

Appendix 5
Table 5.1: Descriptives on All Items – Classified Staff

Item	Satisfaction*			Importance**		Weighted Satisfaction*** Mean (SD)	
	%<0 (N)	%0 (N)	%>0 (N)	N	Mean (SD)		
A. Training/Skill Development							
1. Financial support for training/development	Female	28.0 (593)	19.6 (415)	50.3 (1063)	2024	4.17 (.96)	1.38 (5.96)
	Male	34.8 (330)	23.7 (225)	40.4 (383)	919	3.93 (1.07)	-.09 (5.63)
2. Opportunities for skill development	Female	23.9 (505)	14.6 (309)	59.5 (1259)	2032	4.35 (.84)	2.31 (5.84)
	Male	31.0 (294)	19.9 (189)	48.4 (459)	919	4.12 (.96)	.83 (5.56)
3. Release time for training/development	Female	19.2 (406)	16.5 (350)	61.9 (1310)	2022	4.30 (.88)	3.09 (5.89)
	Male	24.1 (229)	25.8 (245)	48.7 (462)	911	3.97 (1.00)	1.45 (5.39)
4. Encouragement for training/development	Female	23.4 (494)	15.4 (325)	58.9 (1246)	2021	4.31 (.88)	2.64 (6.10)
	Male	28.0 (266)	25.9 (246)	44.3 (420)	910	3.96 (1.02)	.84 (5.60)
5. Opportunities for promotion	Female	48.1 (1018)	22.0 (465)	27.4 (580)	2016	4.40 (.86)	-1.91 (6.12)
	Male	51.4 (488)	25.4 (241)	21.5 (204)	911	4.12 (1.02)	-2.58 (5.70)
6. Opportunities for lateral transfers	Female	29.6 (625)	40.0 (846)	26.4 (559)	1986	3.73 (1.18)	-.39 (4.78)
	Male	32.3 (307)	44.6 (423)	21.1 (200)	903	3.54 (1.17)	-.96 (4.58)
7. Vacancies fairly publicized	Female	17.4 (367)	29.3 (619)	50.4 (1066)	1995	3.95 (1.06)	1.98 (5.09)
	Male	23.6 (224)	32.5 (308)	41.6 (395)	900	3.69 (1.11)	.78 (4.98)
8. Fair hiring practices within the U of A	Female	21.5 (455)	29.2 (618)	46.2 (977)	2004	4.34 (.90)	1.57 (5.58)
	Male	25.6 (243)	29.5 (280)	42.7 (405)	901	4.01 (1.06)	.68 (5.63)

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Table 5.1 continued

Item		Satisfaction*			Importance**		Weighted Satisfaction*** Mean (SD)
		%<0 (N)	%0 (N)	%>0 (N)	N	Mean (SD)	
9. Availability of mentoring	Female	29.2 (618)	38.3 (810)	28.6 (605)	1990	3.78 (1.12)	-.08 (5.07)
	Male	26.3 (250)	46.0 (437)	24.6 (233)	897	3.39 (1.22)	-.25 (4.53)
B. Leadership and Supervision							
10. Strength of leadership in my unit	Female	31.1 (657)	12.1 (256)	55.0 (1163)	2020	4.58 (.67)	1.73 (6.98)
	Male	35.1 (333)	13.7 (130)	50.1 (475)	910	4.31 (.88)	.80 (6.77)
11. Confidence in leadership in my unit	Female	29.9 (633)	11.8 (250)	56.2 (1189)	2014	4.61 (.66)	1.97 (7.03)
	Male	34.5 (327)	14.4 (137)	49.7 (472)	907	4.37 (.84)	.89 (6.91)
12. Training of supervisors	Female	32.3 (683)	25.3 (535)	38.9 (822)	1979	4.36 (.87)	.26 (6.35)
	Male	33.7 (320)	29.5 (280)	34.5 (327)	902	4.06 (.98)	-.18 (5.76)
13. Opportunities to evaluate supervisors	Female	52.3 (1107)	23.6 (499)	21.0 (444)	1990	4.15 (.99)	-2.58 (5.95)
	Male	52.3 (496)	25.7 (244)	20.2 (192)	909	3.94 (1.08)	-2.70 (5.67)
14. Communication with supervisors	Female	22.5 (476)	12.4 (262)	62.9 (1330)	2012	4.65 (.64)	3.11 (6.52)
	Male	24.1 (229)	15.3 (145)	59.3 (563)	906	4.39 (.82)	2.48 (6.19)
15. Openness to input from staff	Female	26.4 (559)	14.6 (309)	56.6 (1197)	2015	4.57 (.69)	2.31 (6.64)
	Male	29.3 (278)	17.6 (167)	51.9 (493)	904	4.30 (.87)	1.33 (6.30)
16. Protection for “whistle-blowing”	Female	24.6 (521)	43.7 (925)	26.6 (562)	1952	4.23 (1.01)	-.05 (5.65)
	Male	26.4 (251)	46.3 (439)	22.6 (214)	884	3.87 (1.21)	-.69 (5.10)

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Table 5.1 continued

Item		Satisfaction*			Importance**		Weighted Satisfaction*** Mean (SD)
		%<0 (N)	%0 (N)	%>0 (N)	N	Mean (SD)	
17. Climate of trust and mutual respect	Female	31.3 (662)	14.5 (307)	52.2 (1103)	2015	4.72 (.58)	1.65 (7.00)
	Male	34.7 (329)	17.6 (167)	46.2 (438)	911	4.44 (.80)	.49 (6.72)
18. Climate of ethical conduct	Female	22.5 (476)	16.0 (339)	59.2 (1252)	2012	4.72 (.60)	2.84 (6.69)
	Male	25.6 (243)	23.9 (227)	48.7 (462)	909	4.39 (.87)	1.44 (6.31)
C. Evaluation and Recognition							
19. Accuracy of my job description	Female	25.2 (533)	12.2 (258)	61.0 (1291)	2028	4.32 (.87)	2.33 (6.10)
	Male	26.8 (254)	19.6 (186)	52.9 (502)	916	4.02 (.97)	1.37 (5.71)
20. Clear performance criteria outlined for my job	Female	23.7 (502)	14.4 (305)	60.0 (1269)	2025	4.40 (.80)	2.45 (5.99)
	Male	26.1 (248)	20.5 (195)	52.6 (499)	916	4.07 (.92)	1.42 (5.49)
21. Evaluation conducted fairly	Female	16.5 (349)	13.0 (276)	67.8 (1434)	2020	4.63 (.67)	4.00 (6.16)
	Male	21.2 (201)	16.5 (157)	61.3 (582)	915	4.37 (.85)	2.54 (6.18)
22. Clear evaluation procedures	Female	18.1 (382)	15.1 (320)	64.2 (1357)	2014	4.50 (.75)	3.48 (6.02)
	Male	23.8 (226)	20.7 (196)	54.2 (514)	912	4.19 (.89)	1.80 (5.72)
23. Sufficient guidance from supervisor	Female	22.6 (479)	14.1 (299)	61.4 (1298)	2022	4.47 (.78)	2.85 (6.34)
	Male	23.2 (220)	21.8 (207)	53.6 (509)	915	4.13 (.95)	1.78 (5.91)
24. Feedback received on my performance	Female	19.2 (406)	12.2 (257)	66.3 (1402)	2014	4.53 (.72)	3.57 (6.14)
	Male	24.0 (228)	17.4 (165)	57.1 (542)	909	4.22 (.89)	2.03 (5.86)

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Table 5.1 continued

		Satisfaction*			Importance**		Weighted Satisfaction*** Mean (SD)
		%<0 (N)	%0 (N)	%>0 (N)	N	Mean (SD)	
25. Opportunity to respond to evaluation	Female	11.6 (246)	13.6 (287)	71.7 (1517)	2001	4.48 (.77)	4.56 (5.51)
	Male	15.5 (147)	18.1 (172)	64.8 (615)	909	4.14 (.95)	3.11 (5.51)
26. Sanctions for poor performance	Female	15.0 (318)	49.3 (1043)	26.8 (566)	1897	4.04 (1.06)	.80 (4.80)
	Male	20.2 (192)	50.3 (477)	25.0 (237)	880	3.78 (1.09)	.01 (4.64)
27. Equity in merit pay increases	Female	44.2 (935)	20.3 (430)	30.8 (651)	1987	4.62 (.71)	-1.47 (6.80)
	Male	47.2 (448)	23.1 (219)	27.7 (263)	908	4.39 (.88)	-2.18 (6.42)
28. Opportunities for “in-class career progression”	Female	38.1 (806)	26.3 (557)	29.4 (621)	1943	4.39 (.88)	-.94 (6.26)
	Male	40.4 (383)	32.3 (307)	23.8 (226)	890	4.08 (1.01)	-1.67 (5.72)
29. Recognition given for my effort	Female	31.6 (668)	13.2 (280)	53.4 (1130)	2031	4.54 (.73)	1.51 (6.92)
	Male	32.9 (312)	19.8 (188)	46.2 (438)	914	4.29 (.92)	.40 (6.46)
30. Recognition given for my expertise	Female	31.4 (665)	14.2 (301)	52.4 (1108)	2032	4.53 (.75)	1.43 (6.89)
	Male	34.1 (324)	19.2 (182)	45.4 (431)	913	4.30 (.88)	.33 (6.51)
D. Department Relations							
31. Sense of teamwork with my colleagues	Female	21.8 (461)	11.8 (250)	64.8 (1371)	2029	4.61 (.66)	3.33 (6.20)
	Male	23.6 (224)	16.1 (153)	59.2 (562)	916	4.32 (.85)	2.31 (5.84)
32. Communication within my unit	Female	24.5 (519)	11.7 (248)	62.0 (1311)	2024	4.66 (.60)	2.74 (6.27)
	Male	25.3 (240)	16.4 (156)	57.2 (543)	919	4.35 (.80)	1.92 (5.73)

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Table 5.1 continued

		Satisfaction*			Importance**		Weighted Satisfaction*** Mean (SD)
		%<0 (N)	%0 (N)	%>0 (N)	N	Mean (SD)	
33. Staff turnover	Female	16.7 (353)	32.3 (683)	47.4 (1002)	1980	3.97 (1.04)	2.11 (5.24)
	Male	18.1 (172)	41.6 (395)	37.7 (358)	892	3.64 (1.12)	.97 (4.96)
34. Ethnic diversity of staff	Female	11.3 (239)	34.0 (720)	51.7 (1093)	1989	3.62 (1.22)	2.52 (4.82)
	Male	12.1 (115)	41.0 (389)	44.8 (425)	899	3.26 (1.32)	1.69 (4.43)
35. Gender diversity of staff	Female	11.9 (251)	36.2 (766)	48.8 (1033)	1989	3.58 (1.24)	2.29 (4.69)
	Male	10.9 (103)	42.0 (399)	45.6 (433)	904	3.23 (1.32)	1.91 (4.27)
36. Fair treatment within my unit	Female	23.0 (486)	15.5 (328)	59.1 (1249)	2005	4.59 (.70)	2.76 (6.46)
	Male	22.7 (215)	20.4 (194)	55.6 (528)	912	4.24 (.94)	2.00 (5.96)
37. Treatment as a result of my sex/gender	Female	9.0 (190)	29.4 (621)	58.2 (1231)	1982	4.20 (1.06)	3.82 (5.25)
	Male	6.8 (65)	41.2 (391)	49.3 (468)	897	3.57 (1.26)	2.61 (4.36)
38. Treatment as a result of my race/ethnicity	Female	4.3 (92)	34.4 (728)	57.4 (1215)	1971	4.08 (1.13)	4.02 (4.78)
	Male	8.0 (76)	41.7 (396)	47.5 (451)	896	3.58 (1.28)	2.46 (4.48)
39. Treatment as a result of my age	Female	7.5 (159)	31.6 (669)	57.6 (1219)	1984	4.14 (1.09)	3.85 (4.97)
	Male	8.3 (79)	39.4 (374)	48.9 (464)	894	3.63 (1.26)	2.50 (4.57)
40. Treatment as a result of my sexual orientation	Female	1.7 (36)	40.5 (857)	52.4 (1108)	1936	3.86 (1.29)	3.85 (4.43)
	Male	3.1 (29)	48.6 (461)	43.8 (416)	882	3.37 (1.36)	2.60 (3.94)

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		Satisfaction*			Importance**		Weighted Satisfaction*** Mean (SD)
		%<0 (N)	%0 (N)	%>0 (N)	N	Mean (SD)	
41. Treatment as a result of my disability <i>N/As excluded from calculation/percentages</i>	Female	5.0 (47)	56.0 (520)	39.0 (362)	923	3.89 (1.26)	2.35 (4.51)
	Male	7.3 (41)	57.4 (322)	35.3 (198)	560	3.46 (1.34)	1.58 (4.10)
E. Working Conditions							
42. Adequate orientation	Female	18.8 (397)	20.1 (426)	57.5 (1217)	1997	4.19 (.88)	2.56 (5.45)
	Male	15.1 (143)	27.8 (264)	55.3 (525)	910	3.85 (1.02)	2.17 (4.67)
43. Fair workload distribution in my unit	Female	28.2 (596)	16.6 (351)	53.0 (1120)	2010	4.35 (.78)	1.51 (6.21)
	Male	31.3 (297)	19.3 (183)	48.2 (457)	913	4.11 (.92)	.67 (5.84)
44. Overall workload of unit	Female	23.7 (502)	19.5 (412)	53.9 (1141)	2001	4.29 (.80)	1.91 (5.77)
	Male	28.0 (266)	22.6 (214)	47.6 (452)	911	4.07 (.92)	.89 (5.62)
45. Adequate resources received by unit	Female	29.3 (620)	18.5 (392)	48.3 (1021)	1989	4.38 (.77)	1.02 (6.14)
	Male	35.4 (336)	22.0 (209)	40.3 (382)	906	4.19 (.90)	.10 (5.95)
46. The salary/wages I receive	Female	52.1 (1101)	11.8 (250)	34.6 (731)	2020	4.68 (.60)	-1.66 (6.68)
	Male	55.1 (523)	16.4 (156)	27.0 (256)	916	4.49 (.79)	-2.56 (6.18)
47. Condition of physical work environment	Female	18.7 (395)	16.5 (348)	62.7 (1326)	2015	4.41 (.74)	3.09 (5.74)
	Male	20.9 (198)	21.7 (206)	55.7 (529)	912	4.17 (.88)	2.13 (5.32)
48. Safe work environment	Female	9.9 (210)	14.6 (308)	73.6 (1556)	2014	4.54 (.71)	4.79 (5.10)
	Male	11.3 (107)	19.7 (187)	67.5 (641)	915	4.30 (.88)	3.74 (4.94)

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		Satisfaction*			Importance**		Weighted Satisfaction*** Mean (SD)
		%<0 (N)	%0 (N)	%>0 (N)	N	Mean (SD)	
49. Health/safety protections on the job	Female	9.3 (196)	19.6 (415)	68.3 (1444)	1991	4.47 (.76)	4.32 (5.05)
	Male	10.5 (100)	20.8 (197)	66.8 (634)	910	4.26 (.92)	3.64 (4.88)
50. Condition of equipment on the job	Female	13.2 (280)	15.7 (333)	68.5 (1448)	2001	4.43 (.72)	3.86 (5.17)
	Male	21.4 (203)	19.1 (181)	57.7 (548)	915	4.28 (.85)	2.25 (5.55)
51. Access to parking	Female	44.5 (941)	13.2 (279)	39.7 (839)	2009	4.27 (1.00)	-.71 (7.11)
	Male	51.5 (489)	17.3 (164)	29.1 (276)	910	4.00 (1.17)	-2.14 (6.46)
52. Affordability of parking	Female	64.5 (1365)	12.7 (269)	19.2 (407)	1982	4.35 (1.02)	-4.02 (6.50)
	Male	61.0 (579)	18.3 (174)	17.3 (164)	900	4.03 (1.20)	-3.74 (6.03)
53. Health plans	Female	51.3 (1085)	14.3 (302)	32.0 (677)	2003	4.68 (.70)	-1.94 (6.76)
	Male	50.5 (479)	17.4 (165)	30.5 (289)	912	4.48 (.86)	-1.97 (6.54)
54. Retirement plans	Female	19.5 (412)	26.1 (551)	51.5 (1089)	1999	4.58 (.76)	2.05 (5.50)
	Male	19.8 (188)	27.6 (262)	50.5 (479)	911	4.38 (.94)	1.84 (5.47)
55. Education benefits	Female	7.1 (151)	14.7 (311)	75.6 (1599)	1987	4.45 (.87)	5.28 (4.86)
	Male	9.2 (87)	24.9 (236)	64.0 (607)	906	4.13 (1.04)	3.73 (4.98)
56. Child care <i>N/As excluded from calculation/percentages</i>	Female	19.6 (198)	60.7 (614)	19.7 (199)	962	3.66 (1.51)	-.19 (4.60)
	Male	16.2 (94)	67.2 (389)	16.6 (96)	559	3.28 (1.49)	-.07 (4.16)

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		Satisfaction*			Importance**		Weighted Satisfaction*** Mean (SD)
		%<0 (N)	%0 (N)	%>0 (N)	N	Mean (SD)	
57. Job security	Female	19.1 (404)	20.2 (428)	57.4 (1215)	1980	4.63 (.71)	2.65 (5.84)
	Male	22.0 (209)	23.7 (225)	51.7 (491)	897	4.41 (.90)	1.69 (5.88)
58. The reputation of the University of Arizona	Female	7.7 (162)	18.3 (388)	71.5 (1512)	1995	4.28 (.96)	4.47 (4.65)
	Male	14.2 (135)	22.8 (216)	60.8 (577)	906	4.04 (1.08)	2.94 (5.06)
F. External Relations (Outside of Department)							
59. Professional relations with faculty	Female	9.4 (198)	34.8 (737)	50.3 (1064)	1925	3.82 (1.10)	2.81 (4.51)
	Male	12.4 (118)	37.7 (358)	44.4 (421)	872	3.65 (1.18)	2.01 (4.43)
60. Professional relations with senior administrators	Female	13.7 (289)	34.8 (735)	46.7 (988)	1940	3.89 (1.06)	2.19 (4.92)
	Male	16.6 (158)	39.3 (373)	39.0 (370)	875	3.70 (1.15)	1.45 (4.87)
61. Professional relations with students	Female	2.7 (57)	30.6 (647)	61.5 (1300)	1909	3.94 (1.15)	4.28 (4.33)
	Male	5.1 (48)	41.3 (392)	50.2 (476)	875	3.62 (1.21)	2.83 (4.03)
62. Professional relations with the public	Female	2.5 (53)	26.7 (564)	66.2 (1400)	1926	4.03 (1.08)	4.51 (4.20)
	Male	4.5 (43)	38.5 (365)	53.4 (507)	875	3.72 (1.18)	3.01 (4.09)
63. Professional relations with other units	Female	6.7 (141)	23.1 (488)	65.9 (1393)	1940	4.16 (.96)	4.07 (4.49)
	Male	9.6 (91)	30.8 (292)	55.6 (528)	873	3.89 (1.07)	2.86 (4.47)

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		%<0 (N)	%0 (N)	%>0 (N)	N	Mean (SD)	
<i>Those with responsibility for programs or grant-seeking:</i>							
64. Reviews of my program area	Female	13.6 (44)	31.6 (102)	54.8 (177)	313	4.05 (1.03)	2.58 (4.92)
	Male	17.9 (33)	40.8 (75)	41.3 (76)	169	3.65 (1.17)	1.46 (4.41)
65. Oversight of budget expenditures	Female	19.8 (65)	25.3 (83)	54.9 (180)	320	4.16 (.98)	2.30 (5.29)
	Male	28.8 (53)	36.4 (67)	34.8 (64)	169	3.64 (1.20)	.32 (5.07)
66. U of A rules/procedures	Female	23.4 (89)	25.5 (97)	51.1 (194)	365	4.19 (.96)	1.62 (5.27)
	Male	22.4 (44)	38.8 (76)	38.8 (76)	176	3.63 (1.16)	.65 (4.75)
67. Federal regulations/mandates	Female	13.6 (46)	38.3 (129)	48.1 (162)	321	4.05 (.96)	2.06 (4.82)
	Male	20.1 (36)	44.1 (79)	35.8 (64)	166	3.52 (1.19)	.79 (4.37)
68. State government intervention	Female	21.7 (64)	40.7 (120)	37.6 (111)	281	3.96 (.97)	.77 (4.92)
	Male	22.2 (38)	46.2 (79)	31.6 (54)	156	3.49 (1.24)	.27 (4.55)
69. U of A support of grant seeking	Female	19.3 (59)	31.7 (97)	49.0 (150)	294	4.08 (1.02)	1.70 (5.43)
	Male	19.0 (32)	41.1 (69)	39.9 (67)	152	3.68 (1.25)	.83 (4.97)
70. U of A support of fundraising	Female	23.7 (67)	38.5 (109)	37.8 (107)	271	3.93 (1.13)	.66 (5.24)
	Male	21.8 (36)	47.9 (79)	30.3 (50)	150	3.42 (1.29)	.07 (4.58)

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Table 5.2: Descriptives on Harassment and Discrimination – Classified Staff

Item								Mean (SD)
		1	2	3	4	5*	N/A	
		% (N)	% (N)	% (N)	% (N)	% (N)	% (N)	
I have experienced <i>harassment</i> based upon:								
71. Sex	Female	75.6 (1599)	18.3 (388)	1.9 (41)	1.2 (25)	0.7 (15)	0.1 (2)	1.30 (.68)
	Male	84.8 (805)	9.7 (92)	0.6 (6)	0.8 (8)	0.6 (6)	0.2 (2)	1.18 (.64)
72. Race/ethnicity	Female	86.5 (1830)	8.6 (182)	1.0 (22)	0.9 (19)	0.6 (12)	0.1 (2)	1.17 (.58)
	Male	81.2 (771)	12.1 (115)	1.4 (13)	1.4 (13)	0.6 (6)	0.1 (1)	1.23 (.66)
73. Sexual orientation	Female	93.4 (1975)	2.9 (62)	0.5 (10)	0.2 (4)	0.2 (4)	0.2 (5)	1.07 (.50)
	Male	90.6 (860)	4.0 (38)	0.9 (9)	0.2 (2)	0.4 (4)	0.1 (1)	1.09 (.48)
74. Age	Female	83.6 (1768)	11.1 (235)	1.5 (31)	0.7 (14)	0.6 (12)	0.1 (2)	1.20 (.59)
	Male	80.5 (764)	11.7 (111)	2.1 (20)	1.8 (17)	1.2 (11)	0.1 (1)	1.27 (.75)
75. Disability	Female	48.5 (1025)	2.0 (43)	0.8 (16)	0.2 (4)	0.5 (10)	45.5 (962)	4.80 (3.95)
	Male	58.9 (559)	3.9 (37)	0.8 (8)	0.7 (7)	0.7 (7)	31.8 (302)	3.74 (3.72)
76. National origin	Female	92.1 (1948)	2.9 (62)	0.4 (9)	0.4 (9)	0.4 (8)	0.2 (4)	1.08 (.52)
	Male	88.2 (837)	5.5 (52)	1.2 (11)	1.2 (11)	0.4 (4)	0.1 (1)	1.14 (.58)
77. Veteran status	Female	49.3 (1043)	0.3 (7)	0.0 (1)	0.0 (0)	0.1 (2)	46.5 (984)	4.87 (3.99)
	Male	63.9 (606)	2.6 (25)	0.4 (4)	0.2 (2)	0.5 (5)	28.3 (269)	3.43 (3.63)

*scale: 1 = never; 2 = occasionally; 3 = often; 4 = frequently, 5 = very frequently

Table 5.2 continued

Item		1	2	3	4	5*	N/A	Mean (SD)
		% (N)	% (N)	% (N)	% (N)	% (N)	% (N)	
I have experienced <i>discrimination</i> based upon:								
78. Sex	Female	80.0 (1691)	12.9 (273)	2.2 (48)	1.3 (28)	0.9 (18)	0.2 (4)	1.27 (.73)
	Male	86.0 (816)	7.1 (67)	1.5 (14)	0.9 (9)	0.6 (6)	0.1 (1)	1.17 (.61)
79. Race/ethnicity	Female	86.7 (1834)	8.3 (176)	0.9 (20)	0.7 (15)	0.7 (14)	0.1 (3)	1.17 (.60)
	Male	81.8 (776)	10.9 (103)	1.4 (13)	1.3 (12)	0.7 (7)	0.1 (1)	1.22 (.66)
80. Sexual orientation	Female	93.6 (1980)	2.3 (48)	0.2 (5)	0.2 (5)	0.3 (6)	0.3 (6)	1.07 (.53)
	Male	91.3 (866)	3.2 (30)	0.4 (4)	0.2 (2)	0.3 (3)	0.1 (1)	1.07 (.43)
81. Age	Female	81.6 (1726)	12.4 (263)	1.3 (27)	0.9 (19)	0.7 (14)	0.1 (3)	1.22 (.65)
	Male	82.7 (785)	8.4 (80)	2.2 (21)	1.4 (13)	1.1 (10)	0.1 (1)	1.23 (.71)
82. Disability	Female	48.8 (1032)	2.0 (43)	0.3 (7)	0.2 (5)	0.5 (10)	45.0 (951)	4.77 (3.96)
	Male	58.8 (558)	3.0 (28)	1.4 (13)	0.6 (6)	0.5 (5)	31.9 (303)	3.76 (3.73)
83. National origin	Female	92.4 (1954)	2.6 (55)	0.4 (8)	0.3 (7)	0.3 (7)	0.1 (2)	1.07 (.43)
	Male	88.7 (842)	4.3 (41)	1.1 (10)	0.5 (5)	0.6 (6)	0.1 (1)	1.12 (.55)
84. Veteran status	Female	49.5 (1047)	0.2 (5)	0.0 (0)	0.0 (1)	0.1 (2)	46.4 (981)	4.86 (3.99)
	Male	64.0 (607)	1.6 (15)	0.5 (5)	0.3 (3)	0.5 (5)	28.9 (274)	3.47 (3.66)

*scale: 1 = never; 2 = occasionally; 3 = often; 4 = frequently, 5 = very frequently

Table 5.3: Descriptives on Satisfaction – Classified Staff

Item		Agreement*		
		Disagree %<0 (N)	Neutral %0 (N)	Agree %>0 (N)
85. There is sufficient variety in my job.	Female	11.7 (248)	8.0 (170)	79.2 (1675)
	Male	11.0 (104)	13.0 (123)	75.2 (714)
86. I enjoy working in my position.	Female	7.0 (149)	9.1 (192)	83.2 (1760)
	Male	9.4 (89)	11.3 (107)	79.0 (750)
87. I have input in deciding matters that affect my work.	Female	15.9 (337)	10.0 (211)	73.3 (1550)
	Male	19.9 (189)	12.3 (117)	67.0 (636)
88. I have a great deal of independence in my job.	Female	8.3 (176)	8.7 (183)	82.4 (1743)
	Male	11.4 (108)	12.4 (118)	75.9 (720)
89. I have the trust and confidence of my co-workers.	Female	7.6 (161)	9.0 (190)	82.7 (1749)
	Male	8.5 (81)	14.2 (135)	76.5 (726)
90. I like the work and responsibilities I have.	Female	7.4 (156)	9.1 (192)	82.5 (1745)
	Male	9.7 (92)	12.1 (115)	76.6 (727)
91. Compared to peers with similar experience and skills, my salary is fair.	Female	46.5 (983)	14.8 (314)	36.8 (778)
	Male	49.6 (471)	18.8 (178)	29.6 (281)
92. I have positive working relationships with co-workers.	Female	4.6 (97)	7.0 (149)	87.0 (1840)
	Male	5.0 (47)	12.5 (119)	80.6 (765)

*scale = -2 to +2: -2 = strongly disagree, 0 = neutral, +2 = strongly agree

Table 5.4: Descriptives on Morale – Classified Staff

Item		Agreement*		
		Disagree %<0 (N)	Neutral %0 (N)	Agree %>0 (N)
94. I am loyal to the University of Arizona.	Female	2.7 (57)	14.1 (298)	82.2 (1738)
	Male	6.3 (60)	17.5 (166)	75.4 (716)
95. The U of A is a good place to work.	Female	3.6 (77)	10.2 (215)	85.5 (1808)
	Male	7.9 (75)	13.6 (129)	78.0 (740)
96. U of A values its employees.	Female	24.3 (514)	24.3 (513)	50.3 (1064)
	Male	30.6 (290)	25.4 (241)	43.0 (408)
97. There is a sense of common purpose at U of A.	Female	22.0 (466)	29.6 (625)	46.8 (989)
	Male	26.6 (252)	32.1 (305)	40.4 (383)
98. The U of A is a caring organization.	Female	18.4 (389)	33.2 (702)	46.8 (990)
	Male	25.7 (244)	34.0 (323)	38.7 (367)
99. U of A is a fair institution.	Female	15.6 (329)	28.7 (607)	54.1 (1145)
	Male	19.8 (188)	29.0 (275)	50.1 (475)
100. I am proud to work for U of A.	Female	3.4 (72)	17.1 (362)	78.4 (1659)
	Male	6.3 (60)	21.6 (205)	70.8 (672)
101. I am committed to U of A.	Female	4.4 (94)	18.9 (399)	70.0 (1481)
	Male	7.5 (71)	20.5 (195)	65.1 (618)

*scale = -2 to +2: -2 = strongly disagree, 0 = neutral, +2 = strongly agree

Table 5.5: Descriptives on Future Plans – Classified Staff

Item		1	2	3	4	5*	Mean (SD)
		% (N)	% (N)	% (N)	% (N)	% (N)	
By 2003 (one year from today), how likely are you to:							
103. Leave your current position?	Female	39.4 (833)	14.3 (303)	17.8 (376)	11.5 (244)	15.7 (331)	2.49 (1.50)
	Male	37.2 (353)	13.9 (132)	21.4 (203)	12.9 (122)	13.6 (129)	2.51 (1.45)
104. Seek a promotion within the U of A?	Female	27.1 (573)	14.6 (308)	18.9 (400)	18.1 (383)	19.5 (413)	2.88 (1.49)
	Male	26.4 (251)	15.5 (147)	19.9 (189)	17.9 (170)	18.7 (177)	2.87 (1.47)
105. Make a lateral move within the U of A?	Female	42.1 (890)	16.6 (352)	19.8 (419)	12.0 (253)	7.4 (156)	2.24 (1.32)
	Male	36.9 (350)	18.0 (171)	20.5 (195)	13.4 (127)	9.7 (92)	2.40 (1.36)
106. Leave the U of A?	Female	54.1 (1145)	14.1 (298)	14.3 (302)	7.4 (157)	8.5 (180)	2.01 (1.33)
	Male	44.6 (423)	16.5 (157)	19.3 (183)	8.9 (84)	9.2 (87)	2.20 (1.35)
107. Leave your career/profession?	Female	60.9 (1288)	15.1 (320)	12.2 (259)	3.9 (82)	5.8 (123)	1.76 (1.18)
	Male	59.9 (568)	16.1 (153)	12.8 (121)	5.1 (48)	4.8 (46)	1.77 (1.16)
108. Leave to retire?	Female	83.1 (1757)	4.5 (95)	4.1 (86)	1.4 (29)	4.2 (89)	1.35 (.96)
	Male	77.1 (732)	6.4 (61)	5.6 (53)	2.7 (26)	5.5 (52)	1.49 (1.10)

*scale: 1 = not at all likely, 5 = very likely