

2017 Faculty and Staff Climate Assessment Survey Report

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A very special thanks to Mary Frank Fox, professor of Public Policy and ADVANCE Professor, for her assistance with reviewing and revising the Climate Assessment Survey's basic questions and research issues explored in this project.

The 2017 Climate Assessment Survey replicated the Climate Assessment Survey that was created and conducted in 2013. In Spring 2012, Provost Rafael L. Bras charged a Climate Assessment Task Force (CATF) to develop a survey to help define, measure, and assess Georgia Tech's progress toward the goals articulated in its Strategic Plan:

We aspire to be an Institute that pursues excellence and embraces and leverages diversity in all of its forms. In the years ahead, we must continue to enhance a culture of collegiality, close collaboration, global perspective, intercultural sensitivity and respect, and thoughtful interaction among a community of scholars that includes all of our students, faculty, and staff..

(Georgia Institute of Technology, 2010, p. 5)

The CATF was co-chaired by Archie Ervin and Jonathan Gordon, director of the Office of Assessment (OOA). The task force was comprised of faculty, staff, and students and was tasked with overseeing a survey development process that would assess the present experiences, perceptions, and knowledge of faculty, staff, and students with respect to the following issue areas:

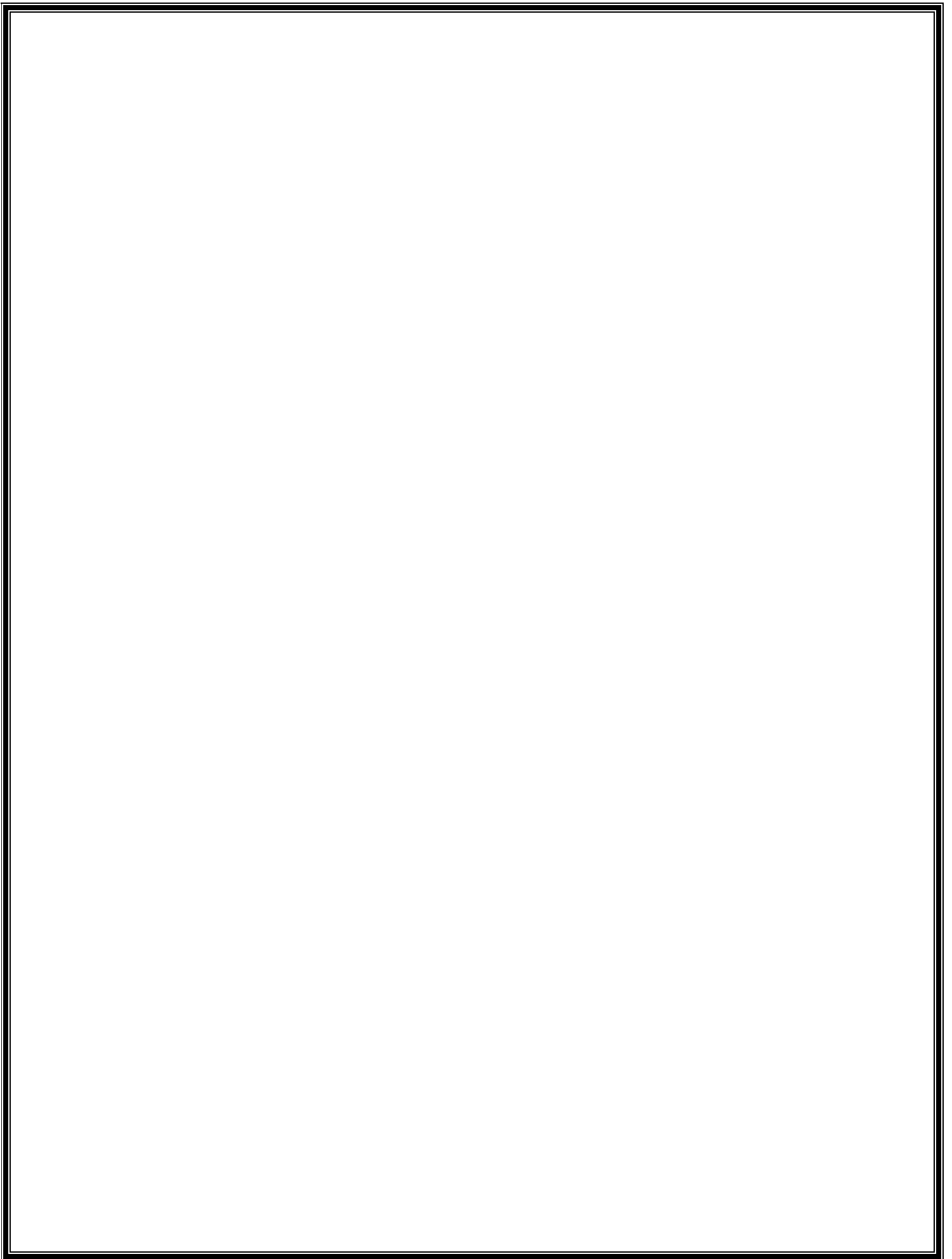
- a culture of collegiality
- close collaboration
- global perspective
- intercultural sensitivity and respect
- thoughtful interaction among a diverse community of scholars that includes all of our students, faculty, staff...

The 2017 survey questions were reviewed and revised for purposes of clarifying questions and survey question format in order to ensure compliance with the USG's AMAC Accessibility requirements. Through a consultative and iterative process, the 2013 survey questions were reviewed by a small group that consisted of Archie Ervin, Joe Ludlum, Julie Ancis, and Keona Lewis with technical advisement from Mary Frank Fox. The content of the 2013 survey questions was not modified in order to analyze changes in survey responses from 2013 to 2017, which allows tracking of responses over time. The 2017 survey was administered to faculty and staff in November 2017. In separate sections, this report presents summary findings of the faculty survey, along with detailed appendices containing means and frequencies for colleges and various subgroups of respondents. These results serve as a baseline against which we may measure institutional progress in subsequent years.

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Faculty



EXECUTIVE SUMMARY

Faculty (both tenured/tenure-track and non-tenure-track) and postdoctoral fellows were invited to participate in the Georgia Tech Climate Assessment Survey. This report focuses specifically on tenured/tenure-track faculty. Of the 1,047 tenured/tenure-track faculty invited to participate in the survey, 357 responded for an overall response rate of 34.1 percent. This section summarizes the results of respondents. Among the highlights:

- Overall, responding faculty express general satisfaction with the support they receive from their colleagues, with more than 80 percent of respondents stating they are very or somewhat satisfied with the support they receive in *advice on the promotion/tenure process* (83.4 percent satisfied), *understanding that individuals have different personal responsibilities* (81.4 percent satisfied), and *establishing professional contacts* (81.2 percent satisfied).
- Responding faculty expressed relatively high levels of satisfaction with the chairs in terms of *understanding that individuals have different personal responsibilities* (87.5 percent satisfied) and *the degree to which agreements are honored by my supervisor* (87.4 percent satisfied). Faculty expressed less satisfaction with the degree to which their chair provided *mentoring for leadership* (66.3 percent satisfied), and *advice on obtaining grants* (56.1 percent satisfied).
- Some differences in perception and opinion exist among male and female faculty: responding female faculty were less satisfied with *my school's efforts to retain faculty from diverse backgrounds* (82.5 percent of males were satisfied versus 57.0 percent of females). Responding female faculty were almost twice as likely to *have considered leaving Georgia Tech because of concerns about collegiality* (44.4 percent of females versus 24.1 percent of males).
- The majority of female faculty (76.3 percent) stated they had *experienced instances of marginalization at Georgia Tech based on gender* (compared to 15.9 percent of responding male faculty), and twice as many of the female faculty experienced marginalization based on *age* (42.0 percent, versus 22.6 percent of male faculty).
- Underrepresented minority (URM) faculty were less likely to agree with their non-URM peers that *adequate processes are in place to address grievances at Georgia Tech* (62.5 percent of URM respondents agreed versus 71.2 percent of non-URM faculty). URM faculty were three times as likely to have experienced marginalization based on *race or ethnicity* (51.4 percent) than their non-URM counterparts (16.7 percent).
- Generally, faculty report high levels of agreement regarding the Institute's objectives concerning diversity. A large majority (90.8 percent) agreed that *diversity is integral to Georgia Tech's ability to successfully fulfill its mission*. While quite high, this is down from 2013 (93.4 percent agreed). However, more faculty felt that *the diversity of our faculty contributes to the overall prestige of my school* (from 71.8 percent in 2013 to 81.9 percent in 2017).
- Compared to 2013, faculty are generally more positive about the work environment at Georgia Tech, such as feeling *faculty colleagues are encouraged and empowered* (74.8 percent, up from 66.4 percent in 2013), and *clarity exists about the promotion and tenure process* (77.3 percent, up from 66.7 percent in 2013).

SURVEY METHODOLOGY AND QUALITY ASSURANCE

Faculty^{1.1} were invited by email to complete the Georgia Tech Climate Assessment Survey via the web in November 2017. Two reminders were sent to increase response rates. Of the 1,047 tenured/tenure-track faculty invited to participate in the survey, 357 responded for an overall response rate of 34.1 percent and a sampling error (95 percent confidence interval) of 4.2 percent. Chi Square Goodness of Fit Tests ($p < .01$) revealed that the respondents were representative of the overall faculty population in terms of sex, rank, and college, but were not representative on the basis of ethnicity. The Institute results in this report are weighted by college to portray the population more accurately.^{1.2} Due to the way in which race and ethnicity were collected in the survey versus how they were coded in Georgia Tech's databases, weighting by these factors was considered impractical and was not performed.

Table 1.1. Faculty demographics

	Respondent Frequency	Valid Respondent Percent ^{1.3}	Faculty Population Percent
Sex			
Male	257	72.8	77.4
Female	96	27.2	22.6
Other or Not specified	4	n/a	
Ethnicity			
Hispanic or Latino/a	22	6.4	3.5
Not Hispanic or Latino/a	323	93.6	96.5
Not specified	12	n/a	n/a
Race			
Asian or Asian American	56	16.0	25.7
Black or African American	10	2.9	3.2
White or European American	269	77.1	70.3
Other ^{1.4}	14	4.1	n/a
Not specified	8	n/a	0.6
Rank			
Full Professor	179	51.7	54.3
Associate Professor	102	29.5	27.2
Assistant Professor	64	18.5	18.5
College			
Design	19	5.5	5.4
Computing	16	4.6	6.1
Engineering	150	43.6	45.4
Ivan Allen College	61	17.7	14.0
Scheller College of Business	20	5.8	6.8
Sciences	78	22.7	22.3
Admin / Not specified	13	n/a	n/a

^{1.1} Tenured/tenure-track faculty, instructors, and post-doctoral researchers were included in the survey population. However, only the results of tenured/tenure-track faculty are included in this report.

^{1.2} The weighting slightly "overcounts" colleges with lower response rates and "undercounts" colleges with higher response rates. The specific weighting scheme is available upon request from the Office of Academic Effectiveness.

^{1.3} Valid response excludes "not specified" respondents from the overall percentage calculation.

^{1.4} Other category includes American Indian/Alaskan Native, Hawaiian/Pacific Islander, and Multiracial. Georgia Tech Human Resources systems do not include a multiracial category.

Data Limitations

In any survey, there is a possibility of non-response bias—this occurs when those who respond to the survey differ in significant ways from those who do not. In the case of this survey, the fair response rate (close to 35 percent) and the general representativeness of the respondents relative to the overall faculty population (including the weighting correction for college appointment, rank, and sex) tends to mitigate the risk of non-response bias, but this risk cannot be completely eliminated.

Structure of this Report

The structure of this report generally follows the structure of the survey instrument. Faculty were asked to indicate their satisfaction with their *interactions with other faculty colleagues* and satisfaction with *support from their chair or directors*. Next, they were asked to respond to questions about the *overall climate of their academic unit as well as the Institute* in general. Respondents then provided their opinions on the *value of diversity* and the degree to which their unit and the Institute is committed to *policies that support diversity*. Faculty were asked to reflect on whether or not they experienced instances of *marginalization* (defined as a sense of exclusion or feeling left out) and were also asked to describe the frequency with which they heard other faculty make disparaging remarks about various groups of people.

Open-ended questions were included after each section of the survey in order for participants to further elaborate on the quantitative items. These results were analyzed separately. Finally, respondents answered a series of demographic questions including sex, race, ethnicity, academic rank, and college of appointment. Responses to these demographic questions were used to group faculty responses for subsequent analyses.

As this survey replicates many aspects of the climate surveys conducted in 2013, a comparison of responses between the two administrations closes out the report. To simplify presentation and better match to previous work, this report focuses on results from tenure-track faculty. The results for research faculty populations, including postdoctoral fellows, will be addressed in a separate report.

Many of the survey items used a four-point Likert scale. The specific response anchors are presented in Table 1.2. For the purposes of this report, “satisfied” or “agree” are derived from combining responses of 3 or 4.

Table 1.2. Survey response anchors based on a four-point Likert scale

Rating	Agreement	Satisfaction
4*	Strongly Agree	Very Satisfied
3*	Somewhat Agree	Somewhat Satisfied
2	Somewhat Disagree	Somewhat Dissatisfied
1	Strongly Disagree	Very Dissatisfied

* Sufficient score for percentages rating an item as “agree” or “satisfied.”

In reporting differences between some groups (such as males and females), large sample sizes make very small differences show up as statistically significant. To address this issue, this report highlights *effect size* alongside statistical significance between values. Effect size is a measure of “practical significance” that compares the differences (between groups) or associations (for likelihoods and predictions) against the variance or “noise” in the data.

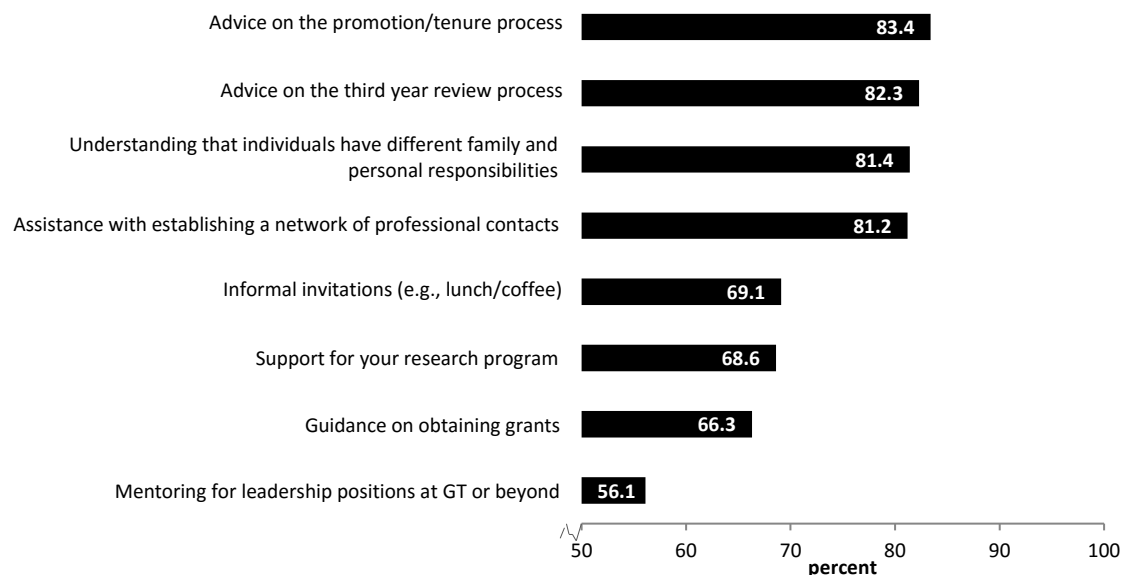
Two measures of effect size are used in this report depending on the nature of the comparisons: Phi and Cramer’s ν .^{1.4} These measures are interpreted in the same way as correlations, where .1 is considered a small effect, .3 a moderate effect, and .5 to be a large effect (Cohen, 1988, 1992). It should also be noted that for some comparisons—particularly those between races/ethnicities, sample sizes are relatively small. Small samples result in low statistical power, making it difficult to discern significant differences between groups even if they exist in reality.

RESULTS

Interactions with Colleagues

Faculty were asked to reflect on their satisfaction with their colleagues based on a variety of interactions that they had with them. Selected items are presented here, while complete results are available in Appendix A. Faculty expressed general satisfaction around most of the items, with more than eight in 10 respondents stating they were very or somewhat satisfied with the support they receive from their colleagues in *advice on the promotion and tenure process*, *third-year review process*, *understanding that individuals have different personal responsibilities*, and *establishing professional contacts*. Respondents were somewhat less satisfied in terms of *guidance on obtaining grants*, *support for your research program*, and *informal invitations to lunch or coffee*, with about two-thirds of respondents expressing some level of satisfaction on these items. Lowest satisfaction was with *mentoring for leadership positions*. Results are presented in Chart 1.1.

Chart 1.1. Faculty satisfaction with support from colleagues (percent “very satisfied” or “somewhat satisfied”)



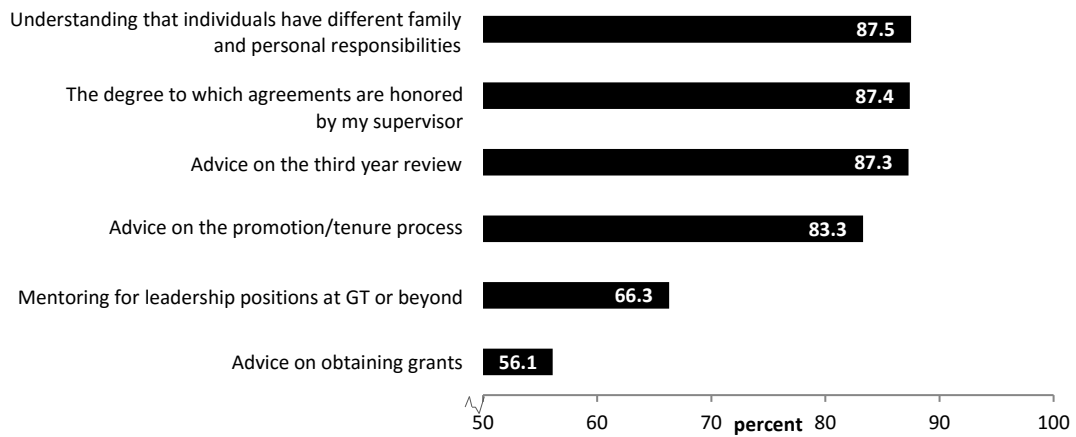
Support from Chairs

Faculty were asked their satisfaction with the support they received from their chair or director in terms of career development, work resources, and promotion and tenure. Satisfaction was generally high on items such as *understanding that individuals have different family and personal responsibilities* (87.5 percent somewhat/very satisfied), the *degree to which agreements are honored by my supervisor* (87.4 percent somewhat/very satisfied), and *advice on the third-year review*, and *promotion and tenure process* (87.3 percent and 83.3 percent, respectively). Satisfaction was lower on *mentoring for leadership positions*

^{1.4} Both statistics measure the strength of association in Chi-square tests—the extent to which membership in one category (such as being male or female) can predict the responses in another set of categories (i.e., the answer to the question being asked on the survey).

at GT and beyond (64.2 percent somewhat/very satisfied) and *advice on obtaining grants* (62.2 percent somewhat/very satisfied). See Chart 1.2.

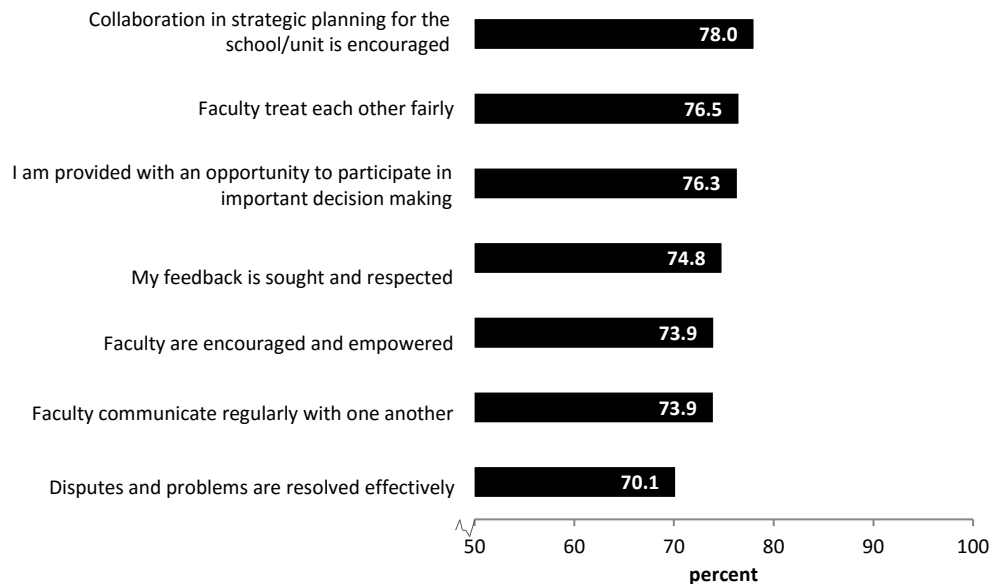
Chart 1.2. Faculty satisfaction with support from chairs (percent “very satisfied” or “somewhat satisfied”)



Climate in School/Academic Unit

Asked about collaboration and the working climate within their schools or academic units, most faculty agreed that they felt included and empowered. For example, more than three-quarters of respondents agreed that *faculty treat each other fairly, were provided an opportunity to participate in important decision-making, and feedback was sought and respected*. See Chart 1.3.

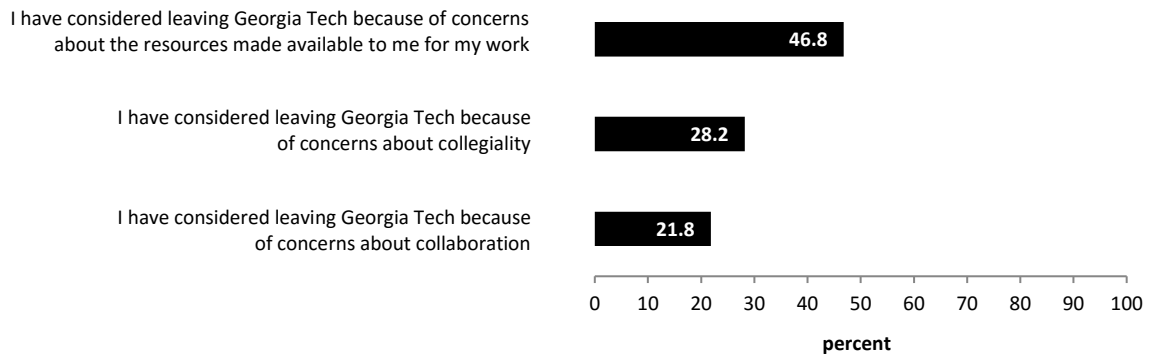
Chart 1.3. Faculty opinions on school/unit climate (percent “strongly” or “somewhat” agreed)



Climate at Georgia Tech

When asked about the overall climate at Georgia Tech, more than 80 percent of respondents agreed that it was a *comfortable and inclusive environment*, and were *satisfied with their career progress at Tech*. More than three-quarters (77.5 percent) *felt valued and respected by the Georgia Tech community*. However, a substantial percentage of respondents stated they had considered leaving Georgia Tech over concerns about available work resources (46.8 percent “strongly” or “somewhat agreeing”). See Chart 1.4.

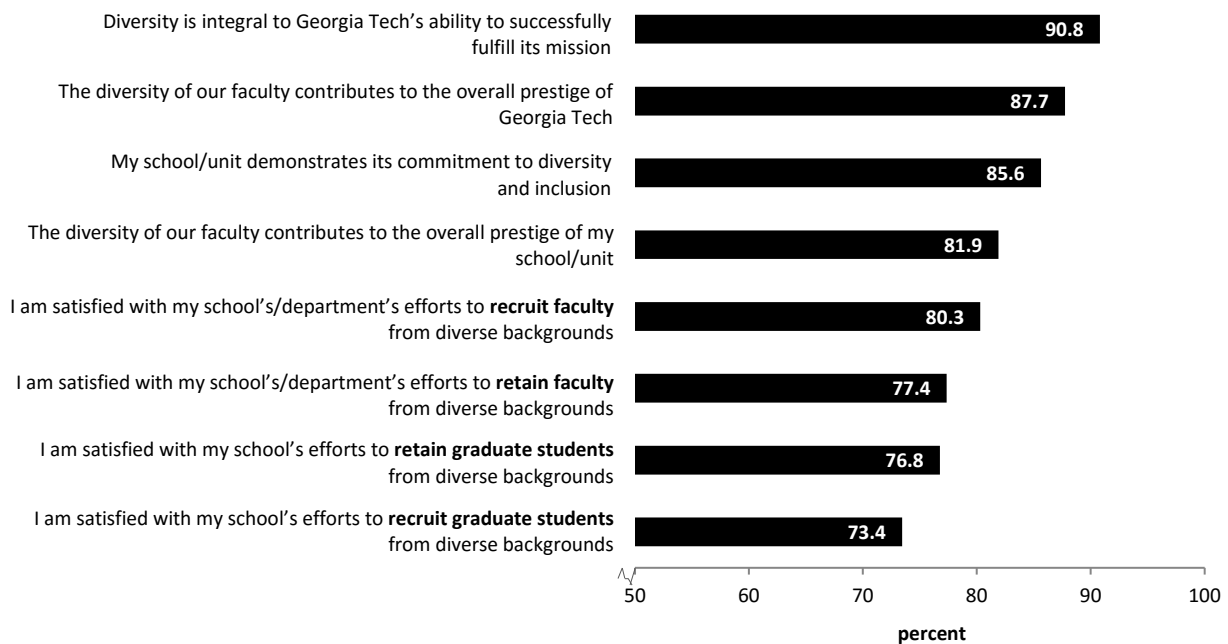
Chart 1.4: Faculty consideration of leaving Georgia Tech (percent “strongly” or “somewhat agreed”)



Diversity and Inclusion

Overall, respondents supported the general diversity goals of the Institute, and expressed satisfaction with their schools’ and the Institute’s commitment to diversity goals. More than 90 percent of respondents agreed that *diversity is integral to Georgia Tech’s ability to successfully fulfill its mission*, and more than 85 percent agreed that *faculty diversity contributes to the prestige of Georgia Tech*, and their school demonstrates its *commitment to diversity and inclusion*. More than three-quarters of respondents expressed satisfaction with their *school’s efforts to recruit and retain faculty from diverse backgrounds*. However, as indicated in subsequent sections, satisfaction with Georgia Tech’s diversity recruitment and retention efforts varies considerably across demographic groups.

Chart 1.5. Faculty opinions on diversity and inclusion (percent “strongly” or “somewhat agreed”)



Differences by College; Rank; and Gender, Race, and Ethnicity

Responses were analyzed by various factors such as the college of primary appointment, academic rank, gender, and ethnicity. This section highlights some of the statistically significant differences found among various groups on campus.

College

With the exception of questions regarding the value of diversity and inclusion, survey responses varied considerably by college. An analysis of variance (ANOVA) was performed on each item to determine whether there were significant differences in the mean agreement/satisfaction ratings among the colleges. Table 1.3 provides the frequency distributions for selected items in which mean differences ($p < .01$) were found. Full results by college are available in Appendix A.

Table 1.3. Faculty differences by college

	COD (n ≈ 15)	COC (n ≈ 22)	COE (n ≈ 142)	IAC (n ≈ 45)	SCB (n ≈ 21)	COS (n ≈ 72)	GT (weighted) (n ≈ 317)
(Percent “strongly/somewhat agree,” or “very/somewhat satisfied”)							
Support from Chair or Director: Advice on obtaining grants	51.2%	22.0%	69.0%	49.8%	46.7%	74.3%	62.3%
I am satisfied with my current workload balance as it relates to my career goals	67.2%	78.7%	73.2%	57.0%	88.6%	83.3%	74.3%
I have considered leaving Georgia Tech because of concerns about collegiality	21.9%	36.3%	27.5%	55.6%	15.0%	15.1%	28.1%
Satisfaction with Colleagues:							
Offers to collaborate on research	78.7%	84.5%	69.8%	55.9%	97.9%	84.8%	74.9%
Advice on the promotion/tenure process	85.6%	82.4%	84.4%	64.1%	92.2%	89.5%	83.4%
Guidance on publishing your research	76.3%	80.2%	78.4%	62.6%	90.4%	83.4%	78.1%
Mentoring for leadership positions at GT or beyond	77.8%	42.9%	53.9%	41.7%	75.4%	63.5%	56.2%
In my School / Department:							
Faculty interact regularly with one another	68.2%	90.3%	71.0%	54.4%	83.5%	69.2%	70.3%
Faculty treat each other fairly	71.9%	94.2%	78.6%	51.9%	95.6%	84.5%	78.1%
Disputes and problems are resolved effectively	78.7%	80.7%	72.7%	46.3%	97.9%	83.6%	73.8%

Academic Rank

When results were analyzed by academic rank, few differences emerged in terms of satisfaction with support from colleagues. However, more differences were found in terms of satisfaction with support from chairs. Generally, when differences were found, assistant professors were more satisfied than their full and associate professor peers. Assistant professors were more satisfied with *acknowledgement of my contributions to the school/department* from both their peers, as well as from their chairs or directors. A sample of these items is presented in the Table 1.4. Full results by rank may be found in Appendix A.

Table 1.4. Faculty satisfaction with support by academic rank

	Full (n ≈ 159)	Associate (n ≈ 94)	Assistant (n ≈ 61)	Sig.	Effect Size
*p < .05; **p < .01; ***p < .001 Effect size: Small .1; Medium .3; Large .5					
(percent "very" or "somewhat satisfied")					
Based upon your interactions with your colleagues, how satisfied are you with:					
Advice on the promotion/tenure process	88.8%	73.8%	86.2%	*	.180
Acknowledgement of my contributions to the school/department	68.0%	69.2%	94.7%	***	.226
Satisfaction with support from your chair/director:					
Assistance with establishing professional contacts	70.1%	63.4%	81.6%		
Advice on the promotion/tenure process	79.5%	79.5%	94.5%	*	.174
Advice on the annual review process	75.7%	76.8%	92.6%	*	.159
Advice on the periodic peer review process	73.4%	72.3%	84.8%		
Support for your research program	69.5%	72.1%	94.3%	***	.214
Obtaining the resources you need to excel	67.1%	69.0%	89.3%	**	.186
Mentoring for leadership positions at GT or beyond	62.3%	61.8%	76.2%		
Acknowledging my contributions to the school/department	85.5%	90.9%	100.0%	**	.176

Gender, Race, and Ethnicity

Analysis of responses by gender revealed a high level of agreement in terms of satisfaction in support from chairs and from colleagues, with women being less satisfied with *colleague advice on the third-year review process* than men being the only significant difference.

More noteworthy differences were found on items relating to overall climate and perceptions of the degree to which Georgia Tech supports principles of diversity. For example, female respondents were less likely to agree that Georgia Tech is generally a *comfortable and inclusive environment for me*, and almost twice as likely to *consider leaving Georgia Tech because of concerns about collegiality*. Women were also less likely than their male counterparts to believe that their school/unit *demonstrates commitment to diversity and inclusion* and were less satisfied with their unit's *efforts to recruit or retain faculty from diverse backgrounds*.

Analysis by race and ethnicity among faculty was complicated by the relatively low numbers in some groups. Faculty who described themselves as Black/African American or Hispanic were categorized as "Underrepresented Minorities" (URM), while White/European Americans, Asians, and "Not Hispanic" were classified as non-URM. Based on these categories, a Chi-Square Test was performed on the frequency distributions of the responses. Given the small number of URM faculty respondents ($n = 37$), statistical power is relatively low. Generally, few differences emerged between URM and non-URM faculty in terms of collegiality and support from chairs. The only differences worthy of note were related to perceptions of efforts related to graduate students. For example, 77.6 percent of non-URM faculty

strongly or somewhat agreed that they were *satisfied with my school's efforts to recruit graduate students from diverse backgrounds*, compared to only 48.0 percent of URM faculty (see Table 1.5).

Table 1.5. Faculty selected responses by gender, race, and ethnicity

	Gender				Underrepresented Minorities			
	Male Percent (n ≈ 250)	Female Percent (n ≈ 67)	Sig.	Effect Size	Not URM (n ≈ 280)	URM (n ≈ 36)	Sig.	Effect Size
*p < .05; **p < .01; ***p < .001 Effect size: Small .1; Medium .3; Large .5								
(percent "strongly" or "somewhat agreed")								
At Georgia Tech:								
Georgia Tech is generally a comfortable and inclusive environment for me	86.0%	72.6%	**	0.209	84.3%	78.2%		
Adequate processes are in place to address grievances at Georgia Tech	73.0%	54.5%	*	0.184	71.2%	62.5%		
I have considered leaving Georgia Tech because of concerns about collegiality	24.1%	44.4%	***	0.235	27.5%	30.3%		
Diversity and Inclusion:								
My school/unit demonstrates its commitment to diversity and inclusion	88.7%	73.9%	***	0.247	87.0%	75.3%		
I am satisfied with my school's/department's efforts to recruit faculty from diverse backgrounds	83.3%	66.7%	***	0.248	80.9%	76.0%		
I am satisfied with my school's efforts to retain faculty from diverse backgrounds	82.5%	57.0%	***	0.335	78.2%	71.2%		
I am satisfied with my school's efforts to recruit graduate students from diverse backgrounds	78.7%	61.8%	***	0.270	77.6%	48.0%	**	0.222
I am satisfied with my school's efforts to retain graduate students from diverse backgrounds	81.8%	58.8%	***	0.305	79.2%	60.3%	*	0.189

Note. URM = Underrepresented Minorities.

Marginalization

Faculty were asked to what extent they had experienced marginalization—a sense of exclusion or feeling left out—in the past three years at Georgia Tech, based on various aspects of their identity and personal characteristics. To account for the small number of responses in some cells, the responses were recoded for statistical tests. Responses were reduced to two categories: Never, and Any (experienced marginalization *slightly, somewhat, or greatly*). While this does lose some of the details of the responses, the majority of those reporting “any” marginalization reported “slight” marginalization. The actual frequencies for these items can be found in Appendix A.

More than half (59.5 percent) of respondents stated they had experienced marginalization, based on at least one characteristic. The proportions were higher for female faculty members, with three-quarters (76.3 percent) attributing the marginalization they experienced to their *gender*. In examining marginalization by *race/ethnicity*, URM faculty did not report higher rates of marginalization overall, although those that did experience marginalization were more likely (51.0 percent of URM respondents

versus 16.8 percent of non-URM faculty) to attribute it to their *race or ethnicity*. Among all faculty respondents who experienced marginalization, about one-fourth (26.7 percent) attributed their marginalization to *age*. Responses by gender and race/ethnicity are presented in Table 1.6.

Table 1.6. Faculty experiences with any marginalization by gender and ethnicity

	Gender		Underrepresented Minorities				GT Total		
	Male	Female	Sig.	Eff. Size	Not URM	URM		Sig.	Eff. Size
*p < .05; **p < .01; ***p < .001 Effect size: Small .1; Medium .3; Large .5									
Within the last three years, to what extent have you experienced instances of marginalization (a sense of exclusion or feeling left out) at Georgia Tech based on your personal identity or characteristics? [percent answering "slightly," "somewhat," or "greatly"]									
Gender	15.9%	76.3%	***	0.574	28.9%	24.7%		28.8%	
Age	22.6%	42.0%	**	0.180	24.8%	37.8%		26.7%	
Race/ethnicity	21.3%	20.6%			16.7%	51.4%	***	0.274	20.6%
Disability	4.3%	9.1%			5.3%	2.9%			5.3%
National origin	14.6%	16.4%			14.1%	20.0%			14.8%
Language difference/accent	13.3%	13.2%			11.9%	24.3%	*	0.116	12.9%
Political perspective	21.2%	20.9%			20.8%	25.0%			20.9%
Religion	13.4%	10.4%			12.4%	14.3%			12.5%
Sexual orientation	5.1%	6.1%			5.0%	8.1%			5.3%
Gender identity/expression	5.1%	10.4%			5.7%	8.1%			6.2%
Socioeconomic Background	7.1%	13.4%			7.8%	13.9%			8.4%

Note: URM = Underrepresented Minorities.

Disparaging Comments

The survey asked faculty to describe in the past year how frequently they heard disparaging remarks about various groups made by their faculty colleagues. For statistical analysis, responses were recoded similarly to the Marginalization items: Never, and Any (experienced marginalization *sometimes, often, or very often*). As with Marginalization, most of the respondents reporting any disparaging comments? reported the lowest level (sometimes). Table 1.7 provides selected results from these items by *gender and race/ethnicity*.

Overall, reports of hearing disparaging comments was low, with most categories having fewer than 30 percent reporting any occurrences. For gender, between group differences indicated that 55.5 percent of women reported hearing disparaging remarks about women, compared to 23.4 percent of men. Women

were also significantly more likely than men to report disparaging remarks based on age, ethnicity, or language and accent. Differences among those who encountered disparaging remarks were also found between racial and ethnic groups, though these differences were generally smaller. Underrepresented minorities were significantly more likely to encounter remarks regarding men, and people of different nationalities. There was a pronounced difference between URM and non-URM respondents on disparaging comments regarding ethnicity (31 percent vs. 18.8 percent). While this difference reaches the threshold for relevance, it is on the margins of significance. While it may be that the differences are truly minor, the direction and magnitude of the difference, along with previous findings may warrant further investigation. Complete results are available in Appendix A.

Table 1.7. Faculty experiences with disparaging comments

	Gender				Underrepresented Minorities				GT Total
	Male	Female	Sig.	Eff. Size	Not URM	URM	Sig.	Eff. Size	
<p>*p < .05; **p < .01; ***p < .001 Effect size: Small .1; Medium .3; Large .5</p>									
<p>Within the past year, how often have you heard a faculty member make an insensitive or disparaging remark with respect to: [percent answering “sometimes,” “often,” or “very often”]</p>									
Women	23.4%	55.5%	***	0.330	29.6%	34.8%			30.1%
Men	23.2%	19.2%			20.5%	34.7%	*	0.157	22.3%
Older People	18.5%	25.2%	*	0.160	18.5%	28.3%			19.9%
Younger People	20.2%	31.4%	*	0.170	23.3%	18.2%			22.5%
People’s race or ethnicity	16.7%	34.9%	**	0.211	18.8%	31.0%	(.064)	.103	20.5%
People with disabilities	4.5%	12.8%			5.5%	8.7%			6.3%
People with less education	35.4%	40.6%			36.0%	35.9%			36.5%
People with different nationalities	24.5%	34.9%			26.3%	28.5%	*	0.170	26.7%
People with language differences or accents	21.2%	36.1%	**	0.204	23.4%	31.2%			24.3%
People with particular political views	52.4%	60.2%			53.7%	53.5%			54.0%
People with particular religious affiliations	20.4%	14.5%			18.7%	18.9%			19.2%
People with different socioeconomic backgrounds	16.5%	15.0%			14.9%	21.4%			16.1%
Gay, lesbian, or bisexual people	7.8%	15.8%			9.3%	9.5%			9.5%
Transgender people	10.0%	18.4%			11.5%	12.4%			11.7%

Note: URM = Underrepresented Minorities.

2013-2017 COMPARISONS

As a continuation of the research started with the 2013 survey, much of the content and format was kept the same, which allows the opportunity to make comparisons between the two survey administrations. This provides an opportunity to look for changes in the attitudes and experiences of faculty. For this analysis, the 2013 data was reweighted using the same procedures as the 2017 data. This puts both groups of responses at a close approximation to their respective populations. Because of this shift in weights, some of the numbers presented here vary slightly from what presented in the 2013 report.

Colleagues and Chairs

Overall, faculty are more satisfied with their interactions with colleagues and their chairs, with small but significant gains over the past four years on almost every item. The biggest changes in colleague interactions is around advice — including navigating department politics, the various review processes, and guidance in getting published. Interactions with chairs show similar increases over 2013, with a focus on career development and review processes, as well as in more social interactions (Informal invitations (e.g., lunch/coffee)). Select comparisons are presented in Table 1.8.

Table 1.8. Changes in Colleague & Chair Interactions: 2013-2017

	2013 Percent	Change 2013 to 2017	2017 Percent	Sig.	Eff Size.
*p < .05; **p < .01; ***p < .001 Effect size: Small .1; Medium .3; Large .5					
(percent “very” or “somewhat satisfied”)					
Based upon your interactions with your colleagues, how satisfied are you with:					
Advice on navigating department/Institute politics	63.3%	10.2	73.5%	***	.166
Advice on the promotion/tenure process	70.9%	12.5	83.4%	***	.208
Advice on the annual review process	66.1%	10.7	76.8%	***	.181
Advice on the periodic peer review process	59.5%	13.6	73.1%	***	.191
Guidance on publishing your research	65.7%	12.3	78.0%	***	.251
Satisfaction with support from your chair/director:					
Advice on establishing professional contacts	61.5%	9.0	70.4%	**	.135
Advice on the annual review process	68.8%	10.7	79.5%	**	.145
Advice on the third year review process	75.8%	11.6	87.3%	**	.191
Advice on obtaining grants	51.6%	10.6	62.2%	***	.184
Informal invitations (e.g., lunch/coffee)	66.1%	8.3	74.5%	**	.135

Climate

Faculty attitudes regarding aspects of the work climate of their departments, and Georgia Tech in general, have improved between the 2013 and 2017 surveys. For Georgia Tech, there is a stronger sense of belonging, finding it *generally a comfortable and inclusive environment*, and they *feel valued and respected by the Georgia Tech community*. At the department level, satisfaction was relatively stable, with significant improvements in fairness of treatment and the ability to be engaged. However, satisfaction was lower for *collaboration is encouraged in strategic planning*.

One aspect that seems to have improved at both the department and institute level is attitudes surrounding conflict resolution. Compared to 2013, a larger portion of respondents agreed that *disputes and problems are resolved effectively* at the department level, and *adequate processes are in place to address grievances at Georgia Tech*. Select comparisons are presented in Table 1.9.

Table 1.9. Changes in Work Climate: 2013-2017

	2013 Percent	Change 2013 to 2017	2017 Percent	Sig.	Eff Size.
(percent "strongly" or "somewhat agreed")					
In my School / Department:					
Faculty colleagues treat each other fairly	73.4%	10.2	78.0%	*	.107
Faculty colleagues are encouraged and empowered	66.4%	12.5	74.8%	*	.107
Disputes and problems are resolved effectively	63.4%	10.7	73.9%	*	.125
Collaboration is encouraged in strategic planning	77.4%	-3.5	73.9%	*	.118
At Georgia Tech					
Georgia Tech is generally a comfortable and inclusive environment for me	79.2%	12.3	83.4%	***	.227
I am satisfied with my career progress at Georgia Tech	72.7%	9.0	81.5%	**	.136
I am satisfied with my current workload balance as it relates to my career goals	65.6%	10.7	74.2%	*	.105
Adequate processes are in place to address grievances at Georgia Tech	65.0%	5.1	70.1%	*	.129
Clarity exists about the promotion and tenure process at Georgia Tech	66.7%	10.6	77.3%	**	.140
I feel valued and respected by the Georgia Tech community	72.9%	8.3	77.5%	**	.143

*p < .05; **p < .01; ***p < .001
Effect size: Small .1; Medium .3; Large .5

Diversity and Inclusion

The overall support faculty have for the diversity mission of Georgia Tech also increased from what was reported in 2013. The largest of these shifts is around the unit, both in the *school/unit demonstrates its commitment to diversity and inclusion* (from 77 percent in 2013 to over 85 percent in 2017), and that *the diversity of our faculty contributes to the overall prestige of my school/unit* (from 71.8 percent to 81.9 percent). This is accompanied by a perceived increase in efforts related to faculty diversity, but not for recruiting or retaining graduate students. As a counterpoint, while more faculty feel this is important for their units, there is a slight decline in the view that *diversity is integral to Georgia Tech’s ability to successfully fulfill its mission*. Select comparisons are presented in Table 1.10.

Table 1.10. Changes in Diversity and Inclusion: 2013-2017

	2013 Percent	Change 2013 to 2017	2017 Percent	Sig.	Eff Size.
(percent “strongly” or “somewhat agreed”)					
Diversity and Inclusion:					
I have considered leaving Georgia Tech because of concerns about collegiality	33.7%	-5.6	28.2%	*	.106
Diversity is integral to Georgia Tech’s ability to successfully fulfill its mission	93.4%	-2.6	90.8%	***	.198
The diversity of our faculty / researchers contributes to the overall prestige of Georgia Tech	84.7%	3.0	87.7%	**	.130
My school/unit demonstrates its commitment to diversity and inclusion	77.0%	8.7	85.6%	***	.211
The diversity of our faculty contributes to the overall prestige of my school/unit	71.8%	10.1	81.9%	***	.161
I am satisfied with my school’s/department’s efforts to recruit faculty from diverse backgrounds	72.9%	7.4	80.3%	*	.124
I am satisfied with my school’s efforts to recruit graduate students from diverse backgrounds	71.1%	2.4	73.4%		

*p < .05; **p < .01; ***p < .001
Effect size: Small .1; Medium .3; Large .5

Disparaging Remarks^{1.5}

After the broad improvements in other areas of the climate survey, the reports regarding disparaging remarks present more questions. Compared to the 2013 survey, there are significant *increases* in remarks for four groups: *Men, people with less education, people with different nationalities, and people with particular political views*. Comparisons are presented in Table 1.11.

^{1.5} Marginalization is not compared between surveys. In 2017, 59.4% of faculty reported any instance of marginalization, compared to the 20.8% in 2013. Given the results found elsewhere, a near-tripling of marginalization seems unlikely. It is possible that the more detailed approach used in 2017 may have prompted more introspection on the topic, producing very different numbers than if the 2013 format was used.

Table 1.11. Changes in Encountering Disparaging Remarks: 2013-2017

	2013 Percent	Change 2013 to 2017	2017 Percent	Sig.	Eff Size.
(percent “sometimes,” “often,” or “very often”)					
Within the past year, how often have you heard a faculty member make an insensitive or disparaging remark with respect to:					
Women	34.5%	-4.5	30.0%		
Men	11.9%	10.4	22.3%	***	.139
People’s race or ethnicity	19.4%	1.0	20.4%		
People with less education	21.9%	14.6	36.5%	***	.161
People with different nationalities	15.4%	11.3	26.7%	***	.139
People with language differences or accents	29.4%	-5.1	24.3%		
People with particular political views	45.7%	8.4	54.1%	*	.083
People with particular religious affiliations	19.9%	-0.8	19.1%		

CONCLUSION

The results of the Georgia Tech Faculty Climate Survey offer many insights and possible interpretations. Many faculty report high degrees of collegiality and support from both their peers and their chairs, and overall results demonstrate a shared commitment to the principles of diversity and inclusion on the part of academic units and the Institute as a whole. However, the results also illuminate areas of concern that merit additional exploration. While many items in the survey elicit positive responses from faculty, there remains a consistent and sizeable minority of faculty that express concern over support from their chairs and the resources they feel they need to excel in their careers. These areas include chair support for:

- *Guidance in obtaining grants*
- *Mentoring for leadership positions*

These areas have improved significantly during the past four years, however.

Additionally, the results demonstrate that faculty satisfaction with these and other aspects of the campus climate were often quite variable across Georgia Tech’s six colleges. Differences also emerged when the results were broken down by rank and gender, and ethnicity. Assistant professors are generally more satisfied than their full and associate peers relative to satisfaction with their chairs’:

- *Support for your research program*
- *Obtaining the resources you need to succeed*
- *Acknowledging my contributions to the school / department*

Female and minority faculty were significantly less likely to agree that:

- *Adequate processes are in place to address grievances*
- *They were satisfied with their school’s efforts to **recruit** or **retain** graduate students*

Female faculty were much more likely to have felt marginalized because of their gender, and while the majority still express feelings that Georgia Tech is a comfortable and inclusive environment, they are significantly less likely to express this sentiment than their male colleagues. Compared to Asian and white faculty, underrepresented minority faculty were more skeptical of efforts to recruit and retain a diverse body of graduate students at Georgia Tech.

Comparing the results of the 2013 and 2017 surveys, Georgia Tech faculty seem to be more positive about the Institute, with a general improvement across the spectrum of topics addressed by the survey. among the improvements are:

- *Clarity in the promotion and tenure process*
- *Faculty colleagues are encouraged and empowered*
- *The diversity of our faculty contributes to the overall prestige of my school / unit*

The four years between surveys also shows an increase in faculty *hearing insensitive or disparaging remarks* about multiple groups. Given the general positive shift in the campus environment on other content, this presents a puzzle. This could be due to a shift in environment, or there could be something different about the faculty, such as an increased awareness of negative communication. This is a topic that may require additional exploration.

These findings merit further attention from Institute leadership and the campus community. Institute Diversity is expected to utilize data in this report to identify issues that merit additional attention and follow up, including a report on the qualitative data related to faculty responses to open-ended questions and general comments on the survey. Planned focus group research will further complement the quantitative and qualitative analyses and is expected to contribute to the formulation of strategic actions that will enhance our campus climate. It is hoped that those currently engaged in campus initiatives addressing campus climate will use these survey results as a guide to their activities and programming, and that new initiatives might be launched to more deeply explore the issues raised by these data. Future iterations of this survey will assist the Institute in measuring its progress as it pursues its strategic goal of inclusive excellence.

2017 Faculty and Staff Climate Assessment Survey Report

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Staff

EXECUTIVE SUMMARY

Non-faculty employees at Georgia Tech were invited to participate in the Climate Assessment Survey. Of the 4,435 staff invited, a total of 1,647 responded to the survey, for an overall response rate of 37.1 percent. Among the highlights of the findings:

- Respondents report relatively high levels of support from their colleagues. For example, more than four-fifths (82.0 percent) of respondents were satisfied with assistance from their colleagues in *establishing professional contacts*, and 75.0 percent were satisfied with *informal invitations from their colleagues to social engagements like lunch or coffee*.
- Respondents also reported high levels of satisfaction with the support they received from their supervisors. For example, more than 80 percent of respondents expressed satisfaction with their supervisors in terms of *understanding that individuals have different family and personal responsibilities* (89.8 percent satisfied), and *the degree to which agreements are honored* (84.8 percent satisfied).
- Respondents were less satisfied with mentoring they received from their supervisors, with 61.4 percent of respondents expressing satisfaction with *mentoring for career advancement*, and 61.3 percent satisfied with *mentoring for leadership positions*.
- Large majorities of respondents felt their specific work environment was collaborative and collegial. For example, 94.9 percent of respondents agreed that they could *freely interact with colleagues in their work setting*, and 84.3 percent agreed that *collaboration is encouraged in the workplace*.
- Respondents were less positive about their *career progress at Georgia Tech*, with 65.1 percent expressing satisfaction in this area. Respondents also had concerns about *adequate processes are in place to address grievances at Georgia Tech*, with 64.7 percent agreeing.
- Female staff were far more likely (40.6 percent) to have *experienced instances of marginalization at Georgia Tech based on gender* (compared to 16.8 percent of responding male staff). Similarly, URM staff were roughly three times as likely to have experienced marginalization based on *race or ethnicity* (47.8 percent, versus 16.7 percent of non-URM staff).
- Compared to 2013, Georgia Tech staff were generally more positive about the environment. The largest shift in attitude was in how *professional development is encouraged* in their work environment, from 71.4 percent in 2013 to 80.1 percent in 2017.
- Staff belief that *adequate processes are in place to address grievances at Georgia Tech* declined from 71.9 percent in 2013 to 64.7 percent in 2017.

SURVEY METHODOLOGY AND QUALITY ASSURANCE

Staff were invited by email to complete the Georgia Tech Climate Assessment Survey via the web in November 2017. Two reminders were sent to increase response rates. Of the 4,435 employees invited, a total of 1,647 responded to the survey, for an overall response rate of 37.1 percent, and a sampling error (95 percent confidence interval) of 1.9 percent. Chi Square Goodness of Fit Tests ($p < .01$) revealed that the respondents were not representative of the overall staff population on the basis of race, ethnicity, sex, job category, or office of primary appointment. To more accurately portray the data, the Institute results presented in this report were weighted by gender, appointment, and job category.^{1,1}

Table 2.1. Staff demographics

	Respondent Frequency	Valid Respondent Percent ^{2,2}	Staff Population Percent
Sex			
Male	531	37.2%	46.8%
Female	897	62.8%	53.2%
Other or Not specified	219	n/a	n/a
Ethnicity			
Hispanic or Latino/a	46	3.3%	2.5% ^{2,3}
Not Hispanic or Latino/a	1,336	96.7%	95.6%
Not specified	265	n/a	n/a
Race			
Asian or Asian American	55	4.0%	4.7%
Black or African American	406	29.5%	39.5%
White or European American	826	59.9%	52.8%
Other ^{2,4}	91	6.6%	n/a
Not Specified	224	n/a	8.7%
Job Category			
Executive	60	3.6%	5.0%
Administrative and Professional	1,071	65.0%	58.1%
Research	31	1.9%	3.6%
Support Services (Professional support/services, clerical/secretarial, maintenance/skilled crafts)	424	25.7%	33.3%
Not Specified/Other	49	4.4%	n/a

^{1,1} The weighting slightly “overcounts” colleges with lower response rates and “undercounts” colleges with higher response rates. The specific weighting scheme is available upon request from the Office of Academic Effectiveness.

^{2,2} Valid response excludes “not specified” respondents from the overall percentage calculation.

^{2,3} On the survey, the Hispanic category is separately reported from race. It is included under race in the Georgia Tech Human Resources database.

^{2,4} Other category includes American Indian/Alaskan Native, Hawaiian/Pacific Islander, and Multiracial. Georgia Tech Human Resources systems do not include a multiracial category.

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Table 2.1. Staff demographics [continued]

	Respondent Frequency	Valid Respondent Percent ^{2,5}	Staff Population Percent
Primary Appointment			
Auxiliary Services (Campus Services, OHR, Business Services)	294	17.9%	13.4%
College of Design	47	2.9%	1.1%
College of Computing	41	2.5%	2.6%
College of Engineering	148	9.0%	9.6%
College of Sciences	93	5.7%	4.9%
Exec. VP for Administration and Finance	120	7.3%	7.6%
Exec. VP for Research	80	4.9%	6.4%
Facilities	111	6.8%	12.8%
Georgia Tech Athletic Association	34	2.1%	3.7%
Georgia Tech Professional Education	47	2.9%	3.4%
Georgia Tech Research Institute (GTRI)	117	7.1%	10.3%
Ivan Allen College	28	1.7%	1.7%
Libraries and Information Center	47	2.9%	2.1%
Office of Information Technology	112	6.8%	5.0%
Office of the President/Provost	153	9.3%	7.8%
Scheller College of Business	42	2.6%	2.1%
Student Life	45	2.7%	2.0%
“Development”	38	2.3%	2.1%
Other	38	n/a	n/a

Data Limitations

Based on a close analysis of the data, it is suspected that many respondents differed from Georgia Tech’s official classification scheme when it came to describing their job function, with individuals over-selecting the “Administrative and Professional” (Admin & Pro) category over “Research” and “Support Services.” Due to these differences, we believe that the results for the Admin & Pro group presented in this report do not fully reflect the jobs so categorized in Georgia Tech’s PeopleSoft database. As noted above, the overall results are not representative of the various constituent offices and departments of the Institute, and generalizations about the entire Institute should be approached with caution. However, the lack of generalizability should not restrict comparisons between subgroups or specific organizations. In any survey, there is a possibility of non-response bias—this occurs when those who respond to the survey differ in significant ways from those who do not. In the case of this survey, the fair response rate (close to 35 percent) and the general representativeness of the respondents relative to the overall population

^{2,5} Valid response excludes “not specified” respondents from the overall percentage calculation.

(including the weighting correction) tends to mitigate the risk of non-response bias. However, this risk cannot be completely eliminated.

Structure of the report

The structure of this report follows the structure of the survey instrument. The first section includes items related to respondents' satisfaction with interactions with their colleagues and support from their supervisors. Next were items that asked participants to indicate their opinions about the overall work climate of their unit as well as the Institute in general. Respondents then provided their opinions on the value of diversity and the degree to which their unit and the Institute are committed to policies that support diversity. Staff were asked to reflect on whether or not they experienced instances of marginalization (defined as a sense of exclusion or feeling left out) and were also asked to describe the frequency in which they heard other staff members make disparaging remarks about various groups of people. Open-ended questions were included after each section of the survey in order for participants to further elaborate on the quantitative items. These results were analyzed separately. Finally, respondents answered a series of demographic questions including sex, race, ethnicity, job type, and area in which they are employed at Georgia Tech. Responses to these demographic questions were used to group staff responses for subsequent analyses.

As this survey replicates many aspects of the climate surveys conducted in 2013, a comparison of responses between the two administrations closes out the report. Note that some changes were made in assigning populations to the two surveys, to better group and capture information. To maintain comparable populations between the two administrations and simplify presentation, this report excludes GTRI personnel. GTRI personnel, combined with members from the faculty survey, will be addressed in a separate report.

Many of the survey items used a four-point Likert scale. The specific response anchors are presented in Table 2.2. For the purposes of this report, "satisfied" or "agree" are derived from combining responses of 3 or 4.

Table 2.2. Survey response anchors based on a four-point Likert scale

Rating	Agreement	Satisfaction
4*	Strongly Agree	Very Satisfied
3*	Somewhat Agree	Somewhat Satisfied
2	Somewhat Disagree	Somewhat Dissatisfied
1	Strongly Disagree	Very Dissatisfied

* Sufficient score for percentages rating an item as "agree," or "satisfied"

In reporting differences between some groups (such as males and females), large sample sizes make very small differences show up as statistically significant. To address this issue, this report highlights *effect size* alongside statistical significance between values. Effect size is a measure of "practical significance," that compares the differences (between groups) or associations (for likelihoods and predictions) against the variance or "noise" in the data.

Two measures of effect size are used in this report depending on the nature of the comparisons: Phi and Cramer’s ν .^{2.6} These measures are interpreted in the same way as correlations, where .1 is considered a small effect, .3 a moderate effect, and .5 to be a large effect (Cohen, 1988, 1992).

It should also be noted that for some comparisons—particularly regarding research staff, and between races/ethnicities—sample sizes are relatively small. Small samples result in low statistical power, making it difficult to discern significant differences between groups even if they exist in reality.

RESULTS

Support from Colleagues

Staff were asked to reflect on their level of satisfaction with the support they receive from their co-workers and colleagues in several areas. Results are presented in Chart 2.1. Generally, respondents were satisfied in terms of *assistance with establishing professional contacts*, *informal invitations* (e.g., lunch or coffee), and *advice on navigating office politics*. Respondents were less satisfied with support from their colleagues regarding *mentoring for leadership positions* and *career advancement*.

Chart 2.1. Staff satisfaction with colleagues (percent “very satisfied” or “somewhat satisfied”)

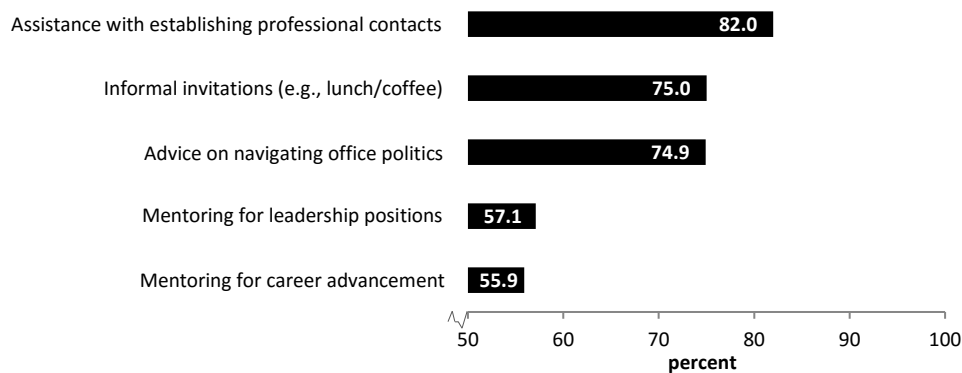


Table 2.3 breaks down staff satisfaction by job category. Overall, executive staff had the highest satisfaction, with very small but significant differences in *mentoring for leadership positions* and *career advancement*. A similar pattern was seen in *assistance with establishing professional contacts*, with administrative and professional respondents reporting higher satisfaction than their support staff colleagues, while still lower than the executive group. Research staff reported lower satisfaction in all areas, though caution should be used in interpretation given the relatively small number of respondents.

^{2.6} Both statistics measure the strength of association in Chi-Square Tests—the extent to which membership in one category (such as being male or female) can predict the responses in another set of categories (i.e., the answer to the question being asked on the survey).

Table 2.3. Staff satisfaction with colleagues by job category

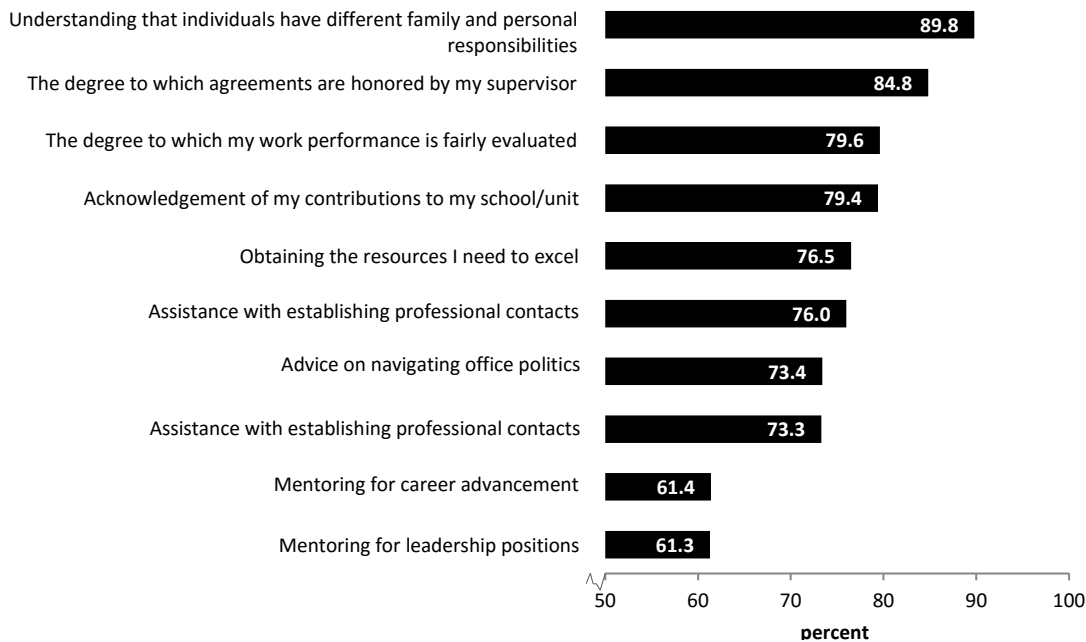
*p < .05; **p < .01; ***p < .001
Effect size: Small .1; Medium .3; Large .5

	Executive (n ≈ 61)	Admin & Pro (n ≈ 761)	Research (n ≈ 21)	Support (n ≈ 432)	Sig.	Effect Size
(percent “very” or “somewhat satisfied”)						
Satisfaction with support from colleagues:						
Assistance with establishing professional contacts	90.5%	84.4%	68.3%	78.0%	**	.111
Informal invitations (e.g., lunch/coffee)	79.0%	76.9%	69.4%	70.9%		
Advice on navigating office politics	83.3%	75.1%	72.2%	73.8%		
Mentoring for leadership positions	74.1%	55.2%	41.5%	59.6%	**	.102
Mentoring for career advancement	73.7%	55.8%	14.3%	57.7%	***	.169

Support from Supervisors

Respondents were also asked about their satisfaction with the support they receive from their supervisors. As seen in Chart 2.2, more than 80 percent of respondents expressed satisfaction with their supervisor *understanding that individuals have different family and personal responsibilities* and the degree to which *agreements are honored, with work performance is fairly evaluated* and *acknowledgment of my contributions to my unit* just below 80 percent. Respondents were significantly less satisfied with their supervisors in terms of *mentoring for career advancement* and *mentoring for leadership positions*.

Chart 2.2 Staff satisfaction with support received from their supervisors (percent “very” or “somewhat satisfied”)



Results based on job category are presented in Table 2.4. When compared to other staff job categories, research staff had very low ratings, which drives most of the measured differences. Excluding these from analysis, minor differences were found in satisfaction with supervisors in the *degree to which my work performance is fairly evaluated* (with administrative and professional being most satisfied), and *obtaining the mentorship for leadership positions* (with executive the most satisfied, and administrative and professional lower).

Table 2.4 Staff satisfaction with support from supervisor by job category

	Executive (n ≈ 61)	Admin & Pro (n ≈ 761)	Research (n ≈ 21)	Support (n ≈ 432)	Sig.	Effect Size
Satisfaction with support from supervisor:						
Understanding that individuals have different family and personal responsibilities	97.0%	90.5%	72.7%	88.5%	**	.108
The degree to which agreements are honored by my supervisor	85.5%	86.5%	51.5%	84.1%	***	.152
The degree to which my work performance is fairly evaluated	68.4%	83.0%	57.6%	76.8%	***	.130
Acknowledgement of my contributions to my school/unit	87.1%	81.2%	51.5%	77.3%	***	.125
Obtaining the resources I need to excel	82.3%	78.5%	51.5%	74.2%	***	.109

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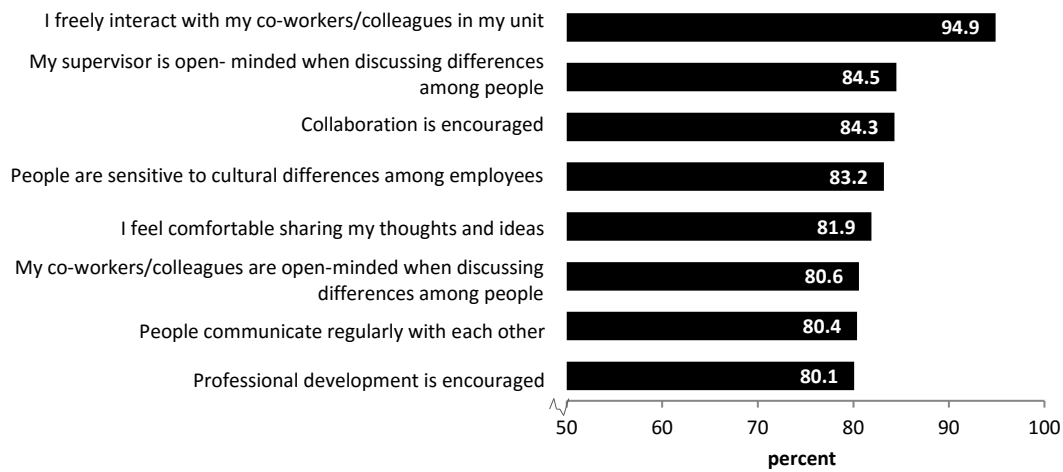
Table 2.4 Staff satisfaction with support from supervisor by job category [continued]

	Executive (n ≈ 61)	Admin & Pro (n ≈ 761)	Research (n ≈ 21)	Support (n ≈ 432)	Sig.	Effect Size
Satisfaction with support from supervisor:						
Assistance with establishing professional contacts	79.0%	77.7%	38.5%	79.0%	***	.133
Advice on navigating office politics	68.3%	74.2%	54.8%	68.3%		
Informal invitations (e.g., lunch/coffee)	76.7%	74.7%	61.3%	71.4%		
Mentoring for career advancement	60.3%	62.2%	51.5%	61.1%		
Mentoring for leadership positions	79.7%	60.5%	42.9%	61.2%	**	.103

Unit and Institute Work Environment

The survey asked staff about their work environment. Generally, respondents had positive opinions about the climate of their workplaces, with more than 80 percent agreeing that they *freely interact with their colleagues*, their *supervisor is open-minded when discussing differences among people*, and *collaboration is encouraged*. Most respondents also agreed that *people are sensitive to cultural differences*, *feel comfortable sharing thoughts and ideas*, and their *co-workers/colleagues are open-minded when discussing differences among people*.

Chart 2.3 Staff opinions about their work environment (percent “strongly” or “somewhat agreed”)



Results by job category are reported in Table 2.5. Agreement for most items was relatively high for all three of the job categories, but research staff had higher levels of agreement on several items including *people communicate regularly with each other*, *people treat each other fairly*, and for most categories *collaboration is encouraged*. Where differences were found, typically executive staff were most satisfied, and research and support the lowest. Effect sizes on all statistically significant were generally small to very small.

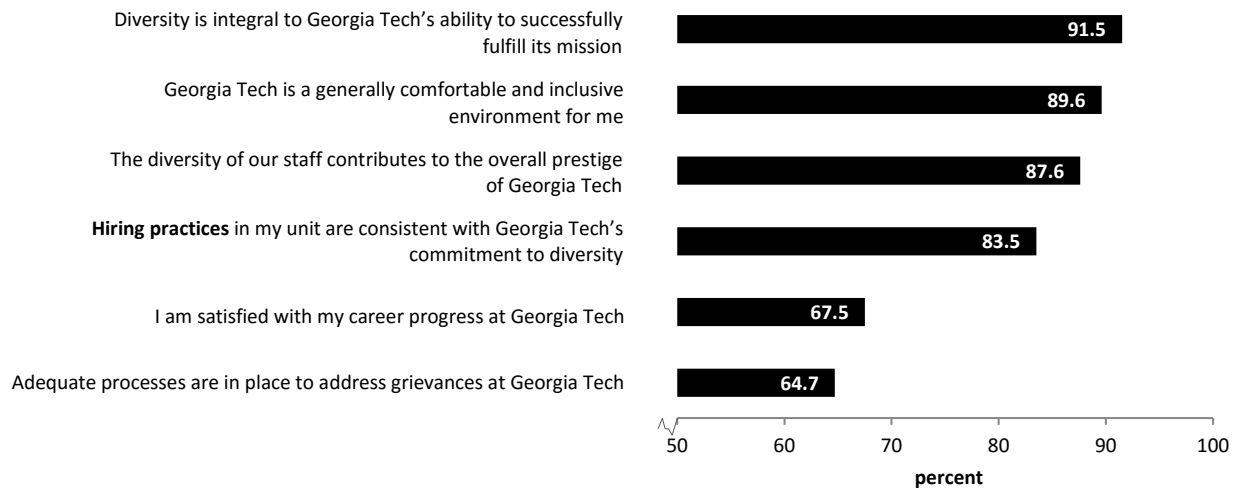
Table 2.5 Staff opinions on work environment by job category

Opinions about work environment:	Executive (n ≈ 61)	Admin & Pro (n ≈ 761)	Research (n ≈ 21)	Support (n ≈ 432)	Sig.	Effect Size
	(percent “very” or “somewhat satisfied”)					
I freely interact with co-workers / colleagues in my unit	97.1%	97.4%	93.6%	90.3%	***	.150
My supervisor is open-minded when discussing differences among people	92.2%	87.7%	51.2%	80.5%	***	.193
Collaboration is encouraged	92.5%	85.3%	75.0%	82.1%	*	.079
People are sensitive to cultural differences among employees	85.7%	86.0%	86.5%	77.4%	***	.108
I feel comfortable sharing my thoughts and ideas	87.1%	84.8%	73.2%	77.1%	***	.106
My co-workers/colleagues are open-minded when discussing differences among people	79.7%	83.5%	72.0%	76.7%	*	.090
People communicate regularly with each other	88.2%	80.2%	69.2%	80.9%		
My feedback is sought and respected	91.3%	79.9%	49.0%	72.1%	***	.169
People treat each other fairly	66.2%	77.1%	79.2%	73.8%		

Diversity and Inclusion

Asked about their opinions regarding the value of diversity and perceptions about Georgia Tech’s commitment to its principles, most respondents expressed support for the idea that *diversity is integral to Georgia Tech’s ability to fulfill its mission; that it is a comfortable and inclusive environment; the diversity of our staff contributes to the overall prestige of Georgia Tech; and that hiring practices in my unit are consistent with Georgia Tech’s commitment to diversity.* While still a majority, a slightly lower percentage of respondents agreed that they were *satisfied with their career progress, or that adequate processes are in place to address grievances at Georgia Tech.* Results are presented in Chart 2.4.

Chart 2.4. Staff opinions on diversity and inclusion (percent “strongly” or “somewhat agreed”)



Examining the results by job category, administrative and professional, and research staff were most likely to agree that *diversity is integral to Georgia Tech’s ability to successfully fulfill its mission, and the diversity of our staff contributes to the overall prestige of Georgia Tech* compared to executive and support staff. Similarly, administrative and professional and research staff were less likely to agree that *adequate processes are in place to address grievances.* In terms of hiring and employment, support staff were less satisfied than their colleagues in *my unit’s efforts to recruit staff from diverse backgrounds.* There were no differences in terms of *efforts to retain staff from diverse backgrounds, or that hiring practices in my unit are consistent with Georgia Tech’s commitment to diversity.* Effect sizes were small for the significant items.

Table 2.6 Staff opinions on diversity and inclusion by job category

	Executive (n ≈ 61)	Admin & Pro (n ≈ 761)	Research (n ≈ 21)	Support (n ≈ 432)	Sig.	Effect Size
*p < .05; **p < .01; ***p < .001 Effect size: Small .1; Medium .3; Large .5						
(percent "strongly" or "somewhat agreed")						
Opinions on diversity and inclusion:						
Diversity is integral to Georgia Tech's ability to successfully fulfill its mission	87.1%	93.9%	100%	87.4%	***	.120
Georgia Tech is generally a comfortable and inclusive environment for me	90.3%	89.7%	90.5%	89.1%		
The diversity of our staff contributes to the overall prestige of Georgia Tech	82.0%	90.3%	90.5%	83.8%	**	.100
Hiring practices in my unit are consistent with Georgia Tech's commitment to diversity	86.7%	85.4%	87.5%	79.6%		
I am satisfied with my unit's efforts to recruit staff from diverse backgrounds	89.7%	84.5%	89.5%	77.3%	**	.108
I am satisfied with my unit's efforts to retain staff from diverse backgrounds	81.0%	77.5%	81.0%	74.6%		
Adequate processes are in place to address grievances at Georgia Tech	72.4%	61.9%	33.3%	68.5%	*	.091
I have considered leaving Georgia Tech because of concerns about collegiality	22.8%	34.9%	29.2%	31.6%		

Differences by Gender and Race/Ethnicity

Responses were compared on the basis of gender and race/ethnicity. Because there were low numbers of respondents in certain racial or ethnic groups, responses were combined to create two classifications: underrepresented minorities (URM) combined American Indian, Hispanic (regardless of race) and Black/African Americans. The non-URM group was comprised of all other respondents (Asian/Asian Americans and White/European Americans).

The relatively large sample sizes in these analyses produced statistically significant outcomes in many cases. It is instructive to consider effect sizes rather than the results of the chi-square tests in interpreting the results. Table 2.7 presents selected results by gender and URM status. Detailed results may be found in Appendix B.

There were few meaningful differences between the genders on the items relating to support from colleagues and supervisors, with small effect sizes in all cases. The most notable differences among the results by gender was that 65.7 percent of responding women indicated that *promotion practices were consistent with Georgia Tech's commitment to diversity*, compared to 76.2 percent of responding males. Women were also less likely than men to be satisfied that their unit's *hiring practices are consistent with Georgia Tech's commitment to diversity*; 87.4 percent of men agreed with this statement compared to 80.3 percent of women.

Differences between URM and non-URM respondents were slightly more pronounced—particularly regarding work environment and around hiring, promotion, and retention practices. For example, while 78.3 percent of non-URM respondents agreed that *promotion practices are consistent with Georgia Tech's commitment to diversity*, only 58.3 percent of URM respondents concurred. URM respondents were also

less satisfied with their unit’s *efforts to recruit staff from diverse backgrounds*; 86.9 percent of non-URM respondents expressed satisfaction on this item compared to 77.6 percent of URM respondents. Concerns about work environment were focused more on awareness. For example, 77.6 percent of URM respondents agreed that *people are sensitive to cultural differences*, compared to 87.2 percent of their non-URM peers. Similarly, 69.5 percent of URM respondents felt that *people treat each other fairly*, versus 80.7 percent of their non-URM respondents.

However, it should be noted that overall satisfaction among URM staff remains high and comparable to non-URM peers. For example, 88.6 percent of URM respondents agreed that Georgia Tech was a comfortable and inclusive environment for them (compared to 90.4 percent of non-URM respondents), and 83.1 percent of URM respondents agreed that they feel comfortable sharing thoughts and ideas (versus 83.8 percent for non-URM respondents).

Table 2.7: Staff selected responses by Gender and Underrepresented Minority status

	Gender				Underrepresented Minorities			
	Male Percent (n ≈ 541)	Female Percent (n ≈ 637)	Sig.	Effect Size	Not URM (n ≈ 751)	URM (n ≈ 414)	Sig.	Effect Size
(percent “strongly” or “somewhat agreed”)								
In my work environment...								
I freely interact with my co-workers/colleagues in my unit	95.6%	95.5%			97.5%	92.3%	***	.122
People are sensitive to cultural differences among employees	83.8%	83.0%			87.2%	77.6%	***	.124
I feel comfortable sharing thoughts and ideas	80.9%	85.0%			83.8%	83.1%		
I am comfortable expressing an opinion that is different from others in the workplace	82.0%	80.4%			81.7%	80.2%		
People express disagreements in a respectful manner	80.9%	76.0%	*	.059	81.3%	73.5%	**	.092
My co-workers are open-minded when discussing differences among people	84.0%	79.6%	***	.120	85.6%	76.0%	*	.057
People communicate regularly with each other	84.5%	77.6%	**	.087	81.5%	79.1%		
People treat each other fairly	79.6%	73.5%	*	.072	80.7%	69.5%	***	.127
My feedback is sought and respected	79.6%	76.9%			80.0%	75.2%		
Collaboration is encouraged	87.2%	82.8%	*	.061	85.5%	83.0%		

Note: URM = Underrepresented Minorities.

[continued on next page]

Table 2.7: Staff selected responses by gender and URM status [continued]

	Gender				Underrepresented Minorities			
	Male Percent (n ≈ 541)	Female Percent (n ≈ 637)	Sig.	Effect Size	Not URM (n ≈ 751)	URM (n ≈ 414)	Sig.	Effect Size
<p>*p < .05; **p < .01; ***p < .001 Effect size: Small .1; Medium .3; Large .5</p> <p>(percent “very” or “somewhat satisfied”)</p>								
Satisfaction with support from your supervisor:								
Assistance with establishing professional contacts	80.1%	74.2%	*	.070	79.0%	73.6%	*	.061
Advice on navigating office politics	78.9%	70.8%	**	.092	76.4%	72.7%		
Mentoring for leadership positions	65.6%	59.1%	*	.066	66.0%	56.8%	**	.091
Informal invitations (e.g., lunch/coffee)	78.0%	71.1%	*	.068	77.3%	71.1%	*	.078
Understanding that individuals have different family and personal responsibilities	93.1%	87.5%	***	.094	91.4%	87.6%	*	.061
Degree to which my work is fairly evaluated	83.5%	77.8%	*	.071	82.6%	76.5%	*	.074
(percent “strongly” or “somewhat agreed”)								
Diversity and Inclusion:								
Georgia Tech is generally a comfortable and inclusive environment for me	90.1%	90.1%			90.4%	88.6%		
I feel valued and respected by the Georgia Tech community	81.5%	83.5%			83.9%	79.7%		
The diversity of our staff contributes to the overall prestige of Georgia Tech	85.6%	89.6%	*	.061	89.3%	87.1%		
I have considered leaving Georgia Tech because of concerns about collegiality	29.3%	35.4%	*	.065	32.0%	34.9%		
I am satisfied with my unit’s efforts to recruit staff from diverse backgrounds	86.0%	80.5%	*	.073	86.9%	77.6%	***	.121
I am satisfied with my unit’s efforts to retain staff from diverse backgrounds	79.2%	75.9%			81.1%	71.9%	***	.107
Hiring practices in my unit are consistent with Georgia Tech’s commitment to diversity	87.4%	80.1%	***	.099	88.7%	76.3%	***	.164

Note: URM = Underrepresented Minorities.

Marginalization

Staff were asked to what extent they had experienced marginalization—a sense of exclusion or feeling left out—in the past three years at Georgia Tech, based on various aspects of their identity and personal characteristics. To account for the small number of responses in some cells, the responses were recoded for statistical tests. Responses were reduced to two categories: Never, and Any (experienced marginalization *slightly, somewhat, or greatly*). While this does lose some of the details of the responses, the majority of those reporting “any” marginalization reported “slight” marginalization. The actual frequencies for these items can be found in Appendix B.

Overall, 62.0 percent of respondents stated they had experienced marginalization based on one or more characteristics. Breaking down the results by gender and race/ethnicity yields slightly higher rates of marginalization for women and underrepresented minorities (URM). For women, marginalization by *gender* was the primary difference, while for URM staff there were meaningful differences on multiple characteristics. In addition to *race or ethnicity*, URM staff members were more likely to report *national origin, language differences, and economic background*. Interestingly, *political perspective* was more likely to be listed by male or non-URM respondents. Results are presented in Table 2.8.

Table 2.8. Marginalization by gender and Underrepresented Minority

	Gender				Underrepresented Minority				GT Total
	Male	Female	Sig.	Eff. Size	Not URM	URM	Sig.	Eff. Size	
<p>*p < .05; **p < .01; ***p < .001 Effect size: Small .1; Medium .3; Large .5</p>									
<p>Within the last three years, to what extent have you experienced instances of marginalization (a sense of exclusion or feeling left out) at Georgia Tech based on your personal identity or characteristics? [percent answering “slightly,” “somewhat,” or “greatly”]</p>									
Gender	16.8%	40.6%	***	.259	30.2%	29.6%			30.4%
Age	23.6%	30.9%	**	.081	26.6%	29.9%			28.2%
Race/ethnicity	28.5%	29.3%			16.7%	47.8%	***	.334	29.0%
Disability	3.5%	7.8%	**	.090	5.2%	7.4%			6.0%
National origin	10.7%	7.8%			6.2%	13.0%	***	.117	9.4%
Language difference/accent	7.7%	8.2%			5.1%	11.8%	***	.121	7.9%
Political perspective	31.8%	24.0%	**	.087	31.7%	21.3%	***	.112	28.5%
Religion	16.4%	13.2%			17.3%	10.4%	***	.093	15.1%
Sexual orientation	8.3%	6.8%			7.8%	9.1%			7.9%
Gender identity/expression	5.7%	6.3%			6.0%	8.2%			6.6%
Economic Background	12.7%	16.6%	*	.056	9.9%	22.4%	***	.172	14.9%

Note: URM = Underrepresented Minorities.

Disparaging Comments

The survey asked staff to describe in the past year how frequently they heard disparaging remarks about various groups made by their staff colleagues. For statistical analysis, responses were recoded similarly to the Marginalization items: Never, and Any (experienced marginalization *sometimes, often, or very often*). As with Marginalization, the proportion of respondents who frequently (i.e., often or very often) heard disparaging comments was quite low across the board. Table 2.9 provides results from these items by gender and race/ethnicity.

Overall, disparaging remarks were low, with most having less than 30 percent of respondents reporting. The highest occurrences were for remarks regarding *younger people* (35.9 percent) and *specific political views* (49.1 percent). There were few relevant differences by gender; Men being more likely to report disparaging remarks about men, while more URM staff reported hearing disparaging remarks regarding *race/ethnicity, nationality, or socioeconomic background*. Similar to the marginalization findings, men and non-URM respondents were more likely to report disparaging remarks regarding *political views*. Complete results are available in Appendix B.

Table 2.9. Staff experiences with disparaging comments

	Gender		Underrepresented Minorities				GT Total	
	Male	Female	Sig.	Eff. Size	Not URM	URM		Sig.
*p < .05; **p < .01; ***p < .001 Effect size: Small .1; Medium .3; Large .5								
Within the past year, how often have you heard a staff member make an insensitive or disparaging remark with respect to: [percent answering "sometimes," "often," or "very often"]								
Women	31.2%	31.6%			31.0%	32.7%		31.7%
Men	31.2%	22.0%	***	.104	26.5%	25.2%		25.8%
Older People	26.7%	27.4%			26.8%	27.5%		27.5%
Younger People	35.1%	36.1%			38.9%	29.8%	**	.092
People's race or ethnicity	25.3%	26.7%			21.2%	34.3%	***	.145
People with disabilities	7.9%	9.2%			7.2%	10.8%		8.6%
People with less education	29.5%	31.2%			28.3%	33.9%	*	.058
People with different nationalities	21.1%	16.5%	*	.058	13.9%	27.0%	***	.162
People with language differences or accents	26.4%	27.6%			23.9%	32.3%	**	.092
People with particular political views	53.0%	44.8%	**	.082	53.1%	40.8%	***	.118
People with particular religious affiliations	22.2%	20.0%			20.3%	21.3%		21.2%

Note: URM = Underrepresented Minorities.

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Table 2.9. Staff experiences with disparaging comments [continued]

*p < .05; **p < .01; ***p < .001 Effect size: Small .1; Medium .3; Large .5	Gender		Underrepresented Minorities				GT Total		
	Male	Female	Sig.	Eff. Size	Not URM	URM		Sig.	Eff. Size
Within the past year, how often have you heard a staff member make an insensitive or disparaging remark with respect to:									
[percent answering “sometimes,” “often,” or “very often”]									
People with different socioeconomic backgrounds	18.8%	17.9%			14.3%	23.9%	***	.121	18.4%
Gay, lesbian, or bisexual people	22.0%	17.8%			18.6%	22.3%			20.0%
Transgender people	20.2%	18.6%			20.6%	18.1%			19.7%

Note: URM = Underrepresented Minorities.

2013-2017 COMPARISONS

In order to permit comparative analysis with the 2013 survey, much of the content and format was kept the same between the two survey administrations. This provides an opportunity to look for changes in the attitudes and experiences of staff. For this analysis, the 2013 data was reweighted using the same procedures as the 2017 data. This puts both groups of responses at a close approximation to their respective populations. Because of this shift in weights, some of the numbers presented here vary slightly from what is in the 2013 report.

Colleagues and Supervisors

Overall, staff satisfaction with their interactions are relatively unchanged from 2013, with slight increases in co-worker advice in navigating the work environment. Select comparisons are presented in Table 2.10.

Table 2.10. Changes in Colleague & Supervisor Interactions: 2013-2017

*p < .05; **p < .01; ***p < .001 Effect size: Small .1; Medium .3; Large .5	2013 Percent	Change 2013 to 2017	2017 Percent	Sig.	Eff Size.
(percent “very” or “somewhat satisfied”)					
How satisfied are you with the following types of support you receive from your co-workers/colleagues?					
Assistance with establishing professional contacts	80.0%	1.9	81.9%		
Advice on navigating office politics	70.8%	4.2	75.0%	*	.046
Satisfaction: Mentoring for leadership positions	53.4%	3.7	57.1%	*	.037
Satisfaction: Mentoring for career advancement	53.0%	2.9	55.9%		
Satisfaction: Informal invitations (e.g., lunch/coffee)	71.5%	3.3	74.8%	*	.037

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Table 2.10. Changes in Colleague & Chair Interactions: 2013-2017 [continued]

	2013 Percent	Change 2013 to 2017	2017 Percent	Sig.	Eff Size.
*p < .05; **p < .01; ***p < .001 Effect size: Small .1; Medium .3; Large .5					
(percent “very” or “somewhat satisfied”)					
How satisfied are you with the following types of support you receive from your supervisor?					
Advice on navigating office politics	71.3%	2.1	73.4%		
Mentoring for career advancement	58.8%	2.6	61.4%		
Informal invitations (e.g., lunch/coffee)	72.8%	0.5	73.3%		
Understanding that individuals have different family and personal responsibilities	87.0%	2.8	89.8%	*	.043
The degree to which my work performance is fairly evaluated	81.2%	-1.6	79.6%		

Climate

The changes in work climate over the four-year interval is somewhat mixed. More staff feel positive about their primary work environment, particularly that *professional development is encouraged*. While overall Georgia Tech’s climate is positive, there was a significant decline in staff who felt *adequate processes are in place to address grievances at Georgia Tech*. These differences are detailed in Table 2.11.

Table 2.11. Changes in Work Climate: 2013-2017

	2013 Percent	Change 2013 to 2017	2017 Percent	Sig.	Eff Size.
*p < .05; **p < .01; ***p < .001 Effect size: Small .1; Medium .3; Large .5					
(percent “strongly” or “somewhat agreed”)					
In my primary work environment:					
My co-workers/colleagues are open-minded when discussing differences among people	79.4%	1.2	80.6%		
Professional development is encouraged	71.4%	8.7	80.1%	***	.100
My feedback is sought and respected	73.3%	3.4	76.7%	*	.040
Collaboration is encouraged	80.7%	3.6	84.3%	**	.047
At Georgia Tech					
Georgia Tech is generally a comfortable and inclusive environment for me	88.5%	1.0	89.6%		
Adequate processes are in place to address grievances at Georgia Tech	71.9%	-7.2	64.7%	***	.078
I feel valued and respected by the Georgia Tech community	78.9%	3.2	82.1%	*	.040
I am satisfied with my career progress at Georgia Tech	61.5%	6.0	67.5%	**	.061

Diversity and Inclusion

Staff attitudes regarding diversity and inclusion were remarkably unchanged between the two surveys. The ratings are detailed in Table 2.12.

Table 2.12. Changes in Diversity and Inclusion: 2013-2017

	2013 Percent	Change	2017 Percent	Sig.	Eff Size.
*p < .05; **p < .01; ***p < .001 Effect size: Small .1; Medium .3; Large .5					
(percent “strongly” or “somewhat agreed”)					
Diversity and Inclusion:					
I have considered leaving Georgia Tech because of concerns about collegiality	32.8%	0.2	33.0%		
Diversity is integral to Georgia Tech’s ability to successfully fulfill its mission	89.9%	1.6	91.5%		
The diversity of our staff contributes to the overall prestige of Georgia Tech	85.9%	1.7	87.6%		
I am satisfied with my unit’s efforts to recruit staff from diverse backgrounds	83.1%	-0.6	82.5%		
I am satisfied with my unit’s efforts to retain staff from diverse backgrounds	78.4%	-1.7	76.7%		
Hiring practices in my unit are consistent with Georgia Tech’s commitment to diversity	84.7%	-1.2	83.5%		
Promotion practices in my unit are consistent with Georgia Tech’s commitment to diversity	68.5%	1.4	69.9%		

Disparaging Remarks^{2.7}

After the broad improvements in other areas of the climate survey, the reports regarding disparaging remarks present more questions. Compared to the 2013 survey, there are significant *increases* in remarks for multiple groups: *younger people*, *people with particular political views*, and *transgender people*. There was also a significant decrease in reported remarks about *people with language differences or accents*. Comparisons are presented in Table 2.1

^{2.7} Marginalization is not compared between surveys. In 2017, 59.4 percent of staff reported any instance of marginalization, compared to the 20.8 percent in 2013. Given the results found elsewhere, a near-tripling of marginalization seems unlikely. It is possible that the more detailed approach used in 2017 may have prompted more introspection on the topic, producing very different numbers than if the 2013 format was used.

Table 2.13. Changes in Encountering Disparaging Remarks: 2013-2017

	2013 Percent	Change 2013 to 2017	2017 Percent	Sig.	Eff Size.
(percent “sometimes,” “often,” or “very often”)					
Within the past year, how often have you heard a coworker make an insensitive or disparaging remark with respect to:					
Women	28.1%	3.6	31.7%	*	.039
Men	23.4%	2.4	25.8%		
Older people	23.9%	3.6	27.5%	*	.041
Younger people	24.5%	11.4	35.9%	***	.124
People’s race or ethnicity	26.2%	-0.2	26.0		
People with disabilities	8.6%	0.1	8.7%		
People with less education	30.7%	-0.1	30.6%		
People with different nationalities	21.1%	-2.3	18.8%		
People with language differences or accents	33.6%	-6.6	27.0%	***	.071
People with particular political views	40.2%	9.0	49.2%	***	.089
People with particular religious affiliations	22.4%	-1.2	21.2%		
Gay, lesbian, or bisexual people	20.7%	-0.1	20.0%		
Transgender people	12.1%	7.6	19.7%	***	.104

CONCLUSION

The results presented here offer an important glimpse of the ways in which various members of the Institute perceive the Georgia Tech community. Generally, respondents express high degrees of collegiality, support, and inclusion within their immediate workplace and across the Institute. But there are also areas where respondents expressed concerns, or revealed topics that warrant further investigation.

Staff are highly satisfied with the support they receive from supervisors and co-workers, with a lower, but still overall positive level of satisfaction regarding mentorship for careers and advancement. Similarly, respondents rated diversity and inclusion well, but were less satisfied with career progress, and less satisfied with Georgia Tech’s ability to adequately address grievances.

Some groups on campus—notably women and underrepresented minorities—are more likely to express concern that people do not treat each other fairly and that promotion practices are not consistent with Georgia Tech’s commitment to the principles of diversity. Interestingly, the difference in opinion regarding being treated fairly is also expressed by respondents in executive positions.

While it should be noted that the majority of women and underrepresented minorities still agree that Georgia Tech is a comfortable and inclusive environment, the gap between their opinions and those of their peers is noteworthy. These findings, along with the fact that women and URM staff were more likely to report having experienced marginalization on campus should be followed up by Institute leadership and the campus community.

Compared to the results of the 2013 survey, the 2017 staff respondents were generally more positive in almost all areas, though at a smaller scale compared to faculty results. The ability to address grievances was notable in its decline. Viewed with the various group responses, this does appear to be an area of concern. Similarly, there was a notable increase in disparaging remarks for a few groups. Whether this was a result of change in the population, or if it reflects a change, such as increased awareness is a question that would need further exploration.

Institute Diversity is expected to utilize data in this report to identify issues that merit additional attention and follow-up, including a report detailing qualitative analytic results related to staff survey responses to open-ended questions and general comments. Planned focus group research will further complement the quantitative and qualitative analyses and is expected to contribute to the formulation of strategic actions that will enhance our campus climate. It is hoped that those currently engaged in campus initiatives addressing campus climate will use these survey results as a guide to their activities and programming, and that new initiatives might be launched to more deeply explore the issues raised by these data. Future iterations of this survey will assist the Institute in measuring its progress as it pursues its strategic goal of inclusive excellence.

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Appendix A – Faculty

Results by College

Color codes: red < 2.7, green > 3.3

*p < .05; **p < .01; ***p < .001

	GT Weighted Mean	Results by College						F-test (college) Sig	Post-Hoc (Bonferroni or Tamhane's T2)
		COD (1)	COC (2)	COE (3)	IAC (4)	SCB (5)	COS (6)		
Based upon your interactions with your faculty colleagues, how satisfied are you with:									
Satisfaction: Assistance with establishing a network of professional contacts	3.06	3.16	2.83	3.06	2.70	3.49	3.20	*	4 < 5,6
Satisfaction: Advice on navigating department/Institute politics	2.91	2.97	2.67	2.88	2.72	3.20	3.08	*	
Satisfaction: Offers to collaborate on research	3.05	3.05	3.09	3.00	2.60	3.57	3.24	**	4 < 5,6
Satisfaction: Mentoring for teaching	2.96	2.86	2.51	2.97	2.63	3.31	3.20	*	4 < 6
Satisfaction: Advice on the promotion/tenure process	3.24	3.17	3.13	3.32	2.80	3.37	3.35	**	4 < 3, 6
Satisfaction: Advice on the annual review process	3.01	3.15	2.88	3.01	2.70	3.32	3.12		
Satisfaction: Advice on the third year review process	3.23	3.16	3.32	3.24	2.93	3.33	3.37		
Satisfaction: Advice on the periodic peer review process	2.91	3.21	2.59	2.99	2.41	3.17	3.02	*	4 < 3, 5, 6
Satisfaction: Guidance on obtaining grants	2.81	2.73	2.89	2.92	2.46	2.65	2.82	*	3 > 4
Satisfaction: Guidance on publishing your research	3.03	3.03	3.14	3.03	2.66	3.41	3.10	**	4 < 5
Satisfaction: Support for your research program	2.85	2.66	2.72	2.79	2.58	3.37	3.08	*	4 < 5, 6
Satisfaction: Mentoring for leadership positions at GT or beyond	2.62	3.06	2.35	2.56	2.31	2.95	2.84	**	4 < 6
Satisfaction: Informal invitations (e.g., lunch/coffee)	2.90	3.06	2.76	2.81	2.93	3.10	3.01		
Satisfaction: Understanding that individuals have different family and personal responsibilities	3.17	2.96	3.11	3.12	3.07	3.45	3.33		
Satisfaction: Acknowledgement of my contributions to the school/department	2.97	3.01	2.97	2.91	2.72	3.32	3.12	*	
Satisfaction with support from your chair or director:									
Assistance with establishing professional contacts	2.87	2.82	2.36	2.95	2.64	2.92	3.00		
Advice on navigating department/Institute politics	2.97	2.59	2.38	3.06	2.66	3.37	3.15	*	
Mentoring for teaching	2.86	2.47	2.29	2.93	2.65	3.48	3.00		
Advice on the promotion/tenure process	3.24	2.89	2.90	3.33	2.96	3.49	3.33	*	
Advice on the annual review process	3.06	2.80	3.06	3.12	2.77	3.49	3.09		
Advice on the third year review process	3.33	2.99	3.02	3.35	3.12	3.66	3.48	*	
Advice on the periodic peer review process	2.98	2.92	2.51	3.06	2.72	3.37	3.06		
Advice on obtaining grants	2.75	2.40	2.18	2.91	2.44	2.32	2.98	**	
Guidance on publishing your research	2.88	2.76	2.25	3.04	2.48	3.22	3.02		
Support for your research program	3.04	3.05	2.75	3.04	2.80	3.34	3.20		
Obtaining the resources you need to excel	2.95	2.77	2.63	3.04	2.62	3.24	3.03		
Mentoring for leadership positions at GT or beyond	2.83	2.35	2.21	2.92	2.52	3.25	3.03	*	
Informal invitations (e.g., lunch/coffee)	3.07	2.84	2.78	3.18	2.82	3.14	3.12		
Understanding that individuals have different family and personal responsibilities	3.42	3.19	3.51	3.42	3.20	3.46	3.59		

Note: Two Factor ANOVA Dep Var * Gender and College; Results for College Only

Results by College

Color codes: red < 2.7, green > 3.3

*p < .05; **p < .01; ***p < .001

GT Weighted Mean	Results by College						F-test (college) Sig	Post-Hoc (Bonferroni or Tamhane's T2)
	COD (1)	COC (2)	COE (3)	IAC (4)	SCB (5)	COS (6)		

Satisfaction with support from your chair or director (cont'd):

The degree to which agreements are honored by my supervisor	3.46	3.00	3.24	3.55	3.16	3.67	3.57	*	
Acknowledging my contributions to the school/department	3.18	3.19	3.10	3.22	2.84	3.37	3.28		

In my school/academic unit:

In my school/department, Faculty interact regularly with one another	2.88	2.94	3.32	2.94	2.47	3.16	2.79	**	2 > 4
In my school/department, Faculty treat each other fairly	3.15	2.90	3.56	3.17	2.54	3.44	3.32	***	4 < 2, 3, 5, 6
In my school/department, Faculty are encouraged and empowered	2.95	2.86	3.06	2.98	2.59	3.22	3.03	*	4 < 6
In my school/department, My feedback is sought and respected	3.03	3.10	3.29	3.07	2.66	3.10	3.06	*	
In my school/department, I am provided with an opportunity to participate in important decision making	3.05	3.01	3.33	3.00	2.96	3.32	3.03		
In my school/department, Disputes and problems are resolved effectively	2.88	2.78	3.11	2.91	2.23	3.32	3.07	***	4 < 3, 5, 6
In my school/department, Collaboration is encouraged in strategic planning	3.05	3.03	3.04	2.99	2.84	3.51	3.20		

At Georgia Tech:

Georgia Tech is generally a comfortable and inclusive environment for me	3.31	3.28	3.33	3.29	3.00	3.52	3.47		
I am satisfied with my career progress at Georgia Tech	3.21	3.12	2.95	3.19	2.99	3.42	3.45	*	4 < 6
I am satisfied with my current workload balance (research/teaching/service) as it relates to my career goals	3.02	3.01	2.92	2.96	2.74	3.29	3.27	**	4 < 6
Adequate processes are in place to address grievances at Georgia Tech	2.87	3.05	2.32	2.89	2.49	3.11	3.08		
Clarity exists about the promotion and tenure process at Georgia Tech	3.04	2.83	2.84	3.20	2.68	2.81	3.14	*	3 > 4
I feel valued and respected by the Georgia Tech community	3.11	3.06	3.14	3.12	2.76	3.54	3.20	*	4 < 5
I have considered leaving Georgia Tech because of concerns about collegiality (reverse coded)	1.83	1.79	1.85	1.83	2.45	1.52	1.55	**	4 > 3, 5, 6
I have considered leaving Georgia Tech because of concerns about collaboration (reverse coded)	1.73	1.85	2.12	1.75	2.01	1.22	1.55		
I have considered leaving Georgia Tech because of concerns about the resources made available to me for my work (reverse coded)	2.28	2.67	2.49	2.41	2.36	1.36	2.13		

Color codes for reversed items: Red > 2.3, Green < 1.7

Results by College

Color codes: red < 2.7, green > 3.3

*p < .05; **p < .01; ***p < .001

	GT Weighted Mean	Results by College						F-test (college) Sig	Post-Hoc (Bonferroni or Tamhane's T2)
		COD (1)	COC (2)	COE (3)	IAC (4)	SCB (5)	COS (6)		
Diversity and Inclusion:									
Diversity is integral to Georgia Tech's ability to successfully fulfill its mission	3.57	3.66	3.87	3.53	3.57	3.64	3.52		
The diversity of our faculty contributes to the overall prestige of Georgia Tech	3.42	3.76	3.46	3.38	3.33	3.61	3.43		
My school/unit demonstrates its commitment to diversity and inclusion	3.30	2.95	3.47	3.36	3.08	3.34	3.33		
The diversity of our faculty contributes to the overall prestige of my school/unit	3.22	2.81	3.49	3.23	2.92	3.42	3.35		
I am satisfied with my school's/department's efforts to recruit faculty from diverse backgrounds	3.13	2.83	3.27	3.21	2.82	3.27	3.16		
I am satisfied with my school's/department's efforts to retain faculty from diverse backgrounds	3.10	2.61	3.48	3.15	2.81	3.18	3.17	*	3 > 4
I am satisfied with my school's efforts to recruit graduate students from diverse backgrounds	3.02	3.07	2.76	3.15	2.49	3.27	3.05	*	
I am satisfied with my school's efforts to retain graduate students from diverse backgrounds	3.06	3.33	3.27	3.14	2.47	3.22	3.07	*	4 < 3

Results by College

Color codes: red < 2.7, green > 3.3

*p < .05; **p < .01; ***p < .001

	GT Weighted Mean	Results by College						F-test (college) Sig	Post-Hoc (Bonferroni or Tamhane's T2)
		COD (1)	COC (2)	COE (3)	IAC (4)	SCB (5)	COS (6)		
Within the last three years, to what extent have you experienced instances of marginalization at Georgia Tech based on the following personal identity or characteristics:									
Marginalization: Gender	1.53	1.64	1.27	1.58	1.96	1.21	1.32		
Marginalization: Age	1.42	1.56	1.21	1.44	1.71	1.04	1.36		
Marginalization: Race/ethnicity	1.39	1.58	1.23	1.52	1.50	1.02	1.16		
Marginalization: Disability	1.10	1.38	1.14	1.05	1.30	1.04	1.03		
Marginalization: National origin	1.25	1.20	1.14	1.39	1.26	1.04	1.09		
Marginalization: Language difference or accent	1.22	1.34	1.19	1.26	1.29	1.05	1.12		
Marginalization: Political perspective	1.34	1.38	1.29	1.41	1.47	1.08	1.21		
Marginalization: Religion	1.21	1.00	1.35	1.30	1.22	1.00	1.08		
Marginalization: Sexual orientation	1.10	1.17	1.00	1.10	1.28	1.00	1.04		
Marginalization: Gender identity/expression	1.11	1.17	1.08	1.09	1.32	1.02	1.03		
Marginalization: Socioeconomic background	1.13	1.30	1.10	1.11	1.29	1.00	1.07		
Marginalization: Other	1.15	1.43	1.08	1.13	1.32	1.00	1.12		

Results by College

Color codes: red < 2.7, green > 3.3

*p < .05; **p < .01; ***p < .001

	GT Weighted Mean	Results by College						F-test (college) Sig	Post-Hoc (Bonnferoni or Tamhane's T2)
		COD (1)	COC (2)	COE (3)	IAC (4)	SCB (5)	COS (6)		
Within the past year, how often have you heard a faculty member make insensitive or disparaging remarks about one or more of the following groups of people:									
Disparaging Remarks: Women	1.35	1.52	1.19	1.40	1.43	1.13	1.27		
Disparaging Remarks: Men	1.26	1.19	1.21	1.25	1.29	1.07	1.33		
Disparaging Remarks: Older People	1.22	1.11	1.12	1.23	1.41	1.04	1.21		
Disparaging Remarks: Younger People	1.27	1.33	1.15	1.34	1.32	1.10	1.18		
Disparaging Remarks: People's race or ethnicity	1.23	1.23	1.06	1.28	1.32	1.13	1.15		
Disparaging Remarks: People with disabilities	1.07	1.11	1.06	1.07	1.13	1.06	1.02		
Disparaging Remarks: People with less education	1.45	1.34	1.17	1.50	1.71	1.32	1.35		
Disparaging Remarks: People with different nationalities	1.30	1.30	1.43	1.34	1.34	1.15	1.18		
Disparaging Remarks: People with language differences or accents	1.29	1.41	1.36	1.32	1.34	1.20	1.17		
Disparaging Remarks: People with particular political views	1.73	1.63	1.54	1.76	2.00	1.42	1.66		
Disparaging Remarks: People with particular religious affiliations	1.22	1.05	1.12	1.29	1.25	1.02	1.20		
Disparaging Remarks: People with different socioeconomic backgrounds	1.18	1.10	1.17	1.20	1.30	1.02	1.14		
Disparaging Remarks: Gay, lesbian, or bisexual people	1.10	1.12	1.06	1.10	1.18	1.09	1.05		
Disparaging Remarks: Transgender people	1.13	1.18	1.12	1.13	1.24	1.09	1.06		
Disparaging Remarks: Others (please specify below)	1.11	1.65	1.07	1.09	1.25	1.00	1.00		

Faculty Frequencies by College		College (Primary Appointment)													
		Architecture		Computing		Engineering		Ivan Allen College		Scheller College of Business		Sciences		GT	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Based upon your interactions with your colleagues, how satisfied are you with:															
Assistance with establishing professional contacts	Very satisfied	5	33.3%	4	18.2%	52	36.6%	7	16.7%	10	47.6%	20	29.9%	98	31.7%
	Somewhat satisfied	8	53.3%	12	54.5%	58	40.8%	23	54.8%	11	52.4%	42	62.7%	154	49.8%
	Somewhat dissatisfied	1	6.7%	5	22.7%	21	14.8%	6	14.3%	0		3	4.5%	36	11.7%
	Very dissatisfied	1	6.7%	1	4.5%	11	7.7%	6	14.3%	0		2	3.0%	21	6.8%
	Total Count	15	100.0%	22	100.0%	142	100.0%	42	100.0%	21	100.0%	67	100.0%	309	100.0%
Advice on navigating department/Institute politics	Very satisfied	3	20.0%	5	22.7%	47	32.0%	9	20.5%	8	44.4%	21	29.6%	93	29.3%
	Somewhat satisfied	9	60.0%	7	31.8%	58	39.5%	20	45.5%	8	44.4%	37	52.1%	139	43.8%
	Somewhat dissatisfied	2	13.3%	7	31.8%	20	13.6%	8	18.2%	1	5.6%	10	14.1%	48	15.1%
	Very dissatisfied	1	6.7%	3	13.6%	22	15.0%	7	15.9%	1	5.6%	3	4.2%	37	11.7%
	Total Count	15	100.0%	22	100.0%	147	100.0%	44	100.0%	18	100.0%	71	100.0%	317	100.0%
Offers to collaborate on research	Very satisfied	5	33.3%	7	31.8%	59	41.8%	8	19.5%	12	60.0%	33	45.2%	124	39.7%
	Somewhat satisfied	7	46.7%	12	54.5%	40	28.4%	15	36.6%	8	40.0%	29	39.7%	111	35.6%
	Somewhat dissatisfied	2	13.3%	2	9.1%	26	18.4%	12	29.3%	0		7	9.6%	49	15.7%
	Very dissatisfied	1	6.7%	1	4.5%	16	11.3%	6	14.6%	0		4	5.5%	28	9.0%
	Total Count	15	100.0%	22	100.0%	141	100.0%	41	100.0%	20	100.0%	73	100.0%	312	100.0%
Mentoring for teaching	Very satisfied	3	21.4%	3	13.6%	40	30.1%	5	13.2%	10	50.0%	30	45.5%	91	31.1%
	Somewhat satisfied	7	50.0%	8	36.4%	62	46.6%	20	52.6%	9	45.0%	22	33.3%	128	43.7%
	Somewhat dissatisfied	3	21.4%	8	36.4%	18	13.5%	7	18.4%	0		12	18.2%	48	16.4%
	Very dissatisfied	1	7.1%	3	13.6%	13	9.8%	6	15.8%	1	5.0%	2	3.0%	26	8.9%
	Total Count	14	100.0%	22	100.0%	133	100.0%	38	100.0%	20	100.0%	66	100.0%	293	100.0%
Advice on the promotion/tenure process	Very satisfied	5	41.7%	6	42.9%	62	53.9%	11	31.4%	10	55.6%	33	51.6%	127	49.2%
	Somewhat satisfied	5	41.7%	6	42.9%	35	30.4%	12	34.3%	7	38.9%	24	37.5%	89	34.5%
	Somewhat dissatisfied	1	8.3%	1	7.1%	10	8.7%	7	20.0%	0		3	4.7%	22	8.5%
	Very dissatisfied	1	8.3%	1	7.1%	8	7.0%	5	14.3%	1	5.6%	4	6.3%	20	7.8%
	Total Count	12	100.0%	14	100.0%	115	100.0%	35	100.0%	18	100.0%	64	100.0%	258	100.0%
Advice on the annual review process	Very satisfied	5	31.3%	3	14.3%	49	35.0%	8	18.6%	8	40.0%	26	37.1%	99	31.9%
	Somewhat satisfied	9	56.3%	12	57.1%	55	39.3%	21	48.8%	11	55.0%	30	42.9%	138	44.5%
	Somewhat dissatisfied	1	6.3%	6	28.6%	23	16.4%	7	16.3%	1	5.0%	9	12.9%	47	15.2%
	Very dissatisfied	1	6.3%	0		13	9.3%	7	16.3%	0		5	7.1%	26	8.4%
	Total Count	16	100.0%	21	100.0%	140	100.0%	43	100.0%	20	100.0%	70	100.0%	310	100.0%

Faculty Frequencies by College		College (Primary Appointment)													
		Architecture		Computing		Engineering		Ivan Allen College		Scheller College of Business		Sciences		GT	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Based upon your interactions with your colleagues, how satisfied are you with: (cont'd)															
Advice on the third year review process	Very satisfied	4	50.0%	6	46.2%	45	50.0%	9	30.0%	8	57.1%	25	54.3%	97	48.3%
	Somewhat satisfied	2	25.0%	5	38.5%	27	30.0%	13	43.3%	5	35.7%	16	34.8%	68	33.8%
	Somewhat dissatisfied	1	12.5%	2	15.4%	11	12.2%	4	13.3%	0		3	6.5%	21	10.4%
	Very dissatisfied	1	12.5%	0		7	7.8%	4	13.3%	1	7.1%	2	4.3%	15	7.5%
	Total Count	8	100.0%	13	100.0%	90	100.0%	30	100.0%	14	100.0%	46	100.0%	201	100.0%
Advice on the periodic peer review process	Very satisfied	4	36.4%	2	11.1%	38	31.1%	4	11.8%	5	31.3%	22	34.9%	75	28.4%
	Somewhat satisfied	6	54.5%	8	44.4%	57	46.7%	14	41.2%	8	50.0%	26	41.3%	119	45.1%
	Somewhat dissatisfied	0		7	38.9%	14	11.5%	8	23.5%	3	18.8%	9	14.3%	41	15.5%
	Very dissatisfied	1	9.1%	1	5.6%	13	10.7%	8	23.5%	0		6	9.5%	29	11.0%
	Total Count	11	100.0%	18	100.0%	122	100.0%	34	100.0%	16	100.0%	63	100.0%	264	100.0%
Guidance on obtaining grants	Very satisfied	3	21.4%	4	21.1%	38	27.5%	7	16.7%	2	22.2%	16	23.2%	70	24.1%
	Somewhat satisfied	5	35.7%	10	52.6%	61	44.2%	15	35.7%	2	22.2%	30	43.5%	123	42.3%
	Somewhat dissatisfied	5	35.7%	4	21.1%	29	21.0%	11	26.2%	5	55.6%	17	24.6%	71	24.4%
	Very dissatisfied	1	7.1%	1	5.3%	10	7.2%	9	21.4%	0		6	8.7%	27	9.3%
	Total Count	14	100.0%	19	100.0%	138	100.0%	42	100.0%	9	100.0%	69	100.0%	291	100.0%
Guidance on publishing your research	Very satisfied	5	35.7%	6	46.2%	40	32.0%	6	15.8%	11	52.4%	18	32.1%	86	32.2%
	Somewhat satisfied	6	42.9%	5	38.5%	58	46.4%	18	47.4%	8	38.1%	29	51.8%	124	46.4%
	Somewhat dissatisfied	2	14.3%	1	7.7%	18	14.4%	10	26.3%	2	9.5%	6	10.7%	39	14.6%
	Very dissatisfied	1	7.1%	1	7.7%	9	7.2%	4	10.5%	0		3	5.4%	18	6.7%
	Total Count	14	100.0%	13	100.0%	125	100.0%	38	100.0%	21	100.0%	56	100.0%	267	100.0%
Support for your research program	Very satisfied	1	6.7%	4	20.0%	39	28.1%	11	26.2%	7	36.8%	27	38.0%	89	29.1%
	Somewhat satisfied	9	60.0%	8	40.0%	54	38.8%	12	28.6%	12	63.2%	25	35.2%	120	39.2%
	Somewhat dissatisfied	2	13.3%	7	35.0%	23	16.5%	10	23.8%	0		17	23.9%	59	19.3%
	Very dissatisfied	3	20.0%	1	5.0%	23	16.5%	9	21.4%	0		2	2.8%	38	12.4%
	Total Count	15	100.0%	20	100.0%	139	100.0%	42	100.0%	19	100.0%	71	100.0%	306	100.0%
Mentoring for leadership positions at GT or beyond	Very satisfied	4	28.6%	2	9.5%	29	22.0%	4	12.1%	4	30.8%	18	28.1%	61	22.0%
	Somewhat satisfied	7	50.0%	7	33.3%	42	31.8%	10	30.3%	6	46.2%	23	35.9%	95	34.3%
	Somewhat dissatisfied	3	21.4%	8	38.1%	34	25.8%	12	36.4%	2	15.4%	18	28.1%	77	27.8%
	Very dissatisfied	0		4	19.0%	27	20.5%	7	21.2%	1	7.7%	5	7.8%	44	15.9%
	Total Count	14	100.0%	21	100.0%	132	100.0%	33	100.0%	13	100.0%	64	100.0%	277	100.0%

College (Primary Appointment)

Faculty Frequencies by College

		Architecture		Computing		Engineering		Ivan Allen College		Scheller College of Business		Sciences		GT	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Based upon your interactions with your colleagues, how satisfied are you with: (cont'd)															
Informal invitations (e.g., lunch/coffee)	Very satisfied	6	42.9%	5	21.7%	39	27.5%	11	25.6%	9	42.9%	24	34.3%	94	30.0%
	Somewhat satisfied	4	28.6%	9	39.1%	54	38.0%	22	51.2%	7	33.3%	26	37.1%	122	39.0%
	Somewhat dissatisfied	3	21.4%	6	26.1%	32	22.5%	6	14.0%	3	14.3%	17	24.3%	67	21.4%
	Very dissatisfied	1	7.1%	3	13.0%	17	12.0%	4	9.3%	2	9.5%	3	4.3%	30	9.6%
	Total Count	14	100.0%	23	100.0%	142	100.0%	43	100.0%	21	100.0%	70	100.0%	313	100.0%
Understanding that individuals have different family and personal responsibilities	Very satisfied	6	46.2%	8	36.4%	57	40.7%	17	37.8%	13	59.1%	34	49.3%	135	43.4%
	Somewhat satisfied	4	30.8%	11	50.0%	54	38.6%	20	44.4%	5	22.7%	25	36.2%	119	38.3%
	Somewhat dissatisfied	1	7.7%	0		18	12.9%	3	6.7%	4	18.2%	9	13.0%	35	11.3%
	Very dissatisfied	2	15.4%	3	13.6%	11	7.9%	5	11.1%	0		1	1.4%	22	7.1%
	Total Count	13	100.0%	22	100.0%	140	100.0%	45	100.0%	22	100.0%	69	100.0%	311	100.0%
Acknowledging my contributions to the school/academic unit	Very satisfied	4	26.7%	11	50.0%	54	36.5%	12	25.5%	11	52.4%	30	41.1%	122	37.4%
	Somewhat satisfied	7	46.7%	3	13.6%	51	34.5%	19	40.4%	6	28.6%	30	41.1%	116	35.6%
	Somewhat dissatisfied	3	20.0%	4	18.2%	20	13.5%	8	17.0%	4	19.0%	4	5.5%	43	13.2%
	Very dissatisfied	1	6.7%	4	18.2%	23	15.5%	8	17.0%	0		9	12.3%	45	13.8%
	Total Count	15	100.0%	22	100.0%	148	100.0%	47	100.0%	21	100.0%	73	100.0%	326	100.0%

Faculty Frequencies by College		College (Primary Appointment)													
		Architecture		Computing		Engineering		Ivan Allen College		Scheller College of Business		Sciences		GT	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Satisfaction with support from your chair or director:															
Assistance with establishing professional contacts	Very satisfied	4	28.6%	3	14.3%	47	35.6%	10	29.4%	4	25.0%	18	32.1%	86	31.5%
	Somewhat satisfied	6	42.9%	9	42.9%	46	34.8%	12	35.3%	9	56.3%	25	44.6%	107	39.2%
	Somewhat dissatisfied	2	14.3%	2	9.5%	26	19.7%	3	8.8%	0		8	14.3%	41	15.0%
	Very dissatisfied	2	14.3%	7	33.3%	13	9.8%	9	26.5%	3	18.8%	5	8.9%	39	14.3%
	Total Count	14	100.0%	21	100.0%	132	100.0%	34	100.0%	16	100.0%	56	100.0%	273	100.0%
Advice on navigating department/Institute politics	Very satisfied	1	7.1%	3	13.6%	58	41.7%	10	25.0%	8	53.3%	27	41.5%	107	36.3%
	Somewhat satisfied	7	50.0%	8	36.4%	47	33.8%	16	40.0%	5	33.3%	25	38.5%	108	36.6%
	Somewhat dissatisfied	4	28.6%	6	27.3%	19	13.7%	5	12.5%	2	13.3%	8	12.3%	44	14.9%
	Very dissatisfied	2	14.3%	5	22.7%	15	10.8%	9	22.5%	0		5	7.7%	36	12.2%
	Total Count	14	100.0%	22	100.0%	139	100.0%	40	100.0%	15	100.0%	65	100.0%	295	100.0%
Mentoring for teaching	Very satisfied	1	9.1%	3	14.3%	35	32.1%	6	19.4%	6	54.5%	21	41.2%	72	30.8%
	Somewhat satisfied	6	54.5%	6	28.6%	43	39.4%	14	45.2%	5	45.5%	14	27.5%	88	37.6%
	Somewhat dissatisfied	2	18.2%	7	33.3%	20	18.3%	5	16.1%	0		10	19.6%	44	18.8%
	Very dissatisfied	2	18.2%	5	23.8%	11	10.1%	6	19.4%	0		6	11.8%	30	12.8%
	Total Count	11	100.0%	21	100.0%	109	100.0%	31	100.0%	11	100.0%	51	100.0%	234	100.0%
Advice on the promotion/tenure process	Very satisfied	4	33.3%	6	46.2%	55	54.5%	11	34.4%	8	57.1%	25	52.1%	109	49.5%
	Somewhat satisfied	4	33.3%	4	30.8%	33	32.7%	14	43.8%	5	35.7%	15	31.3%	75	34.1%
	Somewhat dissatisfied	2	16.7%	0		4	4.0%	3	9.4%	1	7.1%	7	14.6%	17	7.7%
	Very dissatisfied	2	16.7%	3	23.1%	9	8.9%	4	12.5%	0		1	2.1%	19	8.6%
	Total Count	12	100.0%	13	100.0%	101	100.0%	32	100.0%	14	100.0%	48	100.0%	220	100.0%
Advice on the annual review process	Very satisfied	2	15.4%	9	42.9%	53	39.3%	10	24.4%	9	52.9%	25	41.7%	108	37.6%
	Somewhat satisfied	8	61.5%	7	33.3%	60	44.4%	19	46.3%	8	47.1%	19	31.7%	121	42.2%
	Somewhat dissatisfied	1	7.7%	3	14.3%	8	5.9%	5	12.2%	0		12	20.0%	29	10.1%
	Very dissatisfied	2	15.4%	2	9.5%	14	10.4%	7	17.1%	0		4	6.7%	29	10.1%
	Total Count	13	100.0%	21	100.0%	135	100.0%	41	100.0%	17	100.0%	60	100.0%	287	100.0%
Advice on the third year review process	Very satisfied	2	33.3%	5	45.5%	39	51.3%	9	39.1%	9	69.2%	17	56.7%	81	50.9%
	Somewhat satisfied	2	33.3%	4	36.4%	27	35.5%	9	39.1%	4	30.8%	11	36.7%	57	35.8%
	Somewhat dissatisfied	1	16.7%	0		7	9.2%	4	17.4%	0		1	3.3%	13	8.2%
	Very dissatisfied	1	16.7%	2	18.2%	3	3.9%	1	4.3%	0		1	3.3%	8	5.0%
	Total Count	6	100.0%	11	100.0%	76	100.0%	23	100.0%	13	100.0%	30	100.0%	159	100.0%

Faculty Frequencies by College		College (Primary Appointment)													
		Architecture		Computing		Engineering		Ivan Allen College		Scheller College of Business		Sciences		GT	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Satisfaction with support from your chair or director (cont'd)															
Advice on the periodic peer review process	Very satisfied	3	27.3%	3	15.8%	44	38.3%	5	16.1%	6	46.2%	21	40.4%	82	34.0%
	Somewhat satisfied	5	45.5%	8	42.1%	46	40.0%	17	54.8%	7	53.8%	14	26.9%	97	40.2%
	Somewhat dissatisfied	1	9.1%	3	15.8%	11	9.6%	4	12.9%	0		16	30.8%	35	14.5%
	Very dissatisfied	2	18.2%	5	26.3%	14	12.2%	5	16.1%	0		1	1.9%	27	11.2%
	Total Count	11	100.0%	19	100.0%	115	100.0%	31	100.0%	13	100.0%	52	100.0%	241	100.0%
Advice on obtaining grants	Very satisfied	2	14.3%	4	25.0%	42	35.3%	5	13.2%	1	12.5%	15	29.4%	69	28.0%
	Somewhat satisfied	5	35.7%	0		40	33.6%	14	36.8%	3	37.5%	23	45.1%	85	34.6%
	Somewhat dissatisfied	3	21.4%	8	50.0%	21	17.6%	11	28.9%	2	25.0%	10	19.6%	55	22.4%
	Very dissatisfied	4	28.6%	4	25.0%	16	13.4%	8	21.1%	2	25.0%	3	5.9%	37	15.0%
	Total Count	14	100.0%	16	100.0%	119	100.0%	38	100.0%	8	100.0%	51	100.0%	246	100.0%
Guidance on publishing your research	Very satisfied	4	30.8%	2	11.8%	35	36.5%	4	12.9%	6	46.2%	12	36.4%	63	31.0%
	Somewhat satisfied	3	23.1%	6	35.3%	40	41.7%	14	45.2%	5	38.5%	14	42.4%	82	40.4%
	Somewhat dissatisfied	4	30.8%	3	17.6%	11	11.5%	7	22.6%	2	15.4%	3	9.1%	30	14.8%
	Very dissatisfied	2	15.4%	6	35.3%	10	10.4%	6	19.4%	0		4	12.1%	28	13.8%
	Total Count	13	100.0%	17	100.0%	96	100.0%	31	100.0%	13	100.0%	33	100.0%	203	100.0%
Support for your research program	Very satisfied	5	33.3%	4	20.0%	58	43.0%	11	26.8%	7	53.8%	33	47.8%	118	40.3%
	Somewhat satisfied	7	46.7%	11	55.0%	40	29.6%	17	41.5%	5	38.5%	20	29.0%	100	34.1%
	Somewhat dissatisfied	1	6.7%	1	5.0%	22	16.3%	6	14.6%	1	7.7%	12	17.4%	43	14.7%
	Very dissatisfied	2	13.3%	4	20.0%	15	11.1%	7	17.1%	0		4	5.8%	32	10.9%
	Total Count	15	100.0%	20	100.0%	135	100.0%	41	100.0%	13	100.0%	69	100.0%	293	100.0%
Obtaining the resources you need to excel	Very satisfied	4	30.8%	3	13.6%	53	38.4%	10	23.8%	8	44.4%	27	38.6%	105	34.7%
	Somewhat satisfied	5	38.5%	10	45.5%	50	36.2%	15	35.7%	8	44.4%	26	37.1%	114	37.6%
	Somewhat dissatisfied	2	15.4%	6	27.3%	23	16.7%	9	21.4%	1	5.6%	10	14.3%	51	16.8%
	Very dissatisfied	2	15.4%	3	13.6%	12	8.7%	8	19.0%	1	5.6%	7	10.0%	33	10.9%
	Total Count	13	100.0%	22	100.0%	138	100.0%	42	100.0%	18	100.0%	70	100.0%	303	100.0%
Mentoring for leadership positions at GT or beyond	Very satisfied	1	7.7%	1	5.0%	45	37.2%	6	20.7%	8	57.1%	25	41.7%	86	33.5%
	Somewhat satisfied	5	38.5%	8	40.0%	36	29.8%	10	34.5%	2	14.3%	18	30.0%	79	30.7%
	Somewhat dissatisfied	4	30.8%	5	25.0%	25	20.7%	6	20.7%	3	21.4%	11	18.3%	54	21.0%
	Very dissatisfied	3	23.1%	6	30.0%	15	12.4%	7	24.1%	1	7.1%	6	10.0%	38	14.8%
	Total Count	13	100.0%	20	100.0%	121	100.0%	29	100.0%	14	100.0%	60	100.0%	257	100.0%

Faculty Frequencies by College		College (Primary Appointment)													
		Architecture		Computing		Engineering		Ivan Allen College		Scheller College of Business		Sciences		GT	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Satisfaction with support from your chair or director (cont'd)															
Informal invitations (e.g., lunch/coffee)	Very satisfied	5	38.5%	4	19.0%	59	46.5%	12	33.3%	7	41.2%	25	39.1%	112	40.3%
	Somewhat satisfied	3	23.1%	11	52.4%	42	33.1%	10	27.8%	6	35.3%	24	37.5%	96	34.5%
	Somewhat dissatisfied	3	23.1%	4	19.0%	17	13.4%	10	27.8%	4	23.5%	12	18.8%	50	18.0%
	Very dissatisfied	2	15.4%	2	9.5%	9	7.1%	4	11.1%	0		3	4.7%	20	7.2%
	Total Count	13	100.0%	21	100.0%	127	100.0%	36	100.0%	17	100.0%	64	100.0%	278	100.0%
Understanding that individuals have different family and personal responsibilities	Very satisfied	6	42.9%	13	65.0%	81	61.8%	22	52.4%	10	58.8%	42	67.7%	174	60.8%
	Somewhat satisfied	5	35.7%	6	30.0%	33	25.2%	11	26.2%	5	29.4%	16	25.8%	76	26.6%
	Somewhat dissatisfied	2	14.3%	0		9	6.9%	3	7.1%	2	11.8%	3	4.8%	19	6.6%
	Very dissatisfied	1	7.1%	1	5.0%	8	6.1%	6	14.3%	0		1	1.6%	17	5.9%
	Total Count	14	100.0%	20	100.0%	131	100.0%	42	100.0%	17	100.0%	62	100.0%	286	100.0%
The degree to which agreements are honored by my supervisor	Very satisfied	6	42.9%	10	52.6%	95	69.9%	22	53.7%	12	70.6%	48	70.6%	193	65.4%
	Somewhat satisfied	4	28.6%	5	26.3%	28	20.6%	9	22.0%	4	23.5%	14	20.6%	64	21.7%
	Somewhat dissatisfied	2	14.3%	3	15.8%	6	4.4%	5	12.2%	1	5.9%	2	2.9%	19	6.4%
	Very dissatisfied	2	14.3%	1	5.3%	7	5.1%	5	12.2%	0		4	5.9%	19	6.4%
	Total Count	14	100.0%	19	100.0%	136	100.0%	41	100.0%	17	100.0%	68	100.0%	295	100.0%
Acknowledging my contributions to the school/academic unit	Very satisfied	6	42.9%	13	56.5%	73	52.1%	15	34.9%	9	50.0%	39	54.2%	155	50.0%
	Somewhat satisfied	5	35.7%	1	4.3%	39	27.9%	13	30.2%	8	44.4%	20	27.8%	86	27.7%
	Somewhat dissatisfied	2	14.3%	6	26.1%	15	10.7%	7	16.3%	0		7	9.7%	37	11.9%
	Very dissatisfied	1	7.1%	3	13.0%	13	9.3%	8	18.6%	1	5.6%	6	8.3%	32	10.3%
	Total Count	14	100.0%	23	100.0%	140	100.0%	43	100.0%	18	100.0%	72	100.0%	310	100.0%
In my school/academic unit:															
Faculty communicate regularly with one another	Strongly agree	4	26.7%	9	40.9%	43	29.1%	7	15.2%	9	40.9%	13	17.3%	85	25.9%
	Somewhat agree	6	40.0%	11	50.0%	62	41.9%	18	39.1%	9	40.9%	39	52.0%	145	44.2%
	Somewhat disagree	5	33.3%	2	9.1%	34	23.0%	11	23.9%	2	9.1%	18	24.0%	72	22.0%
	Strongly disagree	0		0		9	6.1%	10	21.7%	2	9.1%	5	6.7%	26	7.9%
	Total Count	15	100.0%	22	100.0%	148	100.0%	46	100.0%	22	100.0%	75	100.0%	328	100.0%

Faculty Frequencies by College		College (Primary Appointment)													
		Architecture		Computing		Engineering		Ivan Allen College		Scheller College of Business		Sciences		GT	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
In my school/academic unit (cont'd):															
Faculty treat each other fairly	Strongly agree	5	35.7%	14	63.6%	64	43.0%	12	26.1%	12	54.5%	39	53.4%	146	44.8%
	Somewhat agree	5	35.7%	7	31.8%	53	35.6%	12	26.1%	9	40.9%	23	31.5%	109	33.4%
	Somewhat disagree	2	14.3%	1	4.5%	24	16.1%	11	23.9%	0		6	8.2%	44	13.5%
	Strongly disagree	2	14.3%	0		8	5.4%	11	23.9%	1	4.5%	5	6.8%	27	8.3%
	Total Count	14	100.0%	22	100.0%	149	100.0%	46	100.0%	22	100.0%	73	100.0%	326	100.0%
Faculty are encouraged and empowered	Strongly agree	5	35.7%	5	22.7%	49	33.1%	11	23.4%	9	42.9%	24	32.4%	103	31.6%
	Somewhat agree	5	35.7%	15	68.2%	61	41.2%	16	34.0%	10	47.6%	34	45.9%	141	43.3%
	Somewhat disagree	2	14.3%	1	4.5%	23	15.5%	10	21.3%	1	4.8%	10	13.5%	47	14.4%
	Strongly disagree	2	14.3%	1	4.5%	15	10.1%	10	21.3%	1	4.8%	6	8.1%	35	10.7%
	Total Count	14	100.0%	22	100.0%	148	100.0%	47	100.0%	21	100.0%	74	100.0%	326	100.0%
My feedback is sought and respected	Strongly agree	5	33.3%	12	54.5%	58	39.2%	12	26.1%	8	38.1%	25	33.8%	120	36.8%
	Somewhat agree	8	53.3%	6	27.3%	55	37.2%	18	39.1%	8	38.1%	35	47.3%	130	39.9%
	Somewhat disagree	0		3	13.6%	22	14.9%	6	13.0%	5	23.8%	9	12.2%	45	13.8%
	Strongly disagree	2	13.3%	1	4.5%	13	8.8%	10	21.7%	0		5	6.8%	31	9.5%
	Total Count	15	100.0%	22	100.0%	148	100.0%	46	100.0%	21	100.0%	74	100.0%	326	100.0%
I am provided with an opportunity to participate in important decision making	Strongly agree	6	40.0%	11	50.0%	59	39.9%	15	31.9%	12	54.5%	21	28.4%	124	37.8%
	Somewhat agree	5	33.3%	9	40.9%	50	33.8%	21	44.7%	5	22.7%	37	50.0%	127	38.7%
	Somewhat disagree	2	13.3%	1	4.5%	19	12.8%	5	10.6%	5	22.7%	14	18.9%	46	14.0%
	Strongly disagree	2	13.3%	1	4.5%	20	13.5%	6	12.8%	0		2	2.7%	31	9.5%
	Total Count	15	100.0%	22	100.0%	148	100.0%	47	100.0%	22	100.0%	74	100.0%	328	100.0%
Disputes and problems are resolved effectively	Strongly agree	3	20.0%	8	36.4%	41	28.1%	7	14.9%	7	33.3%	21	29.2%	87	26.9%
	Somewhat agree	9	60.0%	10	45.5%	65	44.5%	15	31.9%	14	66.7%	39	54.2%	152	47.1%
	Somewhat disagree	0		3	13.6%	26	17.8%	7	14.9%	0		8	11.1%	44	13.6%
	Strongly disagree	3	20.0%	1	4.5%	14	9.6%	18	38.3%	0		4	5.6%	40	12.4%
	Total Count	15	100.0%	22	100.0%	146	100.0%	47	100.0%	21	100.0%	72	100.0%	323	100.0%
Collaboration in strategic planning for the school/unit is encouraged	Strongly agree	8	50.0%	8	36.4%	61	41.5%	12	26.1%	12	57.1%	35	47.9%	136	41.8%
	Somewhat agree	3	18.8%	9	40.9%	44	29.9%	20	43.5%	8	38.1%	22	30.1%	106	32.6%
	Somewhat disagree	3	18.8%	3	13.6%	22	15.0%	9	19.6%	1	4.8%	12	16.4%	50	15.4%
	Strongly disagree	2	12.5%	2	9.1%	20	13.6%	5	10.9%	0		4	5.5%	33	10.2%
	Total Count	16	100.0%	22	100.0%	147	100.0%	46	100.0%	21	100.0%	73	100.0%	325	100.0%

Faculty Frequencies by College

College (Primary Appointment)

Architecture		Computing		Engineering		Ivan Allen College		Scheller College of Business		Sciences		GT	
Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent

At Georgia Tech:

Georgia Tech is generally a comfortable and inclusive environment for me	Strongly agree	9	60.0%	12	52.2%	80	54.1%	17	37.0%	14	63.6%	43	60.6%	175	53.8%
	Somewhat agree	3	20.0%	8	34.8%	42	28.4%	17	37.0%	5	22.7%	21	29.6%	96	29.5%
	Somewhat disagree	1	6.7%	2	8.7%	14	9.5%	8	17.4%	3	13.6%	5	7.0%	33	10.2%
	Strongly disagree	2	13.3%	1	4.3%	12	8.1%	4	8.7%	0		2	2.8%	21	6.5%
	Total Count	15	100.0%	23	100.0%	148	100.0%	46	100.0%	22	100.0%	71	100.0%	325	100.0%
I am satisfied with my career progress at Georgia Tech	Strongly agree	6	40.0%	6	27.3%	67	45.3%	13	28.3%	13	61.9%	43	58.9%	148	45.5%
	Somewhat agree	6	40.0%	10	45.5%	51	34.5%	22	47.8%	6	28.6%	23	31.5%	118	36.3%
	Somewhat disagree	2	13.3%	5	22.7%	22	14.9%	9	19.6%	1	4.8%	4	5.5%	43	13.2%
	Strongly disagree	1	6.7%	1	4.5%	8	5.4%	2	4.3%	1	4.8%	3	4.1%	16	4.9%
	Total Count	15	100.0%	22	100.0%	148	100.0%	46	100.0%	21	100.0%	73	100.0%	325	100.0%
I am satisfied with my current workload balance research/teaching/service) as it relates to my career goals	Strongly agree	6	40.0%	5	22.7%	47	31.8%	15	31.9%	10	47.6%	37	50.7%	120	36.8%
	Somewhat agree	4	26.7%	12	54.5%	61	41.2%	12	25.5%	9	42.9%	24	32.9%	122	37.4%
	Somewhat disagree	4	26.7%	3	13.6%	26	17.6%	13	27.7%	1	4.8%	7	9.6%	54	16.6%
	Strongly disagree	1	6.7%	2	9.1%	14	9.5%	7	14.9%	1	4.8%	5	6.8%	30	9.2%
	Total Count	15	100.0%	22	100.0%	148	100.0%	47	100.0%	21	100.0%	73	100.0%	326	100.0%
Adequate processes are in place to address grievances at Georgia Tech	Strongly agree	3	30.0%	3	27.3%	35	31.3%	5	15.2%	7	41.2%	20	40.0%	73	31.3%
	Somewhat agree	5	50.0%	2	18.2%	45	40.2%	13	39.4%	7	41.2%	18	36.0%	90	38.6%
	Somewhat disagree	1	10.0%	1	9.1%	17	15.2%	9	27.3%	2	11.8%	8	16.0%	38	16.3%
	Strongly disagree	1	10.0%	5	45.5%	15	13.4%	6	18.2%	1	5.9%	4	8.0%	32	13.7%
	Total Count	10	100.0%	11	100.0%	112	100.0%	33	100.0%	17	100.0%	50	100.0%	233	100.0%
There is clarity about the promotion and tenure process at Georgia Tech	Strongly agree	2	14.3%	3	14.3%	65	46.1%	8	18.6%	5	22.7%	26	38.8%	109	35.4%
	Somewhat agree	9	64.3%	14	66.7%	50	35.5%	21	48.8%	10	45.5%	26	38.8%	130	42.2%
	Somewhat disagree	2	14.3%	3	14.3%	16	11.3%	7	16.3%	5	22.7%	13	19.4%	46	14.9%
	Strongly disagree	1	7.1%	1	4.8%	10	7.1%	7	16.3%	2	9.1%	2	3.0%	23	7.5%
	Total Count	14	100.0%	21	100.0%	141	100.0%	43	100.0%	22	100.0%	67	100.0%	308	100.0%
I feel valued and respected by the Georgia Tech community	Strongly agree	4	26.7%	10	45.5%	67	45.3%	11	23.9%	14	66.7%	30	41.7%	136	42.0%
	Somewhat agree	8	53.3%	7	31.8%	45	30.4%	20	43.5%	4	19.0%	31	43.1%	115	35.5%
	Somewhat disagree	2	13.3%	4	18.2%	22	14.9%	9	19.6%	3	14.3%	6	8.3%	46	14.2%
	Strongly disagree	1	6.7%	1	4.5%	14	9.5%	6	13.0%	0		5	6.9%	27	8.3%
	Total Count	15	100.0%	22	100.0%	148	100.0%	46	100.0%	21	100.0%	72	100.0%	324	100.0%

College (Primary Appointment)

Faculty Frequencies by College

		Architecture		Computing		Engineering		Ivan Allen College		Scheller College of Business		Sciences		GT	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
At Georgia Tech (cont'd):															
I have considered leaving Georgia Tech because of concerns about collegiality	Strongly agree	2	13.3%	1	5.6%	21	15.2%	11	24.4%	1	4.8%	7	9.7%	43	13.9%
	Somewhat agree	1	6.7%	6	33.3%	17	12.3%	14	31.1%	2	9.5%	4	5.6%	44	14.2%
	Somewhat disagree	3	20.0%	1	5.6%	18	13.0%	4	8.9%	3	14.3%	11	15.3%	40	12.9%
	Strongly disagree	9	60.0%	10	55.6%	82	59.4%	16	35.6%	15	71.4%	50	69.4%	182	58.9%
	Total Count	15	100.0%	18	100.0%	138	100.0%	45	100.0%	21	100.0%	72	100.0%	309	100.0%
I have considered leaving Georgia Tech because of concerns about collaboration	Strongly agree	2	13.3%	0		14	10.1%	7	16.3%	0		3	4.3%	26	8.6%
	Somewhat agree	2	13.3%	8	44.4%	16	11.6%	7	16.3%	0		8	11.6%	41	13.5%
	Somewhat disagree	3	20.0%	5	27.8%	30	21.7%	9	20.9%	5	23.8%	12	17.4%	64	21.1%
	Strongly disagree	8	53.3%	5	27.8%	78	56.5%	20	46.5%	16	76.2%	46	66.7%	173	56.9%
	Total Count	15	100.0%	18	100.0%	138	100.0%	43	100.0%	21	100.0%	69	100.0%	304	100.0%
I have considered leaving Georgia Tech because of concerns about the resources made available to me for my work	Strongly agree	4	25.0%	5	27.8%	28	20.3%	7	15.2%	0		7	10.0%	51	16.5%
	Somewhat agree	6	37.5%	5	27.8%	40	29.0%	15	32.6%	2	9.5%	26	37.1%	94	30.4%
	Somewhat disagree	2	12.5%	3	16.7%	30	21.7%	12	26.1%	4	19.0%	6	8.6%	57	18.4%
	Strongly disagree	4	25.0%	5	27.8%	40	29.0%	12	26.1%	15	71.4%	31	44.3%	107	34.6%
	Total Count	16	100.0%	18	100.0%	138	100.0%	46	100.0%	21	100.0%	70	100.0%	309	100.0%
Diversity and Inclusion:															
Diversity is integral to Georgia Tech's ability to successfully fulfill its mission	Strongly agree	12	80.0%	19	86.4%	95	65.1%	34	73.9%	15	68.2%	49	66.2%	224	68.9%
	Somewhat agree	2	13.3%	3	13.6%	37	25.3%	6	13.0%	7	31.8%	16	21.6%	71	21.8%
	Somewhat disagree	0		0		9	6.2%	4	8.7%	0		7	9.5%	20	6.2%
	Strongly disagree	1	6.7%	0		5	3.4%	2	4.3%	0		2	2.7%	10	3.1%
	Total Count	15	100.0%	22	100.0%	146	100.0%	46	100.0%	22	100.0%	74	100.0%	325	100.0%
The diversity of our faculty contributes to the overall prestige of Georgia Tech	Strongly agree	11	78.6%	15	65.2%	79	54.9%	27	58.7%	14	70.0%	38	53.5%	184	57.9%
	Somewhat agree	3	21.4%	3	13.0%	47	32.6%	10	21.7%	5	25.0%	27	38.0%	95	29.9%
	Somewhat disagree	0		5	21.7%	12	8.3%	5	10.9%	1	5.0%	5	7.0%	28	8.8%
	Strongly disagree	0		0		6	4.2%	4	8.7%	0		1	1.4%	11	3.5%
	Total Count	14	100.0%	23	100.0%	144	100.0%	46	100.0%	20	100.0%	71	100.0%	318	100.0%

Faculty Frequencies by College		College (Primary Appointment)													
		Architecture		Computing		Engineering		Ivan Allen College		Scheller College of Business		Sciences		GT	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Diversity and Inclusion:															
My school/unit demonstrates its commitment to diversity and inclusion	Strongly agree	6	40.0%	14	63.6%	78	54.9%	18	40.0%	14	63.6%	36	48.6%	166	51.9%
	Somewhat agree	3	20.0%	6	27.3%	46	32.4%	18	40.0%	5	22.7%	30	40.5%	108	33.8%
	Somewhat disagree	4	26.7%	1	4.5%	9	6.3%	4	8.9%	1	4.5%	4	5.4%	23	7.2%
	Strongly disagree	2	13.3%	1	4.5%	9	6.3%	5	11.1%	2	9.1%	4	5.4%	23	7.2%
	Total Count	15	100.0%	22	100.0%	142	100.0%	45	100.0%	22	100.0%	74	100.0%	320	100.0%
The diversity of our faculty contributes to the overall prestige of my school/unit	Strongly agree	6	42.9%	12	52.2%	65	46.1%	18	39.1%	11	52.4%	37	52.1%	149	47.2%
	Somewhat agree	3	21.4%	10	43.5%	51	36.2%	13	28.3%	8	38.1%	25	35.2%	110	34.8%
	Somewhat disagree	2	14.3%	1	4.3%	17	12.1%	8	17.4%	2	9.5%	6	8.5%	36	11.4%
	Strongly disagree	3	21.4%	0		8	5.7%	7	15.2%	0		3	4.2%	21	6.6%
	Total Count	14	100.0%	23	100.0%	141	100.0%	46	100.0%	21	100.0%	71	100.0%	316	100.0%
I am satisfied with my school's/department's efforts to recruit faculty from diverse backgrounds	Strongly agree	4	26.7%	9	40.9%	65	45.1%	12	26.7%	13	56.5%	29	39.7%	132	41.0%
	Somewhat agree	6	40.0%	10	45.5%	53	36.8%	19	42.2%	5	21.7%	33	45.2%	126	39.1%
	Somewhat disagree	3	20.0%	3	13.6%	18	12.5%	7	15.6%	3	13.0%	5	6.8%	39	12.1%
	Strongly disagree	2	13.3%	0		8	5.6%	7	15.6%	2	8.7%	6	8.2%	25	7.8%
	Total Count	15	100.0%	22	100.0%	144	100.0%	45	100.0%	23	100.0%	73	100.0%	322	100.0%
I am satisfied with my school's/department's efforts to retain faculty from diverse backgrounds	Strongly agree	5	33.3%	10	52.6%	57	41.9%	11	25.6%	13	56.5%	27	45.0%	123	41.6%
	Somewhat agree	2	13.3%	8	42.1%	52	38.2%	19	44.2%	4	17.4%	21	35.0%	106	35.8%
	Somewhat disagree	5	33.3%	1	5.3%	18	13.2%	6	14.0%	3	13.0%	7	11.7%	40	13.5%
	Strongly disagree	3	20.0%	0		9	6.6%	7	16.3%	3	13.0%	5	8.3%	27	9.1%
	Total Count	15	100.0%	19	100.0%	136	100.0%	43	100.0%	23	100.0%	60	100.0%	296	100.0%
I am satisfied with my school's efforts to recruit graduate students from diverse backgrounds	Strongly agree	3	21.4%	7	36.8%	59	42.4%	8	21.1%	10	52.6%	26	35.1%	113	37.3%
	Somewhat agree	9	64.3%	3	15.8%	52	37.4%	12	31.6%	6	31.6%	28	37.8%	110	36.3%
	Somewhat disagree	2	14.3%	6	31.6%	18	12.9%	8	21.1%	2	10.5%	17	23.0%	53	17.5%
	Strongly disagree	0		3	15.8%	10	7.2%	10	26.3%	1	5.3%	3	4.1%	27	8.9%
	Total Count	14	100.0%	19	100.0%	139	100.0%	38	100.0%	19	100.0%	74	100.0%	303	100.0%
I am satisfied with my school's efforts to retain graduate students from diverse backgrounds	Strongly agree	7	50.0%	9	56.3%	54	40.0%	8	22.2%	9	47.4%	20	32.3%	107	37.9%
	Somewhat agree	4	28.6%	4	25.0%	55	40.7%	9	25.0%	7	36.8%	30	48.4%	109	38.7%
	Somewhat disagree	3	21.4%	2	12.5%	17	12.6%	10	27.8%	2	10.5%	8	12.9%	42	14.9%
	Strongly disagree	0		1	6.3%	9	6.7%	9	25.0%	1	5.3%	4	6.5%	24	8.5%
	Total Count	14	100.0%	16	100.0%	135	100.0%	36	100.0%	19	100.0%	62	100.0%	282	100.0%

Faculty Frequencies by College		College (Primary Appointment)													
		Architecture		Computing		Engineering		Ivan Allen College		Scheller College of Business		Sciences		GT	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Within the last three years, to what extent have you experienced instances of marginalization at Georgia Tech based on the following personal identity or characteristics:															
Gender	Not at all	11	73.3%	20	87.0%	97	68.3%	23	50.0%	20	90.9%	59	78.7%	230	71.2%
	Slightly	1	6.7%	1	4.3%	17	12.0%	7	15.2%	0		9	12.0%	35	10.8%
	Somewhat	0		0		19	13.4%	11	23.9%	2	9.1%	5	6.7%	37	11.5%
	Greatly	3	20.0%	2	8.7%	9	6.3%	5	10.9%	0		2	2.7%	21	6.5%
	Total	15	100.0%	23	100.0%	142	100.0%	46	100.0%	22	100.0%	75	100.0%	323	100.0%
Age	Not at all	11	73.3%	19	86.4%	102	71.8%	27	57.4%	22	100.0%	55	74.3%	236	73.3%
	Slightly	1	6.7%	2	9.1%	20	14.1%	9	19.1%	0		14	18.9%	46	14.3%
	Somewhat	1	6.7%	1	4.5%	16	11.3%	8	17.0%	0		4	5.4%	30	9.3%
	Greatly	2	13.3%	0		4	2.8%	3	6.4%	0		1	1.4%	10	3.1%
	Total	15	100.0%	22	100.0%	142	100.0%	47	100.0%	22	100.0%	74	100.0%	322	100.0%
Race / Ethnicity	Not at all	10	71.4%	18	81.8%	100	71.9%	35	76.1%	22	100.0%	66	90.4%	251	79.4%
	Slightly	1	7.1%	3	13.6%	14	10.1%	2	4.3%	0		3	4.1%	23	7.3%
	Somewhat	2	14.3%	1	4.5%	17	12.2%	6	13.0%	0		3	4.1%	29	9.2%
	Greatly	1	7.1%	0		8	5.8%	3	6.5%	0		1	1.4%	13	4.1%
	Total	14	100.0%	22	100.0%	139	100.0%	46	100.0%	22	100.0%	73	100.0%	316	100.0%
Disability	Not at all	13	86.7%	20	90.9%	137	97.2%	40	85.1%	22	100.0%	70	97.2%	302	94.7%
	Slightly	0		1	4.5%	1	.7%	3	6.4%	0		2	2.8%	7	2.2%
	Somewhat	1	6.7%	1	4.5%	3	2.1%	1	2.1%	0		0		6	1.9%
	Greatly	1	6.7%	0		0		3	6.4%	0		0		4	1.3%
	Total	15	100.0%	22	100.0%	141	100.0%	47	100.0%	22	100.0%	72	100.0%	319	100.0%
National origin	Not at all	13	81.3%	20	90.9%	111	78.7%	38	84.4%	22	100.0%	67	93.1%	271	85.2%
	Slightly	2	12.5%	1	4.5%	12	8.5%	3	6.7%	0		4	5.6%	22	6.9%
	Somewhat	1	6.3%	1	4.5%	13	9.2%	3	6.7%	0		1	1.4%	19	6.0%
	Greatly	0		0		5	3.5%	1	2.2%	0		0		6	1.9%
	Total	16	100.0%	22	100.0%	141	100.0%	45	100.0%	22	100.0%	72	100.0%	318	100.0%
Language difference or accent	Not at all	11	78.6%	20	90.9%	118	83.7%	39	84.8%	21	95.5%	69	93.2%	278	87.1%
	Slightly	2	14.3%	0		14	9.9%	2	4.3%	1	4.5%	1	1.4%	20	6.3%
	Somewhat	1	7.1%	2	9.1%	7	5.0%	3	6.5%	0		4	5.4%	17	5.3%
	Greatly	0		0		2	1.4%	2	4.3%	0		0		4	1.3%
	Total	14	100.0%	22	100.0%	141	100.0%	46	100.0%	22	100.0%	74	100.0%	319	100.0%

Faculty Frequencies by College		College (Primary Appointment)													
		Architecture		Computing		Engineering		Ivan Allen College		Scheller College of Business		Sciences		GT	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Within the last three years, to what extent have you experienced instances of marginalization at Georgia Tech based on the following personal identity or characteristics:															
Political perspective	Not at all	11	73.3%	20	90.9%	108	76.6%	32	69.6%	20	90.9%	62	83.8%	253	79.1%
	Slightly	2	13.3%	0		15	10.6%	8	17.4%	2	9.1%	8	10.8%	35	10.9%
	Somewhat	2	13.3%	1	4.5%	13	9.2%	5	10.9%	0		4	5.4%	25	7.8%
	Greatly	0		1	4.5%	5	3.5%	1	2.2%	0		0		7	2.2%
	Total	15	100.0%	22	100.0%	141	100.0%	46	100.0%	22	100.0%	74	100.0%	320	100.0%
Religion	Not at all	15	100.0%	18	78.3%	116	82.3%	40	87.0%	22	100.0%	68	94.4%	279	87.5%
	Slightly	0		3	13.0%	13	9.2%	2	4.3%	0		2	2.8%	20	6.3%
	Somewhat	0		1	4.3%	7	5.0%	4	8.7%	0		2	2.8%	14	4.4%
	Greatly	0		1	4.3%	5	3.5%	0		0		0		6	1.9%
	Total	15	100.0%	23	100.0%	141	100.0%	46	100.0%	22	100.0%	72	100.0%	319	100.0%
Sexual orientation	Not at all	13	86.7%	22	100.0%	135	95.1%	39	84.8%	22	100.0%	71	98.6%	302	94.7%
	Slightly	1	6.7%	0		3	2.1%	3	6.5%	0		0		7	2.2%
	Somewhat	1	6.7%	0		1	.7%	2	4.3%	0		1	1.4%	5	1.6%
	Greatly	0		0		3	2.1%	2	4.3%	0		0		5	1.6%
	Total	15	100.0%	22	100.0%	142	100.0%	46	100.0%	22	100.0%	72	100.0%	319	100.0%
Gender identity / expression	Not at all	13	86.7%	21	95.5%	135	95.1%	39	83.0%	22	100.0%	71	97.3%	301	93.8%
	Slightly	1	6.7%	0		3	2.1%	2	4.3%	0		2	2.7%	8	2.5%
	Somewhat	1	6.7%	1	4.5%	2	1.4%	4	8.5%	0		0		8	2.5%
	Greatly	0		0		2	1.4%	2	4.3%	0		0		4	1.2%
	Total	15	100.0%	22	100.0%	142	100.0%	47	100.0%	22	100.0%	73	100.0%	321	100.0%
Socioeconomic Background	Not at all	12	80.0%	20	90.9%	132	93.0%	39	84.8%	22	100.0%	69	93.2%	294	91.6%
	Slightly	1	6.7%	2	9.1%	7	4.9%	2	4.3%	0		4	5.4%	16	5.0%
	Somewhat	2	13.3%	0		1	.7%	3	6.5%	0		1	1.4%	7	2.2%
	Greatly	0		0		2	1.4%	2	4.3%	0		0		4	1.2%
	Total	15	100.0%	22	100.0%	142	100.0%	46	100.0%	22	100.0%	74	100.0%	321	100.0%
Other	Not at all	7	70.0%	16	94.1%	85	93.4%	21	84.0%	10	100.0%	44	91.7%	183	91.0%
	Slightly	1	10.0%	1	5.9%	2	2.2%	1	4.0%	0		2	4.2%	7	3.5%
	Somewhat	2	20.0%	0		2	2.2%	1	4.0%	0		1	2.1%	6	3.0%
	Greatly	0		0		2	2.2%	2	8.0%	0		1	2.1%	5	2.5%
	Total	10	100.0%	17	100.0%	91	100.0%	25	100.0%	10	100.0%	48	100.0%	201	100.0%

Faculty Frequencies by College		College (Primary Appointment)													
		Architecture		Computing		Engineering		Ivan Allen College		Scheller College of Business		Sciences		GT	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Within the past year, how often have you heard a faculty member make an insensitive or disparaging remark with respect to:															
Women	Never	9	56.3%	19	86.4%	96	66.7%	29	63.0%	19	86.4%	54	73.0%	226	69.8%
	Sometimes	5	31.3%	2	9.1%	41	28.5%	15	32.6%	3	13.6%	19	25.7%	85	26.2%
	Often	2	12.5%	1	4.5%	4	2.8%	2	4.3%	0		1	1.4%	10	3.1%
	Very Often	0		0		3	2.1%	0		0		0		3	0.9%
	Total	16	100.0%	22	100.0%	144	100.0%	46	100.0%	22	100.0%	74	100.0%	324	100.0%
Men	Never	12	80.0%	19	86.4%	113	78.5%	34	72.3%	21	95.5%	53	71.6%	252	77.8%
	Sometimes	3	20.0%	2	9.1%	26	18.1%	12	25.5%	1	4.5%	18	24.3%	62	19.1%
	Often	0		1	4.5%	4	2.8%	1	2.1%	0		3	4.1%	9	2.8%
	Very Often	0		0		1	.7%	0		0		0		1	0.3%
	Total	15	100.0%	22	100.0%	144	100.0%	47	100.0%	22	100.0%	74	100.0%	324	100.0%
Older People	Never	13	86.7%	20	87.0%	114	80.9%	30	65.2%	22	100.0%	57	79.2%	256	80.3%
	Sometimes	2	13.3%	3	13.0%	24	17.0%	14	30.4%	0		15	20.8%	58	18.2%
	Often	0		0		2	1.4%	1	2.2%	0		0		3	0.9%
	Very Often	0		0		1	.7%	1	2.2%	0		0		2	0.6%
	Total	15	100.0%	23	100.0%	141	100.0%	46	100.0%	22	100.0%	72	100.0%	319	100.0%
Younger people	Never	11	73.3%	19	86.4%	106	73.6%	34	73.9%	20	95.2%	59	81.9%	249	77.8%
	Sometimes	3	20.0%	3	13.6%	30	20.8%	10	21.7%	1	4.8%	13	18.1%	60	18.8%
	Often	1	6.7%	0		4	2.8%	2	4.3%	0		0		7	2.2%
	Very Often	0		0		4	2.8%	0		0		0		4	1.3%
	Total	15	100.0%	22	100.0%	144	100.0%	46	100.0%	21	100.0%	72	100.0%	320	100.0%
People's race or ethnicity	Never	11	78.6%	21	95.5%	110	76.4%	33	71.7%	19	86.4%	62	84.9%	256	79.8%
	Sometimes	3	21.4%	1	4.5%	31	21.5%	11	23.9%	3	13.6%	11	15.1%	60	18.7%
	Often	0		0		1	.7%	2	4.3%	0		0		3	0.9%
	Very Often	0		0		2	1.4%	0		0		0		2	0.6%
	Total	14	100.0%	22	100.0%	144	100.0%	46	100.0%	22	100.0%	73	100.0%	321	100.0%
People with disabilities	Never	13	86.7%	21	95.5%	134	93.7%	40	87.0%	22	100.0%	72	97.3%	302	93.8%
	Sometimes	2	13.3%	1	4.5%	8	5.6%	6	13.0%	0		2	2.7%	19	5.9%
	Often	0		0		1	.7%	0		0		0		1	0.3%
	Very Often	0		0		0		0		0		0		0	0.0%
	Total	15	100.0%	22	100.0%	143	100.0%	46	100.0%	22	100.0%	74	100.0%	322	100.0%

Faculty Frequencies by College		College (Primary Appointment)													
		Architecture		Computing		Engineering		Ivan Allen College		Scheller College of Business		Sciences		GT	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Within the past year, how often have you heard a faculty member make an insensitive or disparaging remark with respect to (cont'd):															
People with less education	Never	10	66.7%	18	81.8%	86	60.1%	22	47.8%	16	76.2%	52	69.3%	204	63.4%
	Sometimes	4	26.7%	4	18.2%	46	32.2%	17	37.0%	4	19.0%	19	25.3%	94	29.2%
	Often	1	6.7%	0		9	6.3%	5	10.9%	1	4.8%	3	4.0%	19	5.9%
	Very Often	0		0		2	1.4%	2	4.3%	0		1	1.3%	5	1.6%
	Total	15	100.0%	22	100.0%	143	100.0%	46	100.0%	21	100.0%	75	100.0%	322	100.0%
People with different nationalities	Very Often	10	71.4%	13	56.5%	102	70.8%	32	68.1%	19	86.4%	60	83.3%	236	73.3%
	Often	4	28.6%	10	43.5%	36	25.0%	13	27.7%	3	13.6%	11	15.3%	77	23.9%
	Sometimes	0		0		5	3.5%	2	4.3%	0		1	1.4%	8	2.5%
	Never	0		0		1	.7%	0		0		0		1	0.3%
	Total	14	100.0%	23	100.0%	144	100.0%	47	100.0%	22	100.0%	72	100.0%	322	100.0%
People with language differences/accents	Never	9	60.0%	16	72.7%	108	75.0%	32	69.6%	18	81.8%	61	84.7%	244	76.0%
	Sometimes	6	40.0%	5	22.7%	28	19.4%	12	26.1%	4	18.2%	10	13.9%	65	20.2%
	Often	0		1	4.5%	6	4.2%	2	4.3%	0		1	1.4%	10	3.1%
	Very Often	0		0		2	1.4%	0		0		0		2	0.6%
	Total	15	100.0%	22	100.0%	144	100.0%	46	100.0%	22	100.0%	72	100.0%	321	100.0%
People with particular political views	Never	7	46.7%	15	68.2%	60	42.6%	16	34.8%	16	69.6%	34	46.6%	148	46.3%
	Sometimes	6	40.0%	3	13.6%	59	41.8%	19	41.3%	4	17.4%	31	42.5%	122	38.1%
	Often	2	13.3%	4	18.2%	19	13.5%	7	15.2%	3	13.0%	6	8.2%	41	12.8%
	Very Often	0		0		3	2.1%	4	8.7%	0		2	2.7%	9	2.8%
	Total	15	100.0%	22	100.0%	141	100.0%	46	100.0%	23	100.0%	73	100.0%	320	100.0%
People with particular religious affiliations	Never	14	93.3%	20	87.0%	107	75.9%	36	78.3%	21	100.0%	60	81.1%	258	80.6%
	Sometimes	1	6.7%	3	13.0%	28	19.9%	9	19.6%	0		12	16.2%	53	16.6%
	Often	0		0		5	3.5%	0		0		2	2.7%	7	2.2%
	Very Often	0		0		1	.7%	1	2.2%	0		0		2	0.6%
	Total	15	100.0%	23	100.0%	141	100.0%	46	100.0%	21	100.0%	74	100.0%	320	100.0%
People with different socioeconomic backgrounds	Never	13	92.9%	18	81.8%	116	81.7%	36	76.6%	22	100.0%	64	86.5%	269	83.8%
	Sometimes	1	7.1%	4	18.2%	24	16.9%	8	17.0%	0		9	12.2%	46	14.3%
	Often	0		0		2	1.4%	2	4.3%	0		1	1.4%	5	1.6%
	Very Often	0		0		0		1	2.1%	0		0		1	0.3%
	Total	14	100.0%	22	100.0%	142	100.0%	47	100.0%	22	100.0%	74	100.0%	321	100.0%

College (Primary Appointment)

Faculty Frequencies by College

		Architecture		Computing		Engineering		Ivan Allen College		Scheller College of Business		Sciences		GT	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Within the past year, how often have you heard a faculty member make an insensitive or disparaging remark with respect to (cont'd):															
Gay, lesbian, or bisexual people	Never	14	93.3%	21	95.5%	128	90.1%	38	82.6%	20	90.9%	70	94.6%	291	90.7%
	Sometimes	0		1	4.5%	14	9.9%	8	17.4%	2	9.1%	4	5.4%	29	9.0%
	Often	1	6.7%	0		0		0		0		0		1	0.3%
	Very Often	0		0		0		0		0		0		0	0.0%
	Total	15	100.0%	22	100.0%	142	100.0%	46	100.0%	22	100.0%	74	100.0%	321	100.0%
Transgendered people	Never	13	86.7%	20	87.0%	125	88.0%	36	78.3%	20	90.9%	69	94.5%	283	88.2%
	Sometimes	1	6.7%	3	13.0%	16	11.3%	9	19.6%	2	9.1%	4	5.5%	35	10.9%
	Often	1	6.7%	0		1	.7%	1	2.2%	0		0		3	0.9%
	Very Often	0		0		0		0		0		0		0	0.0%
	Total	15	100.0%	23	100.0%	142	100.0%	46	100.0%	22	100.0%	73	100.0%	321	100.0%
Other	Never	5	83.3%	16	94.1%	66	94.3%	16	88.9%	6	100.0%	35	100.0%	144	94.7%
	Sometimes	0		1	5.9%	3	4.3%	1	5.6%	0		0		5	3.3%
	Often	0		0		0		0		0		0		0	0.0%
	Very Often	1	16.7%	0		1	1.4%	1	5.6%	0		0		3	2.0%
	Total	6	100.0%	17	100.0%	70	100.0%	18	100.0%	6	100.0%	35	100.0%	152	100.0%

Faculty Frequencies by Gender

*p < .05; **p < .01; ***p < .001

		Male		Female		GT		Chi Square	Effect Size (phi)
		Count	Percent	Count	Percent	Count	Percent		
Based upon your interactions with your colleagues, how satisfied are you with:									
Assistance with establishing professional contacts	Very satisfied	80	32.7%	17	27.0%	97	31.5%		
	Somewhat satisfied	123	50.2%	31	49.2%	154	50.0%		
	Somewhat dissatisfied	28	11.4%	8	12.7%	36	11.7%		
	Very dissatisfied	14	5.7%	7	11.1%	21	6.8%		
	Total Count	245	100.0%	63	100.0%	308	100.0%		
Advice on navigating department/Institute politics	Very satisfied	77	30.9%	16	23.5%	93	29.3%		
	Somewhat satisfied	108	43.4%	32	47.1%	140	44.2%		
	Somewhat dissatisfied	39	15.7%	8	11.8%	47	14.8%		
	Very dissatisfied	25	10.0%	12	17.6%	37	11.7%		
	Total Count	249	100.0%	68	100.0%	317	100.0%		
Offers to collaborate on research	Very satisfied	103	41.7%	20	30.3%	123	39.3%		
	Somewhat satisfied	88	35.6%	23	34.8%	111	35.5%		
	Somewhat dissatisfied	38	15.4%	12	18.2%	50	16.0%		
	Very dissatisfied	18	7.3%	11	16.7%	29	9.3%		
	Total Count	247	100.0%	66	100.0%	313	100.0%		
Mentoring for teaching	Very satisfied	71	30.7%	19	30.6%	90	30.7%		
	Somewhat satisfied	102	44.2%	26	41.9%	128	43.7%		
	Somewhat dissatisfied	40	17.3%	9	14.5%	49	16.7%		
	Very dissatisfied	18	7.8%	8	12.9%	26	8.9%		
	Total Count	231	100.0%	62	100.0%	293	100.0%		
Advice on the promotion/tenure process	Very satisfied	103	51.8%	23	39.0%	126	48.8%		
	Somewhat satisfied	67	33.7%	23	39.0%	90	34.9%		
	Somewhat dissatisfied	16	8.0%	6	10.2%	22	8.5%		
	Very dissatisfied	13	6.5%	7	11.9%	20	7.8%		
	Total Count	199	100.0%	59	100.0%	258	100.0%		
Advice on the annual review process	Very satisfied	81	33.5%	18	28.1%	99	32.4%		
	Somewhat satisfied	112	46.3%	24	37.5%	136	44.4%		
	Somewhat dissatisfied	31	12.8%	15	23.4%	46	15.0%		
	Very dissatisfied	18	7.4%	7	10.9%	25	8.2%		
	Total Count	242	100.0%	64	100.0%	306	100.0%		

Faculty Frequencies by Gender

*p < .05; **p < .01; ***p < .001

		Male		Female		GT		Chi Square	Effect Size (phi)
		Count	Percent	Count	Percent	Count	Percent		
Based upon your interactions with your colleagues, how satisfied are you with (cont'd):									
Advice on the third year review process	Very satisfied	76	48.4%	20	47.6%	96	48.2%	**	0.260
	Somewhat satisfied	59	37.6%	8	19.0%	67	33.7%		
	Somewhat dissatisfied	15	9.6%	6	14.3%	21	10.6%		
	Very dissatisfied	7	4.5%	8	19.0%	15	7.5%		
	Total Count	157	100.0%	42	100.0%	199	100.0%		
Advice on the periodic peer review process	Very satisfied	65	29.5%	10	23.8%	75	28.6%		
	Somewhat satisfied	104	47.3%	14	33.3%	118	45.0%		
	Somewhat dissatisfied	31	14.1%	10	23.8%	41	15.6%		
	Very dissatisfied	20	9.1%	8	19.0%	28	10.7%		
	Total Count	220	100.0%	42	100.0%	262	100.0%		
Guidance on obtaining grants	Very satisfied	56	23.9%	14	24.6%	70	24.1%		
	Somewhat satisfied	102	43.6%	22	38.6%	124	42.6%		
	Somewhat dissatisfied	57	24.4%	13	22.8%	70	24.1%		
	Very dissatisfied	19	8.1%	8	14.0%	27	9.3%		
	Total Count	234	100.0%	57	100.0%	291	100.0%		
Guidance on publishing your research	Very satisfied	72	33.8%	13	23.6%	85	31.7%		
	Somewhat satisfied	99	46.5%	25	45.5%	124	46.3%		
	Somewhat dissatisfied	29	13.6%	11	20.0%	40	14.9%		
	Very dissatisfied	13	6.1%	6	10.9%	19	7.1%		
	Total Count	213	100.0%	55	100.0%	268	100.0%		
Support for your research program	Very satisfied	72	29.6%	18	27.7%	90	29.2%		
	Somewhat satisfied	95	39.1%	27	41.5%	122	39.6%		
	Somewhat dissatisfied	49	20.2%	9	13.8%	58	18.8%		
	Very dissatisfied	27	11.1%	11	16.9%	38	12.3%		
	Total Count	243	100.0%	65	100.0%	308	100.0%		
Mentoring for leadership positions at GT or beyond	Very satisfied	47	21.6%	15	24.6%	62	22.2%		
	Somewhat satisfied	71	32.6%	24	39.3%	95	34.1%		
	Somewhat dissatisfied	66	30.3%	11	18.0%	77	27.6%		
	Very dissatisfied	34	15.6%	11	18.0%	45	16.1%		
	Total Count	218	100.0%	61	100.0%	279	100.0%		

Faculty Frequencies by Gender

*p < .05; **p < .01; ***p < .001

		Male		Female		GT		Chi Square	Effect Size (phi)
		Count	Percent	Count	Percent	Count	Percent		
Based upon your interactions with your colleagues, how satisfied are you with (cont'd):									
Informal invitations (e.g., lunch/coffee)	Very satisfied	77	30.9%	18	27.7%	95	30.3%		
	Somewhat satisfied	92	36.9%	30	46.2%	122	38.9%		
	Somewhat dissatisfied	55	22.1%	12	18.5%	67	21.3%		
	Very dissatisfied	25	10.0%	5	7.7%	30	9.6%		
	Total Count	249	100.0%	65	100.0%	314	100.0%		
Understanding that individuals have different family and personal responsibilities	Very satisfied	107	43.7%	27	40.9%	134	43.1%		
	Somewhat satisfied	96	39.2%	23	34.8%	119	38.3%		
	Somewhat dissatisfied	24	9.8%	12	18.2%	36	11.6%		
	Very dissatisfied	18	7.3%	4	6.1%	22	7.1%		
	Total Count	245	100.0%	66	100.0%	311	100.0%		
Acknowledging my contributions to the school/academic unit	Very satisfied	100	38.9%	22	31.9%	122	37.4%		
	Somewhat satisfied	91	35.4%	26	37.7%	117	35.9%		
	Somewhat dissatisfied	35	13.6%	7	10.1%	42	12.9%		
	Very dissatisfied	31	12.1%	14	20.3%	45	13.8%		
	Total Count	257	100.0%	69	100.0%	326	100.0%		

Faculty Frequencies by Gender

*p < .05; **p < .01; ***p < .001

		Male		Female		GT		Chi Square	Effect Size (phi)
		Count	Percent	Count	Percent	Count	Percent		
Satisfaction with support from your chair or director:									
Assistance with establishing professional contacts	Very satisfied	72	32.4%	13	25.0%	85	31.0%		
	Somewhat satisfied	87	39.2%	21	40.4%	108	39.4%		
	Somewhat dissatisfied	34	15.3%	7	13.5%	41	15.0%		
	Very dissatisfied	29	13.1%	11	21.2%	40	14.6%		
	Total Count	222	100.0%	52	100.0%	274	100.0%		
Advice on navigating department/Institute politics	Very satisfied	90	38.5%	17	28.3%	107	36.4%		
	Somewhat satisfied	85	36.3%	23	38.3%	108	36.7%		
	Somewhat dissatisfied	34	14.5%	9	15.0%	43	14.6%		
	Very dissatisfied	25	10.7%	11	18.3%	36	12.2%		
	Total Count	234	100.0%	60	100.0%	294	100.0%		
Mentoring for teaching	Very satisfied	62	32.8%	10	22.7%	72	30.9%		
	Somewhat satisfied	68	36.0%	20	45.5%	88	37.8%		
	Somewhat dissatisfied	38	20.1%	5	11.4%	43	18.5%		
	Very dissatisfied	21	11.1%	9	20.5%	30	12.9%		
	Total Count	189	100.0%	44	100.0%	233	100.0%		
Advice on the promotion/tenure process	Very satisfied	88	50.9%	21	42.9%	109	49.1%		
	Somewhat satisfied	59	34.1%	16	32.7%	75	33.8%		
	Somewhat dissatisfied	12	6.9%	6	12.2%	18	8.1%		
	Very dissatisfied	14	8.1%	6	12.2%	20	9.0%		
	Total Count	173	100.0%	49	100.0%	222	100.0%		
Advice on the annual review process	Very satisfied	85	37.6%	22	35.5%	107	37.2%		
	Somewhat satisfied	98	43.4%	24	38.7%	122	42.4%		
	Somewhat dissatisfied	24	10.6%	6	9.7%	30	10.4%		
	Very dissatisfied	19	8.4%	10	16.1%	29	10.1%		
	Total Count	226	100.0%	62	100.0%	288	100.0%		
Advice on the third year review process	Very satisfied	66	51.2%	15	51.7%	81	51.3%		
	Somewhat satisfied	48	37.2%	9	31.0%	57	36.1%		
	Somewhat dissatisfied	10	7.8%	2	6.9%	12	7.6%		
	Very dissatisfied	5	3.9%	3	10.3%	8	5.1%		
	Total Count	129	100.0%	29	100.0%	158	100.0%		

Faculty Frequencies by Gender

*p < .05; **p < .01; ***p < .001

		Male		Female		GT		Chi Square	Effect Size (phi)
		Count	Percent	Count	Percent	Count	Percent		
Satisfaction with support from your chair or director (cont'd):									
Advice on the periodic peer review process	Very satisfied	74	36.8%	9	22.5%	83	34.4%		
	Somewhat satisfied	82	40.8%	16	40.0%	98	40.7%		
	Somewhat dissatisfied	27	13.4%	7	17.5%	34	14.1%		
	Very dissatisfied	18	9.0%	8	20.0%	26	10.8%		
	Total Count	201	100.0%	40	100.0%	241	100.0%		
Advice on obtaining grants	Very satisfied	56	27.9%	12	27.3%	68	27.8%		
	Somewhat satisfied	71	35.3%	13	29.5%	84	34.3%		
	Somewhat dissatisfied	46	22.9%	10	22.7%	56	22.9%		
	Very dissatisfied	28	13.9%	9	20.5%	37	15.1%		
	Total Count	201	100.0%	44	100.0%	245	100.0%		
Guidance on publishing your research	Very satisfied	51	30.7%	12	30.0%	63	30.6%		
	Somewhat satisfied	70	42.2%	13	32.5%	83	40.3%		
	Somewhat dissatisfied	25	15.1%	6	15.0%	31	15.0%		
	Very dissatisfied	20	12.0%	9	22.5%	29	14.1%		
	Total Count	166	100.0%	40	100.0%	206	100.0%		
Support for your research program	Very satisfied	95	40.9%	23	37.1%	118	40.1%		
	Somewhat satisfied	78	33.6%	23	37.1%	101	34.4%		
	Somewhat dissatisfied	37	15.9%	7	11.3%	44	15.0%		
	Very dissatisfied	22	9.5%	9	14.5%	31	10.5%		
	Total Count	232	100.0%	62	100.0%	294	100.0%		
Obtaining the resources you need to excel	Very satisfied	80	33.3%	24	36.9%	104	34.1%		
	Somewhat satisfied	95	39.6%	20	30.8%	115	37.7%		
	Somewhat dissatisfied	41	17.1%	11	16.9%	52	17.0%		
	Very dissatisfied	24	10.0%	10	15.4%	34	11.1%		
	Total Count	240	100.0%	65	100.0%	305	100.0%		
Mentoring for leadership positions at GT or beyond	Very satisfied	68	33.3%	18	34.0%	86	33.5%		
	Somewhat satisfied	64	31.4%	15	28.3%	79	30.7%		
	Somewhat dissatisfied	44	21.6%	10	18.9%	54	21.0%		
	Very dissatisfied	28	13.7%	10	18.9%	38	14.8%		
	Total Count	204	100.0%	53	100.0%	257	100.0%		

Faculty Frequencies by Gender

*p < .05; **p < .01; ***p < .001

		Male		Female		GT		Chi Square	Effect Size (phi)
		Count	Percent	Count	Percent	Count	Percent		
Satisfaction with support from your chair or director (cont'd):									
Informal invitations (e.g., lunch/coffee)	Very satisfied	86	38.6%	26	46.4%	112	40.1%		
	Somewhat satisfied	76	34.1%	20	35.7%	96	34.4%		
	Somewhat dissatisfied	45	20.2%	5	8.9%	50	17.9%		
	Very dissatisfied	16	7.2%	5	8.9%	21	7.5%		
	Total Count	223	100.0%	56	100.0%	279	100.0%		
Understanding that individuals have different family and personal responsibilities	Very satisfied	136	61.5%	38	58.5%	174	60.8%		
	Somewhat satisfied	60	27.1%	17	26.2%	77	26.9%		
	Somewhat dissatisfied	14	6.3%	4	6.2%	18	6.3%		
	Very dissatisfied	11	5.0%	6	9.2%	17	5.9%		
	Total Count	221	100.0%	65	100.0%	286	100.0%		
The degree to which agreements are honored by my supervisor	Very satisfied	159	68.2%	33	55.0%	192	65.5%		
	Somewhat satisfied	46	19.7%	17	28.3%	63	21.5%		
	Somewhat dissatisfied	14	6.0%	5	8.3%	19	6.5%		
	Very dissatisfied	14	6.0%	5	8.3%	19	6.5%		
	Total Count	233	100.0%	60	100.0%	293	100.0%		
Acknowledging my contributions to the school/academic unit	Very satisfied	124	50.8%	31	47.7%	155	50.2%		
	Somewhat satisfied	68	27.9%	19	29.2%	87	28.2%		
	Somewhat dissatisfied	30	12.3%	6	9.2%	36	11.7%		
	Very dissatisfied	22	9.0%	9	13.8%	31	10.0%		
	Total Count	244	100.0%	65	100.0%	309	100.0%		
In my school/academic unit:									
Faculty communicate regularly with one another	Strongly agree	73	28.3%	12	17.1%	85	25.9%	**	0.197
	Somewhat agree	108	41.9%	38	54.3%	146	44.5%		
	Somewhat disagree	58	22.5%	13	18.6%	71	21.6%		
	Strongly disagree	19	7.4%	7	10.0%	26	7.9%		
	Total Count	258	100.0%	70	100.0%	328	100.0%		
Faculty treat each other fairly	Strongly agree	128	49.6%	18	26.1%	146	44.6%		
	Somewhat agree	79	30.6%	30	43.5%	109	33.3%		
	Somewhat disagree	33	12.8%	12	17.4%	45	13.8%		
	Strongly disagree	18	7.0%	9	13.0%	27	8.3%		
	Total Count	258	100.0%	69	100.0%	327	100.0%		

Faculty Frequencies by Gender

*p < .05; **p < .01; ***p < .001

		Male		Female		GT		Chi Square	Effect Size (phi)
		Count	Percent	Count	Percent	Count	Percent		
In my school/academic unit (cont'd):									
Faculty are encouraged and empowered	Strongly agree	85	32.9%	17	25.0%	102	31.3%		
	Somewhat agree	112	43.4%	30	44.1%	142	43.6%		
	Somewhat disagree	37	14.3%	10	14.7%	47	14.4%		
	Strongly disagree	24	9.3%	11	16.2%	35	10.7%		
	Total Count	258	100.0%	68	100.0%	326	100.0%		
My feedback is sought and respected	Strongly agree	100	38.6%	20	29.0%	120	36.6%		
	Somewhat agree	103	39.8%	27	39.1%	130	39.6%		
	Somewhat disagree	34	13.1%	11	15.9%	45	13.7%		
	Strongly disagree	22	8.5%	11	15.9%	33	10.1%		
	Total Count	259	100.0%	69	100.0%	328	100.0%		
I am provided with an opportunity to participate in important decision making	Strongly agree	101	39.0%	22	31.9%	123	37.5%		
	Somewhat agree	100	38.6%	28	40.6%	128	39.0%		
	Somewhat disagree	34	13.1%	12	17.4%	46	14.0%		
	Strongly disagree	24	9.3%	7	10.1%	31	9.5%		
	Total Count	259	100.0%	69	100.0%	328	100.0%		
Disputes and problems are resolved effectively	Strongly agree	74	28.8%	13	19.4%	87	26.9%		
	Somewhat agree	121	47.1%	30	44.8%	151	46.6%		
	Somewhat disagree	34	13.2%	11	16.4%	45	13.9%		
	Strongly disagree	28	10.9%	13	19.4%	41	12.7%		
	Total Count	257	100.0%	67	100.0%	324	100.0%		
Collaboration in strategic planning for the school/unit is encouraged	Strongly agree	114	44.5%	22	32.4%	136	42.0%		
	Somewhat agree	77	30.1%	27	39.7%	104	32.1%		
	Somewhat disagree	39	15.2%	11	16.2%	50	15.4%		
	Strongly disagree	26	10.2%	8	11.8%	34	10.5%		
	Total Count	256	100.0%	68	100.0%	324	100.0%		

Faculty Frequencies by Gender

*p < .05; **p < .01; ***p < .001

		Male		Female		GT		Chi Square	Effect Size (phi)
		Count	Percent	Count	Percent	Count	Percent		
At Georgia Tech:									
Georgia Tech is generally a comfortable and inclusive environment for me	Strongly agree	148	57.8%	27	39.1%	175	53.8%	**	0.209
	Somewhat agree	75	29.3%	21	30.4%	96	29.5%		
	Somewhat disagree	19	7.4%	14	20.3%	33	10.2%		
	Strongly disagree	14	5.5%	7	10.1%	21	6.5%		
	Total Count	256	100.0%	69	100.0%	325	100.0%		
I am satisfied with my career progress at Georgia Tech	Strongly agree	118	46.1%	29	42.0%	147	45.2%		
	Somewhat agree	95	37.1%	23	33.3%	118	36.3%		
	Somewhat disagree	33	12.9%	10	14.5%	43	13.2%		
	Strongly disagree	10	3.9%	7	10.1%	17	5.2%		
	Total Count	256	100.0%	69	100.0%	325	100.0%		
I am satisfied with my current workload balance research/teaching/service) as it relates to my career goals	Strongly agree	97	37.6%	23	33.8%	120	36.8%		
	Somewhat agree	103	39.9%	19	27.9%	122	37.4%		
	Somewhat disagree	38	14.7%	16	23.5%	54	16.6%		
	Strongly disagree	20	7.8%	10	14.7%	30	9.2%		
	Total Count	258	100.0%	68	100.0%	326	100.0%		
Adequate processes are in place to address grievances at Georgia Tech	Strongly agree	61	33.2%	12	24.0%	73	31.2%	*	0.184
	Somewhat agree	75	40.8%	15	30.0%	90	38.5%		
	Somewhat disagree	27	14.7%	11	22.0%	38	16.2%		
	Strongly disagree	21	11.4%	12	24.0%	33	14.1%		
	Total Count	184	100.0%	50	100.0%	234	100.0%		
There is clarity about the promotion and tenure process at Georgia Tech	Strongly agree	87	35.5%	21	33.3%	108	35.1%		
	Somewhat agree	104	42.4%	26	41.3%	130	42.2%		
	Somewhat disagree	37	15.1%	10	15.9%	47	15.3%		
	Strongly disagree	17	6.9%	6	9.5%	23	7.5%		
	Total Count	245	100.0%	63	100.0%	308	100.0%		
I feel valued and respected by the Georgia Tech community	Strongly agree	112	43.8%	24	34.8%	136	41.8%		
	Somewhat agree	89	34.8%	27	39.1%	116	35.7%		
	Somewhat disagree	34	13.3%	12	17.4%	46	14.2%		
	Strongly disagree	21	8.2%	6	8.7%	27	8.3%		
	Total Count	256	100.0%	69	100.0%	325	100.0%		

Faculty Frequencies by Gender

*p < .05; **p < .01; ***p < .001

		Male		Female		GT		Chi Square	Effect Size (phi)
		Count	Percent	Count	Percent	Count	Percent		
At Georgia Tech (cont'd):									
I have considered leaving Georgia Tech because of concerns about collegiality	Strongly agree	27	11.2%	16	23.5%	43	13.9%	***	0.235
	Somewhat agree	27	11.2%	16	23.5%	43	13.9%		
	Somewhat disagree	32	13.3%	9	13.2%	41	13.3%		
	Strongly disagree	155	64.3%	27	39.7%	182	58.9%		
	Total Count	241	100.0%	68	100.0%	309	100.0%		
I have considered leaving Georgia Tech because of concerns about collaboration	Strongly agree	16	6.7%	10	15.6%	26	8.6%		
	Somewhat agree	32	13.4%	8	12.5%	40	13.2%		
	Somewhat disagree	48	20.2%	15	23.4%	63	20.9%		
	Strongly disagree	142	59.7%	31	48.4%	173	57.3%		
	Total Count	238	100.0%	64	100.0%	302	100.0%		
I have considered leaving Georgia Tech because of concerns about the resources made available to me for my work	Strongly agree	43	17.7%	7	10.8%	50	16.2%		
	Somewhat agree	78	32.1%	16	24.6%	94	30.5%		
	Somewhat disagree	43	17.7%	14	21.5%	57	18.5%		
	Strongly disagree	79	32.5%	28	43.1%	107	34.7%		
	Total Count	243	100.0%	65	100.0%	308	100.0%		
Diversity and Inclusion:									
Diversity is integral to Georgia Tech's ability to successfully fulfill its mission	Strongly agree	172	66.9%	53	75.7%	225	68.8%		
	Somewhat agree	61	23.7%	11	15.7%	72	22.0%		
	Somewhat disagree	18	7.0%	2	2.9%	20	6.1%		
	Strongly disagree	6	2.3%	4	5.7%	10	3.1%		
	Total Count	257	100.0%	70	100.0%	327	100.0%		
The diversity of our faculty contributes to the overall prestige of Georgia Tech	Strongly agree	139	55.6%	45	67.2%	184	58.0%		
	Somewhat agree	79	31.6%	16	23.9%	95	30.0%		
	Somewhat disagree	24	9.6%	3	4.5%	27	8.5%		
	Strongly disagree	8	3.2%	3	4.5%	11	3.5%		
	Total Count	250	100.0%	67	100.0%	317	100.0%		
My school/unit demonstrates its commitment to diversity and inclusion	Strongly agree	144	57.1%	22	32.4%	166	51.9%	***	0.247
	Somewhat agree	81	32.1%	27	39.7%	108	33.8%		
	Somewhat disagree	15	6.0%	8	11.8%	23	7.2%		
	Strongly disagree	12	4.8%	11	16.2%	23	7.2%		
	Total Count	252	100.0%	68	100.0%	320	100.0%		

Faculty Frequencies by Gender

*p < .05; **p < .01; ***p < .001

		Male		Female		GT		Chi Square	Effect Size (phi)
		Count	Percent	Count	Percent	Count	Percent		
Diversity and Inclusion (cont'd):									
The diversity of our faculty contributes to the overall prestige of my school/unit	Strongly agree	113	45.4%	36	54.5%	149	47.3%		
	Somewhat agree	93	37.3%	16	24.2%	109	34.6%		
	Somewhat disagree	27	10.8%	9	13.6%	36	11.4%		
	Strongly disagree	16	6.4%	5	7.6%	21	6.7%		
	Total Count	249	100.0%	66	100.0%	315	100.0%		
I am satisfied with my school's/department's efforts to recruit faculty from diverse backgrounds	Strongly agree	113	45.0%	18	26.1%	131	40.9%	***	0.248
	Somewhat agree	99	39.4%	27	39.1%	126	39.4%		
	Somewhat disagree	27	10.8%	11	15.9%	38	11.9%		
	Strongly disagree	12	4.8%	13	18.8%	25	7.8%		
	Total Count	251	100.0%	69	100.0%	320	100.0%		
I am satisfied with my school's/department's efforts to retain faculty from diverse backgrounds	Strongly agree	112	48.1%	11	17.5%	123	41.6%	***	0.335
	Somewhat agree	82	35.2%	24	38.1%	106	35.8%		
	Somewhat disagree	27	11.6%	13	20.6%	40	13.5%		
	Strongly disagree	12	5.2%	15	23.8%	27	9.1%		
	Total Count	233	100.0%	63	100.0%	296	100.0%		
I am satisfied with my school's efforts to recruit graduate students from diverse backgrounds	Strongly agree	100	42.2%	13	19.7%	113	37.3%	***	0.270
	Somewhat agree	85	35.9%	25	37.9%	110	36.3%		
	Somewhat disagree	39	16.5%	14	21.2%	53	17.5%		
	Strongly disagree	13	5.5%	14	21.2%	27	8.9%		
	Total Count	237	100.0%	66	100.0%	303	100.0%		
I am satisfied with my school's efforts to retain graduate students from diverse backgrounds	Strongly agree	96	43.6%	12	19.0%	108	38.2%	***	0.305
	Somewhat agree	86	39.1%	23	36.5%	109	38.5%		
	Somewhat disagree	27	12.3%	15	23.8%	42	14.8%		
	Strongly disagree	11	5.0%	13	20.6%	24	8.5%		
	Total Count	220	100.0%	63	100.0%	283	100.0%		

Faculty Frequencies by Gender

*p < .05; **p < .01; ***p < .001

		Male		Female		GT		Chi Square	Effect Size (phi)
		Count	Percent	Count	Percent	Count	Percent		
Within the last three years, to what extent have you experienced instances of marginalization at Georgia Tech based on the following personal identity or characteristics:									
Gender	Not at all	216	84.4%	16	23.5%	232	71.6%	***	0.574
	Slightly	21	8.2%	13	19.1%	34	10.5%		
	Somewhat	13	5.1%	25	36.8%	38	11.7%		
	Greatly	6	2.3%	14	20.6%	20	6.2%		
	Total	256	100.0%	68	100.0%	324	100.0%		
Age	Not at all	199	77.4%	40	58.8%	239	73.5%	**	0.218
	Slightly	33	12.8%	12	17.6%	45	13.8%		
	Somewhat	21	8.2%	10	14.7%	31	9.5%		
	Greatly	4	1.6%	6	8.8%	10	3.1%		
	Total	257	100.0%	68	100.0%	325	100.0%		
Race / Ethnicity	Not at all	199	78.7%	54	79.4%	253	78.8%		
	Slightly	22	8.7%	4	5.9%	26	8.1%		
	Somewhat	23	9.1%	6	8.8%	29	9.0%		
	Greatly	9	3.6%	4	5.9%	13	4.0%		
	Total	253	100.0%	68	100.0%	321	100.0%		
Disability	Not at all	242	95.7%	60	90.9%	302	94.7%		
	Slightly	4	1.6%	2	3.0%	6	1.9%		
	Somewhat	4	1.6%	3	4.5%	7	2.2%		
	Greatly	3	1.2%	1	1.5%	4	1.3%		
	Total	253	100.0%	66	100.0%	319	100.0%		
National origin	Not at all	215	85.3%	56	84.8%	271	85.2%		
	Slightly	19	7.5%	3	4.5%	22	6.9%		
	Somewhat	12	4.8%	7	10.6%	19	6.0%		
	Greatly	6	2.4%	0	.0%	6	1.9%		
	Total	252	100.0%	66	100.0%	318	100.0%		
Language difference or accent	Not at all	219	86.9%	59	88.1%	278	87.1%		
	Slightly	17	6.7%	3	4.5%	20	6.3%		
	Somewhat	13	5.2%	4	6.0%	17	5.3%		
	Greatly	3	1.2%	1	1.5%	4	1.3%		
	Total	252	100.0%	67	100.0%	319	100.0%		

Faculty Frequencies by Gender

*p < .05; **p < .01; ***p < .001

within the last three years, to what extent have you experienced instances of marginalization at Georgia Tech based on the following personal identity or characteristics (cont'd):

		Male		Female		GT		Chi Square	Effect Size (phi)
		Count	Percent	Count	Percent	Count	Percent		
Political perspective	Not at all	201	78.8%	53	79.1%	254	78.9%		
	Slightly	25	9.8%	10	14.9%	35	10.9%		
	Somewhat	22	8.6%	3	4.5%	25	7.8%		
	Greatly	7	2.7%	1	1.5%	8	2.5%		
	Total	255	100.0%	67	100.0%	322	100.0%		
Religion	Not at all	219	86.6%	60	89.6%	279	87.2%		
	Slightly	17	6.7%	4	6.0%	21	6.6%		
	Somewhat	12	4.7%	2	3.0%	14	4.4%		
	Greatly	5	2.0%	1	1.5%	6	1.9%		
	Total	253	100.0%	67	100.0%	320	100.0%		
Sexual orientation	Not at all	240	94.9%	62	92.5%	302	94.4%		
	Slightly	6	2.4%	1	1.5%	7	2.2%		
	Somewhat	4	1.6%	2	3.0%	6	1.9%		
	Greatly	3	1.2%	2	3.0%	5	1.6%		
	Total	253	100.0%	67	100.0%	320	100.0%		
Gender identity / expression	Not at all	241	94.5%	60	89.6%	301	93.5%		
	Slightly	7	2.7%	2	3.0%	9	2.8%		
	Somewhat	5	2.0%	3	4.5%	8	2.5%		
	Greatly	2	.8%	2	3.0%	4	1.2%		
	Total	255	100.0%	67	100.0%	322	100.0%		
Socioeconomic Background	Not at all	236	92.9%	58	86.6%	294	91.6%		
	Slightly	11	4.3%	6	9.0%	17	5.3%		
	Somewhat	4	1.6%	2	3.0%	6	1.9%		
	Greatly	3	1.2%	1	1.5%	4	1.2%		
	Total	254	100.0%	67	100.0%	321	100.0%		
Other	Not at all	154	95.1%	29	82.9%	183	92.9%	*	0.232
	Slightly	4	2.5%	2	5.7%	6	3.0%		
	Somewhat	3	1.9%	1	2.9%	4	2.0%		
	Greatly	1	.6%	3	8.6%	4	2.0%		
	Total	162	100.0%	35	100.0%	197	100.0%		

Faculty Frequencies by Gender

*p < .05; **p < .01; ***p < .001

		Male		Female		GT		Chi Square	Effect Size (phi)
		Count	Percent	Count	Percent	Count	Percent		
Within the past year, how often have you heard a faculty member make an insensitive or disparaging remark with respect to:									
Women	Never	196	76.6%	30	43.5%	226	69.5%	***	0.330
	Sometimes	54	21.1%	31	44.9%	85	26.2%		
	Often	6	2.3%	5	7.2%	11	3.4%		
	Very Often	0	.0%	3	4.3%	3	0.9%		
	Total	256	100.0%	69	100.0%	325	100.0%		
Men	Never	196	76.9%	55	80.9%	251	77.7%		
	Sometimes	51	20.0%	11	16.2%	62	19.2%		
	Often	7	2.7%	2	2.9%	9	2.8%		
	Very Often	1	.4%	0	.0%	1	0.3%		
	Total	255	100.0%	68	100.0%	323	100.0%		
Older People	Never	206	81.4%	51	75.0%	257	80.1%	*	0.160
	Sometimes	45	17.8%	13	19.1%	58	18.1%		
	Often	1	.4%	3	4.4%	4	1.2%		
	Very Often	1	.4%	1	1.5%	2	0.6%		
	Total	253	100.0%	68	100.0%	321	100.0%		
Younger people	Never	203	79.9%	46	68.7%	249	77.6%	*	0.170
	Sometimes	46	18.1%	15	22.4%	61	19.0%		
	Often	4	1.6%	4	6.0%	8	2.5%		
	Very Often	1	.4%	2	3.0%	3	0.9%		
	Total	254	100.0%	67	100.0%	321	100.0%		
People's race or ethnicity	Never	213	83.2%	44	64.7%	257	79.3%	**	0.211
	Sometimes	40	15.6%	22	32.4%	62	19.1%		
	Often	1	.4%	2	2.9%	3	0.9%		
	Very Often	2	.8%	0	.0%	2	0.6%		
	Total	256	100.0%	68	100.0%	324	100.0%		
People with disabilities	Never	244	95.3%	58	87.9%	302	93.8%		
	Sometimes	12	4.7%	7	10.6%	19	5.9%		
	Often	0	.0%	1	1.5%	1	0.3%		
	Very Often	0	.0%	0	.0%	0	0.0%		
	Total	256	100.0%	66	100.0%	322	100.0%		

Faculty Frequencies by Gender

*p < .05; **p < .01; ***p < .001

		Male		Female		GT		Chi Square	Effect Size (phi)
		Count	Percent	Count	Percent	Count	Percent		
Within the past year, how often have you heard a faculty member make an insensitive or disparaging remark with respect to (cont'd):									
People with less education	Never	165	64.7%	40	58.8%	205	63.5%	**	0.204
	Sometimes	74	29.0%	20	29.4%	94	29.1%		
	Often	12	4.7%	7	10.3%	19	5.9%		
	Very Often	4	1.6%	1	1.5%	5	1.5%		
	Total	255	100.0%	68	100.0%	323	100.0%		
People with different nationalities	Very Often	192	75.6%	44	64.7%	236	73.3%		
	Often	56	22.0%	21	30.9%	77	23.9%		
	Sometimes	6	2.4%	2	2.9%	8	2.5%		
	Never	0	.0%	1	1.5%	1	0.3%		
	Total	254	100.0%	68	100.0%	322	100.0%		
People with language differences/accents	Never	200	78.7%	43	63.2%	243	75.5%		
	Sometimes	46	18.1%	21	30.9%	67	20.8%		
	Often	8	3.1%	2	2.9%	10	3.1%		
	Very Often	0	.0%	2	2.9%	2	0.6%		
	Total	254	100.0%	68	100.0%	322	100.0%		
People with particular political views	Never	120	47.6%	27	40.3%	147	46.1%		
	Sometimes	94	37.3%	28	41.8%	122	38.2%		
	Often	31	12.3%	10	14.9%	41	12.9%		
	Very Often	7	2.8%	2	3.0%	9	2.8%		
	Total	252	100.0%	67	100.0%	319	100.0%		
People with particular religious affiliations	Never	202	79.5%	57	86.4%	259	80.9%		
	Sometimes	45	17.7%	8	12.1%	53	16.6%		
	Often	5	2.0%	1	1.5%	6	1.9%		
	Very Often	2	.8%	0	.0%	2	0.6%		
	Total	254	100.0%	66	100.0%	320	100.0%		
People with different socioeconomic backgrounds	Never	211	83.4%	57	85.1%	268	83.8%		
	Sometimes	38	15.0%	9	13.4%	47	14.7%		
	Often	3	1.2%	1	1.5%	4	1.3%		
	Very Often	1	.4%	0	.0%	1	0.3%		
	Total	253	100.0%	67	100.0%	320	100.0%		

Faculty Frequencies by Gender

*p < .05; **p < .01; ***p < .001

		Male		Female		GT		Chi Square	Effect Size (phi)
		Count	Percent	Count	Percent	Count	Percent		
Within the past year, how often have you heard a faculty member make an insensitive or disparaging remark with respect to (cont'd):									
Gay, lesbian, or bisexual people	Never	234	92.1%	56	83.6%	290	90.3%		
	Sometimes	19	7.5%	11	16.4%	30	9.3%		
	Often	1	.4%	0	.0%	1	0.3%		
	Very Often	0	.0%	0	.0%	0	0.0%		
	Total	254	100.0%	67	100.0%	321	100.0%		
Transgender people	Never	229	90.2%	55	82.1%	284	88.5%		
	Sometimes	23	9.1%	11	16.4%	34	10.6%		
	Often	2	.8%	1	1.5%	3	0.9%		
	Very Often	0	.0%	0	.0%	0	0.0%		
	Total	254	100.0%	67	100.0%	321	100.0%		
Other	Never	123	95.3%	22	88.0%	145	94.2%		
	Sometimes	5	3.9%	1	4.0%	6	3.9%		
	Often	0	.0%	0	8.0%	0	0.0%		
	Very Often	1	.8%	2	8.0%	3	1.9%		
	Total	129	100.0%	25	100.0%	154	100.0%		

Faculty Frequencies by Ethnicity

*p < .05; **p < .01; ***p < .001

Based upon your interactions with your colleagues, how satisfied are you with:

		Not URM		URM		GT		Chi Square	Effect Size (phi)
		Count	Percent	Count	Percent	Count	Percent		
Assistance with establishing professional contacts	Very satisfied	88	32.2%	8	24.2%	96	31.4%		
	Somewhat satisfied	136	49.8%	18	54.5%	154	50.3%		
	Somewhat dissatisfied	32	11.7%	4	12.1%	36	11.8%		
	Very dissatisfied	17	6.2%	3	9.1%	20	6.5%		
	Total Count	273	100.0%	33	100.0%	306	100.0%		
Advice on navigating department/Institute politics	Very satisfied	83	29.9%	8	22.2%	91	29.0%		
	Somewhat satisfied	124	44.6%	16	44.4%	140	44.6%		
	Somewhat dissatisfied	42	15.1%	5	13.9%	47	15.0%		
	Very dissatisfied	29	10.4%	7	19.4%	36	11.5%		
	Total Count	278	100.0%	36	100.0%	314	100.0%		
Offers to collaborate on research	Very satisfied	112	40.9%	10	27.8%	122	39.4%		
	Somewhat satisfied	94	34.3%	17	47.2%	111	35.8%		
	Somewhat dissatisfied	46	16.8%	4	11.1%	50	16.1%		
	Very dissatisfied	22	8.0%	5	13.9%	27	8.7%		
	Total Count	274	100.0%	36	100.0%	310	100.0%		
Mentoring for teaching	Very satisfied	79	30.7%	11	33.3%	90	31.0%		
	Somewhat satisfied	114	44.4%	12	36.4%	126	43.4%		
	Somewhat dissatisfied	43	16.7%	6	18.2%	49	16.9%		
	Very dissatisfied	21	8.2%	4	12.1%	25	8.6%		
	Total Count	257	100.0%	33	100.0%	290	100.0%		
Advice on the promotion/tenure process	Very satisfied	110	49.5%	15	42.9%	125	48.6%		
	Somewhat satisfied	77	34.7%	13	37.1%	90	35.0%		
	Somewhat dissatisfied	16	7.2%	5	14.3%	21	8.2%		
	Very dissatisfied	19	8.6%	2	5.7%	21	8.2%		
	Total Count	222	100.0%	35	100.0%	257	100.0%		

Faculty Frequencies by Ethnicity

*p < .05; **p < .01; ***p < .001

		Not URM		URM		GT		Chi Square	Effect Size (phi)
		Count	Percent	Count	Percent	Count	Percent		
Based upon your interactions with your colleagues, how satisfied are you with (cont'd):									
Advice on the annual review process	Very satisfied	92	34.2%	7	20.0%	99	32.6%		
	Somewhat satisfied	118	43.9%	17	48.6%	135	44.4%		
	Somewhat dissatisfied	38	14.1%	7	20.0%	45	14.8%		
	Very dissatisfied	21	7.8%	4	11.4%	25	8.2%		
	Total Count	269	100.0%	35	100.0%	304	100.0%		
Advice on the third year review process	Very satisfied	83	49.1%	14	50.0%	97	49.2%		
	Somewhat satisfied	59	34.9%	8	28.6%	67	34.0%		
	Somewhat dissatisfied	15	8.9%	4	14.3%	19	9.6%		
	Very dissatisfied	12	7.1%	2	7.1%	14	7.1%		
	Total Count	169	100.0%	28	100.0%	197	100.0%		
Advice on the periodic peer review process	Very satisfied	71	30.7%	4	13.3%	75	28.7%		
	Somewhat satisfied	103	44.6%	14	46.7%	117	44.8%		
	Somewhat dissatisfied	36	15.6%	6	20.0%	42	16.1%		
	Very dissatisfied	21	9.1%	6	20.0%	27	10.3%		
	Total Count	231	100.0%	30	100.0%	261	100.0%		
Guidance on obtaining grants	Very satisfied	61	24.0%	8	22.9%	69	23.9%		
	Somewhat satisfied	106	41.7%	17	48.6%	123	42.6%		
	Somewhat dissatisfied	65	25.6%	6	17.1%	71	24.6%		
	Very dissatisfied	22	8.7%	4	11.4%	26	9.0%		
	Total Count	254	100.0%	35	100.0%	289	100.0%		
Guidance on publishing your research	Very satisfied	75	32.2%	9	27.3%	84	31.6%		
	Somewhat satisfied	107	45.9%	17	51.5%	124	46.6%		
	Somewhat dissatisfied	35	15.0%	5	15.2%	40	15.0%		
	Very dissatisfied	16	6.9%	2	6.1%	18	6.8%		
	Total Count	233	100.0%	33	100.0%	266	100.0%		
Support for your research program	Very satisfied	78	28.8%	10	30.3%	88	28.9%		
	Somewhat satisfied	108	39.9%	13	39.4%	121	39.8%		
	Somewhat dissatisfied	51	18.8%	7	21.2%	58	19.1%		
	Very dissatisfied	34	12.5%	3	9.1%	37	12.2%		
	Total Count	271	100.0%	33	100.0%	304	100.0%		

Faculty Frequencies by Ethnicity

*p < .05; **p < .01; ***p < .001

		Not URM		URM		GT		Chi Square	Effect Size (phi)
		Count	Percent	Count	Percent	Count	Percent		
Based upon your interactions with your colleagues, how satisfied are you with (cont'd):									
Mentoring for leadership positions at GT or beyond	Very satisfied	54	22.2%	8	24.2%	62	22.5%		
	Somewhat satisfied	85	35.0%	8	24.2%	93	33.7%		
	Somewhat dissatisfied	69	28.4%	8	24.2%	77	27.9%		
	Very dissatisfied	35	14.4%	9	27.3%	44	15.9%		
	Total Count	243	100.0%	33	100.0%	276	100.0%		
Informal invitations (e.g., lunch/coffee)	Very satisfied	81	29.6%	13	36.1%	94	30.3%		
	Somewhat satisfied	108	39.4%	12	33.3%	120	38.7%		
	Somewhat dissatisfied	60	21.9%	7	19.4%	67	21.6%		
	Very dissatisfied	25	9.1%	4	11.1%	29	9.4%		
	Total Count	274	100.0%	36	100.0%	310	100.0%		
Understanding that individuals have different family and personal responsibilities	Very satisfied	119	43.9%	13	37.1%	132	43.1%		
	Somewhat satisfied	102	37.6%	16	45.7%	118	38.6%		
	Somewhat dissatisfied	30	11.1%	5	14.3%	35	11.4%		
	Very dissatisfied	20	7.4%	1	2.9%	21	6.9%		
	Total Count	271	100.0%	35	100.0%	306	100.0%		
Acknowledging my contributions to the school/academic unit	Very satisfied	106	36.8%	15	40.5%	121	37.2%		
	Somewhat satisfied	102	35.4%	15	40.5%	117	36.0%		
	Somewhat dissatisfied	41	14.2%	2	5.4%	43	13.2%		
	Very dissatisfied	39	13.5%	5	13.5%	44	13.5%		
	Total Count	288	100.0%	37	100.0%	325	100.0%		

Faculty Frequencies by Ethnicity

*p < .05; **p < .01; ***p < .001

		Not URM		URM		GT		Chi Square	Effect Size (phi)
		Count	Percent	Count	Percent	Count	Percent		
Satisfaction with support from your chair or director:									
Assistance with establishing professional contacts	Very satisfied	74	30.5%	11	39.3%	85	31.4%	0.051	0.169
	Somewhat satisfied	98	40.3%	8	28.6%	106	39.1%		
	Somewhat dissatisfied	33	13.6%	8	28.6%	41	15.1%		
	Very dissatisfied	38	15.6%	1	3.6%	39	14.4%		
	Total Count	243	100.0%	28	100.0%	271	100.0%		
Advice on navigating department/Institute politics	Very satisfied	93	36.2%	14	40.0%	107	36.6%		
	Somewhat satisfied	96	37.4%	10	28.6%	106	36.3%		
	Somewhat dissatisfied	38	14.8%	6	17.1%	44	15.1%		
	Very dissatisfied	30	11.7%	5	14.3%	35	12.0%		
	Total Count	257	100.0%	35	100.0%	292	100.0%		
Mentoring for teaching	Very satisfied	60	29.9%	12	40.0%	72	31.2%		
	Somewhat satisfied	77	38.3%	10	33.3%	87	37.7%		
	Somewhat dissatisfied	37	18.4%	5	16.7%	42	18.2%		
	Very dissatisfied	27	13.4%	3	10.0%	30	13.0%		
	Total Count	201	100.0%	30	100.0%	231	100.0%		
Advice on the promotion/tenure process	Very satisfied	94	49.5%	14	50.0%	108	49.5%		
	Somewhat satisfied	65	34.2%	9	32.1%	74	33.9%		
	Somewhat dissatisfied	14	7.4%	3	10.7%	17	7.8%		
	Very dissatisfied	17	8.9%	2	7.1%	19	8.7%		
	Total Count	190	100.0%	28	100.0%	218	100.0%		
Advice on the annual review process	Very satisfied	93	37.2%	13	38.2%	106	37.3%		
	Somewhat satisfied	107	42.8%	12	35.3%	119	41.9%		
	Somewhat dissatisfied	25	10.0%	5	14.7%	30	10.6%		
	Very dissatisfied	25	10.0%	4	11.8%	29	10.2%		
	Total Count	250	100.0%	34	100.0%	284	100.0%		
Advice on the third year review process	Very satisfied	70	51.5%	11	47.8%	81	50.9%		
	Somewhat satisfied	51	37.5%	6	26.1%	57	35.8%		
	Somewhat dissatisfied	8	5.9%	4	17.4%	12	7.5%		
	Very dissatisfied	7	5.1%	2	8.7%	9	5.7%		
	Total Count	136	100.0%	23	100.0%	159	100.0%		

Faculty Frequencies by Ethnicity

*p < .05; **p < .01; ***p < .001

		Not URM		URM		GT		Chi Square	Effect Size (phi)
		Count	Percent	Count	Percent	Count	Percent		
Satisfaction with support from your chair or director (cont'd):									
Advice on the periodic peer review process	Very satisfied	76	35.8%	6	23.1%	82	34.5%		
	Somewhat satisfied	86	40.6%	10	38.5%	96	40.3%		
	Somewhat dissatisfied	28	13.2%	6	23.1%	34	14.3%		
	Very dissatisfied	22	10.4%	4	15.4%	26	10.9%		
	Total Count	212	100.0%	26	100.0%	238	100.0%		
Advice on obtaining grants	Very satisfied	59	27.7%	10	31.3%	69	28.2%		
	Somewhat satisfied	74	34.7%	10	31.3%	84	34.3%		
	Somewhat dissatisfied	48	22.5%	8	25.0%	56	22.9%		
	Very dissatisfied	32	15.0%	4	12.5%	36	14.7%		
	Total Count	213	100.0%	32	100.0%	245	100.0%		
Guidance on publishing your research	Very satisfied	54	30.0%	9	36.0%	63	30.7%		
	Somewhat satisfied	75	41.7%	8	32.0%	83	40.5%		
	Somewhat dissatisfied	25	13.9%	5	20.0%	30	14.6%		
	Very dissatisfied	26	14.4%	3	12.0%	29	14.1%		
	Total Count	180	100.0%	25	100.0%	205	100.0%		
Support for your research program	Very satisfied	101	39.3%	16	47.1%	117	40.2%		
	Somewhat satisfied	88	34.2%	11	32.4%	99	34.0%		
	Somewhat dissatisfied	38	14.8%	5	14.7%	43	14.8%		
	Very dissatisfied	30	11.7%	2	5.9%	32	11.0%		
	Total Count	257	100.0%	34	100.0%	291	100.0%		
Obtaining the resources you need to excel	Very satisfied	87	32.3%	16	50.0%	103	34.2%		
	Somewhat satisfied	103	38.3%	10	31.3%	113	37.5%		
	Somewhat dissatisfied	48	17.8%	4	12.5%	52	17.3%		
	Very dissatisfied	31	11.5%	2	6.3%	33	11.0%		
	Total Count	269	100.0%	32	100.0%	301	100.0%		
Mentoring for leadership positions at GT or beyond	Very satisfied	75	33.5%	11	35.5%	86	33.7%		
	Somewhat satisfied	70	31.3%	8	25.8%	78	30.6%		
	Somewhat dissatisfied	46	20.5%	8	25.8%	54	21.2%		
	Very dissatisfied	33	14.7%	4	12.9%	37	14.5%		
	Total Count	224	100.0%	31	100.0%	255	100.0%		

Faculty Frequencies by Ethnicity

*p < .05; **p < .01; ***p < .001

		Not URM		URM		GT		Chi Square	Effect Size (phi)
		Count	Percent	Count	Percent	Count	Percent		
Satisfaction with support from your chair or director (cont'd):									
Informal invitations (e.g., lunch/coffee)	Very satisfied	99	40.4%	11	36.7%	110	40.0%		
	Somewhat satisfied	83	33.9%	11	36.7%	94	34.2%		
	Somewhat dissatisfied	45	18.4%	5	16.7%	50	18.2%		
	Very dissatisfied	18	7.3%	3	10.0%	21	7.6%		
	Total Count	245	100.0%	30	100.0%	275	100.0%		
Understanding that individuals have different family and personal responsibilities	Very satisfied	154	61.4%	18	58.1%	172	61.0%		
	Somewhat satisfied	67	26.7%	9	29.0%	76	27.0%		
	Somewhat dissatisfied	15	6.0%	3	9.7%	18	6.4%		
	Very dissatisfied	15	6.0%	1	3.2%	16	5.7%		
	Total Count	251	100.0%	31	100.0%	282	100.0%		
The degree to which agreements are honored by my supervisor	Very satisfied	170	66.1%	21	61.8%	191	65.6%		
	Somewhat satisfied	54	21.0%	10	29.4%	64	22.0%		
	Somewhat dissatisfied	16	6.2%	2	5.9%	18	6.2%		
	Very dissatisfied	17	6.6%	1	2.9%	18	6.2%		
	Total Count	257	100.0%	34	100.0%	291	100.0%		
Acknowledging my contributions to the school/academic unit	Very satisfied	135	49.5%	19	52.8%	154	49.8%		
	Somewhat satisfied	76	27.8%	11	30.6%	87	28.2%		
	Somewhat dissatisfied	34	12.5%	3	8.3%	37	12.0%		
	Very dissatisfied	28	10.3%	3	8.3%	31	10.0%		
	Total Count	273	100.0%	36	100.0%	309	100.0%		
In my school/academic unit:									
Faculty communicate regularly with one another	Strongly agree	75	26.0%	9	23.7%	84	25.7%		
	Somewhat agree	127	43.9%	20	52.6%	147	45.0%		
	Somewhat disagree	64	22.1%	7	18.4%	71	21.7%		
	Strongly disagree	23	8.0%	2	5.3%	25	7.6%		
	Total Count	289	100.0%	38	100.0%	327	100.0%		
Faculty treat each other fairly	Strongly agree	129	44.9%	17	44.7%	146	44.9%		
	Somewhat agree	98	34.1%	10	26.3%	108	33.2%		
	Somewhat disagree	36	12.5%	9	23.7%	45	13.8%		
	Strongly disagree	24	8.4%	2	5.3%	26	8.0%		
	Total Count	287	100.0%	38	100.0%	325	100.0%		

Faculty Frequencies by Ethnicity

*p < .05; **p < .01; ***p < .001

		Not URM		URM		GT		Chi Square	Effect Size (phi)
		Count	Percent	Count	Percent	Count	Percent		
In my school/academic unit (cont'd):									
Faculty are encouraged and empowered	Strongly agree	90	31.3%	13	36.1%	103	31.8%		
	Somewhat agree	129	44.8%	11	30.6%	140	43.2%		
	Somewhat disagree	38	13.2%	9	25.0%	47	14.5%		
	Strongly disagree	31	10.8%	3	8.3%	34	10.5%		
	Total Count	288	100.0%	36	100.0%	324	100.0%		
My feedback is sought and respected	Strongly agree	105	36.3%	14	36.8%	119	36.4%		
	Somewhat agree	118	40.8%	13	34.2%	131	40.1%		
	Somewhat disagree	38	13.1%	7	18.4%	45	13.8%		
	Strongly disagree	28	9.7%	4	10.5%	32	9.8%		
	Total Count	289	100.0%	38	100.0%	327	100.0%		
I am provided with an opportunity to participate in important decision making	Strongly agree	110	38.2%	11	28.9%	121	37.1%		
	Somewhat agree	111	38.5%	17	44.7%	128	39.3%		
	Somewhat disagree	40	13.9%	5	13.2%	45	13.8%		
	Strongly disagree	27	9.4%	5	13.2%	32	9.8%		
	Total Count	288	100.0%	38	100.0%	326	100.0%		
Disputes and problems are resolved effectively	Strongly agree	78	27.5%	9	25.0%	87	27.2%		
	Somewhat agree	132	46.5%	18	50.0%	150	46.9%		
	Somewhat disagree	39	13.7%	5	13.9%	44	13.8%		
	Strongly disagree	35	12.3%	4	11.1%	39	12.2%		
	Total Count	284	100.0%	36	100.0%	320	100.0%		
Collaboration in strategic planning for the school/unit is encouraged	Strongly agree	124	43.2%	13	34.2%	137	42.2%		
	Somewhat agree	90	31.4%	13	34.2%	103	31.7%		
	Somewhat disagree	46	16.0%	5	13.2%	51	15.7%		
	Strongly disagree	27	9.4%	7	18.4%	34	10.5%		
	Total Count	287	100.0%	38	100.0%	325	100.0%		

Faculty Frequencies by Ethnicity

*p < .05; **p < .01; ***p < .001

		Not URM		URM		GT		Chi Square	Effect Size (phi)
		Count	Percent	Count	Percent	Count	Percent		
At Georgia Tech:									
Georgia Tech is generally a comfortable and inclusive environment for me	Strongly agree	155	54.2%	19	51.4%	174	53.9%		
	Somewhat agree	86	30.1%	10	27.0%	96	29.7%		
	Somewhat disagree	25	8.7%	7	18.9%	32	9.9%		
	Strongly disagree	20	7.0%	1	2.7%	21	6.5%		
	Total Count	286	100.0%	37	100.0%	323	100.0%		
I am satisfied with my career progress at Georgia Tech	Strongly agree	129	45.1%	17	45.9%	146	45.2%		
	Somewhat agree	103	36.0%	13	35.1%	116	35.9%		
	Somewhat disagree	38	13.3%	6	16.2%	44	13.6%		
	Strongly disagree	16	5.6%	1	2.7%	17	5.3%		
	Total Count	286	100.0%	37	100.0%	323	100.0%		
I am satisfied with my current workload balance (research/teaching/service) as it relates to my career goals	Strongly agree	104	36.4%	15	40.5%	119	36.8%		
	Somewhat agree	113	39.5%	8	21.6%	121	37.5%		
	Somewhat disagree	45	15.7%	9	24.3%	54	16.7%		
	Strongly disagree	24	8.4%	5	13.5%	29	9.0%		
	Total Count	286	100.0%	37	100.0%	323	100.0%		
Adequate processes are in place to address grievances at Georgia Tech	Strongly agree	66	32.7%	6	22.2%	72	31.4%		
	Somewhat agree	78	38.6%	11	40.7%	89	38.9%		
	Somewhat disagree	29	14.4%	8	29.6%	37	16.2%		
	Strongly disagree	29	14.4%	2	7.4%	31	13.5%		
	Total Count	202	100.0%	27	100.0%	229	100.0%		
There is clarity about the promotion and tenure process at Georgia Tech	Strongly agree	94	34.7%	13	37.1%	107	35.0%		
	Somewhat agree	114	42.1%	14	40.0%	128	41.8%		
	Somewhat disagree	42	15.5%	5	14.3%	47	15.4%		
	Strongly disagree	21	7.7%	3	8.6%	24	7.8%		
	Total Count	271	100.0%	35	100.0%	306	100.0%		
I feel valued and respected by the Georgia Tech community	Strongly agree	121	42.6%	14	37.8%	135	42.1%		
	Somewhat agree	99	34.9%	16	43.2%	115	35.8%		
	Somewhat disagree	39	13.7%	6	16.2%	45	14.0%		
	Strongly disagree	25	8.8%	1	2.7%	26	8.1%		
	Total Count	284	100.0%	37	100.0%	321	100.0%		

Faculty Frequencies by Ethnicity

*p < .05; **p < .01; ***p < .001

		Not URM		URM		GT		Chi Square	Effect Size (phi)
		Count	Percent	Count	Percent	Count	Percent		
At Georgia Tech (cont'd):									
I have considered leaving Georgia Tech because of concerns about collegiality	Strongly agree	39	14.4%	4	11.1%	43	14.1%		
	Somewhat agree	35	13.0%	7	19.4%	42	13.7%		
	Somewhat disagree	36	13.3%	5	13.9%	41	13.4%		
	Strongly disagree	160	59.3%	20	55.6%	180	58.8%		
	Total Count	270	100.0%	36	100.0%	306	100.0%		
I have considered leaving Georgia Tech because of concerns about collaboration	Strongly agree	24	9.1%	1	2.8%	25	8.3%		
	Somewhat agree	34	12.9%	6	16.7%	40	13.3%		
	Somewhat disagree	57	21.6%	6	16.7%	63	21.0%		
	Strongly disagree	149	56.4%	23	63.9%	172	57.3%		
	Total Count	264	100.0%	36	100.0%	300	100.0%		
I have considered leaving Georgia Tech because of concerns about the resources made available to me for my work	Strongly agree	40	14.9%	9	25.0%	49	16.1%		
	Somewhat agree	86	32.0%	6	16.7%	92	30.2%		
	Somewhat disagree	52	19.3%	5	13.9%	57	18.7%		
	Strongly disagree	91	33.8%	16	44.4%	107	35.1%		
	Total Count	269	100.0%	36	100.0%	305	100.0%		
Diversity and Inclusion:									
Diversity is integral to Georgia Tech's ability to successfully fulfill its mission	Strongly agree	201	70.0%	22	62.9%	223	69.3%		
	Somewhat agree	61	21.3%	9	25.7%	70	21.7%		
	Somewhat disagree	16	5.6%	3	8.6%	19	5.9%		
	Strongly disagree	9	3.1%	1	2.9%	10	3.1%		
	Total Count	287	100.0%	35	100.0%	322	100.0%		
The diversity of our faculty contributes to the overall prestige of Georgia Tech	Strongly agree	159	56.4%	23	69.7%	182	57.8%		
	Somewhat agree	86	30.5%	8	24.2%	94	29.8%		
	Somewhat disagree	25	8.9%	2	6.1%	27	8.6%		
	Strongly disagree	12	4.3%	0		12	3.8%		
	Total Count	282	100.0%	33	100.0%	315	100.0%		
My school/unit demonstrates its commitment to diversity and inclusion	Strongly agree	150	53.4%	16	44.4%	166	52.4%		
	Somewhat agree	95	33.8%	11	30.6%	106	33.4%		
	Somewhat disagree	20	7.1%	3	8.3%	23	7.3%		
	Strongly disagree	16	5.7%	6	16.7%	22	6.9%		
	Total Count	281	100.0%	36	100.0%	317	100.0%		

Faculty Frequencies by Ethnicity

*p < .05; **p < .01; ***p < .001

		Not URM		URM		GT		Chi Square	Effect Size (phi)
		Count	Percent	Count	Percent	Count	Percent		
Diversity and Inclusion (cont'd):									
The diversity of our faculty contributes to the overall prestige of my school/unit	Strongly agree	130	46.4%	18	54.5%	148	47.3%		
	Somewhat agree	102	36.4%	7	21.2%	109	34.8%		
	Somewhat disagree	32	11.4%	3	9.1%	35	11.2%		
	Strongly disagree	16	5.7%	5	15.2%	21	6.7%		
	Total Count	280	100.0%	33	100.0%	313	100.0%		
I am satisfied with my school's/department's efforts to recruit faculty from diverse backgrounds	Strongly agree	116	41.1%	15	40.5%	131	41.1%		
	Somewhat agree	112	39.7%	13	35.1%	125	39.2%		
	Somewhat disagree	35	12.4%	4	10.8%	39	12.2%		
	Strongly disagree	19	6.7%	5	13.5%	24	7.5%		
	Total Count	282	100.0%	37	100.0%	319	100.0%		
I am satisfied with my school's/department's efforts to retain faculty from diverse backgrounds	Strongly agree	109	41.6%	13	43.3%	122	41.8%		
	Somewhat agree	96	36.6%	8	26.7%	104	35.6%		
	Somewhat disagree	34	13.0%	6	20.0%	40	13.7%		
	Strongly disagree	23	8.8%	3	10.0%	26	8.9%		
	Total Count	262	100.0%	30	100.0%	292	100.0%		
I am satisfied with my school's efforts to recruit graduate students from diverse backgrounds	Strongly agree	105	39.2%	9	26.5%	114	37.7%	**	0.222
	Somewhat agree	103	38.4%	7	20.6%	110	36.4%		
	Somewhat disagree	40	14.9%	12	35.3%	52	17.2%		
	Strongly disagree	20	7.5%	6	17.6%	26	8.6%		
	Total Count	268	100.0%	34	100.0%	302	100.0%		
I am satisfied with my school's efforts to retain graduate students from diverse backgrounds	Strongly agree	99	39.6%	10	30.3%	109	38.5%	*	0.189
	Somewhat agree	99	39.6%	10	30.3%	109	38.5%		
	Somewhat disagree	31	12.4%	11	33.3%	42	14.8%		
	Strongly disagree	21	8.4%	2	6.1%	23	8.1%		
	Total Count	250	100.0%	33	100.0%	283	100.0%		

Faculty Frequencies by Ethnicity

*p < .05; **p < .01; ***p < .001

Within the last three years, to what extent have you experienced instances of marginalization at Georgia Tech based on the following personal identity or characteristics:

		Not URM		URM		GT		Chi Square	Effect Size (phi)
		Count	Percent	Count	Percent	Count	Percent		
Gender	Not at all	201	70.8%	28	75.7%	229	71.3%	***	0.265
	Slightly	30	10.6%	4	10.8%	34	10.6%		
	Somewhat	36	12.7%	2	5.4%	38	11.8%		
	Greatly	17	6.0%	3	8.1%	20	6.2%		
	Total	284	100.0%	37	100.0%	321	100.0%		
Age	Not at all	212	74.9%	23	62.2%	235	73.4%		
	Slightly	36	12.7%	8	21.6%	44	13.8%		
	Somewhat	28	9.9%	3	8.1%	31	9.7%		
	Greatly	7	2.5%	3	8.1%	10	3.1%		
	Total	283	100.0%	37	100.0%	320	100.0%		
Race / Ethnicity	Not at all	232	83.2%	18	50.0%	250	79.4%		
	Slightly	17	6.1%	8	22.2%	25	7.9%		
	Somewhat	21	7.5%	7	19.4%	28	8.9%		
	Greatly	9	3.2%	3	8.3%	12	3.8%		
	Total	279	100.0%	36	100.0%	315	100.0%		
Disability	Not at all	265	94.6%	34	97.1%	299	94.9%		
	Slightly	5	1.8%	1	2.9%	6	1.9%		
	Somewhat	7	2.5%	0		7	2.2%		
	Greatly	3	1.1%	0		3	1.0%		
	Total	280	100.0%	35	100.0%	315	100.0%		
National origin	Not at all	240	86.0%	28	80.0%	268	85.4%		
	Slightly	18	6.5%	3	8.6%	21	6.7%		
	Somewhat	16	5.7%	3	8.6%	19	6.1%		
	Greatly	5	1.8%	1	2.9%	6	1.9%		
	Total	279	100.0%	35	100.0%	314	100.0%		
Language difference or accent	Not at all	248	87.9%	28	77.8%	276	86.8%		
	Slightly	17	6.0%	3	8.3%	20	6.3%		
	Somewhat	14	5.0%	4	11.1%	18	5.7%		
	Greatly	3	1.1%	1	2.8%	4	1.3%		
	Total	282	100.0%	36	100.0%	318	100.0%		

Faculty Frequencies by Ethnicity

*p < .05; **p < .01; ***p < .001

Within the last three years, to what extent have you experienced instances of marginalization at Georgia Tech based on the following personal identity or characteristics (cont'd):

		Not URM		URM		GT		Chi Square	Effect Size (phi)
		Count	Percent	Count	Percent	Count	Percent		
Political perspective	Not at all	223	79.6%	27	75.0%	250	79.1%		
	Slightly	29	10.4%	5	13.9%	34	10.8%		
	Somewhat	21	7.5%	4	11.1%	25	7.9%		
	Greatly	7	2.5%	0		7	2.2%		
	Total	280	100.0%	36	100.0%	316	100.0%		
Religion	Not at all	247	87.6%	30	85.7%	277	87.4%		
	Slightly	18	6.4%	3	8.6%	21	6.6%		
	Somewhat	13	4.6%	0		13	4.1%		
	Greatly	4	1.4%	2	5.7%	6	1.9%		
	Total	282	100.0%	35	100.0%	317	100.0%		
Sexual orientation	Not at all	266	95.0%	34	91.9%	300	94.6%		
	Slightly	6	2.1%	1	2.7%	7	2.2%		
	Somewhat	3	1.1%	2	5.4%	5	1.6%		
	Greatly	5	1.8%	0		5	1.6%		
	Total	280	100.0%	37	100.0%	317	100.0%		
Gender identity / expression	Not at all	266	94.3%	34	91.9%	300	94.0%		
	Slightly	5	1.8%	3	8.1%	8	2.5%		
	Somewhat	8	2.8%	0		8	2.5%		
	Greatly	3	1.1%	0		3	0.9%		
	Total	282	100.0%	37	100.0%	319	100.0%		
Socioeconomic Background	Not at all	261	92.2%	31	86.1%	292	91.5%		
	Slightly	13	4.6%	3	8.3%	16	5.0%		
	Somewhat	6	2.1%	1	2.8%	7	2.2%		
	Greatly	3	1.1%	1	2.8%	4	1.3%		
	Total	283	100.0%	36	100.0%	319	100.0%		
Other	Not at all	161	90.4%	21	100.0%	182	91.5%		
	Slightly	7	3.9%	0		7	3.5%		
	Somewhat	5	2.8%	0		5	2.5%		
	Greatly	5	2.8%	0		5	2.5%		
	Total	178	100.0%	21	100.0%	199	100.0%		

Faculty Frequencies by Ethnicity

*p < .05; **p < .01; ***p < .001

Within the past year, how often have you heard a faculty member make an insensitive or disparaging remark with respect to:

		Not URM		URM		GT		Chi Square	Effect Size (phi)
		Count	Percent	Count	Percent	Count	Percent		
Women	Never	200	70.4%	24	64.9%	224	69.8%	*	0.157
	Sometimes	72	25.4%	12	32.4%	84	26.2%		
	Often	9	3.2%	1	2.7%	10	3.1%		
	Very Often	3	1.1%	0		3	0.9%		
	Total	284	100.0%	37	100.0%	321	100.0%		
Men	Never	225	79.5%	24	64.9%	249	77.8%		
	Sometimes	48	17.0%	13	35.1%	61	19.1%		
	Often	9	3.2%	0		9	2.8%		
	Very Often	1	.4%	0		1	0.3%		
	Total	283	100.0%	37	100.0%	320	100.0%		
Older People	Never	229	81.5%	26	72.2%	255	80.4%		
	Sometimes	47	16.7%	9	25.0%	56	17.7%		
	Often	3	1.1%	1	2.8%	4	1.3%		
	Very Often	2	.7%	0		2	0.6%		
	Total	281	100.0%	36	100.0%	317	100.0%		
Younger people	Never	218	76.8%	29	80.6%	247	77.2%		
	Sometimes	56	19.7%	5	13.9%	61	19.1%		
	Often	7	2.5%	1	2.8%	8	2.5%		
	Very Often	3	1.1%	1	2.8%	4	1.3%		
	Total	284	100.0%	36	100.0%	320	100.0%		
People's race or ethnicity	Never	230	81.3%	26	68.4%	256	79.8%		
	Sometimes	48	17.0%	12	31.6%	60	18.7%		
	Often	3	1.1%	0		3	0.9%		
	Very Often	2	.7%	0		2	0.6%		
	Total	283	100.0%	38	100.0%	321	100.0%		
People with disabilities	Never	267	94.7%	34	91.9%	301	94.4%		
	Sometimes	15	5.3%	2	5.4%	17	5.3%		
	Often	0		1	2.7%	1	0.3%		
	Very Often	0		0		0	0.0%		
	Total	282	100.0%	37	100.0%	319	100.0%		

Faculty Frequencies by Ethnicity

*p < .05; **p < .01; ***p < .001

		Not URM		URM		GT		Chi Square	Effect Size (phi)
		Count	Percent	Count	Percent	Count	Percent		
Within the past year, how often have you heard a faculty member make an insensitive or disparaging remark with respect to (cont'd):									
People with less education	Never	181	64.2%	24	63.2%	205	64.1%		
	Sometimes	83	29.4%	9	23.7%	92	28.8%		
	Often	14	5.0%	5	13.2%	19	5.9%		
	Very Often	4	1.4%	0		4	1.3%		
	Total	282	100.0%	38	100.0%	320	100.0%		
People with different nationalities	Very Often	208	73.5%	26	70.3%	234	73.1%	*	0.170
	Often	69	24.4%	8	21.6%	77	24.1%		
	Sometimes	6	2.1%	2	5.4%	8	2.5%		
	Never	0		1	2.7%	1	0.3%		
	Total	283	100.0%	37	100.0%	320	100.0%		
People with language differences/accents	Never	216	76.6%	26	70.3%	242	75.9%		
	Sometimes	58	20.6%	7	18.9%	65	20.4%		
	Often	7	2.5%	3	8.1%	10	3.1%		
	Very Often	1	.4%	1	2.7%	2	0.6%		
	Total	282	100.0%	37	100.0%	319	100.0%		
People with particular political views	Never	130	46.4%	17	47.2%	147	46.5%		
	Sometimes	107	38.2%	13	36.1%	120	38.0%		
	Often	35	12.5%	5	13.9%	40	12.7%		
	Very Often	8	2.9%	1	2.8%	9	2.8%		
	Total	280	100.0%	36	100.0%	316	100.0%		
People with particular religious affiliations	Never	228	81.4%	30	81.1%	258	81.4%		
	Sometimes	46	16.4%	5	13.5%	51	16.1%		
	Often	4	1.4%	2	5.4%	6	1.9%		
	Very Often	2	.7%	0		2	0.6%		
	Total	280	100.0%	37	100.0%	317	100.0%		
People with different socioeconomic backgrounds	Never	238	85.0%	29	78.4%	267	84.2%		
	Sometimes	38	13.6%	7	18.9%	45	14.2%		
	Often	3	1.1%	1	2.7%	4	1.3%		
	Very Often	1	.4%	0		1	0.3%		
	Total	280	100.0%	37	100.0%	317	100.0%		

Faculty Frequencies by Ethnicity

*p < .05; **p < .01; ***p < .001

		Not URM		URM		GT		Chi Square	Effect Size (phi)
		Count	Percent	Count	Percent	Count	Percent		
Within the past year, how often have you heard a faculty member make an insensitive or disparaging remark with respect to (cont'd):									
Gay, lesbian, or bisexual people	Never	255	90.7%	34	89.5%	289	90.6%		
	Sometimes	25	8.9%	4	10.5%	29	9.1%		
	Often	1	.4%	0		1	0.3%		
	Very Often	0	.0%	0	.0%	0	0.0%		
	Total	281	100.0%	38	100.0%	319	100.0%		
Transgendered people	Never	249	88.6%	32	86.5%	281	88.4%		
	Sometimes	29	10.3%	5	13.5%	34	10.7%		
	Often	3	1.1%	0		3	0.9%		
	Very Often	0	.0%	0	.0%	0	0.0%		
	Total	281	100.0%	37	100.0%	318	100.0%		
Other	Never	125	94.7%	18	90.0%	143	94.1%		
	Sometimes	5	3.8%	1	5.0%	6	3.9%		
	Often								
	Very Often	2	1.5%	1	5.0%	3	2.0%		
	Total	132	100.0%	20	100.0%	152	100.0%		

Faculty Frequencies by Rank

*p < .05; **p < .01; ***p < .001

Based upon your interactions with your colleagues, how satisfied are you with:

		Full Professor		Associate Professor		Assistant Professor		Chi Square	Effect Size (phi)
		Frequency	Percent	Frequency	Percent	Frequency	Percent		
Assistance with establishing professional contacts	Very satisfied	54	33.1%	20	22.5%	24	41.4%		
	Somewhat satisfied	79	48.5%	50	56.2%	25	43.1%		
	Somewhat dissatisfied	17	10.4%	15	16.9%	5	8.6%		
	Very dissatisfied	13	8.0%	4	4.5%	4	6.9%		
	Total	163	100.0%	89	100.0%	58	100.0%		
Advice on navigating department/Institute politics	Very satisfied	53	31.2%	19	21.8%	20	34.5%		
	Somewhat satisfied	72	42.4%	43	49.4%	24	41.4%		
	Somewhat dissatisfied	24	14.1%	16	18.4%	8	13.8%		
	Very dissatisfied	21	12.4%	9	10.3%	6	10.3%		
	Total	170	100.0%	87	100.0%	58	100.0%		
Offers to collaborate on research	Very satisfied	65	38.9%	37	41.1%	21	36.8%		
	Somewhat satisfied	60	35.9%	29	32.2%	23	40.4%		
	Somewhat dissatisfied	25	15.0%	16	17.8%	10	17.5%		
	Very dissatisfied	17	10.2%	8	8.9%	3	5.3%		
	Total	167	100.0%	90	100.0%	57	100.0%		
Mentoring for teaching	Very satisfied	50	33.3%	14	16.1%	26	45.6%	**	0.251
	Somewhat satisfied	60	40.0%	51	58.6%	17	29.8%		
	Somewhat dissatisfied	27	18.0%	13	14.9%	9	15.8%		
	Very dissatisfied	13	8.7%	9	10.3%	5	8.8%		
	Total	150	100.0%	87	100.0%	57	100.0%		
Advice on the promotion/tenure process	Very satisfied	59	50.9%	36	42.4%	31	53.4%		
	Somewhat satisfied	44	37.9%	26	30.6%	20	34.5%		
	Somewhat dissatisfied	7	6.0%	12	14.1%	4	6.9%		
	Very dissatisfied	6	5.2%	11	12.9%	3	5.2%		
	Total	116	100.0%	85	100.0%	58	100.0%		
Advice on the annual review process	Very satisfied	48	29.8%	33	37.5%	18	31.0%		
	Somewhat satisfied	77	47.8%	31	35.2%	28	48.3%		
	Somewhat dissatisfied	22	13.7%	15	17.0%	9	15.5%		
	Very dissatisfied	14	8.7%	9	10.2%	3	5.2%		
	Total	161	100.0%	88	100.0%	58	100.0%		

Faculty Frequencies by Rank

*p < .05; **p < .01; ***p < .001

Based upon your interactions with your colleagues, how satisfied are you with (cont'd):

		Full Professor		Associate Professor		Assistant Professor		Chi Square	Effect Size (phi)
		Frequency	Percent	Frequency	Percent	Frequency	Percent		
Advice on the third year review process	Very satisfied	41	51.9%	30	46.2%	26	46.4%		
	Somewhat satisfied	28	35.4%	19	29.2%	20	35.7%		
	Somewhat dissatisfied	6	7.6%	9	13.8%	5	8.9%		
	Very dissatisfied	4	5.1%	7	10.8%	5	8.9%		
	Total	79	100.0%	65	100.0%	56	100.0%		
Advice on the periodic peer review process	Very satisfied	51	31.7%	17	24.3%	8	23.5%		
	Somewhat satisfied	73	45.3%	30	42.9%	15	44.1%		
	Somewhat dissatisfied	20	12.4%	15	21.4%	7	20.6%		
	Very dissatisfied	17	10.6%	8	11.4%	4	11.8%		
	Total	161	100.0%	70	100.0%	34	100.0%		
Guidance on obtaining grants	Very satisfied	36	23.2%	18	20.9%	16	30.8%		
	Somewhat satisfied	72	46.5%	32	37.2%	20	38.5%		
	Somewhat dissatisfied	34	21.9%	24	27.9%	13	25.0%		
	Very dissatisfied	13	8.4%	12	14.0%	3	5.8%		
	Total	155	100.0%	86	100.0%	52	100.0%		
Guidance on publishing your research	Very satisfied	50	35.7%	20	25.0%	15	31.3%		
	Somewhat satisfied	59	42.1%	42	52.5%	23	47.9%		
	Somewhat dissatisfied	22	15.7%	9	11.3%	9	18.8%		
	Very dissatisfied	9	6.4%	9	11.3%	1	2.1%		
	Total	140	100.0%	80	100.0%	48	100.0%		
Support for your research program	Very satisfied	44	26.5%	22	25.6%	23	41.8%	**	0.237
	Somewhat satisfied	63	38.0%	40	46.5%	18	32.7%		
	Somewhat dissatisfied	37	22.3%	9	10.5%	13	23.6%		
	Very dissatisfied	22	13.3%	15	17.4%	1	1.8%		
	Total	166	100.0%	86	100.0%	55	100.0%		
Mentoring for leadership positions at GT or beyond	Very satisfied	37	23.9%	14	18.2%	11	23.9%		
	Somewhat satisfied	53	34.2%	27	35.1%	14	30.4%		
	Somewhat dissatisfied	40	25.8%	22	28.6%	15	32.6%		
	Very dissatisfied	25	16.1%	14	18.2%	6	13.0%		
	Total	155	100.0%	77	100.0%	46	100.0%		

Faculty Frequencies by Rank

*p < .05; **p < .01; ***p < .001

Based upon your interactions with your colleagues, how satisfied are you with (cont'd):

		Full Professor		Associate Professor		Assistant Professor		Chi Square	Effect Size (phi)
		Frequency	Percent	Frequency	Percent	Frequency	Percent		
Informal invitations (e.g., lunch/coffee)	Very satisfied	43	25.4%	29	33.7%	22	37.9%		
	Somewhat satisfied	68	40.2%	37	43.0%	17	29.3%		
	Somewhat dissatisfied	37	21.9%	14	16.3%	16	27.6%		
	Very dissatisfied	21	12.4%	6	7.0%	3	5.2%		
	Total	169	100.0%	86	100.0%	58	100.0%		
Understanding that individuals have different family and personal responsibilities	Very satisfied	67	40.6%	38	43.7%	28	50.0%		
	Somewhat satisfied	71	43.0%	28	32.2%	19	33.9%		
	Somewhat dissatisfied	16	9.7%	12	13.8%	7	12.5%		
	Very dissatisfied	11	6.7%	9	10.3%	2	3.6%		
	Total	165	100.0%	87	100.0%	56	100.0%		
Acknowledging my contributions to the school/academic unit	Very satisfied	61	34.3%	30	33.3%	31	54.4%	**	0.247
	Somewhat satisfied	60	33.7%	33	36.7%	23	40.4%		
	Somewhat dissatisfied	25	14.0%	16	17.8%	1	1.8%		
	Very dissatisfied	32	18.0%	11	12.2%	2	3.5%		
	Total	178	100.0%	90	100.0%	57	100.0%		

Faculty Frequencies by Rank

*p < .05; **p < .01; ***p < .001

		Full Professor		Associate Professor		Assistant Professor		Chi Square	Effect Size (phi)
		Frequency	Percent	Frequency	Percent	Frequency	Percent		
Satisfaction with support from your chair or director:									
Assistance with establishing professional contacts	Very satisfied	40	28.0%	21	25.9%	24	49.0%		
	Somewhat satisfied	61	42.7%	31	38.3%	16	32.7%		
	Somewhat dissatisfied	24	16.8%	13	16.0%	4	8.2%		
	Very dissatisfied	18	12.6%	16	19.8%	5	10.2%		
	Total	143	100.0%	81	100.0%	49	100.0%		
Advice on navigating department/Institute politics	Very satisfied	49	31.6%	26	31.0%	32	58.2%	**	0.266
	Somewhat satisfied	62	40.0%	31	36.9%	15	27.3%		
	Somewhat dissatisfied	24	15.5%	11	13.1%	8	14.5%		
	Very dissatisfied	20	12.9%	16	19.0%	0	0.0%		
	Total	155	100.0%	84	100.0%	55	100.0%		
Mentoring for teaching	Very satisfied	33	27.3%	18	28.1%	21	43.8%	*	0.247
	Somewhat satisfied	48	39.7%	22	34.4%	18	37.5%		
	Somewhat dissatisfied	24	19.8%	10	15.6%	9	18.8%		
	Very dissatisfied	16	13.2%	14	21.9%	0	0.0%		
	Total	121	100.0%	64	100.0%	48	100.0%		
Advice on the promotion/tenure process	Very satisfied	45	51.1%	28	35.9%	37	67.3%	*	0.268
	Somewhat satisfied	25	28.4%	34	43.6%	15	27.3%		
	Somewhat dissatisfied	8	9.1%	7	9.0%	2	3.6%		
	Very dissatisfied	10	11.4%	9	11.5%	1	1.8%		
	Total	88	100.0%	78	100.0%	55	100.0%		
Advice on the annual review process	Very satisfied	50	32.9%	25	30.5%	31	57.4%	*	0.23
	Somewhat satisfied	65	42.8%	38	46.3%	19	35.2%		
	Somewhat dissatisfied	17	11.2%	10	12.2%	3	5.6%		
	Very dissatisfied	20	13.2%	9	11.0%	1	1.9%		
	Total	152	100.0%	82	100.0%	54	100.0%		
Advice on the third year review process	Very satisfied	31	53.4%	20	41.7%	30	56.6%		
	Somewhat satisfied	18	31.0%	20	41.7%	20	37.7%		
	Somewhat dissatisfied	4	6.9%	5	10.4%	3	5.7%		
	Very dissatisfied	5	8.6%	3	6.3%	0	0.0%		
	Total	58	100.0%	48	100.0%	53	100.0%		

Faculty Frequencies by Rank

*p < .05; **p < .01; ***p < .001

		Full Professor		Associate Professor		Assistant Professor		Chi Square	Effect Size (phi)
		Frequency	Percent	Frequency	Percent	Frequency	Percent		
Satisfaction with support from your chair or director (cont'd):									
Advice on the periodic peer review process	Very satisfied	53	37.1%	16	24.6%	14	41.2%		
	Somewhat satisfied	52	36.4%	31	47.7%	15	44.1%		
	Somewhat dissatisfied	20	14.0%	10	15.4%	4	11.8%		
	Very dissatisfied	18	12.6%	8	12.3%	1	2.9%		
	Total	143	100.0%	65	100.0%	34	100.0%		
Advice on obtaining grants	Very satisfied	32	25.6%	16	21.3%	21	47.7%	*	0.243
	Somewhat satisfied	45	36.0%	24	32.0%	15	34.1%		
	Somewhat dissatisfied	29	23.2%	20	26.7%	6	13.6%		
	Very dissatisfied	19	15.2%	15	20.0%	2	4.5%		
	Total	125	100.0%	75	100.0%	44	100.0%		
Guidance on publishing your research	Very satisfied	28	28.3%	16	23.5%	19	50.0%		
	Somewhat satisfied	42	42.4%	29	42.6%	12	31.6%		
	Somewhat dissatisfied	12	12.1%	13	19.1%	5	13.2%		
	Very dissatisfied	17	17.2%	10	14.7%	2	5.3%		
	Total	99	100.0%	68	100.0%	38	100.0%		
Support for your research program	Very satisfied	51	32.9%	27	31.0%	41	75.9%	***	0.355
	Somewhat satisfied	56	36.1%	35	40.2%	10	18.5%		
	Somewhat dissatisfied	28	18.1%	13	14.9%	3	5.6%		
	Very dissatisfied	20	12.9%	12	13.8%	0	0.0%		
	Total	155	100.0%	87	100.0%	54	100.0%		
Obtaining the resources you need to excel	Very satisfied	40	24.4%	25	29.8%	39	68.4%	***	0.357
	Somewhat satisfied	70	42.7%	33	39.3%	11	19.3%		
	Somewhat dissatisfied	33	20.1%	14	16.7%	6	10.5%		
	Very dissatisfied	21	12.8%	12	14.3%	1	1.8%		
	Total	164	100.0%	84	100.0%	57	100.0%		
Mentoring for leadership positions at GT or beyond	Very satisfied	47	34.6%	19	24.7%	20	47.6%		
	Somewhat satisfied	38	27.9%	29	37.7%	12	28.6%		
	Somewhat dissatisfied	30	22.1%	15	19.5%	8	19.0%		
	Very dissatisfied	21	15.4%	14	18.2%	2	4.8%		
	Total	136	100.0%	77	100.0%	42	100.0%		

Faculty Frequencies by Rank

*p < .05; **p < .01; ***p < .001

		Full Professor		Associate Professor		Assistant Professor		Chi Square	Effect Size (phi)
		Frequency	Percent	Frequency	Percent	Frequency	Percent		
Satisfaction with support from your chair or director (cont'd):									
Informal invitations (e.g., lunch/coffee)	Very satisfied	62	41.3%	26	33.8%	23	46.0%		
	Somewhat satisfied	47	31.3%	30	39.0%	20	40.0%		
	Somewhat dissatisfied	27	18.0%	16	20.8%	6	12.0%		
	Very dissatisfied	14	9.3%	5	6.5%	1	2.0%		
	Total	150	100.0%	77	100.0%	50	100.0%		
Understanding that individuals have different family and personal responsibilities	Very satisfied	87	56.9%	47	58.8%	39	73.6%		
	Somewhat satisfied	44	28.8%	23	28.8%	10	18.9%		
	Somewhat dissatisfied	12	7.8%	3	3.8%	3	5.7%		
	Very dissatisfied	10	6.5%	7	8.8%	1	1.9%		
	Total	153	100.0%	80	100.0%	53	100.0%		
The degree to which agreements are honored by my supervisor	Very satisfied	96	60.8%	50	61.0%	47	85.5%	0.056	0.204
	Somewhat satisfied	38	24.1%	20	24.4%	5	9.1%		
	Somewhat dissatisfied	11	7.0%	6	7.3%	2	3.6%		
	Very dissatisfied	13	8.2%	6	7.3%	1	1.8%		
	Total	158	100.0%	82	100.0%	55	100.0%		
Acknowledging my contributions to the school/academic unit	Very satisfied	79	47.3%	36	40.4%	41	73.2%	***	0.273
	Somewhat satisfied	43	25.7%	31	34.8%	13	23.2%		
	Somewhat dissatisfied	21	12.6%	14	15.7%	2	3.6%		
	Very dissatisfied	24	14.4%	8	9.0%	0	0.0%		
	Total	167	100.0%	89	100.0%	56	100.0%		

Faculty Frequencies by Rank

*p < .05; **p < .01; ***p < .001

		Full Professor		Associate Professor		Assistant Professor		Chi Square	Effect Size (phi)
		Frequency	Percent	Frequency	Percent	Frequency	Percent		
At Georgia Tech:									
Faculty communicate regularly with one another	Strongly agree	45	25.3%	19	21.1%	20	34.5%		
	Somewhat agree	83	46.6%	38	42.2%	25	43.1%		
	Somewhat disagree	38	21.3%	25	27.8%	7	12.1%		
	Strongly disagree	12	6.7%	8	8.9%	6	10.3%		
	Total	178	100.0%	90	100.0%	58	100.0%		
Faculty treat each other fairly	Strongly agree	82	46.3%	32	35.6%	31	53.4%		
	Somewhat agree	56	31.6%	35	38.9%	18	31.0%		
	Somewhat disagree	25	14.1%	14	15.6%	6	10.3%		
	Strongly disagree	14	7.9%	9	10.0%	3	5.2%		
	Total	177	100.0%	90	100.0%	58	100.0%		
Faculty are encouraged and empowered	Strongly agree	47	26.4%	23	25.6%	32	55.2%	**	0.256
	Somewhat agree	82	46.1%	40	44.4%	19	32.8%		
	Somewhat disagree	29	16.3%	17	18.9%	2	3.4%		
	Strongly disagree	20	11.2%	10	11.1%	5	8.6%		
	Total	178	100.0%	90	100.0%	58	100.0%		
My feedback is sought and respected	Strongly agree	70	39.1%	23	25.3%	27	45.8%		
	Somewhat agree	66	36.9%	42	46.2%	23	39.0%		
	Somewhat disagree	23	12.8%	16	17.6%	6	10.2%		
	Strongly disagree	20	11.2%	10	11.0%	3	5.1%		
	Total	179	100.0%	91	100.0%	59	100.0%		
I am provided with an opportunity to participate in important decision making	Strongly agree	69	38.8%	29	31.9%	26	44.1%		
	Somewhat agree	63	35.4%	42	46.2%	22	37.3%		
	Somewhat disagree	24	13.5%	13	14.3%	9	15.3%		
	Strongly disagree	22	12.4%	7	7.7%	2	3.4%		
	Total	178	100.0%	91	100.0%	59	100.0%		
Disputes and problems are resolved effectively	Strongly agree	41	23.3%	21	23.9%	25	43.9%	*	0.205
	Somewhat agree	85	48.3%	41	46.6%	24	42.1%		
	Somewhat disagree	29	16.5%	13	14.8%	2	3.5%		
	Strongly disagree	21	11.9%	13	14.8%	6	10.5%		
	Total	176	100.0%	88	100.0%	57	100.0%		

Faculty Frequencies by Rank

*p < .05; **p < .01; ***p < .001

		Full Professor		Associate Professor		Assistant Professor		Chi Square	Effect Size (phi)
		Frequency	Percent	Frequency	Percent	Frequency	Percent		
At Georgia Tech (cont'd):									
Collaboration in strategic planning for the school/unit is encouraged	Strongly agree	71	40.1%	36	40.0%	29	50.0%		
	Somewhat agree	56	31.6%	31	34.4%	17	29.3%		
	Somewhat disagree	27	15.3%	14	15.6%	9	15.5%		
	Strongly disagree	23	13.0%	9	10.0%	3	5.2%		
	Total	177	100.0%	90	100.0%	58	100.0%		
Georgia Tech is generally a comfortable and inclusive environment for me	Strongly agree	91	51.7%	42	46.7%	42	72.4%		
	Somewhat agree	55	31.3%	31	34.4%	9	15.5%		
	Somewhat disagree	18	10.2%	10	11.1%	5	8.6%		
	Strongly disagree	12	6.8%	7	7.8%	2	3.4%		
	Total	176	100.0%	90	100.0%	58	100.0%		
I am satisfied with my career progress at Georgia Tech	Strongly agree	82	46.6%	28	30.8%	37	62.7%	**	0.238
	Somewhat agree	62	35.2%	40	44.0%	16	27.1%		
	Somewhat disagree	26	14.8%	15	16.5%	3	5.1%		
	Strongly disagree	6	3.4%	8	8.8%	3	5.1%		
	Total	176	100.0%	91	100.0%	59	100.0%		
I am satisfied with my current workload balance (research/teaching/service) as it relates to my career goals	Strongly agree	61	34.5%	28	30.8%	31	52.5%	**	0.256
	Somewhat agree	72	40.7%	29	31.9%	22	37.3%		
	Somewhat disagree	33	18.6%	19	20.9%	2	3.4%		
	Strongly disagree	11	6.2%	15	16.5%	4	6.8%		
	Total	177	100.0%	91	100.0%	59	100.0%		
Adequate processes are in place to address grievances at Georgia Tech	Strongly agree	49	35.0%	13	22.0%	10	31.3%		
	Somewhat agree	50	35.7%	28	47.5%	12	37.5%		
	Somewhat disagree	22	15.7%	10	16.9%	5	15.6%		
	Strongly disagree	19	13.6%	8	13.6%	5	15.6%		
	Total	140	100.0%	59	100.0%	32	100.0%		
There is clarity about the promotion and tenure process at Georgia Tech	Strongly agree	72	44.2%	20	22.2%	15	26.3%	**	0.236
	Somewhat agree	62	38.0%	41	45.6%	29	50.9%		
	Somewhat disagree	19	11.7%	19	21.1%	10	17.5%		
	Strongly disagree	10	6.1%	10	11.1%	3	5.3%		
	Total	163	100.0%	90	100.0%	57	100.0%		

Faculty Frequencies by Rank

*p < .05; **p < .01; ***p < .001

		Full Professor		Associate Professor		Assistant Professor		Chi Square	Effect Size (phi)
		Frequency	Percent	Frequency	Percent	Frequency	Percent		
At Georgia Tech (cont'd):									
I feel valued and respected by the Georgia Tech community	Strongly agree	74	42.0%	27	30.0%	35	61.4%	**	0.234
	Somewhat agree	64	36.4%	38	42.2%	13	22.8%		
	Somewhat disagree	20	11.4%	18	20.0%	7	12.3%		
	Strongly disagree	18	10.2%	7	7.8%	2	3.5%		
	Total	176	100.0%	90	100.0%	57	100.0%		
I have considered leaving Georgia Tech because of concerns about collegiality	Strongly agree	26	15.2%	13	15.7%	5	9.1%	**	0.267
	Somewhat agree	20	11.7%	21	25.3%	2	3.6%		
	Somewhat disagree	25	14.6%	11	13.3%	4	7.3%		
	Strongly disagree	100	58.5%	38	45.8%	44	80.0%		
	Total	171	100.0%	83	100.0%	55	100.0%		
I have considered leaving Georgia Tech because of concerns about collaboration	Strongly agree	12	7.3%	11	13.3%	3	5.5%		
	Somewhat agree	21	12.7%	12	14.5%	7	12.7%		
	Somewhat disagree	32	19.4%	16	19.3%	15	27.3%		
	Strongly disagree	100	60.6%	44	53.0%	30	54.5%		
	Total	165	100.0%	83	100.0%	55	100.0%		
I have considered leaving Georgia Tech because of concerns about the resources made available to me for my work	Strongly agree	31	18.2%	17	20.7%	2	3.6%	***	0.284
	Somewhat agree	60	35.3%	27	32.9%	8	14.5%		
	Somewhat disagree	27	15.9%	11	13.4%	18	32.7%		
	Strongly disagree	52	30.6%	27	32.9%	27	49.1%		
	Total	170	100.0%	82	100.0%	55	100.0%		

Diversity and Inclusion:

Diversity is integral to Georgia Tech's ability to successfully fulfill its mission	Strongly agree	116	65.5%	61	67.0%	48	81.4%		
	Somewhat agree	39	22.0%	24	26.4%	8	13.6%		
	Somewhat disagree	15	8.5%	3	3.3%	2	3.4%		
	Strongly disagree	7	4.0%	3	3.3%	1	1.7%		
	Total	177	100.0%	91	100.0%	59	100.0%		
The diversity of our faculty contributes to the overall prestige of Georgia Tech	Strongly agree	93	54.4%	52	58.4%	39	67.2%		
	Somewhat agree	57	33.3%	27	30.3%	11	19.0%		
	Somewhat disagree	12	7.0%	7	7.9%	8	13.8%		
	Strongly disagree	9	5.3%	3	3.4%	0			
	Total	171	100.0%	89	100.0%	58	100.0%		

Faculty Frequencies by Rank

*p < .05; **p < .01; ***p < .001

		Full Professor		Associate Professor		Assistant Professor		Chi Square	Effect Size (phi)
		Frequency	Percent	Frequency	Percent	Frequency	Percent		
Diversity and Inclusion (cont'd):									
My school/unit demonstrates its commitment to diversity and inclusion	Strongly agree	94	53.4%	46	52.9%	26	47.3%		
	Somewhat agree	55	31.3%	31	35.6%	21	38.2%		
	Somewhat disagree	15	8.5%	3	3.4%	4	7.3%		
	Strongly disagree	12	6.8%	7	8.0%	4	7.3%		
	Total	176	100.0%	87	100.0%	55	100.0%		
The diversity of our faculty contributes to the overall prestige of my school/unit	Strongly agree	78	45.6%	41	47.1%	30	52.6%		
	Somewhat agree	61	35.7%	31	35.6%	17	29.8%		
	Somewhat disagree	20	11.7%	8	9.2%	8	14.0%		
	Strongly disagree	12	7.0%	7	8.0%	2	3.5%		
	Total	171	100.0%	87	100.0%	57	100.0%		
I am satisfied with my school's/department's efforts to recruit faculty from diverse backgrounds	Strongly agree	67	38.1%	37	42.5%	27	45.8%		
	Somewhat agree	72	40.9%	35	40.2%	20	33.9%		
	Somewhat disagree	23	13.1%	10	11.5%	6	10.2%		
	Strongly disagree	14	8.0%	5	5.7%	6	10.2%		
	Total	176	100.0%	87	100.0%	59	100.0%		
I am satisfied with my school's/department's efforts to retain faculty from diverse backgrounds	Strongly agree	70	41.4%	29	36.7%	24	50.0%		
	Somewhat agree	60	35.5%	32	40.5%	14	29.2%		
	Somewhat disagree	23	13.6%	11	13.9%	6	12.5%		
	Strongly disagree	16	9.5%	7	8.9%	4	8.3%		
	Total	169	100.0%	79	100.0%	48	100.0%		
I am satisfied with my school's efforts to recruit graduate students from diverse backgrounds	Strongly agree	60	35.7%	31	38.8%	22	38.6%		
	Somewhat agree	60	35.7%	35	43.8%	16	28.1%		
	Somewhat disagree	29	17.3%	9	11.3%	16	28.1%		
	Strongly disagree	19	11.3%	5	6.3%	3	5.3%		
	Total	168	100.0%	80	100.0%	57	100.0%		
I am satisfied with my school's efforts to retain graduate students from diverse backgrounds	Strongly agree	56	35.9%	30	38.5%	22	44.9%		
	Somewhat agree	60	38.5%	33	42.3%	16	32.7%		
	Somewhat disagree	24	15.4%	9	11.5%	9	18.4%		
	Strongly disagree	16	10.3%	6	7.7%	2	4.1%		
	Total	156	100.0%	78	100.0%	49	100.0%		

Faculty Frequencies by Rank

*p < .05; **p < .01; ***p < .001

		Full Professor		Associate Professor		Assistant Professor		Chi Square	Effect Size (phi)
		Frequency	Percent	Frequency	Percent	Frequency	Percent		
Within the last three years, to what extent have you experienced instances of marginalization at Georgia Tech based on the following personal identity or characteristics:									
Gender	Not at all	128	73.6%	56	62.2%	45	78.9%		
	Slightly	15	8.6%	14	15.6%	5	8.8%		
	Somewhat	21	12.1%	13	14.4%	4	7.0%		
	Greatly	10	5.7%	7	7.8%	3	5.3%		
	Total	174	100.0%	90	100.0%	57	100.0%		
Age	Not at all	128	74.0%	65	71.4%	42	73.7%		
	Slightly	23	13.3%	11	12.1%	11	19.3%		
	Somewhat	18	10.4%	10	11.0%	3	5.3%		
	Greatly	4	2.3%	5	5.5%	1	1.8%		
	Total	173	100.0%	91	100.0%	57	100.0%		
Race / Ethnicity	Not at all	132	77.6%	69	75.0%	50	89.3%		
	Slightly	16	9.4%	6	6.5%	3	5.4%		
	Somewhat	16	9.4%	10	10.9%	2	3.6%		
	Greatly	6	3.5%	7	7.6%	1	1.8%		
	Total	170	100.0%	92	100.0%	56	100.0%		
Disability	Not at all	161	93.6%	84	94.4%	55	96.5%		
	Slightly	5	2.9%	2	2.2%	0	0.0%		
	Somewhat	3	1.7%	2	2.2%	1	1.8%		
	Greatly	3	1.7%	1	1.1%	1	1.8%		
	Total	172	100.0%	89	100.0%	57	100.0%		
National origin	Not at all	140	81.9%	78	85.7%	53	93.0%		
	Slightly	13	7.6%	6	6.6%	3	5.3%		
	Somewhat	13	7.6%	6	6.6%	1	1.8%		
	Greatly	5	2.9%	1	1.1%	0	0.0%		
	Total	171	100.0%	91	100.0%	57	100.0%		
Language difference or accent	Not at all	148	86.0%	79	86.8%	51	91.1%		
	Slightly	9	5.2%	7	7.7%	4	7.1%		
	Somewhat	12	7.0%	4	4.4%	1	1.8%		
	Greatly	3	1.7%	1	1.1%	0	0.0%		
	Total	172	100.0%	91	100.0%	56	100.0%		

Faculty Frequencies by Rank

*p < .05; **p < .01; ***p < .001

Within the last three years, to what extent have you experienced instances of marginalization at Georgia Tech based on the following personal identity or characteristics (cont'd):

		Full Professor		Associate Professor		Assistant Professor		Chi Square	Effect Size (phi)
		Frequency	Percent	Frequency	Percent	Frequency	Percent		
Political perspective	Not at all	131	76.2%	70	76.9%	52	91.2%		
	Slightly	21	12.2%	11	12.1%	2	3.5%		
	Somewhat	17	9.9%	6	6.6%	3	5.3%		
	Greatly	3	1.7%	4	4.4%	0	0.0%		
	Total	172	100.0%	91	100.0%	57	100.0%		
Religion	Not at all	147	84.5%	79	88.8%	53	93.0%		
	Slightly	12	6.9%	5	5.6%	3	5.3%		
	Somewhat	11	6.3%	3	3.4%	1	1.8%		
	Greatly	4	2.3%	2	2.2%	0	0.0%		
	Total	174	100.0%	89	100.0%	57	100.0%		
Sexual orientation	Not at all	164	94.8%	83	91.2%	56	100.0%		
	Slightly	4	2.3%	3	3.3%	0	0.0%		
	Somewhat	3	1.7%	2	2.2%	0	0.0%		
	Greatly	2	1.2%	3	3.3%	0	0.0%		
	Total	173	100.0%	91	100.0%	56	100.0%		
Gender identity / expression	Not at all	165	94.3%	82	90.1%	55	94.8%		
	Slightly	3	1.7%	4	4.4%	2	3.4%		
	Somewhat	6	3.4%	2	2.2%	1	1.7%		
	Greatly	1	0.6%	3	3.3%	0	0.0%		
	Total	175	100.0%	91	100.0%	58	100.0%		
Socioeconomic Background	Not at all	157	90.2%	83	91.2%	55	96.5%		
	Slightly	11	6.3%	4	4.4%	1	1.8%		
	Somewhat	4	2.3%	2	2.2%	1	1.8%		
	Greatly	2	1.1%	2	2.2%	0	0.0%		
	Total	174	100.0%	91	100.0%	57	100.0%		
Other	Not at all	94	92.2%	54	88.5%	36	94.7%		
	Slightly	3	2.9%	2	3.3%	2	5.3%		
	Somewhat	2	2.0%	3	4.9%	0	0.0%		
	Greatly	3	2.9%	2	3.3%	0	0.0%		
	Total	102	100.0%	61	100.0%	38	100.0%		

Faculty Frequencies by Rank

*p < .05; **p < .01; ***p < .001

		Full Professor		Associate Professor		Assistant Professor		Chi Square	Effect Size (phi)
		Frequency	Percent	Frequency	Percent	Frequency	Percent		
Within the past year, how often have you heard a faculty member make an insensitive or disparaging remark with respect to:									
Women	Never	117	66.9%	65	71.4%	44	77.2%		
	Sometimes	52	29.7%	23	25.3%	9	15.8%		
	Often	5	2.9%	2	2.2%	3	5.3%		
	Very Often	1	0.6%	1	1.1%	1	1.8%		
	Total	175	100.0%	91	100.0%	57	100.0%		
Men	Never	133	76.0%	68	75.6%	50	86.2%		
	Sometimes	36	20.6%	19	21.1%	7	12.1%		
	Often	5	2.9%	3	3.3%	1	1.7%		
	Very Often	1	0.6%	0	0.0%	0	0.0%		
	Total	175	100.0%	90	100.0%	58	100.0%		
Older People	Never	133	76.9%	75	83.3%	49	86.0%		
	Sometimes	37	21.4%	15	16.7%	6	10.5%		
	Often	1	0.6%	0	0.0%	2	3.5%		
	Very Often	2	1.2%	0	0.0%	0	0.0%		
	Total	173	100.0%	90	100.0%	57	100.0%		
Younger people	Never	133	76.4%	67	73.6%	50	86.2%		
	Sometimes	36	20.7%	20	22.0%	5	8.6%		
	Often	4	2.3%	3	3.3%	1	1.7%		
	Very Often	1	0.6%	1	1.1%	2	3.4%		
	Total	174	100.0%	91	100.0%	58	100.0%		
People's race or ethnicity	Never	136	77.7%	73	80.2%	48	84.2%		
	Sometimes	34	19.4%	18	19.8%	9	15.8%		
	Often	3	1.7%	0	0.0%	0	0.0%		
	Very Often	2	1.1%	0	0.0%	0	0.0%		
	Total	175	100.0%	91	100.0%	57	100.0%		
People with disabilities	Never	162	93.6%	86	94.5%	54	93.1%		
	Sometimes	11	6.4%	5	5.5%	3	5.2%		
	Often	0	0.0%	0	0.0%	1	1.7%		
	Very Often	0	0.0%	0	0.0%	0	0.0%		
	Total	173	100.0%	91	100.0%	58	100.0%		

Faculty Frequencies by Rank

*p < .05; **p < .01; ***p < .001

		Full Professor		Associate Professor		Assistant Professor		Chi Square	Effect Size (phi)
		Frequency	Percent	Frequency	Percent	Frequency	Percent		
Within the past year, how often have you heard a faculty member make an insensitive or disparaging remark with respect to (cont'd):									
People with less education	Never	112	64.4%	53	58.2%	39	68.4%		
	Sometimes	52	29.9%	31	34.1%	11	19.3%		
	Often	6	3.4%	6	6.6%	7	12.3%		
	Very Often	4	2.3%	1	1.1%	0	0.0%		
	Total	174	100.0%	91	100.0%	57	100.0%		
People with different nationalities	Very Often	119	68.8%	71	78.0%	46	79.3%		
	Often	50	28.9%	17	18.7%	10	17.2%		
	Sometimes	4	2.3%	3	3.3%	1	1.7%		
	Never	0	0.0%	0	0.0%	1	1.7%		
	Total	173	100.0%	91	100.0%	58	100.0%		
People with language differences/accents	Never	124	71.7%	72	79.1%	47	81.0%	*	0.212
	Sometimes	41	23.7%	16	17.6%	9	15.5%		
	Often	8	4.6%	3	3.3%	0	0.0%		
	Very Often	0	0.0%	0	0.0%	2	3.4%		
	Total	173	100.0%	91	100.0%	58	100.0%		
People with particular political views	Never	78	45.1%	40	44.9%	29	50.9%		
	Sometimes	65	37.6%	38	42.7%	19	33.3%		
	Often	26	15.0%	9	10.1%	6	10.5%		
	Very Often	4	2.3%	2	2.2%	3	5.3%		
	Total	173	100.0%	89	100.0%	57	100.0%		
People with particular religious affiliations	Never	132	77.2%	75	83.3%	51	87.9%		
	Sometimes	34	19.9%	12	13.3%	7	12.1%		
	Often	3	1.8%	3	3.3%	0	0.0%		
	Very Often	2	1.2%	0	0.0%	0	0.0%		
	Total	171	100.0%	90	100.0%	58	100.0%		
People with different socioeconomic backgrounds	Never	141	81.5%	74	83.1%	53	91.4%		
	Sometimes	27	15.6%	14	15.7%	5	8.6%		
	Often	4	2.3%	1	1.1%	0	0.0%		
	Very Often	1	0.6%	0	0.0%	0	0.0%		
	Total	173	100.0%	89	100.0%	58	100.0%		

Faculty Frequencies by Rank

*p < .05; **p < .01; ***p < .001

		Full Professor		Associate Professor		Assistant Professor		Chi Square	Effect Size (phi)
		Frequency	Percent	Frequency	Percent	Frequency	Percent		
Within the past year, how often have you heard a faculty member make an insensitive or disparaging remark with respect to (cont'd):									
Gay, lesbian, or bisexual people	Never	153	88.4%	83	91.2%	54	94.7%		
	Sometimes	19	11.0%	8	8.8%	3	5.3%		
	Often	1	0.6%	0	0.0%	0	0.0%		
	Very Often	0	0.0%	0	0.0%	0	0.0%		
	Total	173	100.0%	91	100.0%	57	100.0%		
Transgendered people	Never	153	88.4%	78	85.7%	52	91.2%		
	Sometimes	17	9.8%	13	14.3%	5	8.8%		
	Often	3	1.7%	0	0.0%	0	0.0%		
	Very Often	0	0.0%	0	0.0%	0	0.0%		
	Total	173	100.0%	91	100.0%	57	100.0%		
Other	Never	70	90.9%	47	95.9%	28	100.0%		
	Sometimes	5	6.5%	1	2.0%	0	0.0%		
	Often	0	0.0%	0	0.0%	0	0.0%		
	Very Often	2	2.6%	1	2.0%	0	0.0%		
	Total	77	100.0%	49	100.0%	28	100.0%		

Changes: 2013 - 2017

Satisfaction / Agreement Items	2013: Percent Somewhat (3) or Strong (4)	Change	2017: Percent Somewhat (3) or Strong (4)	Chi Sq Sig	Effect Size
Based upon your interactions with your faculty/GT colleagues, how satisfied are you with each of the following:					
Assistance with establishing a network of professional contacts	71.2	10.1	81.2	***	0.159
Satisfaction: Advice on navigating department/Institute politics	63.3	10.2	73.5	***	0.166
Satisfaction: Offers to collaborate on research	67.7	7.3	75.0	*	0.112
Satisfaction: Mentoring for teaching	73.7	0.7	74.4		
Satisfaction: Advice on the promotion/tenure process	70.9	12.5	83.4	***	0.208
Satisfaction: Advice on the annual review process	66.1	10.7	76.8	***	0.181
Satisfaction: Advice on the third year review process	67.8	14.5	82.3	***	0.216
Satisfaction: Advice on the periodic peer review process	59.5	13.6	73.1	***	0.191
Satisfaction: Guidance on obtaining grants	62.1	4.2	66.3	***	0.193
Satisfaction: Guidance on publishing your research	65.7	12.3	78.0	***	0.251
Satisfaction: Support for your research program	63.8	4.8	68.6	*	0.078
Satisfaction: Mentoring for leadership positions at GT or beyond	48.5	7.6	56.1	**	0.153
Satisfaction: Informal invitations (e.g., lunch/coffee)	64.3	4.8	69.1		
Satisfaction: Understanding that individuals have different family and personal responsibilities	73.5	7.8	81.4	***	0.155
Satisfaction: Acknowledgement of my contributions to the school/department	70.0	3.0	73.0	***	0.161

Changes: 2013 - 2017

Satisfaction / Agreement Items	2013: Percent Somewhat (3) or Strong (4)	Change	2017: Percent Somewhat (3) or Strong (4)	Chi Sq Sig	Effect Size
How satisfied are you with the following types of support you are receiving from your chair or director / supervisor:					
Assistance with establishing professional contacts	61.5		70.4	**	0.136
Satisfaction: Advice on navigating department/Institute politics	66.3		72.9	**	0.13
Satisfaction: Mentoring for teaching	63.5		68.5	*	0.068
Satisfaction: Advice on the promotion/tenure process	76.8		83.3	*	0.136
Satisfaction: Advice on the annual review process	68.8		79.5	**	0.145
Satisfaction: Advice on the third year review process	75.8		87.3	**	0.191
Satisfaction: Advice on the periodic peer review process	66.9		74.8	**	0.151
Satisfaction: Advice on obtaining grants	51.6		62.2	***	0.184
Satisfaction: Guidance on publishing your research	65.8		70.9	**	0.152
Satisfaction: Support for your research program	68.0		74.4		
Satisfaction: Obtaining the resources you need to excel	63.8		71.7		
Satisfaction: Mentoring for leadership positions at GT or beyond	57.6		64.2	**	0.161
Satisfaction: Informal invitations (e.g., lunch/coffee)	66.1		74.5	**	0.135
Satisfaction: Understanding that individuals have different family and personal responsibilities	86.0		87.5	**	0.152
Satisfaction: The degree to which agreements are honored by my supervisor	84.8		87.4	**	0.134
Satisfaction: Acknowledgment of my contributions to the school/department	74.6		78.1		

Changes: 2013 - 2017

Satisfaction / Agreement Items	2013: Percent Somewhat (3) or Strong (4)	Change	2017: Percent Somewhat (3) or Strong (4)	Chi Sq Sig	Effect Size
Please indicate your level of agreement with each of the following statements about your school/department.					
In my school/department, Faculty / colleagues interact regularly with one another	64.5	5.6	70.1		
In my school/department, Faculty / my colleagues treat each other fairly	73.4	4.5	78.0	*	0.107
In my school/department, Faculty / my colleagues are encouraged and empowered	66.4	8.4	74.8	*	0.107
In my school/department, My feedback is sought and respected	71.6	4.7	76.3		
In my school/department, I am provided with an opportunity to participate in important decision making	72.9	3.5	76.5		
In my school/department, Disputes and problems are resolved effectively	63.4	10.6	73.9	*	0.125
In my school/department, Collaboration is encouraged in strategic planning	77.4	-3.5	73.9	*	0.118
Please indicate your level of agreement with the following statements about working at Georgia Tech:					
Georgia Tech is generally a comfortable and inclusive environment for me	79.2	4.2	83.4	***	0.227
I am satisfied with my career progress at Georgia Tech	72.7	8.8	81.5	**	0.136
I am satisfied with my current workload balance (research/teaching/service) as it relates to my career goals	65.6	8.7	74.2	*	0.105
Adequate processes are in place to address grievances at Georgia Tech	65.0	5.1	70.1	*	0.129
Clarity exists about the promotion and tenure process at Georgia Tech	66.7	10.6	77.3	**	0.14
I feel valued and respected by the Georgia Tech community	72.9	4.6	77.5	**	0.143

Changes: 2013 - 2017

Satisfaction / Agreement Items	2013: Percent Somewhat (3) or Strong (4)	Change	2017: Percent Somewhat (3) or Strong (4)	Chi Sq Sig	Effect Size
Please indicate your level of agreement with the following statements about diversity:					
I have considered leaving Georgia Tech because of concerns about collegiality	33.7	-5.6	28.2	*	0.106
I have considered leaving Georgia Tech because of concerns about collaboration	26.5	-4.7	21.8		
I have considered leaving Georgia Tech because of concerns about the resources made available to me for my work	45.7	1.1	46.8		
Please indicate your level of agreement with the following statements:					
Diversity is integral to Georgia Tech's ability to successfully fulfill its mission	93.4	-2.6	90.8	***	0.198
The diversity of our faculty / researchers contributes to the overall prestige of Georgia Tech	84.7	3.0	87.7	**	0.13
My school/unit demonstrates its commitment to diversity and inclusion	77.0	8.7	85.6	***	0.211
The diversity of our faculty / researchers contributes to the overall prestige of my school/unit	71.8	10.1	81.9	***	0.161
I am satisfied with my school's/department's efforts to recruit faculty / researchers from diverse backgrounds	72.9	7.4	80.3	*	0.124
I am satisfied with my school's/department's efforts to retain faculty / researchers from diverse backgrounds	70.3	7.0	77.4	*	0.12
I am satisfied with my school's efforts to recruit graduate students from diverse backgrounds	71.1	2.4	73.4		
I am satisfied with my school's efforts to retain graduate students from diverse backgrounds	73.4	3.4	76.8		

Changes: 2013 - 2017

Disparaging Remarks	2013: Percent Any	Change	2017: Percent Any	Chi Sq Sig	Effect Size
Within the past year, how often have you heard a GT faculty member / colleague make insensitive or disparaging remarks about one or more of the					
Disparaging Remarks: Women	34.5	-4.5	30.0		
Disparaging Remarks: Men	11.9	10.4	22.3	***	0.139
Disparaging Remarks: Older People	17.3	2.7	20.0		
Disparaging Remarks: Younger People	17.3	5.4	22.7		
Disparaging Remarks: People's race or ethnicity	19.4	1.0	20.4		
Disparaging Remarks: People with disabilities	5.5	0.7	6.2		
Disparaging Remarks: People with less education	21.9	14.6	36.5	***	0.161
Disparaging Remarks: People with different nationalities	15.4	11.3	26.7	***	0.139
Disparaging Remarks: People with language differences or accents	29.4	-5.1	24.3		
Disparaging Remarks: People with particular political views	45.7	8.4	54.1	*	0.083
Disparaging Remarks: People with particular religious affiliations	19.9	-0.8	19.1		
Disparaging Remarks: Gay, lesbian, or bisexual people	11.0	-1.7	9.3		
Disparaging Remarks: Transgender people	8.4	3.4	11.8		

2013-2017 Changes by Gender

Satisfaction / Agreement Items		2013: Percent Somewhat (3) or Strong (4)	Change	2017: Percent Somewhat (3) or Strong (4)
Based upon your interactions with your faculty/GT colleagues, how satisfied are you with each of the following:				
Assistance with establishing a network of professional contacts	Man	73.8		82.1
	Woman	71.3		76.4
Satisfaction: Advice on navigating department/Institute politics	Man	70.9		74.6
	Woman	55.1		72.8
Satisfaction: Offers to collaborate on research	Man	74.5		75.5
	Woman	63.4		65.9
Satisfaction: Mentoring for teaching	Man	71.2		76.1
	Woman	72.5		74.4
Satisfaction: Advice on the promotion/tenure process	Man	72.3		82.9
	Woman	67.0		77.8
Satisfaction: Advice on the annual review process	Man	63.8		78.6
	Woman	65.3		64.4
Satisfaction: Advice on the third year review process	Man	71.9		84.7
	Woman	61.1		70.7
Satisfaction: Advice on the periodic peer review process	Man	66.1		75.8
	Woman	55.4		54.8
Satisfaction: Guidance on obtaining grants	Man	66.2		66.4
	Woman	57.8		63.4
Satisfaction: Guidance on publishing your research	Man	73.4		78.5
	Woman	58.6		65.8
Satisfaction: Support for your research program	Man	64.6		67.5
	Woman	60.2		69.7
Satisfaction: Mentoring for leadership positions at GT or beyond	Man	50.9		53.8
	Woman	44.3		64.2
Satisfaction: Informal invitations (e.g., lunch/coffee)	Man	65.4		68.3
	Woman	64.0		75.3
Satisfaction: Understanding that individuals have different family and personal responsibilities	Man	82.2		81.6
	Woman	65.7		75.6
Satisfaction: Acknowledgement of my contributions to the school/department	Man	70.2		73.3
	Woman	65.3		69.1

2013-2017 Changes by Gender

Satisfaction / Agreement Items		2013: Percent Somewhat (3) or Strong (4)		Change	2017: Percent Somewhat (3) or Strong (4)	
How satisfied are you with the following types of support you are receiving from your chair or director / supervisor:						
Assistance with establishing professional contacts	Man		69.3		2.7	
	Woman		54.2		11.1	
Satisfaction: Advice on navigating department/Institute politics	Man		71.8		3.7	
	Woman		57.3		9.8	
Satisfaction: Mentoring for teaching	Man		67.5		2.2	
	Woman		57.4		11.0	
Satisfaction: Advice on the promotion/tenure process	Man		77.6		5.2	
	Woman		72.4		6.4	
Satisfaction: Advice on the annual review process	Man		69.4		10.7	
	Woman		65.5		9.5	
Satisfaction: Advice on the third year review process	Man		80.6		6.2	
	Woman		69.1		13.4	
Satisfaction: Advice on the periodic peer review process	Man		68.9		8.8	
	Woman		61.4		0.4	
Satisfaction: Advice on obtaining grants	Man		61.2		2.3	
	Woman		39.1		22.5	
Satisfaction: Guidance on publishing your research	Man		72.6		-1.0	
	Woman		55.0		11.7	
Satisfaction: Support for your research program	Man		69.7		4.4	
	Woman		62.2		11.0	
Satisfaction: Obtaining the resources you need to excel	Man		64.9		6.4	
	Woman		58.5		10.0	
Satisfaction: Mentoring for leadership positions at GT or beyond	Man		60.7		4.3	
	Woman		50.0		13.4	
Satisfaction: Informal invitations (e.g., lunch/coffee)	Man		69.6		2.8	
	Woman		62.8		19.9	
Satisfaction: Understanding that individuals have different family and personal responsibilities	Man		88.8		-1.3	
	Woman		80.4		4.6	
Satisfaction: The degree to which agreements are honored by my supervisor	Man		84.8		3.0	
	Woman		79.8		4.6	
Satisfaction: Acknowledgment of my contributions to the school/department	Man		76.6		0.8	
	Woman		65.6		9.7	

2013-2017 Changes by Gender

Satisfaction / Agreement Items		2013: Percent Somewhat (3) or Strong (4)		Change	2017: Percent Somewhat (3) or Strong (4)	
Please indicate your level of agreement with each of the following statements about your school/department.						
In my school/department, Faculty interact regularly with one another	Man		70.8		-2.0	
	Woman		58.0		11.5	
In my school/department, Faculty treat each other fairly	Man		78.5		0.4	
	Woman		67.0		2.1	
In my school/department, Faculty are encouraged and empowered	Man		73.2		1.8	
	Woman		53.5		15.8	
In my school/department, My feedback is sought and respected	Man		75.2		3.1	
	Woman		64.0		6.2	
In my school/department, I am provided with an opportunity to participate in important decision making	Man		73.9		3.6	
	Woman		67.7		6.5	
In my school/department, Disputes and problems are resolved effectively	Man		72.2		2.2	
	Woman		47.3		17.1	
In my school/department, Collaboration is encouraged in strategic planning	Man		77.8		-2.9	
	Woman		74.5		-0.6	
Please indicate your level of agreement with the following statements about working at Georgia Tech:						
Georgia Tech is generally a comfortable and inclusive environment for me	Man		86.1		-0.1	
	Woman		70.6		2.0	
I am satisfied with my career progress at Georgia Tech	Man		78.6		3.5	
	Woman		64.6		11.4	
I am satisfied with my current workload balance (research/teaching/service) as it relates to my career goals	Man		72.6		3.5	
	Woman		55.9		7.9	
Adequate processes are in place to address grievances at Georgia Tech	Man		69.5		3.5	
	Woman		54.1		0.5	
Clarity exists about the promotion and tenure process at Georgia Tech	Man		70.8		4.7	
	Woman		63.6		11.7	
I feel valued and respected by the Georgia Tech community	Man		77.8		0.5	
	Woman		69.0		5.5	
Please indicate your level of agreement with the following statements about diversity:						
I have considered leaving Georgia Tech because of concerns about collegiality	Man		29.7		-5.6	
	Woman		40.6		3.8	
I have considered leaving Georgia Tech because of concerns about collaboration	Man		24.8		-3.5	
	Woman		25.8		1.8	
I have considered leaving Georgia Tech because of concerns about the resources made available to me for my work	Man		46.2		5.3	
	Woman		50.5		-13.4	

2013-2017 Changes by Gender

Satisfaction / Agreement Items		2013: Percent Somewhat (3) or Strong (4)	Change	2017: Percent Somewhat (3) or Strong (4)
Please indicate your level of agreement with the following statements:				
Diversity is integral to Georgia Tech’s ability to successfully fulfill its mission	Man	87.4		90.4
	Woman	97.0		92.6
The diversity of our faculty contributes to the overall prestige of Georgia Tech	Man	80.9		86.9
	Woman	86.9		92.4
My school/unit demonstrates its commitment to diversity and inclusion	Man	88.6		88.7
	Woman	66.0		73.9
The diversity of our faculty contributes to the overall prestige of my school/unit	Man	74.0		81.4
	Woman	68.8		78.9
I am satisfied with my school’s/department’s efforts to recruit faculty from diverse backgrounds	Man	80.3		83.3
	Woman	65.0		66.7
I am satisfied with my school’s/department’s efforts to retain faculty from diverse backgrounds	Man	80.7		82.5
	Woman	55.2		57.0
I am satisfied with my school’s efforts to recruit graduate students from diverse backgrounds	Man	79.3		78.7
	Woman	63.1		61.8
I am satisfied with my school’s efforts to retain graduate students from diverse backgrounds	Man	80.2		81.8
	Woman	66.7		58.8

2013-2017 Disparaging Remarks Changes

Disparaging Remarks		2013: Percent Yes*	Change	2017: Percent Any (2+)
Within the past year, how often have you heard a GT faculty member / colleague make insensitive or disparaging remarks about one or more of the following groups of people:		Gender		
Disparaging Remarks: Women	Man	23.5	0.1	23.6
	Woman	47.6	8.3	55.9
Disparaging Remarks: Men	Man	14.5	10.3	24.8
	Woman	10.6	6.6	17.2
Disparaging Remarks: Older People	Man	14.6	4.8	19.4
	Woman	22.3	2.4	24.7
Disparaging Remarks: Younger People	Man	14.2	6.7	20.9
	Woman	17.8	16.6	34.4
Disparaging Remarks: People's race or ethnicity	Man	15.4	1.8	17.2
	Woman	23.8	9.9	33.7
Disparaging Remarks: People with disabilities	Man	4.4	0.4	4.8
	Woman	6.8	6.4	13.2
Disparaging Remarks: People with less education	Man	26.7	10.5	37.2
	Woman	20.6	16.8	37.4
Disparaging Remarks: People with language differences or accents	Man	30.0	-9.4	20.6
	Woman	30.1	1.4	31.5
Disparaging Remarks: People with particular political views	Man	45.2	9.9	55.1
	Woman	50.0	10.4	60.4
Disparaging Remarks: People with particular religious affiliations	Man	19.7	2.1	21.8
	Woman	19.4	-5.0	14.4
Disparaging Remarks: Gay, lesbian, or bisexual people	Man	10.9	-2.9	8.0
	Woman	13.5	-0.2	13.3
Disparaging Remarks: Transgender people	Man	11.5	-0.7	10.8
	Woman	7.8	8.7	16.5

2013-2017 Changes by Ethnicity

Satisfaction / Agreement Items		2013: Percent Somewhat (3) or Strong (4)	Change	2017: Percent Somewhat (3) or Strong (4)
Based upon your interactions with your faculty/GT colleagues, how satisfied are you with each of the following:				
Assistance with establishing a network of professional contacts	Non-URM	74.0		81.9
	URM	62.9		79.4
Satisfaction: Advice on navigating department/Institute politics	Non-URM	68.4		74.5
	URM	56.8		66.5
Satisfaction: Offers to collaborate on research	Non-URM	72.9		75.1
	URM	63.2		75.5
Satisfaction: Mentoring for teaching	Non-URM	72.2		75.1
	URM	65.7		69.3
Satisfaction: Advice on the promotion/tenure process	Non-URM	73.7		84.3
	URM	51.6		80.6
Satisfaction: Advice on the annual review process	Non-URM	65.9		78.0
	URM	51.4		68.7
Satisfaction: Advice on the third year review process	Non-URM	71.2		84.0
	URM	53.6		77.0
Satisfaction: Advice on the periodic peer review process	Non-URM	65.1		75.4
	URM	54.8		60.9
Satisfaction: Guidance on obtaining grants	Non-URM	65.6		65.6
	URM	61.8		73.4
Satisfaction: Guidance on publishing your research	Non-URM	71.9		78.3
	URM	62.9		79.5
Satisfaction: Support for your research program	Non-URM	64.9		68.7
	URM	62.9		70.1
Satisfaction: Mentoring for leadership positions at GT or beyond	Non-URM	50.1		57.4
	URM	39.4		48.1
Satisfaction: Informal invitations (e.g., lunch/coffee)	Non-URM	65.0		69.0
	URM	60.5		70.2
Satisfaction: Understanding that individuals have different family and personal responsibilities	Non-URM	79.4		81.4
	URM	64.9		81.3
Satisfaction: Acknowledgement of my contributions to the school/department	Non-URM	69.7		72.3
	URM	63.9		81.6

2013-2017 Changes by Ethnicity

Satisfaction / Agreement Items		2013: Percent Somewhat (3) or Strong (4)		Change	2017: Percent Somewhat (3) or Strong (4)	
How satisfied are you with the following types of support you are receiving from your chair or director / supervisor:						
Assistance with establishing professional contacts	Non-URM		66.7			70.9
	URM		58.1			67.0
Satisfaction: Advice on navigating department/Institute politics	Non-URM		69.5			73.5
	URM		65.6			68.0
Satisfaction: Mentoring for teaching	Non-URM		66.4			68.2
	URM		64.3			74.1
Satisfaction: Advice on the promotion/tenure process	Non-URM		77.5			83.6
	URM		69.2			80.2
Satisfaction: Advice on the annual review process	Non-URM		70.4			80.0
	URM		55.2			73.5
Satisfaction: Advice on the third year review process	Non-URM		79.3			89.0
	URM		71.4			75.8
Satisfaction: Advice on the periodic peer review process	Non-URM		69.0			76.5
	URM		56.0			62.7
Satisfaction: Advice on obtaining grants	Non-URM		58.2			62.3
	URM		44.0			63.4
Satisfaction: Guidance on publishing your research	Non-URM		71.1			71.6
	URM		56.0			69.4
Satisfaction: Support for your research program	Non-URM		69.3			73.7
	URM		56.7			80.4
Satisfaction: Obtaining the resources you need to excel	Non-URM		64.7			70.6
	URM		56.3			81.0
Satisfaction: Mentoring for leadership positions at GT or beyond	Non-URM		59.5			65.0
	URM		50.0			60.4
Satisfaction: Informal invitations (e.g., lunch/coffee)	Non-URM		68.3			74.5
	URM		59.4			74.6
Satisfaction: Understanding that individuals have different family and personal responsibilities	Non-URM		86.5			93.9
	URM		84.8			95.3
Satisfaction: The degree to which agreements are honored by my supervisor	Non-URM		83.3			93.3
	URM		80.0			95.6
Satisfaction: Acknowledgment of my contributions to the school/department	Non-URM		74.2			89.7
	URM		63.6			91.7

2013-2017 Changes by Ethnicity

Satisfaction / Agreement Items		2013: Percent Somewhat (3) or Strong (4)		Change	2017: Percent Somewhat (3) or Strong (4)	
Please indicate your level of agreement with each of the following statements about your school/department.						
In my school/department, Faculty interact regularly with one another	Non-URM		68.8		0.9	
	URM		56.8		20.0	
In my school/department, Faculty treat each other fairly	Non-URM		76.1		3.1	
	URM		69.4		2.5	
In my school/department, Faculty are encouraged and empowered	Non-URM		70.3		5.8	
	URM		52.6		14.3	
In my school/department, My feedback is sought and respected	Non-URM		72.8		4.5	
	URM		66.7		4.4	
In my school/department, I am provided with an opportunity to participate in important decision making	Non-URM		72.8		4.0	
	URM		67.6		7.6	
In my school/department, Disputes and problems are resolved effectively	Non-URM		66.8		7.1	
	URM		67.6		7.6	
In my school/department, Collaboration is encouraged in strategic planning	Non-URM		78.3		-3.7	
	URM		70.3		-0.8	
Please indicate your level of agreement with the following statements about working at Georgia Tech:						
Georgia Tech is generally a comfortable and inclusive environment for me	Non-URM		83.4		0.9	
	URM		75.7		2.6	
I am satisfied with my career progress at Georgia Tech	Non-URM		77.3		3.9	
	URM		60.0		22.1	
I am satisfied with my current workload balance (research/teaching/service) as it relates to my career goals	Non-URM		70.2		5.7	
	URM		61.1		2.1	
Adequate processes are in place to address grievances at Georgia Tech	Non-URM		66.1		5.2	
	URM		67.9		-5.3	
Clarity exists about the promotion and tenure process at Georgia Tech	Non-URM		72.5		4.3	
	URM		37.1		41.0	
I feel valued and respected by the Georgia Tech community	Non-URM		76.2		1.5	
	URM		70.3		9.4	

2013-2017 Changes by Ethnicity

Satisfaction / Agreement Items		2013: Percent Somewhat (3) or Strong (4)	Change	2017: Percent Somewhat (3) or Strong (4)
Please indicate your level of agreement with the following statements about diversity:				
I have considered leaving Georgia Tech because of concerns about collegiality	Non-URM	31.5		27.5
	URM	37.8	-7.6	30.3
I have considered leaving Georgia Tech because of concerns about collaboration	Non-URM	24.4	-2.3	22.1
	URM	30.6	-11.5	19.1
I have considered leaving Georgia Tech because of concerns about the resources made available to me for my work	Non-URM	47.2	-0.4	46.8
	URM	38.9	4.4	43.3
Please indicate your level of agreement with the following statements:				
Diversity is integral to Georgia Tech's ability to successfully fulfill its mission	Non-URM	88.7	2.3	91.0
	URM	97.3	-7.9	89.4
The diversity of our faculty contributes to the overall prestige of Georgia Tech	Non-URM	82.6	4.6	87.1
	URM	77.8	15.5	93.3
My school/unit demonstrates its commitment to diversity and inclusion	Non-URM	85.1	2.0	87.0
	URM	67.6	7.7	75.3
The diversity of our faculty contributes to the overall prestige of my school/unit	Non-URM	74.5	8.2	82.7
	URM	63.9	12.9	76.8
I am satisfied with my school's/department's efforts to recruit faculty from diverse backgrounds	Non-URM	78.1	2.8	80.9
	URM	63.9	12.1	76.0
I am satisfied with my school's/department's efforts to retain faculty from diverse backgrounds	Non-URM	77.0	1.2	78.2
	URM	51.6	19.6	71.2
I am satisfied with my school's efforts to recruit graduate students from diverse backgrounds	Non-URM	77.5	0.1	77.6
	URM	55.9	-7.9	48.0
I am satisfied with my school's efforts to retain graduate students from diverse backgrounds	Non-URM	79.7	-0.5	79.2
	URM	51.6	8.7	60.3

2013-2017 Disparaging Remarks Changes

Disparaging Remarks		2013: Percent Yes*	Change	2017: Percent Any (2+)
Within the past year, how often have you heard a GT faculty member / colleague make insensitive or disparaging remarks about one or more of the following groups of people:		URM		
Disparaging Remarks: Women	Non-URM	28.6	3.6	32.2
	URM	35.9	-1.7	34.2
Disparaging Remarks: Men	Non-URM	13.3	7.9	21.3
	URM	17.9	16.3	34.2
Disparaging Remarks: Older People	Non-URM	16.0	3.7	19.7
	URM	20.5	6.5	27.0
Disparaging Remarks: Younger People	Non-URM	13.9	12.0	25.9
	URM	25.6	-6.7	18.9
Disparaging Remarks: People's race or ethnicity	Non-URM	16.1	3.6	19.7
	URM	25.6	5.9	31.6
Disparaging Remarks: People with disabilities	Non-URM	4.9	1.1	6.0
	URM	5.3	5.3	10.5
Disparaging Remarks: People with less education	Non-URM	23.6	13.5	37.1
	URM	35.9	0.9	36.8
Disparaging Remarks: People with language differences or accents	Non-URM	29.9	-7.4	22.5
	URM	33.3	-1.8	31.6
Disparaging Remarks: People with particular political views	Non-URM	46.8	9.6	56.4
	URM	46.2	9.1	55.3
Disparaging Remarks: People with particular religious affiliations	Non-URM	19.2	0.0	19.3
	URM	25.6	-4.6	21.1
Disparaging Remarks: Gay, lesbian, or bisexual people	Non-URM	11.1	-2.0	9.1
	URM	15.4	-4.9	10.5
Disparaging Remarks: Transgender people	Non-URM	10.3	1.7	12.1
	URM	15.4	-2.2	13.2

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Appendix B – Staff

Staff—Weighted Means by College

Color codes: red < 2.7, green > 3.3

In my work environment:

I freely interact with my co-workers/colleagues in my unit
People are sensitive to cultural differences among employees
I feel comfortable sharing my thoughts and ideas
I am comfortable expressing an opinion that is different from others in the workplace
People express disagreements in a respectful manner
My co-workers/colleagues are open- minded when discussing differences among people
My supervisor is open- minded when discussing differences among people
People communicate regularly with each other
People treat each other fairly
Professional development is encouraged
My feedback is sought and respected
Collaboration is encouraged

Support for co-workers/colleagues:

Assistance with establishing professional contacts
Advice on navigating office politics
Mentoring for leadership positions
Mentoring for career advancement
Informal invitations (e.g., lunch/coffee)

Mentoring/Support from colleagues:

Guidance on obtaining grants
Guidance on publishing your research
Offers to collaborate in research
Support for your research program
Mentoring for teaching

	Computing	Design	Engineering	Sciences	Ivan Allen College	Scheller College of Business
I freely interact with my co-workers/colleagues in my unit	3.61	3.55	3.74	3.88	3.72	3.50
People are sensitive to cultural differences among employees	3.02	3.25	3.07	3.35	3.33	3.24
I feel comfortable sharing my thoughts and ideas	3.03	3.24	3.17	3.42	3.10	3.25
I am comfortable expressing an opinion that is different from others in the workplace	2.87	3.14	3.19	3.37	2.84	2.84
People express disagreements in a respectful manner	2.79	2.98	3.10	2.92	3.27	2.92
My co-workers/colleagues are open- minded when discussing differences among people	3.15	3.27	3.16	3.21	3.11	2.90
My supervisor is open- minded when discussing differences among people	3.23	3.59	3.41	3.52	3.46	3.14
People communicate regularly with each other	3.36	3.33	3.13	3.38	3.32	2.83
People treat each other fairly	2.93	3.11	3.01	3.03	2.95	3.01
Professional development is encouraged	3.68	3.35	3.05	3.54	3.16	3.03
My feedback is sought and respected	3.18	3.15	3.09	3.43	3.12	2.74
Collaboration is encouraged	3.45	3.49	3.15	3.67	3.30	3.19
Assistance with establishing professional contacts	3.40	3.12	3.06	3.36	3.12	2.84
Advice on navigating office politics	3.15	3.05	2.98	3.29	3.05	2.62
Mentoring for leadership positions	2.88	2.69	2.44	2.79	2.58	2.35
Mentoring for career advancement	3.00	2.69	2.34	2.80	2.53	2.23
Informal invitations (e.g., lunch/coffee)	3.38	3.09	3.07	3.24	3.07	2.74
Guidance on obtaining grants		3.18	2.27	2.53	3.00	2.17
Guidance on publishing your research		3.21	2.32	2.42	1.22	2.46
Offers to collaborate in research		3.28	2.89	2.19	2.31	2.19
Support for your research program		3.49	2.86	2.82	2.00	2.01
Mentoring for teaching		3.24	3.36	2.62	3.80	2.52

Staff—Weighted Means by College

Color codes: red < 2.7, green > 3.3

Satisfaction with support from supervisor:

Assistance with establishing professional contacts
Advice on navigating office politics
Mentoring for leadership positions
Mentoring for career advancement
Informal invitations (e.g., lunch/coffee)
Understanding that individuals have different family and personal responsibilities
Acknowledgement of my contributions to my school/unit
The degree to which agreements are honored by my supervisor
The degree to which my work performance is fairly evaluated
Obtaining the resources I need to excel

Computing	Design	Engineering	Sciences	Ivan Allen College	Scheller College of Business
3.13	3.11	2.97	3.15	3.18	2.97
3.12	3.12	2.94	3.28	3.12	2.78
2.93	2.87	2.64	3.10	2.59	2.61
3.02	2.86	2.57	3.02	2.73	2.65
3.36	3.14	3.13	3.30	2.98	2.88
3.64	3.54	3.53	3.81	3.37	3.35
3.40	3.44	3.23	3.69	3.25	3.14
3.54	3.66	3.44	3.64	3.41	3.28
3.37	3.71	3.23	3.40	3.37	3.15
3.53	3.30	3.19	3.42	3.22	2.98

Diversity and Inclusion:

Georgia Tech is generally a comfortable and inclusive environment for me
Diversity is integral to Georgia Tech's ability to successfully fulfill its mission
The diversity of our staff contributes to the overall prestige of Georgia Tech
Adequate processes are in place to address grievances at Georgia Tech
I feel valued and respected by the Georgia Tech community
I have considered leaving Georgia Tech because of concerns about collegiality (reverse coded)*
I am satisfied with my career progress at Georgia Tech
I am satisfied with my current workload balance as it relates to my career goals
I freely interact with colleagues across Georgia Tech
I am satisfied with my unit's efforts to recruit staff from diverse backgrounds
I am satisfied with my unit's efforts to retain staff from diverse backgrounds
Hiring practices in my unit are consistent with Georgia Tech's commitment to diversity
Promotion practices in my unit are consistent with Georgia Tech's commitment to diversity

3.20	3.29	3.35	3.11	3.46	3.29
3.61	3.58	3.60	3.59	3.67	3.63
3.49	3.27	3.45	3.56	3.59	3.47
2.70	2.89	2.57	2.74	2.93	2.68
3.12	2.90	3.16	3.19	3.31	3.06
1.88	2.07	1.92	1.40	1.83	2.11
3.05	2.87	2.86	2.84	2.89	2.63
3.24	2.96	2.80	2.97	2.79	2.73
3.36	3.06	3.54	3.57	3.38	2.89
3.54	3.22	3.28	3.49	3.35	3.28
3.22	3.00	3.09	3.36	3.32	2.99
3.59	3.30	3.21	3.51	3.59	3.33
3.36	3.26	2.68	3.00	3.10	2.92

* - Color codes for reversed item: Red > 2.3, Green < 1.7

Marginalization by College

Color codes: red > 1.5, green <1.1

Within the last three years, to what extent have you experienced instances of marginalization at Georgia Tech based on the following personal identity or characteristics:

Marginalization: Gender
Marginalization: Age
Marginalization: Race/ethnicity
Marginalization: Disability
Marginalization: National origin
Marginalization: Language difference or accent
Marginalization: Political perspective
Marginalization: Religion
Marginalization: Sexual orientation
Marginalization: Gender identity/expression
Marginalization: Socioeconomic background
Marginalization: Other

Computing	Design	Engineering	Sciences	Ivan Allen College	Scheller College of Business
1.57	1.69	1.57	1.52	1.58	1.48
1.31	1.41	1.46	1.39	1.22	1.69
1.49	1.63	1.49	1.59	1.42	1.50
1.06	1.05	1.08	1.02	1.34	1.11
1.22	1.04	1.09	1.23	1.01	1.10
1.08	1.03	1.11	1.11	1.07	1.23
1.42	1.32	1.44	1.25	1.42	1.45
1.24	1.19	1.26	1.15	1.32	1.27
1.04	1.25	1.07	1.02	1.06	1.19
1.05	1.17	1.12	1.02	1.01	1.09
1.17	1.29	1.21	1.19	1.18	1.26
1.02	1.29	1.25	1.05	1.17	1.15

Disparaging Remarks by College

Color codes: red > 1.5, green <1.1

Within the past year, how often have you heard a staff member make insensitive or disparaging remarks about one or more of the following groups of people:

Disparaging Remarks: Women
Disparaging Remarks: Men
Disparaging Remarks: Older People
Disparaging Remarks: Younger People
Disparaging Remarks: People's race or ethnicity
Disparaging Remarks: People with disabilities
Disparaging Remarks: People with less education
Disparaging Remarks: People with different nationalities
Disparaging Remarks: People with language differences or accents
Disparaging Remarks: People with particular political views
Disparaging Remarks: People with particular religious affiliations
Disparaging Remarks: People with different socioeconomic backgrounds
Disparaging Remarks: Gay, lesbian, or bisexual people
Disparaging Remarks: Transgender people
Disparaging Remarks: Others (please specify below)

Computing	Design	Engineering	Sciences	Ivan Allen College	Scheller College of Business
1.36	1.35	1.33	1.32	1.36	1.46
1.39	1.28	1.19	1.25	1.19	1.28
1.22	1.33	1.27	1.20	1.18	1.26
1.37	1.45	1.43	1.35	1.36	1.37
1.36	1.30	1.32	1.19	1.27	1.36
1.18	1.08	1.05	1.05	1.22	1.08
1.35	1.39	1.39	1.30	1.54	1.25
1.18	1.21	1.24	1.19	1.23	1.23
1.42	1.15	1.28	1.22	1.18	1.25
1.59	1.53	1.60	1.59	1.60	1.50
1.19	1.27	1.21	1.16	1.06	1.26
1.26	1.11	1.20	1.18	1.22	1.17
1.18	1.12	1.23	1.10	1.14	1.10
1.20	1.15	1.30	1.12	1.05	1.14
1.06	1.06	1.03	1.03	1.17	1.03

Staff—Means by Office

Color codes: red < 2.7, green > 3.3

In my work environment:

	Auxiliary Services (Campus Services, OHR, Business Services)	Exec. VP for Administration and Finance	Exec. VP for Research	Facilities	Georgia Tech Athletic Association
I freely interact with my co-workers/colleagues in my unit	3.68	3.65	3.68	3.59	3.80
People are sensitive to cultural differences among employees	3.08	3.13	3.14	2.99	3.10
I feel comfortable sharing my thoughts and ideas	3.10	3.30	3.13	3.03	3.26
I am comfortable expressing an opinion that is different from others in the workplace	2.96	3.25	3.01	3.04	3.13
People express disagreements in a respectful manner	2.98	3.35	2.93	2.59	3.09
My co-workers/colleagues are open- minded when discussing differences among people	2.97	3.27	2.93	2.73	3.03
My supervisor is open- minded when discussing differences among people	3.36	3.33	3.30	3.07	3.54
People communicate regularly with each other	3.17	3.31	3.13	3.05	3.00
People treat each other fairly	2.88	3.31	3.02	2.80	2.88
Professional development is encouraged	3.17	3.27	3.18	3.04	3.21
My feedback is sought and respected	3.02	3.21	3.10	2.95	3.10
Collaboration is encouraged	3.22	3.52	3.33	3.13	3.37

Support for co-workers/colleagues:

Assistance with establishing professional contacts	3.11	3.11	3.17	3.02	3.33
Advice on navigating office politics	2.89	3.11	2.88	2.91	3.05
Mentoring for leadership positions	2.43	2.62	2.60	2.58	2.94
Mentoring for career advancement	2.40	2.56	2.58	2.52	2.86
Informal invitations (e.g., lunch/coffee)	2.85	3.16	2.99	2.63	3.29

Staff—Means by Office

	Georgia Tech Professional Education	Libraries and Information Center	Office of Information Technology	Office of the President/Provost	Student Life	Development
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Color codes: red < 2.7, green > 3.3

In my work environment:

I freely interact with my co-workers/colleagues in my unit	3.83	3.85	3.78	3.78	3.60	3.93
People are sensitive to cultural differences among employees	3.21	2.85	3.44	3.34	3.26	3.52
I feel comfortable sharing my thoughts and ideas	3.30	3.12	3.34	3.27	3.04	3.47
I am comfortable expressing an opinion that is different from others in the workplace	3.17	3.10	3.22	3.08	2.86	3.13
People express disagreements in a respectful manner	2.98	3.13	3.27	3.14	3.08	3.53
My co-workers/colleagues are open- minded when discussing differences among people	3.24	3.43	3.37	3.20	2.96	3.36
My supervisor is open- minded when discussing differences among people	3.46	3.79	3.63	3.47	3.21	3.52
People communicate regularly with each other	3.12	2.92	3.28	3.28	3.06	3.15
People treat each other fairly	2.97	3.17	3.37	3.15	3.02	2.73
Professional development is encouraged	3.63	3.14	3.44	3.37	3.16	2.97
My feedback is sought and respected	3.29	3.16	3.30	3.19	2.98	3.43
Collaboration is encouraged	3.10	3.40	3.50	3.38	3.21	3.05

Support for co-workers/colleagues:

Assistance with establishing professional contacts	3.37	3.45	3.20	3.33	2.81	3.48
Advice on navigating office politics	2.87	3.19	3.09	3.12	2.75	3.43
Mentoring for leadership positions	2.47	2.59	2.85	2.65	2.42	2.73
Mentoring for career advancement	2.46	2.81	2.91	2.64	2.31	2.78
Informal invitations (e.g., lunch/coffee)	3.11	3.30	3.31	3.05	2.90	3.48

Staff—Means by Office

Color codes: red < 2.7, green > 3.3

Mentoring/Support from colleagues:

	Auxiliary Services (Campus Services, OHR, Business Services)	Exec. VP for Administration and Finance	Exec. VP for Research	Facilities	Georgia Tech Athletic Association
Guidance on obtaining grants		2.33	1.81	3.00	
Guidance on publishing your research		3.35	1.65	3.00	3.00
Offers to collaborate in research	4.00	3.75	1.57	2.75	3.00
Support for your research program		3.51	2.28	3.00	3.00
Mentoring for teaching	3.46	3.61	2.36	2.53	4.00

Satisfaction with support from supervisor:

Assistance with establishing professional contacts	2.96	3.02	3.07	3.04	3.62
Advice on navigating office politics	2.90	3.09	2.84	2.90	3.53
Mentoring for leadership positions	2.60	2.69	2.73	2.63	3.53
Mentoring for career advancement	2.58	2.75	2.64	2.67	3.65
Informal invitations (e.g., lunch/coffee)	2.88	3.10	2.84	2.89	3.53
Understanding that individuals have different family and personal responsibilities	3.51	3.44	3.37	3.35	3.77
Acknowledgement of my contributions to my school/unit	3.15	3.20	3.11	3.10	3.62
The degree to which agreements are honored by my supervisor	3.26	3.41	3.32	3.19	3.56
The degree to which my work performance is fairly evaluated	3.25	3.16	3.10	3.09	3.71
Obtaining the resources I need to excel	3.05	3.10	3.17	2.89	3.36

Staff—Means by Office

	Georgia Tech Professional Education	Libraries and Information Center	Office of Information Technology	Office of the President/Provost	Student Life	Development
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Color codes: red < 2.7, green > 3.3

Mentoring/Support from colleagues:

Guidance on obtaining grants	3.00	2.44	3.00	1.75	2.00	
Guidance on publishing your research	3.73	2.59	3.00	2.15		
Offers to collaborate in research	2.00	3.07	3.52	2.33		
Support for your research program	2.50	1.72	3.52	2.13		
Mentoring for teaching	3.00	3.28	3.52	2.86	2.00	

Satisfaction with support from supervisor:

Assistance with establishing professional contacts	3.23	3.32	3.23	3.15	2.94	3.53
Advice on navigating office politics	3.18	3.29	3.19	3.01	2.94	2.81
Mentoring for leadership positions	2.81	2.85	2.97	2.70	2.62	2.87
Mentoring for career advancement	2.79	3.02	3.02	2.69	2.62	2.52
Informal invitations (e.g., lunch/coffee)	3.07	3.29	3.27	3.02	2.73	3.66
Understanding that individuals have different family and personal responsibilities	3.61	3.82	3.59	3.53	3.40	3.71
Acknowledgement of my contributions to my school/unit	3.33	3.41	3.31	3.27	3.18	3.15
The degree to which agreements are honored by my supervisor	3.35	3.76	3.50	3.43	3.25	3.34
The degree to which my work performance is fairly evaluated	3.33	3.59	3.43	3.42	3.18	2.89
Obtaining the resources I need to excel	3.21	3.22	3.30	3.19	3.00	3.04

Staff—Means by Office

Color codes: red < 2.7, green > 3.3

Diversity and Inclusion:

	Auxiliary Services (Campus Services, OHR, Business Services)	Exec. VP for Administration and Finance	Exec. VP for Research	Facilities	Georgia Tech Athletic Association
Georgia Tech is generally a comfortable and inclusive environment for me	3.37	3.47	3.37	3.28	3.19
Diversity is integral to Georgia Tech's ability to successfully fulfill its mission	3.51	3.47	3.56	3.41	3.25
The diversity of our staff contributes to the overall prestige of Georgia Tech	3.38	3.35	3.42	3.30	3.12
Adequate processes are in place to address grievances at Georgia Tech	2.72	2.76	2.91	2.83	2.87
I feel valued and respected by the Georgia Tech community	3.10	3.34	3.18	3.15	2.85
I have considered leaving Georgia Tech because of concerns about collegiality (reverse coded)*	1.95	1.73	2.00	1.96	1.88
I am satisfied with my career progress at Georgia Tech	2.83	2.90	3.00	2.72	2.78
I am satisfied with my current workload balance as it relates to my career goals	2.96	2.96	3.14	2.79	2.73
I freely interact with colleagues across Georgia Tech	3.28	3.45	3.51	3.21	2.98
I am satisfied with my unit's efforts to recruit staff from diverse backgrounds	3.13	3.11	3.31	3.06	3.32
I am satisfied with my unit's efforts to retain staff from diverse backgrounds	3.00	2.92	3.28	2.90	3.25
Hiring practices in my unit are consistent with Georgia Tech's commitment to diversity	3.13	3.13	3.38	3.10	3.30
Promotion practices in my unit are consistent with Georgia Tech's commitment to diversity	2.80	2.86	3.11	2.95	2.95

* - Color codes for reversed item: Red > 2.3, Green < 1.7

Staff—Means by Office

	Georgia Tech Professional Education	Libraries and Information Center	Office of Information Technology	Office of the President/Provost	Student Life	Development
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Color codes: red < 2.7, green > 3.3

Diversity and Inclusion:

Georgia Tech is generally a comfortable and inclusive environment for me	3.35	3.47	3.45	3.37	3.10	3.50
Diversity is integral to Georgia Tech’s ability to successfully fulfill its mission	3.44	3.70	3.55	3.55	3.25	3.75
The diversity of our staff contributes to the overall prestige of Georgia Tech	3.29	3.59	3.47	3.43	3.16	3.52
Adequate processes are in place to address grievances at Georgia Tech	2.63	2.88	3.07	2.53	2.30	2.68
I feel valued and respected by the Georgia Tech community	2.95	3.03	3.29	3.19	2.93	3.36
I have considered leaving Georgia Tech because of concerns about collegiality (reverse coded)*	2.01	1.87	1.73	1.99	2.24	1.51
I am satisfied with my career progress at Georgia Tech	2.93	2.96	2.89	2.74	2.45	2.91
I am satisfied with my current workload balance as it relates to my career goals	2.85	3.10	3.13	2.85	2.41	3.08
I freely interact with colleagues across Georgia Tech	3.30	3.43	3.48	3.50	3.45	3.69
I am satisfied with my unit’s efforts to recruit staff from diverse backgrounds	3.50	3.28	3.62	3.13	3.08	3.32
I am satisfied with my unit’s efforts to retain staff from diverse backgrounds	2.95	2.87	3.45	3.01	2.76	3.39
Hiring practices in my unit are consistent with Georgia Tech’s commitment to diversity	3.47	3.30	3.48	3.31	3.15	3.55
Promotion practices in my unit are consistent with Georgia Tech’s commitment to diversity	2.88	3.22	3.24	2.88	2.76	2.80

* - Color codes for reversed item: Red > 2.3, Green < 1.7

Marginalization by Office

Color codes: red > 1.5, green <1.1

Within the last three years, to what extent have you experienced instances of marginalization at Georgia Tech based on the following personal identity or characteristics:

Marginalization: Gender

Marginalization: Age

Marginalization: Race/ethnicity

Marginalization: Disability

Marginalization: National origin

Marginalization: Language difference or accent

Marginalization: Political perspective

Marginalization: Religion

Marginalization: Sexual orientation

Marginalization: Gender identity/expression

Marginalization: Socioeconomic background

Marginalization: Other

	Auxiliary Services (Campus Services, OHR, Business Services)	Exec. VP for Administration and Finance	Exec. VP for Research	Facilities	Georgia Tech Athletic Association
Marginalization: Gender	1.52	1.49	1.49	1.64	1.58
Marginalization: Age	1.49	1.40	1.36	1.51	1.54
Marginalization: Race/ethnicity	1.65	1.66	1.34	1.66	1.43
Marginalization: Disability	1.11	1.05	1.17	1.13	1.06
Marginalization: National origin	1.19	1.30	1.08	1.33	1.17
Marginalization: Language difference or accent	1.14	1.11	1.10	1.34	1.00
Marginalization: Political perspective	1.37	1.48	1.51	1.71	1.14
Marginalization: Religion	1.25	1.33	1.09	1.44	1.12
Marginalization: Sexual orientation	1.19	1.28	1.07	1.32	1.02
Marginalization: Gender identity/expression	1.13	1.25	1.04	1.26	1.02
Marginalization: Socioeconomic background	1.24	1.20	1.12	1.40	1.05
Marginalization: Other	1.12	1.13	1.15	1.29	1.09

Marginalization by Office

	Georgia Tech Professional Education	Libraries and Information Center	Office of Information Technology	Office of the President/Provost	Student Life	Development
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Color codes: red > 1.5, green <1.1

Within the last three years, to what extent have you experienced instances of marginalization at Georgia Tech based on the following personal identity or characteristics:

Marginalization: Gender	1.26	1.45	1.26	1.64	1.99	1.22
Marginalization: Age	1.43	1.46	1.32	1.61	1.96	1.27
Marginalization: Race/ethnicity	1.12	1.17	1.42	1.38	1.53	1.07
Marginalization: Disability	1.20	1.10	1.07	1.10	1.17	1.02
Marginalization: National origin	1.00	1.04	1.16	1.07	1.19	1.02
Marginalization: Language difference or accent	1.00	1.00	1.13	1.07	1.14	1.02
Marginalization: Political perspective	1.59	1.01	1.42	1.46	1.60	2.03
Marginalization: Religion	1.32	1.08	1.23	1.26	1.46	1.17
Marginalization: Sexual orientation	1.05	1.03	1.11	1.14	1.40	1.02
Marginalization: Gender identity/expression	1.03	1.00	1.08	1.10	1.38	1.02
Marginalization: Socioeconomic background	1.08	1.03	1.15	1.26	1.36	1.21
Marginalization: Other	1.16	1.00	1.10	1.17	1.18	1.02

Disparaging Remarks by Office

Color codes: red > 1.5, green <1.1

Within the past year, how often have you heard a staff member make insensitive or disparaging remarks about one or more of the following groups of people:

Disparaging Remarks: Women

Disparaging Remarks: Men

Disparaging Remarks: Older People

Disparaging Remarks: Younger People

Disparaging Remarks: People's race or ethnicity

Disparaging Remarks: People with disabilities

Disparaging Remarks: People with less education

Disparaging Remarks: People with different nationalities

Disparaging Remarks: People with language differences or accents

Disparaging Remarks: People with particular political views

Disparaging Remarks: People with particular religious affiliations

Disparaging Remarks: People with different socioeconomic backgrounds

Disparaging Remarks: Gay, lesbian, or bisexual people

Disparaging Remarks: Transgender people

Disparaging Remarks: Others (please specify below)

	Auxiliary Services (Campus Services, OHR, Business Services)	Exec. VP for Administration and Finance	Exec. VP for Research	Facilities	Georgia Tech Athletic Association
Disparaging Remarks: Women	1.43	1.41	1.39	1.61	1.46
Disparaging Remarks: Men	1.30	1.34	1.26	1.64	1.24
Disparaging Remarks: Older People	1.29	1.36	1.29	1.48	1.30
Disparaging Remarks: Younger People	1.42	1.52	1.36	1.51	1.36
Disparaging Remarks: People's race or ethnicity	1.39	1.28	1.30	1.62	1.27
Disparaging Remarks: People with disabilities	1.10	1.10	1.08	1.19	1.01
Disparaging Remarks: People with less education	1.46	1.38	1.44	1.45	1.31
Disparaging Remarks: People with different nationalities	1.25	1.25	1.27	1.44	1.08
Disparaging Remarks: People with language differences or accents	1.34	1.34	1.37	1.57	1.22
Disparaging Remarks: People with particular political views	1.52	1.79	1.81	1.81	1.23
Disparaging Remarks: People with particular religious affiliations	1.25	1.28	1.22	1.54	1.15
Disparaging Remarks: People with different socioeconomic backgrounds	1.21	1.27	1.26	1.41	1.18
Disparaging Remarks: Gay, lesbian, or bisexual people	1.30	1.25	1.20	1.42	1.19
Disparaging Remarks: Transgender people	1.25	1.21	1.23	1.38	1.14
Disparaging Remarks: Others (please specify below)	1.03	1.10	1.09	1.16	1.02

Disparaging Remarks by Office

Georgia Tech Professional Education	Libraries and Information Center	Office of Information Technology	Office of the President/Provost	Student Life	Development
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Color codes: red > 1.5, green <1.1

Within the past year, how often have you heard a staff member make insensitive or disparaging remarks about one or more of the following groups of people:

Disparaging Remarks: Women	1.17	1.18	1.20	1.33	1.60	1.24
Disparaging Remarks: Men	1.16	1.08	1.17	1.27	1.23	1.59
Disparaging Remarks: Older People	1.34	1.27	1.21	1.37	1.24	1.13
Disparaging Remarks: Younger People	1.32	1.23	1.19	1.51	1.73	1.55
Disparaging Remarks: People's race or ethnicity	1.12	1.05	1.12	1.28	1.43	1.20
Disparaging Remarks: People with disabilities	1.18	1.08	1.02	1.10	1.26	1.02
Disparaging Remarks: People with less education	1.17	1.34	1.23	1.47	1.51	1.07
Disparaging Remarks: People with different nationalities	1.08	1.02	1.14	1.17	1.29	1.07
Disparaging Remarks: People with language differences or accents	1.13	1.06	1.12	1.34	1.52	1.14
Disparaging Remarks: People with particular political views	1.55	1.45	1.47	1.85	1.82	1.87
Disparaging Remarks: People with particular religious affiliations	1.20	1.18	1.19	1.26	1.38	1.09
Disparaging Remarks: People with different socioeconomic backgrounds	1.07	1.04	1.13	1.18	1.26	1.10
Disparaging Remarks: Gay, lesbian, or bisexual people	1.29	1.04	1.12	1.22	1.49	1.02
Disparaging Remarks: Transgender people	1.22	1.04	1.18	1.25	1.60	1.02
Disparaging Remarks: Others (please specify below)	1.04	1.00	1.04	1.05	1.10	1.18

Staff—Means by Job Category

Color codes: red < 2.7, green > 3.3

In my work environment:

I freely interact with my co-workers/colleagues in my unit
People are sensitive to cultural differences among employees
I feel comfortable sharing my thoughts and ideas
I am comfortable expressing an opinion that is different from others in the workplace
People express disagreements in a respectful manner
My co-workers/colleagues are open- minded when discussing differences among people
My supervisor is open- minded when discussing differences among people
People communicate regularly with each other
People treat each other fairly
Professional development is encouraged
My feedback is sought and respected
Collaboration is encouraged

Support for co-workers/colleagues:

Assistance with establishing professional contacts
Advice on navigating office politics
Mentoring for leadership positions
Mentoring for career advancement
Informal invitations (e.g., lunch/coffee)

Mentoring/Support from colleagues:

Guidance on obtaining grants
Guidance on publishing your research
Offers to collaborate in research
Support for your research program
Mentoring for teaching

Executive (1)	Administrative or Professional (2)	Research (3)	Support Services (4)	GT
3.86	3.75	3.59	3.57	3.69
3.24	3.20	3.31	3.02	3.15
3.39	3.21	3.14	3.09	3.18
3.22	3.06	2.72	3.08	3.07
3.24	3.07	2.70	2.92	3.01
3.18	3.13	2.72	2.95	3.06
3.54	3.44	2.51	3.24	3.35
3.20	3.14	2.91	3.16	3.14
2.89	3.00	3.14	3.02	3.01
3.38	3.26	3.09	3.11	3.21
3.45	3.16	2.30	3.01	3.09
3.44	3.30	3.25	3.22	3.28
3.42	3.20	2.72	3.05	3.14
3.27	2.99	2.59	2.95	2.98
2.84	2.58	2.15	2.60	2.58
2.83	2.58	1.62	2.55	2.55
3.11	3.06	2.74	2.89	3.00
2.00	2.45	1.00	3.00	2.42
4.00	2.49	2.57	2.94	2.61
2.44	2.60	2.46	3.13	2.63
4.00	2.57	1.92	2.99	2.59
3.22	3.00	4.00	2.69	2.99

Staff—Means by Job Category

Color codes: red < 2.7, green > 3.3

Satisfaction with support from supervisor:

Assistance with establishing professional contacts
Advice on navigating office politics
Mentoring for leadership positions
Mentoring for career advancement
Informal invitations (e.g., lunch/coffee)
Understanding that individuals have different family and personal responsibilities
Acknowledgement of my contributions to my school/unit
The degree to which agreements are honored by my supervisor
The degree to which my work performance is fairly evaluated
Obtaining the resources I need to excel

Diversity and Inclusion:

Georgia Tech is generally a comfortable and inclusive environment for me
Diversity is integral to Georgia Tech's ability to successfully fulfill its mission
The diversity of our staff contributes to the overall prestige of Georgia Tech
Adequate processes are in place to address grievances at Georgia Tech
I feel valued and respected by the Georgia Tech community
I have considered leaving Georgia Tech because of concerns about collegiality (reverse coded)*
I am satisfied with my career progress at Georgia Tech
I am satisfied with my current workload balance as it relates to my career goals
I freely interact with colleagues across Georgia Tech
I am satisfied with my unit's efforts to recruit staff from diverse backgrounds
I am satisfied with my unit's efforts to retain staff from diverse backgrounds
Hiring practices in my unit are consistent with Georgia Tech's commitment to diversity
Promotion practices in my unit are consistent with Georgia Tech's commitment to diversity

* - Color codes for reversed item: Red > 2.3, Green < 1.7

Executive (1)	Administrative or Professional (2)	Research (3)	Support Services (4)	GT
3.28	3.12	2.68	3.02	3.09
3.12	3.03	2.36	2.95	2.99
3.02	2.71	2.60	2.73	2.73
2.81	2.74	2.50	2.73	2.73
3.17	3.08	2.71	2.98	3.04
3.67	3.56	2.86	3.40	3.50
3.24	3.30	2.68	3.13	3.22
3.37	3.43	2.78	3.29	3.36
3.10	3.34	2.72	3.16	3.25
3.22	3.20	2.70	3.00	3.12
3.45	3.34	3.47	3.33	3.35
3.47	3.56	3.86	3.42	3.52
3.37	3.44	3.63	3.28	3.39
2.78	2.68	2.34	2.84	2.74
3.43	3.13	3.36	3.13	3.15
1.60	1.94	1.68	1.92	1.92
3.18	2.82	2.44	2.79	2.82
3.18	2.86	3.23	2.91	2.90
3.80	3.41	1.99	3.25	3.35
3.44	3.29	3.51	3.07	3.23
3.43	3.07	3.35	2.96	3.06
3.40	3.32	3.62	3.11	3.26
3.04	2.88	3.15	2.96	2.92

Marginalization by Job Category

Color codes: red > 1.5, green <1.1

Within the last three years, to what extent have you experienced instances of marginalization at Georgia Tech based on the following personal identity or characteristics:

Marginalization: Gender	
Marginalization: Age	
Marginalization: Race/ethnicity	
Marginalization: Disability	
Marginalization: National origin	
Marginalization: Language difference or accent	
Marginalization: Political perspective	
Marginalization: Religion	
Marginalization: Sexual orientation	
Marginalization: Gender identity/expression	
Marginalization: Socioeconomic background	
Marginalization: Other	

Executive (1)	Administrative or Professional (2)	Research (3)	Support Services (4)	GT
1.63	1.57	1.15	1.49	1.53
1.40	1.53	1.42	1.40	1.48
1.45	1.46	1.04	1.63	1.50
1.07	1.09	1.00	1.13	1.10
1.19	1.12	1.00	1.27	1.17
1.00	1.09	1.00	1.24	1.13
1.78	1.41	1.44	1.52	1.47
1.28	1.23	1.18	1.33	1.26
1.14	1.11	1.00	1.24	1.15
1.22	1.10	1.00	1.21	1.14
1.12	1.20	1.04	1.31	1.23
1.07	1.14	1.23	1.18	1.15

Disparaging Remarks by Job Category

Color codes: red > 1.5, green <1.1

Within the past year, how often have you heard a staff member make insensitive or disparaging remarks about one or more of the following groups of people:

Disparaging Remarks: Women
Disparaging Remarks: Men
Disparaging Remarks: Older People
Disparaging Remarks: Younger People
Disparaging Remarks: People's race or ethnicity
Disparaging Remarks: People with disabilities
Disparaging Remarks: People with less education
Disparaging Remarks: People with different nationalities
Disparaging Remarks: People with language differences or accents
Disparaging Remarks: People with particular political views
Disparaging Remarks: People with particular religious affiliations
Disparaging Remarks: People with different socioeconomic backgrounds
Disparaging Remarks: Gay, lesbian, or bisexual people
Disparaging Remarks: Transgender people
Disparaging Remarks: Others (please specify below)

Executive (1)	Administrative or Professional (2)	Research (3)	Support Services (4)	GT
1.50	1.37	1.19	1.42	1.39
1.63	1.25	1.18	1.39	1.31
1.36	1.30	1.14	1.33	1.31
1.65	1.43	1.19	1.40	1.42
1.43	1.27	1.05	1.42	1.32
1.06	1.09	1.00	1.14	1.10
1.52	1.37	1.37	1.42	1.39
1.25	1.18	1.23	1.32	1.23
1.24	1.25	1.21	1.42	1.31
1.85	1.62	1.65	1.62	1.63
1.34	1.22	1.10	1.33	1.26
1.28	1.19	1.00	1.29	1.22
1.34	1.19	1.04	1.32	1.24
1.27	1.21	1.11	1.30	1.24
1.17	1.05	1.00	1.11	1.07

Staff—Frequencies by College

Counts based on weighted data. Total excludes those who did not provide a job function

		Design		Computing		Engineering		Sciences		Ivan Allen College		Scheller College of Business	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
In my work environment:													
I freely interact with my co-workers/colleagues in my unit	Strongly agree	28	71.8%	12	66.7%	129	78.2%	53	60.9%	22	88.0%	21	77.8%
	Somewhat agree	8	20.5%	5	27.8%	30	18.2%	27	31.0%	3	12.0%	5	18.5%
	Somewhat disagree	2	5.1%	0		3	1.8%	3	3.4%	0		0	
	Strongly disagree	1	2.6%	1	5.6%	3	1.8%	4	4.6%	0		1	3.7%
	Total	39		18		165		87		25		27	
People are sensitive to cultural differences among employees	Strongly agree	8	22.2%	7	43.8%	47	30.1%	37	39.4%	11	45.8%	12	46.2%
	Somewhat agree	21	58.3%	7	43.8%	81	51.9%	47	50.0%	11	45.8%	12	46.2%
	Somewhat disagree	6	16.7%	2	12.5%	20	12.8%	6	6.4%	1	4.2%	0	
	Strongly disagree	1	2.8%	0		8	5.1%	4	4.3%	1	4.2%	2	7.7%
	Total	36		16		156		94		24		26	
I feel comfortable sharing my thoughts and ideas	Strongly agree	14	36.8%	8	47.1%	65	40.1%	43	45.7%	12	46.2%	9	33.3%
	Somewhat agree	15	39.5%	5	29.4%	70	43.2%	38	40.4%	13	50.0%	13	48.1%
	Somewhat disagree	6	15.8%	4	23.5%	18	11.1%	6	6.4%	1	3.8%	3	11.1%
	Strongly disagree	3	7.9%	0		9	5.6%	7	7.4%	0		2	7.4%
	Total	38		17		162		94		26		27	
I am comfortable expressing an opinion that is different from others in the workplace	Strongly agree	9	23.7%	7	41.2%	63	38.9%	22	26.2%	12	48.0%	6	23.1%
	Somewhat agree	19	50.0%	6	35.3%	70	43.2%	32	38.1%	10	40.0%	11	42.3%
	Somewhat disagree	7	18.4%	3	17.6%	24	14.8%	23	27.4%	3	12.0%	7	26.9%
	Strongly disagree	3	7.9%	1	5.9%	5	3.1%	7	8.3%	0		2	7.7%
	Total	38		17		162		84		25		26	
People express disagreements in a respectful manner	Strongly agree	6	15.8%	6	31.6%	53	33.1%	20	22.5%	8	30.8%	12	44.4%
	Somewhat agree	22	57.9%	8	42.1%	78	48.8%	49	55.1%	10	38.5%	11	40.7%
	Somewhat disagree	6	15.8%	3	15.8%	21	13.1%	13	14.6%	6	23.1%	3	11.1%
	Strongly disagree	4	10.5%	2	10.5%	8	5.0%	7	7.9%	2	7.7%	1	3.7%
	Total	38		19		160		89		26		27	
My co-workers/colleagues are open-minded when discussing differences among people	Strongly agree	11	28.9%	6	40.0%	50	34.0%	20	21.5%	11	45.8%	9	34.6%
	Somewhat agree	22	57.9%	8	53.3%	76	51.7%	52	55.9%	9	37.5%	12	46.2%
	Somewhat disagree	3	7.9%	1	6.7%	17	11.6%	12	12.9%	2	8.3%	3	11.5%
	Strongly disagree	2	5.3%	0		4	2.7%	9	9.7%	2	8.3%	2	7.7%
	Total	38		15		147		93		24		26	

Staff—Frequencies by College

Counts based on weighted data. Total excludes those who did not provide a job function

		Design		Computing		Engineering		Sciences		Ivan Allen College		Scheller College of Business	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
In my work environment (cont'd):													
My supervisor is open- minded when discussing differences among people	Strongly agree	19	51.4%	11	68.8%	88	59.9%	31	38.3%	19	79.2%	16	64.0%
	Somewhat agree	12	32.4%	4	25.0%	39	26.5%	35	43.2%	1	4.2%	6	24.0%
	Somewhat disagree	3	8.1%	1	6.3%	12	8.2%	9	11.1%	1	4.2%	2	8.0%
	Strongly disagree	3	8.1%	0		8	5.4%	6	7.4%	3	12.5%	1	4.0%
	Total	37		16		147		81		24		25	
People communicate regularly with each other	Strongly agree	18	48.6%	9	56.3%	56	35.0%	32	33.7%	14	56.0%	14	51.9%
	Somewhat agree	16	43.2%	6	37.5%	76	47.5%	26	27.4%	8	32.0%	9	33.3%
	Somewhat disagree	2	5.4%	0		22	13.8%	25	26.3%	1	4.0%	3	11.1%
	Strongly disagree	1	2.7%	1	6.3%	6	3.8%	12	12.6%	2	8.0%	1	3.7%
	Total	37		16		160		95		25		27	
People treat each other fairly	Strongly agree	12	33.3%	7	38.9%	50	32.3%	33	35.5%	10	40.0%	10	38.5%
	Somewhat agree	15	41.7%	7	38.9%	70	45.2%	38	40.9%	8	32.0%	10	38.5%
	Somewhat disagree	4	11.1%	2	11.1%	22	14.2%	11	11.8%	5	20.0%	1	3.8%
	Strongly disagree	5	13.9%	2	11.1%	13	8.4%	11	11.8%	2	8.0%	5	19.2%
	Total	36		18		155		93		25		26	
Professional development is encouraged	Strongly agree	28	75.7%	9	52.9%	52	34.4%	40	43.0%	17	68.0%	13	48.1%
	Somewhat agree	8	21.6%	4	23.5%	63	41.7%	27	29.0%	4	16.0%	9	33.3%
	Somewhat disagree	0		4	23.5%	28	18.5%	15	16.1%	4	16.0%	2	7.4%
	Strongly disagree	1	2.7%	0		8	5.3%	11	11.8%	0		3	11.1%
	Total	37		17		151		93		25		27	
My feedback is sought and respected	Strongly agree	20	51.3%	8	47.1%	71	45.2%	22	23.2%	15	57.7%	12	42.9%
	Somewhat agree	10	25.6%	5	29.4%	46	29.3%	37	38.9%	9	34.6%	11	39.3%
	Somewhat disagree	4	10.3%	2	11.8%	23	14.6%	25	26.3%	0		1	3.6%
	Strongly disagree	5	12.8%	2	11.8%	17	10.8%	11	11.6%	2	7.7%	4	14.3%
	Total	39		17		157		95		26		28	
Collaboration is encouraged	Strongly agree	18	50.0%	11	68.8%	63	41.7%	39	41.5%	18	78.3%	14	53.8%
	Somewhat agree	16	44.4%	3	18.8%	60	39.7%	41	43.6%	3	13.0%	7	26.9%
	Somewhat disagree	1	2.8%	2	12.5%	16	10.6%	7	7.4%	1	4.3%	4	15.4%
	Strongly disagree	1	2.8%	0		12	7.9%	7	7.4%	1	4.3%	1	3.8%
	Total	36		16		151		94		23		26	

Staff—Frequencies by College

Counts based on weighted data. Total excludes those who did not provide a job function

		Design		Computing		Engineering		Sciences		Ivan Allen College		Scheller College of Business	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Support from co-workers/colleagues:													
Assistance with establishing professional contacts	Very satisfied	13	41.9%	9	52.9%	55	35.0%	16	21.9%	11	55.0%	9	36.0%
	Somewhat satisfied	17	54.8%	3	17.6%	64	40.8%	39	53.4%	5	25.0%	11	44.0%
	Somewhat dissatisfied	1	3.2%	2	11.8%	30	19.1%	8	11.0%	4	20.0%	3	12.0%
	Very dissatisfied	0		3	17.6%	8	5.1%	10	13.7%	0		2	8.0%
	Total	31		17		157		73		20		25	
Advice on navigating office politics	Very satisfied	11	30.6%	7	43.8%	46	31.9%	9	12.7%	10	52.6%	8	30.8%
	Somewhat satisfied	20	55.6%	5	31.3%	62	43.1%	41	57.7%	5	26.3%	12	46.2%
	Somewhat dissatisfied	4	11.1%	1	6.3%	24	16.7%	7	9.9%	3	15.8%	5	19.2%
	Very dissatisfied	1	2.8%	3	18.8%	12	8.3%	14	19.7%	1	5.3%	1	3.8%
	Total	36		16		144		71		19		26	
Mentoring for leadership positions	Very satisfied	11	32.4%	4	25.0%	26	17.9%	6	8.8%	7	33.3%	4	15.4%
	Somewhat satisfied	11	32.4%	6	37.5%	43	29.7%	31	45.6%	7	33.3%	12	46.2%
	Somewhat dissatisfied	9	26.5%	3	18.8%	46	31.7%	12	17.6%	2	9.5%	6	23.1%
	Very dissatisfied	3	8.8%	3	18.8%	30	20.7%	19	27.9%	5	23.8%	4	15.4%
	Total	34		16		145		68		21		26	
Mentoring for career advancement	Very satisfied	11	33.3%	4	25.0%	20	13.2%	7	10.1%	8	36.4%	4	16.0%
	Somewhat satisfied	13	39.4%	6	37.5%	47	31.1%	22	31.9%	6	27.3%	10	40.0%
	Somewhat dissatisfied	8	24.2%	3	18.8%	49	32.5%	20	29.0%	3	13.6%	6	24.0%
	Very dissatisfied	1	3.0%	3	18.8%	35	23.2%	20	29.0%	5	22.7%	5	20.0%
	Total	33		16		151		69		22		25	
Informal invitations (e.g., lunch/coffee)	Very satisfied	20	54.1%	7	43.8%	54	38.0%	17	22.1%	9	40.9%	10	37.0%
	Somewhat satisfied	12	32.4%	6	37.5%	54	38.0%	36	46.8%	10	45.5%	11	40.7%
	Somewhat dissatisfied	3	8.1%	1	6.3%	24	16.9%	10	13.0%	2	9.1%	5	18.5%
	Very dissatisfied	2	5.4%	2	12.5%	10	7.0%	14	18.2%	1	4.5%	1	3.7%
	Total	37		16		142		77		22		27	

Staff—Frequencies by College

Counts based on weighted data. Total excludes those who did not provide a job function

		Design		Computing		Engineering		Sciences		Ivan Allen College		Scheller College of Business	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Mentoring or support from colleagues in:													
				1	50.0%	2	28.6%	1	11.1%	2		0	
				1	50.0%	1	14.3%	3	33.3%	0		0	
Guidance on obtaining grants	Somewhat dissatisfied			0		1	14.3%	2	22.2%	3		0	
				0		3	42.9%	3	33.3%	1		0	
				2		7		9		6		0	
				1	50.0%	1	11.1%	1	7.1%	0		0	
				0		3	33.3%	8	57.1%	3	60.0%	0	
Guidance on publishing your research	Somewhat dissatisfied			1	50.0%	3	33.3%	2	14.3%	1	20.0%	0	
				0		2	22.2%	3	21.4%	1	20.0%	0	
				2		9		14		5		0	
				1	50.0%	2	20.0%	1	9.1%	1	16.7%	0	
				1	50.0%	5	50.0%	4	36.4%	0		0	
Offers to collaborate in research	Somewhat dissatisfied			0		3	30.0%	3	27.3%	4	66.7%	0	
				0		0		3	27.3%	1	16.7%	0	
				2		10		11		6		0	
				2		1	12.5%	1	10.0%	1	20.0%	0	
				0		6	75.0%	2	20.0%	3	60.0%	0	
Support for your research program	Somewhat dissatisfied			0		0		3	30.0%	0		0	
				0		1	12.5%	4	40.0%	1	20.0%	0	
				2		8		10		5		0	
				1	33.3%	11	61.1%	4	19.0%	2	20.0%	2	
				2	66.7%	2	11.1%	8	38.1%	5	50.0%	0	
Mentoring for Teaching	Somewhat dissatisfied			0		5	27.8%	3	14.3%	0		0	
				0		0		6	28.6%	3	30.0%	0	
				3		18		21		10		2	

Staff—Frequencies by College

Counts based on weighted data. Total excludes those who did not provide a job function

		Design		Computing		Engineering		Sciences		Ivan Allen College		Scheller College of Business	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Satisfaction with support from supervisor:													
Assistance with establishing professional contacts	Very satisfied	12	37.5%	8	57.1%	50	39.7%	30	42.9%	12	52.2%	8	38.1%
	Somewhat satisfied	14	43.8%	2	14.3%	39	31.0%	21	30.0%	6	26.1%	9	42.9%
	Somewhat dissatisfied	3	9.4%	2	14.3%	21	16.7%	7	10.0%	1	4.3%	3	14.3%
	Very dissatisfied	3	9.4%	2	14.3%	16	12.7%	12	17.1%	4	17.4%	1	4.8%
	Total	32		14		126		70		23		21	
Advice on navigating office politics	Very satisfied	12	33.3%	8	50.0%	44	34.6%	17	23.0%	15	65.2%	10	40.0%
	Somewhat satisfied	18	50.0%	4	25.0%	49	38.6%	35	47.3%	3	13.0%	10	40.0%
	Somewhat dissatisfied	4	11.1%	1	6.3%	16	12.6%	10	13.5%	1	4.3%	4	16.0%
	Very dissatisfied	2	5.6%	3	18.8%	18	14.2%	12	16.2%	4	17.4%	1	4.0%
	Total	36		16		127		74		23		25	
Mentoring for leadership positions	Very satisfied	11	33.3%	5	35.7%	33	28.0%	22	33.8%	13	54.2%	5	20.8%
	Somewhat satisfied	13	39.4%	5	35.7%	31	26.3%	13	20.0%	5	20.8%	8	33.3%
	Somewhat dissatisfied	4	12.1%	2	14.3%	32	27.1%	12	18.5%	1	4.2%	7	29.2%
	Very dissatisfied	5	15.2%	2	14.3%	22	18.6%	18	27.7%	5	20.8%	4	16.7%
	Total	33		14		118		65		24		24	
Mentoring for career advancement	Very satisfied	14	42.4%	5	33.3%	34	26.8%	23	32.4%	12	50.0%	6	24.0%
	Somewhat satisfied	9	27.3%	5	33.3%	33	26.0%	19	26.8%	5	20.8%	9	36.0%
	Somewhat dissatisfied	6	18.2%	2	13.3%	31	24.4%	10	14.1%	2	8.3%	7	28.0%
	Very dissatisfied	4	12.1%	3	20.0%	29	22.8%	19	26.8%	5	20.8%	3	12.0%
	Total	33		15		127		71		24		25	
Informal invitations (e.g., lunch/coffee)	Very satisfied	18	54.5%	6	42.9%	56	47.9%	23	34.3%	15	65.2%	12	48.0%
	Somewhat satisfied	11	33.3%	5	35.7%	33	28.2%	23	34.3%	3	13.0%	3	12.0%
	Somewhat dissatisfied	2	6.1%	2	14.3%	16	13.7%	10	14.9%	2	8.7%	8	32.0%
	Very dissatisfied	2	6.1%	1	7.1%	12	10.3%	11	16.4%	3	13.0%	2	8.0%
	Total	33		14		117		67		23		25	

Staff—Frequencies by College

Counts based on weighted data. Total excludes those who did not provide a job function

		Design		Computing		Engineering		Sciences		Ivan Allen College		Scheller College of Business	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Satisfaction with support from supervisor (cont'd):													
Understanding that individuals have different family and personal responsibilities	Very satisfied	27	79.4%	12	75.0%	94	67.6%	44	55.0%	22	88.0%	14	60.9%
	Somewhat satisfied	4	11.8%	2	12.5%	31	22.3%	25	31.3%	2	8.0%	6	26.1%
	Somewhat dissatisfied	2	5.9%	1	6.3%	8	5.8%	5	6.3%	0		1	4.3%
	Very dissatisfied	1	2.9%	1	6.3%	6	4.3%	6	7.5%	1	4.0%	2	8.7%
	Total	34		16		139		80		25		23	
Acknowledgement of my contributions to my school/unit	Very satisfied	20	58.8%	11	68.8%	73	51.0%	40	50.0%	19	76.0%	14	53.8%
	Somewhat satisfied	11	32.4%	3	18.8%	40	28.0%	21	26.3%	4	16.0%	7	26.9%
	Somewhat dissatisfied	0		1	6.3%	22	15.4%	9	11.3%	2	8.0%	3	11.5%
	Very dissatisfied	3	8.8%	1	6.3%	8	5.6%	10	12.5%	0		2	7.7%
	Total	34		16		143		80		25		26	
The degree to which agreements are honored by my supervisor	Very satisfied	24	66.7%	13	81.3%	85	61.6%	41	52.6%	18	75.0%	15	60.0%
	Somewhat satisfied	9	25.0%	1	6.3%	35	25.4%	25	32.1%	4	16.7%	6	24.0%
	Somewhat dissatisfied	1	2.8%	1	6.3%	11	8.0%	5	6.4%	1	4.2%	4	16.0%
	Very dissatisfied	2	5.6%	1	6.3%	7	5.1%	7	9.0%	1	4.2%	0	
	Total	36		16		138		78		24		25	
The degree to which my work performance is fairly evaluated	Very satisfied	21	61.8%	12	80.0%	65	49.2%	42	54.5%	17	68.0%	17	65.4%
	Somewhat satisfied	7	20.6%	2	13.3%	42	31.8%	15	19.5%	4	16.0%	3	11.5%
	Somewhat dissatisfied	3	8.8%	1	6.7%	16	12.1%	8	10.4%	1	4.0%	5	19.2%
	Very dissatisfied	3	8.8%	0		9	6.8%	12	15.6%	3	12.0%	1	3.8%
	Total	34		15		132		77		25		26	
Obtaining the resources I need to excel	Very satisfied	22	62.9%	8	50.0%	67	47.2%	33	41.8%	14	58.3%	14	53.8%
	Somewhat satisfied	11	31.4%	6	37.5%	42	29.6%	25	31.6%	7	29.2%	6	23.1%
	Somewhat dissatisfied	2	5.7%	1	6.3%	26	18.3%	8	10.1%	2	8.3%	4	15.4%
	Very dissatisfied	0		1	6.3%	7	4.9%	13	16.5%	1	4.2%	2	7.7%
	Total	35		16		142		79		24		26	

Staff—Frequencies by College

Counts based on weighted data. Total excludes those who did not provide a job function

		Design		Computing		Engineering		Sciences		Ivan Allen College		Scheller College of Business	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Diversity and Inclusion:													
Georgia Tech is generally a comfortable and inclusive environment for me	Strongly agree	15	45.5%	6	37.5%	65	46.8%	36	44.4%	8	34.8%	16	61.5%
	Somewhat agree	12	36.4%	8	50.0%	60	43.2%	36	44.4%	11	47.8%	7	26.9%
	Somewhat disagree	4	12.1%	1	6.3%	11	7.9%	6	7.4%	2	8.7%	3	11.5%
	Strongly disagree	2	6.1%	1	6.3%	3	2.2%	3	3.7%	2	8.7%	0	
	Total	33		16		139		81		23		26	
Diversity is integral to Georgia Tech's ability to successfully fulfill its mission	Strongly agree	24	70.6%	10	66.7%	90	68.2%	55	72.4%	16	66.7%	20	80.0%
	Somewhat agree	7	20.6%	4	26.7%	34	25.8%	16	21.1%	7	29.2%	3	12.0%
	Somewhat disagree	3	8.8%	1	6.7%	5	3.8%	4	5.3%	0		1	4.0%
	Strongly disagree	0		0		3	2.3%	1	1.3%	1	4.2%	1	4.0%
	Total	34		15		132		76		24		25	
The diversity of our staff contributes to the overall prestige of Georgia Tech	Strongly agree	22	64.7%	7	46.7%	75	57.3%	46	62.2%	16	69.6%	17	65.4%
	Somewhat agree	7	20.6%	6	40.0%	43	32.8%	18	24.3%	5	21.7%	8	30.8%
	Somewhat disagree	5	14.7%	1	6.7%	9	6.9%	8	10.8%	1	4.3%	1	3.8%
	Strongly disagree	0		1	6.7%	4	3.1%	2	2.7%	1	4.3%	0	
	Total	34		15		131		74		23		26	
Adequate processes are in place to address grievances at Georgia Tech	Strongly agree	5	20.8%	4	30.8%	19	17.0%	9	17.6%	6	30.0%	10	43.5%
	Somewhat agree	11	45.8%	5	38.5%	49	43.8%	23	45.1%	6	30.0%	5	21.7%
	Somewhat disagree	4	16.7%	4	30.8%	20	17.9%	13	25.5%	4	20.0%	4	17.4%
	Strongly disagree	4	16.7%	0		24	21.4%	6	11.8%	4	20.0%	4	17.4%
	Total	24		13		112		51		20		23	
I feel valued and respected by the Georgia Tech community	Strongly agree	13	39.4%	4	26.7%	48	35.0%	24	31.6%	9	39.1%	13	54.2%
	Somewhat agree	15	45.5%	7	46.7%	66	48.2%	37	48.7%	10	43.5%	7	29.2%
	Somewhat disagree	2	6.1%	2	13.3%	18	13.1%	10	13.2%	3	13.0%	2	8.3%
	Strongly disagree	3	9.1%	2	13.3%	5	3.6%	5	6.6%	1	4.3%	2	8.3%
	Total	33		15		137		76		23		24	
I have considered leaving Georgia Tech because of concerns about collegiality	Strongly agree	4	13.8%	2	15.4%	14	11.2%	9	13.0%	0		2	8.0%
	Somewhat agree	2	6.9%	3	23.1%	30	24.0%	22	31.9%	3	17.6%	6	24.0%
	Somewhat disagree	9	31.0%	1	7.7%	14	11.2%	6	8.7%	1	5.9%	2	8.0%
	Strongly disagree	14	48.3%	7	53.8%	67	53.6%	32	46.4%	13	76.5%	15	60.0%
	Total	29		13		125		69		17		25	

Staff—Frequencies by College

Counts based on weighted data. Total excludes those who did not provide a job function

		Design		Computing		Engineering		Sciences		Ivan Allen College		Scheller College of Business	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Diversity and Inclusion (cont'd):													
I am satisfied with my career progress at Georgia Tech	Strongly agree	13	38.2%	5	31.3%	38	28.6%	18	22.2%	7	29.2%	6	26.1%
	Somewhat agree	14	41.2%	6	37.5%	52	39.1%	30	37.0%	10	41.7%	12	52.2%
	Somewhat disagree	3	8.8%	3	18.8%	28	21.1%	18	22.2%	3	12.5%	2	8.7%
	Strongly disagree	4	11.8%	2	12.5%	15	11.3%	15	18.5%	4	16.7%	3	13.0%
	Total	34		16		133		81		24		23	
I am satisfied with my current workload balance as it relates to my career goals	Strongly agree	13	38.2%	4	28.6%	33	24.6%	22	27.5%	9	37.5%	7	26.9%
	Somewhat agree	18	52.9%	7	50.0%	57	42.5%	28	35.0%	10	41.7%	10	38.5%
	Somewhat disagree	1	2.9%	3	21.4%	29	21.6%	16	20.0%	0		6	23.1%
	Strongly disagree	2	5.9%	0		15	11.2%	14	17.5%	5	20.8%	3	11.5%
	Total	34		14		134		80		24		26	
I freely interact with colleagues across Georgia Tech	Strongly agree	16	48.5%	6	42.9%	84	61.3%	29	35.8%	16	66.7%	14	56.0%
	Somewhat agree	12	36.4%	5	35.7%	44	32.1%	28	34.6%	6	25.0%	8	32.0%
	Somewhat disagree	5	15.2%	2	14.3%	7	5.1%	9	11.1%	2	8.3%	3	12.0%
	Strongly disagree	0		1	7.1%	2	1.5%	15	18.5%	0		0	
	Total	33		14		137		81		24		25	
I am satisfied with my unit's efforts to recruit staff from diverse backgrounds	Strongly agree	16	53.3%	6	42.9%	58	48.3%	31	50.0%	17	73.9%	13	56.5%
	Somewhat agree	14	46.7%	7	50.0%	42	35.0%	21	33.9%	3	13.0%	6	26.1%
	Somewhat disagree	0		0		14	11.7%	7	11.3%	0		4	17.4%
	Strongly disagree	0		1	7.1%	6	5.0%	3	4.8%	3	13.0%	0	
	Total	30		14		120		62		23		23	
I am satisfied with my unit's efforts to retain staff from diverse backgrounds	Strongly agree	12	40.0%	5	33.3%	48	41.4%	24	38.1%	14	60.9%	14	56.0%
	Somewhat agree	15	50.0%	6	40.0%	41	35.3%	23	36.5%	6	26.1%	7	28.0%
	Somewhat disagree	0		2	13.3%	17	14.7%	7	11.1%	0		3	12.0%
	Strongly disagree	3	10.0%	2	13.3%	10	8.6%	9	14.3%	3	13.0%	1	4.0%
	Total	30		15		116		63		23		25	

Staff—Frequencies by College

Counts based on weighted data. Total excludes those who did not provide a job function

		Design		Computing		Engineering		Sciences		Ivan Allen College		Scheller College of Business	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Diversity and Inclusion (cont'd):													
Hiring practices in my unit are consistent with Georgia Tech's commitment to diversity	Strongly agree	21	67.7%	6	46.2%	53	46.5%	30	53.6%	16	72.7%	14	73.7%
	Somewhat agree	9	29.0%	5	38.5%	39	34.2%	17	30.4%	3	13.6%	3	15.8%
	Somewhat disagree	0		1	7.7%	14	12.3%	6	10.7%	1	4.5%	2	10.5%
	Strongly disagree	1	3.2%	1	7.7%	8	7.0%	3	5.4%	2	9.1%	0	
	Total	31		13		114		56		22		19	
Promotion practices in my unit are consistent with Georgia Tech's commitment to diversity	Strongly agree	18	66.7%	7	53.8%	35	34.0%	17	34.7%	9	50.0%	9	45.0%
	Somewhat agree	2	7.4%	4	30.8%	25	24.3%	16	32.7%	4	22.2%	4	20.0%
	Somewhat disagree	5	18.5%	1	7.7%	19	18.4%	11	22.4%	1	5.6%	6	30.0%
	Strongly disagree	2	7.4%	1	7.7%	24	23.3%	5	10.2%	4	22.2%	1	5.0%
	Total	27		13		103		49		18		20	

Staff—Frequencies by College

Counts based on weighted data. Total excludes those who did not provide a job function

		Design		Computing		Engineering		Sciences		Ivan Allen College		Scheller College of Business	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Within the last three years, to what extent have you experienced instances of marginalization at Georgia Tech based on the following personal identity or characteristics:													
Gender	Not at all	9	56.3%	20	57.1%	92	66.7%	49	68.1%	14	63.6%	18	66.7%
	Slightly	4	25.0%	11	31.4%	19	13.8%	13	18.1%	4	18.2%	5	18.5%
	Somewhat	2	12.5%	3	8.6%	22	15.9%	6	8.3%	3	13.6%	3	11.1%
	Greatly	1	6.3%	1	2.9%	5	3.6%	4	5.6%	1	4.5%	1	3.7%
	Total	16		35		138		72		22		27	
Age	Not at all	12	75.0%	28	80.0%	103	75.2%	55	75.3%	18	81.8%	15	57.7%
	Slightly	3	18.8%	5	14.3%	11	8.0%	9	12.3%	3	13.6%	5	19.2%
	Somewhat	1	6.3%	1	2.9%	17	12.4%	6	8.2%	1	4.5%	5	19.2%
	Greatly	0	0.0%	1	2.9%	6	4.4%	3	4.1%	0	0.0%	1	3.8%
	Total	16		35		137		73		22		26	
Race / Ethnicity	Not at all	11	68.8%	26	72.2%	99	72.3%	47	64.4%	16	72.7%	18	72.0%
	Slightly	2	12.5%	4	11.1%	17	12.4%	13	17.8%	4	18.2%	3	12.0%
	Somewhat	1	6.3%	3	8.3%	13	9.5%	8	11.0%	1	4.5%	2	8.0%
	Greatly	2	12.5%	3	8.3%	8	5.8%	5	6.8%	1	4.5%	2	8.0%
	Total	16		36		137		73		22		25	
Disability	Not at all	15	100.0%	33	94.3%	125	94.7%	67	98.5%	17	77.3%	25	96.2%
	Slightly	0	0.0%	2	5.7%	3	2.3%	1	1.5%	2	9.1%	0	0.0%
	Somewhat	0	0.0%	0	0.0%	3	2.3%	0	0.0%	3	13.6%	0	0.0%
	Greatly	0	0.0%	0	0.0%	1	0.8%	0	0.0%	0	0.0%	1	3.8%
	Total	15		35		132		68		22		26	
National origin	Not at all	15	93.8%	31	86.1%	129	94.9%	63	86.3%	22	100.0%	25	96.2%
	Slightly	1	6.3%	2	5.6%	2	1.5%	3	4.1%	0	0.0%	0	0.0%
	Somewhat	0	0.0%	2	5.6%	4	2.9%	6	8.2%	0	0.0%	0	0.0%
	Greatly	0	0.0%	1	2.8%	1	0.7%	1	1.4%	0	0.0%	1	3.8%
	Total	16		36		136		73		22		26	
Language difference or accent	Not at all	15	100.0%	34	97.1%	125	91.9%	67	94.4%	21	95.5%	23	85.2%
	Slightly	0	0.0%	0	0.0%	6	4.4%	1	1.4%	0	0.0%	2	7.4%
	Somewhat	0	0.0%	0	0.0%	5	3.7%	1	1.4%	1	4.5%	1	3.7%
	Greatly	0	0.0%	1	2.9%	0	0.0%	2	2.8%	0	0.0%	1	3.7%
	Total	15		35		136		71		22		27	

Staff—Frequencies by College

Counts based on weighted data. Total excludes those who did not provide a job function

		Design		Computing		Engineering		Sciences		Ivan Allen College		Scheller College of Business	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Within the last three years, to what extent have you experienced instances of marginalization at Georgia Tech based on the following personal identity or characteristics:													
Political perspective	Not at all	12	75.0%	25	73.5%	102	75.0%	57	81.4%	17	77.3%	19	73.1%
	Slightly	3	18.8%	6	17.6%	14	10.3%	10	14.3%	2	9.1%	5	19.2%
	Somewhat	1	6.3%	2	5.9%	14	10.3%	2	2.9%	2	9.1%	1	3.8%
	Greatly	0		1	2.9%	6	4.4%	1	1.4%	1	4.5%	1	3.8%
	Total	16		34		136		70		22		26	
Religion	Not at all	14	87.5%	30	88.2%	117	86.0%	65	90.3%	18	85.7%	23	88.5%
	Slightly	1	6.3%	2	5.9%	6	4.4%	3	4.2%	1	4.8%	0	
	Somewhat	1	6.3%	1	2.9%	10	7.4%	3	4.2%	0		2	7.7%
	Greatly	0		1	2.9%	3	2.2%	1	1.4%	2	9.5%	1	3.8%
	Total	16		34		136		72		21		26	
Sexual orientation	Not at all	14	82.4%	34	97.1%	130	96.3%	70	98.6%	21	95.5%	24	88.9%
	Slightly	1	5.9%	1	2.9%	3	2.2%	0		1	4.5%	1	3.7%
	Somewhat	1	5.9%	0		0		1	1.4%	0		2	7.4%
	Greatly	1	5.9%	0		2	1.5%	0		0		0	
	Total	17		35		135		71		22		27	
Gender identity / expression	Not at all	14	87.5%	33	94.3%	124	93.2%	70	98.6%	22	100.0%	25	92.6%
	Slightly	1	6.3%	2	5.7%	4	3.0%	0		0		1	3.7%
	Somewhat	0		0		3	2.3%	1	1.4%	0		1	3.7%
	Greatly	1	6.3%	0		2	1.5%	0		0		0	
	Total	16		35		133		71		22		27	
Socioeconomic Background	Not at all	12	80.0%	30	85.7%	113	85.0%	62	88.6%	19	86.4%	20	76.9%
	Slightly	2	13.3%	4	11.4%	12	9.0%	2	2.9%	2	9.1%	5	19.2%
	Somewhat	1	6.7%	1	2.9%	7	5.3%	6	8.6%	1	4.5%	1	3.8%
	Greatly	0		0		1	0.8%	0		0		0	
	Total	15		35		133		70		22		26	
Other	Not at all	8	80.0%	28	100.0%	93	87.7%	47	94.0%	13	92.9%	18	90.0%
	Slightly	0		0		3	2.8%	3	6.0%	0		1	5.0%
	Somewhat	1	10.0%	0		5	4.7%	0		0		1	5.0%
	Greatly	1	10.0%	0		5	4.7%	0		1	7.1%	0	
	Total	10		28		106		50		14		20	

Staff—Frequencies by College

Counts based on weighted data. Total excludes those who did not provide a job function

		Design		Computing		Engineering		Sciences		Ivan Allen College		Scheller College of Business	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Within the past year, how often have you heard a staff member make an insensitive or disparaging remark with respect to:													
Women	Never	11	68.8%	23	65.7%	97	70.8%	51	75.0%	15	68.2%	16	64.0%
	Sometimes	4	25.0%	11	31.4%	36	26.3%	14	20.6%	6	27.3%	7	28.0%
	Often	1	6.3%	1	2.9%	4	2.9%	1	1.5%	1	4.5%	1	4.0%
	Very Often	0		0		0		2	2.9%	0		1	4.0%
	Total	16		35		137		68		22		25	
Men	Never	11	68.8%	25	71.4%	111	81.6%	54	79.4%	19	86.4%	18	72.0%
	Sometimes	5	31.3%	8	22.9%	25	18.4%	11	16.2%	2	9.1%	7	28.0%
	Often	0		1	2.9%	0		2	2.9%	1	4.5%	0	
	Very Often	0		1	2.9%	0		1	1.5%	0		0	
	Total	16		35		136		68		22		25	
Older People	Never	11	68.8%	27	77.1%	105	76.6%	57	83.8%	18	81.8%	21	84.0%
	Sometimes	5	31.3%	8	22.9%	28	20.4%	9	13.2%	4	18.2%	3	12.0%
	Often	0		0		3	2.2%	1	1.5%	0		0	
	Very Often	0		0		1	0.7%	1	1.5%	0		1	4.0%
	Total	16		35		137		68		22		25	
Younger people	Never	9	56.3%	23	65.7%	87	64.4%	48	70.6%	15	68.2%	18	69.2%
	Sometimes	6	37.5%	11	31.4%	39	28.9%	17	25.0%	6	27.3%	7	26.9%
	Often	1	6.3%	1	2.9%	8	5.9%	2	2.9%	1	4.5%	0	
	Very Often	0		0		1	0.7%	1	1.5%	0		1	3.8%
	Total	16		35		135		68		22		26	
People's race or ethnicity	Never	12	75.0%	25	71.4%	96	70.6%	57	82.6%	16	72.7%	19	73.1%
	Sometimes	4	25.0%	9	25.7%	37	27.2%	10	14.5%	6	27.3%	4	15.4%
	Often	0		0		3	2.2%	1	1.4%	0		3	11.5%
	Very Often	0		1	2.9%	0		1	1.4%	0		0	
	Total	16		35		136		69		22		26	
People with disabilities	Never	15	100.0%	28	82.4%	127	95.5%	65	95.6%	18	81.8%	24	92.3%
	Sometimes	0		6	17.6%	5	3.8%	2	2.9%	3	13.6%	2	7.7%
	Often	0		0		1	0.8%	1	1.5%	1	4.5%	0	
	Very Often	0		0		0		0		0		0	
	Total	15		34		133		68		22		26	

Staff—Frequencies by College

Counts based on weighted data. Total excludes those who did not provide a job function

	Design		Computing		Engineering		Sciences		Ivan Allen College		Scheller College of Business		
	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	
Within the past year, how often have you heard a staff member make an insensitive or disparaging remark with respect to (cont'd):													
People with less education	Never	11	68.8%	23	67.6%	93	69.4%	53	76.8%	15	68.2%	20	76.9%
	Sometimes	3	18.8%	10	29.4%	30	22.4%	12	17.4%	4	18.2%	6	23.1%
	Often	2	12.5%	1	2.9%	10	7.5%	2	2.9%	1	4.5%	0	
	Very Often	0		0		1	0.7%	2	2.9%	2	9.1%	0	
	Total	16		34		134		69		22		26	
People with different nationalities	Never	14	87.5%	29	85.3%	106	79.1%	56	82.4%	17	77.3%	21	84.0%
	Sometimes	1	6.3%	4	11.8%	25	18.7%	11	16.2%	5	22.7%	3	12.0%
	Often	1	6.3%	1	2.9%	2	1.5%	1	1.5%	0		1	4.0%
	Very Often	0		0		1	0.7%	0		0		0	
	Total	16		34		134		68		22		25	
People with language differences/accents	Never	14	87.5%	22	64.7%	103	77.4%	53	77.9%	18	81.8%	21	84.0%
	Sometimes	1	6.3%	10	29.4%	25	18.8%	15	22.1%	4	18.2%	3	12.0%
	Often	1	6.3%	2	5.9%	5	3.8%	0		0		0	
	Very Often	0		0		0		0		0		1	4.0%
	Total	16		34		133		68		22		25	
People with particular political views	Never	8	53.3%	18	51.4%	71	52.2%	36	52.2%	13	59.1%	15	57.7%
	Sometimes	7	46.7%	13	37.1%	50	36.8%	27	39.1%	6	27.3%	9	34.6%
	Often	0		4	11.4%	12	8.8%	4	5.8%	2	9.1%	1	3.8%
	Very Often	0		0		3	2.2%	2	2.9%	1	4.5%	1	3.8%
	Total	15		35		136		69		22		26	
People with particular religious affiliations	Never	12	80.0%	28	84.8%	107	79.3%	61	89.7%	21	95.5%	21	84.0%
	Sometimes	3	20.0%	4	12.1%	28	20.7%	4	5.9%	1	4.5%	3	12.0%
	Often	0		1	3.0%	0		3	4.4%	0		0	
	Very Often	0		0		0		0		0		1	4.0%
	Total	15		33		135		68		22		25	
People with different socioeconomic backgrounds	Never	14	87.5%	26	74.3%	109	81.3%	58	86.6%	19	86.4%	21	84.0%
	Sometimes	2	12.5%	9	25.7%	23	17.2%	6	9.0%	1	4.5%	4	16.0%
	Often	0		0		2	1.5%	3	4.5%	2	9.1%	0	
	Very Often	0		0		0		0		0		0	
	Total	16		35		134		67		22		25	

Staff—Frequencies by College

Counts based on weighted data. Total excludes those who did not provide a job function

		Design		Computing		Engineering		Sciences		Ivan Allen College		Scheller College of Business	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Within the past year, how often have you heard a staff member make an insensitive or disparaging remark with respect to (cont'd):													
Gay, lesbian, or bisexual people	Never	14	87.5%	29	82.9%	110	81.5%	62	89.9%	19	86.4%	23	88.5%
	Sometimes	2	12.5%	6	17.1%	20	14.8%	7	10.1%	3	13.6%	3	11.5%
	Often	0		0		5	3.7%	0		0		0	0.0%
	Very Often	0		0		0		0		0		0	0.0%
	Total	16		35		135		69		22		26	
Transgendered people	Never	13	86.7%	28	80.0%	105	77.8%	60	88.2%	21	95.5%	22	88.0%
	Sometimes	2	13.3%	7	20.0%	22	16.3%	7	10.3%	1	4.5%	3	12.0%
	Often	0		0		3	2.2%	1	1.5%	0		0	
	Very Often	0		0		5	3.7%	0		0		0	
	Total	15		35		135		68		22		25	
Other	Never	9	90.0%	26	92.9%	90	96.8%	45	97.8%	10	90.9%	15	100.0%
	Sometimes	1	10.0%	2	7.1%	3	3.2%	1	2.2%	0	0.0%	0	
	Often	0		0		0		0		1	9.1%	0	
	Very Often	0		0		0		0		0		0	
	Total	10		28		93		46		11		15	

Staff—Frequencies by Office

Counts based on weighted data. Total excludes those who did not provide a job function

		Auxiliary Services		Exec. VP for Administration and Finance		Exec. VP for Research		Facilities		Georgia Tech Athletic Association		Georgia Tech Professional Education	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
In my work environment:													
I freely interact with my co-workers/colleagues in my unit	Strongly agree	163	77.6%	90	74.4%	86	79.6%	160	71.7%	48	84.2%	50	86.2%
	Somewhat agree	33	15.7%	24	19.8%	15	13.9%	44	19.7%	8	14.0%	7	12.1%
	Somewhat disagree	6	2.9%	2	1.7%	3	2.8%	12	5.4%	0		0	
	Strongly disagree	8	3.8%	5	4.1%	4	3.7%	7	3.1%	1	1.8%	1	1.7%
	Total	210		121		108		223		57		58	
People are sensitive to cultural differences among employees	Strongly agree	68	34.0%	41	35.3%	43	42.2%	75	37.3%	26	45.6%	16	30.8%
	Somewhat agree	96	48.0%	56	48.3%	38	37.3%	74	36.8%	14	24.6%	32	61.5%
	Somewhat disagree	21	10.5%	12	10.3%	13	12.7%	26	12.9%	13	22.8%	3	5.8%
	Strongly disagree	15	7.5%	7	6.0%	8	7.8%	26	12.9%	4	7.0%	1	1.9%
	Total	200		116		102		201		57		52	
I feel comfortable sharing my thoughts and ideas	Strongly agree	79	38.2%	56	48.3%	47	43.5%	97	43.7%	26	45.6%	22	40.0%
	Somewhat agree	86	41.5%	43	37.1%	37	34.3%	62	27.9%	22	38.6%	28	50.9%
	Somewhat disagree	26	12.6%	12	10.3%	14	13.0%	35	15.8%	8	14.0%	3	5.5%
	Strongly disagree	16	7.7%	5	4.3%	10	9.3%	28	12.6%	1	1.8%	2	3.6%
	Total	207		116		108		222		57		55	
I am comfortable expressing an opinion that is different from others in the workplace	Strongly agree	60	29.4%	55	46.2%	34	33.0%	81	37.2%	13	22.8%	20	35.7%
	Somewhat agree	97	47.5%	43	36.1%	47	45.6%	80	36.7%	38	66.7%	29	51.8%
	Somewhat disagree	26	12.7%	16	13.4%	11	10.7%	41	18.8%	6	10.5%	4	7.1%
	Strongly disagree	21	10.3%	5	4.2%	11	10.7%	16	7.3%	0		3	5.4%
	Total	204		119		103		218		57		56	
People express disagreements in a respectful manner	Strongly agree	58	28.9%	53	46.5%	34	33.7%	34	16.0%	16	28.1%	11	21.2%
	Somewhat agree	99	49.3%	53	46.5%	38	37.6%	92	43.2%	32	56.1%	31	59.6%
	Somewhat disagree	28	13.9%	5	4.4%	17	16.8%	54	25.4%	6	10.5%	8	15.4%
	Strongly disagree	16	8.0%	3	2.6%	12	11.9%	33	15.5%	3	5.3%	2	3.8%
	Total	201		114		101		213		57		52	
My co-workers/colleagues are open-minded when discussing differences among people	Strongly agree	55	28.1%	44	39.6%	29	28.4%	44	20.5%	14	24.6%	18	32.7%
	Somewhat agree	96	49.0%	56	50.5%	41	40.2%	102	47.4%	33	57.9%	32	58.2%
	Somewhat disagree	29	14.8%	8	7.2%	27	26.5%	37	17.2%	7	12.3%	4	7.3%
	Strongly disagree	16	8.2%	3	2.7%	5	4.9%	32	14.9%	3	5.3%	1	1.8%
	Total	196		111		102		215		57		55	

Staff—Frequencies by Office

Counts based on weighted data. Total excludes those who did not provide a job function

		Libraries and Information Center		Office of Information Technology		Office of the President/Provost		Student Life		Development	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
In my work environment:											
I freely interact with my co-workers/colleagues in my unit	Strongly agree	28	90.3%	62	79.5%	98	79.0%	24	72.7%	30	96.8%
	Somewhat agree	2	6.5%	15	19.2%	25	20.2%	7	21.2%	1	3.2%
	Somewhat disagree	1	3.2%	0		0		0		0	
	Strongly disagree	0		1	1.3%	1	0.8%	2	6.1%	0	
	Total	31		78		124		33		31	
People are sensitive to cultural differences among employees	Strongly agree	7	25.0%	39	52.7%	53	44.2%	14	42.4%	19	59.4%
	Somewhat agree	14	50.0%	29	39.2%	58	48.3%	13	39.4%	10	31.3%
	Somewhat disagree	2	7.1%	5	6.8%	5	4.2%	6	18.2%	3	9.4%
	Strongly disagree	5	17.9%	1	1.4%	4	3.3%	0		0	
	Total	28		74		120		33		32	
I feel comfortable sharing my thoughts and ideas	Strongly agree	12	38.7%	37	48.1%	50	41.3%	10	30.3%	20	64.5%
	Somewhat agree	12	38.7%	32	41.6%	57	47.1%	15	45.5%	8	25.8%
	Somewhat disagree	5	16.1%	6	7.8%	10	8.3%	6	18.2%	0	
	Strongly disagree	2	6.5%	2	2.6%	4	3.3%	2	6.1%	3	9.7%
	Total	31		77		121		33		31	
I am comfortable expressing an opinion that is different from others in the workplace	Strongly agree	10	34.5%	32	42.1%	38	31.1%	7	21.9%	8	25.8%
	Somewhat agree	15	51.7%	33	43.4%	63	51.6%	14	43.8%	20	64.5%
	Somewhat disagree	1	3.4%	6	7.9%	15	12.3%	9	28.1%	3	9.7%
	Strongly disagree	3	10.3%	5	6.6%	6	4.9%	2	6.3%	0	
	Total	29		76		122		32		31	
People express disagreements in a respectful manner	Strongly agree	9	29.0%	31	41.9%	36	30.0%	9	29.0%	19	63.3%
	Somewhat agree	17	54.8%	35	47.3%	70	58.3%	16	51.6%	8	26.7%
	Somewhat disagree	5	16.1%	4	5.4%	10	8.3%	5	16.1%	3	10.0%
	Strongly disagree	0		4	5.4%	4	3.3%	1	3.2%	0	
	Total	31		74		120		31		30	
My co-workers/colleagues are open-minded when discussing differences among people	Strongly agree	16	53.3%	35	47.9%	46	37.7%	8	25.8%	13	43.3%
	Somewhat agree	11	36.7%	32	43.8%	60	49.2%	14	45.2%	15	50.0%
	Somewhat disagree	3	10.0%	4	5.5%	11	9.0%	8	25.8%	2	6.7%
	Strongly disagree	0		2	2.7%	5	4.1%	1	3.2%	0	
	Total	30		73		122		31		30	

Staff—Frequencies by Office

Counts based on weighted data. Total excludes those who did not provide a job function

		Auxiliary Services		Exec. VP for Administration and Finance		Exec. VP for Research		Facilities		Georgia Tech Athletic Association		Georgia Tech Professional Education	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
In my work environment (cont'd):													
My supervisor is open- minded when discussing differences among people	Strongly agree	110	56.1%	62	54.4%	62	59.6%	99	46.5%	35	62.5%	31	59.6%
	Somewhat agree	59	30.1%	36	31.6%	21	20.2%	55	25.8%	17	30.4%	16	30.8%
	Somewhat disagree	14	7.1%	6	5.3%	11	10.6%	35	16.4%	4	7.1%	3	5.8%
	Strongly disagree	13	6.6%	10	8.8%	10	9.6%	24	11.3%	0		2	3.8%
	Total	196		114		104		213		56		52	
People communicate regularly with each other	Strongly agree	85	40.5%	55	46.2%	44	41.1%	78	35.9%	21	37.5%	22	40.0%
	Somewhat agree	86	41.0%	48	40.3%	44	41.1%	91	41.9%	18	32.1%	23	41.8%
	Somewhat disagree	28	13.3%	14	11.8%	7	6.5%	29	13.4%	14	25.0%	4	7.3%
	Strongly disagree	11	5.2%	2	1.7%	12	11.2%	19	8.8%	3	5.4%	6	10.9%
	Total	210		119		107		217		56		55	
People treat each other fairly	Strongly agree	58	27.9%	56	47.1%	42	40.8%	64	30.2%	16	31.4%	13	24.5%
	Somewhat agree	91	43.8%	46	38.7%	35	34.0%	72	34.0%	20	39.2%	30	56.6%
	Somewhat disagree	35	16.8%	14	11.8%	14	13.6%	47	22.2%	8	15.7%	5	9.4%
	Strongly disagree	24	11.5%	3	2.5%	12	11.7%	29	13.7%	7	13.7%	5	9.4%
	Total	208		119		103		212		51		53	
Professional development is encouraged	Strongly agree	91	43.8%	61	51.3%	55	54.5%	83	39.5%	23	41.1%	38	67.9%
	Somewhat agree	77	37.0%	37	31.1%	20	19.8%	76	36.2%	23	41.1%	16	28.6%
	Somewhat disagree	24	11.5%	13	10.9%	15	14.9%	27	12.9%	9	16.1%	2	3.6%
	Strongly disagree	16	7.7%	8	6.7%	11	10.9%	24	11.4%	1	1.8%	0	
	Total	208		119		101		210		56		56	
My feedback is sought and respected	Strongly agree	70	34.5%	49	43.0%	52	48.6%	89	41.8%	18	31.6%	24	42.9%
	Somewhat agree	82	40.4%	49	43.0%	29	27.1%	57	26.8%	28	49.1%	26	46.4%
	Somewhat disagree	37	18.2%	7	6.1%	10	9.3%	35	16.4%	10	17.5%	4	7.1%
	Strongly disagree	14	6.9%	9	7.9%	16	15.0%	32	15.0%	1	1.8%	2	3.6%
	Total	203		114		107		213		57		56	
Collaboration is encouraged	Strongly agree	97	48.0%	70	58.8%	55	53.9%	98	45.4%	29	52.7%	20	37.0%
	Somewhat agree	67	33.2%	42	35.3%	31	30.4%	71	32.9%	22	40.0%	23	42.6%
	Somewhat disagree	23	11.4%	7	5.9%	10	9.8%	25	11.6%	1	1.8%	8	14.8%
	Strongly disagree	15	7.4%	0		6	5.9%	22	10.2%	3	5.5%	3	5.6%
	Total	202		119		102		216		55		54	

Staff—Frequencies by Office

Counts based on weighted data. Total excludes those who did not provide a job function

		Libraries and Information Center		Office of Information Technology		Office of the President/Provost		Student Life		Development	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
In my work environment (cont'd):											
My supervisor is open- minded when discussing differences among people	Strongly agree	22	84.6%	53	73.6%	74	63.8%	15	50.0%	22	71.0%
	Somewhat agree	4	15.4%	13	18.1%	30	25.9%	9	30.0%	6	19.4%
	Somewhat disagree	0		2	2.8%	5	4.3%	4	13.3%	1	3.2%
	Strongly disagree	0		4	5.6%	7	6.0%	2	6.7%	2	6.5%
	Total	26		72		116		30		31	
People communicate regularly with each other	Strongly agree	9	28.1%	39	51.3%	58	47.2%	11	34.4%	10	32.3%
	Somewhat agree	14	43.8%	24	31.6%	46	37.4%	14	43.8%	18	58.1%
	Somewhat disagree	6	18.8%	9	11.8%	15	12.2%	6	18.8%	1	3.2%
	Strongly disagree	3	9.4%	4	5.3%	4	3.3%	1	3.1%	2	6.5%
	Total	32		76		123		32		31	
People treat each other fairly	Strongly agree	9	29.0%	39	51.3%	50	41.3%	9	28.1%	9	29.0%
	Somewhat agree	19	61.3%	28	36.8%	50	41.3%	16	50.0%	7	22.6%
	Somewhat disagree	3	9.7%	6	7.9%	9	7.4%	5	15.6%	13	41.9%
	Strongly disagree	0		3	3.9%	12	9.9%	2	6.3%	2	6.5%
	Total	31		76		121		32		31	
Professional development is encouraged	Strongly agree	15	46.9%	44	59.5%	67	55.8%	14	42.4%	9	29.0%
	Somewhat agree	8	25.0%	21	28.4%	35	29.2%	11	33.3%	16	51.6%
	Somewhat disagree	7	21.9%	6	8.1%	14	11.7%	7	21.2%	2	6.5%
	Strongly disagree	2	6.3%	3	4.1%	4	3.3%	1	3.0%	4	12.9%
	Total	32		74		120		33		31	
My feedback is sought and respected	Strongly agree	15	48.4%	38	51.4%	57	46.3%	9	28.1%	20	64.5%
	Somewhat agree	9	29.0%	25	33.8%	42	34.1%	16	50.0%	6	19.4%
	Somewhat disagree	3	9.7%	7	9.5%	14	11.4%	5	15.6%	3	9.7%
	Strongly disagree	4	12.9%	4	5.4%	10	8.1%	2	6.3%	2	6.5%
	Total	31		74		123		32		31	
Collaboration is encouraged	Strongly agree	18	56.3%	47	61.8%	69	58.0%	14	42.4%	9	32.1%
	Somewhat agree	10	31.3%	22	28.9%	33	27.7%	15	45.5%	15	53.6%
	Somewhat disagree	4	12.5%	5	6.6%	11	9.2%	1	3.0%	1	3.6%
	Strongly disagree	0		2	2.6%	6	5.0%	3	9.1%	3	10.7%
	Total	32		76		119		33		28	

Staff—Frequencies by Office

Counts based on weighted data. Total excludes those who did not provide a job function

		Auxiliary Services		Exec. VP for Administration and Finance		Exec. VP for Research		Facilities		Georgia Tech Athletic Association		Georgia Tech Professional Education	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Support from co-workers/colleagues:													
Assistance with establishing professional contacts	Very satisfied	62	35.0%	43	42.6%	40	39.2%	76	36.7%	21	42.9%	25	53.2%
	Somewhat satisfied	81	45.8%	39	38.6%	46	45.1%	81	39.1%	23	46.9%	16	34.0%
	Somewhat dissatisfied	26	14.7%	7	6.9%	10	9.8%	28	13.5%	5	10.2%	5	10.6%
	Very dissatisfied	8	4.5%	12	11.9%	6	5.9%	22	10.6%	0		1	2.1%
	Total	177		101		102		207		49		47	
Advice on navigating office politics	Very satisfied	46	25.4%	42	40.8%	27	27.6%	71	35.0%	19	38.0%	14	29.8%
	Somewhat satisfied	85	47.0%	39	37.9%	45	45.9%	71	35.0%	16	32.0%	21	44.7%
	Somewhat dissatisfied	34	18.8%	14	13.6%	12	12.2%	34	16.7%	14	28.0%	5	10.6%
	Very dissatisfied	16	8.8%	8	7.8%	14	14.3%	27	13.3%	1	2.0%	7	14.9%
	Total	181		103		98		203		50		47	
Mentoring for leadership positions	Very satisfied	20	12.3%	26	24.1%	25	27.2%	48	22.7%	19	38.0%	9	20.5%
	Somewhat satisfied	64	39.3%	36	33.3%	26	28.3%	72	34.1%	13	26.0%	15	34.1%
	Somewhat dissatisfied	45	27.6%	25	23.1%	19	20.7%	46	21.8%	13	26.0%	8	18.2%
	Very dissatisfied	34	20.9%	21	19.4%	22	23.9%	45	21.3%	5	10.0%	12	27.3%
	Total	163		108		92		211		50		44	
Mentoring for career advancement	Very satisfied	25	14.8%	21	18.8%	33	36.3%	40	18.3%	14	28.6%	9	18.4%
	Somewhat satisfied	55	32.5%	42	37.5%	17	18.7%	85	39.0%	19	38.8%	16	32.7%
	Somewhat dissatisfied	52	30.8%	28	25.0%	11	12.1%	42	19.3%	11	22.4%	12	24.5%
	Very dissatisfied	37	21.9%	21	18.8%	30	33.0%	51	23.4%	5	10.2%	12	24.5%
	Total	169		112		91		218		49		49	
Informal invitations (e.g., lunch/coffee)	Very satisfied	58	31.2%	40	36.7%	40	41.7%	54	29.3%	24	48.0%	19	38.0%
	Somewhat satisfied	71	38.2%	51	46.8%	26	27.1%	54	29.3%	21	42.0%	21	42.0%
	Somewhat dissatisfied	27	14.5%	13	11.9%	18	18.8%	29	15.8%	2	4.0%	6	12.0%
	Very dissatisfied	30	16.1%	5	4.6%	12	12.5%	47	25.5%	3	6.0%	4	8.0%
	Total	186		109		96		184		50		50	

Staff—Frequencies by Office

Counts based on weighted data. Total excludes those who did not provide a job function

		Libraries and Information Center		Office of Information Technology		Office of the President/Provost		Student Life		Development	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Support from co-workers/colleagues:											
Assistance with establishing professional contacts	Very satisfied	15	50.0%	27	38.6%	49	43.0%	8	26.7%	18	64.3%
	Somewhat satisfied	13	43.3%	33	47.1%	58	50.9%	14	46.7%	8	28.6%
	Somewhat dissatisfied	2	6.7%	7	10.0%	4	3.5%	3	10.0%	0	
	Very dissatisfied	0		3	4.3%	3	2.6%	5	16.7%	2	7.1%
	Total	30		70		114		30		28	
Advice on navigating office politics	Very satisfied	13	44.8%	23	34.3%	43	38.1%	7	23.3%	18	60.0%
	Somewhat satisfied	11	37.9%	33	49.3%	48	42.5%	13	43.3%	8	26.7%
	Somewhat dissatisfied	4	13.8%	5	7.5%	15	13.3%	6	20.0%	4	13.3%
	Very dissatisfied	1	3.4%	6	9.0%	7	6.2%	4	13.3%	0	
	Total	29		67		113		30		30	
Mentoring for leadership positions	Very satisfied	6	20.7%	17	25.4%	27	24.1%	4	12.9%	4	14.3%
	Somewhat satisfied	10	34.5%	30	44.8%	42	37.5%	12	38.7%	17	60.7%
	Somewhat dissatisfied	7	24.1%	12	17.9%	21	18.8%	8	25.8%	2	7.1%
	Very dissatisfied	6	20.7%	8	11.9%	22	19.6%	7	22.6%	5	17.9%
	Total	29		67		112		31		28	
Mentoring for career advancement	Very satisfied	8	26.7%	22	30.6%	27	23.1%	3	9.7%	5	17.2%
	Somewhat satisfied	12	40.0%	29	40.3%	46	39.3%	12	38.7%	17	58.6%
	Somewhat dissatisfied	7	23.3%	13	18.1%	19	16.2%	8	25.8%	2	6.9%
	Very dissatisfied	3	10.0%	8	11.1%	25	21.4%	8	25.8%	5	17.2%
	Total	30		72		117		31		29	
Informal invitations (e.g., lunch/coffee)	Very satisfied	14	51.9%	33	46.5%	39	34.2%	8	26.7%	20	64.5%
	Somewhat satisfied	9	33.3%	29	40.8%	49	43.0%	15	50.0%	6	19.4%
	Somewhat dissatisfied	1	3.7%	7	9.9%	18	15.8%	4	13.3%	3	9.7%
	Very dissatisfied	3	11.1%	2	2.8%	8	7.0%	3	10.0%	2	6.5%
	Total	27		71		114		30		31	

Staff—Frequencies by Office

Counts based on weighted data. Total excludes those who did not provide a job function

		Auxiliary Services		Exec. VP for Administration and Finance		Exec. VP for Research		Facilities		Georgia Tech Athletic Association		Georgia Tech Professional Education	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Mentoring or support from colleagues in:													
Guidance on obtaining grants	Very satisfied			0		1	16.7%	0		50.0%		2	18.2%
	Somewhat satisfied			1	50.0%	1	16.7%	4				0	63.6%
	Somewhat dissatisfied			1	50.0%	0		0		50.0%		2	
	Very dissatisfied			0		4	66.7%	0				0	18.2%
	Total			2		6		4				4	
Guidance on publishing your research	Very satisfied			1	50.0%	0		0		0		4	66.7%
	Somewhat satisfied			0		0		4		3		2	33.3%
	Somewhat dissatisfied			1	50.0%	3	60.0%	0		0		0	
	Very dissatisfied			0		2	40.0%	0		0		0	
	Total			2		5		4		3		6	
Offers to collaborate in research	Very satisfied	1		2	66.7%	0		0		0		0	
	Somewhat satisfied	0		1	33.3%	0		4	80.0%	3		2	28.6%
	Somewhat dissatisfied	0		0		2	50.0%	1	20.0%	0		3	42.9%
	Very dissatisfied	0		0		2	50.0%	0		0		2	28.6%
	Total	1		3		4		5		3		7	
Support for your research program	Very satisfied			1	50.0%	1	20.0%	0		0		0	
	Somewhat satisfied			1	50.0%	2	40.0%	4		3		2	50.0%
	Somewhat dissatisfied			0		0		0		0		2	50.0%
	Very dissatisfied			0		2	40.0%	0		0		0	
	Total			2		5		4		3		4	
Mentoring for Teaching	Very satisfied	2	40.0%	3	75.0%	0		0		3		2	28.6%
	Somewhat satisfied	3	60.0%	0		1	33.3%	8	80.0%	0		3	42.9%
	Somewhat dissatisfied	0		1	25.0%	2	66.7%	0		0		2	28.6%
	Very dissatisfied	0		0		0		2	20.0%	0		0	
	Total	5		4		3		10		3		7	

Staff—Frequencies by Office

Counts based on weighted data. Total excludes those who did not provide a job function

		Libraries and Information Center		Office of Information Technology		Office of the President/Provost		Student Life		Development	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Mentoring or support from colleagues in:											
Very satisfied											
Guidance on obtaining grants	Somewhat satisfied	1	16.7%	0		0		0			
	Somewhat dissatisfied	2	33.3%	1		1	33.3%	0			
	Very dissatisfied	2	33.3%	0		1	33.3%	1			
	Total	1	16.7%	0		1	33.3%	0			
	Very satisfied										
Guidance on publishing your research	Somewhat satisfied	1	11.1%	0		0					
	Somewhat dissatisfied	5	55.6%	1		2	50.0%				
	Very dissatisfied	2	22.2%	0		1	25.0%				
	Total	1	11.1%	0		1	25.0%				
	Very satisfied										
Offers to collaborate in research	Somewhat satisfied	3	30.0%	1	50.0%	0					
	Somewhat dissatisfied	6	60.0%	1	50.0%	4	44.4%				
	Very dissatisfied	0		0		4	44.4%				
	Total	1	10.0%	0		1	11.1%				
	Very satisfied										
Support for your research program	Somewhat satisfied	0		1	50.0%	1	25.0%				
	Somewhat dissatisfied	0		1	50.0%	0					
	Very dissatisfied	3	75.0%	0		1	25.0%				
	Total	1	25.0%	0		2	50.0%				
	Very satisfied										
Mentoring for Teaching	Somewhat satisfied	5	62.5%	1	50.0%	4	36.4%	0			
	Somewhat dissatisfied	1	12.5%	1	50.0%	4	36.4%	0			
	Very dissatisfied	2	25.0%	0		1	9.1%	1			
	Total	0		0		2	18.2%	0			
	Very satisfied										

Staff—Frequencies by Office

Counts based on weighted data. Total excludes those who did not provide a job function

		Auxiliary Services		Exec. VP for Administration and Finance		Exec. VP for Research		Facilities		Georgia Tech Athletic Association		Georgia Tech Professional Education	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Satisfaction with support from supervisor:													
Assistance with establishing professional contacts	Very satisfied	68	38.2%	48	44.4%	41	45.1%	73	38.0%	31	68.9%	20	42.6%
	Somewhat satisfied	58	32.6%	30	27.8%	23	25.3%	74	38.5%	11	24.4%	20	42.6%
	Somewhat dissatisfied	30	16.9%	14	13.0%	20	22.0%	24	12.5%	3	6.7%	4	8.5%
	Very dissatisfied	22	12.4%	16	14.8%	7	7.7%	21	10.9%	0		3	6.4%
	Total	178		108		91		192		45		47	
Advice on navigating office politics	Very satisfied	62	34.1%	48	45.3%	33	35.1%	57	30.3%	27	61.4%	23	46.0%
	Somewhat satisfied	60	33.0%	35	33.0%	28	29.8%	79	42.0%	14	31.8%	16	32.0%
	Somewhat dissatisfied	39	21.4%	8	7.5%	18	19.1%	27	14.4%	3	6.8%	8	16.0%
	Very dissatisfied	21	11.5%	15	14.2%	15	16.0%	25	13.3%	0		3	6.0%
	Total	182		106		94		188		44		50	
Mentoring for leadership positions	Very satisfied	43	25.6%	24	22.2%	30	37.5%	53	26.9%	22	56.4%	14	29.2%
	Somewhat satisfied	46	27.4%	44	40.7%	17	21.3%	57	28.9%	15	38.5%	19	39.6%
	Somewhat dissatisfied	47	28.0%	22	20.4%	15	18.8%	48	24.4%	2	5.1%	7	14.6%
	Very dissatisfied	32	19.0%	18	16.7%	18	22.5%	39	19.8%	0		8	16.7%
	Total	168		108		80		197		39		48	
Mentoring for career advancement	Very satisfied	47	27.2%	28	25.5%	29	33.3%	54	28.0%	27	73.0%	13	28.3%
	Somewhat satisfied	45	26.0%	45	40.9%	21	24.1%	63	32.6%	8	21.6%	16	34.8%
	Somewhat dissatisfied	43	24.9%	19	17.3%	15	17.2%	36	18.7%	2	5.4%	11	23.9%
	Very dissatisfied	38	22.0%	18	16.4%	22	25.3%	40	20.7%	0		6	13.0%
	Total	173		110		87		193		37		46	
Informal invitations (e.g., lunch/coffee)	Very satisfied	67	37.4%	41	40.6%	36	40.9%	72	43.1%	29	61.7%	20	42.6%
	Somewhat satisfied	52	29.1%	39	38.6%	20	22.7%	36	21.6%	13	27.7%	15	31.9%
	Somewhat dissatisfied	31	17.3%	11	10.9%	14	15.9%	29	17.4%	5	10.6%	8	17.0%
	Very dissatisfied	29	16.2%	10	9.9%	18	20.5%	30	18.0%	0		4	8.5%
	Total	179		101		88		167		47		47	

Staff—Frequencies by Office

Counts based on weighted data. Total excludes those who did not provide a job function

		Libraries and Information Center		Office of Information Technology		Office of the President/Provost		Student Life		Development	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Satisfaction with support from supervisor:											
Assistance with establishing professional contacts	Very satisfied	12	50.0%	35	51.5%	47	43.5%	10	35.7%	17	65.4%
	Somewhat satisfied	9	37.5%	18	26.5%	39	36.1%	12	42.9%	7	26.9%
	Somewhat dissatisfied	1	4.2%	10	14.7%	14	13.0%	1	3.6%	2	7.7%
	Very dissatisfied	2	8.3%	5	7.4%	8	7.4%	5	17.9%	0	
	Total	24		68		108		28		26	
Advice on navigating office politics	Very satisfied	13	50.0%	32	48.5%	41	38.7%	11	37.9%	9	31.0%
	Somewhat satisfied	9	34.6%	21	31.8%	36	34.0%	10	34.5%	6	20.7%
	Somewhat dissatisfied	2	7.7%	7	10.6%	17	16.0%	3	10.3%	12	41.4%
	Very dissatisfied	2	7.7%	6	9.1%	12	11.3%	5	17.2%	2	6.9%
	Total	26		66		106		29		29	
Mentoring for leadership positions	Very satisfied	9	32.1%	25	39.1%	30	28.6%	6	20.7%	5	19.2%
	Somewhat satisfied	9	32.1%	22	34.4%	34	32.4%	12	41.4%	17	65.4%
	Somewhat dissatisfied	7	25.0%	8	12.5%	20	19.0%	5	17.2%	0	
	Very dissatisfied	3	10.7%	9	14.1%	21	20.0%	6	20.7%	4	15.4%
	Total	28		64		105		29		26	
Mentoring for career advancement	Very satisfied	13	44.8%	27	39.7%	27	25.2%	6	20.0%	6	21.4%
	Somewhat satisfied	8	27.6%	24	35.3%	39	36.4%	13	43.3%	6	21.4%
	Somewhat dissatisfied	5	17.2%	8	11.8%	22	20.6%	4	13.3%	12	42.9%
	Very dissatisfied	3	10.3%	9	13.2%	19	17.8%	7	23.3%	4	14.3%
	Total	29		68		107		30		28	
Informal invitations (e.g., lunch/coffee)	Very satisfied	13	54.2%	30	46.9%	39	37.5%	7	26.9%	23	82.1%
	Somewhat satisfied	7	29.2%	25	39.1%	41	39.4%	10	38.5%	2	7.1%
	Somewhat dissatisfied	3	12.5%	4	6.3%	11	10.6%	4	15.4%	2	7.1%
	Very dissatisfied	1	4.2%	5	7.8%	13	12.5%	5	19.2%	1	3.6%
	Total	24		64		104		26		28	

Staff—Frequencies by Office

Counts based on weighted data. Total excludes those who did not provide a job function

		Auxiliary Services		Exec. VP for Administration and Finance		Exec. VP for Research		Facilities		Georgia Tech Athletic Association		Georgia Tech Professional Education	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Satisfaction with support from supervisor (cont'd):													
Understanding that individuals have different family and personal responsibilities	Very satisfied	128	65.3%	62	55.4%	63	63.6%	108	55.1%	39	79.6%	38	74.5%
	Somewhat satisfied	48	24.5%	41	36.6%	21	21.2%	64	32.7%	9	18.4%	7	13.7%
	Somewhat dissatisfied	11	5.6%	4	3.6%	3	3.0%	8	4.1%	1	2.0%	5	9.8%
	Very dissatisfied	9	4.6%	5	4.5%	12	12.1%	16	8.2%	0		1	2.0%
	Total	196		112		99		196		49		51	
Acknowledgement of my contributions to my school/unit	Very satisfied	99	50.5%	51	45.5%	52	52.5%	81	42.0%	33	67.3%	29	59.2%
	Somewhat satisfied	47	24.0%	43	38.4%	18	18.2%	64	33.2%	13	26.5%	11	22.4%
	Somewhat dissatisfied	30	15.3%	8	7.1%	16	16.2%	32	16.6%	3	6.1%	5	10.2%
	Very dissatisfied	20	10.2%	10	8.9%	13	13.1%	16	8.3%	0		4	8.2%
	Total	196		112		99		193		49		49	
The degree to which agreements are honored by my supervisor	Very satisfied	96	49.2%	68	64.8%	57	58.8%	90	44.8%	37	69.8%	23	46.9%
	Somewhat satisfied	69	35.4%	23	21.9%	19	19.6%	69	34.3%	9	17.0%	22	44.9%
	Somewhat dissatisfied	15	7.7%	4	3.8%	16	16.5%	33	16.4%	7	13.2%	2	4.1%
	Very dissatisfied	15	7.7%	10	9.5%	5	5.2%	9	4.5%	0		2	4.1%
	Total	195		105		97		201		53		49	
The degree to which my work performance is fairly evaluated	Very satisfied	104	53.9%	59	52.7%	48	50.0%	95	47.0%	34	72.3%	26	52.0%
	Somewhat satisfied	52	26.9%	27	24.1%	26	27.1%	50	24.8%	12	25.5%	16	32.0%
	Somewhat dissatisfied	17	8.8%	11	9.8%	5	5.2%	36	17.8%	1	2.1%	6	12.0%
	Very dissatisfied	20	10.4%	15	13.4%	17	17.7%	21	10.4%	0		2	4.0%
	Total	193		112		96		202		47		50	
Obtaining the resources I need to excel	Very satisfied	82	42.3%	51	43.2%	45	47.4%	68	33.5%	27	56.3%	23	50.0%
	Somewhat satisfied	60	30.9%	41	34.7%	28	29.5%	73	36.0%	12	25.0%	13	28.3%
	Somewhat dissatisfied	33	17.0%	13	11.0%	16	16.8%	32	15.8%	8	16.7%	7	15.2%
	Very dissatisfied	19	9.8%	13	11.0%	6	6.3%	30	14.8%	1	2.1%	3	6.5%
	Total	194		118		95		203		48		46	

Staff—Frequencies by Office

Counts based on weighted data. Total excludes those who did not provide a job function

		Libraries and Information Center		Office of Information Technology		Office of the President/Provost		Student Life		Development	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Satisfaction with support from supervisor (cont'd):											
Understanding that individuals have different family and personal responsibilities	Very satisfied	25	86.2%	50	69.4%	82	69.5%	17	56.7%	23	79.3%
	Somewhat satisfied	4	13.8%	18	25.0%	22	18.6%	10	33.3%	5	17.2%
	Somewhat dissatisfied	0		1	1.4%	9	7.6%	2	6.7%	1	3.4%
	Very dissatisfied	0		3	4.2%	5	4.2%	1	3.3%	0	
	Total	29		72		118		30		29	
Acknowledgement of my contributions to my school/unit	Very satisfied	18	58.1%	39	54.9%	65	54.6%	14	46.7%	12	41.4%
	Somewhat satisfied	9	29.0%	22	31.0%	30	25.2%	10	33.3%	12	41.4%
	Somewhat dissatisfied	2	6.5%	4	5.6%	16	13.4%	3	10.0%	3	10.3%
	Very dissatisfied	2	6.5%	6	8.5%	8	6.7%	3	10.0%	2	6.9%
	Total	31		71		119		30		29	
The degree to which agreements are honored by my supervisor	Very satisfied	22	78.6%	46	63.9%	71	62.3%	16	53.3%	14	46.7%
	Somewhat satisfied	5	17.9%	20	27.8%	25	21.9%	8	26.7%	13	43.3%
	Somewhat dissatisfied	1	3.6%	3	4.2%	13	11.4%	4	13.3%	3	10.0%
	Very dissatisfied	0		3	4.2%	5	4.4%	2	6.7%	0	
	Total	28		72		114		30		30	
The degree to which my work performance is fairly evaluated	Very satisfied	18	64.3%	46	64.8%	74	64.9%	16	53.3%	13	43.3%
	Somewhat satisfied	10	35.7%	15	21.1%	23	20.2%	6	20.0%	2	6.7%
	Somewhat dissatisfied	0		4	5.6%	9	7.9%	5	16.7%	12	40.0%
	Very dissatisfied	0		6	8.5%	8	7.0%	3	10.0%	3	10.0%
	Total	28		71		114		30		30	
Obtaining the resources I need to excel	Very satisfied	16	51.6%	39	55.7%	49	42.6%	10	33.3%	6	20.7%
	Somewhat satisfied	8	25.8%	17	24.3%	44	38.3%	12	40.0%	20	69.0%
	Somewhat dissatisfied	5	16.1%	9	12.9%	17	14.8%	6	20.0%	3	10.3%
	Very dissatisfied	2	6.5%	5	7.1%	5	4.3%	2	6.7%	0	
	Total	31		70		115		30		29	

Staff—Frequencies by Office

Counts based on weighted data. Total excludes those who did not provide a job function

		Auxiliary Services		Exec. VP for Administration and Finance		Exec. VP for Research		Facilities		Georgia Tech Athletic Association		Georgia Tech Professional Education	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Diversity and Inclusion:													
Georgia Tech is generally a comfortable and inclusive environment for me	Strongly agree	96	49.5%	60	53.1%	41	48.2%	85	42.9%	21	42.0%	19	38.8%
	Somewhat agree	78	40.2%	46	40.7%	35	41.2%	92	46.5%	19	38.0%	28	57.1%
	Somewhat disagree	17	8.8%	7	6.2%	8	9.4%	11	5.6%	9	18.0%	2	4.1%
	Strongly disagree	3	1.5%	0		1	1.2%	10	5.1%	1	2.0%	0	
	Total	194		113		85		198		50		49	
Diversity is integral to Georgia Tech's ability to successfully fulfill its mission	Strongly agree	114	60.0%	63	56.3%	54	65.9%	119	63.6%	26	51.0%	24	53.3%
	Somewhat agree	62	32.6%	41	36.6%	22	26.8%	40	21.4%	16	31.4%	19	42.2%
	Somewhat disagree	12	6.3%	6	5.4%	4	4.9%	13	7.0%	4	7.8%	0	
	Strongly disagree	2	1.1%	2	1.8%	2	2.4%	15	8.0%	5	9.8%	2	4.4%
	Total	190		112		82		187		51		45	
The diversity of our staff contributes to the overall prestige of Georgia Tech	Strongly agree	106	56.4%	50	46.7%	47	54.7%	93	51.4%	21	42.0%	21	47.7%
	Somewhat agree	56	29.8%	48	44.9%	30	34.9%	60	33.1%	17	34.0%	19	43.2%
	Somewhat disagree	18	9.6%	6	5.6%	7	8.1%	17	9.4%	9	18.0%	1	2.3%
	Strongly disagree	8	4.3%	3	2.8%	2	2.3%	11	6.1%	3	6.0%	3	6.8%
	Total	188		107		86		181		50		44	
Adequate processes are in place to address grievances at Georgia Tech	Strongly agree	36	22.4%	20	25.0%	23	33.8%	64	35.8%	14	31.8%	5	12.5%
	Somewhat agree	69	42.9%	30	37.5%	24	35.3%	50	27.9%	14	31.8%	20	50.0%
	Somewhat disagree	30	18.6%	21	26.3%	12	17.6%	34	19.0%	13	29.5%	10	25.0%
	Strongly disagree	26	16.1%	9	11.3%	9	13.2%	31	17.3%	3	6.8%	5	12.5%
	Total	161		80		68		179		44		40	
I feel valued and respected by the Georgia Tech community	Strongly agree	64	34.4%	52	46.8%	30	36.6%	79	42.7%	13	26.0%	13	27.1%
	Somewhat agree	87	46.8%	46	41.4%	39	47.6%	67	36.2%	25	50.0%	23	47.9%
	Somewhat disagree	26	14.0%	11	9.9%	10	12.2%	27	14.6%	4	8.0%	10	20.8%
	Strongly disagree	9	4.8%	2	1.8%	3	3.7%	12	6.5%	8	16.0%	2	4.2%
	Total	186		111		82		185		50		48	
I have considered leaving Georgia Tech because of concerns about collegiality	Strongly agree	27	16.1%	3	3.3%	12	15.2%	25	15.2%	3	7.1%	5	12.5%
	Somewhat agree	28	16.7%	22	23.9%	14	17.7%	32	19.5%	11	26.2%	12	30.0%
	Somewhat disagree	23	13.7%	13	14.1%	14	17.7%	18	11.0%	5	11.9%	2	5.0%
	Strongly disagree	90	53.6%	54	58.7%	39	49.4%	89	54.3%	23	54.8%	21	52.5%
	Total	168		92		79		164		42		40	

Staff—Frequencies by Office

Counts based on weighted data. Total excludes those who did not provide a job function

		Libraries and Information Center		Office of Information Technology		Office of the President/Provost		Student Life		Development	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Diversity and Inclusion:											
Georgia Tech is generally a comfortable and inclusive environment for me	Strongly agree	17	56.7%	38	52.8%	55	48.7%	8	25.8%	18	62.1%
	Somewhat agree	10	33.3%	28	38.9%	48	42.5%	18	58.1%	7	24.1%
	Somewhat disagree	3	10.0%	5	6.9%	7	6.2%	5	16.1%	4	13.8%
	Strongly disagree	0		1	1.4%	3	2.7%	0		0	
	Total	30		72		113		31		29	
Diversity is integral to Georgia Tech's ability to successfully fulfill its mission	Strongly agree	20	71.4%	42	61.8%	74	64.9%	14	48.3%	22	78.6%
	Somewhat agree	8	28.6%	23	33.8%	31	27.2%	10	34.5%	6	21.4%
	Somewhat disagree	0		2	2.9%	5	4.4%	4	13.8%	0	
	Strongly disagree	0		1	1.5%	4	3.5%	1	3.4%	0	
	Total	28		68		114		29		28	
The diversity of our staff contributes to the overall prestige of Georgia Tech	Strongly agree	18	66.7%	38	56.7%	63	56.3%	12	41.4%	20	69.0%
	Somewhat agree	8	29.6%	24	35.8%	36	32.1%	12	41.4%	5	17.2%
	Somewhat disagree	1	3.7%	3	4.5%	10	8.9%	2	6.9%	4	13.8%
	Strongly disagree	0		2	3.0%	3	2.7%	3	10.3%	0	
	Total	27		67		112		29		29	
Adequate processes are in place to address grievances at Georgia Tech	Strongly agree	7	28.0%	22	40.0%	10	10.4%	4	17.4%	3	12.0%
	Somewhat agree	12	48.0%	22	40.0%	49	51.0%	5	21.7%	15	60.0%
	Somewhat disagree	2	8.0%	4	7.3%	20	20.8%	7	30.4%	3	12.0%
	Strongly disagree	4	16.0%	7	12.7%	17	17.7%	7	30.4%	4	16.0%
	Total	25		55		96		23		25	
I feel valued and respected by the Georgia Tech community	Strongly agree	10	34.5%	31	46.3%	46	41.1%	7	23.3%	17	60.7%
	Somewhat agree	12	41.4%	27	40.3%	49	43.8%	16	53.3%	7	25.0%
	Somewhat disagree	5	17.2%	6	9.0%	10	8.9%	4	13.3%	1	3.6%
	Strongly disagree	2	6.9%	3	4.5%	7	6.3%	3	10.0%	3	10.7%
	Total	29		67		112		30		28	
I have considered leaving Georgia Tech because of concerns about collegiality	Strongly agree	3	11.5%	5	8.5%	17	15.9%	6	22.2%	0	
	Somewhat agree	6	23.1%	10	16.9%	19	17.8%	6	22.2%	5	18.5%
	Somewhat disagree	3	11.5%	8	13.6%	16	15.0%	4	14.8%	3	11.1%
	Strongly disagree	14	53.8%	36	61.0%	55	51.4%	11	40.7%	19	70.4%
	Total	26		59		107		27		27	

Staff—Frequencies by Office

Counts based on weighted data. Total excludes those who did not provide a job function

		Auxiliary Services		Exec. VP for Administration and Finance		Exec. VP for Research		Facilities		Georgia Tech Athletic Association		Georgia Tech Professional Education	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Diversity and Inclusion (cont'd):													
I am satisfied with my career progress at Georgia Tech	Strongly agree	53	28.2%	30	27.3%	29	34.5%	47	25.7%	14	27.5%	13	28.9%
	Somewhat agree	74	39.4%	54	49.1%	33	39.3%	69	37.7%	19	37.3%	19	42.2%
	Somewhat disagree	37	19.7%	10	9.1%	15	17.9%	36	19.7%	10	19.6%	9	20.0%
	Strongly disagree	24	12.8%	16	14.5%	7	8.3%	31	16.9%	8	15.7%	4	8.9%
	Total	188		110		84		183		51		45	
I am satisfied with my current workload balance as it relates to my career goals	Strongly agree	65	33.3%	31	27.9%	37	44.0%	58	29.7%	12	24.5%	14	29.2%
	Somewhat agree	78	40.0%	58	52.3%	27	32.1%	72	36.9%	20	40.8%	19	39.6%
	Somewhat disagree	31	15.9%	8	7.2%	15	17.9%	33	16.9%	9	18.4%	10	20.8%
	Strongly disagree	21	10.8%	14	12.6%	5	6.0%	32	16.4%	8	16.3%	5	10.4%
	Total	195		111		84		195		49		48	
I freely interact with colleagues across Georgia Tech	Strongly agree	93	48.9%	59	52.2%	61	71.8%	80	42.3%	17	38.6%	20	41.7%
	Somewhat agree	67	35.3%	46	40.7%	13	15.3%	86	45.5%	17	38.6%	23	47.9%
	Somewhat disagree	20	10.5%	8	7.1%	6	7.1%	6	3.2%	3	6.8%	5	10.4%
	Strongly disagree	10	5.3%	0		5	5.9%	17	9.0%	7	15.9%	0	
	Total	190		113		85		189		44		48	
I am satisfied with my unit's efforts to recruit staff from diverse backgrounds	Strongly agree	73	42.2%	34	34.3%	38	54.3%	72	43.6%	18	40.0%	21	53.8%
	Somewhat agree	61	35.3%	50	50.5%	19	27.1%	53	32.1%	23	51.1%	17	43.6%
	Somewhat disagree	27	15.6%	6	6.1%	10	14.3%	18	10.9%	4	8.9%	0	
	Strongly disagree	12	6.9%	9	9.1%	3	4.3%	22	13.3%	0		1	2.6%
	Total	173		99		70		165		45		39	
I am satisfied with my unit's efforts to retain staff from diverse backgrounds	Strongly agree	66	38.6%	29	27.6%	35	46.7%	59	35.1%	17	38.6%	10	25.0%
	Somewhat agree	60	35.1%	52	49.5%	29	38.7%	60	35.7%	21	47.7%	22	55.0%
	Somewhat disagree	25	14.6%	11	10.5%	7	9.3%	24	14.3%	6	13.6%	3	7.5%
	Strongly disagree	20	11.7%	13	12.4%	4	5.3%	25	14.9%	0		5	12.5%
	Total	171		105		75		168		44		40	

Staff—Frequencies by Office

Counts based on weighted data. Total excludes those who did not provide a job function

		Libraries and Information Center		Office of Information Technology		Office of the President/Provost		Student Life		Development	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Diversity and Inclusion (cont'd):											
I am satisfied with my career progress at Georgia Tech	Strongly agree	10	32.3%	22	31.9%	29	25.9%	6	19.4%	8	27.6%
	Somewhat agree	12	38.7%	26	37.7%	38	33.9%	11	35.5%	15	51.7%
	Somewhat disagree	7	22.6%	12	17.4%	31	27.7%	6	19.4%	1	3.4%
	Strongly disagree	2	6.5%	9	13.0%	14	12.5%	8	25.8%	5	17.2%
	Total	31		69		112		31		29	
I am satisfied with my current workload balance as it relates to my career goals	Strongly agree	14	48.3%	28	40.6%	32	28.8%	5	16.1%	6	20.7%
	Somewhat agree	6	20.7%	27	39.1%	44	39.6%	10	32.3%	20	69.0%
	Somewhat disagree	7	24.1%	9	13.0%	22	19.8%	8	25.8%	2	6.9%
	Strongly disagree	2	6.9%	5	7.2%	13	11.7%	8	25.8%	1	3.4%
	Total	29		69		111		31		29	
I freely interact with colleagues across Georgia Tech	Strongly agree	15	55.6%	41	59.4%	69	62.2%	18	60.0%	20	71.4%
	Somewhat agree	10	37.0%	23	33.3%	31	27.9%	9	30.0%	8	28.6%
	Somewhat disagree	2	7.4%	3	4.3%	8	7.2%	2	6.7%	0	
	Strongly disagree	0		2	2.9%	3	2.7%	1	3.3%	0	
	Total	27		69		111		30		28	
I am satisfied with my unit's efforts to recruit staff from diverse backgrounds	Strongly agree	18	62.1%	41	68.3%	43	41.0%	10	32.3%	16	57.1%
	Somewhat agree	4	13.8%	16	26.7%	39	37.1%	14	45.2%	7	25.0%
	Somewhat disagree	4	13.8%	2	3.3%	16	15.2%	6	19.4%	2	7.1%
	Strongly disagree	3	10.3%	1	1.7%	7	6.7%	1	3.2%	3	10.7%
	Total	29		60		105		31		28	
I am satisfied with my unit's efforts to retain staff from diverse backgrounds	Strongly agree	12	38.7%	36	62.1%	39	37.5%	8	26.7%	16	57.1%
	Somewhat agree	6	19.4%	15	25.9%	39	37.5%	12	40.0%	7	25.0%
	Somewhat disagree	10	32.3%	4	6.9%	14	13.5%	5	16.7%	4	14.3%
	Strongly disagree	3	9.7%	3	5.2%	12	11.5%	5	16.7%	1	3.6%
	Total	31		58		104		30		28	

Staff—Frequencies by Office

Counts based on weighted data. Total excludes those who did not provide a job function

		Auxiliary Services		Exec. VP for Administration and Finance		Exec. VP for Research		Facilities		Georgia Tech Athletic Association		Georgia Tech Professional Education	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Diversity and Inclusion (cont'd):													
Hiring practices in my unit are consistent with Georgia Tech’s commitment to diversity	Strongly agree	75	44.4%	34	36.6%	41	52.6%	74	44.6%	22	47.8%	20	57.1%
	Somewhat agree	58	34.3%	45	48.4%	26	33.3%	57	34.3%	18	39.1%	13	37.1%
	Somewhat disagree	19	11.2%	6	6.5%	10	12.8%	12	7.2%	4	8.7%	0	
	Strongly disagree	17	10.1%	8	8.6%	1	1.3%	23	13.9%	2	4.3%	2	5.7%
	Total	169		93		78		166		46		35	
Promotion practices in my unit are consistent with Georgia Tech’s commitment to diversity	Strongly agree	53	34.6%	27	29.0%	30	43.5%	65	42.8%	12	27.3%	7	21.9%
	Somewhat agree	45	29.4%	42	45.2%	23	33.3%	40	26.3%	19	43.2%	17	53.1%
	Somewhat disagree	26	17.0%	7	7.5%	10	14.5%	20	13.2%	11	25.0%	5	15.6%
	Strongly disagree	29	19.0%	17	18.3%	6	8.7%	27	17.8%	2	4.5%	3	9.4%
	Total	153		93		69		152		44		32	

Staff—Frequencies by Office

Counts based on weighted data. Total excludes those who did not provide a job function

		Libraries and Information Center		Office of Information Technology		Office of the President/Provost		Student Life		Development	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Diversity and Inclusion (cont'd):											
Hiring practices in my unit are consistent with Georgia Tech’s commitment to diversity	Strongly agree	18	62.1%	38	61.3%	48	50.0%	9	32.1%	17	63.0%
	Somewhat agree	5	17.2%	18	29.0%	32	33.3%	14	50.0%	9	33.3%
	Somewhat disagree	3	10.3%	3	4.8%	15	15.6%	5	17.9%	1	3.7%
	Strongly disagree	3	10.3%	3	4.8%	1	1.0%	-	-	-	-
	Total	29		62		96		28		27	
Promotion practices in my unit are consistent with Georgia Tech’s commitment to diversity	Strongly agree	10	45.5%	29	54.7%	33	35.1%	7	25.0%	5	20.0%
	Somewhat agree	9	40.9%	14	26.4%	33	35.1%	10	35.7%	15	60.0%
	Somewhat disagree	1	4.5%	5	9.4%	12	12.8%	7	25.0%	1	4.0%
	Strongly disagree	2	9.1%	5	9.4%	16	17.0%	4	14.3%	4	16.0%
	Total	22		53		94		28		25	

Staff—Frequencies by Office

Counts based on weighted data. Total excludes those who did not provide a job function

		Auxiliary Services		Exec. VP for Administration and Finance		Exec. VP for Research		Facilities		Georgia Tech Athletic Association		Georgia Tech Professional Education	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Within the last three years, to what extent have you experienced instances of marginalization at Georgia Tech based on the following personal identity or characteristics:													
Gender	Not at all	135	69.9%	82	73.2%	65	69.9%	127	69.0%	38	76.0%	40	81.6%
	Slightly	23	11.9%	9	8.0%	15	16.1%	12	6.5%	1	2.0%	5	10.2%
	Somewhat	27	14.0%	17	15.2%	9	9.7%	29	15.8%	6	12.0%	4	8.2%
	Greatly	8	4.1%	4	3.6%	4	4.3%	16	8.7%	5	10.0%	0	0.0%
	Total	193		112		93		184		50		49	
Age	Not at all	135	69.9%	81	73.0%	72	77.4%	132	71.4%	34	68.0%	33	70.2%
	Slightly	30	15.5%	19	17.1%	13	14.0%	24	13.0%	7	14.0%	9	19.1%
	Somewhat	20	10.4%	8	7.2%	4	4.3%	16	8.6%	8	16.0%	3	6.4%
	Greatly	8	4.1%	3	2.7%	4	4.3%	13	7.0%	1	2.0%	2	4.3%
	Total	193		111		93		185		50		47	
Race / Ethnicity	Not at all	118	61.1%	74	67.3%	72	77.4%	118	64.1%	38	74.5%	44	91.7%
	Slightly	35	18.1%	9	8.2%	12	12.9%	29	15.8%	6	11.8%	3	6.3%
	Somewhat	27	14.0%	19	17.3%	7	7.5%	20	10.9%	5	9.8%	1	2.1%
	Greatly	13	6.7%	8	7.3%	2	2.2%	17	9.2%	2	3.9%	0	0.0%
	Total	193		110		93		184		51		48	
Disability	Not at all	175	92.6%	108	96.4%	86	93.5%	169	94.4%	47	94.0%	44	91.7%
	Slightly	8	4.2%	2	1.8%	0	0.0%	1	0.6%	3	6.0%	0	0.0%
	Somewhat	5	2.6%	1	0.9%	4	4.3%	7	3.9%	0	0.0%	1	2.1%
	Greatly	1	0.5%	1	0.9%	2	2.2%	2	1.1%	0	0.0%	3	6.3%
	Total	189		112		92		179		50		48	
National origin	Not at all	173	90.1%	95	85.6%	89	95.7%	152	84.0%	44	88.0%	47	100.0%
	Slightly	6	3.1%	5	4.5%	1	1.1%	9	5.0%	4	8.0%	0	0.0%
	Somewhat	11	5.7%	6	5.4%	2	2.2%	10	5.5%	2	4.0%	0	0.0%
	Greatly	2	1.0%	5	4.5%	1	1.1%	10	5.5%	0	0.0%	0	0.0%
	Total	192		111		93		181		50		47	

Staff—Frequencies by Office

Counts based on weighted data. Total excludes those who did not provide a job function

		Libraries and Information Center		Office of Information Technology		Office of the President/Provost		Student Life		Development	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Within the last three years, to what extent have you experienced instances of marginalization at Georgia Tech based on the following personal identity or characteristics:											
Gender	Not at all	22	68.8%	60	84.5%	69	61.6%	14	48.3%	25	86.2%
	Slightly	6	18.8%	6	8.5%	18	16.1%	6	20.7%	3	10.3%
	Somewhat	2	6.3%	2	2.8%	21	18.8%	5	17.2%	1	3.4%
	Greatly	2	6.3%	3	4.2%	4	3.6%	4	13.8%	0	
	Total	32		71		112		29		29	
Age	Not at all	22	71.0%	58	79.5%	74	66.1%	12	40.0%	25	83.3%
	Slightly	4	12.9%	9	12.3%	17	15.2%	8	26.7%	2	6.7%
	Somewhat	3	9.7%	4	5.5%	13	11.6%	9	30.0%	2	6.7%
	Greatly	2	6.5%	2	2.7%	8	7.1%	1	3.3%	1	3.3%
	Total	31		73		112		30		30	
Race / Ethnicity	Not at all	26	86.7%	55	75.3%	86	76.1%	20	69.0%	27	96.4%
	Slightly	4	13.3%	8	11.0%	13	11.5%	4	13.8%	1	3.6%
	Somewhat	0		7	9.6%	11	9.7%	3	10.3%	0	
	Greatly	0		3	4.1%	3	2.7%	2	6.9%	0	
	Total	30		73		113		29		28	
Disability	Not at all	28	90.3%	70	94.6%	104	94.5%	27	93.1%	28	100.0%
	Slightly	3	9.7%	3	4.1%	3	2.7%	1	3.4%	0	
	Somewhat	0		0		2	1.8%	0		0	
	Greatly	0		1	1.4%	1	0.9%	1	3.4%	0	
	Total	31		74		110		29		28	
National origin	Not at all	30	100.0%	65	89.0%	106	93.8%	25	86.2%	29	100.0%
	Slightly	0		5	6.8%	5	4.4%	3	10.3%	0	
	Somewhat	0		3	4.1%	1	0.9%	1	3.4%	0	
	Greatly	0		0		1	0.9%	0		0	
	Total	30		73		113		29		29	

Staff—Frequencies by Office

Counts based on weighted data. Total excludes those who did not provide a job function

		Auxiliary Services		Exec. VP for Administration and Finance		Exec. VP for Research		Facilities		Georgia Tech Athletic Association		Georgia Tech Professional Education	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Within the last three years, to what extent have you experienced instances of marginalization at Georgia Tech based on the following personal identity or characteristics: (cont'd)													
Language difference or accent	Not at all	175	91.6%	101	90.2%	86	92.5%	155	83.8%	50	100.0%	48	100.0%
	Slightly	9	4.7%	9	8.0%	5	5.4%	5	2.7%	0		0	
	Somewhat	4	2.1%	1	0.9%	1	1.1%	16	8.6%	0		0	
	Greatly	3	1.6%	1	0.9%	1	1.1%	9	4.9%	0		0	
	Total	191		112		93		185		50		48	
Political perspective	Not at all	143	74.1%	78	70.3%	60	64.5%	116	63.0%	43	86.0%	30	62.5%
	Slightly	32	16.6%	20	18.0%	21	22.6%	25	13.6%	7	14.0%	7	14.6%
	Somewhat	13	6.7%	6	5.4%	10	10.8%	24	13.0%	0		11	22.9%
	Greatly	5	2.6%	7	6.3%	2	2.2%	19	10.3%	0		0	
	Total	193		111		93		184		50		48	
Religion	Not at all	165	85.9%	92	82.1%	83	91.2%	144	77.8%	44	88.0%	39	83.0%
	Slightly	12	6.3%	10	8.9%	8	8.8%	14	7.6%	6	12.0%	2	4.3%
	Somewhat	10	5.2%	3	2.7%	0		14	7.6%	0		6	12.8%
	Greatly	5	2.6%	7	6.3%	0		13	7.0%	0		0	0.0%
	Total	192		112		91		185		50		47	
Sexual orientation	Not at all	173	90.1%	99	89.2%	86	95.6%	158	86.8%	49	98.0%	46	95.8%
	Slightly	7	3.6%	1	0.9%	3	3.3%	1	0.5%	1	2.0%	2	4.2%
	Somewhat	6	3.1%	4	3.6%	0		11	6.0%	0		0	
	Greatly	6	3.1%	7	6.3%	1	1.1%	12	6.6%	0		0	
	Total	192		111		90		182		50		48	
Gender identity / expression	Not at all	179	93.2%	95	90.5%	91	96.8%	162	88.0%	49	98.0%	47	97.9%
	Slightly	5	2.6%	1	1.0%	2	2.1%	6	3.3%	1	2.0%	1	2.1%
	Somewhat	5	2.6%	3	2.9%	1	1.1%	7	3.8%	0		0	
	Greatly	3	1.6%	6	5.7%	0		9	4.9%	0		0	
	Total	192		105		94		184		50		48	

Staff—Frequencies by Office

Counts based on weighted data. Total excludes those who did not provide a job function

		Libraries and Information Center		Office of Information Technology		Office of the President/Provost		Student Life		Development	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Within the last three years, to what extent have you experienced instances of marginalization at Georgia Tech based on the following personal identity or characteristics: (cont'd)											
Language difference or accent	Not at all	31	100.0%	67	90.5%	107	95.5%	27	93.1%	28	100.0%
	Slightly	0		4	5.4%	3	2.7%	1	3.4%	0	
	Somewhat	0		1	1.4%	1	0.9%	0		0	
	Greatly	0		2	2.7%	1	0.9%	1	3.4%	0	
	Total	31		74		112		29		28	
Political perspective	Not at all	30	100.0%	55	76.4%	81	71.7%	19	65.5%	12	42.9%
	Slightly	0		7	9.7%	18	15.9%	5	17.2%	3	10.7%
	Somewhat	0		7	9.7%	7	6.2%	4	13.8%	13	46.4%
	Greatly	0		3	4.2%	7	6.2%	1	3.4%	0	
	Total	30		72		113		29		28	
Religion	Not at all	28	90.3%	63	87.5%	94	83.9%	20	71.4%	27	93.1%
	Slightly	3	9.7%	4	5.6%	10	8.9%	4	14.3%	1	3.4%
	Somewhat	0		3	4.2%	4	3.6%	2	7.1%	0	
	Greatly	0		2	2.8%	4	3.6%	2	7.1%	1	3.4%
	Total	31		72		112		28		29	
Sexual orientation	Not at all	30	96.8%	68	93.2%	101	91.0%	23	79.3%	28	100.0%
	Slightly	1	3.2%	2	2.7%	5	4.5%	3	10.3%	0	
	Somewhat	0		3	4.1%	5	4.5%	1	3.4%	0	
	Greatly	0		0		0		2	6.9%	0	
	Total	31		73		111		29		28	
Gender identity / expression	Not at all	31	100.0%	68	94.4%	104	93.7%	24	82.8%	28	100.0%
	Slightly	0		2	2.8%	3	2.7%	1	3.4%	0	
	Somewhat	0		1	1.4%	3	2.7%	1	3.4%	0	
	Greatly	0		1	1.4%	1	0.9%	3	10.3%	0	
	Total	31		72		111		29		28	

Staff—Frequencies by Office

Counts based on weighted data. Total excludes those who did not provide a job function

		Auxiliary Services		Exec. VP for Administration and Finance		Exec. VP for Research		Facilities		Georgia Tech Athletic Association		Georgia Tech Professional Education	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Within the last three years, to what extent have you experienced instances of marginalization at Georgia Tech based on the following personal identity or characteristics: (cont'd)													
Socioeconomic Background	Not at all	163	84.5%	94	83.9%	84	91.3%	142	76.8%	48	94.1%	46	93.9%
	Slightly	16	8.3%	15	13.4%	6	6.5%	19	10.3%	3	5.9%	2	4.1%
	Somewhat	11	5.7%	1	0.9%	0		16	8.6%	0		0	
	Greatly	3	1.6%	2	1.8%	2	2.2%	8	4.3%	0		1	2.0%
	Total	193		112		92		185		51		49	
Other	Not at all	129	94.2%	93	93.9%	72	91.1%	133	88.7%	37	97.4%	36	92.3%
	Slightly	2	1.5%	2	2.0%	2	2.5%	2	1.3%	0		0	
	Somewhat	2	1.5%	2	2.0%	4	5.1%	6	4.0%	0		3	7.7%
	Greatly	4	2.9%	2	2.0%	1	1.3%	9	6.0%	1	2.6%	0	
	Total	137		99		79		150		38		39	

Within the past year, how often have you heard a staff member make an insensitive or disparaging remark with respect to:

Women	Never	120	63.2%	73	65.8%	62	66.0%	109	60.2%	30	60.0%	39	83.0%
	Sometimes	61	32.1%	32	28.8%	28	29.8%	49	27.1%	17	34.0%	8	17.0%
	Often	6	3.2%	5	4.5%	2	2.1%	9	5.0%	3	6.0%	0	
	Very Often	3	1.6%	1	0.9%	2	2.1%	14	7.7%	0		0	
	Total	190		111		94		181		50		47	
Men	Never	140	72.9%	84	76.4%	72	76.6%	105	56.5%	38	76.0%	40	85.1%
	Sometimes	46	24.0%	20	18.2%	19	20.2%	56	30.1%	12	24.0%	7	14.9%
	Often	5	2.6%	0		3	3.2%	11	5.9%	0		0	
	Very Often	1	0.5%	6	5.5%	0		14	7.5%	0		0	
	Total	192		110		94		186		50		47	
Older People	Never	140	73.3%	73	66.4%	69	73.4%	108	58.4%	39	78.0%	34	70.8%
	Sometimes	47	24.6%	35	31.8%	22	23.4%	66	35.7%	8	16.0%	12	25.0%
	Often	3	1.6%	2	1.8%	3	3.2%	10	5.4%	3	6.0%	0	
	Very Often	1	0.5%	0		0		1	0.5%	0		2	4.2%
	Total	191		110		94		185		50		48	

Staff—Frequencies by Office

Counts based on weighted data. Total excludes those who did not provide a job function

	Libraries and Information Center		Office of Information Technology		Office of the President/Provost		Student Life		Development	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent

Within the last three years, to what extent have you experienced instances of marginalization at Georgia Tech based on the following personal identity or characteristics: (cont'd)

Socioeconomic Background	Not at all	30	96.8%	65	90.3%	93	83.8%	22	73.3%	26	89.7%
	Slightly	1	3.2%	3	4.2%	10	9.0%	5	16.7%	2	6.9%
	Somewhat	0		3	4.2%	6	5.4%	3	10.0%	0	
	Greatly	0		1	1.4%	2	1.8%	0		1	3.4%
	Total	31		72		111		30		29	
Other	Not at all	23	100.0%	59	95.2%	68	93.2%	14	87.5%	23	100.0%
	Slightly	0		1	1.6%	1	1.4%	1	6.3%	0	
	Somewhat	0		1	1.6%	1	1.4%	0		0	
	Greatly	0		1	1.6%	3	4.1%	1	6.3%	0	
	Total	23		62		73		16		23	

Within the past year, how often have you heard a staff member make an insensitive or disparaging remark with respect to:

Women	Never	25	80.6%	58	80.6%	80	71.4%	18	60.0%	24	82.8%
	Sometimes	6	19.4%	14	19.4%	30	26.8%	9	30.0%	3	10.3%
	Often	0		0		1	0.9%	1	3.3%	2	6.9%
	Very Often	0		0		1	0.9%	2	6.7%	0	
	Total	31		72		112		30		29	
Men	Never	28	90.3%	61	84.7%	87	77.0%	24	77.4%	12	41.4%
	Sometimes	3	9.7%	10	13.9%	23	20.4%	6	19.4%	17	58.6%
	Often	0		1	1.4%	2	1.8%	1	3.2%	0	
	Very Often	0		0		1	0.9%	0		0	
	Total	31		72		113		31		29	
Older People	Never	23	74.2%	58	79.5%	78	70.3%	23	76.7%	26	89.7%
	Sometimes	8	25.8%	14	19.2%	28	25.2%	6	20.0%	3	10.3%
	Often	0		0		4	3.6%	1	3.3%	0	
	Very Often	0		1	1.4%	1	0.9%	0		0	
	Total	31		73		111		30		29	

Staff—Frequencies by Office

Counts based on weighted data. Total excludes those who did not provide a job function

		Auxiliary Services		Exec. VP for Administration and Finance		Exec. VP for Research		Facilities		Georgia Tech Athletic Association		Georgia Tech Professional Education	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Within the past year, how often have you heard a staff member make an insensitive or disparaging remark with respect to (cont'd):													
Younger people	Never	122	64.6%	60	54.1%	65	69.1%	114	62.6%	35	68.6%	32	68.1%
	Sometimes	56	29.6%	46	41.4%	24	25.5%	50	27.5%	14	27.5%	15	31.9%
	Often	10	5.3%	3	2.7%	4	4.3%	11	6.0%	2	3.9%	0	
	Very Often	1	0.5%	2	1.8%	1	1.1%	7	3.8%	0		0	
	Total	189		111		94		182		51		47	
People's race or ethnicity	Never	124	65.6%	81	73.6%	71	76.3%	124	67.0%	38	76.0%	42	89.4%
	Sometimes	59	31.2%	27	24.5%	17	18.3%	26	14.1%	11	22.0%	5	10.6%
	Often	5	2.6%	1	0.9%	3	3.2%	16	8.6%	1	2.0%	0	
	Very Often	1	0.5%	1	0.9%	2	2.2%	19	10.3%	0		0	
	Total	189		110		93		185		50		47	
People with disabilities	Never	174	91.6%	100	90.1%	88	94.6%	158	85.9%	50	100.0%	40	87.0%
	Sometimes	14	7.4%	11	9.9%	4	4.3%	21	11.4%	0		4	8.7%
	Often	1	0.5%	0		0		3	1.6%	0		1	2.2%
	Very Often	1	0.5%	0		1	1.1%	2	1.1%	0		1	2.2%
	Total	190		111		93		184		50		46	
People with less education	Never	123	65.1%	74	66.7%	59	62.8%	121	67.2%	37	77.1%	39	83.0%
	Sometimes	52	27.5%	31	27.9%	29	30.9%	41	22.8%	8	16.7%	8	17.0%
	Often	6	3.2%	6	5.4%	4	4.3%	15	8.3%	2	4.2%	0	
	Very Often	8	4.2%	0		2	2.1%	3	1.7%	1	2.1%	0	
	Total	189		111		94		180		48		47	
People with different nationalities	Never	151	79.9%	86	77.5%	74	78.7%	129	70.1%	46	92.0%	45	95.7%
	Sometimes	32	16.9%	23	20.7%	15	16.0%	38	20.7%	4	8.0%	1	2.1%
	Often	3	1.6%	1	0.9%	3	3.2%	8	4.3%	0		1	2.1%
	Very Often	3	1.6%	1	0.9%	2	2.1%	9	4.9%	0		0	
	Total	189		111		94		184		50		47	

Staff—Frequencies by Office

Counts based on weighted data. Total excludes those who did not provide a job function

		Libraries and Information Center		Office of Information Technology		Office of the President/Provost		Student Life		Development	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Within the past year, how often have you heard a staff member make an insensitive or disparaging remark with respect to (cont'd):											
Younger people	Never	24	77.4%	58	80.6%	68	60.2%	12	41.4%	13	44.8%
	Sometimes	7	22.6%	14	19.4%	35	31.0%	15	51.7%	16	55.2%
	Often	0		0		8	7.1%	1	3.4%	0	
	Very Often	0		0		2	1.8%	1	3.4%	0	
	Total	31		72		113		29		29	
People's race or ethnicity	Never	29	96.7%	64	87.7%	82	72.6%	19	63.3%	25	86.2%
	Sometimes	1	3.3%	9	12.3%	30	26.5%	10	33.3%	2	6.9%
	Often	0		0		0		1	3.3%	2	6.9%
	Very Often	0		0		1	0.9%	0		0	
	Total	30		73		113		30		29	
People with disabilities	Never	28	93.3%	70	97.2%	103	91.2%	23	76.7%	29	100.0%
	Sometimes	2	6.7%	2	2.8%	9	8.0%	6	20.0%	0	
	Often	0		0		0		1	3.3%	0	
	Very Often	0		0		1	0.9%	0		0	
	Total	30		72		113		30		29	
People with less education	Never	20	66.7%	59	80.8%	72	63.2%	17	54.8%	27	93.1%
	Sometimes	10	33.3%	11	15.1%	33	28.9%	12	38.7%	2	6.9%
	Often	0		2	2.7%	7	6.1%	1	3.2%	0	
	Very Often	0		1	1.4%	2	1.8%	1	3.2%	0	
	Total	30		73		114		31		29	
People with different nationalities	Never	29	100.0%	64	87.7%	96	84.2%	23	76.7%	27	93.1%
	Sometimes	0		8	11.0%	17	14.9%	6	20.0%	2	6.9%
	Often	0		0		0		1	3.3%	0	
	Very Often	0		1	1.4%	1	0.9%	0		0	
	Total	29		73		114		30		29	

Staff—Frequencies by Office

Counts based on weighted data. Total excludes those who did not provide a job function

		Auxiliary Services		Exec. VP for Administration and Finance		Exec. VP for Research		Facilities		Georgia Tech Athletic Association		Georgia Tech Professional Education	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Within the past year, how often have you heard a staff member make an insensitive or disparaging remark with respect to (cont'd):													
People with language differences/accent	Never	128	68.1%	78	70.9%	65	69.1%	111	60.0%	39	81.3%	41	87.2%
	Sometimes	56	29.8%	27	24.5%	25	26.6%	54	29.2%	8	16.7%	6	12.8%
	Often	3	1.6%	5	4.5%	1	1.1%	8	4.3%	1	2.1%	0	
	Very Often	1	0.5%	0		3	3.2%	12	6.5%	0		0	
	Total	188		110		94		185		48		47	
People with particular political views	Never	113	60.1%	46	41.4%	36	39.1%	90	48.6%	39	78.0%	27	56.3%
	Sometimes	57	30.3%	50	45.0%	43	46.7%	58	31.4%	11	22.0%	17	35.4%
	Often	12	6.4%	7	6.3%	8	8.7%	20	10.8%	0		3	6.3%
	Very Often	6	3.2%	8	7.2%	5	5.4%	17	9.2%	0		1	2.1%
	Total	188		111		92		185		50		48	
People with particular religious affiliations	Never	152	79.6%	85	77.3%	75	79.8%	117	64.3%	41	85.4%	39	83.0%
	Sometimes	33	17.3%	21	19.1%	17	18.1%	43	23.6%	7	14.6%	6	12.8%
	Often	2	1.0%	3	2.7%	2	2.1%	10	5.5%	0		2	4.3%
	Very Often	4	2.1%	1	0.9%	0		12	6.6%	0		0	
	Total	191		110		94		182		48		47	
People with different socioeconomic backgrounds	Never	153	81.0%	86	77.5%	74	79.6%	138	75.0%	42	82.4%	44	93.6%
	Sometimes	33	17.5%	21	18.9%	16	17.2%	24	13.0%	9	17.6%	3	6.4%
	Often	2	1.1%	2	1.8%	0	0.0%	14	7.6%	0		0	
	Very Often	1	0.5%	2	1.8%	3	3.2%	8	4.3%	0		0	
	Total	189		111		93		184		51		47	
Gay, lesbian, or bisexual people	Never	143	75.3%	88	80.0%	77	82.8%	133	71.9%	39	81.3%	37	77.1%
	Sometimes	39	20.5%	19	17.3%	14	15.1%	34	18.4%	9	18.8%	10	20.8%
	Often	6	3.2%	2	1.8%	2	2.2%	9	4.9%	0		0	
	Very Often	2	1.1%	1	0.9%	0		9	4.9%	0		1	2.1%
	Total	190		110		93		185		48		48	

Staff—Frequencies by Office

Counts based on weighted data. Total excludes those who did not provide a job function

		Libraries and Information Center		Office of Information Technology		Office of the President/Provost		Student Life		Development	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Within the past year, how often have you heard a staff member make an insensitive or disparaging remark with respect to (cont'd):											
People with language differences/accents	Never	29	96.7%	63	87.5%	79	69.9%	17	56.7%	26	89.7%
	Sometimes	1	3.3%	9	12.5%	29	25.7%	10	33.3%	3	10.3%
	Often	0		0		4	3.5%	3	10.0%	0	
	Very Often	0		0		1	0.9%	0		0	
	Total	30		72		113		30		29	
People with particular political views	Never	18	58.1%	44	61.1%	45	39.5%	12	40.0%	4	13.8%
	Sometimes	12	38.7%	24	33.3%	49	43.0%	13	43.3%	25	86.2%
	Often	1	3.2%	2	2.8%	13	11.4%	4	13.3%	0	
	Very Often	0		2	2.8%	7	6.1%	1	3.3%	0	
	Total	31		72		114		30		29	
People with particular religious affiliations	Never	25	86.2%	59	81.9%	91	80.5%	20	69.0%	26	89.7%
	Sometimes	3	10.3%	12	16.7%	17	15.0%	8	27.6%	3	10.3%
	Often	1	3.4%	0		1	0.9%	1	3.4%	0	
	Very Often	0		1	1.4%	4	3.5%	0		0	
	Total	29		72		113		29		29	
People with different socioeconomic backgrounds	Never	29	96.7%	62	86.1%	94	83.9%	22	73.3%	26	89.7%
	Sometimes	1	3.3%	10	13.9%	16	14.3%	8	26.7%	3	10.3%
	Often	0		0		2	1.8%	0		0	
	Very Often	0		0		0		0		0	
	Total	30		72		112		30		29	
Gay, lesbian, or bisexual people	Never	29	96.7%	63	87.5%	90	80.4%	17	56.7%	28	96.6%
	Sometimes	1	3.3%	9	12.5%	21	18.8%	11	36.7%	1	3.4%
	Often	0		0		1	0.9%	2	6.7%	0	
	Very Often	0		0		0		0		0	
	Total	30		72		112		30		29	

Staff—Frequencies by Office

Counts based on weighted data. Total excludes those who did not provide a job function

		Auxiliary Services		Exec. VP for Administration and Finance		Exec. VP for Research		Facilities		Georgia Tech Athletic Association		Georgia Tech Professional Education	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Within the past year, how often have you heard a staff member make an insensitive or disparaging remark with respect to (cont'd):													
Transgendered people	Never	150	79.4%	90	82.6%	75	80.6%	134	74.0%	41	85.4%	38	79.2%
	Sometimes	34	18.0%	17	15.6%	15	16.1%	32	17.7%	7	14.6%	10	20.8%
	Often	2	1.1%	1	0.9%	2	2.2%	9	5.0%	0		0	
	Very Often	3	1.6%	1	0.9%	1	1.1%	6	3.3%	0		0	
	Total	189		109		93		181		48		48	
Other	Never	122	97.6%	82	93.2%	63	92.6%	124	91.2%	32	97.0%	33	94.3%
	Sometimes	3	2.4%	5	5.7%	4	5.9%	6	4.4%	1	3.0%	2	5.7%
	Often	0		0		0		4	2.9%	0		0	
	Very Often	0		1	1.1%	1	1.5%	2	1.5%	0		0	
	Total	125		88		68		136		33		35	

Staff—Frequencies by Office

Counts based on weighted data. Total excludes those who did not provide a job function

		Libraries and Information Center		Office of Information Technology		Office of the President/Provost		Student Life		Development	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Within the past year, how often have you heard a staff member make an insensitive or disparaging remark with respect to (cont'd):											
Transgendered people	Never	29	96.7%	62	86.1%	86	76.8%	17	54.8%	28	96.6%
	Sometimes	1	3.3%	9	12.5%	25	22.3%	11	35.5%	1	3.4%
	Often	0		0		1	0.9%	1	3.2%	0	
	Very Often	0		1	1.4%	0		2	6.5%	0	
	Total	30		72		112		31		29	
Other	Never	22	100.0%	55	98.2%	60	95.2%	13	92.9%	21	91.3%
	Sometimes	0		0		3	4.8%	1	7.1%	0	
	Often	0		0		0		0		2	8.7%
	Very Often	0		1	1.8%	0		0		0	
	Total	22		56		63		14		23	

Staff—Frequencies by Job Category

Counts based on weighted data. Total excludes those who did not provide a job function

* p <.05; ** p <.01; *** p <.001

		Executive		Administrative and Professional		Research		Support Services		GT		Chi Square	Effect Size
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent		
In my work environment:													
I freely interact with my co-workers/colleagues in my unit	Strongly agree	62	88.6%	674	66.0%	31	72.2%	358	79.7%	1,125	77.1%	***	0.150
	Somewhat agree	6	8.6%	150	27.7%	13	18.3%	91	17.7%	260	17.8%		
	Somewhat disagree	2	2.9%	9	6.4%	3	4.2%	21	1.1%	35	2.4%		
	Strongly disagree	-		13		-	5.2%	26	1.5%	39	2.7%		
	Total	70		846		47		496		1,459			
People are sensitive to cultural differences among employees	Strongly agree	29	41.4%	317	44.2%	23	35.2%	162	39.1%	531	38.1%	***	0.108
	Somewhat agree	31	44.3%	380	42.3%	22	42.2%	194	46.9%	627	45.0%		
	Somewhat disagree	7	10.0%	75	13.5%	7	11.7%	54	9.2%	143	10.3%		
	Strongly disagree	3	4.3%	39		-	10.9%	50	4.8%	92	6.6%		
	Total	70		811		52		460		1,393			
I feel comfortable sharing my thoughts and ideas	Strongly agree	43	61.4%	348	42.9%	24	41.9%	203	41.4%	618	42.6%	***	0.106
	Somewhat agree	18	25.7%	364	30.4%	17	35.1%	170	43.3%	569	39.2%		
	Somewhat disagree	2	2.9%	89	23.2%	13	13.0%	63	10.6%	167	11.5%		
	Strongly disagree	7	10.0%	40	3.6%	2	10.1%	49	4.8%	98	6.7%		
	Total	70		841		56		485		1,452			
I am comfortable expressing an opinion that is different from others in the workplace	Strongly agree	25	36.2%	267	25.0%	11	38.0%	183	32.1%	486	34.0%	***	0.134
	Somewhat agree	38	55.1%	397	27.3%	12	40.5%	195	47.7%	642	45.0%		
	Somewhat disagree	2	2.9%	124	43.2%	19	13.5%	65	14.9%	210	14.7%		
	Strongly disagree	4	5.8%	45	4.5%	2	8.1%	39	5.4%	90	6.3%		
	Total	69		833		44		482		1,428			
People express disagreements in a respectful manner	Strongly agree	30	46.2%	257	7.3%	4	28.9%	134	31.2%	425	30.2%	*	0.076
	Somewhat agree	24	36.9%	408	65.5%	36	46.1%	214	49.5%	682	48.4%		
	Somewhat disagree	9	13.8%	116	18.2%	10	13.8%	64	14.1%	199	14.1%		
	Strongly disagree	2	3.1%	43	9.1%	5	11.2%	52	5.2%	102	7.2%		
	Total	65		824		55		464		1,408			
My co-workers/colleagues are open- minded when discussing differences among people	Strongly agree	27	42.2%	272	4.0%	2	29.0%	135	33.5%	436	31.3%	*	0.011
	Somewhat agree	24	37.5%	406	68.0%	34	47.7%	222	50.0%	686	49.3%		
	Somewhat disagree	11	17.2%	98	24.0%	12	12.7%	59	12.1%	180	12.9%		
	Strongly disagree	2	3.1%	36	4.0%	2	10.5%	49	4.4%	89	6.4%		
	Total	64		812		50		465		1,391			

Staff—Frequencies by Job Category

Counts based on weighted data. Total excludes those who did not provide a job function

* p <.05; ** p <.01; *** p <.001

		Executive		Administrative and Professional		Research		Support Services		GT		Chi Square	Effect Size
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent		
In my work environment (cont'd):													
My supervisor is open- minded when discussing differences among people	Strongly agree	42	65.6%	5	11.9%	248	53.8%	487	61.1%	782	57.3%	***	0.193
	Somewhat agree	17	26.6%	16	38.1%	123	26.7%	212	26.6%	368	27.0%		
	Somewhat disagree	2	3.1%	16	38.1%	41	8.9%	57	7.2%	116	8.5%		
	Strongly disagree	3	4.7%	5	11.9%	49	10.6%	41	5.1%	98	7.2%		
	Total	64		42		461		797		1,364			
People communicate regularly with each other	Strongly agree	25	36.8%	15	28.8%	208	42.6%	342	40.6%	590	40.7%		
	Somewhat agree	35	51.5%	21	40.4%	186	38.1%	334	39.6%	576	39.7%		
	Somewhat disagree	5	7.4%	12	23.1%	57	11.7%	114	13.5%	188	13.0%		
	Strongly disagree	3	4.4%	4	7.7%	37	7.6%	53	6.3%	97	6.7%		
	Total	68		52		488		843		1,451			
People treat each other fairly	Strongly agree	23	32.9%	21	43.8%	190	39.7%	268	32.5%	502	35.3%		
	Somewhat agree	23	32.9%	17	35.4%	163	34.0%	368	44.6%	571	40.2%		
	Somewhat disagree	17	24.3%	6	12.5%	73	15.2%	113	13.7%	209	14.7%		
	Strongly disagree	7	10.0%	4	8.3%	53	11.1%	76	9.2%	140	9.8%		
	Total	70		48		479		825		1,422			
Professional development is encouraged	Strongly agree	32	48.5%	27	52.9%	200	41.9%	415	50.3%	674	47.5%	**	0.097
	Somewhat agree	28	42.4%	7	13.7%	174	36.5%	254	30.8%	463	32.6%		
	Somewhat disagree	4	6.1%	12	23.5%	57	11.9%	109	13.2%	182	12.8%		
	Strongly disagree	2	3.0%	5	9.8%	46	9.6%	47	5.7%	100	7.0%		
	Total	66		51		477		825		1,419			
My feedback is sought and respected	Strongly agree	40	58.0%	5	9.8%	195	41.5%	363	43.4%	603	42.3%	***	0.169
	Somewhat agree	23	33.3%	20	39.2%	144	30.6%	305	36.5%	492	34.5%		
	Somewhat disagree	3	4.3%	11	21.6%	71	15.1%	107	12.8%	192	13.5%		
	Strongly disagree	3	4.3%	15	29.4%	60	12.8%	61	7.3%	139	9.7%		
	Total	69		51		470		836		1,426			
Collaboration is encouraged	Strongly agree	36	53.7%	24	54.5%	233	48.6%	411	49.8%	704	49.8%	*	0.079
	Somewhat agree	26	38.8%	9	20.5%	161	33.6%	293	35.5%	489	34.6%		
	Somewhat disagree	3	4.5%	9	20.5%	43	9.0%	79	9.6%	134	9.5%		
	Strongly disagree	2	3.0%	2	4.5%	42	8.8%	42	5.1%	88	6.2%		
	Total	67		44		479		825		1,415			

Staff—Frequencies by Job Category

Counts based on weighted data. Total excludes those who did not provide a job function

* p <.05; ** p <.01; *** p <.001

		Executive		Administrative and Professional		Research		Support Services		GT		Chi Square	Effect Size
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent		
Support from co-workers/colleagues:													
Assistance with establishing professional contacts	Very satisfied	35	57.4%	2	4.9%	163	36.9%	311	40.9%	511	39.2%	**	0.111
	Somewhat satisfied	21	34.4%	26	63.4%	181	41.0%	331	43.5%	559	42.8%		
	Somewhat dissatisfied	2	3.3%	13	31.7%	53	12.0%	80	10.5%	148	11.3%		
	Very dissatisfied	3	4.9%	-		45	10.2%	39	5.1%	87	6.7%		
	Total	61		41		442		761		1,305			
Advice on navigating office politics	Very satisfied	27	45.8%	1	2.8%	142	32.6%	253	33.3%	423	32.8%		
	Somewhat satisfied	23	39.0%	25	69.4%	179	41.1%	318	41.8%	545	42.2%		
	Somewhat dissatisfied	8	13.6%	5	13.9%	62	14.3%	120	15.8%	195	15.1%		
	Very dissatisfied	1	1.7%	5	13.9%	52	12.0%	69	9.1%	127	9.8%		
	Total	59		36		435		760		1,290			
Mentoring for leadership positions	Very satisfied	14	23.3%	2	4.9%	92	21.2%	162	22.0%	270	21.2%	**	0.102
	Somewhat satisfied	30	50.0%	15	36.6%	166	38.3%	245	33.2%	456	35.8%		
	Somewhat dissatisfied	8	13.3%	11	26.8%	86	19.9%	186	25.2%	291	22.9%		
	Very dissatisfied	8	13.3%	13	31.7%	89	20.6%	145	19.6%	255	20.0%		
	Total	60		41		433		738		1,272			
Mentoring for career advancement	Very satisfied	13	22.8%	5	12.5%	85	19.0%	162	21.3%	265	20.3%	***	
	Somewhat satisfied	29	50.9%	-		173	38.7%	262	34.5%	464	35.6%		
	Somewhat dissatisfied	7	12.3%	9	22.5%	93	20.8%	189	24.9%	298	22.9%		
	Very dissatisfied	8	14.0%	26	65.0%	96	21.5%	147	19.3%	277	21.2%		
	Total	57		40		447		760		1,304			
Informal invitations (e.g., lunch/coffee)	Very satisfied	28	45.2%	4	11.1%	151	36.3%	293	37.7%	476	36.8%		
	Somewhat satisfied	21	33.9%	21	58.3%	144	34.6%	305	39.2%	491	38.0%		
	Somewhat dissatisfied	4	6.5%	9	25.0%	45	10.8%	116	14.9%	174	13.5%		
	Very dissatisfied	9	14.5%	2	5.6%	76	18.3%	64	8.2%	151	11.7%		
	Total	62		36		416		778		1,292			

Staff—Frequencies by Job Category

Counts based on weighted data. Total excludes those who did not provide a job function

* p <.05; ** p <.01; *** p <.001

		Executive		Administrative and Professional		Research		Support Services		GT		Chi Square	Effect Size
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent		
Mentoring or support from colleagues in:													
Guidance on obtaining grants	Very satisfied	-		-		-		10	21.3%	10	18.5%		
	Somewhat satisfied	-		-		4		13	27.7%	17	31.5%		
	Somewhat dissatisfied	1		-		-		12	25.5%	13	24.1%		
	Very dissatisfied	-		2		-		12	25.5%	14	25.9%		
	Total	1		2		4		47		54			
Guidance on publishing your research	Very satisfied	3		-		-		6	11.8%	9	13.4%		
	Somewhat satisfied	-		5	55.6%	4		24	47.1%	33	49.3%		
	Somewhat dissatisfied	-		4	44.4%	-		10	19.6%	14	20.9%		
	Very dissatisfied	-		-		-		11	21.6%	11	16.4%		
	Total	3		9		4		51		67			
Offers to collaborate in research	Very satisfied	1	25.0%	-		1	20.0%	11	16.9%	13	16.7%		
	Somewhat satisfied	-		2	50.0%	4	80.0%	27	41.5%	33	42.3%		
	Somewhat dissatisfied	3	75.0%	2	50.0%	-		17	26.2%	22	28.2%		
	Very dissatisfied	-		-		-		10	15.4%	10	12.8%		
	Total	4		4		5		65		78			
Support for your research program	Very satisfied	1		-		1	16.7%	8	17.4%	10	17.5%		
	Somewhat satisfied	-		2	50.0%	4	66.7%	20	43.5%	26	45.6%		
	Somewhat dissatisfied	-		-		1	16.7%	8	17.4%	9	15.8%		
	Very dissatisfied	-		2	50.0%	-		10	21.7%	12	21.1%		
	Total	1		4		6		46		57			
Mentoring for Teaching	Very satisfied	1	25.0%	2		3	21.4%	35	38.9%	41	37.3%		
	Somewhat satisfied	3	75.0%	-		7	50.0%	30	33.3%	40	36.4%		
	Somewhat dissatisfied	-		-		-		16	17.8%	16	14.5%		
	Very dissatisfied	-		-		4	28.6%	9	10.0%	13	11.8%		
	Total	4		2		14		90		110			

Staff—Frequencies by Job Category

Counts based on weighted data. Total excludes those who did not provide a job function

* p <.05; ** p <.01; *** p <.001

		Executive		Administrative and Professional		Research		Support Services		GT		Chi Square	Effect Size
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent		
Satisfaction with support from supervisor:													
Assistance with establishing professional contacts	Very satisfied	36	58.1%	169	40.0%	10	38.5%	320	44.9%	535	43.7%	***	0.133
	Somewhat satisfied	13	21.0%	148	35.0%	-		235	33.0%	396	32.4%		
	Somewhat dissatisfied	8	12.9%	54	12.8%	14	53.8%	86	12.1%	162	13.2%		
	Very dissatisfied	5	8.1%	52	12.3%	2	7.7%	72	10.1%	131	10.7%		
	Total	62		423		26		713		1,224			
Advice on navigating office politics	Very satisfied	28	45.2%	147	35.3%	-		294	40.3%	469	37.9%		
	Somewhat satisfied	15	24.2%	161	38.6%	17	56.7%	247	33.9%	440	35.5%		
	Somewhat dissatisfied	18	29.0%	52	12.5%	7	23.3%	105	14.4%	182	14.7%		
	Very dissatisfied	1	1.6%	57	13.7%	6	20.0%	83	11.4%	147	11.9%		
	Total	62		417		30		729		1,238			
Mentoring for leadership positions	Very satisfied	21	36.2%	121	29.2%	11	42.3%	202	29.4%	355	29.9%	**	0.103
	Somewhat satisfied	26	44.8%	133	32.0%	-		213	31.0%	372	31.4%		
	Somewhat dissatisfied	4	6.9%	88	21.2%	9	34.6%	142	20.7%	243	20.5%		
	Very dissatisfied	7	12.1%	73	17.6%	6	23.1%	130	18.9%	216	18.2%		
	Total	58		415		26		687		1,186			
Mentoring for career advancement	Very satisfied	21	35.6%	124	29.2%	11	34.4%	225	31.5%	381	31.0%		
	Somewhat satisfied	14	23.7%	135	31.8%	5	15.6%	219	30.6%	373	30.3%		
	Somewhat dissatisfied	15	25.4%	90	21.2%	4	12.5%	133	18.6%	242	19.7%		
	Very dissatisfied	9	15.3%	75	17.7%	12	37.5%	138	19.3%	234	19.0%		
	Total	59		424		32		715		1,230			
Informal invitations (e.g., lunch/coffee)	Very satisfied	31	51.7%	167	42.4%	12	38.7%	304	44.3%	514	43.9%		
	Somewhat satisfied	15	25.0%	115	29.2%	7	22.6%	209	30.4%	346	29.5%		
	Somewhat dissatisfied	8	13.3%	51	12.9%	3	9.7%	99	14.4%	161	13.7%		
	Very dissatisfied	6	10.0%	61	15.5%	9	29.0%	75	10.9%	151	12.9%		
	Total	60		394		31		687		1,172			

Staff—Frequencies by Job Category

Counts based on weighted data. Total excludes those who did not provide a job function

* p <.05; ** p <.01; *** p <.001

		Executive		Administrative and Professional		Research		Support Services		GT		Chi Square	Effect Size
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent		
Satisfaction with support from supervisor (cont'd):													
Understanding that individuals have different family and personal responsibilities	Very satisfied	46	70.8%	260	58.7%	10	31.3%	548	70.2%	864	65.4%	**	0.108
	Somewhat satisfied	17	26.2%	133	30.0%	14	43.8%	160	20.5%	324	24.5%		
	Somewhat dissatisfied	1	1.5%	20	4.5%	3	9.4%	37	4.7%	61	4.6%		
	Very dissatisfied	1	1.5%	30	6.8%	5	15.6%	36	4.6%	72	5.5%		
	Total	65		443		32		781		1,321			
Acknowledgement of my contributions to my school/unit	Very satisfied	29	46.0%	204	46.2%	12	37.5%	438	55.3%	683	51.4%	***	0.125
	Somewhat satisfied	26	41.3%	138	31.2%	5	15.6%	205	25.9%	374	28.1%		
	Somewhat dissatisfied	3	4.8%	55	12.4%	9	28.1%	96	12.1%	163	12.3%		
	Very dissatisfied	5	7.9%	45	10.2%	6	18.8%	53	6.7%	109	8.2%		
	Total	63		442		32		792		1,329			
The degree to which agreements are honored by my supervisor	Very satisfied	34	54.8%	228	51.1%	12	36.4%	472	61.1%	746	56.8%	***	0.152
	Somewhat satisfied	19	30.6%	147	33.0%	5	15.2%	197	25.5%	368	28.0%		
	Somewhat dissatisfied	6	9.7%	41	9.2%	13	39.4%	68	8.8%	128	9.7%		
	Very dissatisfied	3	4.8%	30	6.7%	3	9.1%	36	4.7%	72	5.5%		
	Total	62		446		33		773		1,314			
The degree to which my work performance is fairly evaluated	Very satisfied	29	50.0%	232	50.8%	17	51.5%	442	58.2%	720	55.0%	***	0.130
	Somewhat satisfied	10	17.2%	119	26.0%	2	6.1%	189	24.9%	320	24.5%		
	Somewhat dissatisfied	13	22.4%	51	11.2%	2	6.1%	76	10.0%	142	10.9%		
	Very dissatisfied	6	10.3%	55	12.0%	12	36.4%	53	7.0%	126	9.6%		
	Total	58		457		33		760		1,308			
Obtaining the resources I need to excel	Very satisfied	26	41.9%	180	39.5%	11	35.5%	368	47.4%	585	44.2%	***	0.109
	Somewhat satisfied	25	40.3%	158	34.6%	5	16.1%	241	31.1%	429	32.4%		
	Somewhat dissatisfied	9	14.5%	58	12.7%	10	32.3%	121	15.6%	198	14.9%		
	Very dissatisfied	2	3.2%	60	13.2%	5	16.1%	46	5.9%	113	8.5%		
	Total	62		456		31		776		1,325			

Staff—Frequencies by Job Category

Counts based on weighted data. Total excludes those who did not provide a job function

* p <.05; ** p <.01; *** p <.001

		Executive		Administrative and Professional		Research		Support Services		GT		Chi Square	Effect Size
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent		
Diversity and Inclusion:													
Georgia Tech is generally a comfortable and inclusive environment for me	Strongly agree	34	54.8%	211	47.0%	11	52.4%	362	46.7%	618	47.3%		
	Somewhat agree	22	35.5%	189	42.1%	8	38.1%	334	43.1%	553	42.3%		
	Somewhat disagree	6	9.7%	34	7.6%	2	9.5%	64	8.3%	106	8.1%		
	Strongly disagree	-		15	3.3%	-		15	1.9%	30	2.3%		
	Total	62		449		21		775		1,307			
Diversity is integral to Georgia Tech's ability to successfully fulfill its mission	Strongly agree	41	65.1%	257	59.9%	16	84.2%	487	64.4%	801	63.2%	***	0.120
	Somewhat agree	14	22.2%	118	27.5%	3	15.8%	223	29.5%	358	28.3%		
	Somewhat disagree	4	6.3%	33	7.7%	-		31	4.1%	68	5.4%		
	Strongly disagree	4	6.3%	21	4.9%	-		15	2.0%	40	3.2%		
	Total	63		429		19		756		1,267			
The diversity of our staff contributes to the overall prestige of Georgia Tech	Strongly agree	37	60.7%	214	50.4%	17	81.0%	416	56.3%	684	54.9%	**	0.100
	Somewhat agree	13	21.3%	142	33.4%	2	9.5%	251	34.0%	408	32.7%		
	Somewhat disagree	8	13.1%	45	10.6%	-		52	7.0%	105	8.4%		
	Strongly disagree	3	4.9%	24	5.6%	2	9.5%	20	2.7%	49	3.9%		
	Total	61		425		21		739		1,246			
Adequate processes are in place to address grievances at Georgia Tech	Strongly agree	7	12.1%	117	30.7%	2	33.3%	140	22.9%	266	25.2%	*	0.091
	Somewhat agree	35	60.3%	144	37.8%	-		238	39.0%	417	39.5%		
	Somewhat disagree	12	20.7%	62	16.3%	2	33.3%	131	21.4%	207	19.6%		
	Strongly disagree	4	6.9%	58	15.2%	2	33.3%	102	16.7%	166	15.7%		
	Total	58		381		6		611		1,056			
I feel valued and respected by the Georgia Tech community	Strongly agree	33	55.9%	168	39.9%	11	55.0%	270	35.8%	482	38.4%	*	0.085
	Somewhat agree	21	35.6%	161	38.2%	5	25.0%	361	47.8%	548	43.7%		
	Somewhat disagree	2	3.4%	69	16.4%	4	20.0%	77	10.2%	152	12.1%		
	Strongly disagree	3	5.1%	23	5.5%	-		47	6.2%	73	5.8%		
	Total	59		421		20		755		1,255			
I have considered leaving Georgia Tech because of concerns about collegiality	Strongly agree	3	5.3%	50	13.7%	-		87	12.8%	140	12.4%		
	Somewhat agree	10	17.5%	65	17.8%	7	30.4%	151	22.1%	233	20.7%		
	Somewhat disagree	6	10.5%	57	15.6%	2	8.7%	82	12.0%	147	13.0%		
	Strongly disagree	38	66.7%	194	53.0%	14	60.9%	362	53.1%	608	53.9%		
	Total	57		366		23		682		1,128			

Staff—Frequencies by Job Category

Counts based on weighted data. Total excludes those who did not provide a job function

* p <.05; ** p <.01; *** p <.001

		Executive		Administrative and Professional		Research		Support Services		GT		Chi Square	Effect Size
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent		
Diversity and Inclusion (cont'd):													
I am satisfied with my career progress at Georgia Tech	Strongly agree	26	41.9%	113	26.4%	-		213	28.6%	352	28.0%	*	0.090
	Somewhat agree	26	41.9%	180	42.1%	12	54.5%	278	37.3%	496	39.5%		
	Somewhat disagree	4	6.5%	67	15.7%	8	36.4%	157	21.1%	236	18.8%		
	Strongly disagree	6	9.7%	68	15.9%	2	9.1%	97	13.0%	173	13.8%		
	Total	62		428		22		745		1,257			
I am satisfied with my current workload balance as it relates to my career goals	Strongly agree	21	34.4%	137	31.1%	9	37.5%	228	30.1%	395	30.8%	**	0.104
	Somewhat agree	33	54.1%	184	41.8%	11	45.8%	291	38.4%	519	40.5%		
	Somewhat disagree	5	8.2%	60	13.6%	4	16.7%	143	18.9%	212	16.5%		
	Strongly disagree	2	3.3%	59	13.4%	-		95	12.5%	156	12.2%		
	Total	61		440		24		757		1,282			
I freely interact with colleagues across Georgia Tech	Strongly agree	46	80.7%	204	47.0%	2	10.0%	416	54.7%	668	52.5%	***	0.191
	Somewhat agree	11	19.3%	163	37.6%	7	35.0%	263	34.6%	444	34.9%		
	Somewhat disagree	-		37	8.5%	-		57	7.5%	94	7.4%		
	Strongly disagree	-		30	6.9%	11	55.0%	25	3.3%	66	5.2%		
	Total	57		434		20		761		1,272			
I am satisfied with my unit's efforts to recruit staff from diverse backgrounds	Strongly agree	33	57.9%	159	41.2%	11	57.9%	330	49.2%	533	47.0%	**	0.102
	Somewhat agree	18	31.6%	140	36.3%	6	31.6%	238	35.5%	402	35.5%		
	Somewhat disagree	4	7.0%	44	11.4%	2	10.5%	72	10.7%	122	10.8%		
	Strongly disagree	2	3.5%	43	11.1%	-		31	4.6%	76	6.7%		
	Total	57		386		19		671		1,133			
I am satisfied with my unit's efforts to retain staff from diverse backgrounds	Strongly agree	37	63.8%	139	35.7%	11	55.0%	265	39.2%	452	39.5%		
	Somewhat agree	10	17.2%	151	38.8%	5	25.0%	259	38.3%	425	37.2%		
	Somewhat disagree	10	17.2%	44	11.3%	4	20.0%	86	12.7%	144	12.6%		
	Strongly disagree	1	1.7%	55	14.1%	-		66	9.8%	122	10.7%		
	Total	58		389		20		676		1,143			

Staff—Frequencies by Job Category

Counts based on weighted data. Total excludes those who did not provide a job function

* p <.05; ** p <.01; *** p <.001

Executive		Administrative and Professional		Research		Support Services		GT		Chi Square	Effect Size
Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent		

Diversity and Inclusion (cont'd):

Hiring practices in my unit are consistent with Georgia Tech's commitment to diversity	Strongly agree	36	60.0%	164	43.4%	11	73.3%	333	51.2%	544	49.3%
	Somewhat agree	16	26.7%	137	36.2%	2	13.3%	222	34.2%	377	34.2%
	Somewhat disagree	5	8.3%	32	8.5%	2	13.3%	64	9.8%	103	9.3%
	Strongly disagree	3	5.0%	45	11.9%	-		31	4.8%	79	7.2%
	Total	60		378		15		650		1,103	
Promotion practices in my unit are consistent with Georgia Tech's commitment to diversity	Strongly agree	20	33.3%	138	39.9%	11	61.1%	209	35.7%	378	37.4%
	Somewhat agree	29	48.3%	113	32.7%	2	11.1%	185	31.6%	329	32.6%
	Somewhat disagree	4	6.7%	37	10.7%	2	11.1%	105	17.9%	148	14.7%
	Strongly disagree	7	11.7%	58	16.8%	3	16.7%	87	14.8%	155	15.3%
	Total	60		346		18		586		1,010	

Within the last three years, to what extent have you experienced instances of marginalization at Georgia Tech based on the following personal identity or characteristics:

Gender	Not at all	44	68.8%	562	66.5%	32	88.9%	353	73.4%	991	69.5%
	Slightly	3	4.7%	137	16.2%	2	5.6%	43	8.9%	185	13.0%
	Somewhat	13	20.3%	95	11.2%	2	5.6%	64	13.3%	174	12.2%
	Greatly	4	6.3%	51	6.0%	0		21	4.4%	76	5.3%
	Total	64		845		36		481		1426	
Age	Not at all	49	76.6%	575	68.0%	29	80.6%	363	75.5%	1016	71.2%
	Slightly	5	7.8%	134	15.9%	0		63	13.1%	202	14.2%
	Somewhat	9	14.1%	92	10.9%	5	13.9%	36	7.5%	142	10.0%
	Greatly	1	1.6%	44	5.2%	2	5.6%	19	4.0%	66	4.6%
	Total	64		845		36		481		1426	
Race / Ethnicity	Not at all	50	78.1%	614	73.0%	34	94.4%	315	65.4%	1013	71.2%
	Slightly	4	6.3%	110	13.1%	2	5.6%	68	14.1%	184	12.9%
	Somewhat	4	6.3%	77	9.2%	0		63	13.1%	144	10.1%
	Greatly	6	9.4%	40	4.8%	0		36	7.5%	82	5.8%
	Total	64		841		36		482		1423	

Staff—Frequencies by Job Category

Counts based on weighted data. Total excludes those who did not provide a job function

* p <.05; ** p <.01; *** p <.001

		Executive		Administrative and Professional		Research		Support Services		GT		Chi Square	Effect Size
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent		
Within the last three years, to what extent have you experienced instances of marginalization at Georgia Tech based on the following personal identity or characteristics: (cont'd)													
Disability	Not at all	57	95.0%	784	94.3%	36	100.0%	442	93.2%	1319	94.1%		
	Slightly	2	3.3%	24	2.9%	0		11	2.3%	37	2.6%		
	Somewhat	1	1.7%	15	1.8%	0		12	2.5%	28	2.0%		
	Greatly	0		8	1.0%	0		9	1.9%	17	1.2%		
	Total	60		831		36		474		1401			
National origin	Not at all	57	90.5%	776	92.4%	36	100.0%	415	86.5%	1284	90.5%		
	Slightly	0		32	3.8%	0		17	3.5%	49	3.5%		
	Somewhat	6	9.5%	22	2.6%	0		30	6.3%	58	4.1%		
	Greatly	0		10	1.2%	0		18	3.8%	28	2.0%		
	Total	63		840		36		480		1419			
Language difference or accent	Not at all	64	100.0%	795	94.8%	36	100.0%	415	86.5%	1310	92.3%		
	Slightly	0		23	2.7%	0		30	6.3%	53	3.7%		
	Somewhat	0		11	1.3%	0		23	4.8%	34	2.4%		
	Greatly	0		10	1.2%	0		12	2.5%	22	1.6%		
	Total	64		839		36		480		1419			
Political perspective	Not at all	35	54.7%	626	74.5%	28	75.7%	328	68.3%	1017	71.6%		
	Slightly	12	18.8%	111	13.2%	2	5.4%	79	16.5%	204	14.4%		
	Somewhat	13	20.3%	71	8.5%	5	13.5%	46	9.6%	135	9.5%		
	Greatly	4	6.3%	32	3.8%	2	5.4%	27	5.6%	65	4.6%		
	Total	64		840		37		480		1421			
Religion	Not at all	54	84.4%	728	86.9%	31	86.1%	393	82.0%	1206	85.1%		
	Slightly	5	7.8%	50	6.0%	3	8.3%	37	7.7%	95	6.7%		
	Somewhat	1	1.6%	39	4.7%	2	5.6%	28	5.8%	70	4.9%		
	Greatly	4	6.3%	21	2.5%	0		21	4.4%	46	3.2%		
	Total	64		838		36		479		1417			

Staff—Frequencies by Job Category

Counts based on weighted data. Total excludes those who did not provide a job function

* p <.05; ** p <.01; *** p <.001

		Executive		Administrative and Professional		Research		Support Services		GT		Chi Square	Effect Size
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent		
Within the last three years, to what extent have you experienced instances of marginalization at Georgia Tech based on the following personal identity or characteristics: (cont'd)													
Sexual orientation	Not at all	59	93.7%	784	93.3%	36	100.0%	426	89.7%	1305	92.3%		
	Slightly	2	3.2%	30	3.6%	0		3	0.6%	35	2.5%		
	Somewhat	0		14	1.7%	0		25	5.3%	39	2.8%		
	Greatly	2	3.2%	12	1.4%	0		21	4.4%	35	2.5%		
	Total	63		840		36		475		1414			
Gender identity / expression	Not at all	59	92.2%	785	94.4%	36	100.0%	429	90.1%	1309	93.0%		
	Slightly	0		24	2.9%	0		12	2.5%	36	2.6%		
	Somewhat	0		14	1.7%	0		18	3.8%	32	2.3%		
	Greatly	5	7.8%	9	1.1%	0		17	3.6%	31	2.2%		
	Total	64		832		36		476		1408			
Socioeconomic Background	Not at all	58	90.6%	728	87.0%	34	94.4%	384	79.8%	1204	84.9%		
	Slightly	5	7.8%	63	7.5%	2	5.6%	56	11.6%	126	8.9%		
	Somewhat	0		33	3.9%	0		31	6.4%	64	4.5%		
	Greatly	1	1.6%	13	1.6%	0		10	2.1%	24	1.7%		
	Total	64		837		36		481		1418			
Other	Not at all	47	97.9%	597	93.3%	29	87.9%	357	92.0%	1030	92.9%		
	Slightly	0		12	1.9%	0		6	1.5%	18	1.6%		
	Somewhat	0		17	2.7%	4	12.1%	10	2.6%	31	2.8%		
	Greatly	1	2.1%	14	2.2%	0		15	3.9%	30	2.7%		
	Total	48		640		33		388		1109			

Staff—Frequencies by Job Category

Counts based on weighted data. Total excludes those who did not provide a job function

* p <.05; ** p <.01; *** p <.001

		Executive		Administrative and Professional		Research		Support Services		GT		Chi Square	Effect Size
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent		
Within the past year, how often have you heard a staff member make an insensitive or disparaging remark with respect to:													
Women	Never	42	65.6%	572	68.6%	31	86.1%	319	67.2%	964	68.4%		
	Sometimes	15	23.4%	225	27.0%	3	8.3%	126	26.5%	369	26.2%		
	Often	5	7.8%	24	2.9%	2	5.6%	16	3.4%	47	3.3%		
	Very Often	2	3.1%	13	1.6%	0		14	2.9%	29	2.1%		
	Total	64		834		36		475		1409			
Men	Never	28	43.8%	652	78.3%	31	86.1%	339	70.9%	1050	74.4%		
	Sometimes	32	50.0%	164	19.7%	3	8.3%	107	22.4%	306	21.7%		
	Often	3	4.7%	10	1.2%	2	5.6%	16	3.3%	31	2.2%		
	Very Often	1	1.6%	7	0.8%	0		16	3.3%	24	1.7%		
	Total	64		833		36		478		1411			
Older People	Never	40	63.5%	619	74.3%	31	86.1%	335	69.9%	1025	72.6%		
	Sometimes	23	36.5%	185	22.2%	5	13.9%	132	27.6%	345	24.5%		
	Often	0		21	2.5%	0		11	2.3%	32	2.3%		
	Very Often	0		8	1.0%	0		1	0.2%	9	0.6%		
	Total	63		833		36		479		1411			
Younger people	Never	30	46.9%	525	63.0%	29	80.6%	319	67.2%	903	64.1%		
	Sometimes	27	42.2%	267	32.1%	7	19.4%	128	26.9%	429	30.5%		
	Often	6	9.4%	31	3.7%	0		21	4.4%	58	4.1%		
	Very Often	1	1.6%	10	1.2%	0		7	1.5%	18	1.3%		
	Total	64		833		36		475		1408			
People's race or ethnicity	Never	40	62.5%	641	77.3%	34	94.4%	336	70.3%	1051	74.7%		
	Sometimes	21	32.8%	162	19.5%	2	5.6%	104	21.8%	289	20.5%		
	Often	2	3.1%	19	2.3%	0		19	4.0%	40	2.8%		
	Very Often	1	1.6%	7	0.8%	0		19	4.0%	27	1.9%		
	Total	64		829		36		478		1407			
People with disabilities	Never	59	93.7%	759	91.8%	36	100.0%	428	89.9%	1282	91.4%		
	Sometimes	4	6.3%	59	7.1%	0		37	7.8%	100	7.1%		
	Often	0		8	1.0%	0		6	1.3%	14	1.0%		
	Very Often	0		1	0.1%	0		5	1.1%	6	0.4%		
	Total	63		827		36		476		1402			

Staff—Frequencies by Job Category

Counts based on weighted data. Total excludes those who did not provide a job function

* p <.05; ** p <.01; *** p <.001

		Executive		Administrative and Professional		Research		Support Services		GT		Chi Square	Effect Size
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent		
Within the past year, how often have you heard a staff member make an insensitive or disparaging remark with respect to (cont'd):													
People with less education	Never	41	65.1%	587	70.6%	26	72.2%	315	66.6%	969	69.0%		
	Sometimes	12	19.0%	202	24.3%	8	22.2%	123	26.0%	345	24.6%		
	Often	7	11.1%	27	3.2%	0		29	6.1%	63	4.5%		
	Very Often	3	4.8%	16	1.9%	2	5.6%	6	1.3%	27	1.9%		
	Total	63		832		36		473		1404			
People with different nationalities	Never	51	81.0%	708	85.2%	29	80.6%	359	75.3%	1147	81.5%		
	Sometimes	10	15.9%	104	12.5%	5	13.9%	94	19.7%	213	15.1%		
	Often	1	1.6%	12	1.4%	2	5.6%	14	2.9%	29	2.1%		
	Very Often	1	1.6%	7	0.8%	0		10	2.1%	18	1.3%		
	Total	63		831		36		477		1407			
People with language differences/accents	Never	45	76.3%	652	78.5%	29	78.4%	317	66.6%	1043	74.3%		
	Sometimes	14	23.7%	154	18.5%	8	21.6%	130	27.3%	306	21.8%		
	Often	0		19	2.3%	0		18	3.8%	37	2.6%		
	Very Often	0		6	0.7%	0		11	2.3%	17	1.2%		
	Total	59		831		37		476		1403			
People with particular political views	Never	19	29.2%	431	51.8%	16	43.2%	259	54.2%	725	51.3%		
	Sometimes	39	60.0%	309	37.1%	19	51.4%	165	34.5%	532	37.7%		
	Often	3	4.6%	66	7.9%	0		29	6.1%	98	6.9%		
	Very Often	4	6.2%	26	3.1%	2	5.4%	25	5.2%	57	4.0%		
	Total	65		832		37		478		1412			
People with particular religious affiliations	Never	48	77.4%	677	81.8%	31	91.2%	355	74.9%	1111	79.5%		
	Sometimes	10	16.1%	128	15.5%	3	8.8%	93	19.6%	234	16.7%		
	Often	0		16	1.9%	0		15	3.2%	31	2.2%		
	Very Often	4	6.5%	7	0.8%	0		11	2.3%	22	1.6%		
	Total	62		828		34		474		1398			
People with different socioeconomic backgrounds	Never	48	75.0%	694	83.6%	36	100.0%	371	77.9%	1149	81.7%		
	Sometimes	15	23.4%	122	14.7%	0		79	16.6%	216	15.4%		
	Often	0		9	1.1%	0		20	4.2%	29	2.1%		
	Very Often	1	1.6%	5	0.6%	0		6	1.3%	12	0.9%		
	Total	64		830		36		476		1406			

Staff—Frequencies by Job Category

Counts based on weighted data. Total excludes those who did not provide a job function

* p <.05; ** p <.01; *** p <.001

		Executive		Administrative and Professional		Research		Support Services		GT		Chi Square	Effect Size
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent		
Within the past year, how often have you heard a staff member make an insensitive or disparaging remark with respect to (cont'd):													
Gay, lesbian, or bisexual people	Never	44	72.1%	692	83.0%	34	94.4%	366	76.4%	1136	80.6%		
	Sometimes	15	24.6%	129	15.5%	2	5.6%	80	16.7%	226	16.0%		
	Often	1	1.6%	11	1.3%	0		22	4.6%	34	2.4%		
	Very Often	1	1.6%	2	0.2%	0		11	2.3%	14	1.0%		
	Total	61		834		36		479		1410			
Transgendered people	Never	50	80.6%	682	82.1%	32	88.9%	370	77.6%	1134	80.7%		
	Sometimes	10	16.1%	131	15.8%	4	11.1%	81	17.0%	226	16.1%		
	Often	0		11	1.3%	0		15	3.1%	26	1.8%		
	Very Often	2	3.2%	7	0.8%	0		11	2.3%	20	1.4%		
	Total	62		831		36		477		1406			
Other	Never	38	92.7%	541	96.6%	31	100.0%	332	92.5%	942	95.1%		
	Sometimes	0		15	2.7%	0		19	5.3%	34	3.4%		
	Often	2	4.9%	1	0.2%	0		4	1.1%	7	0.7%		
	Very Often	1	2.4%	3	0.5%	0		4	1.1%	8	0.8%		
	Total	41		560		31		359		991			

Staff—Frequencies by Gender

Counts based on weighted data.

* p <.05; ** p <.01; *** p <.001

		Male		Female		GT		Chi Square	Effect Size
		Count	Percent	Count	Percent	Count	Percent		
In my work environment:									
I freely interact with my co-workers/colleagues in my unit	Strongly agree	465	81.6%	510	75.8%	975	78.4%		
	Somewhat agree	80	14.0%	134	19.9%	214	17.2%		
	Somewhat disagree	9	1.6%	13	1.9%	22	1.8%		
	Strongly disagree	16	2.8%	16	2.4%	32	2.6%		
	Total	570	100.0%	673	100.0%	1,243	100.0%		
People are sensitive to cultural differences among employees	Strongly agree	223	41.1%	236	37.0%	459	38.9%		
	Somewhat agree	232	42.7%	293	46.0%	525	44.5%		
	Somewhat disagree	47	8.7%	69	10.8%	116	9.8%		
	Strongly disagree	41	7.6%	39	6.1%	80	6.8%		
	Total	543	100.0%	637	100.0%	1,180	100.0%		
I feel comfortable sharing my thoughts and ideas	Strongly agree	262	46.7%	271	40.6%	533	43.4%		
	Somewhat agree	192	34.2%	296	44.4%	488	39.7%		
	Somewhat disagree	74	13.2%	60	9.0%	134	10.9%		
	Strongly disagree	33	5.9%	40	6.0%	73	5.9%		
	Total	561	100.0%	667	100.0%	1,228	100.0%		
I am comfortable expressing an opinion that is different from c	Strongly agree	212	37.8%	217	32.8%	429	35.1%		
	Somewhat agree	248	44.2%	315	47.6%	563	46.0%		
	Somewhat disagree	77	13.7%	81	12.2%	158	12.9%		
	Strongly disagree	24	4.3%	49	7.4%	73	6.0%		
	Total	561	100.0%	662	100.0%	1,223	100.0%		
People express disagreements in a respectful manner	Strongly agree	179	32.1%	195	30.4%	374	31.2%	*	0.059
	Somewhat agree	272	48.7%	292	45.6%	564	47.0%		
	Somewhat disagree	72	12.9%	101	15.8%	173	14.4%		
	Strongly disagree	35	6.3%	53	8.3%	88	7.3%		
	Total	558	100.0%	641	100.0%	1,199	100.0%		

Staff—Frequencies by Gender

Counts based on weighted data.

* p <.05; ** p <.01; *** p <.001

		Male		Female		GT		Chi Square	Effect Size
		Count	Percent	Count	Percent	Count	Percent		
In my work environment (cont'd):									
My co-workers/colleagues are open- minded when discussing differences among people	Strongly agree	173	31.5%	216	34.0%	389	32.8%	*	0.057
	Somewhat agree	289	52.5%	290	45.6%	579	48.8%		
	Somewhat disagree	55	10.0%	86	13.5%	141	11.9%		
	Strongly disagree	33	6.0%	44	6.9%	77	6.5%		
	Total	550	100.0%	636	100.0%	1,186	100.0%		
My supervisor is open- minded when discussing differences among people	Strongly agree	333	62.0%	363	57.1%	696	59.3%	*	0.066
	Somewhat agree	138	25.7%	166	26.1%	304	25.9%		
	Somewhat disagree	35	6.5%	58	9.1%	93	7.9%		
	Strongly disagree	31	5.8%	49	7.7%	80	6.8%		
	Total	537	100.0%	636	100.0%	1,173	100.0%		
People communicate regularly with each other	Strongly agree	245	43.3%	253	37.6%	498	40.2%	**	0.087
	Somewhat agree	233	41.2%	269	40.0%	502	40.5%		
	Somewhat disagree	56	9.9%	92	13.7%	148	12.0%		
	Strongly disagree	32	5.7%	58	8.6%	90	7.3%		
	Total	566	100.0%	672	100.0%	1,238	100.0%		
People treat each other fairly	Strongly agree	230	41.8%	201	30.3%	431	35.5%	*	0.072
	Somewhat agree	208	37.8%	286	43.1%	494	40.7%		
	Somewhat disagree	62	11.3%	105	15.8%	167	13.8%		
	Strongly disagree	50	9.1%	71	10.7%	121	10.0%		
	Total	550	100.0%	663	100.0%	1,213	100.0%		
Professional development is encouraged	Strongly agree	284	50.8%	305	46.7%	589	48.6%		
	Somewhat agree	174	31.1%	212	32.5%	386	31.8%		
	Somewhat disagree	62	11.1%	88	13.5%	150	12.4%		
	Strongly disagree	39	7.0%	48	7.4%	87	7.2%		
	Total	559	100.0%	653	100.0%	1,212	100.0%		

Staff—Frequencies by Gender

Counts based on weighted data.

* p <.05; ** p <.01; *** p <.001

		Male		Female		GT		Chi Square	Effect Size
		Count	Percent	Count	Percent	Count	Percent		
In my work environment (cont'd):									
My feedback is sought and respected	Strongly agree	245	44.2%	298	44.9%	543	44.6%		
	Somewhat agree	196	35.4%	212	32.0%	408	33.5%		
	Somewhat disagree	65	11.7%	88	13.3%	153	12.6%		
	Strongly disagree	48	8.7%	65	9.8%	113	9.3%		
	Total	554	100.0%	663	100.0%	1,217	100.0%		
Collaboration is encouraged	Strongly agree	302	53.6%	310	47.5%	612	50.3%	*	0.061
	Somewhat agree	189	33.6%	231	35.4%	420	34.5%		
	Somewhat disagree	34	6.0%	75	11.5%	109	9.0%		
	Strongly disagree	38	6.7%	37	5.7%	75	6.2%		
	Total	563	100.0%	653	100.0%	1,216	100.0%		

Staff—Frequencies by Gender

Counts based on weighted data.

* p <.05; ** p <.01; *** p <.001

		Male		Female		GT		Chi Square	Effect Size
		Count	Percent	Count	Percent	Count	Percent		
Support from co-workers/colleagues:									
Assistance with establishing professional contacts	Very satisfied	203	39.0%	253	42.2%	456	40.8%		
	Somewhat satisfied	240	46.2%	234	39.1%	474	42.4%		
	Somewhat dissatisfied	45	8.7%	69	11.5%	114	10.2%		
	Very dissatisfied	32	6.2%	43	7.2%	75	6.7%		
	Total	520	100.0%	599	100.0%	1,119	100.0%		
Advice on navigating office politics	Very satisfied	175	34.0%	209	34.9%	384	34.5%		
	Somewhat satisfied	227	44.1%	233	39.0%	460	41.3%		
	Somewhat dissatisfied	65	12.6%	98	16.4%	163	14.6%		
	Very dissatisfied	48	9.3%	58	9.7%	106	9.5%		
	Total	515	100.0%	598	100.0%	1,113	100.0%		
Mentoring for leadership positions	Very satisfied	113	22.0%	132	23.0%	245	22.5%		
	Somewhat satisfied	191	37.2%	190	33.0%	381	35.0%		
	Somewhat dissatisfied	113	22.0%	132	23.0%	245	22.5%		
	Very dissatisfied	96	18.7%	121	21.0%	217	19.9%		
	Total	513	100.0%	575	100.0%	1,088	100.0%		
Mentoring for career advancement	Very satisfied	103	19.5%	131	22.3%	234	21.0%		
	Somewhat satisfied	210	39.8%	199	33.9%	409	36.7%		
	Somewhat dissatisfied	113	21.4%	134	22.8%	247	22.2%		
	Very dissatisfied	101	19.2%	123	21.0%	224	20.1%		
	Total	527	100.0%	587	100.0%	1,114	100.0%		
Informal invitations (e.g., lunch/coffee)	Very satisfied	203	39.0%	228	38.3%	431	38.6%		
	Somewhat satisfied	196	37.6%	218	36.6%	414	37.1%		
	Somewhat dissatisfied	61	11.7%	87	14.6%	148	13.2%		
	Very dissatisfied	61	11.7%	63	10.6%	124	11.1%		
	Total	521	100.0%	596	100.0%	1,117	100.0%		

Staff—Frequencies by Gender

Counts based on weighted data.

* p <.05; ** p <.01; *** p <.001

		Male		Female		GT		Chi Square	Effect Size
		Count	Percent	Count	Percent	Count	Percent		
Mentoring or support from colleagues in:									
Guidance on obtaining grants	Very satisfied	5	25.0%	5	17.2%	10	20.4%		
	Somewhat satisfied	5	25.0%	10	34.5%	15	30.6%		
	Somewhat dissatisfied	5	25.0%	7	24.1%	12	24.5%		
	Very dissatisfied	5	25.0%	7	24.1%	12	24.5%		
	Total	20	100.0%	29	100.0%	49	100.0%		
Guidance on publishing your research	Very satisfied	4	15.4%	3	7.9%	7	10.9%		
	Somewhat satisfied	14	53.8%	19	50.0%	33	51.6%		
	Somewhat dissatisfied	5	19.2%	9	23.7%	14	21.9%		
	Very dissatisfied	3	11.5%	7	18.4%	10	15.6%		
	Total	26	100.0%	38	100.0%	64	100.0%		
Offers to collaborate in research	Very satisfied	6	18.2%	6	16.2%	12	17.1%		
	Somewhat satisfied	14	42.4%	17	45.9%	31	44.3%		
	Somewhat dissatisfied	9	27.3%	8	21.6%	17	24.3%		
	Very dissatisfied	4	12.1%	6	16.2%	10	14.3%		
	Total	33	100.0%	37	100.0%	70	100.0%		
Support for your research program	Very satisfied	3	11.1%	7	25.0%	10	18.2%		
	Somewhat satisfied	13	48.1%	12	42.9%	25	45.5%		
	Somewhat dissatisfied	4	14.8%	5	17.9%	9	16.4%		
	Very dissatisfied	7	25.9%	4	14.3%	11	20.0%		
	Total	27	100.0%	28	100.0%	55	100.0%		
Mentoring for Teaching	Very satisfied	22	46.8%	17	33.3%	39	39.8%		
	Somewhat satisfied	13	27.7%	21	41.2%	34	34.7%		
	Somewhat dissatisfied	5	10.6%	8	15.7%	13	13.3%		
	Very dissatisfied	7	14.9%	5	9.8%	12	12.2%		
	Total	47	100.0%	51	100.0%	98	100.0%		

Staff—Frequencies by Gender

Counts based on weighted data.

* p <.05; ** p <.01; *** p <.001

		Male		Female		GT		Chi Square	Effect Size
		Count	Percent	Count	Percent	Count	Percent		
Satisfaction with support from supervisor:									
Assistance with establishing professional contacts	Very satisfied	222	44.0%	262	44.5%	484	44.3%	*	0.070
	Somewhat satisfied	182	36.1%	175	29.7%	357	32.7%		
	Somewhat dissatisfied	54	10.7%	82	13.9%	136	12.4%		
	Very dissatisfied	46	9.1%	70	11.9%	116	10.6%		
	Total	504	100.0%	589	100.0%	1,093	100.0%		
Advice on navigating office politics	Very satisfied	218	42.2%	228	38.5%	446	40.3%	**	0.092
	Somewhat satisfied	189	36.6%	191	32.3%	380	34.3%		
	Somewhat dissatisfied	60	11.6%	98	16.6%	158	14.3%		
	Very dissatisfied	49	9.5%	75	12.7%	124	11.2%		
	Total	516	100.0%	592	100.0%	1,108	100.0%		
Mentoring for leadership positions	Very satisfied	154	31.6%	172	29.9%	326	30.7%	*	0.066
	Somewhat satisfied	166	34.1%	168	29.2%	334	31.5%		
	Somewhat dissatisfied	85	17.5%	126	21.9%	211	19.9%		
	Very dissatisfied	82	16.8%	109	19.0%	191	18.0%		
	Total	487	100.0%	575	100.0%	1,062	100.0%		
Mentoring for career advancement	Very satisfied	163	32.2%	183	30.6%	346	31.3%	*	0.075
	Somewhat satisfied	172	34.0%	169	28.3%	341	30.9%		
	Somewhat dissatisfied	89	17.6%	124	20.7%	213	19.3%		
	Very dissatisfied	82	16.2%	122	20.4%	204	18.5%		
	Total	506	100.0%	598	100.0%	1,104	100.0%		
Informal invitations (e.g., lunch/coffee)	Very satisfied	228	46.1%	240	43.1%	468	44.5%	*	0.078
	Somewhat satisfied	158	31.9%	156	28.0%	314	29.8%		
	Somewhat dissatisfied	56	11.3%	89	16.0%	145	13.8%		
	Very dissatisfied	53	10.7%	72	12.9%	125	11.9%		
	Total	495	100.0%	557	100.0%	1,052	100.0%		

Staff—Frequencies by Gender

Counts based on weighted data.

* p <.05; ** p <.01; *** p <.001

		Male		Female		GT		Chi Square	Effect Size
		Count	Percent	Count	Percent	Count	Percent		
Satisfaction with support from supervisor (cont'd):									
Understanding that individuals have different family and personal responsibilities	Very satisfied	379	70.2%	424	65.2%	803	67.5%	**	0.094
	Somewhat satisfied	124	23.0%	144	22.2%	268	22.5%		
	Somewhat dissatisfied	16	3.0%	35	5.4%	51	4.3%		
	Very dissatisfied	21	3.9%	47	7.2%	68	5.7%		
	Total	540	100.0%	650	100.0%	1,190	100.0%		
Acknowledgement of my contributions to my school/unit	Very satisfied	299	55.1%	333	51.2%	632	52.9%		
	Somewhat satisfied	141	26.0%	183	28.1%	324	27.1%		
	Somewhat dissatisfied	58	10.7%	84	12.9%	142	11.9%		
	Very dissatisfied	45	8.3%	51	7.8%	96	8.0%		
	Total	543	100.0%	651	100.0%	1,194	100.0%		
The degree to which agreements are honored by my supervisor	Very satisfied	335	61.9%	356	55.5%	691	58.4%		
	Somewhat satisfied	129	23.8%	185	28.8%	314	26.5%		
	Somewhat dissatisfied	49	9.1%	67	10.4%	116	9.8%		
	Very dissatisfied	28	5.2%	34	5.3%	62	5.2%		
	Total	541	100.0%	642	100.0%	1,183	100.0%		
The degree to which my work performance is fairly evaluated	Very satisfied	316	59.4%	345	53.7%	661	56.3%	*	0.071
	Somewhat satisfied	128	24.1%	156	24.3%	284	24.2%		
	Somewhat dissatisfied	42	7.9%	81	12.6%	123	10.5%		
	Very dissatisfied	46	8.6%	61	9.5%	107	9.1%		
	Total	532	100.0%	643	100.0%	1,175	100.0%		
Obtaining the resources I need to excel	Very satisfied	257	47.0%	288	44.3%	545	45.5%		
	Somewhat satisfied	169	30.9%	211	32.5%	380	31.7%		
	Somewhat dissatisfied	73	13.3%	100	15.4%	173	14.5%		
	Very dissatisfied	48	8.8%	51	7.8%	99	8.3%		
	Total	547	100.0%	650	100.0%	1,197	100.0%		

Staff—Frequencies by Gender

Counts based on weighted data.

* p <.05; ** p <.01; *** p <.001

		Male		Female		GT		Chi Square	Effect Size
		Count	Percent	Count	Percent	Count	Percent		
Diversity and Inclusion:									
Georgia Tech is generally a comfortable and inclusive environment for me	Strongly agree	284	50.3%	299	45.3%	583	47.6%		
	Somewhat agree	225	39.8%	295	44.7%	520	42.4%		
	Somewhat disagree	44	7.8%	49	7.4%	93	7.6%		
	Strongly disagree	12	2.1%	17	2.6%	29	2.4%		
	Total	565	100.0%	660	100.0%	1,225	100.0%		
Diversity is integral to Georgia Tech's ability to successfully fulfill its mission	Strongly agree	333	60.4%	418	66.0%	751	63.4%		
	Somewhat agree	166	30.1%	173	27.3%	339	28.6%		
	Somewhat disagree	34	6.2%	26	4.1%	60	5.1%		
	Strongly disagree	18	3.3%	16	2.5%	34	2.9%		
	Total	551	100.0%	633	100.0%	1,184	100.0%		
The diversity of our staff contributes to the overall prestige of Georgia Tech	Strongly agree	287	52.9%	356	56.9%	643	55.0%	*	0.061
	Somewhat agree	178	32.8%	205	32.7%	383	32.8%		
	Somewhat disagree	60	11.0%	41	6.5%	101	8.6%		
	Strongly disagree	18	3.3%	24	3.8%	42	3.6%		
	Total	543	100.0%	626	100.0%	1,169	100.0%		
Adequate processes are in place to address grievances at Georgia Tech	Strongly agree	114	24.1%	141	26.7%	255	25.4%	*	0.065
	Somewhat agree	204	43.0%	194	36.7%	398	39.7%		
	Somewhat disagree	94	19.8%	101	19.1%	195	19.5%		
	Strongly disagree	62	13.1%	92	17.4%	154	15.4%		
	Total	474	100.0%	528	100.0%	1,002	100.0%		
I feel valued and respected by the Georgia Tech community	Strongly agree	207	38.6%	251	39.2%	458	38.9%		
	Somewhat agree	230	42.9%	284	44.3%	514	43.7%		
	Somewhat disagree	66	12.3%	71	11.1%	137	11.6%		
	Strongly disagree	33	6.2%	35	5.5%	68	5.8%		
	Total	536	100.0%	641	100.0%	1,177	100.0%		

Staff—Frequencies by Gender

Counts based on weighted data.

* p <.05; ** p <.01; *** p <.001

		Male		Female		GT		Chi Square	Effect Size
		Count	Percent	Count	Percent	Count	Percent		
Diversity and Inclusion (cont'd):									
I have considered leaving Georgia Tech because of concerns about collegiality	Strongly agree	61	12.6%	72	12.5%	133	12.5%		
	Somewhat agree	82	16.9%	132	22.9%	214	20.1%		
	Somewhat disagree	69	14.2%	66	11.4%	135	12.7%		
	Strongly disagree	274	56.4%	307	53.2%	581	54.7%		
	Total	486	100.0%	577	100.0%	1,063	100.0%		
I am satisfied with my career progress at Georgia Tech	Strongly agree	147	27.1%	197	31.2%	344	29.3%		
	Somewhat agree	233	42.9%	227	35.9%	460	39.1%		
	Somewhat disagree	93	17.1%	120	19.0%	213	18.1%		
	Strongly disagree	70	12.9%	88	13.9%	158	13.4%		
	Total	543	100.0%	632	100.0%	1,175	100.0%		
I am satisfied with my current workload balance as it relates to my career goals	Strongly agree	176	32.0%	195	30.1%	371	31.0%		
	Somewhat agree	227	41.3%	263	40.6%	490	40.9%		
	Somewhat disagree	85	15.5%	108	16.7%	193	16.1%		
	Strongly disagree	62	11.3%	82	12.7%	144	12.0%		
	Total	550	100.0%	648	100.0%	1,198	100.0%		
I freely interact with colleagues across Georgia Tech	Strongly agree	304	55.1%	338	52.8%	642	53.9%		
	Somewhat agree	184	33.3%	228	35.6%	412	34.6%		
	Somewhat disagree	40	7.2%	45	7.0%	85	7.1%		
	Strongly disagree	24	4.3%	29	4.5%	53	4.4%		
	Total	552	100.0%	640	100.0%	1,192	100.0%		
I am satisfied with my unit's efforts to recruit staff from diverse backgrounds	Strongly agree	252	50.3%	262	46.0%	514	48.0%	*	0.073
	Somewhat agree	179	35.7%	196	34.4%	375	35.0%		
	Somewhat disagree	35	7.0%	75	13.2%	110	10.3%		
	Strongly disagree	35	7.0%	36	6.3%	71	6.6%		
	Total	501	100.0%	569	100.0%	1,070	100.0%		

Staff—Frequencies by Gender

Counts based on weighted data.

* p <.05; ** p <.01; *** p <.001

		Male		Female		GT		Chi Square	Effect Size
		Count	Percent	Count	Percent	Count	Percent		
Diversity and Inclusion (cont'd):									
I am satisfied with my unit's efforts to retain staff from diverse backgrounds	Strongly agree	213	41.8%	220	38.7%	433	40.2%		
	Somewhat agree	191	37.5%	212	37.3%	403	37.4%		
	Somewhat disagree	59	11.6%	69	12.1%	128	11.9%		
	Strongly disagree	47	9.2%	67	11.8%	114	10.6%		
	Total	510	100.0%	568	100.0%	1,078	100.0%		
Hiring practices in my unit are consistent with Georgia Tech's commitment to diversity	Strongly agree	263	53.2%	253	46.2%	516	49.5%	***	0.099
	Somewhat agree	169	34.2%	187	34.1%	356	34.2%		
	Somewhat disagree	33	6.7%	64	11.7%	97	9.3%		
	Strongly disagree	29	5.9%	44	8.0%	73	7.0%		
	Total	494	100.0%	548	100.0%	1,042	100.0%		
Promotion practices in my unit are consistent with Georgia Tech's commitment to diversity	Strongly agree	184	41.3%	173	34.1%	357	37.4%	***	0.115
	Somewhat agree	156	35.0%	161	31.7%	317	33.2%		
	Somewhat disagree	48	10.8%	90	17.7%	138	14.5%		
	Strongly disagree	58	13.0%	84	16.5%	142	14.9%		
	Total	446	100.0%	508	100.0%	954	100.0%		
Within the last three years, to what extent have you experienced instances of marginalization at Georgia Tech based on the following personal identity or characteristics:									
Gender	Not at all	533	82.6%	439	59.4%	972	70.2%	***	0.259
	Slightly	51	7.9%	122	16.5%	173	12.5%		
	Somewhat	44	6.8%	123	16.6%	167	12.1%		
	Greatly	17	2.6%	55	7.4%	72	5.2%		
	Total	645		739		1,384			
Age	Not at all	488	75.5%	507	68.8%	995	71.9%	**	0.081
	Slightly	79	12.2%	111	15.1%	190	13.7%		
	Somewhat	56	8.7%	79	10.7%	135	9.8%		
	Greatly	23	3.6%	40	5.4%	63	4.6%		
	Total	646		737		1,383			

Staff—Frequencies by Gender

Counts based on weighted data.

* p <.05; ** p <.01; *** p <.001

		Male		Female		GT		Chi Square	Effect Size
		Count	Percent	Count	Percent	Count	Percent		
Within the last three years, to what extent have you experienced instances of marginalization at Georgia Tech based on the following personal identity or characteristics: (cont'd)									
Race / Ethnicity	Not at all	466	72.2%	520	70.7%	986	71.4%		
	Slightly	74	11.5%	105	14.3%	179	13.0%		
	Somewhat	67	10.4%	72	9.8%	139	10.1%		
	Greatly	38	5.9%	39	5.3%	77	5.6%		
	Total	645		736		1,381			
Disability	Not at all	610	95.8%	674	92.8%	1,284	94.2%	**	0.090
	Slightly	14	2.2%	24	3.3%	38	2.8%		
	Somewhat	7	1.1%	19	2.6%	26	1.9%		
	Greatly	6	0.9%	9	1.2%	15	1.1%		
	Total	637		726		1,363			
National origin	Not at all	575	89.4%	675	92.0%	1,250	90.8%		
	Slightly	19	3.0%	26	3.5%	45	3.3%		
	Somewhat	32	5.0%	23	3.1%	55	4.0%		
	Greatly	17	2.6%	10	1.4%	27	2.0%		
	Total	643		734		1,377			
Language difference or accent	Not at all	594	92.2%	679	92.0%	1,273	92.1%		
	Slightly	26	4.0%	26	3.5%	52	3.8%		
	Somewhat	13	2.0%	22	3.0%	35	2.5%		
	Greatly	11	1.7%	11	1.5%	22	1.6%		
	Total	644		738		1,382			
Political perspective	Not at all	441	68.6%	557	75.9%	998	72.5%	**	0.087
	Slightly	98	15.2%	95	12.9%	193	14.0%		
	Somewhat	63	9.8%	63	8.6%	126	9.2%		
	Greatly	41	6.4%	19	2.6%	60	4.4%		
	Total	643		734		1,377			

Staff—Frequencies by Gender

Counts based on weighted data.

* p <.05; ** p <.01; *** p <.001

		Male		Female		GT		Chi Square	Effect Size
		Count	Percent	Count	Percent	Count	Percent		
Within the last three years, to what extent have you experienced instances of marginalization at Georgia Tech based on the following personal identity or characteristics: (cont'd)									
Religion	Not at all	542	84.3%	637	86.7%	1,179	85.6%		
	Slightly	37	5.8%	51	6.9%	88	6.4%		
	Somewhat	32	5.0%	32	4.4%	64	4.6%		
	Greatly	32	5.0%	15	2.0%	47	3.4%		
	Total	643		735		1,378			
Sexual orientation	Not at all	589	91.7%	685	93.6%	1,274	92.7%		
	Slightly	14	2.2%	19	2.6%	33	2.4%		
	Somewhat	17	2.6%	18	2.5%	35	2.5%		
	Greatly	22	3.4%	10	1.4%	32	2.3%		
	Total	642		732		1,374			
Gender identity / expression	Not at all	598	94.0%	681	93.0%	1,279	93.5%		
	Slightly	14	2.2%	21	2.9%	35	2.6%		
	Somewhat	9	1.4%	18	2.5%	27	2.0%		
	Greatly	15	2.4%	12	1.6%	27	2.0%		
	Total	636		732		1,368			
Socioeconomic Background	Not at all	558	86.6%	616	83.8%	1,174	85.1%	*	0.056
	Slightly	57	8.9%	64	8.7%	121	8.8%		
	Somewhat	19	3.0%	42	5.7%	61	4.4%		
	Greatly	10	1.6%	13	1.8%	23	1.7%		
	Total	644		735		1,379			
Other	Not at all	512	95.2%	493	91.1%	1,005	93.1%	**	0.093
	Slightly	5	0.9%	11	2.0%	16	1.5%		
	Somewhat	13	2.4%	17	3.1%	30	2.8%		
	Greatly	8	1.5%	20	3.7%	28	2.6%		
	Total	538		541		1,079			

Staff—Frequencies by Gender

Counts based on weighted data.

* p <.05; ** p <.01; *** p <.001

		Male		Female		GT		Chi Square	Effect Size
		Count	Percent	Count	Percent	Count	Percent		
Within the past year, how often have you heard a staff member make an insensitive or disparaging remark with respect to:									
Women	Never	439	68.5%	503	68.8%	942	68.7%		
	Sometimes	178	27.8%	182	24.9%	360	26.2%		
	Often	17	2.7%	26	3.6%	43	3.1%		
	Very Often	7	1.1%	20	2.7%	27	2.0%		
	Total	641		731		1,372			
Men	Never	443	68.7%	576	78.6%	1,019	73.9%	***	0.104
	Sometimes	167	25.9%	138	18.8%	305	22.1%		
	Often	19	2.9%	12	1.6%	31	2.2%		
	Very Often	16	2.5%	7	1.0%	23	1.7%		
	Total	645		733		1,378			
Older People	Never	470	72.9%	535	73.2%	1,005	73.0%		
	Sometimes	157	24.3%	176	24.1%	333	24.2%		
	Often	16	2.5%	14	1.9%	30	2.2%		
	Very Often	2	0.3%	6	0.8%	8	0.6%		
	Total	645		731		1,376			
Younger people	Never	416	64.8%	469	64.1%	885	64.4%		
	Sometimes	199	31.0%	220	30.1%	419	30.5%		
	Often	24	3.7%	30	4.1%	54	3.9%		
	Very Often	3	0.5%	13	1.8%	16	1.2%		
	Total	642		732		1,374			
People's race or ethnicity	Never	487	75.5%	538	74.1%	1,025	74.8%		
	Sometimes	126	19.5%	154	21.2%	280	20.4%		
	Often	15	2.3%	24	3.3%	39	2.8%		
	Very Often	17	2.6%	10	1.4%	27	2.0%		
	Total	645		726		1,371			

Staff—Frequencies by Gender

Counts based on weighted data.

* p <.05; ** p <.01; *** p <.001

		Male		Female		GT		Chi Square	Effect Size
		Count	Percent	Count	Percent	Count	Percent		
Within the past year, how often have you heard a staff member make an insensitive or disparaging remark with respect to (cont'd):									
People with disabilities	Never	594	92.5%	659	90.8%	1,253	91.6%		
	Sometimes	41	6.4%	56	7.7%	97	7.1%		
	Often	5	0.8%	8	1.1%	13	1.0%		
	Very Often	2	0.3%	3	0.4%	5	0.4%		
	Total	642		726		1,368			
People with less education	Never	446	69.6%	502	69.1%	948	69.3%		
	Sometimes	155	24.2%	178	24.5%	333	24.4%		
	Often	28	4.4%	33	4.5%	61	4.5%		
	Very Often	12	1.9%	13	1.8%	25	1.8%		
	Total	641		726		1,367			
People with different nationalities	Never	510	79.3%	612	84.1%	1,122	81.8%	*	0.058
	Sometimes	109	17.0%	96	13.2%	205	15.0%		
	Often	16	2.5%	11	1.5%	27	2.0%		
	Very Often	8	1.2%	9	1.2%	17	1.2%		
	Total	643		728		1,371			
People with language differences/accents	Never	478	74.8%	538	73.8%	1,016	74.3%		
	Sometimes	133	20.8%	166	22.8%	299	21.9%		
	Often	21	3.3%	15	2.1%	36	2.6%		
	Very Often	7	1.1%	10	1.4%	17	1.2%		
	Total	639		729		1,368			
People with particular political views	Never	305	47.4%	408	55.9%	713	51.9%	**	0.082
	Sometimes	256	39.8%	255	34.9%	511	37.2%		
	Often	47	7.3%	47	6.4%	94	6.8%		
	Very Often	35	5.4%	20	2.7%	55	4.0%		
	Total	643		730		1,373			

Staff—Frequencies by Gender

Counts based on weighted data.

* p <.05; ** p <.01; *** p <.001

		Male		Female		GT		Chi Square	Effect Size
		Count	Percent	Count	Percent	Count	Percent		
Within the past year, how often have you heard a staff member make an insensitive or disparaging remark with respect to (cont'd):									
People with particular religious affiliations	Never	496	78.0%	590	81.0%	1,086	79.6%		
	Sometimes	109	17.1%	118	16.2%	227	16.6%		
	Often	16	2.5%	13	1.8%	29	2.1%		
	Very Often	15	2.4%	7	1.0%	22	1.6%		
	Total	636		728		1,364			
People with different socioeconomic backgrounds	Never	521	81.0%	601	82.4%	1,122	81.8%		
	Sometimes	101	15.7%	108	14.8%	209	15.2%		
	Often	18	2.8%	11	1.5%	29	2.1%		
	Very Often	3	0.5%	9	1.2%	12	0.9%		
	Total	643		729		1,372			
Gay, lesbian, or bisexual people	Never	503	78.3%	608	83.1%	1,111	80.9%		
	Sometimes	104	16.2%	112	15.3%	216	15.7%		
	Often	28	4.4%	5	0.7%	33	2.4%		
	Very Often	7	1.1%	7	1.0%	14	1.0%		
	Total	642		732		1,374			
Transgendered people	Never	514	80.3%	596	81.6%	1,110	81.0%		
	Sometimes	100	15.6%	117	16.0%	217	15.8%		
	Often	18	2.8%	7	1.0%	25	1.8%		
	Very Often	8	1.3%	10	1.4%	18	1.3%		
	Total	640		730		1,370			
Other	Never	469	94.6%	451	95.6%	920	95.0%		
	Sometimes	20	4.0%	12	2.5%	32	3.3%		
	Often	2	0.4%	5	1.1%	7	0.7%		
	Very Often	5	1.0%	4	0.8%	9	0.9%		
	Total	496		472		968			

Staff—Frequencies by URM

Counts based on weighted data. Total excludes those who did not provide race or ethnicity

* p <.05; ** p <.01; *** p <.001

		URM		Non-URM		GT		Chi Square	Effect Size
		Count	Percent	Count	Percent	Count	Percent		
In my work environment:									
I freely interact with my co-workers/colleagues in my unit	Strongly agree	335	75.6%	614	80.5%	949	78.7%	***	0.122
	Somewhat agree	75	16.9%	130	17.0%	205	17.0%		
	Somewhat disagree	15	3.4%	5	0.7%	20	1.7%		
	Strongly disagree	18	4.1%	14	1.8%	32	2.7%		
	Total	443	100.0%	763	100.0%	1,206	100.0%		
People are sensitive to cultural differences among employees	Strongly agree	131	32.1%	319	43.0%	450	39.2%	***	0.124
	Somewhat agree	185	45.3%	327	44.1%	512	44.6%		
	Somewhat disagree	48	11.8%	65	8.8%	113	9.8%		
	Strongly disagree	44	10.8%	30	4.0%	74	6.4%		
	Total	408	100.0%	741	100.0%	1,149	100.0%		
I feel comfortable sharing my thoughts and ideas	Strongly agree	178	40.6%	341	45.3%	519	43.6%		
	Somewhat agree	186	42.5%	290	38.5%	476	40.0%		
	Somewhat disagree	38	8.7%	93	12.4%	131	11.0%		
	Strongly disagree	36	8.2%	29	3.9%	65	5.5%		
	Total	438	100.0%	753	100.0%	1,191	100.0%		
I am comfortable expressing an opinion that is different from	Strongly agree	159	36.6%	256	34.0%	415	34.9%		
	Somewhat agree	189	43.4%	359	47.6%	548	46.1%		
	Somewhat disagree	54	12.4%	100	13.3%	154	13.0%		
	Strongly disagree	33	7.6%	39	5.2%	72	6.1%		
	Total	435	100.0%	754	100.0%	1,189	100.0%		
People express disagreements in a respectful manner	Strongly agree	117	27.8%	243	32.7%	360	30.9%	**	0.092
	Somewhat agree	192	45.6%	361	48.6%	553	47.5%		
	Somewhat disagree	71	16.9%	96	12.9%	167	14.3%		
	Strongly disagree	41	9.7%	43	5.8%	84	7.2%		
	Total	421	100.0%	743	100.0%	1,164	100.0%		

Staff—Frequencies by URM

Counts based on weighted data. Total excludes those who did not provide race or ethnicity

* p <.05; ** p <.01; *** p <.001

		URM		Non-URM		GT		Chi Square	Effect Size
		Count	Percent	Count	Percent	Count	Percent		
In my work environment (cont'd):									
My co-workers/colleagues are open- minded when discussing differences among people	Strongly agree	113	26.8%	261	35.6%	374	32.4%	***	0.120
	Somewhat agree	207	49.2%	367	50.0%	574	49.7%		
	Somewhat disagree	61	14.5%	75	10.2%	136	11.8%		
	Strongly disagree	40	9.5%	31	4.2%	71	6.1%		
	Total	421	100.0%	734	100.0%	1,155	100.0%		
My supervisor is open- minded when discussing differences among people	Strongly agree	210	50.5%	469	64.7%	679	59.5%	***	0.117
	Somewhat agree	124	29.8%	175	24.1%	299	26.2%		
	Somewhat disagree	39	9.4%	47	6.5%	86	7.5%		
	Strongly disagree	43	10.3%	34	4.7%	77	6.7%		
	Total	416	100.0%	725	100.0%	1,141	100.0%		
People communicate regularly with each other	Strongly agree	172	39.1%	311	40.7%	483	40.1%		
	Somewhat agree	176	40.0%	312	40.8%	488	40.5%		
	Somewhat disagree	54	12.3%	91	11.9%	145	12.0%		
	Strongly disagree	38	8.6%	50	6.5%	88	7.3%		
	Total	440	100.0%	764	100.0%	1,204	100.0%		
People treat each other fairly	Strongly agree	129	29.9%	289	38.7%	418	35.5%	***	0.127
	Somewhat agree	171	39.7%	313	42.0%	484	41.1%		
	Somewhat disagree	72	16.7%	88	11.8%	160	13.6%		
	Strongly disagree	59	13.7%	56	7.5%	115	9.8%		
	Total	431	100.0%	746	100.0%	1,177	100.0%		
Professional development is encouraged	Strongly agree	200	46.4%	371	49.7%	571	48.5%		
	Somewhat agree	141	32.7%	237	31.8%	378	32.1%		
	Somewhat disagree	56	13.0%	93	12.5%	149	12.7%		
	Strongly disagree	34	7.9%	45	6.0%	79	6.7%		
	Total	431	100.0%	746	100.0%	1,177	100.0%		

Staff—Frequencies by URM

Counts based on weighted data. Total excludes those who did not provide race or ethnicity

* p <.05; ** p <.01; *** p <.001

		URM		Non-URM		GT		Chi Square	Effect Size
		Count	Percent	Count	Percent	Count	Percent		
My feedback is sought and respected	Strongly agree	182	42.1%	348	46.5%	530	44.9%		
	Somewhat agree	143	33.1%	252	33.6%	395	33.4%		
	Somewhat disagree	60	13.9%	88	11.7%	148	12.5%		
	Strongly disagree	47	10.9%	61	8.1%	108	9.1%		
	Total	432	100.0%	749	100.0%	1,181	100.0%		
Collaboration is encouraged	Strongly agree	212	49.4%	382	50.9%	594	50.3%		
	Somewhat agree	144	33.6%	260	34.6%	404	34.2%		
	Somewhat disagree	40	9.3%	67	8.9%	107	9.1%		
	Strongly disagree	33	7.7%	42	5.6%	75	6.4%		
	Total	429	100.0%	751	100.0%	1,180	100.0%		

Staff—Frequencies by URM

Counts based on weighted data. Total excludes those who did not provide race or ethnicity

* p <.05; ** p <.01; *** p <.001

		URM		Non-URM		GT		Chi Square	Effect Size
		Count	Percent	Count	Percent	Count	Percent		
Support from co-workers/colleagues:									
Assistance with establishing professional contacts	Very satisfied	154	38.4%	288	42.3%	442	40.9%	***	0.115
	Somewhat satisfied	158	39.4%	302	44.3%	460	42.5%		
	Somewhat dissatisfied	48	12.0%	59	8.7%	107	9.9%		
	Very dissatisfied	41	10.2%	32	4.7%	73	6.7%		
	Total	401	100.0%	681	100.0%	1,082	100.0%		
Advice on navigating office politics	Very satisfied	106	27.5%	268	38.5%	374	34.6%	***	0.110
	Somewhat satisfied	163	42.3%	287	41.2%	450	41.6%		
	Somewhat dissatisfied	60	15.6%	98	14.1%	158	14.6%		
	Very dissatisfied	56	14.5%	43	6.2%	99	9.2%		
	Total	385	100.0%	696	100.0%	1,081	100.0%		
Mentoring for leadership positions	Very satisfied	81	20.7%	159	23.9%	240	22.7%	*	0.074
	Somewhat satisfied	127	32.5%	247	37.1%	374	35.4%		
	Somewhat dissatisfied	85	21.7%	149	22.4%	234	22.2%		
	Very dissatisfied	98	25.1%	110	16.5%	208	19.7%		
	Total	391	100.0%	665	100.0%	1,056	100.0%		
Mentoring for career advancement	Very satisfied	69	17.4%	159	23.1%	228	21.0%		
	Somewhat satisfied	150	37.8%	253	36.8%	403	37.2%		
	Somewhat dissatisfied	81	20.4%	157	22.9%	238	22.0%		
	Very dissatisfied	97	24.4%	118	17.2%	215	19.8%		
	Total	397	100.0%	687	100.0%	1,084	100.0%		
Informal invitations (e.g., lunch/coffee)	Very satisfied	136	35.0%	289	41.5%	425	39.2%	**	0.086
	Somewhat satisfied	141	36.2%	260	37.4%	401	37.0%		
	Somewhat dissatisfied	51	13.1%	89	12.8%	140	12.9%		
	Very dissatisfied	61	15.7%	58	8.3%	119	11.0%		
	Total	389	100.0%	696	100.0%	1,085	100.0%		

Staff—Frequencies by URM

Counts based on weighted data. Total excludes those who did not provide race or ethnicity

* p <.05; ** p <.01; *** p <.001

		URM		Non-URM		GT		Chi Square	Effect Size
		Count	Percent	Count	Percent	Count	Percent		
Mentoring or support from colleagues in:									
Guidance on obtaining grants	Very satisfied	4	33.3%	6	17.6%	10	21.7%		
	Somewhat satisfied	5	41.7%	9	26.5%	14	30.4%		
	Somewhat dissatisfied	2	16.7%	8	23.5%	10	21.7%		
	Very dissatisfied	1	8.3%	11	32.4%	12	26.1%		
	Total	12	100.0%	34	100.0%	46	100.0%		
Guidance on publishing your research	Very satisfied	3	27.3%	4	8.3%	7	11.9%		
	Somewhat satisfied	4	36.4%	27	56.3%	31	52.5%		
	Somewhat dissatisfied	3	27.3%	8	16.7%	11	18.6%		
	Very dissatisfied	1	9.1%	9	18.8%	10	16.9%		
	Total	11	100.0%	48	100.0%	59	100.0%		
Offers to collaborate in research	Very satisfied	4	33.3%	8	15.4%	12	18.8%		
	Somewhat satisfied	6	50.0%	21	40.4%	27	42.2%		
	Somewhat dissatisfied	1	8.3%	15	28.8%	16	25.0%		
	Very dissatisfied	1	8.3%	8	15.4%	9	14.1%		
	Total	12	100.0%	52	100.0%	64	100.0%		
Support for your research program	Very satisfied	2	20.0%	6	15.0%	8	16.0%		
	Somewhat satisfied	6	60.0%	18	45.0%	24	48.0%		
	Somewhat dissatisfied	-		7	17.5%	7	14.0%		
	Very dissatisfied	2	20.0%	9	22.5%	11	22.0%		
	Total	10	100.0%	40	100.0%	50	100.0%		
Mentoring for Teaching	Very satisfied	9	47.4%	31	40.8%	40	42.1%		
	Somewhat satisfied	7	36.8%	24	31.6%	31	32.6%		
	Somewhat dissatisfied	2	10.5%	11	14.5%	13	13.7%		
	Very dissatisfied	1	5.3%	10	13.2%	11	11.6%		
	Total	19	100.0%	76	100.0%	95	100.0%		

Staff—Frequencies by URM

Counts based on weighted data. Total excludes those who did not provide race or ethnicity

* p <.05; ** p <.01; *** p <.001

		URM		Non-URM		GT		Chi Square	Effect Size
		Count	Percent	Count	Percent	Count	Percent		
Satisfaction with support from supervisor:									
Assistance with establishing professional contacts	Very satisfied	154	39.8%	318	47.0%	472	44.4%	*	0.061
	Somewhat satisfied	131	33.9%	216	32.0%	347	32.6%		
	Somewhat dissatisfied	51	13.2%	82	12.1%	133	12.5%		
	Very dissatisfied	51	13.2%	60	8.9%	111	10.4%		
	Total	387	100.0%	676	100.0%	1,063	100.0%		
Advice on navigating office politics	Very satisfied	132	35.3%	304	43.3%	436	40.5%		
	Somewhat satisfied	140	37.4%	233	33.2%	373	34.7%		
	Somewhat dissatisfied	45	12.0%	98	14.0%	143	13.3%		
	Very dissatisfied	57	15.2%	67	9.5%	124	11.5%		
	Total	374	100.0%	702	100.0%	1,076	100.0%		
Mentoring for leadership positions	Very satisfied	110	29.0%	211	32.3%	321	31.1%	**	0.091
	Somewhat satisfied	105	27.7%	220	33.7%	325	31.5%		
	Somewhat dissatisfied	82	21.6%	119	18.2%	201	19.5%		
	Very dissatisfied	82	21.6%	103	15.8%	185	17.9%		
	Total	379	100.0%	653	100.0%	1,032	100.0%		
Mentoring for career advancement	Very satisfied	115	29.6%	226	33.0%	341	31.8%		
	Somewhat satisfied	118	30.3%	214	31.2%	332	30.9%		
	Somewhat dissatisfied	73	18.8%	134	19.6%	207	19.3%		
	Very dissatisfied	83	21.3%	111	16.2%	194	18.1%		
	Total	389	100.0%	685	100.0%	1,074	100.0%		
Informal invitations (e.g., lunch/coffee)	Very satisfied	149	41.4%	310	47.3%	459	45.2%	*	0.068
	Somewhat satisfied	106	29.4%	197	30.0%	303	29.8%		
	Somewhat dissatisfied	50	13.9%	89	13.6%	139	13.7%		
	Very dissatisfied	55	15.3%	60	9.1%	115	11.3%		
	Total	360	100.0%	656	100.0%	1,016	100.0%		

Staff—Frequencies by URM

Counts based on weighted data. Total excludes those who did not provide race or ethnicity

* p <.05; ** p <.01; *** p <.001

		URM		Non-URM		GT		Chi Square	Effect Size
		Count	Percent	Count	Percent	Count	Percent		
Satisfaction with support from supervisor (cont'd):									
Understanding that individuals have different family and personal responsibilities	Very satisfied	260	61.9%	520	70.7%	780	67.5%		
	Somewhat satisfied	108	25.7%	152	20.7%	260	22.5%		
	Somewhat dissatisfied	19	4.5%	30	4.1%	49	4.2%		
	Very dissatisfied	33	7.9%	33	4.5%	66	5.7%		
	Total	420	100.0%	735	100.0%	1,155	100.0%		
Acknowledgement of my contributions to my school/unit	Very satisfied	200	48.2%	421	56.5%	621	53.5%	*	0.061
	Somewhat satisfied	124	29.9%	190	25.5%	314	27.1%		
	Somewhat dissatisfied	55	13.3%	78	10.5%	133	11.5%		
	Very dissatisfied	36	8.7%	56	7.5%	92	7.9%		
	Total	415	100.0%	745	100.0%	1,160	100.0%		
The degree to which agreements are honored by my supervisor	Very satisfied	218	52.7%	462	62.9%	680	59.2%	***	0.101
	Somewhat satisfied	117	28.3%	186	25.3%	303	26.4%		
	Somewhat dissatisfied	48	11.6%	59	8.0%	107	9.3%		
	Very dissatisfied	31	7.5%	27	3.7%	58	5.1%		
	Total	414	100.0%	734	100.0%	1,148	100.0%		
The degree to which my work performance is fairly evaluated	Very satisfied	208	50.4%	440	60.1%	648	56.6%	*	0.074
	Somewhat satisfied	108	26.2%	165	22.5%	273	23.8%		
	Somewhat dissatisfied	43	10.4%	79	10.8%	122	10.7%		
	Very dissatisfied	54	13.1%	48	6.6%	102	8.9%		
	Total	413	100.0%	732	100.0%	1,145	100.0%		
Obtaining the resources I need to excel	Very satisfied	178	42.1%	351	47.4%	529	45.4%	**	0.087
	Somewhat satisfied	131	31.0%	245	33.1%	376	32.3%		
	Somewhat dissatisfied	63	14.9%	101	13.6%	164	14.1%		
	Very dissatisfied	51	12.1%	44	5.9%	95	8.2%		
	Total	423	100.0%	741	100.0%	1,164	100.0%		

Staff—Frequencies by URM

Counts based on weighted data. Total excludes those who did not provide race or ethnicity

* p <.05; ** p <.01; *** p <.001

		URM		Non-URM		GT		Chi Square	Effect Size
		Count	Percent	Count	Percent	Count	Percent		
Diversity and Inclusion:									
Georgia Tech is generally a comfortable and inclusive environment for me	Strongly agree	174	39.8%	391	52.0%	565	47.5%		
	Somewhat agree	214	49.0%	289	38.4%	503	42.3%		
	Somewhat disagree	34	7.8%	58	7.7%	92	7.7%		
	Strongly disagree	15	3.4%	14	1.9%	29	2.4%		
	Total	437	100.0%	752	100.0%	1,189	100.0%		
Diversity is integral to Georgia Tech’s ability to successfully fulfill its mission	Strongly agree	268	64.7%	467	63.4%	735	63.9%		
	Somewhat agree	117	28.3%	210	28.5%	327	28.4%		
	Somewhat disagree	18	4.3%	39	5.3%	57	5.0%		
	Strongly disagree	11	2.7%	21	2.8%	32	2.8%		
	Total	414	100.0%	737	100.0%	1,151	100.0%		
The diversity of our staff contributes to the overall prestige of Georgia Tech	Strongly agree	215	52.4%	418	57.6%	633	55.7%		
	Somewhat agree	142	34.6%	230	31.7%	372	32.7%		
	Somewhat disagree	29	7.1%	65	9.0%	94	8.3%		
	Strongly disagree	24	5.9%	13	1.8%	37	3.3%		
	Total	410	100.0%	726	100.0%	1,136	100.0%		
Adequate processes are in place to address grievances at Georgia Tech	Strongly agree	102	28.5%	148	24.2%	250	25.8%		
	Somewhat agree	122	34.1%	263	43.0%	385	39.7%		
	Somewhat disagree	65	18.2%	116	19.0%	181	18.7%		
	Strongly disagree	69	19.3%	84	13.7%	153	15.8%		
	Total	358	100.0%	611	100.0%	969	100.0%		
I feel valued and respected by the Georgia Tech community	Strongly agree	148	36.1%	297	40.2%	445	38.8%		
	Somewhat agree	178	43.4%	321	43.5%	499	43.5%		
	Somewhat disagree	57	13.9%	76	10.3%	133	11.6%		
	Strongly disagree	27	6.6%	44	6.0%	71	6.2%		
	Total	410	100.0%	738	100.0%	1,148	100.0%		

Staff—Frequencies by URM

Counts based on weighted data. Total excludes those who did not provide race or ethnicity

* p <.05; ** p <.01; *** p <.001

		URM		Non-URM		GT		Chi Square	Effect Size
		Count	Percent	Count	Percent	Count	Percent		
Diversity and Inclusion (cont'd):									
I have considered leaving Georgia Tech because of concerns about collegiality	Strongly agree	49	13.3%	80	12.0%	129	12.5%		
	Somewhat agree	79	21.5%	133	20.0%	212	20.5%		
	Somewhat disagree	40	10.9%	88	13.2%	128	12.4%		
	Strongly disagree	200	54.3%	364	54.7%	564	54.6%		
	Total	368	100.0%	665	100.0%	1,033	100.0%		
I am satisfied with my career progress at Georgia Tech	Strongly agree	124	29.7%	214	29.6%	338	29.6%		
	Somewhat agree	156	37.4%	285	39.4%	441	38.7%		
	Somewhat disagree	66	15.8%	143	19.8%	209	18.3%		
	Strongly disagree	71	17.0%	82	11.3%	153	13.4%		
	Total	417	100.0%	724	100.0%	1,141	100.0%		
I am satisfied with my current workload balance as it relates to my career goals	Strongly agree	131	31.0%	234	31.7%	365	31.4%		
	Somewhat agree	178	42.1%	292	39.6%	470	40.5%		
	Somewhat disagree	62	14.7%	120	16.3%	182	15.7%		
	Strongly disagree	52	12.3%	92	12.5%	144	12.4%		
	Total	423	100.0%	738	100.0%	1,161	100.0%		
I freely interact with colleagues across Georgia Tech	Strongly agree	219	52.5%	407	55.1%	626	54.2%		
	Somewhat agree	140	33.6%	249	33.7%	389	33.7%		
	Somewhat disagree	32	7.7%	54	7.3%	86	7.4%		
	Strongly disagree	26	6.2%	29	3.9%	55	4.8%		
	Total	417	100.0%	739	100.0%	1,156	100.0%		
I am satisfied with my unit's efforts to recruit staff from diverse backgrounds	Strongly agree	164	42.3%	335	51.0%	499	47.8%	***	0.121
	Somewhat agree	137	35.3%	236	35.9%	373	35.7%		
	Somewhat disagree	53	13.7%	54	8.2%	107	10.2%		
	Strongly disagree	34	8.8%	32	4.9%	66	6.3%		
	Total	388	100.0%	657	100.0%	1,045	100.0%		

Staff—Frequencies by URM

Counts based on weighted data. Total excludes those who did not provide race or ethnicity

* p <.05; ** p <.01; *** p <.001

		URM		Non-URM		GT		Chi Square	Effect Size
		Count	Percent	Count	Percent	Count	Percent		
Diversity and Inclusion (cont'd):									
I am satisfied with my unit's efforts to retain staff from diverse backgrounds	Strongly agree	131	34.1%	286	42.8%	417	39.6%	***	0.107
	Somewhat agree	145	37.8%	256	38.3%	401	38.1%		
	Somewhat disagree	48	12.5%	76	11.4%	124	11.8%		
	Strongly disagree	60	15.6%	50	7.5%	110	10.5%		
	Total	384	100.0%	668	100.0%	1,052	100.0%		
Hiring practices in my unit are consistent with Georgia Tech's commitment to diversity	Strongly agree	150	39.6%	351	55.3%	501	49.4%	***	0.164
	Somewhat agree	139	36.7%	213	33.5%	352	34.7%		
	Somewhat disagree	42	11.1%	47	7.4%	89	8.8%		
	Strongly disagree	48	12.7%	24	3.8%	72	7.1%		
	Total	379	100.0%	635	100.0%	1,014	100.0%		
Promotion practices in my unit are consistent with Georgia Tech's commitment to diversity	Strongly agree	94	28.1%	252	43.0%	346	37.6%	***	0.212
	Somewhat agree	102	30.4%	207	35.3%	309	33.6%		
	Somewhat disagree	60	17.9%	72	12.3%	132	14.3%		
	Strongly disagree	79	23.6%	55	9.4%	134	14.5%		
	Total	335	100.0%	586	100.0%	921	100.0%		

Within the last three years, to what extent have you experienced instances of marginalization at Georgia Tech based on the following personal identity or characteristics:

Gender	Not at all	346	70.9%	595	69.3%	941	69.9%
	Slightly	52	10.7%	122	14.2%	174	12.9%
	Somewhat	60	12.3%	100	11.7%	160	11.9%
	Greatly	30	6.1%	41	4.8%	71	5.3%
	Total	488		858		1,346	
Age	Not at all	349	71.7%	617	72.0%	966	71.9%
	Slightly	71	14.6%	118	13.8%	189	14.1%
	Somewhat	44	9.0%	86	10.0%	130	9.7%
	Greatly	23	4.7%	36	4.2%	59	4.4%
	Total	487		857		1,344	

Staff—Frequencies by URM

Counts based on weighted data. Total excludes those who did not provide race or ethnicity

* p <.05; ** p <.01; *** p <.001

		URM		Non-URM		GT		Chi Square	Effect Size
		Count	Percent	Count	Percent	Count	Percent		
Within the last three years, to what extent have you experienced instances of marginalization at Georgia Tech based on the following personal identity or characteristics:									
Race / Ethnicity	Not at all	259	53.3%	708	82.7%	967	72.1%	***	0.334
	Slightly	95	19.5%	75	8.8%	170	12.7%		
	Somewhat	84	17.3%	49	5.7%	133	9.9%		
	Greatly	48	9.9%	24	2.8%	72	5.4%		
	Total	486		856		1,342			
Disability	Not at all	443	93.1%	803	94.8%	1,246	94.2%		
	Slightly	13	2.7%	21	2.5%	34	2.6%		
	Somewhat	15	3.2%	12	1.4%	27	2.0%		
	Greatly	5	1.1%	11	1.3%	16	1.2%		
	Total	476		847		1,323			
National origin	Not at all	417	86.3%	803	94.0%	1,220	91.2%	***	0.117
	Slightly	27	5.6%	17	2.0%	44	3.3%		
	Somewhat	25	5.2%	21	2.5%	46	3.4%		
	Greatly	14	2.9%	13	1.5%	27	2.0%		
	Total	483		854		1,337			
Language difference or accent	Not at all	428	88.2%	813	95.1%	1,241	92.6%	***	0.121
	Slightly	22	4.5%	26	3.0%	48	3.6%		
	Somewhat	23	4.7%	9	1.1%	32	2.4%		
	Greatly	12	2.5%	7	0.8%	19	1.4%		
	Total	485		855		1,340			
Political perspective	Not at all	383	79.3%	582	68.1%	965	72.1%	***	0.112
	Slightly	47	9.7%	144	16.8%	191	14.3%		
	Somewhat	39	8.1%	85	9.9%	124	9.3%		
	Greatly	14	2.9%	44	5.1%	58	4.3%		
	Total	483		855		1,338			

Staff—Frequencies by URM

Counts based on weighted data. Total excludes those who did not provide race or ethnicity

* p <.05; ** p <.01; *** p <.001

		URM		Non-URM		GT		Chi Square	Effect Size
		Count	Percent	Count	Percent	Count	Percent		
Within the last three years, to what extent have you experienced instances of marginalization at Georgia Tech based on the following personal identity or characteristics:									
Religion	Not at all	438	90.1%	705	82.6%	1,143	85.4%	**	0.093
	Slightly	20	4.1%	67	7.9%	87	6.5%		
	Somewhat	18	3.7%	47	5.5%	65	4.9%		
	Greatly	10	2.1%	34	4.0%	44	3.3%		
	Total	486		853		1,339			
Sexual orientation	Not at all	440	91.1%	787	92.4%	1,227	91.9%		
	Slightly	10	2.1%	25	2.9%	35	2.6%		
	Somewhat	19	3.9%	19	2.2%	38	2.8%		
	Greatly	14	2.9%	21	2.5%	35	2.6%		
	Total	483		852		1,335			
Gender identity / expression	Not at all	443	91.9%	790	93.2%	1,233	92.7%		
	Slightly	15	3.1%	21	2.5%	36	2.7%		
	Somewhat	13	2.7%	18	2.1%	31	2.3%		
	Greatly	11	2.3%	19	2.2%	30	2.3%		
	Total	482		848		1,330			
Socioeconomic Background	Not at all	378	77.8%	765	89.7%	1,143	85.4%	***	0.172
	Slightly	61	12.6%	54	6.3%	115	8.6%		
	Somewhat	31	6.4%	26	3.0%	57	4.3%		
	Greatly	16	3.3%	8	0.9%	24	1.8%		
	Total	486		853		1,339			
Other	Not at all	333	90.2%	643	94.8%	976	93.2%	*	0.080
	Slightly	9	2.4%	7	1.0%	16	1.5%		
	Somewhat	11	3.0%	16	2.4%	27	2.6%		
	Greatly	16	4.3%	12	1.8%	28	2.7%		
	Total	369		678		1,047			

Staff—Frequencies by URM

Counts based on weighted data. Total excludes those who did not provide race or ethnicity

* p <.05; ** p <.01; *** p <.001

		URM		Non-URM		GT		Chi Square	Effect Size
		Count	Percent	Count	Percent	Count	Percent		
Within the past year, how often have you heard a staff member make an insensitive or disparaging remark with respect to:									
Women	Never	325	67.1%	587	69.1%	912	68.4%		
	Sometimes	130	26.9%	223	26.2%	353	26.5%		
	Often	13	2.7%	29	3.4%	42	3.1%		
	Very Often	16	3.3%	11	1.3%	27	2.0%		
	Total	484		850		1,334			
Men	Never	361	74.4%	630	73.9%	991	74.1%		
	Sometimes	106	21.9%	193	22.6%	299	22.3%		
	Often	9	1.9%	17	2.0%	26	1.9%		
	Very Often	9	1.9%	13	1.5%	22	1.6%		
	Total	485		853		1,338			
Older People	Never	350	72.6%	625	73.2%	975	73.0%		
	Sometimes	121	25.1%	204	23.9%	325	24.3%		
	Often	7	1.5%	21	2.5%	28	2.1%		
	Very Often	4	0.8%	4	0.5%	8	0.6%		
	Total	482		854		1,336			
Younger people	Never	336	69.9%	522	61.2%	858	64.3%	**	0.092
	Sometimes	118	24.5%	289	33.9%	407	30.5%		
	Often	19	4.0%	35	4.1%	54	4.0%		
	Very Often	8	1.7%	7	0.8%	15	1.1%		
	Total	481		853		1,334			
People's race or ethnicity	Never	315	65.5%	681	79.9%	996	74.7%	***	0.145
	Sometimes	133	27.7%	143	16.8%	276	20.7%		
	Often	16	3.3%	20	2.3%	36	2.7%		
	Very Often	17	3.5%	8	0.9%	25	1.9%		
	Total	481		852		1,333			

Staff—Frequencies by URM

Counts based on weighted data. Total excludes those who did not provide race or ethnicity

* p <.05; ** p <.01; *** p <.001

		URM		Non-URM		GT		Chi Square	Effect Size
		Count	Percent	Count	Percent	Count	Percent		
Within the past year, how often have you heard a staff member make an insensitive or disparaging remark with respect to (cont'd):									
People with disabilities	Never	427	89.3%	790	92.8%	1,217	91.6%	*	0.061
	Sometimes	47	9.8%	45	5.3%	92	6.9%		
	Often	3	0.6%	11	1.3%	14	1.1%		
	Very Often	1	0.2%	5	0.6%	6	0.5%		
	Total	478		851		1,329			
People with less education	Never	314	65.8%	608	71.1%	922	69.2%	*	0.058
	Sometimes	123	25.8%	208	24.3%	331	24.8%		
	Often	30	6.3%	25	2.9%	55	4.1%		
	Very Often	10	2.1%	14	1.6%	24	1.8%		
	Total	477		855		1,332			
People with different nationalities	Never	353	73.5%	737	86.4%	1,090	81.8%	***	0.162
	Sometimes	102	21.3%	99	11.6%	201	15.1%		
	Often	15	3.1%	12	1.4%	27	2.0%		
	Very Often	10	2.1%	5	0.6%	15	1.1%		
	Total	480		853		1,333			
People with language differences/accents	Never	332	68.9%	657	77.3%	989	74.2%	**	0.092
	Sometimes	127	26.3%	168	19.8%	295	22.1%		
	Often	15	3.1%	18	2.1%	33	2.5%		
	Very Often	8	1.7%	7	0.8%	15	1.1%		
	Total	482		850		1,332			
People with particular political views	Never	285	59.5%	405	47.5%	690	51.8%	***	0.118
	Sometimes	149	31.1%	355	41.6%	504	37.8%		
	Often	30	6.3%	60	7.0%	90	6.8%		
	Very Often	15	3.1%	33	3.9%	48	3.6%		
	Total	479		853		1,332			

Staff—Frequencies by URM

Counts based on weighted data. Total excludes those who did not provide race or ethnicity

* p <.05; ** p <.01; *** p <.001

		URM		Non-URM		GT		Chi Square	Effect Size
		Count	Percent	Count	Percent	Count	Percent		
Within the past year, how often have you heard a staff member make an insensitive or disparaging remark with respect to (cont'd):									
People with particular religious affiliations	Never	377	78.9%	682	80.5%	1,059	79.9%		
	Sometimes	84	17.6%	138	16.3%	222	16.8%		
	Often	9	1.9%	19	2.2%	28	2.1%		
	Very Often	8	1.7%	8	0.9%	16	1.2%		
	Total	478		847		1,325			
People with different socioeconomic backgrounds	Never	361	75.4%	735	86.0%	1,096	82.2%	***	0.121
	Sometimes	97	20.3%	104	12.2%	201	15.1%		
	Often	13	2.7%	11	1.3%	24	1.8%		
	Very Often	8	1.7%	5	0.6%	13	1.0%		
	Total	479		855		1,334			
Gay, lesbian, or bisexual people	Never	376	78.0%	702	82.0%	1,078	80.6%		
	Sometimes	85	17.6%	130	15.2%	215	16.1%		
	Often	12	2.5%	20	2.3%	32	2.4%		
	Very Often	9	1.9%	4	0.5%	13	1.0%		
	Total	482		856		1,338			
Transgendered people	Never	393	82.2%	682	79.9%	1,075	80.7%		
	Sometimes	66	13.8%	151	17.7%	217	16.3%		
	Often	9	1.9%	13	1.5%	22	1.7%		
	Very Often	10	2.1%	8	0.9%	18	1.4%		
	Total	478		854		1,332			
Other	Never	316	95.2%	582	95.1%	898	95.1%		
	Sometimes	11	3.3%	19	3.1%	30	3.2%		
	Often	1	0.3%	6	1.0%	7	0.7%		
	Very Often	4	1.2%	5	0.8%	9	1.0%		
	Total	332		612		944			

Satisfaction or Agreement	2013: Percent Somewhat (3) or Strong (4)	Change	2017: Percent Somewhat (3) or Strong (4)	Chi Sq Sig	Effect Size
Please indicate your level of agreement with each of the following statements about your primary work environment.					
In my work environment, I freely interact with co-workers/colleagues in my unit	94.9	0.0	94.9		
In my work environment, People are sensitive to cultural differences among employees	82.8	0.4	83.2		
In my work environment, I feel comfortable sharing my thoughts and ideas	83.0	-1.1	81.9		
In my work environment, I am comfortable expressing an opinion that is different from others in the workplace	79.3	-0.3	79.0		
In my work environment, People express disagreements in a respectful manner	78.7	-0.2	78.5		
In my work environment, My co-workers/colleagues are open-minded when discussing differences among people	79.4	1.2	80.6		
In my work environment, My supervisor is open-minded when discussing differences among people	84.6	-0.2	84.4		
In my work environment, People communicate regularly with each other	78.1	2.3	80.4		
In my work environment, People treat each other fairly	75.0	0.5	75.5		
In my work environment, Professional development is encouraged	71.4	8.7	80.1	***	0.100
In my work environment, My feedback is sought and respected	73.3	3.4	76.7	*	0.040
In my work environment, Collaboration is encouraged	80.7	3.6	84.3	**	0.047

Satisfaction or Agreement	2013: Percent Somewhat (3) or Strong (4)	Change	2017: Percent Somewhat (3) or Strong (4)	Chi Sq Sig	Effect Size
How satisfied are you with the following types of support you receive from your co-workers/colleagues?					
Assistance with establishing professional contacts	80.0	1.9	81.9		
Satisfaction: Advice on navigating office politics	70.8	4.2	75.0	*	0.046
Satisfaction: Mentoring for leadership positions	53.4	3.7	57.1	*	0.037
Satisfaction: Mentoring for career advancement	53.0	2.9	55.9		
Satisfaction: Informal invitations (e.g., lunch/coffee)	71.5	3.3	74.8	*	0.037
How satisfied are you with the following types of support you receive from your supervisor?					
Satisfied: Assistance with establishing professional contacts	74.3	1.7	76.0		
Satisfaction: Advice on navigating office politics	71.3	2.1	73.4		
Satisfaction: Mentoring for leadership positions	58.0	3.3	61.3		
Satisfaction: Mentoring for career advancement	58.8	2.6	61.4		
Satisfaction: Informal invitations (e.g., lunch/coffee)	72.8	0.5	73.3		
Satisfaction: Understanding that individuals have different family and personal responsibilities	87.0	2.8	89.8	*	0.043
Satisfaction: Acknowledgement of my contributions to my school/unit	78.7	0.7	79.4		
Satisfaction: The degree to which agreements are honored by my supervisor	84.3	0.5	84.8		
Satisfaction: The degree to which my work performance is fairly evaluated	81.2	-1.6	79.6		
Satisfaction: Obtaining the resources I need to excel	75.7	0.9	76.6		

Satisfaction or Agreement	2013: Percent Somewhat (3) or Strong (4)	Change	2017: Percent Somewhat (3) or Strong (4)	Chi Sq Sig	Effect Size
Please indicate your level of agreement with each of the following statements about Georgia Tech:					
Georgia Tech is generally a comfortable and inclusive environment for me	88.5	1.0	89.6		
Diversity is integral to Georgia Tech's ability to successfully fulfill its mission	89.9	1.6	91.5		
The diversity of our staff contributes to the overall prestige of Georgia Tech	85.9	1.7	87.6		
Adequate processes are in place to address grievances at Georgia Tech	71.9	-7.2	64.7	***	0.078
I feel valued and respected by the Georgia Tech community	78.9	3.2	82.1	*	0.040
I have considered leaving Georgia Tech because of concerns about collegiality	32.8	0.2	33.0		
I am satisfied with my career progress at Georgia Tech	61.5	6.0	67.5	**	0.061
I am satisfied with my current workload balance as it relates to my career goals			71.3		
I freely interact with colleagues across Georgia Tech	86.5	0.9	87.4		
Please indicate your level of agreement with each of the following statements regarding your unit:					
I am satisfied with my unit's efforts to recruit staff from diverse backgrounds	83.1	-0.6	82.5		
I am satisfied with my unit's efforts to retain staff from diverse backgrounds	78.4	-1.7	76.7		
Hiring practices in my unit are consistent with Georgia Tech's commitment to diversity	84.7	-1.2	83.5		
Promotion practices in my unit are consistent with Georgia Tech's commitment to diversity	68.5	1.4	69.9		

Questions Disparaging Remarks	2013: Percent Any	Change	2017: Percent Any	Chi Sq Sig	Effect Size
Within the past year, how often have you heard a staff member make an insensitive or disparaging remark with respect to one or more of the following?					
Disparaging Remarks: Women	28.1	3.60	31.7	*	0.04
Disparaging Remarks: Men	23.4	2.39	25.8		
Disparaging Remarks: Older People	23.9	3.56	27.5	*	0.04
Disparaging Remarks: Younger People	24.5	11.36	35.9	***	0.12
Disparaging Remarks: People's race or ethnicity	26.2	-0.18	26.0		
Disparaging Remarks: People with disabilities	8.6	0.10	8.7		
Disparaging Remarks: People with less education	30.7	-0.07	30.6		
Disparaging Remarks: Immigrants	21.1	-2.30	18.8		
Disparaging Remarks: People with language differences or accents	33.6	-6.64	27.0	***	0.07
Disparaging Remarks: People with specific political views	40.2	9.00	49.2	***	0.09
Disparaging Remarks: People with particular religious affiliations	22.4	-1.24	21.2		
Disparaging Remarks: Gay, lesbian, or bisexual people	20.7	-0.72	20.0		
Disparaging Remarks: Transgender people	12.1	7.55	19.7	***	0.1
Disparaging Remarks: Others (please specify below)	2.3	2.99	5.3		

GT 2017 Climate Survey Report

Faculty Climate Survey	C- 1
Staff Climate Survey	C-10

Appendix C Survey Instrument

Georgia Tech Climate Survey

In 2010, Georgia Tech adopted a twenty-five year strategic vision that guides our efforts in becoming a leading technological university in the twenty-first century. Central to this vision is the creation of an inclusive campus community characterized by collaboration, appreciation of diversity, and personal integrity.

The questions in this survey are designed to allow you to tell us about your perceptions of the Georgia Tech campus community. Your responses will enable the Institute's leadership to understand the progress we are making towards achieving our goal of an inclusive, supportive, and welcoming environment for everyone at Georgia Tech.

If you complete the survey, you will be entered into a drawing for one of forty \$50 gift cards. If you choose not to complete the survey, you can still enter the drawing by sending an email request (including your name) to survey@oars.gatech.edu.

Your participation in this research study is completely voluntary. The data that are collected about you will be kept private to the extent allowed by law. *The survey has an identification number so we can check your name off the list when your response is received; this list is not associated with your actual survey responses. The list of respondents (and non-respondents) will be destroyed as soon as data collection activities have been completed (no later than January 5, 2018).* The survey should take approximately 15-20 minutes to complete. For more information about this study, see the [Survey Consent Form](#). If you have any questions about the survey itself, please call (404-385-1420) or contact the Georgia Tech Office of Academic Effectiveness at survey@oars.gatech.edu. If you have any questions about your rights or role as a participant in this project, please contact the Georgia Tech Institutional Review Board at 404-385-2175.

Please read the Survey Consent Form before continuing

- I have read the Survey Consent Form

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Based upon your interactions with your faculty colleagues, how satisfied are you with each of the following:

	Very dissatisfied	Somewhat dissatisfied	Somewhat satisfied	Very satisfied	Not applicable
Assistance with establishing a network of professional contacts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Advice on navigating department/Institute politics	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Offers to collaborate on research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mentoring for teaching	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Advice on the promotion/tenure process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Advice on the annual review process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Advice on the third year review process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Advice on the periodic peer review process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Guidance on obtaining grants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Guidance on publishing your research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support for your research program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mentoring for leadership positions at GT or beyond	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Informal invitations (e.g., lunch/coffee)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Understanding that individuals have different family and personal responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Acknowledgement of my contributions to the school/department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please use the space below if you wish to elaborate on your responses to any of the above set of questions.

Please write your answer here:

How satisfied are you with the following types of support you are receiving from your chair or director?

	Very dissatisfied	Somewhat dissatisfied	Somewhat satisfied	Very satisfied	Not applicable
Assistance with establishing professional contacts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Advice on navigating department/Institute politics	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mentoring for teaching	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Advice on the promotion/tenure process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Advice on the annual review process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Advice on the third year review process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Advice on the periodic peer review process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Advice on obtaining grants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Guidance on publishing your research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support for your research program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Obtaining the resources you need to excel	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mentoring for leadership positions at GT or beyond	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Informal invitations (e.g., lunch/coffee)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Understanding that individuals have different family and personal responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The degree to which agreements are honored by my supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Acknowledgment of my contributions to the school/department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please use the space below if you wish to elaborate on your responses to any of the above set of questions.

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Please indicate your level of agreement with each of the following statements about your school/department.

In my school/department...

	Strongly disagree	Somewhat disagree	Somewhat agree	Strongly agree
Faculty interact regularly with one another	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Faculty treat each other fairly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Faculty are encouraged and empowered	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My feedback is sought and respected	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am provided with an opportunity to participate in important decision making	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Disputes and problems are resolved effectively	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Collaboration is encouraged in strategic planning	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please use the space below if you wish to elaborate on your responses to any of the above set of questions.

Please indicate your level of agreement with the following statements about working at Georgia Tech.

	Strongly disagree	Somewhat disagree	Somewhat agree	Strongly agree	No opinion
Georgia Tech is generally a comfortable and inclusive environment for me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with my career progress at Georgia Tech	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with my current workload balance (research/teaching/service) as it relates to my career goals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Adequate processes are in place to address grievances at Georgia Tech	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Clarity exists about the promotion and tenure process at Georgia Tech	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel valued and respected by the Georgia Tech community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please use the space below if you wish to elaborate on your responses to any of the above questions.

Please indicate your level of agreement with the following statements

	Strongly disagree	Somewhat disagree	Somewhat agree	Strongly agree	Not Applicable
I have considered leaving Georgia Tech because of concerns about collegiality	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have considered leaving Georgia Tech because of concerns about collaboration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have considered leaving Georgia Tech because of concerns about the resources made available to me for my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please use the space below if you wish to elaborate on your responses to any of the above set of questions.

Please indicate your level of agreement with the following statements about diversity (differences of background, perspectives, and life experiences)

	Strongly disagree	Somewhat disagree	Somewhat agree	Strongly agree	No opinion
Diversity is integral to Georgia Tech's ability to successfully fulfill its mission	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The diversity of our faculty contributes to the overall prestige of Georgia Tech	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My school/unit demonstrates its commitment to diversity and inclusion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The diversity of our faculty contributes to the overall prestige of my school/unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with my school's/department's efforts to recruit faculty from diverse backgrounds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with my school's/department's efforts to retain faculty from diverse backgrounds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with my school's efforts to recruit graduate students from diverse backgrounds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with my school's efforts to retain graduate students from diverse backgrounds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please use the space below if you wish to elaborate on your responses to any of the above questions.

Page 3 of 4

Within the last three years, to what extent have you experienced instances of marginalization (a sense of exclusion or feeling left out) at Georgia Tech based on the following personal identity or characteristics?

	Not at all	Slightly	Somewhat	Greatly
Gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Age	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Race/ethnicity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Disability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
National origin	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Language difference/accent	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Political perspective	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Religion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual orientation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender identity/expression	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other attribute: _____

If you are willing to elaborate on instances of the marginalization you experienced, please use the space below:

Within the past year, how often have you heard a faculty member make insensitive or disparaging remarks about one or more of the following groups of people?

	Never	Sometimes	Often	Very Often
Women	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Men	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Older People	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Younger People	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People's race or ethnicity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People with disabilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People with less education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People with different nationalities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People with language differences/accent	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People with particular political views	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People with particular religious affiliations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gay, lesbian, or bisexual people	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Transgender people	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Others (please specify below)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Others: _____

If you are willing to elaborate on any of your responses above, please use the space below.

Page 4 - Demographic Questions

We are asking the following questions so that we may better understand the responses provided by the Georgia Tech community. We will use the information you provide for statistical purposes only and will hold the information in confidence to the full extent permitted by law. Your responses will not be disclosed in identifiable form.

What is your gender?

- Man
- Woman
- Transgender
- Other

What is your race and/or ethnicity?

Ethnicity

- Hispanic or Latino/a
- Not Hispanic or Latino/a

Race

- American Indian or Alaskan Native
- Asian or Asian American
- Black or African American
- Hawaiian or Pacific Islander
- Multiracial
- White or European American
- Other - Specify

What is your citizenship status?

- U.S. Citizen *
- Resident citizen of another country *
- Nonresident citizen of another country
- Other

*Are you a Georgia resident?

- Yes
- No

What is your sexual orientation or identity?

- Heterosexual
- Gay/Lesbian
- Bisexual
- Other

Do you have a disability?

- No
- Yes, Please specify: _____

Indicate your primary appointment unit

- College of Computing
- College of Design
- College of Engineering
- College of Sciences
- Ivan Allen College
- Scheller College of Business
- GTPE
- GTRI
- GTRC or OSP
- EI2 - Enterprise Innovation Institute
- Interdisciplinary Research Institute or Center
- Other

Responses in these units are not included in the current report

Do you have a part time or full time position?

- Full-time (30 hours a week or more)
- Part-time (Less than 30 hours a week)

What type of appointment do you have?

- Tenured/Tenure Track
- Non-Tenure Track
- Post-doc
- Other

Do you hold an administrative position (e.g. Chair, Director, Dean)?

- Yes
- No

What is your academic rank?

- Full Professor
- Associate Professor
- Assistant Professor
- Instructor/Lecturer
- Academic Professional
- Post-doc
- Other

Other – Specify: _____

What year did you start at Georgia Tech as a faculty member?

Only numbers may be entered in this field. _____

Please use the space below for any additional comments about your individual experiences at Georgia Tech or suggestions for improving this survey

Georgia Tech Climate Survey

In 2010, Georgia Tech adopted a twenty-five year strategic vision that guides our efforts in becoming a leading technological university in the twenty-first century. Central to this vision is the creation of an inclusive campus community characterized by collaboration, appreciation of diversity, and personal integrity.

The questions in this survey are designed to allow you to tell us about your perceptions of the Georgia Tech campus community. Your responses will enable the Institute's leadership to understand the progress we are making towards achieving our goal of an inclusive, supportive, and welcoming environment for everyone at Georgia Tech.

If you complete the survey, you will be entered into a drawing for one of forty \$50 gift cards. If you choose not to complete the survey, you can still enter the drawing by sending an email request (including your name) to survey@oars.gatech.edu.

Your participation in this research study is completely voluntary. The data that is collected about you will be kept private to the extent allowed by law. *The survey has an identification number so we can check your name off the list when your response is received; this list is not associated with your actual survey responses. The list of respondents (and non-respondents) will be destroyed as soon as data collection activities have been completed (no later than December 22, 2017).* The survey should take approximately 15-20 minutes to complete. For more information about this study, click here: ([Survey Consent Form](#)). If you have any questions about the survey itself, please call (404-385-1292) or e-mail the Georgia Tech Office of Assessment at survey@oars.gatech.edu.

In what location do you hold your primary appointment?

- Auxiliary Services (Campus Services, OHR, Business Services)
- College of Architecture
- College of Computing
- College of Engineering
- College of Sciences
- Exec. VP for Administration and Finance
- Exec. VP for Research
- Facilities
- Georgia Tech Athletic Association
- Georgia Tech Professional Education
- Georgia Tech Research Institute (GTRI)
- Ivan Allen College
- Libraries and Information Center
- Office of Information Technology
- Office of the President/Provost
- Scheller College of Business
- Student Affairs
- Other: _____

What is your primary job category?

- Executive, Administrative, and Professional
- Research
- Support Services (Professional Support/Services, Clerical/Secretarial, Maintenance/Skilled Crafts)
- Other _____

Do you supervise permanent employees?

- Yes
- No

Do you have a part time or full time position?

- Full-time (30 hours a week or more)
- Part-time (Less than 30 hours / week)

Please indicate your level of agreement with each of the following statements about your primary work environment.

In my work environment...

Please choose the appropriate response for each item:

	Strongly disagree	Somewhat disagree	Somewhat agree	Strongly agree	No opinion
I freely interact with my co-workers/colleagues in my unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People are sensitive to cultural differences among employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel comfortable sharing my thoughts and ideas	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am comfortable expressing an opinion that is different from others in the workplace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People express disagreements in a respectful manner	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My co-workers/colleagues are open-minded when discussing differences among people	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor is open- minded when discussing differences among people	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People communicate regularly with each other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People treat each other fairly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional development in encouraged	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My feedback is sought and respected	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Collaboration is encouraged	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please use the space below if you wish to elaborate on your responses to any of the above questions.

How satisfied are you with the following types of support you are receiving from your co-workers/colleagues?

	Very dissatisfied	Somewhat dissatisfied	Somewhat satisfied	Very satisfied	Not applicable
Assistance with establishing professional contacts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Advice on navigating office politics	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mentoring for leadership positions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mentoring for career advancement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Informal invitations (e.g., lunch/coffee)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please use the space below if you wish to elaborate on your responses to any of the above questions.

Page 2 of 5

Do your job responsibilities include teaching or research?

- Yes*
 No

***How satisfied are you with the mentoring or support you receive from your colleagues in each of the following:**

	Very dissatisfied	Somewhat dissatisfied	Somewhat satisfied	Very satisfied	Not applicable
Guidance on obtaining grants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Guidance on publishing your research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Offers to collaborate in research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support for your research program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mentoring for teaching	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please use the space below if you wish to elaborate on your responses to any of the above questions.

How satisfied are you with the following types of support you are receiving from your supervisor?

	Very dissatisfied	Somewhat dissatisfied	Somewhat satisfied	Very satisfied	Not applicable
Assistance with establishing professional contacts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Advice on navigating office politics	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mentoring for leadership positions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mentoring for career advancement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Informal invitations (e.g., lunch/coffee)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Understanding that individuals have different family and personal responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Acknowledgement of my contributions to my school/unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The degree to which agreements are honored by my supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The degree to which my work performance is fairly evaluated	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Obtaining the resources I need to excel	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please use the space below if you wish to elaborate on your responses to any of the above questions.

Page 3 of 5

Please indicate your level of agreement with each of the following statements about Georgia Tech:

	No opinion	Strongly disagree	Somewhat disagree	Somewhat agree	Strongly agree
Georgia Tech is generally a comfortable and inclusive environment for me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Diversity is integral to Georgia Tech's ability to successfully fulfill its mission	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The diversity of our staff contributes to the overall prestige of Georgia Tech	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Adequate processes are in place to address grievances at Georgia Tech	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel valued and respected by the Georgia Tech community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have considered leaving Georgia Tech because of concerns about collegiality	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with my career progress at Georgia Tech	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with my current workload balance as it relates to my career goals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I freely interact with colleagues across Georgia Tech	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please use the space below if you wish to elaborate on your responses to any of the above questions.

Please indicate your level of agreement with each of the following statements regarding {your primary appointment}

	No opinion	Strongly disagree	Somewhat disagree	Somewhat agree	Strongly agree
I am satisfied with my unit's efforts to recruit staff from diverse backgrounds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with my unit's efforts to retain staff from diverse backgrounds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hiring practices in my unit are consistent with Georgia Tech's commitment to diversity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Promotion practices in my unit are consistent with Georgia Tech's commitment to diversity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please use the space below if you wish to elaborate on your responses to any of the above questions.

Page 4 of 5

Within the last three years, to what extent have you experienced instances of marginalization (a sense of exclusion or feeling left out) at Georgia Tech based on your personal identity or characteristics?

	Not at all	Slightly*	Somewhat*	Greatly*
Gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Age	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Race/ethnicity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Disability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
National origin	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Language difference/accent	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Political perspective	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Religion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual orientation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender identity/expression	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other Attribute: _____				

***[If 'Slightly' or higher on any item]: If you are willing to elaborate on instances of the marginalization you experienced, please use the space below:**

Within the past year, how often have you heard a staff member make an insensitive or disparaging remark with respect to one or more of the following?

	Never	Sometimes	Often	Very Often
Women	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Men	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Older People	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Younger People	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People's race or ethnicity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People with disabilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People with less education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Immigrants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People with language differences/accents	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People with specific political views	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People with particular religious affiliations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gay, lesbian, or bisexual people	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Transgendered people	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Others (please specify below)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Others: _____				

If you are willing to elaborate on any of your responses above, please use the space below.

Page 5 - Demographic Questions

We are asking the following questions so that we may better understand the responses provided by the Georgia Tech community. We will use the information you provide for statistical purposes only and will hold the information in confidence to the full extent permitted by law. Your responses will not be disclosed in identifiable form.

Gender

- Male
- Female
- Transgender
- Other

Ethnicity

- Hispanic or Latino/a
- Not Hispanic or Latino/a

Race

- American Indian or Alaskan Native
- Asian or Asian American
- Black or African American
- Hawaiian or Pacific Islander
- Multiracial
- White or European American
- Other: _____

Sexual Orientation

- Heterosexual
- Gay/Lesbian
- Bisexual
- Other: _____

Do you have a disability?

- No
- Yes, Please specify: _____

What year did you start at Georgia Tech as a staff member? _____

Please use the space below for any additional comments about the climate at Georgia Tech or suggestions for improving this survey:

Thank you for your participation. Your responses have been recorded.