

1. Sense of Community					
a. I would recommend USM as a place of employment.					
		Agree	Disagree	N/A No Comment	Total
13. What is your Gender Identity?	Female	498 81%	110 18%	5 1%	613
	Male	206 78%	59 22%	0 0%	265
	Transgender	50%	50%	0%	2
	Choose not to Answer	31 52%	25 42%	4 7%	60
	Total	736	195	9	940
14. What is your Sexual Orientation?	Heterosexual	614 82%	132 18%	5 1%	751
	Bisexual	15 75%	5 25%	0 0%	20
	Gay	11 79%	3 21%	0 0%	14
	Lesbian	24 80%	6 20%	0 0%	30
	Choose not to Answer	72 58%	49 39%	4 3%	125
	Total	736	195	9	940
15. Select the one racial/ethnic group that best applies to you.	White/Caucasian/Non-Hispanic	654 81%	145 18%	4 1%	803
	Black/African American Non Hispanic	10 100%	0 0%	0 0%	10
	Hispanic/Latino	3 100%	0 0%	0 0%	3
	Asian/Pacific Islander	4 67%	2 33%	0 0%	6
	Native American/American Indian Alaskan Native	4 57%	2 29%	1 14%	7
	Bi/Multi-Racial	7 88%	1 13%	0 0%	8
	Choose not to Answer	54 52%	45 44%	4 4%	103
	Total	736	195	9	940
16. What is your job classification?	Classified Hourly	192 71%	75 28%	4 1%	271
	Professional Salaried	373 87%	53 12%	3 1%	429
	Part-time Faculty	27 75%	9 25%	0 0%	36
	Full-time Faculty	121 72%	47 28%	0 0%	168
	Choose not to Answer	23 64%	11 31%	2 6%	36
	Total	736	195	9	940
17. At which location do you primarily work?	Portland	391 77%	115 23%	3 1%	509
	Gorham	214 81%	47 18%	3 1%	264
	Lewiston-Auburn	31 86%	5 14%	0 0%	36
	Augusta	61 82%	12 16%	1 1%	74
	Off site	19 95%	1 5%	0 0%	20
	Choose not to Answer	20 54%	15 41%	2 5%	37
	Total	736	195	9	940
18. What is your supervisory status?	Non-Supervisor	335 77%	94 22%	5 1%	434
	Supervisor, Regular staff	230 86%	37 14%	1 0%	268
	Supervisor, Students only	125 75%	41 25%	0 0%	166
	Choose not to Answer	46 64%	23 32%	3 4%	72
	Total	736	195	9	940
19. How long have you been employed at USM?	Less than 1 year	71 90%	8 10%	0 0%	79
	1-5 years	227 80%	57 20%	1 0%	285
	6-10 years	148 78%	43 22%	3 2%	194
	More than 10 years	268 77%	78 22%	3 1%	349
	Choose not to Answer	22 67%	9 27%	2 6%	33
	Total	736	195	9	940

1. Sense of Community					
b. I would recommend USM to prospective students.					
		Agree	Disagree	N/A No Comment	Total
13. What is your Gender Identity?	Female	528 86%	65 11%	20 3%	613
	Male	221 83%	36 14%	8 3%	265
	Transgender	50%	50%	0%	2
	Choose not to Answer	45 75%	8 13%	7 12%	60
	Total	795	110	35	940
14. What is your Sexual Orientation?	Heterosexual	638 85%	85 11%	28 4%	751
	Bisexual	12 80%	3 15%	0 5%	15
	Gay	86% 27	14% 3	0% 0	14
	Lesbian	90% 102	10% 17	0% 6	125
	Choose not to Answer	82% 795	14% 110	5% 35	940
	Total	795	110	35	940
15. Select the one racial/ethnic group that best applies to you.	White/Caucasian/Non-Hispanic	685 85%	93 12%	25 3%	803
	Black/African American Non Hispanic	7 70%	1 10%	2 20%	10
	Hispanic/Latino	3 100%	0 0%	0 0%	3
	Asian/Pacific Islander	6 100%	0 0%	0 0%	6
	Native American/American Indian Alaskan Native	5 71%	2 29%	0 0%	7
	Bi/Multi-Racial	7 88%	1 13%	0 0%	8
	Choose not to Answer	82 80%	13 13%	8 8%	103
	Total	795	110	35	940
16. What is your job classification?	Classified Hourly	228 84%	31 11%	12 4%	271
	Professional Salaried	365 85%	45 10%	19 4%	429
	Part-time Faculty	28 78%	7 19%	1 3%	36
	Full-time Faculty	148 88%	20 12%	0 0%	168
	Choose not to Answer	26 72%	7 19%	3 8%	36
	Total	795	110	35	940
17. At which location do you primarily work?	Portland	427 84%	63 12%	19 4%	509
	Gorham	238 90%	24 9%	2 1%	264
	Lewiston-Auburn	36 100%	0 0%	0 0%	36
	Augusta	51 69%	13 18%	10 14%	74
	Off site	18 90%	1 5%	1 5%	20
	Choose not to Answer	25 68%	9 24%	3 8%	37
	Total	795	110	35	940
18. What is your supervisory status?	Non-Supervisor	367 85%	48 11%	19 4%	434
	Supervisor, Regular staff	232 87%	27 10%	9 3%	268
	Supervisor, Students only	144 87%	20 12%	2 1%	166
	Choose not to Answer	52 72%	15 21%	5 7%	72
	Total	795	110	35	940
19. How long have you been employed at USM?	Less than 1 year	67 85%	9 11%	3 4%	79
	1-5 years	223 78%	44 15%	18 6%	285
	6-10 years	170 88%	18 9%	6 3%	194
	More than 10 years	313 90%	33 9%	3 1%	349
	Choose not to Answer	22 67%	6 18%	5 15%	33
	Total	795	110	35	940

1. Sense of Community					
c. I believe there is a spirit of cooperation among those with whom I work.					
		Agree	Disagree	N/A No Comment	Total
13. What is your Gender Identity?	Female	446 73%	165 27%	2 0%	613
	Male	204 77%	60 23%	1 0%	265
	Transgender	0 0%	2 100%	0 0%	2
	Choose not to Answer	34 57%	24 40%	2 3%	60
	Total	684	251	5	940
14. What is your Sexual Orientation?	Heterosexual	569 76%	180 24%	2 0%	751
	Bisexual	11 55%	9 45%	0 0%	20
	Gay	10 71%	4 29%	0 0%	14
	Lesbian	20 67%	10 33%	0 0%	30
	Choose not to Answer	74 59%	48 38%	3 2%	125
Total	684	251	5	940	
15. Select the one racial/ethnic group that best applies to you.	White/Caucasian/Non-Hispanic	596 74%	204 25%	3 0%	803
	Black/African American Non Hispanic	8 80%	2 20%	0 0%	10
	Hispanic/Latino	2 67%	1 33%	0 0%	3
	Asian/Pacific Islander	5 83%	2 17%	0 0%	6
	Native American/American Indian Alaskan Native	5 71%	2 29%	0 0%	7
	Bi/Multi-Racial	7 88%	1 13%	0 0%	8
	Choose not to Answer	61 59%	40 39%	2 2%	103
	Total	684	251	5	940
16. What is your job classification?	Classified Hourly	181 67%	87 32%	3 1%	271
	Professional Salaried	337 79%	92 21%	0 0%	429
	Part-time Faculty	28 78%	8 22%	0 0%	36
	Full-time Faculty	116 69%	52 31%	0 0%	168
	Choose not to Answer	22 61%	12 33%	2 6%	36
Total	684	251	5	940	
17. At which location do you primarily work?	Portland	368 72%	139 27%	2 0%	509
	Gorham	198 75%	65 25%	1 0%	264
	Lewiston-Auburn	28 78%	8 22%	0 0%	36
	Augusta	60 81%	14 19%	0 0%	74
	Off site	12 60%	8 40%	0 0%	20
	Choose not to Answer	18 49%	17 46%	2 5%	37
	Total	684	251	5	940
18. What is your supervisory status?	Non-Supervisor	318 73%	114 26%	2 0%	434
	Supervisor, Regular staff	213 79%	55 21%	0 0%	268
	Supervisor, Students only	112 67%	53 32%	1 1%	166
	Choose not to Answer	41 57%	29 40%	2 3%	72
	Total	684	251	5	940
19. How long have you been employed at USM?	Less than 1 year	64 81%	15 19%	0 0%	79
	1-5 years	198 69%	86 30%	1 0%	285
	6-10 years	142 73%	52 27%	0 0%	194
	More than 10 years	259 74%	88 25%	2 1%	349
	Choose not to Answer	21 64%	10 30%	2 6%	33
	Total	684	251	5	940

1. Sense of Community					
d. I am proud to be a member of the university community.					
		Agree	Disagree	N/A No Comment	Total
13. What is your Gender Identity?	Female	527 86%	78 13%	8 1%	613
	Male	222 84%	41 15%	2 1%	265
	Transgender	1 50%	1 50%	0 0%	2
	Choose not to Answer	41 68%	15 25%	4 7%	60
	Total	791	135	14	940
14. What is your Sexual Orientation?	Heterosexual	649 86%	95 13%	7 1%	751
	Bisexual	17 85%	2 10%	1 5%	20
	Gay	10 71%	4 29%	0 0%	14
	Lesbian	27 90%	3 10%	0 0%	30
	Choose not to Answer	88 70%	31 25%	6 5%	125
Total	791	135	14	940	
15. Select the one racial/ethnic group that best applies to you.	White/Caucasian/Non-Hispanic	689 86%	106 13%	8 1%	803
	Black/African American Non Hispanic	9 90%	0 0%	1 10%	10
	Hispanic/Latino	3 100%	0 0%	0 0%	3
	Asian/Pacific Islander	5 83%	2 17%	0 0%	6
	Native American/American Indian Alaskan Native	5 71%	2 29%	0 0%	7
	Bi/Multi-Racial	7 88%	1 13%	0 0%	8
	Choose not to Answer	73 71%	25 24%	5 5%	103
	Total	791	135	14	940
16. What is your job classification?	Classified Hourly	215 79%	50 18%	6 2%	271
	Professional Salaried	378 88%	48 11%	3 1%	429
	Part-time Faculty	29 81%	5 14%	2 6%	36
	Full-time Faculty	145 86%	22 13%	1 1%	168
	Choose not to Answer	24 67%	10 28%	2 6%	36
Total	791	135	14	940	
17. At which location do you primarily work?	Portland	429 84%	75 15%	5 1%	509
	Gorham	229 87%	29 11%	6 2%	264
	Lewiston-Auburn	33 92%	3 8%	0 0%	36
	Augusta	61 82%	13 18%	0 0%	74
	Off site	18 90%	2 10%	0 0%	20
	Choose not to Answer	21 57%	13 35%	3 8%	37
	Total	791	135	14	940
18. What is your supervisory status?	Non-Supervisor	363 84%	66 15%	5 1%	434
	Supervisor, Regular staff	240 90%	23 9%	5 2%	268
	Supervisor, Students only	138 83%	27 16%	1 1%	166
	Choose not to Answer	50 69%	19 26%	3 4%	72
	Total	791	135	14	940
19. How long have you been employed at USM?	Less than 1 year	73 92%	5 6%	1 1%	79
	1-5 years	232 81%	48 17%	5 2%	285
	6-10 years	168 87%	23 12%	3 2%	194
	More than 10 years	297 85%	50 14%	2 1%	349
	Choose not to Answer	21 64%	9 27%	3 9%	33
	Total	791	135	14	940

1. Sense of Community
e. I take part in campus activities/events at USM that are outside of my work duties.

		Agree	Disagree	N/A	Total
				No Comment	
13. What is your Gender Identity?	Female	399 65%	165 27%	49 8%	613
	Male	163 62%	86 32%	16 6%	265
	Transgender	2 100%	0 0%	0 0%	2
	Choose not to Answer	33 56%	19 32%	9 13%	60
	Total	597	270	73	940
14. What is your Sexual Orientation?	Heterosexual	468 62%	229 30%	54 7%	751
	Bisexual	17 85%	2 10%	1 5%	20
	Gay	12 86%	2 14%	0 0%	14
	Lesbian	24 80%	5 17%	1 3%	30
	Choose not to Answer	76 61%	32 26%	17 14%	125
Total	597	270	73	940	
15. Select the one racial/ethnic group that best applies to you.	White/Caucasian/Non-Hispanic	504 63%	239 30%	60 7%	803
	Black/African American Non Hispanic	6 60%	3 30%	1 10%	10
	Hispanic/Latino	3 100%	0 0%	0 0%	3
	Asian/Pacific Islander	6 100%	0 0%	0 0%	6
	Native American/American Indian Alaskan Native	5 71%	1 14%	1 14%	7
	Bi/Multi-Racial	5 63%	3 38%	0 0%	8
	Choose not to Answer	68 66%	24 23%	11 11%	103
	Total	597	270	73	940
16. What is your job classification?	Classified Hourly	156 58%	81 30%	34 13%	271
	Professional Salaried	279 65%	128 30%	22 5%	429
	Part-time Faculty	25 69%	6 17%	5 14%	36
	Full-time Faculty	119 71%	45 27%	4 2%	168
	Choose not to Answer	18 50%	10 28%	8 22%	36
Total	597	270	73	940	
17. At which location do you primarily work?	Portland	345 68%	139 27%	25 5%	509
	Gorham	179 68%	66 25%	19 7%	264
	Lewiston-Auburn	30 83%	6 17%	0 0%	36
	Augusta	20 27%	38 51%	16 22%	74
	Off site	7 35%	8 40%	5 25%	20
	Choose not to Answer	16 43%	13 35%	8 22%	37
	Total	597	270	73	940
18. What is your supervisory status?	Non-Supervisor	264 61%	138 32%	32 7%	434
	Supervisor, Regular staff	175 65%	71 26%	22 8%	268
	Supervisor, Students only	114 69%	42 25%	10 6%	166
	Choose not to Answer	44 61%	19 26%	9 13%	72
	Total	597	270	73	940
19. How long have you been employed at USM?	Less than 1 year	51 65%	19 24%	9 11%	79
	1-5 years	171 60%	97 34%	17 6%	285
	6-10 years	119 61%	61 31%	14 7%	194
	More than 10 years	243 70%	81 23%	25 7%	349
	Choose not to Answer	13 39%	12 36%	8 24%	33
	Total	597	270	73	940

1. Sense of Community
f. I believe the university values employee retention.

		Agree	Disagree	N/A	Total
				No Comment	
13. What is your Gender Identity?	Female	266 43%	334 54%	13 2%	613
	Male	121 46%	136 51%	8 3%	265
	Transgender	0 0%	2 100%	0 0%	2
	Choose not to Answer	14 23%	33 65%	7 12%	60
	Total	401	511	28	940
14. What is your Sexual Orientation?	Heterosexual	333 44%	399 53%	19 3%	751
	Bisexual	9 45%	10 50%	1 5%	20
	Gay	6 43%	8 57%	0 0%	14
	Lesbian	15 50%	15 50%	0 0%	30
	Choose not to Answer	38 30%	79 63%	8 6%	125
Total	401	511	28	940	
15. Select the one racial/ethnic group that best applies to you.	White/Caucasian/Non-Hispanic	353 44%	431 54%	19 2%	803
	Black/African American Non Hispanic	5 50%	5 50%	0 0%	10
	Hispanic/Latino	1 67%	3 33%	0 0%	3
	Asian/Pacific Islander	4 67%	2 33%	0 0%	6
	Native American/American Indian Alaskan Native	3 43%	4 57%	0 0%	7
	Bi/Multi-Racial	6 75%	1 13%	1 13%	8
	Choose not to Answer	28 27%	67 65%	8 8%	103
	Total	401	511	28	940
16. What is your job classification?	Classified Hourly	98 36%	166 61%	7 3%	271
	Professional Salaried	198 46%	221 52%	10 2%	429
	Part-time Faculty	17 47%	16 44%	3 8%	36
	Full-time Faculty	46 46%	52 52%	2 2%	168
	Choose not to Answer	11 31%	21 58%	4 11%	36
Total	401	511	28	940	
17. At which location do you primarily work?	Portland	209 41%	285 56%	15 3%	509
	Gorham	129 49%	129 49%	6 2%	264
	Lewiston-Auburn	16 44%	19 53%	1 3%	36
	Augusta	30 41%	42 57%	2 3%	74
	Off site	10 50%	10 50%	0 0%	20
	Choose not to Answer	7 19%	26 70%	4 11%	37
	Total	401	511	28	940
18. What is your supervisory status?	Non-Supervisor	196 45%	225 52%	13 3%	434
	Supervisor, Regular staff	125 47%	138 51%	5 2%	268
	Supervisor, Students only	66 40%	95 57%	5 3%	166
	Choose not to Answer	14 19%	53 74%	5 7%	72
	Total	401	511	28	940
19. How long have you been employed at USM?	Less than 1 year	52 66%	24 30%	3 4%	79
	1-5 years	121 42%	154 54%	10 4%	285
	6-10 years	77 40%	113 58%	4 2%	194
	More than 10 years	141 40%	201 58%	7 2%	349
	Choose not to Answer	10 30%	19 58%	4 12%	33
	Total	401	511	28	940

1. Sense of Community
g. I believe the university values student retention.

		Agree	Disagree	N/A No Comment	Total
13. What is your Gender Identity?	Female	488 80%	81 13%	44 7%	613
	Male	213 80%	38 14%	14 5%	265
	Transgender	2 100%	0 0%	0 0%	2
	Choose not to Answer	40 67%	13 22%	7 12%	60
	Total	743	132	65	940
	Heterosexual	600 80%	99 13%	52 7%	751
14. What is your Sexual Orientation?	Bisexual	17 85%	1 5%	2 10%	20
	Gay	12 86%	2 14%	0 0%	14
	Lesbian	28 93%	1 3%	1 3%	30
	Choose not to Answer	86 69%	29 23%	10 8%	125
	Total	743	132	65	940
	Heterosexual	600 80%	99 13%	52 7%	751
15. Select the one racial/ethnic group that best applies to you.	White/Caucasian/Non-Hispanic	646 80%	105 13%	52 6%	803
	Black/African American Non Hispanic	7 70%	2 20%	1 10%	10
	Hispanic/Latino	2 67%	1 33%	0 0%	3
	Asian/Pacific Islander	5 83%	1 17%	0 0%	6
	Native American/American Indian Alaskan Native	7 100%	0 0%	0 0%	7
	Bi/Multi-Racial	8 100%	0 0%	0 0%	8
	Choose not to Answer	68 66%	23 22%	12 12%	103
	Total	743	132	65	940
16. What is your job classification?	Classified Hourly	210 77%	46 17%	15 6%	271
	Professional Salaried	341 79%	43 10%	45 10%	429
	Part-time Faculty	28 78%	7 19%	1 3%	36
	Full-time Faculty	141 84%	27 16%	0 0%	168
	Choose not to Answer	23 64%	9 25%	4 11%	36
	Total	743	132	65	940
17. At which location do you primarily work?	Portland	410 81%	67 13%	32 6%	509
	Gorham	211 80%	47 18%	6 2%	264
	Lewiston-Auburn	35 97%	1 3%	0 0%	36
	Augusta	46 62%	8 11%	20 27%	74
	Off site	17 85%	0 0%	3 15%	20
	Choose not to Answer	24 65%	9 24%	4 11%	37
	Total	743	132	65	940
18. What is your supervisory status?	Non-Supervisor	344 79%	55 13%	35 8%	434
	Supervisor, Regular staff	219 82%	33 12%	16 6%	268
	Supervisor, Students only	135 81%	24 14%	7 4%	166
	Choose not to Answer	45 63%	20 28%	7 10%	72
	Total	743	132	65	940
19. How long have you been employed at USM?	Less than 1 year	64 81%	7 9%	8 10%	79
	1-5 years	213 75%	41 14%	31 11%	285
	6-10 years	154 79%	27 14%	13 7%	194
	More than 10 years	289 85%	53 15%	7 2%	349
	Choose not to Answer	23 70%	4 12%	6 18%	33
	Total	743	132	65	940