

2006 IUPUI Staff Survey

Campus Profile

Office of Information Management and Institutional Research

September 2006

Sample Demographics

The results from the following Staff Survey Profile are tabulated using the responses from 2565 staff.

Gender

	N	%*	pop %
Female	1903	74.6%	71.7%
Male	649	25.4%	27.8%
TOTAL	2552	100.0%	non sig.
No Answer (Missing Values)	13	0.5%	

Age

	N	%*	pop %
Less than 23 years	29	1.2%	2.4%
23 to 30 years	366	15.6%	17.0%
31 to 40 years	590	25.2%	25.0%
41 to 50 years	654	27.9%	27.4%
51 to 60 years	580	24.7%	23.1%
Over 60 years	126	5.4%	5.0%
TOTAL	2345	100.0%	chi sq <.01
No Answer (Missing Values)	220	8.6%	

Racial/Ethnic Group

	N	%*	pop %
Asian/Asian Amer./Pacific Islander	99	3.9%	4.6%
Black/African American	308	12.0%	15.7%
Caucasian/White (non-Hispanic)	2101	81.9%	76.8%
Hispanic/Latino	28	1.1%	1.5%
Native American/American Indian/Aleutian	6	0.2%	
Other	23	0.9%	
TOTAL	2565	100.0%	chi sq <.01
No Answer (Missing Values)	0	0.0%	

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

Length of Service at IUPUI

	N	%*
Less than 1 year	225	9.9%
1 to 4 years	689	30.4%
5 to 10 years	674	29.7%
11 to 15 years	245	10.8%
More than 15 years	433	19.1%
TOTAL	2266	100.0%
No Answer (Missing Values)	299	11.7%



Length of Service in Current Unit

	N	%*
Less than 1 year	258	15.3%
1 to 4 years	658	39.1%
5 to 10 years	500	29.7%
11 to 15 years	134	8.0%
More than 15 years	134	8.0%
TOTAL	1684	100.0%
No Answer (Missing Values)	881	34.3%



Occupational Type

	N	%*	pop %
Service/Maintenance	117	4.6%	10.3%
Clerical/Technical	1198	46.9%	41.3%
clerical support	856	71.5%	
general supervisor	0	0.0%	
research technician	100	8.3%	
technical support	242	20.2%	
Professional	1242	48.6%	48.1%
professional staff	1206	97.1%	
nurse	29	2.3%	
practical nurse	7	0.6%	
TOTAL	2557	100.0%	chi sq <.01
No Answer (Missing Values)	8	0.3%	



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

Organizational Area of Current Position

	N	%*	pop %	
Academic Support	208	8.1%	6.5%	■
Administration and Finance	347	13.6%	15.4%	■
Other Central Administration	42	1.6%	2.0%	■
Business	35	1.4%	1.2%	■
Dentistry	128	5.0%	5.8%	■
Liberal Arts	85	3.3%	3.1%	■
Library	37	1.4%	1.2%	■
Med School	1247	48.8%	49.5%	■
Nursing	64	2.5%	2.0%	■
Science	42	1.6%	1.4%	■
University College	66	2.6%	2.0%	■
UITS	101	3.9%	4.4%	■
Other Academic Departments	155	6.1%	4.1%	■
Total Appointed Staff	2557	99.7%	97.5%	
Total Hourly Staff	8	0.3%	2.5%	
TOTAL	2565	100.0%	chi sq <.01	

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

Highest Education Level Completed

	N	%*
Less than high school diploma or GED	5	0.2%
High school diploma or GED	217	9.2%
Some college courses	410	17.5%
Certificate, license, tech/trade school diploma	186	7.9%
Associate's degree	209	8.9%
Bachelor's degree	538	22.9%
Some graduate courses	244	10.4%
Post-baccalaureate certificate	17	0.7%
Master's degree	434	18.5%
Professional degree (e.g., J.D., M.D., D.D.S., etc.)	21	0.9%
Doctoral degree (Ph.D., Ed.D., DNS, etc.)	37	1.6%
Other	28	1.2%
TOTAL	2346	100.0%
No Answer (Missing Values)	219	8.5%



Do you have children at home?

	N	%*
Yes	1081	47%
No	1243	53%
<i>If yes, note the number in each category:</i>		
Infant to 5	368	23%
6-11	394	25%
12-18	481	31%
Over 18	324	21%



How do you get to work most of the time?

	N	%*
Alone in my car	2094	89.5%
Bus	24	1.0%
Car pool	172	7.4%
Van pool	2	0.1%
Other	47	2.0%
TOTAL	2339	100.0%
No Answer (Missing Values)	226	8.8%



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

Section 1. Communication and Morale^{ab}

Rating of IUPUI in the areas of...	Valid N ^c	Mean ^d	STDV	Percentage					Confidence Intervals					
				SD	D	N	A	SA	SD	D	N	A	SA	
I understand the connection between my work and the goals of my unit	2548	1.08	0.91	2%	6%	9%	49%	35%						
I have a good understanding of my unit's mission	2546	1.08	0.94	3%	5%	9%	48%	35%						
My unit has good working relationships with organizations external to the University	2446	0.95	0.79	1%	3%	20%	52%	24%						
My unit has good working relationships with other units in the University	2513	0.83	0.88	2%	6%	19%	53%	20%						
Staff members in my unit are honest and ethical	2545	0.78	1.05	4%	8%	18%	45%	25%						
I am satisfied with the amount of information I receive about what is going on in my unit	2550	0.47	1.16	7%	16%	15%	44%	17%						
There is a climate of trust in my unit	2541	0.41	1.26	11%	14%	17%	39%	19%						
When disagreements occur in my unit, ideas are criticized, not people	2511	0.26	1.15	9%	17%	24%	37%	12%						
I have a good understanding of objectives and plans for the next few years at IUPUI	2532	0.21	1.09	7%	19%	28%	35%	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)

^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 section 1. Group Differences on Communication and Morale

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 understand the connection between my work and the goals of my unit	1.08									1.27	0.97	1.10	1.27	0.43	1.11	0.59
I have a good understanding of my unit's mission	1.08															
My unit has good working relationships with organizations external to the University	0.95									1.14	0.81	0.97	1.14	1.20	1.04	0.77
My unit has good working relationships with other units in the University	0.83			1.04	0.70	0.75	0.90	0.91	0.93	1.15	0.81	0.84	1.09	0.57	0.37	0.32
Staff members in my unit are honest and ethical	0.78									1.01	0.43	0.82	1.05	1.17	0.81	0.53
I am satisfied with the amount of information I receive about what is going on in my unit	0.47									0.84	0.47	0.45	0.91	0.29	0.70	-0.09
There is a climate of trust in my unit	0.41									0.82	0.22	0.42	1.00	0.17	0.54	0.25
When disagreements occur in my unit, ideas are criticized, not people	0.26	0.23	0.37							0.65	0.09	0.27	0.73	0.17	0.37	-0.09
I have a good understanding of objectives and plans for the next few years at IUPUI	0.21									0.57	0.20	0.20	0.55	-0.67	-0.04	-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)

** Results presented in order from highest to lowest mean ratings.

Comparisons for section 1. Group Differences on Communication and Morale (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 understand the connection between my work and the goals of my unit	1.08	0.82	1.00	1.18					
I have a good understanding of my unit's mission	1.08	0.84	1.01	1.17					
My unit has good working relationships with organizations external to the University	0.95	0.67	0.89	1.03	0.97	0.82	0.97	1.06	1.08
My unit has good working relationships with other units in the University	0.83	0.56	0.74	0.93	0.74	0.75	0.81	0.93	0.98
Staff members in my unit are honest and ethical	0.78	0.45	0.59	0.96	0.96	0.74	0.69	0.79	0.88
I am satisfied with the amount of information I receive about what is going on in my unit	0.47	0.26	0.33	0.61					
There is a climate of trust in my unit	0.41	0.10	0.26	0.55	0.71	0.37	0.31	0.43	0.49
When disagreements occur in my unit, ideas are criticized, not people	0.26	0.01	0.11	0.42					
I have a good understanding of objectives and plans for the next few years at IUPUI	0.21				0.33	0.07	0.22	0.24	0.28

*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)

** Results presented in order from highest to lowest mean ratings.

Comparisons for section 1. Group Differences on Communication and Morale (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 understand the connection between my work and the goals of my unit	1.08	0.80	1.04	1.10	1.01	0.97	1.04	1.11	0.59	1.22	1.19	1.54	0.71
I have a good understanding of my unit's mission	1.08	1.00	1.03	1.03	1.05	0.94	1.03	1.09	0.76	1.24	1.19	1.46	1.11
My unit has good working relationships with organizations external to the University	0.95												
My unit has good working relationships with other units in the University	0.83												
Staff members in my unit are honest and ethical	0.78	1.00	0.59	0.60	0.54	0.70	0.84	0.95	0.71	0.96	1.05	1.27	0.89
I am satisfied with the amount of information I receive about what is going on in my unit	0.47	1.00	0.33	0.44	0.29	0.33	0.51	0.56	0.06	0.58	0.76	0.95	0.14
There is a climate of trust in my unit	0.41												
When disagreements occur in my unit, ideas are criticized, not people	0.26	0.50	0.22	0.15	0.01	0.17	0.32	0.44	0.25	0.34	0.76	0.69	0.07
I have a good understanding of objectives and plans for the next few years at IUPUI	0.21												

*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)

** Results presented in order from highest to lowest mean ratings.

Comparisons for section 1. Group Differences on Communication and Morale (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	Organizational Area												
		Academic Support	Admin and Finance	Other Central Admin	School of Business	School of Dentistry	School of Liberal Arts	Library	School of Medicine	School of Nursing	School of Science	Univ. College	UIITS	Other Academic
I understand the connection between my work and the goals of my unit	1.08	1.15	0.94	1.31	1.31	1.19	1.31	1.14	1.04	1.14	0.90	1.39	1.23	1.18
I have a good understanding of my unit's mission	1.08	1.17	0.96	1.19	1.29	1.27	1.39	1.19	1.02	1.19	0.98	1.48	1.09	1.10
My unit has good working relationships with organizations external to the University	0.95	0.96	0.80	0.98	1.21	1.01	1.29	1.00	0.92	1.26	1.03	0.98	1.07	1.00
My unit has good working relationships with other units in the University	0.83	0.87	0.67	0.80	1.03	0.86	0.92	1.00	0.81	1.08	0.95	1.00	1.05	0.77
Staff members in my unit are honest and ethical	0.78	0.83	0.55	1.07	1.37	0.89	1.31	1.03	0.71	0.89	0.86	0.98	1.01	0.77
I am satisfied with the amount of information I receive about what is going on in my unit	0.47	0.48	0.39	0.71	0.91	0.52	1.12	0.73	0.38	0.59	0.34	0.95	0.65	0.45
There is a climate of trust in my unit	0.41	0.47	0.12	0.79	1.17	0.52	1.05	0.70	0.32	0.58	0.68	0.76	0.70	0.40
When disagreements occur in my unit, ideas are criticized, not people	0.26	0.42	0.07	0.64	0.62	0.23	0.79	0.59	0.16	0.47	0.29	0.73	0.73	0.21
I have a good understanding of objectives and plans for the next few years at IUPUI	0.21	0.20	0.19	0.46	0.63	0.16	0.40	0.54	0.12	0.45	0.46	0.36	0.29	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)

** Results presented in order from highest to lowest mean ratings.

Section 2. Recognition and Rewards^{ab}

Rating of IUPUI in the areas of...	Valid N ^c	Mean ^d	STDV	Percentage					Confidence Intervals					
				SD	D	N	A	SA	SD	D	N	A	SA	
I have a good understanding of what benefits I receive	2544	1.06	0.75	1%	3%	9%	62%	25%						
Success stories that occur in my unit are regularly shared among staff members	2523	0.25	1.18	9%	19%	21%	38%	12%						
I am satisfied with the recognition I receive for doing a good job	2540	0.21	1.21	11%	18%	21%	37%	12%						
Staff members in my unit who generate new ideas or who create innovations that lead to improvements are recognized or rewarded	2464	-0.17	1.12	14%	26%	28%	27%	5%						
Outstanding service to customers is recognized or rewarded	2356	-0.22	1.13	15%	27%	28%	24%	5%						
High-performing staff get promoted	2408	-0.40	1.12	20%	26%	32%	18%	4%						
High-performing staff receive non-monetary rewards (e.g., plaques, letter of appreciation, public recognition)	2440	-0.40	1.19	21%	30%	23%	20%	6%						
Staff are asked about their preferences for different types of recognition and rewards	2435	-0.56	1.05	20%	35%	28%	14%	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 section 2. Group Differences on Recognition and Rewards

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

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 have a good understanding of what benefits I receive	1.06			0.72	0.93	1.04	1.08	1.14	1.21							
Success stories that occur in my unit are regularly shared among staff members	0.25															
I am satisfied with the recognition I receive for doing a good job	0.21									0.70	0.19	0.19	0.50	0.57	0.57	0.06
Staff members in my unit who generate new ideas or who create innovations that lead to improvements are recognized or rewarded	-0.17									0.29	-0.20	-0.20	0.23	-0.17	-0.04	-0.34
Outstanding service to customers is recognized or rewarded	-0.22	-0.26	-0.12							0.25	-0.17	-0.27	0.23	0.17	0.00	-0.40
High-performing staff get promoted	-0.40									0.06	-0.47	-0.42	0.18	-0.60	-0.32	-0.77
High-performing staff receive non-monetary rewards (e.g., plaques, letter of appreciation, public recognition)	-0.40									0.05	-0.33	-0.45	0.41	-0.14	-0.36	-0.50
Staff are asked about their preferences for different types of recognition and rewards	-0.56									-0.04	-0.66	-0.59	0.05	-1.00	-0.64	-0.84

*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)

**Results presented in order from highest to lowest mean ratings.

Comparisons for section 2. Group Differences on Recognition and Rewards (continued)

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

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 have a good understanding of what benefits I receive	1.06	0.76	0.97	1.16	0.94	0.98	1.08	1.14	1.18
Success stories that occur in my unit are regularly shared among staff members	0.25	0.11	0.12	0.36	0.50	0.14	0.20	0.19	0.35
I am satisfied with the recognition I receive for doing a good job	0.21	0.10	0.11	0.31					
Staff members in my unit who generate new ideas or who create innovations that lead to improvements are recognized or rewarded	-0.17	-0.43	-0.31	-0.03	0.13	-0.22	-0.25	-0.11	-0.21
Outstanding service to customers is recognized or rewarded	-0.22	-0.34	-0.33	-0.11					
High-performing staff get promoted	-0.40	-0.64	-0.56	-0.25	-0.04	-0.37	-0.49	-0.44	-0.49
High-performing staff receive non-monetary rewards (e.g., plaques, letter of appreciation, public recognition)	-0.40				-0.11	-0.47	-0.46	-0.35	-0.42
Staff are asked about their preferences for different types of recognition and rewards	-0.56				-0.34	-0.68	-0.57	-0.51	-0.56

*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)

**Results presented in order from highest to lowest mean ratings.

Comparisons for section 2. Group Differences on Recognition and Rewards (continued)

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

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 have a good understanding of what benefits I receive	1.06	1.75	1.02	1.03	0.94	0.97	1.05	1.14	0.94	1.17	1.05	1.19	1.11
Success stories that occur in my unit are regularly shared among staff members	0.25	0.75	0.20	0.15	0.14	0.17	0.21	0.34	0.24	0.36	0.52	0.89	0.00
I am satisfied with the recognition I receive for doing a good job	0.21												
Staff members in my unit who generate new ideas or who create innovations that lead to improvements are recognized or rewarded	-0.17	0.25	-0.38	-0.29	-0.46	-0.20	-0.10	-0.13	-0.06	-0.03	0.29	0.25	-0.19
Outstanding service to customers is recognized or rewarded	-0.22	0.67	-0.41	-0.34	-0.43	-0.21	-0.13	-0.19	-0.31	-0.12	0.40	0.03	-0.48
High-performing staff get promoted	-0.40												
High-performing staff receive non-monetary rewards (e.g., plaques, letter of appreciation, public recognition)	-0.40												
Staff are asked about their preferences for different types of recognition and rewards	-0.56												

*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)

** Results presented in order from highest to lowest mean ratings.

Comparisons for section 2. Group Differences on Recognition and Rewards (continued)

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

Recognition and Rewards	Campus Wide	Organizational Area												
		Academic Support	Admin and Finance	Other Central Admin	School of Business	School of Dentistry	School of Liberal Arts	Library	School of Medicine	School of Nursing	School of Science	Univ. College	UITS	Other Academic
I have a good understanding of what benefits I receive	1.06													
Success stories that occur in my unit are regularly shared among staff members	0.25	0.38	0.23	0.55	0.80	0.43	0.86	0.03	0.10	0.57	-0.05	0.86	0.36	0.23
I am satisfied with the recognition I receive for doing a good job	0.21	0.31	0.12	0.48	0.77	0.29	0.45	0.35	0.15	0.50	-0.02	0.26	0.35	0.23
Staff members in my unit who generate new ideas or who create innovations that lead to improvements are recognized or rewarded	-0.17	-0.06	-0.37	-0.07	0.49	-0.07	0.33	0.00	-0.29	0.43	-0.20	0.27	0.15	-0.17
Outstanding service to customers is recognized or rewarded	-0.22	-0.10	-0.23	0.03	0.36	-0.14	0.14	-0.16	-0.37	0.21	-0.45	0.09	0.09	-0.13
High-performing staff get promoted	-0.40	-0.33	-0.44	-0.36	0.16	-0.25	-0.02	-0.43	-0.49	-0.55	-0.55	-0.37	-0.03	-0.31
High-performing staff receive non-monetary rewards (e.g., plaques, letter of appreciation, public recognition)	-0.40	-0.44	-0.43	-0.35	0.38	-0.07	0.07	-0.46	-0.59	0.56	-0.41	0.16	-0.28	-0.22
Staff are asked about their preferences for different types of recognition and rewards	-0.56	-0.50	-0.50	-0.61	0.03	-0.34	-0.45	-0.46	-0.67	-0.16	-0.49	-0.35	-0.41	-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)

** Results presented in order from highest to lowest mean ratings.

Section 3. Training and Development^{ab}

Rating of IUPUI in the areas of...	Valid N ^c	Mean ^d	STDV	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	2374	1.06	0.94	3%	4%	13%	45%	35%						
Overall, the training I have attended for my present job has helped me perform my job better	2320	0.87	0.91	3%	5%	18%	52%	23%						
I am familiar with my rights and responsibilities related to the Family and Medical Leave Act (FMLA)	2418	0.86	0.96	2%	9%	13%	52%	24%						
Overall, the training I have attended for my present job has contributed to my personal development	2315	0.74	0.95	3%	7%	23%	48%	19%						
I have training opportunities available to me that are useful for my future career and my personal development	2388	0.69	1.02	4%	8%	21%	47%	19%						
I am familiar with my rights and responsibilities related to the Americans with Disabilities Act	2359	0.68	1.01	3%	13%	19%	46%	20%						
My unit provides leave time or other flexible scheduling so that I can take university courses (for credit or audit)	2039	0.61	1.08	6%	7%	26%	40%	20%						
I am satisfied with the kinds of training currently available to me	2430	0.57	1.04	6%	10%	19%	52%	14%						
Training and career development opportunities are allocated fairly	2414	0.47	1.07	7%	11%	22%	47%	13%						
I take advantage of fee courtesy	1992	0.35	1.20	6%	22%	25%	26%	21%						
My unit evaluates the success of the training and development opportunities being provided to our staff members	2339	-0.04	1.04	9%	23%	37%	24%	6%						

^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 section 3. Group Differences on Training and Development

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
My supervisor lets me adjust my schedule so that I can participate in training opportunities	1.06															
Overall, the training I have attended for my present job has helped me perform my job better	0.87									0.97	0.66	0.89	1.14	0.33	0.80	0.97
I am familiar with my rights and responsibilities related to the Family and Medical Leave Act (FMLA)	0.86			-0.12	0.51	0.95	0.94	0.93	0.90	0.91	0.68	0.88	1.21	0.43	0.56	1.16
Overall, the training I have attended for my present job has contributed to my personal development	0.74															
I have training opportunities available to me that are useful for my future career and my personal development	0.69															
I am familiar with my rights and responsibilities related to the Americans with Disabilities Act	0.68			-0.12	0.34	0.73	0.75	0.76	0.79							
My unit provides leave time or other flexible scheduling so that I can take university courses (for credit or audit)	0.61	0.56	0.75													
I am satisfied with the kinds of training currently available to me	0.57															
Training and career development opportunities are allocated fairly	0.47															
I take advantage of fee courtesy	0.35	0.39	0.23	0.88	0.44	0.28	0.44	0.26	-0.05	0.42	0.56	0.30	0.06	-0.60	0.60	0.75
My unit evaluates the success of the training and development opportunities being provided to our staff members	-0.04									0.47	0.12	-0.10	0.32	0.20	-0.08	-0.37

*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)

** Results presented in order from highest to lowest mean ratings.

Comparisons for section 3. Group Differences on Training and Development (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
My supervisor lets me adjust my schedule so that I can participate in training opportunities	1.06	0.67	0.92	1.22					
Overall, the training I have attended for my present job has helped me perform my job better	0.87	0.45	0.76	1.00					
I am familiar with my rights and responsibilities related to the Family and Medical Leave Act (FMLA)	0.86	0.61	0.76	0.96	0.55	0.74	0.91	1.07	0.99
Overall, the training I have attended for my present job has contributed to my personal development	0.74	0.29	0.62	0.88					
I have training opportunities available to me that are useful for my future career and my personal development	0.69	0.09	0.57	0.84					
I am familiar with my rights and responsibilities related to the Americans with Disabilities Act	0.68	0.46	0.52	0.82	0.54	0.51	0.68	0.86	0.86
My unit provides leave time or other flexible scheduling so that I can take university courses (for credit or audit)	0.61	0.36	0.45	0.75					
I am satisfied with the kinds of training currently available to me	0.57	0.03	0.43	0.74					
Training and career development opportunities are allocated fairly	0.47	-0.15	0.35	0.64					
I take advantage of fee courtesy	0.35	0.27	0.45	0.28					
My unit evaluates the success of the training and development opportunities being provided to our staff members	-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)

** Results presented in order from highest to lowest mean ratings.

Comparisons for section 3. Group Differences on Training and Development (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
My supervisor lets me adjust my schedule so that I can participate in training opportunities	1.06	2.00	0.81	0.96	0.85	0.96	1.10	1.20	1.24	1.26	1.00	1.44	1.04
Overall, the training I have attended for my present job has helped me perform my job better	0.87	1.00	0.65	0.84	0.67	0.77	0.88	1.00	0.88	1.01	0.95	1.17	1.00
I am familiar with my rights and responsibilities related to the Family and Medical Leave Act (FMLA)	0.86												
Overall, the training I have attended for my present job has contributed to my personal development	0.74	0.67	0.53	0.68	0.60	0.68	0.75	0.85	0.71	0.87	0.81	1.11	0.81
I have training opportunities available to me that are useful for my future career and my personal development	0.69	0.00	0.45	0.63	0.49	0.76	0.73	0.76	0.65	0.82	0.67	1.05	0.36
I am familiar with my rights and responsibilities related to the Americans with Disabilities Act	0.68	1.25	0.59	0.53	0.73	0.79	0.64	0.74	1.06	0.77	0.68	0.94	0.36
My unit provides leave time or other flexible scheduling so that I can take university courses (for credit or audit)	0.61	1.00	0.32	0.50	0.31	0.57	0.68	0.84	0.79	0.75	0.73	0.96	0.29
I am satisfied with the kinds of training currently available to me	0.57	0.75	0.43	0.47	0.31	0.56	0.61	0.67	0.65	0.73	0.71	0.92	0.22
Training and career development opportunities are allocated fairly	0.47	0.50	0.25	0.38	0.26	0.48	0.55	0.46	0.47	0.63	0.86	0.72	0.33
I take advantage of fee courtesy	0.35	2.00	0.10	0.44	0.16	0.51	0.29	0.64	0.71	0.22	0.07	-0.16	0.64
My unit evaluates the success of the training and development opportunities being provided to our staff members	-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)

** Results presented in order from highest to lowest mean ratings.

Comparisons for section 3. Group Differences on Training and Development (continued)Group means shown if the results of a one-way analysis of variance test is significant at $p < .01$

Training and Development	Organizational Area													
	Campus Wide	Academic Support	Admin and Finance	Other Central Admin	School of Business	School of Dentistry	School of Liberal Arts	Library	School of Medicine	School of Nursing	School of Science	Univ. College	UIITS	Other Academic
My supervisor lets me adjust my schedule so that I can participate in training opportunities	1.06	1.30	0.95	1.10	1.55	0.92	1.41	1.49	0.93	1.42	1.21	1.34	1.17	1.32
Overall, the training I have attended for my present job has helped me perform my job better	0.87	0.94	0.73	1.08	1.34	0.78	1.08	0.97	0.81	1.17	0.98	1.17	0.87	1.01
I am familiar with my rights and responsibilities related to the Family and Medical Leave Act (FMLA)	0.86													
Overall, the training I have attended for my present job has contributed to my personal development	0.74	0.83	0.61	1.05	1.16	0.71	0.83	0.85	0.67	1.07	0.78	1.02	0.74	0.89
I have training opportunities available to me that are useful for my future career and my personal development	0.69	0.92	0.52	0.98	1.36	0.62	0.98	0.94	0.58	0.94	0.86	1.02	0.64	0.94
I am familiar with my rights and responsibilities related to the Americans with Disabilities Act	0.68													
My unit provides leave time or other flexible scheduling so that I can take university courses (for credit or audit)	0.61	0.92	0.58	0.87	1.28	0.51	0.90	1.29	0.39	0.77	1.13	0.96	0.76	0.86
I am satisfied with the kinds of training currently available to me	0.57	0.76	0.40	0.58	1.15	0.63	0.91	0.73	0.47	0.87	0.81	0.84	0.46	0.84
Training and career development opportunities are allocated fairly	0.47	0.72	0.22	0.43	1.12	0.42	0.79	0.53	0.38	0.97	0.86	0.68	0.46	0.75
I take advantage of fee courtesy	0.35	0.31	0.28	0.17	0.80	0.47	0.54	0.24	0.28	0.33	0.97	0.63	0.33	0.54
My unit evaluates the success of the training and development opportunities being provided to our staff members	-0.04	0.13	0.02	-0.20	0.30	0.12	-0.13	-0.18	-0.12	0.00	-0.05	0.21	0.09	-0.15

*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)

** Results presented in order from highest to lowest mean ratings.

Section 4. Performance Evaluations^{ab}

Rating of IUPUI in the areas of...	Valid N ^c	Mean ^d	STDV	Percentage					Confidence Intervals					
				SD	D	N	A	SA	SD	D	N	A	SA	
Written performance evaluations are conducted in my unit	2372	0.48	1.27	11%	14%	12%	42%	21%						
Individual goals/objectives for improving work are included in staff performance evaluations	2185	0.38	1.18	10%	13%	21%	41%	15%						
Oral performance evaluations are conducted in my unit	2331	0.35	1.24	11%	16%	17%	40%	16%						
My last performance evaluation provided me with information I could use to improve my performance	2133	0.30	1.20	11%	14%	22%	38%	14%						
My supervisor provides feedback and coaching to me on a consistent basis	2391	0.29	1.27	13%	15%	19%	37%	17%						
I am satisfied with how performance evaluations are conducted in my unit	2330	0.15	1.26	14%	18%	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 section 4. Group Differences on Performance Evaluations

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

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	0.48															
Individual goals/objectives for improving work are included in staff performance evaluations	0.38															
Oral performance evaluations are conducted in my unit	0.35	0.31	0.47													
My last performance evaluation provided me with information I could use to improve my performance	0.30															
My supervisor provides feedback and coaching to me on a consistent basis	0.29															
I am satisfied with how performance evaluations are conducted in my unit	0.15															

*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)

**Results presented in order from highest to lowest mean ratings.

Comparisons for section 4. Group Differences on Performance Evaluations (continued)

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

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	0.48								
Individual goals/objectives for improving work are included in staff performance evaluations	0.38	0.20	0.28	0.48					
Oral performance evaluations are conducted in my unit	0.35				0.62	0.26	0.40	0.41	0.24
My last performance evaluation provided me with information I could use to improve my performance	0.30								
My supervisor provides feedback and coaching to me on a consistent basis	0.29								
I am satisfied with how performance evaluations are conducted in my unit	0.15								

*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)

**Results presented in order from highest to lowest mean ratings.

Comparisons for section 4. Group Differences on Performance Evaluations (continued)

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

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	0.48												
Individual goals/objectives for improving work are included in staff performance evaluations	0.38												
Oral performance evaluations are conducted in my unit	0.35												
My last performance evaluation provided me with information I could use to improve my performance	0.30												
My supervisor provides feedback and coaching to me on a consistent basis	0.29												
I am satisfied with how performance evaluations are conducted in my unit	0.15												

*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)

** Results presented in order from highest to lowest mean ratings.

Comparisons for section 4. Group Differences on Performance Evaluations (continued)

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

Performance Evaluations	Campus Wide	Organizational Area												
		Academic Support	Admin and Finance	Other Central Admin	School of Business	School of Dentistry	School of Liberal Arts	Library	School of Medicine	School of Nursing	School of Science	Univ. College	UITs	Other Academic
Written performance evaluations are conducted in my unit	0.48	0.82	0.28	0.43	1.12	1.18	1.16	1.56	0.16	1.45	1.10	0.66	1.21	0.46
Individual goals/objectives for improving work are included in staff performance evaluations	0.38	0.78	0.30	0.44	0.94	0.72	0.71	0.75	0.17	0.81	0.45	0.53	0.84	0.29
Oral performance evaluations are conducted in my unit	0.35	0.65	0.31	0.60	0.77	0.67	0.93	1.09	0.08	0.94	0.74	0.53	1.00	0.35
My last performance evaluation provided me with information I could use to improve my performance	0.30	0.50	0.23	0.18	0.76	0.53	0.74	0.78	0.15	0.75	0.54	0.31	0.57	0.28
My supervisor provides feedback and coaching to me on a consistent basis	0.29	0.53	0.26	0.41	0.64	0.46	0.65	0.49	0.16	0.61	0.07	0.32	0.57	0.35
I am satisfied with how performance evaluations are conducted in my unit	0.15	0.40	0.05	0.05	0.58	0.47	0.65	0.81	-0.06	0.73	0.24	0.33	0.63	0.16

*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)

** Results presented in order from highest to lowest mean ratings.

Section 5. Work Environment^{ab}

Rating of IUPUI in the areas of...	Valid N ^c	Mean ^d	STDV	Percentage					Confidence Intervals					
				SD	D	N	A	SA	SD	D	N	A	SA	
My working conditions are safe	2455	0.99	0.86	2%	4%	11%	57%	25%						
The campus grounds are attractive	2421	0.95	0.76	1%	4%	13%	63%	19%						
IUPUI treats employee safety as a high priority	2432	0.86	0.88	2%	5%	18%	54%	21%						
For the work I do, my physical working conditions are good	2453	0.76	1.02	4%	9%	13%	53%	20%						
I am satisfied with my physical work environment at IUPUI	2442	0.62	1.10	6%	13%	13%	50%	18%						
My building is well maintained (heating, cooling, plumbing are kept in good order)	2436	0.44	1.14	8%	14%	17%	47%	14%						
The custodial staff do a good job cleaning the public areas of my building (bathrooms, lobbies, hallways, classrooms)	2414	0.32	1.19	10%	16%	17%	44%	12%						
The custodial staff do a good job cleaning my office space	2376	0.27	1.18	10%	17%	20%	41%	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 section 5. Group Differences on Work Environment

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

Work Environment	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 working conditions are safe	0.99															
The campus grounds are attractive	0.95	0.97	0.86													
IUPUI treats employee safety as a high priority	0.86															
For the work I do, my physical working conditions are good	0.76															
I am satisfied with my physical work environment at IUPUI	0.62															
My building is well maintained (heating, cooling, plumbing are kept in good order)	0.44															
The custodial staff do a good job cleaning the public areas of my building (bathrooms, lobbies, hallways, classrooms)	0.32	0.25	0.52	0.52	0.50	0.36	0.30	0.23	0.17							
The custodial staff do a good job cleaning my office space	0.27	0.22	0.42	0.56	0.42	0.35	0.25	0.15	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)*

***Results presented in order from highest to lowest mean ratings.*

Comparisons for section 5. Group Differences on Work Environment (continued)

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

Work Environment	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
My working conditions are safe	0.99	0.71	0.94	1.06					
The campus grounds are attractive	0.95								
IUPUI treats employee safety as a high priority	0.86	0.61	0.84	0.91					
For the work I do, my physical working conditions are good	0.76								
I am satisfied with my physical work environment at IUPUI	0.62	0.59	0.54	0.68					
My building is well maintained (heating, cooling, plumbing are kept in good order)	0.44								
The custodial staff do a good job cleaning the public areas of my building (bathrooms, lobbies, hallways, classrooms)	0.32	0.44	0.21	0.40	0.59	0.45	0.26	0.23	0.17
The custodial staff do a good job cleaning my office space	0.27	0.34	0.17	0.34	0.54	0.36	0.25	0.24	0.05

**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)*

***Results presented in order from highest to lowest mean ratings.*

Comparisons for section 5. Group Differences on Work Environment (continued)

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

Work Environment	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
My working conditions are safe	0.99												
The campus grounds are attractive	0.95												
IUPUI treats employee safety as a high priority	0.86												
For the work I do, my physical working conditions are good	0.76												
I am satisfied with my physical work environment at IUPUI	0.62												
My building is well maintained (heating, cooling, plumbing are kept in good order)	0.44												
The custodial staff do a good job cleaning the public areas of my building (bathrooms, lobbies, hallways, classrooms)	0.32	1.67	0.23	0.18	0.04	0.20	0.48	0.40	-0.13	0.47	0.35	0.54	0.04
The custodial staff do a good job cleaning my office space	0.27	0.00	0.13	0.10	0.02	0.17	0.41	0.38	-0.19	0.40	0.52	0.67	-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)

**Results presented in order from highest to lowest mean ratings.

Comparisons for section 5. Group Differences on Work Environment (continued)

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

Work Environment	Campus Wide	Organizational Area												
		Academic Support	Admin and Finance	Other Central Admin	School of Business	School of Dentistry	School of Liberal Arts	Library	School of Medicine	School of Nursing	School of Science	Univ. College	UIITS	Other Academic
My working conditions are safe	0.99	0.71	0.85	1.35	1.45	0.81	1.04	1.27	0.98	1.08	1.14	1.11	1.40	1.28
The campus grounds are attractive	0.95													
IUPUI treats employee safety as a high priority	0.86	0.59	0.82	1.18	1.06	0.82	0.72	1.05	0.87	0.92	1.02	0.87	1.04	1.03
For the work I do, my physical working conditions are good	0.76	0.45	0.70	1.05	1.06	0.54	0.73	0.97	0.74	1.06	1.14	0.68	1.17	1.03
I am satisfied with my physical work environment at IUPUI	0.62	0.20	0.54	0.88	0.94	0.42	0.57	0.97	0.61	0.90	1.00	0.49	1.05	0.89
My building is well maintained (heating, cooling, plumbing are kept in good order)	0.44	-0.18	0.34	0.77	0.58	-0.20	0.30	1.00	0.54	0.60	0.86	0.10	1.09	0.62
The custodial staff do a good job cleaning the public areas of my building (bathrooms, lobbies, hallways, classrooms)	0.32	0.19	0.46	1.18	0.24	-0.64	0.85	0.70	0.35	0.03	0.26	0.02	0.78	0.11
The custodial staff do a good job cleaning my office space	0.27	0.21	0.38	0.90	0.55	-0.45	0.72	0.70	0.24	0.23	0.08	0.06	0.76	0.19

*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)

**Results presented in order from highest to lowest mean ratings.

Section 6. Supervision/Management^{ab}

Rating of IUPUI in the areas of...	Valid N ^c	Mean ^d	STDV	Percentage					Confidence Intervals					
				SD	D	N	A	SA	SD	D	N	A	SA	
My supervisor allows flexibility with my work schedule	2378	1.17	0.97	4%	3%	8%	43%	42%						
My supervisor is generally available to discuss issues related to my work	2386	0.94	1.01	4%	6%	11%	49%	30%						
My supervisor supports free exchanges of opinions and ideas related to work	2397	0.93	1.06	5%	7%	12%	45%	32%						
My supervisor has the training and experience needed for his/her position as a supervisor	2383	0.87	1.13	6%	7%	13%	41%	33%						
My supervisor is open to new ways of doing things	2398	0.87	1.08	5%	8%	14%	43%	31%						
My supervisor supports initiatives to continually improve processes in our unit	2382	0.86	1.04	4%	6%	17%	44%	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)	2375	0.79	1.10	5%	9%	16%	42%	28%						
My supervisor has the supervisory skills needed in his/her position as a supervisor	2385	0.73	1.19	7%	10%	14%	39%	29%						
My supervisor distributes in a fair way the workload among staff in my unit	2326	0.64	1.17	7%	12%	16%	41%	24%						
I receive adequate guidance from my supervisor to succeed in my job	2375	0.60	1.13	7%	11%	19%	42%	21%						
My supervisor bases decisions primarily on facts and data rather than on opinions and feelings	2378	0.60	1.19	8%	10%	20%	38%	24%						
My supervisor provides staff with constructive suggestions to improve their job performance	2380	0.58	1.15	6%	13%	19%	40%	22%						
My supervisor personally recognizes the contributions of individuals on a regular basis	2383	0.45	1.22	8%	16%	20%	35%	21%						

^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 section 6. Group Differences on Supervision/Management

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

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 allows flexibility with my work schedule	1.17															
My supervisor is generally available to discuss issues related to my work	0.94															
My supervisor supports free exchanges of opinions and ideas related to work	0.93															
My supervisor has the training and experience needed for his/her position as a supervisor	0.87															
My supervisor is open to new ways of doing things	0.87															
My supervisor supports initiatives to continually improve processes in our unit	0.86															
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)	0.79															
My supervisor has the supervisory skills needed in his/her position as a supervisor	0.73															
My supervisor distributes in a fair way the workload among staff in my unit	0.64															
I receive adequate guidance from my supervisor to succeed in my job	0.60															
My supervisor bases decisions primarily on facts and data rather than on opinions and feelings	0.60															
My supervisor provides staff with constructive suggestions to improve their job performance	0.58									1.01	0.58	0.54	1.00	0.71	0.69	0.40
My supervisor personally recognizes the contributions of individuals on a regular basis	0.45															

*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)

** Results presented in order from highest to lowest mean ratings.

Comparisons for section 6. Group Differences on Supervision/Management (continued)Group means shown if the results of a one-way analysis of variance test is significant at $p < .01$

Supervision/Management	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
My supervisor allows flexibility with my work schedule	1.17	1.05	1.06	1.27					
My supervisor is generally available to discuss issues related to my work	0.94	0.66	0.90	1.01					
My supervisor supports free exchanges of opinions and ideas related to work	0.93	0.75	0.83	1.03	1.19	0.94	0.89	0.93	0.88
My supervisor has the training and experience needed for his/her position as a supervisor	0.87	0.60	0.81	0.96					
My supervisor is open to new ways of doing things	0.87	0.66	0.78	0.97					
My supervisor supports initiatives to continually improve processes in our unit	0.86	0.60	0.77	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)	0.79	0.55	0.72	0.87					
My supervisor has the supervisory skills needed in his/her position as a supervisor	0.73	0.46	0.69	0.79	1.04	0.68	0.71	0.74	0.69
My supervisor distributes in a fair way the workload among staff in my unit	0.64	0.25	0.56	0.75					
I receive adequate guidance from my supervisor to succeed in my job	0.60								
My supervisor bases decisions primarily on facts and data rather than on opinions and feelings	0.60	0.25	0.52	0.70					
My supervisor provides staff with constructive suggestions to improve their job performance	0.58								
My supervisor personally recognizes the contributions of individuals on a regular basis	0.45				0.75	0.39	0.42	0.51	0.39

*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)

** Results presented in order from highest to lowest mean ratings.

Comparisons for section 6. Group Differences on Supervision/Management (continued)

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

Supervision/Management	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
My supervisor allows flexibility with my work schedule	1.17												
My supervisor is generally available to discuss issues related to my work	0.94												
My supervisor supports free exchanges of opinions and ideas related to work	0.93												
My supervisor has the training and experience needed for his/her position as a supervisor	0.87												
My supervisor is open to new ways of doing things	0.87												
My supervisor supports initiatives to continually improve processes in our unit	0.86	1.25	0.75	0.80	0.81	0.66	0.92	0.93	0.88	0.93	0.95	1.33	0.79
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)	0.79												
My supervisor has the supervisory skills needed in his/her position as a supervisor	0.73												
My supervisor distributes in a fair way the workload among staff in my unit	0.64	1.50	0.45	0.56	0.47	0.48	0.76	0.75	0.73	0.70	0.95	0.79	0.58
I receive adequate guidance from my supervisor to succeed in my job	0.60												
My supervisor bases decisions primarily on facts and data rather than on opinions and feelings	0.60												
My supervisor provides staff with constructive suggestions to improve their job performance	0.58												
My supervisor personally recognizes the contributions of individuals on a regular basis	0.45												

*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)

** Results presented in order from highest to lowest mean ratings.

Comparisons for section 6. Group Differences on Supervision/Management (continued)Group means shown if the results of a one-way analysis of variance test is significant at $p < .01$

Supervision/Management	Organizational Area													
	Campus Wide	Academic Support	Admin and Finance	Other Central Admin	School of Business	School of Dentistry	School of Liberal Arts	Library	School of Medicine	School of Nursing	School of Science	Univ. College	UIITS	Other Academic
My supervisor allows flexibility with my work schedule	1.17	1.31	1.06	1.18	1.53	1.10	1.56	1.57	1.08	1.23	1.38	1.48	1.25	1.29
My supervisor is generally available to discuss issues related to my work	0.94	1.03	0.83	1.08	1.25	1.09	1.20	1.00	0.87	1.13	0.81	1.15	1.09	1.10
My supervisor supports free exchanges of opinions and ideas related to work	0.93	1.12	0.72	1.08	1.41	0.96	1.35	1.32	0.85	1.14	0.88	1.27	1.11	1.03
My supervisor has the training and experience needed for his/her position as a supervisor	0.87	0.96	0.64	1.15	1.24	0.98	1.24	1.08	0.81	1.13	0.63	1.28	1.13	0.91
My supervisor is open to new ways of doing things	0.87	0.97	0.66	1.08	1.19	0.91	1.29	1.19	0.80	1.11	0.88	1.25	1.14	0.92
My supervisor supports initiatives to continually improve processes in our unit	0.86	1.05	0.68	1.23	1.25	1.00	1.16	1.24	0.75	1.17	0.93	1.30	0.95	0.97
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)	0.79	0.97	0.60	1.08	1.25	0.85	1.11	0.92	0.70	1.13	0.68	1.03	0.98	0.89
My supervisor has the supervisory skills needed in his/her position as a supervisor	0.73	0.83	0.50	1.05	1.09	0.84	1.06	0.89	0.65	0.98	0.51	1.00	1.00	0.87
My supervisor distributes in a fair way the workload among staff in my unit	0.64	0.78	0.41	1.05	1.06	0.76	0.79	0.76	0.57	0.92	0.50	0.78	0.92	0.82
I receive adequate guidance from my supervisor to succeed in my job	0.60	0.68	0.44	0.73	1.00	0.80	0.91	0.73	0.54	0.77	0.61	0.75	0.80	0.67
My supervisor bases decisions primarily on facts and data rather than on opinions and feelings	0.60	0.77	0.26	0.93	0.91	0.74	0.97	0.89	0.55	0.86	0.39	0.70	0.90	0.67
My supervisor provides staff with constructive suggestions to improve their job performance	0.58	0.71	0.41	0.85	1.00	0.77	0.91	0.73	0.50	0.91	0.34	0.75	0.86	0.58
My supervisor personally recognizes the contributions of individuals on a regular basis	0.45	0.56	0.28	0.58	0.94	0.60	0.79	0.78	0.34	0.88	0.35	0.68	0.57	0.67

*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)

** Results presented in order from highest to lowest mean ratings.

Section 7. Job Satisfaction^{ab}

Rating of IUPUI in the areas of...	Valid N ^c	Mean ^d	STDV	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	2414	1.39	0.74	1%	2%	4%	44%	50%						
I like the work I do in my current position	2410	1.19	0.84	1%	3%	8%	48%	39%						
I have the appropriate supplies, materials, and equipment to perform my job well	2409	1.03	0.90	2%	6%	9%	53%	30%						
I am satisfied with the way work schedules are determined	2348	0.98	0.96	3%	5%	11%	50%	30%						
My job is challenging enough for me	2410	0.89	1.04	3%	9%	13%	44%	30%						
My job responsibilities are clear so that I know what is expected of me	2413	0.80	1.05	4%	10%	12%	49%	25%						
My job makes good use of my skills and abilities	2409	0.78	1.10	5%	10%	12%	47%	26%						
I am satisfied with my involvement in decisions that affect my work	2403	0.66	1.14	6%	13%	15%	42%	24%						
The stress experienced by staff members in my unit is at reasonable levels	2401	0.35	1.16	9%	16%	16%	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 section 7. Group Differences on Job Satisfaction

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 feel a sense of personal satisfaction when I do my job well	1.39			1.04	1.20	1.38	1.43	1.45	1.48							
I like the work I do in my current position	1.19	1.22	1.12	0.93	0.97	1.17	1.25	1.26	1.39							
I have the appropriate supplies, materials, and equipment to perform my job well	1.03	1.09	0.87													
I am satisfied with the way work schedules are determined	0.98															
My job is challenging enough for me	0.89			0.64	0.57	0.82	0.93	1.05	1.16	0.87	0.71	0.91	1.64	0.50	0.89	0.59
My job responsibilities are clear so that I know what is expected of me	0.80			0.75	0.62	0.75	0.85	0.89	0.97							
My job makes good use of my skills and abilities	0.78			0.68	0.59	0.75	0.81	0.84	1.01	1.01	0.64	0.79	1.41	0.29	0.58	0.25
I am satisfied with my involvement in decisions that affect my work	0.66									0.85	0.69	0.64	1.36	0.43	0.85	0.09
The stress experienced by staff members in my unit is at reasonable levels	0.35									0.72	0.48	0.31	1.05	0.50	0.36	0.10

*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)

** Results presented in order from highest to lowest mean ratings.

Comparisons for section 7. Group Differences on 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	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 personal satisfaction when I do my job well	1.39	1.27	1.34	1.44	1.33	1.29	1.40	1.54	1.46
I like the work I do in my current position	1.19	1.01	1.14	1.26	1.16	1.06	1.20	1.36	1.31
I have the appropriate supplies, materials, and equipment to perform my job well	1.03	0.50	1.06	1.08					
I am satisfied with the way work schedules are determined	0.98	0.74	0.88	1.09					
My job is challenging enough for me	0.89	0.68	0.74	1.03	0.77	0.72	0.86	1.09	1.12
My job responsibilities are clear so that I know what is expected of me	0.80				0.74	0.66	0.80	0.96	0.98
My job makes good use of my skills and abilities	0.78	0.53	0.65	0.92	0.69	0.62	0.76	0.98	0.95
I am satisfied with my involvement in decisions that affect my work	0.66	0.57	0.55	0.75	0.82	0.55	0.62	0.71	0.76
The stress experienced by staff members in my unit is at reasonable levels	0.35								

*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)

** Results presented in order from highest to lowest mean ratings.

Comparisons for section 7. Group Differences on 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	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 feel a sense of personal satisfaction when I do my job well	1.39													
I like the work I do in my current position	1.19													
I have the appropriate supplies, materials, and equipment to perform my job well	1.03													
I am satisfied with the way work schedules are determined	0.98													
My job is challenging enough for me	0.89													
My job responsibilities are clear so that I know what is expected of me	0.80													
My job makes good use of my skills and abilities	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													

*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)

** Results presented in order from highest to lowest mean ratings.

Comparisons for section 7. Group Differences on 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	Admin and Finance	Other Central Admin	School of Business	School of Dentistry	School of Liberal Arts	Library	School of Medicine	School of Nursing	School of Science	Univ. College	UITS	Other Academic
I feel a sense of personal satisfaction when I do my job well	1.39													
I like the work I do in my current position	1.19													
I have the appropriate supplies, materials, and equipment to perform my job well	1.03	0.92	0.72	1.20	1.44	1.00	1.07	1.27	1.06	1.25	1.14	1.23	0.99	1.29
I am satisfied with the way work schedules are determined	0.98	1.05	0.81	1.08	1.31	1.04	1.29	1.16	0.93	1.21	0.90	1.15	1.02	1.12
My job is challenging enough for me	0.89													
My job responsibilities are clear so that I know what is expected of me	0.80													
My job makes good use of my skills and abilities	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	0.23	0.30	0.60	0.81	0.55	0.35	0.59	0.30	-0.03	0.57	0.48	0.44	0.54

*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)

** Results presented in order from highest to lowest mean ratings.

Section 8. Overall Satisfaction^{ab}

Rating of IUPUI in the areas of...	Valid N ^c	Mean ^d	STDV	Percentage					Confidence Intervals					
				VD	D	N	S	VS	VD	D	N	S	VS	
Paid time off benefits	2349	1.23	0.79	1%	2%	7%	50%	39%						
Medical insurance benefits	2300	1.08	0.87	2%	5%	10%	51%	32%						
Fee courtesy benefits	2186	1.02	0.90	2%	4%	14%	49%	31%						
Retirement benefits	2357	0.96	0.91	2%	5%	15%	50%	28%						
My overall job satisfaction	2389	0.86	0.94	3%	8%	13%	55%	22%						
Staff development opportunities at IUPUI	2337	0.74	0.86	2%	5%	25%	53%	15%						
Dental insurance benefits	2277	0.70	1.09	5%	12%	13%	48%	22%						
The level of cooperation and teamwork in my unit	2383	0.62	1.11	6%	11%	17%	45%	20%						
The level of cooperation and teamwork at IUPUI	2316	0.57	0.81	2%	6%	34%	49%	9%						
The identity and sense of community at IUPUI	2348	0.50	0.91	3%	10%	32%	45%	10%						
Staff development opportunities in my unit	2347	0.47	1.06	6%	12%	25%	43%	14%						
The clarity of objectives and plans for the next few years in my unit	2357	0.29	1.06	7%	15%	30%	38%	10%						
The clarity of objectives and plans for the next few years at IUPUI	2341	0.29	0.91	4%	13%	41%	35%	7%						
Staff morale in my unit	2385	0.26	1.18	11%	16%	22%	40%	11%						
The availability of parking on campus	2297	-0.15	1.23	19%	22%	19%	35%	5%						
The cost of parking on campus	2277	-0.38	1.20	23%	25%	22%	26%	3%						
Staff salary levels	2374	-0.38	1.11	19%	29%	26%	24%	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

Comparisons for section 8. Group Differences on Overall Satisfaction

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
Paid time off benefits	1.23									0.99	1.06	1.26	1.24	1.29	1.15	1.31
Medical insurance benefits	1.08	1.13	0.91	0.96	1.25	1.14	1.03	0.97	1.03							
Fee courtesy benefits	1.02	1.05	0.93													
Retirement benefits	0.96	1.00	0.85	0.81	1.17	1.10	0.94	0.76	0.75							
My overall job satisfaction	0.86			0.69	0.67	0.84	0.90	0.92	0.99							
Staff development opportunities at IUPUI	0.74	0.79	0.59													
Dental insurance benefits	0.70	0.75	0.57													
The level of cooperation and teamwork in my unit	0.62									0.90	0.50	0.62	1.05	1.14	0.96	0.38
The level of cooperation and teamwork at IUPUI	0.57	0.61	0.47													
The identity and sense of community at IUPUI	0.50	0.54	0.38													
Staff development opportunities in my unit	0.47															
The clarity of objectives and plans for the next few years in my unit	0.29									0.67	0.28	0.27	0.68	0.00	0.38	0.06
The clarity of objectives and plans for the next few years at IUPUI	0.29	0.32	0.18													
Staff morale in my unit	0.26									0.76	0.17	0.24	0.73	0.43	0.44	0.16
The availability of parking on campus	-0.15															
The cost of parking on campus	-0.38									0.13	-0.54	-0.38	-0.30	-0.86	-0.59	-0.61
Staff salary levels	-0.38									-0.01	-0.44	-0.39	-0.09	0.00	-0.39	-0.75

*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)

** Results presented in order from highest to lowest mean ratings.

Comparisons for section 8. Group Differences on Overall Satisfaction (continued)

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

Overall Satisfaction	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
Paid time off benefits	1.23	0.73	1.06	1.42					
Medical insurance benefits	1.08	0.55	1.12	1.09	1.22	1.19	1.06	1.09	0.85
Fee courtesy benefits	1.02	0.47	1.01	1.08					
Retirement benefits	0.96	0.32	0.84	1.13	1.20	1.09	0.94	1.00	0.70
My overall job satisfaction	0.86	0.76	0.82	0.90	0.87	0.75	0.86	0.98	0.98
Staff development opportunities at IUPUI	0.74	0.13	0.70	0.84					
Dental insurance benefits	0.70	0.29	0.70	0.75	0.96	0.82	0.66	0.67	0.48
The level of cooperation and teamwork in my unit	0.62	0.38	0.49	0.76					
The level of cooperation and teamwork at IUPUI	0.57	0.31	0.61	0.58					
The identity and sense of community at IUPUI	0.50								
Staff development opportunities in my unit	0.47	-0.08	0.34	0.64					
The clarity of objectives and plans for the next few years in my unit	0.29	0.11	0.24	0.36	0.46	0.20	0.26	0.33	0.37
The clarity of objectives and plans for the next few years at IUPUI	0.29								
Staff morale in my unit	0.26	0.21	0.15	0.35	0.54	0.23	0.20	0.20	0.27
The availability of parking on campus	-0.15	-0.20	-0.24	-0.08	0.00	-0.24	-0.25	-0.08	-0.04
The cost of parking on campus	-0.38	-0.81	-0.51	-0.23					
Staff salary levels	-0.38	-0.40	-0.50	-0.29					

*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)

** Results presented in order from highest to lowest mean ratings.

Comparisons for section 8. Group Differences on Overall Satisfaction (continued)Group means shown if the results of a one-way analysis of variance test is significant at $p < .01$

Overall Satisfaction	Amount of Education												
	Campus Wide	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
Paid time off benefits	1.23	0.67	1.05	1.17	1.15	1.15	1.30	1.29	1.06	1.35	1.33	1.31	1.00
Medical insurance benefits	1.08												
Fee courtesy benefits	1.02												
Retirement benefits	0.96	0.67	0.73	0.83	0.73	0.94	1.06	1.02	0.76	1.15	0.90	1.19	0.89
My overall job satisfaction	0.86												
Staff development opportunities at IUPUI	0.74												
Dental insurance benefits	0.70												
The level of cooperation and teamwork in my unit	0.62	1.00	0.51	0.54	0.49	0.56	0.68	0.69	0.24	0.73	1.00	1.03	0.46
The level of cooperation and teamwork at IUPUI	0.57												
The identity and sense of community at IUPUI	0.50	1.20	0.65	0.62	0.60	0.47	0.48	0.36	0.35	0.39	0.57	0.34	0.57
Staff development opportunities in my unit	0.47	0.75	0.33	0.36	0.31	0.45	0.53	0.49	0.29	0.60	0.67	0.81	0.33
The clarity of objectives and plans for the next few years in my unit	0.29												
The clarity of objectives and plans for the next few years at IUPUI	0.29												
Staff morale in my unit	0.26												
The availability of parking on campus	-0.15	1.75	-0.06	-0.26	-0.45	-0.25	-0.21	-0.21	0.29	0.05	0.29	0.08	0.35
The cost of parking on campus	-0.38	0.00	-0.51	-0.51	-0.75	-0.44	-0.34	-0.41	-0.41	-0.13	-0.19	0.17	-0.08
Staff salary levels	-0.38												

*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)

** Results presented in order from highest to lowest mean ratings.

Comparisons for section 8. Group Differences on Overall Satisfaction (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	Admin and Finance	Other Central Admin	School of Business	School of Dentistry	School of Liberal Arts	Library	School of Medicine	School of Nursing	School of Science	Univ. College	UITs	Other Academic
Paid time off benefits	1.23	1.28	1.18	1.43	1.31	1.20	1.25	1.00	1.19	1.35	1.27	1.32	1.56	1.27
Medical insurance benefits	1.08													
Fee courtesy benefits	1.02													
Retirement benefits	0.96													
My overall job satisfaction	0.86													
Staff development opportunities at IUPUI	0.74	0.80	0.55	1.08	1.10	0.77	0.88	0.68	0.69	1.08	0.88	1.07	0.66	0.99
Dental insurance benefits	0.70													
The level of cooperation and teamwork in my unit	0.62	0.72	0.50	0.98	1.00	0.74	1.17	0.78	0.53	0.68	0.69	0.95	0.80	0.64
The level of cooperation and teamwork at IUPUI	0.57	0.57	0.41	0.84	0.81	0.50	0.71	0.89	0.56	0.58	0.62	0.86	0.60	0.65
The identity and sense of community at IUPUI	0.50													
Staff development opportunities in my unit	0.47	0.66	0.31	0.73	1.03	0.49	0.77	0.65	0.34	0.98	0.80	0.92	0.54	0.68
The clarity of objectives and plans for the next few years in my unit	0.29	0.27	0.17	0.28	0.88	0.43	0.66	0.57	0.23	0.45	0.27	0.49	0.40	0.37
The clarity of objectives and plans for the next few years at IUPUI	0.29													
Staff morale in my unit	0.26	0.35	0.22	0.25	0.94	0.38	0.67	0.38	0.16	0.17	0.33	0.68	0.43	0.27
The availability of parking on campus	-0.15	0.05	-0.10	0.09	0.30	-0.35	0.05	0.21	-0.27	0.07	-0.12	0.51	-0.24	-0.13
The cost of parking on campus	-0.38	-0.28	-0.52	0.06	0.13	-0.42	-0.12	-0.06	-0.46	-0.11	-0.45	-0.19	-0.22	-0.26
Staff salary levels	-0.38	-0.66	-0.47	-0.20	0.13	-0.53	-0.52	-0.22	-0.28	-0.46	-0.36	-0.71	-0.37	-0.49

*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)

** Results presented in order from highest to lowest mean ratings.

Section 9. Quality of IUPUI^{ab}

Rating of IUPUI in the areas of...	Valid N ^c	Mean	STDV	Percentage				Confidence Intervals			
				PR	FR	GD	EX	PR	FR	GD	EX
Reputation of IUPUI in Indianapolis	2354	3.12	0.63	1%	12%	62%	26%				
Quality of technology available to staff to get their work done	2333	3.06	0.71	3%	15%	57%	26%				
Quality of staff service to the institution	2301	2.97	0.61	1%	16%	66%	16%				
Level of civility at IUPUI	2323	2.96	0.65	3%	16%	65%	17%				
Reputation of IUPUI in Indiana	2324	2.91	0.70	3%	22%	58%	18%				
Quality of campus administrative leadership	2273	2.81	0.72	5%	23%	59%	13%				
Quality of work spaces at IUPUI (offices, classrooms, labs, training facilities)	2278	2.60	0.81	10%	30%	50%	10%				

^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 section 9. Group Differences on Quality of IUPUI

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

Quality of IUPUI	Gender			Age						Racial/Ethnic Group						
	Campus Wide	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
Reputation of IUPUI in Indianapolis	3.12	3.16	2.98	3.00	3.06	3.07	3.11	3.19	3.19							
Quality of technology available to staff to get their work done	3.06															
Quality of staff service to the institution	2.97	3.00	2.90													
Level of civility at IUPUI	2.96															
Reputation of IUPUI in Indiana	2.91	2.98	2.70	2.81	2.79	2.84	2.92	3.00	3.00	3.04	2.97	2.89	3.18	2.33	2.74	2.73
Quality of campus administrative leadership	2.81	2.86	2.67													
Quality of work spaces at IUPUI (offices, classrooms, labs, training facilities)	2.60									2.92	2.63	2.58	3.00	2.00	2.48	2.39

*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)

** Results presented in order from highest to lowest mean ratings.

Comparisons for section 9. Group Differences on Quality of IUPUI (continued)

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	3.12	3.02	3.19	3.07					
Quality of technology available to staff to get their work done	3.06	2.76	3.03	3.12					
Quality of staff service to the institution	2.97	2.81	2.99	2.98					
Level of civility at IUPUI	2.96	2.74	2.95	2.99					
Reputation of IUPUI in Indiana	2.91	2.88	3.02	2.82					
Quality of campus administrative leadership	2.81	2.49	2.85	2.82					
Quality of work spaces at IUPUI (offices, classrooms, labs, training facilities)	2.60								

*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)

** Results presented in order from highest to lowest mean ratings.

Comparisons for section 9. Group Differences on Quality of IUPUI (continued)

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

Quality of IUPUI	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
Reputation of IUPUI in Indianapolis	3.12	3.40	3.15	3.21	3.20	3.08	3.09	3.05	3.41	3.03	3.25	2.94	3.25
Quality of technology available to staff to get their work done	3.06	3.25	2.95	3.07	2.99	2.92	3.08	3.15	3.41	3.11	3.29	3.22	3.07
Quality of staff service to the institution	2.97												
Level of civility at IUPUI	2.96												
Reputation of IUPUI in Indiana	2.91	3.40	3.05	3.05	3.08	2.96	2.86	2.71	3.00	2.75	3.10	2.60	3.14
Quality of campus administrative leadership	2.81												
Quality of work spaces at IUPUI (offices, classrooms, labs, training facilities)	2.60												

*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)

**Results presented in order from highest to lowest mean ratings.

Comparisons for section 9. Group Differences on Quality of IUPUI (continued)

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

Quality of IUPUI	Campus Wide	Organizational Area												
		Academic Support	Admin and Finance	Other Central Admin	School of Business	School of Dentistry	School of Liberal Arts	Library	School of Medicine	School of Nursing	School of Science	Univ. College	UITS	Other Academic
Reputation of IUPUI in Indianapolis	3.12													
Quality of technology available to staff to get their work done	3.06	3.18	2.89	3.39	3.28	2.84	3.03	3.38	3.02	3.18	3.00	3.44	3.35	3.23
Quality of staff service to the institution	2.97	2.96	2.84	3.08	3.19	2.96	3.14	2.97	2.99	3.02	3.07	3.12	3.03	2.90
Level of civility at IUPUI	2.96	2.96	2.81	3.13	2.97	2.91	3.03	2.94	2.96	2.89	3.07	3.12	3.11	3.04
Reputation of IUPUI in Indiana	2.91	2.81	2.87	2.78	2.78	3.06	2.81	2.75	2.99	2.94	2.74	2.64	2.74	2.72
Quality of campus administrative leadership	2.81	2.81	2.61	3.03	3.06	2.78	2.83	2.76	2.84	3.00	2.73	2.91	2.83	2.83
Quality of work spaces at IUPUI (offices, classrooms, labs, training facilities)	2.60	2.33	2.62	2.81	2.56	2.35	2.31	2.86	2.64	2.68	2.40	2.61	3.01	2.65

*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)

**Results presented in order from highest to lowest mean ratings.

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

<i>Based on your experiences at IUPUI, please indicate your level of agreement with the following:</i>	Valid N ^c	Mean ^d	STDV	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	2343	0.99	0.99	3%	6%	10%	49%	31%						
IUPUI management is committed to promoting an environment that respects and celebrates diversity	2325	0.84	0.82	2%	4%	20%	57%	18%						
My work experiences have contributed to my appreciation of multiculturalism and diversity	2254	0.68	0.93	3%	7%	25%	48%	17%						
I feel a sense of belonging at IUPUI	2337	0.68	0.89	2%	7%	26%	50%	15%						
IUPUI management is committed to helping me achieve my career goals	2298	0.37	0.95	5%	10%	37%	39%	9%						
The diversity of IUPUI was one of the reasons I chose to work here	2146	-0.07	1.09	10%	24%	36%	22%	8%						

^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

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

<i>Please indicate how often you have experienced each of the following as an employee at IUPUI:</i>	Valid N ^c	Mean	STDV	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	2354	2.57	1.08	3%	12%	32%	28%	24%						
Noticed the influence of multicultural and diverse perspectives in campus artwork, sculpture, or décor	2350	2.02	1.05	9%	19%	39%	26%	7%						
Attended workshops, events, or activities that increased your understanding of multiculturalism and diversity	2352	1.40	1.05	23%	29%	34%	11%	3%						
Felt a sense of negative conflict between diverse groups on campus	2349	0.66	0.82	52%	33%	12%	2%	1%						
Seen or read racist, antigay/lesbian, or sexist material (including graffiti) on campus	2354	0.51	0.79	64%	25%	9%	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

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
Co-workers in my unit treat all individuals with respect, regardless of their ethnicity, cultural background or sexual orientation	0.99									1.00	0.62	1.04	1.32	0.71	1.00	0.97
IUPUI management is committed to promoting an environment that respects and celebrates diversity	0.84									0.89	0.51	0.89	1.14	0.57	0.93	0.53
My work experiences have contributed to my appreciation of multiculturalism and diversity	0.68	0.73	0.54													
I feel a sense of belonging at IUPUI	0.68	0.71	0.58							0.92	0.70	0.66	1.32	0.57	0.54	0.41
IUPUI management is committed to helping me achieve my career goals	0.37	0.40	0.28													
The diversity of IUPUI was one of the reasons I chose to work here	-0.07	-0.02	-0.20							0.74	0.03	-0.12	0.36	0.00	-0.08	-0.48

^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)

** Results presented in order from highest to lowest mean ratings.

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	2.57	2.63	2.41	2.79	2.93	2.76	2.52	2.28	2.18	2.56	2.75	2.53	2.91	2.33	3.15	3.09
Noticed the influence of multicultural and diverse perspectives in campus artwork, sculpture, or décor	2.02															
Attended workshops, events, or activities that increased your understanding of multiculturalism and diversity	1.40	1.45	1.28	1.07	1.17	1.42	1.46	1.48	1.47	1.72	1.47	1.37	2.05	1.00	1.37	1.81
Felt a sense of negative conflict between diverse groups on campus	0.66	0.62	0.76							0.81	0.87	0.61	0.86	0.50	0.74	0.91
Seen or read racist, antigay/lesbian, or sexist material (including graffiti) on campus	0.51	0.42	0.77							0.76	0.65	0.48	0.36	0.57	0.59	0.53

^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).

** Results presented in order from highest to lowest mean ratings.

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	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
Co-workers in my unit treat all individuals with respect, regardless of their ethnicity, cultural background or sexual orientation	0.99	0.58	0.92	1.09	1.15	0.88	0.98	1.00	1.06
IUPUI management is committed to promoting an environment that respects and celebrates diversity	0.84	0.62	0.80	0.90					
My work experiences have contributed to my appreciation of multiculturalism and diversity	0.68								
I feel a sense of belonging at IUPUI	0.68								
IUPUI management is committed to helping me achieve my career goals	0.37	0.07	0.35	0.42					
The diversity of IUPUI was one of the reasons I chose to work here	-0.07	-0.10	0.03	-0.14	0.11	-0.03	-0.08	-0.04	-0.23

^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)

^bResults presented in order from highest to lowest mean ratings.

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

Campus Climate for Diversity^b	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
Socialized with co-workers, faculty, or students from backgrounds different than your own	2.57	2.23	2.61	2.59					
Noticed the influence of multicultural and diverse perspectives in campus artwork, sculpture, or décor	2.02	1.90	1.96	2.10					
Attended workshops, events, or activities that increased your understanding of multiculturalism and diversity	1.40	1.09	1.27	1.54	1.14	1.33	1.48	1.49	1.48
Felt a sense of negative conflict between diverse groups on campus	0.66	1.08	0.60	0.65	0.40	0.66	0.66	0.73	0.71
Seen or read racist, antigay/lesbian, or sexist material (including graffiti) on campus	0.51	1.16	0.43	0.51					

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

Results presented in order from highest to lowest mean ratings.

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	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
Co-workers in my unit treat all individuals with respect, regardless of their ethnicity, cultural background or sexual orientation	0.99												
IUPUI management is committed to promoting an environment that respects and celebrates diversity	0.84												
My work experiences have contributed to my appreciation of multiculturalism and diversity	0.68												
I feel a sense of belonging at IUPUI	0.68												
IUPUI management is committed to helping me achieve my career goals	0.37												
The diversity of IUPUI was one of the reasons I chose to work here	-0.07												

^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 presented in order from highest to lowest mean ratings.

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	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
Socialized with co-workers, faculty, or students from backgrounds different than your own	2.57	1.00	2.28	2.64	2.52	2.57	2.58	2.69	2.59	2.61	2.81	2.54	2.31
Noticed the influence of multicultural and diverse perspectives in campus artwork, sculpture, or décor	2.02	1.80	1.73	2.06	1.99	2.08	1.98	2.18	2.18	2.10	1.62	2.05	2.16
Attended workshops, events, or activities that increased your understanding of multiculturalism and diversity	1.40	1.20	1.15	1.35	1.20	1.43	1.27	1.56	1.53	1.68	1.90	1.70	1.46
Felt a sense of negative conflict between diverse groups on campus	0.66	1.40	0.68	0.59	0.69	0.69	0.56	0.77	0.82	0.71	0.67	0.84	0.60
Seen or read racist, antigay/lesbian, or sexist material (including graffiti) on campus	0.51												

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

^b Results presented in order from highest to lowest mean ratings.

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	Admin and Finance	Other Central Admin	School of Business	School of Dentistry	School of Liberal Arts	Library	School of Medicine	School of Nursing	School of Science	Univ. College	UIITS	Other Academic
Co-workers in my unit treat all individuals with respect, regardless of their ethnicity, cultural background or sexual orientation	0.99	1.20	0.83	1.48	1.28	1.03	1.23	0.94	0.90	0.87	1.14	1.14	1.15	1.22
IUPUI management is committed to promoting an environment that respects and celebrates diversity	0.84	0.99	0.75	0.98	1.06	0.87	0.86	1.03	0.76	0.95	0.80	1.10	1.01	1.01
My work experiences have contributed to my appreciation of multiculturalism and diversity	0.68	0.78	0.53	0.90	0.90	0.91	0.68	0.64	0.64	0.70	0.76	0.90	0.73	0.83
I feel a sense of belonging at IUPUI	0.68	0.79	0.67	0.77	1.03	0.80	0.80	0.92	0.58	0.66	0.71	0.93	0.72	0.84
IUPUI management is committed to helping me achieve my career goals	0.37													
The diversity of IUPUI was one of the reasons I chose to work here	-0.07	0.20	-0.17	-0.32	0.22	0.17	-0.14	-0.39	-0.09	-0.07	-0.16	0.17	-0.18	-0.06

^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 presented in order from highest to lowest mean ratings.

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	Admin and Finance	Other Central Admin	School of Business	School of Dentistry	School of Liberal Arts	Library	School of Medicine	School of Nursing	School of Science	Univ. College	UIITS	Other Academic
Socialized with co-workers, faculty, or students from backgrounds different than your own	2.57	2.86	2.34	2.68	2.78	2.53	2.68	2.44	2.55	2.62	2.71	2.95	2.45	2.76
Noticed the influence of multicultural and diverse perspectives in campus artwork, sculpture, or décor	2.02	2.27	1.94	2.05	2.41	1.99	2.32	2.42	1.91	1.95	1.98	2.80	1.90	2.30
Attended workshops, events, or activities that increased your understanding of multiculturalism and diversity	1.40	1.94	1.48	1.58	1.69	1.55	1.90	1.67	1.15	2.08	1.26	2.19	1.15	1.61
Felt a sense of negative conflict between diverse groups on campus	0.66	0.77	0.84	0.68	1.00	0.73	0.85	0.78	0.51	0.67	0.67	1.12	0.68	0.78
Seen or read racist, antigay/lesbian, or sexist material (including graffiti) on campus	0.51	0.56	0.87	0.60	0.91	0.43	0.77	0.94	0.30	0.46	0.67	0.93	0.68	0.67

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

^c Results presented in order from highest to lowest mean ratings.

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	4.3%	7.9%	7.0%	6.5%	17.7%	2.3%	5.1%	3.7%	4.1%	1.5%	1.1%
Not being taken seriously	1.7%	11.9%	9.3%	9.5%	13.8%	0.3%	2.8%	4.1%	0.9%	0.6%	0.6%
Feeling isolated or unwelcome	2.6%	2.6%	2.6%	4.1%	16.6%	1.0%	3.9%	3.3%	1.9%	0.8%	0.7%
Discrimination	2.2%	4.8%	4.1%	4.0%	16.6%	1.3%	4.1%	1.9%	1.0%	0.4%	0.7%
Feeling connected to others on campus	0.9%	4.5%	3.6%	3.7%	9.7%	0.6%	2.3%	2.4%	2.1%	0.9%	0.3%
Offensive language or humor	1.4%	5.6%	4.5%	1.3%	9.3%	1.1%	2.6%	1.4%	2.5%	1.4%	0.5%
Discouragement in pursuing my career goals	1.7%	3.4%	2.9%	3.5%	7.8%	0.2%	1.6%	1.9%	0.2%	0.2%	0.6%
Encouragement in pursuing my career goals	1.7%	3.6%	3.2%	3.1%	6.3%	0.1%	1.2%	1.3%	0.3%	0.4%	0.1%
Harassment	1.1%	4.2%	3.4%	1.7%	6.0%	0.4%	1.5%	1.2%	0.5%	0.7%	0.4%
Joining a group or organized activity that promotes my interests	0.5%	2.1%	1.7%	1.0%	6.3%	0.1%	1.2%	0.8%	0.9%	0.4%	0.2%
Negative or insulting comments	28	151	179	168	82	48	131	94	104	38	27
Not being taken seriously	11	227	238	244	64	7	72	105	24	15	16
Feeling isolated or unwelcome	17	49	66	106	77	20	99	84	48	21	17
Discrimination	14	92	106	102	77	28	106	50	25	11	19
Feeling connected to others on campus	6	86	92	96	45	13	58	62	53	23	7
Offensive language or humor	9	107	116	34	43	23	67	35	64	37	12
Discouragement in pursuing my career goals	11	64	75	90	36	5	42	49	6	6	15
Encouragement in pursuing my career goals	11	69	81	80	29	3	32	33	8	9	3
Harassment	7	80	87	43	28	9	39	30	12	18	10
Joining a group or organized activity that promotes my interests	3	40	43	26	29	2	31	20	23	10	5

N of responses = 3997

N of respondents = 2565

*This table was first sorted from left to right from highest to lowest column response subtotals, then from top to bottom from highest to lowest row subtotals. Consequently the upper left hand column shows the most frequently mentioned personal or social