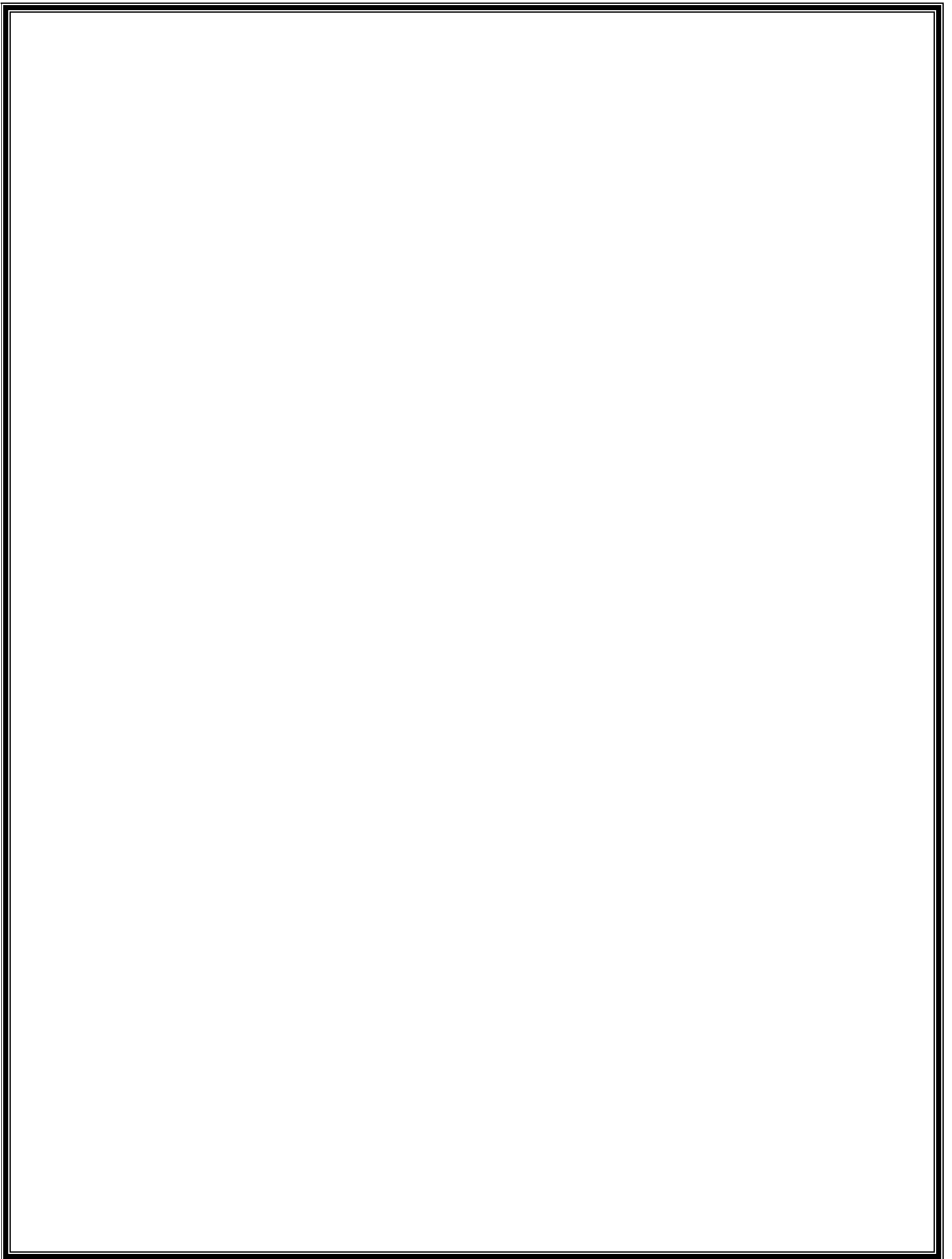


2022 FACULTY CLIMATE ASSESSMENT SURVEY FULL REPORT

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2022 Faculty Climate Assessment Survey Report

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Faculty

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Executive Summary

All faculty (academic and research) and postdoctoral fellows were invited to participate in the Georgia Tech Climate Assessment Survey. Of the 4,667 faculty and postdoctoral fellows invited to participate in the survey, 720 responded for an overall response rate of 15.4 percent. Some of the highlight findings from the report are as follows:

- Overall, faculty were moderately satisfied with the support they receive from both their colleagues and their supervisors, with over 80% indicating they are very or somewhat satisfied with *understanding that individuals have different personal responsibilities* from both their colleague (82.7 percent) and their supervisors (84.9 percent). Faculty were less satisfied with support for *mentoring for leadership positions at GT or beyond*, from both their supervisors (58.9 percent) and their colleagues (57.1 percent)
 - Women tended to be less satisfied than men, particularly in *understanding that individuals have different personal responsibilities and mentoring for leadership positions at GT or beyond*
 - Faculty who identified as White report on average higher levels of satisfaction with their interactions with colleagues and supervisors, while faculty included in the BIPOC/Multiracial group tend to report lower levels of satisfaction across all items. Black/African American respondents were more satisfied with both their colleagues and supervisors for *assistance with establishing a network of professional contacts*.
- The majority of faculty (85.9 percent) agreed that *diversity is integral to Georgia Tech's ability to successfully fulfill its mission*. In addition, 78.4 percent of respondents agreed that GT was a *comfortable and inclusive environment*, and 70.6 percent expressed being *satisfied with their workload balance as it relates to their career goals*. Faculty were less satisfied with *clarity about the promotion and tenure process* (58.6 percent), and *clarity of grievances processes* (48.3 percent).
 - Women were significantly less likely than Men to agree that *adequate processes are in place to address grievances and clarity exists about the grievance process*.
 - Black/African American and White faculty members were more likely to agree that *Georgia Tech is a comfortable and inclusive environment, and that they feel valued and respected by the Georgia Tech community* compared to Asian/Asian American and Other BIPOC/Multiracial faculty members.
- Comparing the different classifications of faculty, Tenured & Tenure track broadly less satisfied compared to all other groups.

Background

The 2022 Climate Assessment Survey is the third iteration of 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 chaired by Archie Ervin, Vice President for Institute Diversity, and co-chaired by Jonathan Gordon, Director of the Office of Assessment (OOA). The task force was comprised of faculty, staff, and students and was tasked with developing a survey instrument that would assess the lived 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, and staff*

The 2022 version of the climate survey was modified by a subcommittee of President Ángel Cabrera’s GT Diversity, Equity, and Inclusion Committee (GTDEIC) to improve the clarity and logical consistency of the survey, and align it to the principal values and goals of our new 2030 Institute Strategic Plan (ISP). The 2030 ISP sees Georgia Tech’s mission as “developing leaders who advance technology and improve the human condition.”

The results of this survey will help us better understand the experiences of members of the Georgia Tech community and inform what strategies are necessary for ensuring that we are building an inclusive, supportive, and welcoming environment for everyone.

Survey Methodology and Quality Assurance

Faculty¹ were invited by email to participate in the Georgia Tech Climate Assessment Survey in February and March of 2022. Two reminders were sent to increase response rates. Of the 4,667 faculty and postdoctoral fellows invited to participate in the survey, 720 responded for an overall response rate of 15.4 percent and a sampling error (95 percent confidence interval) of 3.4 percent. Chi Square Goodness of Fit Tests ($p < .01$) revealed that the respondents were not representative of the overall faculty population in terms of gender identity, faculty classification, division, or ethnicity. The Institute results in this report are weighted on all these factors to portray the population more accurately.²

¹ Tenured/tenure-track faculty, instructors, research faculty, and all post-doctoral employees were included in the survey population.

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.

Table 1. Faculty demographics

	Respondent Frequency	Valid Respondent Percent³	Faculty Population Percent
Gender Identity			
Men	359	58.5	74.4
Women	252	41.0	25.1
Nonbinary & other identities	3	0.4	0.3
Not specified	106	n/a	
Ethnicity			
Hispanic or Latino/a/x	36	5.0	3.7
Not Hispanic or Latino/a/x	619	86.0	76.9
Not specified	65	9.0	19.4
Race			
Asian or Asian American	54	9.2	17.4
Black or African American	44	7.5	5.8
White or European American	463	78.6	64.8
Other ⁴	49	8.3	10.9
Not specified	110	n/a	n/a
Faculty Classification			
Research Faculty	379	54.1	51.2
Full Professor	104	14.8	10.5
Associate Professor	43	6.1	5.5
Assistant Professor	27	3.9	4.6
Non-Tenure Track	105	15.0	19.4
Postdoctoral Fellow	34	4.9	7.2
Other	9	1.3	0.7
College / Division			
Computing	21	2.9	8.5
Design	34	4.7	3.2
Engineering	113	15.7	20.7
Ivan Allen College	62	8.6	6.1
Scheller College of Business	22	3.1	2.2
Sciences	73	10.2	9.5
Libraries & Information Center	19	2.6	0.5
Professional Education GTPE	5	0.7	2.5
GTRI	288	40.2	38.5
GTRC or OSP	7	1.0	1.5
Enterprise Innovation Institute (EI2)	18	2.5	2.5
Interdisciplinary Research	12	1.7	1.9
Other	43	6.0	2.2
Not specified	3	n/a	n/a

³ Valid response excludes “not specified” respondents from the overall percentage calculation.

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— that is, the possibility that survey non-responders might differ in their opinions and perceptions from those who chose to participate in the survey. In the case of this survey, the modest response rate (roughly 15 percent) leaves some margin for this type of bias to emerge. The weighting of respondents to match the overall population demographics (including division, gender identity, and race and ethnicity) mitigates some risk of non-response bias, but this risk cannot be completely eliminated. The use of weighting can introduce biases, by over-representing the views of a few people who may not accurately reflect their under-responding demographic group. While generalizations about the entire Institute should be approached with caution, this should not restrict comparisons between subgroups or within specific units when applicable.

Structure of this Report

The structure of this report generally follows the order of the survey instrument questions: satisfaction with *interactions with other faculty colleagues*, satisfaction with *support from their chair or directors*, perceptions on the *overall climate of their academic unit as well as the Institute* in general, opinions on the *value of diversity* and the degree to which their unit and the Institute is committed to policies that support it, whether or not they experienced instances of *marginalization* (defined as a sense of exclusion or feeling left out), and 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 for participants to further elaborate on the quantitative ratings. These results were analyzed separately.

In addition, we explored differences in experiences among faculty based on self-reported gender identity, race, and ethnicity. Our ability to show more nuanced demographic snapshots for faculty was limited due to small response rates for certain groups, and a general lack of diversity within the faculty population. For gender identity, we could not capture perceptions from individuals identifying as Non-Binary+ due to the small number of responses obtained in the survey, and lack of reliable population parameters. Therefore, gender faculty analyses are limited to comparisons between Men and Women. Due to the number of respondents available and the need to protect confidential responses from groups with small numbers of participants, respondents were clustered into four racial/ethnic groups: Asian/Asian American (including Pacific Islander), Black/African-American, White/European American, and Other BIPOC and Multiracial groups (American Indian/Alaskan Native, Hispanic/Latino/a/x, Middle Eastern or North African, “Other” responses, and those who identified with two or more ethnic groups⁵).

The survey questions utilized a four-point Likert scale. The specific response anchors are presented in Table 2. For the purposes of this report, the percentages of those who “agree,” are “comfortable,” or “often” participate are derived from combining responses of 3 and 4, with the converse derived from combining responses of 1 and 2.

Given the large number of comparisons and relatively large sample sizes, 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.

⁵ A comparison of the ethnic groups combined here found significant differences on 15 of the items included in this report. In all cases, Hispanic/Latin/x respondents had a more “positive” response and Middle East/North African a less positive response compared to the overall group mean.

Table 2. Survey response anchors based on a four-point Likert scale

Rating	Frequency	Agreement	Comfort Level	Marginalization
4*†	Very often	Strongly agree	Very comfortable	Greatly
3*†	Often	Somewhat agree	Somewhat comfortable	Somewhat
2†	Sometimes	Somewhat disagree	Somewhat uncomfortable	Slightly
1	Never	Strongly disagree	Very uncomfortable	Not at all

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

† Sufficient score for indicating instances of marginalization or disparaging remarks

Two measures of effect size are used in this report depending on the nature of the comparisons: Phi and Cramer’s V .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 those between racial and ethnic groups- sample sizes are relatively small. Small samples result in low statistical power, making it difficult to discern significant differences between groups, even when they exist in reality. In those cases, effect sizes constitute a better indicator of the practical importance of the result.

Results

Interactions with Colleagues and Support from Supervisors

Faculty were asked to reflect on their satisfaction with the interactions and the support received by their colleagues and supervisors (department chair, director, etc.). Selected items from this section of the survey are presented here (See Appendix A for complete results). Overall, faculty were moderately satisfied across most items. Over 80% of GT faculty reported being satisfied with the *degree to which agreements are honored by [their] supervisor*, and agreed that *understanding that individuals have different personal responsibilities* was recognized by both colleagues and supervisors. Additionally, over 70% of faculty also reported feeling somewhat supported when it comes to research programs, and networking.

Faculty dissatisfaction seems to be higher regarding evaluative processes, especially on items related to advice and support for growth. This includes dissatisfaction with advice on annual, third year and tenure processes, particularly from supervisors. Likewise, less than 60% of faculty are satisfied with *mentoring for leadership positions at GT or beyond* coming from either source. Results are presented below in Figure 1.

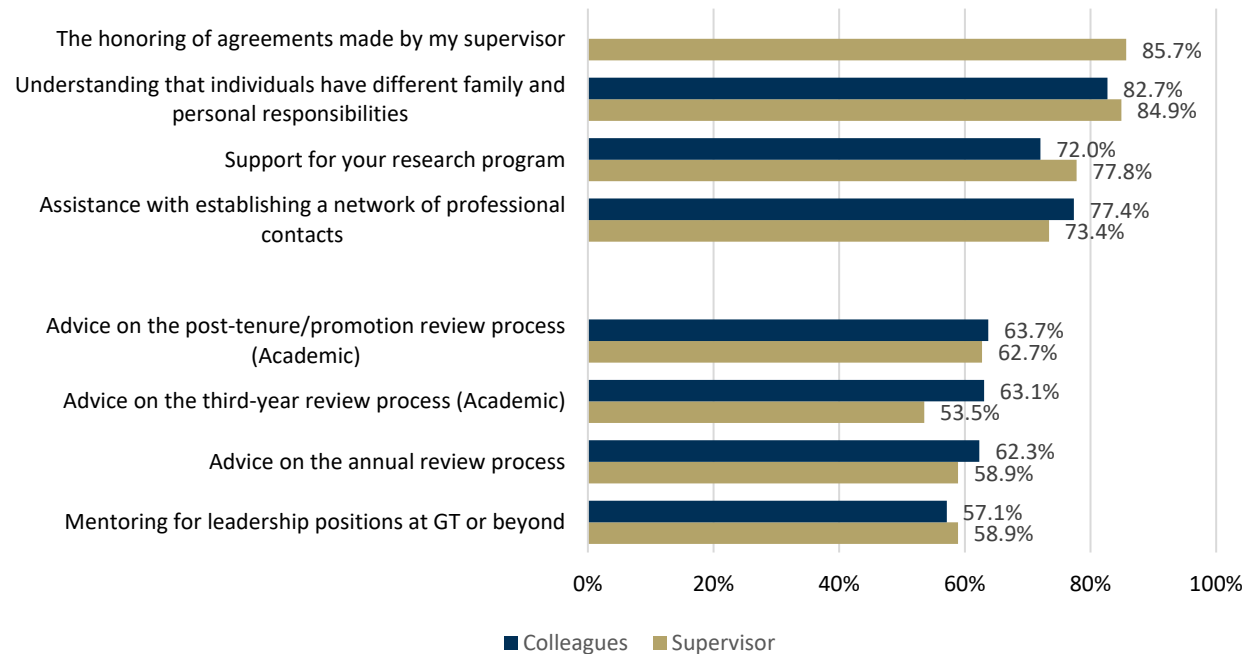
Differences in perceptions of support and advice from colleagues and supervisors by demographic characteristics (gender identity and race/ethnicity) are presented in Tables 3 and 4.

These and subsequent tables show the mean/average of responses (on a 1-4 scale), as well as “heat” indicators. When the scores are closer to the low end of the means presented for the different groups, the cells appear in red, with higher color intensity indicating lower scores. When the means are closer to the high positive end the cells appear in green, with higher color intensity indicating higher scores.

⁶ Both statistics measure the strength of association in Chi-square tests—the extent to which membership in one category (such as being Men or Women) can predict the responses in another set of categories (i.e., the answer to the question being asked on the survey).

Figure 1. Faculty satisfaction with support and advice from colleagues & supervisors

Based upon your interactions with [colleagues / supervisor], how satisfied are you with each of the following: (percent “strongly” or “somewhat satisfied”)



For both perceptions of support and guidance by colleagues and supervisors, a consistent pattern emerges based on gender identity, with Women consistently expressing lower levels of satisfaction compared to Men. These differences are significant and apply to both interactions with colleagues and supervisors for items such as *support for research*, *guidance on publishing research*, and *understanding that individuals have different responsibilities*. Additionally, Women felt that their colleagues acknowledged contributions to their units to a lesser extent than Men, and also expressed less satisfaction with the *mentoring for leadership positions* provided by their supervisors.

When disaggregating by race/ethnicity, a few general trends emerge for the colleague and supervisor interaction questions. Faculty who identified as White report on average higher levels of satisfaction with their interactions with colleagues and supervisors, while faculty included in the Other BIPOC/Multiracial group tend to report lower levels of satisfaction across all items. Black/African American respondents were generally more satisfied with interactions with their colleagues than with supervisors, though they report significantly higher positive perceptions for both groups when it comes to *assistance with establishing a network of professional contacts*. Also, their satisfaction with colleague advice regarding *navigating department/Institute politics* and *advice on the promotion/tenure process* were significantly more positive compared to Asian/Asian American and Other BIPOC/Multiracial groups. Asian/Asian American respondents were slightly more positive about their interactions with supervisors, with supervisor's *advice regarding promotion/tenure process* being significantly higher than responses from Black/African American and the Other BIPOC/Multiracial participants.

Table 3. Faculty Differences on Interactions with faculty colleagues

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

	Man	Woman	Asian + Pacific Islander	Black / African- American	Other BIPOC/ Multi	White
Assistance with establishing a network of professional contacts	3.12	2.97	2.78	3.25	2.94	3.15
Advice on navigating department / Institute politics	2.87	2.70	2.79	2.88	2.41	2.91
Offers to collaborate on research	3.07	2.90	2.93	3.07	2.87	3.06
Mentoring for teaching	2.98	3.06	2.92	2.83	2.73	3.05
Advice on the promotion / tenure processes	3.04	2.80	2.82	3.02	2.57	3.09
Advice on the annual review process	2.81	2.78	2.88	-	2.31	2.84
Advice on the third-year review process (a)	2.94	2.70	2.70	-	2.20	3.05
Advice on the post-tenure/promotion review process (a)	3.05	2.76	2.87	-	2.29	2.89
Guidance on obtaining grants	2.78	2.56	2.72	2.55	2.57	2.72
Guidance on obtaining contracts	3.03	2.94	2.83	2.50	2.96	3.08
Guidance on publishing your research	2.95	2.65	2.80	2.52	2.71	2.91
Support for your research program	3.12	2.85	2.86	2.92	2.86	3.11
Mentoring for leadership positions at GT or beyond	2.65	2.61	2.41	2.46	2.40	2.73
Informal invitations (e.g., lunch/coffee)	2.94	2.75	2.81	2.79	2.53	2.98
Understanding that individuals have different family and personal responsibilities	3.46	3.07	3.26	3.50	3.17	3.40
Acknowledgement of my contributions to my unit	3.23	2.98	2.79	3.38	2.99	3.23

Significant and meaningful differences are in **Bold**

Table 4. Faculty Differences on Support from Supervisors

How satisfied are you with the following types of support you are receiving from your supervisor (chair/dean/director/etc.)?

	Man	Woman	Asian + Pacific Islander	Black / African- American	Other BIPOC/ Multi	White
Assistance with establishing a network of professional contacts	3.08	2.91	2.87	3.11	2.73	3.09
Advice on navigating department / Institute politics	2.99	2.83	2.90	2.95	2.65	2.99
Mentoring for teaching	2.90	2.82	2.84	2.69	2.47	2.98
Advice on the promotion / tenure processes	2.99	2.93	3.06	2.70	2.63	3.06
Advice on the annual review process	2.80	2.76	2.83	-	2.15	2.94
Advice on the third-year review process (a)	2.65	2.76	2.78	-	2.04	2.81
Advice on the post-tenure/promotion review process (a)	3.03	2.76	2.91	-	2.06	2.92
Advice on obtaining grants	2.83	2.70	2.86	2.81	2.64	2.73
Advice on obtaining contracts	3.06	3.09	2.85	2.65	3.00	3.13
Guidance on publishing your research	2.95	2.69	2.88	2.47	2.47	2.92
Support for your research program	3.31	3.04	3.09	2.86	3.09	3.29
Obtaining the resources you need to excel	3.17	3.01	2.99	2.97	2.97	3.15
Mentoring for leadership positions at GT or beyond	2.82	2.59	2.54	2.46	2.51	2.85
Informal invitations (e.g., lunch/coffee)	3.01	2.82	2.85	2.93	2.66	3.04
Understanding that individuals have different family and personal responsibilities	3.56	3.32	3.37	3.53	3.33	3.52
The honoring of agreements made by my supervisor	3.45	3.44	3.34	3.36	3.25	3.48
Acknowledgement of my contributions to my unit	3.30	3.13	3.09	3.22	3.14	3.31

Significant and meaningful differences are in **Bold**

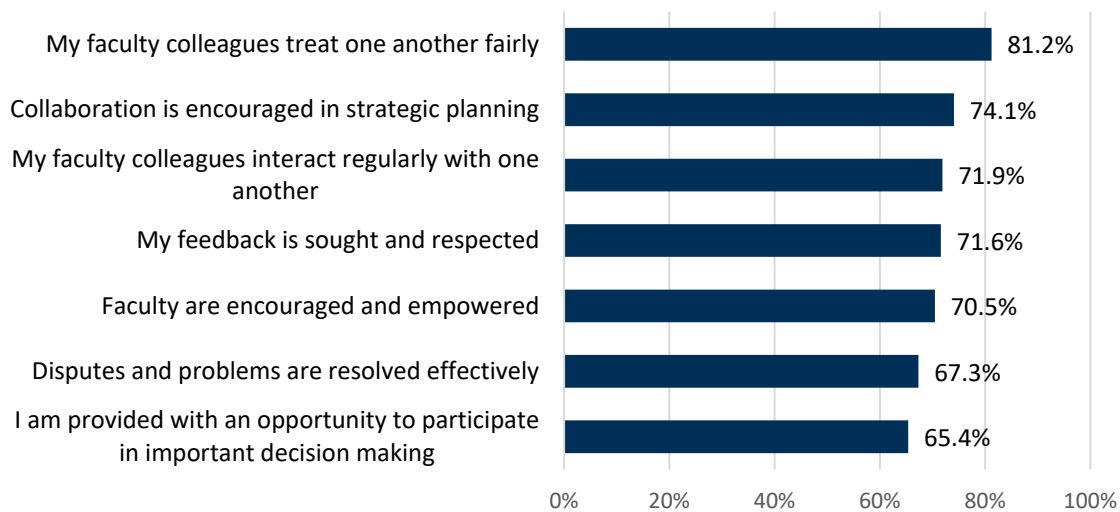
Climate in School/Academic Unit

When asked about their perceptions on collaboration, collegiality and the working climate within their schools or academic units, around three-quarters of respondents agreed that *faculty treat each other fairly*, and *collaboration was encouraged in strategic planning*. Findings suggest a possible disconnect in faculty experiences in this area, for while they felt encouraged to collaborate, only 65.4% felt they were *provided with an opportunity to participate in important decision making*, and just over 70% agreed that *my feedback is sought and respected* (See Figure 2).

Note: Means data for individual Colleges and Administrative Units are provided in Appendix A.

Figure 2. Faculty opinions on school/unit climate

Please indicate your level of agreement with each of the following statements
(percent “strongly” or “somewhat” agreed)



A similar pattern based on gender identity is seen with perceptions around collegiality, with Women expressing lower levels of satisfaction compared to Men. These differences are substantial for items such as *my faculty colleagues treat one another fairly*, and *disputes and problems are resolved effectively*. Disaggregation between racial/ethnic groups show significant differences for almost all collegiality items, with White and Black/African-American participants reporting more positive perceptions compared to Asian/Asian American and Other BIPOC/Multiracial participants. Asian/Asian American respondents were more likely to agree that their *feedback is sought and respected*, but least likely to agree that *faculty colleagues regularly interact with one another*. The Other BIPOC/Multiracial cluster was the least likely to agree that *their feedback is sought and respected*, or that they are *provided with an opportunity to participate in important decision-making* compared to other groups (See Table 5).

Table 5. Collegiality Agreement by Gender and Race / Ethnicity

Please indicate your level of agreement with each of the following statements

	Man	Woman	Asian + Pacific Islander	Black / African-American	Other BIPOC/ Multi	White
My faculty colleagues interact regularly with one another	3.02	2.80	2.69	3.04	2.81	3.06
My faculty colleagues treat one another fairly	3.34	2.99	3.03	3.18	3.16	3.35
Faculty are encouraged and empowered	3.08	2.78	2.74	3.01	2.85	3.04
My feedback is sought and respected	3.03	2.92	3.04	2.98	2.53	3.08
I am provided with an opportunity to participate in important decision making	2.97	2.76	2.81	2.96	2.55	2.98
Disputes and problems are resolved effectively	3.01	2.67	2.85	2.72	2.58	2.99
Collaboration is encouraged in strategic planning	3.11	2.93	3.01	3.06	2.82	3.09

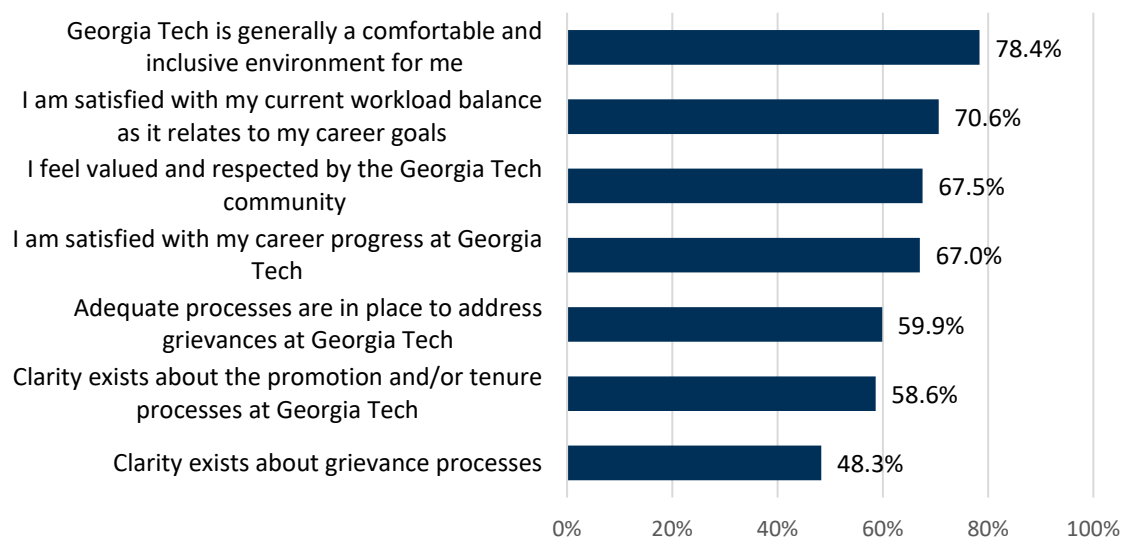
Significant and meaningful differences are in **Bold**

Climate at Georgia Tech

When asked about the overall climate at Georgia Tech, more than 75 percent of respondents agreed that GT was a *comfortable and inclusive environment*, and 70.6 percent expressed being *satisfied with their workload balance as it relates to their career goals*. However, faculty expressed lower levels of satisfaction with issues such as the adequacy and clarity of grievances processes, as well as the clarity of grievance, and promotion and tenure processes (See Figure 3).

Figure 3. Faculty Opinions on Climate

Please indicate your level of agreement with each of the following statements about working at Georgia Tech: (percent “strongly” or “somewhat agreed”)



Mean differences by gender and race/ethnicity are presented on Table 6. Overall, Women had less positive views compared to Men across all questions, with notable differences in perceptions for *adequate processes are in place to address grievances* and *clarity exists about the grievance process*.

Black/African American and White faculty members were more likely to agree that *Georgia Tech is a comfortable and inclusive environment*, and that they *feel valued and respected by the Georgia Tech community* compared to Asian/Asian American and Other BIPOC/Multiracial faculty members.

Table 6. Climate Agreement by Gender and Race / Ethnicity

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

	Man	Woman	Asian + Pacific Islander	Black / African- American	Other BIPOC/ Multi	White
Georgia Tech is generally a comfortable and inclusive environment for me	3.27	3.00	3.08	3.25	2.92	3.23
I am satisfied with my career progress at Georgia Tech	3.01	2.81	2.67	2.97	2.71	3.04
I am satisfied with my current workload balance as it relates to my career goals	3.04	2.83	3.03	2.89	2.86	2.97
I feel valued and respected by the Georgia Tech community	3.03	2.77	2.75	3.15	2.73	2.96
Adequate processes are in place to address grievances at Georgia Tech	2.79	2.42	2.47	2.65	2.47	2.74
Clarity exists about grievance processes	2.53	2.26	2.39	2.36	2.18	2.50
Clarity exists about the promotion and/or tenure processes at Georgia Tech	2.68	2.56	2.65	2.71	2.34	2.72

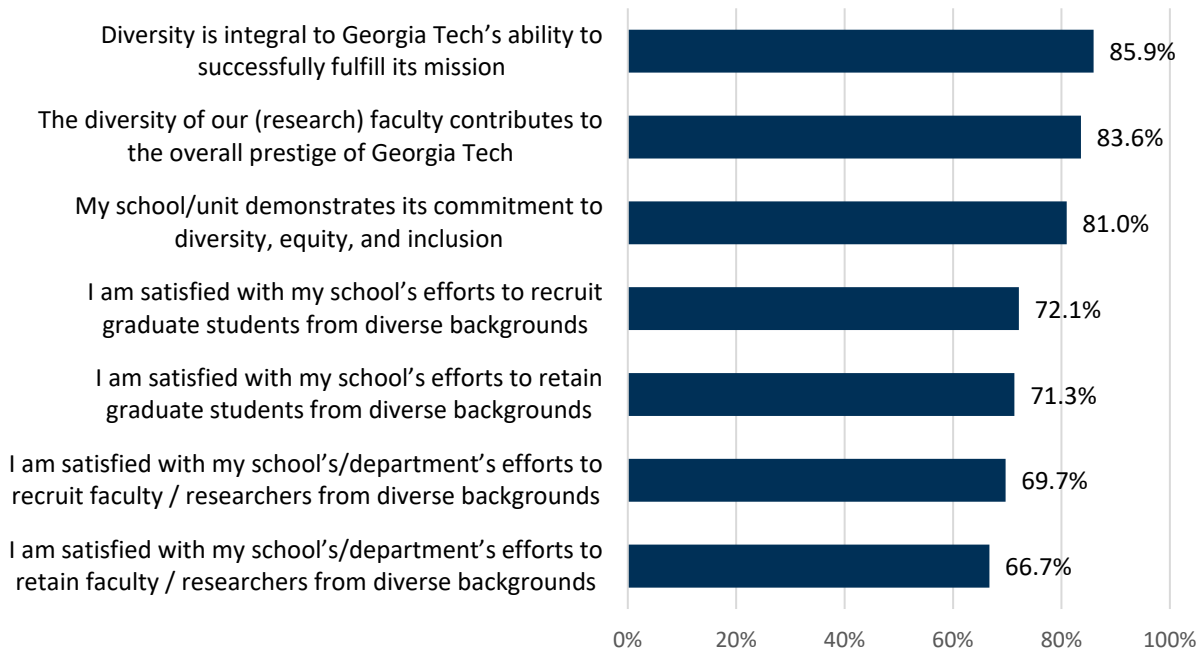
Significant and meaningful differences are in **Bold**

Diversity

Overall, more than 80% of all faculty respondents supported the diversity goals of the Institute, and expressed satisfaction with their schools' and the Institute's commitment to these goals. From all respondents, 85 percent agreed that *diversity is integral to Georgia Tech's ability to successfully fulfill its mission*, 83 percent stated that *the diversity of faculty contributes to the prestige of Georgia Tech*, and 81 percent thought their school demonstrates its *commitment to diversity and inclusion*. However, faculty were less satisfied (under 70 percent agreement) with their department's efforts to recruit and retain other faculty or researchers from diverse backgrounds. Satisfaction with recruitment and retention efforts for graduate students from diverse backgrounds was marginally higher, at 72.1 percent and 71.3 percent, respectively.

Figure 4. Faculty opinions on diversity (percent “strongly” or “somewhat agreed”)

Please indicate your level of agreement with the following statements about diversity (percent “strongly” or “somewhat agreed”)



As seen in Table 7, satisfaction with Georgia Tech’s diversity efforts varies considerably across demographic groups. Looking at gender identity, Women are slightly more likely to feel that diversity is important, specifically with regard to the belief that faculty diversity *contributes to the overall prestige of Georgia Tech*. However, their views on actions are less positive. Women express less agreement with the statement that their *schools/units demonstrate [their] commitment to diversity, equity and inclusion*, and show significantly less satisfaction than Men with their school or department’s efforts to *retain faculty/researchers from diverse backgrounds*, and *retain graduate students from diverse backgrounds*.

When considering race/ethnicity, Black/African-Americans were most likely to agree that *diversity is integral to Georgia Tech’s ability to successfully fulfill its mission*. White and Asian/Asian American respondents had more positive perceptions about diversity issues within their units, rating *my school/unit demonstrates its commitment to diversity, equity, and inclusion* and *the diversity of our (research) faculty contributes to the overall prestige of my school/unit* higher than Black/African-Americans and Other BIPOC/Multiracial respondents. However, dissatisfaction or concerns about commitment and action also emerge in members of these groups as shown in their levels of agreement with items related to efforts to *recruit* and *retain* both *faculty* and *graduate students* in their departments.

Table 7. Diversity agreement by Gender and Race / Ethnicity

Please indicate your level of agreement with the following statements about diversity

	Man	Woman	Asian + Pacific Islander	Black / African- American	Other BIPOC/ Multi	White
Diversity is integral to Georgia Tech’s ability to successfully fulfill its mission	3.47	3.57	3.36	3.79	3.15	3.51
My school/unit demonstrates its commitment to diversity, equity, and inclusion	3.29	3.13	3.26	3.15	2.94	3.27
The diversity of our (research) faculty contributes to the overall prestige of Georgia Tech	3.33	3.49	3.34	3.46	3.15	3.38
The diversity of our (research) faculty contributes to the overall prestige of my school/unit	3.22	3.30	3.26	3.17	2.95	3.26
I am satisfied with my unit’s efforts to recruit faculty / researchers from diverse backgrounds	3.07	2.88	3.11	2.90	2.59	3.06
I am satisfied with my unit’s efforts to retain faculty / researchers from diverse backgrounds	3.02	2.71	3.02	2.66	2.45	3.00
I am satisfied with my school’s efforts to recruit graduate students from diverse backgrounds	3.05	2.89	3.04	2.66	2.57	3.11
I am satisfied with my school’s efforts to retain graduate students from diverse backgrounds	3.05	2.81	2.96	2.84	2.49	3.09
Staff employees are valued and treated with respect in my school/unit	3.27	3.06	3.29	2.91	3.18	3.22

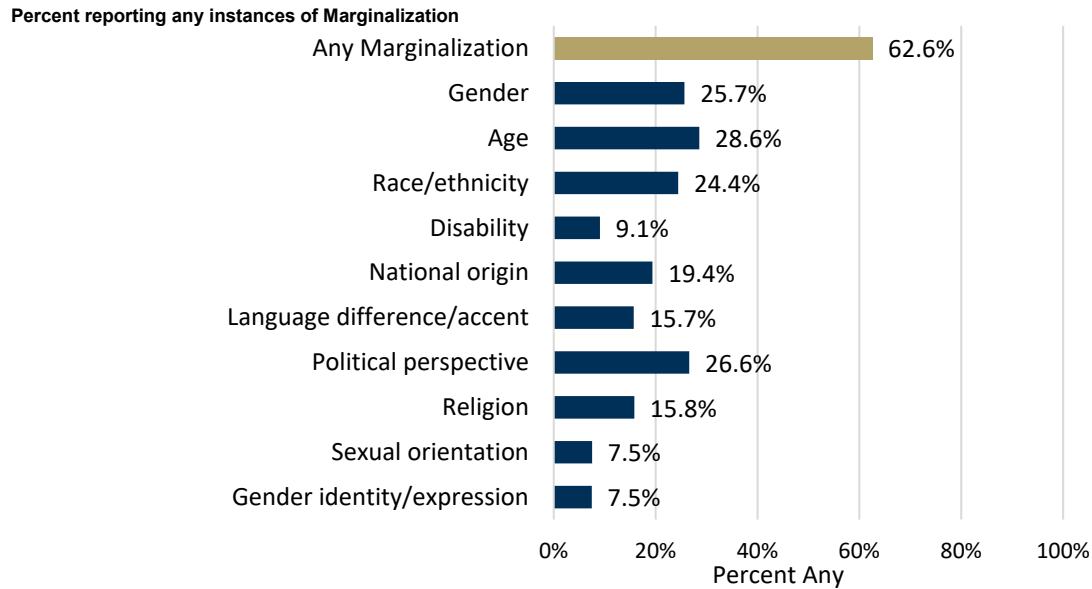
Significant and meaningful differences are in **Bold**

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 testing, and reduced to two categories: Never, and Any (experienced marginalization *slightly, somewhat, or greatly*). While this approach reduces our ability to look at detailed responses, most of those reporting “any” marginalization reported “slight” marginalization. The actual frequencies for these items can be found in Appendix A.

Overall, 62.6 percent of respondents reported having experienced some form of marginalization based on at least one characteristic. Looking at the specific characteristics explored, we see that marginalization based on *age* and *political perspective* are the most common, with slightly over one-fourth of all faculty participants reporting marginalization on either of them. This is followed closely by experiences of marginalization based on *gender* (25.7 percent), and *race/ethnicity* (24.4 percent). The full list is presented in Figure 5.

Figure 5. Faculty experiences with Marginalization



Differences in experiences are seen in the faculty reports of marginalization, with both gender identity and race/ethnicity showing large differences for different members of those groups. As shown in Figure 6, 59 percent of Women report having experienced marginalization based on gender in the last three years, compared to 10 percent of Men. Women also report feeling marginalized due to age nearly twice as often as Men. Black/African-American faculty report the highest levels of marginalization based on race/ethnicity (57 percent), while Asian (44 percent) and Other BIPOC/Multiracial faculty (41 percent) - which includes Hispanic/Latinx participants- are far more likely to have experienced marginalization based on national origin. Response means by gender and race/ethnicity are presented in Table 8.

Figure 6. Specific Marginalization Differences by Gender, Race / Ethnicity

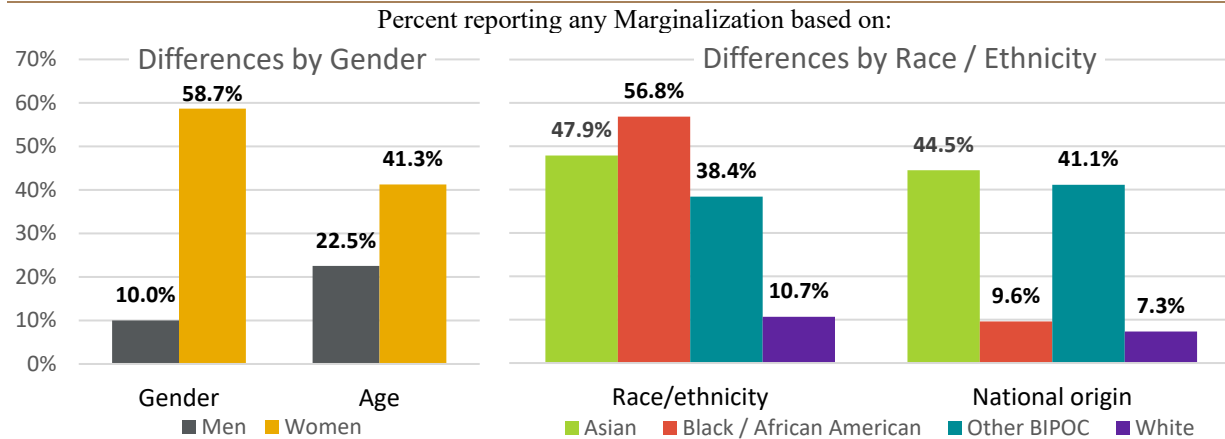


Table 8. Faculty Marginalization Differences by Gender, Race / Ethnicity

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:

	Man	Woman	Asian + Pacific Islander	Black / African- American	Other BIPOC/ Multi	White
Gender	1.17	2.06	1.44	1.56	1.55	1.42
Age	1.36	1.66	1.53	1.46	1.49	1.44
Race/ethnicity	1.38	1.51	1.75	2.07	1.81	1.17
Disability	1.11	1.20	1.14	1.19	1.23	1.13
National origin	1.32	1.27	1.68	1.20	1.72	1.14
Language difference/accent	1.26	1.32	1.55	1.21	1.49	1.16
Political perspective	1.52	1.32	1.36	1.45	1.76	1.49
Religion	1.25	1.20	1.17	1.17	1.57	1.21
Sexual orientation	1.12	1.10	1.09	1.17	1.20	1.11
Gender identity/expression	1.10	1.11	1.12	1.15	1.23	1.09
Other	1.37	2.13	1.62	1.00	2.30	1.50

Significant and meaningful differences are in **Bold**

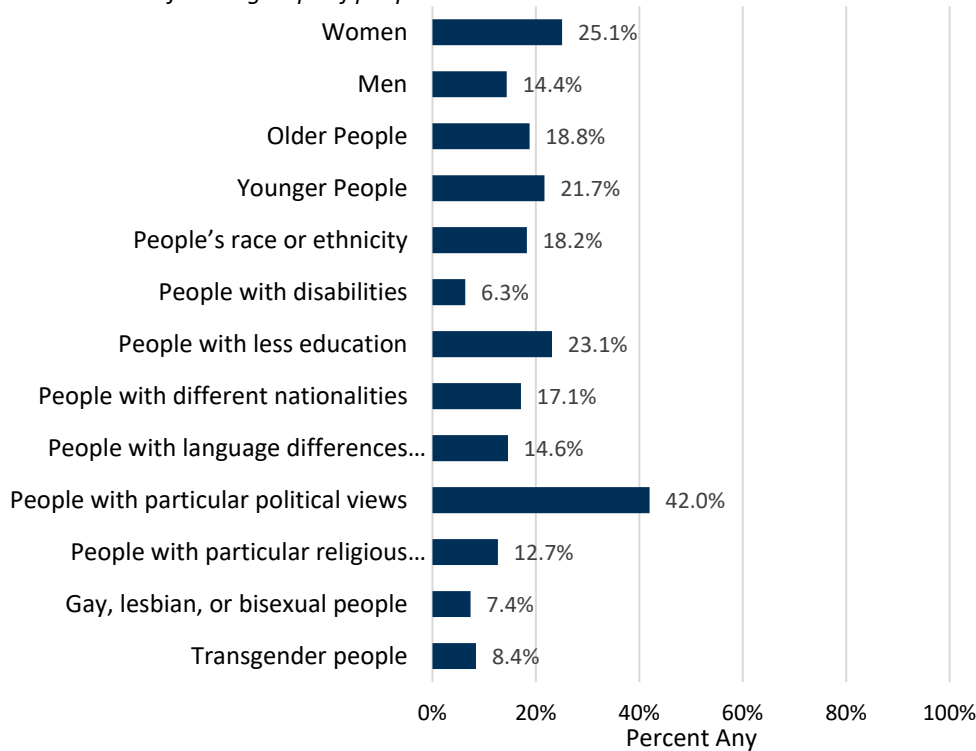
Disparaging Remarks

The survey asked faculty to describe how frequently, within the past year, they had heard disparaging remarks about various groups made by their faculty colleagues. For statistical analysis, responses were recoded similarly to the marginalization items into two categories: Never, and Any (having heard disparaging remarks *sometimes, often, or very often*). Similar to reports of marginalization, most of the respondents reporting any disparaging comments, reported the lowest frequency (sometimes). Figure 7 provides the results for these items, while complete results can be found in Appendix A.

Figure 7. Faculty experiences with Disparaging Remarks

Percent reporting any instances

Within the past year, how often have you heard your faculty colleagues make an insensitive or disparaging remark about one or more of these groups of people?



Overall, reports of disparaging comments about various groups are low, with less than 25 percent of participants reporting instances of hearing disparaging remarks for most identity groups presented. The two exceptions to this are *people with particular political views*, with 42 percent of respondents reporting disparaging comments, followed by *remarks about women*, at just over 25 percent.

When exploring differences by demographic groups, Women reported hearing more disparaging comments than Men, with substantially higher levels for remarks about *women, people with disabilities, and race or ethnicity*. Differences in exposure to disparaging comments were also found between race and ethnic groups for almost every item, with Other BIPOC/Multiracial participants consistently reporting higher levels of incidence.

Table 9. Faculty experiences with disparaging comments by demographic group

Within the past year, how often have you heard your faculty colleagues make an insensitive or disparaging remark about one or more of these groups of people?

	Man	Woman	Asian + Pacific Islander	Black / African- American	Other BIPOC/ Multi	White
Women	1.23	1.47	1.37	1.28	1.39	1.28
Men	1.18	1.13	1.07	1.10	1.47	1.18
Older People	1.18	1.23	1.18	1.17	1.40	1.19
Younger People	1.21	1.31	1.15	1.32	1.42	1.25
People's race or ethnicity	1.16	1.28	1.32	1.32	1.44	1.13
People with disabilities	1.04	1.15	1.09	1.18	1.15	1.05
People with less education	1.25	1.39	1.18	1.34	1.52	1.30
People with different nationalities	1.18	1.23	1.34	1.10	1.37	1.16
People with language differences/accents	1.14	1.26	1.24	1.12	1.40	1.16
People with specific political views	1.57	1.53	1.34	1.43	1.83	1.62
People with particular religious affiliations	1.12	1.21	1.09	1.11	1.39	1.17
Gay, lesbian, or bisexual people	1.07	1.11	1.07	1.11	1.16	1.07
Transgender people	1.08	1.13	1.07	1.10	1.14	1.10
Others (please specify below)	1.08	1.31	1.19	1.13	1.22	1.21

Significant and meaningful differences are in **Bold**

Differences based on Faculty Classification

In order to explore how the nature of faculty work impacts their experiences at GT, an analysis was run comparing different faculty groups as follows: Tenure Track (including tenured faculty), Non-Tenure Track faculty, Research faculty, and Postdocs. Widespread, and often significant differences were found between faculty groups. This section highlights some of the differences found between them and included below in Tables 10 and 11. Complete data sets can be found in Appendix A.

Findings related to faculty groups show an overall trend in responses with tenured and tenure track faculty expressing more negative views of Georgia Tech's campus climate compared to other groups, and research faculty showing more positive perceptions. Satisfaction with items like *support for your research program* follows this pattern, with Research faculty being higher than all other groups for *support from colleagues*, while Tenure Track stands out as being far lower in *support from your chair or supervisor* compared to all others.

Table 10. Differences in Support by Faculty Classification

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

	Tenure Track	Non-Tenure Track	Post-Doc	Research
Support for your research program	2.59	2.82	2.77	3.27
Understanding that individuals have different family and personal responsibilities	2.91	3.30	2.97	3.56
<i>How satisfied are you with the following types of support you are receiving from your supervisor (chair/dean/director/etc.)?</i>				
Support for your research program	2.73	3.27	3.26	3.39
Obtaining the resources you need to excel	2.62	3.03	3.07	3.30
The honoring of agreements made by my supervisor	2.96	3.47	3.35	3.57
Acknowledgement of my contributions to my unit	2.78	3.21	3.29	3.45

Meaningful differences are presented in **Bold**

Looking at perceptions of collegiality, Postdocs were less likely to feel that *colleagues are interacting regularly with one another*, or that *faculty are encouraged and empowered*, a view shared (though not as strongly) by Tenure Track faculty. Tenure track faculty also show the lowest levels of satisfaction with their *current workload balance as it relates to [their] career goals*.

On perceptions of diversity, all groups consider diversity as *integral to Georgia Tech's ability to successfully fulfill its mission*, a view held most strongly by Non-tenure and Postdoc faculty. Following a similar pattern to prior items, Tenure-Track faculty in particular report lower levels of satisfaction with their school's efforts to *retain faculty from diverse backgrounds*, and to both *recruit and retain graduate students from diverse backgrounds*.

Table 11. Differences in Climate Perceptions by Faculty Classification

Please indicate your level of agreement with each of the following statements

	Tenure Track	Non-Tenure Track	Post-Doc	Research
My faculty colleagues interact regularly with one another	2.70	2.98	2.27	3.21
My faculty colleagues treat one another fairly	3.00	3.12	2.90	3.44
Faculty are encouraged and empowered	2.54	3.05	2.78	3.10
Georgia Tech is generally a comfortable and inclusive environment for me	2.71	3.18	2.99	3.34
I am satisfied with my current workload balance as it relates to my career goals	2.48	2.84	3.03	3.17
Diversity is integral to Georgia Tech's ability to successfully fulfill its mission	3.33	3.58	3.65	3.42
I am satisfied with my school's/department's efforts to retain faculty / researchers from diverse backgrounds	2.64	2.89	2.88	2.98
I am satisfied with my school's efforts to recruit graduate students from diverse backgrounds	2.75	2.84	3.05	3.14
I am satisfied with my school's efforts to retain graduate students from diverse backgrounds	2.69	2.89	2.89	3.12
Staff employees are valued and treated with respect in my school/unit	3.05	3.11	3.01	3.30

Meaningful differences are presented in **Bold**

Conclusion

The results of the Georgia Tech Faculty Climate Survey add to the Institute's understanding of faculty experiences and their roles and interactions within the GT community.

Generally, many faculty report positive perceptions about collegiality and are satisfied with their support from both their peers and their supervisors. They also strongly agree on the importance of diversity to both their academic units and the Institute as a whole. However, many faculty still express concern over support from their chairs, including the resources they feel they need to excel in their careers, *advice on the promotion/tenure and annual review process* and *mentoring for leadership positions*.

Faculty are broadly satisfied with the overall climate at Georgia Tech, though they are less satisfied with *workload balance as it relates to career goals*, particularly among Tenure-Track faculty. A lack of clarity *about grievance processes* and *promotion and tenure processes* are also a concern. While faculty generally support the diversity goals of the Institute, they are less satisfied with their schools' and the Institute's commitment and actions as they relate to those diversity goals. Specifically, satisfaction with their department's efforts to recruit and retain faculty and graduate students from diverse groups is low, particularly among traditionally underserved and underrepresented groups.

Women faculty were much more likely to have felt marginalized because of their gender or age, and while the majority still agrees that Georgia Tech is a comfortable and inclusive environment, they are significantly less likely to express this sentiment than their Men colleagues. Similarly, marginalization by race or ethnicity was more commonly reported by Non-white faculty members. Broadly, Tenure-Track Faculty and Post-Docs are least satisfied with the Institute's climate, particularly in terms of perceptions of support and collegiality.

The Office of Diversity, Equity, and Inclusion aims to utilize data from this report to identify issues that merit additional attention and follow-up, including a deeper look into the nine years of collected climate data. It is hoped that those currently engaged in campus initiatives related to campus climate will use these survey results as a guide to identify areas of strength and challenge, and inform current and future activities and programming, so that new initiatives might be launched that explore and address more deeply the issues raised by these data. Continuing the use of this survey will assist the Institute in measuring its progress as it pursues its strategic goal of inclusive excellence.

References

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Appendix A - Faculty Data

Response data

Population: 4,667
 Respondents: 720
 Response rate: 15.43%
 Binary CI (95): 3.35

Tables Color Key				Significance p value at or below	Effect Size			
Color codes for cell means					t -test Cohen's d at or above	ANOVA η^2 at or above	Chi-Square Cramer's V at or above	
Main Scale Items*	Lowest	Midpoint	Highest	0.050	small	0.200	0.010	0.100
					medium	0.500	0.060	0.300
Marginalization & Disparaging Remarks	Lowest	Midpoint	Highest		large	0.800	0.140	0.500

All data presented here is weighted

p is based on alpha of .05 or below. Effect size cutoffs are based on the Cohen's (1988) "rule of thumb"

* *Reversed* items are recoded for means tables so that higher scores represent a favorable outcome. For example, a response of "Strongly Disagree" to *I have considered leaving Georgia Tech* is a favorable rating, and scored as a 4.

Cohen, J. (1988). *Statistical power analysis for the behavioral sciences (2nd ed.)*. Hillsdale, NJ: Lawrence Erlbaum Associates, Inc.

Means are based on weighted counts	GT Total (n≈720)	CoC	CoD	CoE	CoS	IAC	SCOB
Based upon your interactions with your faculty colleagues, how satisfied are you with each of the following:							
Assistance with establishing a network of professional contacts	3.06	2.93	2.93	2.90	2.77	2.75	2.95
Advice on navigating department / Institute politics	2.80	2.79	2.51	2.63	2.35	2.66	3.08
Offers to collaborate on research	3.01	2.93	2.57	3.03	2.79	2.59	3.17
Mentoring for teaching	2.94	2.98	2.77	2.90	2.81	3.20	3.31
Advice on the promotion / tenure processes	2.92	2.77	2.20	2.57	2.80	2.93	3.29
Advice on the annual review process	2.70	2.69	2.84	2.51	2.70	2.92	3.02
Advice on the third-year review process (a)	2.74	3.09	2.40	2.54	2.23	3.25	3.57
Advice on the post-tenure/promotion review process (a)*	2.79	2.28	2.70	2.80	2.48	2.99	3.05
Guidance on obtaining grants	2.68	2.93	2.15	2.67	2.47	2.42	2.65
Guidance on obtaining contracts	3.01						
Guidance on publishing your research	2.81	2.72	2.55	2.97	2.49	2.51	3.02
Support for your research program	2.99	2.48	2.78	2.72	2.70	2.60	2.89
Mentoring for leadership positions at GT or beyond	2.59	2.59	2.35	2.16	2.49	2.57	2.57
Informal invitations (e.g., lunch/coffee)	2.85	2.63	2.74	2.68	2.58	2.72	2.70
Understanding that individuals have different family and personal responsibilities	3.32	3.36	3.12	3.00	2.95	2.77	3.49
Acknowledgement of my contributions to my unit	3.12	3.13	2.98	2.77	2.73	2.78	3.32

* - Because of small numbers, this unit is not included in the color mapping

Means are based on weighted counts	Library	GTPE*	GTRI	GTRC or OSP*	EI2	Interdisc. Research	Other
Based upon your interactions with your faculty colleagues, how satisfied are you with each of the following:							
Assistance with establishing a network of professional contacts	3.07	2.58	3.29	3.78	3.24	3.19	3.29
Advice on navigating department / Institute politics	3.26	2.38	3.02	3.62	2.92	2.44	2.95
Offers to collaborate on research	2.88	2.38	3.18	3.45	3.49	3.05	2.79
Mentoring for teaching	3.31	1.43	2.94	4.00	3.11	2.73	3.18
Advice on the promotion / tenure processes	3.30	2.57	3.22	3.32	2.78	2.26	2.91
Advice on the annual review process	3.42	2.84	3.24		2.00		2.81
Advice on the third-year review process (a)	3.37	2.00	3.24				2.62
Advice on the post-tenure/promotion review process (a)*	3.35	2.71	4.00				2.59
Guidance on obtaining grants	2.69	2.71	2.82	3.19	3.03	3.05	2.57
Guidance on obtaining contracts			3.01				
Guidance on publishing your research	2.68	2.71	2.98	2.00	2.20	2.68	2.27
Support for your research program	2.80	2.71	3.43	3.19	3.51	2.64	2.66
Mentoring for leadership positions at GT or beyond	2.85	1.92	2.88	3.22	2.56	2.23	2.90
Informal invitations (e.g., lunch/coffee)	3.36	2.58	3.10	3.05	3.00	2.26	3.24
Understanding that individuals have different family and personal responsibilities	3.80	2.89	3.70	3.60	3.66	3.32	3.39
Acknowledgement of my contributions to my unit	3.48	2.58	3.48	3.60	3.51	2.84	3.05

Means are based on weighted counts	GT Total (n≈720)	CoC	CoD	CoE	CoS	IAC	SCOB
How satisfied are you with the following types of support you are receiving from your supervisor (chair/dean/director/etc.)?							
Assistance with establishing a network of professional contacts	3.00	2.67	2.61	2.85	2.70	2.92	2.81
Advice on navigating department / Institute politics	2.92	2.57	2.38	2.77	2.56	2.82	2.97
Mentoring for teaching	2.83	2.40	2.99	2.75	2.45	3.16	3.29
Advice on the promotion / tenure processes	2.93	2.23	2.38	2.63	2.66	3.16	3.06
Advice on the annual review process	2.73	2.52	2.70	2.57	2.61	3.10	3.04
Advice on the third-year review process (a)	2.58	2.32	2.44	2.37	2.32	3.27	3.37
Advice on the post-tenure/promotion review process (a)	2.79	2.66	2.56	2.76	2.52	2.88	3.11
Advice on obtaining grants	2.73	2.43	2.31	2.83	2.50	2.59	3.01
Advice on obtaining contracts	3.09						
Guidance on publishing your research	2.83	2.30	2.44	2.94	2.68	2.48	2.98
Support for your research program	3.19	2.63	2.88	3.08	3.09	2.97	2.91
Obtaining the resources you need to excel	3.09	2.52	2.64	2.98	2.93	2.90	3.17
Mentoring for leadership positions at GT or beyond	2.73	2.56	2.22	2.41	2.39	2.74	2.89
Informal invitations (e.g., lunch/coffee)	2.94	3.02	2.75	2.75	2.58	3.01	2.88
Understanding that individuals have different family and personal responsibilities	3.44	3.38	3.20	3.19	3.17	3.27	3.48
The honoring of agreements made by my supervisor	3.41	3.17	3.48	3.15	3.36	3.30	3.34
Acknowledgement of my contributions to my unit	3.23	3.11	3.23	2.97	3.02	3.02	3.13

* - Because of small numbers, this unit is not included in the color mapping

Means are based on weighted counts	Library	GTPE*	GTRI	GTRC or OSP*	EI2	Interdisc. Research	Other
How satisfied are you with the following types of support you are receiving from your supervisor (chair/dean/director/etc.)?							
Assistance with establishing a network of professional contacts	2.99	2.65	3.23	3.58	3.43	3.09	3.16
Advice on navigating department / Institute politics	3.44	2.02	3.21	3.42	3.31	2.88	3.08
Mentoring for teaching	2.94	1.57	3.02	4.00	3.24	2.90	3.18
Advice on the promotion / tenure processes	3.37	3.65	3.21	3.22	3.25	2.66	2.90
Advice on the annual review process	3.66	3.65	3.24		1.00		3.16
Advice on the third-year review process (a)	3.49	3.00	3.24				2.33
Advice on the post-tenure/promotion review process (a)	3.54	3.35	3.24				2.32
Advice on obtaining grants	2.36	2.06	2.85	4.00	3.03	2.82	2.84
Advice on obtaining contracts			3.09				
Guidance on publishing your research	2.56	2.06	3.01		2.84	2.35	2.56
Support for your research program	3.12	2.06	3.49	4.00	3.69	2.79	2.67
Obtaining the resources you need to excel	3.58	2.34	3.38	3.70	3.31	2.59	3.18
Mentoring for leadership positions at GT or beyond	2.87	2.03	3.02	3.40	3.07	2.47	2.80
Informal invitations (e.g., lunch/coffee)	3.57	2.34	3.10	3.47	3.37	2.50	3.09
Understanding that individuals have different family and personal responsibilities	3.77	2.65	3.70	3.60	3.77	3.72	3.51
The honoring of agreements made by my supervisor	3.80	2.97	3.64	3.70	3.88	3.09	3.28
Acknowledgement of my contributions to my unit	3.56	2.34	3.54	3.70	3.53	2.90	3.31

Means are based on weighted counts	GT Total (n≈720)	CoC	CoD	CoE	CoS	IAC	SCOB
Please indicate your level of agreement with each of the following statements							
My faculty colleagues interact regularly with one another	2.96	2.88	2.70	2.71	2.65	2.44	2.54
My faculty colleagues treat one another fairly	3.23	3.61	2.92	2.87	2.83	2.73	3.52
Faculty are encouraged and empowered	2.94	3.06	2.76	2.66	2.66	2.71	2.92
My feedback is sought and respected	2.94	3.23	2.82	2.58	2.48	2.59	3.35
I am provided with an opportunity to participate in important decision making	2.87	3.11	2.98	2.59	2.64	2.53	3.28
Disputes and problems are resolved effectively	2.87	3.17	2.67	2.68	2.22	2.65	3.10
Collaboration is encouraged in strategic planning	3.02	3.26	3.04	2.82	2.74	2.82	3.33
Please indicate your level of agreement with each of the following statements about working at Georgia Tech:							
Georgia Tech is generally a comfortable and inclusive environment for me	3.13	3.20	2.82	2.86	2.88	2.72	3.29
I am satisfied with my career progress at Georgia Tech	2.90	2.69	2.73	2.72	2.73	2.54	2.98
I am satisfied with my current workload balance (research/ teaching/ service/ admin.) as it relates to my career goals	2.94	2.60	2.48	2.75	2.82	2.70	2.96
I feel valued and respected by the Georgia Tech community	2.89	2.99	2.66	2.63	2.54	2.49	3.10
Adequate processes are in place to address grievances at Georgia Tech	2.64	2.59	2.24	2.44	2.26	2.29	2.87
Clarity exists about grievance processes	2.41	2.21	2.12	2.32	2.03	2.10	2.71
Clarity exists about the promotion and/or tenure processes at Georgia Tech	2.64	2.56	2.31	2.44	2.55	2.59	3.11

* - Because of small numbers, this unit is not included in the color mapping

Means are based on weighted counts	Library	GTPE*	GTRI	GTRC or OSP*	EI2	Interdisc. Research	Other
Please indicate your level of agreement with each of the following statements							
My faculty colleagues interact regularly with one another	3.37	2.82	3.34	3.46	3.08	2.77	2.97
My faculty colleagues treat one another fairly	3.15	2.58	3.59	3.65	3.54	2.87	3.27
Faculty are encouraged and empowered	3.12	2.58	3.23	3.40	3.37	2.14	2.92
My feedback is sought and respected	3.39	2.82	3.24	3.60	3.14	2.51	3.15
I am provided with an opportunity to participate in important decision making	3.26	2.82	3.07	3.40	2.76	2.35	2.85
Disputes and problems are resolved effectively	2.76	2.82	3.13	3.35	2.81	2.44	2.81
Collaboration is encouraged in strategic planning	3.49	2.82	3.18	3.22	3.02	2.94	3.10
Please indicate your level of agreement with each of the following statements about working at Georgia Tech:							
Georgia Tech is generally a comfortable and inclusive environment for me	3.39	3.13	3.39	3.90	3.65	3.09	2.96
I am satisfied with my career progress at Georgia Tech	3.08	2.34	3.21	3.50	3.40	1.97	2.77
I am satisfied with my current workload balance (research/ teaching/ service/ admin.) as it relates to my career goals	2.68	2.76	3.26	3.50	3.15	2.44	2.84
I feel valued and respected by the Georgia Tech community	3.08	2.02	3.19	3.52	3.35	2.83	3.01
Adequate processes are in place to address grievances at Georgia Tech	3.06	2.34	2.95	3.27	2.99	2.03	2.64
Clarity exists about grievance processes	2.92	2.09	2.67	2.89	2.63	1.87	2.29
Clarity exists about the promotion and/or tenure processes at Georgia Tech	3.23	2.37	2.84	3.20	2.59	1.91	2.65

Means are based on weighted counts	GT Total (n≈720)	CoC	CoD	CoE	CoS	IAC	SCOB
Please indicate your level of agreement with the following statements about diversity							
Diversity is integral to Georgia Tech's ability to successfully fulfill its mission	3.44	3.74	3.46	3.33	3.48	3.23	3.68
My school/unit demonstrates its commitment to diversity, equity, and inclusion	3.20	3.43	3.26	3.09	2.86	3.15	3.55
The diversity of our (research) faculty contributes to the overall prestige of Georgia Tech	3.35	3.61	3.22	3.36	3.39	3.21	3.46
The diversity of our (research) faculty contributes to the overall prestige of my school/unit	3.22	3.66	3.25	3.26	3.17	3.02	3.51
I am satisfied with my school's/department's efforts to recruit faculty / researchers from diverse backgrounds	2.97	3.36	3.21	2.92	2.48	2.73	3.18
I am satisfied with my school's/department's efforts to retain faculty / researchers from diverse backgrounds	2.88	3.26	2.52	2.81	2.44	2.68	2.90
I am satisfied with my school's efforts to recruit graduate students from diverse backgrounds	2.97	2.73	3.48	3.04	2.62	2.72	3.21
I am satisfied with my school's efforts to retain graduate students from diverse backgrounds	2.95	2.83	3.09	2.92	2.59	2.74	3.44
Staff employees are valued and treated with respect in my school/unit	3.18	3.61	3.29	2.90	2.72	3.25	3.40

* - Because of small numbers, this unit is not included in the color mapping

Means are based on weighted counts	Library	GTPE*	GTRI	GTRC or OSP*	EI2	Interdisc. Research	Other
Please indicate your level of agreement with the following statements about diversity							
Diversity is integral to Georgia Tech's ability to successfully fulfill its mission	3.93	3.52	3.39	3.89	3.70	3.47	3.59
My school/unit demonstrates its commitment to diversity, equity, and inclusion	3.76	2.58	3.25	3.57	3.18	3.58	3.46
The diversity of our (research) faculty contributes to the overall prestige of Georgia Tech	3.54	3.52	3.25	3.89	3.19	3.66	3.41
The diversity of our (research) faculty contributes to the overall prestige of my school/unit	3.29	3.52	3.08	3.75	2.64	3.64	3.23
I am satisfied with my school's/department's efforts to recruit faculty / researchers from diverse backgrounds	2.97	2.58	3.02	3.75	3.01	3.11	3.16
I am satisfied with my school's/department's efforts to retain faculty / researchers from diverse backgrounds	2.66	2.38	2.99	3.52	2.91	2.66	3.13
I am satisfied with my school's efforts to recruit graduate students from diverse backgrounds		1.92	3.07	3.49	3.51	3.40	3.05
I am satisfied with my school's efforts to retain graduate students from diverse backgrounds		1.92	3.10	3.09	3.42	3.40	3.01
Staff employees are valued and treated with respect in my school/unit	3.25	2.74	3.31	3.80	3.44	3.17	3.38

Means are based on weighted counts	GT Total (n≈720)	CoC	CoD	CoE	CoS	IAC	SCOB
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?							
Gender	1.48	1.24	1.93	1.61	1.76	1.64	1.48
Age	1.47	1.11	1.72	1.67	1.56	1.83	1.10
Race/ethnicity	1.44	1.12	1.60	1.69	1.52	1.69	1.25
Disability	1.15	1.08	1.13	1.26	1.26	1.29	1.03
National origin	1.34	1.14	1.48	1.79	1.49	1.36	1.45
Language difference/accent	1.30	1.03	1.51	1.79	1.17	1.38	1.13
Political perspective	1.53	1.17	1.74	1.64	1.50	1.48	1.36
Religion	1.27	1.14	1.23	1.44	1.23	1.18	1.00
Sexual orientation	1.15	1.00	1.11	1.24	1.19	1.24	1.08
Gender identity/expression	1.15	1.00	1.16	1.24	1.21	1.18	1.08
Other	1.64	1.00	1.61	1.64	2.53	2.10	1.00

* - Because of small numbers, this unit is not included in the color mapping

Means are based on weighted counts	Library	GTPE*	GTRI	GTRC or OSP*	EI2	Interdisc. Research	Other
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?							
Gender	1.42	1.00	1.34	1.20	1.26	1.61	1.86
Age	1.43	1.24	1.38	1.10	1.25	1.36	1.61
Race/ethnicity	1.12	1.24	1.32	1.30	1.59	1.14	1.61
Disability	1.00	1.00	1.08	1.00	1.00	1.00	1.24
National origin	1.00	1.24	1.11	1.10	1.02	1.00	1.31
Language difference/accent	1.13	1.00	1.11	1.10	1.04	1.05	1.38
Political perspective	1.19	1.00	1.66	1.30	1.15	1.28	1.31
Religion	1.00	1.00	1.31	1.00	1.07	1.16	1.16
Sexual orientation	1.40	1.00	1.14	1.10	1.02	1.00	1.15
Gender identity/expression	1.21	1.00	1.14	1.10	1.02	1.00	1.03
Other		1.00	1.82	1.43	1.00		2.76

Means are based on weighted counts	GT Total (n≈720)	CoC	CoD	CoE	CoS	IAC	SCOB
Within the past year, how often have you heard your faculty colleagues make an insensitive or disparaging remark about one or more of these groups of people?							
Women	1.32	1.25	1.31	1.53	1.60	1.32	1.10
Men	1.20	1.03	1.25	1.26	1.34	1.49	1.14
Older People	1.23	1.10	1.22	1.31	1.18	1.45	1.25
Younger People	1.27	1.14	1.42	1.33	1.35	1.54	1.19
People's race or ethnicity	1.23	1.06	1.35	1.44	1.46	1.28	1.05
People with disabilities	1.08	1.12	1.07	1.13	1.23	1.13	1.03
People with less education	1.33	1.16	1.46	1.35	1.66	1.51	1.26
People with different nationalities	1.23	1.06	1.29	1.51	1.30	1.37	1.01
People with language differences/accents	1.21	1.03	1.49	1.45	1.30	1.32	1.05
People with specific political views	1.61	1.08	1.52	1.77	1.82	1.79	1.55
People with particular religious affiliations	1.19	1.00	1.16	1.32	1.30	1.23	1.02
Gay, lesbian, or bisexual people	1.10	1.00	1.09	1.20	1.19	1.16	1.01
Transgender people	1.10	1.00	1.11	1.08	1.21	1.20	1.01
Others (please specify below)	1.19	1.00	1.00	1.23	1.36	1.48	1.00

* - Because of small numbers, this unit is not included in the color mapping

Means are based on weighted counts	Library	GTPE*	GTRI	GTRC or OSP*	EI2	Interdisc. Research	Other
Within the past year, how often have you heard your faculty colleagues make an insensitive or disparaging remark about one or more of these groups of people?							
Women	1.20	1.00	1.20	1.10	1.24	1.05	1.20
Men	1.30	1.00	1.17	1.00	1.04	1.05	1.19
Older People	1.25	1.35	1.20	1.00	1.15	1.11	1.12
Younger People	1.54	1.19	1.22	1.00	1.22	1.00	1.30
People's race or ethnicity	1.20	1.35	1.10	1.20	1.17	1.05	1.14
People with disabilities	1.00	1.00	1.03	1.10	1.00	1.00	1.02
People with less education	1.54	1.46	1.25	1.10	1.13	1.27	1.34
People with different nationalities	1.09	1.00	1.11	1.00	1.16	1.05	1.17
People with language differences/accents	1.20	1.00	1.07	1.00	1.06	1.05	1.27
People with specific political views	1.73	1.00	1.65	1.20	1.33	1.31	1.63
People with particular religious affiliations	1.04	1.00	1.17	1.00	1.02	1.20	1.16
Gay, lesbian, or bisexual people	1.16	1.00	1.07	1.10	1.04	1.00	1.06
Transgender people	1.16	1.00	1.10	1.00	1.13	1.00	1.10
Others (please specify below)		1.00	1.23	1.00	1.15	1.00	

	Tenure Track			Non-Tenure Track			Post-Doc			Research		
	N	Mean	s.d.	N	Mean	s.d.	N	Mean	s.d.	N	Mean	s.d.
Actual number of respondents for each unit. Means are based on weighted counts.												
Based upon your interactions with your faculty colleagues, how satisfied are you with each of the following:												
Assistance with establishing a network of professional contacts	138	2.83	1.001	125	3.11	0.826	51	2.58	1.049	347	3.20	0.818
Advice on navigating department / Institute politics	140	2.69	0.984	111	2.76	0.911	51	2.36	1.051	346	2.92	0.924
Offers to collaborate on research	146	2.98	0.992	91	2.93	0.865	54	2.67	1.044	319	3.11	0.862
Mentoring for teaching	133	2.95	0.968	110	3.11	0.952	33	2.96	1.139	223	2.84	0.960
Advice on the promotion / tenure processes	128	2.91	1.090	99	2.80	0.931	31	2.28	1.178	317	3.02	1.031
Guidance on obtaining grants	133	2.71	1.025	57	2.59	0.961	49	2.38	0.971	197	2.76	0.923
Guidance on publishing your research	133	2.78	0.934	69	2.69	0.938	52	2.67	1.044	234	2.90	0.897
Support for your research program	144	2.59	1.068	50	2.82	0.949	51	2.77	1.093	283	3.27	0.888
Mentoring for leadership positions at GT or beyond	125	2.40	1.029	97	2.45	0.977	51	2.74	1.132	328	2.70	1.019
Informal invitations (e.g., lunch/coffee)	140	2.56	1.059	117	2.97	0.958	55	2.86	1.126	334	2.92	0.919
Understanding that individuals have different family and personal responsibilities	141	2.91	1.082	124	3.30	1.015	52	2.97	1.066	339	3.56	0.757
Acknowledgement of my contributions to my unit	146	2.74	1.157	125	3.09	0.942	52	2.93	1.033	351	3.32	0.901
How satisfied are you with the following types of support you are receiving from your supervisor (chair/dean/director/etc.)?												
Assistance with establishing a network of professional contacts	130	2.59	1.078	108	2.88	1.056	53	2.99	1.075	349	3.19	0.854
Advice on navigating department / Institute politics	136	2.58	1.154	111	2.85	1.020	53	2.80	1.054	350	3.10	0.974
Mentoring for teaching	111	2.56	1.068	93	2.88	1.021	35	2.95	1.200	210	2.92	1.031
Advice on the promotion / tenure processes	114	2.72	1.135	92	2.93	1.111	33	2.66	1.103	325	3.03	1.073

Actual number of respondents for each unit. Means are based on weighted counts.	Differences		
	F	p	eta-squared
Based upon your interactions with your faculty colleagues, how satisfied are you with each of the following:			
Assistance with establishing a network of professional contacts	11.450	0.000	0.050
Advice on navigating department / Institute politics	6.403	0.000	0.029
Offers to collaborate on research	4.214	0.006	0.020
Mentoring for teaching	1.825	0.142	
Advice on the promotion / tenure processes	5.211	0.001	0.027
Guidance on obtaining grants	2.210	0.086	
Guidance on publishing your research	1.588	0.191	
Support for your research program	17.588	0.000	0.091
Mentoring for leadership positions at GT or beyond	3.822	0.010	0.019
Informal invitations (e.g., lunch/coffee)	5.354	0.001	0.024
Understanding that individuals have different family and personal responsibilities	19.511	0.000	0.082
Acknowledgement of my contributions to my unit	12.839	0.000	0.054
How satisfied are you with the following types of support you are receiving from your supervisor (chair/dean/director/etc.)?			
Assistance with establishing a network of professional contacts	13.052	0.000	0.058
Advice on navigating department / Institute politics	8.679	0.000	0.039
Mentoring for teaching	3.155	0.025	0.021
Advice on the promotion / tenure processes	3.067	0.028	0.016

	Tenure Track			Non-Tenure Track			Post-Doc			Research		
	N	Mean	s.d.	N	Mean	s.d.	N	Mean	s.d.	N	Mean	s.d.
Actual number of respondents for each unit. Means are based on weighted counts.												
How satisfied are you with the following types of support you are receiving from your supervisor (chair/dean/director/etc.)?												
Advice on obtaining grants	113	2.55	1.026	52	2.77	0.980	42	2.72	1.072	194	2.82	0.967
Guidance on publishing your research	101	2.53	1.090	48	2.77	0.995	53	2.97	0.989	226	2.95	0.953
Support for your research program	136	2.73	1.116	54	3.27	0.993	56	3.26	1.125	281	3.39	0.887
Obtaining the resources you need to excel	142	2.62	1.083	113	3.03	0.970	53	3.07	1.152	346	3.30	0.914
Mentoring for leadership positions at GT or beyond	121	2.49	1.059	90	2.51	1.044	45	2.69	1.107	326	2.89	1.027
Informal invitations (e.g., lunch/coffee)	135	2.59	1.065	121	3.02	1.010	53	3.02	0.966	319	3.05	0.915
Understanding that individuals have different family and personal responsibilities	140	3.05	1.117	118	3.36	0.960	58	3.39	1.065	333	3.64	0.733
The honoring of agreements made by my supervisor	132	2.96	1.187	117	3.47	0.908	58	3.35	1.066	337	3.57	0.710
Acknowledgement of my contributions to my unit	144	2.78	1.188	118	3.21	1.050	58	3.29	0.937	343	3.45	0.838
Please indicate your level of agreement with each of the following statements												
My faculty colleagues interact regularly with one another	143	2.70	0.888	114	2.98	0.685	58	2.27	1.047	326	3.21	0.837
My faculty colleagues treat one another fairly	142	3.00	0.930	114	3.12	0.811	58	2.90	0.880	326	3.44	0.728
Faculty are encouraged and empowered	142	2.54	1.024	112	3.05	0.818	58	2.78	1.000	326	3.10	0.859
My feedback is sought and respected	143	2.70	1.055	114	3.05	0.951	58	2.52	1.068	325	3.12	0.875
I am provided with an opportunity to participate in important decision making	143	2.76	1.050	113	3.00	1.010	58	2.38	1.083	326	2.97	0.931
Disputes and problems are resolved effectively	142	2.60	1.050	113	2.87	0.921	53	2.58	1.091	326	3.05	0.848
Collaboration is encouraged in strategic planning	142	2.81	1.059	114	3.22	0.773	50	2.60	1.165	326	3.13	0.855

Actual number of respondents for each unit. Means are based on weighted counts.	Differences		
	F	p	eta-squared
How satisfied are you with the following types of support you are receiving from your supervisor (chair/dean/director/etc.)?			
Advice on obtaining grants	1.747	0.157	
Guidance on publishing your research	4.511	0.004	0.031
Support for your research program	14.083	0.000	0.075
Obtaining the resources you need to excel	16.008	0.000	0.069
Mentoring for leadership positions at GT or beyond	6.285	0.000	0.032
Informal invitations (e.g., lunch/coffee)	7.739	0.000	0.036
Understanding that individuals have different family and personal responsibilities	14.641	0.000	0.064
The honoring of agreements made by my supervisor	15.274	0.000	0.067
Acknowledgement of my contributions to my unit	15.916	0.000	0.068
Please indicate your level of agreement with each of the following statements			
My faculty colleagues interact regularly with one another	26.748	0.000	0.112
My faculty colleagues treat one another fairly	15.021	0.000	0.066
Faculty are encouraged and empowered	14.091	0.000	0.063
My feedback is sought and respected	10.929	0.000	0.049
I am provided with an opportunity to participate in important decision making	7.113	0.000	0.032
Disputes and problems are resolved effectively	9.500	0.000	0.043
Collaboration is encouraged in strategic planning	9.205	0.000	0.042

Actual number of respondents for each unit. Means are based on weighted counts.	Tenure Track			Non-Tenure Track			Post-Doc			Research		
	N	Mean	s.d.	N	Mean	s.d.	N	Mean	s.d.	N	Mean	s.d.
Please indicate your level of agreement with each of the following statements about working at Georgia Tech:												
Georgia Tech is generally a comfortable and inclusive environment for me	143	2.71	1.038	114	3.18	0.922	60	2.99	0.963	327	3.34	0.807
I am satisfied with my career progress at Georgia Tech	143	2.65	1.038	113	2.86	1.046	60	2.72	1.088	329	3.07	0.915
I am satisfied with my current workload balance as it relates to my career goals	143	2.48	0.971	113	2.84	1.073	60	3.03	1.076	328	3.17	0.832
I feel valued and respected by the Georgia Tech community	143	2.54	1.118	114	2.89	1.046	60	2.74	1.037	329	3.08	0.913
Adequate processes are in place to address grievances at Georgia Tech	140	2.30	1.039	114	2.60	0.932	52	2.58	0.954	326	2.82	0.915
Clarity exists about grievance processes	138	2.12	1.000	114	2.35	0.992	60	2.40	0.982	326	2.55	0.960
Clarity exists about the promotion and/or tenure processes at Georgia Tech	143	2.69	1.083	113	2.54	1.020	57	2.27	1.010	326	2.72	0.988
Please indicate your level of agreement with the following statements about diversity												
Diversity is integral to Georgia Tech's ability to successfully fulfill its mission	136	3.33	1.047	109	3.58	0.849	58	3.65	0.736	307	3.42	0.867
My school/unit demonstrates its commitment to diversity, equity, and inclusion	138	3.04	1.088	113	3.22	0.886	57	3.12	0.823	292	3.27	0.851
The diversity of our (research) faculty contributes to the overall prestige of Georgia Tech	137	3.32	0.948	109	3.46	0.829	58	3.45	0.820	293	3.31	0.893
The diversity of our (research) faculty contributes to the overall prestige of my school/unit	137	3.17	1.024	109	3.33	0.969	58	3.42	0.781	291	3.16	0.972
I am satisfied with my school's/department's efforts to recruit faculty / researchers from diverse backgrounds	140	2.79	1.090	111	2.95	1.078	51	3.05	1.064	280	3.05	0.940
I am satisfied with my school's/department's efforts to retain faculty / researchers from diverse backgrounds	133	2.64	1.095	104	2.89	1.070	49	2.88	0.983	273	2.98	0.992
I am satisfied with my school's efforts to recruit graduate students from diverse backgrounds	138	2.75	1.108	92	2.84	1.091	45	3.05	1.071	236	3.14	0.870
I am satisfied with my school's efforts to retain graduate students from diverse backgrounds	133	2.69	1.099	89	2.89	1.106	42	2.89	1.047	236	3.12	0.877
Staff employees are valued and treated with respect in my school/unit	137	3.05	0.984	112	3.11	0.951	53	3.01	1.010	299	3.30	0.877

Actual number of respondents for each unit. Means are based on weighted counts.	Differences		
	F	p	eta-squared
Please indicate your level of agreement with each of the following statements about working at Georgia Tech:			
Georgia Tech is generally a comfortable and inclusive environment for me	17.469	0.000	0.076
I am satisfied with my career progress at Georgia Tech	7.146	0.000	0.032
I am satisfied with my current workload balance as it relates to my career goals	19.055	0.000	0.082
I feel valued and respected by the Georgia Tech community	10.079	0.000	0.045
Adequate processes are in place to address grievances at Georgia Tech	9.878	0.000	0.045
Clarity exists about grievance processes	6.641	0.000	0.030
Clarity exists about the promotion and/or tenure processes at Georgia Tech	3.714	0.011	0.017
Please indicate your level of agreement with the following statements about diversity			
Diversity is integral to Georgia Tech's ability to successfully fulfill its mission	2.709	0.044	0.013
My school/unit demonstrates its commitment to diversity, equity, and inclusion	2.156	0.092	
The diversity of our (research) faculty contributes to the overall prestige of Georgia Tech	1.013	0.386	
The diversity of our (research) faculty contributes to the overall prestige of my school/unit	1.781	0.150	
I am satisfied with my school's/department's efforts to recruit faculty / researchers from diverse backgrounds	2.160	0.092	
I am satisfied with my school's/department's efforts to retain faculty / researchers from diverse backgrounds	3.199	0.023	0.017
I am satisfied with my school's efforts to recruit graduate students from diverse backgrounds	5.151	0.002	0.030
I am satisfied with my school's efforts to retain graduate students from diverse backgrounds	5.303	0.001	0.031
Staff employees are valued and treated with respect in my school/unit	3.381	0.018	0.017

Actual number of respondents for each unit. Means are based on weighted counts.

	Tenure Track			Non-Tenure Track			Post-Doc			Research		
	N	Mean	s.d.	N	Mean	s.d.	N	Mean	s.d.	N	Mean	s.d.
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?												
Gender	140	1.85	1.131	116	1.37	0.746	55	1.48	0.859	318	1.35	0.808
Age	139	1.61	0.983	116	1.32	0.704	55	1.77	1.036	317	1.38	0.733
Race/ethnicity	141	1.67	1.083	116	1.46	0.940	55	1.58	0.931	316	1.31	0.705
Disability	134	1.24	0.726	116	1.17	0.506	55	1.28	0.634	315	1.08	0.413
National origin	141	1.68	1.042	116	1.30	0.713	55	1.59	0.924	315	1.16	0.552
Language difference/accent	139	1.55	1.047	116	1.24	0.715	55	1.57	0.977	316	1.15	0.498
Political perspective	138	1.66	1.094	116	1.37	0.805	55	1.38	0.889	316	1.55	0.962
Religion	136	1.42	0.893	116	1.26	0.686	55	1.17	0.557	316	1.23	0.626
Sexual orientation	134	1.22	0.691	116	1.16	0.652	55	1.19	0.651	315	1.10	0.438
Gender identity/expression	136	1.23	0.700	116	1.13	0.597	55	1.21	0.614	315	1.10	0.465
Other	14	1.67	1.196	26	1.39	1.003	8	1.86	1.010	52	1.69	1.163

Actual number of respondents for each unit. Means are based on weighted counts.	Differences		
	F	p	eta-squared
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?			
Gender	10.856	0.000	0.049
Age	6.268	0.000	0.029
Race/ethnicity	6.288	0.000	0.029
Disability	4.408	0.004	0.021
National origin	17.838	0.000	0.079
Language difference/accent	12.023	0.000	0.055
Political perspective	2.347	0.072	
Religion	2.785	0.040	0.013
Sexual orientation	1.758	0.154	
Gender identity/expression	1.895	0.129	
Other	0.559	0.643	

	Tenure Track			Non-Tenure Track			Post-Doc			Research		
	N	Mean	s.d.	N	Mean	s.d.	N	Mean	s.d.	N	Mean	s.d.
Actual number of respondents for each unit. Means are based on weighted counts.												
Within the past year, how often have you heard your faculty colleagues make an insensitive or disparaging remark about one or more of these groups of people?												
Women	138	1.58	0.811	113	1.20	0.447	52	1.47	0.794	317	1.22	0.507
Men	137	1.33	0.689	113	1.21	0.628	52	1.09	0.418	314	1.16	0.505
Older People	138	1.37	0.710	112	1.15	0.416	52	1.18	0.487	317	1.19	0.448
Younger People	138	1.38	0.699	113	1.30	0.624	52	1.26	0.724	317	1.21	0.465
People's race or ethnicity	139	1.44	0.740	113	1.24	0.531	52	1.30	0.677	316	1.12	0.372
People with disabilities	138	1.13	0.451	113	1.10	0.334	52	1.18	0.652	315	1.04	0.196
People with less education	137	1.56	0.882	113	1.27	0.606	52	1.30	0.740	315	1.25	0.553
People with different nationalities	140	1.41	0.810	113	1.17	0.400	52	1.32	0.674	316	1.15	0.440
People with language differences/accents	140	1.45	0.854	113	1.08	0.278	52	1.41	0.671	316	1.10	0.405
People with specific political views	138	1.77	0.961	113	1.53	0.809	52	1.44	0.720	315	1.59	0.802
People with particular religious affiliations	140	1.31	0.773	112	1.16	0.503	52	1.13	0.445	316	1.14	0.462
Gay, lesbian, or bisexual people	138	1.19	0.614	113	1.11	0.426	52	1.12	0.395	316	1.05	0.263
Transgender people	138	1.13	0.414	113	1.07	0.284	48	1.18	0.591	316	1.08	0.306
Others (please specify below)	10	1.42	0.962	21	1.08	0.283	10	1.00	0.000	49	1.16	0.630

Actual number of respondents for each unit. Means are based on weighted counts.	Differences		
	F	p	eta-squared
Within the past year, how often have you heard your faculty colleagues make an insensitive or disparaging remark about one or more of these groups of people?			
Women	13.978	0.000	0.064
Men	3.594	0.013	0.017
Older People	5.218	0.001	0.025
Younger People	2.702	0.045	0.013
People's race or ethnicity	11.465	0.000	0.053
People with disabilities	3.886	0.009	0.019
People with less education	7.442	0.000	0.035
People with different nationalities	7.975	0.000	0.037
People with language differences/accents	17.460	0.000	0.078
People with specific political views	2.880	0.035	0.014
People with particular religious affiliations	3.340	0.019	0.016
Gay, lesbian, or bisexual people	3.664	0.012	0.018
Transgender people	1.536	0.204	
Others (please specify below)	0.99422	0.3995831	

Actual number of respondents for each unit. Means are based on weighted counts, Based upon your interactions with your faculty colleagues, how satisfied are you with each of the following:	GT		Man			Woman			Mean Difference	t	p	Cohen's d
	N	Mean	N	Mean	s.d.	N	Mean	s.d.				
Assistance with establishing a network of professional contacts	672	3.06	406	3.12	0.868	143	2.97	0.903	-0.144	1.659	0.098	
Advice on navigating department / Institute politics	660	2.80	400	2.87	0.939	139	2.70	0.941	-0.165	1.786	0.075	
Offers to collaborate on research	619	3.01	382	3.07	0.865	123	2.90	0.944	-0.170	1.770	0.077	
Mentoring for teaching	508	2.94	309	2.98	0.965	103	3.06	0.918	0.083	0.787	0.431	
Advice on the promotion / tenure processes	577	2.92	349	3.04	0.987	122	2.80	1.099	-0.244	2.167	0.031	0.240
Advice on the annual review process	275	2.70	160	2.81	0.929	67	2.78	0.966	-0.032	0.233	0.816	
Advice on the third-year review process (a)	156	2.74	94	2.94	0.997	34	2.70	1.137	-0.239	1.089	0.278	
Advice on the post-tenure/promotion review process (a)	150	2.79	86	3.05	0.933	38	2.76	1.014	-0.282	1.468	0.145	
Guidance on obtaining grants	443	2.68	264	2.78	0.909	98	2.56	1.012	-0.225	1.930	0.054	
Guidance on obtaining contracts	192	3.01	138	3.03	0.844	18	2.94	0.818	-0.088	0.429	0.668	
Guidance on publishing your research	495	2.81	302	2.95	0.885	102	2.65	0.975	-0.301	2.762	0.006	0.331
Support for your research program	537	2.99	331	3.12	0.941	106	2.85	0.988	-0.277	2.543	0.011	0.291
Mentoring for leadership positions at GT or beyond	609	2.59	367	2.65	0.984	132	2.61	1.061	-0.037	0.349	0.727	
Informal invitations (e.g., lunch/coffee)	658	2.85	402	2.94	0.923	143	2.75	1.051	-0.187	1.881	0.060	
Understanding that individuals have different family and personal responsibilities	668	3.32	409	3.46	0.861	141	3.07	1.011	-0.389	4.086	0.000	0.432
Acknowledgement of my contributions to my unit	687	3.12	421	3.23	0.923	143	2.98	1.034	-0.250	2.568	0.011	0.262

	GT		Man			Woman			Mean Difference	t	p	Cohen's d
	N	Mean	N	Mean	s.d.	N	Mean	s.d.				
Actual number of respondents for each unit. Means are based on weighted counts,												
How satisfied are you with the following types of support you are receiving from your supervisor (chair/dean/director/etc.)?												
Assistance with establishing a network of professional contacts	651	3.00	392	3.08	0.917	141	2.91	1.020	-0.173	1.768	0.078	
Advice on navigating department / Institute politics	660	2.92	398	2.99	0.999	141	2.83	1.026	-0.156	1.558	0.120	
Mentoring for teaching	456	2.83	288	2.90	0.994	91	2.82	1.075	-0.081	0.641	0.522	
Advice on the promotion / tenure processes	567	2.93	344	2.99	1.068	119	2.93	1.047	-0.058	0.521	0.603	
Advice on the annual review process	264	2.73	153	2.80	1.083	69	2.76	1.087	-0.040	0.253	0.801	
Advice on the third-year review process (a)	145	2.58	90	2.65	1.100	32	2.76	1.038	0.111	0.511	0.610	
Advice on the post-tenure/promotion review process (a)	146	2.79	82	3.03	1.126	37	2.76	0.962	-0.274	1.368	0.174	
Advice on obtaining grants	409	2.73	255	2.83	0.927	91	2.70	1.004	-0.131	1.087	0.278	
Advice on obtaining contracts	189	3.09	135	3.06	0.913	19	3.09	0.948	0.038	0.163	0.871	
Guidance on publishing your research	433	2.83	273	2.95	0.914	95	2.69	1.030	-0.257	2.151	0.032	0.272
Support for your research program	534	3.19	333	3.31	0.913	111	3.04	1.058	-0.262	2.337	0.020	0.275
Obtaining the resources you need to excel	664	3.09	407	3.17	0.960	145	3.01	1.003	-0.160	1.672	0.095	
Mentoring for leadership positions at GT or beyond	588	2.73	352	2.82	0.990	131	2.59	1.091	-0.228	2.095	0.037	0.224
Informal invitations (e.g., lunch/coffee)	636	2.94	393	3.01	0.918	139	2.82	1.052	-0.183	1.825	0.069	
Understanding that individuals have different family and personal responsibilities	658	3.44	405	3.56	0.825	142	3.32	0.975	-0.235	2.574	0.010	0.271
The honoring of agreements made by my supervisor	653	3.41	407	3.45	0.888	135	3.44	0.892	-0.010	0.115	0.909	
Acknowledgement of my contributions to my unit	675	3.23	415	3.30	0.946	145	3.13	1.044	-0.169	1.717	0.087	

	GT		Man			Woman			Mean Difference	t	p	Cohen's d
	N	Mean	N	Mean	s.d.	N	Mean	s.d.				
Actual number of respondents for each unit. Means are based on weighted counts,												
Please indicate your level of agreement with each of the following statements												
My faculty colleagues interact regularly with one another	652	2.96	428	3.02	0.869	147	2.80	0.905	-0.220	2.574	0.010	0.251
My faculty colleagues treat one another fairly	651	3.23	428	3.34	0.769	146	2.99	0.863	-0.354	4.393	0.000	0.445
Faculty are encouraged and empowered	649	2.94	425	3.08	0.869	147	2.78	0.925	-0.294	3.372	0.001	0.332
My feedback is sought and respected	652	2.94	427	3.03	0.935	148	2.92	0.908	-0.106	1.214	0.225	
I am provided with an opportunity to participate in important decision making	652	2.87	428	2.97	0.962	147	2.76	0.988	-0.207	2.205	0.028	0.213
Disputes and problems are resolved effectively	646	2.87	423	3.01	0.909	146	2.67	0.937	-0.336	3.767	0.000	0.367
Collaboration is encouraged in strategic planning	645	3.02	422	3.11	0.914	145	2.93	0.888	-0.178	2.064	0.039	0.196
Please indicate your level of agreement with each of the following statements about working at Georgia Tech:												
Georgia Tech is generally a comfortable and inclusive environment for me	656	3.13	429	3.27	0.864	148	3.00	0.942	-0.265	3.010	0.003	0.299
I am satisfied with my career progress at Georgia Tech	657	2.90	430	3.01	0.949	147	2.81	1.029	-0.197	2.039	0.042	0.202
I am satisfied with my current workload balance as it relates to my career goals	656	2.94	429	3.04	0.913	148	2.83	1.009	-0.208	2.216	0.027	0.222
I feel valued and respected by the Georgia Tech community	657	2.89	430	3.03	0.957	148	2.77	0.969	-0.261	2.835	0.005	0.272
Adequate processes are in place to address grievances at Georgia Tech	644	2.64	422	2.79	0.889	142	2.42	0.983	-0.374	4.016	0.000	0.409
Clarity exists about grievance processes	649	2.41	426	2.53	0.926	145	2.26	1.044	-0.273	2.796	0.005	0.285
Clarity exists about the promotion and/or tenure processes at Georgia Tech	652	2.64	429	2.68	0.995	144	2.56	1.014	-0.126	1.300	0.194	

	GT		Man			Woman			Mean Difference	t	p	Cohen's d
	N	Mean	N	Mean	s.d.	N	Mean	s.d.				
Actual number of respondents for each unit. Means are based on weighted counts,												
Please indicate your level of agreement with the following statements about diversity												
Diversity is integral to Georgia Tech's ability to successfully fulfill its mission	622	3.44	411	3.47	0.864	143	3.57	0.811	0.099	1.230	0.219	
My school/unit demonstrates its commitment to diversity, equity, and inclusion	612	3.20	401	3.29	0.832	146	3.13	0.902	-0.165	1.929	0.054	
The diversity of our (research) faculty contributes to the overall prestige of Georgia Tech	606	3.35	405	3.33	0.890	139	3.49	0.785	0.157	1.966	0.050	0.182
The diversity of our (research) faculty contributes to the overall prestige of my school/unit	603	3.22	402	3.22	0.952	137	3.30	0.939	0.072	0.773	0.440	
I am satisfied with my school's/department's efforts to recruit faculty / researchers from diverse backgrounds	588	2.97	390	3.07	0.972	134	2.88	1.000	-0.190	1.914	0.056	
I am satisfied with my school's/department's efforts to retain faculty / researchers from diverse backgrounds	565	2.88	371	3.02	1.000	130	2.71	0.981	-0.310	3.092	0.002	0.311
I am satisfied with my school's efforts to recruit graduate students from diverse backgrounds	519	2.97	351	3.05	0.989	111	2.89	0.932	-0.166	1.608	0.108	
I am satisfied with my school's efforts to retain graduate students from diverse backgrounds	509	2.95	348	3.05	0.986	102	2.81	0.933	-0.248	2.324	0.021	0.254
Staff employees are valued and treated with respect in my school/unit	614	3.18	403	3.27	0.879	141	3.06	0.989	-0.210	2.230	0.026	0.230

	GT		Man			Woman			Mean Difference	t	p	Cohen's d
	N	Mean	N	Mean	s.d.	N	Mean	s.d.				
Actual number of respondents for each unit. Means are based on weighted counts,												
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?												
Gender	641	1.48	426	1.17	0.578	147	2.06	1.060	0.887	9.648	0.000	1.210
Age	638	1.47	427	1.36	0.745	146	1.66	0.904	0.302	3.634	0.000	0.382
Race/ethnicity	640	1.44	428	1.38	0.792	145	1.51	0.920	0.130	1.519	0.129	
Disability	631	1.15	423	1.11	0.450	144	1.20	0.601	0.093	1.703	0.089	
National origin	639	1.34	426	1.32	0.757	146	1.27	0.656	-0.050	0.760	0.448	
Language difference/accent	638	1.30	426	1.26	0.721	144	1.32	0.734	0.059	0.838	0.402	
Political perspective	636	1.53	426	1.52	0.941	144	1.32	0.774	-0.196	2.478	0.014	0.217
Religion	634	1.27	422	1.25	0.649	145	1.20	0.585	-0.055	0.949	0.343	
Sexual orientation	631	1.15	421	1.12	0.512	144	1.10	0.490	-0.025	0.529	0.597	
Gender identity/expression	634	1.15	425	1.10	0.453	143	1.11	0.484	0.011	0.242	0.809	
Other	103	1.64	72	1.37	0.905	20	2.13	1.376	0.767			

Actual number of respondents for each unit. Means are based on weighted counts, Within the past year, how often have you heard your faculty colleagues make an insensitive or disparaging remark about one or more of these groups of people?	GT		Man			Woman			Mean Difference	t	p	Cohen's d
	N	Mean	N	Mean	s.d.	N	Mean	s.d.				
Women	631	1.32	421	1.23	0.498	146	1.47	0.739	0.245	3.717	0.000	0.429
Men	626	1.20	419	1.18	0.533	143	1.13	0.409	-0.045	1.044	0.297	
Older People	630	1.23	421	1.18	0.440	144	1.23	0.483	0.054	1.192	0.234	
Younger People	631	1.27	421	1.21	0.494	146	1.31	0.562	0.107	2.032	0.043	0.208
People's race or ethnicity	631	1.23	419	1.16	0.401	145	1.28	0.561	0.119	2.350	0.019	0.265
People with disabilities	629	1.08	421	1.04	0.211	145	1.15	0.489	0.113	2.683	0.008	0.366
People with less education	628	1.33	419	1.25	0.571	145	1.39	0.745	0.143	2.114	0.035	0.231
People with different nationalities	632	1.23	421	1.18	0.477	145	1.23	0.549	0.055	1.073	0.284	
People with language differences/accents	632	1.21	421	1.14	0.466	145	1.26	0.545	0.128	2.523	0.012	0.262
People with specific political views	629	1.61	419	1.57	0.791	145	1.53	0.812	-0.044	0.572	0.567	
People with particular religious affiliations	630	1.19	420	1.12	0.423	145	1.21	0.564	0.087	1.701	0.090	
Gay, lesbian, or bisexual people	630	1.10	421	1.07	0.333	145	1.11	0.376	0.039	1.103	0.271	
Transgender people	625	1.10	416	1.08	0.298	145	1.13	0.469	0.057	1.358	0.175	
Others (please specify below)	93	1.19	64	1.08	0.428	21	1.31	0.764	0.234			

Actual number of respondents for each unit. Means are based on weighted counts,

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

	Asian + PI			Black / African-American			Other BIPOC + Multiracial			White			Differences		
	N	Mean	s.d.	N	Mean	s.d.	N	Mean	s.d.	N	Mean	s.d.	F	p	eta-squared
Assistance with establishing a network of professional contacts	88	2.78	0.963	34	3.25	0.869	98	2.94	1.012	369	3.15	0.806	5.408	0.001	0.027
Advice on navigating department / Institute politics	86	2.79	0.999	37	2.88	0.868	95	2.41	0.973	361	2.91	0.905	7.455	0.000	0.037
Offers to collaborate on research	88	2.93	0.882	26	3.07	0.871	94	2.87	0.990	338	3.06	0.890	1.293	0.276	
Mentoring for teaching	72	2.92	0.898	23	2.83	0.887	79	2.73	1.074	271	3.05	0.967	2.320	0.075	
Advice on the promotion / tenure processes	71	2.82	1.049	36	3.02	0.978	92	2.57	1.084	309	3.09	1.011	6.327	0.000	0.036
Advice on the annual review process	39	2.88	0.906	5			45	2.31	1.042	157	2.84	0.964	5.612	0.004	0.045
Advice on the third-year review process (a)	29	2.70	0.995	1			29	2.20	1.075	82	3.05	1.080	6.976	0.001	0.092
Advice on the post-tenure/promotion review process (a)	33	2.87	1.011	2			18	2.29	1.270	86	2.89	1.063	2.334	0.101	
Guidance on obtaining grants	69	2.72	0.950	23	2.55	1.060	74	2.57	1.010	228	2.72	0.935	0.668	0.572	
Guidance on obtaining contracts	16	2.83	0.860	13	2.50	1.066	27	2.96	0.932	113	3.08	0.815	1.970	0.121	
Guidance on publishing your research	76	2.80	0.984	20	2.52	1.047	76	2.71	0.954	265	2.91	0.898	1.787	0.149	
Support for your research program	85	2.86	1.018	26	2.92	0.968	86	2.86	1.077	281	3.11	0.948	2.320	0.075	
Mentoring for leadership positions at GT or beyond	77	2.41	1.025	35	2.46	1.112	90	2.40	1.033	332	2.73	0.986	4.086	0.007	0.023
Informal invitations (e.g., lunch/coffee)	85	2.81	0.956	34	2.79	1.008	99	2.53	1.048	363	2.98	0.928	5.958	0.001	0.030
Understanding that individuals have different family and personal responsibilities	84	3.26	0.944	36	3.50	0.845	100	3.17	1.087	368	3.40	0.888	2.233	0.083	
Acknowledgement of my contributions to my unit	87	2.79	1.020	38	3.38	0.891	100	2.99	1.084	377	3.23	0.930	6.523	0.000	0.032

Actual number of respondents for each unit. Means are based on weighted counts,

	Asian + PI			Black / African-American			Other BIPOC + Multiracial			White			Differences		
	N	Mean	s.d.	N	Mean	s.d.	N	Mean	s.d.	N	Mean	s.d.	F	p	eta-squared
How satisfied are you with the following types of support you are receiving from your supervisor (chair/dean/director/etc.)?															
Assistance with establishing a network of professional contacts	85	2.87	1.054	38	3.11	0.957	99	2.73	1.106	352	3.09	0.885	4.261	0.005	0.022
Advice on navigating department / Institute politics	85	2.90	1.120	38	2.95	1.029	96	2.65	1.150	360	2.99	0.975	2.768	0.041	0.014
Mentoring for teaching	72	2.84	0.932	19	2.69	0.976	73	2.47	1.220	240	2.98	0.990	4.806	0.003	0.035
Advice on the promotion / tenure processes	72	3.06	0.989	35	2.70	1.178	92	2.63	1.120	298	3.06	1.044	4.708	0.003	0.028
Advice on the annual review process	38	2.83	0.941	6			45	2.15	1.107	149	2.94	1.061	9.833	0.000	0.079
Advice on the third-year review process (a)	26	2.78	0.969	1			26	2.04	0.850	77	2.81	1.147	5.493	0.005	0.080
Advice on the post-tenure/promotion review process (a)	31	2.91	1.073	2			18	2.06	1.234	83	2.92	1.104	4.625	0.011	0.067
Advice on obtaining grants	68	2.86	0.990	22	2.81	1.095	70	2.64	1.033	208	2.73	0.940	0.658	0.578	
Advice on obtaining contracts	16	2.85	1.077	13	2.65	1.034	27	3.00	1.033	110	3.13	0.868	1.353	0.259	
Guidance on publishing your research	74	2.88	1.013	18	2.47	1.029	63	2.47	1.074	239	2.92	0.937	4.307	0.005	0.032
Support for your research program	91	3.09	1.087	24	2.86	1.054	87	3.09	1.092	280	3.29	0.936	2.410	0.066	
Obtaining the resources you need to excel	89	2.99	1.081	38	2.97	1.105	100	2.97	1.115	367	3.15	0.935	1.464	0.223	
Mentoring for leadership positions at GT or beyond	77	2.54	0.991	37	2.46	1.165	91	2.51	1.035	319	2.85	1.025	4.490	0.004	0.025
Informal invitations (e.g., lunch/coffee)	85	2.85	1.043	34	2.93	1.046	98	2.66	0.999	353	3.04	0.926	4.224	0.006	0.022
Understanding that individuals have different family and personal responsibilities	89	3.37	0.977	36	3.53	0.925	100	3.33	1.073	359	3.52	0.831	1.576	0.194	
The honoring of agreements made by my supervisor	87	3.34	1.056	34	3.36	0.940	97	3.25	1.022	361	3.48	0.850	1.941	0.122	
Acknowledgement of my contributions to my unit	91	3.09	1.144	38	3.22	1.021	99	3.14	1.062	371	3.31	0.924	1.637	0.180	

Actual number of respondents for each unit. Means are based on weighted counts,

	Asian + PI			Black / African-American			Other BIPOC + Multiracial			White			Differences		
	N	Mean	s.d.	N	Mean	s.d.	N	Mean	s.d.	N	Mean	s.d.	F	p	eta-squared
Please indicate your level of agreement with each of the following statements															
My faculty colleagues interact regularly with one another	93	2.69	1.032	38	3.04	0.708	102	2.81	0.938	384	3.06	0.845	5.620	0.001	0.027
My faculty colleagues treat one another fairly	92	3.03	0.812	38	3.18	0.690	102	3.16	0.949	384	3.35	0.774	4.687	0.003	0.022
Faculty are encouraged and empowered	92	2.74	0.867	38	3.01	0.866	102	2.85	1.035	382	3.04	0.903	3.078	0.027	0.015
My feedback is sought and respected	93	3.04	0.728	38	2.98	0.991	102	2.53	1.055	383	3.08	0.944	9.301	0.000	0.044
I am provided with an opportunity to participate in important decision making	93	2.81	0.857	38	2.96	1.033	102	2.55	1.109	383	2.98	0.977	5.281	0.001	0.025
Disputes and problems are resolved effectively	88	2.85	0.887	38	2.72	0.952	102	2.58	1.099	383	2.99	0.909	5.524	0.001	0.027
Collaboration is encouraged in strategic planning	85	3.01	0.841	38	3.06	0.943	102	2.82	1.092	384	3.09	0.909	2.158	0.092	
Please indicate your level of agreement with each of the following statements about working at Georgia Tech:															
Georgia Tech is generally a comfortable and inclusive environment for me	96	3.08	0.830	38	3.25	0.882	100	2.92	1.150	384	3.23	0.861	3.500	0.015	0.017
I am satisfied with my career progress at Georgia Tech	96	2.67	1.008	38	2.97	1.060	102	2.71	1.085	383	3.04	0.926	5.583	0.001	0.027
I am satisfied with my current workload balance as it relates to my career goals	96	3.03	0.849	38	2.89	1.067	102	2.86	0.947	382	2.97	0.987	0.600	0.615	
I feel valued and respected by the Georgia Tech community	96	2.75	0.991	38	3.15	0.887	102	2.73	1.097	384	2.96	0.989	2.949	0.032	0.014
Adequate processes are in place to address grievances at Georgia Tech	86	2.47	0.998	38	2.65	1.020	101	2.47	1.058	381	2.74	0.911	3.334	0.019	0.016
Clarity exists about grievance processes	93	2.39	1.002	38	2.36	0.969	101	2.18	1.025	378	2.50	0.961	2.909	0.034	0.014
Clarity exists about the promotion and/or tenure processes at Georgia Tech	93	2.65	0.919	38	2.71	1.061	101	2.34	1.110	382	2.72	0.996	3.815	0.010	0.018

Actual number of respondents for each unit. Means are based on weighted counts,

	Asian + PI			Black / African-American			Other BIPOC + Multiracial			White			Differences		
	N	Mean	s.d.	N	Mean	s.d.	N	Mean	s.d.	N	Mean	s.d.	F	p	eta-squared
Please indicate your level of agreement with the following statements about diversity															
Diversity is integral to Georgia Tech's ability to successfully fulfill its mission	94	3.36	0.923	37	3.79	0.527	87	3.15	1.149	374	3.51	0.824	6.058	0.000	0.030
My school/unit demonstrates its commitment to diversity, equity, and inclusion	87	3.26	0.830	38	3.15	0.978	91	2.94	1.161	366	3.27	0.835	3.540	0.015	0.018
The diversity of our (research) faculty contributes to the overall prestige of Georgia Tech	85	3.34	0.903	37	3.46	0.858	88	3.15	1.036	367	3.38	0.857	1.734	0.159	
The diversity of our (research) faculty contributes to the overall prestige of my school/unit	87	3.26	0.988	37	3.17	1.001	87	2.95	1.157	362	3.26	0.910	2.629	0.049	0.014
I am satisfied with my school's/department's efforts to recruit faculty / researchers from diverse backgrounds	88	3.11	0.898	36	2.90	1.104	85	2.59	1.199	351	3.06	0.950	5.701	0.001	0.030
I am satisfied with my school's/department's efforts to retain faculty / researchers from diverse backgrounds	81	3.02	0.964	35	2.66	1.035	78	2.45	1.194	343	3.00	0.963	7.522	0.000	0.041
I am satisfied with my school's efforts to recruit graduate students from diverse backgrounds	85	3.04	0.954	27	2.66	1.110	77	2.57	1.107	303	3.11	0.934	7.321	0.000	0.043
I am satisfied with my school's efforts to retain graduate students from diverse backgrounds	81	2.96	0.976	26	2.84	1.178	74	2.49	1.134	300	3.09	0.925	7.675	0.000	0.046
Staff employees are valued and treated with respect in my school/unit	78	3.29	0.892	36	2.91	1.045	95	3.18	1.002	373	3.22	0.884	1.544	0.202	

Actual number of respondents for each unit. Means are based on weighted counts,

	Asian + PI			Black / African-American			Other BIPOC + Multiracial			White			Differences		
	N	Mean	s.d.	N	Mean	s.d.	N	Mean	s.d.	N	Mean	s.d.	F	p	eta-squared
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?															
Gender	93	1.44	0.923	38	1.56	1.024	104	1.55	1.002	382	1.42	0.820	0.730	0.534	
Age	93	1.53	0.824	38	1.46	0.869	103	1.49	0.894	382	1.44	0.822	0.305	0.822	
Race/ethnicity	95	1.75	0.919	38	2.07	1.143	104	1.81	1.175	381	1.17	0.533	35.576	0.000	0.148
Disability	92	1.14	0.547	38	1.19	0.657	102	1.23	0.708	377	1.13	0.473	1.011	0.387	
National origin	95	1.68	0.881	38	1.20	0.662	102	1.72	1.028	382	1.14	0.558	26.925	0.000	0.117
Language difference/accent	92	1.55	0.921	38	1.21	0.553	104	1.49	0.958	381	1.16	0.571	11.810	0.000	0.055
Political perspective	93	1.36	0.898	37	1.45	0.920	102	1.76	1.161	381	1.49	0.905	3.225	0.022	0.016
Religion	92	1.17	0.585	37	1.17	0.569	104	1.57	1.019	379	1.21	0.578	8.805	0.000	0.042
Sexual orientation	92	1.09	0.458	37	1.17	0.565	102	1.20	0.722	377	1.11	0.466	1.069	0.362	
Gender identity/expression	92	1.12	0.581	37	1.15	0.499	102	1.23	0.745	381	1.09	0.393	1.930	0.124	
Other	12	1.62	1.138	2	1.00	0.000	13	2.30	1.457	71	1.50	1.012			

Actual number of respondents for each unit. Means are based on weighted counts,

	Asian + PI			Black / African-American			Other BIPOC + Multiracial			White			Differences		
	N	Mean	s.d.	N	Mean	s.d.	N	Mean	s.d.	N	Mean	s.d.	F	p	eta-squared
Within the past year, how often have you heard your faculty colleagues make an insensitive or disparaging remark about one or more of these groups of people?															
Women	95	1.37	0.701	38	1.28	0.457	99	1.39	0.786	378	1.28	0.564	1.242	0.294	
Men	95	1.07	0.369	35	1.10	0.376	99	1.47	0.943	376	1.18	0.485	9.791	0.000	0.047
Older People	95	1.18	0.492	37	1.17	0.383	99	1.40	0.762	378	1.19	0.450	4.588	0.003	0.022
Younger People	95	1.15	0.460	38	1.32	0.518	99	1.42	0.886	378	1.25	0.486	3.779	0.010	0.018
People's race or ethnicity	93	1.32	0.523	38	1.32	0.531	101	1.44	0.863	378	1.13	0.393	11.066	0.000	0.052
People with disabilities	94	1.09	0.329	38	1.18	0.471	99	1.15	0.585	378	1.05	0.228	3.447	0.016	0.017
People with less education	95	1.18	0.532	37	1.34	0.665	99	1.52	0.942	376	1.30	0.617	4.489	0.004	0.022
People with different nationalities	94	1.34	0.641	38	1.10	0.310	101	1.37	0.871	378	1.16	0.462	5.455	0.001	0.026
People with language differences/accents	94	1.24	0.536	38	1.12	0.332	101	1.40	0.914	378	1.16	0.480	5.220	0.001	0.025
People with specific political views	92	1.34	0.642	38	1.43	0.735	99	1.83	1.050	378	1.62	0.824	6.287	0.000	0.030
People with particular religious affiliations	94	1.09	0.391	38	1.11	0.315	101	1.39	0.867	376	1.17	0.517	5.652	0.001	0.027
Gay, lesbian, or bisexual people	94	1.07	0.313	38	1.11	0.320	99	1.16	0.597	378	1.07	0.316	1.405	0.240	
Transgender people	94	1.07	0.303	38	1.10	0.298	99	1.14	0.468	373	1.10	0.338	0.662	0.575	
Others (please specify below)	11	1.19	0.758	8	1.13	0.359	10	1.22	0.821	62	1.21	0.680			

Division (Primary Appointment)

Faculty Frequencies by Division

		GT		CoC		CoD		CoE		CoS		IAC		SCOB	
		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	239	35.6%	17	32.1%	7	33.3%	40	27.2%	16	24.6%	9	20.9%	6	42.9%
	Somewhat satisfied	280	41.7%	22	41.5%	7	33.3%	71	48.3%	26	40.0%	20	46.5%	2	14.3%
	Somewhat dissatisfied	102	15.2%	6	11.3%	4	19.0%	17	11.6%	13	20.0%	10	23.3%	3	21.4%
	Very dissatisfied	50	7.4%	7	13.2%	2	9.5%	19	12.9%	9	13.8%	5	11.6%	2	14.3%
	Total Count	672		53		21		147		65		43		14	
Advice on navigating department/Institute politics	Very satisfied	172	26.1%	8	16.3%	2	9.1%	36	24.5%	12	18.8%	8	18.2%	6	42.9%
	Somewhat satisfied	258	39.1%	27	55.1%	11	50.0%	45	30.6%	17	26.6%	19	43.2%	4	28.6%
	Somewhat dissatisfied	154	23.3%	10	20.4%	4	18.2%	42	28.6%	15	23.4%	9	20.5%	3	21.4%
	Very dissatisfied	76	11.5%	4	8.2%	4	18.2%	24	16.3%	19	29.7%	7	15.9%	1	7.1%
	Total Count	660		49		22		147		64		44		14	
Offers to collaborate on research	Very satisfied	214	34.6%	19	38.0%	5	25.0%	51	36.4%	17	27.4%	7	16.3%	6	42.9%
	Somewhat satisfied	243	39.3%	16	32.0%	6	30.0%	54	38.6%	22	35.5%	18	41.9%	4	28.6%
	Somewhat dissatisfied	115	18.6%	8	16.0%	4	20.0%	25	17.9%	15	24.2%	12	27.9%	3	21.4%
	Very dissatisfied	47	7.6%	7	14.0%	5	25.0%	11	7.9%	7	11.3%	6	14.0%	1	7.1%
	Total Count	619		50		20		140		62		43		14	
Mentoring for teaching	Very satisfied	169	33.3%	22	41.5%	3	18.8%	46	35.9%	16	29.6%	14	37.8%	8	53.3%
	Somewhat satisfied	191	37.6%	17	32.1%	9	56.3%	36	28.1%	21	38.9%	17	45.9%	4	26.7%
	Somewhat dissatisfied	94	18.5%	4	7.5%	4	25.0%	32	25.0%	8	14.8%	5	13.5%	3	20.0%
	Very dissatisfied	54	10.6%	9	17.0%	1	6.3%	14	10.9%	9	16.7%	1	2.7%	1	6.7%
	Total Count	508		53		16		128		54		37		15	
Advice on the promotion/tenure process	Very satisfied	213	36.9%	10	23.8%	2	12.5%	33	26.2%	16	30.2%	14	37.8%	5	45.5%
	Somewhat satisfied	184	31.9%	21	50.0%	6	37.5%	34	27.0%	20	37.7%	10	27.0%	4	36.4%
	Somewhat dissatisfied	99	17.2%	3	7.1%	2	12.5%	30	23.8%	7	13.2%	10	27.0%	1	9.1%
	Very dissatisfied	81	14.0%	8	19.0%	6	37.5%	29	23.0%	10	18.9%	3	8.1%	1	9.1%
	Total Count	577		42		16		126		53		37		11	
Advice on the annual review process	Very satisfied	65	23.6%	4	10.8%	6	35.3%	23	22.8%	8	19.0%	12	30.8%	5	45.5%
	Somewhat satisfied	106	38.5%	21	56.8%	5	29.4%	30	29.7%	21	50.0%	15	38.5%	4	36.4%
	Somewhat dissatisfied	59	21.5%	9	24.3%	1	5.9%	23	22.8%	6	14.3%	11	28.2%	1	9.1%
	Very dissatisfied	44	16.0%	3	8.1%	4	23.5%	24	23.8%	8	19.0%	2	5.1%	2	18.2%
	Total Count	275		37		17		101		42		39		11	

Faculty Frequencies by Division

		Library		GTPE		GTRI		GTRC or OSP		EI2		Interdisc. Research		Other	
		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	1	33.3%	2	15.4%	115	45.5%	7	77.8%	6	33.3%	6	42.9%	7	43.8%
	Somewhat satisfied	2	66.7%	4	30.8%	101	39.9%	2	22.2%	10	55.6%	4	28.6%	6	37.5%
	Somewhat dissatisfied	0	.0%	7	53.8%	32	12.6%	0	.0%	2	11.1%	4	28.6%	2	12.5%
	Very dissatisfied	0	.0%	0	.0%	5	2.0%	0	.0%	0	.0%	0	.0%	0	.0%
	Total Count	3		13		253		9		18		14		16	
Advice on navigating department/Institute politics	Very satisfied	1	33.3%	2	22.2%	78	31.1%	7	63.6%	7	43.8%	0	.0%	4	26.7%
	Somewhat satisfied	2	66.7%	0	.0%	113	45.0%	4	36.4%	1	6.3%	7	58.3%	7	46.7%
	Somewhat dissatisfied	0	.0%	7	77.8%	47	18.7%	0	.0%	7	43.8%	4	33.3%	4	26.7%
	Very dissatisfied	0	.0%	0	.0%	13	5.2%	0	.0%	1	6.3%	1	8.3%	1	6.7%
	Total Count	3		9		251		11		16		12		15	
Offers to collaborate on research	Very satisfied	1	33.3%	2	22.2%	92	39.3%	2	50.0%	8	66.7%	2	15.4%	3	25.0%
	Somewhat satisfied	1	33.3%	0	.0%	102	43.6%	2	50.0%	3	25.0%	8	61.5%	5	41.7%
	Somewhat dissatisfied	1	33.3%	7	77.8%	31	13.2%	0	.0%	2	16.7%	2	15.4%	3	25.0%
	Very dissatisfied	0	.0%	0	.0%	9	3.8%	0	.0%	0	.0%	0	.0%	1	8.3%
	Total Count	3		9		234		4		12		13		12	
Mentoring for teaching	Very satisfied	1	33.3%	0	.0%	51	32.1%	3	100.0%	2	20.0%	0	.0%	3	33.3%
	Somewhat satisfied	1	33.3%	0	.0%	61	38.4%	0	.0%	8	80.0%	8	80.0%	5	55.6%
	Somewhat dissatisfied	0	.0%	3	42.9%	33	20.8%	0	.0%	1	10.0%	0	.0%	1	11.1%
	Very dissatisfied	0	.0%	4	57.1%	14	8.8%	0	.0%	0	0.0%	1	10.0%	0	.0%
	Total Count	3		7		159		3		10		10		9	
Advice on the promotion/tenure process	Very satisfied	2	66.7%	0	.0%	112	49.1%	7	63.6%	4	23.5%	2	18.2%	4	33.3%
	Somewhat satisfied	1	33.3%	4	57.1%	70	30.7%	2	18.2%	5	29.4%	3	27.3%	5	41.7%
	Somewhat dissatisfied	0	.0%	3	42.9%	29	12.7%	1	9.1%	7	41.2%	2	18.2%	3	25.0%
	Very dissatisfied	0	.0%	0	.0%	17	7.5%	1	9.1%	1	5.9%	4	36.4%	1	8.3%
	Total Count	3		7		228		11		17		11		12	
Advice on the annual review process	Very satisfied	2	66.7%	2	22.2%	3	75.0%			0	.0%			2	28.6%
	Somewhat satisfied	1	33.3%	4	44.4%	0	.0%			0	.0%			3	42.9%
	Somewhat dissatisfied	0	.0%	3	33.3%	0	.0%			3	100.0%			3	42.9%
	Very dissatisfied	0	.0%	0	.0%	1	25.0%			0	.0%			0	.0%
	Total Count	3		9		4				3				7	

Division (Primary Appointment)

Faculty Frequencies by Division

		GT		CoC		CoD		CoE		CoS		IAC		SCOB	
		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:															
Advice on the third year review process	Very satisfied	49	31.4%	1	6.3%	3	37.5%	19	27.9%	4	20.0%	10	43.5%	6	66.7%
	Somewhat satisfied	50	32.1%	15	93.8%	1	12.5%	18	26.5%	5	25.0%	7	30.4%	2	22.2%
	Somewhat dissatisfied	25	16.0%	0	.0%	1	12.5%	12	17.6%	3	15.0%	5	21.7%	1	11.1%
	Very dissatisfied	32	20.5%	0	.0%	3	37.5%	19	27.9%	8	40.0%	0	.0%	0	.0%
	Total Count	156		16		8		68		20		23		9	
Advice on the post-tenure / promotion review process	Very satisfied	48	32.0%	2	25.0%	2	28.6%	22	32.8%	2	10.5%	8	33.3%	5	55.6%
	Somewhat satisfied	47	31.3%	1	12.5%	2	28.6%	23	34.3%	8	42.1%	9	37.5%	1	11.1%
	Somewhat dissatisfied	29	19.3%	2	25.0%	1	14.3%	9	13.4%	4	21.1%	7	29.2%	2	22.2%
	Very dissatisfied	25	16.7%	3	37.5%	2	28.6%	13	19.4%	4	21.1%	1	4.2%	1	11.1%
	Total Count	150		8		7		67		19		24		9	
Guidance on obtaining grants	Very satisfied	101	22.8%	16	48.5%	2	10.5%	23	20.5%	8	13.8%	4	10.0%	3	33.3%
	Somewhat satisfied	158	35.7%	4	12.1%	6	31.6%	39	34.8%	22	37.9%	16	40.0%	1	11.1%
	Somewhat dissatisfied	127	28.7%	9	27.3%	3	15.8%	40	35.7%	15	25.9%	14	35.0%	2	22.2%
	Very dissatisfied	58	13.1%	4	12.1%	7	36.8%	10	8.9%	12	20.7%	7	17.5%	2	22.2%
	Total Count	443		33		19		112		58		40		9	
Guidance on obtaining contracts	Very satisfied	59	30.7%												
	Somewhat satisfied	88	45.8%												
	Somewhat dissatisfied	33	17.2%												
	Very dissatisfied	12	6.3%												
	Total Count	192													
Guidance on publishing your research	Very satisfied	130	26.3%	9	23.7%	4	19.0%	36	29.8%	10	17.2%	7	17.1%	5	50.0%
	Somewhat satisfied	188	38.0%	13	34.2%	7	33.3%	49	40.5%	19	32.8%	14	34.1%	3	30.0%
	Somewhat dissatisfied	131	26.5%	12	31.6%	7	33.3%	32	26.4%	18	31.0%	13	31.7%	2	20.0%
	Very dissatisfied	46	9.3%	4	10.5%	3	14.3%	3	2.5%	11	19.0%	7	17.1%	1	10.0%
	Total Count	495		38		21		121		58		41		10	
Support for your research program	Very satisfied	208	38.7%	8	20.5%	5	27.8%	40	30.8%	15	28.3%	6	16.7%	5	38.5%
	Somewhat satisfied	178	33.1%	13	33.3%	7	38.9%	36	27.7%	20	37.7%	16	44.4%	3	23.1%
	Somewhat dissatisfied	89	16.6%	9	23.1%	3	16.7%	31	23.8%	5	9.4%	9	25.0%	5	38.5%
	Very dissatisfied	62	11.5%	9	23.1%	3	16.7%	23	17.7%	13	24.5%	5	13.9%	1	7.7%
	Total Count	537		39		18		130		53		36		13	

Faculty Frequencies by Division

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

		Library		GTPE		GTRI		GTRC or OSP		EI2		Interdisc. Research		Other	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Advice on the third year review process	Very satisfied	2	66.7%	0	.0%	3	75.0%							0	.0%
	Somewhat satisfied	1	33.3%	0	.0%	0	.0%							2	100.0%
	Somewhat dissatisfied	0	.0%	3	100.0%	0	.0%							1	50.0%
	Very dissatisfied	0	.0%	0	.0%	1	25.0%							0	.0%
	Total Count	3		3		4								2	
Advice on the post-tenure / promotion review process	Very satisfied	1	50.0%	2	40.0%	3	100.0%							0	.0%
	Somewhat satisfied	1	50.0%	0	.0%	0	.0%							2	66.7%
	Somewhat dissatisfied	0	.0%	3	60.0%	0	.0%							1	33.3%
	Very dissatisfied	0	.0%	0	.0%	0	.0%							1	33.3%
	Total Count	2		5		3								3	
Guidance on obtaining grants	Very satisfied	0	.0%	2	40.0%	30	23.4%	2	66.7%	5	45.5%	4	33.3%	3	33.3%
	Somewhat satisfied	2	66.7%	0	.0%	56	43.8%	0	.0%	4	36.4%	5	41.7%	2	22.2%
	Somewhat dissatisfied	1	33.3%	3	60.0%	31	24.2%	1	33.3%	2	18.2%	3	25.0%	2	22.2%
	Very dissatisfied	0	.0%	0	.0%	11	8.6%	0	.0%	1	9.1%	0	.0%	3	33.3%
	Total Count	3		5		128		3		11		12		9	
Guidance on obtaining contracts	Very satisfied					59	30.7%								
	Somewhat satisfied					88	45.8%								
	Somewhat dissatisfied					33	17.2%								
	Very dissatisfied					12	6.3%								
	Total Count					192									
Guidance on publishing your research	Very satisfied	1	33.3%	2	40.0%	54	31.0%	0	.0%	1	25.0%	1	11.1%	2	25.0%
	Somewhat satisfied	2	66.7%	0	.0%	74	42.5%	0	.0%	1	25.0%	4	44.4%	1	12.5%
	Somewhat dissatisfied	0	.0%	3	60.0%	35	20.1%	1	100.0%	2	50.0%	4	44.4%	2	25.0%
	Very dissatisfied	1	33.3%	0	.0%	11	6.3%	0	.0%	1	25.0%	0	.0%	3	37.5%
	Total Count	3		5		174		1		4		9		8	
Support for your research program	Very satisfied	0	.0%	2	40.0%	116	55.8%	2	66.7%	7	63.6%	1	10.0%	2	33.3%
	Somewhat satisfied	1	50.0%	0	.0%	72	34.6%	0	.0%	2	18.2%	4	40.0%	1	16.7%
	Somewhat dissatisfied	1	50.0%	3	60.0%	13	6.3%	1	33.3%	2	18.2%	5	50.0%	1	16.7%
	Very dissatisfied	0	.0%	0	.0%	7	3.4%	0	.0%	0	.0%	0	.0%	1	16.7%
	Total Count	2		5		208		3		11		10		6	

Division (Primary Appointment)

Faculty Frequencies by Division

		GT		CoC		CoD		CoE		CoS		IAC		SCOB	
		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:															
Mentoring for leadership positions at GT or beyond	Very satisfied	132	21.7%	7	15.6%	3	16.7%	17	13.1%	10	17.2%	5	13.2%	3	23.1%
	Somewhat satisfied	216	35.5%	18	40.0%	5	27.8%	34	26.2%	18	31.0%	18	47.4%	4	30.8%
	Somewhat dissatisfied	143	23.5%	13	28.9%	5	27.8%	32	24.6%	18	31.0%	7	18.4%	3	23.1%
	Very dissatisfied	118	19.4%	7	15.6%	5	27.8%	47	36.2%	11	19.0%	7	18.4%	3	23.1%
	Total Count	609		45		18		130		58		38		13	
Informal invitations (e.g., lunch/coffee)	Very satisfied	195	29.6%	14	26.9%	6	27.3%	38	26.4%	16	24.2%	10	23.3%	4	26.7%
	Somewhat satisfied	249	37.8%	13	25.0%	8	36.4%	52	36.1%	17	25.8%	18	41.9%	6	40.0%
	Somewhat dissatisfied	134	20.4%	15	28.8%	7	31.8%	25	17.4%	20	30.3%	8	18.6%	1	6.7%
	Very dissatisfied	80	12.2%	9	17.3%	2	9.1%	29	20.1%	12	18.2%	7	16.3%	4	26.7%
	Total Count	658		52		22		144		66		43		15	
Understanding that individuals have different family and personal responsibilities	Very satisfied	385	57.6%	31	58.5%	11	50.0%	65	43.9%	25	37.9%	13	29.5%	10	66.7%
	Somewhat satisfied	167	25.0%	14	26.4%	4	18.2%	43	29.1%	22	33.3%	15	34.1%	2	13.3%
	Somewhat dissatisfied	59	8.8%	4	7.5%	4	18.2%	16	10.8%	9	13.6%	7	15.9%	2	13.3%
	Very dissatisfied	56	8.4%	4	7.5%	2	9.1%	24	16.2%	10	15.2%	8	18.2%	1	6.7%
	Total Count	668		53		22		148		66		44		15	
Acknowledging my contributions to the school/academic unit	Very satisfied	319	46.4%	31	54.4%	9	40.9%	44	29.3%	26	37.7%	10	22.2%	8	53.3%
	Somewhat satisfied	197	28.7%	8	14.0%	6	27.3%	54	36.0%	12	17.4%	20	44.4%	4	26.7%
	Somewhat dissatisfied	102	14.8%	11	19.3%	3	13.6%	26	17.3%	17	24.6%	10	22.2%	1	6.7%
	Very dissatisfied	69	10.0%	6	10.5%	4	18.2%	26	17.3%	14	20.3%	5	11.1%	1	6.7%
	Total Count	687		57		22		150		69		45		15	

Faculty Frequencies by Division

		Library		GTPE		GTRI		GTRC or OSP		EI2		Interdisc. Research		Other	
		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:															
Mentoring for leadership positions at GT or beyond	Very satisfied	1	33.3%	2	22.2%	66	27.8%	7	63.6%	4	22.2%	1	7.1%	5	35.7%
	Somewhat satisfied	1	33.3%	0	.0%	101	42.6%	2	18.2%	5	27.8%	4	28.6%	4	28.6%
	Somewhat dissatisfied	1	33.3%	3	33.3%	44	18.6%	0	.0%	6	33.3%	6	42.9%	4	28.6%
	Very dissatisfied	0	.0%	4	44.4%	25	10.5%	2	18.2%	3	16.7%	2	14.3%	1	7.1%
	Total Count	3		9		237		11		18		14		14	
Informal invitations (e.g., lunch/coffee)	Very satisfied	2	66.7%	2	15.4%	83	34.3%	7	63.6%	3	16.7%	1	8.3%	7	46.7%
	Somewhat satisfied	1	33.3%	4	30.8%	110	45.5%	0	.0%	13	72.2%	1	8.3%	4	26.7%
	Somewhat dissatisfied	0	.0%	7	53.8%	37	15.3%	2	18.2%	1	5.6%	9	75.0%	3	20.0%
	Very dissatisfied	0	.0%	0	.0%	11	4.5%	2	18.2%	1	5.6%	1	8.3%	0	.0%
	Total Count	3		13		242		11		18		12		15	
Understanding that individuals have different family and personal responsibilities	Very satisfied	3	100.0%	6	46.2%	185	75.8%	9	81.8%	13	72.2%	5	35.7%	9	60.0%
	Somewhat satisfied	1	33.3%	0	.0%	48	19.7%	0	.0%	4	22.2%	10	71.4%	4	26.7%
	Somewhat dissatisfied	0	.0%	7	53.8%	7	2.9%	2	18.2%	1	5.6%	0	.0%	0	.0%
	Very dissatisfied	0	.0%	0	.0%	4	1.6%	0	.0%	0	.0%	0	.0%	2	13.3%
	Total Count	3		13		244		11		18		14		15	
Acknowledging my contributions to the school/academic unit	Very satisfied	2	66.7%	2	15.4%	156	61.7%	9	81.8%	10	55.6%	5	35.7%	7	46.7%
	Somewhat satisfied	1	33.3%	4	30.8%	70	27.7%	0	.0%	6	33.3%	5	35.7%	3	20.0%
	Somewhat dissatisfied	0	.0%	7	53.8%	19	7.5%	2	18.2%	1	5.6%	1	7.1%	3	20.0%
	Very dissatisfied	0	.0%	0	.0%	7	2.8%	0	.0%	0	.0%	3	21.4%	2	13.3%
	Total Count	3		13		253		11		18		14		15	

Division (Primary Appointment)

Faculty Frequencies by Division

		GT		CoC		CoD		CoE		CoS		IAC		SCOB	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Satisfaction with support from your Dean/Chair/Director:															
Assistance with establishing professional contacts	Very satisfied	243	37.3%	8	16.3%	6	30.0%	52	36.4%	14	23.0%	12	30.0%	6	46.2%
	Somewhat satisfied	235	36.1%	25	51.0%	4	20.0%	47	32.9%	22	36.1%	15	37.5%	2	15.4%
	Somewhat dissatisfied	103	15.8%	9	18.4%	8	40.0%	15	10.5%	18	29.5%	9	22.5%	2	15.4%
	Very dissatisfied	70	10.8%	7	14.3%	3	15.0%	29	20.3%	6	9.8%	3	7.5%	3	23.1%
	Total Count	651		49		20		143		61		40		13	
Advice on navigating department/Institute politics	Very satisfied	246	37.3%	10	20.4%	5	23.8%	57	39.3%	12	18.8%	9	20.9%	6	42.9%
	Somewhat satisfied	203	30.8%	17	34.7%	4	19.0%	28	19.3%	24	37.5%	22	51.2%	4	28.6%
	Somewhat dissatisfied	123	18.6%	12	24.5%	4	19.0%	29	20.0%	15	23.4%	7	16.3%	1	7.1%
	Very dissatisfied	88	13.3%	9	18.4%	7	33.3%	31	21.4%	13	20.3%	5	11.6%	3	21.4%
	Total Count	660		49		21		145		64		43		14	
Mentoring for teaching	Very satisfied	152	33.3%	8	18.2%	6	40.0%	39	32.5%	9	17.6%	12	35.3%	8	61.5%
	Somewhat satisfied	145	31.8%	12	27.3%	5	33.3%	36	30.0%	18	35.3%	17	50.0%	2	15.4%
	Somewhat dissatisfied	89	19.5%	15	34.1%	1	6.7%	22	18.3%	11	21.6%	3	8.8%	2	15.4%
	Very dissatisfied	70	15.4%	9	20.5%	2	13.3%	23	19.2%	13	25.5%	1	2.9%	1	7.7%
	Total Count	456		44		15		120		51		34		13	
Advice on the promotion/tenure process	Very satisfied	238	42.0%	9	25.0%	3	18.8%	40	33.6%	16	29.1%	14	40.0%	5	50.0%
	Somewhat satisfied	139	24.5%	0	.0%	5	31.3%	23	19.3%	15	27.3%	16	45.7%	2	20.0%
	Somewhat dissatisfied	106	18.7%	18	50.0%	2	12.5%	27	22.7%	13	23.6%	3	8.6%	3	30.0%
	Very dissatisfied	85	15.0%	9	25.0%	6	37.5%	29	24.4%	11	20.0%	3	8.6%	1	10.0%
	Total Count	567		36		16		119		55		35		10	
Advice on the annual review process	Very satisfied	87	33.0%	7	21.9%	7	41.2%	27	27.0%	12	28.6%	16	45.7%	5	45.5%
	Somewhat satisfied	69	26.1%	7	21.9%	4	23.5%	30	30.0%	10	23.8%	9	25.7%	2	18.2%
	Somewhat dissatisfied	58	22.0%	16	50.0%	2	11.8%	15	15.0%	12	28.6%	8	22.9%	3	27.3%
	Very dissatisfied	50	18.9%	3	9.4%	5	29.4%	28	28.0%	8	19.0%	2	5.7%	1	9.1%
	Total Count	264		32		17		100		42		35		11	
Advice on the third year review process	Very satisfied	40	27.6%	3	16.7%	2	22.2%	15	23.4%	3	16.7%	7	41.2%	6	66.7%
	Somewhat satisfied	38	26.2%	0	.0%	3	33.3%	17	26.6%	5	27.8%	8	47.1%	0	.0%
	Somewhat dissatisfied	34	23.4%	15	83.3%	2	22.2%	7	10.9%	4	22.2%	1	5.9%	3	33.3%
	Very dissatisfied	34	23.4%	0	.0%	2	22.2%	24	37.5%	5	27.8%	1	5.9%	0	.0%
	Total Count	145		18		9		64		18		17		9	

Faculty Frequencies by Division		Library		GTPE		GTRI		GTRC or OSP		EI2		Interdisc. Research		Other	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Satisfaction with support from your Dean/Chair/Director:															
Assistance with establishing professional contacts	Very satisfied	1	33.3%	6	46.2%	109	43.1%	7	70.0%	13	72.2%	5	35.7%	5	33.3%
	Somewhat satisfied	1	33.3%	0	.0%	103	40.7%	2	20.0%	2	11.1%	6	42.9%	7	46.7%
	Somewhat dissatisfied	1	33.3%	4	30.8%	29	11.5%	1	10.0%	0	.0%	3	21.4%	2	13.3%
	Very dissatisfied	0	.0%	3	23.1%	12	4.7%	0	.0%	3	16.7%	0	.0%	0	.0%
	Total Count	3		13		253		10		18		14		15	
Advice on navigating department/Institute politics	Very satisfied	2	66.7%	2	15.4%	120	47.6%	7	63.6%	9	56.3%	2	14.3%	5	33.3%
	Somewhat satisfied	2	66.7%	0	.0%	81	32.1%	2	18.2%	4	25.0%	8	57.1%	6	40.0%
	Somewhat dissatisfied	0	.0%	8	61.5%	35	13.9%	2	18.2%	1	6.3%	4	28.6%	3	20.0%
	Very dissatisfied	0	.0%	3	23.1%	16	6.3%	0	.0%	2	12.5%	0	.0%	0	.0%
	Total Count	3		13		252		11		16		14		15	
Mentoring for teaching	Very satisfied	0	.0%	0	.0%	59	40.1%	2	100.0%	5	55.6%	1	20.0%	4	57.1%
	Somewhat satisfied	1	50.0%	0	.0%	49	33.3%	0	.0%	2	22.2%	2	40.0%	1	14.3%
	Somewhat dissatisfied	0	.0%	4	57.1%	23	15.6%	0	.0%	3	33.3%	2	40.0%	2	28.6%
	Very dissatisfied	0	.0%	3	42.9%	17	11.6%	0	.0%	0	.0%	0	.0%	0	.0%
	Total Count	2		7		147		2		9		5		7	
Advice on the promotion/tenure process	Very satisfied	1	33.3%	6	66.7%	123	52.3%	7	63.6%	8	50.0%	1	9.1%	4	33.3%
	Somewhat satisfied	2	66.7%	3	33.3%	58	24.7%	2	18.2%	4	25.0%	7	63.6%	4	33.3%
	Somewhat dissatisfied	0	.0%	0	.0%	33	14.0%	0	.0%	4	25.0%	0	.0%	3	25.0%
	Very dissatisfied	0	.0%	0	.0%	21	8.9%	2	18.2%	0	0.0%	2	18.2%	1	8.3%
	Total Count	3		9		235		11		16		11		12	
Advice on the annual review process	Very satisfied	2	66.7%	6	66.7%	3	75.0%			0	.0%			3	37.5%
	Somewhat satisfied	1	33.3%	3	33.3%	0	.0%			0	.0%			3	37.5%
	Somewhat dissatisfied	0	.0%	0	.0%	0	.0%			0	.0%			2	25.0%
	Very dissatisfied	0	.0%	0	.0%	1	25.0%			3	100.0%			0	.0%
	Total Count	3		9		4				3				8	
Advice on the third year review process	Very satisfied	1	50.0%	0	.0%	3	75.0%							0	.0%
	Somewhat satisfied	1	50.0%	3	100.0%	0	.0%							1	50.0%
	Somewhat dissatisfied	0	.0%	0	.0%	0	.0%							1	50.0%
	Very dissatisfied	0	.0%	0	.0%	1	25.0%							0	.0%
	Total Count	2		3		4								2	

Division (Primary Appointment)

Faculty Frequencies by Division

		GT		CoC		CoD		CoE		CoS		IAC		SCOB	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Satisfaction with support from your Dean/Chair/Director:															
Advice on the post-tenure / promotion review process	Very satisfied	52	35.6%	2	25.0%	2	25.0%	28	40.6%	2	11.1%	8	36.4%	4	50.0%
	Somewhat satisfied	39	26.7%	1	12.5%	3	37.5%	14	20.3%	9	50.0%	7	31.8%	1	12.5%
	Somewhat dissatisfied	25	17.1%	5	62.5%	1	12.5%	8	11.6%	4	22.2%	3	13.6%	2	25.0%
	Very dissatisfied	29	19.9%	0	.0%	2	25.0%	18	26.1%	3	16.7%	4	18.2%	1	12.5%
	Total Count	146		8		8		69		18		22		8	
Advice on obtaining grants	Very satisfied	104	25.4%	5	19.2%	3	15.8%	30	27.3%	11	21.6%	3	8.6%	4	44.4%
	Somewhat satisfied	147	35.9%	9	34.6%	6	31.6%	46	41.8%	12	23.5%	19	54.3%	2	22.2%
	Somewhat dissatisfied	100	24.4%	4	15.4%	4	21.1%	21	19.1%	19	37.3%	9	25.7%	2	22.2%
	Very dissatisfied	58	14.2%	7	26.9%	6	31.6%	14	12.7%	9	17.6%	4	11.4%	1	11.1%
	Total Count	409		26		19		110		51		35		9	
Advice on obtaining contracts	Very satisfied	75	39.7%												
	Somewhat satisfied	70	37.0%												
	Somewhat dissatisfied	31	16.4%												
	Very dissatisfied	13	6.9%												
	Total Count	189													
Guidance on publishing your research	Very satisfied	134	30.9%	5	22.7%	2	11.8%	40	34.8%	13	31.0%	6	18.2%	5	45.5%
	Somewhat satisfied	144	33.3%	3	13.6%	7	41.2%	40	34.8%	8	19.0%	10	30.3%	1	9.1%
	Somewhat dissatisfied	103	23.8%	6	27.3%	5	29.4%	25	21.7%	16	38.1%	11	33.3%	4	36.4%
	Very dissatisfied	53	12.2%	7	31.8%	3	17.6%	11	9.6%	5	11.9%	6	18.2%	1	9.1%
	Total Count	433		22		17		115		42		33		11	
Support for your research program	Very satisfied	280	52.4%	11	30.6%	7	38.9%	67	50.4%	28	51.9%	14	35.9%	6	42.9%
	Somewhat satisfied	135	25.3%	9	25.0%	4	22.2%	29	21.8%	12	22.2%	16	41.0%	2	14.3%
	Somewhat dissatisfied	60	11.2%	6	16.7%	3	16.7%	18	13.5%	7	13.0%	5	12.8%	5	35.7%
	Very dissatisfied	58	10.9%	9	25.0%	3	16.7%	19	14.3%	8	14.8%	5	12.8%	1	7.1%
	Total Count	534		36		18		133		54		39		14	
Obtaining the resources you need to excel	Very satisfied	305	45.9%	11	21.2%	7	31.8%	67	46.5%	25	40.3%	12	27.3%	7	46.7%
	Somewhat satisfied	180	27.1%	12	23.1%	4	18.2%	30	20.8%	19	30.6%	19	43.2%	6	40.0%
	Somewhat dissatisfied	112	16.9%	21	40.4%	6	27.3%	24	16.7%	8	12.9%	9	20.5%	1	6.7%
	Very dissatisfied	67	10.1%	7	13.5%	5	22.7%	23	16.0%	10	16.1%	4	9.1%	2	13.3%
	Total Count	664		52		22		144		62		44		15	

Faculty Frequencies by Division

		Library		GTPE		GTRI		GTRC or OSP		EI2		Interdisc. Research		Other	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Satisfaction with support from your Dean/Chair/Director:															
Advice on the post-tenure / promotion review process	Very satisfied	1	50.0%	2	40.0%	3	75.0%							1	50.0%
	Somewhat satisfied	1	50.0%	3	60.0%	0	.0%							0	.0%
	Somewhat dissatisfied	0	.0%	0	.0%	0	.0%							2	100.0%
	Very dissatisfied	0	.0%	0	.0%	1	25.0%							0	.0%
	Total Count	2		5		4								2	
Advice on obtaining grants	Very satisfied	0	.0%	2	40.0%	35	28.9%	2	100.0%	5	38.5%	1	14.3%	3	37.5%
	Somewhat satisfied	0	.0%	0	.0%	44	36.4%	0	.0%	4	30.8%	3	42.9%	2	25.0%
	Somewhat dissatisfied	1	50.0%	0	.0%	30	24.8%	0	.0%	4	30.8%	3	42.9%	3	37.5%
	Very dissatisfied	0	.0%	3	60.0%	12	9.9%	0	.0%	1	7.7%	0	.0%	0	.0%
	Total Count	2		5		121		2		13		7		8	
Advice on obtaining contracts	Very satisfied					75	39.7%								
	Somewhat satisfied					70	37.0%								
	Somewhat dissatisfied					31	16.4%								
	Very dissatisfied					13	6.9%								
	Total Count					189									
Guidance on publishing your research	Very satisfied	1	33.3%	2	40.0%	57	33.7%			2	33.3%	0	.0%	2	33.3%
	Somewhat satisfied	1	33.3%	0	.0%	71	42.0%			1	16.7%	1	33.3%	1	16.7%
	Somewhat dissatisfied	1	33.3%	0	.0%	28	16.6%			3	50.0%	2	66.7%	2	33.3%
	Very dissatisfied	1	33.3%	3	60.0%	14	8.3%			0	.0%	0	.0%	2	33.3%
	Total Count	3		5		169				6		3		6	
Support for your research program	Very satisfied	1	50.0%	2	40.0%	129	63.2%	4	100.0%	9	69.2%	1	14.3%	2	40.0%
	Somewhat satisfied	1	50.0%	0	.0%	55	27.0%	0	.0%	3	23.1%	2	28.6%	1	20.0%
	Somewhat dissatisfied	0	.0%	0	.0%	11	5.4%	0	.0%	1	7.7%	3	42.9%	2	40.0%
	Very dissatisfied	0	.0%	3	60.0%	9	4.4%	0	.0%	0	0.0%	0	.0%	1	20.0%
	Total Count	2		5		204		4		13		7		5	
Obtaining the resources you need to excel	Very satisfied	2	66.7%	2	15.4%	141	56.2%	9	81.8%	11	61.1%	3	27.3%	8	53.3%
	Somewhat satisfied	1	33.3%	4	30.8%	75	29.9%	1	9.1%	3	16.7%	2	18.2%	3	20.0%
	Somewhat dissatisfied	0	.0%	4	30.8%	25	10.0%	1	9.1%	5	27.8%	3	27.3%	3	20.0%
	Very dissatisfied	0	.0%	3	23.1%	10	4.0%	0	.0%	0	.0%	2	18.2%	1	6.7%
	Total Count	3		13		251		11		18		11		15	

Division (Primary Appointment)

Faculty Frequencies by Division

		GT		CoC		CoD		CoE		CoS		IAC		SCOB	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Satisfaction with support from your Dean/Chair/Director:															
Mentoring for leadership positions at GT or beyond	Very satisfied	176	29.9%	9	20.0%	3	20.0%	22	17.6%	9	16.4%	12	33.3%	5	41.7%
	Somewhat satisfied	170	28.9%	11	24.4%	3	20.0%	39	31.2%	18	32.7%	8	22.2%	2	16.7%
	Somewhat dissatisfied	149	25.3%	21	46.7%	3	20.0%	32	25.6%	14	25.5%	11	30.6%	4	33.3%
	Very dissatisfied	92	15.6%	4	8.9%	6	40.0%	31	24.8%	14	25.5%	5	13.9%	1	8.3%
	Total Count	588		45		15		125		55		36		12	
Informal invitations (e.g., lunch/coffee)	Very satisfied	220	34.6%	21	36.8%	6	30.0%	38	26.8%	14	24.6%	16	37.2%	5	38.5%
	Somewhat satisfied	231	36.3%	23	40.4%	7	35.0%	54	38.0%	16	28.1%	17	39.5%	4	30.8%
	Somewhat dissatisfied	112	17.6%	5	8.8%	4	20.0%	27	19.0%	15	26.3%	5	11.6%	3	23.1%
	Very dissatisfied	74	11.6%	7	12.3%	3	15.0%	23	16.2%	12	21.1%	5	11.6%	2	15.4%
	Total Count	636		57		20		142		57		43		13	
Understanding that individuals have different family and personal responsibilities	Very satisfied	439	66.7%	31	59.6%	10	45.5%	88	59.9%	38	57.6%	23	53.5%	9	60.0%
	Somewhat satisfied	119	18.1%	13	25.0%	8	36.4%	24	16.3%	9	13.6%	13	30.2%	5	33.3%
	Somewhat dissatisfied	46	7.0%	3	5.8%	3	13.6%	12	8.2%	9	13.6%	3	7.0%	1	6.7%
	Very dissatisfied	54	8.2%	4	7.7%	1	4.5%	24	16.3%	9	13.6%	4	9.3%	1	6.7%
	Total Count	658		52		22		147		66		43		15	
The honoring of agreements made by my supervisor	Very satisfied	413	63.2%	24	48.0%	13	65.0%	82	55.8%	40	61.5%	26	60.5%	7	50.0%
	Somewhat satisfied	146	22.4%	18	36.0%	5	25.0%	30	20.4%	12	18.5%	9	20.9%	5	35.7%
	Somewhat dissatisfied	40	6.1%	2	4.0%	1	5.0%	12	8.2%	8	12.3%	5	11.6%	0	.0%
	Very dissatisfied	53	8.1%	7	14.0%	1	5.0%	24	16.3%	5	7.7%	4	9.3%	1	7.1%
	Total Count	653		50		20		147		65		43		14	
Acknowledging my contributions to the school/academic unit	Very satisfied	372	55.1%	28	53.8%	14	60.9%	71	46.7%	32	47.1%	18	42.9%	7	46.7%
	Somewhat satisfied	158	23.4%	8	15.4%	3	13.0%	32	21.1%	16	23.5%	13	31.0%	5	33.3%
	Somewhat dissatisfied	75	11.1%	8	15.4%	3	13.0%	23	15.1%	10	14.7%	4	9.5%	2	13.3%
	Very dissatisfied	70	10.4%	7	13.5%	3	13.0%	26	17.1%	11	16.2%	6	14.3%	2	13.3%
	Total Count	675		52		23		152		68		42		15	

Faculty Frequencies by Division

		Library		GTPE		GTRI		GTRC or OSP		EI2		Interdisc. Research		Other	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Satisfaction with support from your Dean/Chair/Director:															
Mentoring for leadership positions at GT or beyond	Very satisfied	1	33.3%	2	22.2%	91	38.9%	9	81.8%	6	33.3%	2	18.2%	6	42.9%
	Somewhat satisfied	1	33.3%	0	.0%	75	32.1%	0	.0%	7	38.9%	3	27.3%	2	14.3%
	Somewhat dissatisfied	0	.0%	4	44.4%	49	20.9%	0	.0%	5	27.8%	3	27.3%	3	21.4%
	Very dissatisfied	0	.0%	3	33.3%	19	8.1%	2	18.2%	0	.0%	2	18.2%	3	21.4%
	Total Count	3		9		234		11		18		11		14	
Informal invitations (e.g., lunch/coffee)	Very satisfied	2	66.7%	2	15.4%	94	40.0%	7	70.0%	9	50.0%	1	11.1%	6	40.0%
	Somewhat satisfied	1	33.3%	4	30.8%	87	37.0%	2	20.0%	8	44.4%	3	33.3%	5	33.3%
	Somewhat dissatisfied	0	.0%	4	30.8%	40	17.0%	0	.0%	2	11.1%	5	55.6%	3	20.0%
	Very dissatisfied	0	.0%	3	23.1%	15	6.4%	1	10.0%	0	.0%	1	11.1%	1	6.7%
	Total Count	3		13		235		10		18		9		15	
Understanding that individuals have different family and personal responsibilities	Very satisfied	3	100.0%	6	46.2%	191	78.9%	9	81.8%	14	77.8%	8	72.7%	10	66.7%
	Somewhat satisfied	1	33.3%	0	.0%	35	14.5%	1	9.1%	4	22.2%	3	27.3%	3	20.0%
	Somewhat dissatisfied	0	.0%	4	30.8%	9	3.7%	0	.0%	0	.0%	0	.0%	1	6.7%
	Very dissatisfied	0	.0%	3	23.1%	6	2.5%	1	9.1%	0	.0%	0	.0%	1	6.7%
	Total Count	3		13		242		11		18		11		15	
The honoring of agreements made by my supervisor	Very satisfied	3	100.0%	6	46.2%	175	71.4%	10	90.9%	14	87.5%	5	45.5%	10	71.4%
	Somewhat satisfied	1	33.3%	4	30.8%	57	23.3%	0	.0%	2	12.5%	3	27.3%	1	7.1%
	Somewhat dissatisfied	0	.0%	0	.0%	8	3.3%	0	.0%	0	.0%	4	36.4%	1	7.1%
	Very dissatisfied	0	.0%	3	23.1%	5	2.0%	1	9.1%	0	.0%	0	.0%	2	14.3%
	Total Count	3		13		245		11		16		11		14	
Acknowledging my contributions to the school/academic unit	Very satisfied	2	66.7%	2	15.4%	165	66.0%	9	81.8%	12	70.6%	3	27.3%	10	66.7%
	Somewhat satisfied	1	33.3%	4	30.8%	64	25.6%	1	9.1%	2	11.8%	7	63.6%	2	13.3%
	Somewhat dissatisfied	0	.0%	4	30.8%	14	5.6%	1	9.1%	3	17.6%	0	.0%	2	13.3%
	Very dissatisfied	0	.0%	3	23.1%	8	3.2%	0	.0%	0	.0%	2	18.2%	2	13.3%
	Total Count	3		13		250		11		17		11		15	

Division (Primary Appointment)

Faculty Frequencies by Division

		GT		CoC		CoD		CoE		CoS		IAC		SCOB	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
In my school/academic unit:															
Faculty communicate regularly with one another	Strongly agree	203	31.1%	12	22.6%	3	13.0%	32	21.5%	9	14.3%	5	11.9%	5	33.3%
	Somewhat agree	266	40.8%	26	49.1%	12	52.2%	56	37.6%	32	50.8%	14	33.3%	3	20.0%
	Somewhat disagree	138	21.2%	12	22.6%	6	26.1%	47	31.5%	14	22.2%	18	42.9%	3	20.0%
	Strongly disagree	45	6.9%	3	5.7%	2	8.7%	14	9.4%	8	12.7%	5	11.9%	5	33.3%
	Total Count	652		53		23		149		63		42		15	
Faculty treat each other fairly	Strongly agree	295	45.3%	36	67.9%	6	26.1%	32	21.5%	19	30.2%	9	22.0%	9	60.0%
	Somewhat agree	234	35.9%	13	24.5%	11	47.8%	70	47.0%	22	34.9%	17	41.5%	5	33.3%
	Somewhat disagree	99	15.2%	4	7.5%	3	13.0%	40	26.8%	16	25.4%	10	24.4%	0	.0%
	Strongly disagree	24	3.7%	0	.0%	3	13.0%	6	4.0%	7	11.1%	5	12.2%	1	6.7%
	Total Count	651		53		23		149		63		41		15	
Faculty are encouraged and empowered	Strongly agree	206	31.7%	20	37.7%	7	30.4%	29	19.9%	12	19.0%	9	21.4%	5	33.3%
	Somewhat agree	251	38.7%	19	35.8%	8	34.8%	59	40.4%	27	42.9%	17	40.5%	6	40.0%
	Somewhat disagree	138	21.3%	11	20.8%	3	13.0%	39	26.7%	15	23.8%	12	28.6%	2	13.3%
	Strongly disagree	54	8.3%	3	5.7%	4	17.4%	19	13.0%	10	15.9%	5	11.9%	2	13.3%
	Total Count	649		53		23		146		63		42		15	
My feedback is sought and respected	Strongly agree	220	33.7%	24	45.3%	6	26.1%	34	22.8%	13	20.6%	9	21.4%	8	53.3%
	Somewhat agree	247	37.9%	19	35.8%	10	43.5%	50	33.6%	22	34.9%	17	40.5%	4	26.7%
	Somewhat disagree	113	17.3%	8	15.1%	6	26.1%	36	24.2%	11	17.5%	7	16.7%	3	20.0%
	Strongly disagree	73	11.2%	2	3.8%	2	8.7%	30	20.1%	17	27.0%	9	21.4%	0	.0%
	Total Count	652		53		23		149		63		42		15	
I am provided with an opportunity to participate in important decision making	Strongly agree	214	32.8%	20	37.7%	8	34.8%	39	26.2%	16	25.4%	8	19.5%	10	66.7%
	Somewhat agree	212	32.5%	18	34.0%	9	39.1%	38	25.5%	21	33.3%	15	36.6%	1	6.7%
	Somewhat disagree	149	22.9%	14	26.4%	4	17.4%	47	31.5%	15	23.8%	8	19.5%	2	13.3%
	Strongly disagree	77	11.8%	0	.0%	2	8.7%	26	17.4%	12	19.0%	10	24.4%	2	13.3%
	Total Count	652		53		23		149		63		41		15	

Faculty Frequencies by Division

		Library		GTPE		GTRI		GTRC or OSP		EI2		Interdisc. Research		Other		
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	
In my school/academic unit:																
Faculty communicate regularly with one another	Strongly agree	1	33.3%	2	15.4%	118	49.4%	6	54.5%	5	35.7%	2	16.7%	4	26.7%	
	Somewhat agree	2	66.7%	7	53.8%	91	38.1%	4	36.4%	6	42.9%	7	58.3%	7	46.7%	
	Somewhat disagree	0	.0%	4	30.8%	26	10.9%	1	9.1%	2	14.3%	3	25.0%	3	20.0%	
	Strongly disagree	0	.0%	0	.0%	5	2.1%	0	.0%	1	7.1%	1	8.3%	1	6.7%	
	Total Count	3		13		239		11		14		12		15		
Faculty treat each other fairly	Strongly agree	1	33.3%	2	15.4%	157	65.7%	7	63.6%	8	57.1%	3	25.0%	6	40.0%	
	Somewhat agree	2	66.7%	4	30.8%	68	28.5%	4	36.4%	6	42.9%	5	41.7%	6	40.0%	
	Somewhat disagree	0	.0%	7	53.8%	11	4.6%	0	.0%	0	.0%	4	33.3%	2	13.3%	
	Strongly disagree	0	.0%	0	.0%	3	1.3%	0	.0%	0	0.0%	0	.0%	0	.0%	
	Total Count	3		13		239		11		14		12		15		
Faculty are encouraged and empowered	Strongly agree	1	33.3%	2	15.4%	104	43.5%	8	72.7%	7	50.0%	0	.0%	3	20.0%	
	Somewhat agree	1	33.3%	4	30.8%	93	38.9%	0	.0%	6	42.9%	4	33.3%	8	53.3%	
	Somewhat disagree	1	33.3%	7	53.8%	35	14.6%	3	27.3%	2	14.3%	6	50.0%	3	20.0%	
	Strongly disagree	0	.0%	0	.0%	7	2.9%	0	.0%	0	0.0%	2	16.7%	1	6.7%	
	Total Count	3		13		239		11		14		12		15		
My feedback is sought and respected	Strongly agree	2	66.7%	2	15.4%	103	43.3%	8	72.7%	6	42.9%	1	8.3%	7	46.7%	
	Somewhat agree	1	33.3%	7	53.8%	100	42.0%	2	18.2%	5	35.7%	6	50.0%	5	33.3%	
	Somewhat disagree	1	33.3%	4	30.8%	27	11.3%	1	9.1%	4	28.6%	2	16.7%	2	13.3%	
	Strongly disagree	0	.0%	0	.0%	9	3.8%	0	.0%	0	.0%	2	16.7%	1	6.7%	
	Total Count	3		13		238		11		14		12		15		
I am provided with an opportunity to participate in important decision making	Strongly agree	2	66.7%	2	15.4%	93	38.9%	8	72.7%	4	28.6%	1	8.3%	5	33.3%	
	Somewhat agree	1	33.3%	7	53.8%	86	36.0%	1	9.1%	5	35.7%	5	41.7%	6	40.0%	
	Somewhat disagree	1	33.3%	4	30.8%	45	18.8%	1	9.1%	2	14.3%	3	25.0%	2	13.3%	
	Strongly disagree	0	.0%	0	.0%	15	6.3%	1	9.1%	3	21.4%	2	16.7%	2	13.3%	
	Total Count	3		13		239		11		14		12		15		

Division (Primary Appointment)

Faculty Frequencies by Division

		GT		CoC		CoD		CoE		CoS		IAC		SCOB	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
In my school/academic unit:															
Disputes and problems are resolved effectively	Strongly agree	191	29.6%	23	43.4%	3	13.0%	39	26.2%	7	12.1%	9	22.0%	6	40.0%
	Somewhat agree	245	37.9%	18	34.0%	13	56.5%	44	29.5%	16	27.6%	16	39.0%	6	40.0%
	Somewhat disagree	146	22.6%	10	18.9%	4	17.4%	45	30.2%	18	31.0%	8	19.5%	2	13.3%
	Strongly disagree	65	10.1%	2	3.8%	3	13.0%	21	14.1%	17	29.3%	7	17.1%	2	13.3%
	Total Count	646		53		23		149		58		41		15	
Collaboration in strategic planning for the school/unit is encouraged	Strongly agree	236	36.6%	23	43.4%	8	34.8%	45	30.6%	17	28.8%	14	33.3%	10	71.4%
	Somewhat agree	241	37.4%	24	45.3%	9	39.1%	50	34.0%	19	32.2%	13	31.0%	2	14.3%
	Somewhat disagree	113	17.5%	3	5.7%	5	21.7%	34	23.1%	14	23.7%	7	16.7%	2	14.3%
	Strongly disagree	54	8.4%	3	5.7%	2	8.7%	19	12.9%	9	15.3%	7	16.7%	2	14.3%
	Total Count	645		53		23		147		59		42		14	

Faculty Frequencies by Division

		Library		GTPE		GTRI		GTRC or OSP		EI2		Interdisc. Research		Other	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
In my school/academic unit:															
Disputes and problems are resolved effectively	Strongly agree	1	33.3%	2	15.4%	86	36.0%	6	54.5%	4	28.6%	2	16.7%	3	20.0%
	Somewhat agree	1	33.3%	7	53.8%	108	45.2%	3	27.3%	3	21.4%	2	16.7%	8	53.3%
	Somewhat disagree	1	33.3%	4	30.8%	36	15.1%	2	18.2%	7	50.0%	7	58.3%	2	13.3%
	Strongly disagree	0	.0%	0	.0%	9	3.8%	0	.0%	0	0.0%	1	8.3%	2	13.3%
	Total Count	3		13		239		11		14		12		15	
Collaboration in strategic planning for the school/unit is encouraged	Strongly agree	2	66.7%	2	15.4%	98	41.0%	6	54.5%	5	35.7%	3	25.0%	6	40.0%
	Somewhat agree	1	33.3%	7	53.8%	97	40.6%	2	18.2%	7	50.0%	6	50.0%	6	40.0%
	Somewhat disagree	0	.0%	4	30.8%	35	14.6%	3	27.3%	1	7.1%	3	25.0%	2	13.3%
	Strongly disagree	0	.0%	0	.0%	10	4.2%	0	.0%	2	14.3%	0	.0%	1	6.7%
	Total Count	3		13		239		11		14		12		15	

Division (Primary Appointment)

Faculty Frequencies by Division

		GT		CoC		CoD		CoE		CoS		IAC		SCOB	
		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	282	43.0%	23	43.4%	6	26.1%	51	34.2%	20	30.3%	10	23.8%	6	40.0%
	Somewhat agree	233	35.5%	19	35.8%	10	43.5%	52	34.9%	26	39.4%	15	35.7%	8	53.3%
	Somewhat disagree	90	13.7%	8	15.1%	4	17.4%	21	14.1%	12	18.2%	11	26.2%	1	6.7%
	Strongly disagree	52	7.9%	2	3.8%	3	13.0%	25	16.8%	8	12.1%	5	11.9%	1	6.7%
	Total Count	656		53		23		149		66		42		15	
I am satisfied with my career progress at Georgia Tech	Strongly agree	225	34.2%	14	26.4%	8	34.8%	42	28.2%	19	29.2%	8	19.0%	7	46.7%
	Somewhat agree	216	32.9%	14	26.4%	5	21.7%	43	28.9%	21	32.3%	14	33.3%	3	20.0%
	Somewhat disagree	145	22.1%	20	37.7%	8	34.8%	44	29.5%	14	21.5%	10	23.8%	4	26.7%
	Strongly disagree	72	11.0%	5	9.4%	3	13.0%	20	13.4%	11	16.9%	9	21.4%	1	6.7%
	Total Count	657		53		23		149		65		42		15	
I am satisfied with my current workload balance research/ teaching/ service) as it relates to my career goals	Strongly agree	222	33.8%	8	15.1%	5	21.7%	40	26.8%	18	27.3%	11	26.2%	5	33.3%
	Somewhat agree	241	36.7%	27	50.9%	6	26.1%	52	34.9%	29	43.9%	14	33.3%	7	46.7%
	Somewhat disagree	124	18.9%	7	13.2%	7	30.4%	36	24.2%	8	12.1%	8	19.0%	2	13.3%
	Strongly disagree	69	10.5%	11	20.8%	5	21.7%	21	14.1%	11	16.7%	8	19.0%	2	13.3%
	Total Count	656		53		23		149		66		42		15	
I feel valued and respected by the Georgia Tech community	Strongly agree	224	34.1%	30	56.6%	4	17.4%	34	22.8%	15	23.1%	5	11.9%	7	46.7%
	Somewhat agree	220	33.5%	5	9.4%	11	47.8%	47	31.5%	19	29.2%	20	47.6%	5	33.3%
	Somewhat disagree	132	20.1%	5	9.4%	5	21.7%	48	32.2%	18	27.7%	9	21.4%	1	6.7%
	Strongly disagree	81	12.3%	13	24.5%	3	13.0%	21	14.1%	13	20.0%	9	21.4%	3	20.0%
	Total Count	657		53		23		149		65		42		15	
Adequate processes are in place to address grievances at Georgia Tech	Strongly agree	128	19.9%	8	15.1%	3	13.6%	18	12.3%	8	13.8%	4	9.5%	4	26.7%
	Somewhat agree	258	40.1%	23	43.4%	7	31.8%	59	40.4%	16	27.6%	14	33.3%	6	40.0%
	Somewhat disagree	158	24.5%	13	24.5%	5	22.7%	38	26.0%	17	29.3%	14	33.3%	4	26.7%
	Strongly disagree	100	15.5%	8	15.1%	8	36.4%	31	21.2%	17	29.3%	10	23.8%	1	6.7%
	Total Count	644		53		22		146		58		42		15	

Faculty Frequencies by Division

		Library		GTPE		GTRI		GTRC or OSP		EI2		Interdisc. Research		Other	
		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	1	33.3%	2	15.4%	133	55.4%	10	90.9%	10	71.4%	4	33.3%	5	33.3%
	Somewhat agree	2	66.7%	11	84.6%	74	30.8%	1	9.1%	3	21.4%	5	41.7%	7	46.7%
	Somewhat disagree	0	0.0%	0	.0%	27	11.3%	0	.0%	1	7.1%	2	16.7%	2	13.3%
	Strongly disagree	0	0.0%	0	.0%	6	2.5%	0	.0%	0	0.0%	1	8.3%	2	13.3%
	Total Count	3		13		240		11		14		12		15	
I am satisfied with my career progress at Georgia Tech	Strongly agree	1	33.3%	2	15.4%	102	42.1%	9	81.8%	7	50.0%	1	8.3%	6	40.0%
	Somewhat agree	1	33.3%	4	30.8%	99	40.9%	0	.0%	6	42.9%	4	33.3%	1	6.7%
	Somewhat disagree	1	33.3%	4	30.8%	31	12.8%	1	9.1%	1	7.1%	2	16.7%	4	26.7%
	Strongly disagree	0	.0%	3	23.1%	10	4.1%	1	9.1%	0	.0%	5	41.7%	3	20.0%
	Total Count	3		13		242		11		14		12		15	
I am satisfied with my current workload balance research/teaching/ service) as it relates to my career goals	Strongly agree	1	33.3%	4	30.8%	109	45.2%	8	72.7%	6	42.9%	2	16.7%	5	35.7%
	Somewhat agree	1	33.3%	2	15.4%	90	37.3%	2	18.2%	4	28.6%	3	25.0%	4	28.6%
	Somewhat disagree	1	33.3%	7	53.8%	38	15.8%	0	.0%	3	21.4%	5	41.7%	2	14.3%
	Strongly disagree	0	.0%	0	.0%	4	1.7%	1	9.1%	1	7.1%	2	16.7%	3	21.4%
	Total Count	3		13		241		11		14		12		14	
I feel valued and respected by the Georgia Tech community	Strongly agree	1	33.3%	2	15.4%	107	44.2%	6	54.5%	7	50.0%	3	25.0%	4	26.7%
	Somewhat agree	2	66.7%	4	30.8%	85	35.1%	5	45.5%	5	35.7%	6	50.0%	8	53.3%
	Somewhat disagree	0	.0%	0	.0%	40	16.5%	0	.0%	2	14.3%	2	16.7%	2	13.3%
	Strongly disagree	0	.0%	7	53.8%	10	4.1%	0	.0%	0	.0%	1	8.3%	1	6.7%
	Total Count	3		13		242		11		14		12		15	
Adequate processes are in place to address grievances at Georgia Tech	Strongly agree	1	33.3%	2	15.4%	68	28.5%	5	45.5%	2	14.3%	0	.0%	5	33.3%
	Somewhat agree	1	33.3%	4	30.8%	105	43.9%	4	36.4%	11	78.6%	3	25.0%	4	26.7%
	Somewhat disagree	0	.0%	4	30.8%	50	20.9%	2	18.2%	0	.0%	6	50.0%	4	26.7%
	Strongly disagree	0	.0%	3	23.1%	16	6.7%	0	.0%	1	7.1%	3	25.0%	3	20.0%
	Total Count	3		13		239		11		14		12		15	

Division (Primary Appointment)

Faculty Frequencies by Division

		GT		CoC		CoD		CoE		CoS		IAC		SCOB	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
At Georgia Tech:															
Clarity exists about grievance processes	Strongly agree	95	14.6%	3	5.7%	3	13.6%	18	12.1%	8	12.7%	3	7.5%	4	26.7%
	Somewhat agree	219	33.7%	17	32.1%	7	31.8%	51	34.2%	12	19.0%	11	27.5%	4	26.7%
	Somewhat disagree	191	29.4%	21	39.6%	3	13.6%	42	28.2%	16	25.4%	13	32.5%	6	40.0%
	Strongly disagree	144	22.2%	12	22.6%	10	45.5%	39	26.2%	26	41.3%	13	32.5%	1	6.7%
	Total Count	649		53		22		149		63		40		15	
There is clarity about the promotion and tenure process at Georgia Tech	Strongly agree	151	23.2%	8	15.1%	2	8.7%	29	19.7%	16	24.6%	7	17.1%	7	46.7%
	Somewhat agree	232	35.6%	25	47.2%	9	39.1%	45	30.6%	18	27.7%	19	46.3%	3	20.0%
	Somewhat disagree	155	23.8%	9	17.0%	6	26.1%	34	23.1%	15	23.1%	8	19.5%	4	26.7%
	Strongly disagree	115	17.6%	11	20.8%	6	26.1%	39	26.5%	15	23.1%	8	19.5%	1	6.7%
	Total Count	652		53		23		147		65		41		15	
Diversity and Inclusion:															
Diversity is integral to Georgia Tech's ability to successfully fulfill its mission	Strongly agree	404	65.0%	45	84.9%	15	71.4%	84	60.4%	41	66.1%	21	51.2%	7	70.0%
	Somewhat agree	130	20.9%	4	7.5%	3	14.3%	30	21.6%	12	19.4%	14	34.1%	3	30.0%
	Somewhat disagree	44	7.1%	0	.0%	2	9.5%	13	9.4%	5	8.1%	1	2.4%	0	.0%
	Strongly disagree	43	6.9%	3	5.7%	2	9.5%	12	8.6%	3	4.8%	6	14.6%	0	0.0%
	Total Count	622		53		21		139		62		41		10	
My school/unit demonstrates its commitment to diversity, equity, and inclusion	Strongly agree	283	46.2%	34	64.2%	12	52.2%	55	40.4%	13	21.7%	20	50.0%	11	73.3%
	Somewhat agree	213	34.8%	10	18.9%	6	26.1%	51	37.5%	34	56.7%	12	30.0%	3	20.0%
	Somewhat disagree	72	11.8%	5	9.4%	1	4.3%	14	10.3%	5	8.3%	3	7.5%	1	6.7%
	Strongly disagree	45	7.4%	3	5.7%	3	13.0%	15	11.0%	8	13.3%	5	12.5%	1	6.7%
	Total Count	612		53		23		136		60		40		15	
The diversity of our faculty contributes to the overall prestige of Georgia Tech	Strongly agree	347	57.3%	39	73.6%	12	54.5%	79	58.1%	31	53.4%	21	51.2%	7	63.6%
	Somewhat agree	160	26.4%	10	18.9%	5	22.7%	33	24.3%	22	37.9%	13	31.7%	3	27.3%
	Somewhat disagree	64	10.6%	0	.0%	2	9.1%	19	14.0%	3	5.2%	1	2.4%	2	18.2%
	Strongly disagree	35	5.8%	3	5.7%	3	13.6%	6	4.4%	3	5.2%	6	14.6%	0	.0%
	Total Count	606		53		22		136		58		41		11	

Faculty Frequencies by Division

		Library		GTPE		GTRI		GTRC or OSP		EI2		Interdisc. Research		Other		
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	
At Georgia Tech:																
Clarity exists about grievance processes	Strongly agree	1	33.3%	0	.0%	48	20.0%	3	27.3%	2	14.3%	0	.0%	2	13.3%	
	Somewhat agree	1	33.3%	4	36.4%	93	38.8%	5	45.5%	6	42.9%	3	25.0%	6	40.0%	
	Somewhat disagree	1	33.3%	4	36.4%	70	29.2%	2	18.2%	6	42.9%	5	41.7%	3	20.0%	
	Strongly disagree	0	.0%	3	27.3%	29	12.1%	1	9.1%	1	7.1%	4	33.3%	5	33.3%	
	Total Count	3		11		240		11		14		12		15		
There is clarity about the promotion and tenure process at Georgia Tech	Strongly agree	1	33.3%	0	.0%	66	27.5%	8	72.7%	4	28.6%	0	.0%	3	20.0%	
	Somewhat agree	1	33.3%	9	69.2%	91	37.9%	0	.0%	4	28.6%	3	25.0%	4	26.7%	
	Somewhat disagree	0	.0%	0	.0%	62	25.8%	1	9.1%	4	28.6%	6	50.0%	6	40.0%	
	Strongly disagree	0	.0%	4	30.8%	22	9.2%	2	18.2%	3	21.4%	4	33.3%	1	6.7%	
	Total Count	3		13		240		11		14		12		15		
Diversity and Inclusion:																
Diversity is integral to Georgia Tech's ability to successfully fulfill its mission	Strongly agree	3	100.0%	10	76.9%	138	60.5%	9	90.0%	11	78.6%	8	66.7%	12	80.0%	
	Somewhat agree	0	.0%	0	.0%	57	25.0%	1	10.0%	2	14.3%	2	16.7%	2	13.3%	
	Somewhat disagree	0	.0%	3	23.1%	18	7.9%	0	.0%	1	7.1%	1	8.3%	1	6.7%	
	Strongly disagree	0	0.0%	0	0.0%	16	7.0%	0	.0%	0	.0%	1	8.3%	1	6.7%	
	Total Count	3		13		228		10		14		12		15		
My school/unit demonstrates its commitment to diversity, equity, and inclusion	Strongly agree	2	66.7%	2	15.4%	104	47.9%	7	63.6%	4	28.6%	9	75.0%	9	60.0%	
	Somewhat agree	1	33.3%	4	30.8%	74	34.1%	3	27.3%	9	64.3%	1	8.3%	5	33.3%	
	Somewhat disagree	0	.0%	7	53.8%	29	13.4%	1	9.1%	1	7.1%	2	16.7%	1	6.7%	
	Strongly disagree	0	0.0%	0	0.0%	10	4.6%	0	.0%	0	.0%	0	.0%	1	6.7%	
	Total Count	3		13		217		11		14		12		15		
The diversity of our faculty contributes to the overall prestige of Georgia Tech	Strongly agree	2	66.7%	10	76.9%	117	53.2%	9	90.0%	5	38.5%	7	63.6%	8	57.1%	
	Somewhat agree	1	33.3%	0	.0%	58	26.4%	1	10.0%	6	46.2%	4	36.4%	4	28.6%	
	Somewhat disagree	0	.0%	3	23.1%	32	14.5%	0	.0%	2	15.4%	0	.0%	0	.0%	
	Strongly disagree	0	.0%	0	.0%	14	6.4%	0	.0%	0	0.0%	0	.0%	1	7.1%	
	Total Count	3		13		220		10		13		11		14		

Division (Primary Appointment)

Faculty Frequencies by Division

		GT		CoC		CoD		CoE		CoS		IAC		SCOB	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Diversity and Inclusion:															
The diversity of our faculty contributes to the overall prestige of my school/unit	Strongly agree	310	51.4%	42	79.2%	13	59.1%	70	51.1%	26	44.8%	16	40.0%	7	58.3%
	Somewhat agree	164	27.2%	8	15.1%	4	18.2%	42	30.7%	20	34.5%	14	35.0%	4	33.3%
	Somewhat disagree	77	12.8%	0	.0%	2	9.1%	16	11.7%	6	10.3%	3	7.5%	1	8.3%
	Strongly disagree	51	8.5%	3	5.7%	3	13.6%	9	6.6%	5	8.6%	6	15.0%	0	.0%
	Total Count	603		53		22		137		58		40		12	
I am satisfied with my school's/department's efforts to recruit faculty from diverse backgrounds	Strongly agree	228	38.8%	28	56.0%	11	52.4%	50	36.8%	10	17.9%	13	31.7%	8	57.1%
	Somewhat agree	182	31.0%	15	30.0%	6	28.6%	41	30.1%	21	37.5%	11	26.8%	2	14.3%
	Somewhat disagree	111	18.9%	4	8.0%	2	9.5%	28	20.6%	11	19.6%	10	24.4%	3	21.4%
	Strongly disagree	67	11.4%	3	6.0%	2	9.5%	17	12.5%	14	25.0%	7	17.1%	2	14.3%
	Total Count	588		50		21		136		56		41		14	
I am satisfied with my school's/department's efforts to retain faculty from diverse backgrounds	Strongly agree	195	34.5%	24	45.3%	6	27.3%	48	37.8%	8	15.7%	10	24.4%	4	30.8%
	Somewhat agree	182	32.2%	22	41.5%	5	22.7%	30	23.6%	18	35.3%	16	39.0%	4	30.8%
	Somewhat disagree	111	19.6%	4	7.5%	5	22.7%	27	21.3%	12	23.5%	7	17.1%	3	23.1%
	Strongly disagree	77	13.6%	3	5.7%	6	27.3%	22	17.3%	13	25.5%	8	19.5%	1	7.7%
	Total Count	565		53		22		127		51		41		13	
I am satisfied with my school's efforts to recruit graduate students from diverse backgrounds	Strongly agree	194	37.4%	15	30.0%	12	57.1%	55	42.3%	11	19.6%	11	30.6%	7	53.8%
	Somewhat agree	181	34.9%	15	30.0%	7	33.3%	42	32.3%	23	41.1%	12	33.3%	2	15.4%
	Somewhat disagree	82	15.8%	12	24.0%	1	4.8%	17	13.1%	14	25.0%	4	11.1%	2	15.4%
	Strongly disagree	62	11.9%	8	16.0%	0	.0%	17	13.1%	9	16.1%	9	25.0%	1	7.7%
	Total Count	519		50		21		130		56		36		13	
I am satisfied with my school's efforts to retain graduate students from diverse backgrounds	Strongly agree	183	36.0%	14	28.0%	9	42.9%	48	38.1%	9	17.3%	11	31.4%	9	69.2%
	Somewhat agree	180	35.4%	20	40.0%	8	38.1%	38	30.2%	23	44.2%	13	37.1%	1	7.7%
	Somewhat disagree	82	16.1%	12	24.0%	1	4.8%	21	16.7%	11	21.2%	2	5.7%	2	15.4%
	Strongly disagree	64	12.6%	5	10.0%	3	14.3%	19	15.1%	10	19.2%	9	25.7%	1	7.7%
	Total Count	509		50		21		126		52		35		13	
Staff employees are treated with respect in my unit	Strongly agree	286	46.6%	34	64.2%	14	60.9%	42	31.6%	15	25.0%	18	46.2%	9	64.3%
	Somewhat agree	203	33.1%	16	30.2%	4	17.4%	53	39.8%	25	41.7%	17	43.6%	2	14.3%
	Somewhat disagree	78	12.7%	2	3.8%	2	8.7%	22	16.5%	10	16.7%	1	2.6%	1	7.1%
	Strongly disagree	47	7.7%	0	.0%	3	13.0%	16	12.0%	11	18.3%	4	10.3%	1	7.1%
	Total Count	614		53		23		133		60		39		14	

Faculty Frequencies by Division

		Library		GTPE		GTRI		GTRC or OSP		EI2		Interdisc. Research		Other	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Diversity and Inclusion:															
The diversity of our faculty contributes to the overall prestige of my school/unit	Strongly agree	1	33.3%	10	76.9%	101	46.1%	8	88.9%	4	28.6%	7	63.6%	7	53.8%
	Somewhat agree	1	33.3%	0	.0%	58	26.5%	0	.0%	4	28.6%	4	36.4%	4	30.8%
	Somewhat disagree	1	33.3%	3	23.1%	39	17.8%	1	11.1%	3	21.4%	0	.0%	2	15.4%
	Strongly disagree	0	.0%	0	0.0%	22	10.0%	0	.0%	3	21.4%	0	.0%	1	7.7%
	Total Count	3		13		219		9		14		11		13	
I am satisfied with my school's/department's efforts to recruit faculty from diverse backgrounds	Strongly agree	1	33.3%	2	15.4%	81	39.3%	8	88.9%	5	35.7%	3	27.3%	6	42.9%
	Somewhat agree	1	33.3%	4	30.8%	67	32.5%	0	.0%	4	28.6%	5	45.5%	4	28.6%
	Somewhat disagree	0	.0%	7	53.8%	37	18.0%	1	11.1%	5	35.7%	2	18.2%	2	14.3%
	Strongly disagree	0	.0%	0	.0%	20	9.7%	0	.0%	0	.0%	0	.0%	1	7.1%
	Total Count	3		13		206		9		14		11		14	
I am satisfied with my school's/department's efforts to retain faculty from diverse backgrounds	Strongly agree	0	.0%	2	22.2%	74	36.8%	6	60.0%	4	30.8%	2	18.2%	6	46.2%
	Somewhat agree	1	33.3%	0	.0%	71	35.3%	3	30.0%	4	30.8%	4	36.4%	4	30.8%
	Somewhat disagree	1	33.3%	7	77.8%	34	16.9%	1	10.0%	5	38.5%	4	36.4%	2	15.4%
	Strongly disagree	0	.0%	0	0.0%	21	10.4%	0	.0%	0	.0%	1	9.1%	1	7.7%
	Total Count	3		9		201		10		13		11		13	
I am satisfied with my school's efforts to recruit graduate students from diverse backgrounds	Strongly agree	0	.0%	2	22.2%	65	37.4%	5	83.3%	4	50.0%	3	42.9%	3	33.3%
	Somewhat agree	0	.0%	0	.0%	68	39.1%	0	.0%	4	50.0%	4	57.1%	3	33.3%
	Somewhat disagree	0	.0%	3	33.3%	27	15.5%	0	.0%	0	.0%	0	.0%	3	33.3%
	Strongly disagree	0	.0%	4	44.4%	13	7.5%	1	16.7%	0	.0%	0	.0%	0	.0%
	Total Count	1		9		174		6		8		7		9	
I am satisfied with my school's efforts to retain graduate students from diverse backgrounds	Strongly agree	0	.0%	2	22.2%	69	39.9%	3	50.0%	4	50.0%	3	42.9%	2	25.0%
	Somewhat agree	0	.0%	0	.0%	65	37.6%	3	50.0%	3	37.5%	4	57.1%	3	37.5%
	Somewhat disagree	1	100.0%	3	33.3%	26	15.0%	0	.0%	1	12.5%	0	.0%	2	25.0%
	Strongly disagree	0	.0%	4	44.4%	13	7.5%	1	16.7%	0	.0%	0	.0%	0	.0%
	Total Count	1		9		173		6		8		7		8	
Staff employees are treated with respect in my unit	Strongly agree	1	33.3%	5	38.5%	118	52.7%	10	90.9%	6	42.9%	6	50.0%	8	53.3%
	Somewhat agree	2	66.7%	0	.0%	69	30.8%	0	.0%	8	57.1%	2	16.7%	6	40.0%
	Somewhat disagree	0	.0%	8	61.5%	26	11.6%	1	9.1%	0	.0%	4	33.3%	0	.0%
	Strongly disagree	0	.0%	0	.0%	12	5.4%	0	.0%	0	.0%	0	.0%	1	6.7%
	Total Count	3		13		224		11		14		12		15	

Division (Primary Appointment)

Faculty Frequencies by Division

GT		CoC		CoD		CoE		CoS		IAC		SCOB	
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	476	74.3%	48	85.7%	11	55.0%	98	67.1%	35	59.3%	26	61.9%	10	66.7%
	Slightly	63	9.8%	4	7.1%	2	10.0%	18	12.3%	8	13.6%	5	11.9%	3	20.0%
	Somewhat	62	9.7%	2	3.6%	4	20.0%	18	12.3%	9	15.3%	9	21.4%	2	13.3%
	Greatly	40	6.2%	2	3.6%	3	15.0%	12	8.2%	6	10.2%	1	2.4%	0	.0%
	Total	641		56		20		146		59		42		15	
Age	Not at all	456	71.5%	50	89.3%	14	66.7%	90	61.6%	36	63.2%	23	54.8%	14	93.3%
	Slightly	93	14.6%	6	10.7%	1	4.8%	27	18.5%	14	24.6%	6	14.3%	1	6.7%
	Somewhat	62	9.7%	0	.0%	4	19.0%	17	11.6%	4	7.0%	10	23.8%	1	6.7%
	Greatly	27	4.2%	0	.0%	2	9.5%	12	8.2%	3	5.3%	3	7.1%	0	.0%
	Total	638		56		21		146		57		42		15	
Race / Ethnicity	Not at all	484	75.6%	53	94.6%	15	75.0%	94	64.8%	41	68.3%	27	64.3%	13	86.7%
	Slightly	69	10.8%	0	.0%	2	10.0%	21	14.5%	11	18.3%	4	9.5%	0	.0%
	Somewhat	48	7.5%	3	5.4%	0	.0%	12	8.3%	4	6.7%	6	14.3%	2	13.3%
	Greatly	39	6.1%	0	.0%	3	15.0%	18	12.4%	4	6.7%	4	9.5%	0	.0%
	Total	640		56		20		145		60		42		15	
Disability	Not at all	574	91.0%	52	92.9%	18	90.0%	122	87.1%	48	84.2%	32	76.2%	14	93.3%
	Slightly	33	5.2%	5	8.9%	1	5.0%	8	5.7%	6	10.5%	8	19.0%	0	.0%
	Somewhat	11	1.7%	0	.0%	1	5.0%	1	.7%	2	3.5%	1	2.4%	0	.0%
	Greatly	13	2.1%	0	.0%	0	.0%	9	6.4%	2	3.5%	1	2.4%	0	.0%
	Total	631		56		20		140		57		42		15	
National origin	Not at all	515	80.6%	48	85.7%	17	81.0%	91	62.3%	41	68.3%	33	78.6%	9	60.0%
	Slightly	58	9.1%	8	14.3%	1	4.8%	15	10.3%	10	16.7%	5	11.9%	5	33.3%
	Somewhat	35	5.5%	0	.0%	0	.0%	20	13.7%	7	11.7%	2	4.8%	0	.0%
	Greatly	30	4.7%	0	.0%	3	14.3%	21	14.4%	1	1.7%	2	4.8%	1	6.7%
	Total	639		56		21		146		60		42		15	

Faculty Frequencies by Division

Library		GTPE		GTRI		GTRC or OSP		EI2		Interdisc. Research		Other	
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 marginalization at Georgia Tech based on the following characteristics:

Gender	Not at all	2	66.7%	13	100.0%	192	82.1%	10	90.9%	14	93.3%	8	66.7%	8	53.3%
	Slightly	0	.0%	0	.0%	17	7.3%	0	.0%	0	.0%	2	16.7%	3	20.0%
	Somewhat	0	.0%	0	.0%	14	6.0%	1	9.1%	1	6.7%	1	8.3%	2	13.3%
	Greatly	0	.0%	0	.0%	11	4.7%	0	.0%	1	6.7%	1	8.3%	2	13.3%
	Total	3		13		234		11		15		12		15	
Age	Not at all	2	66.7%	10	76.9%	178	76.1%	10	90.9%	11	78.6%	9	75.0%	9	60.0%
	Slightly	1	33.3%	3	23.1%	27	11.5%	1	9.1%	2	14.3%	1	8.3%	3	20.0%
	Somewhat	0	.0%	0	.0%	22	9.4%	0	.0%	1	7.1%	1	8.3%	2	13.3%
	Greatly	0	.0%	0	.0%	6	2.6%	0	.0%	0	.0%	0	.0%	1	6.7%
	Total	3		13		234		11		14		12		15	
Race / Ethnicity	Not at all	2	66.7%	10	76.9%	188	80.3%	10	90.9%	10	71.4%	11	91.7%	9	60.0%
	Slightly	0	.0%	3	23.1%	24	10.3%	0	.0%	0	.0%	0	.0%	3	20.0%
	Somewhat	0	.0%	0	.0%	15	6.4%	0	.0%	3	21.4%	1	8.3%	2	13.3%
	Greatly	0	.0%	0	.0%	7	3.0%	1	9.1%	1	7.1%	0	.0%	0	.0%
	Total	3		13		234		11		14		12		15	
Disability	Not at all	3	100.0%	13	100.0%	223	95.3%	11	100.0%	14	100.0%	12	100.0%	12	85.7%
	Slightly	0	.0%	0	.0%	4	1.7%	0	.0%	0	.0%	0	.0%	2	14.3%
	Somewhat	0	.0%	0	.0%	5	2.1%	0	.0%	0	.0%	0	.0%	1	7.1%
	Greatly	0	.0%	0	.0%	2	.9%	0	.0%	0	.0%	0	.0%	0	.0%
	Total	3		13		234		11		14		12		14	
National origin	Not at all	3	100.0%	10	76.9%	216	93.1%	10	90.9%	14	100.0%	12	100.0%	11	73.3%
	Slightly	0	.0%	3	23.1%	8	3.4%	1	9.1%	0	.0%	0	.0%	3	20.0%
	Somewhat	0	.0%	0	.0%	6	2.6%	0	.0%	0	.0%	0	.0%	0	.0%
	Greatly	0	.0%	0	.0%	2	.9%	0	.0%	0	.0%	0	.0%	0	.0%
	Total	3		13		232		11		14		12		15	

Division (Primary Appointment)

Faculty Frequencies by Division

		GT		CoC		CoD		CoE		CoS		IAC		SCOB	
		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:															
Language difference or accent	Not at all	538	84.3%	54	96.4%	16	80.0%	94	64.4%	51	87.9%	34	81.0%	13	86.7%
	Slightly	41	6.4%	2	3.6%	1	5.0%	13	8.9%	4	6.9%	2	4.8%	2	13.3%
	Somewhat	30	4.7%	0	.0%	0	.0%	15	10.3%	3	5.2%	4	9.5%	0	.0%
	Greatly	30	4.7%	0	.0%	3	15.0%	24	16.4%	0	.0%	2	4.8%	0	.0%
	Total	638		56		20		146		58		42		15	
Political perspective	Not at all	467	73.4%	53	94.6%	13	65.0%	102	70.8%	45	76.3%	30	73.2%	12	80.0%
	Slightly	52	8.2%	0	.0%	2	10.0%	7	4.9%	3	5.1%	6	14.6%	0	.0%
	Somewhat	65	10.2%	0	.0%	2	10.0%	20	13.9%	9	15.3%	2	4.9%	2	13.3%
	Greatly	51	8.0%	3	5.4%	3	15.0%	15	10.4%	3	5.1%	3	7.3%	0	.0%
	Total	636		56		20		144		59		41		15	
Religion	Not at all	534	84.2%	48	85.7%	18	90.0%	112	78.3%	50	86.2%	37	88.1%	15	100.0%
	Slightly	46	7.3%	8	14.3%	1	5.0%	11	7.7%	3	5.2%	3	7.1%	0	.0%
	Somewhat	36	5.7%	0	.0%	0	.0%	9	6.3%	4	6.9%	2	4.8%	0	.0%
	Greatly	18	2.8%	0	.0%	1	5.0%	11	7.7%	1	1.7%	0	.0%	0	.0%
	Total	634		56		20		143		58		42		15	
Sexual orientation	Not at all	584	92.6%	56	100.0%	20	100.0%	125	88.7%	53	93.0%	36	85.7%	13	86.7%
	Slightly	16	2.5%	0	.0%	0	.0%	6	4.3%	1	1.8%	2	4.8%	1	6.7%
	Somewhat	16	2.5%	0	.0%	0	.0%	2	1.4%	1	1.8%	3	7.1%	0	.0%
	Greatly	16	2.5%	0	.0%	1	5.0%	8	5.7%	3	5.3%	1	2.4%	0	.0%
	Total	631		56		20		141		57		42		15	
Gender identity / expression	Not at all	586	92.4%	56	100.0%	18	90.0%	127	88.2%	52	91.2%	38	90.5%	13	86.7%
	Slightly	17	2.7%	0	.0%	0	.0%	7	4.9%	1	1.8%	0	.0%	1	6.7%
	Somewhat	15	2.4%	0	.0%	0	.0%	2	1.4%	4	7.0%	4	9.5%	0	.0%
	Greatly	16	2.5%	0	.0%	1	5.0%	8	5.6%	1	1.8%	0	.0%	0	.0%
	Total	634		56		20		144		57		42		15	
Other	Not at all	76	73.8%	9	100.0%	2	66.7%	16	76.2%	2	40.0%	5	55.6%	2	100.0%
	Slightly	3	2.9%	0	.0%	0	.0%	1	4.8%	0	.0%	0	.0%	0	.0%
	Somewhat	10	9.7%	0	.0%	1	33.3%	0	.0%	1	20.0%	1	11.1%	0	.0%
	Greatly	14	13.6%	0	.0%	0	.0%	4	19.0%	2	40.0%	2	22.2%	0	.0%
	Total	103		9		3		21		5		9		2	

Faculty Frequencies by Division

		Library		GTPE		GTRI		GTRC or OSP		EI2		Interdisc. Research		Other	
		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 marginalization at Georgia Tech based on the following or characteristics:															
Language difference or accent	Not at all	2	66.7%	13	100.0%	214	91.8%	10	90.9%	14	100.0%	11	91.7%	11	73.3%
	Slightly	0	.0%	0	.0%	12	5.2%	1	9.1%	1	7.1%	1	8.3%	3	20.0%
	Somewhat	0	.0%	0	.0%	7	3.0%	0	.0%	0	.0%	0	.0%	0	.0%
	Greatly	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	1	6.7%
	Total	3		13		233		11		14		12		15	
Political perspective	Not at all	2	66.7%	13	100.0%	153	65.9%	10	90.9%	12	85.7%	9	75.0%	12	80.0%
	Slightly	1	33.3%	0	.0%	27	11.6%	0	.0%	2	14.3%	3	25.0%	2	13.3%
	Somewhat	0	.0%	0	.0%	31	13.4%	0	.0%	0	.0%	0	.0%	0	.0%
	Greatly	0	.0%	0	.0%	21	9.1%	1	9.1%	0	.0%	0	.0%	1	6.7%
	Total	3		13		232		11		14		12		15	
Religion	Not at all	3	100.0%	13	100.0%	191	82.3%	11	100.0%	13	92.9%	10	83.3%	13	86.7%
	Slightly	0	.0%	0	.0%	15	6.5%	0	.0%	1	7.1%	2	16.7%	2	13.3%
	Somewhat	0	.0%	0	.0%	21	9.1%	0	.0%	0	.0%	0	.0%	0	.0%
	Greatly	0	.0%	0	.0%	5	2.2%	0	.0%	0	.0%	0	.0%	0	.0%
	Total	3		13		232		11		14		12		15	
Sexual orientation	Not at all	2	66.7%	13	100.0%	215	92.7%	10	90.9%	14	100.0%	12	100.0%	14	93.3%
	Slightly	0	.0%	0	.0%	4	1.7%	1	9.1%	0	.0%	0	.0%	0	.0%
	Somewhat	0	.0%	0	.0%	9	3.9%	0	.0%	0	.0%	0	.0%	0	.0%
	Greatly	0	.0%	0	.0%	3	1.3%	0	.0%	0	.0%	0	.0%	1	6.7%
	Total	3		13		232		11		14		12		15	
Gender identity / expression	Not at all	2	66.7%	13	100.0%	216	93.1%	10	90.9%	14	100.0%	12	100.0%	14	93.3%
	Slightly	0	.0%	0	.0%	6	2.6%	1	9.1%	0	.0%	0	.0%	0	.0%
	Somewhat	0	.0%	0	.0%	5	2.2%	0	.0%	0	.0%	0	.0%	0	.0%
	Greatly	0	.0%	0	.0%	5	2.2%	0	.0%	0	.0%	0	.0%	0	.0%
	Total	3		13		232		11		14		12		15	
Other	Not at all	0	#DIV/0!	8	100.0%	24	66.7%	3	60.0%	3	100.0%	1	100.0%	0	.0%
	Slightly	0	#DIV/0!	0	.0%	0	.0%	2	40.0%	0	.0%	0	.0%	0	.0%
	Somewhat	0	#DIV/0!	0	.0%	7	19.4%	0	.0%	0	.0%	0	.0%	0	.0%
	Greatly	0	#DIV/0!	0	.0%	5	13.9%	0	.0%	0	.0%	0	.0%	1	100.0%
	Total	0		8		36		5		3		1		1	

Faculty Frequencies by Division

Division (Primary Appointment)

		GT		CoC		CoD		CoE		CoS		IAC		SCOB	
		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	473	75.0%	42	75.0%	15	71.4%	91	65.5%	32	54.2%	29	70.7%	14	93.3%
	Sometimes	130	20.6%	14	25.0%	5	23.8%	31	22.3%	22	37.3%	10	24.4%	1	6.7%
	Often	16	2.5%	0	.0%	1	4.8%	11	7.9%	1	1.7%	1	2.4%	0	.0%
	Very Often	13	2.1%	0	.0%	0	.0%	7	5.0%	4	6.8%	0	.0%	0	.0%
	Total	631		56		21		139		59		41		15	
Men	Never	536	85.6%	54	96.4%	18	85.7%	114	82.6%	45	76.3%	28	68.3%	14	93.3%
	Sometimes	65	10.4%	2	3.6%	2	9.5%	16	11.6%	11	18.6%	8	19.5%	1	6.7%
	Often	12	1.9%	0	.0%	1	4.8%	4	2.9%	1	1.7%	2	4.9%	1	6.7%
	Very Often	13	2.1%	0	.0%	1	4.8%	4	2.9%	3	5.1%	2	4.9%	0	.0%
	Total	626		56		21		138		59		41		15	
Older People	Never	511	81.1%	52	92.9%	17	81.0%	107	77.0%	51	87.9%	26	63.4%	12	80.0%
	Sometimes	101	16.0%	2	3.6%	3	14.3%	26	18.7%	6	10.3%	11	26.8%	3	20.0%
	Often	10	1.6%	2	3.6%	0	.0%	2	1.4%	1	1.7%	4	9.8%	0	.0%
	Very Often	7	1.1%	0	.0%	0	.0%	4	2.9%	1	1.7%	0	.0%	0	.0%
	Total	630		56		21		139		58		41		15	
Younger people	Never	494	78.3%	50	89.3%	14	66.7%	104	74.8%	44	74.6%	26	63.4%	13	86.7%
	Sometimes	113	17.9%	4	7.1%	6	28.6%	27	19.4%	12	20.3%	9	22.0%	2	13.3%
	Often	15	2.4%	2	3.6%	1	4.8%	5	3.6%	1	1.7%	3	7.3%	1	6.7%
	Very Often	9	1.4%	0	.0%	0	.0%	4	2.9%	2	3.4%	2	4.9%	0	.0%
	Total	631		56		21		139		59		41		15	
People's race or ethnicity	Never	516	81.8%	53	94.6%	16	76.2%	92	65.7%	41	69.5%	30	73.2%	14	93.3%
	Sometimes	92	14.6%	3	5.4%	3	14.3%	36	25.7%	13	22.0%	9	22.0%	1	6.7%
	Often	17	2.7%	0	.0%	2	9.5%	8	5.7%	4	6.8%	1	2.4%	0	.0%
	Very Often	7	1.1%	0	.0%	0	.0%	3	2.1%	2	3.4%	0	.0%	0	.0%
	Total	631		56		21		140		59		41		15	

Faculty Frequencies by Division

Library		GTPE		GTRI		GTRC or OSP		EI2		Interdisc. Research		Other	
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	2	66.7%	9	100.0%	192	82.1%	10	90.9%	11	78.6%	11	91.7%	12	80.0%
	Sometimes	1	33.3%	0	.0%	38	16.2%	1	9.1%	3	21.4%	1	8.3%	3	20.0%
	Often	0	.0%	0	.0%	2	.9%	0	.0%	0	.0%	0	.0%	0	.0%
	Very Often	0	.0%	0	.0%	2	.9%	0	.0%	0	.0%	0	.0%	0	.0%
	Total	3		9		234		11		14		12		15	
Men	Never	2	66.7%	9	100.0%	203	87.9%	11	100.0%	13	100.0%	11	91.7%	13	86.7%
	Sometimes	1	33.3%	0	.0%	21	9.1%	0	.0%	1	7.7%	1	8.3%	1	6.7%
	Often	0	.0%	0	.0%	3	1.3%	0	.0%	0	.0%	0	.0%	1	6.7%
	Very Often	0	.0%	0	.0%	4	1.7%	0	.0%	0	.0%	0	.0%	0	.0%
	Total	3		9		231		11		13		12		15	
Older People	Never	2	66.7%	6	66.7%	191	81.6%	11	100.0%	12	85.7%	11	91.7%	13	86.7%
	Sometimes	1	33.3%	3	33.3%	40	17.1%	0	.0%	2	14.3%	1	8.3%	2	13.3%
	Often	0	.0%	0	.0%	2	.9%	0	.0%	0	.0%	0	.0%	0	.0%
	Very Often	0	.0%	0	.0%	1	.4%	0	.0%	0	.0%	0	.0%	0	.0%
	Total	3		9		234		11		14		12		15	
Younger people	Never	2	66.7%	7	77.8%	187	79.9%	11	100.0%	11	78.6%	12	100.0%	11	73.3%
	Sometimes	1	33.3%	2	22.2%	45	19.2%	0	.0%	3	21.4%	0	.0%	3	20.0%
	Often	0	.0%	0	.0%	1	.4%	0	.0%	0	.0%	0	.0%	1	6.7%
	Very Often	0	.0%	0	.0%	1	.4%	0	.0%	0	.0%	0	.0%	0	.0%
	Total	3		9		234		11		14		12		15	
People's race or ethnicity	Never	2	66.7%	6	66.7%	213	91.4%	10	90.9%	12	85.7%	11	91.7%	13	86.7%
	Sometimes	1	33.3%	3	33.3%	20	8.6%	0	.0%	2	14.3%	1	8.3%	2	13.3%
	Often	0	.0%	0	.0%	0	.0%	1	9.1%	0	.0%	0	.0%	0	.0%
	Very Often	0	.0%	0	.0%	1	.4%	0	.0%	0	.0%	0	.0%	0	.0%
	Total	3		9		233		11		14		12		15	

Division (Primary Appointment)

Faculty Frequencies by Division

		GT		CoC		CoD		CoE		CoS		IAC		SCOB	
		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:															
People with disabilities	Never	589	93.6%	50	89.3%	20	95.2%	127	91.4%	51	87.9%	36	87.8%	15	100.0%
	Sometimes	30	4.8%	7	12.5%	1	4.8%	7	5.0%	3	5.2%	4	9.8%	0	.0%
	Often	8	1.3%	0	.0%	0	.0%	5	3.6%	2	3.4%	0	.0%	0	.0%
	Very Often	2	0.3%	0	.0%	0	.0%	0	.0%	2	3.4%	0	.0%	0	.0%
	Total	629		56		21		139		58		41		15	
People with less education	Never	483	76.9%	49	87.5%	15	71.4%	106	76.3%	36	61.0%	26	65.0%	11	73.3%
	Sometimes	103	16.4%	5	8.9%	3	14.3%	23	16.5%	13	22.0%	9	22.5%	4	26.7%
	Often	25	4.0%	2	3.6%	2	9.5%	3	2.2%	4	6.8%	2	5.0%	0	.0%
	Very Often	17	2.7%	0	.0%	1	4.8%	6	4.3%	6	10.2%	3	7.5%	0	.0%
	Total	628		56		21		139		59		40		15	
People with different nationalities	Very Often	524	82.9%	53	94.6%	17	81.0%	92	65.2%	48	81.4%	29	70.7%	15	100.0%
	Often	84	13.3%	3	5.4%	3	14.3%	35	24.8%	7	11.9%	10	24.4%	0	.0%
	Sometimes	12	1.9%	0	.0%	1	4.8%	6	4.3%	3	5.1%	0	.0%	0	.0%
	Never	13	2.1%	0	.0%	1	4.8%	8	5.7%	2	3.4%	1	2.4%	0	.0%
	Total	632		56		21		141		59		41		15	
People with language differences/accents	Never	540	85.4%	54	96.4%	14	66.7%	101	71.6%	46	78.0%	31	75.6%	14	93.3%
	Sometimes	69	10.9%	2	3.6%	4	19.0%	27	19.1%	11	18.6%	7	17.1%	1	6.7%
	Often	8	1.3%	0	.0%	2	9.5%	3	2.1%	1	1.7%	1	2.4%	0	.0%
	Very Often	15	2.4%	0	.0%	1	4.8%	10	7.1%	2	3.4%	1	2.4%	0	.0%
	Total	632		56		21		141		59		41		15	
People with particular political views	Never	365	58.0%	53	94.6%	13	61.9%	67	48.2%	28	47.5%	19	46.3%	7	46.7%
	Sometimes	171	27.2%	1	1.8%	6	28.6%	48	34.5%	19	32.2%	13	31.7%	8	53.3%
	Often	65	10.3%	2	3.6%	2	9.5%	14	10.1%	8	13.6%	6	14.6%	0	.0%
	Very Often	28	4.5%	0	.0%	1	4.8%	11	7.9%	4	6.8%	2	4.9%	0	.0%
	Total	629		56		21		139		59		41		15	
People with particular religious affiliations	Never	550	87.3%	56	100.0%	18	85.7%	116	82.3%	46	78.0%	35	85.4%	14	93.3%
	Sometimes	53	8.4%	0	.0%	2	9.5%	12	8.5%	10	16.9%	3	7.3%	0	.0%
	Often	14	2.2%	0	.0%	0	.0%	6	4.3%	3	5.1%	1	2.4%	0	.0%
	Very Often	13	2.1%	0	.0%	0	.0%	7	5.0%	1	1.7%	1	2.4%	0	.0%
	Total	630		56		21		141		59		41		15	

Faculty Frequencies by Division

		Library		GTPE		GTRI		GTRC or OSP		EI2		Interdisc. Research		Other		
		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:																
People with disabilities	Never	3	100.0%	9	100.0%	227	97.4%	10	90.9%	14	100.0%	12	100.0%	14	93.3%	
	Sometimes	0	.0%	0	.0%	6	2.6%	1	9.1%	0	.0%	0	.0%	0	.0%	
	Often	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	
	Very Often	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	
	Total	3		9		233		11		14		12		15		
People with less education	Never	1	33.3%	5	55.6%	186	80.2%	10	90.9%	13	92.9%	10	83.3%	12	80.0%	
	Sometimes	1	33.3%	4	44.4%	35	15.1%	1	9.1%	1	7.1%	1	8.3%	1	6.7%	
	Often	0	.0%	0	.0%	10	4.3%	0	.0%	0	.0%	0	.0%	2	13.3%	
	Very Often	0	.0%	0	.0%	1	.4%	0	.0%	0	.0%	1	8.3%	0	.0%	
	Total	3		9		232		11		14		12		15		
People with different nationalities	Very Often	2	66.7%	9	100.0%	211	90.6%	11	100.0%	12	85.7%	11	91.7%	13	86.7%	
	Often	0	.0%	0	.0%	20	8.6%	0	.0%	2	14.3%	1	8.3%	2	13.3%	
	Sometimes	0	.0%	0	.0%	1	.4%	0	.0%	0	.0%	0	.0%	0	.0%	
	Never	0	.0%	0	.0%	1	.4%	0	.0%	0	.0%	0	.0%	0	.0%	
	Total	3		9		233		11		14		12		15		
People with language differences/accents	Never	2	66.7%	9	100.0%	219	94.0%	11	100.0%	13	92.9%	11	91.7%	12	80.0%	
	Sometimes	1	33.3%	0	.0%	13	5.6%	0	.0%	1	7.1%	1	8.3%	3	20.0%	
	Often	0	.0%	0	.0%	1	.4%	0	.0%	0	.0%	0	.0%	0	.0%	
	Very Often	0	.0%	0	.0%	1	.4%	0	.0%	0	.0%	0	.0%	0	.0%	
	Total	3		9		233		11		14		12		15		
People with particular political views	Never	1	33.3%	9	100.0%	127	54.7%	10	90.9%	10	71.4%	9	75.0%	10	66.7%	
	Sometimes	1	33.3%	0	.0%	68	29.3%	0	.0%	5	35.7%	1	8.3%	2	13.3%	
	Often	0	.0%	0	.0%	28	12.1%	1	9.1%	0	.0%	1	8.3%	2	13.3%	
	Very Often	0	.0%	0	.0%	9	3.9%	0	.0%	0	.0%	0	.0%	1	6.7%	
	Total	3		9		232		11		14		12		15		
People with particular religious affiliations	Never	3	100.0%	9	100.0%	204	87.9%	11	100.0%	14	100.0%	10	83.3%	12	80.0%	
	Sometimes	0	.0%	0	.0%	23	9.9%	0	.0%	0	.0%	1	8.3%	2	13.3%	
	Often	0	.0%	0	.0%	3	1.3%	0	.0%	0	.0%	1	8.3%	0	.0%	
	Very Often	0	.0%	0	.0%	4	1.7%	0	.0%	0	.0%	0	.0%	0	.0%	
	Total	3		9		232		11		14		12		15		

Division (Primary Appointment)

Faculty Frequencies by Division

		GT		CoC		CoD		CoE		CoS		IAC		SCOB	
		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:															
Gay, lesbian, or bisexual people	Never	583	92.5%	56	100.0%	20	95.2%	125	89.9%	51	86.4%	35	85.4%	15	100.0%
	Sometimes	32	5.1%	0	.0%	1	4.8%	5	3.6%	6	10.2%	4	9.8%	0	.0%
	Often	9	1.4%	0	.0%	0	.0%	6	4.3%	3	5.1%	1	2.4%	0	.0%
	Very Often	5	0.8%	0	.0%	0	.0%	4	2.9%	0	.0%	0	.0%	0	.0%
	Total	630		56		21		139		59		41		15	
Transgender people	Never	572	91.5%	52	100.0%	19	90.5%	129	92.8%	51	86.4%	33	80.5%	15	100.0%
	Sometimes	46	7.4%	0	.0%	1	4.8%	9	6.5%	5	8.5%	6	14.6%	0	.0%
	Often	4	0.6%	0	.0%	0	.0%	1	.7%	1	1.7%	1	2.4%	0	.0%
	Very Often	3	0.5%	0	.0%	0	.0%	0	.0%	2	3.4%	0	.0%	0	.0%
	Total	625		52		21		139		59		41		15	
Other	Never	84	90.3%	9	100.0%	2	100.0%	16	88.9%	3	60.0%	7	87.5%	2	100.0%
	Sometimes	3	3.2%	0	.0%	0	.0%	1	5.6%	2	40.0%	0	.0%	0	.0%
	Often	1	1.1%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
	Very Often	4	4.3%	0	.0%	0	.0%	1	5.6%	0	.0%	1	12.5%	0	.0%
	Total	93		9		2		18		5		8		2	

Faculty Frequencies by Division

		Library		GTPE		GTRI		GTRC or OSP		EI2		Interdisc. Research		Other	
		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:															
Gay, lesbian, or bisexual people	Never	2	66.7%	9	100.0%	219	94.0%	10	90.9%	14	100.0%	12	100.0%	14	93.3%
	Sometimes	0	.0%	0	.0%	13	5.6%	1	9.1%	1	7.1%	0	.0%	1	6.7%
	Often	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
	Very Often	0	.0%	0	.0%	1	.4%	0	.0%	0	.0%	0	.0%	0	.0%
	Total	3		9		233		11		14		12		15	
Transgender people	Never	2	66.7%	9	100.0%	210	90.5%	11	100.0%	12	85.7%	12	100.0%	13	86.7%
	Sometimes	0	.0%	0	.0%	21	9.1%	0	.0%	2	14.3%	0	.0%	1	6.7%
	Often	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
	Very Often	0	.0%	0	.0%	1	.4%	0	.0%	0	.0%	0	.0%	0	.0%
	Total	3		9		232		11		14		12		15	
Other	Never	4	100.0%	29	90.6%	5	100.0%	3	75.0%	2	100.0%	1	100.0%	82	90.1%
	Sometimes	0	.0%	0	.0%	0	.0%	1	25.0%	0	.0%	0	.0%	3	3.3%
	Often	0	.0%	1	3.1%	0	.0%	0	.0%	0	.0%	0	.0%	1	1.1%
	Very Often	0	.0%	2	6.3%	0	.0%	0	.0%	0	.0%	0	.0%	4	4.4%
	Total	4		32		5		4		2		1		91	

Faculty Frequencies by Faculty Classification		GT		Tenure Track		Non-Tenure Track		Post-Doc		Research	
		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	239	35.6%	38	27.5%	44	35.2%	10	19.6%	145	41.8%
	Somewhat satisfied	280	41.7%	58	42.0%	56	44.8%	21	41.2%	139	40.1%
	Somewhat dissatisfied	102	15.2%	22	15.9%	19	15.2%	9	17.6%	51	14.7%
	Very dissatisfied	50	7.4%	20	14.5%	6	4.8%	11	21.6%	12	3.5%
	Total Count	672		138		125		51		347	
Advice on navigating department/Institute politics	Very satisfied	172	26.1%	31	22.1%	23	20.7%	9	17.6%	107	30.9%
	Somewhat satisfied	258	39.1%	56	40.0%	49	44.1%	14	27.5%	134	38.7%
	Somewhat dissatisfied	154	23.3%	32	22.9%	27	24.3%	15	29.4%	76	22.0%
	Very dissatisfied	76	11.5%	21	15.0%	12	10.8%	13	25.5%	28	8.1%
	Total Count	660		140		111		51		346	
Offers to collaborate on research	Very satisfied	214	34.6%	53	36.3%	27	29.7%	13	24.1%	121	37.9%
	Somewhat satisfied	243	39.3%	54	37.0%	34	37.4%	20	37.0%	130	40.8%
	Somewhat dissatisfied	115	18.6%	22	15.1%	26	28.6%	11	20.4%	50	15.7%
	Very dissatisfied	47	7.6%	17	11.6%	4	4.4%	10	18.5%	17	5.3%
	Total Count	619		146		91		54		319	
Mentoring for teaching	Very satisfied	169	33.3%	44	33.1%	47	42.7%	14	42.4%	63	28.3%
	Somewhat satisfied	191	37.6%	52	39.1%	37	33.6%	10	30.3%	87	39.0%
	Somewhat dissatisfied	94	18.5%	22	16.5%	18	16.4%	3	9.1%	49	22.0%
	Very dissatisfied	54	10.6%	14	10.5%	9	8.2%	6	18.2%	25	11.2%
	Total Count	508		133		110		33		223	
Advice on the promotion/tenure process	Very satisfied	213	36.9%	49	38.3%	25	25.3%	7	22.6%	132	41.6%
	Somewhat satisfied	184	31.9%	41	32.0%	40	40.4%	6	19.4%	97	30.6%
	Somewhat dissatisfied	99	17.2%	16	12.5%	24	24.2%	7	22.6%	49	15.5%
	Very dissatisfied	81	14.0%	22	17.2%	10	10.1%	11	35.5%	39	12.3%
	Total Count	577		128		99		31		317	
Advice on the annual review process	Very satisfied	65	23.6%	37	27.4%	23	20.4%	4	20.0%	0	.0%
	Somewhat satisfied	106	38.5%	55	40.7%	44	38.9%	6	30.0%	0	.0%
	Somewhat dissatisfied	59	21.5%	18	13.3%	33	29.2%	6	30.0%	0	.0%
	Very dissatisfied	44	16.0%	25	18.5%	12	10.6%	3	15.0%	1	100.0%
	Total Count	275		135		113		20		1	
Advice on the third year review process	Very satisfied	49	31.4%	34	32.7%	10	24.4%	3	33.3%	0	.0%
	Somewhat satisfied	50	32.1%	38	36.5%	9	22.0%	2	22.2%	0	.0%
	Somewhat dissatisfied	25	16.0%	12	11.5%	13	31.7%	0	.0%	0	.0%
	Very dissatisfied	32	20.5%	19	18.3%	9	22.0%	3	33.3%	1	100.0%
	Total Count	156		104		41		9		1	
Advice on the post-tenure / promotion review process	Very satisfied	48	32.0%	29	26.4%	14	48.3%	3	37.5%		
	Somewhat satisfied	47	31.3%	42	38.2%	3	10.3%	1	12.5%		
	Somewhat dissatisfied	29	19.3%	19	17.3%	9	31.0%	0	.0%		
	Very dissatisfied	25	16.7%	19	17.3%	2	6.9%	3	37.5%		
	Total Count	150		110		29		8			

Faculty Frequencies by Faculty Classification		GT		Tenure Track		Non-Tenure Track		Post-Doc		Research	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Based upon your interactions with your colleagues, how satisfied are you with:											
Guidance on obtaining grants	Very satisfied	101	22.8%	34	25.6%	12	21.1%	8	16.3%	46	23.4%
	Somewhat satisfied	158	35.7%	49	36.8%	17	29.8%	11	22.4%	77	39.1%
	Somewhat dissatisfied	127	28.7%	28	21.1%	21	36.8%	21	42.9%	55	27.9%
	Very dissatisfied	58	13.1%	22	16.5%	7	12.3%	9	18.4%	20	10.2%
	Total Count	443		133		57		49		197	
Guidance on obtaining contracts	Very satisfied	59	30.7%					3	100.0%	56	29.6%
	Somewhat satisfied	88	45.8%					0	.0%	88	46.6%
	Somewhat dissatisfied	33	17.2%					0	.0%	33	17.5%
	Very dissatisfied	12	6.3%					0	.0%	12	6.3%
	Total Count	192						3		189	
Guidance on publishing your research	Very satisfied	130	26.3%	31	23.3%	16	23.2%	16	30.8%	66	28.2%
	Somewhat satisfied	188	38.0%	56	42.1%	21	30.4%	9	17.3%	97	41.5%
	Somewhat dissatisfied	131	26.5%	31	23.3%	25	36.2%	21	40.4%	54	23.1%
	Very dissatisfied	46	9.3%	15	11.3%	6	8.7%	6	11.5%	18	7.7%
	Total Count	495		133		69		52		234	
Support for your research program	Very satisfied	208	38.7%	32	22.2%	14	28.0%	16	31.4%	144	50.9%
	Somewhat satisfied	178	33.1%	52	36.1%	19	38.0%	16	31.4%	87	30.7%
	Somewhat dissatisfied	89	16.6%	28	19.4%	13	26.0%	9	17.6%	37	13.1%
	Very dissatisfied	62	11.5%	32	22.2%	5	10.0%	9	17.6%	16	5.7%
	Total Count	537		144		50		51		283	
Mentoring for leadership positions at GT or beyond	Very satisfied	132	21.7%	19	15.2%	15	15.5%	17	33.3%	81	24.7%
	Somewhat satisfied	216	35.5%	44	35.2%	33	34.0%	13	25.5%	123	37.5%
	Somewhat dissatisfied	143	23.5%	30	24.0%	30	30.9%	11	21.6%	70	21.3%
	Very dissatisfied	118	19.4%	32	25.6%	19	19.6%	10	19.6%	54	16.5%
	Total Count	609		125		97		51		328	
Informal invitations (e.g., lunch/coffee)	Very satisfied	195	29.6%	31	22.1%	40	34.2%	22	40.0%	100	29.9%
	Somewhat satisfied	249	37.8%	46	32.9%	47	40.2%	13	23.6%	137	41.0%
	Somewhat dissatisfied	134	20.4%	33	23.6%	18	15.4%	11	20.0%	68	20.4%
	Very dissatisfied	80	12.2%	30	21.4%	12	10.3%	9	16.4%	29	8.7%
	Total Count	658		140		117		55		334	
Understanding that individuals have different family and personal responsibilities	Very satisfied	385	57.6%	53	37.6%	77	62.1%	20	38.5%	231	68.1%
	Somewhat satisfied	167	25.0%	45	31.9%	18	14.5%	21	40.4%	77	22.7%
	Somewhat dissatisfied	59	8.8%	20	14.2%	19	15.3%	3	5.8%	18	5.3%
	Very dissatisfied	56	8.4%	23	16.3%	11	8.9%	9	17.3%	12	3.5%
	Total Count	668		141		124		52		339	
Acknowledging my contributions to the school/academic unit	Very satisfied	319	46.4%	51	34.9%	51	40.8%	22	42.3%	193	55.0%
	Somewhat satisfied	197	28.7%	37	25.3%	44	35.2%	9	17.3%	101	28.8%
	Somewhat dissatisfied	102	14.8%	26	17.8%	20	16.0%	18	34.6%	34	9.7%
	Very dissatisfied	69	10.0%	31	21.2%	10	8.0%	4	7.7%	23	6.6%
	Total Count	687		146		125		52		351	

Faculty Frequencies by Faculty Classification		GT		Tenure Track		Non-Tenure Track		Post-Doc		Research	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Satisfaction with support from your Dean/Chair/Director:											
Assistance with establishing professional contacts	Very satisfied	243	37.3%	30	23.1%	39	36.1%	22	41.5%	147	42.1%
	Somewhat satisfied	235	36.1%	45	34.6%	31	28.7%	16	30.2%	140	40.1%
	Somewhat dissatisfied	103	15.8%	26	20.0%	23	21.3%	7	13.2%	43	12.3%
	Very dissatisfied	70	10.8%	29	22.3%	15	13.9%	8	15.1%	19	5.4%
	Total Count	651		130		108		53		349	
Advice on navigating department/Institute politics	Very satisfied	246	37.3%	36	26.5%	38	34.2%	16	30.2%	154	44.0%
	Somewhat satisfied	203	30.8%	44	32.4%	32	28.8%	19	35.8%	105	30.0%
	Somewhat dissatisfied	123	18.6%	19	14.0%	29	26.1%	9	17.0%	61	17.4%
	Very dissatisfied	88	13.3%	37	27.2%	13	11.7%	9	17.0%	30	8.6%
	Total Count	660		136		111		53		350	
Mentoring for teaching	Very satisfied	152	33.3%	26	23.4%	29	31.2%	16	45.7%	77	36.7%
	Somewhat satisfied	145	31.8%	33	29.7%	35	37.6%	10	28.6%	65	31.0%
	Somewhat dissatisfied	89	19.5%	29	26.1%	15	16.1%	2	5.7%	42	20.0%
	Very dissatisfied	70	15.4%	23	20.7%	13	14.0%	8	22.9%	26	12.4%
	Total Count	456		111		93		35		210	
Advice on the promotion/tenure process	Very satisfied	238	42.0%	38	33.3%	40	43.5%	9	27.3%	150	46.2%
	Somewhat satisfied	139	24.5%	27	23.7%	20	21.7%	11	33.3%	78	24.0%
	Somewhat dissatisfied	106	18.7%	25	21.9%	18	19.6%	6	18.2%	55	16.9%
	Very dissatisfied	85	15.0%	23	20.2%	14	15.2%	7	21.2%	42	12.9%
	Total Count	567		114		92		33		325	
Advice on the annual review process	Very satisfied	87	33.0%	34	26.0%	45	42.5%	5	29.4%	0	.0%
	Somewhat satisfied	69	26.1%	39	29.8%	22	20.8%	5	29.4%	0	.0%
	Somewhat dissatisfied	58	22.0%	29	22.1%	24	22.6%	4	23.5%	0	.0%
	Very dissatisfied	50	18.9%	29	22.1%	15	14.2%	3	17.6%	1	100.0%
	Total Count	264		131		106		17		1	
Advice on the third year review process	Very satisfied	40	27.6%	27	29.3%	9	22.0%	3	33.3%	0	.0%
	Somewhat satisfied	38	26.2%	25	27.2%	10	24.4%	2	22.2%	0	.0%
	Somewhat dissatisfied	34	23.4%	23	25.0%	10	24.4%	0	.0%	0	.0%
	Very dissatisfied	34	23.4%	17	18.5%	12	29.3%	3	33.3%	1	100.0%
	Total Count	145		92		41		9		1	
Advice on the post-tenure / promotion review process	Very satisfied	52	35.6%	31	30.4%	17	54.8%	3	37.5%	0	.0%
	Somewhat satisfied	39	26.7%	30	29.4%	6	19.4%	1	12.5%	0	.0%
	Somewhat dissatisfied	25	17.1%	18	17.6%	6	19.4%	0	.0%	0	.0%
	Very dissatisfied	29	19.9%	23	22.5%	2	6.5%	3	37.5%	1	100.0%
	Total Count	146		102		31		8		1	
Advice on obtaining grants	Very satisfied	104	25.4%	22	19.5%	11	21.2%	13	31.0%	57	29.4%
	Somewhat satisfied	147	35.9%	43	38.1%	27	51.9%	11	26.2%	65	33.5%
	Somewhat dissatisfied	100	24.4%	26	23.0%	5	9.6%	12	28.6%	53	27.3%
	Very dissatisfied	58	14.2%	23	20.4%	9	17.3%	6	14.3%	19	9.8%
	Total Count	409		113		52		42		194	

Faculty Frequencies by Faculty Classification			GT		Tenure Track		Non-Tenure Track		Post-Doc		Research	
			Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Satisfaction with support from your Dean/Chair/Director:												
Advice on obtaining contracts	Very satisfied	75	39.7%					3	100.0%	72	38.7%	
	Somewhat satisfied	70	37.0%					0	.0%	70	37.6%	
	Somewhat dissatisfied	31	16.4%					0	.0%	31	16.7%	
	Very dissatisfied	13	6.9%					0	.0%	13	7.0%	
	Total Count	189						3		186		
Guidance on publishing your research	Very satisfied	134	30.9%	24	23.8%	11	22.9%	22	41.5%	77	34.1%	
	Somewhat satisfied	144	33.3%	27	26.7%	23	47.9%	10	18.9%	80	35.4%	
	Somewhat dissatisfied	103	23.8%	27	26.7%	6	12.5%	18	34.0%	50	22.1%	
	Very dissatisfied	53	12.2%	22	21.8%	8	16.7%	3	5.7%	19	8.4%	
	Total Count	433		101		48		53		226		
Support for your research program	Very satisfied	280	52.4%	45	33.1%	29	53.7%	36	64.3%	169	60.1%	
	Somewhat satisfied	135	25.3%	36	26.5%	16	29.6%	8	14.3%	70	24.9%	
	Somewhat dissatisfied	60	11.2%	29	21.3%	3	5.6%	4	7.1%	24	8.5%	
	Very dissatisfied	58	10.9%	26	19.1%	6	11.1%	9	16.1%	18	6.4%	
	Total Count	534		136		54		56		281		
Obtaining the resources you need to excel	Very satisfied	305	45.9%	38	26.8%	46	40.7%	28	52.8%	190	54.9%	
	Somewhat satisfied	180	27.1%	41	28.9%	34	30.1%	9	17.0%	92	26.6%	
	Somewhat dissatisfied	112	16.9%	35	24.6%	24	21.2%	7	13.2%	42	12.1%	
	Very dissatisfied	67	10.1%	28	19.7%	9	8.0%	9	17.0%	22	6.4%	
	Total Count	664		142		113		53		346		
Mentoring for leadership positions at GT or beyond	Very satisfied	176	29.9%	26	21.5%	18	20.0%	14	31.1%	117	35.9%	
	Somewhat satisfied	170	28.9%	32	26.4%	30	33.3%	11	24.4%	96	29.4%	
	Somewhat dissatisfied	149	25.3%	37	30.6%	23	25.6%	12	26.7%	74	22.7%	
	Very dissatisfied	92	15.6%	26	21.5%	20	22.2%	8	17.8%	39	12.0%	
	Total Count	588		121		90		45		326		
Informal invitations (e.g., lunch/coffee)	Very satisfied	220	34.6%	31	23.0%	48	39.7%	20	37.7%	119	37.3%	
	Somewhat satisfied	231	36.3%	45	33.3%	41	33.9%	20	37.7%	122	38.2%	
	Somewhat dissatisfied	112	17.6%	30	22.2%	18	14.9%	8	15.1%	55	17.2%	
	Very dissatisfied	74	11.6%	28	20.7%	14	11.6%	5	9.4%	23	7.2%	
	Total Count	636		135		121		53		319		
Understanding that individuals have different family and personal responsibilities	Very satisfied	439	66.7%	70	50.0%	72	61.0%	40	69.0%	254	76.3%	
	Somewhat satisfied	119	18.1%	29	20.7%	26	22.0%	8	13.8%	53	15.9%	
	Somewhat dissatisfied	46	7.0%	20	14.3%	9	7.6%	2	3.4%	15	4.5%	
	Very dissatisfied	54	8.2%	21	15.0%	10	8.5%	8	13.8%	12	3.6%	
	Total Count	658		140		118		58		333		
The honoring of agreements made by my supervisor	Very satisfied	413	63.2%	61	46.2%	77	65.8%	40	69.0%	230	68.2%	
	Somewhat satisfied	146	22.4%	33	25.0%	27	23.1%	4	6.9%	79	23.4%	
	Somewhat dissatisfied	40	6.1%	10	7.6%	2	1.7%	7	12.1%	21	6.2%	
	Very dissatisfied	53	8.1%	28	21.2%	10	8.5%	6	10.3%	7	2.1%	
	Total Count	653		132		117		58		337		
Acknowledging my contributions to the school/academic unit	Very satisfied	372	55.1%	57	39.6%	66	55.9%	33	56.9%	212	61.8%	
	Somewhat satisfied	158	23.4%	31	21.5%	25	21.2%	11	19.0%	89	25.9%	
	Somewhat dissatisfied	75	11.1%	25	17.4%	14	11.9%	11	19.0%	23	6.7%	
	Very dissatisfied	70	10.4%	32	22.2%	14	11.9%	3	5.2%	18	5.2%	
	Total Count	675		144		118		58		343		

Faculty Frequencies by Faculty Classification		GT		Tenure Track		Non-Tenure Track		Post-Doc		Research	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
In my school/academic unit:											
Faculty communicate regularly with one another	Strongly agree	203	31.1%	26	18.2%	23	20.2%	11	19.0%	142	43.6%
	Somewhat agree	266	40.8%	63	44.1%	67	58.8%	9	15.5%	120	36.8%
	Somewhat disagree	138	21.2%	39	27.3%	21	18.4%	23	39.7%	52	16.0%
	Strongly disagree	45	6.9%	15	10.5%	2	1.8%	15	25.9%	12	3.7%
	Total Count	652		143		114		58		326	
Faculty treat each other fairly	Strongly agree	295	45.3%	48	33.8%	43	37.7%	15	25.9%	184	56.4%
	Somewhat agree	234	35.9%	59	41.5%	44	38.6%	25	43.1%	102	31.3%
	Somewhat disagree	99	15.2%	22	15.5%	25	21.9%	13	22.4%	35	10.7%
	Strongly disagree	24	3.7%	13	9.2%	2	1.8%	4	6.9%	4	1.2%
	Total Count	651		142		114		58		326	
Faculty are encouraged and empowered	Strongly agree	206	31.7%	28	19.7%	35	31.3%	15	25.9%	126	38.7%
	Somewhat agree	251	38.7%	49	34.5%	51	45.5%	22	37.9%	121	37.1%
	Somewhat disagree	138	21.3%	37	26.1%	21	18.8%	12	20.7%	66	20.2%
	Strongly disagree	54	8.3%	28	19.7%	5	4.5%	8	13.8%	13	4.0%
	Total Count	649		142		112		58		326	
My feedback is sought and respected	Strongly agree	220	33.7%	37	25.9%	45	39.5%	10	17.2%	125	38.5%
	Somewhat agree	247	37.9%	53	37.1%	37	32.5%	24	41.4%	132	40.6%
	Somewhat disagree	113	17.3%	26	18.2%	23	20.2%	9	15.5%	49	15.1%
	Strongly disagree	73	11.2%	27	18.9%	8	7.0%	15	25.9%	20	6.2%
	Total Count	652		143		114		58		325	
I am provided with an opportunity to participate in important decision making	Strongly agree	214	32.8%	42	29.4%	46	40.7%	10	17.2%	113	34.7%
	Somewhat agree	212	32.5%	47	32.9%	32	28.3%	18	31.0%	115	35.3%
	Somewhat disagree	149	22.9%	31	21.7%	24	21.2%	14	24.1%	75	23.0%
	Strongly disagree	77	11.8%	23	16.1%	11	9.7%	16	27.6%	24	7.4%
	Total Count	652		143		113		58		326	
Disputes and problems are resolved effectively	Strongly agree	191	29.6%	32	22.5%	32	28.3%	14	26.4%	110	33.7%
	Somewhat agree	245	37.9%	49	34.5%	44	38.9%	13	24.5%	134	41.1%
	Somewhat disagree	146	22.6%	33	23.2%	28	24.8%	15	28.3%	67	20.6%
	Strongly disagree	65	10.1%	28	19.7%	9	8.0%	10	18.9%	14	4.3%
	Total Count	646		142		113		53		326	
Collaboration in strategic planning for the school/unit is encouraged	Strongly agree	236	36.6%	45	31.7%	46	40.4%	16	32.0%	127	39.0%
	Somewhat agree	241	37.4%	50	35.2%	50	43.9%	8	16.0%	128	39.3%
	Somewhat disagree	113	17.5%	24	16.9%	15	13.2%	14	28.0%	56	17.2%
	Strongly disagree	54	8.4%	24	16.9%	3	2.6%	11	22.0%	15	4.6%
	Total Count	645		142		114		50		326	

Faculty Frequencies by Faculty Classification		GT		Tenure Track		Non-Tenure Track		Post-Doc		Research	
		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	282	43.0%	37	25.9%	49	43.0%	21	35.0%	172	52.6%
	Somewhat agree	233	35.5%	51	35.7%	47	41.2%	24	40.0%	105	32.1%
	Somewhat disagree	90	13.7%	30	21.0%	8	7.0%	8	13.3%	40	12.2%
	Strongly disagree	52	7.9%	25	17.5%	11	9.6%	6	10.0%	10	3.1%
	Total Count	656		143		114		60		327	
I am satisfied with my career progress at Georgia Tech	Strongly agree	225	34.2%	40	28.0%	40	35.4%	18	30.0%	126	38.3%
	Somewhat agree	216	32.9%	35	24.5%	33	29.2%	17	28.3%	125	38.0%
	Somewhat disagree	145	22.1%	47	32.9%	25	22.1%	14	23.3%	54	16.4%
	Strongly disagree	72	11.0%	21	14.7%	15	13.3%	10	16.7%	24	7.3%
	Total Count	657		143		113		60		329	
I am satisfied with my current workload balance research/ teaching/ service) as it relates to my career goals	Strongly agree	222	33.8%	19	13.3%	39	34.5%	26	43.3%	136	41.5%
	Somewhat agree	241	36.7%	61	42.7%	35	31.0%	18	30.0%	122	37.2%
	Somewhat disagree	124	18.9%	33	23.1%	21	18.6%	7	11.7%	59	18.0%
	Strongly disagree	69	10.5%	30	21.0%	18	15.9%	9	15.0%	10	3.0%
	Total Count	656		143		113		60		328	
I feel valued and respected by the Georgia Tech community	Strongly agree	224	34.1%	37	25.9%	37	32.5%	18	30.0%	130	39.5%
	Somewhat agree	220	33.5%	37	25.9%	47	41.2%	17	28.3%	114	34.7%
	Somewhat disagree	132	20.1%	35	24.5%	11	9.6%	17	28.3%	65	19.8%
	Strongly disagree	81	12.3%	34	23.8%	19	16.7%	8	13.3%	20	6.1%
	Total Count	657		143		114		60		329	
Adequate processes are in place to address grievances at Georgia Tech	Strongly agree	128	19.9%	19	13.6%	19	16.7%	10	19.2%	79	24.2%
	Somewhat agree	258	40.1%	46	32.9%	47	41.2%	17	32.7%	140	42.9%
	Somewhat disagree	158	24.5%	33	23.6%	32	28.1%	18	34.6%	74	22.7%
	Strongly disagree	100	15.5%	42	30.0%	16	14.0%	7	13.5%	33	10.1%
	Total Count	644		140		114		52		326	
Clarity exists about grievance processes	Strongly agree	95	14.6%	13	9.4%	15	13.2%	9	15.0%	56	17.2%
	Somewhat agree	219	33.7%	38	27.5%	38	33.3%	19	31.7%	121	37.1%
	Somewhat disagree	191	29.4%	39	28.3%	33	28.9%	20	33.3%	95	29.1%
	Strongly disagree	144	22.2%	48	34.8%	27	23.7%	12	20.0%	53	16.3%
	Total Count	649		138		114		60		326	
There is clarity about the promotion and tenure process at Georgia Tech	Strongly agree	151	23.2%	35	24.5%	19	16.8%	9	15.8%	85	26.1%
	Somewhat agree	232	35.6%	61	42.7%	47	41.6%	12	21.1%	108	33.1%
	Somewhat disagree	155	23.8%	15	10.5%	22	19.5%	22	38.6%	92	28.2%
	Strongly disagree	115	17.6%	33	23.1%	25	22.1%	14	24.6%	41	12.6%
	Total Count	652		143		113		57		326	

Faculty Frequencies by Faculty Classification		GT		Tenure Track		Non-Tenure Track		Post-Doc		Research	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Diversity and Inclusion:											
Diversity is integral to Georgia Tech's ability to successfully fulfill its mission	Strongly agree	404	65.0%	87	64.0%	84	77.1%	43	74.1%	188	61.2%
	Somewhat agree	130	20.9%	24	17.6%	9	8.3%	11	19.0%	77	25.1%
	Somewhat disagree	44	7.1%	8	5.9%	10	9.2%	1	1.7%	25	8.1%
	Strongly disagree	43	6.9%	17	12.5%	5	4.6%	3	5.2%	18	5.9%
	Total Count	622		136		109		58		307	
My school/unit demonstrates its commitment to diversity, equity, and inclusion	Strongly agree	283	46.2%	63	45.7%	53	46.9%	18	31.6%	142	48.6%
	Somewhat agree	213	34.8%	38	27.5%	39	34.5%	33	57.9%	98	33.6%
	Somewhat disagree	72	11.8%	16	11.6%	14	12.4%	1	1.8%	39	13.4%
	Strongly disagree	45	7.4%	21	15.2%	7	6.2%	5	8.8%	13	4.5%
	Total Count	612		138		113		57		292	
The diversity of our faculty contributes to the overall prestige of Georgia Tech	Strongly agree	347	57.3%	80	58.4%	68	62.4%	36	62.1%	161	54.9%
	Somewhat agree	160	26.4%	33	24.1%	29	26.6%	15	25.9%	78	26.6%
	Somewhat disagree	64	10.6%	13	9.5%	7	6.4%	5	8.6%	38	13.0%
	Strongly disagree	35	5.8%	11	8.0%	6	5.5%	2	3.4%	16	5.5%
	Total Count	606		137		109		58		293	
The diversity of our faculty contributes to the overall prestige of my school/unit	Strongly agree	310	51.4%	70	51.1%	64	58.7%	32	55.2%	142	48.8%
	Somewhat agree	164	27.2%	34	24.8%	27	24.8%	20	34.5%	78	26.8%
	Somewhat disagree	77	12.8%	18	13.1%	7	6.4%	3	5.2%	49	16.8%
	Strongly disagree	51	8.5%	15	10.9%	11	10.1%	2	3.4%	23	7.9%
	Total Count	603		137		109		58		291	
I am satisfied with my school's/department's efforts to recruit faculty from diverse backgrounds	Strongly agree	228	38.8%	44	31.4%	48	43.2%	23	45.1%	110	39.3%
	Somewhat agree	182	31.0%	49	35.0%	23	20.7%	14	27.5%	94	33.6%
	Somewhat disagree	111	18.9%	20	14.3%	27	24.3%	8	15.7%	55	19.6%
	Strongly disagree	67	11.4%	27	19.3%	13	11.7%	6	11.8%	20	7.1%
	Total Count	588		140		111		51		280	
I am satisfied with my school's/department's efforts to retain faculty from diverse backgrounds	Strongly agree	195	34.5%	34	25.6%	41	39.4%	14	28.6%	103	37.7%
	Somewhat agree	182	32.2%	46	34.6%	23	22.1%	21	42.9%	89	32.6%
	Somewhat disagree	111	19.6%	23	17.3%	28	26.9%	7	14.3%	53	19.4%
	Strongly disagree	77	13.6%	29	21.8%	13	12.5%	6	12.2%	28	10.3%
	Total Count	565		133		104		49		273	
I am satisfied with my school's efforts to recruit graduate students from diverse backgrounds	Strongly agree	194	37.4%	43	31.2%	34	37.0%	21	46.7%	93	39.4%
	Somewhat agree	181	34.9%	45	32.6%	25	27.2%	11	24.4%	98	41.5%
	Somewhat disagree	82	15.8%	22	15.9%	19	20.7%	8	17.8%	30	12.7%
	Strongly disagree	62	11.9%	28	20.3%	14	15.2%	5	11.1%	15	6.4%
	Total Count	519		138		92		45		236	

Faculty Frequencies by Faculty Classification		GT		Tenure Track		Non-Tenure Track		Post-Doc		Research	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Diversity and Inclusion:											
I am satisfied with my school's efforts to retain graduate students from diverse backgrounds	Strongly agree	183	36.0%	39	29.3%	35	39.3%	14	33.3%	90	38.1%
	Somewhat agree	180	35.4%	42	31.6%	23	25.8%	14	33.3%	99	41.9%
	Somewhat disagree	82	16.1%	26	19.5%	17	19.1%	7	16.7%	31	13.1%
	Strongly disagree	64	12.6%	27	20.3%	14	15.7%	6	14.3%	16	6.8%
	Total Count	509		133		89		42		236	
Staff employees are treated with respect in my unit	Strongly agree	286	46.6%	55	40.1%	48	42.9%	21	39.6%	156	52.2%
	Somewhat agree	203	33.1%	50	36.5%	36	32.1%	18	34.0%	94	31.4%
	Somewhat disagree	78	12.7%	18	13.1%	19	17.0%	8	15.1%	33	11.0%
	Strongly disagree	47	7.7%	15	10.9%	9	8.0%	6	11.3%	17	5.7%
	Total Count	614		137		112		53		299	

Faculty Frequencies by Faculty Classification		GT		Tenure Track		Non-Tenure Track		Post-Doc		Research	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
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?											
Gender	Not at all	476	74.3%	83	59.3%	89	76.7%	40	72.7%	257	80.8%
	Slightly	63	9.8%	15	10.7%	16	13.8%	5	9.1%	26	8.2%
	Somewhat	62	9.7%	24	17.1%	9	7.8%	8	14.5%	19	6.0%
	Greatly	40	6.2%	19	13.6%	3	2.6%	2	3.6%	16	5.0%
	Total	641		140		116		55		318	
Age	Not at all	456	71.5%	92	66.2%	93	80.2%	31	56.4%	236	74.4%
	Slightly	93	14.6%	22	15.8%	11	9.5%	12	21.8%	47	14.8%
	Somewhat	62	9.7%	13	9.4%	11	9.5%	7	12.7%	27	8.5%
	Greatly	27	4.2%	12	8.6%	2	1.7%	6	10.9%	7	2.2%
	Total	638		139		116		55		317	
Race / Ethnicity	Not at all	484	75.6%	95	67.4%	89	76.7%	37	67.3%	254	80.4%
	Slightly	69	10.8%	13	9.2%	11	9.5%	8	14.5%	37	11.7%
	Somewhat	48	7.5%	15	10.6%	6	5.2%	7	12.7%	17	5.4%
	Greatly	39	6.1%	17	12.1%	10	8.6%	3	5.5%	9	2.8%
	Total	640		141		116		55		316	
Disability	Not at all	574	91.0%	117	87.3%	100	86.2%	45	81.8%	302	95.9%
	Slightly	33	5.2%	9	6.7%	13	11.2%	5	9.1%	5	1.6%
	Somewhat	11	1.7%	1	.7%	1	.9%	5	9.1%	4	1.3%
	Greatly	13	2.1%	7	5.2%	2	1.7%	0	.0%	4	1.3%
	Total	631		134		116		55		315	
National origin	Not at all	515	80.6%	91	64.5%	93	80.2%	36	65.5%	286	90.8%
	Slightly	58	9.1%	19	13.5%	16	13.8%	10	18.2%	13	4.1%
	Somewhat	35	5.5%	17	12.1%	1	.9%	6	10.9%	12	3.8%
	Greatly	30	4.7%	15	10.6%	5	4.3%	3	5.5%	5	1.6%
	Total	639		141		116		55		315	
Language difference or accent	Not at all	538	84.3%	105	75.5%	101	87.1%	40	72.7%	284	89.9%
	Slightly	41	6.4%	8	5.8%	7	6.0%	3	5.5%	21	6.6%
	Somewhat	30	4.7%	9	6.5%	2	1.7%	9	16.4%	9	2.8%
	Greatly	30	4.7%	16	11.5%	5	4.3%	3	5.5%	3	.9%
	Total	638		139		116		55		316	
Political perspective	Not at all	467	73.4%	97	70.3%	94	81.0%	46	83.6%	224	70.9%
	Slightly	52	8.2%	11	8.0%	6	5.2%	2	3.6%	33	10.4%
	Somewhat	65	10.2%	14	10.1%	13	11.2%	4	7.3%	34	10.8%
	Greatly	51	8.0%	18	13.0%	3	2.6%	3	5.5%	24	7.6%
	Total	636		138		116		55		316	

Faculty Frequencies by Faculty Classification		GT		Tenure Track		Non-Tenure Track		Post-Doc		Research	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
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?											
Religion	Not at all	534	84.2%	106	77.9%	99	85.3%	50	90.9%	271	85.8%
	Slightly	46	7.3%	14	10.3%	7	6.0%	1	1.8%	22	7.0%
	Somewhat	36	5.7%	6	4.4%	8	6.9%	4	7.3%	18	5.7%
	Greatly	18	2.8%	10	7.4%	3	2.6%	0	.0%	5	1.6%
	Total	634		136		116		55		316	
Sexual orientation	Not at all	584	92.6%	119	88.8%	109	94.0%	51	92.7%	297	94.3%
	Slightly	16	2.5%	6	4.5%	1	.9%	0	.0%	8	2.5%
	Somewhat	16	2.5%	4	3.0%	0	.0%	4	7.3%	7	2.2%
	Greatly	16	2.5%	5	3.7%	6	5.2%	1	1.8%	3	1.0%
	Total	631		134		116		55		315	
Gender identity / expression	Not at all	586	92.4%	121	89.0%	110	94.8%	50	90.9%	297	94.3%
	Slightly	17	2.7%	5	3.7%	2	1.7%	0	.0%	10	3.2%
	Somewhat	15	2.4%	5	3.7%	0	.0%	6	10.9%	3	1.0%
	Greatly	16	2.5%	5	3.7%	5	4.3%	0	.0%	6	1.9%
	Total	634		136		116		55		315	
Other	Not at all	76	73.8%	11	78.6%	22	84.6%	4	50.0%	37	71.2%
	Slightly	3	2.9%	0	.0%	0	.0%	1	12.5%	2	3.8%
	Somewhat	10	9.7%	2	14.3%	1	3.8%	3	37.5%	5	9.6%
	Greatly	14	13.6%	2	14.3%	3	11.5%	0	.0%	8	15.4%
	Total	103		14		26		8		52	

Faculty Frequencies by Faculty Classification			GT		Tenure Track		Non-Tenure Track		Post-Doc		Research	
			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	473	75.0%	79	57.2%	93	82.3%	35	67.3%	259	81.7%	
	Sometimes	130	20.6%	47	34.1%	18	15.9%	12	23.1%	50	15.8%	
	Often	16	2.5%	5	3.6%	2	1.8%	3	5.8%	5	1.6%	
	Very Often	13	2.1%	8	5.8%	0	.0%	2	3.8%	3	.9%	
	Total	631		138		113		52		317		
Men	Never	536	85.6%	105	76.6%	98	86.7%	48	92.3%	278	88.5%	
	Sometimes	65	10.4%	24	17.5%	10	8.8%	3	5.8%	26	8.3%	
	Often	12	1.9%	4	2.9%	1	.9%	0	.0%	6	1.9%	
	Very Often	13	2.1%	4	2.9%	4	3.5%	1	1.9%	4	1.3%	
	Total	626		137		113		52		314		
Older People	Never	511	81.1%	100	72.5%	97	86.6%	44	84.6%	263	83.0%	
	Sometimes	101	16.0%	28	20.3%	13	11.6%	7	13.5%	51	16.1%	
	Often	10	1.6%	6	4.3%	2	1.8%	0	.0%	2	.6%	
	Very Often	7	1.1%	4	2.9%	0	.0%	1	1.9%	2	.6%	
	Total	630		138		112		52		317		
Younger people	Never	494	78.3%	100	72.5%	86	76.1%	44	84.6%	256	80.8%	
	Sometimes	113	17.9%	28	20.3%	22	19.5%	4	7.7%	56	17.7%	
	Often	15	2.4%	6	4.3%	2	1.8%	1	1.9%	4	1.3%	
	Very Often	9	1.4%	4	2.9%	2	1.8%	2	3.8%	1	.3%	
	Total	631		138		113		52		317		
People's race or ethnicity	Never	516	81.8%	96	69.1%	89	78.8%	41	78.8%	281	88.9%	
	Sometimes	92	14.6%	27	19.4%	22	19.5%	7	13.5%	33	10.4%	
	Often	17	2.7%	13	9.4%	1	.9%	2	3.8%	2	.6%	
	Very Often	7	1.1%	3	2.2%	2	1.8%	2	3.8%	1	.3%	
	Total	631		139		113		52		316		
People with disabilities	Never	589	93.6%	127	92.0%	103	91.2%	47	90.4%	302	95.9%	
	Sometimes	30	4.8%	5	3.6%	9	8.0%	3	5.8%	13	4.1%	
	Often	8	1.3%	6	4.3%	1	.9%	0	.0%	0	.0%	
	Very Often	2	0.3%	0	.0%	0	.0%	2	3.8%	0	.0%	
	Total	629		138		113		52		315		
People with less education	Never	483	76.9%	87	63.5%	91	80.5%	42	80.8%	253	80.3%	
	Sometimes	103	16.4%	33	24.1%	15	13.3%	5	9.6%	49	15.6%	
	Often	25	4.0%	8	5.8%	6	5.3%	2	3.8%	10	3.2%	
	Very Often	17	2.7%	9	6.6%	1	.9%	2	3.8%	3	1.0%	
	Total	628		137		113		52		315		
People with different nationalities	Very Often	524	82.9%	102	72.9%	94	83.2%	39	75.0%	278	88.0%	
	Often	84	13.3%	27	19.3%	18	15.9%	9	17.3%	30	9.5%	
	Sometimes	12	1.9%	2	1.4%	1	.9%	1	1.9%	7	2.2%	
	Never	13	2.1%	9	6.4%	0	.0%	2	3.8%	1	.3%	
	Total	632		140		113		52		316		

Faculty Frequencies by Faculty Classification			GT		Tenure Track		Non-Tenure Track		Post-Doc		Research	
			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:												
People with language differences/accents	Never	540	85.4%	101	72.1%	104	92.0%	34	65.4%	291	92.1%	
	Sometimes	69	10.9%	24	17.1%	9	8.0%	15	28.8%	21	6.6%	
	Often	8	1.3%	6	4.3%	0	.0%	1	1.9%	1	.3%	
	Very Often	15	2.4%	9	6.4%	0	.0%	2	3.8%	3	.9%	
	Total	632		140		113		52		316		
People with particular political views	Never	365	58.0%	71	51.4%	71	62.8%	35	67.3%	183	58.1%	
	Sometimes	171	27.2%	41	29.7%	27	23.9%	11	21.2%	87	27.6%	
	Often	65	10.3%	15	10.9%	11	9.7%	5	9.6%	35	11.1%	
	Very Often	28	4.5%	12	8.7%	4	3.5%	1	1.9%	9	2.9%	
	Total	629		138		113		52		315		
People with particular religious affiliations	Never	550	87.3%	115	82.1%	99	88.4%	47	90.4%	281	88.9%	
	Sometimes	53	8.4%	13	9.3%	8	7.1%	3	5.8%	28	8.9%	
	Often	14	2.2%	4	2.9%	4	3.6%	2	3.8%	3	.9%	
	Very Often	13	2.1%	7	5.0%	1	.9%	0	.0%	4	1.3%	
	Total	630		140		112		52		316		
Gay, lesbian, or bisexual people	Never	583	92.5%	123	89.1%	104	92.0%	47	90.4%	301	95.3%	
	Sometimes	32	5.1%	8	5.8%	4	3.5%	4	7.7%	15	4.7%	
	Often	9	1.4%	3	2.2%	4	3.5%	1	1.9%	0	.0%	
	Very Often	5	0.8%	4	2.9%	0	.0%	0	.0%	1	.3%	
	Total	630		138		113		52		316		
Transgender people	Never	572	91.5%	124	89.9%	105	92.9%	42	87.5%	291	92.1%	
	Sometimes	46	7.4%	11	8.0%	7	6.2%	4	8.3%	23	7.3%	
	Often	4	0.6%	3	2.2%	1	.9%	0	.0%	0	.0%	
	Very Often	3	0.5%	0	.0%	0	.0%	2	4.2%	1	.3%	
	Total	625		138		113		48		316		
Other	Never	84	90.3%	8	80.0%	19	90.5%	10	100.0%	46	93.9%	
	Sometimes	3	3.2%	1	10.0%	2	9.5%	0	.0%	1	2.0%	
	Often	1	1.1%	0	.0%	0	.0%	0	.0%	1	2.0%	
	Very Often	4	4.3%	1	10.0%	0	.0%	0	.0%	2	4.1%	
	Total	93		10		21		10		49		

Faculty Frequencies by Gender Identity

		GT		Man		Woman	
		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	239	35.6%	155	38.2%	44	30.8%
	Somewhat satisfied	280	41.7%	166	40.9%	62	43.4%
	Somewhat dissatisfied	102	15.2%	60	14.8%	25	17.5%
	Very dissatisfied	50	7.4%	24	5.9%	12	8.4%
	Total Count	672		406		143	
Advice on navigating department/Institute politics	Very satisfied	172	26.1%	113	28.3%	32	23.0%
	Somewhat satisfied	258	39.1%	164	41.0%	49	35.3%
	Somewhat dissatisfied	154	23.3%	83	20.8%	43	30.9%
	Very dissatisfied	76	11.5%	41	10.3%	15	10.8%
	Total Count	660		400		139	
Offers to collaborate on research	Very satisfied	214	34.6%	140	36.6%	38	30.9%
	Somewhat satisfied	243	39.3%	148	38.7%	46	37.4%
	Somewhat dissatisfied	115	18.6%	76	19.9%	28	22.8%
	Very dissatisfied	47	7.6%	18	4.7%	11	8.9%
	Total Count	619		382		123	
Mentoring for teaching	Very satisfied	169	33.3%	110	35.6%	38	36.9%
	Somewhat satisfied	191	37.6%	113	36.6%	41	39.8%
	Somewhat dissatisfied	94	18.5%	57	18.4%	16	15.5%
	Very dissatisfied	54	10.6%	30	9.7%	8	7.8%
	Total Count	508		309		103	
Advice on the promotion/tenure process	Very satisfied	213	36.9%	145	41.5%	40	32.8%
	Somewhat satisfied	184	31.9%	107	30.7%	39	32.0%
	Somewhat dissatisfied	99	17.2%	65	18.6%	20	16.4%
	Very dissatisfied	81	14.0%	33	9.5%	23	18.9%
	Total Count	577		349		122	
Advice on the annual review process	Very satisfied	65	23.6%	38	23.8%	19	28.4%
	Somewhat satisfied	106	38.5%	72	45.0%	21	31.3%
	Somewhat dissatisfied	59	21.5%	32	20.0%	21	31.3%
	Very dissatisfied	44	16.0%	18	11.3%	6	9.0%
	Total Count	275		160		67	
Advice on the third year review process	Very satisfied	49	31.4%	31	33.0%	12	35.3%
	Somewhat satisfied	50	32.1%	37	39.4%	7	20.6%
	Somewhat dissatisfied	25	16.0%	14	14.9%	10	29.4%
	Very dissatisfied	32	20.5%	12	12.8%	6	17.6%
	Total Count	156		94		34	
Advice on the post-tenure / promotion review process	Very satisfied	48	32.0%	33	38.4%	11	28.9%
	Somewhat satisfied	47	31.3%	30	34.9%	11	28.9%
	Somewhat dissatisfied	29	19.3%	17	19.8%	12	31.6%
	Very dissatisfied	25	16.7%	6	7.0%	4	10.5%
	Total Count	150		86		38	

Faculty Frequencies by Gender Identity

		GT		Man		Woman	
		Count	Percent	Count	Percent	Count	Percent
Based upon your interactions with your colleagues, how satisfied are you with:							
Guidance on obtaining grants	Very satisfied	101	22.8%	62	23.5%	21	21.4%
	Somewhat satisfied	158	35.7%	106	40.2%	30	30.6%
	Somewhat dissatisfied	127	28.7%	72	27.3%	31	31.6%
	Very dissatisfied	58	13.1%	24	9.1%	17	17.3%
	Total Count	443		264		98	
Guidance on obtaining contracts	Very satisfied	59	30.7%	42	30.4%	5	27.8%
	Somewhat satisfied	88	45.8%	68	49.3%	8	44.4%
	Somewhat dissatisfied	33	17.2%	19	13.8%	5	27.8%
	Very dissatisfied	12	6.3%	9	6.5%	1	5.6%
	Total Count	192		138		18	
Guidance on publishing your research	Very satisfied	130	26.3%	93	30.8%	22	21.6%
	Somewhat satisfied	188	38.0%	119	39.4%	37	36.3%
	Somewhat dissatisfied	131	26.5%	72	23.8%	29	28.4%
	Very dissatisfied	46	9.3%	18	6.0%	15	14.7%
	Total Count	495		302		102	
Support for your research program	Very satisfied	208	38.7%	143	43.2%	32	30.2%
	Somewhat satisfied	178	33.1%	113	34.1%	37	34.9%
	Somewhat dissatisfied	89	16.6%	49	14.8%	24	22.6%
	Very dissatisfied	62	11.5%	26	7.9%	12	11.3%
	Total Count	537		331		106	
Mentoring for leadership positions at GT or beyond	Very satisfied	132	21.7%	76	20.7%	34	25.8%
	Somewhat satisfied	216	35.5%	145	39.5%	36	27.3%
	Somewhat dissatisfied	143	23.5%	86	23.4%	38	28.8%
	Very dissatisfied	118	19.4%	59	16.1%	24	18.2%
	Total Count	609		367		132	
Informal invitations (e.g., lunch/coffee)	Very satisfied	195	29.6%	125	31.1%	42	29.4%
	Somewhat satisfied	249	37.8%	161	40.0%	47	32.9%
	Somewhat dissatisfied	134	20.4%	82	20.4%	31	21.7%
	Very dissatisfied	80	12.2%	34	8.5%	23	16.1%
	Total Count	658		402		143	
Understanding that individuals have different family and personal responsibilities	Very satisfied	385	57.6%	265	64.8%	61	43.3%
	Somewhat satisfied	167	25.0%	91	22.2%	45	31.9%
	Somewhat dissatisfied	59	8.8%	30	7.3%	19	13.5%
	Very dissatisfied	56	8.4%	24	5.9%	16	11.3%
	Total Count	668		409		141	
Acknowledging my contributions to the school/academic unit	Very satisfied	319	46.4%	212	50.4%	58	40.6%
	Somewhat satisfied	197	28.7%	120	28.5%	40	28.0%
	Somewhat dissatisfied	102	14.8%	62	14.7%	28	19.6%
	Very dissatisfied	69	10.0%	27	6.4%	16	11.2%
	Total Count	687		421		143	

Faculty Frequencies by Gender Identity

		GT		Man		Woman	
		Count	Percent	Count	Percent	Count	Percent
Satisfaction with support from your Dean/Chair/Director:							
Assistance with establishing professional contacts	Very satisfied	243	37.3%	149	38.0%	49	34.8%
	Somewhat satisfied	235	36.1%	155	39.5%	47	33.3%
	Somewhat dissatisfied	103	15.8%	56	14.3%	27	19.1%
	Very dissatisfied	70	10.8%	31	7.9%	18	12.8%
	Total Count	651		392		141	
Advice on navigating department/Institute politics	Very satisfied	246	37.3%	153	38.4%	46	32.6%
	Somewhat satisfied	203	30.8%	131	32.9%	44	31.2%
	Somewhat dissatisfied	123	18.6%	71	17.8%	34	24.1%
	Very dissatisfied	88	13.3%	43	10.8%	18	12.8%
	Total Count	660		398		141	
Mentoring for teaching	Very satisfied	152	33.3%	98	34.0%	30	33.0%
	Somewhat satisfied	145	31.8%	95	33.0%	29	31.9%
	Somewhat dissatisfied	89	19.5%	64	22.2%	17	18.7%
	Very dissatisfied	70	15.4%	31	10.8%	15	16.5%
	Total Count	456		288		91	
Advice on the promotion/tenure process	Very satisfied	238	42.0%	153	44.5%	44	37.0%
	Somewhat satisfied	139	24.5%	76	22.1%	40	33.6%
	Somewhat dissatisfied	106	18.7%	74	21.5%	18	15.1%
	Very dissatisfied	85	15.0%	41	11.9%	17	14.3%
	Total Count	567		344		119	
Advice on the annual review process	Very satisfied	87	33.0%	54	35.3%	22	31.9%
	Somewhat satisfied	69	26.1%	37	24.2%	21	30.4%
	Somewhat dissatisfied	58	22.0%	39	25.5%	14	20.3%
	Very dissatisfied	50	18.9%	23	15.0%	12	17.4%
	Total Count	264		153		69	
Advice on the third year review process	Very satisfied	40	27.6%	27	30.0%	8	25.0%
	Somewhat satisfied	38	26.2%	21	23.3%	13	40.6%
	Somewhat dissatisfied	34	23.4%	26	28.9%	5	15.6%
	Very dissatisfied	34	23.4%	17	18.9%	5	15.6%
	Total Count	145		90		32	
Advice on the post-tenure / promotion review process	Very satisfied	52	35.6%	39	47.6%	9	24.3%
	Somewhat satisfied	39	26.7%	19	23.2%	16	43.2%
	Somewhat dissatisfied	25	17.1%	11	13.4%	8	21.6%
	Very dissatisfied	29	19.9%	13	15.9%	5	13.5%
	Total Count	146		82		37	
Advice on obtaining grants	Very satisfied	104	25.4%	67	26.3%	23	25.3%
	Somewhat satisfied	147	35.9%	99	38.8%	32	35.2%
	Somewhat dissatisfied	100	24.4%	65	25.5%	24	26.4%
	Very dissatisfied	58	14.2%	23	9.0%	13	14.3%
	Total Count	409		255		91	

Faculty Frequencies by Gender Identity

		GT		Man		Woman	
		Count	Percent	Count	Percent	Count	Percent
Satisfaction with support from your Dean/Chair/Director:							
Advice on obtaining contracts	Very satisfied	75	39.7%	50	37.0%	7	36.8%
	Somewhat satisfied	70	37.0%	52	38.5%	8	42.1%
	Somewhat dissatisfied	31	16.4%	24	17.8%	2	10.5%
	Very dissatisfied	13	6.9%	10	7.4%	2	10.5%
	Total Count	189		135		19	
Guidance on publishing your research	Very satisfied	134	30.9%	88	32.2%	26	27.4%
	Somewhat satisfied	144	33.3%	102	37.4%	28	29.5%
	Somewhat dissatisfied	103	23.8%	64	23.4%	27	28.4%
	Very dissatisfied	53	12.2%	19	7.0%	14	14.7%
	Total Count	433		273		95	
Support for your research program	Very satisfied	280	52.4%	183	55.0%	50	45.0%
	Somewhat satisfied	135	25.3%	93	27.9%	31	27.9%
	Somewhat dissatisfied	60	11.2%	36	10.8%	16	14.4%
	Very dissatisfied	58	10.9%	22	6.6%	14	12.6%
	Total Count	534		333		111	
Obtaining the resources you need to excel	Very satisfied	305	45.9%	197	48.4%	60	41.4%
	Somewhat satisfied	180	27.1%	114	28.0%	40	27.6%
	Somewhat dissatisfied	112	16.9%	65	16.0%	32	22.1%
	Very dissatisfied	67	10.1%	31	7.6%	13	9.0%
	Total Count	664		407		145	
Mentoring for leadership positions at GT or beyond	Very satisfied	176	29.9%	108	30.7%	35	26.7%
	Somewhat satisfied	170	28.9%	111	31.5%	33	25.2%
	Somewhat dissatisfied	149	25.3%	95	27.0%	36	27.5%
	Very dissatisfied	92	15.6%	38	10.8%	26	19.8%
	Total Count	588		352		131	
Informal invitations (e.g., lunch/coffee)	Very satisfied	220	34.6%	134	34.1%	46	33.1%
	Somewhat satisfied	231	36.3%	161	41.0%	42	30.2%
	Somewhat dissatisfied	112	17.6%	65	16.5%	31	22.3%
	Very dissatisfied	74	11.6%	33	8.4%	20	14.4%
	Total Count	636		393		139	
Understanding that individuals have different family and personal responsibilities	Very satisfied	439	66.7%	292	72.1%	84	59.2%
	Somewhat satisfied	119	18.1%	69	17.0%	33	23.2%
	Somewhat dissatisfied	46	7.0%	23	5.7%	12	8.5%
	Very dissatisfied	54	8.2%	21	5.2%	13	9.2%
	Total Count	658		405		142	
The honoring of agreements made by my supervisor	Very satisfied	413	63.2%	262	64.4%	88	65.2%
	Somewhat satisfied	146	22.4%	94	23.1%	27	20.0%
	Somewhat dissatisfied	40	6.1%	21	5.2%	13	9.6%
	Very dissatisfied	53	8.1%	29	7.1%	8	5.9%
	Total Count	653		407		135	
Acknowledging my contributions to the school/academic unit	Very satisfied	372	55.1%	234	56.4%	70	48.3%
	Somewhat satisfied	158	23.4%	100	24.1%	41	28.3%
	Somewhat dissatisfied	75	11.1%	50	12.0%	15	10.3%
	Very dissatisfied	70	10.4%	31	7.5%	19	13.1%
	Total Count	675		415		145	

Faculty Frequencies by Gender Identity

		GT		Man		Woman	
		Count	Percent	Count	Percent	Count	Percent
In my school/academic unit:							
Faculty communicate regularly with one another	Strongly agree	203	31.1%	141	32.9%	34	23.1%
	Somewhat agree	266	40.8%	180	42.1%	64	43.5%
	Somewhat disagree	138	21.2%	82	19.2%	35	23.8%
	Strongly disagree	45	6.9%	25	5.8%	14	9.5%
	Total Count	652		428		147	
Faculty treat each other fairly	Strongly agree	295	45.3%	217	50.7%	45	30.8%
	Somewhat agree	234	35.9%	147	34.3%	63	43.2%
	Somewhat disagree	99	15.2%	57	13.3%	30	20.5%
	Strongly disagree	24	3.7%	7	1.6%	8	5.5%
	Total Count	651		428		146	
Faculty are encouraged and empowered	Strongly agree	206	31.7%	156	36.7%	35	23.8%
	Somewhat agree	251	38.7%	165	38.8%	60	40.8%
	Somewhat disagree	138	21.3%	83	19.5%	37	25.2%
	Strongly disagree	54	8.3%	21	4.9%	15	10.2%
	Total Count	649		425		147	
My feedback is sought and respected	Strongly agree	220	33.7%	157	36.8%	44	29.7%
	Somewhat agree	247	37.9%	163	38.2%	61	41.2%
	Somewhat disagree	113	17.3%	71	16.6%	31	20.9%
	Strongly disagree	73	11.2%	36	8.4%	12	8.1%
	Total Count	652		427		148	
I am provided with an opportunity to participate in important decision making	Strongly agree	214	32.8%	153	35.7%	41	27.9%
	Somewhat agree	212	32.5%	149	34.8%	46	31.3%
	Somewhat disagree	149	22.9%	87	20.3%	43	29.3%
	Strongly disagree	77	11.8%	39	9.1%	17	11.6%
	Total Count	652		428		147	
Disputes and problems are resolved effectively	Strongly agree	191	29.6%	146	34.5%	30	20.5%
	Somewhat agree	245	37.9%	163	38.5%	56	38.4%
	Somewhat disagree	146	22.6%	85	20.1%	43	29.5%
	Strongly disagree	65	10.1%	29	6.9%	18	12.3%
	Total Count	646		423		146	
Collaboration in strategic planning for the school/unit is encouraged	Strongly agree	236	36.6%	172	40.8%	42	29.0%
	Somewhat agree	241	37.4%	153	36.3%	60	41.4%
	Somewhat disagree	113	17.5%	67	15.9%	32	22.1%
	Strongly disagree	54	8.4%	29	6.9%	10	6.9%
	Total Count	645		422		145	

Faculty Frequencies by Gender Identity

		GT		Man		Woman	
		Count	Percent	Count	Percent	Count	Percent
At Georgia Tech:							
Georgia Tech is generally a comfortable and inclusive environment for me	Strongly agree	282	43.0%	209	48.7%	52	35.1%
	Somewhat agree	233	35.5%	150	35.0%	59	39.9%
	Somewhat disagree	90	13.7%	46	10.7%	24	16.2%
	Strongly disagree	52	7.9%	24	5.6%	14	9.5%
	Total Count	656		429		148	
I am satisfied with my career progress at Georgia Tech	Strongly agree	225	34.2%	160	37.2%	47	32.0%
	Somewhat agree	216	32.9%	147	34.2%	45	30.6%
	Somewhat disagree	145	22.1%	88	20.5%	36	24.5%
	Strongly disagree	72	11.0%	34	7.9%	19	12.9%
	Total Count	657		430		147	
I am satisfied with my current workload balance (research/ teaching/ service) as it relates to my career goals	Strongly agree	222	33.8%	154	35.9%	47	31.8%
	Somewhat agree	241	36.7%	173	40.3%	45	30.4%
	Somewhat disagree	124	18.9%	69	16.1%	38	25.7%
	Strongly disagree	69	10.5%	34	7.9%	17	11.5%
	Total Count	656		429		148	
I feel valued and respected by the Georgia Tech community	Strongly agree	224	34.1%	168	39.1%	38	25.7%
	Somewhat agree	220	33.5%	141	32.8%	54	36.5%
	Somewhat disagree	132	20.1%	87	20.2%	38	25.7%
	Strongly disagree	81	12.3%	35	8.1%	18	12.2%
	Total Count	657		430		148	
Adequate processes are in place to address grievances at Georgia Tech	Strongly agree	128	19.9%	92	21.8%	20	14.1%
	Somewhat agree	258	40.1%	188	44.5%	51	35.9%
	Somewhat disagree	158	24.5%	103	24.4%	41	28.9%
	Strongly disagree	100	15.5%	39	9.2%	31	21.8%
	Total Count	644		422		142	
Clarity exists about grievance processes	Strongly agree	95	14.6%	66	15.5%	19	13.1%
	Somewhat agree	219	33.7%	156	36.6%	44	30.3%
	Somewhat disagree	191	29.4%	141	33.1%	37	25.5%
	Strongly disagree	144	22.2%	63	14.8%	45	31.0%
	Total Count	649		426		145	
There is clarity about the promotion and tenure process at Georgia Tech	Strongly agree	151	23.2%	100	23.3%	27	18.8%
	Somewhat agree	232	35.6%	158	36.8%	54	37.5%
	Somewhat disagree	155	23.8%	105	24.5%	34	23.6%
	Strongly disagree	115	17.6%	65	15.2%	28	19.4%
	Total Count	652		429		144	

Faculty Frequencies by Gender Identity

		GT		Man		Woman	
		Count	Percent	Count	Percent	Count	Percent
Diversity and Inclusion:							
Diversity is integral to Georgia Tech's ability to successfully fulfill its mission	Strongly agree	404	65.0%	269	65.5%	103	72.0%
	Somewhat agree	130	20.9%	89	21.7%	25	17.5%
	Somewhat disagree	44	7.1%	28	6.8%	8	5.6%
	Strongly disagree	43	6.9%	25	6.1%	7	4.9%
	Total Count	622		411		143	
My school/unit demonstrates its commitment to diversity, equity, and inclusion	Strongly agree	283	46.2%	195	48.6%	60	41.1%
	Somewhat agree	213	34.8%	146	36.4%	56	38.4%
	Somewhat disagree	72	11.8%	40	10.0%	20	13.7%
	Strongly disagree	45	7.4%	19	4.7%	10	6.8%
	Total Count	612		401		146	
The diversity of our faculty contributes to the overall prestige of Georgia Tech	Strongly agree	347	57.3%	226	55.8%	88	63.3%
	Somewhat agree	160	26.4%	111	27.4%	36	25.9%
	Somewhat disagree	64	10.6%	44	10.9%	10	7.2%
	Strongly disagree	35	5.8%	24	5.9%	5	3.6%
	Total Count	606		405		139	
The diversity of our faculty contributes to the overall prestige of my school/unit	Strongly agree	310	51.4%	203	50.5%	76	55.5%
	Somewhat agree	164	27.2%	119	29.6%	34	24.8%
	Somewhat disagree	77	12.8%	47	11.7%	17	12.4%
	Strongly disagree	51	8.5%	33	8.2%	9	6.6%
	Total Count	603		402		137	
I am satisfied with my school's/department's efforts to recruit faculty from diverse backgrounds	Strongly agree	228	38.8%	163	41.8%	45	33.6%
	Somewhat agree	182	31.0%	126	32.3%	43	32.1%
	Somewhat disagree	111	18.9%	66	16.9%	32	23.9%
	Strongly disagree	67	11.4%	35	9.0%	15	11.2%
	Total Count	588		390		134	
I am satisfied with my school's/department's efforts to retain faculty from diverse backgrounds	Strongly agree	195	34.5%	150	40.4%	29	22.3%
	Somewhat agree	182	32.2%	115	31.0%	53	40.8%
	Somewhat disagree	111	19.6%	69	18.6%	28	21.5%
	Strongly disagree	77	13.6%	38	10.2%	20	15.4%
	Total Count	565		371		130	
I am satisfied with my school's efforts to recruit graduate students from diverse backgrounds	Strongly agree	194	37.4%	143	40.7%	32	28.8%
	Somewhat agree	181	34.9%	121	34.5%	44	39.6%
	Somewhat disagree	82	15.8%	49	14.0%	24	21.6%
	Strongly disagree	62	11.9%	38	10.8%	10	9.0%
	Total Count	519		351		111	
I am satisfied with my school's efforts to retain graduate students from diverse backgrounds	Strongly agree	183	36.0%	142	40.8%	25	24.5%
	Somewhat agree	180	35.4%	118	33.9%	42	41.2%
	Somewhat disagree	82	16.1%	51	14.7%	23	22.5%
	Strongly disagree	64	12.6%	36	10.3%	11	10.8%
	Total Count	509		348		102	
Staff employees are treated with respect in my unit	Strongly agree	286	46.6%	201	49.9%	59	41.8%
	Somewhat agree	203	33.1%	134	33.3%	47	33.3%
	Somewhat disagree	78	12.7%	44	10.9%	21	14.9%
	Strongly disagree	47	7.7%	24	6.0%	15	10.6%
	Total Count	614		403		141	

Faculty Frequencies by Gender Identity

		GT		Man		Woman	
		Count	Percent	Count	Percent	Count	Percent
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?							
Gender	Not at all	476	74.3%	384	90.1%	61	41.5%
	Slightly	63	9.8%	20	4.7%	34	23.1%
	Somewhat	62	9.7%	13	3.1%	35	23.8%
	Greatly	40	6.2%	9	2.1%	17	11.6%
	Total	641		426		147	
Age	Not at all	456	71.5%	331	77.5%	86	58.9%
	Slightly	93	14.6%	52	12.2%	31	21.2%
	Somewhat	62	9.7%	32	7.5%	22	15.1%
	Greatly	27	4.2%	13	3.0%	7	4.8%
	Total	638		427		146	
Race / Ethnicity	Not at all	484	75.6%	333	77.8%	106	73.1%
	Slightly	69	10.8%	48	11.2%	14	9.7%
	Somewhat	48	7.5%	29	6.8%	17	11.7%
	Greatly	39	6.1%	18	4.2%	9	6.2%
	Total	640		428		145	
Disability	Not at all	574	91.0%	393	92.9%	125	86.8%
	Slightly	33	5.2%	17	4.0%	13	9.0%
	Somewhat	11	1.7%	7	1.7%	3	2.1%
	Greatly	13	2.1%	5	1.2%	4	2.8%
	Total	631		423		144	
National origin	Not at all	515	80.6%	348	81.7%	120	82.2%
	Slightly	58	9.1%	35	8.2%	17	11.6%
	Somewhat	35	5.5%	26	6.1%	6	4.1%
	Greatly	30	4.7%	17	4.0%	4	2.7%
	Total	639		426		146	
Language difference or accent	Not at all	538	84.3%	367	86.2%	118	81.9%
	Slightly	41	6.4%	26	6.1%	10	6.9%
	Somewhat	30	4.7%	15	3.5%	13	9.0%
	Greatly	30	4.7%	18	4.2%	3	2.1%
	Total	638		426		144	
Political perspective	Not at all	467	73.4%	312	73.2%	119	82.6%
	Slightly	52	8.2%	38	8.9%	12	8.3%
	Somewhat	65	10.2%	48	11.3%	7	4.9%
	Greatly	51	8.0%	29	6.8%	7	4.9%
	Total	636		426		144	
Religion	Not at all	534	84.2%	358	84.8%	127	87.6%
	Slightly	46	7.3%	31	7.3%	8	5.5%
	Somewhat	36	5.7%	26	6.2%	7	4.8%
	Greatly	18	2.8%	8	1.9%	2	1.4%
	Total	634		422		145	

Faculty Frequencies by Gender Identity

		GT		Man		Woman	
		Count	Percent	Count	Percent	Count	Percent
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?							
Sexual orientation	Not at all	584	92.6%	395	93.8%	138	95.8%
	Slightly	16	2.5%	9	2.1%	2	1.4%
	Somewhat	16	2.5%	11	2.6%	1	.7%
	Greatly	16	2.5%	7	1.7%	3	2.1%
	Total	631		421		144	
Gender identity / expression	Not at all	586	92.4%	401	94.4%	135	94.4%
	Slightly	17	2.7%	12	2.8%	2	1.4%
	Somewhat	15	2.4%	7	1.6%	5	3.5%
	Greatly	16	2.5%	6	1.4%	2	1.4%
	Total	634		425		143	
Other	Not at all	76	73.8%	62	86.1%	11	55.0%
	Slightly	3	2.9%	0	.0%	1	5.0%
	Somewhat	10	9.7%	6	8.3%	2	10.0%
	Greatly	14	13.6%	5	6.9%	6	30.0%
	Total	103		72		20	

Faculty Frequencies by Gender Identity

		GT		Man		Woman	
		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	473	75.0%	336	79.8%	94	64.4%
	Sometimes	130	20.6%	76	18.1%	40	27.4%
	Often	16	2.5%	5	1.2%	8	5.5%
	Very Often	13	2.1%	3	.7%	5	3.4%
	Total	631		421		146	
Men	Never	536	85.6%	367	87.6%	127	88.8%
	Sometimes	65	10.4%	37	8.8%	14	9.8%
	Often	12	1.9%	8	1.9%	1	.7%
	Very Often	13	2.1%	7	1.7%	1	.7%
	Total	626		419		143	
Older People	Never	511	81.1%	355	84.3%	114	79.2%
	Sometimes	101	16.0%	57	13.5%	30	20.8%
	Often	10	1.6%	8	1.9%	0	.0%
	Very Often	7	1.1%	1	.2%	1	.7%
	Total	630		421		144	
Younger people	Never	494	78.3%	345	81.9%	106	72.6%
	Sometimes	113	17.9%	68	16.2%	35	24.0%
	Often	15	2.4%	3	.7%	4	2.7%
	Very Often	9	1.4%	5	1.2%	1	.7%
	Total	631		421		146	
People's race or ethnicity	Never	516	81.8%	359	85.7%	112	77.2%
	Sometimes	92	14.6%	56	13.4%	28	19.3%
	Often	17	2.7%	3	.7%	3	2.1%
	Very Often	7	1.1%	1	.2%	2	1.4%
	Total	631		419		145	
People with disabilities	Never	589	93.6%	407	96.7%	130	89.7%
	Sometimes	30	4.8%	13	3.1%	10	6.9%
	Often	8	1.3%	0	.0%	3	2.1%
	Very Often	2	0.3%	1	.2%	2	1.4%
	Total	629		421		145	
People with less education	Never	483	76.9%	340	81.1%	106	73.1%
	Sometimes	103	16.4%	60	14.3%	28	19.3%
	Often	25	4.0%	14	3.3%	6	4.1%
	Very Often	17	2.7%	5	1.2%	5	3.4%
	Total	628		419		145	
People with different nationalities	Very Often	524	82.9%	359	85.3%	118	81.4%
	Often	84	13.3%	51	12.1%	22	15.2%
	Sometimes	12	1.9%	7	1.7%	3	2.1%
	Never	13	2.1%	3	.7%	2	1.4%
	Total	632		421		145	

Faculty Frequencies by Gender Identity

		GT		Man		Woman	
		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:							
People with language differences/accents	Never	540	85.4%	379	90.0%	113	77.9%
	Sometimes	69	10.9%	32	7.6%	29	20.0%
	Often	8	1.3%	4	1.0%	2	1.4%
	Very Often	15	2.4%	6	1.4%	2	1.4%
	Total	632		421		145	
People with particular political views	Never	365	58.0%	247	58.9%	92	63.4%
	Sometimes	171	27.2%	117	27.9%	36	24.8%
	Often	65	10.3%	44	10.5%	11	7.6%
	Very Often	28	4.5%	12	2.9%	6	4.1%
	Total	629		419		145	
People with particular religious affiliations	Never	550	87.3%	380	90.5%	123	84.8%
	Sometimes	53	8.4%	32	7.6%	15	10.3%
	Often	14	2.2%	4	1.0%	4	2.8%
	Very Often	13	2.1%	3	.7%	2	1.4%
	Total	630		420		145	
Gay, lesbian, or bisexual people	Never	583	92.5%	397	94.3%	131	90.3%
	Sometimes	32	5.1%	16	3.8%	11	7.6%
	Often	9	1.4%	6	1.4%	3	2.1%
	Very Often	5	0.8%	1	.2%	0	.0%
	Total	630		421		145	
Transgender people	Never	572	91.5%	386	92.8%	131	90.3%
	Sometimes	46	7.4%	28	6.7%	9	6.2%
	Often	4	0.6%	1	.2%	3	2.1%
	Very Often	3	0.5%	1	.2%	2	1.4%
	Total	625		416		145	
Other	Never	84	90.3%	61	95.3%	17	81.0%
	Sometimes	3	3.2%	1	1.6%	3	14.3%
	Often	1	1.1%	1	1.6%	0	.0%
	Very Often	4	4.3%	1	1.6%	1	4.8%
	Total	93		64		21	

Faculty Frequencies by Race & Ethnicity		GT		Asian + Pacific Islander		Black / African American		Other BIPOC		White	
		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	239	35.6%	21	23.9%	17	50.0%	35	35.7%	138	37.4%
	Somewhat satisfied	280	41.7%	39	44.3%	11	32.4%	35	35.7%	162	43.9%
	Somewhat dissatisfied	102	15.2%	16	18.2%	6	17.6%	16	16.3%	56	15.2%
	Very dissatisfied	50	7.4%	12	13.6%	1	2.9%	12	12.2%	13	3.5%
	Total Count	672		88		34		98		369	
Advice on navigating department/Institute politics	Very satisfied	172	26.1%	26	30.2%	10	27.0%	12	12.6%	105	29.1%
	Somewhat satisfied	258	39.1%	25	29.1%	14	37.8%	37	38.9%	147	40.7%
	Somewhat dissatisfied	154	23.3%	26	30.2%	11	29.7%	25	26.3%	81	22.4%
	Very dissatisfied	76	11.5%	9	10.5%	2	5.4%	22	23.2%	28	7.8%
	Total Count	660		86		37		95		361	
Offers to collaborate on research	Very satisfied	214	34.6%	24	27.3%	9	34.6%	29	30.9%	125	37.0%
	Somewhat satisfied	243	39.3%	41	46.6%	12	46.2%	36	38.3%	124	36.7%
	Somewhat dissatisfied	115	18.6%	16	18.2%	4	15.4%	18	19.1%	71	21.0%
	Very dissatisfied	47	7.6%	7	8.0%	2	7.7%	12	12.8%	18	5.3%
	Total Count	619		88		26		94		338	
Mentoring for teaching	Very satisfied	169	33.3%	22	30.6%	5	21.7%	22	27.8%	105	38.7%
	Somewhat satisfied	191	37.6%	25	34.7%	11	47.8%	29	36.7%	99	36.5%
	Somewhat dissatisfied	94	18.5%	21	29.2%	5	21.7%	12	15.2%	39	14.4%
	Very dissatisfied	54	10.6%	4	5.6%	2	8.7%	15	19.0%	27	10.0%
	Total Count	508		72		23		79		271	
Advice on the promotion/tenure process	Very satisfied	213	36.9%	22	31.0%	13	36.1%	21	22.8%	140	45.3%
	Somewhat satisfied	184	31.9%	25	35.2%	14	38.9%	32	34.8%	86	27.8%
	Somewhat dissatisfied	99	17.2%	12	16.9%	5	13.9%	18	19.6%	52	16.8%
	Very dissatisfied	81	14.0%	11	15.5%	4	11.1%	21	22.8%	31	10.0%
	Total Count	577		71		36		92		309	
Advice on the annual review process	Very satisfied	65	23.6%	9	23.1%	1	20.0%	5	11.1%	46	29.3%
	Somewhat satisfied	106	38.5%	20	51.3%	0	.0%	19	42.2%	57	36.3%
	Somewhat dissatisfied	59	21.5%	6	15.4%	4	80.0%	7	15.6%	38	24.2%
	Very dissatisfied	44	16.0%	4	10.3%	0	.0%	14	31.1%	16	10.2%
	Total Count	275		39		5		45		157	
Advice on the third year review process	Very satisfied	49	31.4%	6	20.7%	1	100.0%	2	6.9%	38	46.3%
	Somewhat satisfied	50	32.1%	12	41.4%	0	.0%	13	44.8%	21	25.6%
	Somewhat dissatisfied	25	16.0%	7	24.1%	0	.0%	2	6.9%	11	13.4%
	Very dissatisfied	32	20.5%	4	13.8%	0	.0%	12	41.4%	11	13.4%
	Total Count	156		29		1		29		82	
Advice on the post-tenure / promotion review process	Very satisfied	48	32.0%	10	30.3%	0	.0%	4	22.2%	32	37.2%
	Somewhat satisfied	47	31.3%	13	39.4%	1	50.0%	4	22.2%	25	29.1%
	Somewhat dissatisfied	29	19.3%	5	15.2%	1	50.0%	2	11.1%	18	20.9%
	Very dissatisfied	25	16.7%	4	12.1%	0	.0%	7	38.9%	12	14.0%
	Total Count	150		33		2		18		86	

Faculty Frequencies by Race & Ethnicity			GT		Asian + Pacific Islander		Black / African American		Other BIPOC		White	
			Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Based upon your interactions with your colleagues, how satisfied are you with:												
Guidance on obtaining grants	Very satisfied	101	22.8%	14	20.3%	5	21.7%	18	24.3%	52	22.8%	
	Somewhat satisfied	158	35.7%	33	47.8%	7	30.4%	17	23.0%	85	37.3%	
	Somewhat dissatisfied	127	28.7%	13	18.8%	6	26.1%	29	39.2%	67	29.4%	
	Very dissatisfied	58	13.1%	10	14.5%	5	21.7%	10	13.5%	24	10.5%	
	Total Count	443		69		23		74		228		
Guidance on obtaining contracts	Very satisfied	59	30.7%	3	18.8%	2	15.4%	8	29.6%	38	33.6%	
	Somewhat satisfied	88	45.8%	10	62.5%	6	46.2%	13	48.1%	51	45.1%	
	Somewhat dissatisfied	33	17.2%	2	12.5%	2	15.4%	3	11.1%	20	17.7%	
	Very dissatisfied	12	6.3%	2	12.5%	3	23.1%	3	11.1%	4	3.5%	
	Total Count	192		16		13		27		113		
Guidance on publishing your research	Very satisfied	130	26.3%	20	26.3%	4	20.0%	18	23.7%	78	29.4%	
	Somewhat satisfied	188	38.0%	31	40.8%	8	40.0%	25	32.9%	100	37.7%	
	Somewhat dissatisfied	131	26.5%	15	19.7%	5	25.0%	24	31.6%	70	26.4%	
	Very dissatisfied	46	9.3%	10	13.2%	4	20.0%	8	10.5%	17	6.4%	
	Total Count	495		76		20		76		265		
Support for your research program	Very satisfied	208	38.7%	27	31.8%	8	30.8%	32	37.2%	120	42.7%	
	Somewhat satisfied	178	33.1%	31	36.5%	10	38.5%	23	26.7%	96	34.2%	
	Somewhat dissatisfied	89	16.6%	15	17.6%	5	19.2%	19	22.1%	42	14.9%	
	Very dissatisfied	62	11.5%	11	12.9%	3	11.5%	12	14.0%	23	8.2%	
	Total Count	537		85		26		86		281		
Mentoring for leadership positions at GT or beyond	Very satisfied	132	21.7%	13	16.9%	7	20.0%	16	17.8%	79	23.8%	
	Somewhat satisfied	216	35.5%	23	29.9%	11	31.4%	26	28.9%	132	39.8%	
	Somewhat dissatisfied	143	23.5%	24	31.2%	7	20.0%	27	30.0%	71	21.4%	
	Very dissatisfied	118	19.4%	17	22.1%	10	28.6%	21	23.3%	49	14.8%	
	Total Count	609		77		35		90		332		
Informal invitations (e.g., lunch/coffee)	Very satisfied	195	29.6%	24	28.2%	9	26.5%	21	21.2%	122	33.6%	
	Somewhat satisfied	249	37.8%	31	36.5%	14	41.2%	30	30.3%	144	39.7%	
	Somewhat dissatisfied	134	20.4%	22	25.9%	6	17.6%	27	27.3%	66	18.2%	
	Very dissatisfied	80	12.2%	9	10.6%	5	14.7%	20	20.2%	31	8.5%	
	Total Count	658		85		34		99		363		
Understanding that individuals have different family and personal responsibilities	Very satisfied	385	57.6%	43	51.2%	24	66.7%	55	55.0%	227	61.7%	
	Somewhat satisfied	167	25.0%	27	32.1%	9	25.0%	21	21.0%	84	22.8%	
	Somewhat dissatisfied	59	8.8%	6	7.1%	1	2.8%	10	10.0%	35	9.5%	
	Very dissatisfied	56	8.4%	8	9.5%	2	5.6%	14	14.0%	22	6.0%	
	Total Count	668		84		36		100		368		
Acknowledging my contributions to the school/academic unit	Very satisfied	319	46.4%	26	29.9%	23	60.5%	44	44.0%	192	50.9%	
	Somewhat satisfied	197	28.7%	29	33.3%	9	23.7%	26	26.0%	106	28.1%	
	Somewhat dissatisfied	102	14.8%	21	24.1%	5	13.2%	17	17.0%	54	14.3%	
	Very dissatisfied	69	10.0%	12	13.8%	2	5.3%	14	14.0%	25	6.6%	
	Total Count	687		87		38		100		377		

Faculty Frequencies by Race & Ethnicity		GT		Asian + Pacific Islander		Black / African American		Other BIPOC		White	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Satisfaction with support from your Dean/Chair/Director:											
Assistance with establishing professional contacts	Very satisfied	243	37.3%	28	32.9%	16	42.1%	29	29.3%	134	38.1%
	Somewhat satisfied	235	36.1%	32	37.6%	14	36.8%	37	37.4%	135	38.4%
	Somewhat dissatisfied	103	15.8%	11	12.9%	5	13.2%	12	12.1%	63	17.9%
	Very dissatisfied	70	10.8%	14	16.5%	3	7.9%	21	21.2%	20	5.7%
	Total Count	651		85		38		99		352	
Advice on navigating department/Institute politics	Very satisfied	246	37.3%	34	40.0%	15	39.5%	28	29.2%	137	38.1%
	Somewhat satisfied	203	30.8%	23	27.1%	10	26.3%	31	32.3%	115	31.9%
	Somewhat dissatisfied	123	18.6%	13	15.3%	9	23.7%	13	13.5%	77	21.4%
	Very dissatisfied	88	13.3%	15	17.6%	4	10.5%	24	25.0%	32	8.9%
	Total Count	660		85		38		96		360	
Mentoring for teaching	Very satisfied	152	33.3%	18	25.0%	5	26.3%	22	30.1%	91	37.9%
	Somewhat satisfied	145	31.8%	33	45.8%	6	31.6%	14	19.2%	78	32.5%
	Somewhat dissatisfied	89	19.5%	13	18.1%	7	36.8%	14	19.2%	47	19.6%
	Very dissatisfied	70	15.4%	8	11.1%	2	10.5%	23	31.5%	24	10.0%
	Total Count	456		72		19		73		240	
Advice on the promotion/tenure process	Very satisfied	238	42.0%	29	40.3%	11	31.4%	30	32.6%	138	46.3%
	Somewhat satisfied	139	24.5%	26	36.1%	12	34.3%	13	14.1%	73	24.5%
	Somewhat dissatisfied	106	18.7%	9	12.5%	3	8.6%	32	34.8%	54	18.1%
	Very dissatisfied	85	15.0%	8	11.1%	9	25.7%	16	17.4%	33	11.1%
	Total Count	567		72		35		92		298	
Advice on the annual review process	Very satisfied	87	33.0%	8	21.1%	2	33.3%	9	20.0%	61	40.9%
	Somewhat satisfied	69	26.1%	23	60.5%	1	16.7%	3	6.7%	38	25.5%
	Somewhat dissatisfied	58	22.0%	2	5.3%	2	33.3%	18	40.0%	32	21.5%
	Very dissatisfied	50	18.9%	6	15.8%	0	.0%	15	33.3%	19	12.8%
	Total Count	264		38		6		45		149	
Advice on the third year review process	Very satisfied	40	27.6%	5	19.2%	1	100.0%	2	7.7%	30	39.0%
	Somewhat satisfied	38	26.2%	14	53.8%	0	.0%	3	11.5%	16	20.8%
	Somewhat dissatisfied	34	23.4%	2	7.7%	0	.0%	15	57.7%	17	22.1%
	Very dissatisfied	34	23.4%	4	15.4%	0	.0%	6	23.1%	14	18.2%
	Total Count	145		26		1		26		77	
Advice on the post-tenure / promotion review process	Very satisfied	52	35.6%	11	35.5%	1	50.0%	4	22.2%	35	42.2%
	Somewhat satisfied	39	26.7%	12	38.7%	0	.0%	3	16.7%	20	24.1%
	Somewhat dissatisfied	25	17.1%	3	9.7%	0	.0%	3	16.7%	17	20.5%
	Very dissatisfied	29	19.9%	5	16.1%	1	50.0%	9	50.0%	12	14.5%
	Total Count	146		31		2		18		83	
Advice on obtaining grants	Very satisfied	104	25.4%	19	27.9%	8	36.4%	17	24.3%	49	23.6%
	Somewhat satisfied	147	35.9%	29	42.6%	6	27.3%	24	34.3%	74	35.6%
	Somewhat dissatisfied	100	24.4%	10	14.7%	5	22.7%	17	24.3%	63	30.3%
	Very dissatisfied	58	14.2%	9	13.2%	3	13.6%	12	17.1%	21	10.1%
	Total Count	409		68		22		70		208	

Faculty Frequencies by Race & Ethnicity		GT		Asian + Pacific Islander		Black / African American		Other BIPOC		White	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Satisfaction with support from your Dean/Chair/Director:											
Advice on obtaining contracts	Very satisfied	75	39.7%	5	31.3%	2	15.4%	10	37.0%	45	40.9%
	Somewhat satisfied	70	37.0%	7	43.8%	6	46.2%	9	33.3%	39	35.5%
	Somewhat dissatisfied	31	16.4%	2	12.5%	2	15.4%	4	14.8%	22	20.0%
	Very dissatisfied	13	6.9%	3	18.8%	3	23.1%	3	11.1%	4	3.6%
	Total Count	189		16		13		27		110	
Guidance on publishing your research	Very satisfied	134	30.9%	24	32.4%	3	16.7%	14	22.2%	78	32.6%
	Somewhat satisfied	144	33.3%	28	37.8%	7	38.9%	16	25.4%	82	34.3%
	Somewhat dissatisfied	103	23.8%	12	16.2%	5	27.8%	19	30.2%	62	25.9%
	Very dissatisfied	53	12.2%	10	13.5%	4	22.2%	14	22.2%	18	7.5%
	Total Count	433		74		18		63		239	
Support for your research program	Very satisfied	280	52.4%	45	49.5%	8	33.3%	41	47.1%	155	55.4%
	Somewhat satisfied	135	25.3%	22	24.2%	8	33.3%	25	28.7%	71	25.4%
	Somewhat dissatisfied	60	11.2%	12	13.2%	4	16.7%	6	6.9%	34	12.1%
	Very dissatisfied	58	10.9%	13	14.3%	3	12.5%	14	16.1%	20	7.1%
	Total Count	534		91		24		87		280	
Obtaining the resources you need to excel	Very satisfied	305	45.9%	40	44.9%	18	47.4%	46	46.0%	166	45.2%
	Somewhat satisfied	180	27.1%	19	21.3%	6	15.8%	21	21.0%	119	32.4%
	Somewhat dissatisfied	112	16.9%	18	20.2%	10	26.3%	19	19.0%	55	15.0%
	Very dissatisfied	67	10.1%	11	12.4%	4	10.5%	15	15.0%	27	7.4%
	Total Count	664		89		38		100		367	
Mentoring for leadership positions at GT or beyond	Very satisfied	176	29.9%	17	22.1%	9	24.3%	18	19.8%	107	33.5%
	Somewhat satisfied	170	28.9%	20	26.0%	9	24.3%	29	31.9%	96	30.1%
	Somewhat dissatisfied	149	25.3%	30	39.0%	9	24.3%	25	27.5%	76	23.8%
	Very dissatisfied	92	15.6%	11	14.3%	10	27.0%	19	20.9%	39	12.2%
	Total Count	588		77		37		91		319	
Informal invitations (e.g., lunch/coffee)	Very satisfied	220	34.6%	27	31.8%	12	35.3%	20	20.4%	132	37.4%
	Somewhat satisfied	231	36.3%	32	37.6%	13	38.2%	41	41.8%	126	35.7%
	Somewhat dissatisfied	112	17.6%	13	15.3%	4	11.8%	19	19.4%	70	19.8%
	Very dissatisfied	74	11.6%	13	15.3%	5	14.7%	17	17.3%	25	7.1%
	Total Count	636		85		34		98		353	
Understanding that individuals have different family and personal responsibilities	Very satisfied	439	66.7%	56	62.9%	26	72.2%	64	64.0%	250	69.6%
	Somewhat satisfied	119	18.1%	20	22.5%	7	19.4%	19	19.0%	61	17.0%
	Somewhat dissatisfied	46	7.0%	4	4.5%	0	.0%	2	2.0%	33	9.2%
	Very dissatisfied	54	8.2%	9	10.1%	4	11.1%	15	15.0%	15	4.2%
	Total Count	658		89		36		100		359	
The honoring of agreements made by my supervisor	Very satisfied	413	63.2%	56	64.4%	20	58.8%	53	54.6%	240	66.5%
	Somewhat satisfied	146	22.4%	16	18.4%	9	26.5%	27	27.8%	76	21.1%
	Somewhat dissatisfied	40	6.1%	4	4.6%	2	5.9%	5	5.2%	25	6.9%
	Very dissatisfied	53	8.1%	11	12.6%	3	8.8%	12	12.4%	20	5.5%
	Total Count	653		87		34		97		361	
Acknowledging my contributions to the school/academic unit	Very satisfied	372	55.1%	48	52.7%	20	52.6%	50	50.5%	208	56.1%
	Somewhat satisfied	158	23.4%	18	19.8%	10	26.3%	27	27.3%	93	25.1%
	Somewhat dissatisfied	75	11.1%	10	11.0%	4	10.5%	9	9.1%	47	12.7%
	Very dissatisfied	70	10.4%	15	16.5%	4	10.5%	13	13.1%	24	6.5%
	Total Count	675		91		38		99		371	

Faculty Frequencies by Race & Ethnicity		GT		Asian + Pacific Islander		Black / African American		Other BIPOC		White	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
In my school/academic unit:											
Faculty communicate regularly with one another	Strongly agree	203	31.1%	23	24.7%	9	23.7%	26	25.5%	133	34.6%
	Somewhat agree	266	40.8%	33	35.5%	22	57.9%	39	38.2%	158	41.1%
	Somewhat disagree	138	21.2%	21	22.6%	6	15.8%	26	25.5%	77	20.1%
	Strongly disagree	45	6.9%	16	17.2%	1	2.6%	10	9.8%	16	4.2%
	Total Count	652		93		38		102		384	
Faculty treat each other fairly	Strongly agree	295	45.3%	29	31.5%	12	31.6%	48	47.1%	196	51.0%
	Somewhat agree	234	35.9%	40	43.5%	21	55.3%	30	29.4%	135	35.2%
	Somewhat disagree	99	15.2%	21	22.8%	4	10.5%	18	17.6%	45	11.7%
	Strongly disagree	24	3.7%	3	3.3%	1	2.6%	7	6.9%	9	2.3%
	Total Count	651		92		38		102		384	
Faculty are encouraged and empowered	Strongly agree	206	31.7%	19	20.7%	13	34.2%	34	33.3%	134	35.1%
	Somewhat agree	251	38.7%	37	40.2%	14	36.8%	32	31.4%	156	40.8%
	Somewhat disagree	138	21.3%	30	32.6%	10	26.3%	22	21.6%	63	16.5%
	Strongly disagree	54	8.3%	6	6.5%	1	2.6%	13	12.7%	28	7.3%
	Total Count	649		92		38		102		382	
My feedback is sought and respected	Strongly agree	220	33.7%	23	24.7%	14	36.8%	19	18.6%	156	40.7%
	Somewhat agree	247	37.9%	55	59.1%	13	34.2%	39	38.2%	131	34.2%
	Somewhat disagree	113	17.3%	12	12.9%	7	18.4%	19	18.6%	66	17.2%
	Strongly disagree	73	11.2%	4	4.3%	4	10.5%	24	23.5%	30	7.8%
	Total Count	652		93		38		102		383	
I am provided with an opportunity to participate in important decision making	Strongly agree	214	32.8%	21	22.6%	14	36.8%	23	22.5%	145	37.9%
	Somewhat agree	212	32.5%	39	41.9%	14	36.8%	37	36.3%	117	30.5%
	Somewhat disagree	149	22.9%	28	30.1%	5	13.2%	16	15.7%	88	23.0%
	Strongly disagree	77	11.8%	6	6.5%	5	13.2%	26	25.5%	33	8.6%
	Total Count	652		93		38		102		383	
Disputes and problems are resolved effectively	Strongly agree	191	29.6%	23	26.1%	9	23.7%	24	23.5%	129	33.7%
	Somewhat agree	245	37.9%	35	39.8%	12	31.6%	35	34.3%	148	38.6%
	Somewhat disagree	146	22.6%	24	27.3%	12	31.6%	18	17.6%	79	20.6%
	Strongly disagree	65	10.1%	6	6.8%	4	10.5%	24	23.5%	27	7.0%
	Total Count	646		88		38		102		383	
Collaboration in strategic planning for the school/unit is encouraged	Strongly agree	236	36.6%	25	29.4%	15	39.5%	36	35.3%	150	39.1%
	Somewhat agree	241	37.4%	40	47.1%	14	36.8%	28	27.5%	146	38.0%
	Somewhat disagree	113	17.5%	15	17.6%	6	15.8%	21	20.6%	61	15.9%
	Strongly disagree	54	8.4%	5	5.9%	3	7.9%	16	15.7%	27	7.0%
	Total Count	645		85		38		102		384	

Faculty Frequencies by Race & Ethnicity		GT		Asian + Pacific Islander		Black / African American		Other BIPOC		White	
		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	282	43.0%	33	34.4%	18	47.4%	43	43.0%	177	46.1%
	Somewhat agree	233	35.5%	41	42.7%	14	36.8%	24	24.0%	140	36.5%
	Somewhat disagree	90	13.7%	17	17.7%	4	10.5%	14	14.0%	47	12.2%
	Strongly disagree	52	7.9%	4	4.2%	2	5.3%	18	18.0%	20	5.2%
	Total Count	656		96		38		100		384	
I am satisfied with my career progress at Georgia Tech	Strongly agree	225	34.2%	25	26.0%	16	42.1%	29	28.4%	146	38.1%
	Somewhat agree	216	32.9%	27	28.1%	10	26.3%	33	32.4%	132	34.5%
	Somewhat disagree	145	22.1%	31	32.3%	8	21.1%	19	18.6%	79	20.6%
	Strongly disagree	72	11.0%	13	13.5%	5	13.2%	20	19.6%	26	6.8%
	Total Count	657		96		38		102		383	
I am satisfied with my current workload balance research/ teaching/ service) as it relates to my career goals	Strongly agree	222	33.8%	33	34.4%	15	39.5%	26	25.5%	137	35.9%
	Somewhat agree	241	36.7%	35	36.5%	10	26.3%	49	48.0%	139	36.4%
	Somewhat disagree	124	18.9%	25	26.0%	9	23.7%	14	13.7%	64	16.8%
	Strongly disagree	69	10.5%	2	2.1%	5	13.2%	13	12.7%	43	11.3%
	Total Count	656		96		38		102		382	
I feel valued and respected by the Georgia Tech community	Strongly agree	224	34.1%	26	27.1%	16	42.1%	30	29.4%	140	36.5%
	Somewhat agree	220	33.5%	33	34.4%	13	34.2%	35	34.3%	128	33.3%
	Somewhat disagree	132	20.1%	25	26.0%	7	18.4%	16	15.7%	76	19.8%
	Strongly disagree	81	12.3%	12	12.5%	2	5.3%	21	20.6%	40	10.4%
	Total Count	657		96		38		102		384	
Adequate processes are in place to address grievances at Georgia Tech	Strongly agree	128	19.9%	14	16.3%	10	26.3%	17	16.8%	77	20.2%
	Somewhat agree	258	40.1%	29	33.7%	10	26.3%	40	39.6%	171	44.9%
	Somewhat disagree	158	24.5%	26	30.2%	13	34.2%	18	17.8%	90	23.6%
	Strongly disagree	100	15.5%	17	19.8%	5	13.2%	26	25.7%	44	11.5%
	Total Count	644		86		38		101		381	
Clarity exists about grievance processes	Strongly agree	95	14.6%	13	14.0%	6	15.8%	12	11.9%	58	15.3%
	Somewhat agree	219	33.7%	32	34.4%	8	21.1%	27	26.7%	141	37.3%
	Somewhat disagree	191	29.4%	26	28.0%	18	47.4%	29	28.7%	110	29.1%
	Strongly disagree	144	22.2%	22	23.7%	7	18.4%	33	32.7%	69	18.3%
	Total Count	649		93		38		101		378	
There is clarity about the promotion and tenure process at Georgia Tech	Strongly agree	151	23.2%	17	18.3%	11	28.9%	17	16.8%	96	25.1%
	Somewhat agree	232	35.6%	39	41.9%	12	31.6%	33	32.7%	139	36.4%
	Somewhat disagree	155	23.8%	26	28.0%	9	23.7%	18	17.8%	93	24.3%
	Strongly disagree	115	17.6%	12	12.9%	6	15.8%	33	32.7%	54	14.1%
	Total Count	652		93		38		101		382	

Faculty Frequencies by Race & Ethnicity			GT		Asian + Pacific Islander		Black / African American		Other BIPOC		White	
			Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Diversity and Inclusion:												
Diversity is integral to Georgia Tech's ability to successfully fulfill its mission	Strongly agree	404	65.0%	55	58.5%	31	83.8%	49	56.3%	252	67.4%	
	Somewhat agree	130	20.9%	25	26.6%	5	13.5%	18	20.7%	77	20.6%	
	Somewhat disagree	44	7.1%	6	6.4%	1	2.7%	5	5.7%	27	7.2%	
	Strongly disagree	43	6.9%	8	8.5%	0	0.0%	15	17.2%	18	4.8%	
	Total Count	622		94		37		87		374		
My school/unit demonstrates its commitment to diversity, equity, and inclusion	Strongly agree	283	46.2%	41	47.1%	18	47.4%	40	44.0%	173	47.3%	
	Somewhat agree	213	34.8%	31	35.6%	12	31.6%	24	26.4%	139	38.0%	
	Somewhat disagree	72	11.8%	12	13.8%	5	13.2%	9	9.9%	36	9.8%	
	Strongly disagree	45	7.4%	3	3.4%	3	7.9%	18	19.8%	18	4.9%	
	Total Count	612		87		38		91		366		
The diversity of our faculty contributes to the overall prestige of Georgia Tech	Strongly agree	347	57.3%	48	56.5%	24	64.9%	45	51.1%	212	57.8%	
	Somewhat agree	160	26.4%	24	28.2%	7	18.9%	21	23.9%	98	26.7%	
	Somewhat disagree	64	10.6%	7	8.2%	4	10.8%	12	13.6%	39	10.6%	
	Strongly disagree	35	5.8%	6	7.1%	2	5.4%	10	11.4%	17	4.6%	
	Total Count	606		85		37		88		367		
The diversity of our faculty contributes to the overall prestige of my school/unit	Strongly agree	310	51.4%	48	55.2%	18	48.6%	41	47.1%	186	51.4%	
	Somewhat agree	164	27.2%	23	26.4%	9	24.3%	16	18.4%	108	29.8%	
	Somewhat disagree	77	12.8%	8	9.2%	6	16.2%	15	17.2%	44	12.2%	
	Strongly disagree	51	8.5%	9	10.3%	3	8.1%	15	17.2%	23	6.4%	
	Total Count	603		87		37		87		362		
I am satisfied with my school's/department's efforts to recruit faculty from diverse backgrounds	Strongly agree	228	38.8%	34	38.6%	16	44.4%	28	32.9%	141	40.2%	
	Somewhat agree	182	31.0%	35	39.8%	5	13.9%	15	17.6%	117	33.3%	
	Somewhat disagree	111	18.9%	12	13.6%	11	30.6%	20	23.5%	65	18.5%	
	Strongly disagree	67	11.4%	6	6.8%	4	11.1%	22	25.9%	28	8.0%	
	Total Count	588		88		36		85		351		
I am satisfied with my school's/department's efforts to retain faculty from diverse backgrounds	Strongly agree	195	34.5%	30	37.0%	9	25.7%	20	25.6%	130	37.9%	
	Somewhat agree	182	32.2%	30	37.0%	9	25.7%	19	24.4%	114	33.2%	
	Somewhat disagree	111	19.6%	13	16.0%	12	34.3%	14	17.9%	69	20.1%	
	Strongly disagree	77	13.6%	8	9.9%	5	14.3%	25	32.1%	29	8.5%	
	Total Count	565		81		35		78		343		
I am satisfied with my school's efforts to recruit graduate students from diverse backgrounds	Strongly agree	194	37.4%	33	38.8%	8	29.6%	19	24.7%	126	41.6%	
	Somewhat agree	181	34.9%	30	35.3%	8	29.6%	25	32.5%	109	36.0%	
	Somewhat disagree	82	15.8%	15	17.6%	6	22.2%	15	19.5%	44	14.5%	
	Strongly disagree	62	11.9%	7	8.2%	5	18.5%	18	23.4%	24	7.9%	
	Total Count	519		85		27		77		303		

Faculty Frequencies by Race & Ethnicity		GT		Asian + Pacific Islander		Black / African American		Other BIPOC		White	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Diversity and Inclusion:											
I am satisfied with my school's efforts to retain graduate students from diverse backgrounds	Strongly agree	183	36.0%	29	35.8%	10	38.5%	17	23.0%	120	40.0%
	Somewhat agree	180	35.4%	28	34.6%	7	26.9%	22	29.7%	111	37.0%
	Somewhat disagree	82	16.1%	17	21.0%	4	15.4%	15	20.3%	46	15.3%
	Strongly disagree	64	12.6%	8	9.9%	5	19.2%	20	27.0%	23	7.7%
	Total Count	509		81		26		74		300	
Staff employees are treated with respect in my unit	Strongly agree	286	46.6%	38	48.7%	14	38.9%	47	49.5%	177	47.5%
	Somewhat agree	203	33.1%	33	42.3%	8	22.2%	31	32.6%	122	32.7%
	Somewhat disagree	78	12.7%	0	.0%	11	30.6%	7	7.4%	55	14.7%
	Strongly disagree	47	7.7%	8	10.3%	4	11.1%	11	11.6%	19	5.1%
	Total Count	614		78		36		95		373	

Faculty Frequencies by Race & Ethnicity			GT		Asian + Pacific Islander		Black / African American		Other BIPOC		White	
			Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
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?												
Gender	Not at all	476	74.3%	72	77.4%	29	76.3%	76	73.1%	289	75.7%	
	Slightly	63	9.8%	8	8.6%	0	.0%	10	9.6%	40	10.5%	
	Somewhat	62	9.7%	5	5.4%	6	15.8%	8	7.7%	40	10.5%	
	Greatly	40	6.2%	8	8.6%	3	7.9%	10	9.6%	14	3.7%	
	Total	641		93		38		104		382		
Age	Not at all	456	71.5%	59	63.4%	28	73.7%	73	70.9%	281	73.6%	
	Slightly	93	14.6%	23	24.7%	5	13.2%	16	15.5%	45	11.8%	
	Somewhat	62	9.7%	7	7.5%	4	10.5%	6	5.8%	44	11.5%	
	Greatly	27	4.2%	4	4.3%	2	5.3%	7	6.8%	13	3.4%	
	Total	638		93		38		103		382		
Race / Ethnicity	Not at all	484	75.6%	49	51.6%	16	42.1%	64	61.5%	340	89.2%	
	Slightly	69	10.8%	24	25.3%	9	23.7%	15	14.4%	19	5.0%	
	Somewhat	48	7.5%	17	17.9%	6	15.8%	6	5.8%	19	5.0%	
	Greatly	39	6.1%	5	5.3%	7	18.4%	19	18.3%	3	.8%	
	Total	640		95		38		104		381		
Disability	Not at all	574	91.0%	85	92.4%	35	92.1%	90	88.2%	343	91.0%	
	Slightly	33	5.2%	4	4.3%	1	2.6%	6	5.9%	21	5.6%	
	Somewhat	11	1.7%	0	.0%	1	2.6%	2	2.0%	8	2.1%	
	Greatly	13	2.1%	3	3.3%	1	2.6%	5	4.9%	4	1.1%	
	Total	631		92		38		102		377		
National origin	Not at all	515	80.6%	53	55.8%	34	89.5%	60	58.8%	354	92.7%	
	Slightly	58	9.1%	23	24.2%	1	2.6%	21	20.6%	9	2.4%	
	Somewhat	35	5.5%	15	15.8%	1	2.6%	9	8.8%	10	2.6%	
	Greatly	30	4.7%	4	4.2%	1	2.6%	11	10.8%	9	2.4%	
	Total	639		95		38		102		382		
Language difference or accent	Not at all	538	84.3%	64	69.6%	33	86.8%	78	75.0%	349	91.6%	
	Slightly	41	6.4%	10	10.9%	3	7.9%	10	9.6%	16	4.2%	
	Somewhat	30	4.7%	14	15.2%	3	7.9%	7	6.7%	7	1.8%	
	Greatly	30	4.7%	5	5.4%	0	.0%	9	8.7%	10	2.6%	
	Total	638		92		38		104		381		
Political perspective	Not at all	467	73.4%	79	84.9%	28	75.7%	67	65.7%	282	74.0%	
	Slightly	52	8.2%	3	3.2%	5	13.5%	9	8.8%	34	8.9%	
	Somewhat	65	10.2%	4	4.3%	1	2.7%	9	8.8%	43	11.3%	
	Greatly	51	8.0%	8	8.6%	3	8.1%	17	16.7%	22	5.8%	
	Total	636		93		37		102		381		

Faculty Frequencies by Race & Ethnicity		GT		Asian + Pacific Islander		Black / African American		Other BIPOC		White	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
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?											
Religion	Not at all	534	84.2%	84	91.3%	34	91.9%	75	72.1%	327	86.3%
	Slightly	46	7.3%	3	3.3%	0	.0%	10	9.6%	29	7.7%
	Somewhat	36	5.7%	4	4.3%	3	8.1%	8	7.7%	17	4.5%
	Greatly	18	2.8%	2	2.2%	0	.0%	11	10.6%	5	1.3%
	Total	634		92		37		104		379	
Sexual orientation	Not at all	584	92.6%	88	95.7%	33	89.2%	94	92.2%	353	93.6%
	Slightly	16	2.5%	1	1.1%	1	2.7%	1	1.0%	11	2.9%
	Somewhat	16	2.5%	2	2.2%	2	5.4%	1	1.0%	10	2.7%
	Greatly	16	2.5%	1	1.1%	0	.0%	6	5.9%	4	1.1%
	Total	631		92		37		102		377	
Gender identity / expression	Not at all	586	92.4%	88	95.7%	33	89.2%	92	90.2%	357	93.7%
	Slightly	17	2.7%	0	.0%	1	2.7%	2	2.0%	13	3.4%
	Somewhat	15	2.4%	1	1.1%	2	5.4%	2	2.0%	9	2.4%
	Greatly	16	2.5%	3	3.3%	0	.0%	6	5.9%	1	.3%
	Total	634		92		37		102		381	
Other	Not at all	76	73.8%	9	75.0%	2	100.0%	7	53.8%	56	78.9%
	Slightly	3	2.9%	0	.0%	0	.0%	0	.0%	3	4.2%
	Somewhat	10	9.7%	2	16.7%	0	.0%	2	15.4%	6	8.5%
	Greatly	14	13.6%	1	8.3%	0	.0%	5	38.5%	7	9.9%
	Total	103		12		2		13		71	

Faculty Frequencies by Race & Ethnicity			GT		Asian + Pacific Islander		Black / African American		Other BIPOC		White	
			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	473	75.0%	70	73.7%	27	71.1%	73	73.7%	292	77.2%	
	Sometimes	130	20.6%	18	18.9%	11	28.9%	20	20.2%	72	19.0%	
	Often	16	2.5%	5	5.3%	0	.0%	1	1.0%	10	2.6%	
	Very Often	13	2.1%	2	2.1%	0	.0%	6	6.1%	4	1.1%	
	Total	631		95		38		99		378		
Men	Never	536	85.6%	90	94.7%	33	94.3%	74	74.7%	322	85.6%	
	Sometimes	65	10.4%	4	4.2%	2	5.7%	14	14.1%	42	11.2%	
	Often	12	1.9%	0	.0%	1	2.9%	2	2.0%	9	2.4%	
	Very Often	13	2.1%	1	1.1%	0	.0%	10	10.1%	3	.8%	
	Total	626		95		35		99		376		
Older People	Never	511	81.1%	81	85.3%	31	83.8%	72	72.7%	312	82.5%	
	Sometimes	101	16.0%	12	12.6%	6	16.2%	20	20.2%	59	15.6%	
	Often	10	1.6%	1	1.1%	0	.0%	3	3.0%	5	1.3%	
	Very Often	7	1.1%	1	1.1%	0	.0%	4	4.0%	1	.3%	
	Total	630		95		37		99		378		
Younger people	Never	494	78.3%	83	87.4%	27	71.1%	76	76.8%	293	77.5%	
	Sometimes	113	17.9%	10	10.5%	10	26.3%	13	13.1%	76	20.1%	
	Often	15	2.4%	1	1.1%	1	2.6%	2	2.0%	9	2.4%	
	Very Often	9	1.4%	1	1.1%	0	.0%	8	8.1%	0	.0%	
	Total	631		95		38		99		378		
People's race or ethnicity	Never	516	81.8%	65	69.9%	27	71.1%	75	74.3%	334	88.4%	
	Sometimes	92	14.6%	25	26.9%	10	26.3%	13	12.9%	39	10.3%	
	Often	17	2.7%	2	2.2%	1	2.6%	7	6.9%	5	1.3%	
	Very Often	7	1.1%	0	.0%	0	.0%	6	5.9%	1	.3%	
	Total	631		93		38		101		378		
People with disabilities	Never	589	93.6%	87	92.6%	32	84.2%	93	93.9%	360	95.2%	
	Sometimes	30	4.8%	6	6.4%	4	10.5%	1	1.0%	17	4.5%	
	Often	8	1.3%	1	1.1%	1	2.6%	4	4.0%	1	.3%	
	Very Often	2	0.3%	0	.0%	0	.0%	2	2.0%	0	.0%	
	Total	629		94		38		99		378		
People with less education	Never	483	76.9%	83	87.4%	28	75.7%	71	71.7%	289	76.9%	
	Sometimes	103	16.4%	8	8.4%	8	21.6%	13	13.1%	68	18.1%	
	Often	25	4.0%	2	2.1%	1	2.7%	7	7.1%	12	3.2%	
	Very Often	17	2.7%	1	1.1%	1	2.7%	8	8.1%	7	1.9%	
	Total	628		95		37		99		376		
People with different nationalities	Very Often	524	82.9%	70	74.5%	34	89.5%	81	80.2%	328	86.8%	
	Often	84	13.3%	18	19.1%	4	10.5%	11	10.9%	42	11.1%	
	Sometimes	12	1.9%	5	5.3%	0	.0%	0	.0%	5	1.3%	
	Never	13	2.1%	1	1.1%	0	.0%	9	8.9%	3	.8%	
	Total	632		94		38		101		378		

Faculty Frequencies by Race & Ethnicity			GT		Asian + Pacific Islander		Black / African American		Other BIPOC		White	
			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:												
People with language differences/accents	Never	540	85.4%	75	79.8%	33	86.8%	81	80.2%	333	88.1%	
	Sometimes	69	10.9%	17	18.1%	5	13.2%	8	7.9%	38	10.1%	
	Often	8	1.3%	1	1.1%	0	.0%	3	3.0%	3	.8%	
	Very Often	15	2.4%	1	1.1%	0	.0%	9	8.9%	5	1.3%	
	Total	632		94		38		101		378		
People with particular political views	Never	365	58.0%	67	72.8%	26	68.4%	55	55.6%	211	55.8%	
	Sometimes	171	27.2%	23	25.0%	10	26.3%	15	15.2%	112	29.6%	
	Often	65	10.3%	0	.0%	1	2.6%	21	21.2%	40	10.6%	
	Very Often	28	4.5%	3	3.3%	1	2.6%	9	9.1%	15	4.0%	
	Total	629		92		38		99		378		
People with particular religious affiliations	Never	550	87.3%	88	93.6%	34	89.5%	80	79.2%	332	88.3%	
	Sometimes	53	8.4%	4	4.3%	4	10.5%	9	8.9%	32	8.5%	
	Often	14	2.2%	1	1.1%	0	.0%	5	5.0%	8	2.1%	
	Very Often	13	2.1%	1	1.1%	0	.0%	7	6.9%	5	1.3%	
	Total	630		94		38		101		376		
Gay, lesbian, or bisexual people	Never	583	92.5%	88	93.6%	34	89.5%	91	91.9%	355	93.9%	
	Sometimes	32	5.1%	4	4.3%	4	10.5%	5	5.1%	19	5.0%	
	Often	9	1.4%	1	1.1%	0	.0%	0	.0%	3	.8%	
	Very Often	5	0.8%	0	.0%	0	.0%	4	4.0%	1	.3%	
	Total	630		94		38		99		378		
Transgender people	Never	572	91.5%	89	94.7%	34	89.5%	89	89.9%	340	91.2%	
	Sometimes	46	7.4%	4	4.3%	4	10.5%	9	9.1%	30	8.0%	
	Often	4	0.6%	1	1.1%	0	.0%	0	.0%	2	.5%	
	Very Often	3	0.5%	0	.0%	0	.0%	2	2.0%	1	.3%	
	Total	625		94		38		99		373		
Other	Never	84	90.3%	10	90.9%	7	87.5%	9	90.0%	56	90.3%	
	Sometimes	3	3.2%	0	.0%	1	12.5%	0	.0%	2	3.2%	
	Often	1	1.1%	0	.0%	0	.0%	0	.0%	1	1.6%	
	Very Often	4	4.3%	1	9.1%	0	.0%	1	10.0%	3	4.8%	
	Total	93		11		8		10		62		

Appendix B

Georgia Tech Campus Experience Survey for Faculty

Georgia Tech Campus Experience Survey

Georgia Tech conducts a Campus Climate Survey every four years to better understand our faculty and staff's lived experiences during their time as members of the campus community.

As the first Campus Climate Survey administered under our new 2030 Institute Strategic Plan, the results of this survey will establish new baseline data essential to forming and advancing Institute-level strategies to make our campus more inclusive and supportive of students, faculty, and staff of different backgrounds and identities over the next decade. Understanding your lived experiences and perceptions is critical in maintaining an inclusive environment where all employees can flourish and be fulfilled.

Your participation in this survey is voluntary, and no identifying information will be saved; your responses will remain anonymous. The survey should take approximately 20 minutes to complete. Participants can enter a random drawing for some GT swag.

If you'd like to enter the drawing but don't wish to participate in the survey, choose "No" below to be redirected to the entry form.

If you have any questions about the survey, contact the Georgia Tech Office of Academic Effectiveness at oea@gatech.edu.

Participate Do you wish to participate in this survey?

- Yes (1)
- No (0)

Skip To: End of Survey If Do you wish to participate in this survey? = No

End of Block: Cover

Start of Block: Background

In what location do you hold your primary appointment?

- College of Computing (1)
 - College of Design (2)
 - College of Engineering (3)
 - College of Sciences (4)
 - Ivan Allen College (5)
 - Scheller College of Business (6)
 - Libraries and Information Center (7)
 - Georgia Tech Professional Education (8)
 - Georgia Tech Research Institute (GTRI) (9)
 - GTRC or OSP (10)
 - EI2 - Enterprise Innovation Institute (11)
 - Interdisciplinary Research Institute or Center (12)
 - Other: (13) _____
-

Do you have a part-time or full-time position?

- Full time (30 hours a week or more) (1)
 - Part time (Less than 30 hours a week) (2)
-

Are you research or academic faculty?

- Academic Faculty (1)
 - Research Faculty (2)
-

Display This Question:
If Research Faculty

What type of appointment do you have?

- Extension Professional (1)
- Research Associate (2)
- Research Engineer (3)
- Research Scientist (4)
- Research Technologist (5)
- Postdoctoral Fellow/Scholar (6)
- Other (please specify) (7) _____

Display This Question:
If Research Faculty

What is your current level or rank?

- I (1)
- II (2)
- Senior (3)
- Principal or Regents Researchers (4)
- Other (please specify) (5) _____

Display This Question:
If Academic Faculty

What type of appointment do you have?

- Tenured/Tenure Track (1)
- Non-Tenure Track (2)
- Postdoctoral Fellow/Scholar (including Britain Fellows) (3)
- Other (4) _____

Q0_7 Do you hold an administrative title (e.g. Chair, Director, Dean, Vice Provost/President, Associate VP Dean, Associate Chair or other director level or higher title)?

- No (0)
- Yes (1)

Display This Question:

If What type of appointment do you have? = Tenured/Tenure Track

What is your academic rank?

- Assistant Professor (1)
- Associate Professor (2)
- Full Professor or Regents Professor (3)

Display This Question:

If What type of appointment do you have? = Non-Tenure Track

What is your faculty category?

- Instructor/Lecturer (1)
- Academic Professional (2)
- Professor of the Practice (3)
- Librarian/Archivist (4)
- Instructional Associate (5)
- Other (6) _____

End of Block: Background

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

	Extremely satisfied (1)	Somewhat satisfied (2)	Neither satisfied nor dissatisfied (3)	Somewhat dissatisfied (4)	Extremely dissatisfied (5)
Assistance with establishing a network of professional contacts					
Advice on navigating department/Institute politics					
Offers to collaborate on research					
Mentoring for teaching					
<i>Display This Choice: If Academic Faculty</i>					
Advice on the promotion and/or tenure processes					
<i>Display This Choice: If Research Faculty</i>					
Advice on the promotion processes					
<i>Display This Choice: If Academic Faculty</i>					
Advice on the annual review process					
<i>Display This Choice: If Academic Faculty</i>					
Advice on the third-year review process					
<i>Display This Choice: If Academic Faculty</i>					
Advice on the post-tenure/promotion review process					
Guidance on obtaining grants					
<i>Display This Choice: If Primary Appointment = GTRI</i>					
Guidance on obtaining contracts					
Guidance on publishing your research					
Support for your research program					
Mentoring for leadership positions at GT or beyond					
Informal invitations (e.g., lunch/coffee)					
Understanding that individuals have different family and personal responsibilities					
Acknowledgement of my contributions to my unit					

Q1_1comment Please use the space below if you wish to elaborate on your responses to any of the above set of questions.

How satisfied are you with the following types of support you are receiving from your supervisor (chair/dean/director/etc.)?

	Very dissatisfied (1)	Somewhat dissatisfied (2)	Somewhat satisfied (3)	Very satisfied (4)	Not applicable (0)
Assistance with establishing a network of professional contacts					
Advice on navigating department/Institute politics					
Mentoring for teaching					
<i>Display This Choice: If Academic Faculty</i>					
Advice on the promotion and/or tenure processes					
<i>Display This Choice: If Research Faculty</i>					
Advice on the promotion processes					
<i>Display This Choice: If Academic Faculty</i>					
Advice on the annual review process					
<i>Display This Choice: If Academic Faculty</i>					
Advice on the third-year review process					
<i>Display This Choice: If Academic Faculty</i>					
Advice on the post-tenure/promotion review process					
Advice on obtaining grants					
<i>Display This Choice: If Primary Appointment = GTRI</i>					
Advice on obtaining contracts					
Guidance on publishing your research					
Support for your research program					
Obtaining the resources you need to excel					
Mentoring for leadership positions at GT or beyond					
Informal invitations (e.g., lunch/coffee)					
Understanding that individuals have different family and personal responsibilities					
The honoring of agreements made by my supervisor					
Acknowledgement of my contributions to my unit					

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

End of Block: Page 1 of 4

Start of Block: Page 2

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

	Strongly disagree (1)	Somewhat disagree (2)	Somewhat agree (3)	Strongly agree (4)
My faculty colleagues interact regularly with one another				
My faculty colleagues treat one another fairly				
Faculty are encouraged and empowered				
My feedback is sought and respected				
I am provided with an opportunity to participate in important decision making				
Disputes and problems are resolved effectively				
Collaboration is encouraged in strategic planning				

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 about working at Georgia Tech:

	Strongly disagree (1)	Somewhat disagree (2)	Somewhat agree (3)	Strongly agree (4)
Georgia Tech is generally a comfortable and inclusive environment for me				
I am satisfied with my career progress at Georgia Tech				
I am satisfied with my current workload balance (research/ teaching/ service/ administration) as it relates to my career goals				
I feel valued and respected by the Georgia Tech community				
Adequate processes are in place to address grievances at Georgia Tech				
Clarity exists about grievance processes				
Clarity exists about the promotion and/or tenure processes at Georgia Tech				

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 about diversity (differences of background, perspectives, and life experiences)

	Strongly disagree (1)	Somewhat disagree (2)	Somewhat agree (3)	Strongly agree (4)	No Opinion (0)
Diversity is integral to Georgia Tech's ability to successfully fulfill its mission					
My school/unit demonstrates its commitment to diversity, equity, and inclusion					
<i>Display This Choice: If Academic Faculty</i>					
The diversity of our (research) faculty contributes to the overall prestige of Georgia Tech					
<i>Display This Choice: If Research Faculty</i>					
The diversity of our research faculty contributes to the overall prestige of Georgia Tech					
<i>Display This Choice: If Academic Faculty</i>					
The diversity of our faculty contributes to the overall prestige of my school/unit					
<i>Display This Choice: If Research Faculty</i>					
The diversity of our research faculty contributes to the overall prestige of my school/unit					
<i>Display This Choice: If Academic Faculty</i>					
I am satisfied with my school's/department's efforts to recruit faculty from diverse backgrounds					
<i>Display This Choice: If Research Faculty</i>					
I am satisfied with my school's/department's efforts to recruit researchers from diverse backgrounds					
<i>Display This Choice: If Academic Faculty</i>					
I am satisfied with my school's/department's efforts to retain faculty from diverse backgrounds					
<i>Display This Choice: If Research Faculty</i>					
I am satisfied with my school's/department's efforts to retain researchers from diverse backgrounds					
I am satisfied with my school's efforts to recruit graduate students from diverse backgrounds					
I am satisfied with my school's efforts to retain graduate students from diverse backgrounds					
Staff employees are valued and treated with respect in my school/unit					

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

End of Block: Page 2

Start of Block: Page 3

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 (1)	Slightly (2)	Somewhat (3)	Greatly (4)
Gender				
Age				
Race/ethnicity				
Disability				
National origin				
Language difference/accent				
Political perspective				
Religion				
Sexual orientation				
Gender identity/expression				
Other				

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 your faculty colleagues make an insensitive or disparaging remark about one or more of these groups of people?

	Never (1)	Sometimes (2)	Often (3)	Very Often (4)
Women				
Men				
Older People				
Younger People				
People's race or ethnicity				
People with disabilities				
People with less education				
People with different nationalities				
People with language differences/accents				
People with particular political views				
People with particular religious affiliations				
Gay, lesbian, or bisexual people				
Transgender people				
Others (please specify)				

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

End of Block: Page 3

Start of Block: Page 4 - Demographic Questions

Do you identify as transgender?

- Yes (1)
 - No (2)
 - Prefer not to disclose (3)
-

Gender (select all that apply):

- Man (1)
 - Nonbinary (4)
 - Woman (5)
 - Self-identify: (6) _____
 - Prefer not to disclose (7)
-

Race/Ethnicity (Check all that apply):

- American Indian or Alaskan Native (1)
 - Asian or Asian American (4)
 - Black or African American (5)
 - Hawaiian or Pacific Islander (6)
 - Hispanic or Latino/a/x (7)
 - Middle Eastern or North African (8)
 - White or European American (9)
 - Other (10) _____
-

Citizen What is your citizenship status?

- U.S. Citizen (1)
- Resident citizen of another country (4)
- Nonresident citizen of another country (5)
- Other (6)

Display This Question:

If What is your citizenship status? = U.S. Citizen

And What is your citizenship status? = Resident citizen of another country

GaRes Are you a Georgia resident?

- Yes (1)
- No (0)

SexOrientation Sexual Orientation (select all that apply):

- Asexual/Aromantic (1)
- Bisexual/Pansexual (4)
- Gay or Lesbian (5)
- Heterosexual/Straight (6)
- Queer (7)
- Self-identify (please specify): (8)

-
- Prefer not to disclose. (9)

Do you have a disability?

- Yes (1)
- No (0)
- Prefer not to disclose (2)

Display This Question:

If Do you have a disability? = Yes

Please identify which category(ies) your disability is most closely related to (select all that apply)

- ADHD (1)
- Acquired brain injury (includes traumatic and non-traumatic brain injury) (13)
- Autism Spectrum (14)
- Chronic Illness (i.e. migraines, chronic fatigue syndrome, autoimmune disorder, orthopedic conditions, allergies) (15)
- Communication (i.e. speech) (16)
- Learning Disability (17)
- Mobility (other orthopedic conditions) (18)
- Sensory (i.e. audio and visual) (19)
- Psychological (20)
- Other (please specify) (21) _____
- Prefer not to disclose (22)

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

Please use the space below for any additional comments about your individual experiences at Georgia Tech

End of Block: Page 4 - Demographic Questions
