## Report Comments

The 2019 UofL Campus Climate Survey was sent electronically to all 7,022 faculty, staff, and administrators. Additional paper copies were provided to employees who did not have access to an electronic way to complete the survey.

Final Response Rate: 19.5\% (1,366 respondents).

NOTE: The 2019 Climate Survey was administered during the fall semester to all faculty and staff. The aggregate report is provided here. An important reminder: these data should be used with caution as they are not reflective of the immense climate shifts that have occurred since the survey administration, namely the global pandemic and the subsequent sudden shift in our campus community operations, and the large-scale social justice issues that have been brought to the forefront of our larger society. The data presented in this report do not speak to these more recent issues, and should be used only with the appropriate cautionary context."

Prepared by: Office of Institutional Effectiveness

## What is your primary role at UofL?

## What is your primary role at UofL?

| 1 Full-time faculty | 22.84\% | 312 |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Part-time faculty (includes lecturers, instructors, adjuncts, etc.) | 3.95\% | 54 |  |  |  |
| 3 Administrator | 3.66\% | 50 |  |  |  |
| 4 Full-time staff (P\&A; exempt) | 36.97\% | 505 |  |  |  |
| 5 Full-time staff (hourly; non-exempt) | 31.11\% | 425 |  |  |  |
| 6 Part-time staff (Staff whose primary appointment total FTE is less than 1.0.) | 1.46\% | 20 |  |  |  |
| Total |  | 1,366 |  | 300 | 600 |
| Options |  |  | Score | Count | Percentage |
| Full-time faculty |  |  | 1 | 312 | 22.84\% |
| Part-time faculty (includes lecturers, instructors, adjuncts, etc.) |  |  | 2 | 54 | 3.95\% |
| Administrator |  |  | 3 | 50 | 3.66\% |
| Full-time staff (P\&A; exempt) |  |  | 4 | 505 | 36.97\% |
| Full-time staff (hourly; non-exempt) |  |  | 5 | 425 | 31.11\% |
| Part-time staff (Staff whose primary appointment total FTE is less than 1.0.) |  |  | 6 | 20 | 1.46\% |

## If applicable, what is your secondary role at UofL?

If applicable, what is your secondary role at UofL?

| 1 No secondary role | 85.66\% | 1,111 |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Full-time faculty | 2.00\% | 26 |  |  |  |
| 3 Part-time faculty (includes lecturers, instructors, adjuncts, etc.) | 3.55\% | 46 |  |  |  |
| 4 Administrator | 4.32\% | 56 |  |  |  |
| 5 Full-time staff (P\&A; exempt) | 2.00\% | 26 |  |  |  |
| 6 Full-time staff (hourly; non-exempt) | 2.39\% | 31 |  |  |  |
| 7 Part-time staff (Staff whose primary appointment total FTE is less than 1.0.) | 0.08\% | 1 |  |  |  |
| Total |  | 1,297 |  | 1000 | 2000 |
| Options |  |  | Score | Count | Percentage |
| No secondary role |  |  | 1 | 1111 | 85.66\% |
| Full-time faculty |  |  | 2 | 26 | 2.00\% |
| Part-time faculty (includes lecturers, instructors, adjuncts, etc.) |  |  | 3 | 46 | 3.55\% |
| Administrator |  |  | 4 | 56 | 4.32\% |
| Full-time staff (P\&A; exempt) |  |  | 5 | 26 | 2.00\% |
| Full-time staff (hourly; non-exempt) |  |  | 6 | 31 | 2.39\% |
| Part-time staff (Staff whose primary appointment total FTE is less than 1.0.) |  |  | 7 | 1 | 0.08\% |

On which campus do you spend most of your time?
On which campus do you spend most of your time?

| 1 Belknap | 63.51\% | 865 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Health Sciences Center (HSC) | 32.97\% | 449 |  |  |  |  |  |
| 3 Shelby | 0.66\% | 9 |  |  |  |  |  |
| 4 Other, please specify: | 2.86\% | 39 |  |  |  |  |  |
| Total |  | 1,362 | 0 | 450 |  |  | 900 |
| Options |  |  |  |  | Score | Count | Percentage |
| Belknap |  |  |  |  | 1 | 865 | 63.51\% |
| Health Sciences Center (HSC) |  |  |  |  | 2 | 449 | 32.97\% |
| Shelby |  |  |  |  | 3 | 9 | 0.66\% |
| Other, please specify: |  |  |  |  | 4 | 39 | 2.86\% |

## DIVERSITY/INCLUSION

How frequently (if ever) during the past year have you heard an insensitive or disparaging remark or observed discriminatory behavior on campus directed at the following groups?

| 1 Never | 74.98\% | 1,010 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 1-2 times | 16.26\% | 219 |  |  |  |  |  |
| 3 3-4 times | 4.16\% | 56 |  |  |  |  |  |
| 45 or more times | 2.30\% | 31 |  |  |  |  |  |
| 5 No basis for judgement | 2.30\% | 31 |  |  |  |  |  |
| Total |  | 1,347 | 0 | 1000 |  |  | 2000 |
| Options |  |  |  |  | Score | Count | Percentage |
| Never |  |  |  |  | 1 | 1010 | 74.98\% |
| 1-2 times |  |  |  |  | 2 | 219 | 16.26\% |
| 3-4 times |  |  |  |  | 3 | 56 | 4.16\% |
| 5 or more times |  |  |  |  | 4 | 31 | 2.30\% |
| No basis for judgement |  |  |  |  | 5 | 31 | 2.30\% |

2. First generation college students

| 1 Never | 87.69\% | 1,175 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 1-2 times | 6.12\% | 82 |  |  |  |  |  |
| 3 3-4 times | 1.57\% | 21 |  |  |  |  |  |
| 45 or more times | 1.04\% | 14 |  |  |  |  |  |
| 5 No basis for judgement | 3.58\% | 48 |  |  |  |  |  |
| Total |  | 1,340 | 0 | 1000 |  |  | 2000 |
| Options |  |  |  |  | Score | Count | Percentage |
| Never |  |  |  |  | 1 | 1175 | 87.69\% |
| 1-2 times |  |  |  |  | 2 | 82 | 6.12\% |
| 3-4 times |  |  |  |  | 3 | 21 | 1.57\% |
| 5 or more times |  |  |  |  | 4 | 14 | 1.04\% |
| No basis for judgement |  |  |  |  | 5 | 48 | 3.58\% |

3. International students or faculty/staff


| Options | Score | Count | Percentage |
| :--- | ---: | ---: | ---: |
| Never | 1 | 944 | $69.93 \%$ |
| $1-2$ times | 2 | 246 | $18.22 \%$ |
| $3-4$ times | 3 | 73 | $5.41 \%$ |
| 5 or more times | 4 | 49 | $3.63 \%$ |
| No basis for judgement | 5 | 38 | $2.81 \%$ |

4. Men

| 1 Never | 75.52\% | 1,015 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 1-2 times | 12.13\% | 163 |  |  |  |  |  |
| 3 3-4 times | 4.91\% | 66 |  |  |  |  |  |
| 45 or more times | 5.06\% | 68 |  |  |  |  |  |
| 5 No basis for judgement | 2.38\% | 32 |  |  |  |  |  |
| Total |  | 1,344 | 0 | 1000 |  |  | 2000 |
| Options |  |  |  |  | Score | Count | Percentage |
| Never |  |  |  |  | 1 | 1015 | 75.52\% |
| 1-2 times |  |  |  |  | 2 | 163 | 12.13\% |
| 3-4 times |  |  |  |  | 3 | 66 | 4.91\% |
| 5 or more times |  |  |  |  | 4 | 68 | 5.06\% |
| No basis for judgement |  |  |  |  | 5 | 32 | 2.38\% |

5. Military personnel or veterans

| 1 Never | 91.29\% | 1,227 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 1-2 times | 3.50\% | 47 |  |  |  |  |  |
| 3 3-4 times | 1.49\% | 20 |  |  |  |  |  |
| 45 or more times | 0.74\% | 10 |  |  |  |  |  |
| 5 No basis for judgement | 2.98\% | 40 |  |  |  |  |  |
| Total |  | 1,344 | 0 | 1000 |  |  | 2000 |
| Options |  |  |  |  | Score | Count | Percentage |
| Never |  |  |  |  | 1 | 1227 | 91.29\% |
| 1-2 times |  |  |  |  | 2 | 47 | 3.50\% |
| 3-4 times |  |  |  |  | 3 | 20 | 1.49\% |
| 5 or more times |  |  |  |  | 4 | 10 | 0.74\% |
| No basis for judgement |  |  |  |  | 5 | 40 | 2.98\% |

6. Non-traditional students (students over the age of 25)

| 1 Never | 85.47\% | 1,147 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 1-2 times | 8.35\% | 112 |  |  |  |  |  |
| 3 3-4 times | 2.16\% | 29 |  |  |  |  |  |
| 45 or more times | 0.82\% | 11 |  |  |  |  |  |
| 5 No basis for judgement | 3.20\% | 43 |  |  |  |  |  |
| Total |  | 1,342 | 0 | 1000 |  |  | 2000 |
| Options |  |  |  |  | Score | Count | Percentage |
| Never |  |  |  |  | 1 | 1147 | 85.47\% |
| 1-2 times |  |  |  |  | 2 | 112 | 8.35\% |
| 3-4 times |  |  |  |  | 3 | 29 | 2.16\% |
| 5 or more times |  |  |  |  | 4 | 11 | 0.82\% |
| No basis for judgement |  |  |  |  | 5 | 43 | 3.20\% |

How frequently (if ever) during the past year have you heard an insensitive or disparaging remark or observed discriminatory behavior on campus directed at the following groups? (continued)
7. Transgender, gender nonconforming, or non-binary people

| 1 Never | 73.38\% | 984 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 1-2 times | 16.26\% | 218 |  |  |  |  |  |
| 3 3-4 times | 4.70\% | 63 |  |  |  |  |  |
| 45 or more times | 2.91\% | 39 |  |  |  |  |  |
| 5 No basis for judgement | 2.76\% | 37 |  |  |  |  |  |
| Total |  | 1,341 | 0 | 500 |  |  | 1000 |
| Options |  |  |  |  | Score | Count | Percentage |
| Never |  |  |  |  | 1 | 984 | 73.38\% |
| 1-2 times |  |  |  |  | 2 | 218 | 16.26\% |
| 3-4 times |  |  |  |  | 3 | 63 | 4.70\% |
| 5 or more times |  |  |  |  | 4 | 39 | 2.91\% |
| No basis for judgement |  |  |  |  | 5 | 37 | 2.76\% |

8. People of a particular racial or ethnic background

| 1 Never | 69.78\% | 940 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 1-2 times | 16.33\% | 220 |  |  |  |  |  |
| 3 3-4 times | 6.31\% | 85 |  |  |  |  |  |
| 45 or more times | 5.27\% | 71 |  |  |  |  |  |
| 5 No basis for judgement | 2.30\% | 31 |  |  |  |  |  |
| Total |  | 1,347 | 0 | 500 |  |  | 1000 |
| Options |  |  |  |  | Score | Count | Percentage |
| Never |  |  |  |  | 1 | 940 | 69.78\% |
| 1-2 times |  |  |  |  | 2 | 220 | 16.33\% |
| 3-4 times |  |  |  |  | 3 | 85 | 6.31\% |
| 5 or more times |  |  |  |  | 4 | 71 | 5.27\% |
| No basis for judgement |  |  |  |  | 5 | 31 | 2.30\% |

9. People of a particular religious background

| 1 Never | 74.68\% | 1,003 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 1-2 times | 14.52\% | 195 |  |  |  |  |  |
| 3 3-4 times | 5.14\% | 69 |  |  |  |  |  |
| 45 or more times | 3.20\% | 43 |  |  |  |  |  |
| 5 No basis for judgement | 2.46\% | 33 |  |  |  |  |  |
| Total |  | 1,343 | 0 | 1000 |  |  | 2000 |
| Options |  |  |  |  | Score | Count | Percentage |
| Never |  |  |  |  | 1 | 1003 | 74.68\% |
| 1-2 times |  |  |  |  | 2 | 195 | 14.52\% |
| 3-4 times |  |  |  |  | 3 | 69 | 5.14\% |
| 5 or more times |  |  |  |  | 4 | 43 | 3.20\% |
| No basis for judgement |  |  |  |  | 5 | 33 | 2.46\% |

10. People perceived as "too young"

| 1 Never | 79.75\% | 1,071 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 1-2 times | 11.02\% | 148 |  |  |  |  |  |
| 3 3-4 times | 4.02\% | 54 |  |  |  |  |  |
| 45 or more times | 2.61\% | 35 |  |  |  |  |  |
| 5 No basis for judgement | 2.61\% | 35 |  |  |  |  |  |
| Total |  | 1,343 | 0 | 1000 |  |  | 2000 |
| Options |  |  |  |  | Score | Count | Percentage |
| Never |  |  |  |  | 1 | 1071 | 79.75\% |
| 1-2 times |  |  |  |  | 2 | 148 | 11.02\% |
| 3-4 times |  |  |  |  | 3 | 54 | 4.02\% |
| 5 or more times |  |  |  |  | 4 | 35 | 2.61\% |
| No basis for judgement |  |  |  |  | 5 | 35 | 2.61\% |

11. People perceived as "too old"


How frequently (if ever) during the past year have you heard an insensitive or disparaging remark or observed discriminatory behavior on campus directed at the following groups? (continued)

## 12. People with a disability

| 1 Never | 86.94\% | 1,165 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 1-2 times | 7.09\% | 95 |  |  |  |  |  |
| 3 3-4 times | 2.31\% | 31 |  |  |  |  |  |
| 45 or more times | 1.19\% | 16 |  |  |  |  |  |
| 5 No basis for judgement | 2.46\% | 33 |  |  |  |  |  |
| Total |  | 1,340 | 0 | 1000 |  |  | 2000 |
| Options |  |  |  |  | Score | Count | Percentage |
| Never |  |  |  |  | 1 | 1165 | 86.94\% |
| 1-2 times |  |  |  |  | 2 | 95 | 7.09\% |
| 3-4 times |  |  |  |  | 3 | 31 | 2.31\% |
| 5 or more times |  |  |  |  | 4 | 16 | 1.19\% |
| No basis for judgement |  |  |  |  | 5 | 33 | 2.46\% |

13. People who are low-income

| 1 Never | 81.35\% | 1,086 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 1-2 times | 9.21\% | 123 |  |  |  |  |  |
| 3 3-4 times | 3.82\% | 51 |  |  |  |  |  |
| 45 or more times | 2.77\% | 37 |  |  |  |  |  |
| 5 No basis for judgement | 2.85\% | 38 |  |  |  |  |  |
| Total |  | 1,335 | 0 | 1000 |  |  | 2000 |
| Options |  |  |  |  | Score | Count | Percentage |
| Never |  |  |  |  | 1 | 1086 | 81.35\% |
| 1-2 times |  |  |  |  | 2 | 123 | 9.21\% |
| 3-4 times |  |  |  |  | 3 | 51 | 3.82\% |
| 5 or more times |  |  |  |  | 4 | 37 | 2.77\% |
| No basis for judgement |  |  |  |  | 5 | 38 | 2.85\% |

14. Women

| 1 Never | 63.86\% | 850 | ( |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 1-2 times | 17.96\% | 239 |  |  |  |  |  |
| 3 3-4 times | 9.32\% | 124 |  |  |  |  |  |
| 45 or more times | 6.54\% | 87 |  |  |  |  |  |
| 5 No basis for judgement | 2.33\% | 31 |  |  |  |  |  |
| Total |  | 1,331 | 0 | 450 |  |  | 900 |
| Options |  |  |  |  | Score | Count | Percentage |
| Never |  |  |  |  | 1 | 850 | 63.86\% |
| 1-2 times |  |  |  |  | 2 | 239 | 17.96\% |
| 3-4 times |  |  |  |  | 3 | 124 | 9.32\% |
| 5 or more times |  |  |  |  | 4 | 87 | 6.54\% |
| No basis for judgement |  |  |  |  | 5 | 31 | 2.33\% |

Thinking about UofL as an institution, rate how empowered various groups are at UofL.

## 1. How empowered are people who are gay, lesbian or bisexual at UofL?

| 1 Not at all empowered | 3.49\% | 47 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Slightly empowered | 22.44\% | 302 |  |  |  |  |  |
| 3 Very empowered | 48.81\% | 657 |  |  |  |  |  |
| 4 Not applicable/No basis for Judgement | 25.26\% | 340 |  |  |  |  |  |
| Total |  | 1,346 | 0 | 350 |  |  | 700 |
| Options |  |  |  |  | Score | Count | Percentage |
| Not at all empowered |  |  |  |  | 1 | 47 | 3.49\% |
| Slightly empowered |  |  |  |  | 2 | 302 | 22.44\% |
| Very empowered |  |  |  |  | 3 | 657 | 48.81\% |
| Not applicable/No basis for Judgement |  |  |  |  | 4 | 340 | 25.26\% |

2. How empowered are people who are first generation college students at UofL?

3. How empowered are men at UofL?

| 1 Not at all empowered | 5.97\% | 80 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Slightly empowered | 9.71\% | 130 |  |  |  |  |  |
| 3 Very empowered | 65.80\% | 881 |  |  |  |  |  |
| 4 Not applicable/No basis for Judgement | 18.52\% | 248 |  |  |  |  |  |
| Total |  | 1,339 | 0 | 450 |  |  | 900 |
| Options |  |  |  |  | Score | Count | Percentage |
| Not at all empowered |  |  |  |  | 1 | 80 | 5.97\% |
| Slightly empowered |  |  |  |  | 2 | 130 | 9.71\% |
| Very empowered |  |  |  |  | 3 | 881 | 65.80\% |
| Not applicable/No basis for Judgement |  |  |  |  | 4 | 248 | 18.52\% |

5. How empowered are military personnel or veterans at UofL?

| 1 Not at all empowered | 6.35\% | 85 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Slightly empowered | 24.57\% | 329 |  |  |  |  |  |
| 3 Very empowered | 34.06\% | 456 |  |  |  |  |  |
| 4 Not applicable/No basis for Judgement | 35.03\% | 469 |  |  |  |  |  |
| Total |  | 1,339 | 0 | 250 |  |  | 500 |
| Options |  |  |  |  | Score | Count | Percentage |
| Not at all empowered |  |  |  |  | 1 | 85 | 6.35\% |
| Slightly empowered |  |  |  |  | 2 | 329 | 24.57\% |
| Very empowered |  |  |  |  | 3 | 456 | 34.06\% |
| Not applicable/No basis for Judgement |  |  |  |  | 4 | 469 | 35.03\% |

## 6. How empowered are non-traditional students (students over the age of 25) at UofL?

| 1 Not at all empowered | 14.05\% | 187 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Slightly empowered | 29.23\% | 389 |  |  |  |  |  |
| 3 Very empowered | 22.61\% | 301 |  |  |  |  |  |
| 4 Not applicable/No basis for Judgement | 34.11\% | 454 |  |  |  |  |  |
| Total |  | 1,331 | 0 | 250 |  |  | 500 |
| Options |  |  |  |  | Score | Count | Percentage |
| Not at all empowered |  |  |  |  | 1 | 187 | 14.05\% |
| Slightly empowered |  |  |  |  | 2 | 389 | 29.23\% |
| Very empowered |  |  |  |  | 3 | 301 | 22.61\% |
| Not applicable/No basis for Judgement |  |  |  |  | 4 | 454 | 34.11\% |

Thinking about UofL as an institution, rate how empowered various groups are at UofL. (continued)
7. How empowered are people who are transgender, gender nonconforming, or non-binary at UofL?

8. How empowered are people of differing racial or ethnic backgrounds at UofL?

| 1 Not at all empowered | 8.89\% | 119 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Slightly empowered | 28.92\% | 387 |  |  |  |  |  |
| 3 Very empowered | 40.66\% | 544 |  |  |  |  |  |
| 4 Not applicable/No basis for Judgement | 21.52\% | 288 |  |  |  |  |  |
| Total |  | 1,338 | 0 | 300 |  |  | 600 |
| Options |  |  |  |  | Score | Count | Percentage |
| Not at all empowered |  |  |  |  | 1 | 119 | 8.89\% |
| Slightly empowered |  |  |  |  | 2 | 387 | 28.92\% |
| Very empowered |  |  |  |  | 3 | 544 | 40.66\% |
| Not applicable/No basis for Judgement |  |  |  |  | 4 | 288 | 21.52\% |
| 9. How empowered are people of different religious groups at UofL? |  |  |  |  |  |  |  |
| 1 Not at all empowered | 10.56\% | 141 |  |  |  |  |  |
| 2 Slightly empowered | 29.81\% | 398 |  |  |  |  |  |
| 3 Very empowered | 26.89\% | 359 |  |  |  |  |  |
| 4 Not applicable/No basis for Judgement | 32.73\% | 437 |  |  |  |  |  |
| Total |  | 1,335 | 0 | 250 |  |  | 500 |
| Options |  |  |  |  | Score | Count | Percentage |
| Not at all empowered |  |  |  |  | 1 | 141 | 10.56\% |
| Slightly empowered |  |  |  |  | 2 | 398 | 29.81\% |
| Very empowered |  |  |  |  | 3 | 359 | 26.89\% |
| Not applicable/No basis for Judgement |  |  |  |  | 4 | 437 | 32.73\% |

10. How empowered are people who are perceived as "too young" at UofL?

| 1 Not at all empowered | 12.72\% | 170 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Slightly empowered | 22.44\% | 300 |  |  |  |  |  |
| 3 Very empowered | 22.66\% | 303 |  |  |  |  |  |
| 4 Not applicable/No basis for Judgement | 42.18\% | 564 |  |  |  |  |  |
| Total |  | 1,337 | 0 | 300 |  |  | 600 |
| Options |  |  |  |  | Score | Count | Percentage |
| Not at all empowered |  |  |  |  | 1 | 170 | 12.72\% |
| Slightly empowered |  |  |  |  | 2 | 300 | 22.44\% |
| Very empowered |  |  |  |  | 3 | 303 | 22.66\% |
| Not applicable/No basis for Judgement |  |  |  |  | 4 | 564 | 42.18\% |

11. How empowered are people who are perceived as "too old" at UofL?

| 1 Not at all empowered | 18.28\% | 244 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Slightly empowered | 24.27\% | 324 |  |  |  |  |  |
| 3 Very empowered | 20.75\% | 277 |  |  |  |  |  |
| 4 Not applicable/No basis for Judgement | 36.70\% | 490 |  |  |  |  |  |
| Total |  | 1,335 | 0 | 250 |  |  | 500 |
| Options |  |  |  |  | Score | Count | Percentage |
| Not at all empowered |  |  |  |  | 1 | 244 | 18.28\% |
| Slightly empowered |  |  |  |  | 2 | 324 | 24.27\% |
| Very empowered |  |  |  |  | 3 | 277 | 20.75\% |
| Not applicable/No basis for Judgement |  |  |  |  | 4 | 490 | 36.70\% |

Thinking about UofL as an institution, rate how empowered various groups are at UofL. (continued)
12. How empowered are people with a disability at UofL?

| 1 Not at all empowered | 13.40\% | 179 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Slightly empowered | 27.25\% | 364 |  |  |  |  |  |
| 3 Very empowered | 26.95\% | 360 |  |  |  |  |  |
| 4 Not applicable/No basis for Judgement | 32.41\% | 433 |  |  |  |  |  |
| Total |  | 1,336 | 0 | 250 |  |  | 500 |
| Options |  |  |  |  | Score | Count | Percentage |
| Not at all empowered |  |  |  |  | 1 | 179 | 13.40\% |
| Slightly empowered |  |  |  |  | 2 | 364 | 27.25\% |
| Very empowered |  |  |  |  | 3 | 360 | 26.95\% |
| Not applicable/No basis for Judgement |  |  |  |  | 4 | 433 | 32.41\% |

13. How empowered are people who are low-income at UofL?

| 1 Not at all empowered | 23.69\% | 316 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Slightly empowered | 23.99\% | 320 |  |  |  |  |  |
| 3 Very empowered | 19.04\% | 254 |  |  |  |  |  |
| 4 Not applicable/No basis for Judgement | 33.28\% | 444 |  |  |  |  |  |
| Total |  | 1,334 | 0 | 250 |  |  | 500 |
| Options |  |  |  |  | Score | Count | Percentage |
| Not at all empowered |  |  |  |  | 1 | 316 | 23.69\% |
| Slightly empowered |  |  |  |  | 2 | 320 | 23.99\% |
| Very empowered |  |  |  |  | 3 | 254 | 19.04\% |
| Not applicable/No basis for Judgement |  |  |  |  | 4 | 444 | 33.28\% |

14. How empowered are women at UofL?

| 1 Not at all empowered | 7.94\% | 106 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Slightly empowered | 39.10\% | 522 |  |  |  |  |  |
| 3 Very empowered | 37.53\% | 501 |  |  |  |  |  |
| 4 Not applicable/No basis for Judgement | 15.43\% | 206 |  |  |  |  |  |
| Total |  | 1,335 | 0 | 300 |  |  | 600 |
| Options |  |  |  |  | Score | Count | Percentage |
| Not at all empowered |  |  |  |  | 1 | 106 | 7.94\% |
| Slightly empowered |  |  |  |  | 2 | 522 | 39.10\% |
| Very empowered |  |  |  |  | 3 | 501 | 37.53\% |
| Not applicable/No basis for Judgement |  |  |  |  | 4 | 206 | 15.43\% |

Thinking about UofL as an institution, rate how socially integrated various groups are at UofL.

## 1. How socially integrated are people who are gay, lesbian or bisexual at UofL?


2. How socially integrated are people who are first generation college students at UofL?

4. How socially integrated are men at UofL?

| 1 Not at all integrated | 3.37\% | 45 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Slightly integrated | 10.19\% | 136 |  |  |  |  |  |
| 3 Very integrated | 69.94\% | 933 |  |  |  |  |  |
| 4 Not applicable/No basis for judgement | 16.49\% | 220 |  |  |  |  |  |
| Total |  | 1,334 | 0 | 500 |  |  | 1000 |
| Options |  |  |  |  | Score | Count | Percentage |
| Not at all integrated |  |  |  |  | 1 | 45 | 3.37\% |
| Slightly integrated |  |  |  |  | 2 | 136 | 10.19\% |
| Very integrated |  |  |  |  | 3 | 933 | 69.94\% |
| Not applicable/No basis for judgement |  |  |  |  | 4 | 220 | 16.49\% |

5. How socially integrated are military personnel or veterans at UofL?

| 1 Not at all integrated | 3.83\% | 51 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Slightly integrated | 23.87\% | 318 |  |  |  |  |  |
| 3 Very integrated | 38.96\% | 519 |  |  |  |  |  |
| 4 Not applicable/No basis for judgement | 33.33\% | 444 |  |  |  |  |  |
| Total |  | 1,332 | 0 | 300 |  |  | 600 |
| Options |  |  |  |  | Score | Count | Percentage |
| Not at all integrated |  |  |  |  | 1 | 51 | 3.83\% |
| Slightly integrated |  |  |  |  | 2 | 318 | 23.87\% |
| Very integrated |  |  |  |  | 3 | 519 | 38.96\% |
| Not applicable/No basis for judgement |  |  |  |  | 4 | 444 | 33.33\% |
| 6. How socially integrated are non-traditional students (students over the age of 25) at UofL? |  |  |  |  |  |  |  |
| 1 Not at all integrated | 8.26\% | 110 |  |  |  |  |  |
| 2 Slightly integrated | 30.65\% | 408 |  |  |  |  |  |
| 3 Very integrated | 30.35\% | 404 |  |  |  |  |  |
| 4 Not applicable/No basis for judgement | 30.73\% | 409 |  |  |  |  |  |
| Total |  | 1,331 | 0 | 250 |  |  | 500 |
| Options |  |  |  |  | Score | Count | Percentage |
| Not at all integrated |  |  |  |  | 1 | 110 | 8.26\% |
| Slightly integrated |  |  |  |  | 2 | 408 | 30.65\% |
| Very integrated |  |  |  |  | 3 | 404 | 30.35\% |
| Not applicable/No basis for judgement |  |  |  |  | 4 | 409 | 30.73\% |

Thinking about UofL as an institution, rate how socially integrated various groups are at UofL. (continued)
7. How socially integrated are people who are transgender, gender nonconforming, or non-binary at UofL?

| 1 Not at all integrated | 6.77\% | 90 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Slightly integrated | 28.65\% | 381 |  |  |  |  |  |
| 3 Very integrated | 36.09\% | 480 |  |  |  |  |  |
| 4 Not applicable/No basis for judgement | 28.50\% | 379 |  |  |  |  |  |
| Total |  | 1,330 | 0 | 250 |  |  | 500 |
| Options |  |  |  |  | Score | Count | Percentage |
| Not at all integrated |  |  |  |  | 1 | 90 | 6.77\% |
| Slightly integrated |  |  |  |  | 2 | 381 | 28.65\% |
| Very integrated |  |  |  |  | 3 | 480 | 36.09\% |
| Not applicable/No basis for judgement |  |  |  |  | 4 | 379 | 28.50\% |

8. ow socially integrated are people of differing racial or ethnic backgrounds at UofL?

| 1 Not at all integrated | 4.50\% | 60 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Slightly integrated | 28.53\% | 380 |  |  |  |  |  |
| 3 Very integrated | 47.82\% | 637 |  |  |  |  |  |
| 4 Not applicable/No basis for judgement | 19.14\% | 255 |  |  |  |  |  |
| Total |  | 1,332 | 0 | 350 |  |  | 700 |
| Options |  |  |  |  | Score | Count | Percentage |
| Not at all integrated |  |  |  |  | 1 | 60 | 4.50\% |
| Slightly integrated |  |  |  |  | 2 | 380 | 28.53\% |
| Very integrated |  |  |  |  | 3 | 637 | 47.82\% |
| Not applicable/No basis for judgement |  |  |  |  | 4 | 255 | 19.14\% |

9. How socially integrated are people of differing religious groups at UofL?

| 1 Not at all integrated | 5.54\% | 74 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Slightly integrated | 27.94\% | 373 |  |  |  |  |  |
| 3 Very integrated | 36.55\% | 488 |  |  |  |  |  |
| 4 Not applicable/No basis for judgement | 29.96\% | 400 |  |  |  |  |  |
| Total |  | 1,335 | 0 | 250 |  |  | 500 |
| Options |  |  |  |  | Score | Count | Percentage |
| Not at all integrated |  |  |  |  | 1 | 74 | 5.54\% |
| Slightly integrated |  |  |  |  | 2 | 373 | 27.94\% |
| Very integrated |  |  |  |  | 3 | 488 | 36.55\% |
| Not applicable/No basis for judgement |  |  |  |  | 4 | 400 | 29.96\% |

10. How socially integrated are people who are perceived as "too young" at UofL?

| 1 Not at all integrated | 4.43\% | 59 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Slightly integrated | 21.83\% | 291 |  |  |  |  |  |
| 3 Very integrated | 36.01\% | 480 |  |  |  |  |  |
| 4 Not applicable/No basis for judgement | 37.73\% | 503 |  |  |  |  |  |
| Total |  | 1,333 | 0 | 300 |  |  | 600 |
| Options |  |  |  |  | Score | Count | Percentage |
| Not at all integrated |  |  |  |  | 1 | 59 | 4.43\% |
| Slightly integrated |  |  |  |  | 2 | 291 | 21.83\% |
| Very integrated |  |  |  |  | 3 | 480 | 36.01\% |
| Not applicable/No basis for judgement |  |  |  |  | 4 | 503 | 37.73\% |

11. How socially integrated are people who are perceived as "too old" at UofL?

| 1 Not at all integrated | 9.98\% | 133 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Slightly integrated | 26.33\% | 351 |  |  |  |  |  |
| 3 Very integrated | 30.76\% | 410 |  |  |  |  |  |
| 4 Not applicable/No basis for judgement | 32.93\% | 439 |  |  |  |  |  |
| Total |  | 1,333 | 0 | 250 |  |  | 500 |
| Options |  |  |  |  | Score | Count | Percentage |
| Not at all integrated |  |  |  |  | 1 | 133 | 9.98\% |
| Slightly integrated |  |  |  |  | 2 | 351 | 26.33\% |
| Very integrated |  |  |  |  | 3 | 410 | 30.76\% |
| Not applicable/No basis for judgement |  |  |  |  | 4 | 439 | 32.93\% |

Thinking about UofL as an institution, rate how socially integrated various groups are at UofL. (continued)
12. How socially integrated are people with disabilities at UofL?

| 1 Not at all integrated | 8.69\% | 116 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Slightly integrated | 29.14\% | 389 |  |  |  |  |  |
| 3 Very integrated | 31.76\% | 424 |  |  |  |  |  |
| 4 Not applicable/No basis for judgement | 30.41\% | 406 |  |  |  |  |  |
| Total |  | 1,335 | 0 | 250 |  |  | 500 |
| Options |  |  |  |  | Score | Count | Percentage |
| Not at all integrated |  |  |  |  | 1 | 116 | 8.69\% |
| Slightly integrated |  |  |  |  | 2 | 389 | 29.14\% |
| Very integrated |  |  |  |  | 3 | 424 | 31.76\% |
| Not applicable/No basis for judgement |  |  |  |  | 4 | 406 | 30.41\% |

13. How socially integrated are people who are low-income at UofL?

| 1 Not at all integrated | 9.67\% | 128 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Slightly integrated | 27.79\% | 368 |  |  |  |  |  |
| 3 Very integrated | 28.85\% | 382 |  |  |  |  |  |
| 4 Not applicable/No basis for judgement | 33.69\% | 446 |  |  |  |  |  |
| Total |  | 1,324 | 0 | 250 |  |  | 500 |
| Options |  |  |  |  | Score | Count | Percentage |
| Not at all integrated |  |  |  |  | 1 | 128 | 9.67\% |
| Slightly integrated |  |  |  |  | 2 | 368 | 27.79\% |
| Very integrated |  |  |  |  | 3 | 382 | 28.85\% |
| Not applicable/No basis for judgement |  |  |  |  | 4 | 446 | 33.69\% |

14. How socially integrated are women at UofL?


Read each of the following statements and indicate your level of agreement.

1. UofL has done a good job supporting diversity.

2. I believe that learning about people from a variety of different cultures is an important part of my work environment.

| 1 Strongly disagree | 1.50\% | 20 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Disagree | 2.77\% | 37 |  |  |  |  |  |
| 3 Neither agree nor disagree | 10.27\% | 137 |  |  |  |  |  |
| 4 Agree | 34.11\% | 455 |  |  |  |  |  |
| 5 Strongly agree | 51.35\% | 685 |  |  |  |  |  |
| Total |  | 1,334 | 0 | 350 |  |  | 700 |
| Options |  |  |  |  | Score | Count | Percentage |
| Strongly disagree |  |  |  |  | 1 | 20 | 1.50\% |
| Disagree |  |  |  |  | 2 | 37 | 2.77\% |
| Neither agree nor disagree |  |  |  |  | 3 | 137 | 10.27\% |
| Agree |  |  |  |  | 4 | 455 | 34.11\% |
| Strongly agree |  |  |  |  | 5 | 685 | 51.35\% |

3. UofL has a good image.

| 1 Strongly disagree | 6.77\% | 91 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Disagree | 16.29\% | 219 |  |  |  |  |  |
| 3 Neither agree nor disagree | 30.73\% | 413 |  |  |  |  |  |
| 4 Agree | 36.98\% | 497 |  |  |  |  |  |
| 5 Strongly agree | 9.23\% | 124 |  |  |  |  |  |
| Total |  | 1,344 | 0 | 250 |  |  | 500 |
| Options |  |  |  |  | Score | Count | Percentage |
| Strongly disagree |  |  |  |  | 1 | 91 | 6.77\% |
| Disagree |  |  |  |  | 2 | 219 | 16.29\% |
| Neither agree nor disagree |  |  |  |  | 3 | 413 | 30.73\% |
| Agree |  |  |  |  | 4 | 497 | 36.98\% |
| Strongly agree |  |  |  |  | 5 | 124 | 9.23\% |

4. Overall, I am welcomed and encouraged at UofL.

| 1 Strongly disagree | 4.93\% | 66 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Disagree | 10.45\% | 140 |  |  |  |  |  |
| 3 Neither agree nor disagree | 21.34\% | 286 |  |  |  |  |  |
| 4 Agree | 44.70\% | 599 |  |  |  |  |  |
| 5 Strongly agree | 18.58\% | 249 |  |  |  |  |  |
| Total |  | 1,340 | 0 | 300 |  |  | 600 |
| Options |  |  |  |  | Score | Count | Percentage |
| Strongly disagree |  |  |  |  | 1 | 66 | 4.93\% |
| Disagree |  |  |  |  | 2 | 140 | 10.45\% |
| Neither agree nor disagree |  |  |  |  | 3 | 286 | 21.34\% |
| Agree |  |  |  |  | 4 | 599 | 44.70\% |
| Strongly agree |  |  |  |  | 5 | 249 | 18.58\% |

5. UofL practices affirmative action in hiring and promotion.

| 1 Strongly disagree | 5.52\% | 74 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Disagree | 8.88\% | 119 |  |  |  |  |  |
| 3 Neither agree nor disagree | 29.48\% | 395 |  |  |  |  |  |
| 4 Agree | 38.58\% | 517 |  |  |  |  |  |
| 5 Strongly agree | 17.54\% | 235 |  |  |  |  |  |
| Total |  | 1,340 | 0 | 300 |  |  | 600 |
| Options |  |  |  |  | Score | Count | Percentage |
| Strongly disagree |  |  |  |  | 1 | 74 | 5.52\% |
| Disagree |  |  |  |  | 2 | 119 | 8.88\% |
| Neither agree nor disagree |  |  |  |  | 3 | 395 | 29.48\% |
| Agree |  |  |  |  | 4 | 517 | 38.58\% |
| Strongly agree |  |  |  |  | 5 | 235 | 17.54\% |

6. UofL provides an open environment for the free expression of all ideas, beliefs, and opinions.


Read each of the following statements and indicate your level of agreement. (continued)
7. The campus has a welcoming culture that embraces everyone.

8. UofL is accessible to people with disabilities.

9. I feel that I belong at UofL.


Thinking about the school/college or vice president/provost unit in which you work, read each of the following statements and indicate your level of agreement.

1. From my perspective, people are treated equally regardless of race/ethnicity in my area

| 1 Strongly disagree | 4.70\% | 63 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Disagree | 12.91\% | 173 |  |  |  |  |  |
| 3 Neither agree nor disagree | 12.84\% | 172 |  |  |  |  |  |
| 4 Agree | 44.63\% | 598 |  |  |  |  |  |
| 5 Strongly agree | 24.93\% | 334 |  |  |  |  |  |
| Total |  | 1,340 | 0 | 300 |  |  | 600 |
| Options |  |  |  |  | Score | Count | Percentage |
| Strongly disagree |  |  |  |  | 1 | 63 | 4.70\% |
| Disagree |  |  |  |  | 2 | 173 | 12.91\% |
| Neither agree nor disagree |  |  |  |  | 3 | 172 | 12.84\% |
| Agree |  |  |  |  | 4 | 598 | 44.63\% |
| Strongly agree |  |  |  |  | 5 | 334 | 24.93\% |

2. From my perspective, people are treated equally regardless of gender identity in my area


| 1 Strongly disagree | 4.63\% | 62 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Disagree | 15.16\% | 203 |  |  |  |  |  |
| 3 Neither agree nor disagree | 16.80\% | 225 |  |  |  |  |  |
| 4 Agree | 41.15\% | 551 |  |  |  |  |  |
| 5 Strongly agree | 22.26\% | 298 |  |  |  |  |  |
| Total |  | 1,339 | 0 | 300 |  |  | 600 |
| Options |  |  |  |  | Score | Count | Percentage |
| Strongly disagree |  |  |  |  | 1 | 62 | 4.63\% |
| Disagree |  |  |  |  | 2 | 203 | 15.16\% |
| Neither agree nor disagree |  |  |  |  | 3 | 225 | 16.80\% |
| Agree |  |  |  |  | 4 | 551 | 41.15\% |
| Strongly agree |  |  |  |  | 5 | 298 | 22.26\% |

4. From my perspective, people are treated equally regardless of religious beliefs in my area

| 1 Strongly disagree | $3.13 \%$ |  |  |
| :--- | ---: | :--- | :--- | :--- | :--- | :--- |

5. From my perspective, people are treated equally regardless of sexual orientation in my area

6. Appropriate accommodations are made to meet the needs of staff and students with disabilities in my area


Thinking about the school/college or vice president/provost unit in which you work, read each of the following statements and indicate your level of agreement. (continued)

Thinking about the school/college or vice president/provost unit in which you work, read each of the following statements and indicate your level of agreement.

1. The leadership of my area adheres to university policies against gender harassment

2. The leadership of my area adheres to university policies regarding gender equality

| 1 Strongly disagree | 2.99\% | 40 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Disagree | 7.91\% | 106 |  |  |  |  |  |
| 3 Neither agree nor disagree | 17.69\% | 237 |  |  |  |  |  |
| 4 Agree | 41.12\% | 551 |  |  |  |  |  |
| 5 Strongly agree | 30.30\% | 406 |  |  |  |  |  |
| Total |  | 1,340 | 0 | 300 |  |  | 600 |
| Options |  |  |  |  | Score | Count | Percentage |
| Strongly disagree |  |  |  |  | 1 | 40 | 2.99\% |
| Disagree |  |  |  |  | 2 | 106 | 7.91\% |
| Neither agree nor disagree |  |  |  |  | 3 | 237 | 17.69\% |
| Agree |  |  |  |  | 4 | 551 | 41.12\% |
| Strongly agree |  |  |  |  | 5 | 406 | 30.30\% |

3. The leadership of my area adheres to university policies against harassment based on sexual orientation

4. The leadership of my area encourages the recruitment and retention of minority employees

5. The leadership of my area adheres to university policies against racial/ethnic harassment


Thinking about the school/college or vice president/provost unit in which you work, read each of the following statements and indicate your level of agreement.

1. My area encourages diverse perspectives in decision-making

| 1 Strongly disagree | 6.78\% | 91 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Disagree | 14.98\% | 201 |  |  |  |  |  |
| 3 Neither agree nor disagree | 23.03\% | 309 |  |  |  |  |  |
| 4 Agree | 36.29\% | 487 |  |  |  |  |  |
| 5 Strongly agree | 18.93\% | 254 |  |  |  |  |  |
| Total |  | 1,342 | 0 | 250 |  |  | 500 |
| Options |  |  |  |  | Score | Count | Percentage |
| Strongly disagree |  |  |  |  | 1 | 91 | 6.78\% |
| Disagree |  |  |  |  | 2 | 201 | 14.98\% |
| Neither agree nor disagree |  |  |  |  | 3 | 309 | 23.03\% |
| Agree |  |  |  |  | 4 | 487 | 36.29\% |
| Strongly agree |  |  |  |  | 5 | 254 | 18.93\% |

2. Behaviors which are offensive, malicious, or insulting are not accepted in my area

| 1 Strongly disagree | 6.05\% | 81 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Disagree | 11.14\% | 149 |  |  |  |  |  |
| 3 Neither agree nor disagree | 15.70\% | 210 |  |  |  |  |  |
| 4 Agree | 40.58\% | 543 |  |  |  |  |  |
| 5 Strongly agree | 26.53\% | 355 |  |  |  |  |  |
| Total |  | 1,338 | 0 | 300 |  |  | 600 |
| Options |  |  |  |  | Score | Count | Percentage |
| Strongly disagree |  |  |  |  | 1 | 81 | 6.05\% |
| Disagree |  |  |  |  | 2 | 149 | 11.14\% |
| Neither agree nor disagree |  |  |  |  | 3 | 210 | 15.70\% |
| Agree |  |  |  |  | 4 | 543 | 40.58\% |
| Strongly agree |  |  |  |  | 5 | 355 | 26.53\% |

3. In my area, there are opportunities for me to engage in service outside of the university

4. In my area, there are opportunities for me to engage in service within the university

5. In my area, I receive support for working with diverse groups and working in cross-cultural situations

| 1 Strongly disagree | 3.74\% | 50 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Disagree | 8.91\% | 119 |  |  |  |  |  |
| 3 Neither agree nor disagree | 32.56\% | 435 |  |  |  |  |  |
| 4 Agree | 34.96\% | 467 |  |  |  |  |  |
| 5 Strongly agree | 19.84\% | 265 |  |  |  |  |  |
| Total |  | 1,336 | 0 | 250 |  |  | 500 |
| Options |  |  |  |  | Score | Count | Percentage |
| Strongly disagree |  |  |  |  | 1 | 50 | 3.74\% |
| Disagree |  |  |  |  | 2 | 119 | 8.91\% |
| Neither agree nor disagree |  |  |  |  | 3 | 435 | 32.56\% |
| Agree |  |  |  |  | 4 | 467 | 34.96\% |
| Strongly agree |  |  |  |  | 5 | 265 | 19.84\% |

6. My area has created a climate where complaints of unfairness are taken seriously

| 1 Strongly disagree | 9.19\% | 123 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Disagree | 13.07\% | 175 |  |  |  |  |  |
| 3 Neither agree nor disagree | 23.30\% | 312 |  |  |  |  |  |
| 4 Agree | 33.91\% | 454 |  |  |  |  |  |
| 5 Strongly agree | 20.54\% | 275 |  |  |  |  |  |
| Total |  | 1,339 | 0 | 250 |  |  | 500 |
| Options |  |  |  |  | Score | Count | Percentage |
| Strongly disagree |  |  |  |  | 1 | 123 | 9.19\% |
| Disagree |  |  |  |  | 2 | 175 | 13.07\% |
| Neither agree nor disagree |  |  |  |  | 3 | 312 | 23.30\% |
| Agree |  |  |  |  | 4 | 454 | 33.91\% |
| Strongly agree |  |  |  |  | 5 | 275 | 20.54\% |

Thinking about the school/college or vice president/provost unit in which you work, read each of the following statements and indicate your level of agreement. (continued)
7. The diversity climate in my area can be described as harmonious/pleasant

8. My area has created a climate for open discussions and dialogue about issues related to diversity without fear of retaliation

9. My area promotes inclusiveness for individual differences

| 1 Strongly disagree | 6.24\% | 83 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Disagree | 9.39\% | 125 |  |  |  |  |  |
| 3 Neither agree nor disagree | 23.89\% | 318 |  |  |  |  |  |
| 4 Agree | 40.20\% | 535 |  |  |  |  |  |
| 5 Strongly agree | 20.29\% | 270 |  |  |  |  |  |
| Total |  | 1,331 | 0 | 300 |  |  | 600 |
| Options |  |  |  |  | Score | Count | Percentage |
| Strongly disagree |  |  |  |  | 1 | 83 | 6.24\% |
| Disagree |  |  |  |  | 2 | 125 | 9.39\% |
| Neither agree nor disagree |  |  |  |  | 3 | 318 | 23.89\% |
| Agree |  |  |  |  | 4 | 535 | 40.20\% |
| Strongly agree |  |  |  |  | 5 | 270 | 20.29\% |

10. I feel that I am an integral/important part of my area

| 1 Strongly disagree | 6.38\% | 85 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Disagree | 10.44\% | 139 |  |  |  |  |  |
| 3 Neither agree nor disagree | 19.22\% | 256 |  |  |  |  |  |
| 4 Agree | 41.67\% | 555 |  |  |  |  |  |
| 5 Strongly agree | 22.30\% | 297 |  |  |  |  |  |
| Total |  | 1,332 | 0 | 300 |  |  | 600 |
| Options |  |  |  |  | Score | Count | Percentage |
| Strongly disagree |  |  |  |  | 1 | 85 | 6.38\% |
| Disagree |  |  |  |  | 2 | 139 | 10.44\% |
| Neither agree nor disagree |  |  |  |  | 3 | 256 | 19.22\% |
| Agree |  |  |  |  | 4 | 555 | 41.67\% |
| Strongly agree |  |  |  |  | 5 | 297 | 22.30\% |

## FACULTY

Classroom/Learning Environment: Read each of the following statements and indicate your level of agreement.

1. When appropriate, I present the contributions of racial and ethnic minorities in my courses

| 1 Strongly disagree | 0.94\% | 3 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Disagree | 0.94\% | 3 |  |  |  |  |  |
| 3 Neither agree nor disagree | 7.55\% | 24 |  |  |  |  |  |
| 4 Agree | 26.10\% | 83 |  |  |  |  |  |
| 5 Strongly agree | 44.97\% | 143 |  |  |  |  |  |
| 6 Not applicable | 19.50\% | 62 |  |  |  |  |  |
| Total |  | 318 | 0 | 100 |  |  | 200 |
| Options |  |  |  |  | Score | Count | Percentage |
| Strongly disagree |  |  |  |  | 1 | 3 | 0.94\% |
| Disagree |  |  |  |  | 2 | 3 | 0.94\% |
| Neither agree nor disagree |  |  |  |  | 3 | 24 | 7.55\% |
| Agree |  |  |  |  | 4 | 83 | 26.10\% |
| Strongly agree |  |  |  |  | 5 | 143 | 44.97\% |
| Not applicable |  |  |  |  | 6 | 62 | 19.50\% |

2. When appropriate, I present the contributions of women in my courses

3. When appropriate, I present the contributions of other historically marginalized groups

4. When appropriate, I present diverse perspectives, ideas, and ideologies in my courses


From the list below, please select any diversity training topics in which you would be interested:

| Cultural appropriations | 10.80\% | 346 |  |  |
| :---: | :---: | :---: | :---: | :---: |
| Difficult Dialogue: Effectively engaging students in the classroom | 8.89\% | 285 |  |  |
| Engaging Effective Dialogue | 11.36\% | 364 |  |  |
| Micro and Macroaggressions | 12.67\% | 406 |  |  |
| Privilege and its impact on race, gender, class, sexual orientation, disability, military st... | 13.76\% | 441 |  |  |
| Self-Care and Professional and Ethical Practice | 10.02\% | 321 |  |  |
| Sharing our cards: Storytelling and getting to know people different than you | 6.27\% | 201 |  |  |
| True Colors ${ }^{\text {TM }}$ : Team Building | 4.74\% | 152 |  |  |
| Unconscious, Implicit and Explicit Bias | 9.11\% | 292 |  |  |
| When Conflict is Good: Handing Conflict in the Workplace | 12.39\% | 397 |  |  |
| Respondent(s) |  | 1,056 | 0 | 250500 |
| Options |  |  | Count | Percentage |
| Cultural appropriations |  |  | 346 | 10.80\% |
| Difficult Dialogue: Effectively engaging students in the classroom |  |  | 285 | 8.89\% |
| Engaging Effective Dialogue |  |  | 364 | 11.36\% |
| Micro and Macroaggressions |  |  | 406 | 12.67\% |
| Privilege and its impact on race, gender, class, sexual orientation, disability, military status |  |  | 441 | 13.76\% |
| Self-Care and Professional and Ethical Practice |  |  | 321 | 10.02\% |
| Sharing our cards: Storytelling and getting to know people different than you |  |  | 201 | 6.27\% |
| True Colors ${ }^{\text {TM }}$ : Team Building |  |  | 152 | 4.74\% |
| Unconscious, Implicit and Explicit Bias |  |  | 292 | 9.11\% |
| When Conflict is Good: Handing Conflict in the Workplace |  |  | 397 | 12.39\% |
| Respondent(s) | 1056 |  |  |  |

From the list below, please select the best delivery of diversity training:

| Workshops | 25.00\% | 713 |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Online/self-paced | 20.13\% | 574 |  |  |  |  |
| University course work | 3.23\% | 92 |  |  |  |  |
| Mentoring/Coaching | 9.22\% | 263 |  |  |  |  |
| Problem-based projects | 5.61\% | 160 |  |  |  |  |
| Small group study | 11.04\% | 315 |  |  |  |  |
| Hands-on/Field based | 8.66\% | 247 |  |  |  |  |
| Seminar/Conference | 17.11\% | 488 |  |  |  |  |
| Respondent(s) |  | 1,126 | 0 | 400 |  | 800 |
| Options |  |  |  |  | Count | Percentage |
| Workshops |  |  |  |  | 713 | 25.00\% |
| Online/self-paced |  |  |  |  | 574 | 20.13\% |
| University course work |  |  |  |  | 92 | 3.23\% |
| Mentoring/Coaching |  |  |  |  | 263 | 9.22\% |
| Problem-based projects |  |  |  |  | 160 | 5.61\% |
| Small group study |  |  |  |  | 315 | 11.04\% |
| Hands-on/Field based |  |  |  |  | 247 | 8.66\% |
| Seminar/Conference |  |  |  |  | 488 | 17.11\% |
| Respondent(s) |  |  |  |  | 1126 |  |

## WORK ENVIRONMENT

To what extent (if any) have you personally experienced any of the following directed towards you at UofL:

1. Bullying (a pattern of repeated unwanted deliberate or subconscious behavior that may directly or indirectly cause reasonable fear of or actual physical, emotional, and/or psychological harm to another individual. Bullying is not characterized by a single occurrence, but rather, by repeated incidents of a hostile nature. Workplace bullying often involves an abuse or misuse of power. Bullying does not include the evaluation of one's work performance or the assignment of a workload within reasonable parameters of the individual's job description and capabilities. May include some or all of the following components: verbal, written, gestural, social, or physical.)

| 1 Never | 54.70\% | 728 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Rarely | 16.98\% | 226 |  |  |  |  |  |
| 3 Occasionally | 14.80\% | 197 |  |  |  |  |  |
| 4 A moderate amount | 7.51\% | 100 |  |  |  |  |  |
| 5 A great deal | 6.01\% | 80 |  |  |  |  |  |
| Total |  | 1,331 | 0 | 400 |  |  | 800 |
| Options |  |  |  |  | Score | Count | Percentage |
| Never |  |  |  |  | 1 | 728 | 54.70\% |
| Rarely |  |  |  |  | 2 | 226 | 16.98\% |
| Occasionally |  |  |  |  | 3 | 197 | 14.80\% |
| A moderate amount |  |  |  |  | 4 | 100 | 7.51\% |
| A great deal |  |  |  |  | 5 | 80 | 6.01\% |

2. Gender discrimination

| 1 Never | 60.39\% | 796 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Rarely | 17.07\% | 225 |  |  |  |  |  |
| 3 Occasionally | 14.19\% | 187 |  |  |  |  |  |
| 4 A moderate amount | 5.54\% | 73 |  |  |  |  |  |
| 5 A great deal | 2.81\% | 37 |  |  |  |  |  |
| Total |  | 1,318 | 0 | 400 |  |  | 800 |
| Options |  |  |  |  | Score | Count | Percentage |
| Never |  |  |  |  | 1 | 796 | 60.39\% |
| Rarely |  |  |  |  | 2 | 225 | 17.07\% |
| Occasionally |  |  |  |  | 3 | 187 | 14.19\% |
| A moderate amount |  |  |  |  | 4 | 73 | 5.54\% |
| A great deal |  |  |  |  | 5 | 37 | 2.81\% |

3. Harassment (has a strong physical component, e.g. contact and touch in all its forms, intrusion into personal space and possessions, damage to possessions including a person's work, etc. Can be based on a target's gender, race, disability, etc.)

| 1 Never | 78.56\% | 1,037 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Rarely | 13.03\% | 172 |  |  |  |  |  |
| 3 Occasionally | 4.77\% | 63 |  |  |  |  |  |
| 4 A moderate amount | 1.97\% | 26 |  |  |  |  |  |
| 5 A great deal | 1.67\% | 22 |  |  |  |  |  |
| Total |  | 1,320 | 0 | 1000 |  |  | 2000 |
| Options |  |  |  |  | Score | Count | Percentage |
| Never |  |  |  |  | 1 | 1037 | 78.56\% |
| Rarely |  |  |  |  | 2 | 172 | 13.03\% |
| Occasionally |  |  |  |  | 3 | 63 | 4.77\% |
| A moderate amount |  |  |  |  | 4 | 26 | 1.97\% |
| A great deal |  |  |  |  | 5 | 22 | 1.67\% |

4. Spoken to profanely (cursing or obscene language)

| 1 Never | 63.62\% | 850 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Rarely | 20.66\% | 276 |  |  |  |  |  |
| 3 Occasionally | 10.10\% | 135 |  |  |  |  |  |
| 4 A moderate amount | 3.52\% | 47 |  |  |  |  |  |
| 5 A great deal | 2.10\% | 28 |  |  |  |  |  |
| Total |  | 1,336 | 0 | 450 |  |  | 900 |
| Options |  |  |  |  | Score | Count | Percentage |
| Never |  |  |  |  | 1 | 850 | 63.62\% |
| Rarely |  |  |  |  | 2 | 276 | 20.66\% |
| Occasionally |  |  |  |  | 3 | 135 | 10.10\% |
| A moderate amount |  |  |  |  | 4 | 47 | 3.52\% |
| A great deal |  |  |  |  | 5 | 28 | 2.10\% |

5. Racial tension

| 1 Never | 68.00\% | 901 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Rarely | 17.74\% | 235 |  |  |  |  |  |
| 3 Occasionally | 9.13\% | 121 |  |  |  |  |  |
| 4 A moderate amount | 3.25\% | 43 |  |  |  |  |  |
| 5 A great deal | 1.89\% | 25 |  |  |  |  |  |
| Total |  | 1,325 | 0 | 500 |  |  | 1000 |
| Options |  |  |  |  | Score | Count | Percentage |
| Never |  |  |  |  | 1 | 901 | 68.00\% |
| Rarely |  |  |  |  | 2 | 235 | 17.74\% |
| Occasionally |  |  |  |  | 3 | 121 | 9.13\% |
| A moderate amount |  |  |  |  | 4 | 43 | 3.25\% |
| A great deal |  |  |  |  | 5 | 25 | 1.89\% |

6. Exploitation as an employee (the action or fact of treating someone unfairly in order to benefit from their work)

| 1 Never | 60.50\% | 801 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Rarely | 16.31\% | 216 |  |  |  |  |  |
| 3 Occasionally | 12.01\% | 159 |  |  |  |  |  |
| 4 A moderate amount | 5.36\% | 71 |  |  |  |  |  |
| 5 A great deal | 5.82\% | 77 |  |  |  |  |  |
| Total |  | 1,324 | 0 | 450 |  |  | 900 |
| Options |  |  |  |  | Score | Count | Percentage |
| Never |  |  |  |  | 1 | 801 | 60.50\% |
| Rarely |  |  |  |  | 2 | 216 | 16.31\% |
| Occasionally |  |  |  |  | 3 | 159 | 12.01\% |
| A moderate amount |  |  |  |  | 4 | 71 | 5.36\% |
| A great deal |  |  |  |  | 5 | 77 | 5.82\% |

To what extent (if any) have you personally experienced any of the following directed towards you at UofL: (continued)
7. Lack of professionalism (inappropriate conduct for the work environment)

| 1 Never | 32.85\% | 435 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Rarely | 30.14\% | 399 |  |  |  |  |  |
| 3 Occasionally | 20.85\% | 276 |  |  |  |  |  |
| 4 A moderate amount | 7.78\% | 103 |  |  |  |  |  |
| 5 A great deal | 8.38\% | 111 |  |  |  |  |  |
| Total |  | 1,324 | 0 | 250 |  |  | 500 |
| Options |  |  |  |  | Score | Count | Percentage |
| Never |  |  |  |  | 1 | 435 | 32.85\% |
| Rarely |  |  |  |  | 2 | 399 | 30.14\% |
| Occasionally |  |  |  |  | 3 | 276 | 20.85\% |
| A moderate amount |  |  |  |  | 4 | 103 | 7.78\% |
| A great deal |  |  |  |  | 5 | 111 | 8.38\% |

I feel valued by:

## 1. Faculty



| Options | Score | Count |
| :--- | ---: | ---: |
| Percentage |  |  |
| Sisagree | 1 | 77 |
| Neither agree nor disagree | 2 | 133 |
| Agree | 3 | 254 |
| Strongly agree | $4.95 \%$ |  |
| Not applicable | 480 | $3.98 \%$ |

2. My co-workers

3. My supervisor or chair

4. Students

| 1 Strongly disagree | 2.24\% | 30 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Disagree | 3.59\% | 48 |  |  |  |  |  |
| 3 Neither agree nor disagree | 18.62\% | 249 |  |  |  |  |  |
| 4 Agree | 33.88\% | 453 |  |  |  |  |  |
| 5 Strongly agree | 26.70\% | 357 |  |  |  |  |  |
| 6 Not applicable | 14.96\% | 200 |  |  |  |  |  |
| Total |  | 1,337 | 0 | 250 |  |  | 500 |
| Options |  |  |  |  | Score | Count | Percentage |
| Strongly disagree |  |  |  |  | 1 | 30 | 2.24\% |
| Disagree |  |  |  |  | 2 | 48 | 3.59\% |
| Neither agree nor disagree |  |  |  |  | 3 | 249 | 18.62\% |
| Agree |  |  |  |  | 4 | 453 | 33.88\% |
| Strongly agree |  |  |  |  | 5 | 357 | 26.70\% |
| Not applicable |  |  |  |  | 6 | 200 | 14.96\% |

6. University-wide administration

| 1 Strongly disagree | 12.27\% | 164 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Disagree | 15.71\% | 210 |  |  |  |  |  |
| 3 Neither agree nor disagree | 27.97\% | 374 |  |  |  |  |  |
| 4 Agree | 26.78\% | 358 |  |  |  |  |  |
| 5 Strongly agree | 13.46\% | 180 |  |  |  |  |  |
| 6 Not applicable | 3.81\% | 51 |  |  |  |  |  |
| Total |  | 1,337 | 0 | 200 |  |  | 400 |
| Options |  |  |  |  | Score | Count | Percentage |
| Strongly disagree |  |  |  |  | 1 | 164 | 12.27\% |
| Disagree |  |  |  |  | 2 | 210 | 15.71\% |
| Neither agree nor disagree |  |  |  |  | 3 | 374 | 27.97\% |
| Agree |  |  |  |  | 4 | 358 | 26.78\% |
| Strongly agree |  |  |  |  | 5 | 180 | 13.46\% |
| Not applicable |  |  |  |  | 6 | 51 | 3.81\% |

I feel valued by: (continued)

## FACULTY

Read each of the following statements and indicate your level of agreement.

1. I am rarely, if ever, asked to perform duties outside of my job description

| 1 Strongly disagree | 14.33\% | 192 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Disagree | 25.60\% | 343 |  |  |  |  |  |
| 3 Neither agree nor disagree | 16.19\% | 217 |  |  |  |  |  |
| 4 Agree | 32.39\% | 434 |  |  |  |  |  |
| 5 Strongly agree | 11.49\% | 154 |  |  |  |  |  |
| Total |  | 1,340 | 0 | 250 |  |  | 500 |
| Options |  |  |  |  | Score | Count | Percentage |
| Strongly disagree |  |  |  |  | 1 | 192 | 14.33\% |
| Disagree |  |  |  |  | 2 | 343 | 25.60\% |
| Neither agree nor disagree |  |  |  |  | 3 | 217 | 16.19\% |
| Agree |  |  |  |  | 4 | 434 | 32.39\% |
| Strongly agree |  |  |  |  | 5 | 154 | 11.49\% |

2. I feel safe on campus

3. The campus grounds and facilities are well maintained

| 1 Strongly disagree | 4.71\% | 63 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Disagree | 13.07\% | 175 |  |  |  |  |  |
| 3 Neither agree nor disagree | 15.46\% | 207 |  |  |  |  |  |
| 4 Agree | 48.39\% | 648 |  |  |  |  |  |
| 5 Strongly agree | 18.37\% | 246 |  |  |  |  |  |
| Total |  | 1,339 | 0 | 350 |  |  | 700 |
| Options |  |  |  |  | Score | Count | Percentage |
| Strongly disagree |  |  |  |  | 1 | 63 | 4.71\% |
| Disagree |  |  |  |  | 2 | 175 | 13.07\% |
| Neither agree nor disagree |  |  |  |  | 3 | 207 | 15.46\% |
| Agree |  |  |  |  | 4 | 648 | 48.39\% |
| Strongly agree |  |  |  |  | 5 | 246 | 18.37\% |

4. I have the proper equipment, supplies, and instruments necessary to perform my job effectively

5. I believe that working conditions at UofL are satisfactory

| 1 Strongly disagree | 6.37\% | 85 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Disagree | 13.94\% | 186 |  |  |  |  |  |
| 3 Neither agree nor disagree | 17.54\% | 234 |  |  |  |  |  |
| 4 Agree | 51.12\% | 682 |  |  |  |  |  |
| 5 Strongly agree | 11.02\% | 147 |  |  |  |  |  |
| Total |  | 1,334 | 0 | 350 |  |  | 700 |
| Options |  |  |  |  | Score | Count | Percentage |
| Strongly disagree |  |  |  |  | 1 | 85 | 6.37\% |
| Disagree |  |  |  |  | 2 | 186 | 13.94\% |
| Neither agree nor disagree |  |  |  |  | 3 | 234 | 17.54\% |
| Agree |  |  |  |  | 4 | 682 | 51.12\% |
| Strongly agree |  |  |  |  | 5 | 147 | 11.02\% |

6. My department is adequately staffed to cover the regular workload

| 1 Strongly disagree | 22.01\% | 294 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Disagree | 30.16\% | 403 |  |  |  |  |  |
| 3 Neither agree nor disagree | 11.83\% | 158 |  |  |  |  |  |
| 4 Agree | 29.27\% | 391 |  |  |  |  |  |
| 5 Strongly agree | 6.74\% | 90 |  |  |  |  |  |
| Total |  | 1,336 | 0 | 250 |  |  | 500 |
| Options |  |  |  |  | Score | Count | Percentage |
| Strongly disagree |  |  |  |  | 1 | 294 | 22.01\% |
| Disagree |  |  |  |  | 2 | 403 | 30.16\% |
| Neither agree nor disagree |  |  |  |  | 3 | 158 | 11.83\% |
| Agree |  |  |  |  | 4 | 391 | 29.27\% |
| Strongly agree |  |  |  |  | 5 | 90 | 6.74\% |

Read each of the following statements and indicate your level of agreement. (continued)
7. Regardless of the current climate, I feel I have job security

| 1 Strongly disagree | 6.26\% | 84 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Disagree | 14.38\% | 193 |  |  |  |  |  |
| 3 Neither agree nor disagree | 17.88\% | 240 |  |  |  |  |  |
| 4 Agree | 49.03\% | 658 |  |  |  |  |  |
| 5 Strongly agree | 12.44\% | 167 |  |  |  |  |  |
| Total |  | 1,342 | 0 | 350 |  |  | 700 |
| Options |  |  |  |  | Score | Count | Percentage |
| Strongly disagree |  |  |  |  | 1 | 84 | 6.26\% |
| Disagree |  |  |  |  | 2 | 193 | 14.38\% |
| Neither agree nor disagree |  |  |  |  | 3 | 240 | 17.88\% |
| Agree |  |  |  |  | 4 | 658 | 49.03\% |
| Strongly agree |  |  |  |  | 5 | 167 | 12.44\% |

8. My job makes good use of my skills and abilities

9. I am encouraged to offer suggestions

| 1 Strongly disagree | 5.09\% | 68 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Disagree | 11.44\% | 153 |  |  |  |  |  |
| 3 Neither agree nor disagree | 16.31\% | 218 |  |  |  |  |  |
| 4 Agree | 43.53\% | 582 |  |  |  |  |  |
| 5 Strongly agree | 23.64\% | 316 |  |  |  |  |  |
| Total |  | 1,337 | 0 | 300 |  |  | 600 |
| Options |  |  |  |  | Score | Count | Percentage |
| Strongly disagree |  |  |  |  | 1 | 68 | 5.09\% |
| Disagree |  |  |  |  | 2 | 153 | 11.44\% |
| Neither agree nor disagree |  |  |  |  | 3 | 218 | 16.31\% |
| Agree |  |  |  |  | 4 | 582 | 43.53\% |
| Strongly agree |  |  |  |  | 5 | 316 | 23.64\% |

10. I am encouraged to be innovative in my teaching or my work


Read each of the following statements and indicate your level of agreement.

1. Co-workers in my department work well together as a team

2. Other departments are willing to collaborate with me to help me do my job

3. My job duties are clearly defined


## FULL-TIME, PART-TIME \& ADJUNCT FACULTY

Read each of the following statements and indicate your level of agreement.

1. Faculty are involved in decisions related to academics and the curriculum

2. The role of faculty in shared governance is clearly stated and recognized


| Options | Score | Count | Percentage |
| :--- | :---: | :---: | :---: |
| Strongly disagree | 1 | 35 | $8.54 \%$ |
| Disagree | 2 | 50 | $12.20 \%$ |
| Neither agree nor disagree | 3 | 111 | $27.07 \%$ |
| Agree | 4 | 152 | $37.07 \%$ |
| Strongly agree | 5 | 62 | $15.12 \%$ |

3. I am satisfied with the role Faculty Senate plays in decision-making at UofL

| 1 Strongly disagree | 5.38\% | 22 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Disagree | 14.67\% | 60 |  |  |  |  |  |
| 3 Neither agree nor disagree | 39.12\% | 160 |  |  |  |  |  |
| 4 Agree | 31.30\% | 128 |  |  |  |  |  |
| 5 Strongly agree | 9.54\% | 39 |  |  |  |  |  |
| Total |  | 409 | 0 | 100 |  |  | 200 |
| Options |  |  |  |  | Score | Count | Percentage |
| Strongly disagree |  |  |  |  | 1 | 22 | 5.38\% |
| Disagree |  |  |  |  | 2 | 60 | 14.67\% |
| Neither agree nor disagree |  |  |  |  | 3 | 160 | 39.12\% |
| Agree |  |  |  |  | 4 | 128 | 31.30\% |
| Strongly agree |  |  |  |  | 5 | 39 | 9.54\% |

4. I am satisfied with the Faculty Senate representation of my interests at UofL

| 1 Strongly disagree | 5.39\% | 22 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Disagree | 10.54\% | 43 |  |  |  |  |  |
| 3 Neither agree nor disagree | 41.18\% | 168 |  |  |  |  |  |
| 4 Agree | 33.58\% | 137 |  |  |  |  |  |
| 5 Strongly agree | 9.31\% | 38 |  |  |  |  |  |
| Total |  | 408 | 0 | 100 |  |  | 200 |
| Options |  |  |  |  | Score | Count | Percentage |
| Strongly disagree |  |  |  |  | 1 | 22 | 5.39\% |
| Disagree |  |  |  |  | 2 | 43 | 10.54\% |
| Neither agree nor disagree |  |  |  |  | 3 | 168 | 41.18\% |
| Agree |  |  |  |  | 4 | 137 | 33.58\% |
| Strongly agree |  |  |  |  | 5 | 38 | 9.31\% |

I feel valued by UofL for my:

1. Research and scholarship

| 1 Strongly disagree | 7.52\% | 31 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Disagree | 10.68\% | 44 |  |  |  |  |  |
| 3 Neither agree nor disagree | 20.15\% | 83 |  |  |  |  |  |
| 4 Agree | 30.10\% | 124 |  |  |  |  |  |
| 5 Strongly agree | 17.96\% | 74 |  |  |  |  |  |
| 6 Not applicable | 13.59\% | 56 |  |  |  |  |  |
| Total |  | 412 | 0 | 100 |  |  | 200 |
| Options |  |  |  |  | Score | Count | Percentage |
| Strongly disagree |  |  |  |  | 1 | 31 | 7.52\% |
| Disagree |  |  |  |  | 2 | 44 | 10.68\% |
| Neither agree nor disagree |  |  |  |  | 3 | 83 | 20.15\% |
| Agree |  |  |  |  | 4 | 124 | 30.10\% |
| Strongly agree |  |  |  |  | 5 | 74 | 17.96\% |
| Not applicable |  |  |  |  | 6 | 56 | 13.59\% |

2. Service to the university

3. Service to the community

4. Teaching

5. Mentoring of students

| 1 Strongly disagree | 6.60\% | 27 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Disagree | 11.25\% | 46 |  |  |  |  |  |
| 3 Neither agree nor disagree | 22.00\% | 90 |  |  |  |  |  |
| 4 Agree | 33.50\% | 137 |  |  |  |  |  |
| 5 Strongly agree | 21.03\% | 86 |  |  |  |  |  |
| 6 Not applicable | 5.62\% | 23 |  |  |  |  |  |
| Total |  | 409 | 0 | 100 |  |  | 200 |
| Options |  |  |  |  | Score | Count | Percentage |
| Strongly disagree |  |  |  |  | 1 | 27 | 6.60\% |
| Disagree |  |  |  |  | 2 | 46 | 11.25\% |
| Neither agree nor disagree |  |  |  |  | 3 | 90 | 22.00\% |
| Agree |  |  |  |  | 4 | 137 | 33.50\% |
| Strongly agree |  |  |  |  | 5 | 86 | 21.03\% |
| Not applicable |  |  |  |  | 6 | 23 | 5.62\% |

Read each of the following statements and indicate your level of agreement.

1. I am invited to participate in faculty meetings.

2. I am respected by full-time faculty in my department.

3. The classroom(s) and/or lab space assigned to me enables me to teach effectively.

4. The office space assigned to me is adequate for me to meet with students.

5. I am satisfied with the amount of notice I receive when the courses I teach are scheduled or changed.

6. I am satisfied with the number of courses I am offered to teach.


Read each of the following statements and indicate your level of agreement. (continued)
7. I am satisfied with the support I receive from IT.


How frequently do you participate in the following activities?

| 1. Serve on university committees |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 1 Never | 5.03\% | 16 |  |  |  |  |  |
| 2 Rarely | 14.78\% | 47 |  |  |  |  |  |
| 3 Sometimes | 22.64\% | 72 |  |  |  |  |  |
| 4 Often | 24.21\% | 77 |  |  |  |  |  |
| 5 Very often | 29.25\% | 93 |  |  |  |  |  |
| 6 Not applicable | 4.09\% | 13 |  |  |  |  |  |
| Total |  | 318 | 0 | 50 |  |  | 100 |
| Options |  |  |  |  | Score | Count | Percentage |
| Never |  |  |  |  | 1 | 16 | 5.03\% |
| Rarely |  |  |  |  | 2 | 47 | 14.78\% |
| Sometimes |  |  |  |  | 3 | 72 | 22.64\% |
| Often |  |  |  |  | 4 | 77 | 24.21\% |
| Very often |  |  |  |  | 5 | 93 | 29.25\% |
| Not applicable |  |  |  |  | 6 | 13 | 4.09\% |

## 2. Advise students

| 1 Never | 3.45\% | 11 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Rarely | 7.21\% | 23 |  |  |  |  |  |
| 3 Sometimes | 19.44\% | 62 |  |  |  |  |  |
| 4 Often | 20.69\% | 66 |  |  |  |  |  |
| 5 Very often | 41.69\% | 133 |  |  |  |  |  |
| 6 Not applicable | 7.52\% | 24 |  |  |  |  |  |
| Total |  | 319 | 0 | 100 |  |  | 200 |
| Options |  |  |  |  | Score | Count | Percentage |
| Never |  |  |  |  | 1 | 11 | 3.45\% |
| Rarely |  |  |  |  | 2 | 23 | 7.21\% |
| Sometimes |  |  |  |  | 3 | 62 | 19.44\% |
| Often |  |  |  |  | 4 | 66 | 20.69\% |
| Very often |  |  |  |  | 5 | 133 | 41.69\% |
| Not applicable |  |  |  |  | 6 | 24 | 7.52\% |

3. Attend UofL events

| 1 Never | 2.19\% | 7 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Rarely | 11.91\% | 38 |  |  |  |  |  |
| 3 Sometimes | 41.38\% | 132 |  |  |  |  |  |
| 4 Often | 25.71\% | 82 |  |  |  |  |  |
| 5 Very often | 17.55\% | 56 |  |  |  |  |  |
| 6 Not applicable | 1.25\% | 4 |  |  |  |  |  |
| Total |  | 319 | 0 | 100 |  |  | 200 |
| Options |  |  |  |  | Score | Count | Percentage |
| Never |  |  |  |  | 1 | 7 | 2.19\% |
| Rarely |  |  |  |  | 2 | 38 | 11.91\% |
| Sometimes |  |  |  |  | 3 | 132 | 41.38\% |
| Often |  |  |  |  | 4 | 82 | 25.71\% |
| Very often |  |  |  |  | 5 | 56 | 17.55\% |
| Not applicable |  |  |  |  | 6 | 4 | 1.25\% |

4. Attend department faculty meetings

| 1 Never | 0.63\% | 2 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Rarely | 1.57\% | 5 |  |  |  |  |  |
| 3 Sometimes | 4.40\% | 14 |  |  |  |  |  |
| 4 Often | 16.67\% | 53 |  |  |  |  |  |
| 5 Very often | 74.84\% | 238 |  |  |  |  |  |
| 6 Not applicable | 1.89\% | 6 |  |  |  |  |  |
| Total |  | 318 | 0 | 150 |  |  | 300 |
| Options |  |  |  |  | Score | Count | Percentage |
| Never |  |  |  |  | 1 | 2 | 0.63\% |
| Rarely |  |  |  |  | 2 | 5 | 1.57\% |
| Sometimes |  |  |  |  | 3 | 14 | 4.40\% |
| Often |  |  |  |  | 4 | 53 | 16.67\% |
| Very often |  |  |  |  | 5 | 238 | 74.84\% |
| Not applicable |  |  |  |  | 6 | 6 | 1.89\% |

5. Attend other department functions

| 1 Never | 2.22\% | 7 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Rarely | 7.62\% | 24 |  |  |  |  |  |
| 3 Sometimes | 17.14\% | 54 |  |  |  |  |  |
| 4 Often | 25.40\% | 80 |  |  |  |  |  |
| 5 Very often | 45.08\% | 142 |  |  |  |  |  |
| 6 Not applicable | 2.54\% | 8 |  |  |  |  |  |
| Total |  | 315 | 0 | 100 |  |  | 200 |
| Options |  |  |  |  | Score | Count | Percentage |
| Never |  |  |  |  | 1 | 7 | 2.22\% |
| Rarely |  |  |  |  | 2 | 24 | 7.62\% |
| Sometimes |  |  |  |  | 3 | 54 | 17.14\% |
| Often |  |  |  |  | 4 | 80 | 25.40\% |
| Very often |  |  |  |  | 5 | 142 | 45.08\% |
| Not applicable |  |  |  |  | 6 | 8 | 2.54\% |

## STAFF

## How frequently do you participate in the following activities?

1. Serve on university committees

| 1 Never | 41.76\% | 385 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Rarely | 17.57\% | 162 |  |  |  |  |  |
| 3 Sometimes | 17.57\% | 162 |  |  |  |  |  |
| 4 Often | 10.41\% | 96 |  |  |  |  |  |
| 5 Very often | 9.33\% | 86 |  |  |  |  |  |
| 6 Not applicable | 3.36\% | 31 |  |  |  |  |  |
| Total |  | 922 | 0 | 200 |  |  | 400 |
| Options |  |  |  |  | Score | Count | Percentage |
| Never |  |  |  |  | 1 | 385 | 41.76\% |
| Rarely |  |  |  |  | 2 | 162 | 17.57\% |
| Sometimes |  |  |  |  | 3 | 162 | 17.57\% |
| Often |  |  |  |  | 4 | 96 | 10.41\% |
| Very often |  |  |  |  | 5 | 86 | 9.33\% |
| Not applicable |  |  |  |  | 6 | 31 | 3.36\% |

2. Attend UofL events

3. Attend unit/department staff meetings

| 1 Never | $6.19 \%$ |  |  |
| :--- | ---: | :---: | :---: | :---: | :---: | :---: |

4. Attend other unit/department functions

| 1 Never | 13.65\% | 126 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Rarely | 21.13\% | 195 |  |  |  |  |  |
| 3 Sometimes | 27.52\% | 254 |  |  |  |  |  |
| 4 Often | 21.45\% | 198 |  |  |  |  |  |
| 5 Very often | 13.33\% | 123 |  |  |  |  |  |
| 6 Not applicable | 2.93\% | 27 |  |  |  |  |  |
| Total |  | 923 | 0 | 150 |  |  | 300 |
| Options |  |  |  |  | Score | Count | Percentage |
| Never |  |  |  |  | 1 | 126 | 13.65\% |
| Rarely |  |  |  |  | 2 | 195 | 21.13\% |
| Sometimes |  |  |  |  | 3 | 254 | 27.52\% |
| Often |  |  |  |  | 4 | 198 | 21.45\% |
| Very often |  |  |  |  | 5 | 123 | 13.33\% |
| Not applicable |  |  |  |  | 6 | 27 | 2.93\% |

Read each of the following statements and indicate your level of agreement.

## 1. Staff have a voice in the direction of UofL.

| 1 Strongly disagree | 14.43\% | 133 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Disagree | 29.07\% | 268 |  |  |  |  |  |
| 3 Neither agree nor disagree | 25.27\% | 233 |  |  |  |  |  |
| 4 Agree | 25.70\% | 237 |  |  |  |  |  |
| 5 Strongly agree | 4.56\% | 42 |  |  |  |  |  |
| 6 Not applicable | 0.98\% | 9 |  |  |  |  |  |
| Total |  | 922 | 0 | 150 |  |  | 300 |
| Options |  |  |  |  | Score | Count | Percentage |
| Strongly disagree |  |  |  |  | 1 | 133 | 14.43\% |
| Disagree |  |  |  |  | 2 | 268 | 29.07\% |
| Neither agree nor disagree |  |  |  |  | 3 | 233 | 25.27\% |
| Agree |  |  |  |  | 4 | 237 | 25.70\% |
| Strongly agree |  |  |  |  | 5 | 42 | 4.56\% |
| Not applicable |  |  |  |  | 6 | 9 | 0.98\% |

2. I am satisfied with the role Staff Senate plays in decision-making at UofL.

3. I am satisfied with the Staff Senate representation of my interests at UofL.

4. I feel valued by UofL for my service to the community.


## 5. I feel valued by UofL for my service to the university

| 1 Strongly disagree | 8.91\% | 82 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Disagree | 20.87\% | 192 |  |  |  |  |  |
| 3 Neither agree nor disagree | 28.48\% | 262 |  |  |  |  |  |
| 4 Agree | 30.54\% | 281 |  |  |  |  |  |
| 5 Strongly agree | 8.70\% | 80 |  |  |  |  |  |
| 6 Not applicable | 2.50\% | 23 |  |  |  |  |  |
| Total |  | 920 | 0 | 150 |  |  | 300 |
| Options |  |  |  |  | Score | Count | Percentage |
| Strongly disagree |  |  |  |  | 1 | 82 | 8.91\% |
| Disagree |  |  |  |  | 2 | 192 | 20.87\% |
| Neither agree nor disagree |  |  |  |  | 3 | 262 | 28.48\% |
| Agree |  |  |  |  | 4 | 281 | 30.54\% |
| Strongly agree |  |  |  |  | 5 | 80 | 8.70\% |
| Not applicable |  |  |  |  | 6 | 23 | 2.50\% |

6. I am allowed to participate on university committees without it being charged to my leave time.


Read each of the following statements and indicate your level of agreement. (continued)
7. I am encouraged to prepare for promotional opportunities (e.g. attend training, take courses, pursue a degree in order to have the credentials to apply for promotional opportunities when they come along.)

| 1 Strongly disagree | 10.77\% | 99 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Disagree | 15.78\% | 145 |  |  |  |  |  |
| 3 Neither agree nor disagree | 20.35\% | 187 |  |  |  |  |  |
| 4 Agree | 33.62\% | 309 |  |  |  |  |  |
| 5 Strongly agree | 15.13\% | 139 |  |  |  |  |  |
| 6 Not applicable | 4.35\% | 40 |  |  |  |  |  |
| Total |  | 919 | 0 | 200 |  |  | 400 |
| Options |  |  |  |  | Score | Count | Percentage |
| Strongly disagree |  |  |  |  | 1 | 99 | 10.77\% |
| Disagree |  |  |  |  | 2 | 145 | 15.78\% |
| Neither agree nor disagree |  |  |  |  | 3 | 187 | 20.35\% |
| Agree |  |  |  |  | 4 | 309 | 33.62\% |
| Strongly agree |  |  |  |  | 5 | 139 | 15.13\% |
| Not applicable |  |  |  |  | 6 | 40 | 4.35\% |

## PART-TIME STAFF

Read each of the following statements and indicate your level of agreement.

1. I am invited to participate in unit/department meetings.

| 1 Strongly disagree | 14.29\% | 3 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Disagree | 9.52\% | 2 |  |  |  |  |  |
| 3 Neither agree nor disagree | 9.52\% | 2 |  |  |  |  |  |
| 4 Agree | 33.33\% | 7 |  |  |  |  |  |
| 5 Strongly agree | 23.81\% | 5 |  |  |  |  |  |
| 6 Not applicable | 9.52\% | 2 |  |  |  |  |  |
| Total |  | 21 | 0 | 4 |  |  | 8 |
| Options |  |  |  |  | Score | Count | Percentage |
| Strongly disagree |  |  |  |  | 1 | 3 | 14.29\% |
| Disagree |  |  |  |  | 2 | 2 | 9.52\% |
| Neither agree nor disagree |  |  |  |  | 3 | 2 | 9.52\% |
| Agree |  |  |  |  | 4 | 7 | 33.33\% |
| Strongly agree |  |  |  |  | 5 | 5 | 23.81\% |
| Not applicable |  |  |  |  | 6 | 2 | 9.52\% |

2. I am respected by full-time staff in my unit/department.

3. The office or workspace assigned to me is adequate for me to do my job.

4. I am satisfied with the amount of notice I receive when my workload is changed.


## WORK/LIFE BALANCE

Read each of the following statements and indicate your level of agreement.

2. There are adequate childcare facilities on campus and in the surrounding area.

3. My supervisor or chair is understanding of family situations that require me to put my work on hold (such as illnesses, emergencies, death).

4. UofL's policies and procedures help me to balance work life and home life.


Please describe your current feeling of balance between your work life and your home life.
Please describe your current feeling of balance between your work life and your home life.

| 1 Out of balance | 25.91\% | 342 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Balanced | 54.70\% | 722 |  |  |  |  |  |
| 3 Well-balanced | 19.39\% | 256 |  |  |  |  |  |
| Total |  | 1,320 | 0 | 400 |  |  | 800 |
| Options |  |  |  |  | Score | Count | Percentage |
| Out of balance |  |  |  |  | 1 | 342 | 25.91\% |
| Balanced |  |  |  |  | 2 | 722 | 54.70\% |
| Well-balanced |  |  |  |  | 3 | 256 | 19.39\% |

Thinking back over the past year, how many times have you had to:

## 1. Miss something at work due to home life concerns/responsibilities

| 1 Daily | 0.15\% | 2 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Weekly | 1.27\% | 17 |  |  |  |  |  |
| 3 Monthly | 7.01\% | 94 |  |  |  |  |  |
| 4 A few times a year | 30.65\% | 411 |  |  |  |  |  |
| 5 Rarely | 39.00\% | 523 |  |  |  |  |  |
| 6 Never | 21.92\% | 294 |  |  |  |  |  |
| Total |  | 1,341 | 0 | 300 |  |  | 600 |
| Options |  |  |  |  | Score | Count | Percentage |
| Daily |  |  |  |  | 1 | 2 | 0.15\% |
| Weekly |  |  |  |  | 2 | 17 | 1.27\% |
| Monthly |  |  |  |  | 3 | 94 | 7.01\% |
| A few times a year |  |  |  |  | 4 | 411 | 30.65\% |
| Rarely |  |  |  |  | 5 | 523 | 39.00\% |
| Never |  |  |  |  | 6 | 294 | 21.92\% |
| 2. Miss something at home due to work life concerns/responsibilities |  |  |  |  |  |  |  |


| 1 Daily | 1.79\% | 24 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Weekly | 8.89\% | 119 |  |  |  |  |  |
| 3 Monthly | 12.41\% | 166 |  |  |  |  |  |
| 4 A few times a year | 27.95\% | 374 |  |  |  |  |  |
| 5 Rarely | 32.06\% | 429 |  |  |  |  |  |
| 6 Never | 16.89\% | 226 |  |  |  |  |  |
| Total |  | 1,338 | 0 | 250 |  |  | 500 |
| Options |  |  |  |  | Score | Count | Percentage |
| Daily |  |  |  |  | 1 | 24 | 1.79\% |
| Weekly |  |  |  |  | 2 | 119 | 8.89\% |
| Monthly |  |  |  |  | 3 | 166 | 12.41\% |
| A few times a year |  |  |  |  | 4 | 374 | 27.95\% |
| Rarely |  |  |  |  | 5 | 429 | 32.06\% |
| Never |  |  |  |  | 6 | 226 | 16.89\% |

Read each of the following statements and indicate your level of agreement.

1. The environment at UofL supports a balance between work life and home life

2. My supervisor/department chair understands the importance of maintaining a balance between work life and home life

3. My colleagues understand the importance of maintaining a balance between work life and home life

4. Opportunities for work/home balance are equally available to all employees

| 1 Strongly disagree | 10.22\% | 137 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Disagree | 24.76\% | 332 |  |  |  |  |  |
| 3 Neither agree nor disagree | 27.37\% | 367 |  |  |  |  |  |
| 4 Agree | 28.41\% | 381 |  |  |  |  |  |
| 5 Strongly agree | 9.25\% | 124 |  |  |  |  |  |
| Total |  | 1,341 | 0 | 200 |  |  | 400 |
| Options |  |  |  |  | Score | Count | Percentage |
| Strongly disagree |  |  |  |  | 1 | 137 | 10.22\% |
| Disagree |  |  |  |  | 2 | 332 | 24.76\% |
| Neither agree nor disagree |  |  |  |  | 3 | 367 | 27.37\% |
| Agree |  |  |  |  | 4 | 381 | 28.41\% |
| Strongly agree |  |  |  |  | 5 | 124 | 9.25\% |

5. I rarely, if ever, have to make hard decisions between work and home obligations

6. Supporting a work/home life balance should be a priority for UofL


Read each of the following statements and indicate your level of agreement. (continued)

Please answer the following questions about flexible work schedules:

1. I currently work a flexible schedule

2. I would like to work a flexible schedule

| 1 Strongly disagree | 1.72\% | 23 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Disagree | 5.91\% | 79 |  |  |  |  |  |
| 3 Neither agree nor disagree | 22.89\% | 306 |  |  |  |  |  |
| 4 Agree | 40.24\% | 538 |  |  |  |  |  |
| 5 Strongly agree | 29.24\% | 391 |  |  |  |  |  |
| Total |  | 1,337 | 0 | 300 |  |  | 600 |
| Options |  |  |  |  | Score | Count | Percentage |
| Strongly disagree |  |  |  |  | 1 | 23 | 1.72\% |
| Disagree |  |  |  |  | 2 | 79 | 5.91\% |
| Neither agree nor disagree |  |  |  |  | 3 | 306 | 22.89\% |
| Agree |  |  |  |  | 4 | 538 | 40.24\% |
| Strongly agree |  |  |  |  | 5 | 391 | 29.24\% |

3. A flexible schedule should be available to all employees

4. A flexible schedule is available to all employees

5. I would have a better balance of work/home with a flexible schedule

| 1 Strongly disagree | 1.05\% | 14 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Disagree | 5.98\% | 80 |  |  |  |  |  |
| 3 Neither agree nor disagree | 31.24\% | 418 |  |  |  |  |  |
| 4 Agree | 38.19\% | 511 |  |  |  |  |  |
| 5 Strongly agree | 23.54\% | 315 |  |  |  |  |  |
| Total |  | 1,338 | 0 | 300 |  |  | 600 |
| Options |  |  |  |  | Score | Count | Percentage |
| Strongly disagree |  |  |  |  | 1 | 14 | 1.05\% |
| Disagree |  |  |  |  | 2 | 80 | 5.98\% |
| Neither agree nor disagree |  |  |  |  | 3 | 418 | 31.24\% |
| Agree |  |  |  |  | 4 | 511 | 38.19\% |
| Strongly agree |  |  |  |  | 5 | 315 | 23.54\% |

6. I would be more efficient at my job with a flexible schedule

| 1 Strongly disagree | 1.50\% | 20 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Disagree | 6.51\% | 87 |  |  |  |  |  |
| 3 Neither agree nor disagree | 32.09\% | 429 |  |  |  |  |  |
| 4 Agree | 36.28\% | 485 |  |  |  |  |  |
| 5 Strongly agree | 23.64\% | 316 |  |  |  |  |  |
| Total |  | 1,337 | 0 | 250 |  |  | 500 |
| Options |  |  |  |  | Score | Count | Percentage |
| Strongly disagree |  |  |  |  | 1 | 20 | 1.50\% |
| Disagree |  |  |  |  | 2 | 87 | 6.51\% |
| Neither agree nor disagree |  |  |  |  | 3 | 429 | 32.09\% |
| Agree |  |  |  |  | 4 | 485 | 36.28\% |
| Strongly agree |  |  |  |  | 5 | 316 | 23.64\% |

Please answer the following questions about flexible work schedules: (continued)
7. I would take advantage of a flexible schedule if offered to me


If the University were to institute a telecommunication policy (i.e. working remotely from home, making use of the internet, email, and telephone), how likely would you be to take advantage of it?

If the University were to institute a telecommunication policy (i.e. working remotely from home, making use of the internet, email, and telephone), how likely would you be to take advantage of it?

| 1 Unsure | 8.56\% | 115 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Unlikely-I couldn't do my job remotely | 22.04\% | 296 |  |  |  |  |  |
| 3 Unlikely-I wouldn't like to telecommute | 4.54\% | 61 |  |  |  |  |  |
| 4 Likely | 26.73\% | 359 |  |  |  |  |  |
| 5 Very likely-sign me up! | 38.12\% | 512 |  |  |  |  |  |
| Total |  | 1,343 | 0 | 300 |  |  | 600 |
| Options |  |  |  |  | Score | Count | Percentage |
| Unsure |  |  |  |  | 1 | 115 | 8.56\% |
| Unlikely-I couldn't do my job remotely |  |  |  |  | 2 | 296 | 22.04\% |
| Unlikely-I wouldn't like to telecommute |  |  |  |  | 3 | 61 | 4.54\% |
| Likely |  |  |  |  | 4 | 359 | 26.73\% |
| Very likely-sign me up! |  |  |  |  | 5 | 512 | 38.12\% |

Read each of the following statements and indicate your level of agreement.

1. The pace of the work at UofL enables me to do a good job

2. UofL has reasonable expectations of its employees

3. My job does not cause unreasonable amounts of stress in my life

| 1 Strongly disagree | 11.24\% | 150 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Disagree | 23.15\% | 309 |  |  |  |  |  |
| 3 Neither agree nor disagree | 18.50\% | 247 |  |  |  |  |  |
| 4 Agree | 36.25\% | 484 |  |  |  |  |  |
| 5 Strongly agree | 10.64\% | 142 |  |  |  |  |  |
| 6 Not applicable | 0.22\% | 3 |  |  |  |  |  |
| Total |  | 1,335 | 0 | 250 |  |  | 500 |
| Options |  |  |  |  | Score | Count | Percentage |
| Strongly disagree |  |  |  |  | 1 | 150 | 11.24\% |
| Disagree |  |  |  |  | 2 | 309 | 23.15\% |
| Neither agree nor disagree |  |  |  |  | 3 | 247 | 18.50\% |
| Agree |  |  |  |  | 4 | 484 | 36.25\% |
| Strongly agree |  |  |  |  | 5 | 142 | 10.64\% |
| Not applicable |  |  |  |  | 6 | 3 | 0.22\% |

5. My department has the staff necessary to get the job done

6. Tasks are appropriately redistributed when a staff member is away on family or medical leave so that the workload doesn't overburden one person

| 1 Strongly disagree | 11.82\% | 157 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Disagree | 17.77\% | 236 |  |  |  |  |  |
| 3 Neither agree nor disagree | 21.76\% | 289 |  |  |  |  |  |
| 4 Agree | 34.34\% | 456 |  |  |  |  |  |
| 5 Strongly agree | 10.02\% | 133 |  |  |  |  |  |
| 6 Not applicable | 4.29\% | 57 |  |  |  |  |  |
| Total |  | 1,328 | 0 | 250 |  |  | 500 |
| Options |  |  |  |  | Score | Count | Percentage |
| Strongly disagree |  |  |  |  | 1 | 157 | 11.82\% |
| Disagree |  |  |  |  | 2 | 236 | 17.77\% |
| Neither agree nor disagree |  |  |  |  | 3 | 289 | 21.76\% |
| Agree |  |  |  |  | 4 | 456 | 34.34\% |
| Strongly agree |  |  |  |  | 5 | 133 | 10.02\% |
| Not applicable |  |  |  |  | 6 | 57 | 4.29\% |

Read each of the following statements and indicate your level of agreement. (continued)
7. I have the resources I need to do my job well

| 1 Strongly disagree | 8.28\% | 110 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Disagree | 17.83\% | 237 |  |  |  |  |  |
| 3 Neither agree nor disagree | 17.98\% | 239 |  |  |  |  |  |
| 4 Agree | 43.04\% | 572 |  |  |  |  |  |
| 5 Strongly agree | 12.34\% | 164 |  |  |  |  |  |
| 6 Not applicable | 0.53\% | 7 |  |  |  |  |  |
| Total |  | 1,329 | 0 | 300 |  |  | 600 |
| Options |  |  |  |  | Score | Count | Percentage |
| Strongly disagree |  |  |  |  | 1 | 110 | 8.28\% |
| Disagree |  |  |  |  | 2 | 237 | 17.83\% |
| Neither agree nor disagree |  |  |  |  | 3 | 239 | 17.98\% |
| Agree |  |  |  |  | 4 | 572 | 43.04\% |
| Strongly agree |  |  |  |  | 5 | 164 | 12.34\% |
| Not applicable |  |  |  |  | 6 | 7 | 0.53\% |

How often do you find yourself working:

| 1. During your lunch hour |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 1 Daily | 38.37\% | 513 |  |  |  |  |  |
| 2 Weekly | 24.38\% | 326 |  |  |  |  |  |
| 3 A few times a month | 16.01\% | 214 |  |  |  |  |  |
| 4 A few times a year | 11.22\% | 150 |  |  |  |  |  |
| 5 Once a year or less | 2.32\% | 31 |  |  |  |  |  |
| 6 Never | 7.70\% | 103 |  |  |  |  |  |
| Total |  | 1,337 | 0 | 300 |  |  | 600 |
| Options |  |  |  |  | Score | Count | Percentage |
| Daily |  |  |  |  | 1 | 513 | 38.37\% |
| Weekly |  |  |  |  | 2 | 326 | 24.38\% |
| A few times a month |  |  |  |  | 3 | 214 | 16.01\% |
| A few times a year |  |  |  |  | 4 | 150 | 11.22\% |
| Once a year or less |  |  |  |  | 5 | 31 | 2.32\% |
| Never |  |  |  |  | 6 | 103 | 7.70\% |

## 2. At work before your usual work hours


3. At work after your usual work hours


## 4. At home before your usual work hours

| 1 Daily | 12.50\% | 166 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Weekly | 12.27\% | 163 |  |  |  |  |  |
| 3 A few times a month | 13.78\% | 183 |  |  |  |  |  |
| 4 A few times a year | 20.86\% | 277 |  |  |  |  |  |
| 5 Once a year or less | 7.76\% | 103 |  |  |  |  |  |
| 6 Never | 32.83\% | 436 |  |  |  |  |  |
| Total |  | 1,328 | 0 | 250 |  |  | 500 |
| Options |  |  |  |  | Score | Count | Percentage |
| Daily |  |  |  |  | 1 | 166 | 12.50\% |
| Weekly |  |  |  |  | 2 | 163 | 12.27\% |
| A few times a month |  |  |  |  | 3 | 183 | 13.78\% |
| A few times a year |  |  |  |  | 4 | 277 | 20.86\% |
| Once a year or less |  |  |  |  | 5 | 103 | 7.76\% |
| Never |  |  |  |  | 6 | 436 | 32.83\% |

5. At home after your usual work hours


## 6. During vacation

| 1 Daily | 12.19\% | 161 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Weekly | 8.10\% | 107 |  |  |  |  |  |
| 3 A few times a month | 6.59\% | 87 |  |  |  |  |  |
| 4 A few times a year | 27.78\% | 367 |  |  |  |  |  |
| 5 Once a year or less | 14.91\% | 197 |  |  |  |  |  |
| 6 Never | 30.43\% | 402 |  |  |  |  |  |
| Total |  | 1,321 | 0 | 250 |  |  | 500 |
| Options |  |  |  |  | Score | Count | Percentage |
| Daily |  |  |  |  | 1 | 161 | 12.19\% |
| Weekly |  |  |  |  | 2 | 107 | 8.10\% |
| A few times a month |  |  |  |  | 3 | 87 | 6.59\% |
| A few times a year |  |  |  |  | 4 | 367 | 27.78\% |
| Once a year or less |  |  |  |  | 5 | 197 | 14.91\% |
| Never |  |  |  |  | 6 | 402 | 30.43\% |

How often do you find yourself working: (continued)

Do you typically take breaks during your workday?
Do you typically take breaks during your workday?

| 1 No, not really | 27.52\% | 369 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Rarely | 25.06\% | 336 |  |  |  |  |  |
| 3 Yes, sometimes | 31.47\% | 422 |  |  |  |  |  |
| 4 Yes, usually | 15.96\% | 214 |  |  |  |  |  |
| Total |  | 1,341 | 0 | 250 |  |  | 500 |
| Options |  |  |  |  | Score | Count | Percentage |
| No, not really |  |  |  |  | 1 | 369 | 27.52\% |
| Rarely |  |  |  |  | 2 | 336 | 25.06\% |
| Yes, sometimes |  |  |  |  | 3 | 422 | 31.47\% |
| Yes, usually |  |  |  |  | 4 | 214 | 15.96\% |

Which of the following contributes to your lack of regular breaks during the day?

| 1. Pressure to get work done |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 1 Main reason | 57.96\% | 393 |  |  |  |  |  |
| 2 Additional reason | 20.06\% | 136 |  |  |  |  |  |
| 3 Not a reason | 21.98\% | 149 |  |  |  |  |  |
| Total |  | 678 | 0 | 200 |  |  | 400 |
| Options |  |  |  |  | Score | Count | Percentage |
| Main reason |  |  |  |  | 1 | 393 | 57.96\% |
| Additional reason |  |  |  |  | 2 | 136 | 20.06\% |
| Not a reason |  |  |  |  | 3 | 149 | 21.98\% |
| 2. I like to eat at my desk |  |  |  |  |  |  |  |
| 1 Main reason | 16.57\% | 111 |  |  |  |  |  |
| 2 Additional reason | 22.84\% | 153 |  |  |  |  |  |
| 3 Not a reason | 60.60\% | 406 |  |  |  |  |  |
| Total |  | 670 | 0 | 250 |  |  | 500 |
| Options |  |  |  |  | Score | Count | Percentage |
| Main reason |  |  |  |  | 1 | 111 | 16.57\% |
| Additional reason |  |  |  |  | 2 | 153 | 22.84\% |
| Not a reason |  |  |  |  | 3 | 406 | 60.60\% |

3. I feel that chatting with others during work takes up my "break" time

| 1 Main reason | 9.21\% | 61 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Additional reason | 17.67\% | 117 |  |  |  |  |  |
| 3 Not a reason | 73.11\% | 484 |  |  |  |  |  |
| Total |  | 662 | 0 | 250 |  |  | 500 |
| Options |  |  |  |  | Score | Count | Percentage |
| Main reason |  |  |  |  | 1 | 61 | 9.21\% |
| Additional reason |  |  |  |  | 2 | 117 | 17.67\% |
| Not a reason |  |  |  |  | 3 | 484 | 73.11\% |

4. I need to catch up on work

| 1 Main reason | 45.19\% | 305 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Additional reason | 33.04\% | 223 |  |  |  |  |  |
| 3 Not a reason | 21.78\% | 147 |  |  |  |  |  |
| Total |  | 675 | 0 | 200 |  |  | 400 |
| Options |  |  |  |  | Score | Count | Percentage |
| Main reason |  |  |  |  | 1 | 305 | 45.19\% |
| Additional reason |  |  |  |  | 2 | 223 | 33.04\% |
| Not a reason |  |  |  |  | 3 | 147 | 21.78\% |

5. Lack of staffing requires me to do more work

6. No one else in my department takes breaks

| 1 Main reason | 8.79\% | 58 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Additional reason | 11.67\% | 77 |  |  |  |  |  |
| 3 Not a reason | 79.55\% | 525 |  |  |  |  |  |
| Total |  | 660 | 0 | 300 |  |  | 600 |
| Options |  |  |  |  | Score | Count | Percentage |
| Main reason |  |  |  |  | 1 | 58 | 8.79\% |
| Additional reason |  |  |  |  | 2 | 77 | 11.67\% |
| Not a reason |  |  |  |  | 3 | 525 | 79.55\% |

Which of the following contributes to your lack of regular breaks during the day? (continued)

| 1 Main reason | 13.68\% | 91 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Additional reason | 18.20\% | 121 |  |  |  |  |  |
| 3 Not a reason | 68.12\% | 453 |  |  |  |  |  |
| Total |  | 665 | 0 | 250 |  |  | 500 |
| Options |  |  |  |  | Score | Count | Percentage |
| Main reason |  |  |  |  | 1 | 91 | 13.68\% |
| Additional reason |  |  |  |  | 2 | 121 | 18.20\% |
| Not a reason |  |  |  |  | 3 | 453 | 68.12\% |

Would you take more breaks if you were encouraged to do so?
Would you take more breaks if you were encouraged to do so?

| 1 No | 17.93\% | 125 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Yes | 32.71\% | 228 |  |  |  |  |  |
| 3 Not sure | 49.35\% | 344 |  |  |  |  |  |
| Total |  | 697 | 0 | 200 |  |  | 400 |
| Options |  |  |  |  | Score | Count | Percentage |
| No |  |  |  |  | 1 | 125 | 17.93\% |
| Yes |  |  |  |  | 2 | 228 | 32.71\% |
| Not sure |  |  |  |  | 3 | 344 | 49.35\% |

Please identify the family care needs you have now or anticipate

| 1. Childcare for infant/toddler |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Currently need | 4.45\% | 60 |  |  |  |
| Have needed in past 12 months | 3.04\% | 41 |  |  |  |
| Anticipate needing in next 12 months | 2.08\% | 28 |  |  |  |
| Anticipate needing in the future | 6.15\% | 83 |  |  |  |
| No need or anticipated need | 84.28\% | 1,137 |  |  |  |
| Respondent(s) |  | 1,318 | 0 | 1000 | 2000 |
| 2. Childcare for preschooler |  |  |  |  |  |
| Currently need | 4.27\% | 57 |  |  |  |
| Have needed in past 12 months | 1.87\% | 25 |  |  |  |
| Anticipate needing in next 12 months | 1.42\% | 19 |  |  |  |
| Anticipate needing in the future | 7.93\% | 106 |  |  |  |
| No need or anticipated need | 84.51\% | 1,129 |  |  |  |
| Respondent(s) |  | 1,316 | 0 | 1000 | 2000 |

3. After school care for school-aged child

| Currently need | 8.85\% | 122 |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Have needed in past 12 months | 3.70\% | 51 |  |  |  |
| Anticipate needing in next 12 months | 2.39\% | 33 |  |  |  |
| Anticipate needing in the future | 9.80\% | 135 |  |  |  |
| No need or anticipated need | 75.25\% | 1,037 |  |  |  |
| Respondent(s) |  | 1,323 | 0 | 1000 | 2000 |
| 4. In-home adult care |  |  |  |  |  |
| Currently need | 3.08\% | 41 |  |  |  |
| Have needed in past 12 months | 1.65\% | 22 |  |  |  |
| Anticipate needing in next 12 months | 1.88\% | 25 |  |  |  |
| Anticipate needing in the future | 19.74\% | 263 |  |  |  |
| No need or anticipated need | 73.65\% | 981 |  |  |  |
| Respondent(s) |  | 1,316 | 0 | 500 | 1000 |

5. Respite care (temporary institutional care of a dependent elderly, ill, or handicapped person, providing relief for their usual caregivers)

6. Assistance for elderly or disabled relative (local)

7. Assistance for elderly or disabled relative (long distance)

| Currently need | 3.42\% | 46 |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Have needed in past 12 months | 1.86\% | 25 |  |  |  |
| Anticipate needing in next 12 months | 2.75\% | 37 |  |  |  |
| Anticipate needing in the future | 17.01\% | 229 |  |  |  |
| No need or anticipated need | 74.96\% | 1,009 |  |  |  |
| Respondent(s) |  | 1,314 | 0 | 1000 | 2000 |

Please identify the family care needs you have now or anticipate (continued)

GENERAL DEMOGRAPHIC
What shift do you work most often?


As a part-time faculty member or adjunct, which of the following best describes your situation?
As a part-time faculty member or adjunct, which of the following best describes your situation?

| 1 I have recently retired or am in the process of retiring from full-time employment | 20.43\% | 19 |  |  |
| :---: | :---: | :---: | :---: | :---: |
| 2 I am an aspiring academic finishing or recently finished the terminal degree in my fie.. | 9.68\% | 9 |  |  |
| 3 I am already an expert or professional, have full-time employment elsewhere and te... | 37.63\% | 35 |  |  |
| 4 I am a freelancer and I teach part-time in addition to other employment | 12.90\% | 12 |  |  |
| 5 Other, please specify: | 19.35\% | 18 |  |  |
| Total |  | 93 | 0 | 2040 |
| Options |  | Score | Count | Percentage |
| I have recently retired or am in the process of retiring from full-time employment |  | 1 | 19 | 20.43\% |
| I am an aspiring academic finishing or recently finished the terminal degree in my field and part-time | teach | 2 | 9 | 9.68\% |
| I am already an expert or professional, have full-time employment elsewhere and teach pa | rt-time | 3 | 35 | 37.63\% |
| I am a freelancer and I teach part-time in addition to other employment |  | 4 | 12 | 12.90\% |
| Other, please specify: |  | 5 | 18 | 19.35\% |

What is your current gender identity?
What is your current gender identity?


Would you be comfortable with gender identity being an optional demographic variable collected and maintained by the University?

Would you be comfortable with gender identity being an optional demographic variable collected and maintained by the University?


Which best describes your ethnic background?
Which best describes your ethnic background?


What is your sexual orientation?
What is your sexual orientation?

| 1 Bisexual | 3.22\% | 43 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Gay or lesbian | 4.72\% | 63 |  |  |  |  |  |
| 3 Straight/heterosexual | 82.34\% | 1,100 |  |  |  |  |  |
| 4 Prefer not to answer | 8.38\% | 112 |  |  |  |  |  |
| 5 Other, please specify: | 1.35\% | 18 |  |  |  |  |  |
| Total |  | 1,336 | 0 | 1000 |  |  | 2000 |
| Options |  |  |  |  | Score | Count | Percentage |
| Bisexual |  |  |  |  | 1 | 43 | 3.22\% |
| Gay or lesbian |  |  |  |  | 2 | 63 | 4.72\% |
| Straight/heterosexual |  |  |  |  | 3 | 1100 | 82.34\% |
| Prefer not to answer |  |  |  |  | 4 | 112 | 8.38\% |
| Other, please specify: |  |  |  |  | 5 | 18 | 1.35\% |

Would you be comfortable with sexual orientation being an optional demographic variable collected and maintained by the University?

| Would you be comfortable with sexual orientation being an optional demographic variable collected and maintained by the University? |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 1 Yes | 70.19\% | 930 |  |  |  |  |  |
| 2 No | 29.81\% | 395 |  |  |  |  |  |
| Total |  | 1,325 |  | 500 |  |  | 1000 |
| Options |  |  |  |  | Score | Count | Percentage |
| Yes |  |  |  |  | 1 | 930 | 70.19\% |
| No |  |  |  |  | 2 | 395 | 29.81\% |

## Do you have a disability?

| Do you have a disability? |  |  |  |  |
| :--- | ---: | ---: | ---: | ---: | ---: | ---: | ---: |

How would you categorize your disability or disabilities?

| Attention Deficit Hyperactivity Disorder (ADHD) | 10.76\% | 17 |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Autism Spectrum Disorder | 1.90\% | 3 |  |  |  |  |
| Blind or Visually Impaired | 2.53\% | 4 |  |  |  |  |
| Chronic Health Condition | 26.58\% | 42 |  |  |  |  |
| Deaf or Hard of Hearing | 8.86\% | 14 |  |  |  |  |
| Learning Disability | 8.23\% | 13 |  |  |  |  |
| Mobility | 17.09\% | 27 |  |  |  |  |
| Psychological | 16.46\% | 26 |  |  |  |  |
| Other, please specify: | 7.59\% | 12 |  |  |  |  |
| Respondent(s) |  | 99 | 0 | 25 |  | 50 |
| Options |  |  |  |  | Count | Percentage |
| Attention Deficit Hyperactivity Disorder (ADHD) |  |  |  |  | 17 | 10.76\% |
| Autism Spectrum Disorder |  |  |  |  | 3 | 1.90\% |
| Blind or Visually Impaired |  |  |  |  | 4 | 2.53\% |
| Chronic Health Condition |  |  |  |  | 42 | 26.58\% |
| Deaf or Hard of Hearing |  |  |  |  | 14 | 8.86\% |
| Learning Disability |  |  |  |  | 13 | 8.23\% |
| Mobility |  |  |  |  | 27 | 17.09\% |
| Psychological |  |  |  |  | 26 | 16.46\% |
| Other, please specify: |  |  |  |  | 12 | 7.59\% |
| Respondent(s) |  |  |  |  | 99 |  |

Are you a veteran or currently serving in the military?
Are you a veteran or currently serving in the military?

| 1 Yes | 5.21\% | 70 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 No | 92.63\% | 1,245 |  |  |  |  |  |
| 3 Prefer not to answer | 2.16\% | 29 |  |  |  |  |  |
| Total |  | 1,344 | 0 | 1000 |  |  | 2000 |
| Options |  |  |  |  | Score | Count | Percentage |
| Yes |  |  |  |  | 1 | 70 | 5.21\% |
| No |  |  |  |  | 2 | 1245 | 92.63\% |
| Prefer not to answer |  |  |  |  | 3 | 29 | 2.16\% |

How long have you worked at UofL?
How long have you worked at UofL?

| 1 Less than 1 year | 6.02\% | 81 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 21 - 5 years | 25.63\% | 345 |  |  |  |  |  |
| 36-10 years | 19.91\% | 268 |  |  |  |  |  |
| 411-20 years | 25.19\% | 339 |  |  |  |  |  |
| 5 Greater than 20 years | 23.25\% | 313 |  |  |  |  |  |
| Total |  | 1,346 | 0 | 200 |  |  | 400 |
| Options |  |  |  |  | Score | Count | Percentage |
| Less than 1 year |  |  |  |  | 1 | 81 | 6.02\% |
| 1-5 years |  |  |  |  | 2 | 345 | 25.63\% |
| 6 - 10 years |  |  |  |  | 3 | 268 | 19.91\% |
| 11-20 years |  |  |  |  | 4 | 339 | 25.19\% |
| Greater than 20 years |  |  |  |  | 5 | 313 | 23.25\% |

How much longer do you anticipate working at UofL?
How much longer do you anticipate working at UofL?

| 1 Less than 1 year | 5.98\% | 80 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 21 - 5 years | 34.83\% | 466 |  |  |  |  |  |
| 36-10 years | 26.16\% | 350 |  |  |  |  |  |
| 4 11-20 years | 20.93\% | 280 |  |  |  |  |  |
| 5 Greater than 20 years | 12.11\% | 162 |  |  |  |  |  |
| Total |  | 1,338 | 0 | 250 |  |  | 500 |
| Options |  |  |  |  | Score | Count | Percentage |
| Less than 1 year |  |  |  |  | 1 | 80 | 5.98\% |
| 1-5 years |  |  |  |  | 2 | 466 | 34.83\% |
| 6 - 10 years |  |  |  |  | 3 | 350 | 26.16\% |
| 11-20 years |  |  |  |  | 4 | 280 | 20.93\% |
| Greater than 20 years |  |  |  |  | 5 | 162 | 12.11\% |

What is the highest level of education you have completed?
What is the highest level of education you have completed?

| 1 Less than high school graduate/GED | 0.07\% | 1 |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 2 High school graduate/GED | 4.91\% | 66 |  |  |  |
| 3 Some years of college or technical training | 16.00\% | 215 |  |  |  |
| 4 Bachelor's degree (e.g. B.A., B.S.) | 16.67\% | 224 |  |  |  |
| 5 Some graduate coursework | 6.85\% | 92 |  |  |  |
| 6 Master's degree (e.g. M.A., M.S., M.Ed) | 27.53\% | 370 |  |  |  |
| 7 Doctoral degree - Research/Scholarship (e.g. Ph.D, Ed.D.) | 19.87\% | 267 |  |  |  |
| 8 Doctoral degree - Professional practice (e.g. M.D., D.M.D., D.V.M., or J.D.) | 8.11\% | 109 |  |  |  |
| Total |  | 1,344 |  | 200 | 400 |
| Options |  |  | Score | Count | Percentage |
| Less than high school graduate/GED |  |  | 1 | 1 | 0.07\% |
| High school graduate/GED |  |  | 2 | 66 | 4.91\% |
| Some years of college or technical training |  |  | 3 | 215 | 16.00\% |
| Bachelor's degree (e.g. B.A., B.S.) |  |  | 4 | 224 | 16.67\% |
| Some graduate coursework |  |  | 5 | 92 | 6.85\% |
| Master's degree (e.g. M.A., M.S., M.Ed) |  |  | 6 | 370 | 27.53\% |
| Doctoral degree - Research/Scholarship (e.g. Ph.D, Ed.D.) |  |  | 7 | 267 | 19.87\% |
| Doctoral degree - Professional practice (e.g. M.D., D.M.D., D.V.M., or J.D.) |  |  | 8 | 109 | 8.11\% |

Which of the following best describes your family status?

## Which of the following best describes your family status?

| 1 Married, with dependents | 38.31\% | 516 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Married, no dependents | 26.21\% | 353 |  |  |  |  |  |
| 3 Partnered, with dependents | 2.00\% | 27 |  |  |  |  |  |
| 4 Partnered, no dependents | 4.83\% | 65 |  |  |  |  |  |
| 5 Single, with dependents | 6.68\% | 90 |  |  |  |  |  |
| 6 Single, no dependents | 17.59\% | 237 |  |  |  |  |  |
| 7 Prefer not to answer | 4.38\% | 59 |  |  |  |  |  |
| Total |  | 1,347 | 0 | 300 |  |  | 600 |
| Options |  |  |  |  | Score | Count | Percentage |
| Married, with dependents |  |  |  |  | 1 | 516 | 38.31\% |
| Married, no dependents |  |  |  |  | 2 | 353 | 26.21\% |
| Partnered, with dependents |  |  |  |  | 3 | 27 | 2.00\% |
| Partnered, no dependents |  |  |  |  | 4 | 65 | 4.83\% |
| Single, with dependents |  |  |  |  | 5 | 90 | 6.68\% |
| Single, no dependents |  |  |  |  | 6 | 237 | 17.59\% |
| Prefer not to answer |  |  |  |  | 7 | 59 | 4.38\% |

## OVERALL

Read each of the following statements and indicate your level of agreement.

1. I am proud to be part of UofL.

| 1 Strongly disagree | 2.67\% | 36 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Disagree | 5.11\% | 69 |  |  |  |  |  |
| 3 Neither agree nor disagree | 18.59\% | 251 |  |  |  |  |  |
| 4 Agree | 45.11\% | 609 |  |  |  |  |  |
| 5 Strongly agree | 28.52\% | 385 |  |  |  |  |  |
| Total |  | 1,350 | 0 | 350 |  |  | 700 |
| Options |  |  |  |  | Score | Count | Percentage |
| Strongly disagree |  |  |  |  | 1 | 36 | 2.67\% |
| Disagree |  |  |  |  | 2 | 69 | 5.11\% |
| Neither agree nor disagree |  |  |  |  | 3 | 251 | 18.59\% |
| Agree |  |  |  |  | 4 | 609 | 45.11\% |
| Strongly agree |  |  |  |  | 5 | 385 | 28.52\% |

2. I would recommend UofL as a place of employment.

| 1 Strongly disagree | 4.81\% | 65 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Disagree | 8.67\% | 117 |  |  |  |  |  |
| 3 Neither agree nor disagree | 20.15\% | 272 |  |  |  |  |  |
| 4 Agree | 42.96\% | 580 |  |  |  |  |  |
| 5 Strongly agree | 23.41\% | 316 |  |  |  |  |  |
| Total |  | 1,350 | 0 | 300 |  |  | 600 |
| Options |  |  |  |  | Score | Count | Percentage |
| Strongly disagree |  |  |  |  | 1 | 65 | 4.81\% |
| Disagree |  |  |  |  | 2 | 117 | 8.67\% |
| Neither agree nor disagree |  |  |  |  | 3 | 272 | 20.15\% |
| Agree |  |  |  |  | 4 | 580 | 42.96\% |
| Strongly agree |  |  |  |  | 5 | 316 | 23.41\% |

3. I would want my family and friends to attend UofL.

4. I am satisfied with my job.

5. Overall, UofL is a good place to work.

| 1 Strongly disagree | 3.59\% | 48 |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 2 Disagree | 8.74\% | 117 |  |  |  |  |  |
| 3 Neither agree nor disagree | 18.24\% | 244 |  |  |  |  |  |
| 4 Agree | 48.43\% | 648 |  |  |  |  |  |
| 5 Strongly agree | 21.00\% | 281 |  |  |  |  |  |
| Total |  | 1,338 | 0 | 350 |  |  | 700 |
| Options |  |  |  |  | Score | Count | Percentage |
| Strongly disagree |  |  |  |  | 1 | 48 | 3.59\% |
| Disagree |  |  |  |  | 2 | 117 | 8.74\% |
| Neither agree nor disagree |  |  |  |  | 3 | 244 | 18.24\% |
| Agree |  |  |  |  | 4 | 648 | 48.43\% |
| Strongly agree |  |  |  |  | 5 | 281 | 21.00\% |

Overall, how satisfied are you with the climate at UofL?
Overall, how satisfied are you with the climate at UofL?


