This survey is accessible in alternative formats.

For more information please contact:

Director ADA Compliance
Office of Diversity and Inclusion
Quinn Administration, 03, 093
617-287-4818
odi@umb.edu

University of Massachusetts Boston
Assessment of Learning, Living, and Working on Campus
(Administered by Rankin & Associates, Consulting)

Purpose
You are invited to participate in a survey of students, faculty, staff and administrators regarding the climate at UMass Boston. The results of the survey will provide important information about our climate and will enable us to improve the environment for learning, living, and working at UMass Boston.

Procedures
You will be asked to complete the attached survey. Your participation is confidential. Please answer the questions as openly and honestly as possible. You may skip questions. The survey will take between 20 and 30 minutes to complete. You must be 18 years of age or older to participate. When you have completed the survey, please return it directly to the external consultants (Rankin and Associates) using the enclosed envelope. These comments will be analyzed using content analysis and submitted as an appendix to the survey report. De-identified quotes from submitted comments will also be used throughout the report to give “voice” to the quantitative data.

Discomforts and Risks
There are no anticipated risks in participating in this assessment beyond those experienced in everyday life. Some of the questions are personal and might cause discomfort. In the event that any questions asked are disturbing, you may skip any questions or stop responding to the survey at any time.

Participants who experience discomfort are encouraged to contact:

Students please contact:
Counseling Center
Quinn Administration Building, 2nd Floor
617-287-5690

Faculty & Staff please contact:
Lifeworks
1-888-267-8126
Website: www.lifeworks.com
User ID: umass
Password: lifeworks

Benefits
The results of the survey will provide important information about our climate and will help us in our efforts to ensure that the environment at UMass Boston is conducive to learning, living, and working.
Voluntary Participation

Participation in this assessment is voluntary. If you decide to participate, you do not have to answer any questions on the survey that you do not wish to answer. **Individuals will not be identified and only group data will be reported** (e.g., the analysis will include only aggregate data). Please note that you can choose to withdraw your responses at any time before you submit your answers. Refusal to take part in this assessment will involve no penalty or loss of student or employee benefits.

Statement of Confidentiality for Participation

In the event of any publication or presentation resulting from the assessment, no personally identifiable information will be shared. The external consultant (Rankin & Associates) will not report any group data for groups of fewer than 7 individuals that may be small enough to compromise confidentiality. Instead, Rankin & Associates will combine the groups to eliminate any potential for demographic information to be identifiable. Please also remember that you do not have to answer any question or questions about which you are uncomfortable.

Statement of Anonymity for Comments

Upon submission, all comments from participants will be de-identified in an attempt to make those comments anonymous. Thus, participant comments will not be attributable to their author nor to any demographic characteristics. However, depending on what you say, others who know you may be able to attribute certain comments to you. The anonymous comments will be analyzed using content analysis and submitted as an appendix to the survey report. In order to give "voice" to the quantitative data, some anonymous comments may be quoted in publications related to this survey.

Right to Ask Questions

You can ask questions about this assessment. Questions concerning this project should be directed to:

Susan Rankin  
Principal & Senior Research Associate  
Rankin and Associates, Consulting  
814-625-2780  
sue@rankin-consulting.com

Questions regarding the survey process may also be directed to:

Juan Nunez  
Chief Diversity Officer  
Office of Diversity and Inclusion  
617-287-4827  
juan.nunez@umb.edu

Questions concerning the rights of participants should be directed to:

Kristen Kenny  
IRB administrator  
617-287-5374  
kristen.kenny@umb.edu

Consent Paragraph

If you agree to take part in this research study as outlined in the information above, respond to the survey questions and return your completed survey to Rankin & Associates in the provided addressed envelope. It is recommended that you keep this statement for your records.

This informed consent form was reviewed and approved by the UMass Boston Institutional Review Board at UMass Boston on August 29, 2012.
Survey Terms and Definitions

**American Indian (Native American):** A person having origin in any of the original tribes of North America who maintains cultural identification through tribal affiliation or community recognition.

**Ancestry:** The country, nation, tribe or other identifiable group of people from which a person descends. It can also refer to the physical, cultural or linguistic characteristics of the person's ancestors.

**Asexual:** A person who does not experience sexual attraction. Unlike celibacy, which people choose, asexuality is an intrinsic part of an individual.

**Climate:** Current attitudes, behaviors, and standards of employees and students concerning the access for, inclusion of, and level of respect for individual and group needs, abilities, and potential.

**Conservative:** A political ideology that subscribes to the importance of family, small or limited government, a strong national defense and free enterprise.

**Disability:** A person who has a physical or mental impairment which substantially limits one or more major life activities.

**Eldercare:** A person who has primary responsibility in caring for an older partner or family member.

**Ethnic Identity:** A unique social and cultural heritage shared by a group of people.

**Family Leave:** The Family Medical Leave Act is a labor law requiring employers with 50 or more employees to provide certain employees with job-protected unpaid leave due to one of the following situations: a serious health condition that makes the employee unable to perform his or her job; caring for a sick family member; caring for a new child (including birth, adoption or foster care).

**Far left:** Also known as the revolutionary left, radical left and extreme left are terms which refer to the highest degree of leftist positions among left-wing politics. The far left seeks the creation of strong or complete social equality in society and the dismantlement of all forms of social hierarchy.

**Far-right:** Extreme right, hard right, radical right, and ultra-right are terms used to discuss the qualitative or quantitative position a group or person occupies within right-wing politics. Far right politics involves support of strong or complete social hierarchy in society.

**Gender Identity:** A person’s inner sense of being man, woman, both, or neither. The internal identity may or may not be expressed outwardly, and may or may not correspond to one’s physical characteristics.

**Gender Expression:** The manner in which a person outwardly represents gender, regardless of the physical characteristics that might typically define the individual as male or female.

**Harassment:** Harassment is defined as any type of behavior based on race, religion, sex, national origin, ancestry, age, sexual orientation, disability, veteran status or other protected class status that is sufficiently severe, persistent, or pervasive that it substantially interferes with an individual’s work, educational performance, participation in extra-curricular activities, or equal access to the University’s resources and opportunities.

**Intersex:** A general term used for a variety of conditions in which a person is born with a reproductive or sexual anatomy that doesn’t seem to fit the typical definitions of female or male.

**Liberal:** A political ideology that values equality supported by institutions that defend against extreme economic inequality. Liberals combine social liberalism and social progressivism with support for social justice and a mixed economy.

**Multiculturalism:** An environment in which cultures are celebrated and not hindered by majority values and beliefs.

**Moderate or middle of the road:** A political ideology that pursues a course of action midway between extremes, especially following a course in politics that is neither liberal nor conservative.

**Non-Native English Speakers:** People for whom English is not their first language.
**People of Color:** People who self-identify as other than White.

**Physical Characteristics:** Term that refers to one’s appearance.

**Position:** The status one holds by virtue of her/his position/status within the institution (e.g., staff, full-time faculty, part-time faculty, administrator, etc.)

**Progressive:** An umbrella term for a political ideology advocating or favoring social, political, and economic reform.

**Queer:** A political statement, as well as a sexual orientation, which advocates breaking binary thinking and seeing both sexual orientation and gender identity as potentially fluid.

**Racial Identity:** A socially constructed category about a group of people based on generalized physical features such as skin color, hair type, shape of eyes, physique, etc.

**Sexual Orientation:** Term that refers to the sex of the people one tends to be emotionally, physically, and sexually attracted to; this is inclusive of, but not limited to, lesbians, gay men, bisexual people, heterosexual people, and those who identify as queer.

**Socioeconomic Status:** The status one holds in society based on one’s level of income, wealth, education, and familial background.

**Social Support:** The resources other people provide, including a person's perception that he or she can rely on other people for help with problems or in times of crisis. Having feelings of connectedness and being a part of a community.

**Transgender:** An umbrella term for those whose gender identity or expression is different than that typically associated with their assigned sex at birth.

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**Please do not complete this survey more than once.**
Directions
Please read and answer each question carefully. For each answer, darken the appropriate oval completely. If you want to change an answer, erase your first answer completely and darken the oval of your new answer. You may decline to answer specific questions.

1. What is your primary status at UMass Boston? (Please mark only one)
   - Undergraduate student
     - Started at UMass Boston as a first-year student
     - Transferred from a community college
     - Transferred from another institution
   - Graduate student
     - Certificate
     - Master Degree
     - Doctoral Degree
   - Non-degree student
   - Faculty
     - Tenure Track Faculty
       - Assistant professor
       - Associate professor
       - Professor
     - Non-Tenure Track Faculty
       - Instructor
       - Lecturer/Adjunct professor
       - Clinical professor
       - Research faculty
   - Staff
     - Non-unit staff
     - Classified staff
     - Professional staff
   - Senior administrator/Executive (e.g., Vice Chancellor, Academic Dean)
   - Other (please specify) _____________________________________________________________

2. Are you full-time or part-time in that primary status?
   - Full-time
   - Part-time

Part 1: Personal Experiences

Please reflect on your experiences WITHIN THE PAST YEAR...

3. Overall, how comfortable are you with the climate at UMass Boston?
   - Very comfortable
   - Comfortable
   - Neither comfortable nor uncomfortable
   - Uncomfortable
   - Very uncomfortable

4. Overall, how comfortable are you with the climate in your department/work unit?
   - Very comfortable
   - Comfortable
   - Neither comfortable nor uncomfortable
   - Uncomfortable
   - Very uncomfortable

5. Faculty only: Overall, how comfortable are you with the climate in the classes you are teaching?
   - Very comfortable
   - Comfortable
   - Neither comfortable nor uncomfortable
   - Uncomfortable
   - Very uncomfortable
   - Not applicable, I don’t teach classes
6. **Students only**: Overall, how comfortable are you with the climate in the classes you are taking?
   - Very comfortable
   - Comfortable
   - Neither comfortable nor uncomfortable
   - Uncomfortable
   - Very uncomfortable
   - Not applicable

7. In the past year, have you seriously considered leaving UMass Boston?
   - No
   - Yes

8. **Students only**: Why did you consider leaving? *(Mark all that apply)*
   - Academic reasons
   - Career support expectations not fulfilled
   - Climate
   - Did not offer my major/specialty
   - Did not want to pursue a degree anymore
   - Financial reasons
   - Lack of faculty support (e.g., mentoring, advising)
   - Lack of institutional resources (e.g., class size, unavailable course offerings)
   - Lack of peer or social support
   - Lack of staff support (e.g., mentoring, advising)
   - Medical reasons (e.g., physical, emotional/mental health, injury)
   - My marital/relationship status (e.g., single, married, partnered)
   - Personal reasons (e.g., family emergencies)
   - Stress
   - Transportation/commuting costs/commuting distance
   - Visa issues/international status issues
   - Wanted to transfer to another institution with residence halls
   - Wanted to transfer to another institution
   - Other (please specify) _____________________________________________________________

9. **Students only**: Why did you decide to stay? *(Mark all that apply)*
   - Academic reasons
   - Climate
   - Decided to pursue a degree
   - Faculty support (e.g., mentoring, advising)
   - Financial reasons
   - Institutional resources
   - My marital/relationship status (e.g., single, married, partnered)
   - Parents/family wanted me to stay
   - Peer or social support
   - Personal reasons
   - Staff support (e.g., mentoring, advising)
   - Student services (e.g., counseling, health services)
   - Other (please specify) _____________________________________________________________
10. **Staff/Faculty only: Why did you consider leaving? (Mark all that apply)**
- Climate
- Departmental relationships
- Family responsibilities
- Financial reasons
- Housing/cost of living affordability
- Lack of institutional resources
- Interested at position at another institution
- Limited opportunities for advancement
- Medical reasons (e.g., physical, emotional/mental health, injury)
- Offered position in government or industry
- Personal reasons (e.g., family emergencies)
- Stress
- Recruited or offered a position at another institution
- Relationship with direct supervisor/manager
- Spouse or partner relocated
- Stress or emotional/mental health reasons
- Transportation/commuting costs/commuting distance
- Visa issues/international status issues
- Other (please specify) _____________________________________________________________

11. **Staff/Faculty only: Why did you decide to stay? (Mark all that apply)**
- Climate
- Departmental relationships
- Department/work unit conditions changed for the better
- Family responsibilities
- Financial reasons
- Good working relationships with supervisors/colleagues/students
- Housing/cost of living affordability
- Need the benefits
- Opportunities for advancement
- Poor supervisors were replaced/left
- Personal reasons
- Relationship with direct supervisor/manager
- Spouse or partner
- Visa/international status
- Other (please specify) _____________________________________________________________

12. **Students Only: Do you experience financial difficulty?**
   - No
   - Yes

13. **How do you experience the financial difficulty? (Mark all that apply)**
- Difficulty affording tuition
- Difficulty purchasing my books
- Difficulty purchasing supplies (e.g., computer, arts supplies)
- Difficulty affording food
- Difficulty participating in campus sponsored co-curricular events or activities (alternative spring breaks, class trips, study abroad, etc.)
- Difficulty participating in scholarly activities (research trips, travel to conferences, etc.)
- Difficulty traveling home during university breaks
- Difficulty in traveling to campus
- Difficulty affording parking
- Difficulty in affording housing
- Difficulty in affording health care
- Difficulty in affording child care
- Difficulty in affording other campus fees
- Difficulty participating in unpaid research, internships, etc.
- Providing financial assistance to family
- Other (please specify) _____________________________________________________________
14. **Within the past year**, have you personally experienced any exclusionary (e.g., shunned, ignored), intimidating, offensive and/or hostile conduct (e.g., bullying, harassing behavior) at UMass Boston?

- No [Go to Question 23]
- Yes, but it did not interfere with my ability to work or learn
- Yes, and it interfered with my ability to work or learn

15. What do you believe the conduct was based upon and how often have you experienced it?

**Mark all that apply**

- Don't know
- Academic Performance
- Age
- Ancestry
- Country of origin
- Discipline of study
- Educational level
- Educational modality (on-line, classroom)
- English language proficiency/accent
- Ethnicity
- Gender identity
- Gender expression
- Immigrant/citizen status
- International status
- Learning disability
- Marital status (e.g., single, married, partnered)
- Medical condition
- Military/veteran status
- Parental status (e.g., having children)
- Participation in an organization/team
- Physical characteristics
- Physical disability
- Philosophical views
- Political views
- Position (staff, faculty, student)
- Pregnancy
- Psychological condition
- Race
- Religious/spiritual views
- Sexual orientation
- Socioeconomic status
- Other (please specify) _____________________________________________________________

16. How did you experience this conduct? **(Mark all that apply)**

- I feared for my physical safety
- I feared for my family’s safety
- I feared getting a poor grade because of a hostile classroom environment
- I feared getting poor course evaluations because of a hostile classroom environment
- I felt I was ignored or excluded
- I felt intimidated/bullied
- I felt isolated or left out when work was required in groups
- I felt isolated or left out
- I observed others staring at me
- I received derogatory written comments
- I received derogatory phone calls
- I received threats of physical violence
- I received a low performance evaluation
- I was singled out as the spokesperson for my identity group
- I was the target of derogatory verbal remarks
- I was the target of graffiti/vandalism
- I was the target of physical violence
- I was the target of racial/ethnic profiling
- I was the target of rumors that negatively affected my work experience or evaluation
- I was the target of stalking
- I was the victim of a crime
I was the victim of derogatory/unsolicited e-mails, text messages, Facebook posts, Twitter posts
Someone assumed I was admitted/hired/promoted due to my identity
Someone assumed I was not admitted/hired/promoted due to my identity
Other (please specify) _____________________________________________________________

17. Where did this conduct occur? (Mark all that apply)
- At a UMass Boston event
- In a class/lab/clinical/community placement setting
- In a health services setting at UMass Boston
- In an on-line class
- In a UMass Boston dining facility
- In a UMass Boston office
- In a faculty office
- In a public space at UMass Boston
- In a meeting with one other person
- In a meeting with a group of people
- In athletic facilities
- In off-campus housing
- Off campus
- On social networking sites/Facebook/Twitter/cell phone/other form of technological communication
- On campus transportation
- On transportation to sports, academic field trips, etc.
- In a student organization/club
- While working at a UMass Boston job
- While walking on campus
- Other (please specify) _____________________________________________________________

18. Who/what was the source of this conduct? (Mark all that apply)
- Administrator
- Advisor
- Alumni
- Athletic coach/trainer
- Campus media (posters, brochures, flyers, handouts, web sites, etc.)
- Campus visitor(s)
- Campus organizations or groups
- Campus police/public safety
- Co-worker
- Contractors/vendors
- Off campus community member
- Department head
- Donor
- Don’t know source
- Faculty advisor
- Faculty member
- Friend
- Health Services staff
- Partner/spouse
- Patient
- Person that I supervise
- Registered Campus Organization
- Service providers
- Social networking site (e.g., Facebook, Twitter)
- Staff member
- Stranger
- Student
- Student employee
- Supervisor
- Teaching assistant/Graduate assistant/Lab assistant/Tutor
- Union representative
- Other (please specify) _____________________________________________________________
19. Please describe your reactions to experiencing this conduct. (Mark all that apply)

- I felt embarrassed
- I felt somehow responsible
- I ignored it
- I was afraid
- I was angry
- It didn’t affect me at the time
- I left the situation immediately
- I sought support from off-campus hot-line/advocacy services
- I sought support from campus resources (Academic support programs, University Advising Center, Student Support Services, Counseling Center, ODI Office, Student Affairs)
- I confronted the harasser at the time
- I confronted the harasser later
- I avoided the harasser
- I told a friend,colleague
- I told a family member
- I told my union representative
- I contacted a local law enforcement official
- I sought support from a staff person
- I sought support from a TA/grad assistant
- I sought support from a supervisor/administrator
- I sought support from a department chair
- I sought support from a faculty member
- I sought support from a spiritual advisor (e.g., pastor, rabbi, priest)
- I sought support from student employee (e.g., peer counselor)
- I sought information on-line
- I didn’t know who to go to
- I made a formal complaint to a campus employee/official
- I consulted with university officials and followed the policy procedure for informal resolution of a discriminatory dispute.
- I didn’t report it for fear that my complaint would not be taken seriously
- I did report it but it did not feel the complaint was taken seriously
- I did not report it for fear of negative treatment
- I did nothing
- Other (please specify) _____________________________________________________________

20. If you did not report the conduct to a campus official or staff member please explain why you did not.

___________________________________________________________________________________
___________________________________________________________________________________
___________________________________________________________________________________
___________________________________________________________________________________

21. If you did report the conduct to a campus official or staff member, do you feel that it was responded to appropriately? If not, please explain why you felt that it was not.

___________________________________________________________________________________
___________________________________________________________________________________
___________________________________________________________________________________
___________________________________________________________________________________

22. If you would like to elaborate on this experience, please do so here.

___________________________________________________________________________________
___________________________________________________________________________________
___________________________________________________________________________________
___________________________________________________________________________________
If you have experienced discomfort in responding to any of these questions, please contact:

Students please contact:
Counseling Center
Quinn Administration Building, 2nd Floor
617-287-5690

Faculty & Staff please contact:
Lifeworks
1-888-267-8126
Website: www.lifeworks.com
User ID: umass
Password: lifeworks

The following questions are related to unwanted sexual contact.

23. Have you experienced unwanted sexual contact (including forcible fondling, use of drugs to incapacitate, sexual assault with an object, sexual assault, forcible rape, forcible sodomy, gang rape) while at UMass Boston?
   - Yes
   - No

24. When did the unwanted sexual contact occur?
   - Within the last 4 years
   - 5-10 years ago
   - 11-20 years ago
   - More than 20 years ago

25. What was the identity of the person involved in your unwanted sexual contact? (Mark all that apply)
   - Acquaintance
   - Administrator
   - Advisor
   - Alumni
   - Athletic coach/trainer
   - Campus police/security
   - Campus visitor(s)
   - Co-worker
   - Contractor/vendor
   - Off campus community member
   - Department head
   - Donor
   - Don’t know source
   - Faculty advisor
   - Faculty member
   - Friend
   - Health Services staff
   - Partner/spouse
   - Patient
   - Service providers
   - Student Staff assistant
   - Staff member
   - Stranger
   - Student
   - Supervisor
   - Teaching assistant/Graduate assistant/Lab assistant/Tutor
   - Other (please specify) _____________________________________________________________

26. Where did the incident(s) occur? (Mark all that apply)
   - Off-campus (please specify location) _______________________________________________
   - On-campus (please specify location) _______________________________________________
27. Please describe your response to experiencing the incident(s). (Mark all that apply)

- I did nothing
- I felt embarrassed
- I felt somehow responsible
- I ignored it
- I was afraid
- I was angry
- It didn’t affect me at the time
- I left the situation immediately
- I sought support from off-campus hot-line/advocacy services/therapist
- I sought support from campus resource (Academic support programs, University Advising Center, Student Support Services, Counseling Center, ODI Office, Student Affairs)
- I told a friend/colleague
- I told a family member
- I contacted a law enforcement official
- I sought support from a staff person
- I sought support from a teaching assistant/graduate assistant
- I sought support from a supervisor/administrator
- I sought support from a department chair
- I sought support from a faculty member
- I sought support from a spiritual advisor (e.g., pastor, rabbi, priest)
- I sought support from student employee (e.g., peer counselor)
- I sought support from my union representative
- I sought information on-line
- I didn’t know who to go to
- I made an official complaint to a campus employee/official
- I did report it but it but I did not feel the complaint was taken seriously
- I did not report it for fear of negative treatment
- Other (please specify) _____________________________________________________________

28. If you did not report the unwanted sexual contact to a campus official or staff member please explain why you did not.

___________________________________________________________________________________
___________________________________________________________________________________
___________________________________________________________________________________
___________________________________________________________________________________

29. If you did report the unwanted sexual contact to a campus official or staff member, did you feel that it was responded to appropriately? If not, please explain why you felt that it was not.

___________________________________________________________________________________
___________________________________________________________________________________
___________________________________________________________________________________


If you have experienced discomfort in responding to any of these questions, please contact:

Students please contact:
Counseling Center
Quinn Administration Building, 2nd Floor
617-287-5690

Faculty & Staff please contact:
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Website: www.lifeworks.com
User ID: umass
Password: lifeworks

Part 2: Work-Life

30. Staff/Faculty only: Please respond to the following statements.

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am comfortable asking questions about my performance expectations.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>My colleagues/co-workers treat me with the same respect as they do other colleagues/co-workers.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>My colleagues/co-workers have similar expectations of me as they do other colleagues/co-workers.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I am reluctant to bring up issues that concern me for fear that it will affect my performance evaluation or tenure/promotion decision.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>My colleagues/co-workers expect me to represent &quot;the point of view&quot; of my identity (e.g., ability, ethnicity, gender, race, religion, sexual orientation).</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I believe salary determinations are fair.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I believe salary determinations are clear.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I think that my campus demonstrates that it values a diverse faculty.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I think that my campus demonstrates that it values a diverse staff.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I constantly feel under scrutiny by my colleagues due to my identity.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I am comfortable taking leave that I am entitled to without fear that it may affect my job/career.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I have to work harder than I believe my colleagues/co-workers do to achieve the same recognition.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>There are many unwritten rules concerning how one is expected to interact with colleagues in my work unit.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

31. Staff/Faculty only: If you would like to elaborate on any of your responses to the previous statements, please do so here.

___________________________________________________________________________________
___________________________________________________________________________________
___________________________________________________________________________________
32. **Faculty only:** As a faculty member …

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>I feel that my teaching expectations and research requirements are similar to that of my colleagues.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>My research interests are valued by my colleagues.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I feel pressured to change my methods of teaching to achieve tenure/be promoted.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I believe that the tenure process is clear.</td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>I believe that the promotion process is clear.</td>
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<tr>
<td>I believe that the tenure standards are reasonable.</td>
<td></td>
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</tr>
<tr>
<td>I believe that the promotion standards are reasonable.</td>
<td></td>
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</tr>
<tr>
<td>I feel pressured to change my research agenda to achieve tenure.</td>
<td></td>
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</tr>
<tr>
<td>I feel pressured to change my research agenda to be promoted.</td>
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</tr>
<tr>
<td>I feel that my colleagues include me in opportunities that will help my career as much as they do others in my position.</td>
<td></td>
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</tr>
<tr>
<td>I believe that I am burdened by university service responsibilities (e.g., committee memberships, departmental work assignments, teaching load) beyond those of my colleagues.</td>
<td></td>
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<tr>
<td>I perform more work to help students (e.g., formal and informal advising, sitting for qualifying exams/dissertation committees, helping with student groups and activities, providing other support) than my colleagues.</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>I feel that my diversity-related research/teaching/service contributions have been/will be valued for promotion or tenure.</td>
<td></td>
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</tr>
<tr>
<td>I have used or would use university policies on stopping the tenure clock, taking leave for childbearing or adoption, or active service-modified duties.</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>In my department, faculty members who use family accommodation policies are disadvantaged in promotion or tenure.</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>I believe the tenure standards/promotion standards are applied equally to all faculty.</td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
</tbody>
</table>

33. **Faculty only:** If you would like to elaborate on any of your responses to the previous questions, please do so here.

__________________________________________________________________________
__________________________________________________________________________
__________________________________________________________________________

34. **Staff/Faculty only:** Please respond to the following statements.

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>I find that UMass Boston is supportive of taking leave.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I forgo professional activities because of personal responsibilities.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I find that personal responsibilities and commitments have slowed down my job/career progression.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I miss out on important things in my personal life because of professional responsibilities.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I feel that people who have children are considered by UMass Boston to be less committed to their jobs/careers.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I feel that people who do not have children are burdened with work responsibilities (e.g., stay late, off-hour work, work week-ends) beyond those who do have children.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I feel that UMass Boston provides available resources to help employees balance work-life needs, such as childcare and elder care.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I am disadvantaged by a need to balance my dependent care responsibilities with my professional responsibilities.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
35. **Staff/Faculty only:** If you would like to elaborate on any of your responses to the previous statements please do so here.
___________________________________________________________________________________
___________________________________________________________________________________
___________________________________________________________________________________

36. **Staff/Faculty only:** Please respond to the following statements.

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>I have supervisors who give me job/career advice or guidance when I need it.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I have colleagues/co-workers who give me job/career/education advice or guidance when I need it.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I have the resources (e.g., equipment, supplies) I need to adequately perform my work.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I have adequate time to complete my tasks at work.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>My supervisor provides me with time to pursue professional development opportunities.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>My supervisor provides me with resources to pursue professional development opportunities.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I find that my department is supportive of providing leave opportunities.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>My supervisor provides ongoing feedback to help me improve my performance.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

37. **Staff/Faculty only:** If you would like to elaborate on any of your responses to the previous questions, please do so here.
___________________________________________________________________________________
___________________________________________________________________________________
___________________________________________________________________________________

38. **Staff/Faculty only:** How satisfied are you with...

<table>
<thead>
<tr>
<th>Statement</th>
<th>Highly satisfied</th>
<th>Satisfied</th>
<th>Dissatisfied</th>
<th>Highly dissatisfied</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Your compensation as compared to that of other UMass Boston colleagues/co-workers with a similar position?</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Your access to health benefits?</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Your job/career at UMass Boston?</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>The way your job/career has progressed at UMass Boston?</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>The size and quality of your work space as compared to your departmental colleagues'/co-workers' work space?</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Your access to research support as compared to your colleagues'/co-workers' access to research support?</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

39. **Staff/Faculty only:** Why are you satisfied or dissatisfied with your job and/or the way your job/career has progressed at UMass Boston?
___________________________________________________________________________________
___________________________________________________________________________________
___________________________________________________________________________________
Part 3. Demographic Information

The external consultant (Rankin & Associates) will not report any group data for groups of fewer than 7 individuals that may be small enough to compromise identity. Instead, Rankin & Associates will combine the groups to eliminate any potential for identifiable demographic information. You do not have to answer any questions on the survey that you do not wish to answer.

40. What sex were you assigned at birth?
   - Male
   - Female
   - Intersex

41. What is your gender identity? (Mark all that apply)
   - Man
   - Woman
   - Transgender
   - Other (if you wish, please specify) ______________________________________________________

42. Although the categories listed below may not represent your full identity or use the language you prefer, for the purpose of this survey, please indicate which group below most accurately describes your racial identification. (Mark all that apply)
   - Alaskan Native/Native American/Indigenous (If you wish to specify please do so here) _______________
   - Asian (If you wish to specify please do so here) ______________________________________________
   - Black (If you wish to specify please do so here) _____________________________________________
   - Latino(a)/Hispanic (If you wish to specify please do so here) ________________________________
   - Pacific Islander/Native Hawaiian (If you wish to specify please do so here) ___________________
   - White (If you wish to specify please do so here) ___________________________________________
   - Other (If you wish to specify please do so here) ____________________________________________

43. Although the categories listed below may not represent your full identity or use the language you prefer, for the purpose of this survey, please indicate which area below most accurately describes the origin of your ethnic identification. (Mark all that apply)
   - Africa (If you wish to specify please do so here) _____________________________________________
   - Asia (If you wish to specify please do so here) _____________________________________________
   - Australia and the Pacific Islands (including Hawaii) (If you wish to specify please do so here) __________
   - Caribbean (If you wish to specify please do so here) __________________________________________
   - Europe (If you wish to specify please do so here) ___________________________________________
   - Middle East/North Africa (If you wish to specify please do so here) ___________________________
   - Native or Indigenous American (If you wish to specify please do so here) _______________________
   - North America/Pan-ethnic American (If you wish to specify please do so here) ___________________
   - South and Central America (If you wish to specify please do so here) __________________________
   - Other (If you wish to specify please do so here) _____________________________________________

44. Which term best describes your sexual orientation?
   - Asexual
   - Bisexual
   - Gay
   - Heterosexual
   - Lesbian
   - Queer
   - Questioning
   - Other (please specify) _____________________________________________________________

45. What is your age? __________

46. Do you have substantial parenting or caregiving responsibility for any of the following people? (Mark all that apply)
   - No one
   - Children 18 years of age or under
   - Children over 18 years of age, but still legally dependent (in college, disabled, etc.)
   - Independent adult children over 18 years of age
   - Sick or disabled partner
   - Senior or other family member (e.g., parent, caring for sibling)
   - Other (please specify, e.g., pregnant, expectant partner, adoption pending) ________________
47. Are you, or have you ever been, a member of the U.S. armed forces?
   - I have not been in the military
   - Active military
   - Reservist
   - Veteran

48. Students only: What is the highest level of education achieved by the parent(s)/guardian(s) you were most closely associated with when you entered UMass Boston?

<table>
<thead>
<tr>
<th>Parent/Guardian 1:</th>
<th>No high school</th>
<th>Some high school</th>
<th>Completed high School/ged</th>
<th>Some college</th>
<th>Business/Technical certificate/degree</th>
<th>Associate's degree</th>
<th>Bachelor's degree</th>
<th>Some graduate work</th>
<th>Master's degree</th>
<th>Doctoral degree</th>
<th>Other professional degree (MD, MFA, JD)</th>
<th>Unknown</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Parent/Guardian 2:</td>
<td></td>
<td></td>
<td></td>
<td></td>
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</tr>
</tbody>
</table>

49. Staff/Faculty only: What is your highest completed level of education?
   - No high school
   - Some high school
   - Completed high School/ged
   - Some college
   - Business/Technical certificate/degree
   - Associate's degree
   - Bachelor's degree
   - Some graduate work
   - Master's degree
   - Doctoral degree (Ph.D., Ed.D.)
   - Professional degree (e.g., MD, JD, MBA)

50. Undergraduate Students only: Where are you in your college career?
   - Non-degree student
   - First year (0-29 credits)
   - Second year/Sophomore (30-59 credits)
   - Third year/Junior (60 – 89 credits)
   - Fourth year/Senior (90-120 plus)

51. Graduate Students only: Where are you in your graduate career?
   - Master's student
   - Certificate student
   - Doctoral student
     - First year
     - Second year
     - Third (or more) year
     - Advanced to Candidacy
     - ABD (all but dissertation)

52. Faculty only: With which academic department(s) are you primarily affiliated with at this time?
   - College of Liberal Arts
     - Africana Studies
     - American Studies
     - Anthropology
     - Applied Linguistics
     - Art
     - Asian Studies
     - Classics
     - Communication
     - Economics
     - English
     - History
     - Latin American and Iberian Studies
☐ Modern Languages  
☐ Performing Arts  
☐ Philosophy  
☐ Political Science  
☐ Psychology  
☐ Sociology  
☐ Women’s Studies  

☐ College of Science & Math  
☐ Biology  
☐ Chemistry  
☐ Computer Science  
☐ EEOS  
☐ Engineering  
☐ Information Technology  
☐ Mathematics  
☐ Physics  

☐ College of Management  
☐ Accounting and Finance  
☐ Management and Marketing  
☐ Management Science and Information Systems  

☐ College of Nursing & Health Sciences  
☐ Exercise Science and Health Sciences  
☐ Nursing  

☐ College of Public and Community Service  
☐ Department of Public & Community Service  
☐ Graduate Human Services  

☐ College of Education & Human Development  
☐ Curriculum and Instruction  
☐ Counseling & School Psychology  
☐ Leadership in Education  

☐ McCormack Graduate School of Policy Studies  
☐ Department of Public Affairs & Public Policy  
☐ Department of Gerontology  
☐ Conflict Resolution, Human Security & Global Governance  

☐ Intercollegiate Programs (e.g., Asian American Studies)  

☐ University College  
☐ Primary affiliation with a Center or Institute  
☐ Other (please specify)  

53. **Staff only:** With which work unit (e.g., division/department) are you primarily affiliated with at this time?  
☐ Chancellor’s Office (e.g. ODI, Special Events)  

☐ Academic Affairs  
☐ Academic Support Services and Undergraduate Studies (e.g. Career Services, Ross Center, University Advising, pre-collegiate programs)  
☐ College of Education and Human Development (e.g. academic departments, NERCHE, ILT)  
☐ College of Liberal Arts (e.g. academic departments, collegiate centers and institutes)  
☐ College of Management (e.g. academic departments, collegiate centers)  
☐ College of Nursing and Health Sciences (e.g. academic departments, GoKids, collegiate centers and institutes)  
☐ College of Public and Community Service (e.g. academic departments, collegiate centers, The Cove)  
☐ College of Science and Mathematics (e.g. academic departments, collegiate centers and institutes, Nantucket program)  
☐ Graduate Studies and Intercollegiate Programs (e.g. Graduate Admissions)  
☐ Information Technology (e.g. Ed. Tech and Learning Commons, Client Services etc.)  
☐ Provost’s Office (e.g. Healey Library, Honors Program, OIRP, OITA, Centers and Institutes)  
☐ McCormack Graduate School of Policy and Global Studies (e.g. academic departments, collegiate centers and institutes)  
☐ Research and Strategic Initiatives (e.g. Research & Sponsored Programs, VDC)  
☐ University College (e.g. Credit and non-Credit Programs, ESL programs, BATEC, online learning)  

☐ Administration and Finance (e.g. Facilities, Budget Office)  
☐ Athletics and Recreation; Special Programs and Projects (e.g. Intercollegiate sports, YES with Africa)  
☐ Enrollment Management (e.g. Financial Aid, Admissions, WUMB radio)
54. Undergraduate Students only: What is your academic major? (Mark all that apply)
   - Undeclared
   - Africana Studies
   - Alternative Career
   - American Studies
   - Anthropology-History
   - Anthropology
   - Art
   - Asian Studies
   - Biochemistry
   - Biology
   - Chemistry
   - Classical Studies
   - Classical Languages
   - Community Studies
   - Computer Science
   - Criminal Justice
   - Early Education & Care in Inclusive Settings
   - Economics
   - Engineering
   - Engineering Physics
   - English
   - Ethical, Social, Political Philosophy
   - Environmental, Earth, & Ocean Science
   - Exercise & Health Science
   - French
   - German Studies
   - Gerontology
   - History
   - History and Archaeology
   - Human Services
   - Individual Major – Liberal Arts
   - Individual Major – Science & Math
   - Information Technology
   - Italian
   - Labor Studies
   - Latin American and Iberian Studies
   - Management
   - Mathematics
   - Music
   - Nursing
   - Nursing – Accelerated (on-line/on-ground)
   - Nursing for RN’s
   - Philosophy
   - Philosophy & Public Policy
   - Physics
   - Political Science
   - Psychology
   - Psychology/Sociology
   - Russian Studies
   - Spanish
   - Sociology
   - Theatre Arts
   - Women's Studies
   - I am enrolled in a certificate program only (please specify) _________________________________
   - I am enrolled in a program of study (e.g. Asian American Studies, Philosophy & Law)
55. **Graduate Students only**: What is your academic program?

- **Doctoral Programs**
  - Biology
  - Biomedical Engineering & Biotechnology
  - Business Administration
  - Clinical Psychology
  - Chemistry
  - Computer Science
  - Counseling and School Psychology
  - Developmental & Brain Sciences
  - Education
  - Environmental Sciences
  - Gerontology
  - Global Governance & Human Security
  - Marine Science & Technology
  - Nursing Practice
  - Nursing
  - Public Policy
  - School Psychology
  - Other (please specify) __________________________________________________________

- **Master’s Programs**
  - Accounting
  - American Studies
  - Applied Economics
  - Applied Linguistics
  - Applied Physics
  - Applied Sociology
  - Biology
  - Biomedical Engineering & Biotechnology
  - Biotechnology & Biomedical Sciences
  - Business Administration
  - Chemistry
  - Computer Science
  - Conflict Resolution
  - Creative Writing
  - Critical & Creative Thinking
  - Education
  - Education Administration
  - English
  - Environmental Sciences
  - Family Therapy
  - Finance
  - Gerontology
  - Historical Archaeology
  - History
  - Human Services
  - Information Technology
  - International Management
  - Instructional Design
  - Latin and Classical Humanities
  - Marine Science & Technology
  - Mental Health Counseling
  - Nursing
  - Public Affairs
  - Public Policy
  - Rehabilitation Counseling
  - School Counseling
  - School Psychology
  - Special Education
  - Vision Studies
  - Other (please specify) __________________________________________________________

- **Graduate Certificates**
  - Adapting the Curriculum
56. Which, if any, of the disabilities/conditions listed below impact your learning, working or living activities? 
(Mark all that apply)
- Acquired/Traumatic Brain Injury
- Attention Deficit/Hyperactivity Disorder
- Asperger's/Autism Spectrum
- Blind
- Chronic health impairment
- Low vision
- Deaf
- Hard of Hearing
- Learning Disability
- Mental Health/Psychological
- Physical/Mobility condition that affects walking
- Speech/Communication
- Other (please specify) ________________________________

57. What is your citizenship status?
- International Student (Student or Temporary Visa)
- Permanent U.S. Resident/Green card holder
- Dual Citizenship, U.S. and Another
- U.S. Citizen, Naturalized
- U.S. Citizen, Foreign Born Parent(s)
- U.S. Citizen, U.S. Born Parents
58. When did you come to the United States to live?
- I was born in the U.S.
- 1949 or earlier
- 1950-1959
- 1960-1969
- 1970-1979
- 1980-1989
- 1990-1999
- 2000-2005
- 2006-2010
- 2011 or later

59. How would you characterize your political views?
- Far left
- Liberal
- Progressive
- Moderate or middle of the road
- Conservative
- Far Right
- Undecided
- Other (please specify) _____________________________________________________________

60. Do you usually speak a language other than English at home or with family?
- Yes
- No

61. What is your religious or spiritual identity? (Mark all that apply)
- Agnostic
- Ahmadi Muslim
- African Methodist Episcopal
- Atheist
- Assembly of God
- Baha’i
- Baptist
- Buddhist
- Christian Orthodox
- Confucianist
- Christian Methodist Episcopal
- Druid
- Episcopalian
- Evangelical Christian
- Greek Orthodox
- Hindu
- Jain
- Jehovah’s Witness
- Jewish Conservative
- Jewish Orthodox
- Jewish Reformed
- Latter-day Saints
- Lutheran
- Mennonite
- Moravian
- Muslim
- Native American Traditional Practitioner or Ceremonial
- Nondenominational Christian
- Pagan
- Pentecostal
- Presbyterian
- Protestant
- Quaker
- Rastafarian
- Roman Catholic
- Russian Orthodox
- Scientologist
- Secular Humanist
- Seventh Day Adventist
- Shi'ite
- Sufi
- Sunni
- Shinto
- Sikh
- Taoist
- United Methodist
- Unitarian Universalist
- United Church of Christ
- Wiccan
- Spiritual, but no religious affiliation
- No affiliation
- Other (please specify) _____________________________________________________________

62. **Students only**: Are you currently dependent (family/guardian is assisting with your living/educational expenses) or independent (you are the sole provider for your living/educational expenses)
   - Dependent
   - Independent

63. **Students only**: What is your **best estimate** of your family’s yearly income (if partnered, married, or a dependent student) or your yearly income (if single and independent student)?
   - Below $10,000
   - $10,000-$19,999
   - $20,000-$29,999
   - $30,000 - $39,999
   - $40,000 - $49,999
   - $50,000 - $59,999
   - $60,000- $69,999
   - $70,000- $79,999
   - $80,000 - $89,999
   - $90,000- $99,999
   - $100,000 - $124,999
   - $125,000 - $149,999
   - $150,000 - $199,999
   - $200,000 - $249,999
   - $250,000 - $299,999
   - $300,000 - $399,999
   - $400,000 - $499,999
   - $500,000 or more

64. **Students only**: Are you a former foster-care youth?
   - Yes
   - No

65. **Students only**: Where do you live?
   - Non-campus housing
   - Independently in an apartment/house
   - Living with family member/guardian
   - Homeless (e.g. couch surfing, sleeping in car, sleeping in campus office/lab)

66. **Students only**: How many minutes do you commute to UMass Boston one-way?
   - 10 or less
   - 11-20
   - 21-30
   - 31-40
   - 41-50
   - 51-60
   - 61 and over
67. Students only: Are you employed? (Mark all that apply)
   - No
   - Yes, on campus. How many hours do you work?
     - 1-5 hours/week
     - 6-10 hours/week
     - 11-15 hours/week
     - 16-20 hours/week
     - 21-25 hours/week
     - 26-30 hours per/week
     - More than 31 hours/week
   - Yes, off campus. How many hours do you work?
     - 1-5 hours/week
     - 6-10 hours/week
     - 11-15 hours/week
     - 16-20 hours/week
     - 21-25 hours/week
     - 26-30 hours per/week
     - More than 31 hours/week

68. Students only: How are you currently paying for college? (Mark all that apply)
   - Credit Card
   - Institutional Scholarship or Grant
   - Family contribution
   - Federal Grant
   - Federal Loan
   - Fellowship
   - Outside Scholarship
   - Personal contribution /job (e.g., work-study, outside employment)
   - Private Loan
   - State Grant
   - State Loan
   - State Scholarship
   - State Agency Payment (e.g., Massachusetts Rehab.)
   - Teaching Assistant Waivers
   - Third Party Payment (e.g., employer’s reimbursement)
   - Veterans Benefits
   - Waivers
   - Wire Transfer
   - Others (please specify) __________________________________________________________

69. Students only: Do you participate in any of the following types of clubs/organizations at UMass Boston? (Mark all that apply)
   - I do not participate in any clubs/organizations
   - Student Government (e.g., Student Governance)
   - Academic/Professional Organizations (e.g., History Club, etc.)
   - Special Interest Organizations (e.g., Robotics)
   - Intercultural/Multicultural Campus Community Groups (e.g., Black Student Union)
   - Political Groups (e.g., MASS Prig)
   - Religious/Spiritual Organizations
   - Service Organizations/Civic Engagement (e.g., Volunteer Office)
   - Social Fraternities and Sororities
   - Publications and Media Organizations (e.g., Campus Newspaper)
   - Intramurals/Clubs Sports
   - Music/Performance Organizations (e.g., Sea Sharps, A Capella Choir)
   - Intercollegiate Athletics
   - Honor Societies (e.g., Tri Beta Honor Society)
   - Student Centers
   - Student Leadership
70. **Undergraduate Students only**: On average, how many hours a week during the past academic year did you spend on experiential learning activities (e.g., service learning, studios, internships, practicums)?

- I don’t participate in any experiential learning activities
- 1-5 hours
- 6-10 hours
- 11-20 hours
- 21-30 hours
- 31-40 hours
- More than 40 hours

71. **Students only**: How many total years do you project you will spend at UMass Boston to complete your current degree?

- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10 or more

72. What is your current relationship status?

- Single, never married
- Single, divorced
- Single, widow (partner/spouse deceased)
- Partnered
- Partnered, in civil union/Registered Domestic Partnerships
- Married or remarried
- Separated
- Other please specify) ________________________________

73. **Students only**: At the end of your last semester, what was your cumulative grade point average?

- 3.51 and above
- 3.00 – 3.50
- 2.51 – 2.99
- 2.00 – 2.50
- Below 2.00

74. **Students only**: The following questions ask you about your academic experience.

<table>
<thead>
<tr>
<th></th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>Don’t know</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am performing up to my full academic potential</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Few of my courses this year have been intellectually stimulating.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I am satisfied with my academic experience at UMass Boston</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I am satisfied with the extent of my intellectual development since enrolling at UMass Boston.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I have performed academically as well as I anticipated I would.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>My academic experience has had a positive influence on my intellectual growth and interest in ideas.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>My interest in ideas and intellectual matters has increased since coming to UMass Boston.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I am considering transferring to another college or university.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>
Part 4: Perceptions of Campus Climate

In this section you will be asked to provide information about how you perceive the learning, living, and working environment at UMass Boston.

75. **WITHIN THE PAST YEAR, have you observed any** conduct or communications directed toward a person or group of people at UMass Boston that you believe has created an exclusionary (e.g., shunned, ignored), intimidating, offensive and/or hostile (bullied, harassing) working or learning environment?
   - No
   - Yes

76. Who/what were the **targets** of this conduct? *(Mark all that apply)*
   - Administrator
   - Advisor
   - Alumni
   - Athletic coach/trainer
   - Campus media (posters, brochures, flyers, handouts, web sites, etc.)
   - Campus visitor(s)
   - Campus organizations or groups
   - Campus police/public safety
   - Co-worker
   - Contractors/vendors
   - Off campus community member
   - Department head
   - Donor
   - Don’t know target
   - Faculty advisor
   - Faculty member
   - Friend
   - Health Services staff
   - Partner/spouse
   - Patient
   - Person that I supervise
   - Registered Campus Organization
   - Service providers
   - Staff member
   - Stranger
   - Student
   - Student employee
   - Supervisor
   - Teaching assistant/Graduate assistant/Lab assistant/Tutor
   - Union representative
   - Other (please specify) ____________________________________________________________

77. Who/what was the **source** of this behavior? *(Mark all that apply)*
   - Administrator
   - Advisor
   - Alumni
   - Athletic coach/trainer
   - Campus media (posters, brochures, flyers, handouts, web sites, etc.)
   - Campus visitor(s)
   - Campus organizations or groups
   - Campus police/public safety
   - Co-worker
   - Contractors/vendors
   - Off campus community member
   - Department head
   - Donor
   - Don’t know source
   - Faculty advisor
   - Faculty member
78. What do you believe were the bases for this conduct? (Mark all that apply)
- Academic Performance
- Age
- Ancestry
- Discipline of study
- Educational level
- Educational modality (on-line, classroom)
- English language proficiency/accent
- Ethnicity
- Gender identity
- Gender expression
- Immigrant/citizen status
- International status
- Learning disability
- Marital status (e.g., single, married, partnered)
- Medical condition
- Military/veteran status
- Parental status (e.g., having children)
- Participation in an organization/team
- Physical characteristics
- Physical disability
- Philosophical views
- Political views
- Position (staff, faculty, student)
- Pregnancy
- Psychological condition
- Race
- Religious/spiritual views
- Sexual orientation
- Socioeconomic status
- Don’t know
- Other (please specify) _____________________________________________________________

79. What forms of behaviors have you observed or personally been made aware of? (Mark all that apply)
- Assumption that someone was admitted/hired/promoted based on his/her identity
- Assumption that someone was not admitted/hired/promoted based on his/her identity
- Deliberately ignored or excluded
- Derogatory remarks
- Derogatory/unsolicited e-mails, text messages, Facebook posts, Twitter posts
- Derogatory written comments
- Derogatory phone calls
- Feared for their physical safety
- Feared for their family’s safety
- Graffiti/vandalism (e.g., event advertisements removed or defaced)
- Intimidated/bullied
Isolated or left out when work was required in groups
Isolated or left out
Racial/ethnic profiling
Receipt of a low performance evaluation
Receipt of a poor grade because of a hostile classroom environment
Physical violence
Singly out as the spokesperson for their identity
Stalking
Threats of physical violence
Victim of a crime
Other (please specify) _____________________________________________________________

80. How many times have you observed this type of conduct?
- 1
- 2
- 3
- 4
- 5
- 6 or more

81. Where did this conduct occur? (Mark all that apply)
- At a UMass Boston event
- In a class/lab/clinical/community placement setting
- In a health services setting at UMass Boston
- In an on-line class
- In a UMass Boston dining facility
- In a UMass Boston office
- In a faculty office
- In a public space at UMass Boston
- In a meeting with one other person
- In a meeting with a group of people
- In athletic facilities
- In off-campus housing
- Off campus
- On a social networking sites/Facebook/Twitter/cell phone/other form of technological communication
- On campus transportation
- On transportation to sports, academic field trips, etc.
- In a student organization/club
- While working at a UMass Boston job
- While walking on campus
- Other (please specify) _____________________________________________________________

82. Please describe your reactions to observing this conduct. (Mark all that apply)
- I did nothing
- I felt embarrassed
- I felt somehow responsible
- I ignored it
- I was afraid
- I was angry
- I intervened/assisted the targeted person
- It didn’t affect me at the time
- I left the situation immediately
- I sought support from off-campus hot-line/advocacy services/therapist
- I sought support from campus resource (Academic Support Programs, University Advising Center, Student Support Services, Counseling Center, ODI Office, Student Affairs)
- I told a friend/colleague
- I told a family member
- I contacted a law enforcement official
- I sought support from a staff person
- I sought support from a teaching assistant/graduate assistant
- I sought support from a supervisor/administrator
- I sought support from a department chair
- I sought support from a faculty member
I sought support from a spiritual advisor (e.g., pastor, rabbi, priest)
I sought support from student employee (e.g., peer counselor)
I sought support from my union representative
I sought information on-line
I didn’t know who to go to
I made an official complaint to a campus employee/official
I consulted with university officials and followed the policy procedure for informal resolution of a discriminatory dispute
I did report it but it but I did not feel the complaint was taken seriously
I did not report it for fear of negative treatment
Other (please specify) _____________________________________________________________

83. If you would like to elaborate on your observations, please do so here.
___________________________________________________________________________________
___________________________________________________________________________________
___________________________________________________________________________________

If you have experienced discomfort in responding to any of these questions, please contact:

Students please contact:
Counseling Center
Quinn Administration Building, 2nd Floor
617-287-5690

Faculty & Staff please contact:
Lifeworks
1-888-267-8126
Website: www.lifeworks.com
User ID: umass
Password: lifeworks

Please respond to the following question based on the last year or most recent hiring cycle.

84. Staff/Faculty only: I have observed hiring practices at UMass Boston (e.g., hiring supervisor bias, search committee bias, lack of effort in diversifying recruiting pool) that I perceive to be unfair and unjust or would inhibit diversifying the community.
  ☐ No
  ☐ Yes
  ☐ Don't know

85. Staff/Faculty only: I believe that the unfair and unjust hiring practices were based upon (Mark all that apply)
  ☐ Age
  ☐ Ancestry
  ☐ Country of origin
  ☐ Discipline of study
  ☐ Educational level
  ☐ Educational modality (on-line, classroom)
  ☐ English language proficiency/accent
  ☐ Ethnicity
  ☐ Gender identity
  ☐ Gender expression
  ☐ Immigrant/citizen status
  ☐ International status
  ☐ Learning disability
  ☐ Marital status (e.g., single, married, partnered)
  ☐ Medical condition
  ☐ Military/veteran status
  ☐ Parental status (e.g., having children)
  ☐ Participation in an organization/team
  ☐ Physical characteristics
86. **Staff/Faculty only**: If you would like to elaborate on your observations, please do so here.
___________________________________________________________________________________
___________________________________________________________________________________
___________________________________________________________________________________

Please respond to the following question based on the most RECENT ACTIONS with regard to unfair or unjust employment-related discipline up to and including dismissal.

87. **Staff/Faculty only**: I have observed employment-related discipline or action up to and including dismissal at UMass Boston that I perceive to be unfair and unjust or would inhibit diversifying the community.
- [ ] No
- [ ] Yes
- [ ] Don't know

88. **Staff/Faculty only**: I believe that the unfair or unjust employment-related discipline or action were based upon **(Mark all that apply)**
- [ ] Age
- [ ] Ancestry
- [ ] Country of origin
- [ ] Discipline of study
- [ ] Educational level
- [ ] Educational modality (on-line, classroom)
- [ ] English language proficiency/accent
- [ ] Ethnicity
- [ ] Gender identity
- [ ] Gender expression
- [ ] Immigrant/citizen status
- [ ] International status
- [ ] Learning disability
- [ ] Marital status (e.g., single, married, partnered)
- [ ] Medical condition
- [ ] Military/veteran status
- [ ] Parental status (e.g., having children)
- [ ] Participation in an organization/team
- [ ] Physical characteristics
- [ ] Physical disability
- [ ] Philosophical views
- [ ] Political views
- [ ] Position (staff, faculty, student)
- [ ] Pregnancy
- [ ] Psychological condition
- [ ] Race
- [ ] Religious/spiritual views
- [ ] Sexual orientation
- [ ] Socioeconomic status
- [ ] Don't know
- [ ] Other (please specify) _____________________________________________________________
89. **Staff/Faculty only**: If you would like to elaborate on your observations, please do so here.

___________________________________________________________________________________
___________________________________________________________________________________
___________________________________________________________________________________
___________________________________________________________________________________

Please respond to the following question based on the most RECENT ACTIONS with regard to promotion/tenure/reappointment/reclassification.

90. **Staff/Faculty only**: I have observed promotion/tenure/reappointment/reclassification practices at UMass Boston that I perceive to be unfair or unjust.

- No
- Yes
- Don’t know

91. **Staff/Faculty only**: I believe the unfair or unjust behavior, procedures, or employment practices related to promotion/tenure/reappointment/reclassification were based upon… *(Mark all that apply)*

- Age
- Ancestry
- Country of origin
- Discipline of study
- Educational level
- Educational modality (on-line, classroom)
- English language proficiency/accents
- Ethnicity
- Gender identity
- Gender expression
- Immigrant/citizen status
- International status
- Learning disability
- Marital status (e.g., single, married, partnered)
- Medical condition
- Military/veteran status
- Parental status (e.g., having children)
- Participation in an organization/team
- Physical characteristics
- Physical disability
- Philosophical views
- Political views
- Position (staff, faculty, student)
- Pregnancy
- Psychological condition
- Race
- Religious/spiritual views
- Sexual orientation
- Socioeconomic status
- Don’t know
- Other (please specify) _____________________________________________________________

92. **Staff/Faculty only**: If you would like to elaborate on your observations, please do so here.

___________________________________________________________________________________
___________________________________________________________________________________
___________________________________________________________________________________
___________________________________________________________________________________
93. Using a scale of 1-5, please rate the overall climate at UMass Boston on the following dimensions:
(Note: As an example, for the first item, “friendly—hostile,” 1=very friendly, 2= somewhat friendly, 3= neither friendly nor hostile, 4= somewhat hostile, and 5= very hostile)

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Friendly</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Hostile</td>
</tr>
<tr>
<td><strong>Cooperative</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Uncooperative</td>
</tr>
<tr>
<td><strong>Improving</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Regressing</td>
</tr>
<tr>
<td>Positive for people who are conservative</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Negative for people who are conservative</td>
</tr>
<tr>
<td>Positive for people who are liberal</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Negative for people who are liberal</td>
</tr>
<tr>
<td>Positive for persons with disabilities</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Negative for persons with disabilities</td>
</tr>
<tr>
<td>Positive for people who identify as lesbian, gay or bisexual</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Negative for people who identify as lesbian, gay or bisexual</td>
</tr>
<tr>
<td>Positive for people of my spiritual affiliation</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Negative for people of my spiritual affiliation</td>
</tr>
<tr>
<td>Positive for people of other faith backgrounds</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Negative for people of other faith backgrounds</td>
</tr>
<tr>
<td>Positive for people who are agnostic/atheist</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Negative for people who are agnostic/atheist</td>
</tr>
<tr>
<td>Positive for People of Color</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Negative for People of Color</td>
</tr>
<tr>
<td>Positive for men</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Positive for men - Negative for men</td>
</tr>
<tr>
<td>Positive for women</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Positive for women - Negative for women</td>
</tr>
<tr>
<td>Positive for non-native English speakers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Negative for non-native English speakers</td>
</tr>
<tr>
<td>Positive for people who are immigrants</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Negative for people who are immigrants</td>
</tr>
<tr>
<td>Positive for people who are not U.S. citizens</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Negative for people who are not U.S. citizens</td>
</tr>
<tr>
<td>Welcoming</td>
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<td></td>
<td></td>
<td>Not welcoming</td>
</tr>
<tr>
<td>Respectful</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Disrespectful</td>
</tr>
<tr>
<td>Positive for people of high socioeconomic status</td>
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<td></td>
<td></td>
<td></td>
<td>Negative for people of high socioeconomic status</td>
</tr>
<tr>
<td>Positive for people of low socioeconomic status</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Negative for people of low socioeconomic status</td>
</tr>
<tr>
<td>Positive for people who identify as transgender</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Negative for people who identify as transgender</td>
</tr>
</tbody>
</table>

94. Using a scale of 1-5, please rate the overall climate at UMass Boston on the following dimensions:
(Note: As an example, for the first item, 1= completely free of racism, 2= mostly free of racism, 3= occasionally encounter racism; 4= regularly encounter racism; 5= constantly encounter racism)

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Not racist</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Racist</td>
</tr>
<tr>
<td><strong>Not sexist</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Sexist</td>
</tr>
<tr>
<td><strong>Not homophobic</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Homophobic</td>
</tr>
<tr>
<td><strong>Not transphobic</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Transphobic</td>
</tr>
<tr>
<td><strong>Not age biased</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Age biased</td>
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<tr>
<td><strong>Not classist (socioeconomic status)</strong></td>
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<td></td>
<td></td>
<td></td>
<td>Classist (socioeconomic status)</td>
</tr>
<tr>
<td><strong>Not classist (position: faculty, staff, student)</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Classist (position: faculty, staff, student)</td>
</tr>
<tr>
<td><strong>Disability friendly</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Not disability friendly</td>
</tr>
</tbody>
</table>
95. **Students/Faculty only**: The classroom/learning environment is welcoming for students based on their:

<table>
<thead>
<tr>
<th></th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>Don't know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
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<td>○</td>
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<tr>
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<tr>
<td>English language proficiency/acc</td>
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<td>○</td>
<td>○</td>
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<td>○</td>
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<tr>
<td>Ethnicity</td>
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<td>○</td>
<td>○</td>
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<tr>
<td>Gender identity</td>
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<tr>
<td>Gender expression</td>
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<td>○</td>
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<tr>
<td>Immigrant/citizen status</td>
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<td>○</td>
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<tr>
<td>International status</td>
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<tr>
<td>Learning disability</td>
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<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Marital status (e.g., single, married, partnered)</td>
<td>○</td>
<td>○</td>
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<tr>
<td>Medical conditions</td>
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<td>○</td>
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<tr>
<td>Military/veteran status</td>
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<td>○</td>
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<tr>
<td>Parental status (e.g. having children)</td>
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<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Participation in an campus club/organization</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Participation on an athletic team</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
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<td>Physical characteristics</td>
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<tr>
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<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Philosophical views</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Political views</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Psychological condition</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Race</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Religious/spiritual views</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Sexual orientation</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Socioeconomic status</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

96. **Students only**: Please indicate your level of agreement to the following statements:

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>Don't know</th>
</tr>
</thead>
<tbody>
<tr>
<td>I feel valued by faculty in the classroom/learning environment.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I feel valued by other students in the classroom.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I feel valued by my tutors, peer mentors, teaching assistants.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I feel valued by peers in student organizations.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I think UMass Boston faculty are genuinely concerned about my welfare.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I think UMass Boston staff are genuinely concerned about my welfare.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I think administrators are genuinely concerned about my welfare.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I think faculty pre-judge my abilities based on perceived identity/background.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I believe the campus climate encourages free and open discussion of difficult topics.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I have faculty who I perceive as role models.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I have staff who I perceive as role models.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I have administrators who I perceive as role models.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I don’t see enough faculty/staff with whom I identify.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I have opportunities for academic success that are similar to those of my classmates.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

97. **Students only**: If you would like to elaborate on your observations, please do so here.

______________________________________________________________________________

______________________________________________________________________________

______________________________________________________________________________

______________________________________________________________________________
98. **Staff/Faculty only:** My workplace climate is welcoming based on a person’s:

<table>
<thead>
<tr>
<th>Strongly agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>Don't know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ancestry</td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Country of origin</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>English language proficiency/accent</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ethnicity</td>
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</tr>
<tr>
<td>Gender identity</td>
<td></td>
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<tr>
<td>Gender expression</td>
<td></td>
<td></td>
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<tr>
<td>Immigrant/citizen status</td>
<td></td>
<td></td>
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<td></td>
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<tr>
<td>International status</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Learning disability</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Marital status (e.g., single, married, partnered)</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Medical conditions</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Military/veteran status</td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Parental status (e.g. having children)</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Participation in an campus club/organization</td>
<td></td>
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<tr>
<td>Participation on an athletic team</td>
<td></td>
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<tr>
<td>Physical characteristics</td>
<td></td>
<td></td>
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<tr>
<td>Physical disability</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Philosophical views</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Political views</td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Psychological condition</td>
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<tr>
<td>Race</td>
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<tr>
<td>Religious/spiritual views</td>
<td></td>
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</tr>
<tr>
<td>Sexual orientation</td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Socioeconomic status</td>
<td></td>
<td></td>
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</tr>
</tbody>
</table>

99. How would you rate the accessibility at UMass Boston?

<table>
<thead>
<tr>
<th>Fully accessible</th>
<th>Accessible with accommodations</th>
<th>Not accessible</th>
<th>Don't know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Physical Accessibility</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Athletic facilities (stadium, arena, etc.)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Classroom Buildings</td>
<td></td>
<td></td>
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<tr>
<td>Classrooms, labs (e.g. science labs)</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Computer labs</td>
<td></td>
<td></td>
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<tr>
<td>Dining Facilities</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Elevators</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Health Services Center</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Library</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>On-campus transportation/parking</td>
<td></td>
<td></td>
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<tr>
<td>Other campus locations (e.g. Archives, satellite campuses)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Recreational facilities</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Restrooms</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Studios/Performing Arts Spaces</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Walkways and pedestrian paths</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

| Course instruction/materials accessibility |
| Braille signage/Raised print |       |          |                   |            |
| Hearing loops |       |          |                   |            |
| Information in Alternative Formats |       |          |                   |            |
| Instructional Materials |       |          |                   |            |

| UMass Boston Website |       |          |                   |            |

100. If you would like to elaborate on your observations to the previous question, please do so here.

____________________________________________________________________________________
____________________________________________________________________________________
____________________________________________________________________________________
101. How respectful is the climate at UMass Boston for people who are/have...

<table>
<thead>
<tr>
<th>Category</th>
<th>Very respectful</th>
<th>Respectful</th>
<th>Disrespectful</th>
<th>Very disrespectful</th>
<th>Don't know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Psychological health issues</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Physical health issues</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Female</td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Religious affiliations other than Christian</td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Christian affiliations</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Gay, lesbian, and bisexual</td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Immigrants</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>International students, staff, or faculty</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Learning disability</td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Male</td>
<td></td>
<td></td>
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<td></td>
<td></td>
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<tr>
<td>Non-native English speakers</td>
<td></td>
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<tr>
<td>Parents/guardians of dependent children</td>
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<tr>
<td>People of Color</td>
<td></td>
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<tr>
<td>Providing care for adults who are disabled and/or elderly.</td>
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<tr>
<td>Physical disability</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Socioeconomically disadvantaged</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Socioeconomically advantaged</td>
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<td></td>
</tr>
<tr>
<td>Transgender</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Veterans/active military members</td>
<td></td>
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</tr>
<tr>
<td>Other, please specify</td>
<td></td>
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</tr>
</tbody>
</table>

102. How respectful is the climate at UMass Boston for persons from the following racial/ethnic backgrounds?

<table>
<thead>
<tr>
<th>Category</th>
<th>Very respectful</th>
<th>Respectful</th>
<th>Disrespectful</th>
<th>Very disrespectful</th>
<th>Don't know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alaskan Native/Native American/Indigenous</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Asian</td>
<td></td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Black</td>
<td></td>
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<tr>
<td>Latino(a)/Hispanic</td>
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<tr>
<td>Pacific Islander/Native Hawaiian</td>
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<td></td>
</tr>
<tr>
<td>White</td>
<td></td>
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</tr>
</tbody>
</table>

103. Students only. Before I enrolled, I expected that the campus climate would be ____________ for people who are/have...

<table>
<thead>
<tr>
<th>Category</th>
<th>Very respectful</th>
<th>Respectful</th>
<th>Disrespectful</th>
<th>Very disrespectful</th>
<th>Didn't know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Psychological health issues</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Physical health issues</td>
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<td></td>
</tr>
<tr>
<td>Female</td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Religious affiliations other than Christian</td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Christian affiliations</td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Gay, lesbian, bisexual</td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Immigrants</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>International students, staff, or faculty</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Learning disability</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Male</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Non-native English speakers</td>
<td></td>
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<td></td>
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<tr>
<td>Parents/guardians</td>
<td></td>
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</tr>
<tr>
<td>People of Color</td>
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<tr>
<td>Providing care for other than a child (e.g., elder care)</td>
<td></td>
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</tr>
<tr>
<td>Physical disability</td>
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<td></td>
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<tr>
<td>Socioeconomically disadvantaged</td>
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</tr>
<tr>
<td>Socioeconomically advantaged</td>
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<tr>
<td>Transgender</td>
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<td></td>
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<tr>
<td>Veterans/active military members</td>
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<tr>
<td>Other, please specify</td>
<td></td>
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</tr>
</tbody>
</table>
Part 5: Institutional Actions Relative to Climate Issues

104. **Students only:** To what extent do you agree that the courses you have taken at UMass Boston include sufficient materials, perspectives and/or experiences of people based on their:

<table>
<thead>
<tr>
<th></th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>Don't know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Country of origin</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ethnicity</td>
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<tr>
<td>Gender</td>
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<tr>
<td>Immigrant/citizen status</td>
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<tr>
<td>International status</td>
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<tr>
<td>Learning disability</td>
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<tr>
<td>Military/veteran status</td>
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<tr>
<td>Physical disability</td>
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<td></td>
</tr>
<tr>
<td>Philosophical views</td>
<td></td>
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<td></td>
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<tr>
<td>Political views</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Race</td>
<td></td>
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<tr>
<td>Religious/spiritual views</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Sexual orientation</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Socioeconomic status</td>
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</tr>
</tbody>
</table>

105. **Staff/Faculty:** How does/would each of the following affect the climate at UMass Boston? If you mark "Not currently available at UMass Boston", please indicate how you feel it would influence the climate if it was available.

<table>
<thead>
<tr>
<th>Not currently available at UMass Boston</th>
<th>Positively influence campus climate</th>
<th>No influence on campus climate</th>
<th>Negatively influence campus climate</th>
<th>Don't know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Providing flexibility for promotion for faculty</td>
<td>❑</td>
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</tr>
<tr>
<td>Providing recognition and rewards for including diversity issues in courses across the curriculum</td>
<td>❑</td>
<td>❑</td>
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</tr>
<tr>
<td>Providing recognition and rewards for involvement in diversity-related community engagement activities</td>
<td>❑</td>
<td>❑</td>
<td>❑</td>
<td>❑</td>
</tr>
<tr>
<td>Providing diversity training for staff</td>
<td>❑</td>
<td>❑</td>
<td>❑</td>
<td>❑</td>
</tr>
<tr>
<td>Providing diversity training for faculty</td>
<td>❑</td>
<td>❑</td>
<td>❑</td>
<td>❑</td>
</tr>
<tr>
<td>Providing diversity training for students</td>
<td>❑</td>
<td>❑</td>
<td>❑</td>
<td>❑</td>
</tr>
<tr>
<td>Providing access to counseling for people who have experienced harassment</td>
<td>❑</td>
<td>❑</td>
<td>❑</td>
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</tr>
<tr>
<td>Providing mentorship for new faculty</td>
<td>❑</td>
<td>❑</td>
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<td>❑</td>
</tr>
<tr>
<td>Providing mentorship for new staff</td>
<td>❑</td>
<td>❑</td>
<td>❑</td>
<td>❑</td>
</tr>
<tr>
<td>Providing a clear and fair process to resolve conflicts</td>
<td>❑</td>
<td>❑</td>
<td>❑</td>
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</tr>
<tr>
<td>Including diversity-related professional experiences as one of the criteria for hiring of staff/faculty</td>
<td>❑</td>
<td>❑</td>
<td>❑</td>
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<tr>
<td>Providing diversity and equity training to search and tenure committees</td>
<td>❑</td>
<td>❑</td>
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</tr>
<tr>
<td>Increasing the diversity of the faculty</td>
<td>❑</td>
<td>❑</td>
<td>❑</td>
<td>❑</td>
</tr>
<tr>
<td>Increasing the diversity of the staff</td>
<td>❑</td>
<td>❑</td>
<td>❑</td>
<td>❑</td>
</tr>
<tr>
<td>Increasing the diversity of the administration</td>
<td>❑</td>
<td>❑</td>
<td>❑</td>
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</tr>
<tr>
<td>Increasing the diversity of the student body</td>
<td>❑</td>
<td>❑</td>
<td>❑</td>
<td>❑</td>
</tr>
<tr>
<td>Providing on-campus year-round child care for students/faculty/staff</td>
<td>❑</td>
<td>❑</td>
<td>❑</td>
<td>❑</td>
</tr>
<tr>
<td>Providing on-campus after-school programs for students/faculty/staff</td>
<td>❑</td>
<td>❑</td>
<td>❑</td>
<td>❑</td>
</tr>
<tr>
<td>Providing lactation locations</td>
<td>❑</td>
<td>❑</td>
<td>❑</td>
<td>❑</td>
</tr>
<tr>
<td>Providing career development opportunities for staff</td>
<td>❑</td>
<td>❑</td>
<td>❑</td>
<td>❑</td>
</tr>
</tbody>
</table>
106. **Staff/Faculty**: If you would like to elaborate on how any of the above influence campus climate, please do so here.

___________________________________________________________________________________
___________________________________________________________________________________
___________________________________________________________________________________

107. **Students only**: How would each of the following affect the climate at UMass Boston?

<table>
<thead>
<tr>
<th>Action</th>
<th>Positively influence campus climate</th>
<th>Has no influence on campus climate</th>
<th>Negatively influence campus climate</th>
<th>Don’t know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Providing diversity training for students</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Providing diversity training for staff</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Providing diversity training for faculty</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Providing a person to address student complaints of classroom inequity</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Increasing the diversity of the faculty and staff</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Increasing the diversity of the student body</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Increasing opportunities for cross-cultural dialogue among students</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Increasing opportunities for cross-cultural dialogue between faculty, staff and students</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Incorporating issues of diversity and cross-cultural competence more effectively into the curriculum</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Providing staff/faculty mentorship of students</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Providing on-campus year-round child care for students/faculty/staff</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
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</tr>
<tr>
<td>Providing on-campus after-school programs for students/faculty/staff</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Providing lactation locations on campus for students/faculty/staff</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
</tbody>
</table>

108. **Students only**: If you would like to elaborate on how any of the above influence campus climate, please do so here.

___________________________________________________________________________________
___________________________________________________________________________________
___________________________________________________________________________________
Part 6: Your Additional Comments

109. This survey has asked you to reflect upon a large number of issues related to the climate and your experiences in this climate, using a multiple-choice format. If you would like to elaborate upon any of your survey responses, further describe your experiences, or offer additional thoughts on what UMass Boston initiatives you feel are successful and/or ways that UMass Boston might improve the climate, we encourage you to do so in the space provided below.

___________________________________________________________________________________
___________________________________________________________________________________
___________________________________________________________________________________
___________________________________________________________________________________
___________________________________________________________________________________

110. Please provide any additional comments you have about this survey.

___________________________________________________________________________________
___________________________________________________________________________________
___________________________________________________________________________________
___________________________________________________________________________________
___________________________________________________________________________________
THANK YOU FOR YOUR PARTICIPATION IN THIS SURVEY!!!

We recognize that answering some of the questions on this survey may have been difficult for some of you. We thank you again for your participation.

Participants who experience discomfort are encouraged to contact:

**Students please contact:**
Counseling Center
Quinn Administration Building, 2nd Floor
617-287-5690

**Faculty & Staff please contact:**
Lifeworks
1-888-267-8126
Website: www.lifeworks.com
User ID: umass
Password: lifeworks

Survey results will be available in Spring 2013.

To show our appreciation of your participation in this survey, we are offering you the opportunity to win any of the following prizes:

**Faculty & Staff**
1st prize  A semester parking pass or T-pass
2nd prize  A $250 Visa gift card
3rd prize  Dinner for two at Phillips Old Colony House

**Students**
1st prize  A Dell laptop
2nd prize  A semester parking pass or T-pass
3rd prize  A $250 Visa gift card

Submitting your contact information for a prize is optional. **No survey information is connected to entering your information.** To enter the drawing please provide your name, phone number, and/or e-mail address below. This page will be separated from your survey responses upon receipt by Rankin & Associates and will not be used with any of your responses. Providing this information is voluntary to be entered into the incentives drawing.

Name: ____________________________________________________________________________

Phone: ___________________________  E-mail address: ________________________________

Names will be chosen at random on Friday, November 30th. Duplicate entries will be discarded.