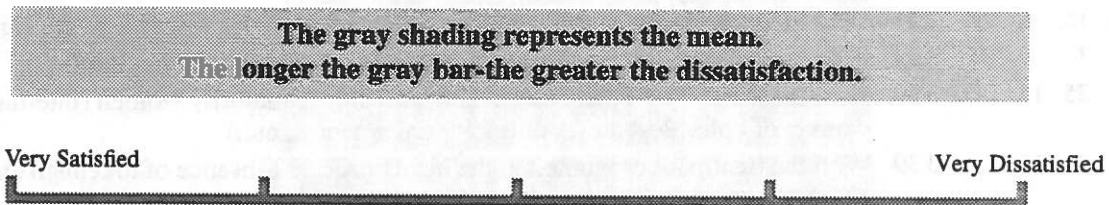


# Administrative Professional Employees

Nearly 50% (244) of the administrative professional women returned the survey.

When reviewing mean scores for satisfaction levels child care is the area of least satisfaction. This issue does not make the list of top ten areas of dissatisfaction (shown below) because 46% of the administrative professionals feel this issue does not apply to them. But it seems apparent, that for those employees who need child care, it is a great concern.

In overall priorities the difficulty in balancing family was very close to concerns about the fairness in setting salaries. Concerns with the “number of women” were also high on the list of priorities. As mentioned previously in this report, the small number of women available to act as role models, mentors and serve on committees increases the burden on those women and makes “balancing family....” even more difficult.



## Ten statements ranked by percentage of “satisfaction”

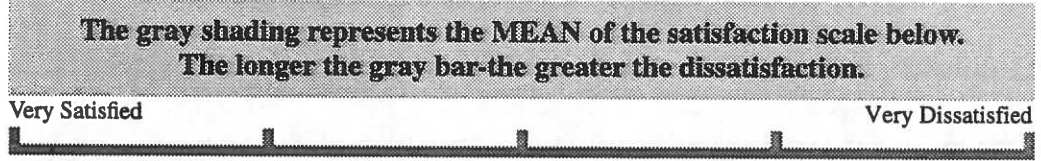
- 70% **With my relationship and interactions with my supervisor**
- 52% **With the availability of information (seminars, etc.) on women’s issues/rights**
- 44% **With the level of support women give each other**
- 40% **With the level of inclusion of women as a part of diversity issues**
- 38% **With the level of recognition and respect for women’s competence**
- 38% **With the level of sensitivity to women’s concerns about physical safety on campus**
- 37% **With the work environment for women on campus**
- 37% **With the general physical security in buildings and residence halls (lighting, etc.)**
- 37% **With the level of information on campus about safety**
- 36% **With the level of recognition of women as serious students and scholars**
- 36% **With the level of job security for women**

## Ten statements ranked by percentage of “dissatisfaction”

- 58% **With the number of women in positions of authority**
- 56% **With the number of women faculty to serve as role models and mentors**
- 52% **With the fact that women are often hired as temporary rather than permanent employees**
- 51% **With the level of recognition of differences between women and men (communication styles, etc.)**
- 49% **With the opportunities for advancement and professional development**
- 49% **With the level of fairness between women and men when setting salaries/giving increases**
- 48% **With the level of sensitivity for the difficulty in balancing family, work, and school commitments**
- 47% **With the treatment of women in the hiring process**
- 47% **With the level of comfort to express opinions and concerns without fear of retaliation**
- 46% **With the level of sensitivity to differences across gender and cultures**

**ADMINISTRATIVE PROFESSIONAL = 244 Respondents**

Very Satisfied  
Satisfied  
Neutral  
Dissatisfied  
Very Dissatisfied  
Don't Know /Does Not Apply



| %                                                              |           |         |              |                   |                            | Mean |                                                                                                                                                    |
|----------------------------------------------------------------|-----------|---------|--------------|-------------------|----------------------------|------|----------------------------------------------------------------------------------------------------------------------------------------------------|
| Very Satisfied                                                 | Satisfied | Neutral | Dissatisfied | Very Dissatisfied | Don't Know /Does Not Apply |      |                                                                                                                                                    |
| <b>ACADEMIC</b>                                                |           |         |              |                   |                            |      |                                                                                                                                                    |
| 3                                                              | 33        | 19      | 22           | 2                 | 21                         | 2.84 | With the level of recognition of women as serious students and scholars                                                                            |
| 5                                                              | 23        | 17      | 16           | 3                 | 35                         | 2.83 | With the "climate" for women in the classroom (acknowledgment of ideas, equal treatment)                                                           |
| 1                                                              | 12        | 19      | 22           | 7                 | 38                         | 3.35 | With the level of inclusion of women's perspectives and experiences in course content                                                              |
| 3                                                              | 11        | 12      | 43           | 13                | 18                         | 3.61 | With the number of women faculty to serve as role models and mentors                                                                               |
| 4                                                              | 12        | 20      | 19           | 8                 | 38                         | 3.23 | With the advising women receive about majors, careers, scholarships, internships, etc.                                                             |
| <b>DIVERSITY</b>                                               |           |         |              |                   |                            |      |                                                                                                                                                    |
| 6                                                              | 34        | 26      | 15           | 3                 | 15                         | 2.70 | With the level of inclusion of women as a part of diversity issues                                                                                 |
| 1                                                              | 23        | 20      | 30           | 8                 | 17                         | 3.25 | With the level of acknowledgment of women's experiences of racism and sexism                                                                       |
| 10                                                             | 42        | 23      | 15           | 1                 | 9                          | 2.51 | With the availability of information (seminars, etc.) on women's issues/rights                                                                     |
| 2                                                              | 22        | 20      | 37           | 9                 | 10                         | 3.33 | With the level of sensitivity to differences across gender and cultures                                                                            |
| 2                                                              | 17        | 25      | 25           | 10                | 21                         | 3.30 | With the level of acceptance and inclusion of non-majority women (international students, women of color, lesbians, nontraditional students, etc.) |
| 3                                                              | 21        | 19      | 32           | 15                | 11                         | 3.39 | With the treatment of women in the hiring process (absence of tokenism and glass ceiling, hiring the top candidate, etc.)                          |
| <b>WORK ENVIRONMENT</b>                                        |           |         |              |                   |                            |      |                                                                                                                                                    |
| 7                                                              | 31        | 16      | 40           | 4                 | 2                          | 3.03 | With the level of recognition and respect for women's competence                                                                                   |
| 7                                                              | 29        | 25      | 26           | 8                 | 5                          | 2.98 | With the level of job security for women                                                                                                           |
| 6                                                              | 28        | 16      | 37           | 12                | 3                          | 3.22 | With the opportunities for advancement and professional development                                                                                |
| 5                                                              | 15        | 18      | 28           | 21                | 13                         | 3.52 | With the level of fairness between women and men when setting salaries/giving increases                                                            |
| 0                                                              | 4         | 16      | 31           | 21                | 29                         | 3.95 | With the fact that women are often hired as temporary rather than permanent employees                                                              |
| 32                                                             | 38        | 16      | 8            | 5                 | 1                          | 2.15 | With my relationship and interactions with my supervisor                                                                                           |
| 9                                                              | 26        | 27      | 18           | 6                 | 16                         | 2.84 | With the level of fairness between women and men when employees are evaluated                                                                      |
| 7                                                              | 30        | 22      | 20           | 6                 | 16                         | 2.87 | With the work environment for women on campus                                                                                                      |
| 7                                                              | 26        | 23      | 21           | 8                 | 16                         | 2.95 | With the way privileges and benefits are distributed between men and women                                                                         |
| 6                                                              | 27        | 23      | 30           | 6                 | 8                          | 3.03 | With the level of fairness between women and men in assignments (challenging work, work load, tokenism, etc.)                                      |
| 3                                                              | 10        | 19      | 18           | 11                | 41                         | 3.39 | With the support and assistance in identifying work/career opportunities for spouses and partners of University employees                          |
| <b>SAFETY AND HARASSMENT</b>                                   |           |         |              |                   |                            |      |                                                                                                                                                    |
| 6                                                              | 31        | 18      | 27           | 6                 | 12                         | 2.97 | With the general physical security in buildings and residence halls (lighting, etc.)                                                               |
| 5                                                              | 33        | 22      | 21           | 3                 | 16                         | 2.83 | With the level of sensitivity to women's concerns about physical safety on campus                                                                  |
| 4                                                              | 25        | 22      | 29           | 11                | 8                          | 3.21 | With the level of understanding of what constitutes sexual harassment                                                                              |
| With the level of information on campus about . . . . .        |           |         |              |                   |                            |      |                                                                                                                                                    |
| 4                                                              | 33        | 28      | 17           | 3                 | 14                         | 2.78 | a. safety                                                                                                                                          |
| 3                                                              | 27        | 29      | 21           | 4                 | 16                         | 2.95 | b. sexual harassment                                                                                                                               |
| With the avenues available to express concerns about . . . . . |           |         |              |                   |                            |      |                                                                                                                                                    |
| 5                                                              | 31        | 29      | 14           | 5                 | 17                         | 2.79 | a. safety                                                                                                                                          |
| 4                                                              | 27        | 30      | 15           | 6                 | 18                         | 2.92 | b. sexual harassment                                                                                                                               |

Very Satisfied  
Satisfied  
Neutral  
Dissatisfied  
Very Dissatisfied  
Don't Know  
/Does Not Apply

Very Satisfied

Very Dissatisfied



| % of Respondents |    |    |    |    |    | Mean |                                                                                        |
|------------------|----|----|----|----|----|------|----------------------------------------------------------------------------------------|
| 4                | 25 | 23 | 19 | 6  | 23 | 2.98 | <b>ADMINISTRATIVE ACCOUNTABILITY AND POLICIES</b>                                      |
| 5                | 16 | 23 | 25 | 11 | 21 | 3.27 | With the efforts for recruitment of women to the University (students, staff, faculty) |
| 3                | 19 | 22 | 29 | 12 | 16 | 3.35 | With the efforts to retain women at the University (students, staff, faculty)          |
| 1                | 8  | 23 | 12 | 9  | 46 | 3.35 | With the level of commitment to gender equity throughout the University                |
| 1                | 17 | 25 | 8  | 8  | 40 | 3.08 | With the way data are used to document the status of women on campus                   |
| 2                | 18 | 22 | 27 | 11 | 19 | 3.35 | With the current policies and procedures for filing a grievance                        |
| 3                | 24 | 23 | 14 | 6  | 30 | 2.94 | With the level of inclusion of women in university decision making and policy setting  |
| 3                | 20 | 26 | 10 | 7  | 34 | 2.96 | With the enforcement of current policies concerning . . . . .                          |
|                  |    |    |    |    |    |      | a. affirmative action                                                                  |
|                  |    |    |    |    |    |      | b. sexual harassment                                                                   |

**CAMPUS CLIMATE**

|   |    |    |    |    |    |      |                                                                                                                                   |
|---|----|----|----|----|----|------|-----------------------------------------------------------------------------------------------------------------------------------|
| 3 | 23 | 26 | 25 | 7  | 15 | 3.11 | With the level of sensitivity to gender-biased language used on this campus                                                       |
| 4 | 27 | 24 | 17 | 9  | 19 | 2.99 | With the level of resources for women's programs/development/research                                                             |
| 4 | 30 | 29 | 20 | 8  | 8  | 3.00 | With the recognition women receive for their achievements                                                                         |
| 3 | 12 | 20 | 37 | 21 | 8  | 3.68 | With the number of women in positions of authority                                                                                |
| 1 | 10 | 26 | 35 | 16 | 12 | 3.62 | With the level of recognition of differences between women and men (communication styles, etc.)                                   |
| 2 | 8  | 25 | 28 | 14 | 22 | 3.58 | With the level of sensitivity to the amount of stereotyping of women that exists on this campus                                   |
| 6 | 19 | 17 | 27 | 21 | 10 | 3.42 | With the level of sensitivity for the difficulty in balancing family, work, and school commitments (flextime opportunities, etc.) |
| 4 | 24 | 17 | 32 | 15 | 8  | 3.32 | With the level of comfort to express opinions and concerns without fear of retaliation                                            |
| 7 | 37 | 28 | 19 | 3  | 6  | 2.74 | With the level of support women give each other                                                                                   |
| 3 | 13 | 32 | 25 | 10 | 18 | 3.31 | With the number of men who support women's issues                                                                                 |
| 0 | 3  | 9  | 14 | 27 | 46 | 4.19 | With the availability of child care                                                                                               |

**PRIORITIZING YOUR ISSUES**

Listed below are the top priorities in order of the times mentioned. The first column counts any time the statement was listed as one of the top five. The second column shows the number of times listed as the number one priority.

| Total Times | First Priority |                                                                                                                                   |
|-------------|----------------|-----------------------------------------------------------------------------------------------------------------------------------|
| 67          | 19             | With the level of sensitivity for the difficulty in balancing family, work, and school commitments (flextime opportunities, etc.) |
| 66          | 23             | With the level of fairness between women and men when setting salaries/giving increases                                           |
| 57          | 17             | With the number of women in positions of authority                                                                                |
| 57          | 9              | With the number of women faculty to serve as role models and mentors                                                              |
| 55          | 21             | With the opportunities for advancement and professional development                                                               |
| 43          | 12             | With the availability of child care                                                                                               |
| 38          | 11             | With the level of recognition and respect for women's competence                                                                  |
| 35          | 7              | With the level of comfort to express opinions and concerns without fear of retaliation                                            |
| 35          | 5              | With the fact that women are often hired as temporary rather than permanent employees                                             |
| 33          | 11             | With the general physical security in buildings and residence halls (lighting, etc.)                                              |