

Appendix 7
Table 7.1: Descriptives on All Items – Appointed Personnel

Item	Satisfaction*			Importance**		Weighted Satisfaction*** Mean (SD)	
	%<0 (N)	%0 (N)	%>0 (N)	N	Mean (SD)		
A. Career Development							
1. Financial support for professional activities	Female	32.2 (135)	18.4 (77)	48.2 (202)	411	4.23 (.91)	.90 (6.12)
	Male	30.8 (120)	22.6 (88)	46.4 (181)	384	4.02 (.97)	.96 (5.50)
2. Opportunities for career/skill development	Female	25.8 (108)	15.3 (64)	57.5 (241)	411	4.41 (.78)	2.17 (5.83)
	Male	17.7 (69)	26.7 (104)	55.1 (215)	385	3.97 (1.04)	2.33 (4.98)
3. Release time for professional development	Female	14.8 (62)	18.9 (79)	63.5 (266)	406	4.18 (.98)	3.70 (5.38)
	Male	14.1 (55)	33.3 (130)	51.0 (199)	376	3.73 (1.17)	2.40 (5.11)
4. Encouragement for professional development	Female	21.5 (90)	20.8 (87)	56.1 (235)	408	4.28 (.89)	2.70 (5.94)
	Male	20.8 (81)	27.7 (108)	51.3 (200)	384	3.77 (1.14)	1.81 (5.26)
5. Opportunities for promotion	Female	44.4 (186)	25.8 (108)	27.0 (113)	406	4.15 (.99)	-1.69 (5.68)
	Male	40.8 (159)	30.8 (120)	27.4 (107)	380	3.86 (1.17)	-1.14 (5.41)
6. Opportunities for lateral transfers	Female	23.9 (100)	52.7 (221)	19.1 (80)	398	3.18 (1.31)	-.61 (3.88)
	Male	21.3 (83)	55.1 (215)	19.7 (77)	374	2.82 (1.26)	-.20 (3.43)
7. Vacancies fairly publicized	Female	12.9 (54)	39.9 (167)	43.4 (182)	396	3.59 (1.19)	1.69 (4.36)
	Male	12.6 (49)	41.3 (161)	43.6 (170)	376	3.18 (1.21)	1.44 (3.71)
8. Fair hiring practices within the U of A	Female	18.1 (76)	33.9 (142)	43.9 (184)	401	4.18 (1.01)	1.46 (4.96)
	Male	16.4 (64)	31.8 (124)	50.5 (197)	379	3.84 (1.15)	1.81 (4.77)

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Table 7.1 continued

Item		Satisfaction*			Importance**		Weighted Satisfaction*** Mean (SD)
		%<0 (N)	%0 (N)	%>0 (N)	N	Mean (SD)	
9. Availability of mentoring	Female	33.9 (142)	29.6 (124)	34.8 (146)	408	3.81 (1.08)	-.15 (5.49)
	Male	23.6 (92)	45.4 (177)	29.7 (116)	382	3.15 (1.28)	.41 (4.30)
B. Leadership and Supervision							
10. Strength of leadership in my unit	Female	30.3 (127)	11.0 (46)	57.5 (241)	408	4.57 (.70)	1.97 (6.81)
	Male	23.1 (90)	13.3 (52)	61.3 (239)	377	4.35 (.86)	2.82 (6.41)
11. Confidence in leadership in my unit	Female	28.4 (119)	12.6 (53)	57.3 (240)	409	4.62 (.64)	2.17 (6.82)
	Male	23.6 (92)	11.3 (44)	62.6 (244)	376	4.38 (.87)	2.88 (6.54)
12. Training of supervisors	Female	33.7 (141)	29.8 (125)	33.4 (140)	399	4.10 (.92)	-.10 (5.57)
	Male	27.4 (107)	30.5 (119)	38.2 (149)	369	3.88 (1.03)	.52 (5.22)
13. Opportunities to evaluate supervisors	Female	48.9 (205)	26.5 (111)	20.0 (84)	397	3.90 (1.04)	-2.31 (5.47)
	Male	41.0 (160)	27.7 (108)	26.9 (105)	367	3.58 (1.17)	-1.02 (5.18)
14. Communication with supervisors	Female	17.7 (74)	13.6 (57)	66.8 (280)	404	4.59 (.66)	3.64 (6.08)
	Male	15.4 (60)	14.6 (57)	66.2 (258)	371	4.32 (.89)	3.69 (5.64)
15. Openness to input from staff	Female	20.0 (84)	13.4 (56)	64.9 (272)	401	4.55 (.65)	3.15 (5.93)
	Male	14.6 (57)	19.5 (76)	61.3 (239)	368	4.15 (.92)	3.28 (5.40)
16. Protection for "whistle-blowing"	Female	16.9 (71)	44.9 (188)	31.5 (132)	387	4.09 (1.05)	.82 (5.30)
	Male	12.8 (50)	54.1 (211)	26.4 (103)	358	3.55 (1.23)	.74 (4.49)

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Table 7.1 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	28.4 (119)	11.5 (48)	58.7 (246)	408	4.72 (.55)	2.29 (6.85)
	Male	24.6 (96)	13.8 (54)	58.5 (228)	374	4.45 (.80)	2.52 (6.25)
18. Climate of ethical conduct	Female	17.2 (72)	15.3 (64)	65.4 (274)	407	4.72 (.58)	3.82 (6.12)
	Male	14.9 (58)	18.7 (73)	62.3 (243)	367	4.45 (.82)	3.50 (5.73)
C. Evaluation and Recognition							
19. Accuracy of my job description	Female	15.5 (65)	18.1 (76)	64.9 (272)	409	4.03 (1.03)	3.23 (5.26)
	Male	13.3 (52)	20.0 (78)	64.1 (250)	373	3.64 (1.15)	3.00 (4.85)
20. Clear performance criteria outlined for my job	Female	21.2 (89)	22.0 (92)	54.4 (228)	406	4.14 (.94)	2.19 (5.45)
	Male	20.0 (78)	26.2 (102)	51.0 (199)	375	3.78 (1.08)	1.93 (5.23)
21. Evaluation conducted fairly	Female	12.9 (54)	22.0 (92)	61.3 (257)	401	4.52 (.74)	3.60 (5.72)
	Male	10.3 (40)	25.1 (98)	61.0 (238)	374	4.20 (.96)	3.44 (5.16)
22. Clear evaluation procedures	Female	21.2 (89)	23.4 (98)	51.6 (216)	401	4.33 (.85)	2.22 (5.87)
	Male	20.8 (81)	25.4 (99)	50.0 (195)	373	3.95 (1.02)	1.94 (5.54)
23. Sufficient guidance from supervisor	Female	21.0 (88)	18.6 (78)	58.2 (244)	404	4.28 (.89)	2.43 (5.97)
	Male	16.7 (65)	20.5 (80)	60.8 (237)	379	3.91 (1.05)	2.90 (5.44)
24. Feedback received on my performance	Female	20.5 (86)	18.4 (77)	58.9 (247)	404	4.42 (.76)	2.59 (5.91)
	Male	17.9 (70)	19.7 (77)	59.2 (231)	374	4.05 (.96)	2.62 (5.52)

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Table 7.1 continued

		Satisfaction*			Importance**		Weighted Satisfaction*** Mean (SD)
		%<0 (N)	%0 (N)	%>0 (N)	N	Mean (SD)	
25. Opportunity to respond to evaluation	Female	11.2 (47)	24.3 (102)	60.4 (253)	399	4.33 (.86)	3.77 (5.50)
	Male	12.6 (49)	26.4 (103)	57.2 (223)	371	3.84 (1.07)	2.82 (5.21)
26. Sanctions for poor performance	Female	16.0 (67)	54.2 (227)	18.9 (79)	372	3.87 (1.05)	.31 (4.54)
	Male	11.5 (45)	56.9 (222)	23.8 (93)	359	3.44 (1.16)	.67 (4.05)
27. Equity in merit pay increases	Female	38.4 (161)	25.3 (106)	30.1 (126)	396	4.50 (.78)	-1.00 (6.46)
	Male	37.7 (147)	25.1 (98)	33.3 (130)	368	4.14 (1.00)	-.95 (6.08)
28. Recognition given for my contributions to my unit	Female	30.3 (127)	17.7 (74)	48.2 (202)	403	4.45 (.78)	1.17 (6.67)
	Male	26.9 (105)	22.1 (86)	48.7 (190)	377	4.10 (.99)	1.33 (5.92)
29. Recognition given for my expertise	Female	27.7 (116)	17.7 (74)	51.6 (216)	404	4.44 (.76)	1.56 (6.58)
	Male	27.7 (108)	18.2 (71)	52.3 (204)	379	4.13 (.97)	1.38 (6.18)
D. Intra-Department Relations							
30. Sense of teamwork with my colleagues	Female	17.9 (75)	13.1 (55)	67.3 (282)	406	4.57 (.64)	3.60 (5.77)
	Male	16.4 (64)	19.0 (74)	62.1 (242)	377	4.33 (.81)	3.24 (5.38)
31. Communication within my unit	Female	23.9 (100)	9.1 (38)	64.9 (272)	405	4.63 (.59)	2.82 (6.09)
	Male	16.9 (66)	16.7 (65)	63.3 (247)	378	4.32 (.82)	3.22 (5.41)
32. Turnover of personnel	Female	16.7 (70)	31.7 (133)	47.5 (199)	395	3.93 (1.00)	1.94 (5.31)
	Male	14.9 (58)	42.1 (164)	37.9 (148)	368	3.54 (1.08)	1.26 (4.52)

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Table 7.1 continued

		Satisfaction*			Importance**		Weighted Satisfaction*** Mean (SD)
		%<0 (N)	%0 (N)	%>0 (N)	N	Mean (SD)	
33. Ethnic diversity of staff	Female	20.3 (85)	25.8 (108)	51.3 (215)	403	3.76 (1.15)	1.93 (5.18)
	Male	11.0 (43)	36.7 (143)	48.7 (190)	375	3.37 (1.30)	2.04 (4.51)
34. Gender diversity of staff	Female	16.9 (71)	28.4 (119)	52.3 (219)	402	3.74 (1.13)	2.21 (4.95)
	Male	10.3 (40)	34.1 (133)	52.1 (203)	374	3.38 (1.28)	2.50 (4.45)
35. Fair treatment within my unit	Female	14.3 (60)	19.1 (80)	63.7 (267)	406	4.60 (.64)	3.91 (5.95)
	Male	9.2 (36)	22.1 (86)	65.1 (254)	374	4.19 (.95)	3.86 (5.03)
36. Treatment as a result of my sex/gender	Female	9.1 (38)	23.9 (100)	63.7 (267)	399	4.24 (1.04)	4.08 (5.27)
	Male	5.4 (21)	40.0 (156)	50.3 (196)	370	3.48 (1.35)	3.08 (4.42)
37. Treatment as a result of my race/ethnicity	Female	5.3 (22)	31.0 (130)	58.9 (247)	392	4.09 (1.14)	4.12 (4.75)
	Male	5.4 (21)	41.8 (163)	48.5 (189)	369	3.47 (1.38)	2.93 (4.54)
38. Treatment as a result of my age	Female	6.0 (25)	31.7 (133)	58.9 (247)	391	4.08 (1.05)	3.98 (4.87)
	Male	5.9 (23)	41.8 (163)	49.5 (193)	370	3.44 (1.31)	2.64 (4.11)
39. Treatment as a result of my sexual orientation	Female	2.1 (9)	41.8 (175)	49.4 (207)	380	3.74 (1.31)	3.68 (4.37)
	Male	1.8 (7)	49.7 (194)	42.8 (167)	363	3.15 (1.40)	2.55 (3.73)
40. Treatment as a result of my disability	Female	2.3 (3)	74.6 (97)	23.1 (30)	129	3.69 (1.25)	1.49 (3.62)
	Male	4.0 (6)	68.2 (103)	27.8 (42)	162	3.28 (1.42)	1.28 (3.63)

N/As excluded from calculation/percentages

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Table 7.1 continued

		Satisfaction*			Importance**		Weighted Satisfaction*** Mean (SD)
		%<0 (N)	%0 (N)	%>0 (N)	N	Mean (SD)	
E. Working Conditions							
41. Adequate orientation	Female	20.0 (84)	24.6 (103)	50.6 (212)	392	3.94 (1.02)	1.59 (5.28)
	Male	12.3 (48)	30.5 (119)	52.8 (206)	369	3.65 (1.05)	2.23 (4.46)
42. Fair workload distribution in my unit	Female	29.1 (122)	16.7 (70)	49.2 (206)	392	4.17 (.83)	1.13 (5.76)
	Male	21.5 (84)	24.4 (95)	51.5 (201)	374	3.90 (.96)	1.79 (5.23)
43. Overall workload of unit	Female	28.2 (118)	20.3 (85)	47.3 (198)	394	4.17 (.80)	1.00 (5.47)
	Male	22.6 (88)	25.6 (100)	49.2 (192)	371	3.92 (.99)	1.42 (5.20)
44. Adequate resources received by unit	Female	41.1 (172)	16.9 (71)	38.7 (162)	396	4.38 (.73)	-.43 (6.05)
	Male	33.3 (130)	18.5 (72)	45.9 (179)	374	4.28 (.80)	.65 (6.21)
45. The salary/wages I receive	Female	44.6 (187)	11.2 (47)	42.2 (177)	403	4.46 (.72)	-.53 (6.51)
	Male	43.1 (168)	16.7 (65)	39.2 (153)	381	4.31 (.84)	-.73 (6.20)
46. Condition of physical work environment	Female	16.9 (71)	15.3 (64)	65.2 (273)	398	4.29 (.81)	3.61 (5.45)
	Male	19.7 (77)	19.0 (74)	59.7 (233)	377	4.17 (.86)	2.82 (5.41)
47. Safe work environment	Female	5.7 (24)	11.9 (50)	79.2 (332)	398	4.45 (.79)	5.60 (4.50)
	Male	6.7 (26)	16.9 (66)	74.6 (291)	375	4.15 (.94)	4.71 (4.50)
48. Access to parking	Female	32.2 (135)	16.5 (69)	47.5 (199)	401	3.96 (1.06)	1.21 (6.38)
	Male	37.2 (145)	19.2 (75)	40.5 (158)	373	3.70 (1.21)	-.10 (6.22)

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		Satisfaction*			Importance**		Weighted Satisfaction*** Mean (SD)
		%<0 (N)	%0 (N)	%>0 (N)	N	Mean (SD)	
49. Affordability of parking	Female	53.0 (222)	16.9 (71)	24.8 (104)	392	4.00 (1.03)	-2.10 (6.11)
	Male	54.1 (211)	21.8 (85)	21.0 (82)	374	3.72 (1.17)	-2.53 (5.50)
50. Health plans	Female	46.1 (193)	16.5 (69)	34.8 (146)	401	4.53 (.74)	-1.06 (6.16)
	Male	43.3 (169)	19.7 (77)	35.9 (140)	381	4.45 (.80)	-.92 (6.29)
51. Retirement plans	Female	11.7 (49)	21.0 (88)	63.5 (266)	400	4.46 (.80)	3.28 (4.98)
	Male	12.8 (50)	27.7 (108)	58.5 (228)	379	4.34 (.89)	3.04 (5.00)
52. Education benefits	Female	3.8 (16)	16.9 (71)	73.5 (308)	392	4.11 (1.10)	5.31 (4.31)
	Male	5.1 (20)	28.2 (110)	63.6 (248)	368	3.88 (1.06)	3.81 (4.30)
53. Child care	Female	30.6 (57)	53.7 (100)	15.6 (29)	181	3.39 (1.56)	-1.43 (4.60)
	Male	23.0 (43)	64.2 (120)	12.8 (24)	189	3.27 (1.46)	-.86 (4.45)
<i>N/As excluded from calculation/percentages</i>							
54. Job security	Female	27.0 (113)	21.2 (89)	47.5 (199)	394	4.38 (.88)	1.13 (5.81)
	Male	24.9 (97)	26.4 (103)	45.9 (179)	374	4.20 (.91)	1.13 (5.59)
55. The reputation of the University of Arizona	Female	7.9 (33)	16.9 (71)	71.4 (299)	402	4.18 (.95)	4.16 (4.45)
	Male	10.5 (41)	19.2 (75)	69.0 (269)	380	4.13 (.99)	3.73 (4.77)
F. External Relations/Review and Intervention							
56. Professional relations with faculty	Female	10.3 (43)	26.3 (110)	57.5 (241)	382	4.06 (.94)	3.10 (4.60)
	Male	9.7 (38)	27.2 (106)	60.5 (236)	370	3.85 (.97)	3.04 (4.41)

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		Satisfaction*			Importance**		Weighted Satisfaction*** Mean (SD)
		%<0 (N)	%0 (N)	%>0 (N)	N	Mean (SD)	
57. Professional relations with senior administrators	Female	15.5 (65)	25.3 (106)	53.2 (223)	384	4.07 (.98)	2.77 (5.24)
	Male	11.5 (45)	26.7 (104)	59.2 (231)	371	3.87 (1.00)	3.04 (4.59)
58. Professional relations with students	Female	1.9 (8)	20.8 (87)	70.6 (296)	381	4.06 (1.09)	5.20 (4.15)
	Male	3.1 (12)	25.4 (99)	67.9 (265)	365	3.86 (1.10)	4.31 (4.19)
59. Professional relations with the public	Female	3.3 (14)	24.1 (101)	65.4 (274)	380	3.99 (1.07)	4.36 (4.24)
	Male	3.8 (15)	32.8 (128)	59.7 (233)	365	3.67 (1.09)	3.50 (4.09)
60. Professional relations with other units	Female	6.4 (27)	19.6 (82)	67.3 (282)	380	4.17 (.91)	4.07 (4.41)
	Male	7.4 (29)	29.7 (116)	59.0 (230)	365	3.82 (.99)	3.02 (4.07)
61. Reviews of my program area	Female	17.0 (42)	35.6 (88)	47.3 (117)	230	3.89 (.99)	1.72 (4.94)
	Male	11.8 (28)	43.2 (103)	45.0 (107)	230	3.64 (.98)	1.78 (3.99)
<i>N/As excluded from calculation/percentages</i>							
62. Oversight of budget expenditures	Female	28.2 (74)	26.0 (68)	45.8 (120)	249	3.93 (1.00)	.95 (5.67)
	Male	17.5 (44)	33.3 (84)	49.2 (124)	252	3.82 (.97)	1.87 (4.63)
<i>N/As excluded from calculation/percentages</i>							
63. U of A rules/procedures	Female	24.6 (74)	32.6 (98)	42.9 (129)	282	3.92 (1.02)	.92 (4.50)
	Male	19.9 (58)	40.1 (117)	40.1 (117)	281	3.68 (.99)	1.08 (4.53)
<i>N/As excluded from calculation/percentages</i>							
64. Federal regulations/mandates	Female	14.9 (35)	45.5 (107)	39.6 (93)	223	3.81 (1.05)	1.13 (4.21)
	Male	12.3 (30)	52.5 (128)	35.2 (86)	237	3.49 (1.02)	1.31 (3.96)
<i>N/As excluded from calculation/percentages</i>							

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Table 7.1 continued

		Satisfaction*			Importance**		Weighted Satisfaction*** Mean (SD)
		%<0 (N)	%0 (N)	%>0 (N)	N	Mean (SD)	
65. State government intervention	Female	38.8 (87)	42.0 (94)	19.2 (43)	213	3.70 (1.11)	-1.57 (4.52)
	Male	33.5 (80)	47.7 (114)	18.8 (45)	234	3.52 (1.10)	-.93 (4.68)
<i>N/As excluded from calculation/percentages</i>							
66. U of A support of grant seeking	Female	18.9 (45)	30.7 (73)	50.4 (120)	224	4.02 (1.07)	1.81 (4.88)
	Male	16.0 (38)	36.3 (86)	47.7 (113)	233	3.80 (1.08)	1.79 (4.65)
<i>N/As excluded from calculation/percentages</i>							
67. U of A support of fundraising	Female	17.9 (42)	41.0 (96)	41.0 (96)	223	3.85 (1.09)	1.13 (4.66)
	Male	18.2 (42)	43.7 (101)	38.1 (88)	225	3.65 (1.22)	1.22 (4.66)
<i>N/As excluded from calculation/percentages</i>							

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Table 7.2: Descriptives on Harassment and Discrimination – Appointed Personnel

Item								Mean (SD)
		1	2	3	4	5*	N/A	
		% (N)	% (N)	% (N)	% (N)	% (N)	% (N)	
I have experienced <i>harassment</i> based upon:								
68. Sex	Female	69.0 (289)	24.3 (102)	1.9 (8)	1.0 (4)	1.0 (4)	0.2 (1)	1.36 (.67)
	Male	86.2 (336)	10.5 (41)	0.0 (0)	0.5 (2)	0.3 (1)	0.5 (2)	1.13 (.42)
69. Race/ethnicity	Female	87.1 (365)	8.4 (35)	1.0 (4)	0.5 (2)	0.0 (0)	0.2 (1)	1.12 (.40)
	Male	84.4 (329)	9.7 (38)	1.5 (6)	1.8 (7)	0.3 (1)	0.3 (1)	1.20 (.58)
70. Sexual orientation	Female	92.6 (388)	2.9 (12)	0.0 (0)	0.5 (2)	0.2 (1)	0.5 (2)	1.05 (.33)
	Male	93.1 (363)	3.3 (13)	0.3 (1)	0.0 (0)	0.5 (2)	0.3 (1)	1.06 (.36)
71. Age	Female	81.9 (343)	12.4 (52)	1.2 (5)	1.2 (5)	0.0 (0)	0.5 (2)	1.19 (.50)
	Male	83.6 (326)	10.8 (42)	1.0 (4)	0.8 (3)	0.5 (2)	0.8 (3)	1.18 (.53)
72. Disability	Female	43.4 (182)	1.2 (5)	0.7 (3)	0.2 (1)	0.2 (1)	50.4 (211)	1.09 (.46)
	Male	54.4 (212)	2.6 (10)	0.5 (2)	0.0 (0)	0.5 (2)	39.5 (154)	1.10 (.46)
73. National origin	Female	92.1 (386)	2.6 (11)	0.2 (1)	0.2 (1)	0.0 (0)	0.2 (1)	1.04 (.24)
	Male	88.2 (344)	6.7 (26)	0.8 (3)	0.5 (2)	0.3 (1)	0.5 (2)	1.11 (.42)
74. Veteran status	Female	45.3 (190)	0.0 (0)	0.0 (0)	0.2 (1)	0.0 (0)	49.4 (207)	1.02 (.22)
	Male	57.4 (224)	0.8 (3)	0.3 (1)	0.0 (0)	0.0 (0)	38.5 (150)	1.02 (.17)

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

Table 7.2 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:								
75. Sex	Female	67.1 (281)	24.8 (104)	2.4 (10)	1.2 (5)	0.7 (3)	0.0 (0)	1.37 (.67)
	Male	87.7 (342)	7.7 (30)	0.8 (3)	0.5 (2)	0.3 (1)	0.3 (1)	1.12 (.43)
76. Race/ethnicity	Female	85.0 (356)	9.3 (39)	1.4 (6)	0.5 (2)	0.2 (1)	0.2 (1)	1.15 (.47)
	Male	84.6 (330)	10.3 (40)	1.0 (4)	0.8 (3)	0.5 (2)	0.3 (1)	1.17 (.52)
77. Sexual orientation	Female	93.6 (392)	1.2 (5)	0.2 (1)	0.2 (1)	0.2 (1)	0.2 (1)	1.03 (.29)
	Male	92.6 (361)	2.8 (11)	0.8 (3)	0.0 (0)	0.3 (1)	0.5 (2)	1.06 (.32)
78. Age	Female	83.1 (348)	10.0 (42)	1.7 (7)	0.7 (3)	0.2 (1)	0.2 (1)	1.17 (.50)
	Male	85.4 (333)	9.2 (36)	0.3 (1)	1.0 (4)	0.3 (1)	0.5 (2)	1.14 (.48)
79. Disability	Female	44.6 (187)	0.7 (3)	0.2 (1)	0.0 (0)	0.2 (1)	49.2 (206)	1.05 (.34)
	Male	55.4 (216)	1.5 (6)	0.0 (0)	0.0 (0)	0.5 (2)	39.5 (154)	1.06 (.41)
80. National origin	Female	90.5 (379)	2.4 (10)	0.5 (2)	0.2 (1)	0.5 (2)	0.0 (0)	1.06 (.38)
	Male	89.0 (347)	5.6 (22)	0.8 (3)	0.3 (1)	0.3 (1)	0.5 (2)	1.09 (.39)
81. Veteran status	Female	44.4 (186)	0.2 (1)	0.2 (1)	0.0 (0)	0.0 (0)	48.9 (205)	1.02 (.16)
	Male	57.2 (223)	1.0 (4)	0.0 (0)	0.0 (0)	0.0 (0)	38.5 (150)	1.02 (.13)

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

Table 7.3: Descriptives on Satisfaction – Appointed Personnel

Item		Agreement*		
		Disagree %<0 (N)	Neutral %0 (N)	Agree %>0 (N)
82. There is sufficient variety in my job.	Female	3.8 (16)	6.4 (27)	88.8 (372)
	Male	4.9 (19)	8.5 (33)	85.9 (335)
83. I enjoy working in my position.	Female	4.5 (19)	5.7 (24)	89.3 (374)
	Male	5.1 (20)	7.7 (30)	86.4 (337)
84. I have input in deciding matters that affect my work.	Female	9.3 (39)	6.9 (29)	82.8 (347)
	Male	7.4 (29)	10.3 (40)	81.5 (318)
85. I have a great deal of independence in my job.	Female	5.5 (23)	7.2 (30)	86.9 (364)
	Male	2.8 (11)	9.0 (35)	87.7 (342)
86. I have the trust and confidence of my colleagues.	Female	4.5 (19)	10.0 (42)	85.0 (356)
	Male	4.1 (16)	8.7 (34)	86.4 (337)
87. I like the work and responsibilities I have.	Female	5.0 (21)	5.3 (22)	88.3 (370)
	Male	4.6 (18)	8.5 (33)	86.2 (336)
88. Compared to peers with similar experience and skills, my salary is fair.	Female	40.3 (169)	17.9 (75)	39.6 (166)
	Male	43.6 (170)	15.1 (59)	39.0 (152)
89. I have positive working relationships with colleagues.	Female	4.1 (17)	5.5 (23)	89.5 (375)
	Male	2.1 (8)	5.9 (23)	90.8 (354)

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

Table 7.4: Descriptives on Morale – Appointed Personnel

Item		Agreement*		
		Disagree %<0 (N)	Neutral %0 (N)	Agree %>0 (N)
91. I am loyal to the University of Arizona.	Female	4.5 (19)	16.5 (69)	75.7 (317)
	Male	5.4 (21)	16.4 (64)	76.4 (298)
92. The U of A is a good place to work.	Female	5.5 (23)	10.7 (45)	80.7 (338)
	Male	5.9 (23)	13.3 (52)	79.2 (309)
93. U of A values its employees.	Female	23.9 (100)	26.5 (111)	46.1 (193)
	Male	22.8 (89)	28.2 (110)	46.9 (183)
94. There is a sense of common purpose at U of A.	Female	27.9 (117)	28.4 (119)	39.6 (166)
	Male	29.2 (114)	29.5 (115)	38.7 (151)
95. The U of A is a caring organization.	Female	23.4 (98)	33.7 (141)	39.1 (164)
	Male	21.0 (82)	31.3 (122)	45.6 (178)
96. U of A is a fair institution.	Female	16.5 (69)	32.7 (137)	47.3 (198)
	Male	10.3 (40)	31.5 (123)	56.2 (219)
97. I am proud to work for U of A.	Female	3.1 (13)	20.0 (84)	73.5 (308)
	Male	3.6 (14)	19.0 (74)	75.9 (296)
98. I am committed to U of A.	Female	4.1 (17)	19.1 (80)	72.8 (305)
	Male	6.2 (24)	21.0 (82)	71.3 (278)

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

Table 7.5: Descriptives on Future Plans – Appointed Personnel

Item		1	2	3	4	5*	Mean (SD)
		% (N)	% (N)	% (N)	% (N)	% (N)	
By 2003 (one year from today), how likely are you to:							
100. Leave your current position?	Female	39.1 (164)	16.5 (69)	14.6 (61)	10.5 (44)	15.8 (66)	2.45 (1.50)
	Male	35.6 (139)	14.9 (58)	19.0 (74)	12.3 (48)	15.4 (60)	2.56 (1.48)
101. Seek a promotion within the U of A?	Female	32.7 (137)	18.6 (78)	16.5 (69)	13.4 (56)	14.8 (62)	2.57 (1.46)
	Male	33.1 (129)	15.1 (59)	19.0 (74)	15.4 (60)	13.3 (52)	2.59 (1.45)
102. Make a lateral move within the U of A?	Female	51.1 (214)	18.4 (77)	14.1 (59)	7.4 (31)	4.5 (19)	1.91 (1.19)
	Male	51.5 (201)	17.9 (70)	15.9 (62)	7.2 (28)	2.6 (10)	1.86 (1.11)
103. Leave the U of A?	Female	43.4 (182)	19.3 (81)	13.1 (55)	9.7 (41)	11.0 (46)	2.23 (1.40)
	Male	37.2 (145)	16.4 (64)	16.4 (64)	12.8 (50)	13.8 (54)	2.48 (1.47)
104. Leave your career/profession?	Female	66.3 (278)	16.7 (70)	7.9 (33)	3.1 (13)	2.4 (10)	1.53 (.95)
	Male	67.2 (262)	11.8 (46)	12.1 (47)	2.6 (10)	2.6 (10)	1.56 (.99)
105. Leave to retire?	Female	83.8 (351)	5.2 (22)	4.3 (18)	1.4 (6)	1.0 (4)	1.23 (.69)
	Male	76.4 (298)	5.9 (23)	5.6 (22)	3.1 (12)	4.9 (19)	1.48 (1.08)

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