Social Engagement Survey Report
MAUT
Benjamin Forest
Winter 2024

The MAUT survey on social engagement ran between 6 November and 5 December 2023. This report includes a summary of findings (pp. 2-4), and basic univariate tables, graphs, and selected multivariate analyses (pp. 5-19).

**Recommendations**:

**MAUT**

1) Initiate a MAUT speaker series with talks on topics of general interest.
2) Organize additional small group activities.
3) Favour on-campus activities that take place on weekday afternoons with food provided.
4) Consider MAUT activities at Macdonald Campus, tailored to the interests of faculty there.
5) Discuss ways to ensure the representation of Macdonald Campus members in MAUT.
6) Ensure that MAUT materials and announcements are provided in both French and English.

**Units**

1) Organize informal activities and encourage informal interactions among members

**University**

1) Address the high level of distrust among employees. Over half of respondents either "strongly" or "somewhat" distrust the central administration to make fair decisions and to create policies that are in the best interest of faculty and instructors.
2) Note that over 40% of respondents reported "good to fluent" French skills, and nearly 70% reported "fair/intermediate" or better.

**Summary of findings**

The survey was sent to all MAUT-eligible employees at McGill, including MAUT members and non-members, tenure-stream faculty, librarians, and CAS employees. Based on an email list provided by McGill's Human Resources Office. It received 578 full or partial responses, with participants from all units. The largest number of responses were from the Faculty of Medicine (150), Arts (101), and Science (87), although these units also had the lowest relative response rates. The sample appears to be balanced in terms of gender and other demographic variables, although I did not assess that specifically.

**Responses to selected questions**

Approximately 20% of respondents said that they were dissatisfied or very dissatisfied with their level of social engagement, while about 35% said they were satisfied or very satisfied. A plurality of responses (40%) were neutral on the matter.

Respondents were largely positive about their feelings toward colleagues, with an average of 73 and median of 80 on the 0 to 100 point scale.

Five activities were identified as desirable by at least 25% of respondents. Four are small-group or celebratory activities: wine and cheese party, small group gathering, beverage tasting, and holiday parties. Notably, the highest support was for a public lecture on a topic of general interest (43%). By way of comparison, apple picking, an annual event sponsored by MAUT for several years, received only 18% support.

The answers on workplace interactions show that a majority of respondents (~60%) had both informal or scholarly interactions within their units in the prior month, and about 40% did so with colleagues outside their units. Large majorities had had work- and non-work-related conversations within and outside their units (80% and 60% respectively). Although these are high percentages, the finding that one out of five respondents had not spoken to colleagues in the prior month is perhaps a cause for concern.

In light of the recent language-related policies passed by the Quebec government, it is important to note that nearly 70% of respondents reported "fair/intermediate" or better level of French, and. over 40% marked "good to fluent".

**Factors related to Social Engagement**

A series of models were run using "satisfaction with social engagement" as the dependent variable. For the sake of simplicity, the results of linear models are reported here, although ordered logistical regressions yielded very similar results. The full results of the linear models appear on pages 13-18.

Model 1 includes demographic variables, Model 2 adds questions on commuting and place of work, and Model 3 adds questions on workplace interactions. All terms are treated as factor variables, so the coefficients should be interpreted as the effect relative to the base term. For

example, in the gender variable, the effect is relative to women respondents. The negative coefficient for men shows that male faculty are less satisfied with their level of social engagement relative to women, while the positive coefficient for non-binary respondents show that they are relatively more satisfied. In this case, however, only the latter is statistically significant.

Age and trust in the administration are significant across all models (p≤0.05). The oldest set of respondents (born in 1953 and before) report higher levels of satisfaction relative to the youngest respondents (born in 1994 and after) across all models. The second oldest group (born 1954-1963) has a significant, positive relationship in Model 3.

Similarly, respondents who "strongly distrust" the administration were significantly less satisfied with their social engagement across all models, even compared to those who reported simple "distrust".

Notably, respondents from Macdonald campus were less satisfied with their engagement in both Models 2 and 3, but otherwise, work patterns appear to have only limited effect. Commuting time is not significant in any model. Compared with respondents who come to their place of work three times a week (the modal answer) only those who come in less than once per week were statistically different (negatively so).

In general, the effects of workplace interaction (Model 3) show that respondents who had not engaged in informal interactions within and outside their units, and who had not attended a social event within their units, were less satisfied compared to those who had. Similarly, those without a non-work-related conversation in the prior month were also less satisfied. Notably, there were no statistically significant effects for *work*-related interactions.

**Factors related to Collegial Feelings**

Identical models were run using the "feeling thermometer" results as the dependent variable, and the results were very similar, although workplace interactions did not show a consistent pattern. In general, however, older respondents, those with more trust in the administration, and those who come to work at least one day per week had warmer feelings toward their colleagues. Other demographic, commuting, and institutional variables had no significant relationships.

**Social Engagement, Collegial Feeling, and Trust**

Given the consistent effect of trust in the administration on both social engagement and feelings toward colleagues, it is worth isolating the bivariate relationships. As shown in Figure 1, respondents with the lowest trust tend feel less collegial towards colleagues. Similarly, respondents with the lowest level of trust have lower satisfaction with social engagement (Figure 2).
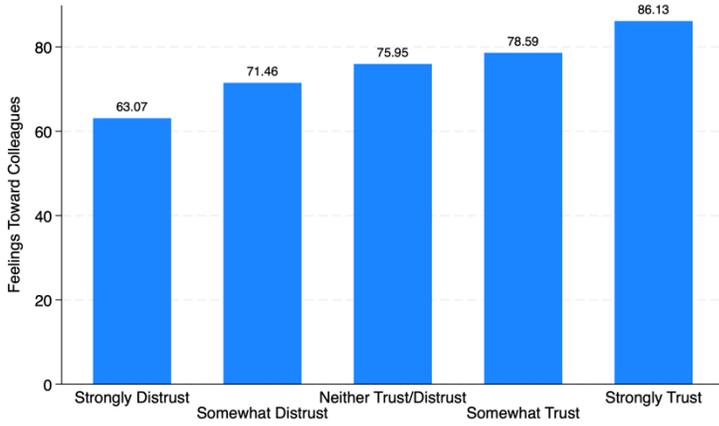
Figure 1: Feeling Towards Colleagues by Trust in Administration
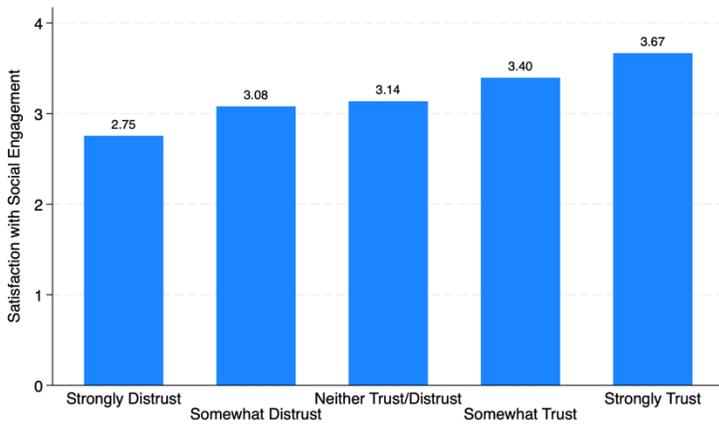

Figure 2: Satisfaction with Social Engagement by Trust in Administration
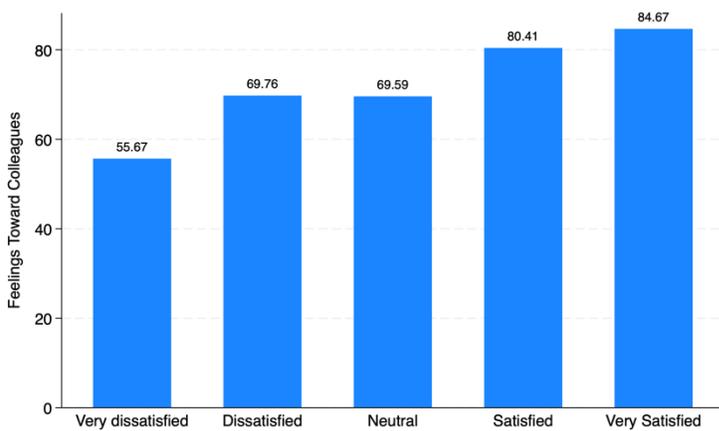

Figure 3: Feeling Towards Colleagues by Satisfaction with Social Engagement

**Response Rates**

**Overall**

|  | Number | Percentage |
|---|---|---|
| Invitations | 2333 | 100% |
| Full responses | 449 | 19.2% |
| Partial responses | 129 | 5.5% |
| All responses | 578 | 24.8% |

| Unit | Number | Percentage of responses | Percentage of invitations |
|---|---|---|---|
| Agricultural and Environment | 30 | 5.64% | 4.63% |
| Arts | 101 | 18.98% | 15.93% |
| Dentistry | 11 | 2.07% | 3.74% |
| Education | 23 | 4.32% | 3.43% |
| Engineering | 39 | 7.33% | 6.72% |
| Law | 11 | 2.07% | 2.27% |
| Management | 11 | 2.07% | 5.07% |
| Medicine and Health Sciences | 150 | 28.20% | 36.32% |
| Science | 87 | 16.35% | 12.86% |
| McGill Library | 30 | 5.64% | 2.89% |
| Continuing Studies | 6 | 1.13% | 1.51% |
| Schulich School of Music | 24 | 4.51% | 3.87% |
| No answer | 9 | 1.69% | -- |
| **Total** | **532** | **100.00%** | **2333** |

**Satisfaction with Social Engagement**

| Social Engagement Satisfaction | Freq. | Percent | Cum. |
|---|---|---|---|
| Very dissatisfied | 31 | 6.05 | 6.05 |
| Dissatisfied | 100 | 19.53 | 25.59 |
| Neutral | 202 | 39.45 | 65.04 |
| Satisfied | 131 | 25.59 | 90.62 |
| Very Satisfied | 48 | 9.38 | 100.00 |
| Total | 512 | 100.00 | |

**Preferred Social Activities**

*Please indicate your general preferences for social activities (organized by MAUT, your unit, your faculty, or the university).*

| Activity | Yes |
|---|---|
| Public Lecture | 43.4% |
| Wine and Cheese Party | 39.5% |
| Small Group Gathering | 33.0% |
| Beverage Tasting | 29.2% |
| Holiday Party | 28.4% |
| Cooking Class | 24.1% |
| Apple Picking | 18.3% |
| Cross-Country Skiing | 17.8% |
| Book Group | 17.5% |
| Sugar Shack | 15.9% |
| Sporting Events | 15.1% |
| Ice Skating | 11.9% |
| Curling | 11.8% |
| Dance Lessons | 11.3% |
| Mixer | 10.4% |
| None | 6.9% |

**Preferred Event Times**

**Tabulation of morning**

| Mornings | Freq. | Percent | Cum. |
|---|---|---|---|
| Dislike | 180 | 49.05 | 49.05 |
| Neutral | 110 | 29.97 | 79.02 |
| Prefer | 77 | 20.98 | 100.00 |
| Total | 367 | 100.00 | |

**Tabulation of afternoon**

| Afternoons | Freq. | Percent | Cum. |
|---|---|---|---|
| Dislike | 37 | 9.18 | 9.18 |
| Neutral | 90 | 22.33 | 31.51 |
| Prefer | 276 | 68.49 | 100.00 |
| Total | 403 | 100.00 | |

**Tabulation of evening**

| Evenings | Freq. | Percent | Cum. |
|----------|-------|---------|------|
| Dislike | 133 | 34.02 | 34.02 |
| Neutral | 98 | 25.06 | 59.08 |
| Prefer | 160 | 40.92 | 100.00 |
| Total | 391 | 100.00 | |

**Tabulation of weekend**

| Weekends | Freq. | Percent | Cum. |
|----------|-------|---------|------|
| Dislike | 273 | 73.19 | 73.19 |
| Neutral | 72 | 19.30 | 92.49 |
| Prefer | 28 | 7.51 | 100.00 |
| Total | 373 | 100.00 | |

**Tabulation of weekday**

| Weekdays | Freq. | Percent | Cum. |
|----------|-------|---------|------|
| Dislike | 25 | 6.61 | 6.61 |
| Neutral | 61 | 16.14 | 22.75 |
| Prefer | 292 | 77.25 | 100.00 |
| Total | 378 | 100.00 | |

**Tabulation of alcohol**

| Alcohol Served | Freq. | Percent | Cum. |
|----------------|-------|---------|------|
| Dislike | 30 | 8.09 | 8.09 |
| Neutral | 208 | 56.06 | 64.15 |
| Prefer | 133 | 35.85 | 100.00 |
| Total | 371 | 100.00 | |

**Tabulation of food**

| Food Served | Freq. | Percent | Cum. |
|-------------|-------|---------|------|
| Dislike | 4 | 1.02 | 1.02 |
| Neutral | 144 | 36.73 | 37.76 |
| Prefer | 244 | 62.24 | 100.00 |
| Total | 392 | 100.00 | |

**Interaction at McGill**

*Within the last month have you . . .*

| | |
|---|---|
| Had lunch, dinner, or other informal social gathering with one or more colleagues within your unit? | 58.7% |
| Had lunch, dinner, or other informal social gathering with any McGill colleague outside your unit? | 41.5% |
| Attended a social event organized and sponsored by your unit? | 33.1% |
| Attended a social event organized and sponsored by your Faculty or a unit different from your own? | 17.5% |
| Attended a scholarly or scientific event (such as a workshop or speaker series) organized by your unit? | 58.4% |
| Attended a scholarly or scientific event (such as a workshop or speaker series) organized by your Faculty or a unit different from your own? | 40.1% |
| Spoken informally about research, service, or teaching with a colleague in your unit? | 80.6% |
| Spoken informally about research, service, or teaching with a McGill colleague outside your unit? | 57.9% |
| Spoken informally about a topic other than research, service, or teaching with a McGill colleague either within or outside your unit? | 78.5% |

**Locus of Social Engagement**

*Not including my family, I have more social engagement with McGill colleagues than with people who are not associated with McGill.*

| Social Engagement Within McGill | Freq. | Percent | Cum. |
|---|---|---|---|
| Strongly disagree | 118 | 25.00 | 25.00 |
| Disagree | 139 | 29.45 | 54.45 |
| Neutral | 99 | 20.97 | 75.42 |
| Agree | 87 | 18.43 | 93.86 |
| Strongly Agree | 29 | 6.14 | 100.00 |
| Total | 472 | 100.00 | |

*The following four questions were then asked of those who responded "Strongly disagree or Disagree" to the prior question. That is, respondents whose social engagement was not principally at McGill.*

*I share a common language other than English or have a similar cultural background with people who are not associated with McGill.*

| | Freq. | Percent | Cum. |
|---|---|---|---|
| Yes | 44 | 17.19 | 17.19 |
| No | 212 | 82.81 | 100.00 |
| Total | 256 | 100.00 | |

*I prefer to separate my work and my social life.*

|       | Freq. | Percent | Cum.   |
|-------|-------|---------|--------|
| Yes   | 88    | 34.38   | 34.38  |
| No    | 168   | 65.62   | 100.00 |
| Total | 256   | 100.00  |        |

*I prefer to devote time to family and friends.*

|       | Freq. | Percent | Cum.   |
|-------|-------|---------|--------|
| Yes   | 118   | 46.09   | 46.09  |
| No    | 138   | 53.91   | 100.00 |
| Total | 256   | 100.00  |        |

*I do not have time to socialize with McGill colleagues.*

|       | Freq. | Percent | Cum.   |
|-------|-------|---------|--------|
| Yes   | 74    | 28.91   | 28.91  |
| No    | 182   | 71.09   | 100.00 |
| Total | 256   | 100.00  |        |

*I have no common interests with my McGill colleagues, or similar reasons*

|       | Freq. | Percent | Cum.   |
|-------|-------|---------|--------|
| Yes   | 37    | 14.45   | 14.45  |
| No    | 219   | 85.55   | 100.00 |
| Total | 256   | 100.00  |        |

*My professional interactions are mostly with people outside McGill.*

|       | Freq. | Percent | Cum.   |
|-------|-------|---------|--------|
| Yes   | 42    | 16.41   | 16.41  |
| No    | 214   | 83.59   | 100.00 |
| Total | 256   | 100.00  |        |

*The following questions were asked of all survey participants.*

*I do not have enough free time to socialize with either McGill or non-McGill people. This may be due to professional, family, or care-giving responsibilities, or any other obligations.*

|                   | Freq. | Percent | Cum.  |
|-------------------|-------|---------|-------|
| Strongly disagree | 36    | 7.69    | 7.69  |
| Disagree          | 127   | 27.14   | 34.83 |

| | Freq. | Percent | Cum. |
|---|---|---|---|
| Neutral | 86 | 18.38 | 53.21 |
| Agree | 138 | 29.49 | 82.69 |
| Strongly Agree | 81 | 17.31 | 100.00 |
| Total | 468 | 100.00 | |

*I do not socialize much with anyone by choice.*

| | Freq. | Percent | Cum. |
|---|---|---|---|
| Strongly disagree | 159 | 33.97 | 33.97 |
| Disagree | 185 | 39.53 | 73.50 |
| Neutral | 78 | 16.67 | 90.17 |
| Agree | 35 | 7.48 | 97.65 |
| Strongly Agree | 11 | 2.35 | 100.00 |
| Total | 468 | 100.00 | |

*I think I would socialize more if I was presented with more opportunities.*

| | Freq. | Percent | Cum. |
|---|---|---|---|
| Strongly disagree | 23 | 4.94 | 4.94 |
| Disagree | 76 | 16.31 | 21.24 |
| Neutral | 134 | 28.76 | 50.00 |
| Agree | 164 | 35.19 | 85.19 |
| Strongly Agree | 69 | 14.81 | 100.00 |
| Total | 466 | 100.00 | |

*Do you think additional activities organized by MAUT would be helpful for increasing your social engagement?*

| | Freq. | Percent | Cum. |
|---|---|---|---|
| Strongly disagree | 7 | 3.00 | 3.00 |
| Disagree | 25 | 10.73 | 13.73 |
| Neutral | 95 | 40.77 | 54.51 |
| Agree | 86 | 36.91 | 91.42 |
| Strongly Agree | 20 | 8.58 | 100.00 |
| Total | 233 | 100.00 | |

**Demographic and Institutional Questions**

| Gender | Freq. | Percent | Cum. |
|---|---|---|---|
| Female | 227 | 55.91 | 55.91 |
| Male | 175 | 43.10 | 99.01 |
| Non-Binary | 4 | 0.99 | 100.00 |
| Total | 406 | 100.00 | |

| Age Cohort | Freq. | Percent | Cum. |
|---|---|---|---|
| 1953 and before | 29 | 7.06 | 7.06 |
| 1954-1963 | 87 | 21.17 | 28.22 |
| 1964-1973 | 114 | 27.74 | 55.96 |
| 1974-1983 | 114 | 27.74 | 83.70 |
| 1994 or after | 67 | 16.30 | 100.00 |
| Total | 411 | 100.00 | |

| French Level | Freq. | Percent | Cum. |
|---|---|---|---|
| None or nearly none | 38 | 8.70 | 8.70 |
| Beginner/basic | 99 | 22.65 | 31.35 |
| Fair/intermediate | 113 | 25.86 | 57.21 |
| Good to fluent | 187 | 42.79 | 100.00 |
| Total | 437 | 100.00 | |

| Children | Freq. | Percent | Cum. |
|---|---|---|---|
| Has children | 178 | 40.36 | 40.36 |
| Does not have children | 263 | 59.64 | 100.00 |
| Total | 441 | 100.00 | |

| CAS | Freq. | Percent | Cum. |
|---|---|---|---|
| No | 485 | 83.91 | 83.91 |
| Yes | 93 | 16.09 | 100.00 |
| Total | 578 | 100.00 | |

| Tenure (non-CAS faculty only) | Freq. | Percent | Cum. |
|---|---|---|---|
| No | 103 | 23.62 | 23.62 |
| Prefer not to answer or preferred option not listed | 9 | 2.06 | 25.69 |
| Yes | 324 | 74.31 | 100.00 |
| Total | 436 | 100.00 | |

| Place of Work | Freq. | Percent | Cum. |
|---|---|---|---|
| Downtown campus | 451 | 85.42 | 85.42 |
| MUHC Glen site | 20 | 3.79 | 89.20 |
| Macdonald campus | 28 | 5.30 | 94.51 |
| Prefer not to answer or preferred option not listed | 29 | 5.49 | 100.00 |
| Total | 528 | 100.00 | |

| Commuting Time (one way) | Freq. | Percent | Cum. |
|---|---|---|---|
| Less than 30 minutes | 210 | 46.15 | 46.15 |
| 30-60 minutes | 188 | 41.32 | 87.47 |
| More than 60 minutes | 57 | 12.53 | 100.00 |
| Total | 455 | 100.00 | |

| Days at Workplace per Week | Freq. | Percent | Cum. |
|---|---|---|---|
| Never or <1 day | 5 | 1.12 | 1.12 |
| 1 day | 16 | 3.60 | 4.72 |
| 2 days | 51 | 11.46 | 16.18 |
| 3 days | 130 | 29.21 | 45.39 |
| 4 days | 114 | 25.62 | 71.01 |
| 5 days | 120 | 26.97 | 97.98 |
| 6 days | 8 | 1.80 | 99.78 |
| 7 days | 1 | 0.22 | 100.00 |
| Total | 445 | 100.00 | |

**Institutional Environment**

Do you trust the central administration to make fair decisions and to create policies that are in the best interest of faculty and instructors?

| Trust in Administration | Freq. | Percent | Cum. |
|---|---|---|---|
| Strongly Distrust | 110 | 24.28 | 24.28 |
| Somewhat Distrust | 127 | 28.04 | 52.32 |
| Neither Trust/Distrust | 81 | 17.88 | 70.20 |
| Somewhat Trust | 96 | 21.19 | 91.39 |
| Strongly Trust | 39 | 8.61 | 100.00 |
| Total | 453 | 100.00 | |

In general, how do you feel about colleagues in your unit? ]0 means you really dislike your colleagues and 100 means you really like your colleagues.
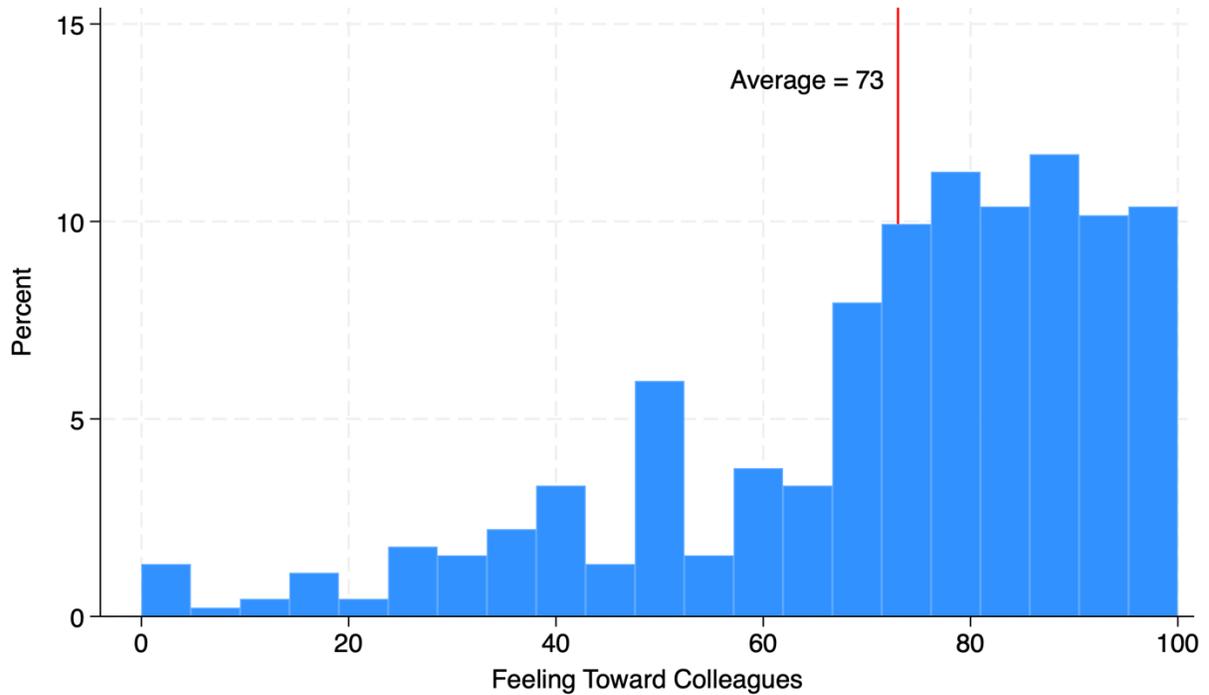
## Analyses

### Linear Regressions[1]
<span style="color:red">**p ≤ 0.05 in bold**</span>

| Satisfaction with Social Engagement | Model 1 | | Model 2 | | Model 3 | |
|---|---|---|---|---|---|---|
| | Coefficient | P>t | Coefficient | P>t | Coefficient | P>t |
| | | | | | | |
| **Gender** | | | | | | |
| Female | 0 | | 0 | | 0 | |
| Male | -.0632303 | 0.440 | -.0518662 | 0.570 | -.0535953 | 0.672 |
| **Non-Binary** | **1.384148** | **0.027** | **1.420033** | **0.018** | **1.148759** | **0.046** |
| | | | | | | |
| **Age** | | | | | | |
| **1953 and before** | **.8069449** | **0.000** | **.6780185** | **0.001** | **.6584455** | **0.010** |
| **1954-1963** | .1677665 | 0.339 | .2554698 | 0.257 | **.369888** | **0.051** |
| 1964-1973 | .3194725 | 0.110 | .3171036 | 0.183 | .4309324 | 0.114 |
| 1974-1983 | .0941951 | 0.669 | .0360075 | 0.891 | -.0607268 | 0.770 |
| 1994 or after | 0 | | 0 | | 0 | |
| | | | | | | |
| **French** | | | | | | |
| None or nearly none | 0 | | 0 | | 0 | |
| Beginner/basic | .2689106 | 0.097 | .2221483 | 0.285 | -.0384404 | 0.851 |
| Fair/intermediate | .2876473 | 0.306 | .1490356 | 0.677 | -.1219413 | 0.534 |
| **Good to fluent** | **.2909343** | **0.045** | .2298804 | 0.148 | -.0087762 | 0.945 |
| | | | | | | |
| **Children** | | | | | | |
| Has children | 0 | | 0 | | 0 | |
| Does not have children | -.0286448 | 0.867 | -.0808744 | 0.642 | -.1590979 | 0.301 |
| | | | | | | |
| **Trust in Administration** | | | | | | |
| Strongly Distrust | 0 | | 0 | | 0 | |
| **Somewhat Distrust** | **.3333265** | **0.022** | **.3852113** | **0.011** | **.3477458** | **0.012** |
| **Neither Trust/Distrust** | **.3245134** | **0.049** | **.4664975** | **0.017** | .3284531 | 0.125 |
| **Somewhat Trust** | **.5489832** | **0.010** | **.7295642** | **0.001** | **.431048** | **0.030** |
| **Strongly Trust** | **.7341543** | **0.000** | **.8248475** | **0.000** | **.7558756** | **0.003** |
| | | | | | | |
| **Has Tenure (tt-track only)** | | | | | | |
| No | | | | | 0 | |
| preferred option not listed | | | | | -.4850815 | 0.388 |
| Yes | | | | | -.082786 | 0.663 |

[1] Robust standard errors, clustered by unit.

| | | | Coef. | p | Coef. | p |
|---|---|---|---|---|---|---|
| Commute Time | | | | | | |
|    Less than 30 minutes | | | 0 | | 0 | |
|    30-60 minutes | | | -.1143397 | 0.270 | -.1358652 | 0.158 |
|    More than 60 minutes | | | -.1156194 | 0.631 | -.189976 | 0.285 |
| | | | | | | |
| Days at place of work per week | | | | | | |
|    **Never or <1 day** | | | -.1230674 | 0.653 | **-1.472644** | **0.003** |
|    1 day | | | .1193025 | 0.757 | -.1068421 | 0.802 |
|    2 days | | | -.3047169 | 0.122 | -.2308746 | 0.424 |
|    3 days | | | 0 | | 0 | |
|    4 days | | | .0328491 | 0.877 | -.1249761 | 0.604 |
|    5 days | | | -.0370718 | 0.803 | -.1789982 | 0.154 |
|    6 days | | | -.5025704 | 0.298 | -.4180081 | 0.200 |
|    7 days | | | -.2042534 | 0.440 | -.0048924 | 0.985 |
| | | | | | | |
| Place of Work | | | | | | |
|    Downtown campus | | | 0 | | 0 | |
|    MUHC Glen site | | | -.1482237 | 0.157 | -.0033 | 0.950 |
|    **Macdonald Campus** | | | **-.2180379** | **0.002** | **-.1987563** | **0.012** |
|    **Preferred option not listed** | | | .2728719 | 0.085 | **.3111693** | **0.036** |
| | | | | | | |
| Informal Interaction Within Unit | | | | | | |
|    Yes | | | | | 0 | |
|    **No** | | | | | **-.5260823** | **0.000** |
|    Uncertain | | | | | -.272069 | 0.603 |
| | | | | | | |
| Informal Interaction Outside Unit | | | | | | |
|    Yes | | | | | 0 | |
|    **No** | | | | | **-.5258676** | **0.004** |
|    Uncertain | | | | | -.436631 | 0.241 |
| | | | | | | |
| Attended Event Within Unit | | | | | | |
|    Yes | | | | | 0 | |
|    **No** | | | | | **-.3613941** | **0.001** |
|    Uncertain | | | | | .5466751 | 0.064 |
| | | | | | | |
| Attended Event Outside Unit | | | | | | |
|    Yes | | | | | 0 | |
|    No | | | | | -.0231047 | 0.832 |
|    Uncertain | | | | | .5331886 | 0.345 |

| | | | | | | |
|---|---|---|---|---|---|---|
| **Attended Scholarly Event Inside** | | | | | | |
| Yes | | | | | 0 | |
| No | | | | | -.0149886 | 0.904 |
| Uncertain | | | | | .1855449 | 0.545 |
| | | | | | | |
| **Attended Scholarly Event Outside** | | | | | | |
| Yes | | | | | 0 | |
| No | | | | | -.0060536 | 0.957 |
| Uncertain | | | | | .2293875 | 0.179 |
| | | | | | | |
| **Work-related Conversation Within** | | | | | | |
| Yes | | | | | 0 | |
| No | | | | | -.188611 | 0.470 |
| Uncertain | | | | | .0735015 | 0.803 |
| | | | | | | |
| **Work-related Conversation Outside** | | | | | | |
| Yes | | | | | 0 | |
| No | | | | | .2306898 | 0.246 |
| Uncertain | | | | | .224029 | 0.478 |
| | | | | | | |
| **Non-Work Conversation** | | | | | | |
| Yes | | | | | 0 | |
| **No** | | | | | **-.27661** | **0.004** |
| Uncertain | | | | | -.2069112 | 0.482 |
| | | | | | | |
| Constant | 2.397097 | 0.000 | 2.51924 | 0.000 | 3.756276 | 0.000 |
| | | | | | | |
| | N = 382 $R^2 = 0.1023$ | | N = 343 $R^2 = 0.1438$ | | N = 275 $R^2 = 0.4365$ | |

| Feelings Toward Colleagues | Model 1 | | Model 2 | | Model 3 | |
|---|---|---|---|---|---|---|
| | Coefficient | P>t | Coefficient | P>t | Coefficient | P>t |
| | | | | | | |
| **Gender** | | | | | | |
| Female | 0 | | 0 | | 0 | |
| Male | 2.150079 | 0.206 | 3.343382 | 0.125 | 2.118329 | 0.220 |
| Non-Binary | -11.73239 | 0.200 | -12.97016 | 0.274 | .0025567 | 1.000 |
| | | | | | | |
| **Age** | | | | | | |
| **1953 and before** | **9.644989** | **0.001** | **15.95841** | **0.046** | 14.67182 | 0.069 |
| **1954-1963** | 2.482279 | 0.474 | 9.811273 | 0.085 | **13.07777** | **0.040** |
| 1964-1973 | **9.319906** | **0.016** | 10.56953 | 0.055 | **13.71471** | **0.022** |
| 1974-1983 | 3.455599 | 0.286 | 6.328248 | 0.215 | 8.904095 | 0.115 |
| 1994 or after | 0 | | 0 | | 0 | |
| | | | | | | |
| **French** | | | | | | |
| None or nearly none | 0 | | 0 | | 0 | |
| Beginner/basic | -1.343133 | 0.804 | -.978153 | 0.861 | -4.306236 | 0.480 |
| Fair/intermediate | -1.889296 | 0.734 | -.4068544 | 0.930 | -3.376617 | 0.522 |
| Good to fluent | 1.957837 | 0.707 | .6757408 | 0.894 | -3.462988 | 0.547 |
| | | | | | | |
| **Children** | | | | | | |
| Has children | 0 | | 0 | | 0 | |
| Does not have children | 2.553137 | 0.266 | 3.126388 | 0.472 | 2.457231 | 0.515 |
| | | | | | | |
| **Trust in Administration** | | | | | | |
| Strongly Distrust | 0 | | 0 | | 0 | |
| **Somewhat Distrust** | 7.736482 | 0.054 | **10.18672** | **0.035** | 7.270412 | 0.092 |
| **Neither Trust/Distrust** | **12.05095** | **0.001** | **14.47596** | **0.005** | **12.90185** | **0.025** |
| **Somewhat Trust** | **13.9348** | **0.002** | **14.49424** | **0.002** | **8.974873** | **0.005** |
| **Strongly Trust** | **20.4828** | **0.000** | **22.73679** | **0.001** | **19.82415** | **0.001** |
| | | | | | | |
| **Has Tenure (tt-track only)** | | | | | | |
| No | | | 0 | | 0 | |
| preferred option not listed | | | 8.615275 | 0.238 | **25.73694** | **0.010** |
| Yes | | | -5.711247 | 0.146 | **-6.893337** | **0.045** |
| | | | | | | |
| | | | | | | |
| **Commute Time** | | | | | | |
| Less than 30 minutes | | | 0 | | 0 | |
| 30-60 minutes | | | -.5320605 | 0.883 | .8138989 | 0.852 |
| More than 60 minutes | | | -.57111 | 0.921 | 2.780115 | 0.549 |

| | | | | | | |
|---|---|---|---|---|---|---|
| Days at place of work per week | | | | | | |
| **Never or <1 day** | | | **-29.40422** | **0.000** | **-28.83214** | **0.003** |
| 1 day | | | -5.824435 | 0.376 | -11.07458 | 0.149 |
| 2 days | | | -7.935229 | 0.367 | -9.352418 | 0.247 |
| 3 days | | | 0 | | 0 | |
| 4 days | | | -.4597716 | 0.881 | -.7925644 | 0.808 |
| 5 days | | | -.7832371 | 0.851 | -1.229267 | 0.772 |
| 6 days | | | -20.07268 | 0.173 | -15.76129 | 0.265 |
| 7 days | | | 2.86113 | 0.476 | -2.813539 | 0.575 |
| | | | | | | |
| Place of Work | | | | | | |
| Downtown campus | | | 0 | | 0 | |
| MUHC Glen site | | | .9668847 | 0.605 | 4.896887 | 0.081 |
| Macdonald Campus | | | -3.74028 | 0.244 | .1767185 | 0.963 |
| Preferred option not listed | | | 2.141634 | 0.726 | 1.768829 | 0.822 |
| | | | | | | |
| Informal Interaction Within Unit | | | | | | |
| Yes | | | | | 0 | |
| No | | | | | -5.217 | 0.060 |
| Uncertain | | | | | -1.5668 | 0.840 |
| | | | | | | |
| Informal Interaction Outside Unit | | | | | | |
| Yes | | | | | 0 | |
| No | | | | | -2.230577 | 0.595 |
| **Uncertain** | | | | | **6.968322** | **0.047** |
| | | | | | | |
| Attended Event Within Unit | | | | | | |
| Yes | | | | | 0 | |
| No | | | | | -.564793 | 0.885 |
| **Uncertain** | | | | | **7.061248** | **0.025** |
| | | | | | | |
| Attended Event Outside Unit | | | | | | |
| Yes | | | | | 0 | |
| No | | | | | 1.837246 | 0.575 |
| Uncertain | | | | | 20.68215 | 0.088 |
| | | | | | | |
| Attended Scholarly Event Inside | | | | | | |
| Yes | | | | | 0 | |
| No | | | | | -8.354657 | 0.089 |
| Uncertain | | | | | 4.254948 | 0.249 |

| | | | | | | |
|---|---|---|---|---|---|---|
| Attended Scholarly Event Outside | | | | | | |
| Yes | | | | | 0 | |
| No | | | | | -1.102516 | 0.735 |
| **Uncertain** | | | | | **-25.46749** | **0.005** |
| | | | | | | |
| Work-related Conversation Within | | | | | | |
| Yes | | | | | 0 | |
| **No** | | | | | **-11.42721** | **0.001** |
| Uncertain | | | | | -4.980757 | 0.591 |
| | | | | | | |
| Work-related Conversation Outside | | | | | | |
| Yes | | | | | 0 | |
| No | | | | | 4.377369 | 0.351 |
| Uncertain | | | | | 8.212729 | 0.305 |
| | | | | | | |
| Non-Work Conversation | | | | | | |
| Yes | | | | | 0 | |
| No | | | | | -3.610537 | 0.355 |
| Uncertain | | | | | -12.66897 | 0.133 |
| | | | | | | |
| Constant | 57.63517 | 0.000 | 57.39746 | 0.000 | 67.79625 | 0.000 |
| | | | | | | |
| | N = 382 $R^2 = 0.1357$ | | N = 275 $R^2 = 0.1776$ | | N = 275 $R^2 = 0.2960$ | |