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# UNIVERSITY OF MARYLAND, THRIVING WORKPLACE INITIATIVE SURVEY DIVERSITY SUMMARY ANALYSIS



Submitted to:

**OFFICE OF THE PRESIDENT**

**UNIVERSITY OF MARYLAND**

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## University of Maryland Diversity Summary Findings

### Summary 2017 Demographic Drivers of Engagement

Accountability, that is sharing results of the 2016 Thriving Workplace initiative, planning to improve engagement, and subsequent plan implementation explains almost half (45.6%) of the variation in engagement (GrandMean). This is highly significant and consistent with all Gallup research to date. It clearly demonstrates that local actions are effective at raising engagement. Demographic and other independent variables, e.g. length of service, position category, and race, explain an additional 0.9% of engagement. This is a trivial amount and is consistent with the 2016 results.

See Table 1, page 4.

### Summary 2017 Demographic Drivers of Inclusivity

In 2016 engagement was found to be the primary driver of inclusivity explaining 59.4% of the variation. A subsequent driver analysis identified the attribute “opinions count” as the key element: people need a voice before they feel included. This result is consistent with Gallup research. In 2016 the total variation explained by the regression was 60.7%. The strongest demographic contributors were Male (0.6%) and Black or African American (0.2 %). These very small values indicate there was little or no systematic barriers to inclusivity based on the demographics.

The 2017 result is similar: engagement explains 56.9% of the variation and accountability explains an additional 5.6%. Thus engagement and accountability explain 62.5% of the variation. The total variation explained by the regression was 63.8%. The strongest demographic contributors were Male (0.4%) and Black or African American (0.1 %). This finding is consistent with the 2016 results and strongly indicate little or no systematic barriers to inclusivity based on demographic variables.

See Table 2, pages 5-6.

**Table 1: Demographic Drivers of Engagement**

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.676 <sup>a</sup>	.457	.457	.61951
2	.678 <sup>b</sup>	.460	.460	.61821
3	.680 <sup>c</sup>	.462	.462	.61706
4	.680 <sup>d</sup>	.463	.462	.61661
5	.681 <sup>e</sup>	.464	.463	.61604
6	.682 <sup>f</sup>	.465	.464	.61559
7	.682 <sup>g</sup>	.465	.465	.61522
8	.682 <sup>h</sup>	.466	.465	.61503
9	.683 <sup>i</sup>	.466	.465	.61487
10	.683 <sup>j</sup>	.466	.466	.61474

a. Predictors: (Constant), ACCT

b. Predictors: (Constant), ACCT, Faculty\_Cont\_Cont

c. Predictors: (Constant), ACCT, Faculty\_Cont\_Cont, Hispanic

d. Predictors: (Constant), ACCT, Faculty\_Cont\_Cont, Hispanic, OEA\_HIGHEST\_EDUC\_LVL\_CD

e. Predictors: (Constant), ACCT, Faculty\_Cont\_Cont, Hispanic, OEA\_HIGHEST\_EDUC\_LVL\_CD, Nonexempt\_Cont

f. Predictors: (Constant), ACCT, Faculty\_Cont\_Cont, Hispanic, OEA\_HIGHEST\_EDUC\_LVL\_CD, Nonexempt\_Cont, Exempt\_Cont

g. Predictors: (Constant), ACCT, Faculty\_Cont\_Cont, Hispanic, OEA\_HIGHEST\_EDUC\_LVL\_CD, Nonexempt\_Cont, Exempt\_Cont, Disabled

h. Predictors: (Constant), ACCT, Faculty\_Cont\_Cont, Hispanic, OEA\_HIGHEST\_EDUC\_LVL\_CD, Nonexempt\_Cont, Exempt\_Cont, Disabled, Faculty\_Hourly

i. Predictors: (Constant), ACCT, Faculty\_Cont\_Cont, Hispanic, OEA\_HIGHEST\_EDUC\_LVL\_CD, Nonexempt\_Cont, Exempt\_Cont, Disabled, Faculty\_Hourly, Faculty\_Tenured

j. Predictors: (Constant), ACCT, Faculty\_Cont\_Cont, Hispanic, OEA\_HIGHEST\_EDUC\_LVL\_CD, Nonexempt\_Cont, Exempt\_Cont, Disabled, Faculty\_Hourly, Faculty\_Tenured, Faculty\_Tenure\_Track

**Table 2: Demographic Drivers of Inclusivity –  
continued on page 6**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.755 <sup>a</sup>	.569	.569	.71827
2	.790 <sup>b</sup>	.625	.625	.67052
3	.793 <sup>c</sup>	.629	.629	.66687
4	.795 <sup>d</sup>	.632	.632	.66417
5	.796 <sup>e</sup>	.634	.634	.66246
6	.797 <sup>f</sup>	.635	.635	.66122
7	.798 <sup>g</sup>	.636	.636	.66047
8	.798 <sup>h</sup>	.637	.636	.65988
9	.798 <sup>i</sup>	.637	.637	.65935
10	.799 <sup>j</sup>	.638	.638	.65892
11	.799 <sup>k</sup>	.638	.638	.65867
12	.799 <sup>l</sup>	.638	.638	.65848
13	.799 <sup>m</sup>	.639	.638	.65831
14	.799 <sup>n</sup>	.639	.638	.65817

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13	.799 <sup>m</sup>	.639	.638	.65831
14	.799 <sup>n</sup>	.639	.638	.65817

a. Predictors: (Constant), GM

b. Predictors: (Constant), GM, ACCT

c. Predictors: (Constant), GM, ACCT, Male

d. Predictors: (Constant), GM, ACCT, Male, Grad\_Asst

e. Predictors: (Constant), GM, ACCT, Male, Grad\_Asst, Faculty\_Cont\_Cont

f. Predictors: (Constant), GM, ACCT, Male, Grad\_Asst, Faculty\_Cont\_Cont, Black or African Amer

g. Predictors: (Constant), GM, ACCT, Male, Grad\_Asst, Faculty\_Cont\_Cont, Black or African Amer, Nonexempt\_Cont

h. Predictors: (Constant), GM, ACCT, Male, Grad\_Asst, Faculty\_Cont\_Cont, Black or African Amer, Nonexempt\_Cont, Faculty\_Tenure\_Track

i. Predictors: (Constant), GM, ACCT, Male, Grad\_Asst, Faculty\_Cont\_Cont, Black or African Amer, Nonexempt\_Cont, Faculty\_Tenure\_Track, Disabled

j. Predictors: (Constant), GM, ACCT, Male, Grad\_Asst, Faculty\_Cont\_Cont, Black or African Amer, Nonexempt\_Cont, Faculty\_Tenure\_Track, Disabled, LOS\_YEARS

