

EMPLOYEE CLIMATE SURVEY

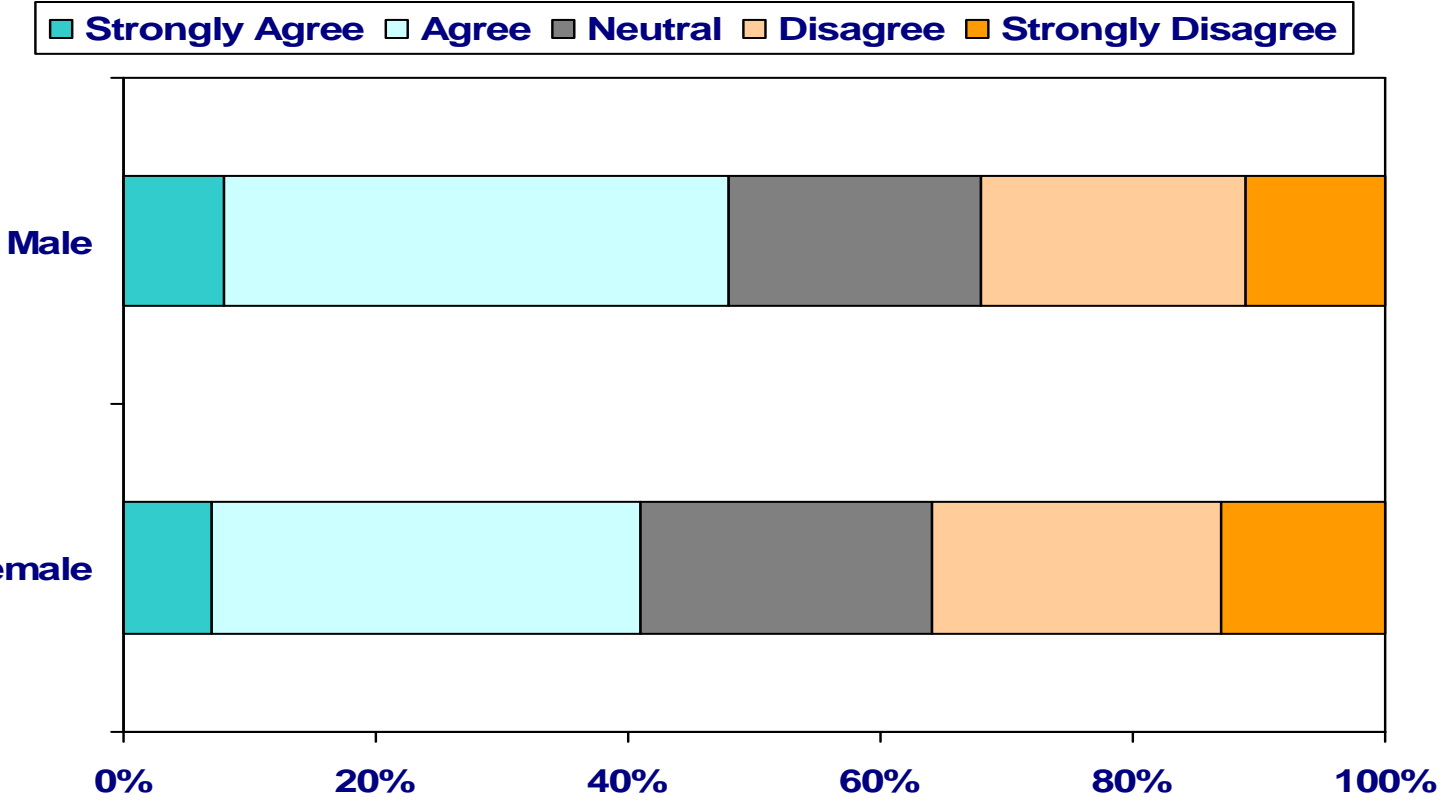
COMPARISONS BY GENDER

Statistically significant at 0.05 level



COMPARISON OF RESPONSES BY GENDER

Question 1: I feel I have a voice about things that affect me.

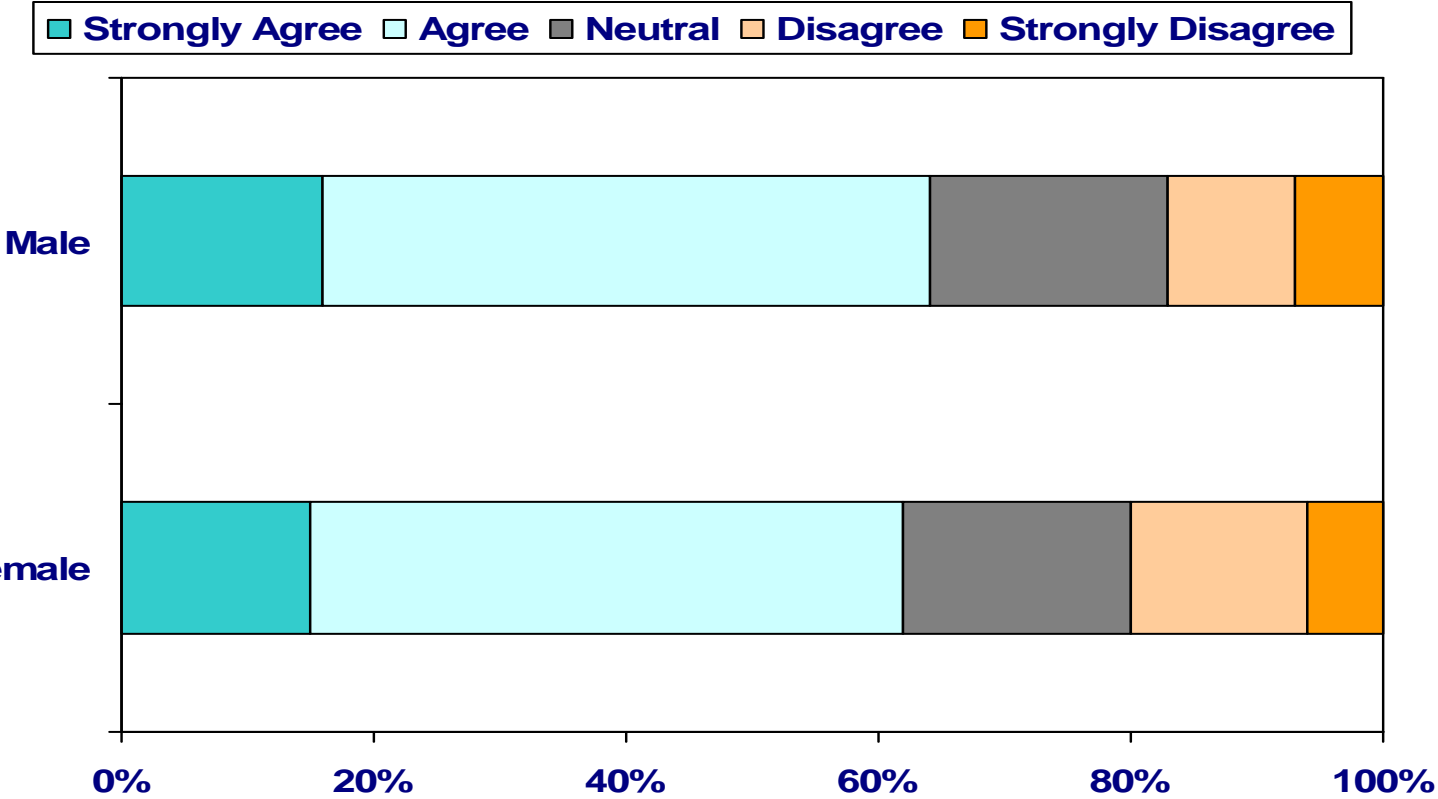


“Does Not Apply” responses excluded.

$\chi^2 p = 0.0260$

COMPARISON OF RESPONSES BY GENDER

Question 3: I am treated fairly here.

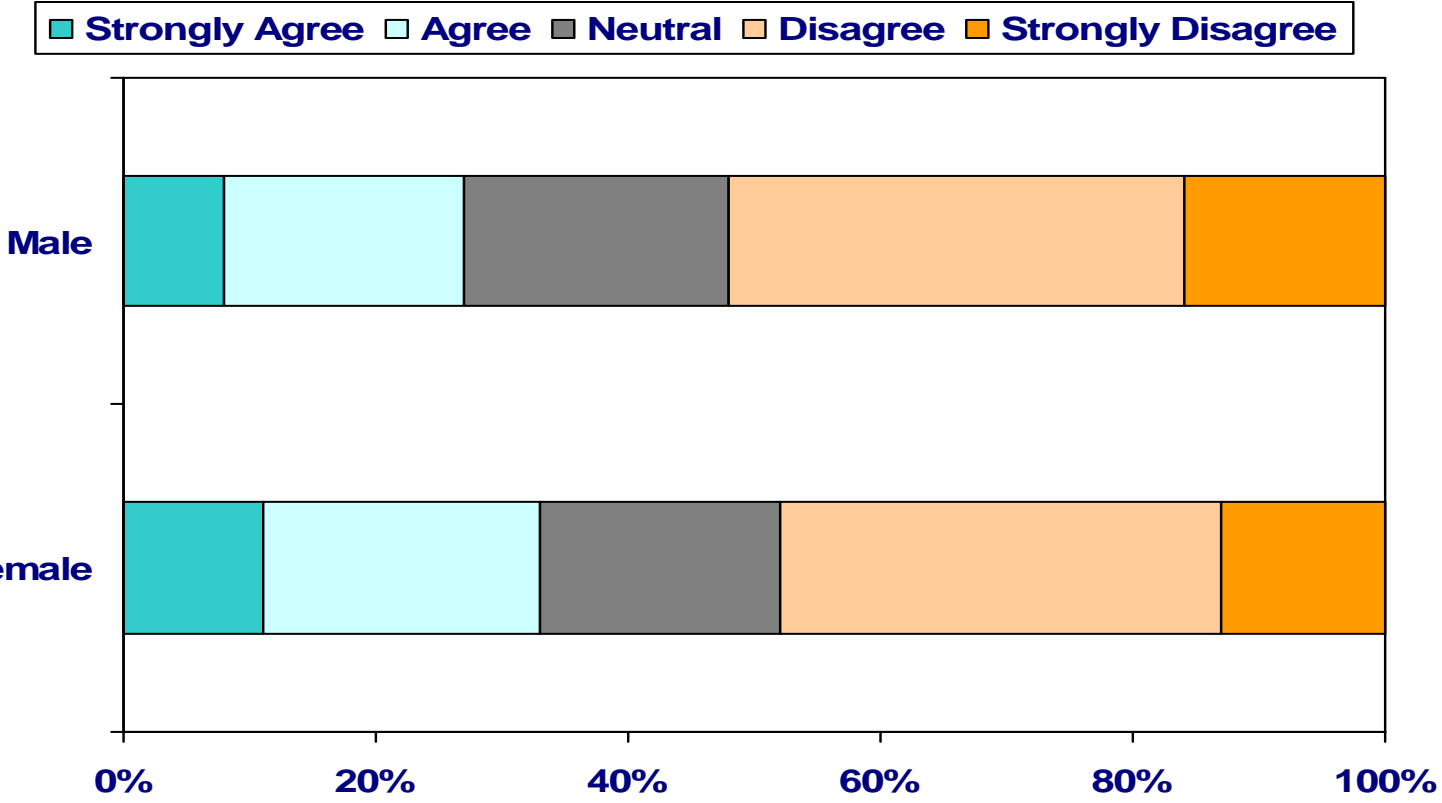


“Does Not Apply” responses excluded.

$\chi^2 p = 0.0168$

COMPARISON OF RESPONSES BY GENDER

Question 4: I would be afraid to file a complaint or grievance.

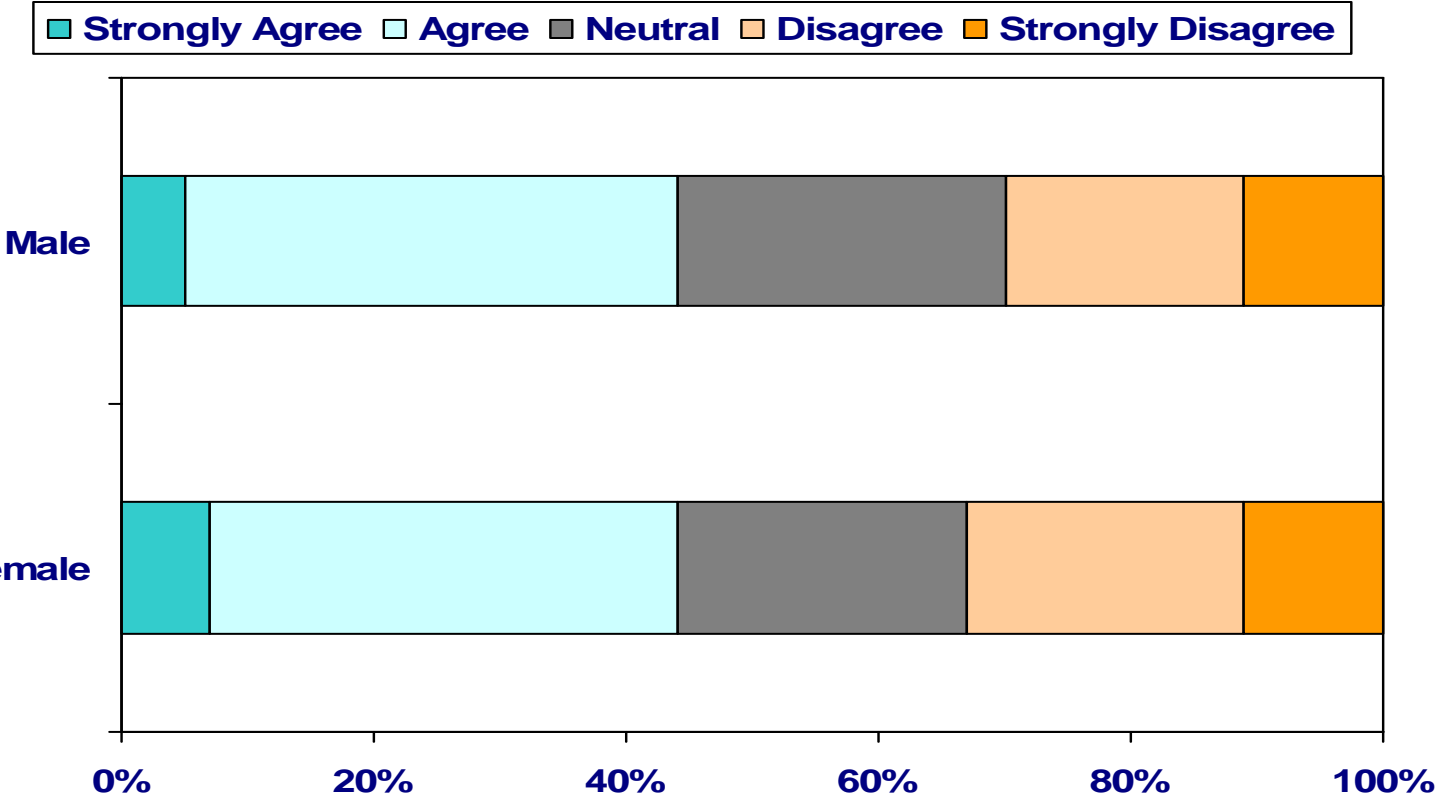


“Does Not Apply” responses excluded.

$\chi^2 p = 0.0282$

COMPARISON OF RESPONSES BY GENDER

Question 8: There is a spirit of teamwork and cooperation.

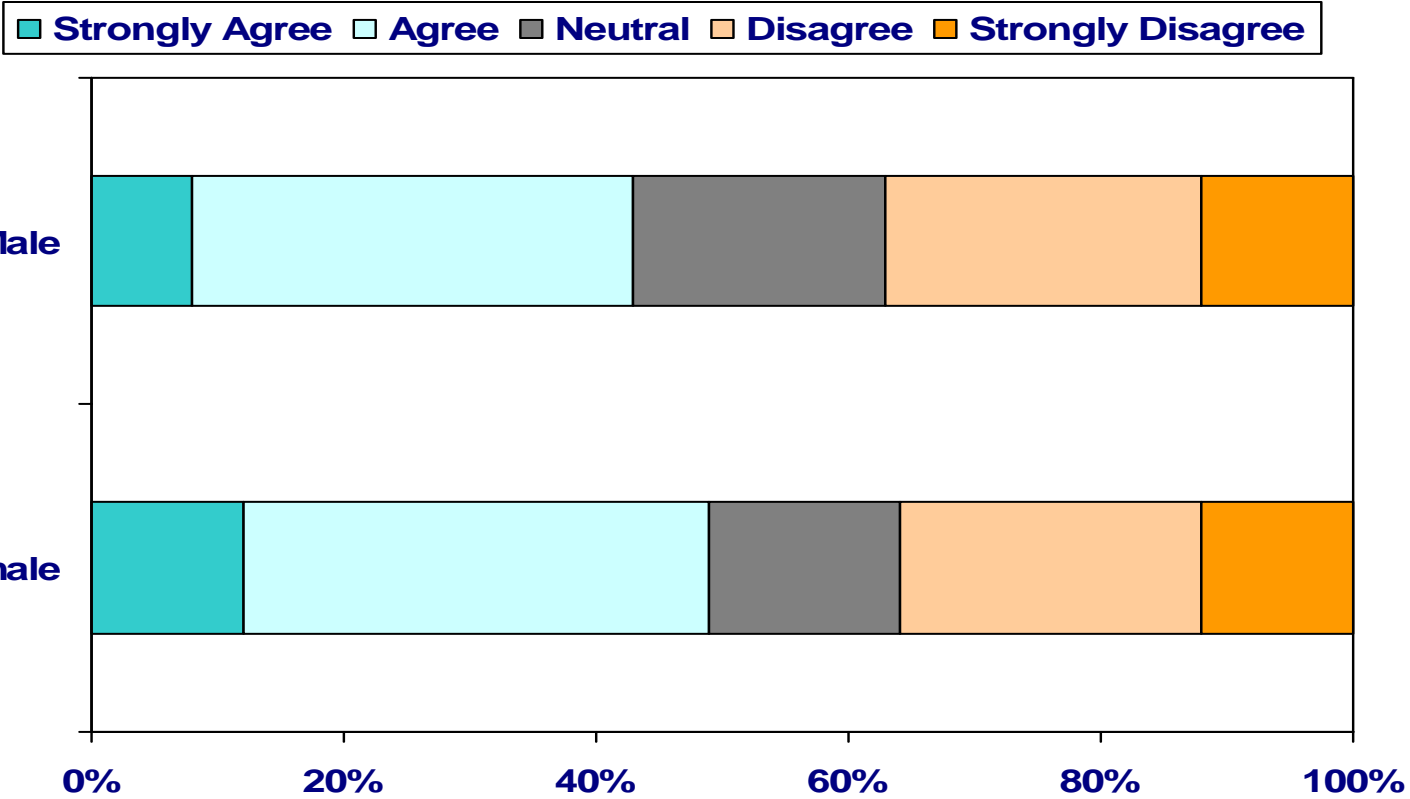


“Does Not Apply” responses excluded.

$$X^2_p = 0.0403$$

COMPARISON OF RESPONSES BY GENDER

Question 11: In the last month, I have received recognition/praise for doing good work.

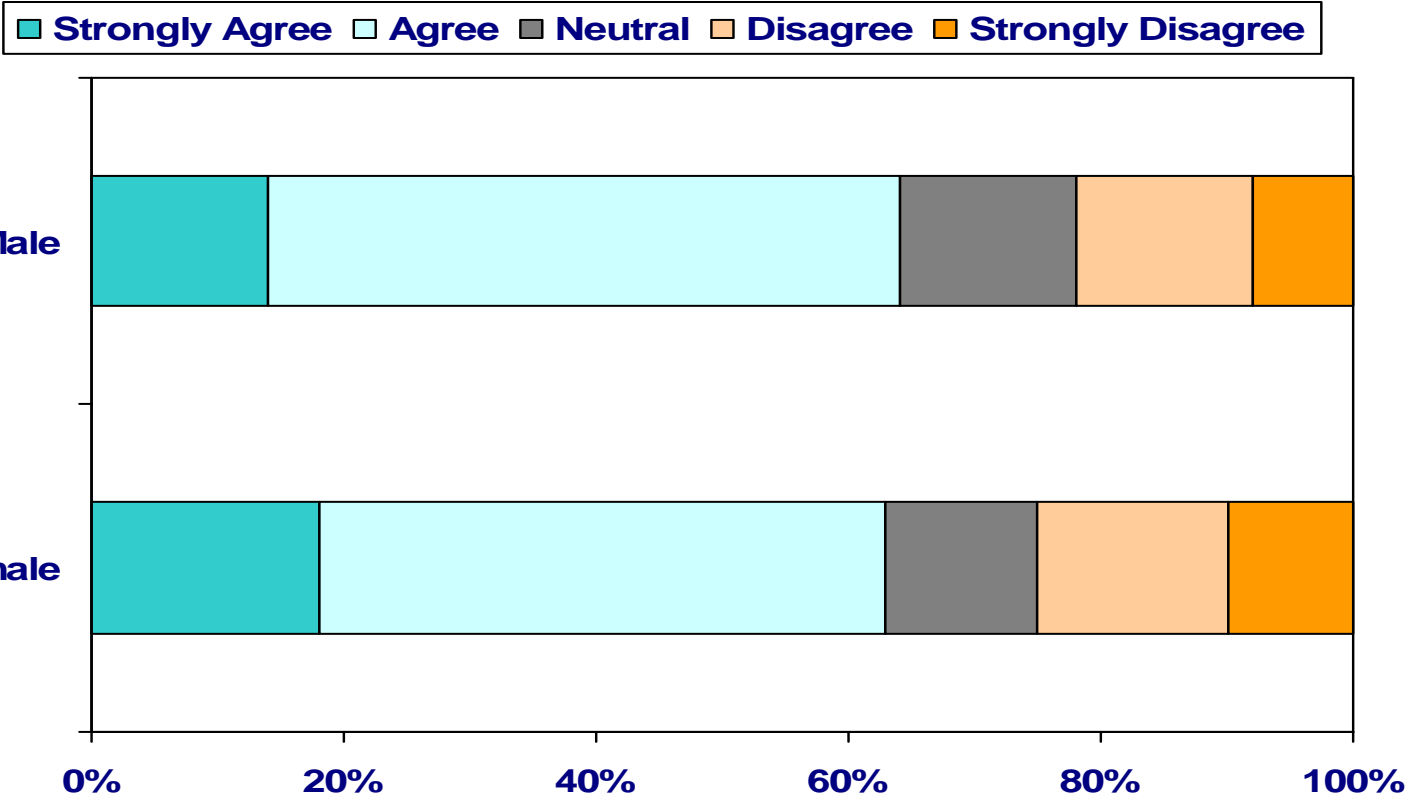


“Does Not Apply” responses excluded.

$\chi^2 p = 0.0027$

COMPARISON OF RESPONSES BY GENDER

Question 12: My immediate supervisor keeps me up-to-date on work place issues.

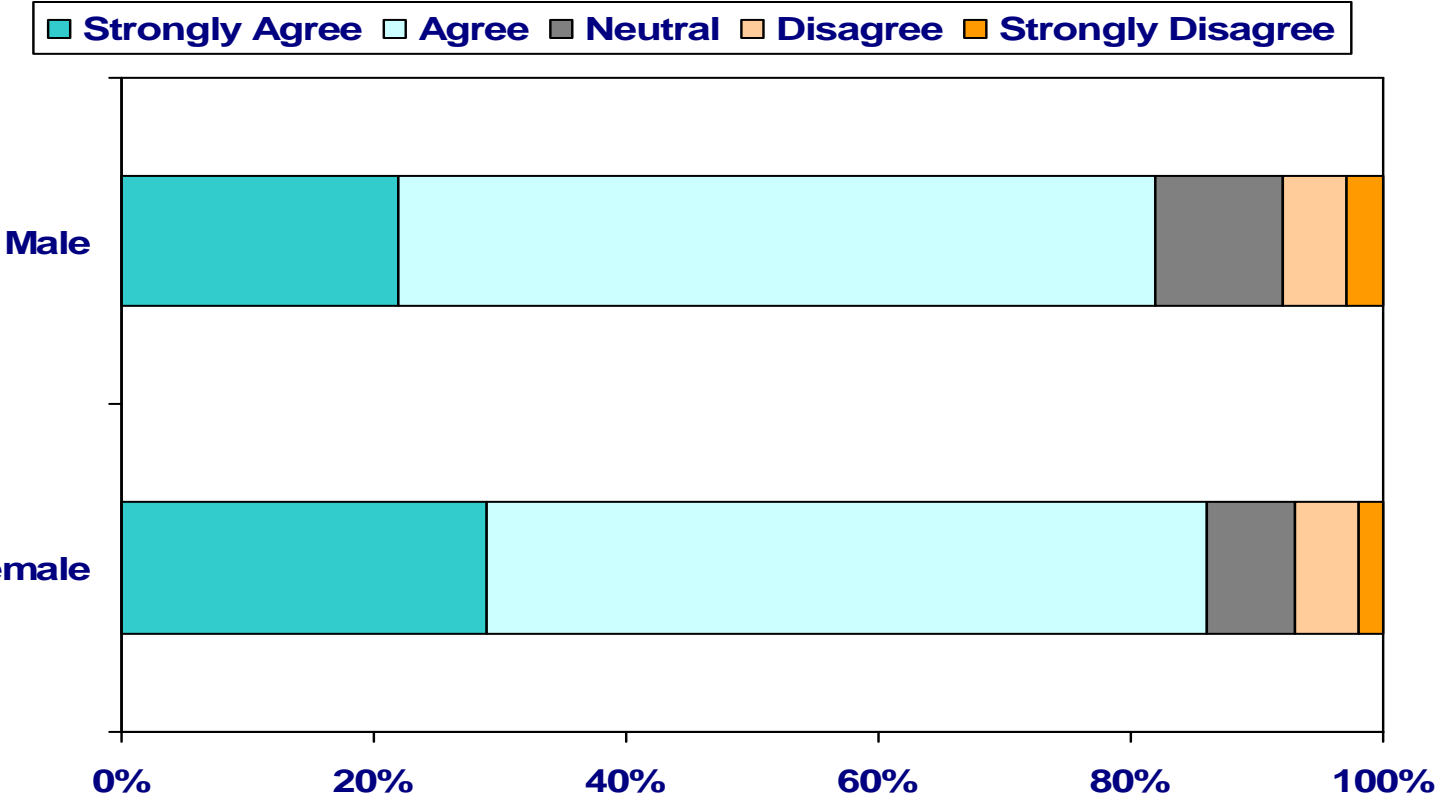


“Does Not Apply” responses excluded.

$X^2_p = 0.0210$

COMPARISON OF RESPONSES BY GENDER

Question 15: I know what is expected of me at work.

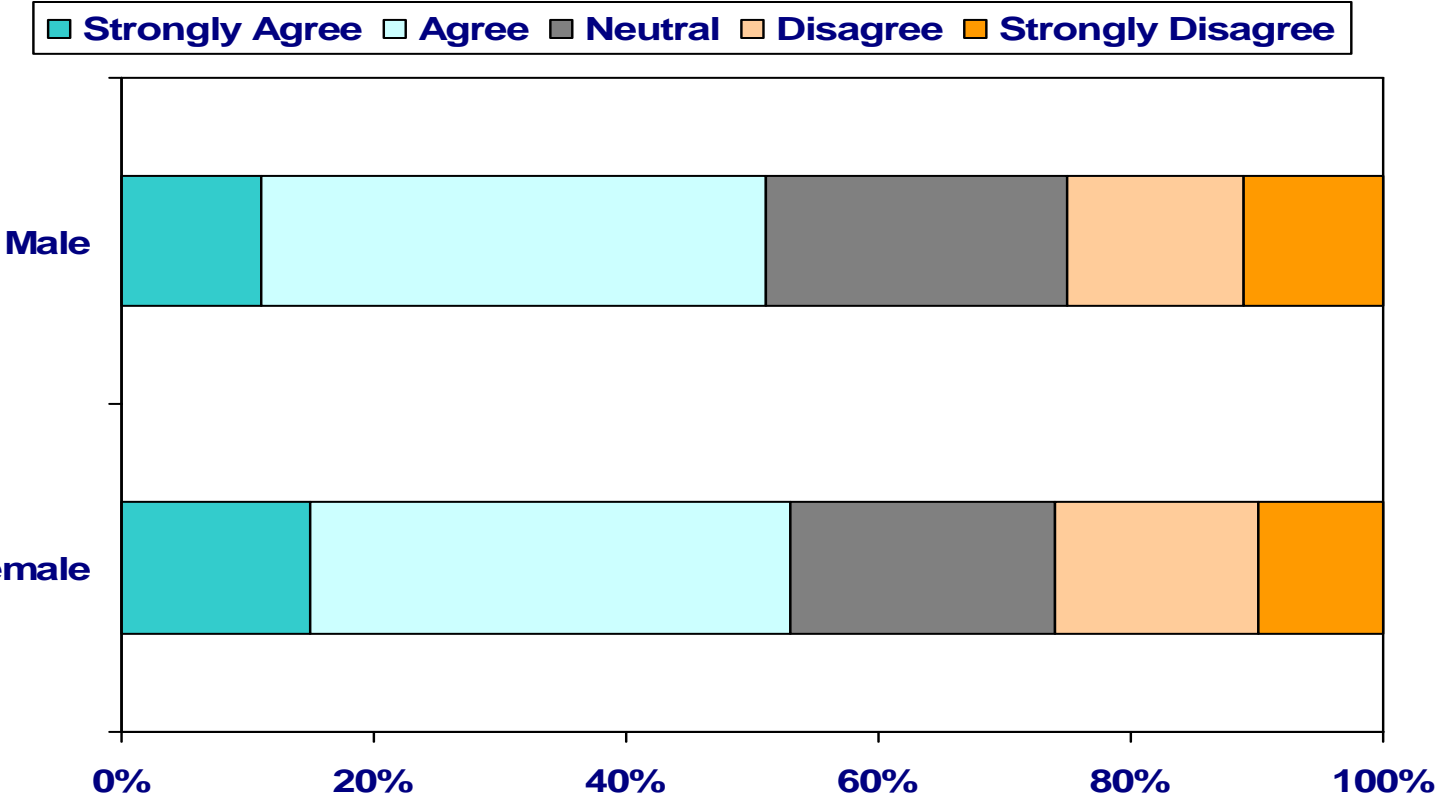


“Does Not Apply” responses excluded.

$\chi^2 p = 0.0040$

COMPARISON OF RESPONSES BY GENDER

Question 16: Upper level administrators make themselves accessible to me.

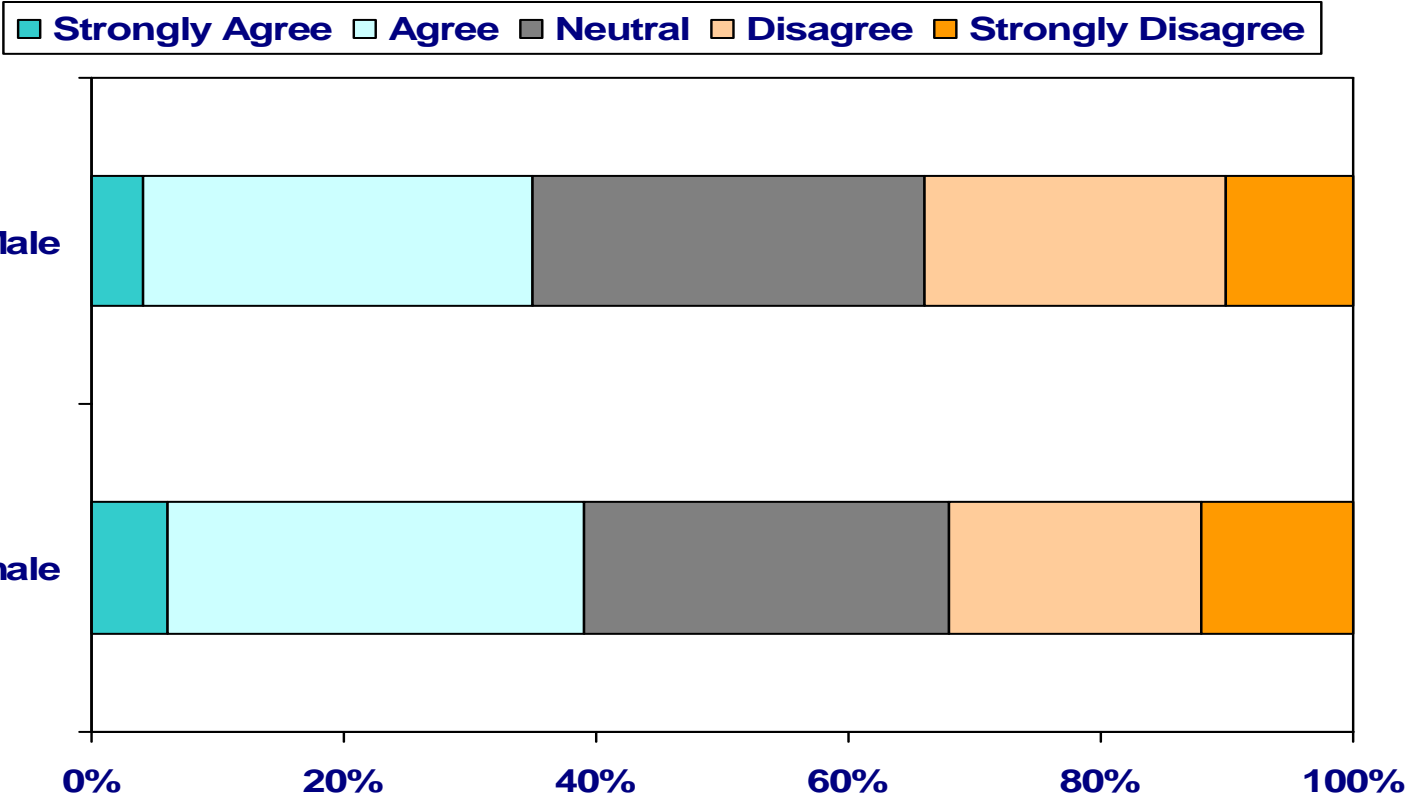


“Does Not Apply” responses excluded.

$\chi^2 p = 0.0137$

COMPARISON OF RESPONSES BY GENDER

Question 22: NMSU has a good process for professional development of employees.

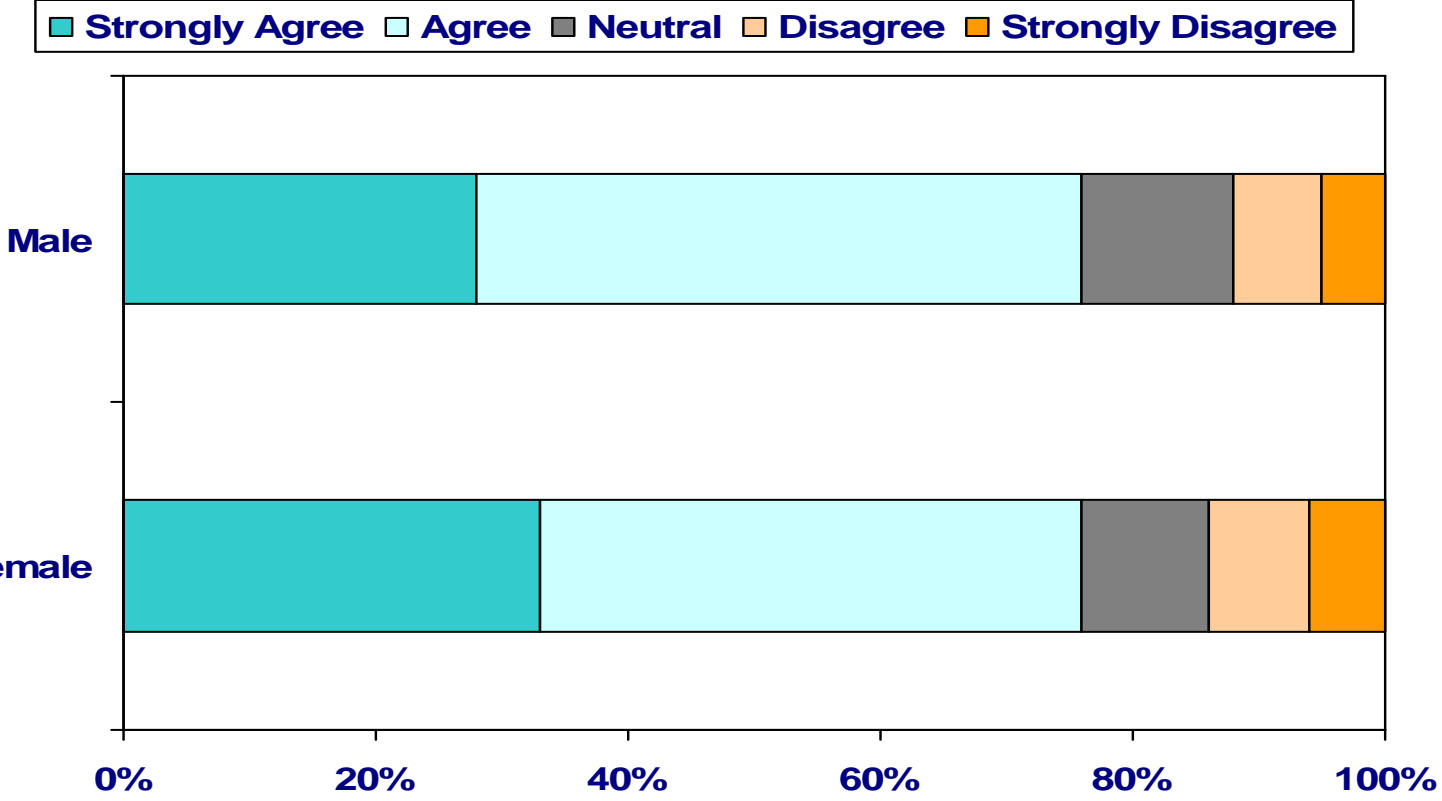


“Does Not Apply” responses excluded.

$\chi^2 p = 0.0255$

COMPARISON OF RESPONSES BY GENDER

Question 28: Immediate supervisors are supportive.

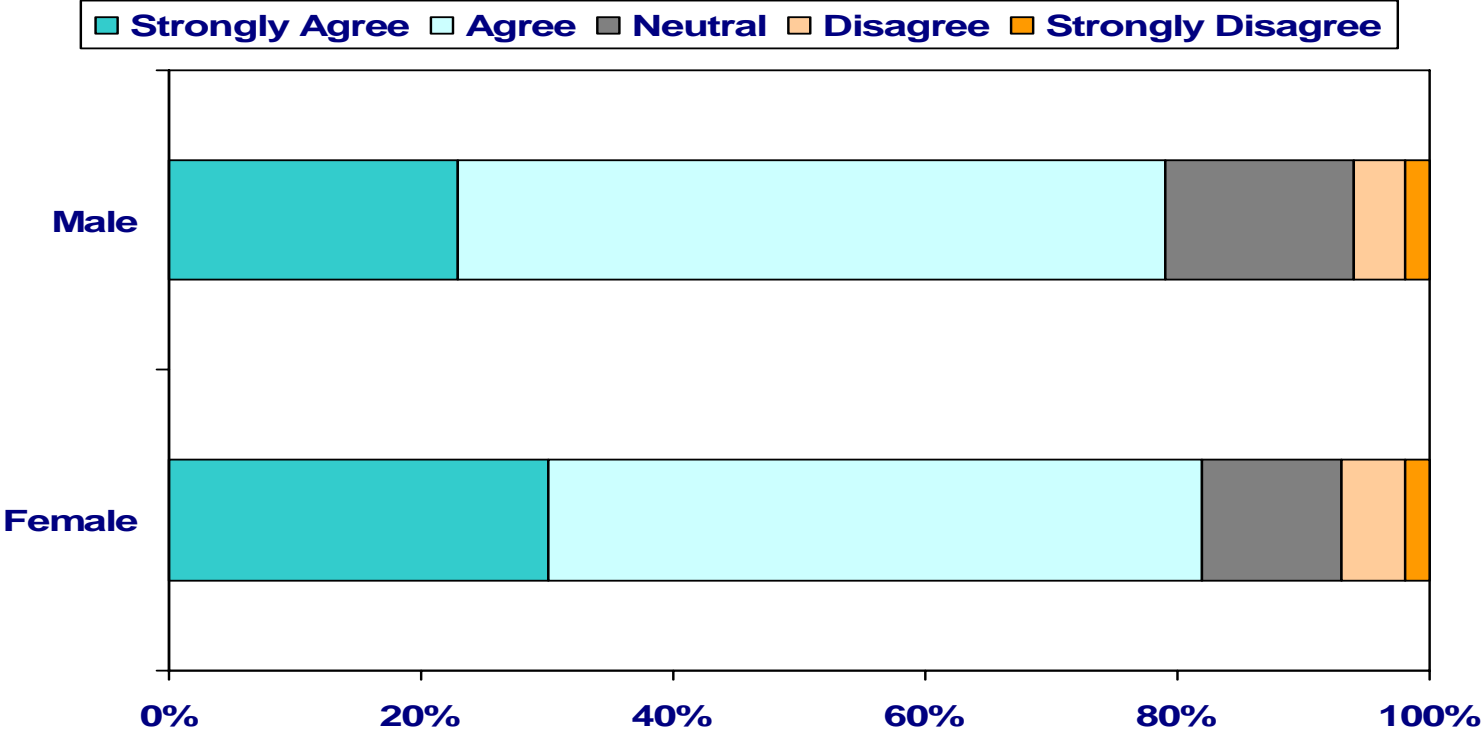


“Does Not Apply” responses excluded.

$\chi^2 p = 0.0265$

COMPARISON OF RESPONSES BY GENDER

Question 29: Co-workers are supportive of personal and/or family responsibilities.

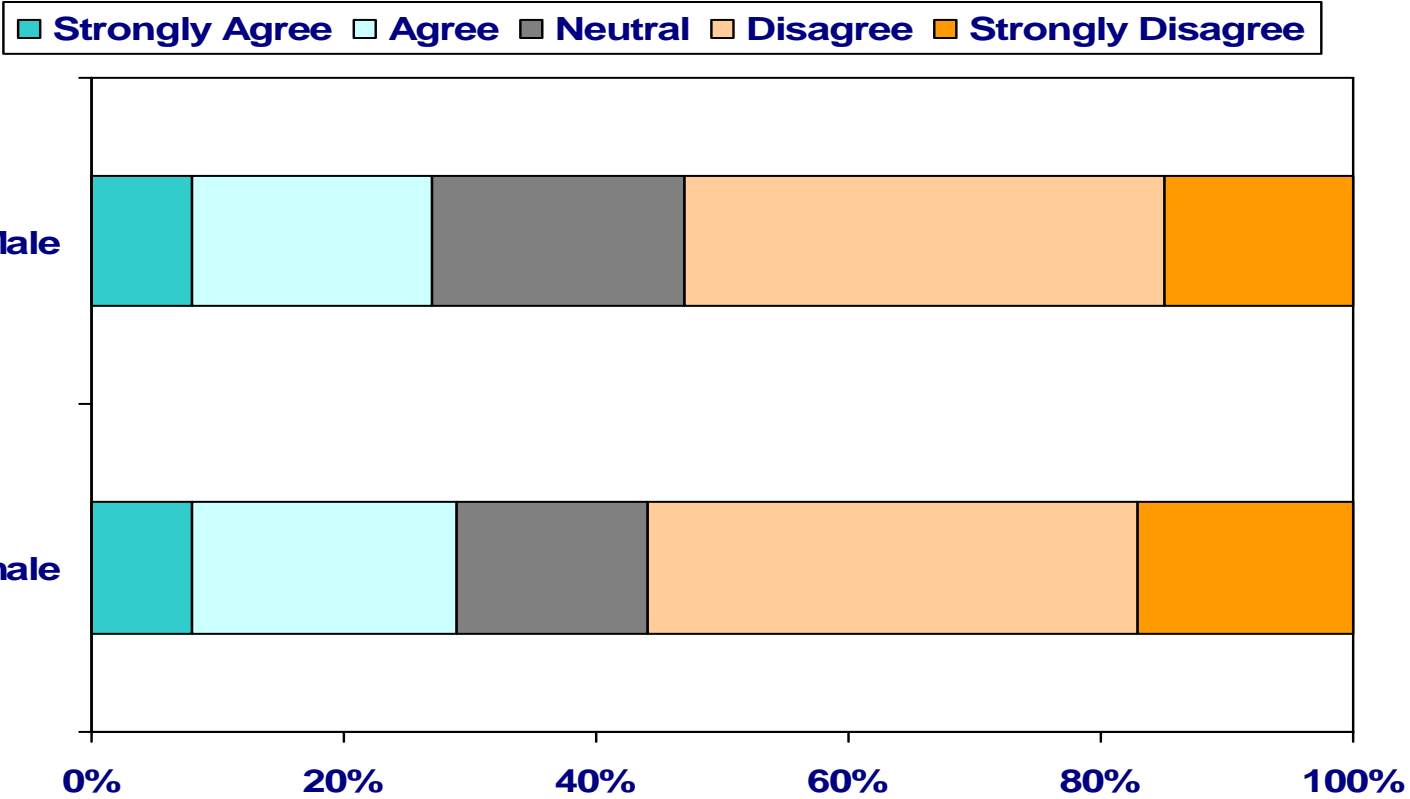


“Does Not Apply” responses excluded.

$\chi^2 p = 0.0029$

COMPARISON OF RESPONSES BY GENDER

Question 30: Pace and pressure in my department/unit have a negative influence on my personal/family life.

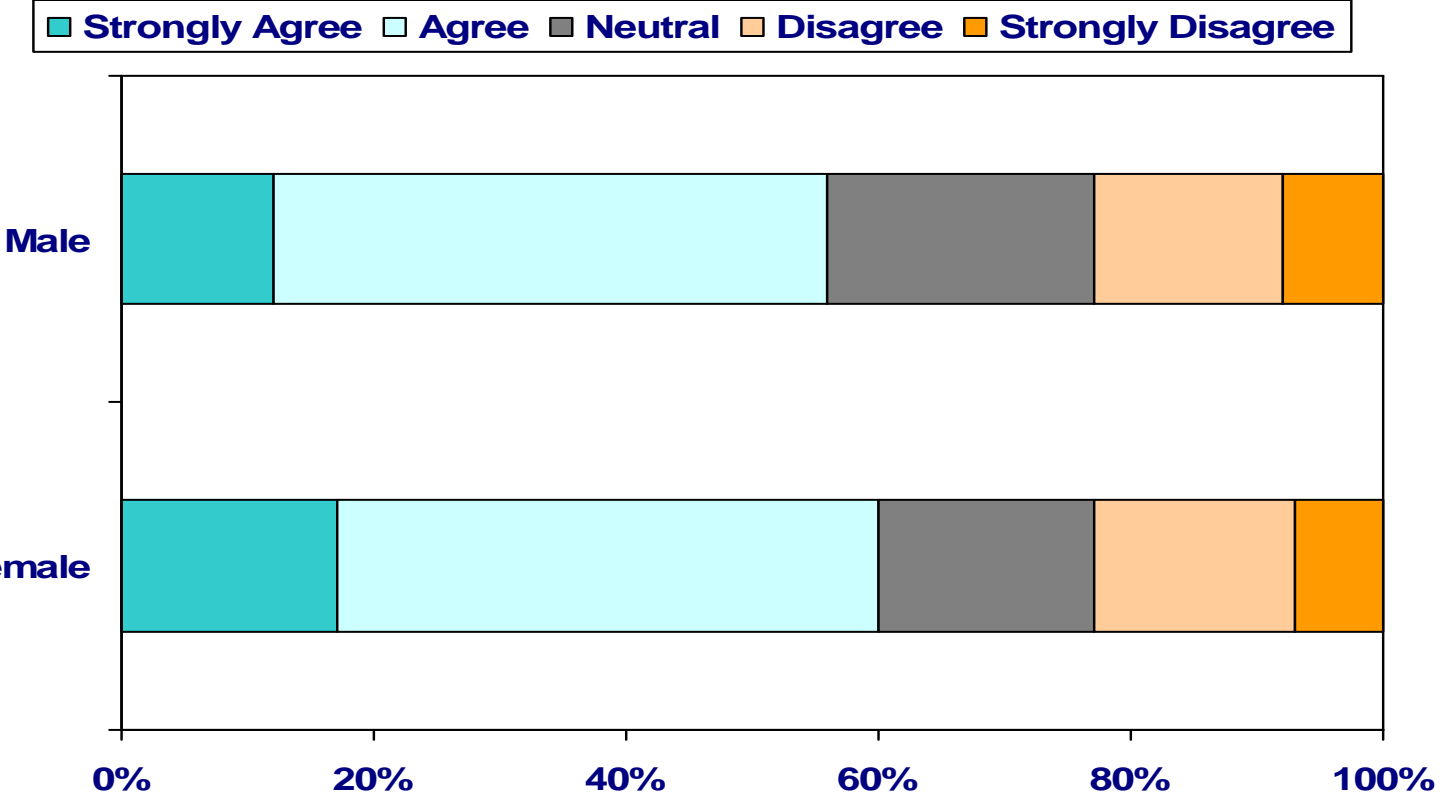


“Does Not Apply” responses excluded.

$X^2_p = 0.0379$

COMPARISON OF RESPONSES BY GENDER

Question 34: I feel appreciated for the work I do.

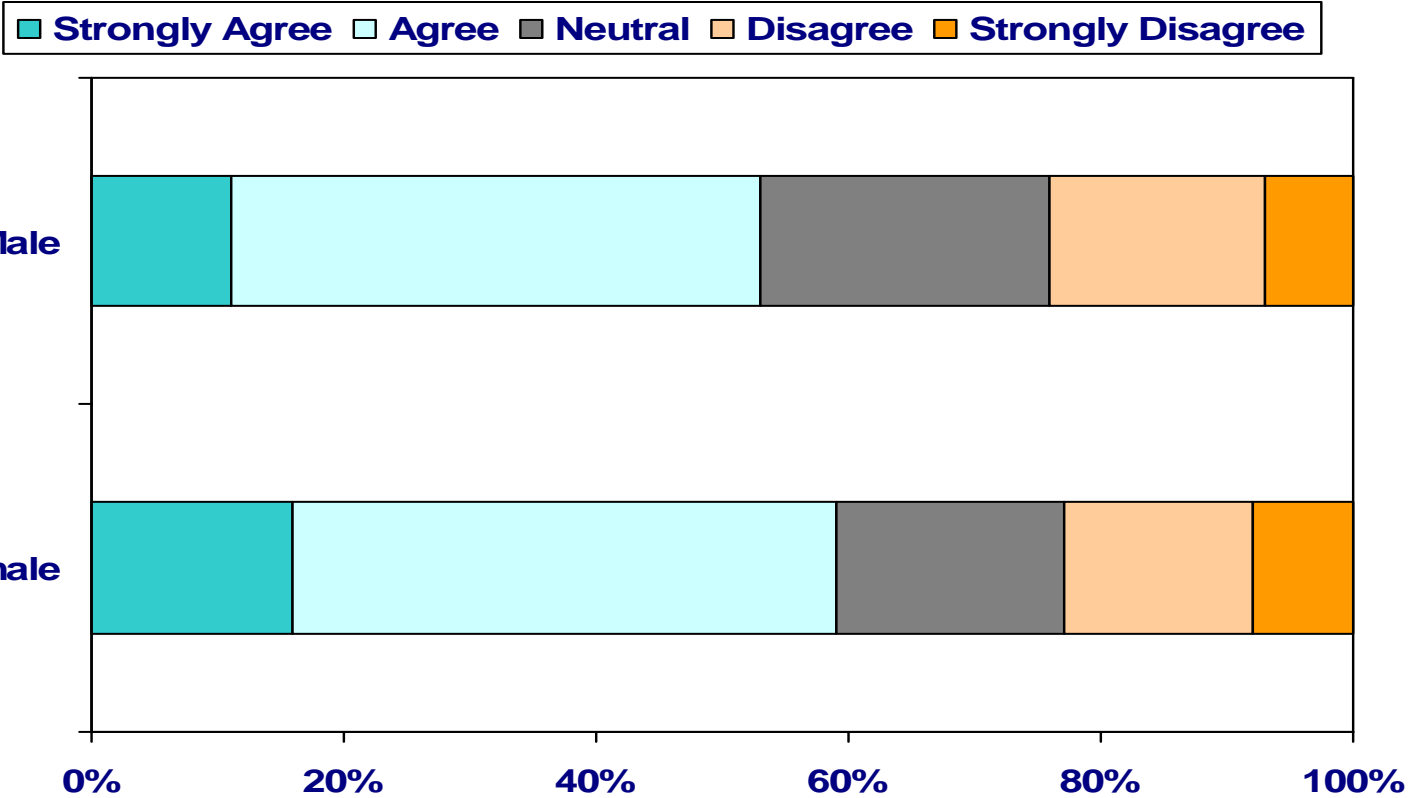


“Does Not Apply” responses excluded.

$X^2_p = 0.0030$

COMPARISON OF RESPONSES BY GENDER

Question 36: I am encouraged to provide suggestions on ways to improve the work flow.

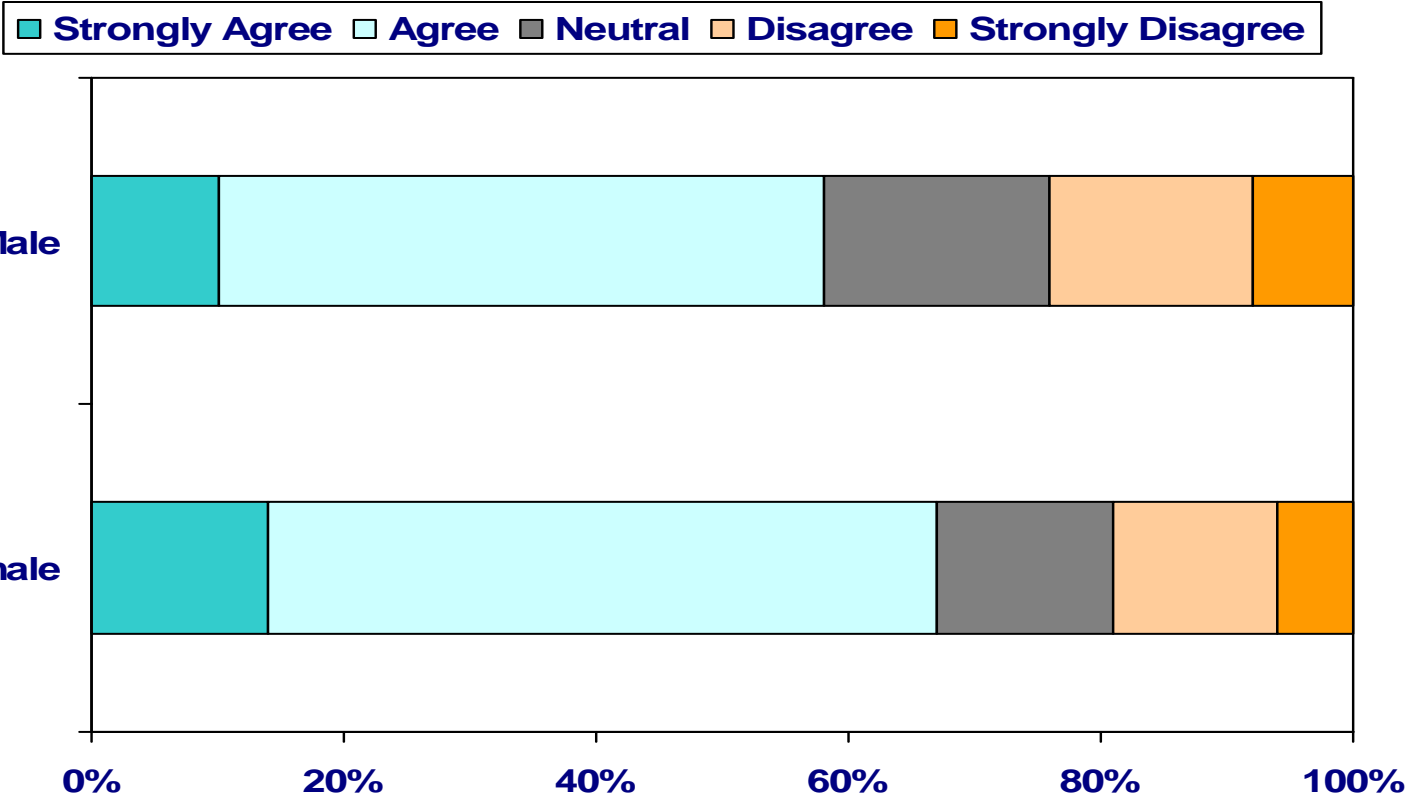


“Does Not Apply” responses excluded.

$$X^2_p = 0.0002$$

COMPARISON OF RESPONSES BY GENDER

Question 41: I have the necessary tools/equipment that I need to do high quality work efficiently.

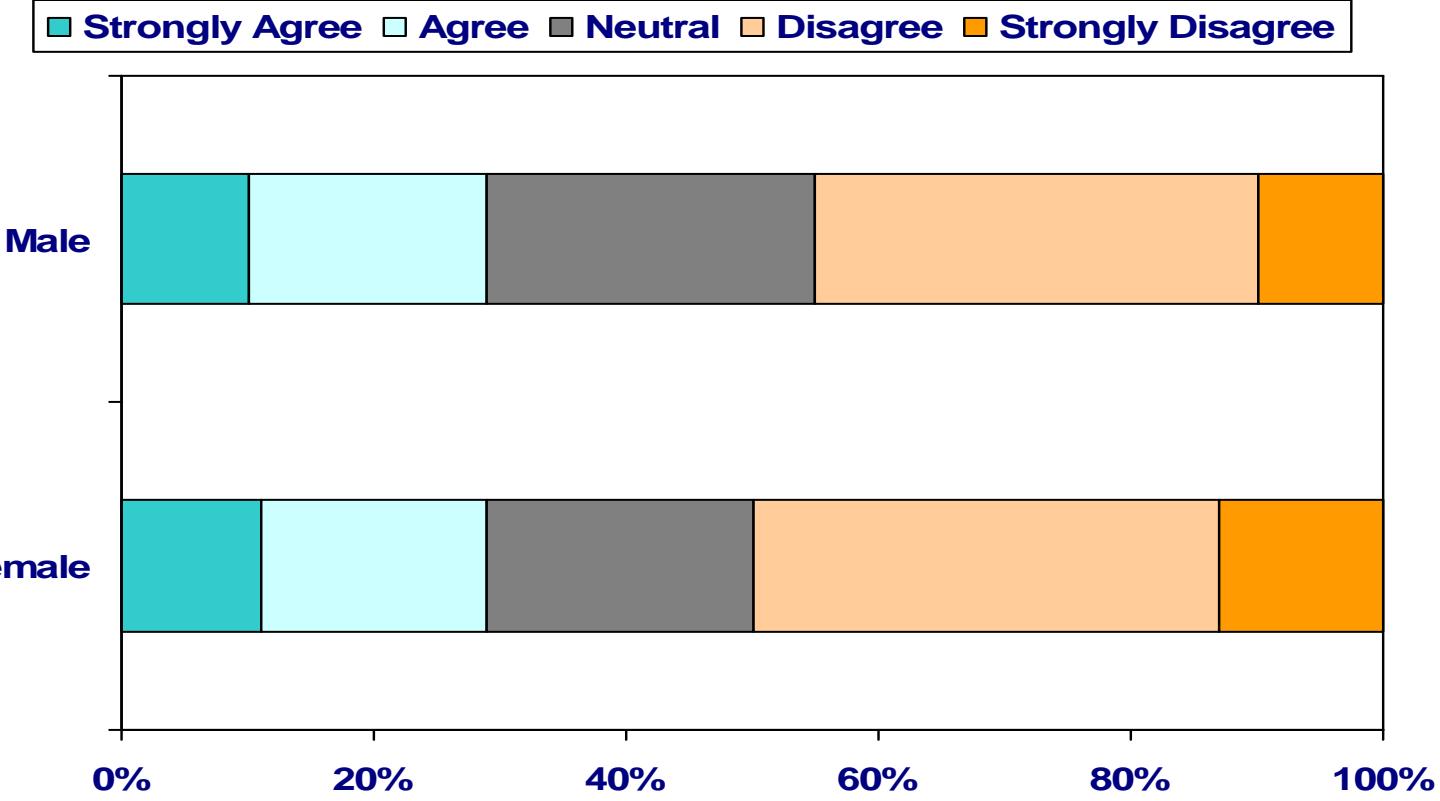


“Does Not Apply” responses excluded.

$\chi^2 p = 0.0007$

COMPARISON OF RESPONSES BY GENDER

Question 42: My workload is unrealistic for one person.

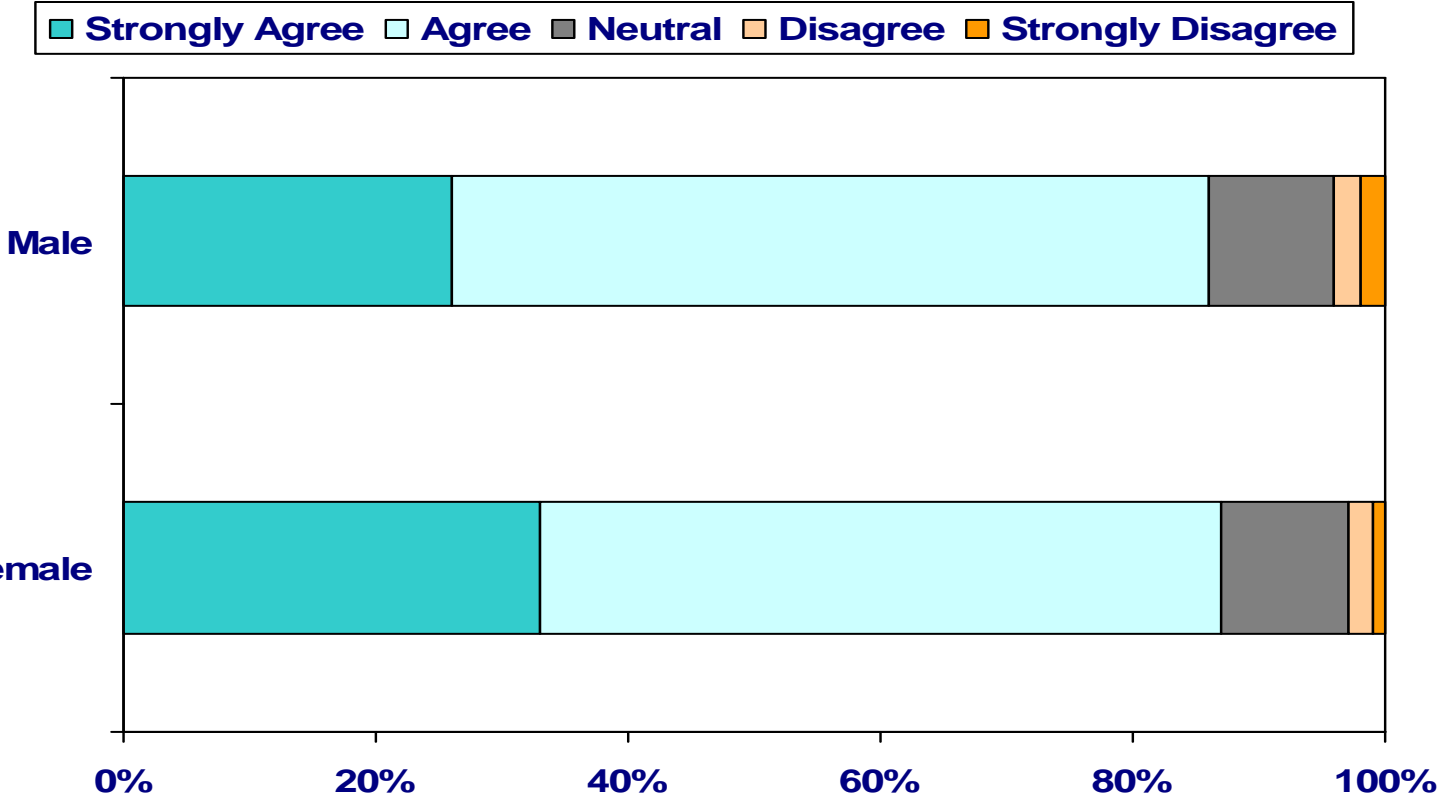


“Does Not Apply” responses excluded.

$\chi^2 p = 0.0054$

COMPARISON OF RESPONSES BY GENDER

Question 43: I am treated with respect by students.

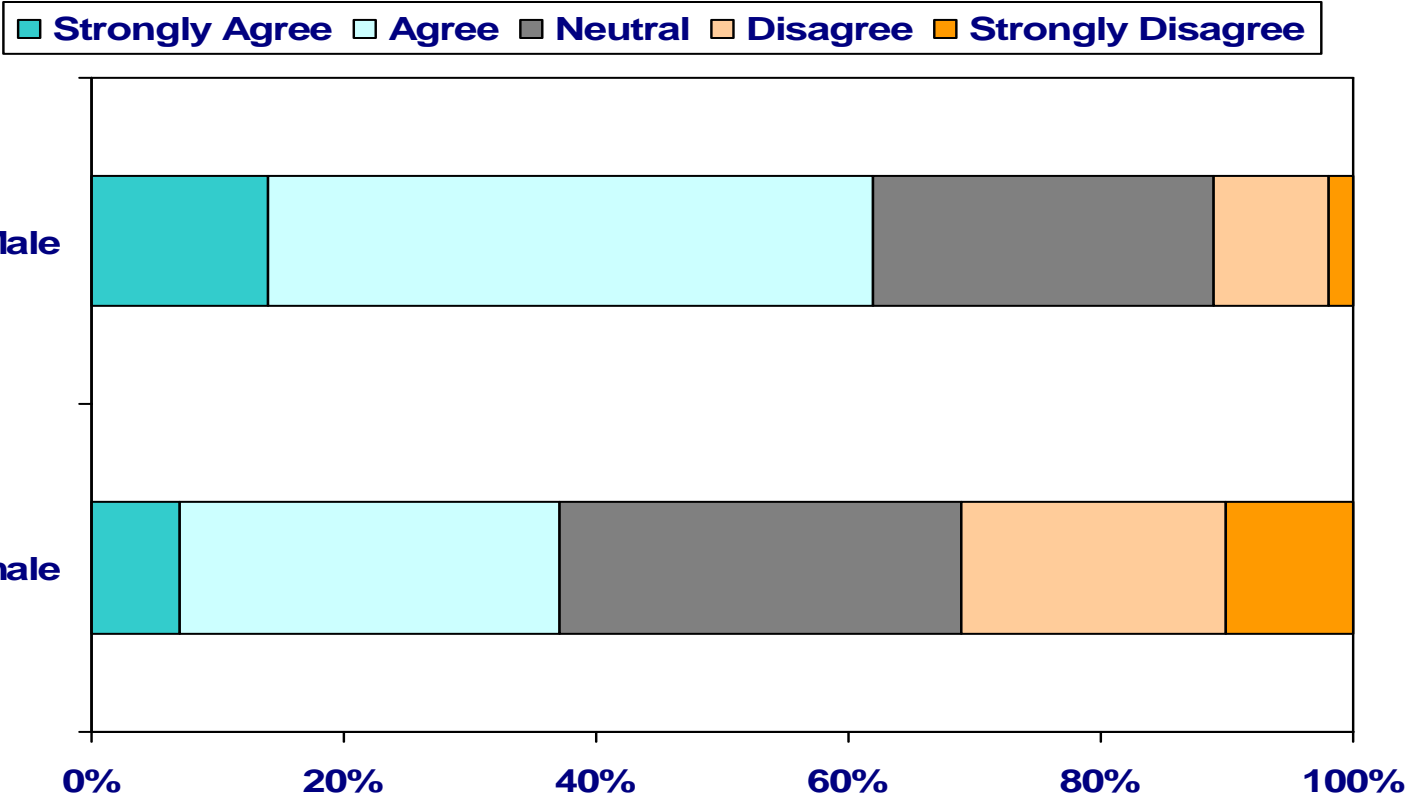


“Does Not Apply” responses excluded.

$\chi^2 p = 0.0440$

COMPARISON OF RESPONSES BY GENDER

Question 47: Women are given advancement and promotion opportunities comparable to men.

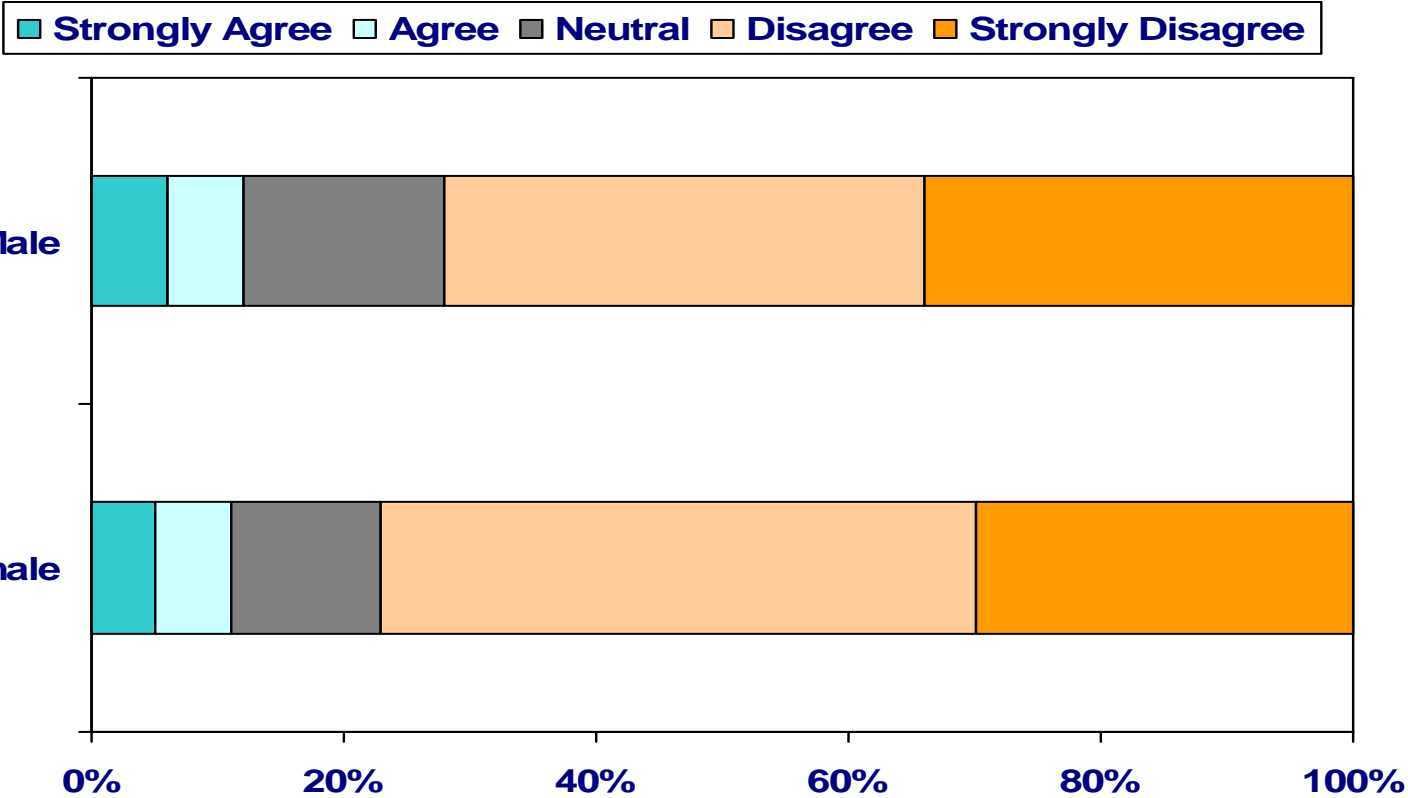


“Does Not Apply” responses excluded.

$\chi^2 p = < .0001$

COMPARISON OF RESPONSES BY GENDER

Question 52: I have filed a complaint/grievance and have experienced retaliation.

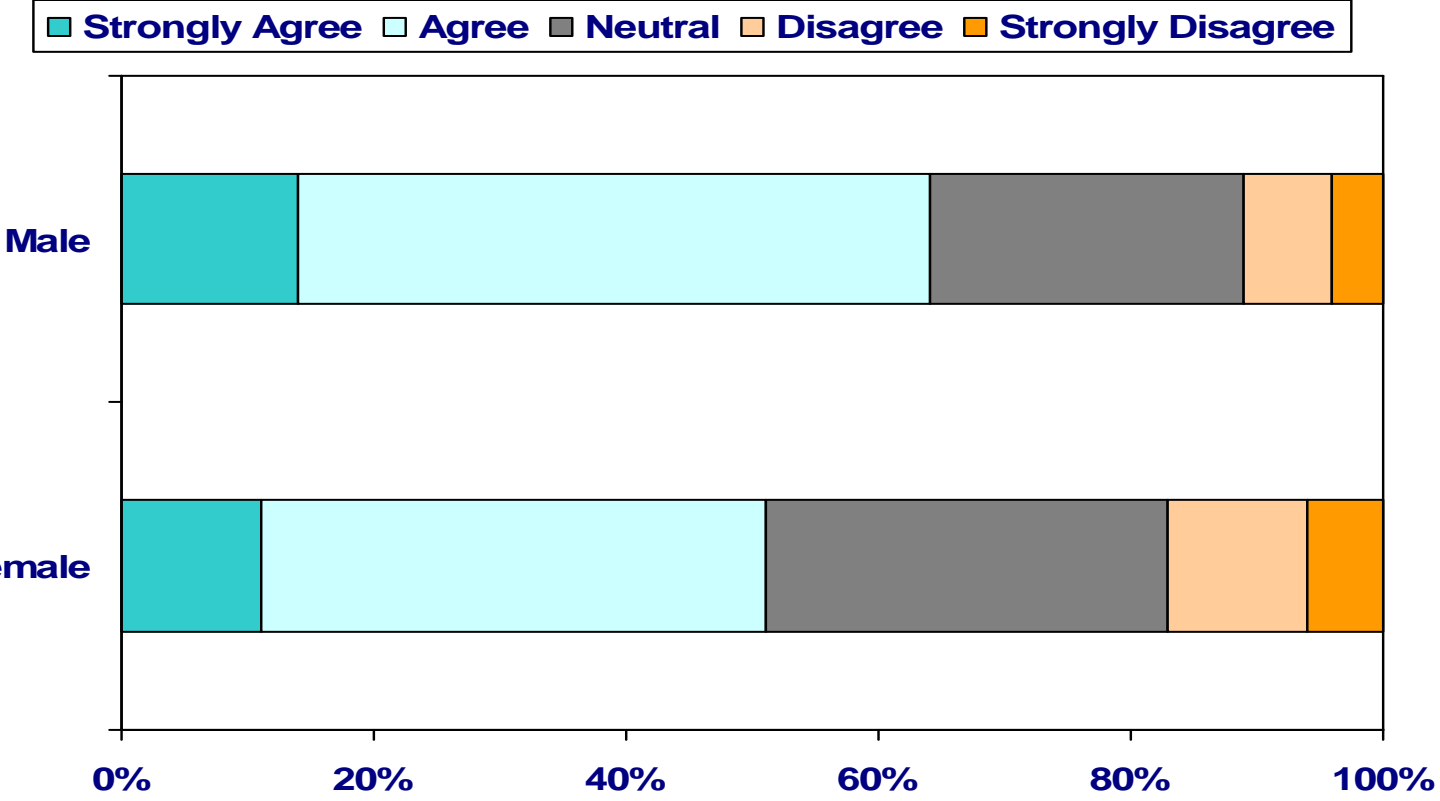


“Does Not Apply” responses excluded.

$X^2 p = 0.0174$

COMPARISON OF RESPONSES BY GENDER

Question 54: Sexual harassment is taken seriously on campus.

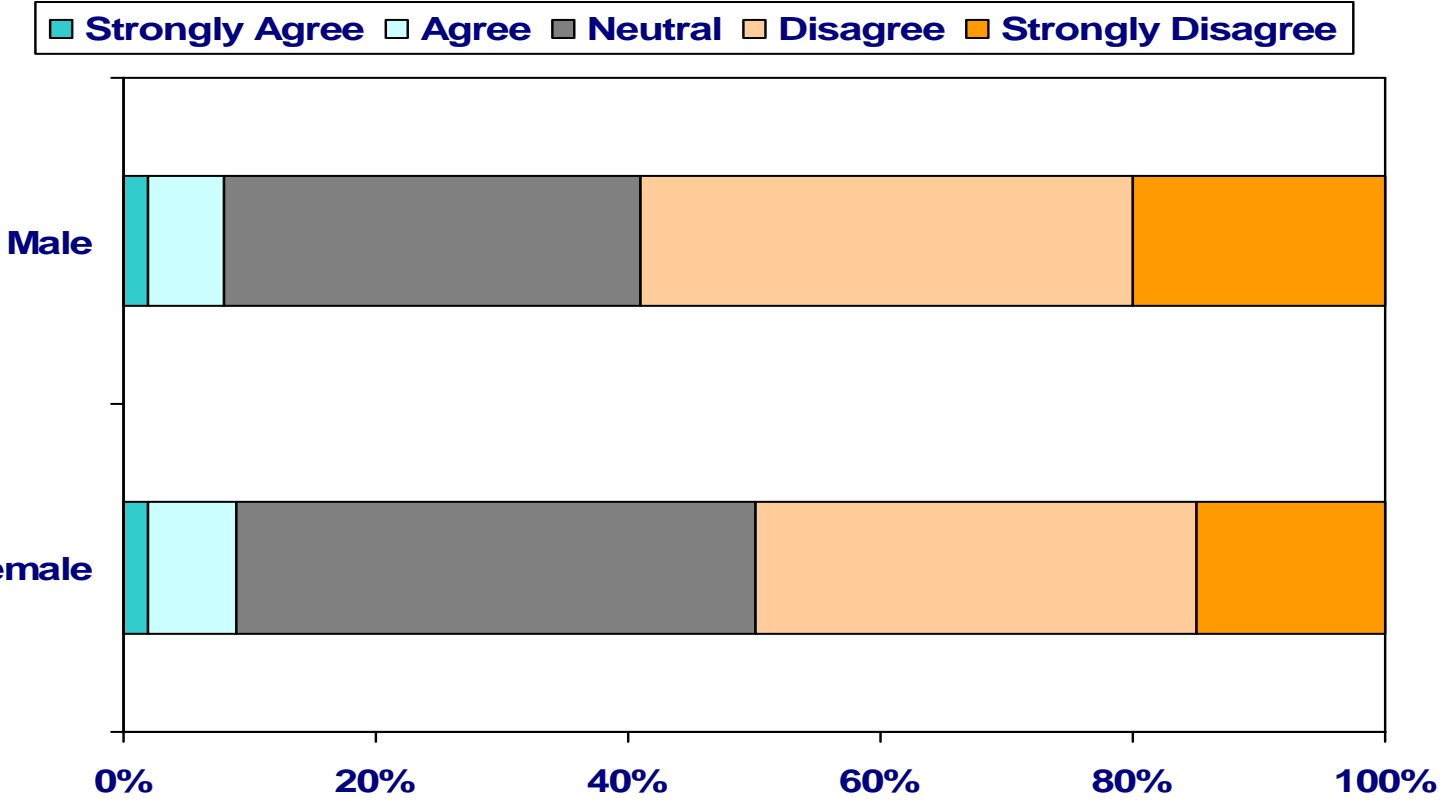


“Does Not Apply” responses excluded.

$X^2 p = < .0001$

COMPARISON OF RESPONSES BY GENDER

Question 55: Sexual harassment is a big problem on campus.

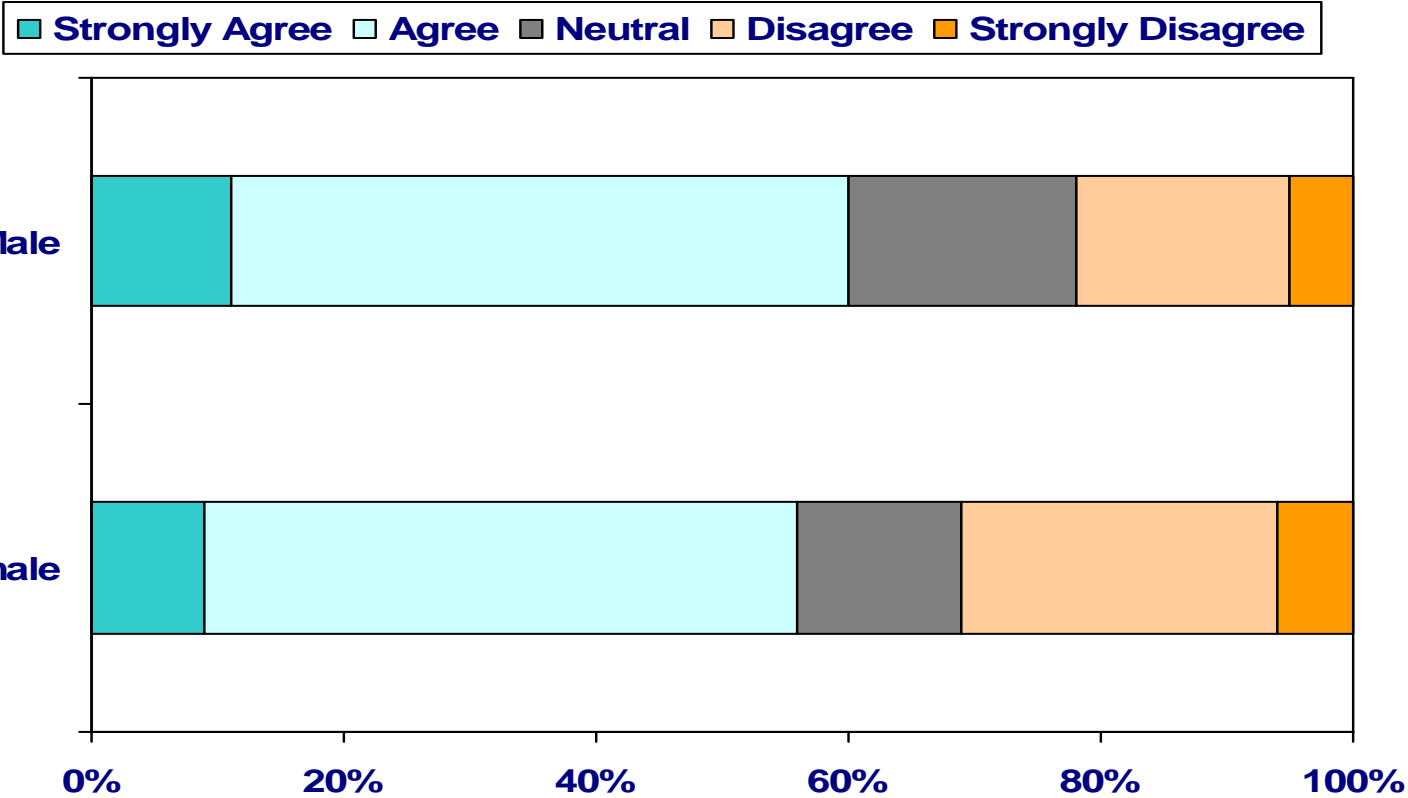


“Does Not Apply” responses excluded.

$X^2_p = 0.0005$

COMPARISON OF RESPONSES BY GENDER

Question 56: I know the steps to take if a person comes to me with a problem with sexual harassment.

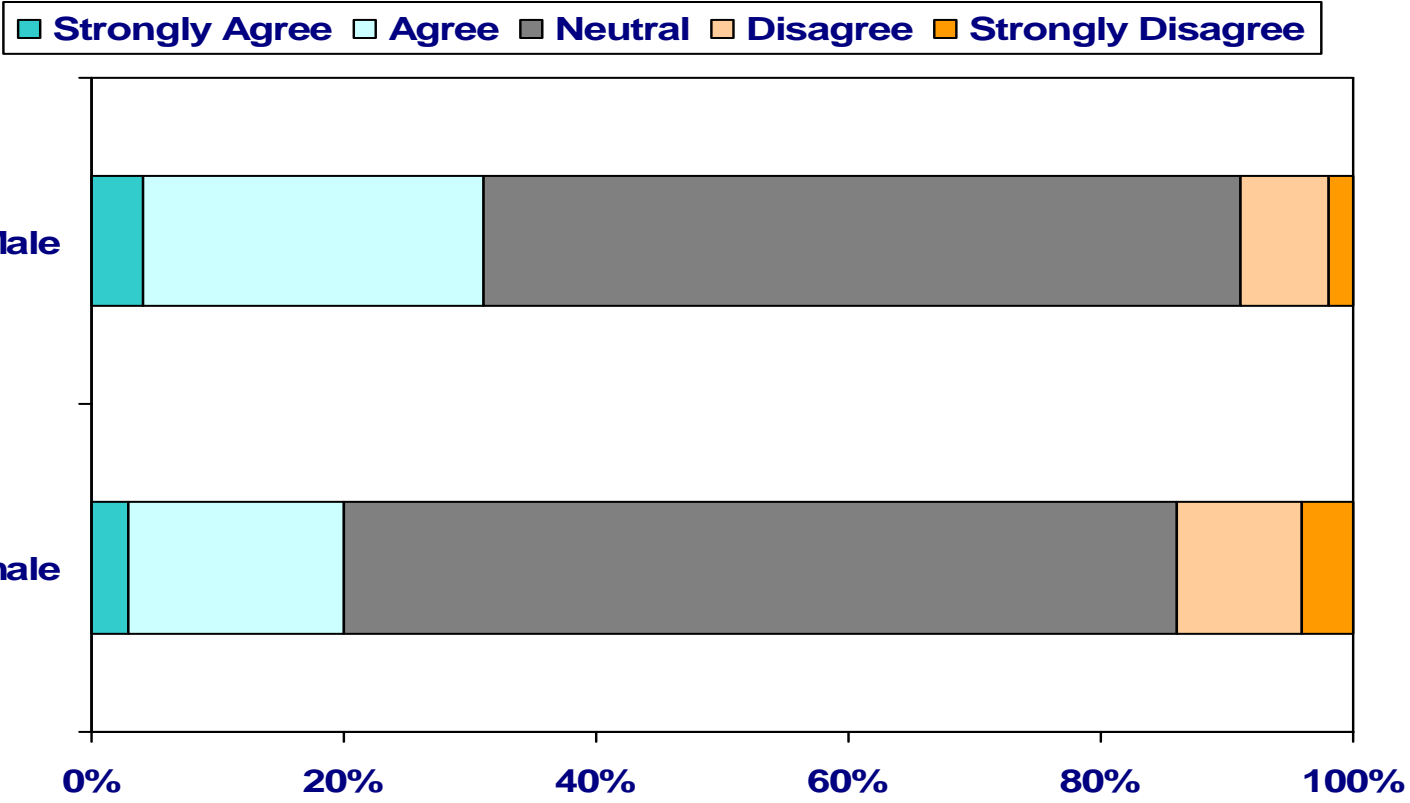


“Does Not Apply” responses excluded.

$X^2 p = < .0001$

COMPARISON OF RESPONSES BY GENDER

Question 57: The process for resolving complaints about sexual harassment at NMSU is effective.

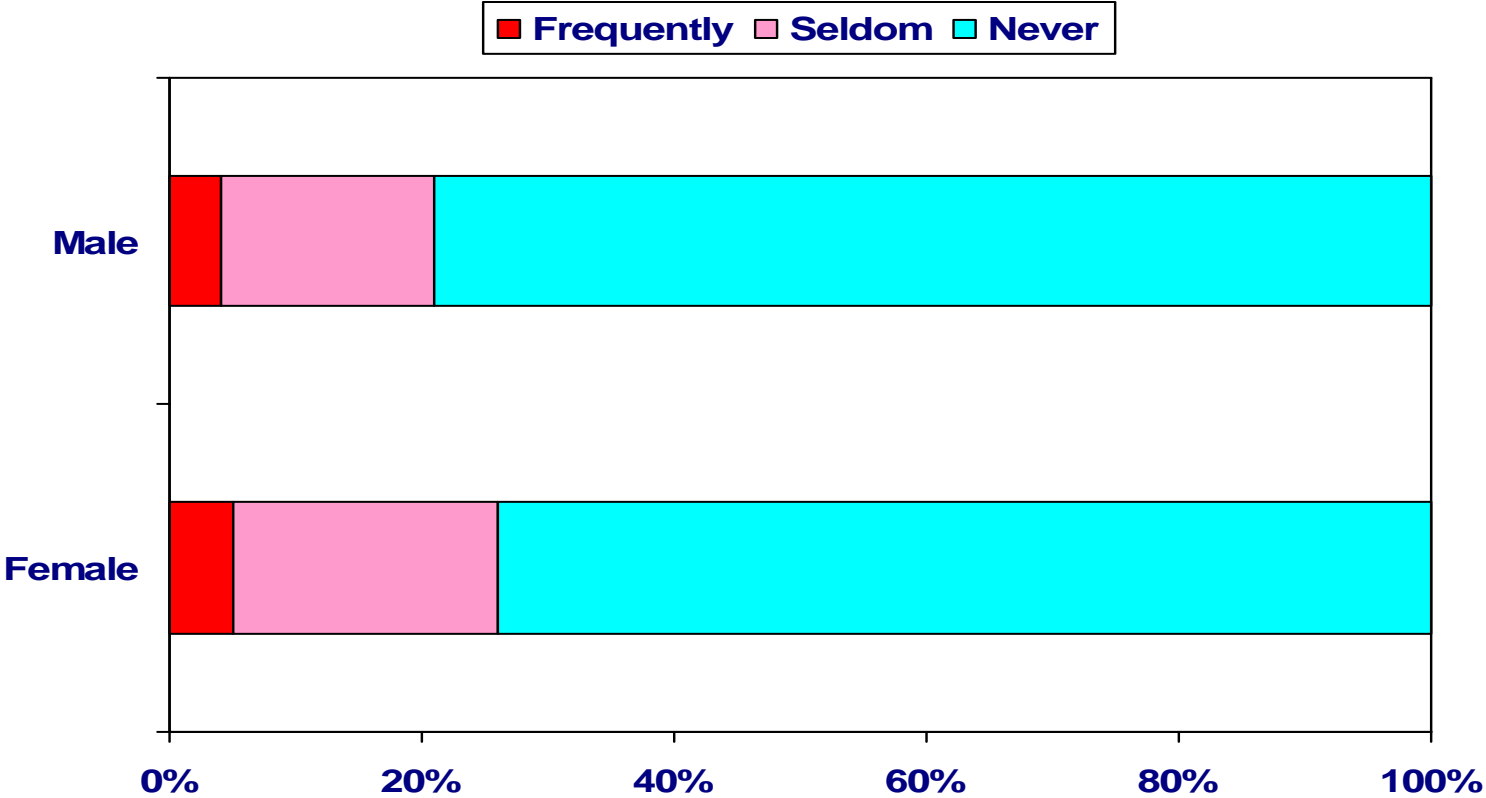


“Does Not Apply” responses excluded.

$X^2 p = < .0001$

COMPARISON OF RESPONSES BY GENDER

Question 59: How often have you experienced discrimination based on age?

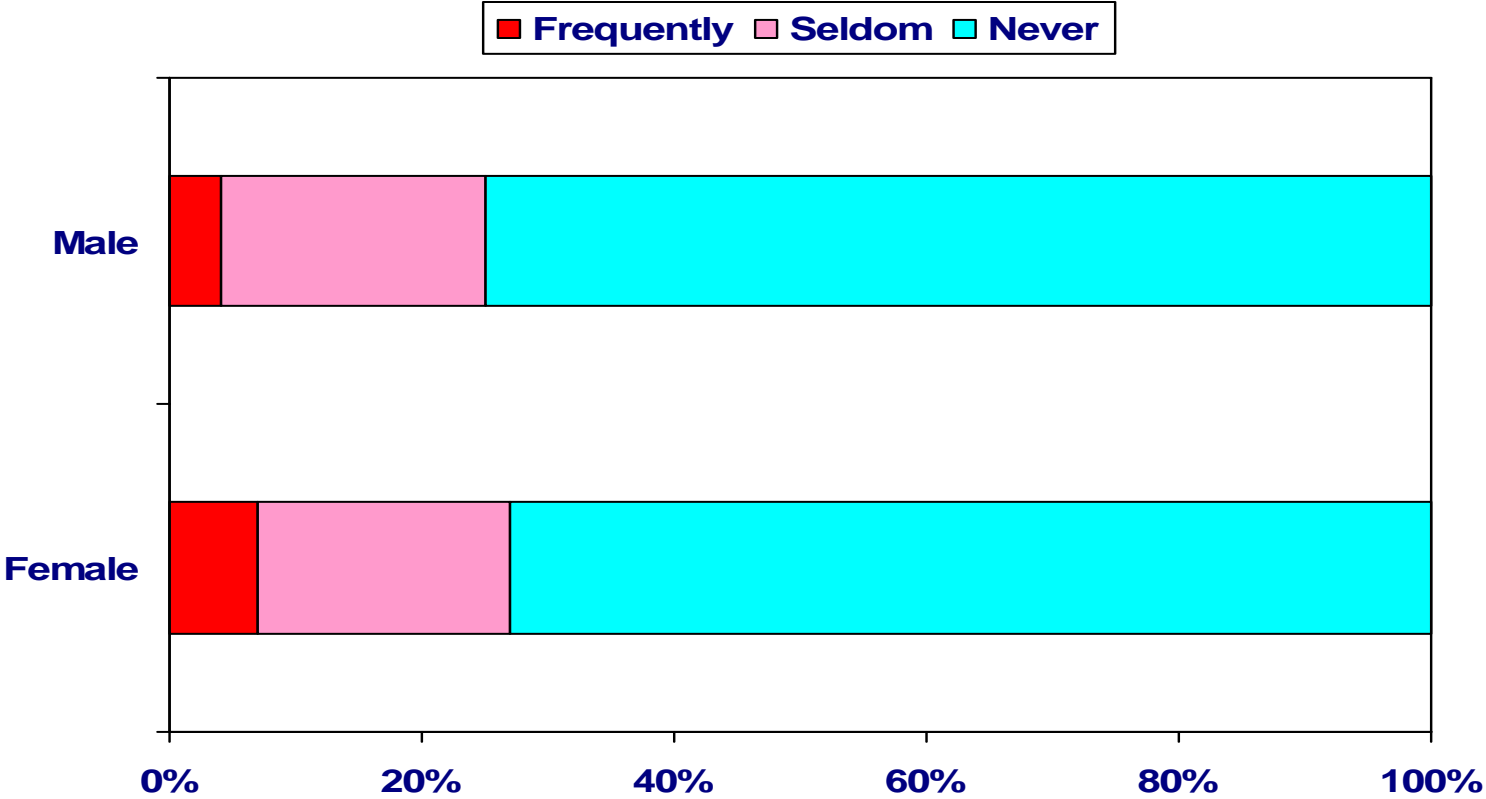


“Does Not Apply” responses excluded.

$$X^2_p = 0.0271$$

COMPARISON OF RESPONSES BY GENDER

Question 60: How often have you experienced discrimination based on race/ethnicity?

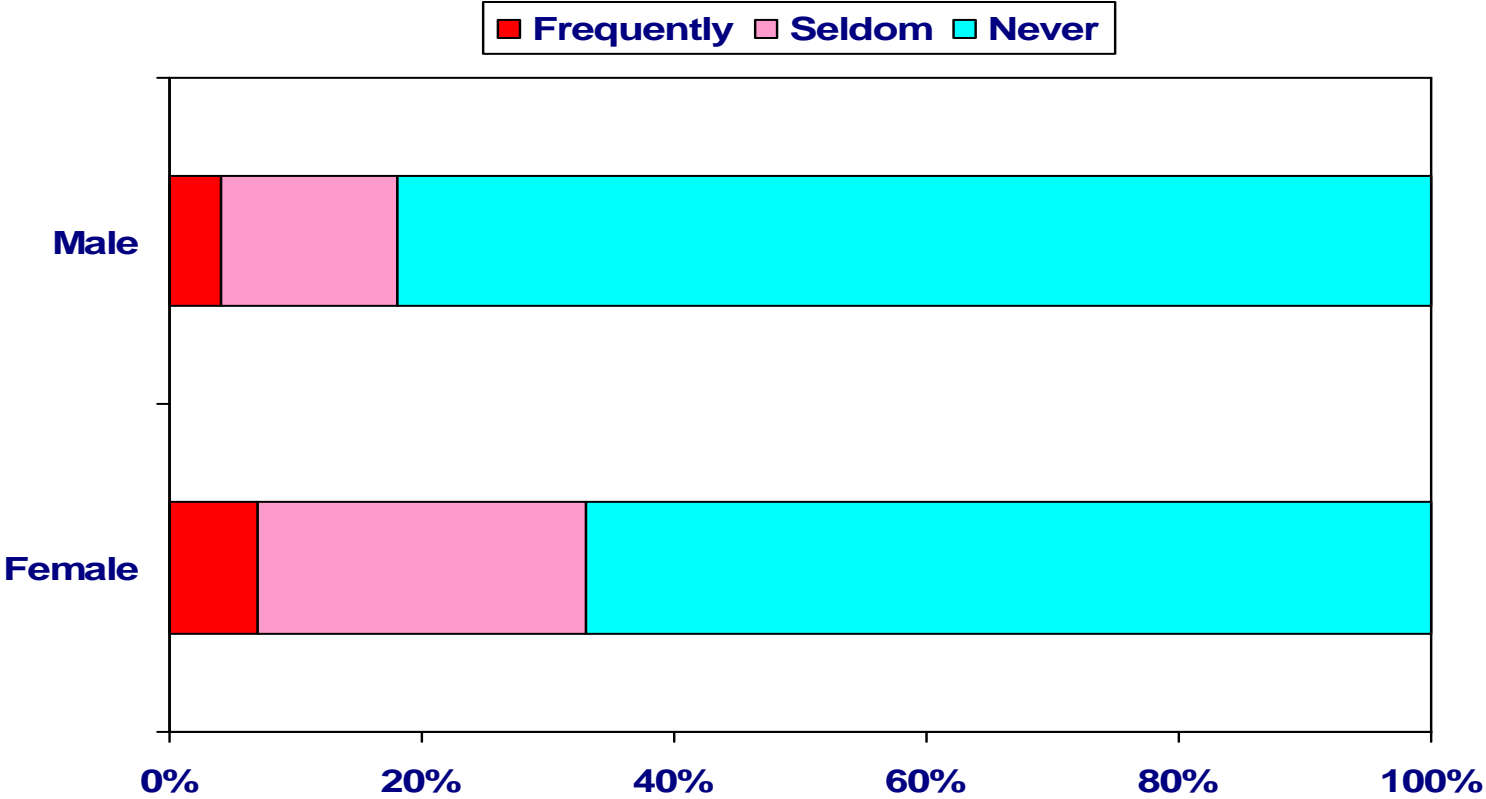


“Does Not Apply” responses excluded.

$$X^2 p = 0.0330$$

COMPARISON OF RESPONSES BY GENDER

Question 64: How often have you experienced discrimination based on gender?

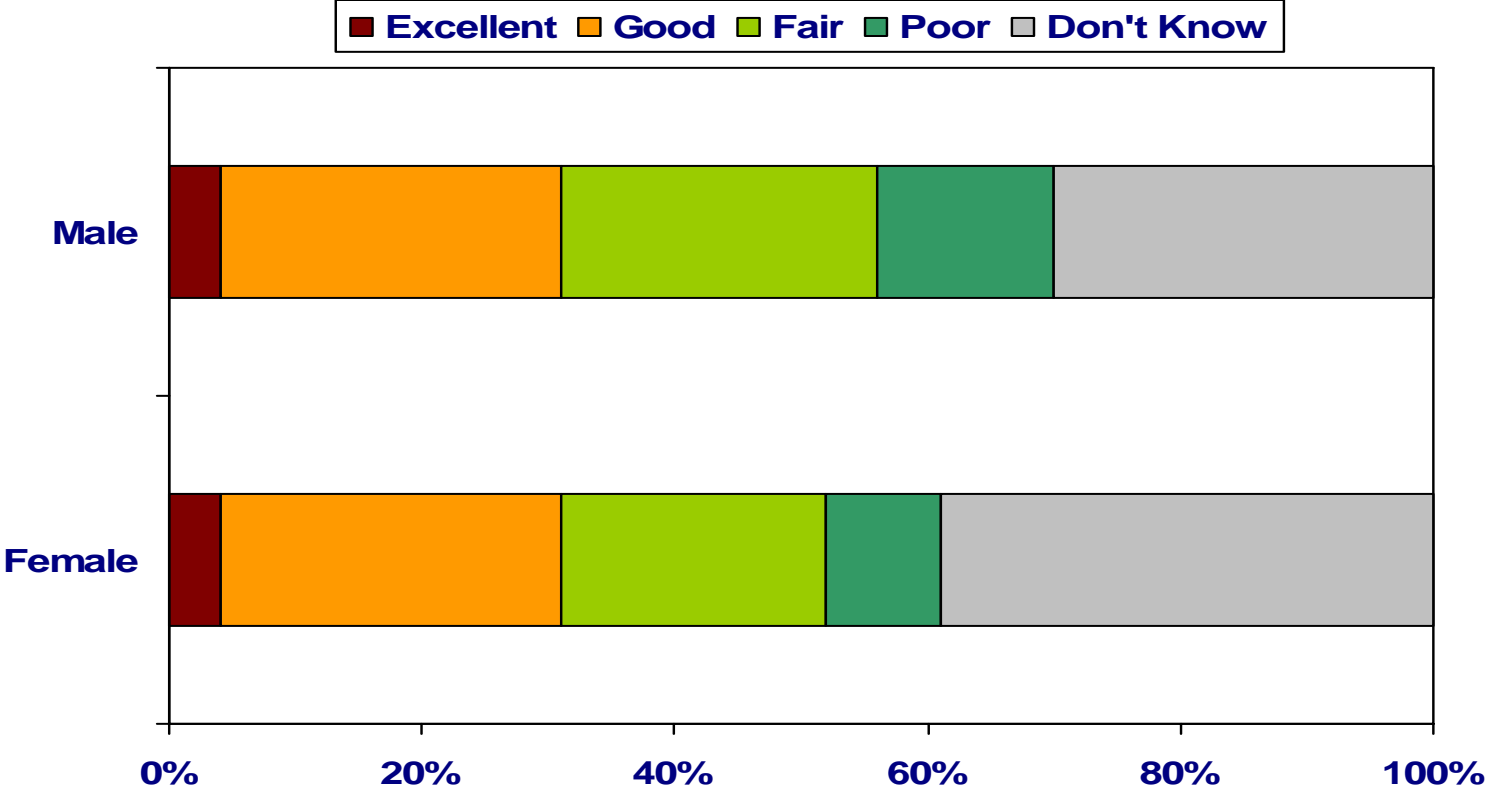


“Does Not Apply” responses excluded.

$$X^2 p = < .0001$$

COMPARISON OF RESPONSES BY GENDER

Question 65: Leadership by the Board of Regents.

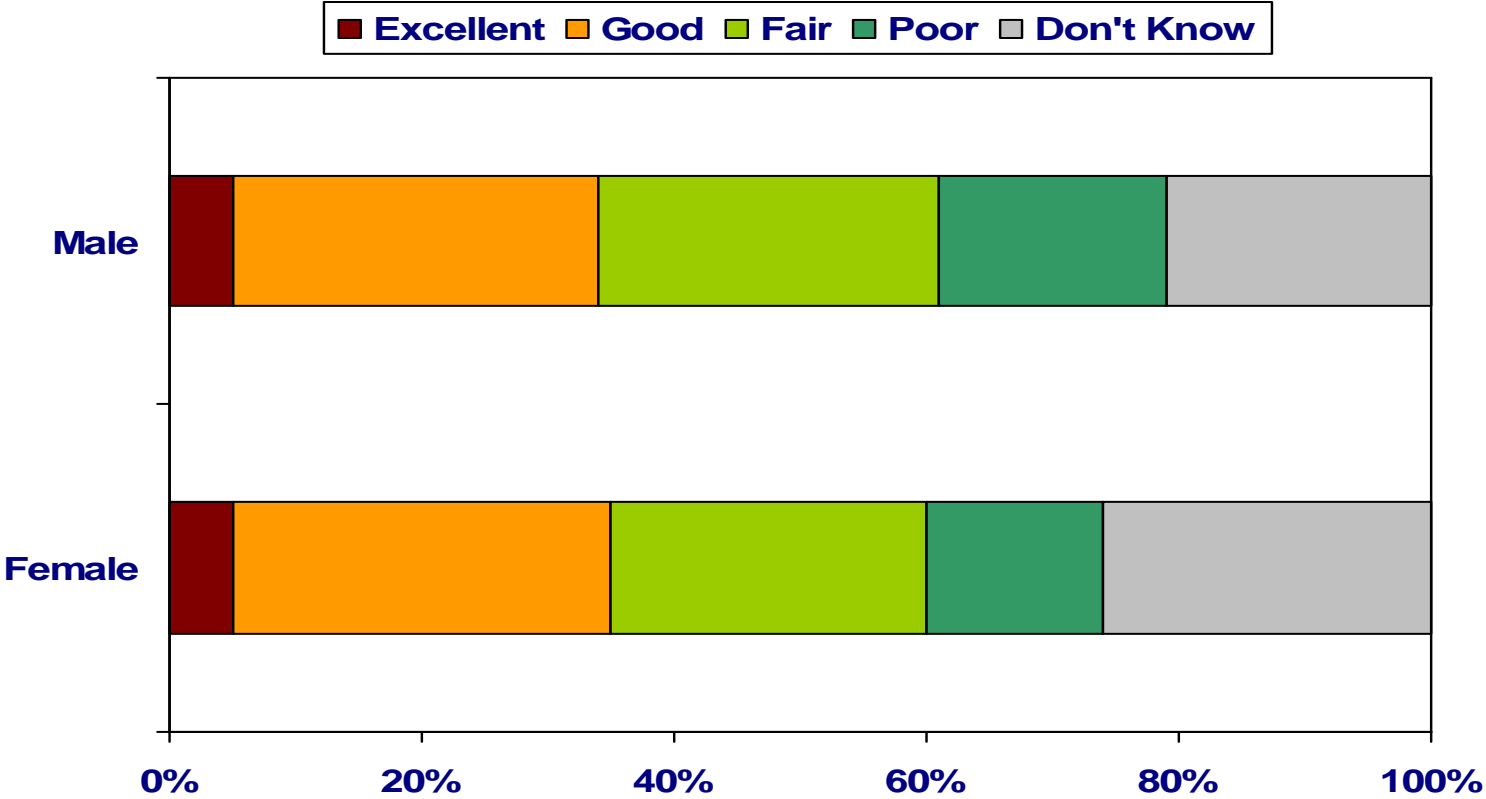


“Does Not Apply” responses excluded.

$$X^2 p = < 0.0001$$

COMPARISON OF RESPONSES BY GENDER

Question 66: Leadership by Main campus upper level administrators.

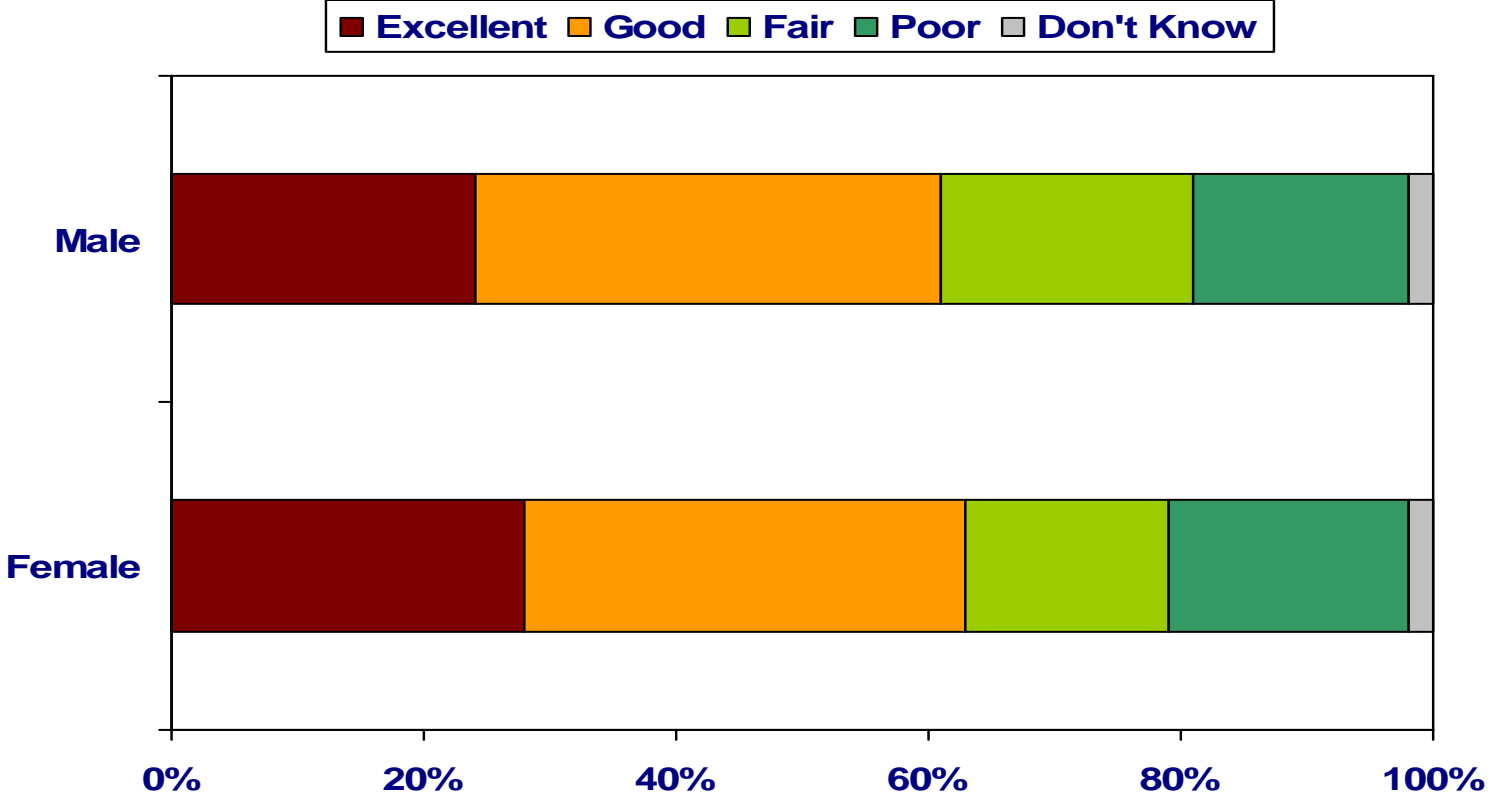


“Does Not Apply” responses excluded.

$X^2_p = 0.0192$

COMPARISON OF RESPONSES BY GENDER

Question 68: Leadership by the head of your department/unit.

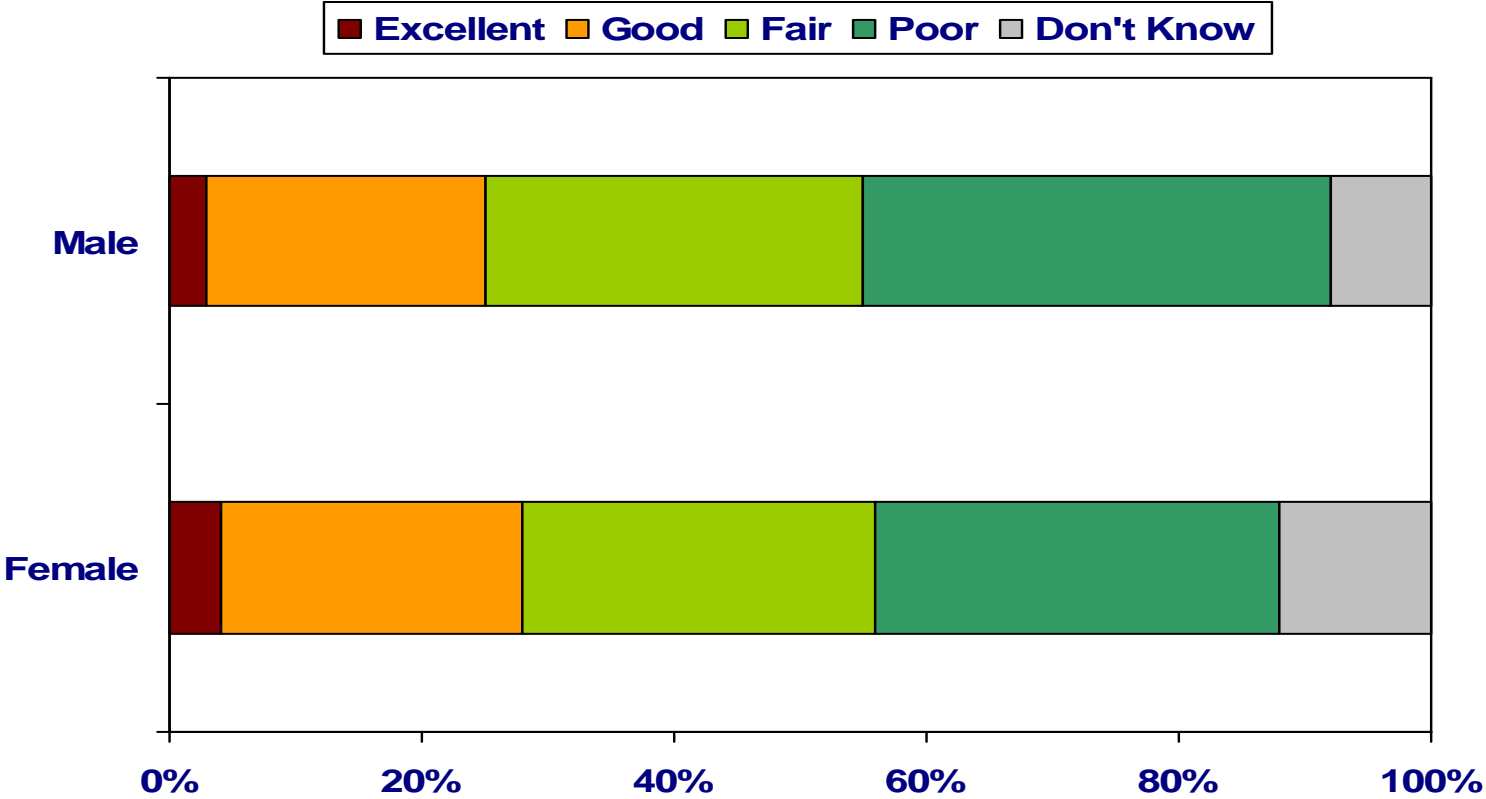


“Does Not Apply” responses excluded.

$X^2_p = 0.0449$

COMPARISON OF RESPONSES BY GENDER

Question 70: Adequacy of financial resources.

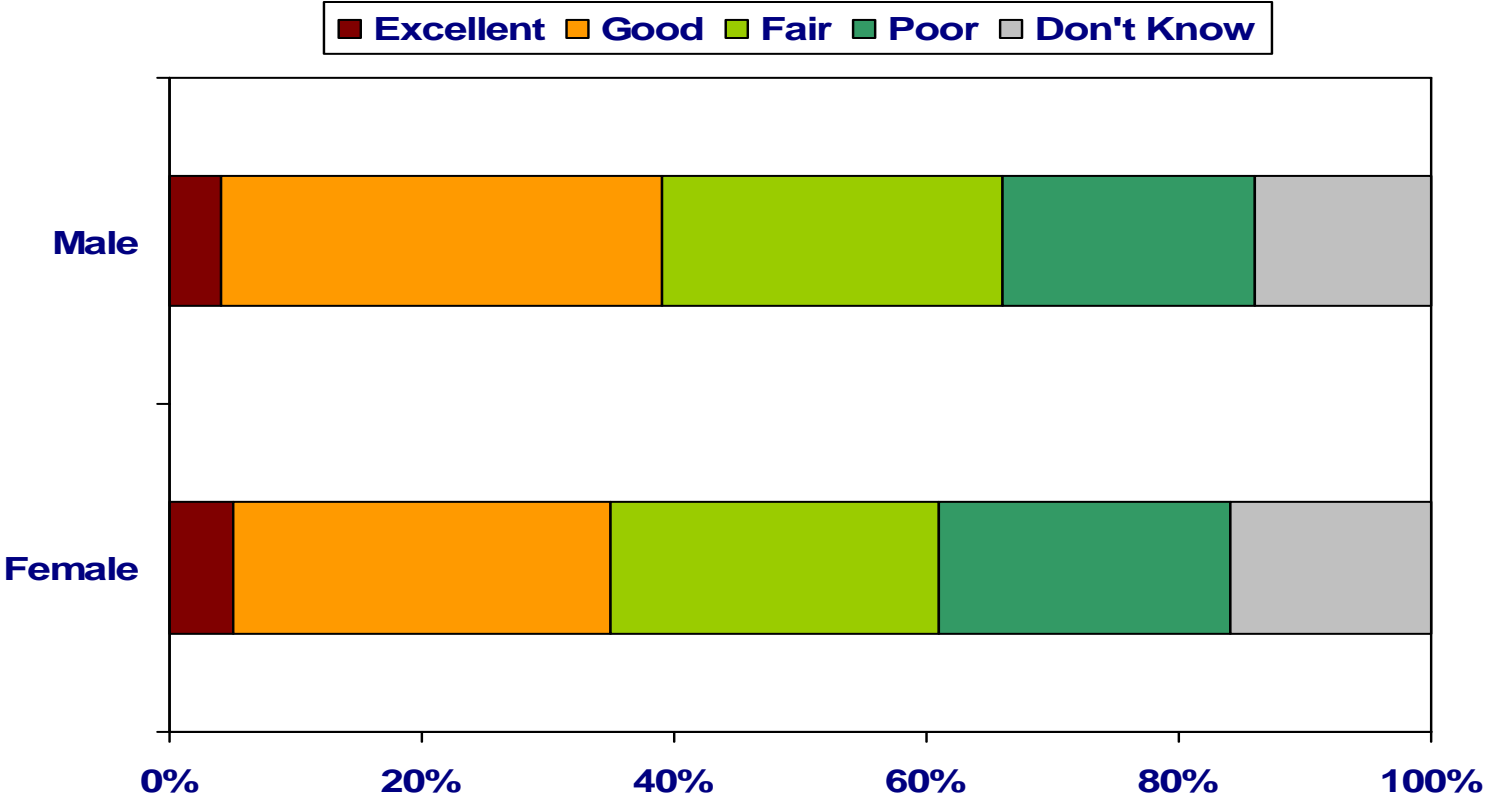


“Does Not Apply” responses excluded.

$X^2_p = 0.0009$

COMPARISON OF RESPONSES BY GENDER

Question 71: Equitable enforcement of policies.

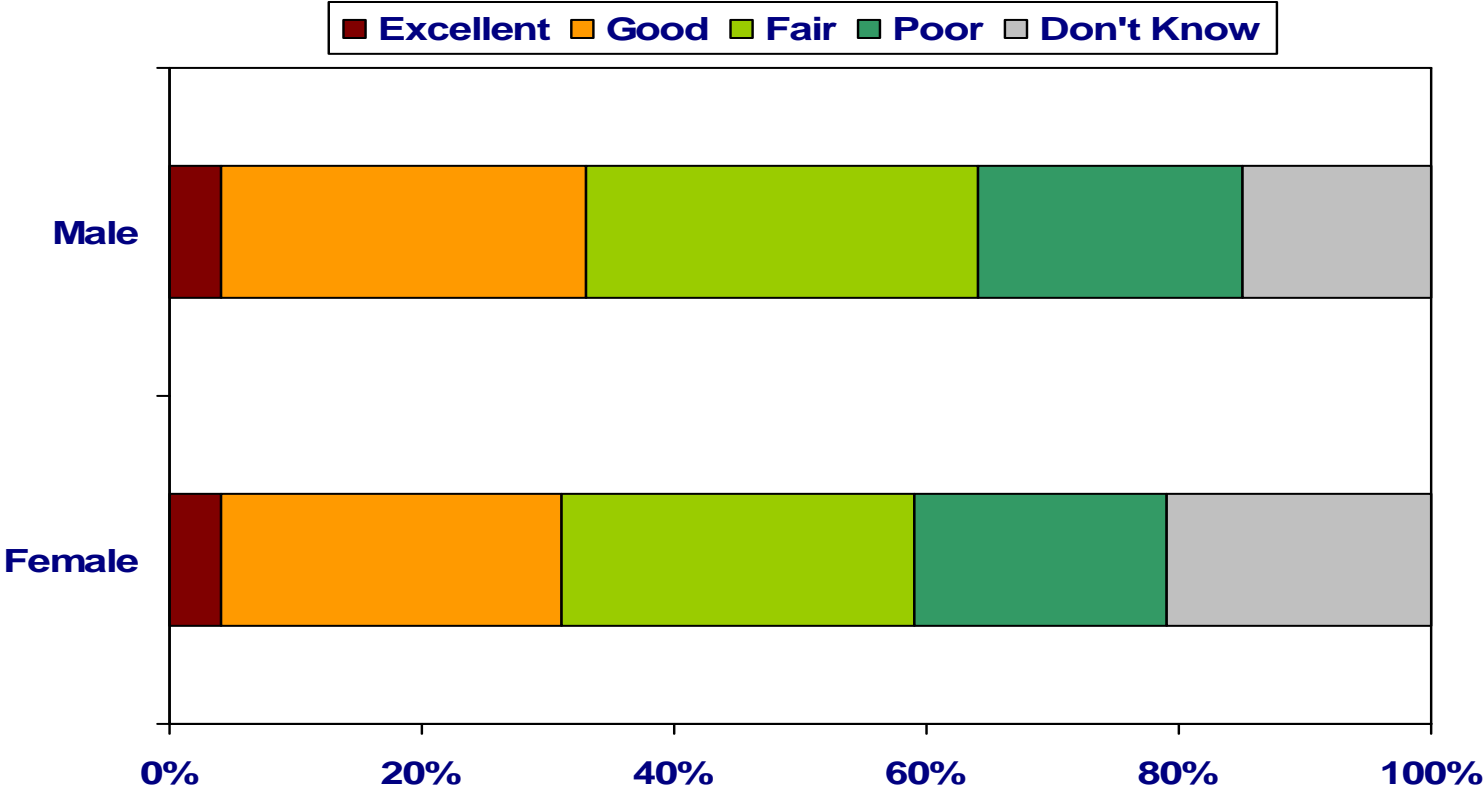


“Does Not Apply” responses excluded.

$$X^2_p = 0.0349$$

COMPARISON OF RESPONSES BY GENDER

Question 72: Timely enforcement of policies.

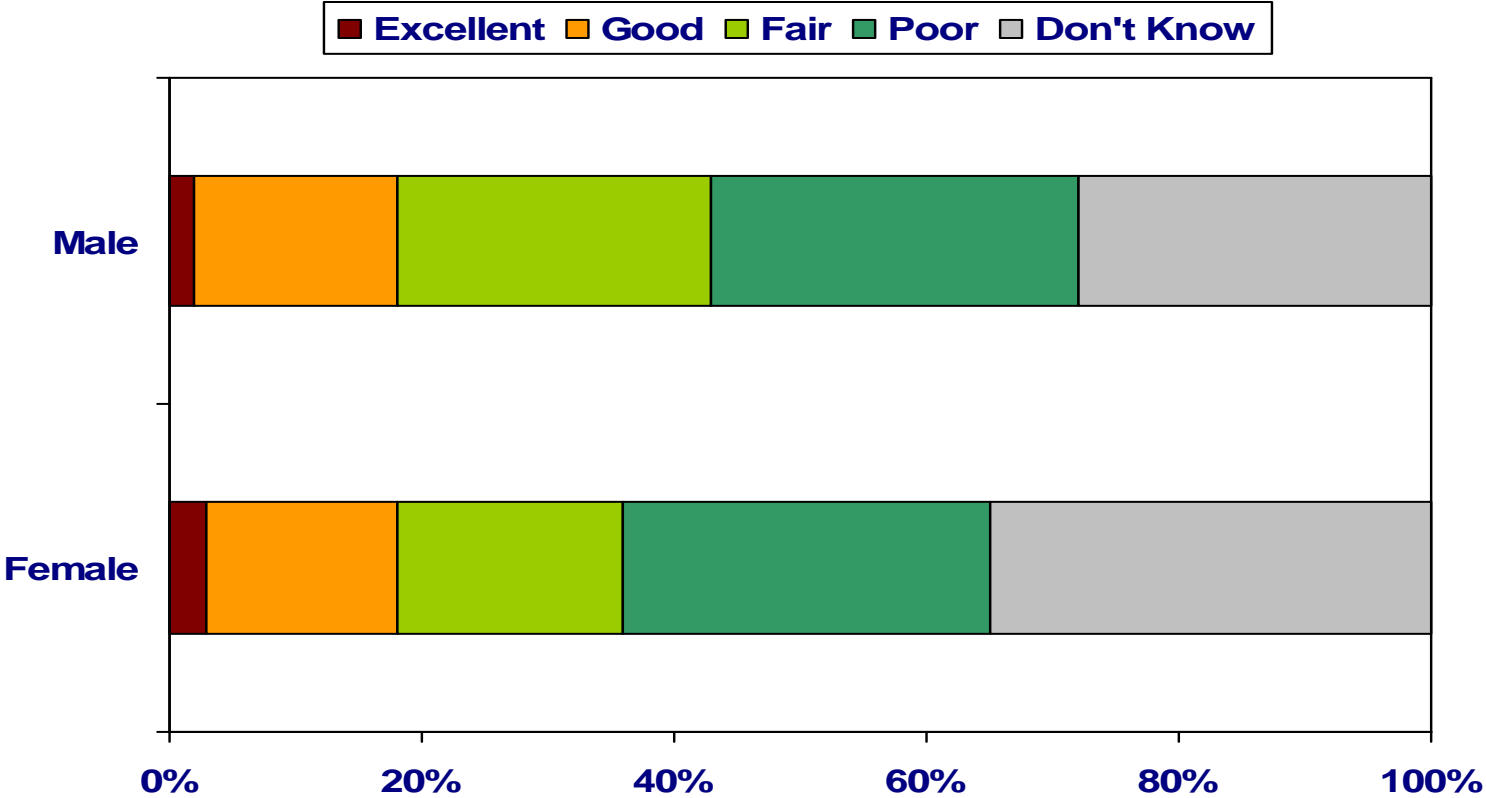


“Does Not Apply” responses excluded.

$X^2_p = 0.0120$

COMPARISON OF RESPONSES BY GENDER

Question 73: Employee mentoring program(s).

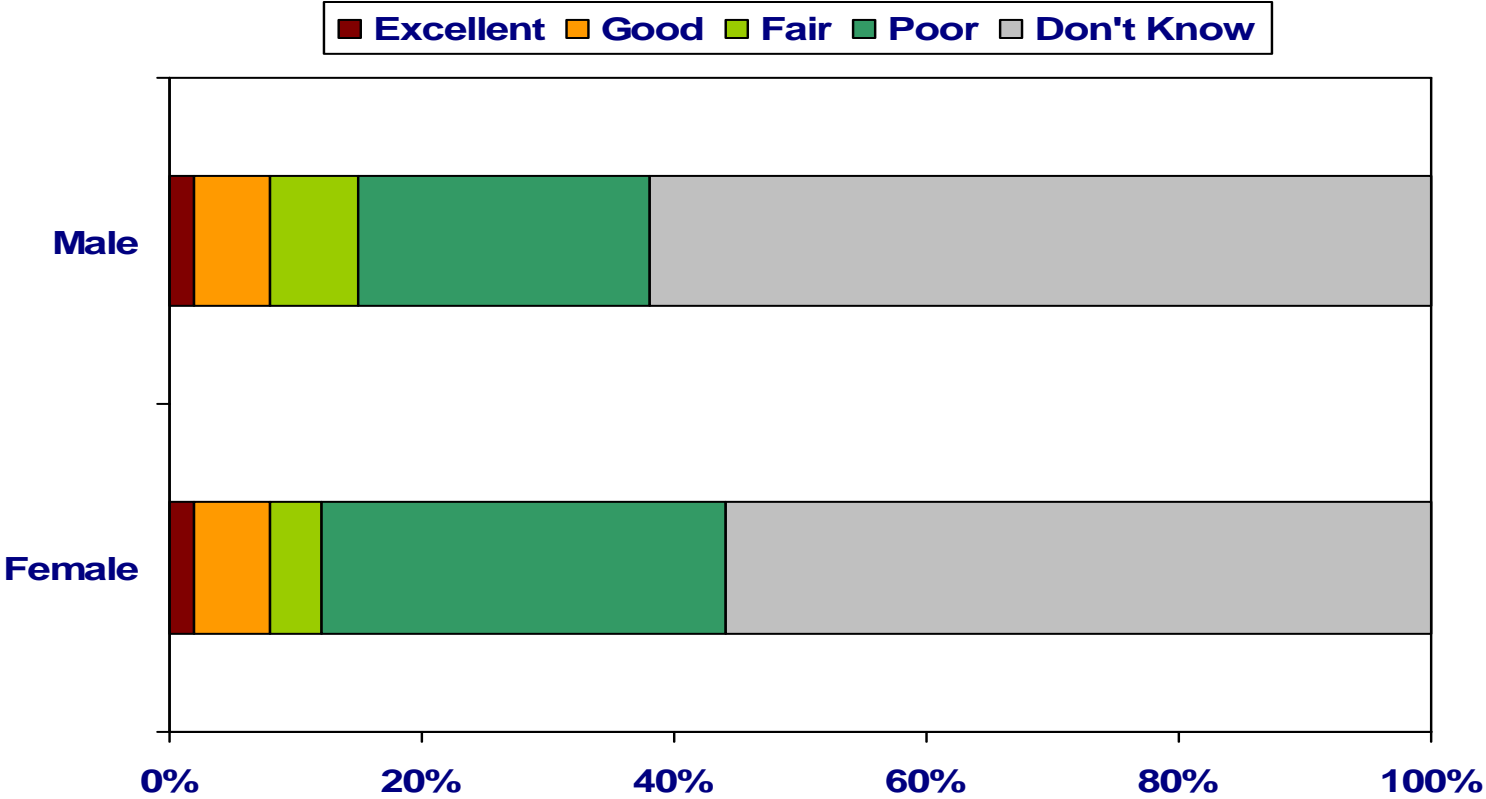


“Does Not Apply” responses excluded.

$X^2 p = < .0001$

COMPARISON OF RESPONSES BY GENDER

Question 74: On-site child care services.

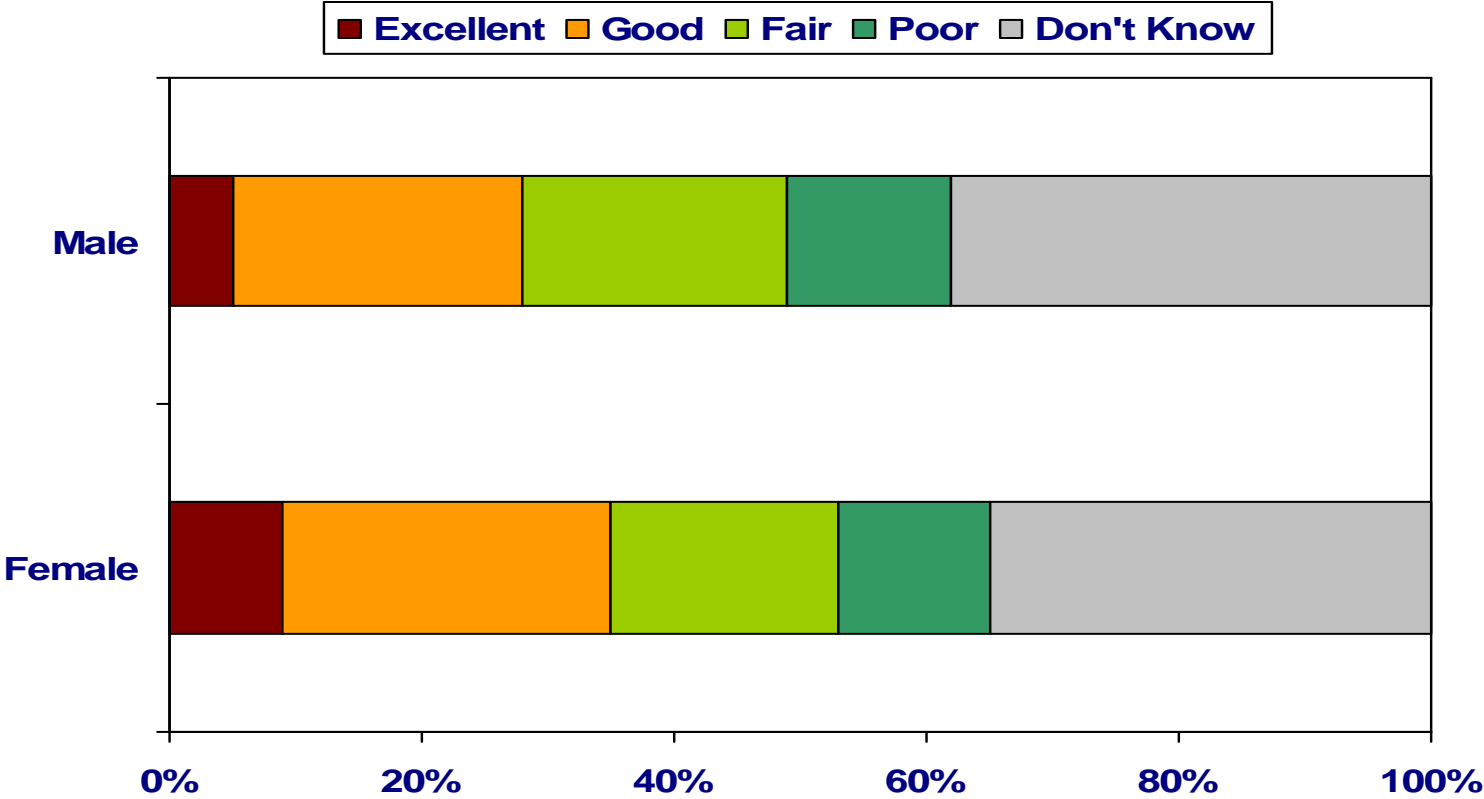


“Does Not Apply” responses excluded.

$X^2_p = 0.0041$

COMPARISON OF RESPONSES BY GENDER

Question 76: Basic skills programs to support under-prepared students.

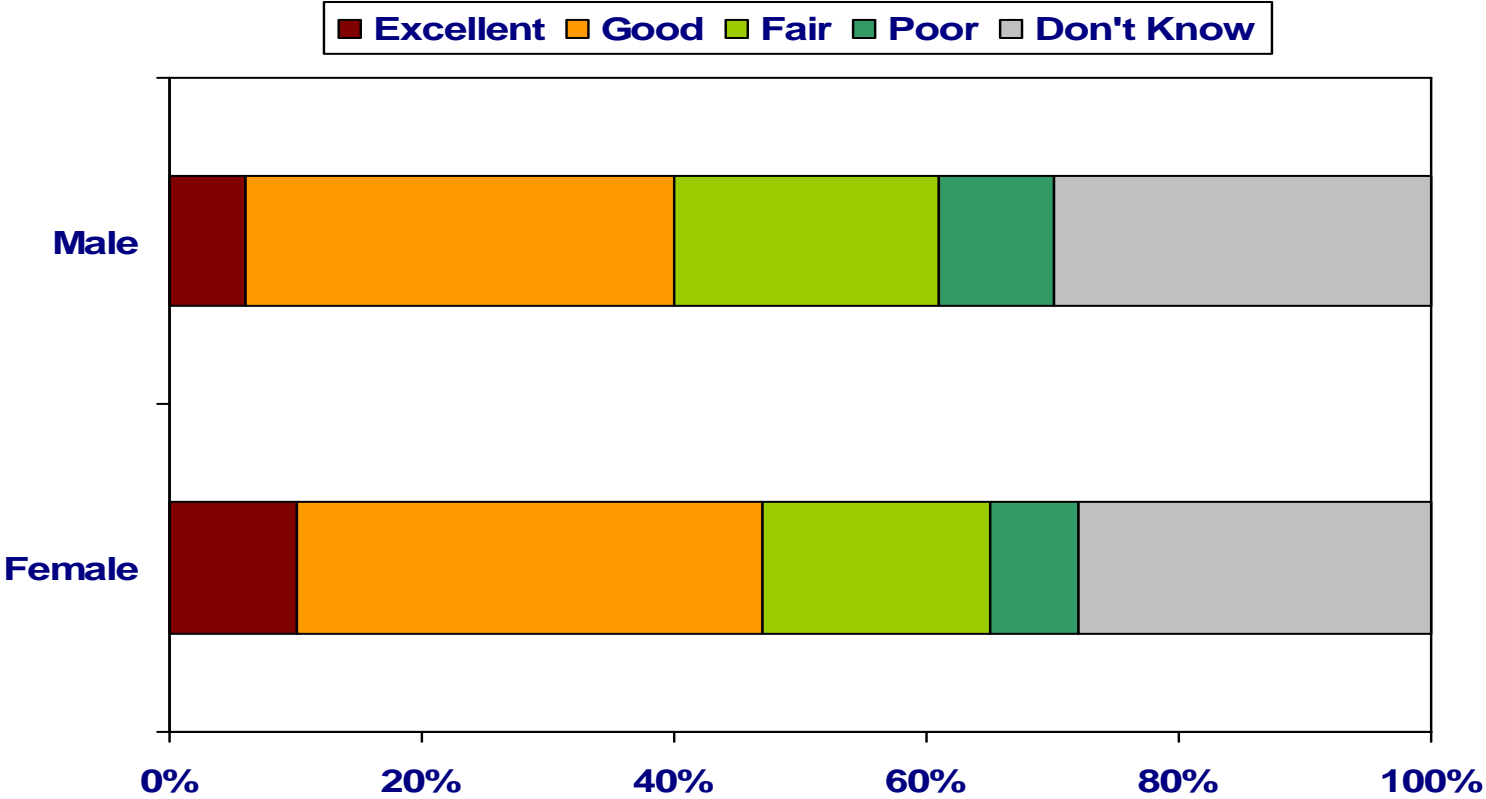


“Does Not Apply” responses excluded.

$\chi^2 p = 0.0101$

COMPARISON OF RESPONSES BY GENDER

Question 77: NMSU continuing education programs.

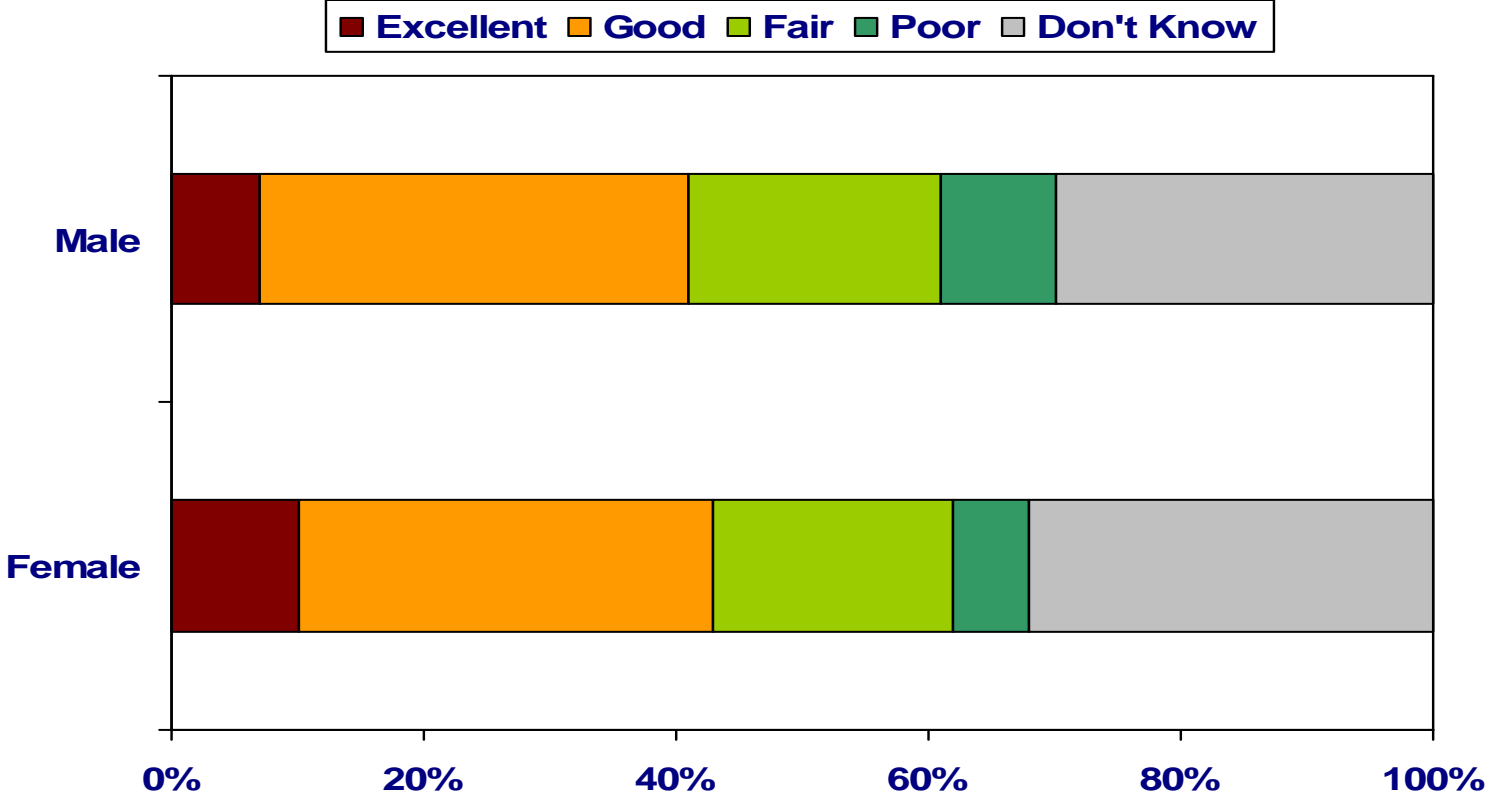


“Does Not Apply” responses excluded.

$$X^2_p = 0.0173$$

COMPARISON OF RESPONSES BY GENDER

Question 78: NMSU programs/services that support the local community.

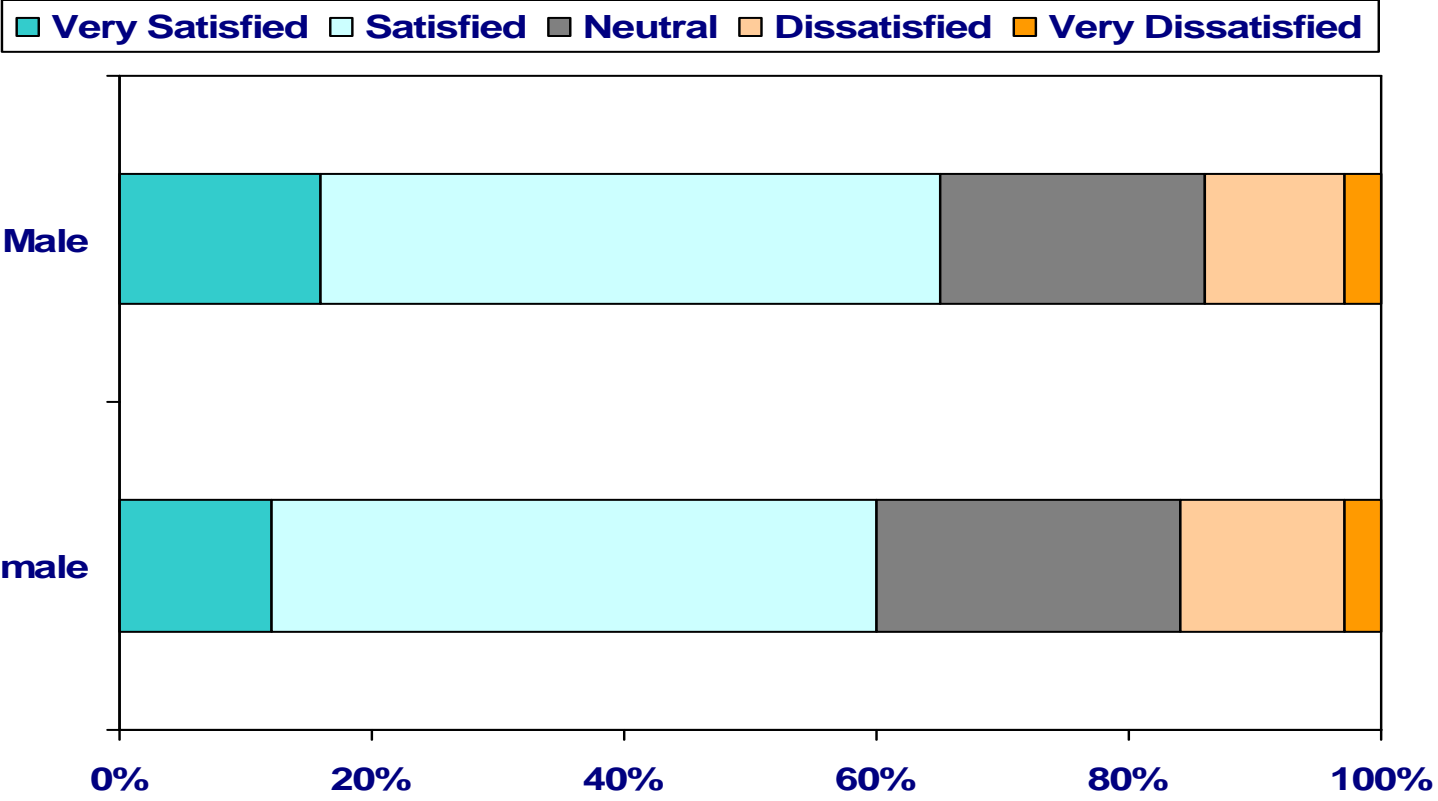


“Does Not Apply” responses excluded.

$X^2_p = 0.0240$

COMPARISON OF RESPONSES BY GENDER

Question 79: Opportunities to interact with others in your field/area.

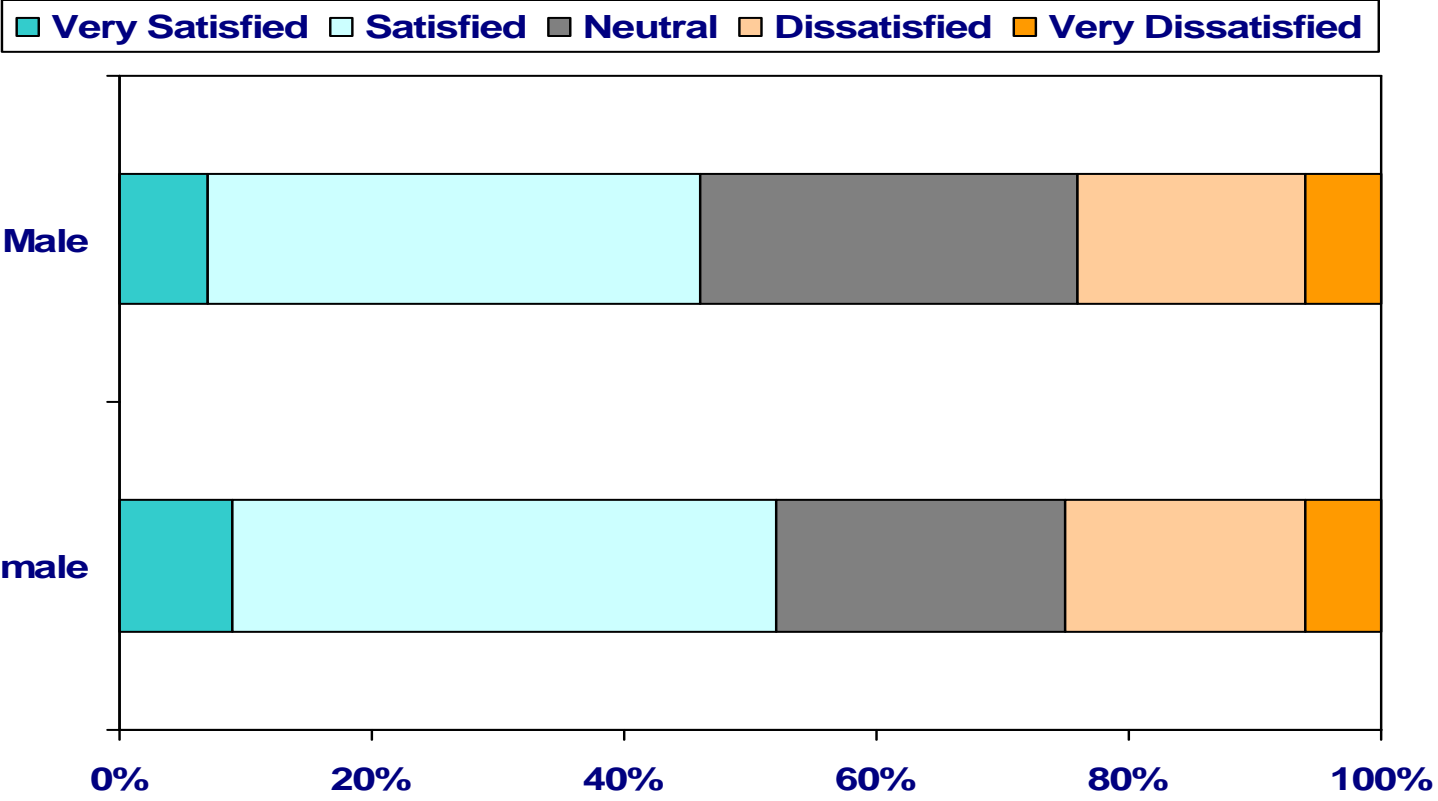


“Does Not Apply” responses excluded.

$\chi^2 p = 0.0386$

COMPARISON OF RESPONSES BY GENDER

Question 81: The extent to which you are provided training necessary to master your job.

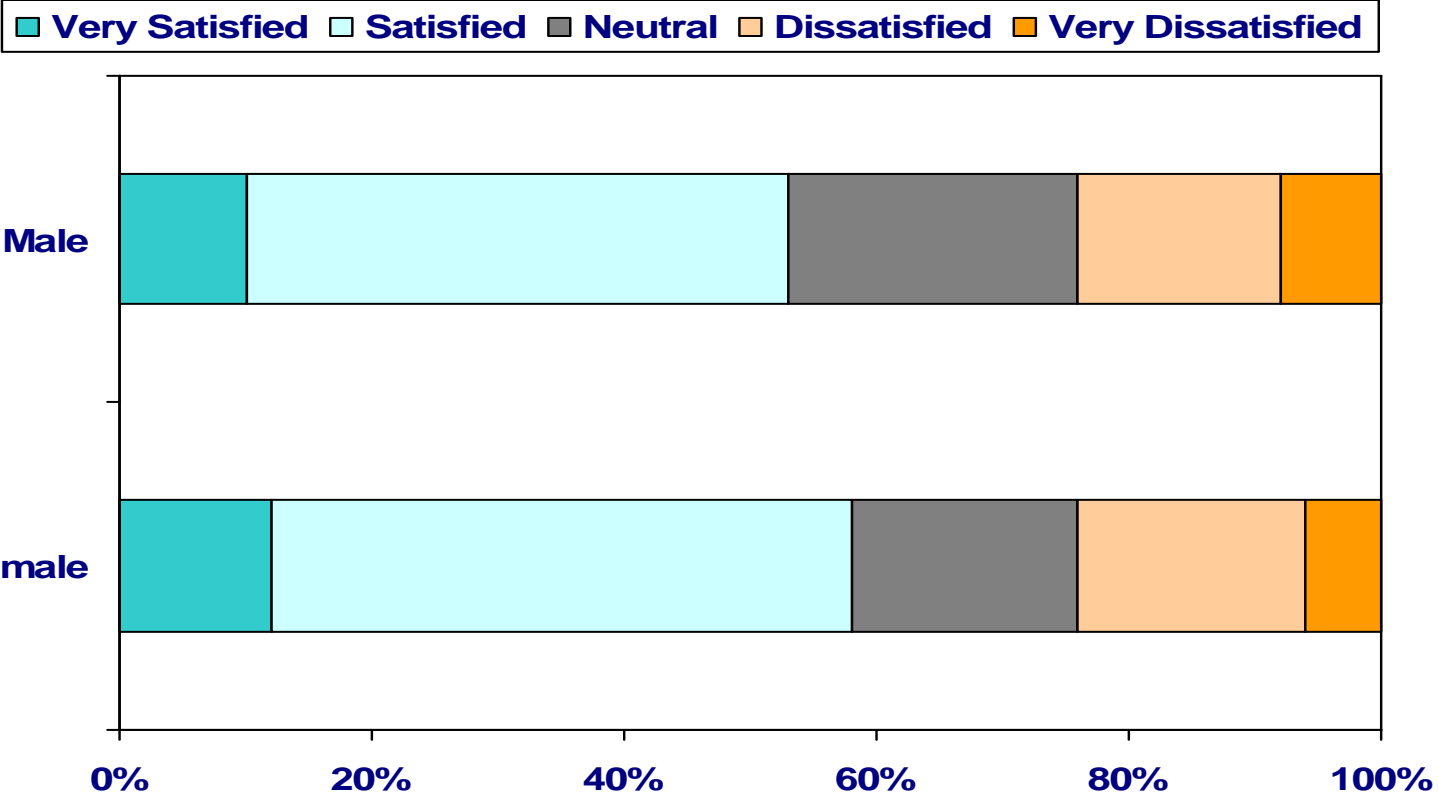


“Does Not Apply” responses excluded.

$X^2_p = 0.0119$

COMPARISON OF RESPONSES BY GENDER

Question 82: The extent to which you are provided up-to-date technology in your job.

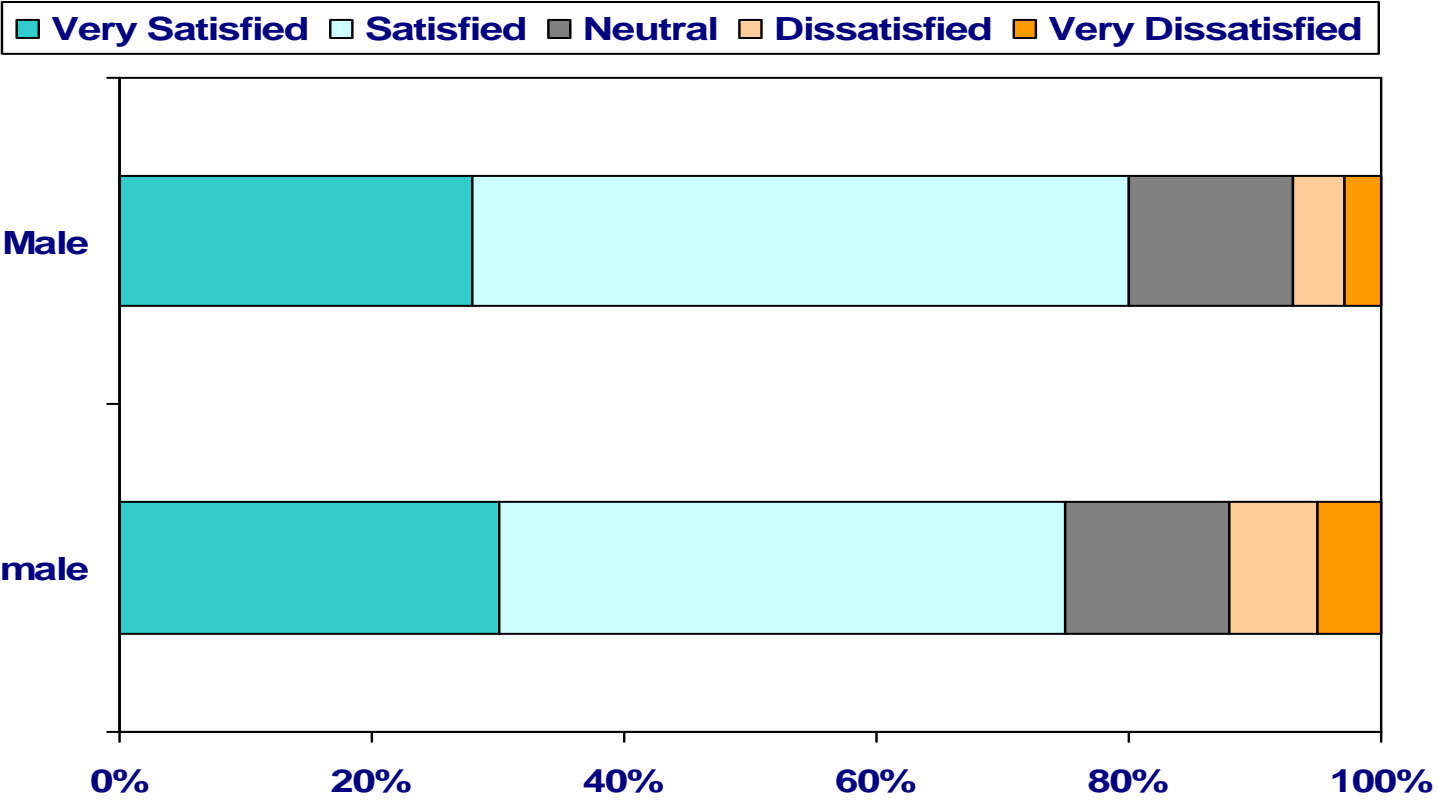


“Does Not Apply” responses excluded.

$X^2_p = 0.0028$

COMPARISON OF RESPONSES BY GENDER

Question 86: Flexible work arrangements.

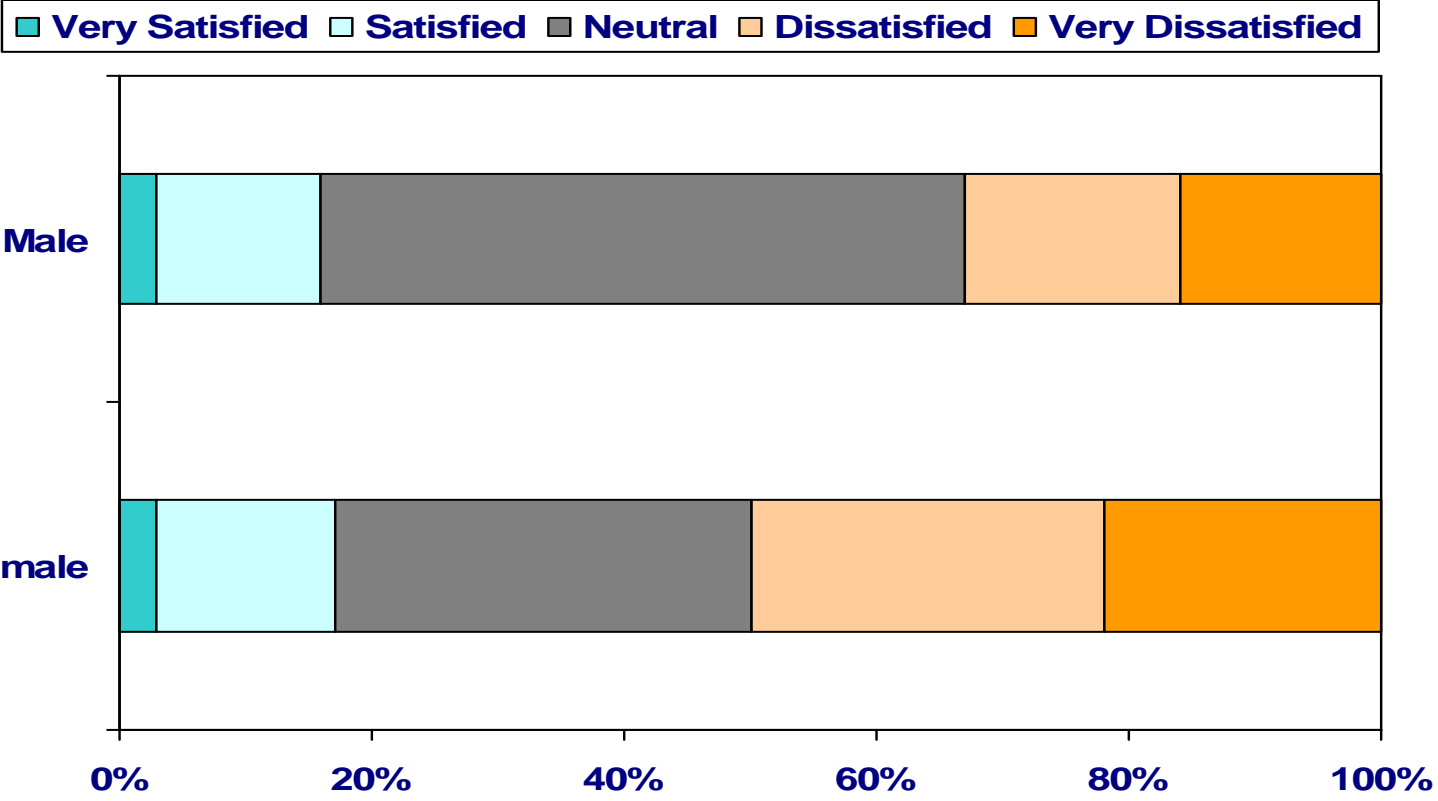


“Does Not Apply” responses excluded.

$\chi^2 p = 0.0030$

COMPARISON OF RESPONSES BY GENDER

Question 88: Availability of child care services.

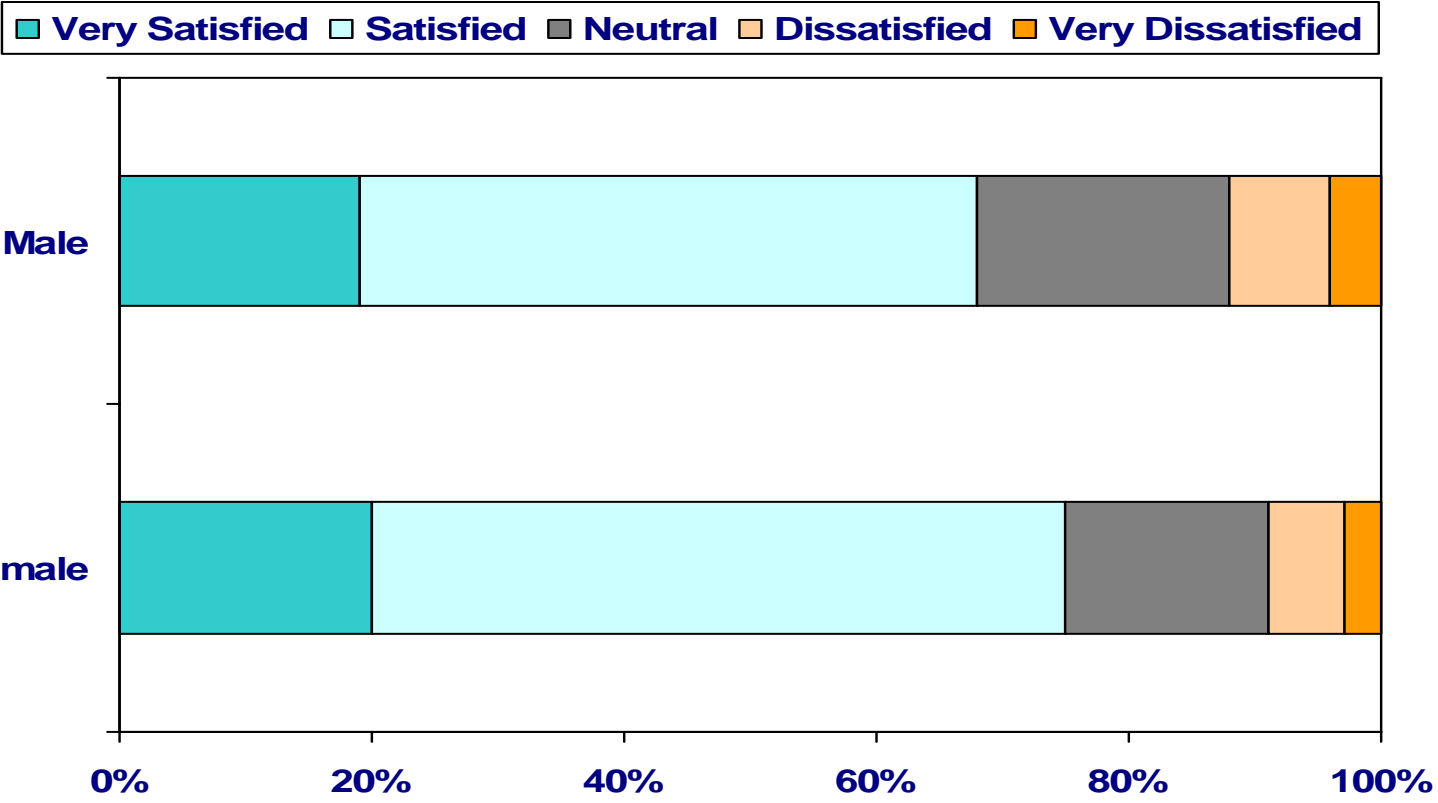


“Does Not Apply” responses excluded.

$\chi^2 p = 0.0002$

COMPARISON OF RESPONSES BY GENDER

Question 90: Your employment at NMSU.

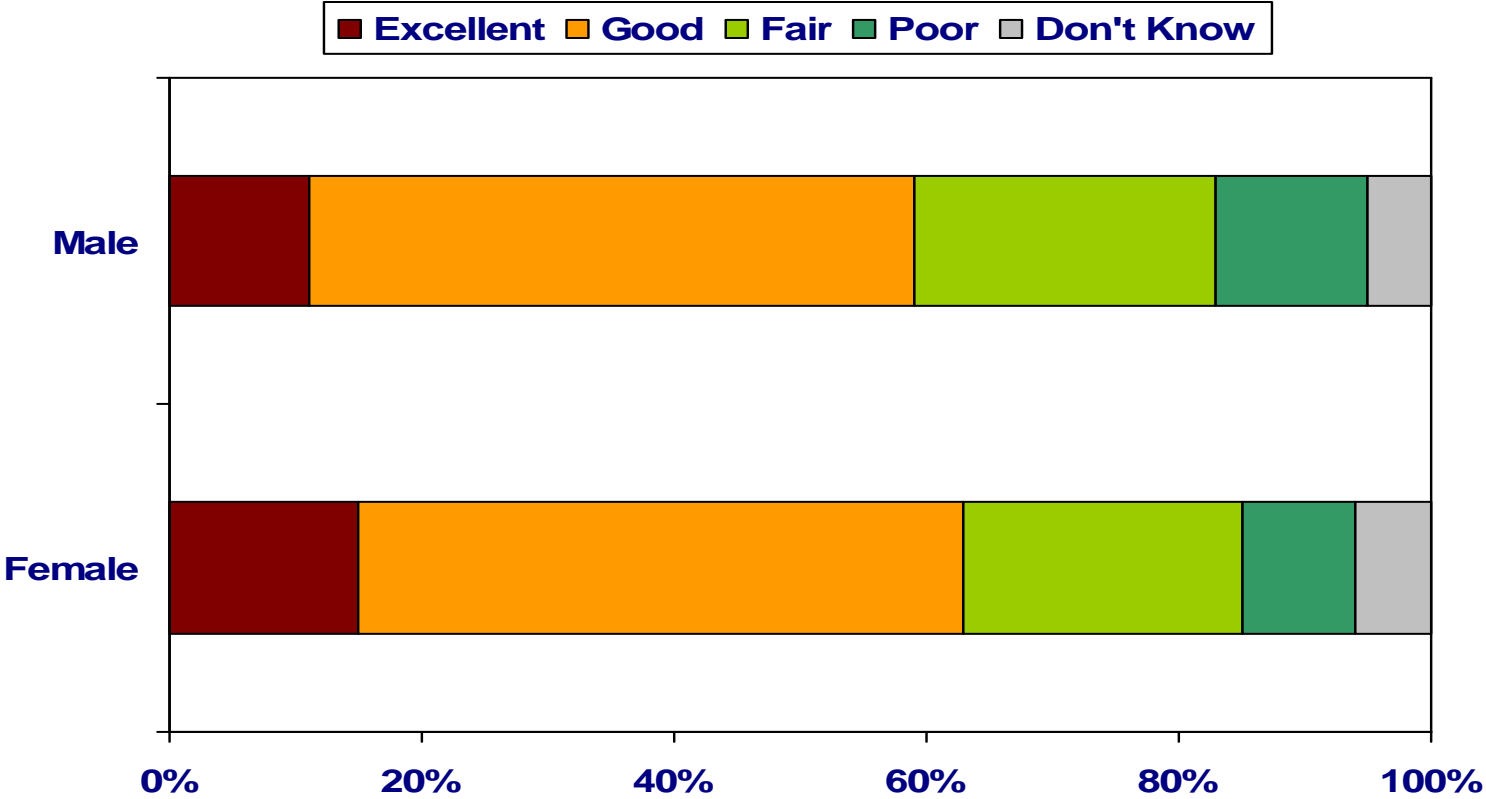


“Does Not Apply” responses excluded.

$\chi^2 p = 0.0021$

COMPARISON OF RESPONSES BY GENDER

Question 91: Adequacy of technological resources.

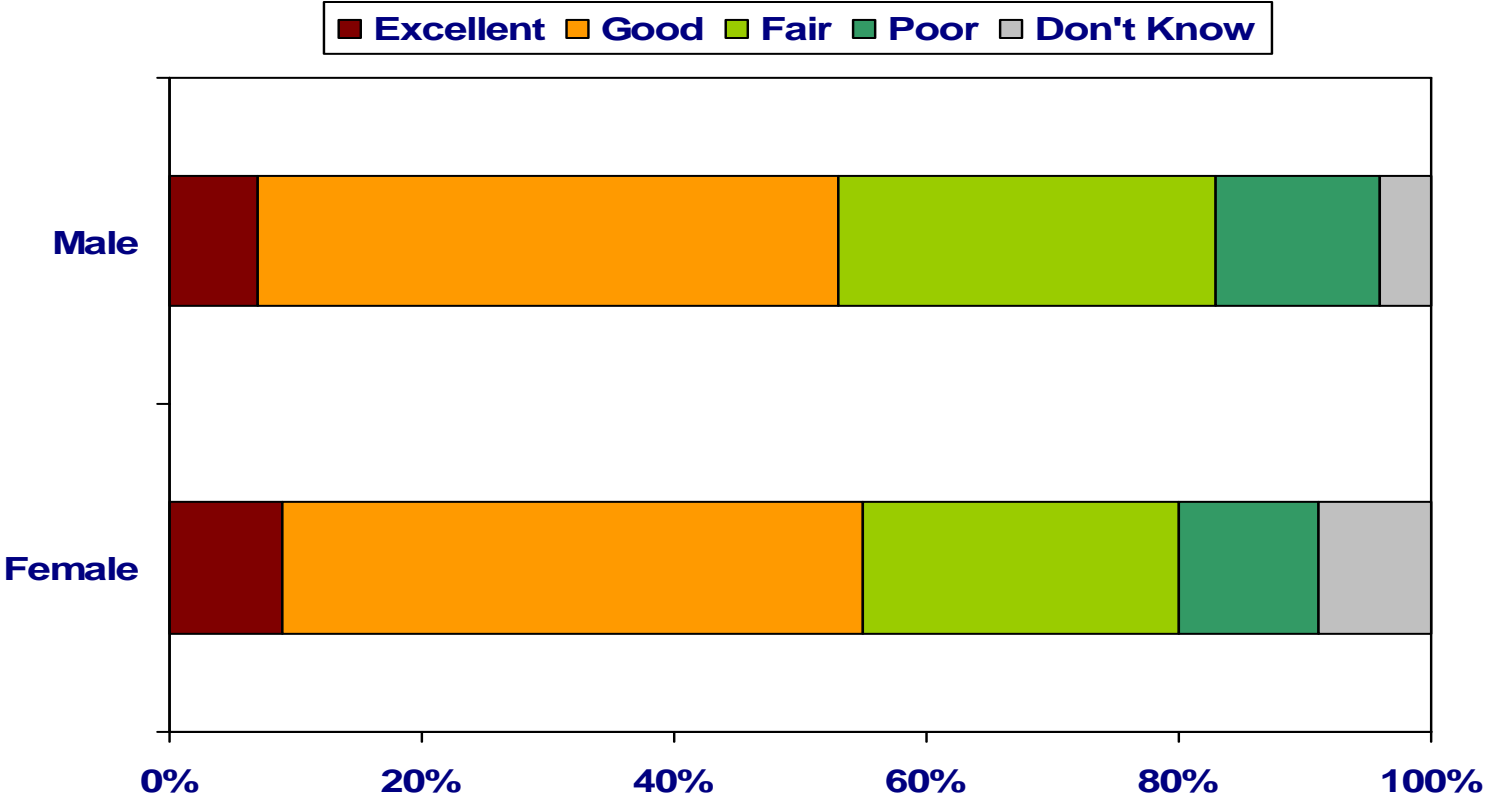


“Does Not Apply” responses excluded.

$\chi^2 p = 0.0099$

COMPARISON OF RESPONSES BY GENDER

Question 92: Adequacy of physical resources.

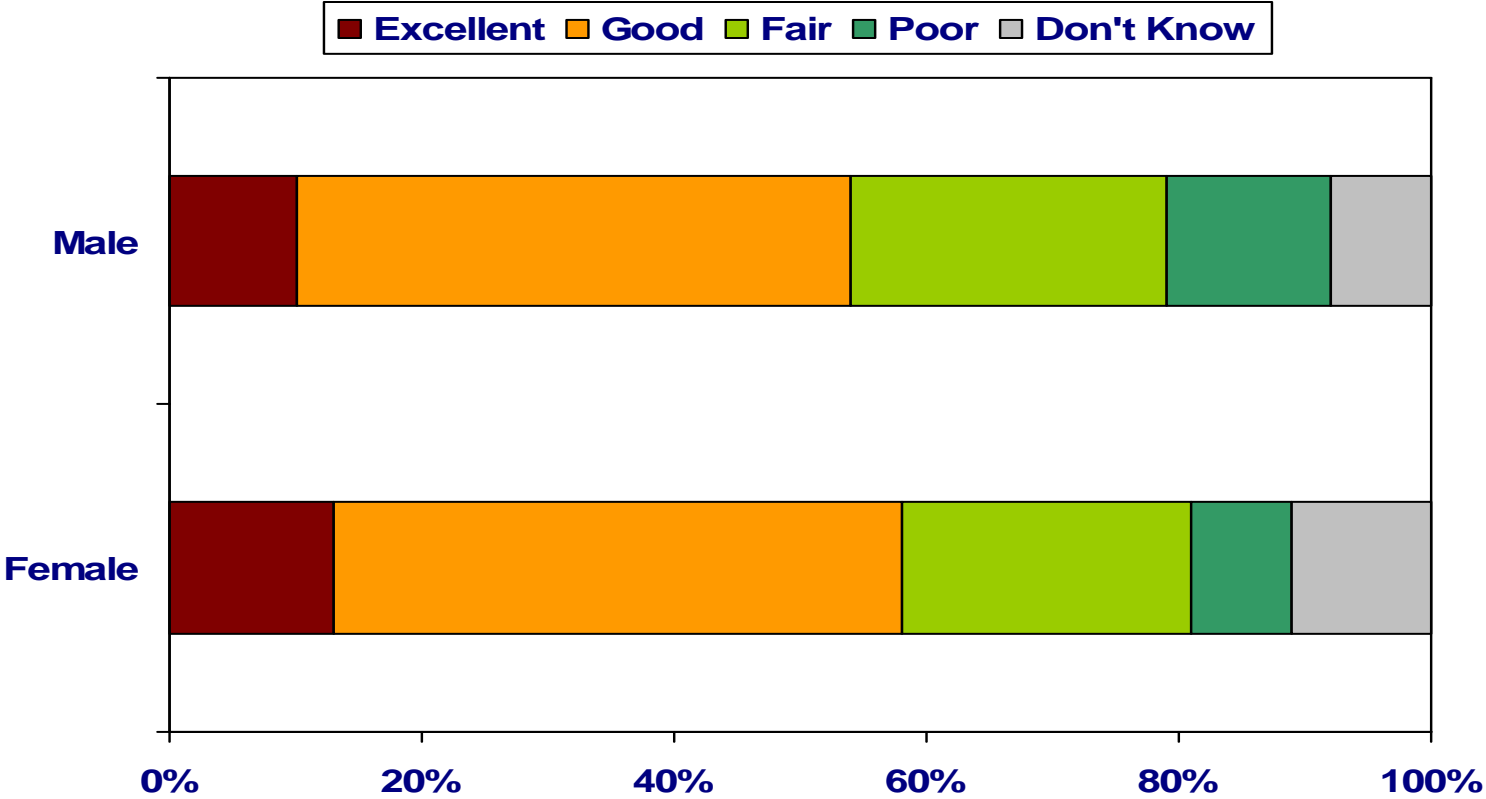


“Does Not Apply” responses excluded.

$X^2 p = < .0001$

COMPARISON OF RESPONSES BY GENDER

Question 94: Adequacy of library research materials to do your job.

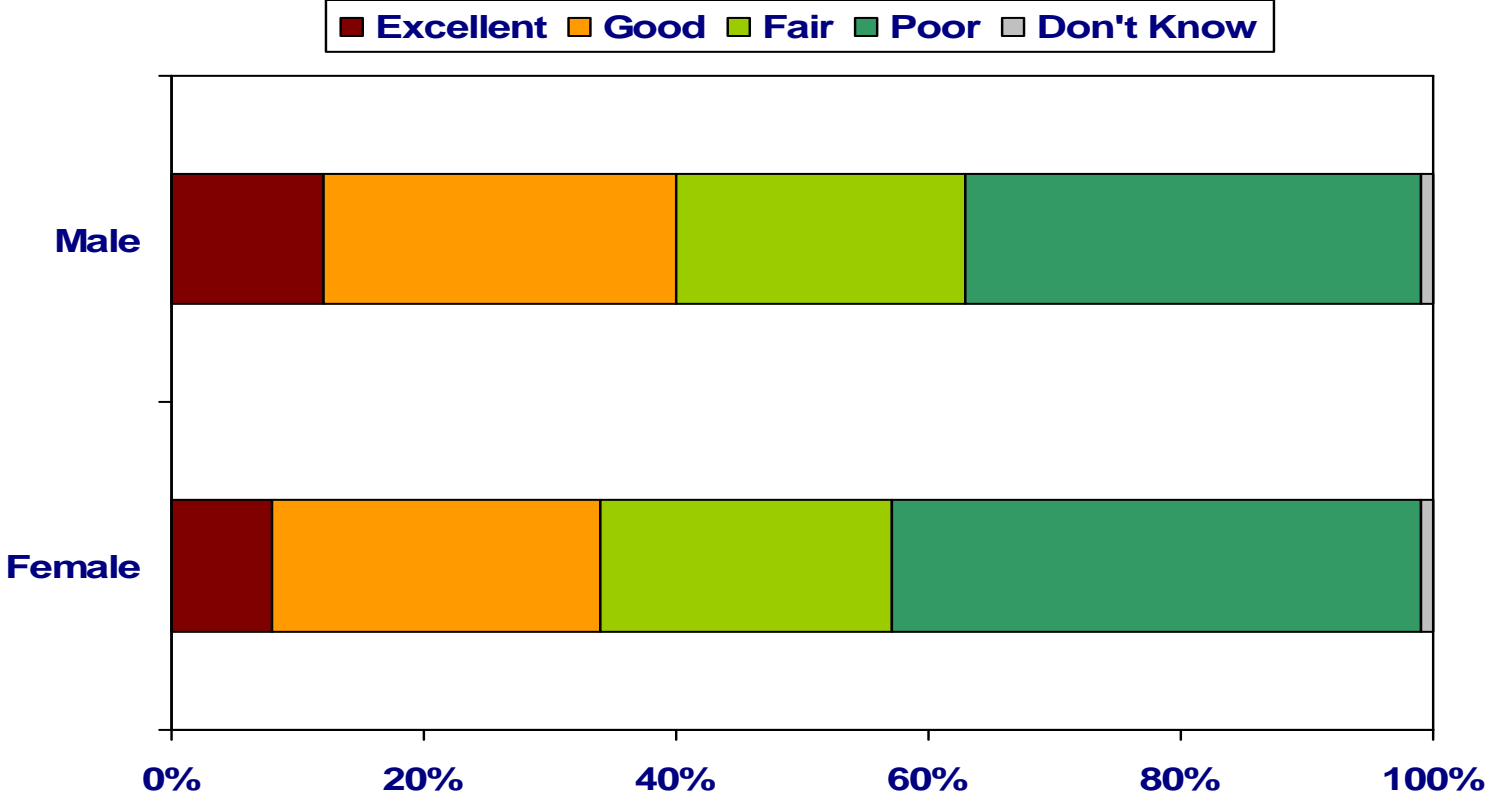


“Does Not Apply” responses excluded.

$X^2 p = < 0.0001$

COMPARISON OF RESPONSES BY GENDER

Question 95: Adequacy of parking.

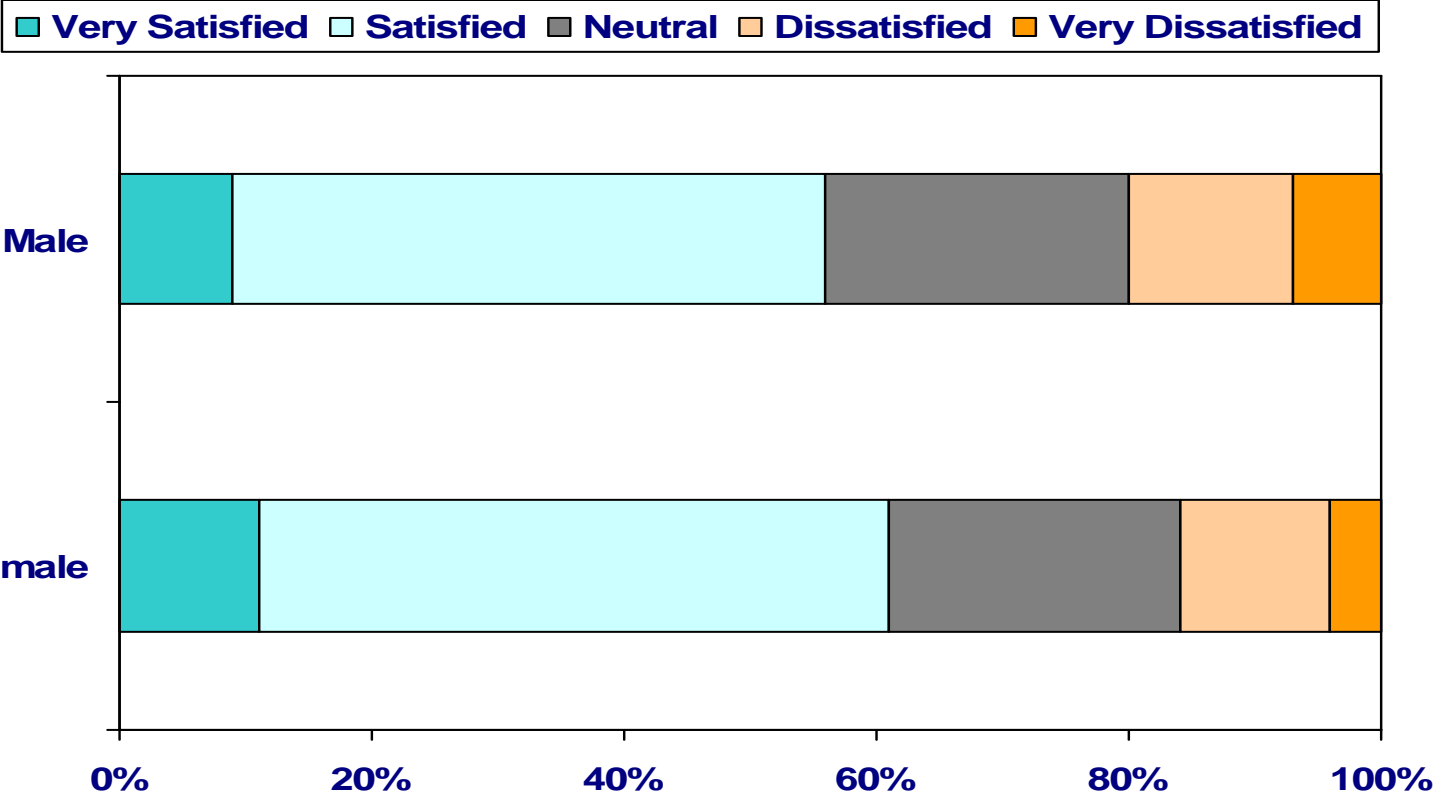


“Does Not Apply” responses excluded.

$X^2_p = 0.0037$

COMPARISON OF RESPONSES BY GENDER

Question 96: REGULAR EMPLOYEES ONLY - Retirement.

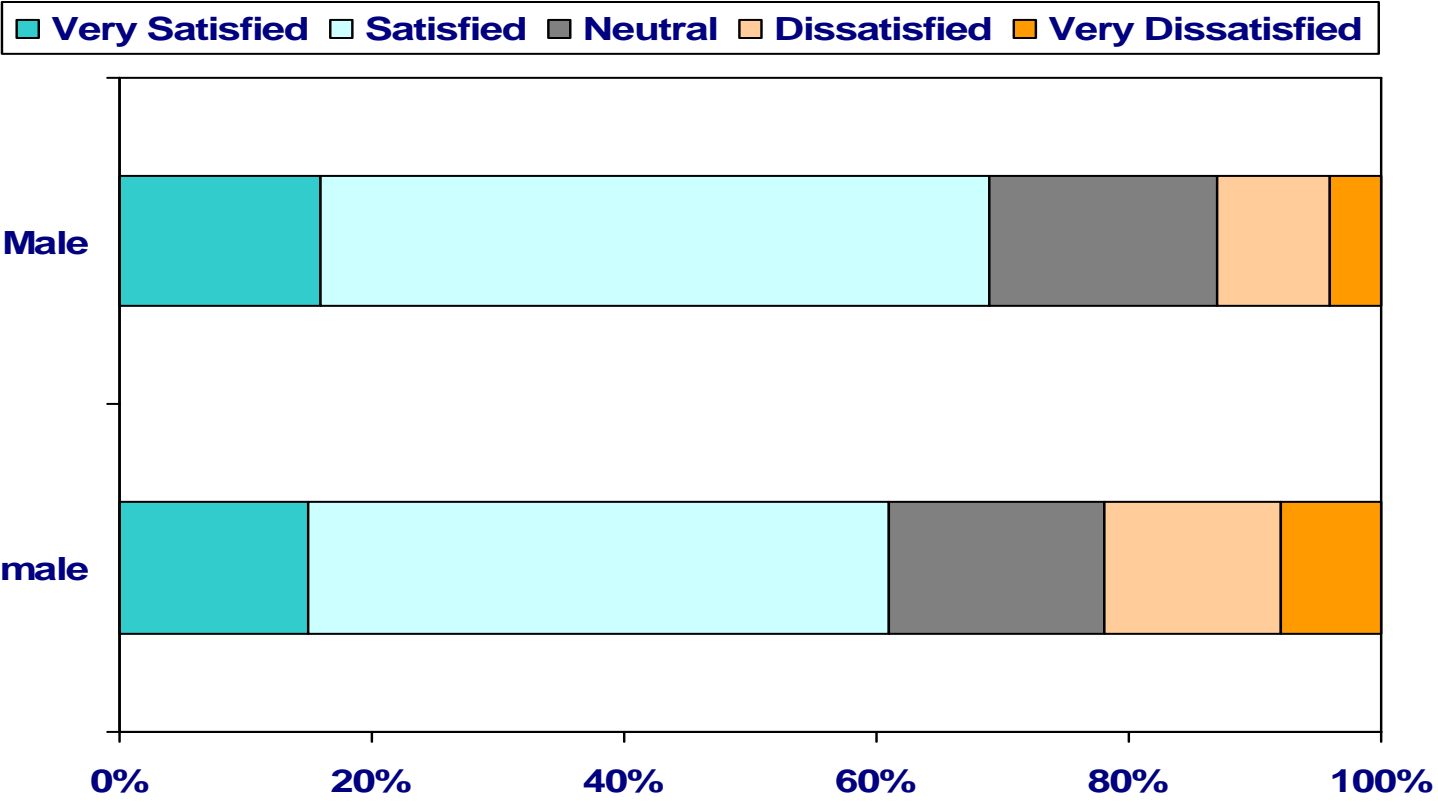


“Does Not Apply” responses excluded.

$X^2_p = 0.0036$

COMPARISON OF RESPONSES BY GENDER

Question 101: FACULTY ONLY – Involvement in teaching schedule decisions.

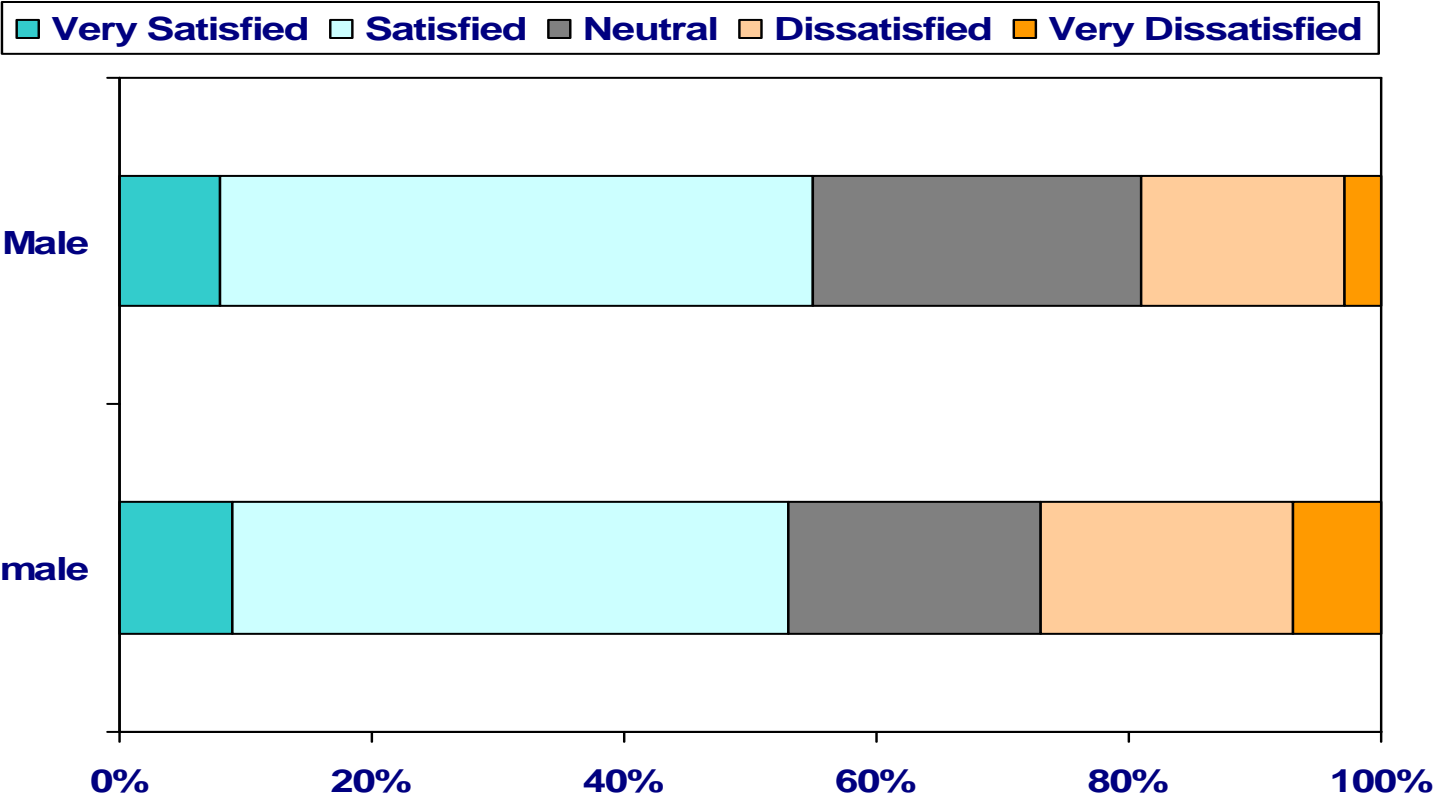


“Does Not Apply” responses excluded.

$X^2_p = 0.0441$

COMPARISON OF RESPONSES BY GENDER

Question 102: **FACULTY ONLY** - Classrooms.

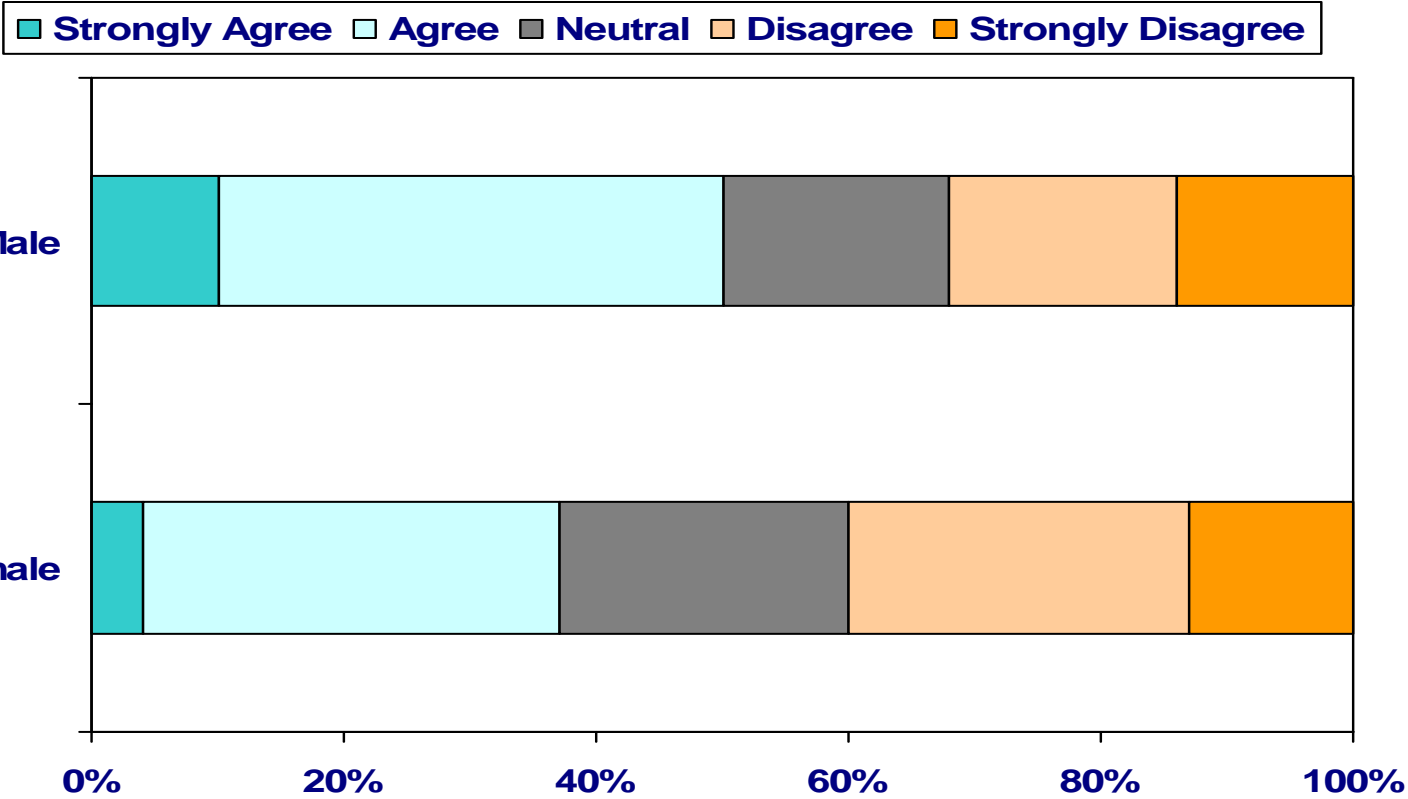


“Does Not Apply” responses excluded.

$X^2_p = 0.0468$

COMPARISON OF RESPONSES BY GENDER

Question 108: TENURED/TENURE TRACK FACULTY ONLY – I am satisfied with the tenure/promotion process overall.

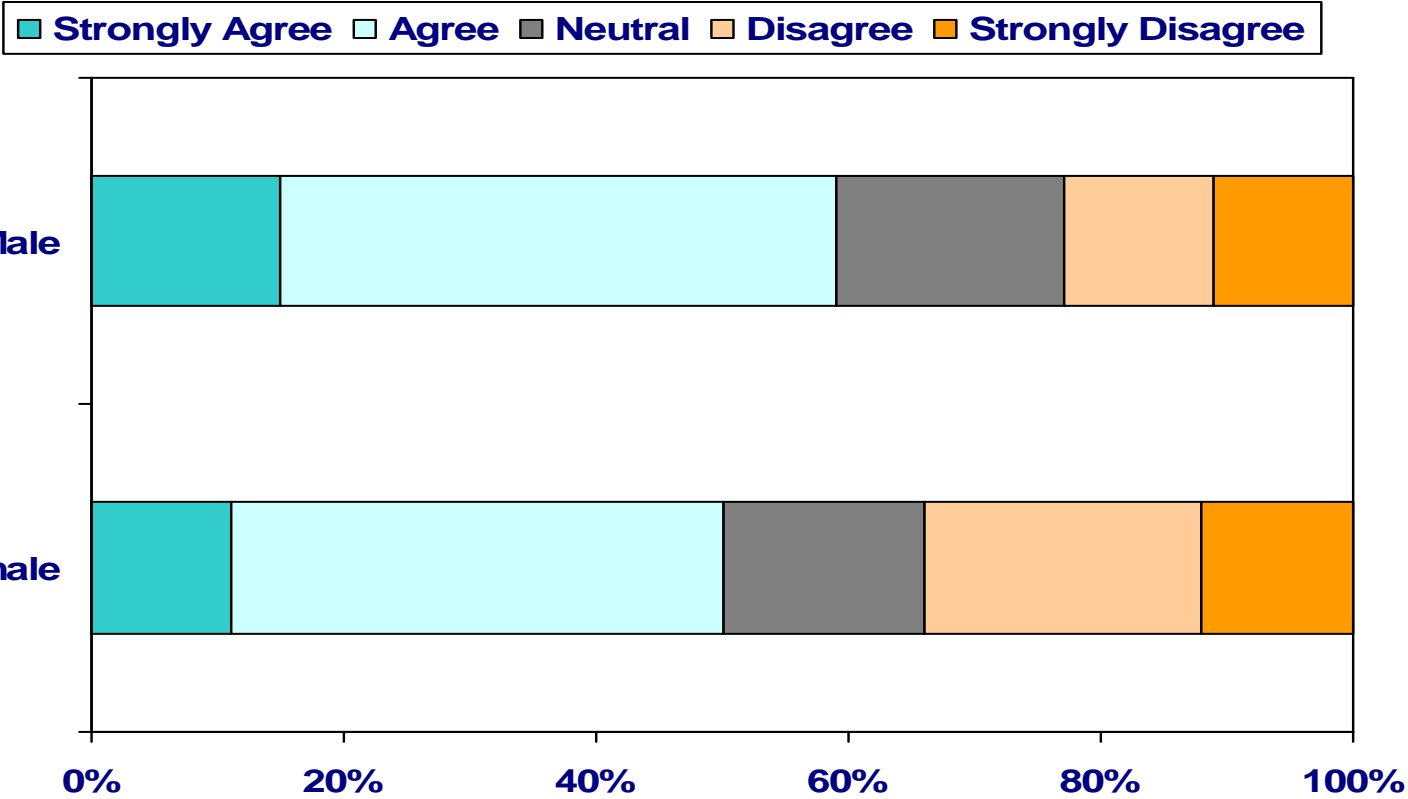


“Does Not Apply” responses excluded.

$\chi^2 p = 0.0089$

COMPARISON OF RESPONSES BY GENDER

Question 111: TENURED/TENURE TRACK FACULTY ONLY – I feel/felt supported in my advancement to tenure/promotion.

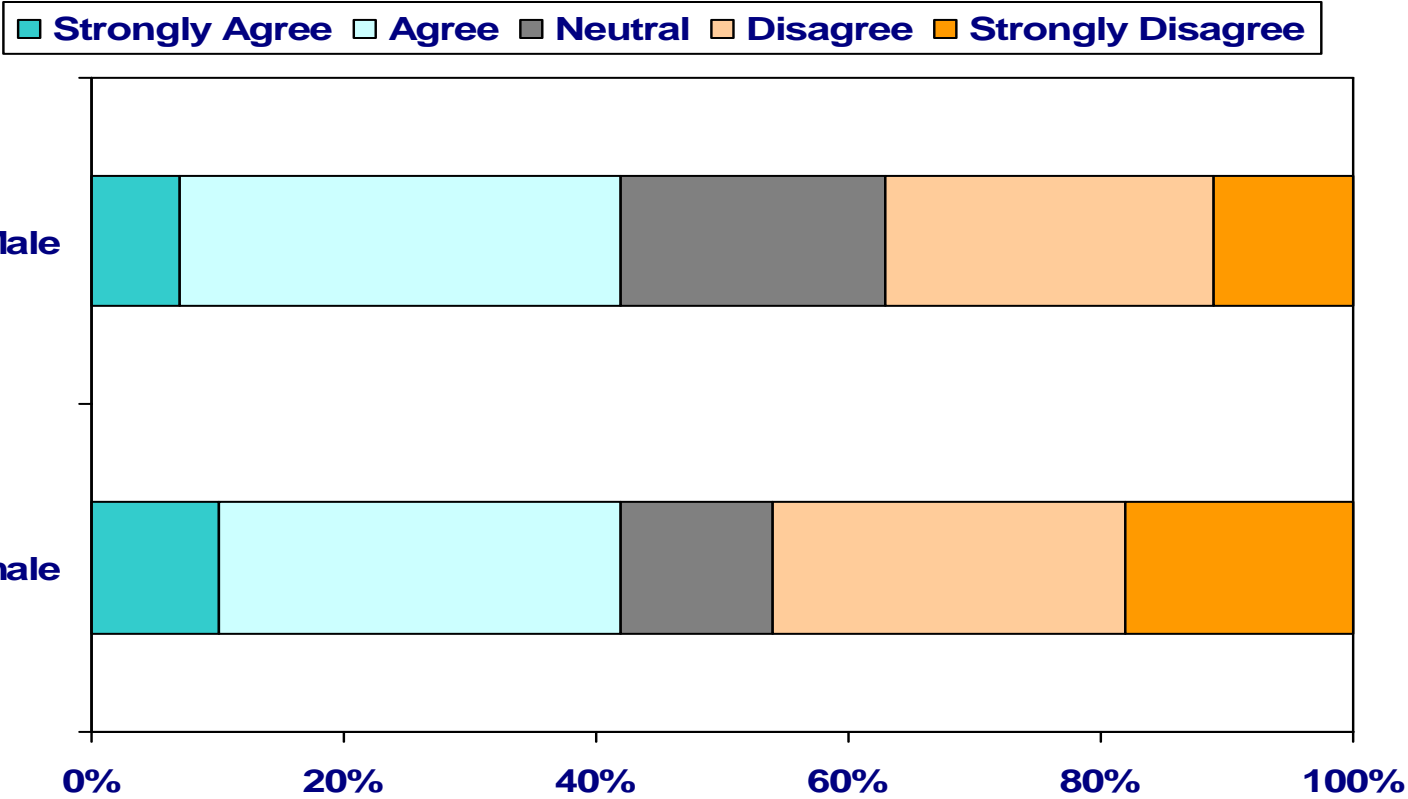


“Does Not Apply” responses excluded.

$\chi^2 p = 0.0383$

COMPARISON OF RESPONSES BY GENDER

Question 113: TENURED/TENURE TRACK FACULTY ONLY – I was told about assistance available to pre-tenure/promotion faculty.



“Does Not Apply” responses excluded.

$X^2_p = 0.0305$