

4. Professional Development / Resources					
a. I have the resources necessary to do my work.					
		Agree	Disagree	N/A No Comment	Total
13. What is your Gender Identity?	Female	423 69%	189 31%	1 0%	613
	Male	151 57%	114 43%	0 0%	265
	Transgender	1 50%	1 50%	0 0%	2
	Choose not to Answer	29 48%	28 47%	3 5%	60
	Total	604	332	4	940
14. What is your Sexual Orientation?	Heterosexual	511 68%	239 32%	1 0%	751
	Bisexual	10 50%	10 50%	0 0%	20
	Gay	6 43%	8 57%	0 0%	14
	Lesbian	13 43%	17 57%	0 0%	30
	Choose not to Answer	64 51%	58 46%	3 2%	125
	Total	604	332	4	940
15. Select the one racial/ethnic group that best applies to you.	White/Caucasian/Non-Hispanic	536 67%	266 33%	1 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	5 83%	1 17%	0 0%	6
	Native American/American Indian Alaskan Native	5 71%	2 29%	0 0%	7
	BI/Multi-Racial	4 50%	4 50%	0 0%	8
	Choose not to Answer	46 45%	54 52%	3 3%	103
	Total	604	332	4	940
16. What is your job classification?	Classified Hourly	198 73%	71 26%	2 1%	271
	Professional Salaried	292 68%	137 32%	0 0%	429
	Part-time Faculty	23 64%	13 36%	0 0%	36
	Full-time Faculty	74 44%	94 56%	0 0%	168
	Choose not to Answer	17 47%	17 47%	2 6%	36
Total	604	332	4	940	
17. At which location do you primarily work?	Portland	310 61%	198 39%	1 0%	509
	Gorham	178 67%	85 32%	1 0%	264
	Lewiston-Auburn	19 53%	17 47%	0 0%	36
	Augusta	64 86%	10 14%	0 0%	74
	Off site	14 70%	6 30%	0 0%	20
	Choose not to Answer	19 51%	16 43%	2 5%	37
	Total	604	332	4	940
18. What is your supervisory status?	Non-Supervisor	299 69%	133 31%	2 0%	434
	Supervisor, Regular staff	165 62%	103 38%	0 0%	268
	Supervisor, Students only	101 61%	65 39%	0 0%	166
	Choose not to Answer	39 54%	31 43%	2 3%	72
	Total	604	332	4	940
19. How long have you been employed at USM?	Less than 1 year	64 81%	15 19%	0 0%	79
	1-5 years	182 64%	103 36%	0 0%	285
	6-10 years	124 64%	69 36%	1 1%	194
	More than 10 years	215 62%	133 38%	1 0%	349
	Choose not to Answer	19 58%	12 36%	2 6%	33
	Total	604	332	4	940

4. Professional Development / Resources					
b. I believe my workload is manageable.					
		Agree	Disagree	N/A No Comment	Total
13. What is your Gender Identity?	Female	404 66%	209 34%	0 0%	613
	Male	169 64%	96 36%	0 0%	265
	Transgender	1 50%	1 50%	0 0%	2
	Choose not to Answer	28 47%	30 50%	2 3%	60
	Total	602	336	2	940
14. What is your Sexual Orientation?	Heterosexual	501 67%	250 33%	0 0%	751
	Bisexual	11 55%	9 45%	0 0%	20
	Gay	7 50%	7 50%	0 0%	14
	Lesbian	14 47%	16 53%	0 0%	30
	Choose not to Answer	69 55%	54 43%	2 2%	125
	Total	602	336	2	940
15. Select the one racial/ethnic group that best applies to you.	White/Caucasian/Non-Hispanic	533 66%	270 34%	0 0%	803
	Black/African American Non Hispanic	7 70%	3 30%	0 0%	10
	Hispanic/Latino	2 67%	1 33%	0 0%	3
	Asian/Pacific Islander	4 67%	2 33%	0 0%	6
	Native American/American Indian Alaskan Native	4 57%	3 43%	0 0%	7
	BI/Multi-Racial	4 50%	4 50%	0 0%	8
	Choose not to Answer	48 47%	53 51%	2 2%	103
	Total	602	336	2	940
16. What is your job classification?	Classified Hourly	190 70%	81 30%	0 0%	271
	Professional Salaried	295 69%	134 31%	0 0%	429
	Part-time Faculty	25 69%	11 31%	0 0%	36
	Full-time Faculty	76 45%	92 55%	0 0%	168
	Choose not to Answer	16 44%	18 50%	2 6%	36
Total	602	336	2	940	
17. At which location do you primarily work?	Portland	322 63%	187 37%	0 0%	509
	Gorham	172 65%	92 35%	0 0%	264
	Lewiston-Auburn	17 47%	19 53%	0 0%	36
	Augusta	57 77%	17 23%	0 0%	74
	Off site	16 80%	4 20%	0 0%	20
	Choose not to Answer	18 49%	17 46%	2 5%	37
	Total	602	336	2	940
18. What is your supervisory status?	Non-Supervisor	309 71%	125 29%	0 0%	434
	Supervisor, Regular staff	156 58%	112 42%	0 0%	268
	Supervisor, Students only	101 61%	65 39%	0 0%	166
	Choose not to Answer	36 50%	34 47%	2 3%	72
	Total	602	336	2	940
19. How long have you been employed at USM?	Less than 1 year	61 77%	18 23%	0 0%	79
	1-5 years	190 67%	95 33%	0 0%	285
	6-10 years	121 62%	73 38%	0 0%	194
	More than 10 years	210 60%	139 40%	0 0%	349
	Choose not to Answer	20 61%	11 33%	2 6%	33
	Total	602	336	2	940

4. Professional Development / Resources					
c. I think staff levels are adequate in my area.					
		Agree	Disagree	N/A No Comment	Total
13. What is your Gender Identity?	Female	305 50%	299 49%	9 1%	613
	Male	106 40%	158 60%	1 0%	265
	Transgender	1 0%	1 50%	0 0%	2
	Choose not to Answer	20 33%	38 63%	2 3%	60
	Total	432	496	12	940
14. What is your Sexual Orientation?	Heterosexual	358 48%	386 51%	7 1%	751
	Bisexual	10 50%	10 50%	0 0%	20
	Gay	4 29%	10 71%	0 0%	14
	Lesbian	17 57%	13 43%	0 0%	30
	Choose not to Answer	43 34%	77 62%	5 4%	125
Total	432	496	12	940	
15. Select the one racial/ethnic group that best applies to you.	White/Caucasian/Non-Hispanic	387 48%	408 51%	8 1%	803
	Black/African American Non Hispanic	3 30%	7 70%	0 0%	10
	Hispanic/Latino	1 33%	2 67%	0 0%	3
	Asian/Pacific Islander	3 50%	3 50%	0 0%	6
	Native American/American Indian Alaskan Native	2 29%	5 71%	0 0%	7
	Bi/Multi-Racial	6 75%	2 25%	0 0%	8
	Choose not to Answer	30 29%	69 67%	4 4%	103
	Total	432	496	12	940
16. What is your job classification?	Classified Hourly	137 51%	133 49%	1 0%	271
	Professional Salaried	201 47%	225 52%	3 1%	429
	Part-time Faculty	18 50%	13 36%	5 14%	36
	Full-time Faculty	64 38%	104 62%	0 0%	168
	Choose not to Answer	12 33%	21 58%	3 8%	36
Total	432	496	12	940	
17. At which location do you primarily work?	Portland	223 44%	283 56%	3 1%	509
	Gorham	129 49%	134 51%	1 0%	264
	Lewiston-Auburn	15 42%	21 58%	0 0%	36
	Augusta	44 59%	28 38%	2 3%	74
	Off site	8 40%	11 55%	1 5%	20
	Choose not to Answer	13 35%	19 51%	5 14%	37
	Total	432	496	12	940
18. What is your supervisory status?	Non-Supervisor	234 54%	193 44%	7 2%	434
	Supervisor, Regular staff	99 37%	168 63%	1 0%	268
	Supervisor, Students only	74 45%	91 55%	1 1%	166
	Choose not to Answer	25 35%	44 61%	3 4%	72
	Total	432	496	12	940
19. How long have you been employed at USM?	Less than 1 year	53 67%	25 32%	1 1%	79
	1-5 years	138 48%	144 51%	3 1%	285
	6-10 years	89 46%	100 52%	5 3%	194
	More than 10 years	135 39%	213 61%	1 0%	349
	Choose not to Answer	17 52%	14 42%	2 6%	33
	Total	432	496	12	940

4. Professional Development / Resources					
d. I am able to take advantage of training and/or professional development opportunities.					
		Agree	Disagree	N/A No Comment	Total
13. What is your Gender Identity?	Female	447 73%	156 25%	10 2%	613
	Male	177 67%	81 31%	7 3%	265
	Transgender	0 0%	2 100%	0 0%	2
	Choose not to Answer	31 52%	25 42%	4 7%	60
	Total	655	264	21	940
14. What is your Sexual Orientation?	Heterosexual	544 72%	192 26%	15 2%	751
	Bisexual	13 65%	7 35%	0 0%	20
	Gay	8 57%	6 43%	0 0%	14
	Lesbian	20 67%	10 33%	0 0%	30
	Choose not to Answer	70 56%	49 39%	6 5%	125
Total	655	264	21	940	
15. Select the one racial/ethnic group that best applies to you.	White/Caucasian/Non-Hispanic	573 71%	213 27%	17 2%	803
	Black/African American Non Hispanic	10 100%	0 0%	0 0%	10
	Hispanic/Latino	1 33%	2 67%	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%	2 25%	0 0%	8
	Choose not to Answer	58 56%	41 40%	4 4%	103
	Total	655	264	21	940
16. What is your job classification?	Classified Hourly	203 75%	65 24%	3 1%	271
	Professional Salaried	322 75%	105 24%	2 0%	429
	Part-time Faculty	15 42%	16 44%	5 14%	36
	Full-time Faculty	101 60%	61 36%	6 4%	168
	Choose not to Answer	14 39%	17 47%	5 14%	36
Total	655	264	21	940	
17. At which location do you primarily work?	Portland	354 70%	143 28%	12 2%	509
	Gorham	187 71%	72 27%	5 2%	264
	Lewiston-Auburn	23 64%	13 36%	0 0%	36
	Augusta	60 81%	14 19%	0 0%	74
	Off site	15 75%	4 20%	1 5%	20
	Choose not to Answer	16 43%	18 49%	3 8%	37
	Total	655	264	21	940
18. What is your supervisory status?	Non-Supervisor	305 70%	118 27%	11 3%	434
	Supervisor, Regular staff	200 75%	63 24%	5 2%	268
	Supervisor, Students only	114 69%	50 30%	2 1%	166
	Choose not to Answer	36 50%	33 46%	3 4%	72
	Total	655	264	21	940
19. How long have you been employed at USM?	Less than 1 year	64 81%	11 14%	4 5%	79
	1-5 years	206 72%	76 27%	3 1%	285
	6-10 years	139 72%	53 27%	2 1%	194
	More than 10 years	230 66%	110 32%	9 3%	349
	Choose not to Answer	16 48%	14 42%	3 9%	33
	Total	655	264	21	940

4. Professional Development / Resources
e. I am able to grow professionally and have the opportunity for advancement.

		Agree	Disagree	N/A No Comment	Total
13. What is your Gender Identity?	Female	329 54%	265 43%	19 3%	613
	Male	144 54%	110 42%	11 4%	265
	Transgender	0 0%	2 100%	0 0%	2
	Choose not to Answer	23 38%	32 53%	5 8%	60
	Total	496	409	35	940
14. What is your Sexual Orientation?	Heterosexual	415 55%	314 42%	22 3%	751
	Bisexual	7 35%	13 65%	0 0%	20
	Gay	6 43%	5 36%	3 21%	14
	Lesbian	18 60%	12 40%	0 0%	30
	Choose not to Answer	50 40%	65 52%	10 8%	125
	Total	496	409	35	940
15. Select the one racial/ethnic group that best applies to you.	White/Caucasian/Non-Hispanic	433 54%	341 42%	29 4%	803
	Black/African American Non Hispanic	6 60%	4 40%	0 0%	10
	Hispanic/Latino	0 33%	1 67%	0 0%	3
	Asian/Pacific Islander	2 33%	4 67%	0 0%	6
	Native American/American Indian Alaskan Native	3 43%	4 57%	0 0%	7
	Bi/Multi-Racial	5 63%	3 38%	0 0%	8
	Choose not to Answer	46 45%	51 50%	6 6%	103
	Total	496	409	35	940
16. What is your job classification?	Classified Hourly	114 42%	147 54%	10 4%	271
	Professional Salaried	253 59%	168 39%	8 2%	429
	Part-time Faculty	11 31%	19 53%	6 17%	36
	Full-time Faculty	108 64%	54 32%	6 4%	168
	Choose not to Answer	10 28%	21 58%	5 14%	36
	Total	496	409	35	940
17. At which location do you primarily work?	Portland	265 52%	224 44%	20 4%	509
	Gorham	147 56%	108 41%	9 3%	264
	Lewiston-Auburn	20 56%	15 42%	1 3%	36
	Augusta	45 61%	29 39%	0 0%	74
	Off site	9 45%	10 50%	1 5%	20
	Choose not to Answer	10 27%	23 62%	4 11%	37
	Total	496	409	35	940
18. What is your supervisory status?	Non-Supervisor	222 51%	192 44%	20 5%	434
	Supervisor, Regular staff	176 66%	89 33%	3 1%	268
	Supervisor, Students only	77 46%	84 51%	5 3%	166
	Choose not to Answer	21 29%	44 61%	7 10%	72
	Total	496	409	35	940
19. How long have you been employed at USM?	Less than 1 year	47 59%	21 27%	11 14%	79
	1-5 years	155 54%	124 44%	6 2%	285
	6-10 years	105 54%	87 45%	2 1%	194
	More than 10 years	177 51%	160 46%	12 3%	349
	Choose not to Answer	12 36%	17 52%	4 12%	33
	Total	496	409	35	940