.25	0.93	1.21	0.93
Fee courtesy benefits	0.93	0.25	0.72	0.90	0.92	0.90	0.96	1.01	1.47	1.06	0.70	1.02	0.88
Staff development opportunities in my unit	0.32	0.00	0.15	0.22	0.14	0.36	0.32	0.38	0.65	0.52	0.63	0.86	0.12
Staff development opportunities at IUPUI	0.56												
The availability of parking on campus	-0.32	-0.78	-0.33	-0.47	-0.59	-0.44	-0.28	-0.23	-0.38	-0.18	-0.06	0.41	-0.65
The cost of parking on campus	-0.39	-1.00	-0.56	-0.51	-0.73	-0.45	-0.32	-0.35	-0.25	-0.17	-0.13	0.36	-0.74

Responses provided on a 5-point scale where -2=Very Dissatisfied (VD), -1=Dissatisfied (D), 0=Neutral (N), 1=Satisfied (S), and 2=Very Satisfied (VS)

Group means shown if the results of a one-way analysis of variance test is significant at p<.01

Quality of IUPUI	Campus Wide	Education											
		Less than HS Diploma or GED	High School Diploma or GED	Some College	Cert/lic/ trade dip/ assoc.	Associates Degree	Bach. Degree	Post-Bach courses	Post-Bach Certificate	Masters Degree	Professional Degree	Doctoral Degree	Other
Reputation of IUPUI in Indianapolis	3.08	3.00	3.11	3.12	3.18	3.15	3.07	3.03	3.31	3.00	3.16	2.86	3.20
Reputation of IUPUI in Indiana	2.86	2.63	3.01	2.94	3.07	2.94	2.79	2.73	2.94	2.70	3.00	2.68	3.04
Quality of staff service to the institution	2.90												
Quality of campus administrative leadership	2.79												
Quality of work spaces at IUPUI (offices, classrooms, labs, training facilities)	2.50												
Quality of technology available to staff to get their work done	2.98	2.44	2.85	2.91	2.89	2.94	3.04	3.10	3.44	3.06	3.19	3.22	2.70
Level of civility at IUPUI	2.91	2.44	2.83	2.87	2.81	2.88	2.96	3.00	2.94	2.96	3.10	3.07	2.84

Responses provided on a 4-point scale where 4=Excellent (EX), 3=Good (GD), 2=Fair (F), and 1=Poor (PO)

Comparisons for sections 8 & 9. Group Differences on Overall Satisfaction and Quality of IUPUI (continued)

Group means shown if the results of a one-way analysis of variance test is significant at p<.01

Overall Satisfaction	Organizational Area																
	Campus Wide	Academic Support	External Affairs	Admin and Finance	Other Central Admin	BUS	DENT	EGTC	LAW	LIBA	Library	MED	NURS	SCI	SPEA	UCOL	Other Academic Departments
My overall job satisfaction	0.87	0.88	1.08	0.68	0.84	0.91	1.00	0.91	0.85	0.81	1.11	0.87	1.14	1.02	0.72	0.85	0.96
The clarity of objectives and plans for the next few years in my unit	0.36	0.38	0.50	0.10	0.38	0.53	0.52	0.72	0.46	0.24	0.73	0.36	0.54	0.48	0.31	0.30	0.52
The clarity of objectives and plans for the next few years at IUPUI	0.35																
The identity and sense of community at IUPUI	0.51																
Staff morale in my unit	0.25	0.26	0.73	-0.12	0.43	0.55	0.39	0.28	0.20	0.18	0.51	0.26	0.39	0.61	0.24	0.22	0.38
The level of cooperation and teamwork in my unit	0.53	0.68	1.04	0.27	0.72	0.52	0.57	0.75	0.52	0.63	0.76	0.49	0.66	0.68	0.48	0.65	0.76
The level of cooperation and teamwork at IUPUI	0.48	0.54	0.42	0.26	0.56	0.65	0.51	0.59	0.52	0.34	0.67	0.49	0.71	0.63	0.39	0.69	0.51
Staff salary levels	-0.44	-0.76	-0.65	-0.70	-0.30	-0.26	-0.52	-0.34	-0.20	-0.59	-0.42	-0.34	-0.63	-0.27	-0.14	-0.69	-0.52
Medical insurance benefits	0.80																
Dental insurance benefits	0.50																
Retirement benefits	0.71	0.73	0.92	0.50	0.82	0.59	0.61	0.72	0.68	0.87	0.64	0.77	0.74	0.68	1.03	0.73	0.80
Paid time off benefits	1.08																
Fee courtesy benefits	0.93																
Staff development opportunities in my unit	0.32	0.45	0.31	-0.01	0.55	0.61	0.45	0.50	0.63	0.45	0.60	0.28	0.85	0.53	0.52	0.67	0.48
Staff development opportunities at IUPUI	0.56	0.66	0.73	0.28	0.64	0.82	0.61	0.65	0.92	0.63	0.89	0.55	0.93	0.74	0.75	0.78	0.81
The availability of parking on campus	-0.32	-0.14	0.00	-0.34	-0.13	0.12	-0.41	0.63	0.29	-0.70	0.02	-0.42	-0.31	0.32	-0.19	0.15	-0.37
The cost of parking on campus	-0.39	-0.26	-0.23	-0.49	-0.17	0.03	-0.31	0.00	-0.29	-0.30	0.02	-0.48	-0.32	-0.20	-0.19	-0.02	-0.16

Responses provided on a 5-point scale where -2=Very Dissatisfied (VD), -1=Dissatisfied (D), 0=Neutral (N), 1=Satisfied (S), and 2=Very Satisfied (VS)

Group means shown if the results of a one-way analysis of variance test is significant at p<.01

Quality of IUPUI	Organizational Area																
	Campus Wide	Academic Support	External Affairs	Admin and Finance	Other Central Admin	BUS	DENT	EGTC	LAW	LIBA	Library	MED	NURS	SCI	SPEA	UCOL	Other Academic Departments
Reputation of IUPUI in Indianapolis	3.08	2.92	2.88	3.04	3.05	3.29	3.16	2.97	3.23	2.97	2.91	3.12	3.15	3.02	3.34	2.78	3.11
Reputation of IUPUI in Indiana	2.86	2.71	2.38	2.81	2.75	2.94	3.02	2.67	2.96	2.60	2.78	2.93	2.90	2.51	2.90	2.60	2.79
Quality of staff service to the institution	2.90	2.93	2.92	2.72	3.01	3.03	2.92	2.81	3.00	2.94	3.02	2.92	3.02	3.02	3.04	3.00	2.91
Quality of campus administrative leadership	2.79	2.88	3.08	2.47	2.96	3.00	2.82	2.84	3.08	2.88	3.09	2.79	3.07	2.72	3.14	3.05	2.94
Quality of work spaces at IUPUI (offices, classrooms, labs, training facilities)	2.50	2.27	2.50	2.55	2.57	2.38	2.35	2.45	2.81	2.34	2.86	2.51	2.51	2.61	2.52	2.65	2.34
Quality of technology available to staff to get their work done	2.98	2.99	3.12	2.78	3.22	3.18	2.86	2.97	3.38	3.00	3.53	2.95	3.16	3.27	3.29	3.45	3.05
Level of civility at IUPUI	2.91	2.96	2.88	2.68	3.04	3.06	2.89	2.84	3.00	2.98	2.96	2.93	2.90	3.02	3.07	3.13	3.01

Responses provided on a 4-point scale where 4=Excellent (EX), 3=Good (GD), 2=Fair (F), and 1=Poor (PO)

10-A. Campus Climate for Diversity^{ab}

Based on your experiences at IUPUI, please indicate if you agree or disagree with the following:	Valid N ^c	Mean ^d	STD	Percentage					Confidence Intervals					
				SD	D	N	A	SA	SD	D	N	A	SA	
Co-workers in my unit treat all individuals with respect, regardless of their ethnicity, cultural background or sexual orientation	3149	0.93	1.04	4%	7%	13%	44%	32%						
IUPUI management is committed to promoting an environment that respects and celebrates diversity	3146	0.78	0.82	2%	4%	24%	54%	16%						
I feel a sense of belonging at IUPUI	3152	0.73	0.87	2%	6%	25%	50%	16%						
My work experiences have contributed to my appreciation of multiculturalism and diversity	3149	0.60	0.94	3%	8%	31%	43%	15%						
IUPUI management is committed to helping me achieve my career goals	3146	0.38	0.91	3%	11%	39%	37%	9%						
The diversity of IUPUI was one of the reasons I chose to work here	3143	-0.06	1.02	9%	23%	42%	20%	7%						

^a Responses provided on a 5-point scale where -2=Strongly Disagree (SD), -1=Disagree (D), 0=Neutral (N), 1=Agree (A), and 2=Strongly Agree (SA)

^b Results sorted by mean from highest to lowest

^c Valid N excludes missing data

^d Mean includes neutral responses but excludes "not applicable" responses

10-B. Campus Climate for Diversity^{ab}

How often have you experienced each of the following as an employee at IUPUI?	Valid N ^c	Mean	STD	Percentage					Confidence Intervals					
				NV	RA	ST	OF	VO	NV	RA	ST	OF	VO	
Socialized with co-workers, faculty, or students from backgrounds different than your own	3144	2.51	1.05	3%	13%	34%	30%	20%						
Noticed the influence of multicultural and diverse perspectives in campus artwork, sculpture, or décor	3134	1.87	1.07	12%	22%	39%	21%	6%						
Attended workshops, events, or activities that increased your understanding of multiculturalism and diversity	3142	1.34	1.05	26%	29%	33%	10%	3%						
Felt a sense of negative conflict between diverse groups on campus	3138	0.75	0.85	47%	35%	15%	2%	1%						
Seen or read racist, antigay/lesbian, or sexist material (including graffiti) on campus	3145	0.54	0.83	63%	24%	10%	2%	1%						

^a Responses provided on a 5-point scale where 0=Never (NV), 1=Rarely (RA), 2=Sometimes (ST), 3=Often (OF), and 4=Very Often (VO).

^b Results sorted by mean from highest to lowest

^c Valid N excludes missing data

10-C. Staff Perceptions of Social Inclusion

Based on my ..

I Have Experienced...	Gender		Age	Race/ Ethnicity			Socio-economic Class	Religious Beliefs	Sexual Orientation	Disabilities	
	Male	Female		Total	Minority	Non-Minority					Total
Negative or insulting comments	4.8%	9.1%	8.0%	5.7%	18.7%	1.7%	5.2%	3.9%	4.2%	1.6%	1.5%
Not being taken seriously	3.2%	13.1%	10.5%	8.6%	14.6%	0.7%	3.5%	3.9%	0.8%	0.4%	0.9%
Feeling isolated or unwelcome	2.3%	3.0%	2.8%	3.5%	18.4%	1.3%	4.8%	3.5%	2.1%	0.7%	0.8%
Discrimination	2.0%	5.5%	4.5%	3.5%	17.6%	1.6%	4.9%	2.2%	0.9%	0.8%	0.9%
Feeling connected to others on campus	2.3%	4.7%	4.1%	3.7%	8.9%	0.9%	2.5%	2.1%	2.2%	1.1%	0.4%
Offensive language or humor	3.4%	6.8%	5.9%	1.1%	10.0%	1.4%	3.2%	1.0%	2.1%	1.7%	0.4%
Discouragement in pursuing my career goals	1.6%	3.9%	3.3%	3.8%	7.5%	0.4%	1.9%	1.8%	0.2%	0.2%	0.7%
Harassment	1.5%	5.4%	4.3%	1.2%	5.2%	0.6%	1.5%	0.9%	1.0%	0.9%	0.6%
Encouragement in pursuing my career goals	0.6%	3.4%	2.7%	3.0%	6.5%	0.4%	1.6%	1.4%	0.4%	0.2%	0.2%
Joining a group or organized activity that promotes my interests	0.6%	1.5%	1.3%	0.8%	6.3%	0.4%	1.5%	0.9%	0.8%	0.4%	0.1%
Negative or insulting comments	39	213	254	182	118	43	166	124	135	51	47
Not being taken seriously	26	307	334	274	92	17	113	125	27	13	29
Feeling isolated or unwelcome	19	69	89	113	116	33	153	111	68	22	25
Discrimination	16	128	145	113	111	39	155	71	29	24	30
Feeling connected to others on campus	19	110	130	118	56	23	80	67	69	35	13
Offensive language or humor	28	158	188	36	63	36	102	31	67	54	12
Discouragement in pursuing my career goals	13	92	106	121	47	11	62	58	7	7	21
Harassment	12	126	138	39	33	16	49	28	31	28	19
Encouragement in pursuing my career goals	5	80	87	97	41	9	52	44	12	5	7
Joining a group or organized activity that promotes my interests	5	35	41	24	40	9	49	29	27	13	3

N of responses = 5228

N of respondents = 3194

Comparisons for section 10. Group Differences on Campus Climate for Diversity

Group means shown if the results of a one-way analysis of variance test is significant at p<.01

Campus Climate for Diversity^a	Campus Wide	Gender		Age					Racial/Ethnic Group							
		Female	Male	Less than 23 yrs	23-30 yrs	31-40 yrs	41-50 yrs	51-60 yrs	Over 60 yrs	Asian/ Pacific Is	Black/ Af American	White	Hispanic	Native American	Multi-racial	Other
I feel a sense of belonging at IUPUI	0.73	0.77	0.63	0.36	0.72	0.71	0.74	0.73	0.98	0.96	0.58	0.76	0.84	0.42	0.34	0.13
IUPUI management is committed to helping me achieve my career goals	0.38	0.42	0.27							0.66	0.28	0.39	0.55	0.17	0.18	-0.07
IUPUI management is committed to promoting an environment that respects and celebrates diversity	0.78	0.81	0.70							0.81	0.42	0.85	0.81	0.33	0.63	0.10
The diversity of IUPUI was one of the reasons I chose to work here	-0.06	-0.03	-0.19							0.54	-0.01	-0.11	0.29	-0.42	-0.16	-0.23
My work experiences have contributed to my appreciation of multiculturalism and diversity	0.60	0.64	0.51	0.19	0.51	0.57	0.64	0.68	0.69	0.80	0.48	0.62	0.94	0.42	0.58	0.10
Co-workers in my unit treat all individuals with respect, regardless of their ethnicity, cultural background or sexual orientation	0.93			0.34	0.94	0.90	0.91	0.99	1.08	1.04	0.41	1.02	0.84	0.67	0.97	0.10

^a Responses provided on a 5-point scale where -2=Strongly Disagree (SD), -1=Disagree (D), 0=Neutral (N), 1=Agree (A), and 2=Strongly Agree (SA)

Group means shown if the results of a one-way analysis of variance test is significant at p<.01

Campus Climate for Diversity^b	Campus Wide	Gender		Age					Racial/Ethnic Group							
		Female	Male	Less than 23 yrs	23-30 yrs	31-40 yrs	41-50 yrs	51-60 yrs	Over 60 yrs	Asian/ Pacific Is	Black/ Af Amer	White	Hispanic	Native American	Multi-racial	Other
Socialized with co-workers, faculty, or students from backgrounds different than your own	2.51	2.57	2.37	3.17	2.91	2.71	2.34	2.18	2.26							
Attended workshops, events, or activities that increased your understanding of multiculturalism and diversity	1.34			0.89	1.22	1.33	1.38	1.38	1.53							
Noticed the influence of multicultural and diverse perspectives in campus artwork, sculpture, or décor	1.87	1.90	1.78							1.64	1.69	1.92	2.03	1.67	1.58	1.57
Seen or read racist, antigay/lesbian, or sexist material (including graffiti) on campus	0.54	0.44	0.83							0.75	0.79	0.48	0.87	0.50	0.66	1.00
Felt a sense of negative conflict between diverse groups on campus	0.75	0.72	0.83							0.89	1.07	0.68	0.77	0.92	1.03	1.20

^b Responses provided on a 5-point scale where 0=Never (NV), 1=Rarely (RA), 2=Sometimes (ST), 3=Often (OF), and 4=Very Often (VO).

Comparisons for section 10. Group Differences on Campus Climate for Diversity (continued)

Group means shown if the results of a one-way analysis of variance test is significant at p<.01

Campus Climate for Diversity^a	Campus Wide	Occupational Type			Length of Service at IUPUI				
		Service Maintenance	Clerical or Technical	Professional	Less than 1 yr	1-4 yrs	5-10 yrs	11-15 yrs	More than 15 yrs
I feel a sense of belonging at IUPUI	0.73	0.36	0.72	0.79					
IUPUI management is committed to helping me achieve my career goals	0.38	-0.19	0.37	0.45					
IUPUI management is committed to promoting an environment that respects and celebrates diversity	0.78	0.20	0.76	0.87					
The diversity of IUPUI was one of the reasons I chose to work here	-0.06				0.09	0.00	-0.09	-0.18	-0.16
My work experiences have contributed to my appreciation of multiculturalism and diversity	0.60	0.28	0.57	0.68					
Co-workers in my unit treat all individuals with respect, regardless of their ethnicity, cultural background or sexual orientation	0.93	0.19	0.85	1.09					

^a Responses provided on a 5-point scale where -2=Strongly Disagree (SD), -1=Disagree (D), 0=Neutral (N), 1=Agree (A), and 2=Strongly Agree (SA)

Group means shown if the results of a one-way analysis of variance test is significant at p<.01

Campus Climate for Diversity^b	Campus Wide	Occupational Type			Length of Service at IUPUI				
		Service Maintenance	Clerical or Technical	Professional	Less than 1 yr	1-4 yrs	5-10 yrs	11-15 yrs	More than 15 yrs
Socialized with co-workers, faculty, or students from backgrounds different than your own	2.51	2.25	2.59	2.47	2.61	2.59	2.53	2.45	2.34
Attended workshops, events, or activities that increased your understanding of multiculturalism and diversity	1.34	1.22	1.21	1.51	1.04	1.29	1.40	1.42	1.43
Noticed the influence of multicultural and diverse perspectives in campus artwork, sculpture, or décor	1.87	1.67	1.82	1.94					
Seen or read racist, antigay/lesbian, or sexist material (including graffiti) on campus	0.54	1.44	0.45	0.54	0.31	0.52	0.57	0.54	0.65
Felt a sense of negative conflict between diverse groups on campus	0.75	1.24	0.70	0.74	0.48	0.74	0.72	0.85	0.84

^b Responses provided on a 4-point scale where 4=Excellent (EX), 3=Good (GD), 2=Fair (F), and 1=Poor (PO)

Comparisons for section 10. Group Differences on Campus Climate for Diversity (continued)

Group means shown if the results of a one-way analysis of variance test is significant at p<.01

Campus Climate for Diversity^a	Campus Wide	Education											
		Less than HS Diploma or GED	High School Diploma or GED	Some College	Cert/lic/ trade dip/ assoc.	Associates Degree	Bach. Degree	Post-Bach courses	Post-Bach Certificate	Masters Degree	Professional Degree	Doctoral Degree	Other
I feel a sense of belonging at IUPUI	0.73												
IUPUI management is committed to helping me achieve my career goals	0.38												
IUPUI management is committed to promoting an environment that respects and celebrates diversity	0.78	0.20	0.65	0.79	0.65	0.77	0.82	0.90	0.53	0.83	0.90	1.03	0.78
The diversity of IUPUI was one of the reasons I chose to work here	-0.06	0.60	0.08	-0.08	-0.05	0.01	-0.17	-0.21	-0.31	-0.06	0.03	0.21	0.07
My work experiences have contributed to my appreciation of multiculturalism and diversity	0.60	0.56	0.59	0.54	0.49	0.75	0.55	0.54	0.69	0.66	0.93	0.93	0.89
Co-workers in my unit treat all individuals with respect, regardless of their ethnicity, cultural background or sexual orientation	0.93	0.70	0.77	0.80	0.84	0.91	1.00	1.05	1.29	1.07	1.07	1.34	0.74

^a Responses provided on a 5-point scale where -2=Strongly Disagree (SD), -1=Disagree (D), 0=Neutral (N), 1=Agree (A), and 2=Strongly Agree (SA)

Group means shown if the results of a one-way analysis of variance test is significant at p<.01

Campus Climate for Diversity^b	Campus Wide	Education											
		Less than HS Diploma or GED	High School Diploma or GED	Some College	Cert/lic/ trade dip/ assoc.	Associates Degree	Bach. Degree	Post-Bach courses	Post-Bach Certificate	Masters Degree	Professional Degree	Doctoral Degree	Other
Socialized with co-workers, faculty, or students from backgrounds different than your own	2.51												
Attended workshops, events, or activities that increased your understanding of multiculturalism and diversity	1.34	1.30	1.17	1.23	1.07	1.39	1.24	1.43	1.94	1.59	1.87	1.83	1.52
Noticed the influence of multicultural and diverse perspectives in campus artwork, sculpture, or décor	1.87	1.50	1.69	1.92	1.70	1.95	1.79	2.01	2.00	1.93	1.79	2.12	2.15
Seen or read racist, antigay/lesbian, or sexist material (including graffiti) on campus	0.54												
Felt a sense of negative conflict between diverse groups on campus	0.75	1.10	0.71	0.76	0.75	0.71	0.63	0.82	1.00	0.81	0.97	0.96	0.93

^b Responses provided on a 4-point scale where 4=Excellent (EX), 3=Good (GD), 2=Fair (F), and 1=Poor (PO)

Comparisons for section 10. Group Differences on Campus Climate for Diversity (continued)

Group means shown if the results of a one-way analysis of variance test is significant at p<.01

Campus Climate for Diversity^a	Organizational Area																
	Campus Wide	Academic Support	External Affairs	Admin and Finance	Other Central Admin	BUS	DENT	EGTC	LAW	LIBA	Library	MED	NURS	SCI	SPEA	UCOL	Other Academic Departments
I feel a sense of belonging at IUPUI	0.73	0.87	1.19	0.57	0.75	0.97	0.73	1.00	0.65	0.69	1.00	0.70	0.86	1.21	0.76	1.13	0.81
IUPUI management is committed to helping me achieve my career goals	0.38	0.48	0.65	0.07	0.54	0.58	0.52	0.55	0.46	0.32	0.60	0.37	0.49	0.50	0.52	0.73	0.48
IUPUI management is committed to promoting an environment that respects and celebrates diversity	0.78	1.04	0.96	0.55	0.82	0.97	0.77	1.00	0.85	0.74	1.02	0.75	1.08	0.91	0.86	1.02	0.98
The diversity of IUPUI was one of the reasons I chose to work here	-0.06																
My work experiences have contributed to my appreciation of multiculturalism and diversity	0.60	0.84	1.00	0.48	0.57	0.73	0.71	0.97	1.00	0.55	0.71	0.55	0.92	0.61	0.55	0.89	0.81
Co-workers in my unit treat all individuals with respect, regardless of their ethnicity, cultural background or sexual orientation	0.93	1.24	1.08	0.54	1.05	1.03	0.95	1.13	0.92	1.12	1.09	0.92	1.06	1.25	1.07	0.86	1.17

^a Responses provided on a 5-point scale where -2=Strongly Disagree (SD), -1=Disagree (D), 0=Neutral (N), 1=Agree (A), and 2=Strongly Agree (SA)

Group means shown if the results of a one-way analysis of variance test is significant at p<.01

Campus Climate for Diversity^b	Organizational Area																
	Campus Wide	Academic Support	External Affairs	Admin and Finance	Other Central Admin	BUS	DENT	EGTC	LAW	LIBA	Library	MED	NURS	SCI	SPEA	UCOL	Other Academic Departments
Socialized with co-workers, faculty, or students from backgrounds different than your own	2.51	2.67	2.35	2.33	2.39	2.82	2.51	2.67	2.65	2.41	2.47	2.53	2.85	2.59	2.57	2.89	2.58
Attended workshops, events, or activities that increased your understanding of multiculturalism and diversity	1.34	1.98	1.88	1.46	1.30	1.56	1.46	1.84	1.77	1.45	1.67	1.12	2.16	1.52	1.18	2.41	1.64
Noticed the influence of multicultural and diverse perspectives in campus artwork, sculpture, or décor	1.87	2.23	2.27	1.75	1.88	2.32	1.77	2.19	2.38	1.86	2.29	1.77	2.10	2.02	1.93	2.50	2.43
Seen or read racist, antigay/lesbian, or sexist material (including graffiti) on campus	0.54	0.66	0.69	0.96	0.93	0.74	0.44	0.84	1.04	0.51	0.93	0.36	0.48	0.80	0.57	0.70	0.63
Felt a sense of negative conflict between diverse groups on campus	0.75	0.88	0.77	1.02	0.79	0.88	0.72	1.03	1.04	0.72	0.89	0.62	0.72	0.86	0.86	1.30	0.77

^b Responses provided on a 4-point scale where 4=Excellent (EX), 3=Good (GD), 2=Fair (F), and 1=Poor (PO)

Group Differences on Survey Summary Scales

Group means shown if the results of a one-way analysis of variance test is significant at $p < .01$

	Campus Wide	Gender		Age					Racial/Ethnic Group							
		Female	Male	Less than 23 yrs	23-30 yrs	31-40 yrs	41-50 yrs	51-60 yrs	Over 60 yrs	Asian/Pacific Is	Black/ Af American	White	Hispanic	Native American	Multi-racial	Other
Communication and Morale^a	0.73			0.29	0.66	0.74	0.75	0.77	0.85	1.05	0.47	0.76	0.82	0.16	0.79	0.24
Recognition and Rewards^a	-0.05									0.38	-0.09	-0.06	0.04	-0.39	-0.02	-0.47
Training and Development^a	0.54									0.66	0.40	0.56	0.74	0.35	0.44	0.11
Performance Evaluations^a	0.30									0.66	0.28	0.29	0.52	-0.14	0.38	-0.08
Physical Work Environment and Safety^a	0.79									1.02	0.72	0.80	0.77	0.47	0.89	0.23
Supervision and Management^a	0.74									1.13	0.62	0.75	0.97	0.16	0.93	0.26
Job Satisfaction^a	0.89	0.91	0.84	0.58	0.80	0.90	0.90	0.94	1.12	1.10	0.74	0.91	1.11	0.97	0.85	0.47
Overall Satisfaction^{b*}	0.40									0.55	0.31	0.41	0.58	0.11	0.40	-0.01
Quality of IUPUI^{c*}	2.78			2.40	2.81	2.81	2.74	2.78	2.82	2.90	2.67	2.79	2.92	2.56	2.73	2.30
Campus Climate for Diversity - A^d	0.56	0.59	0.48	0.21	0.55	0.55	0.55	0.58	0.70	0.80	0.36	0.59	0.71	0.26	0.42	0.02
Campus Climate for Diversity - B^e	1.40			1.48	1.42	1.44	1.38	1.33	1.43	1.40	1.50	1.38	1.55	1.33	1.43	1.48

^a Responses provided on a 5-point scale where -2=Strongly Disagree (SD), -1=Disagree (D), 0=Neutral (N), 1=Agree (A), and 2=Strongly Agree (SA)

^b Responses provided on a 5-point scale where -2=Very Dissatisfied (VD), -1=Dissatisfied (D), 0=Neutral (N), 1=Satisfied (S), and 2=Very Satisfied (VS)

^c Responses provided on a 4-point scale where 4=Excellent (EX), 3=Good (GD), 2=Fair (FR), and 1=Poor (PR)

^d Responses provided on a 5-point scale where +2=Strongly Agree(SA), +1=Agree(A), 0=Neutral(N), -1=Disagree(D), -2=Strongly Disagree(SD).

^e Responses provided on a 5-point scale where 0=Never (NV), 1=Rarely (RV), 2=Sometimes (ST), 3=Often (OF), 4=Very Often (OF).

Group Differences on Survey Summary Scales

Group means shown if the results of a one-way analysis of variance test is significant at $p < .01$

	Campus Wide	Occupational Type			Length of Service at IUPUI				
		Service Maintenance	Clerical or Technical	Professional	Less than 1 yr	1-4 yrs	5-10 yrs	11-15 yrs	More than 15 yrs
Communication and Morale^a	0.73	0.20	0.64	0.88					
Recognition and Rewards^a	-0.05	-0.37	-0.12	0.05	0.15	-0.05	-0.08	-0.11	-0.07
Training and Development^a	0.54	0.14	0.46	0.67					
Performance Evaluations^a	0.30	0.03	0.29	0.35					
Physical Work Environment and Safety^a	0.79	0.46	0.77	0.85	0.91	0.80	0.82	0.75	0.69
Supervision and Management^a	0.74	0.26	0.66	0.87					
Job Satisfaction^a	0.89	0.47	0.84	1.00					
Overall Satisfaction^b	0.40	0.02	0.35	0.51	0.53	0.41	0.39	0.38	0.36
Quality of IUPUI^c	2.78	2.48	2.79	2.80					
Campus Climate for Women^a	0.56	0.10	0.54	0.63					
Campus Climate for Minorities^a	1.40	1.54	1.35	1.44	1.28	1.39	1.41	1.42	1.43

^aResponses provided on a 5-point scale where -2=Strongly Disagree (SD), -1=Disagree (D), 0=Neutral (N), 1=Agree (A), and 2=Strongly Agree (SA)

^bResponses provided on a 5-point scale where -2=Very Dissatisfied (VD), -1=Dissatisfied (D), 0=Neutral (N), 1=Satisfied (S), and 2=Very Satisfied (VS)

^cResponses provided on a 4-point scale where 4=Excellent (EX), 3=Good (GD), 2=Fair (FR), and 1=Poor (PR)

^dResponses provided on a 5-point scale where +2=Strongly Agree(SA), +1=Agree(A), 0=Neutral(N), -1=Disagree(D), -2=Strongly Disagree(SD).

Group Differences on Survey Summary Scales

Group means shown if the results of a one-way analysis of variance test is significant at $p < .01$

	Campus Wide	Education											
		Less than HS Diploma or GED	High School Diploma or GED	Some College	Cert/lic/trade dip/assoc.	Associates Degree	Bach. Degree	Post-Bach courses	Post-Bach Certificate	Masters Degree	Professional Degree	Doctoral Degree	Other
Communication and Morale^a	0.73	0.35	0.59	0.62	0.57	0.71	0.81	0.78	1.01	0.87	1.01	1.08	0.80
Recognition and Rewards^a	-0.05	-0.10	-0.16	-0.13	-0.24	-0.07	0.00	-0.08	0.02	0.09	0.29	0.35	-0.10
Training and Development^a	0.54	0.32	0.39	0.44	0.44	0.59	0.57	0.58	0.58	0.66	0.82	0.80	0.52
Performance Evaluations^a	0.30												
Physical Work Environment and Safety^a	0.79												
Supervision and Management^a	0.74	0.58	0.63	0.64	0.55	0.74	0.84	0.67	0.93	0.90	1.13	1.04	0.82
Job Satisfaction^a	0.89	0.64	0.93	0.84	0.86	0.94	0.86	0.81	1.07	1.00	1.09	1.11	0.78
Overall Satisfaction^b	0.40	0.24	0.32	0.33	0.30	0.39	0.44	0.43	0.58	0.50	0.61	0.70	0.18
Quality of IUPUI^c	2.78												
Campus Climate for Women^a	0.56	0.48	0.52	0.51	0.48	0.60	0.54	0.59	0.52	0.61	0.78	0.87	0.61
Campus Climate for Minorities^a	1.40	1.50	1.29	1.40	1.30	1.43	1.32	1.50	1.67	1.46	1.57	1.57	1.53

^a Responses provided on a 5-point scale where -2=Strongly Disagree (SD), -1=Disagree (D), 0=Neutral (N), 1=Agree (A), and 2=Strongly Agree (SA)

^b Responses provided on a 5-point scale where -2=Very Dissatisfied (VD), -1=Dissatisfied (D), 0=Neutral (N), 1=Satisfied (S), and 2=Very Satisfied (VS)

^c Responses provided on a 4-point scale where 4=Excellent (EX), 3=Good (GD), 2=Fair (FR), and 1=Poor (PR)

^d Note change of scale

	Campus Wide	Organizational Area															
		Academic Support	External Affairs	Admin and Finance	Other Central Admin	BUS	DENT	EGTC	LAW	LIBA	Library	MED	NURS	SCI	SPEA	UCOL	Other Academic Departments
Communication and Morale^a	0.73	0.92	1.00	0.42	0.87	0.88	0.71	0.83	0.78	0.88	1.03	0.72	1.01	0.86	0.87	0.89	0.84
Recognition and Rewards^a	-0.05	0.03	0.06	-0.23	0.10	0.22	0.07	0.11	-0.03	0.07	0.02	-0.10	0.29	0.06	0.13	0.13	0.11
Training and Development^a	0.54	0.60	0.65	0.37	0.65	0.62	0.65	0.81	0.57	0.59	0.72	0.51	0.86	0.65	0.63	0.73	0.65
Performance Evaluations^a	0.30	0.40	0.42	0.08	0.79	0.53	0.78	0.80	0.03	0.54	0.88	0.16	0.99	0.39	0.25	0.10	0.43
Physical Work Environment and Safety^a	0.79	0.71	0.59	0.67	0.78	0.99	0.69	0.94	0.99	0.84	0.88	0.82	0.86	1.04	1.03	1.01	0.61
Supervision and Management^a	0.74	0.89	1.08	0.42	0.93	0.91	0.83	0.76	0.66	0.87	1.02	0.71	1.22	0.78	0.77	0.68	1.00
Job Satisfaction^a	0.89	0.86	1.01	0.68	0.89	1.05	1.01	0.82	0.85	0.86	0.99	0.92	1.06	1.04	0.96	1.00	0.95
Overall Satisfaction^b	0.40	0.45	0.59	0.23	0.49	0.55	0.45	0.58	0.52	0.39	0.59	0.40	0.52	0.56	0.51	0.51	0.52
Quality of IUPUI^c	2.78	2.77	2.82	2.67	2.88	2.98	2.77	2.75	3.05	2.76	2.99	2.77	2.88	2.87	2.96	2.95	2.84
Campus Climate for Diversity 1	0.56	0.76	0.80	0.33	0.59	0.70	0.63	0.76	0.60	0.53	0.70	0.54	0.71	0.71	0.62	0.78	0.71
Campus Climate for Diversity 2	1.40	1.68	1.59	1.49	1.45	1.66	1.37	1.70	1.78	1.39	1.65	1.27	1.66	1.56	1.42	1.96	1.61

^a Responses provided on a 5-point scale where -2=Strongly Disagree (SD), -1=Disagree (D), 0=Neutral (N), 1=Agree (A), and 2=Strongly Agree (SA)

^b Responses provided on a 5-point scale where -2=Very Dissatisfied (VD), -1=Dissatisfied (D), 0=Neutral (N), 1=Satisfied (S), and 2=Very Satisfied (VS)

^c Responses provided on a 4-point scale where 4=Excellent (EX), 3=Good (GD), 2=Fair (FR), and 1=Poor (PR)

^d Note change of scale