

State Classified Employees:

A total of 658 surveys were received from state classified employees. This represented a 43% return rate.

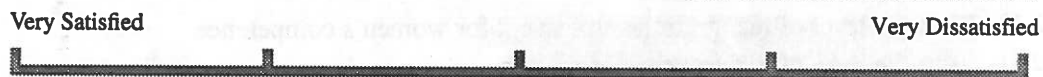
The responses to the survey reinforced the concerns of state classified expressed in the focus groups. The areas of greatest dissatisfaction involved work related issues such as fairness in setting salaries and opportunities for advancement.

An area that seemed to be of slightly greater concern to state classified employees than other groups on campus is the issue of "comfort to express opinions without the fear of retaliation". As mentioned in the focus groups, this retaliation can be in the form of "being labeled a troublemaker". Additional comments on one survey told of being ostracized and receiving negative input from fellow workers *six years* after reporting a problem in the office.

For state classified employees the child care issue was very important. It made it into the top ten list of dissatisfaction and also had the highest mean score. This relates directly to the concern for "greater sensitivity for the difficulty in balancing family, work, and school commitments" which was mentioned as a priority by 31% of the respondents.

Although there were many negative comments in the focus groups concerning supervisors, the question on the survey concerning relationship with supervisor showed a high level of satisfaction. This may be because the survey question focused on "relationship" with current supervisor. Individuals with great concerns may have now found other jobs, so their current situation is acceptable. It is also possible that staff feel they have a good relationship with their supervisor even though that person may not be highly qualified for their position.

The gray shading represents the MEAN of the satisfaction scale below.
The longer the gray bar-the greater the dissatisfaction.



Ten statements ranked by percentage of "satisfaction"

- 67% **With my relationship and interactions with my supervisor**
- 58% **With the availability of information (seminars, etc.) on women's issues/rights**
- 50% **With the level of information on campus about safety**
- 49% **With the level of sensitivity to women's concerns about physical safety on campus**
- 47% **With the level of information on campus about sexual harassment**
- 44% **With the level of inclusion of women as a part of diversity issues**
- 44% **With the level of job security for women**
- 44% **With the level of support women give each other**
- 42% **With the general physical security in buildings and residence halls (lighting, etc.)**
- 42% **With the avenues available to express concerns about safety**

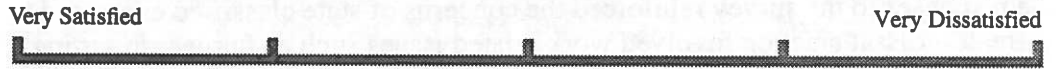
Eleven statements ranked by percentage of "dissatisfaction"

- 52% **With the level of fairness between women and men when setting salaries/giving increases**
- 51% **With the opportunities for advancement and professional development**
- 50% **With the level of comfort to express opinions and concerns without fear of retaliation**
- 46% **With the level of sensitivity for the difficulty in balancing family, work, and school commitments**
- 44% **With the level of recognition and respect for women's competence**
- 43% **With the fact that women are often hired as temporary rather than permanent employees**
- 42% **With the level of sensitivity to the amount of stereotyping of women that exists on this campus**
- 41% **With the number of women in positions of authority**
- 39% **With the availability of child care**
- 36% **With the level of recognition of differences between women and men**
- 36% **With the treatment of women in the hiring process**

STATE CLASSIFIED = 658 Respondents

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

The gray shading represents the MEAN of the satisfaction scale below.
The longer the gray bar the greater the dissatisfaction.



% of Respondents						Mean	
6	32	23	12	2	26	2.61	ACADEMIC
4	26	21	9	3	37	2.71	With the level of recognition of women as serious students and scholars
3	17	22	13	4	40	2.96	With the "climate" for women in the classroom (acknowledgment of ideas, equal treatment)
3	20	20	24	5	29	3.11	With the level of inclusion of women's perspectives and experiences in course content
3	15	20	14	5	43	3.04	With the number of women faculty to serve as role models and mentors
							With the advising women receive about majors, careers, scholarships, internships, etc.
DIVERSITY							
7	37	30	7	2	17	2.52	With the level of inclusion of women as a part of diversity issues
4	29	30	19	3	15	2.85	With the level of acknowledgment of women's experiences of racism and sexism
11	47	21	12	2	7	2.42	With the availability of information (seminars, etc.) on women's issues/rights
4	29	30	24	4	10	2.93	With the level of sensitivity to differences across gender and cultures
5	26	32	16	5	16	2.88	With the level of acceptance and inclusion of non-majority women (international students, women of color, lesbians, nontraditional students, etc.)
5	23	24	29	7	12	3.13	With the treatment of women in the hiring process (absence of tokenism and glass ceiling, hiring the top candidate, etc.)
WORK ENVIRONMENT							
5	31	17	36	8	2	3.12	With the level of recognition and respect for women's competence
5	39	26	23	4	2	2.81	With the level of job security for women
4	23	20	38	13	3	3.36	With the opportunities for advancement and professional development
3	19	20	38	14	7	3.45	With the level of fairness between women and men when setting salaries/giving increases
1	5	31	33	10	20	3.60	With the fact that women are often hired as temporary rather than permanent employees
30	37	14	11	7	1	2.26	With my relationship and interactions with my supervisor
6	24	31	18	8	14	2.96	With the level of fairness between women and men when employees are evaluated
4	35	31	21	4	4	2.85	With the work environment for women on campus
4	32	29	19	6	10	2.91	With the way privileges and benefits are distributed between men and women
2	27	26	27	8	11	3.13	With the level of fairness between women and men in assignments (challenging work, work load, tokenism, etc.)
1	13	29	16	9	32	3.28	With the support and assistance in identifying work/career opportunities for spouses and partners of University employees
SAFETY AND HARASSMENT							
4	38	24	22	8	5	2.93	With the general physical security in buildings and residence halls (lighting, etc.)
6	43	23	19	5	5	2.74	With the level of sensitivity to women's concerns about physical safety on campus
5	36	23	23	9	5	2.94	With the level of understanding of what constitutes sexual harassment
							With the level of information on campus about
6	44	25	17	4	3	2.68	a. safety
6	41	25	18	6	4	2.77	b. sexual harassment
							With the avenues available to express concerns about
6	36	27	19	4	8	2.76	a. safety
6	33	27	19	7	8	2.87	b. sexual harassment



<u>% of Respondents</u>					<u>Mean</u>	
5	25	31	15	4	2.84	ADMINISTRATIVE ACCOUNTABILITY AND POLICIES
4	23	32	16	5	2.96	With the efforts for recruitment of women to the University (students, staff, faculty)
3	23	32	23	5	3.05	With the efforts to retain women at the University (students, staff, faculty)
2	14	34	9	5	3.02	With the level of commitment to gender equity throughout the University
2	22	27	15	11	3.14	With the way data are used to document the status of women on campus
2	19	31	18	6	3.09	With the current policies and procedures for filing a grievance
4	29	29	12	6	2.85	With the level of inclusion of women in university decision making and policy setting
4	27	27	14	7	2.94	With the enforcement of current policies concerning
						a. affirmative action
						b. sexual harassment

CAMPUS CLIMATE

4	29	36	15	4	12	2.84	With the level of sensitivity to gender-biased language used on this campus
4	36	31	12	3	14	2.70	With the level of resources for women's programs/development/research
4	32	30	22	4	8	2.90	With the recognition women receive for their achievements
3	24	24	32	9	9	3.22	With the number of women in positions of authority
2	17	35	29	7	11	3.25	With the level of recognition of differences between women and men (communication styles, etc.)
2	15	29	34	8	13	3.36	With the level of sensitivity to the amount of stereotyping of women that exists on this campus
5	23	20	30	16	6	3.31	With the level of sensitivity for the difficulty in balancing family, work, and school commitments (flextime opportunities, etc.)
3	23	19	34	16	5	3.40	With the level of comfort to express opinions and concerns without fear of retaliation
6	38	24	21	7	4	2.83	With the level of support women give each other
2	17	35	25	7	14	3.23	With the number of men who support women's issues
1	4	19	18	21	38	3.87	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.

<u>Total Times</u>	<u>First Priority</u>	
202	59	With the level of sensitivity for the difficulty in balancing family, work, and school commitments (flextime opportunities, etc.)
171	61	With the opportunities for advancement and professional development
153	40	With the level of comfort to express opinions and concerns without fear of retaliation
139	40	With the level of recognition and respect for women's competence
136	47	With the level of fairness between women and men when setting salaries/giving increases
120	30	With the general physical security in buildings and residence halls (lighting, etc.)
111	35	With the availability of child care
97	23	With the number of women in positions of authority
89	15	With the level of fairness between women and men in assignments (challenging work, work load, tokenism, etc.)
84	22	With my relationship and interactions with my supervisor