

3. Support from Leadership a. I have input into decisions that affect my job.					
		Agree	Disagree	N/A No Comment	Total
13. What is your Gender Identity?	Female	434 71%	176 29%	3 0%	613
	Male	202 76%	63 24%	0 0%	265
	Transgender	1 50%	1 50%	0 0%	2
	Choose not to Answer	28 47%	28 47%	4 7%	60
	<b>Total</b>	<b>665</b>	<b>268</b>	<b>7</b>	<b>940</b>
14. What is your Sexual Orientation?	Heterosexual	559 74%	189 25%	3 0%	751
	Bisexual	11 55%	9 45%	0 0%	20
	Gay	9 64%	5 36%	0 0%	14
	Lesbian	24 80%	6 20%	0 0%	30
	Choose not to Answer	62 50%	59 47%	4 3%	125
	<b>Total</b>	<b>665</b>	<b>268</b>	<b>7</b>	<b>940</b>
15. Select the one racial/ethnic group that best applies to you.	White/Caucasian/Non-Hispanic	589 73%	211 26%	3 0%	803
	Black/African American Non Hispanic	4 40%	6 60%	0 0%	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	6 86%	1 14%	0 0%	7
	BI/Multi-Racial	7 88%	1 13%	0 0%	8
	Choose not to Answer	52 50%	47 46%	4 4%	103
<b>Total</b>	<b>665</b>	<b>268</b>	<b>7</b>	<b>940</b>	
16. What is your job classification?	Classified Hourly	154 57%	115 42%	2 1%	271
	Professional Salaried	345 80%	84 20%	0 0%	429
	Part-time Faculty	21 58%	14 39%	1 3%	36
	Full-time Faculty	132 79%	36 21%	0 0%	168
	Choose not to Answer	13 36%	19 53%	4 11%	36
<b>Total</b>	<b>665</b>	<b>268</b>	<b>7</b>	<b>940</b>	
17. At which location do you primarily work?	Portland	366 72%	142 28%	1 0%	509
	Gorham	183 69%	79 30%	2 1%	264
	Lewiston-Auburn	32 89%	4 11%	0 0%	36
	Augusta	57 77%	17 23%	0 0%	74
	Off site	13 65%	7 35%	0 0%	20
	Choose not to Answer	14 38%	19 51%	4 11%	37
	<b>Total</b>	<b>665</b>	<b>268</b>	<b>7</b>	<b>940</b>
18. What is your supervisory status?	Non-Supervisor	293 68%	139 32%	2 0%	434
	Supervisor, Regular staff	220 82%	48 18%	0 0%	268
	Supervisor, Students only	116 70%	49 30%	1 1%	166
	Choose not to Answer	36 50%	32 44%	4 6%	72
	<b>Total</b>	<b>665</b>	<b>268</b>	<b>7</b>	<b>940</b>
19. How long have you been employed at USM?	Less than 1 year	61 77%	16 20%	2 3%	79
	1-5 years	195 68%	89 31%	1 0%	285
	6-10 years	142 73%	52 27%	0 0%	194
	More than 10 years	252 72%	97 28%	0 0%	349
	Choose not to Answer	15 45%	14 42%	4 12%	33
	<b>Total</b>	<b>665</b>	<b>268</b>	<b>7</b>	<b>940</b>

3. Support from Leadership b. I understand what is expected of me at my job.					
		Agree	Disagree	N/A No Comment	Total
13. What is your Gender Identity?	Female	534 87%	78 13%	1 0%	613
	Male	229 86%	36 14%	0 0%	265
	Transgender	0 0%	2 100%	0 0%	2
	Choose not to Answer	45 75%	12 20%	3 5%	60
	<b>Total</b>	<b>808</b>	<b>128</b>	<b>4</b>	<b>940</b>
14. What is your Sexual Orientation?	Heterosexual	664 88%	87 12%	0 0%	751
	Bisexual	15 75%	4 20%	1 5%	20
	Gay	10 71%	4 29%	0 0%	14
	Lesbian	23 77%	7 23%	0 0%	30
	Choose not to Answer	96 77%	26 21%	3 2%	125
	<b>Total</b>	<b>808</b>	<b>128</b>	<b>4</b>	<b>940</b>
15. Select the one racial/ethnic group that best applies to you.	White/Caucasian/Non-Hispanic	701 87%	101 13%	1 0%	803
	Black/African American Non Hispanic	7 70%	3 30%	0 0%	10
	Hispanic/Latino	3 100%	0 0%	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	7 88%	1 13%	0 0%	8
	Choose not to Answer	78 76%	22 21%	3 3%	103
<b>Total</b>	<b>808</b>	<b>128</b>	<b>4</b>	<b>940</b>	
16. What is your job classification?	Classified Hourly	229 85%	41 15%	1 0%	271
	Professional Salaried	375 87%	54 13%	0 0%	429
	Part-time Faculty	34 94%	2 6%	0 0%	36
	Full-time Faculty	147 88%	21 13%	0 0%	168
	Choose not to Answer	23 64%	10 28%	3 8%	36
<b>Total</b>	<b>808</b>	<b>128</b>	<b>4</b>	<b>940</b>	
17. At which location do you primarily work?	Portland	432 85%	77 15%	0 0%	509
	Gorham	241 91%	22 8%	1 0%	264
	Lewiston-Auburn	32 89%	4 11%	0 0%	36
	Augusta	63 85%	11 15%	0 0%	74
	Off site	15 75%	5 25%	0 0%	20
	Choose not to Answer	25 68%	9 24%	3 8%	37
	<b>Total</b>	<b>808</b>	<b>128</b>	<b>4</b>	<b>940</b>
18. What is your supervisory status?	Non-Supervisor	371 85%	62 14%	1 0%	434
	Supervisor, Regular staff	243 91%	25 9%	0 0%	268
	Supervisor, Students only	144 87%	22 13%	0 0%	166
	Choose not to Answer	50 69%	19 26%	3 4%	72
	<b>Total</b>	<b>808</b>	<b>128</b>	<b>4</b>	<b>940</b>
19. How long have you been employed at USM?	Less than 1 year	66 84%	13 16%	0 0%	79
	1-5 years	246 86%	38 13%	1 0%	285
	6-10 years	164 85%	30 15%	0 0%	194
	More than 10 years	308 88%	41 12%	0 0%	349
	Choose not to Answer	24 73%	6 18%	3 9%	33
	<b>Total</b>	<b>808</b>	<b>128</b>	<b>4</b>	<b>940</b>

3. Support from Leadership					
c. I am given a performance assessment on a regular basis.					
		Agree	Disagree	N/A	Total
13. What is your Gender Identity?	Female	334 54%	240 39%	39 6%	613
	Male	160 60%	96 36%	9 3%	265
	Transgender	0 0%	2 100%	0 0%	2
	Choose not to Answer	32 53%	23 38%	5 8%	60
	<b>Total</b>	<b>526</b>	<b>361</b>	<b>53</b>	<b>940</b>
14. What is your Sexual Orientation?	Heterosexual	436 58%	276 37%	39 5%	751
	Bisexual	10 50%	9 45%	1 5%	20
	Gay	4 29%	8 57%	2 14%	14
	Lesbian	21 70%	8 27%	1 3%	30
	Choose not to Answer	55 44%	60 48%	10 8%	125
	<b>Total</b>	<b>526</b>	<b>361</b>	<b>53</b>	<b>940</b>
15. Select the one racial/ethnic group that best applies to you.	White/Caucasian/Non-Hispanic	457 57%	303 38%	43 5%	803
	Black/African American Non Hispanic	4 40%	5 50%	1 10%	10
	Hispanic/Latino	3 100%	0 0%	0 0%	3
	Asian/Pacific Islander	3 50%	3 30%	0 0%	6
	Native American/American Indian Alaskan Native	4 57%	2 29%	1 14%	7
	Bi/Multi-Racial	5 63%	3 38%	0 0%	8
	Choose not to Answer	50 49%	45 44%	8 8%	103
	<b>Total</b>	<b>526</b>	<b>361</b>	<b>53</b>	<b>940</b>
	16. What is your job classification?	Classified Hourly	131 48%	123 45%	17 6%
Professional Salaried		219 51%	190 44%	20 5%	429
Part-time Faculty		21 58%	12 33%	8 8%	36
Full-time Faculty		142 85%	20 12%	6 4%	168
Choose not to Answer		13 36%	16 44%	7 19%	36
<b>Total</b>		<b>526</b>	<b>361</b>	<b>53</b>	<b>940</b>
17. At which location do you primarily work?	Portland	269 53%	217 49%	23 5%	509
	Gorham	166 63%	78 30%	20 8%	264
	Lewiston-Auburn	26 72%	10 28%	0 0%	36
	Augusta	42 57%	30 41%	2 3%	74
	Off site	11 55%	7 35%	2 10%	20
	Choose not to Answer	12 32%	19 51%	6 16%	37
	<b>Total</b>	<b>526</b>	<b>361</b>	<b>53</b>	<b>940</b>
18. What is your supervisory status?	Non-Supervisor	258 59%	152 35%	24 6%	434
	Supervisor, Regular staff	128 48%	125 47%	15 6%	268
	Supervisor, Students only	105 63%	58 35%	3 2%	166
	Choose not to Answer	35 49%	26 36%	11 15%	72
	<b>Total</b>	<b>526</b>	<b>361</b>	<b>53</b>	<b>940</b>
19. How long have you been employed at USM?	Less than 1 year	33 42%	20 25%	26 33%	79
	1-5 years	174 61%	104 36%	7 2%	285
	6-10 years	117 60%	75 39%	2 1%	194
	More than 10 years	187 54%	150 43%	12 3%	349
	Choose not to Answer	15 45%	12 36%	6 18%	33
	<b>Total</b>	<b>526</b>	<b>361</b>	<b>53</b>	<b>940</b>

3. Support from Leadership					
d. I understand how my job performance is assessed.					
		Agree	Disagree	N/A	Total
13. What is your Gender Identity?	Female	407 66%	175 29%	31 5%	613
	Male	178 67%	75 28%	12 5%	265
	Transgender	0 0%	2 100%	0 0%	2
	Choose not to Answer	30 50%	24 40%	6 10%	60
	<b>Total</b>	<b>615</b>	<b>276</b>	<b>49</b>	<b>940</b>
14. What is your Sexual Orientation?	Heterosexual	509 68%	206 27%	36 5%	751
	Bisexual	10 50%	9 45%	1 5%	20
	Gay	6 43%	5 36%	3 21%	14
	Lesbian	20 67%	9 30%	1 3%	30
	Choose not to Answer	70 56%	47 38%	8 6%	125
	<b>Total</b>	<b>615</b>	<b>276</b>	<b>49</b>	<b>940</b>
15. Select the one racial/ethnic group that best applies to you.	White/Caucasian/Non-Hispanic	538 67%	226 28%	39 5%	803
	Black/African American Non Hispanic	5 50%	3 30%	2 20%	10
	Hispanic/Latino	3 100%	0 0%	0 0%	3
	Asian/Pacific Islander	3 50%	3 50%	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	56 54%	40 39%	7 7%	103
	<b>Total</b>	<b>615</b>	<b>276</b>	<b>49</b>	<b>940</b>
	16. What is your job classification?	Classified Hourly	161 59%	89 33%	21 8%
Professional Salaried		285 66%	129 30%	15 4%	429
Part-time Faculty		22 61%	10 28%	4 11%	36
Full-time Faculty		134 80%	32 19%	2 1%	168
Choose not to Answer		13 36%	16 44%	7 19%	36
<b>Total</b>		<b>615</b>	<b>276</b>	<b>49</b>	<b>940</b>
17. At which location do you primarily work?	Portland	334 66%	151 30%	24 5%	509
	Gorham	176 67%	75 28%	13 5%	264
	Lewiston-Auburn	26 72%	9 25%	1 3%	36
	Augusta	52 70%	19 26%	3 4%	74
	Off site	11 55%	6 30%	3 15%	20
	Choose not to Answer	16 43%	16 43%	5 14%	37
	<b>Total</b>	<b>615</b>	<b>276</b>	<b>49</b>	<b>940</b>
18. What is your supervisory status?	Non-Supervisor	271 62%	137 32%	26 6%	434
	Supervisor, Regular staff	195 73%	64 24%	9 3%	268
	Supervisor, Students only	110 66%	50 30%	6 4%	166
	Choose not to Answer	39 54%	25 35%	8 11%	72
	<b>Total</b>	<b>615</b>	<b>276</b>	<b>49</b>	<b>940</b>
19. How long have you been employed at USM?	Less than 1 year	42 53%	20 25%	17 22%	79
	1-5 years	183 64%	89 31%	13 5%	285
	6-10 years	137 71%	53 27%	4 2%	194
	More than 10 years	238 68%	102 29%	9 3%	349
	Choose not to Answer	15 45%	12 36%	6 18%	33
	<b>Total</b>	<b>615</b>	<b>276</b>	<b>49</b>	<b>940</b>

3. Support from Leadership					
e. My supervisor/manager/chair communicates with me on a regular basis.					
		Agree	Disagree	N/A No Comment	Total
13. What is your Gender Identity?	Female	465 76%	139 23%	9 1%	613
	Male	213 80%	47 18%	5 2%	265
	Transgender	1 50%	1 50%	0 0%	2
	Choose not to Answer	35 58%	21 35%	4 7%	60
	<b>Total</b>	<b>714</b>	<b>208</b>	<b>18</b>	<b>940</b>
14. What is your Sexual Orientation?	Heterosexual	592 79%	150 20%	9 1%	751
	Bisexual	11 55%	8 40%	1 5%	20
	Gay	10 71%	3 21%	1 7%	14
	Lesbian	20 67%	10 33%	0 0%	30
	<b>Choose not to Answer</b>	<b>81 65%</b>	<b>37 30%</b>	<b>7 6%</b>	<b>125</b>
<b>Total</b>	<b>714</b>	<b>208</b>	<b>18</b>	<b>940</b>	
15. Select the one racial/ethnic group that best applies to you.	White/Caucasian/Non-Hispanic	618 77%	173 22%	12 1%	803
	Black/African American Non Hispanic	8 80%	2 20%	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	6 86%	1 14%	0 0%	7
	BI/Multi-Racial	7 88%	0 0%	1 13%	8
	Choose not to Answer	68 66%	30 29%	5 5%	103
	<b>Total</b>	<b>714</b>	<b>208</b>	<b>18</b>	<b>940</b>
16. What is your job classification?	Classified Hourly	204 75%	65 24%	2 1%	271
	Professional Salaried	343 80%	82 19%	4 1%	429
	Part-time Faculty	21 58%	13 36%	2 6%	36
	Full-time Faculty	121 72%	40 24%	7 4%	168
	<b>Choose not to Answer</b>	<b>25 69%</b>	<b>8 22%</b>	<b>3 8%</b>	<b>36</b>
<b>Total</b>	<b>714</b>	<b>208</b>	<b>18</b>	<b>940</b>	
17. At which location do you primarily work?	Portland	386 76%	113 22%	10 2%	509
	Gorham	210 80%	51 19%	3 1%	264
	Lewiston-Auburn	24 67%	12 33%	0 0%	36
	Augusta	56 76%	17 23%	1 1%	74
	Off site	14 70%	6 30%	0 0%	20
	Choose not to Answer	24 65%	9 24%	4 11%	37
	<b>Total</b>	<b>714</b>	<b>208</b>	<b>18</b>	<b>940</b>
18. What is your supervisory status?	Non-Supervisor	315 73%	115 27%	4 1%	434
	Supervisor, Regular staff	217 81%	45 17%	6 2%	268
	Supervisor, Students only	133 80%	32 19%	1 1%	166
	Choose not to Answer	49 68%	16 22%	7 10%	72
	<b>Total</b>	<b>714</b>	<b>208</b>	<b>18</b>	<b>940</b>
19. How long have you been employed at USM?	Less than 1 year	65 82%	11 14%	3 4%	79
	1-5 years	223 78%	58 20%	4 1%	285
	6-10 years	151 78%	40 21%	3 2%	194
	More than 10 years	254 73%	91 26%	4 1%	349
	Choose not to Answer	21 64%	8 24%	4 12%	33
	<b>Total</b>	<b>714</b>	<b>208</b>	<b>18</b>	<b>940</b>

3. Support from Leadership					
f. I am supported and encouraged by my supervisor/manager/chair.					
		Agree	Disagree	N/A No Comment	Total
13. What is your Gender Identity?	Female	463 76%	141 23%	9 1%	613
	Male	213 80%	50 19%	2 1%	265
	Transgender	1 50%	1 50%	0 0%	2
	Choose not to Answer	33 55%	23 38%	4 7%	60
	<b>Total</b>	<b>710</b>	<b>215</b>	<b>15</b>	<b>940</b>
14. What is your Sexual Orientation?	Heterosexual	592 79%	150 20%	9 1%	751
	Bisexual	11 55%	9 45%	0 0%	20
	Gay	9 64%	5 36%	0 0%	14
	Lesbian	22 73%	8 27%	0 0%	30
	<b>Choose not to Answer</b>	<b>76 61%</b>	<b>43 34%</b>	<b>6 5%</b>	<b>125</b>
<b>Total</b>	<b>710</b>	<b>215</b>	<b>15</b>	<b>940</b>	
15. Select the one racial/ethnic group that best applies to you.	White/Caucasian/Non-Hispanic	619 77%	173 22%	11 1%	803
	Black/African American Non Hispanic	8 80%	2 20%	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	5 71%	2 29%	0 0%	7
	BI/Multi-Racial	8 100%	0 0%	0 0%	8
	Choose not to Answer	63 61%	36 35%	4 4%	103
	<b>Total</b>	<b>710</b>	<b>215</b>	<b>15</b>	<b>940</b>
16. What is your job classification?	Classified Hourly	201 74%	67 25%	3 1%	271
	Professional Salaried	346 81%	78 18%	5 1%	429
	Part-time Faculty	21 58%	13 36%	2 6%	36
	Full-time Faculty	121 72%	45 27%	2 1%	168
	<b>Choose not to Answer</b>	<b>21 58%</b>	<b>12 33%</b>	<b>3 8%</b>	<b>36</b>
<b>Total</b>	<b>710</b>	<b>215</b>	<b>15</b>	<b>940</b>	
17. At which location do you primarily work?	Portland	391 77%	113 22%	5 1%	509
	Gorham	200 76%	59 22%	5 2%	264
	Lewiston-Auburn	26 72%	10 28%	0 0%	36
	Augusta	59 80%	14 19%	1 1%	74
	Off site	14 70%	6 30%	0 0%	20
	Choose not to Answer	20 54%	13 35%	4 11%	37
	<b>Total</b>	<b>710</b>	<b>215</b>	<b>15</b>	<b>940</b>
18. What is your supervisory status?	Non-Supervisor	319 74%	113 26%	2 0%	434
	Supervisor, Regular staff	219 82%	44 16%	5 2%	268
	Supervisor, Students only	128 77%	37 22%	1 1%	166
	Choose not to Answer	44 61%	21 29%	7 10%	72
	<b>Total</b>	<b>710</b>	<b>215</b>	<b>15</b>	<b>940</b>
19. How long have you been employed at USM?	Less than 1 year	70 89%	8 10%	1 1%	79
	1-5 years	220 77%	61 21%	4 1%	285
	6-10 years	152 78%	39 20%	3 2%	194
	More than 10 years	247 71%	99 28%	3 1%	349
	Choose not to Answer	21 64%	8 24%	4 12%	33
	<b>Total</b>	<b>710</b>	<b>215</b>	<b>15</b>	<b>940</b>

3. Support from Leadership  
g. My job makes good use of my skills and abilities.

		Agree	Disagree	N/A No Comment	Total
13. What is your Gender Identity?	Female	456 74%	155 25%	2 0%	613
	Male	212 80%	53 20%	0 0%	265
	Transgender	1 50%	1 50%	0 0%	2
	Choose not to Answer	38 63%	19 32%	3 5%	60
	<b>Total</b>	<b>707</b>	<b>228</b>	<b>5</b>	<b>940</b>
14. What is your Sexual Orientation?	Heterosexual	589 78%	160 21%	2 0%	751
	Bisexual	10 50%	10 50%	0 0%	20
	Gay	9 64%	5 36%	0 0%	14
	Lesbian	20 67%	10 33%	0 0%	30
	Choose not to Answer	79 63%	43 34%	3 2%	125
	<b>Total</b>	<b>707</b>	<b>228</b>	<b>5</b>	<b>940</b>
15. Select the one racial/ethnic group that best applies to you.	White/Caucasian/Non-Hispanic	615 77%	186 23%	2 0%	803
	Black/African American Non Hispanic	6 60%	4 40%	0 0%	10
	Hispanic/Latino	2 67%	1 33%	0 0%	3
	Asian/Pacific Islander	3 50%	3 50%	0 0%	6
	Native American/American Indian Alaskan Native	6 86%	1 14%	0 0%	7
	Bi/Multi-Racial	7 88%	1 13%	0 0%	8
	Choose not to Answer	68 66%	32 31%	3 3%	103
	<b>Total</b>	<b>707</b>	<b>228</b>	<b>5</b>	<b>940</b>
16. What is your job classification?	Classified Hourly	174 64%	97 36%	0 0%	271
	Professional Salaried	334 78%	93 22%	2 0%	429
	Part-time Faculty	32 89%	4 11%	0 0%	36
	Full-time Faculty	148 88%	20 12%	0 0%	168
	Choose not to Answer	19 53%	14 39%	3 8%	36
	<b>Total</b>	<b>707</b>	<b>228</b>	<b>5</b>	<b>940</b>
17. At which location do you primarily work?	Portland	381 75%	127 25%	1 0%	509
	Gorham	209 79%	54 20%	1 0%	264
	Lewiston-Auburn	27 75%	9 25%	0 0%	36
	Augusta	57 77%	17 23%	0 0%	74
	Off site	10 50%	10 50%	0 0%	20
	Choose not to Answer	23 62%	11 30%	3 8%	37
	<b>Total</b>	<b>707</b>	<b>228</b>	<b>5</b>	<b>940</b>
18. What is your supervisory status?	Non-Supervisor	320 74%	113 26%	1 0%	434
	Supervisor, Regular staff	226 84%	42 16%	0 0%	268
	Supervisor, Students only	112 67%	53 32%	1 1%	166
	Choose not to Answer	49 68%	20 28%	3 4%	72
	<b>Total</b>	<b>707</b>	<b>228</b>	<b>5</b>	<b>940</b>
19. How long have you been employed at USM?	Less than 1 year	61 77%	17 22%	1 1%	79
	1-5 years	192 67%	93 33%	0 0%	285
	6-10 years	150 77%	43 22%	1 1%	194
	More than 10 years	282 81%	67 19%	0 0%	349
	Choose not to Answer	22 67%	8 24%	3 9%	33
	<b>Total</b>	<b>707</b>	<b>228</b>	<b>5</b>	<b>940</b>