

Appendix B

COWAC Staff Survey Data, 2003 - 2004

**Tables and Figures Prepared by
Professor Jeffrey Manza
Han Sun
Tao Xie**

COWAC Staff Survey Data

Note: some respondents did not answer every question

Demographics - Staff

Gender

	Survey Sample		Northwestern	
	Frequency	Percentage	Frequency	Percentage
Male	391	25.8%	2044	41.5%
Female	1123	74.2%	2883	58.5%
Total	1514	100%	4927	100%

NU data provided by Human Resources
COWAC staff survey question #16, 4/04

Marital Status

	Survey Sample	
	Frequency	Percentage
Single	690	45.8%
Married/Have a life partner	818	54.2%
Total	1508	100%

Note: Northwestern data not available
COWAC staff survey question #23, 4/04

Age

	Survey Sample		Northwestern	
	Frequency	Percentage	Frequency	Percentage
18-24	122	8.1%	337	6.8%
25-34	491	32.6%	1640	33.3%
35-44	336	22.3%	1184	24%
45-54	319	21.2%	1021	20.7%
55-61	163	10.8%	494	10%
Over 61	74	4.9%	251	5.1%
Total	1505	100%*	4927	100%*

Note: * The percentages may not add up to 100% due to rounding.

NU data provided by Human Resources
COWAC staff survey question # 18, 4/04

Race

	Survey Sample		Northwestern	
	Frequency	Percentage	Frequency	Percentage
Native American/Alaskan native	1	0.1%	3	0.06%
Asian/Pacific Islander	154	10.2%	587	11.9%
Hispanic/Latino	69	4.6%	213	4.3%
Other	43	2.9%	261	5.3%
African American	155	10.3%	631	12.8%
Caucasian	1083	72%	3232	65.6%
Total	1505	100%*	4927	100%*

Note: * The percentages may not add up to 100% due to rounding.

NU data provided by Human Resources
COWAC staff survey question #17, 4/04

Demographics - Staff

Pay Group

	Survey Sample		Northwestern	
	Frequency	Percentage	Frequency	Percentage
Exempt (salaried)	854	59.1%	2825	57.3%
Non-exempt (hourly wage)	592	40.9%	2101	42.7%
Total	1445	100%	4926	100%

NU data provided by Human Resources
COWAC staff survey question #21, 4/04

Employment Status

	Survey Sample		Northwestern	
	Frequency	Percentage	Frequency	Percentage
Part-time	73	7.8%	178	3.6%
Full-time	857	92.2%	4749	96.4%
Total	930	100%	4927	100%

NU data provided by Human Resources
COWAC staff survey question #21, 4/04

Campus Location

	Survey Sample		Northwestern	
	Frequency	Percentage	Frequency	Percentage
Evanston Campus	999	66.2%	3166	64.4%
Chicago Campus	510	33.8%	1751	35.6%
Total	1509	100%	1509	100%

NU data provided by Human Resources
COWAC staff survey question #22, 4/04

Years of Service

	Survey Sample		Northwestern	
	Frequency	Percentage	Frequency	Percentage
0-3 years	693	48%	2288	46.4%
4-6 years	283	19.6%	857	17.4%
7-10 years	150	10.4%	639	13%
11-15 years	122	8.4%	496	10.1%
Over 15 years	197	13.6%	647	13.1%
Total	1445	100%	4927	100%*

Note: * The percentages may not add up to 100% due to rounding.

NU data provided by Human Resources
COWAC staff survey question #19, 4/04

Demographics - Staff

Education

	Survey Sample	
	Frequencies	Percent
High school	22	1.5%
Some college	232	15.4%
College degree	642	42.5%
Graduate degree	506	33.5%
Professional degree	90	6%
Other	19	1.3%
Total	1511	100%

COWAC staff survey question #20, 4/04

	Northwestern	
	Frequencies	Percent
2-Yr College Degree	38	0.8%
Bachelor's	870	17.7%
Doctorate	1	0.02%
Doctorate-Academic	43	0.9%
Doctorate-Professional	37	0.8%
HS Grad	73	1.5%
Less than HS Grad	3	0.06%
Master's	414	8.4%
Not Indic	3139	63.7%
Post Doctorate	6	0.1%
Some College	242	4.9%
Some Grad School	46	0.9%
Technical School	15	0.3%
Grand Total	4927	100%*

Note 1: * The percentages may not add up to 100% due to rounding.

Note 2: Northwestern data are shown in separate table because HRIS categories differ from those used in the survey question.

NU data provided by Human Resources

Response Rate

Survey Responses	1517
Northwestern Population	4927
Response Rate	30.8%

Job Satisfaction and Scope - Staff

Table 1: How satisfied are you with the following elements in your work environment at Northwestern?

	Very dissatisfied		Somewhat dissatisfied		Neutral		Somewhat satisfied		Very satisfied	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Salary	45 11.6%	155 13.9%	104 26.7%	353 31.5%	60 15.4%	147 13.1%	136 35%	357 31.9%	44 11.3%	107 9.6%
Appreciation for your work	34 8.7%	92 8.2%	56 14.4%	174 15.5%	58 14.9%	152 13.6%	139 35.7%	383 34.2%	102 26.2%	319 28.5%
Job security	19 4.9%	36 3.3%	35 9.1%	87 7.9%	61 15.9%	239 21.7%	131 34.1%	353 32%	138 35.9%	387 35.1%
Support of your chair, supervisor, or program director	31 8.2%	90 8.1%	35 9.3%	126 11.4%	50 13.2%	154 13.9%	106 28%	258 23.3%	156 41.3%	477 43.2%
Opportunity for promotion or professional advancement	48 12.9%	176 16.3%	84 22.6%	274 25.4%	115 30.9%	274 25.4%	77 20.7%	255 23.6%	48 12.9%	100 9.3%
Interactions with coworkers	15 3.9%	28 2.5%	26 6.7%	84 7.5%	52 13.4%	117 10.5%	139 35.7%	360 32.2%	157 40.45%	528 47.3%*
Tuition benefits for self	23 6.7%	61 6.4%	33 9.6%	61 6.4%	103 29.9%	218 22.9%	70 20.3%	217 22.8%	115 33.4%	393 41.4%*
Tuition benefits for family members	16 5.6%	42 5.7%	24 8.4%	73 10%	109 38%	256 35%	70 24.4%	161 22%	68 23.7%	200 27.3%
Insurance benefits	12 3.1%	29 2.7%	38 9.9%	130 12%	62 16.2%	147 13.6%	145 37.9%	405 37.4%	126 32.9%	371 34.3%
Safety of the work environment	10 2.6%	25 2.3%	24 6.3%	112 10.1%*	38 9.9%	144 13%	117 30.5%	314 28.4%	195 50.8%	510 46.2%
Your physical space	38 9.8%	98 8.8%	60 15.4%	201 18%	57 14.7%	112 10%	122 31.4%	335 29.9%	112 28.8%	373 33.3%

Note1: Two-tailed significance test for male/female difference at .05

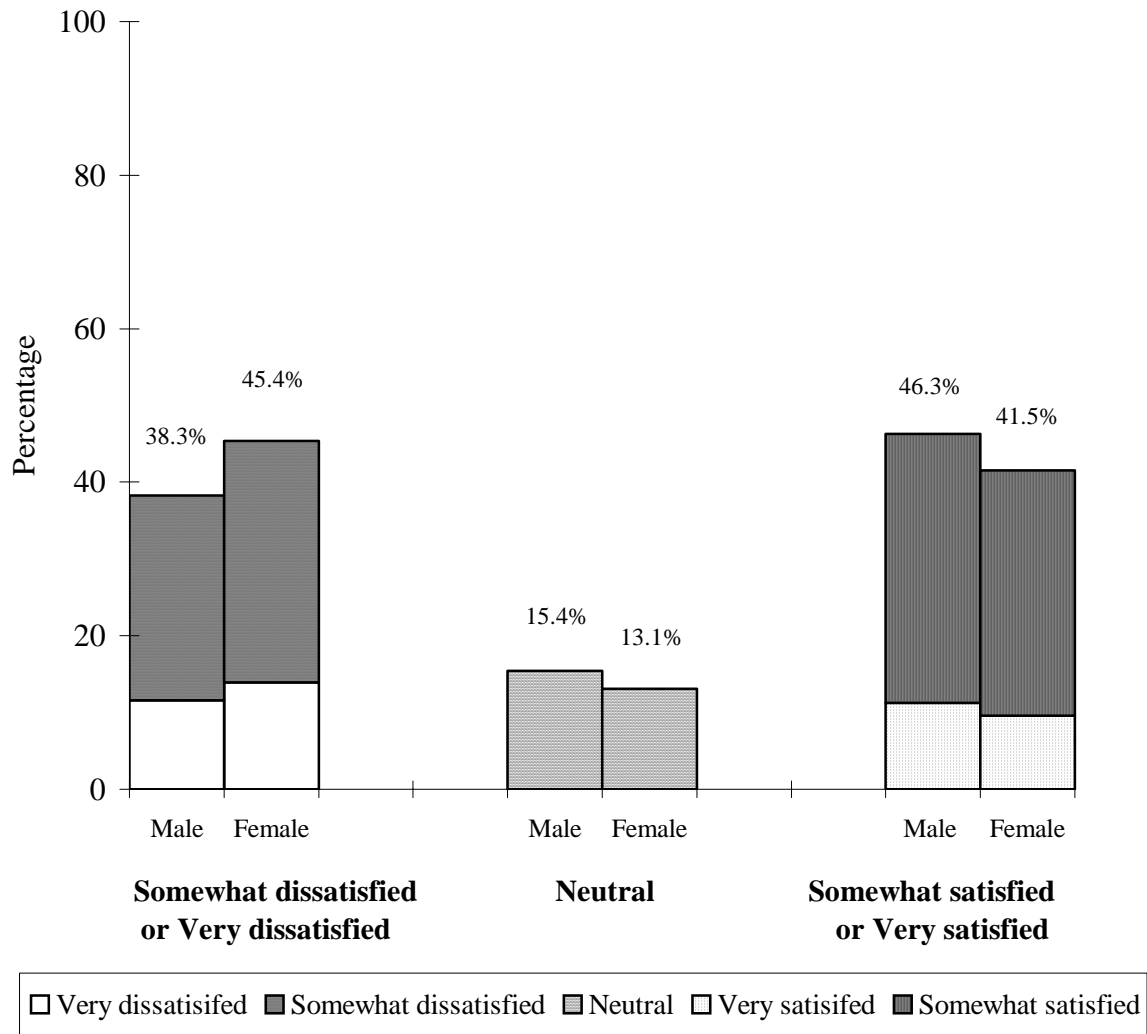
Note2: cases that answered "N/A" are excluded

COWAC staff survey question #1, 4/04

Job Satisfaction and Scope - Staff

How satisfied are you with the following elements in your work environment at Northwestern?

Figure 1.1: Satisfaction with Salary

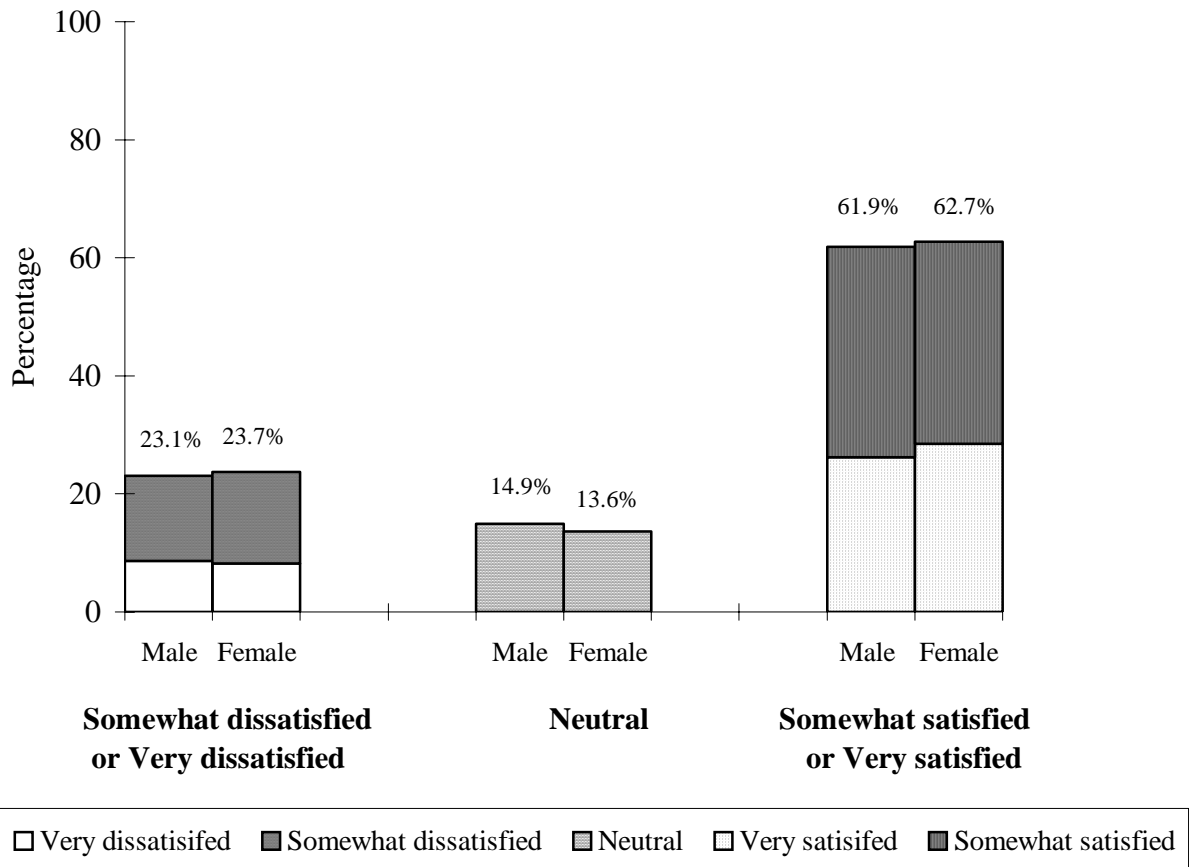


Source: Table – COWAC staff survey question #1, 4/04

Job Satisfaction and Scope - Staff

How satisfied are you with the following elements in your work environment at Northwestern?

Figure 1.2: Satisfaction with Appreciation for Your Work

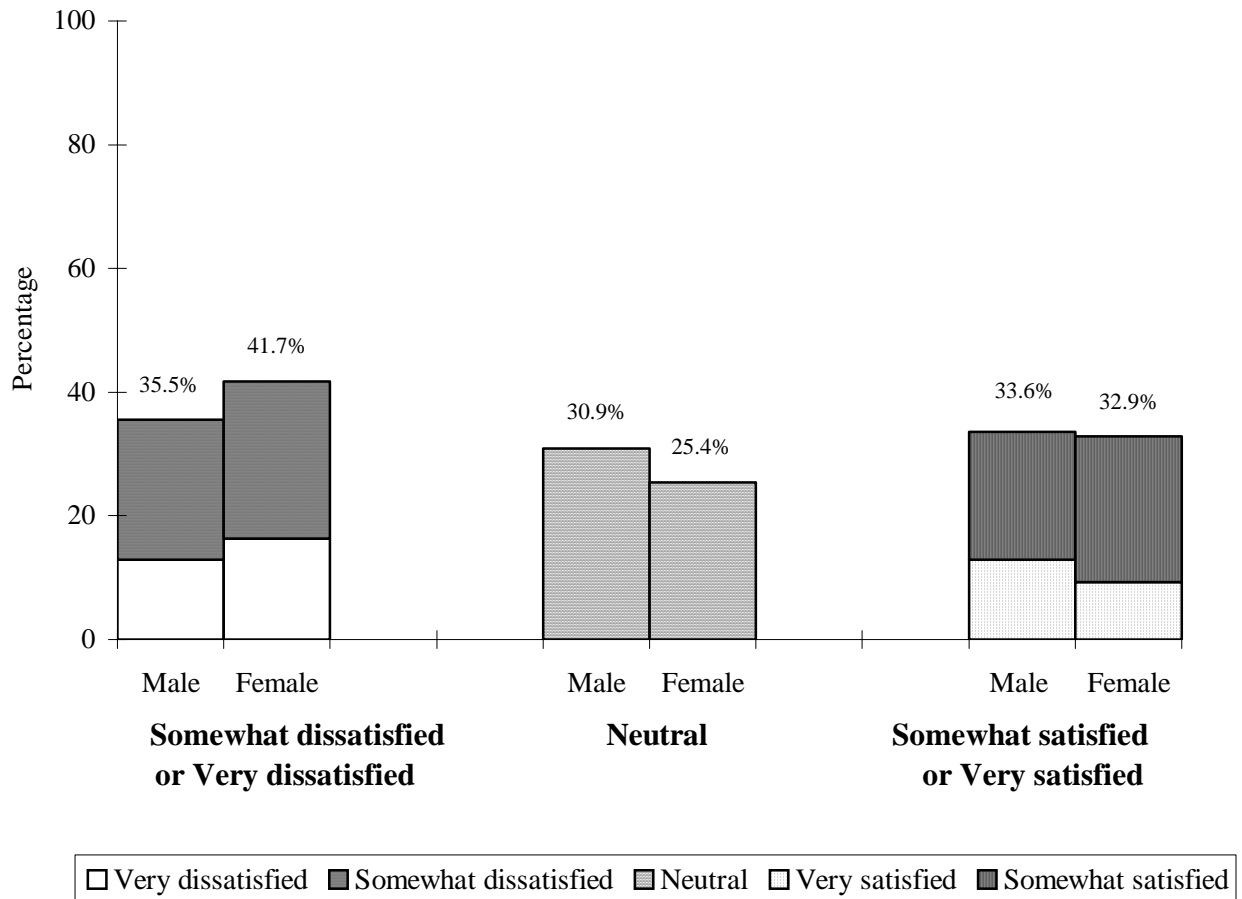


Source: Table – COWAC staff survey question #1, 4/04

Job Satisfaction and Scope - Staff

How satisfied are you with the following elements in your work environment at Northwestern?

Figure 1.3: Satisfaction with Opportunity for Promotion or Professional Advancement



Source: Table 1 – COWAC staff survey question #1, 4/04

Job Satisfaction and Scope - Staff
Job description and expansion of responsibilities

Table 2A: Have you seen your current job description?

	Male	Female
Yes	214 54.9%	630 56.1%
No	176 45.1%	493 43.9%
Total	390 100%	1123 100%

COWAC staff survey question #3, 4/04

Table 2B: Do your current duties match your job description?

	Male	Female
Yes	169 79%	480 76.7%
No	45 21%	146 23.3%
Total	214 100%	626 100%

COWAC staff survey question #3, 4/04

Table 2C: Have your duties expanded in the past three years?

	Male	Female
Yes	275 70.5%	803 71.5%
No	115 29.5%	320 28.5%
Total	390 100%	1123 100%

COWAC staff survey question #3, 4/04

Job Satisfaction and Scope - Staff

Table 2D (1): If your duties have been expanded, was this recognized with: Job reclassification.

	Male	Female
Yes	16 5.8%	65 8.1%
No	259 94.2%	738 91.9%
Total	275 100%	803 100%

COWAC staff survey question #3, 4/04

Table 2D (2): If your duties have been expanded, was this recognized with: Pay raise.

	Male	Female
Yes	42 15.3%	110 13.7%
No	233 84.7%	693 86.3%
Total	275 100%	803 100%

COWAC staff survey question #3, 4/04

Table 2D (3): If your duties have been expanded, was this recognized with: Both job reclassification and pay raise.

	Male	Female
Yes	50 18.2%	151 18.8%
No	225 81.8%	652 81.2%
Total	275 100%	803 100%

COWAC staff survey question #3, 4/04

Table 2D (4): If your duties have been expanded, was this recognized with: Neither job reclassification nor pay increase.

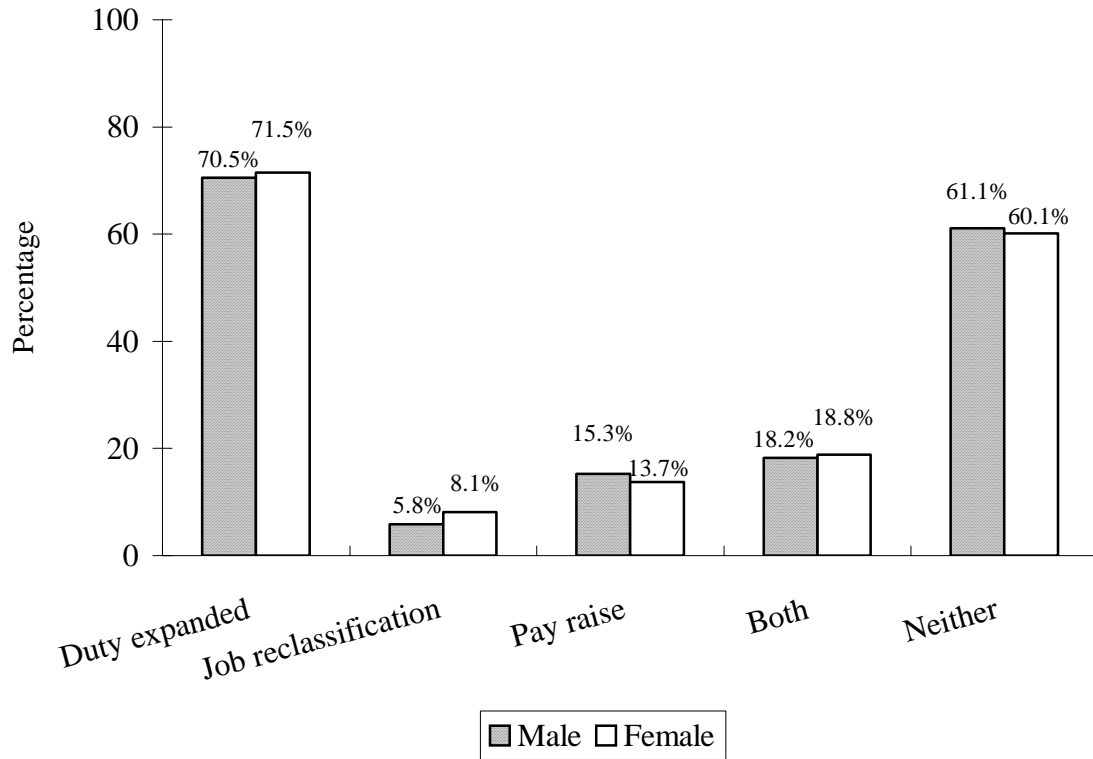
	Male	Female
Yes	168 61.1%	483 60.1%
No	107 38.9%	320 39.9%
Total	275 100%	803 100%

COWAC staff survey question #3, 4/04

Job Satisfaction and Scope - Staff

Job description and expansion of responsibilities

FIGURE 2.1: Duty Expansion and its Recognition



Source: Table 2 - COWAC staff survey question #3, 4/04

Job Training /Career Development - Staff

Table 3: How satisfied are you with the job training offered at NU?

	Very dissatisfied		Somewhat dissatisfied		Neutral		Somewhat satisfied		Very satisfied	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Initial orientation and on-the-job training to perform job	27 7.9%	98 9.5%	62 18.2%	156 15.1%	93 27.3%	251 24.3%	98 28.7%	329 31.9%	61 17.9%	197 19.1%
Ongoing training necessary to be successful in your job	26 7.7%	59 5.8%	52 15.3%	165 16.1%	100 29.5%	243 23.7%	108 31.95%	358 34.95%	53 15.6%	200 19.5%
Skills courses (Excel, Access)	12 4.2%	19 2.2%	32 11.3%	60 6.8%*	122 43%	302 34.4%	79 27.8%	300 34.2%*	39 13.7%	197 22.4%*
Supervisory/managerial skills courses	14 5.3%	31 4.2%	34 12.8%	68 9.3%	117 44.2%	346 47.3%	71 26.8%	182 24.9%	29 10.9%	104 14.2%
Support of your department in taking courses	20 5.9%	61 6.1%	34 10.1%	111 11%	91 27%	214 21.3%	98 29.1%	217 21.6%*	94 27.9%	403 40.1%*

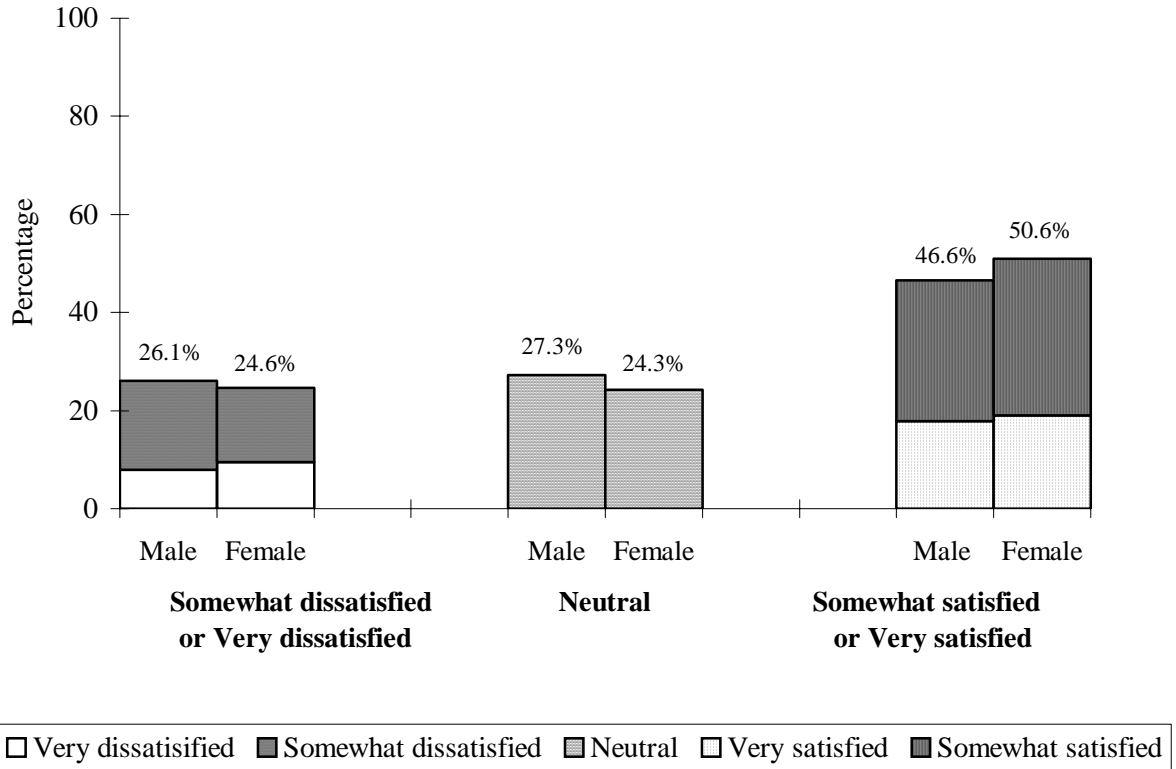
Note1: Two-tailed significance test for male/female difference at .05

Note2: cases that answered "N/A" are excluded

COWAC staff survey question #4, 4/04

Job Training /Career Development - Staff
How satisfied are you with the job training offered at NU?

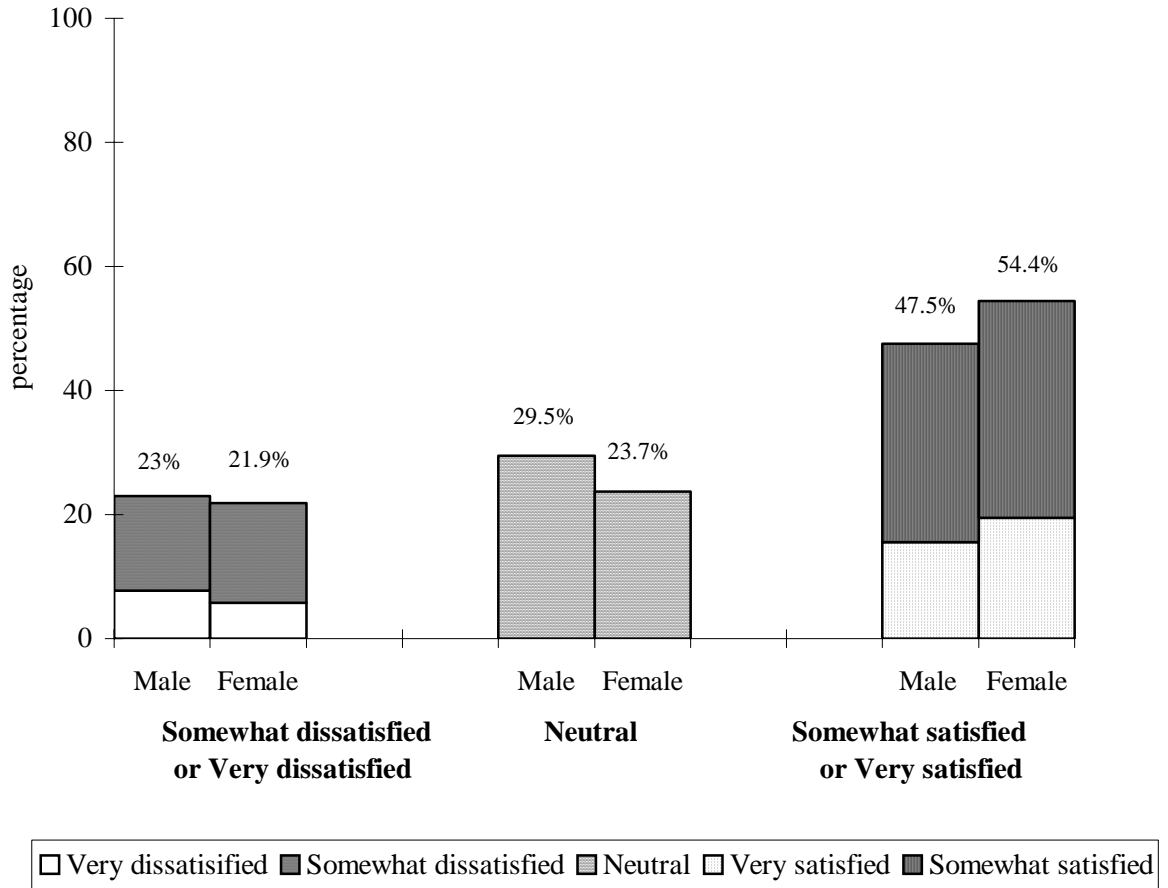
Figure 3.1: Satisfaction with Initial Orientation and On-the-job Training to Perform Job



Source: Table 3 - COWAC staff survey question #4, 4/04

Job Training /Career Development - Staff
How satisfied are you with the job training offered at NU?

Figure 3.2: Satisfaction with Ongoing Training Necessary to be Successful in Your Job



Source: Table 3- COWAC staff survey question #4, 4/04

Job Training /Career Development - Staff

Table 4: If you are interested in advancing your career at NU, how satisfied are you with:

	Very dissatisfied		Somewhat dissatisfied		Neutral		Somewhat satisfied		Very satisfied	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Opportunities for promotion at NU	41 12%	139 14.1%	91 26.6%	265 26.9%	110 32.2%	271 27.5%	72 21.1%	222 22.5%	28 8.2%	88 8.9%
Training and career development resources available	19 5.65	53 5.4%	65 19.2%	169 17.2%	123 36.3%	282 28.8%	92 27.1%	314 32%	40 11.8%	162 16.5%*
Support of your supervisor for your career growth	34 9.4%	104 10.4%	53 14.6%	147 14.6%	83 22.9%	228 22.9%	92 25.4%	237 23.6%	100 27.6%	288 28.7%
Support from your department when taking courses	20 6.4%	57 6.2%	30 9.6%	95 10.3%	103 32.8%	238 25.9%	77 24.5%	229 24.9%	84 26.8%	299 32.6%*

Note1: Two-tailed significance test for male/female difference at .05

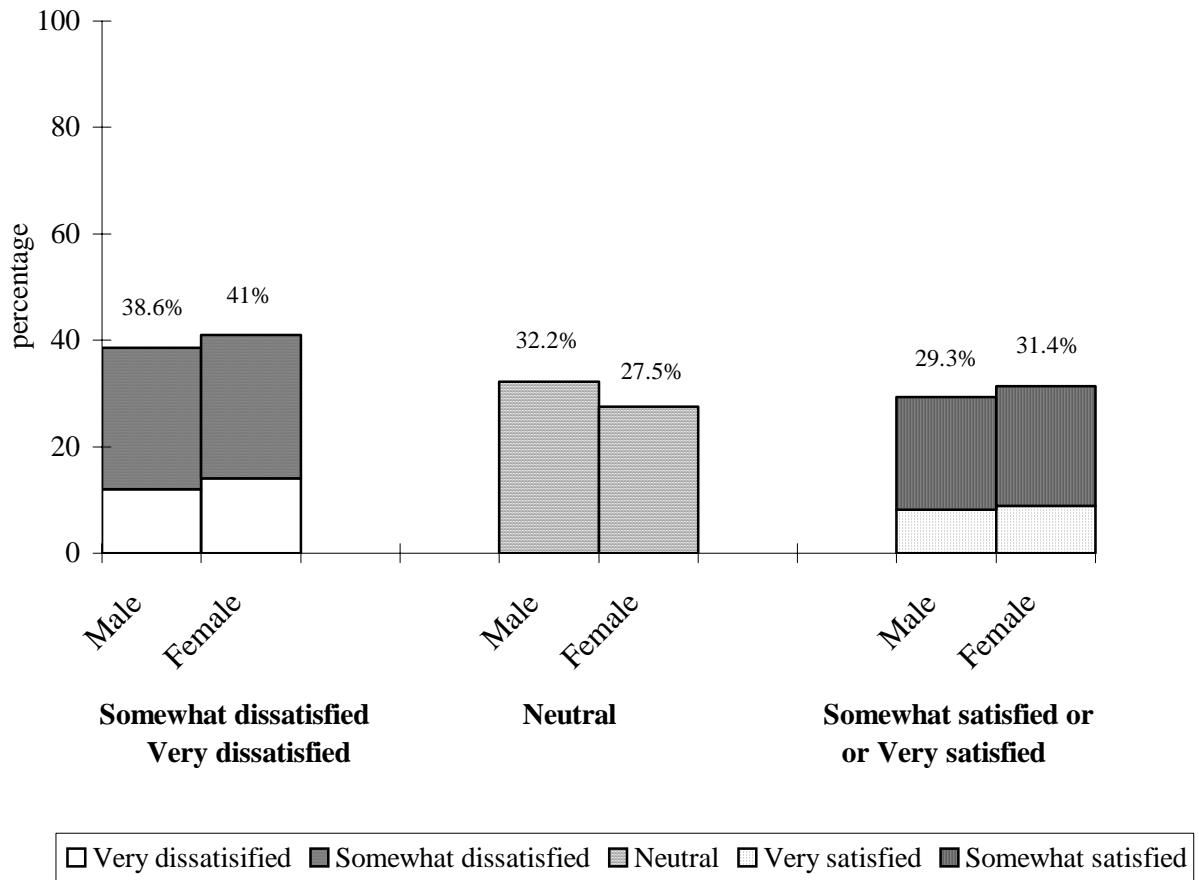
Note2: cases that answered "N/A" are excluded

COWAC staff survey question #5, 4/04

Job Training /Career Development - Staff

If you are interested in advancing your career at NU, how satisfied are you with:

Figure 4.1: Satisfaction with Opportunities for Promotion at NU



Source: Table 4- COWAC staff survey question #5, 4/04

Work Life and Family - Staff

Family Care

Table 5: Are you the primary caregiver for an elderly or disabled relative?

	Male	Female
Yes	23 5.9%	71 6.3%
No	366 94.1%	1049 93.7%
Total	389 100%	1120 100%

COWAC staff survey question #7, 4/04

Childcare

Table 6A: Do you currently have child(ren) in childcare?

	Male	Female
Yes	56 14.4%	156 13.9%
No	334 85.7%	967 86.1%
Total	390 100%	1123 100%

COWAC staff survey question #8, 4/04

Table 6B: What type of childcare do you utilize?

	Male	Female
A childcare center near home	30	68
A childcare center near work	6	28
A childcare center at work	2	1
My child in the home of someone who provides childcare near my home	9	30
My child in the home of someone who provides childcare near my place of work	1	6
Childcare provided by someone in my home	18	39
TOTAL	66	172

Note: Respondents were asked to check all types that apply, so total number of responses exceeds number of respondents.

COWAC staff survey question #8, 4/04

**Work Life and Family - Staff
Childcare**

Table 7a: Preference ranking of childcare options among those who currently have child(ren) in childcare

	Male	Female
A childcare center near home	2.47 53	2.69 144
A childcare center near work	3.44 50	2.9* 142
A childcare center at work	2.61 49	2.18 140
My child in the home of someone who provides childcare near my home	4.24 49	3.88 139
My child in the home of someone who provides childcare near my place of work	4.78 49	4.25* 137
Childcare provided by someone in my home	3.14 50	3.33 141

Note1: 1 – most preferred; 6 – least preferred

Note2: In each cell, the number above is the *mean* and the number below is the *frequency*.

Note3: Two-tailed significance test for male/female difference at .05
COWAC staff survey question #9, 4/04

Work Life and Family - Staff Childcare

Table 7b Preference ranking of childcare options among those who currently have child(ren) in childcare by exempt and non-exempt employees

	Exempt		Non-exempt	
	Male	Female	Male	Female
A childcare center near home	2.61 38	2.79 85	1.73 11	2.54 52
A childcare center near work	3.32 37	2.75 83	4.3 10	3.22 51
A childcare center at work	2.51 37	2.01 82	3.44 9	2.49 51
My child in the home of someone who provides childcare near my home	4.35 37	3.96 82	4.33 9	3.7 50
My child in the home of someone who provides childcare near my place of work	4.73 37	4.22 81	5.56 9	4.24* 50
Childcare provided by someone in my home	3.08 37	3.2 84	4.11 9	3.52 50

Note 1: Only exempt and non-exempt employees are included.

Note 2: 1 – most preferred; 6 – least preferred

Note 3: In each cell, the number above is the *mean* and the number below is the *frequency*.

Note 4: Two-tailed significant test for male/female difference at .05
COWAC staff survey question #9, 4/04

**Work Life and Family - Staff
Childcare**

Table 7c Preference ranking of childcare options among those who currently have child(ren) in childcare by Chicago and Evanston campus

	Chicago		Evanston	
	Male	Female	Male	Female
A childcare center near home	2.11 18	2.54 48	2.66 35	2.76 96
A childcare center near work	3.19 16	2.9 48	3.56 34	2.9* 94
A childcare center at work	2.73 15	2 48	2.56 34	2.27 92
My child in the home of someone who provides childcare near my home	4.07 15	3.85 47	4.32 34	3.89 92
My child in the home of someone who provides childcare near my place of work	4.73 15	4.54 46	4.79 34	4.1* 91
Childcare provided by someone in my home	3.2 15	3.53 47	3.11 35	3.22 94

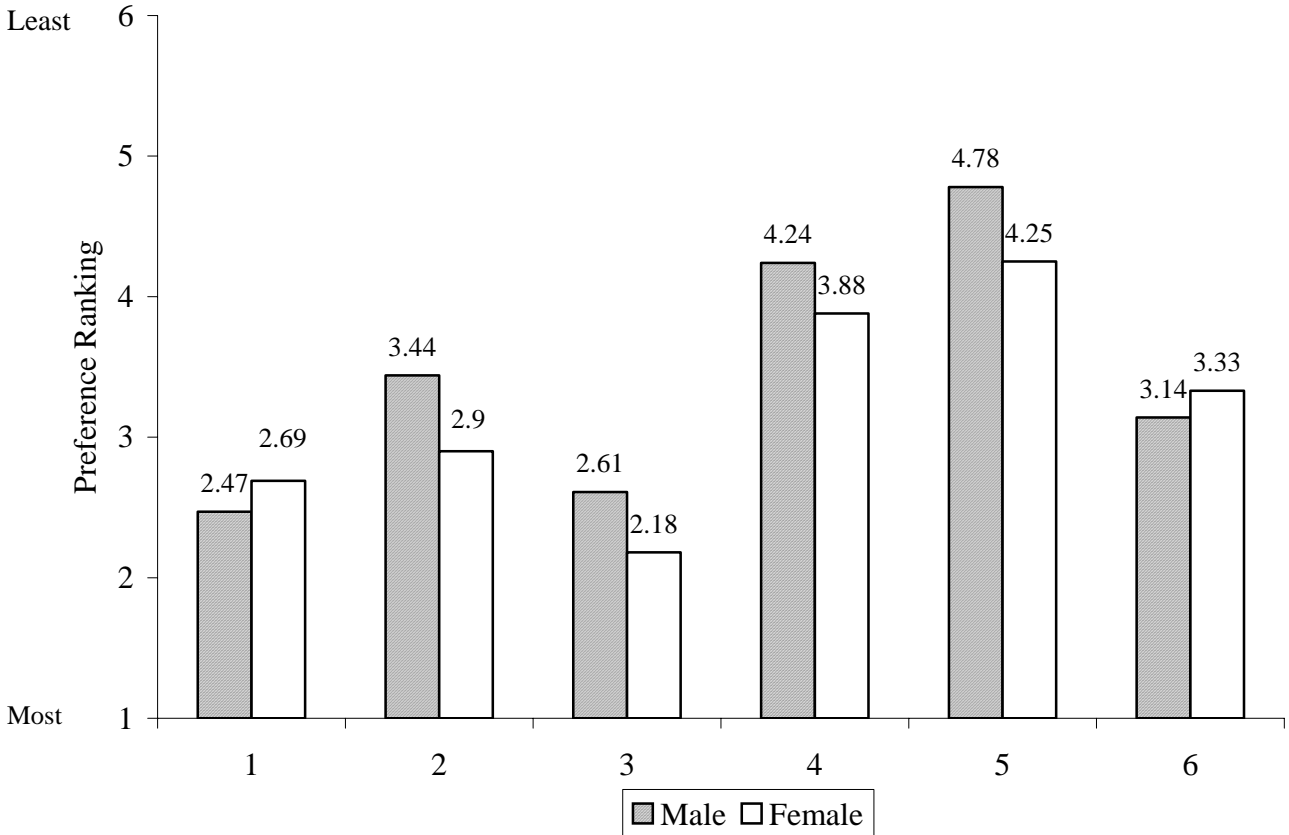
Note1: 1 – most preferred; 6 – least preferred

Note2: In each cell, the number above is the *mean* and the number below is the *frequency*.

Note3: Two-tailed significance test for male/female difference at .05
COWAC staff survey question #9, 4/04

Work Life and Family - Staff Childcare

Figure 7.1: Preference of Childcare Options Among Those Who Currently Have Child(ren) in Childcare



1. A childcare center near home
2. A childcare center near work
3. A childcare center at work
4. My child in the home of someone who provides childcare near my home
5. My child in the home of someone who provides childcare near my place of work
6. Childcare provided by someone in my home

Source: Table 7- COWAC staff survey question #9, 4/04

**Work Life and Family - Staff
Childcare**

Table 8: Preference ranking of childcare options among those who expect to have childcare needs in the next 5 years

	Male	Female
A childcare center near home	2.69 78	3.36* 244
A childcare center near work	2.94 78	2.83 248
A childcare center at work	2.83 78	2.19* 248
My child in the home of someone who provides childcare near my home	3.72 78	3.65 244
My child in the home of someone who provides childcare near my place of work	3.95 78	3.72 245
Childcare provided by someone in my home	3.68 78	2.98* 245

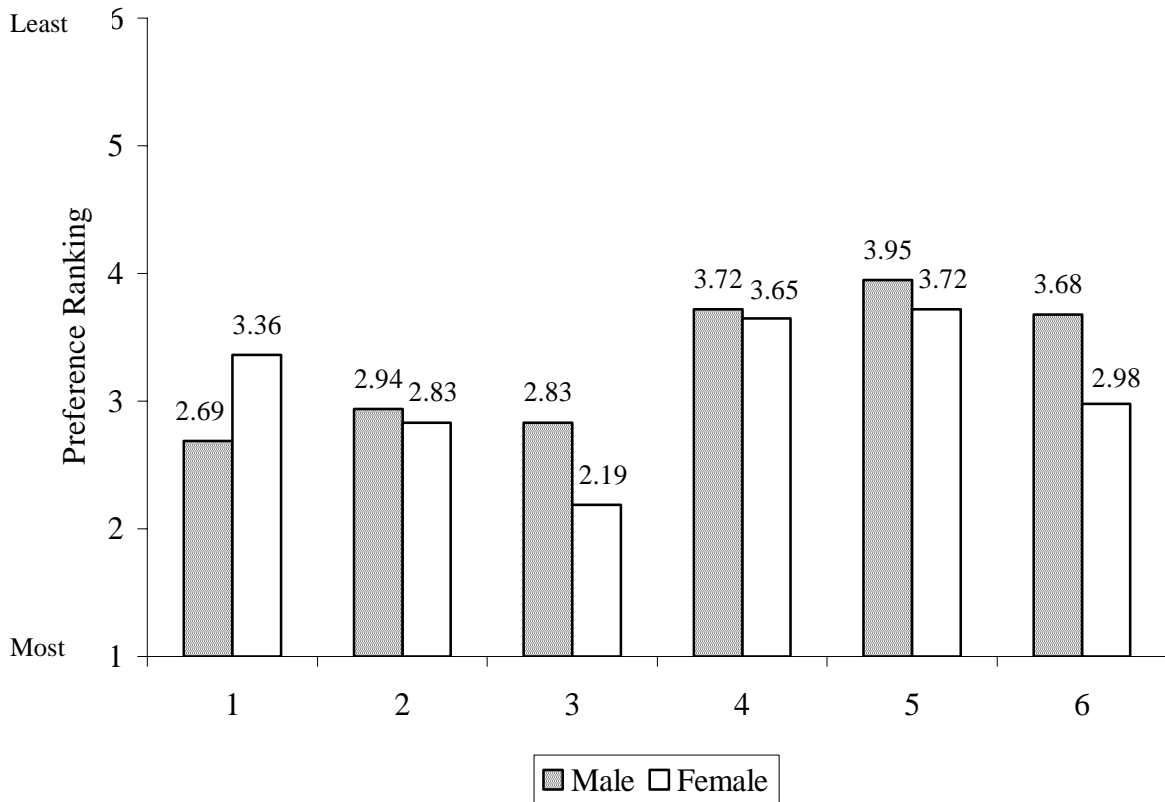
Note1: 1 – most preferred; 6 – least preferred

Note2: In each cell, the number above is the *mean* and the number below is the *frequency*.

Note3: Two-tailed significance test for male/female difference at .05
COWAC staff survey question #10, 4/04

Work Life and Family - Staff Childcare

8.1: Preference of Childcare Options Among Those Who Expect to Have Childcare Needs in the Next 5 Years



1. A childcare center near home
2. A childcare center near work
3. A childcare center at work
4. My child in the home of someone who provides childcare near my home
5. My child in the home of someone who provides childcare near my place of work
6. Childcare provided by someone in my home

Source: Table 8- COWAC staff survey question #10, 4/04

Workplace Environment - Staff

Table 9a: During the past year, were you ever made to feel uncomfortable in your workplace environment for any of the following reasons?

	Never		Sometimes		Frequently	
	Male	Female	Male	Female	Male	Female
Because of my race	244 91.5%	940 90.2%	29 7.7%	90 8.6%	3 0.8%	12 1.2%
Because of my ethnicity	350 93.3%	957 92.4%	21 5.6%	70 6.85	4 1.1%	9 0.9%
Because of my gender	339 90.4%	853 79.1%*	30 8%	199 18.4%*	6 1.65	27 2.5%
Because of my sexual orientation (gay/lesbian/bisexual/transgendered/heterosexual)	316 93.2%	833 97.1%*	19 5.6%	25 2.95	4 1.2%	0 0%*
Because of my disability	275 96.8%	670 96%	8 2.8%	22 3.25	1 0.4%	6 0.9%
Because of remarks that I considered sexist	334 92.3%	852 84.4%*	26 7.2%	134 13.3%*	2 0.6%	24 2.4%*
Because of my any unwelcome seductive behavior	352 98.1%	933 95.3%*	6 1.7%	40 4.1%*	1 0.3%	6 0.6%
Because of someone I knew sexually harassed me through e-mail or internet use	953 99.4%	961 98.9%	1 0.3%	8 0.8%	1 0.3%	3 0.3%
Because I was pregnant	239 100%	707 97.2%	0 0%	15 2.1%	0 0%	5 0.7%

Note1: cases that answered “not applicable” are excluded.

Note2: Two-tailed significance test for male/female difference at .05

COWAC staff survey question #14, 4/04

Workplace Environment - Staff

Table 9b: During the past year, I was made to feel uncomfortable in my workplace environment because of my race

	African American	Native American/Alaskan Native	Asian/Pacific Islander	Hispanic/Latino	Caucasian	Other	Total
Never	92 62.6%	NA	120 81.1%	52 83.9%	980 96.9%	35 83.3%	1279 90.6%
Sometimes	44 29.9%	NA	28 18.9%	10 16.1%	27 2.7%	7 16.7%	117 8.3%
Frequently	11 7.5%	NA			4 0.4%		15 1.1%
Total	147 100%	NA	148 100%	62 100%	1011 100%	42 100%	1411 100%

Note 1: cases that answered “not applicable” are excluded.

Note 2: We have omitted responses (“NA”) in instances where population is so small that individual respondents might be identified.

See COWAC staff survey question #14, Table 9a, above.

Table 9c: During the past year, I was made to feel uncomfortable in my workplace environment because of my ethnicity

	African American	Native American/Alaskan Native	Asian/Pacific Islander	Hispanic/Latino	Caucasian	Other	Total
Never	105 72.4%	NA	121 83.4%	50 82%	991 98%	34 82.9%	1301 92.7%
Sometimes	32 22.1%	NA	23 15.9%	11 18%	17 1.7%	6 14.6%	90 6.4%
Frequently	8 5.5%	NA	1 0.7%	0	3 0.3%	1 2.4%	13 0.9%
Total	145 100%	NA	145 100%	61 100%	1011 100%	41 100%	1404 100%

Note 1: cases that answered “not applicable” are excluded.

Note 2: We have omitted responses (“NA”) in instances where population is so small that individual respondents might be identified.

See COWAC staff survey question #14, Table 9a, above.

Workplace Environment - Staff

Table 9d: During the past year, I was made to feel uncomfortable in my workplace environment because of my race/ethnicity

	Male	Female	Total
Never	340 89.9%	932 88.8%	1272 89.1%
Sometimes or Frequently	38 10.1%	118 11.2%	156 10.9%
Total	378 100%	1050 100%	1428 100%

Note1: cases that answered “not applicable” are excluded.

Note2: This table collapses race and ethnicity

See COWAC staff survey question #14, Table 9a, above.

Table 9e: During the past year, I was made to feel uncomfortable in my workplace environment because of my race/ethnicity

	African American	Native American/Alaskan Native	Asian/Pacific Islander	Hispanic/Latino	Caucasian	Other	Total
Never	92 62.6%	NA	115 77.7%	49 79%	978 95.8%	33 78.6%	1267 89.2%
Sometimes or Frequently	55 37.4%	NA	33 22.3%	13 21%	43 4.2%	9 21.4%	154 10.8%
Total	147 100%	NA	148 100%	62 100%	1021 100%	42 100%	1421 100%

Note 1: cases that answered “not applicable” are excluded.

Note 2: We have omitted responses (“NA”) in instances where population is so small that individual respondents might be identified.

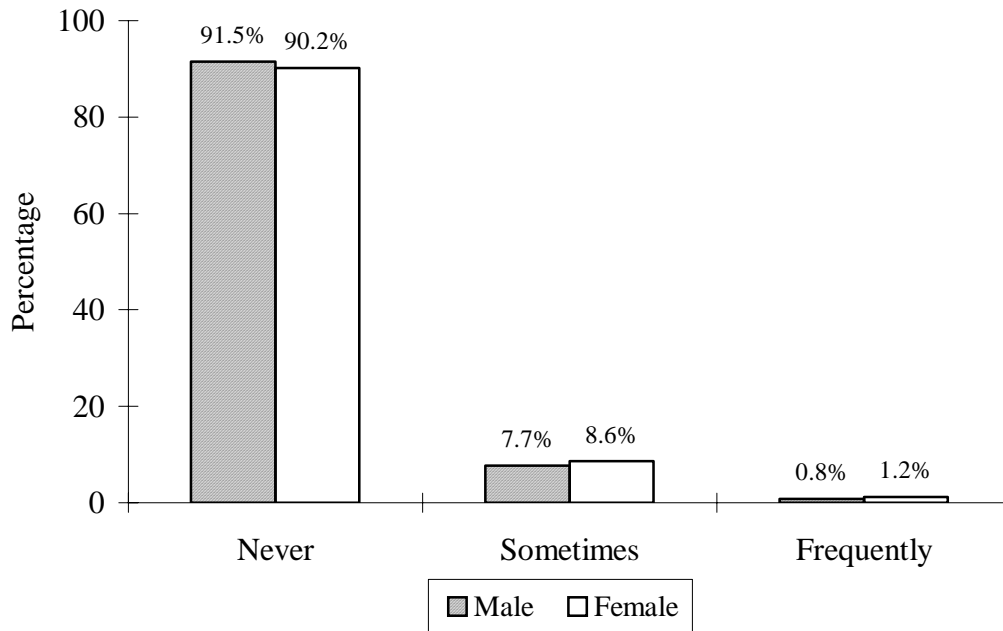
Note 3: This table collapses race and ethnicity.

See COWAC staff survey question #14, Table 9a, above.

Workplace Environment - Staff

During the past year, were you ever made to feel uncomfortable in your workplace environment for any of the following reasons?

Figure 9.1: Uncomfortable Because of My Race (By Gender)

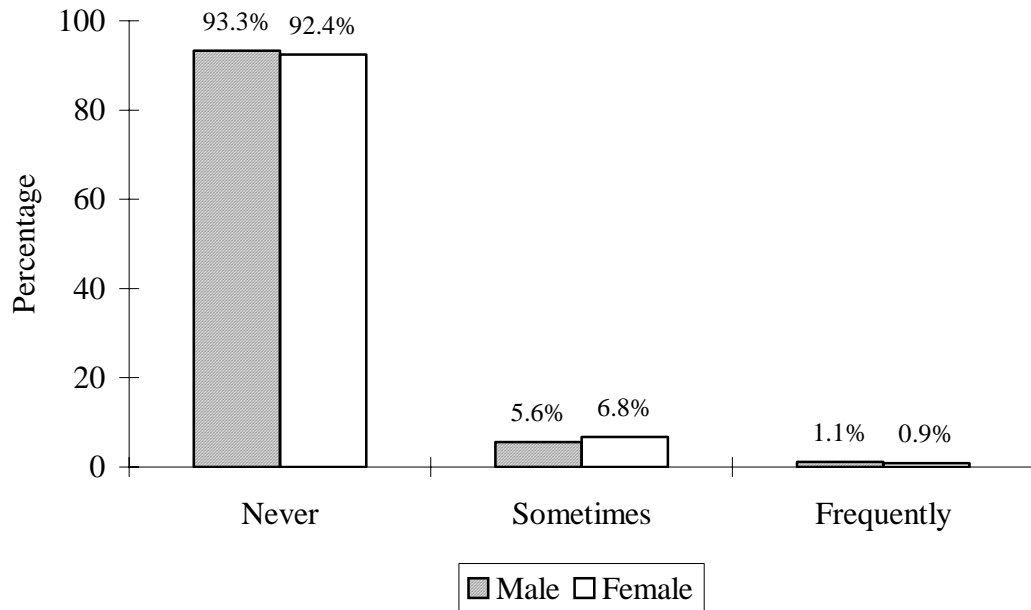


Source: Table 9a – COWAC staff survey question #14, 4/04

Workplace Environment - Staff

During the past year, were you ever made to feel uncomfortable in your workplace environment for any of the following reasons?

Figure 9.2: Uncomfortable Because of My Ethnicity (By Gender)

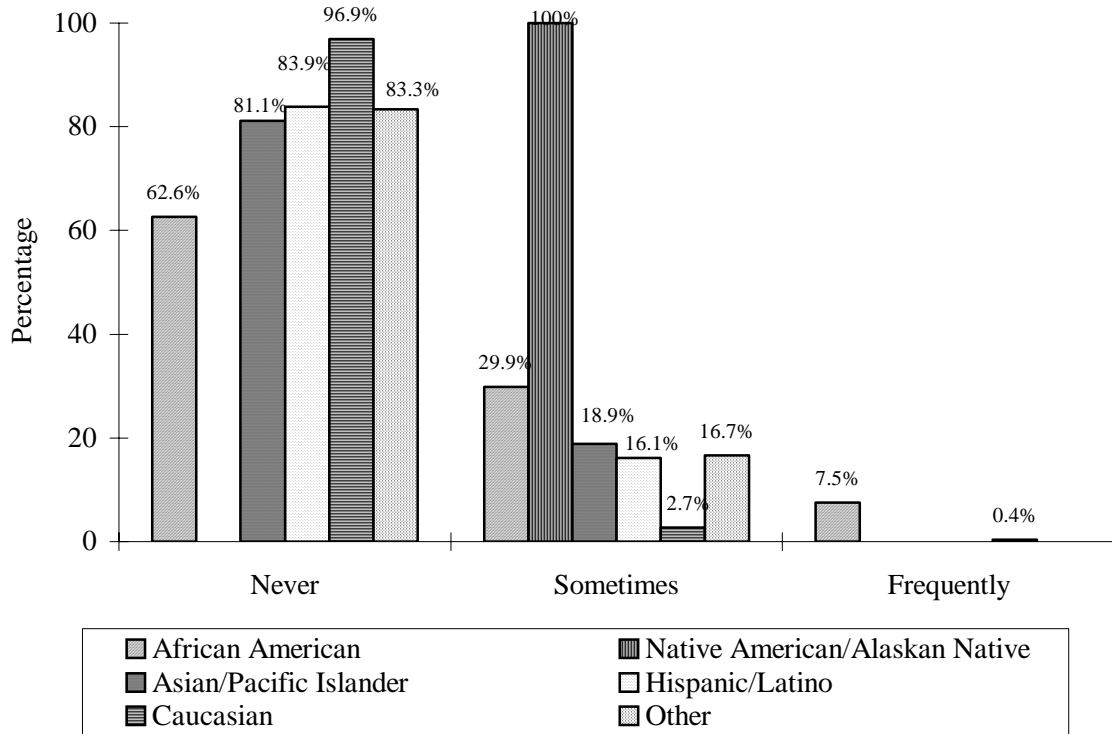


Source: Table 9a – COWAC staff survey question #14, 4/04

Workplace Environment - Staff

During the past year, were you ever made to feel uncomfortable in your workplace environment for any of the following reasons?

Figure 9.3: Uncomfortable Because of My Race (By Race)

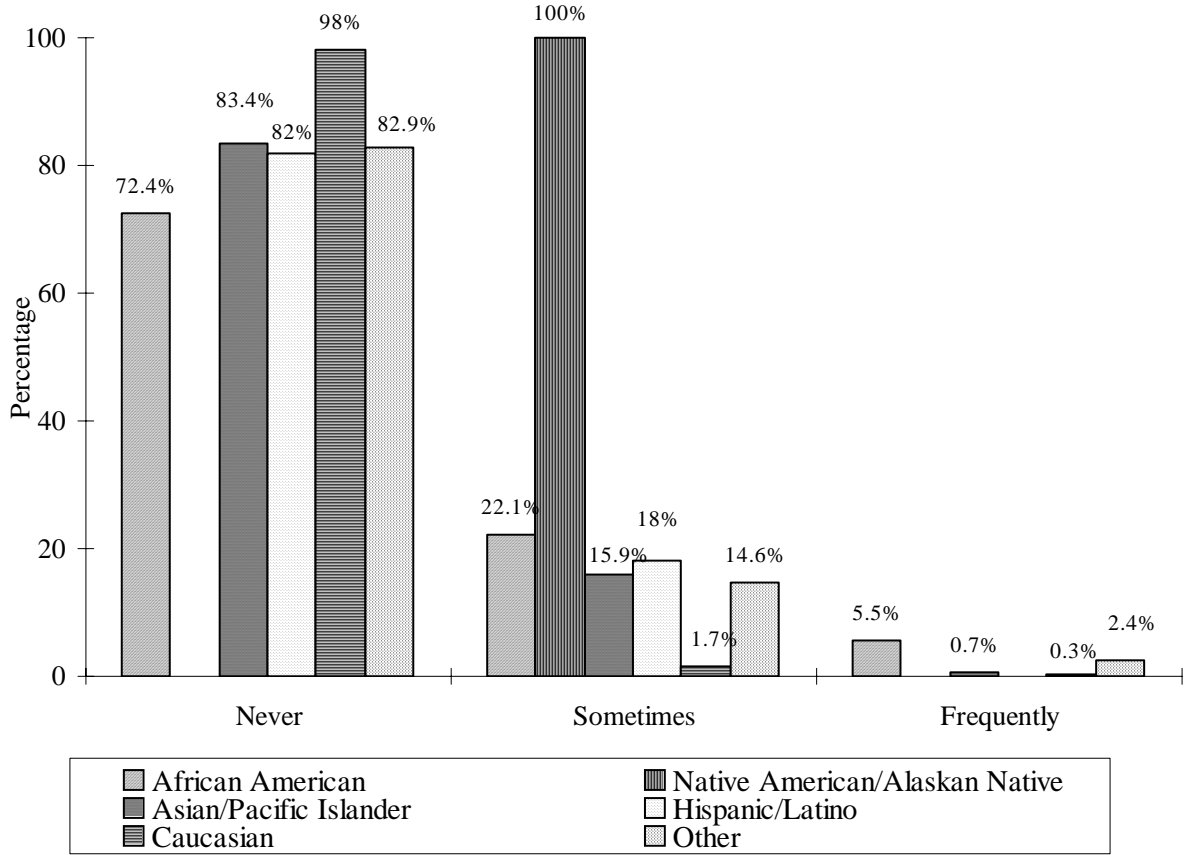


Source: Table 9a – COWAC staff survey question #14, 4/04

Workplace Environment – Staff

During the past year, were you ever made to feel uncomfortable in your workplace environment for any of the following reasons?

Figure 9.4: Uncomfortable Because of My Ethnicity (By Race)

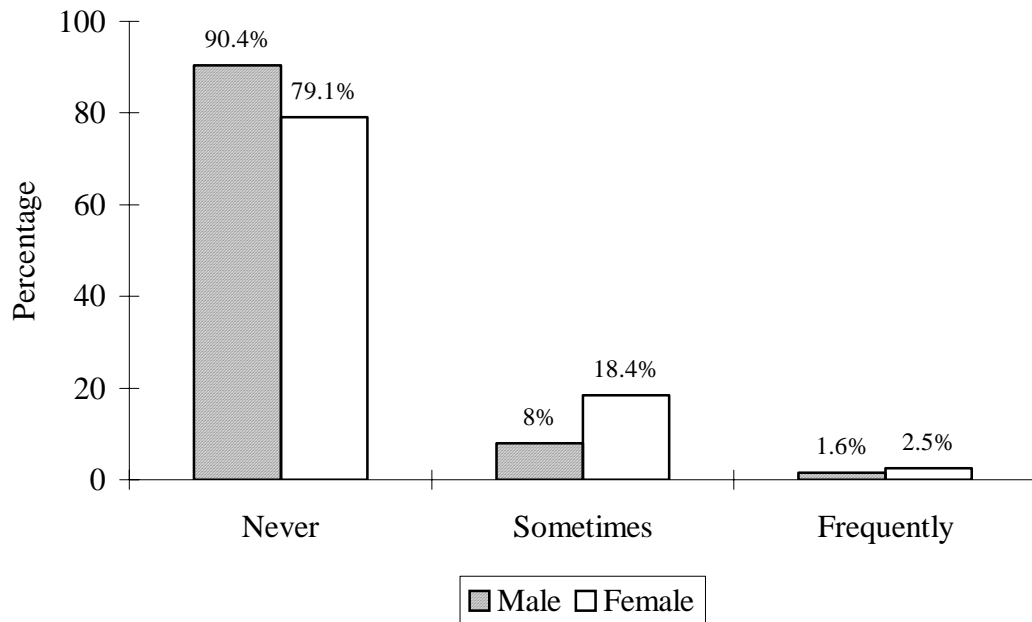


Source: Table 9a – COWAC staff survey question #14, 4/04

Workplace Environment - Staff

During the past year, were you ever made to feel uncomfortable in your workplace environment for any of the following reasons?

Figure 9.5: Uncomfortable Because of My Gender (By Gender)

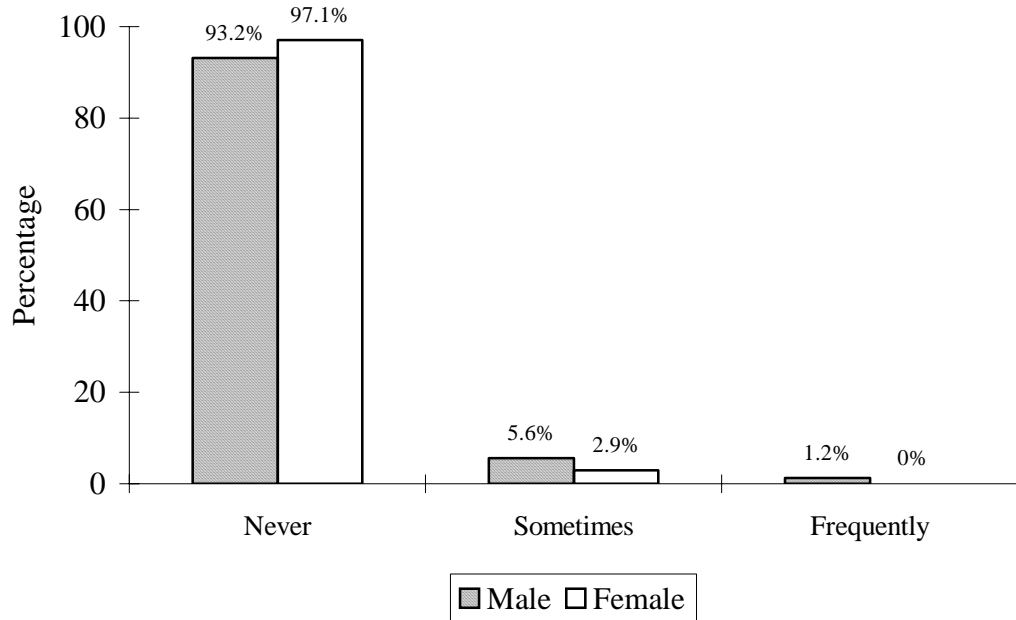


Source: Table 9a – COWAC staff survey question #14, 4/04

Workplace Environment – Staff

During the past year, were you ever made to feel uncomfortable in your workplace environment for any of the following reasons?

Figure 9.6: Uncomfortable Because of Sexual Orientation (By Gender)

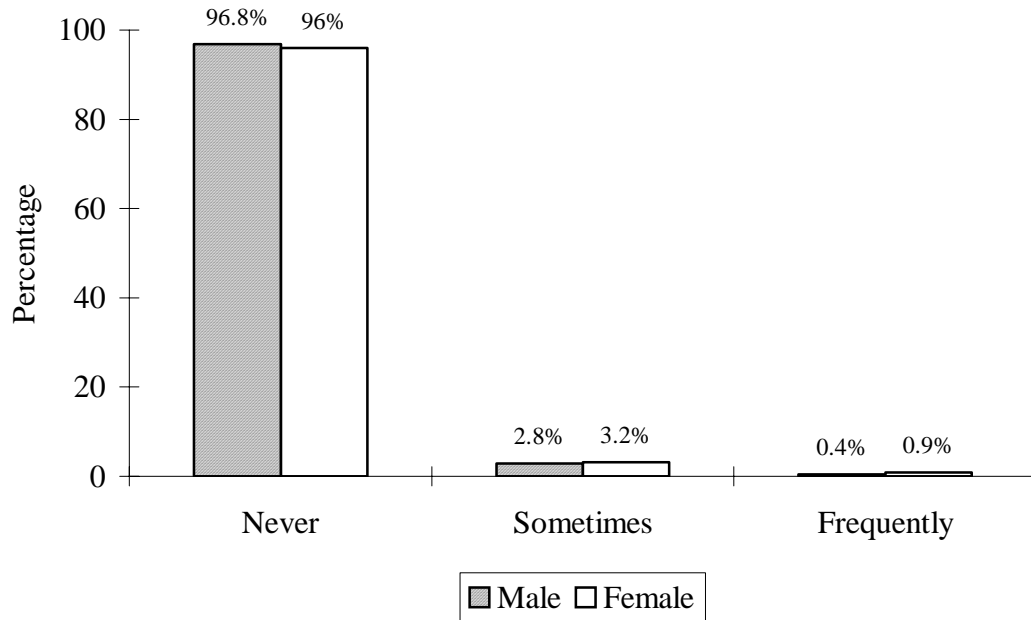


Source: Table 9a – COWAC staff survey question #14, 4/04

Workplace Environment – Staff

During the past year, were you ever made to feel uncomfortable in your workplace environment for any of the following reasons?

Figure 9.7: Uncomfortable Because of Disability (By Gender)

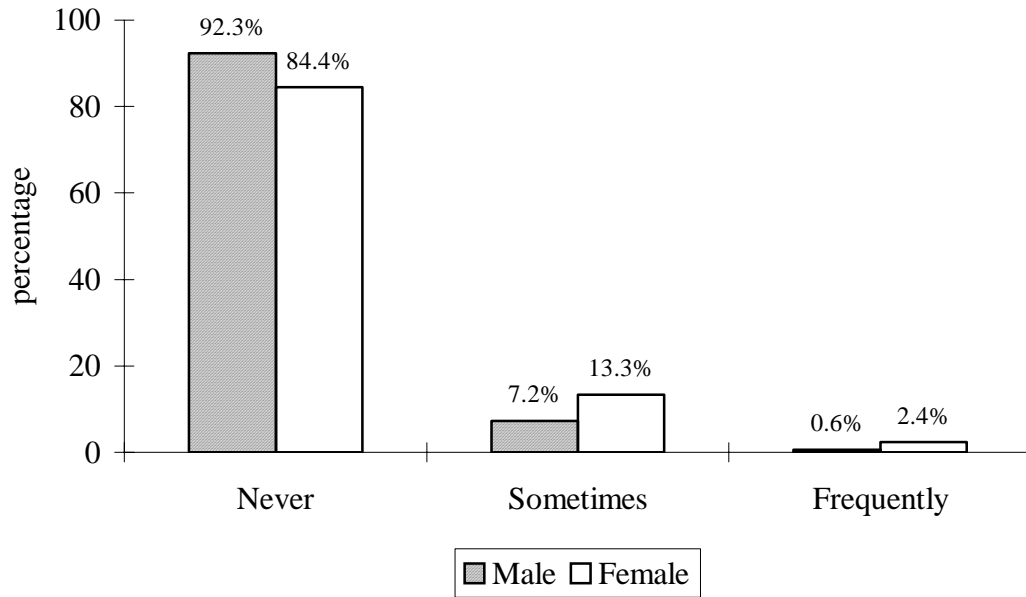


Source: Table 9a – COWAC staff survey question #14, 4/04

Workplace Environment - Staff

During the past year, were you ever made to feel uncomfortable in your workplace environment for any of the following reasons?

Figure 9.8: Uncomfortable Because of Remarks that I Considered Sexist (By Gender)



Source: Table 9a – COWAC staff survey question #14, 4/04

Workplace Environment - Staff

I did not report the incident(s) because (please check all that apply):

Table 10a: Among respondents who indicated they were made to feel uncomfortable because of race/ethnicity

	Male	Female
I was able to resolve the situation on my own	10 26.3%	33 28%
I was afraid the person I reported would get back at me	7 18.4%	27 22.9%
I was afraid that other people would make fun of me	4 10.5%	2 1.7%
I did not wish to be involved in a harassment investigation	5 13.2%	13 11%
I did not wish to get anyone in trouble	5 13.2%	21 17.8%
I did not think it would make a difference	16 42.1%	58 49.2%
I was not sure if it would formally count as "real" harassment	1 2.6%	18 15.3%*
I did not consider it to really be harassment	3 7.9%	17 14.4%
I did not think it was that bad	6 15.8%	15 12.7%
I knew someone else addressed it	1 2.6%	4 3.4%

Note1: Two-tailed significance test for male/female difference at .05

Note2: This table collapses race and ethnicity

COWAC staff survey question #15, 4/04

Workplace Environment - Staff

I did not report the incident(s) because (please check all that apply):

Table 10b: Among respondents who indicated they were made to feel uncomfortable because of gender

	Male	Female
I was able to resolve the situation on my own	8 22.2%	61 27%
I was afraid the person I reported would get back at me	8 22.2%	36 15.9%
I was afraid that other people would make fun of me	4 11.1%	7 3.1%
I did not wish to be involved in a harassment investigation	5 13.9%	27 11.9%
I did not wish to get anyone in trouble	3 8.3%	27 11.9%
I did not think it would make a difference	15 41.7%	94 41.6%
I was not sure if it would formally count as "real" harassment	6 16.7%	45 19.9%
I did not consider it to really be harassment	14 38.9%	50 22.1%
I did not think it was that bad	15 41.7%	47 20.8%*
I knew someone else addressed it	1 2.8%	5 2.2%

Note: Two-tailed significance test for male/female difference at .05
COWAC staff survey question #15, 4/04

Workplace Environment - Staff

I did not report the incident(s) because (please check all that apply):

Table 10c: Among respondents who indicated they were made to feel uncomfortable because of sexist remarks

	Male	Female
I was able to resolve the situation on my own	9 32.1%	55 34.8%
I was afraid the person I reported would get back at me	7 25%	26 16.5%
I was afraid that other people would make fun of me	3 10.7%	5 3.2%
I did not wish to be involved in a harassment investigation	4 14.3%	21 13.3%
I did not wish to get anyone in trouble	2 7.1%	22 13.9%
I did not think it would make a difference	10 35.7%	61 38.6%
I was not sure if it would formally count as "real" harassment	5 17.9%	35 22.2%
I did not consider it to really be harassment	8 28.6%	37 23.4%
I did not think it was that bad	10 35.7%	49 31%
I knew someone else addressed it	2 7.1%	4 2.5%

Note: Two-tailed significance test for male/female difference at .05
COWAC staff survey question #15, 4/04

Workplace Environment - Staff

I did not report the incident(s) because (please check all that apply):

Table 10d: Among respondents who indicated they were made to feel uncomfortable because of unwelcome seductive behavior

	Male	Female
I was able to resolve the situation on my own	2 28.6%	23 50%
I was afraid the person I reported would get back at me	2 28.6%	9 19.6%
I was afraid that other people would make fun of me	1 14.3%	1 2.2%
I did not wish to be involved in a harassment investigation	0 0%	13 28.3%*
I did not wish to get anyone in trouble	0 0%	12 26.1%*
I did not think it would make a difference	2 28.6%	12 26.1%
I was not sure if it would formally count as "real" harassment	1 14.3%	8 17.4%
I did not consider it to really be harassment	1 14.3%	9 19.6%
I did not think it was that bad	3 42.9%	11 23.9%
I knew someone else addressed it	0 0%	2 4.3%

Note: Two-tailed significance test for male/female difference at .05
COWAC staff survey question #15, 4/04

Workplace Environment - Staff

I did not report the incident(s) because (please check all that apply):

Table 10e: Among respondents who indicated that they were made to feel uncomfortable because of sexual harassment through e-mail or internet use

	Yes	No
I was able to resolve the situation on my own	0 0%	1 9.1%
I was afraid the person I reported would get back at me	1 50%	1 9.1%
I was afraid that other people would make fun of me	0 0%	0 0%
I did not wish to be involved in a harassment investigation	0 0%	1 9.1%
I did not wish to get anyone in trouble	0 0%	4 36.4%*
I did not think it would make a difference	0 0%	0 0%
I was not sure if it would formally count as "real" harassment	0 0%	2 18.2%
I did not consider it to really be harassment	0 0%	0 0%
I did not think it was that bad	0 0%	1 9.1%
I knew someone else addressed it	0 0%	1 9.1%

Note: Two-tailed significance test for male/female difference at .05
COWAC staff survey question #15, 4/04