
Report Comments

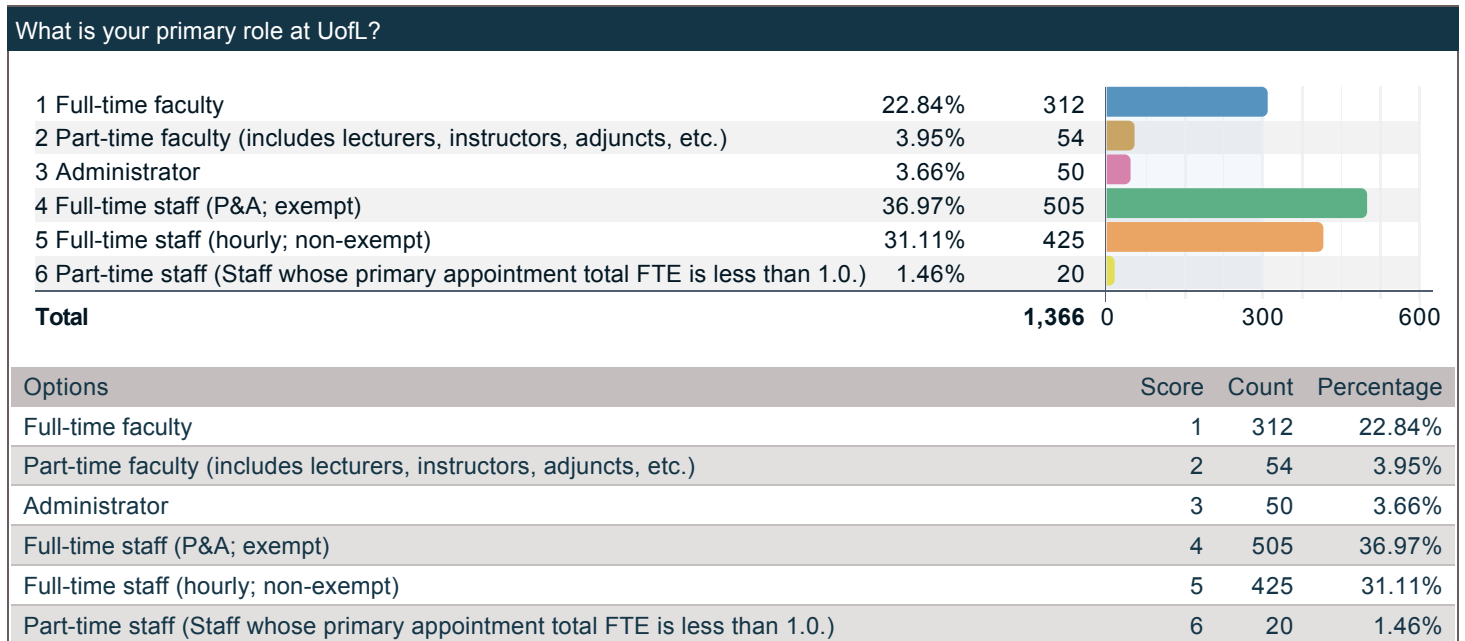
The 2019 UofL Campus Climate Survey was sent electronically to all 7,022 faculty, staff, and administrators. Additional paper copies were provided to employees who did not have access to an electronic way to complete the survey.

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

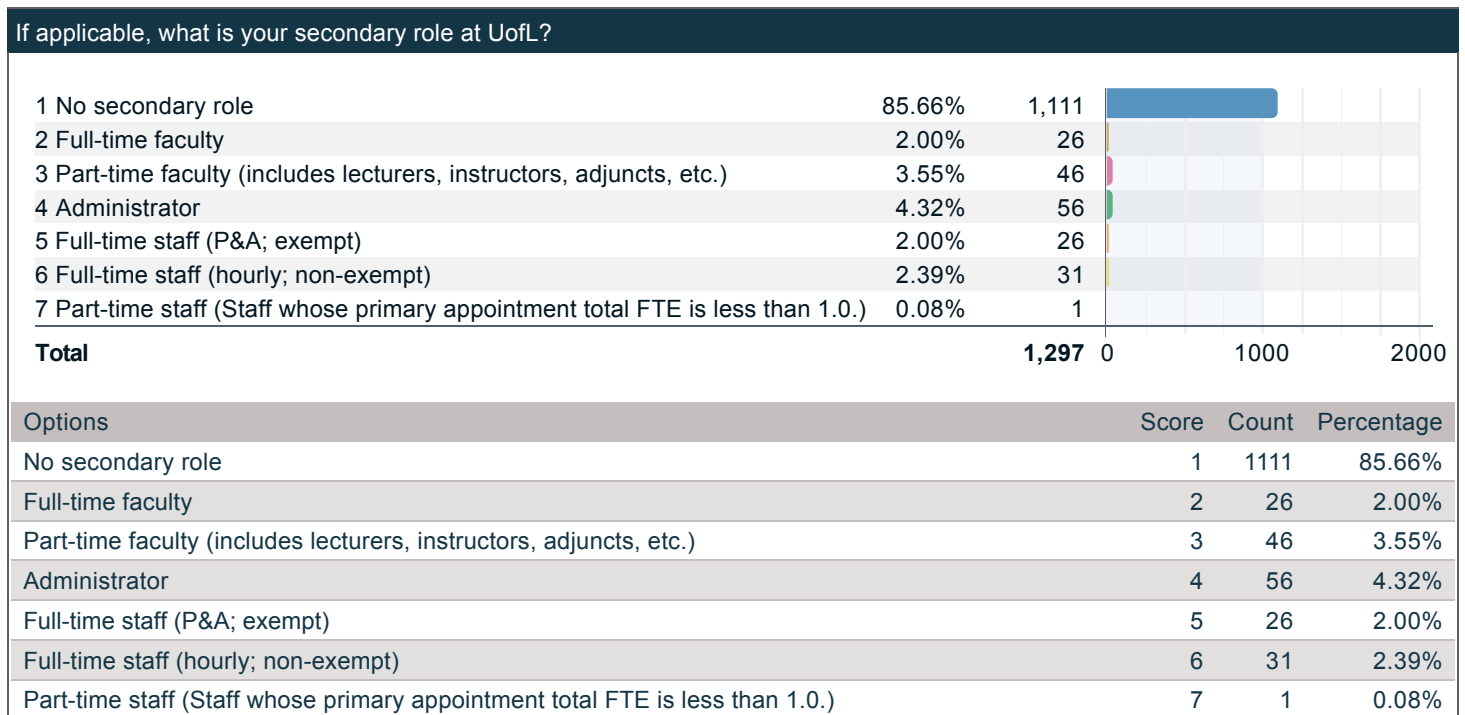
NOTE: The 2019 Climate Survey was administered during the fall semester to all faculty and staff. The aggregate report is provided here. An important reminder: these data should be used with caution as they are not reflective of the immense climate shifts that have occurred since the survey administration, 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**

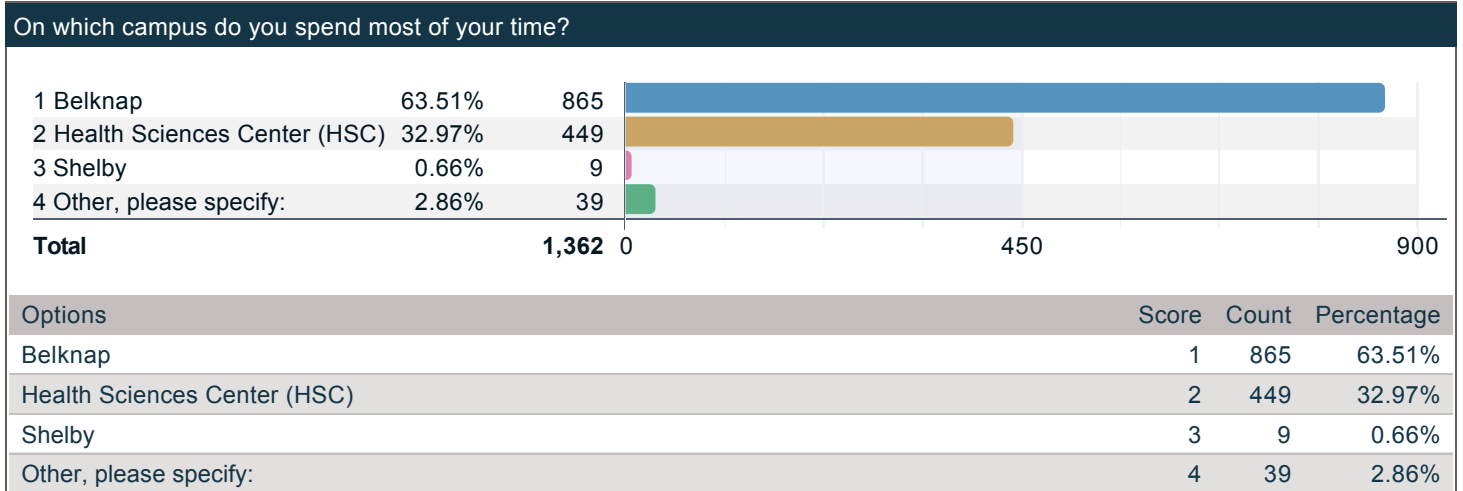
What is your primary role at UofL?



If applicable, what is your secondary role at UofL?

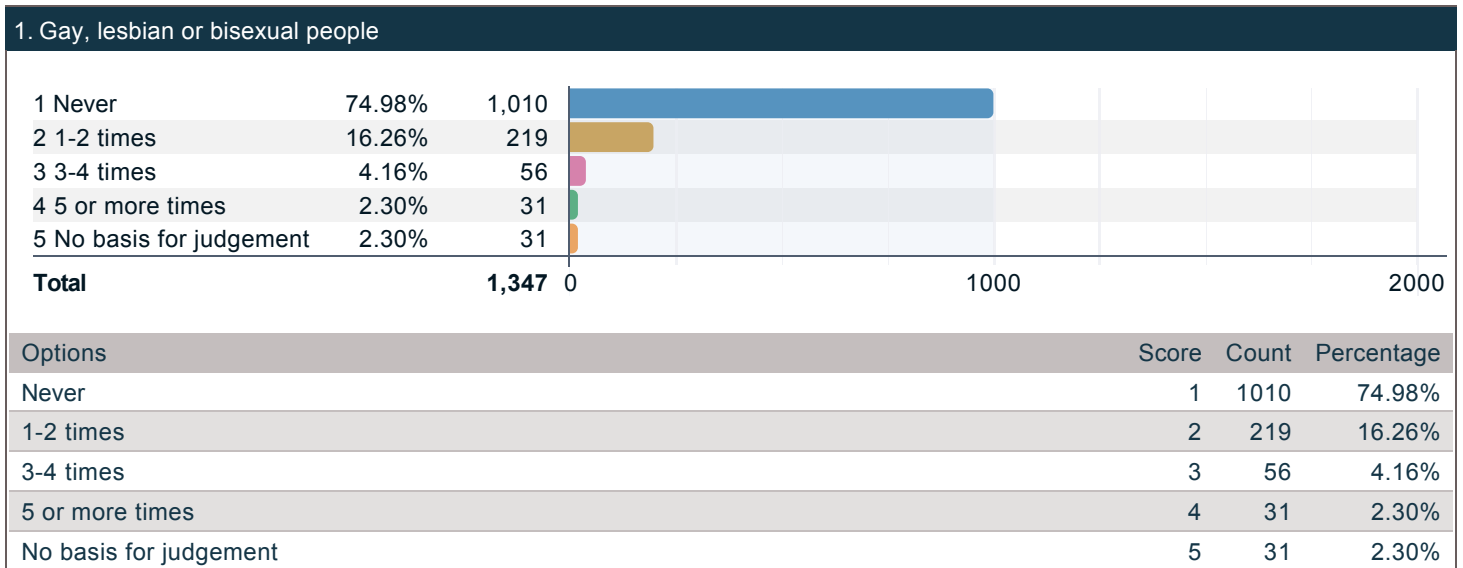


On which campus do you spend most of your time?

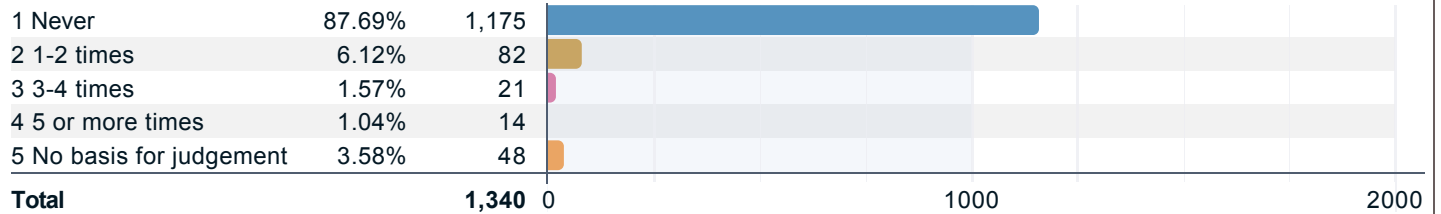


DIVERSITY/INCLUSION

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?

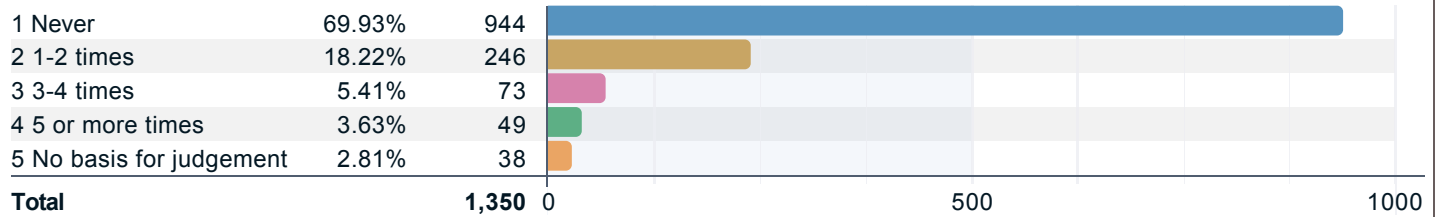


2. First generation college students



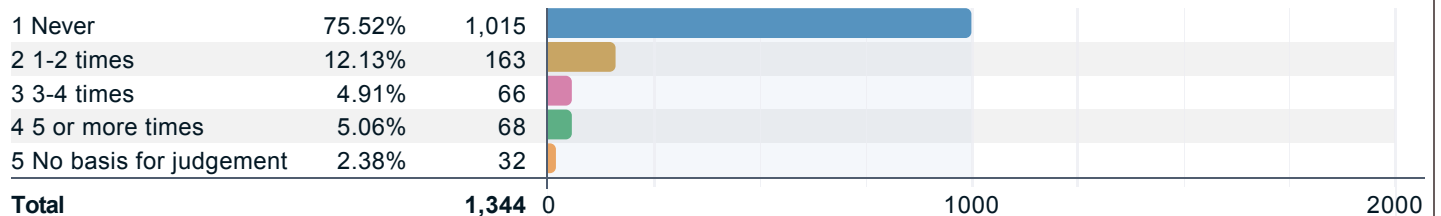
| Options | Score | Count | Percentage |
|------------------------|-------|-------|------------|
| Never | 1 | 1175 | 87.69% |
| 1-2 times | 2 | 82 | 6.12% |
| 3-4 times | 3 | 21 | 1.57% |
| 5 or more times | 4 | 14 | 1.04% |
| No basis for judgement | 5 | 48 | 3.58% |

3. International students or faculty/staff



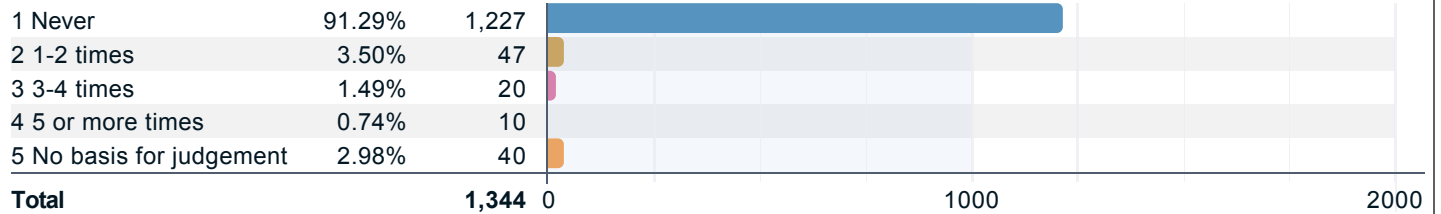
| Options | Score | Count | Percentage |
|------------------------|-------|-------|------------|
| Never | 1 | 944 | 69.93% |
| 1-2 times | 2 | 246 | 18.22% |
| 3-4 times | 3 | 73 | 5.41% |
| 5 or more times | 4 | 49 | 3.63% |
| No basis for judgement | 5 | 38 | 2.81% |

4. Men



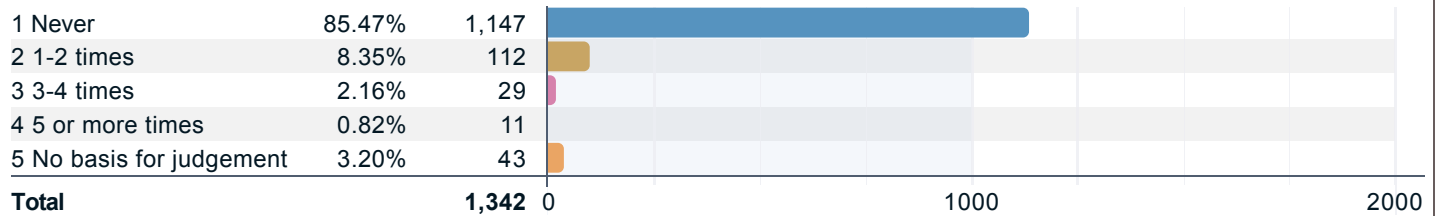
| Options | Score | Count | Percentage |
|------------------------|-------|-------|------------|
| Never | 1 | 1015 | 75.52% |
| 1-2 times | 2 | 163 | 12.13% |
| 3-4 times | 3 | 66 | 4.91% |
| 5 or more times | 4 | 68 | 5.06% |
| No basis for judgement | 5 | 32 | 2.38% |

5. Military personnel or veterans



| 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% |

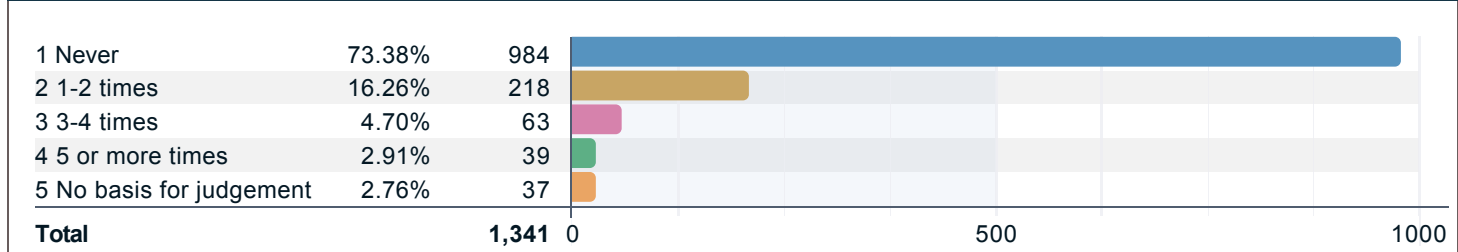
6. Non-traditional students (students over the age of 25)



| 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% |

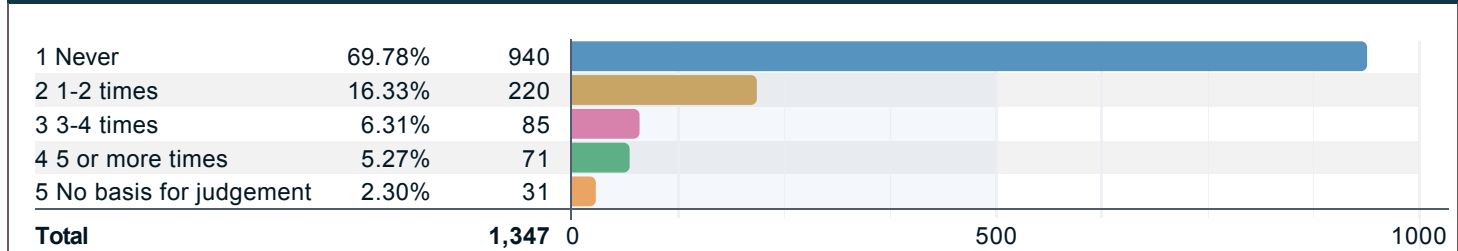
How frequently (if ever) during the past year have you heard an insensitive or disparaging remark or observed discriminatory behavior on campus directed at the following groups? (continued)

7. Transgender, gender nonconforming, or non-binary people



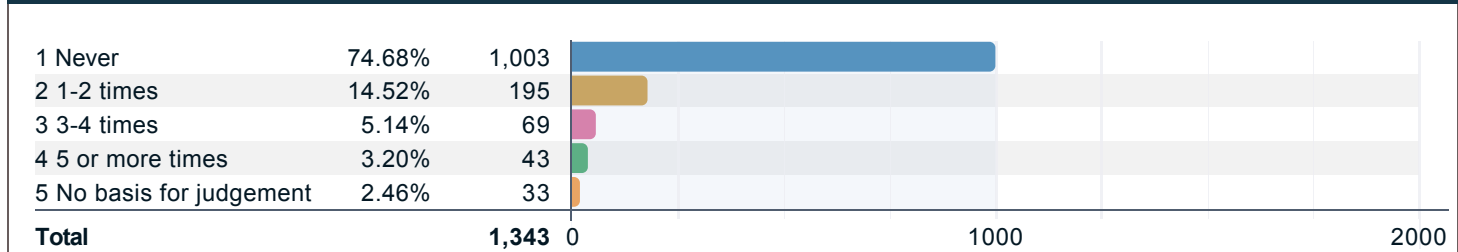
| Options | Score | Count | Percentage |
|------------------------|-------|-------|------------|
| Never | 1 | 984 | 73.38% |
| 1-2 times | 2 | 218 | 16.26% |
| 3-4 times | 3 | 63 | 4.70% |
| 5 or more times | 4 | 39 | 2.91% |
| No basis for judgement | 5 | 37 | 2.76% |

8. People of a particular racial or ethnic background



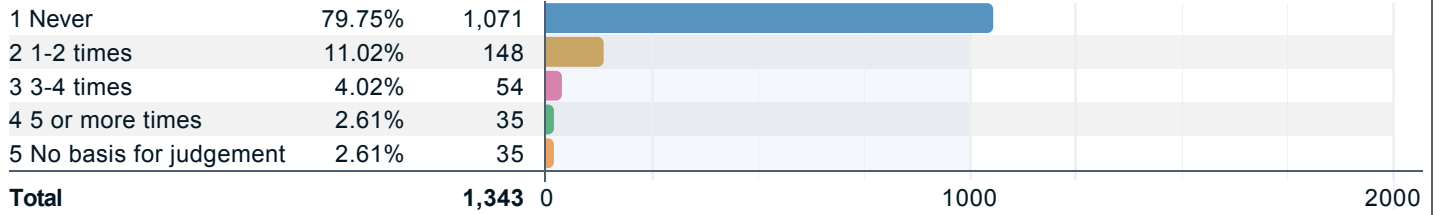
| Options | Score | Count | Percentage |
|------------------------|-------|-------|------------|
| Never | 1 | 940 | 69.78% |
| 1-2 times | 2 | 220 | 16.33% |
| 3-4 times | 3 | 85 | 6.31% |
| 5 or more times | 4 | 71 | 5.27% |
| No basis for judgement | 5 | 31 | 2.30% |

9. People of a particular religious background



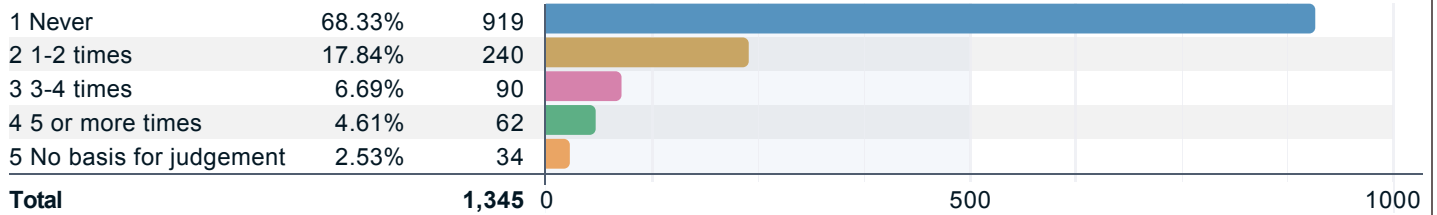
| Options | Score | Count | Percentage |
|------------------------|-------|-------|------------|
| Never | 1 | 1003 | 74.68% |
| 1-2 times | 2 | 195 | 14.52% |
| 3-4 times | 3 | 69 | 5.14% |
| 5 or more times | 4 | 43 | 3.20% |
| No basis for judgement | 5 | 33 | 2.46% |

10. People perceived as "too young"



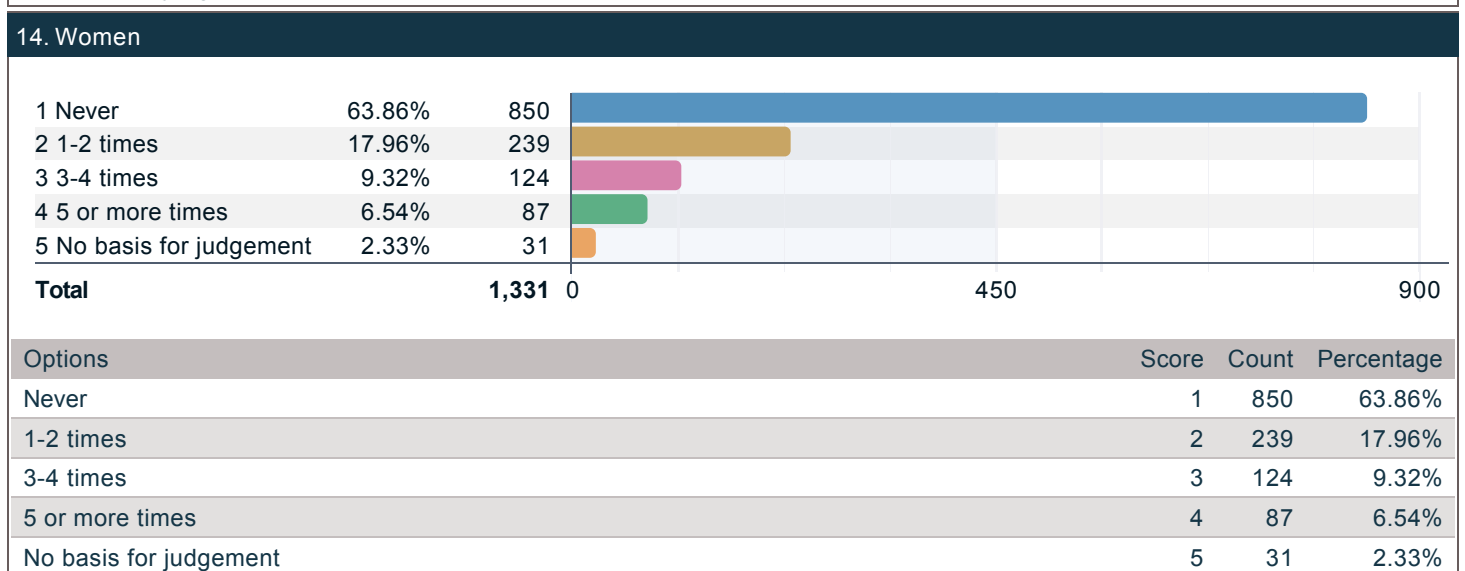
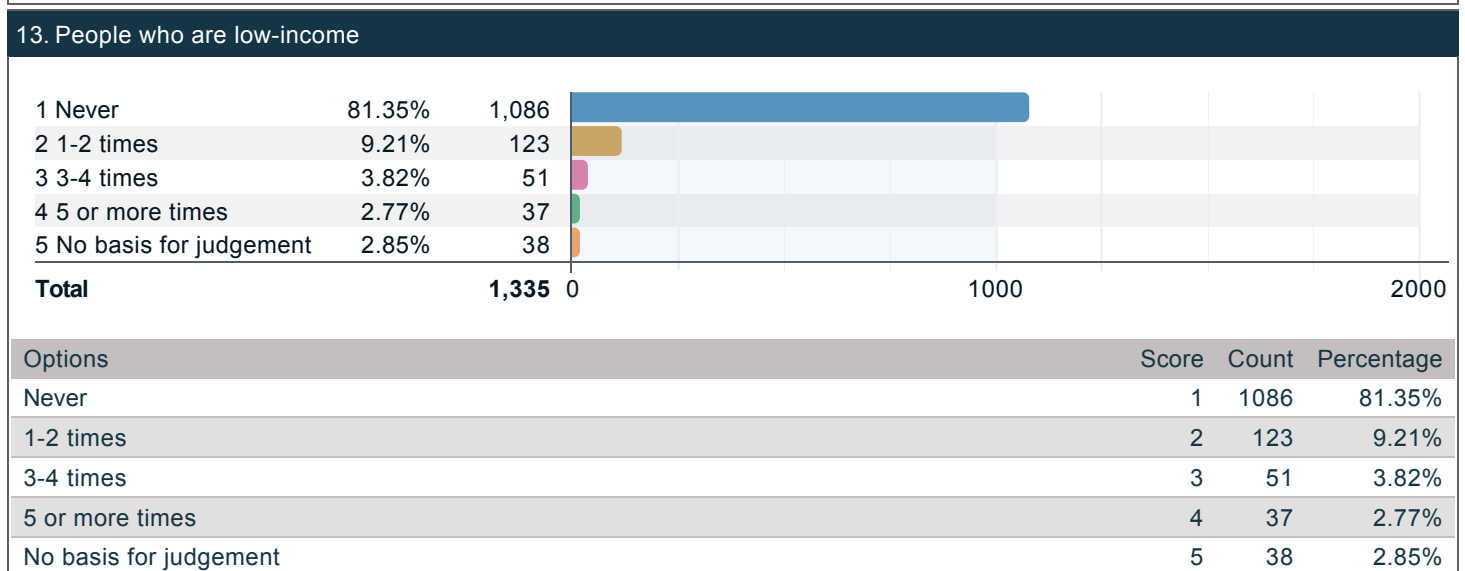
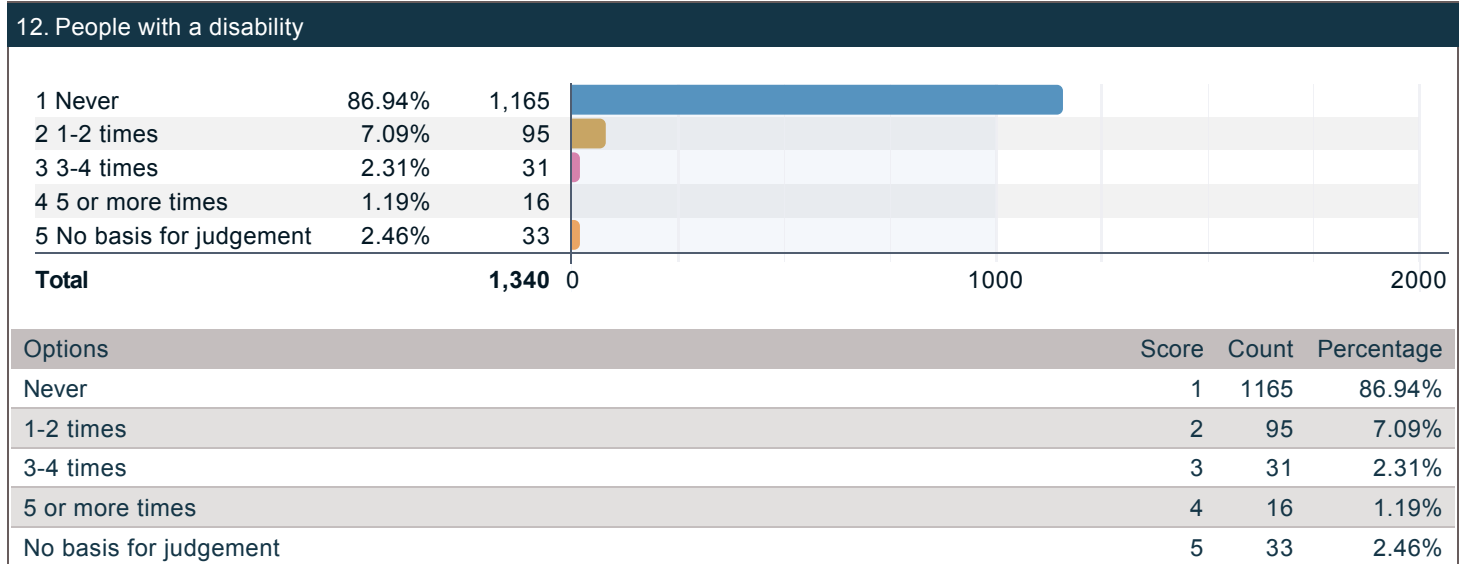
| Options | Score | Count | Percentage |
|------------------------|-------|-------|------------|
| Never | 1 | 1071 | 79.75% |
| 1-2 times | 2 | 148 | 11.02% |
| 3-4 times | 3 | 54 | 4.02% |
| 5 or more times | 4 | 35 | 2.61% |
| No basis for judgement | 5 | 35 | 2.61% |

11. People perceived as "too old"



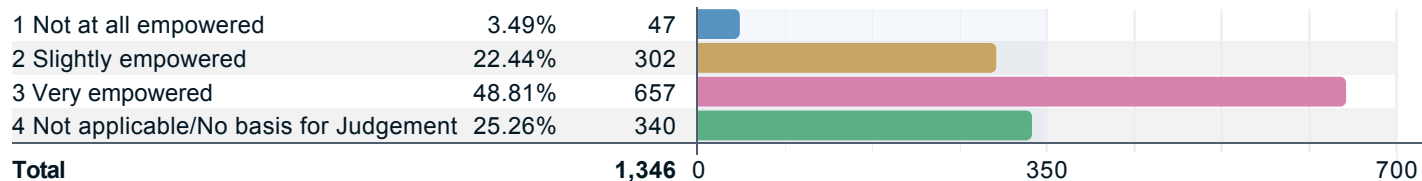
| Options | Score | Count | Percentage |
|------------------------|-------|-------|------------|
| Never | 1 | 919 | 68.33% |
| 1-2 times | 2 | 240 | 17.84% |
| 3-4 times | 3 | 90 | 6.69% |
| 5 or more times | 4 | 62 | 4.61% |
| No basis for judgement | 5 | 34 | 2.53% |

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)



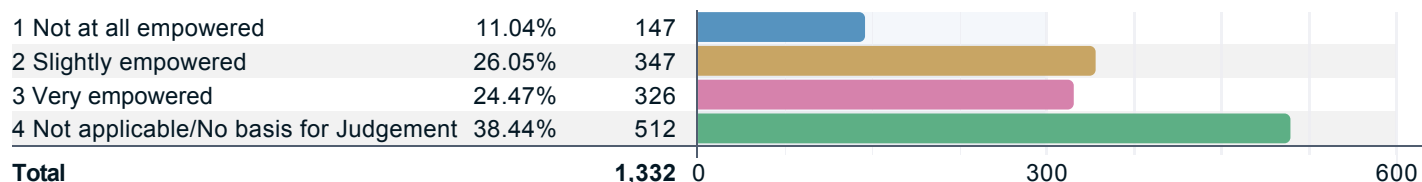
Thinking about UofL as an institution, rate how empowered various groups are at UofL.

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



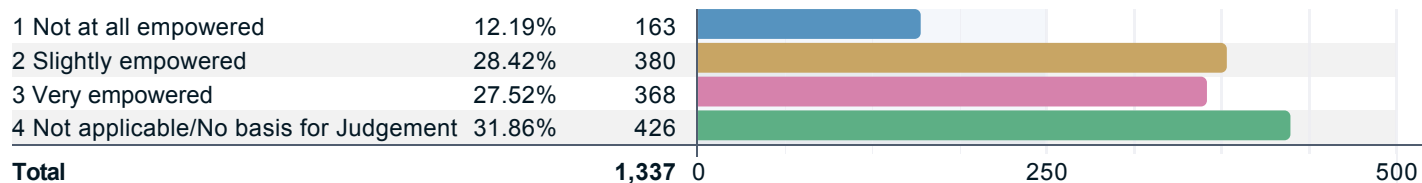
| Options | Score | Count | Percentage |
|---------------------------------------|-------|-------|------------|
| Not at all empowered | 1 | 47 | 3.49% |
| Slightly empowered | 2 | 302 | 22.44% |
| Very empowered | 3 | 657 | 48.81% |
| Not applicable/No basis for Judgement | 4 | 340 | 25.26% |

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



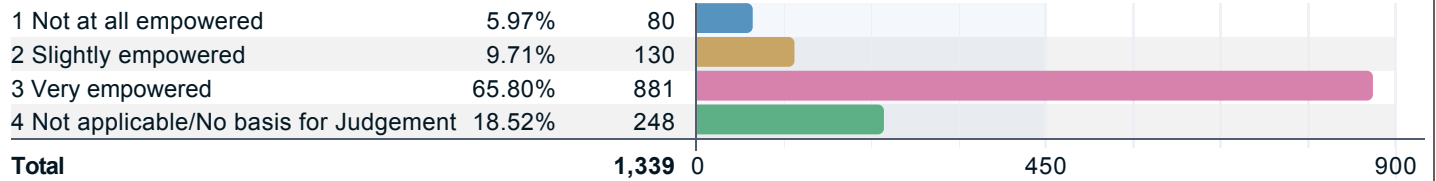
| Options | Score | Count | Percentage |
|---------------------------------------|-------|-------|------------|
| Not at all empowered | 1 | 147 | 11.04% |
| Slightly empowered | 2 | 347 | 26.05% |
| Very empowered | 3 | 326 | 24.47% |
| Not applicable/No basis for Judgement | 4 | 512 | 38.44% |

3. How empowered are **international students** or faculty/staff at UofL?



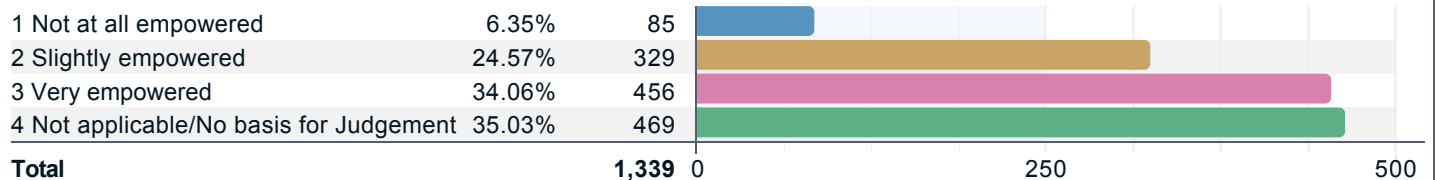
| Options | Score | Count | Percentage |
|---------------------------------------|-------|-------|------------|
| Not at all empowered | 1 | 163 | 12.19% |
| Slightly empowered | 2 | 380 | 28.42% |
| Very empowered | 3 | 368 | 27.52% |
| Not applicable/No basis for Judgement | 4 | 426 | 31.86% |

4. How empowered are men at UofL?



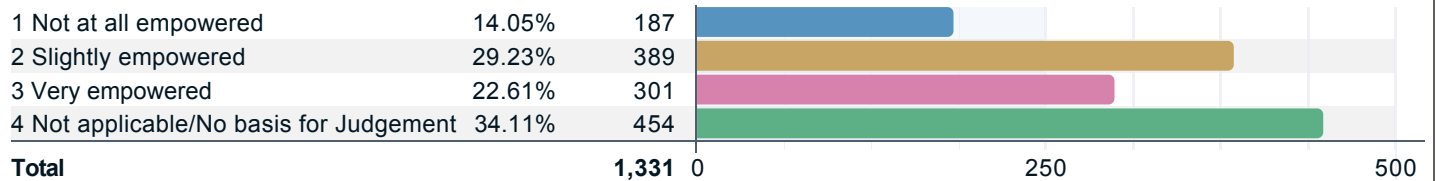
| Options | Score | Count | Percentage |
|---------------------------------------|-------|-------|------------|
| Not at all empowered | 1 | 80 | 5.97% |
| Slightly empowered | 2 | 130 | 9.71% |
| Very empowered | 3 | 881 | 65.80% |
| Not applicable/No basis for Judgement | 4 | 248 | 18.52% |

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



| 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% |

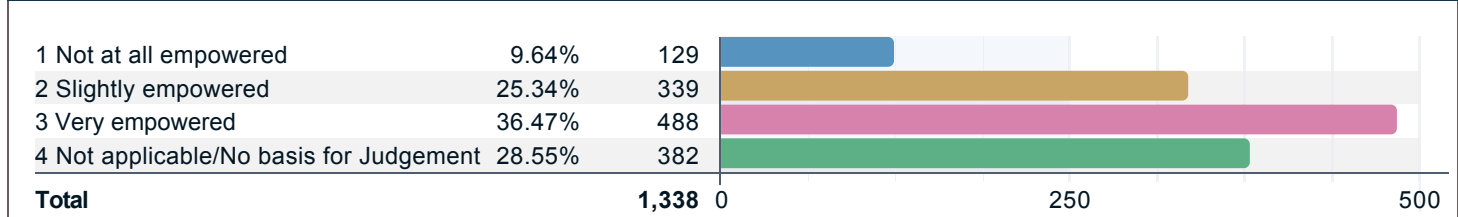
6. How empowered are non-traditional students (students over the age of 25) at UofL?



| 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% |

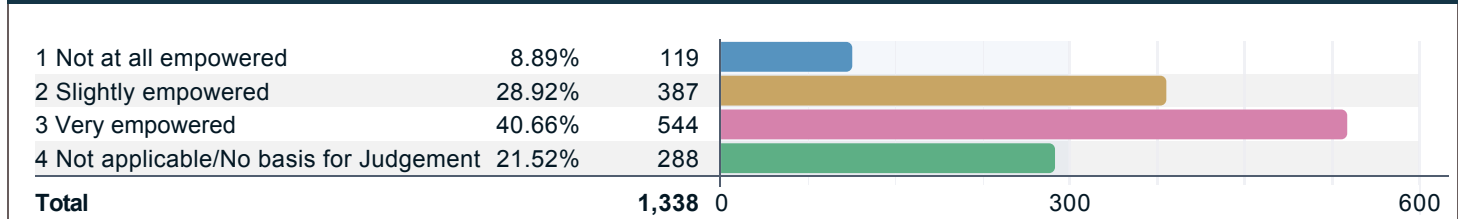
Thinking about UofL as an institution, rate how empowered various groups are at UofL. (continued)

7. How empowered are people who are transgender, gender nonconforming, or non-binary at UofL?



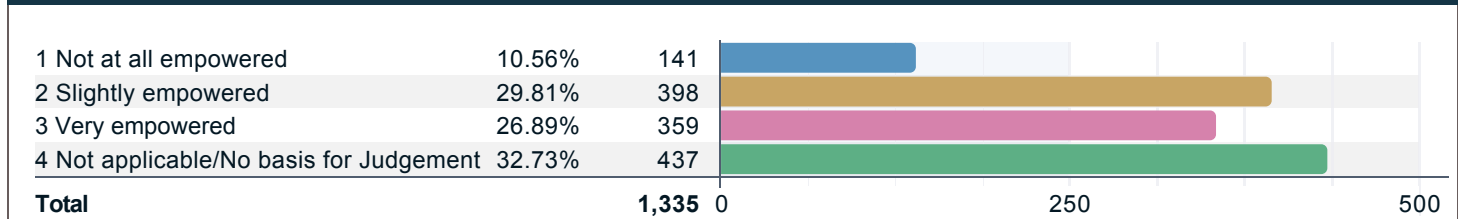
| Options | Score | Count | Percentage |
|---------------------------------------|-------|-------|------------|
| Not at all empowered | 1 | 129 | 9.64% |
| Slightly empowered | 2 | 339 | 25.34% |
| Very empowered | 3 | 488 | 36.47% |
| Not applicable/No basis for Judgement | 4 | 382 | 28.55% |

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



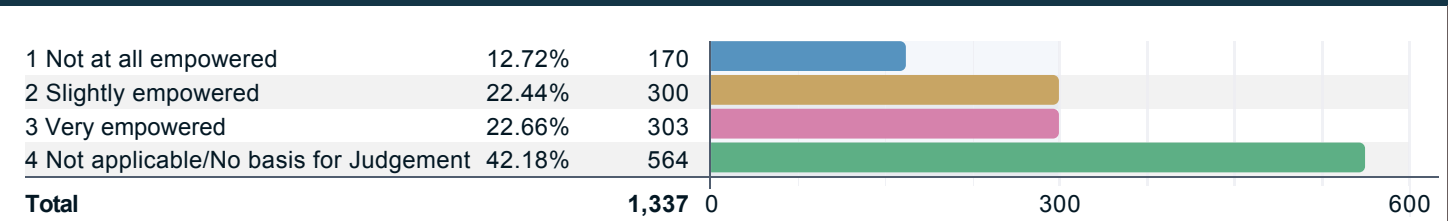
| Options | Score | Count | Percentage |
|---------------------------------------|-------|-------|------------|
| Not at all empowered | 1 | 119 | 8.89% |
| Slightly empowered | 2 | 387 | 28.92% |
| Very empowered | 3 | 544 | 40.66% |
| Not applicable/No basis for Judgement | 4 | 288 | 21.52% |

9. How empowered are people of different religious groups at UofL?



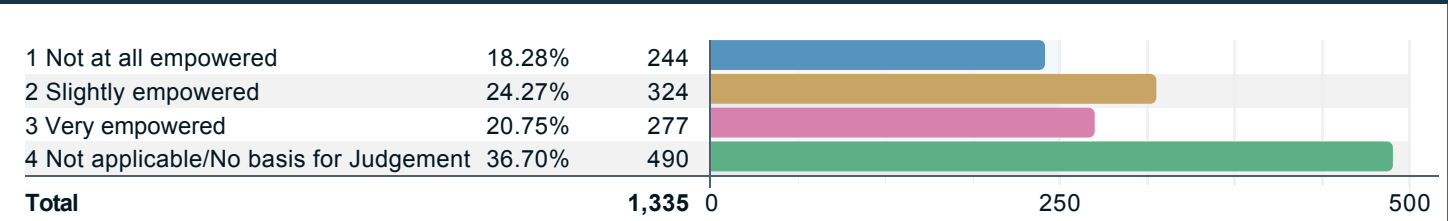
| Options | Score | Count | Percentage |
|---------------------------------------|-------|-------|------------|
| Not at all empowered | 1 | 141 | 10.56% |
| Slightly empowered | 2 | 398 | 29.81% |
| Very empowered | 3 | 359 | 26.89% |
| Not applicable/No basis for Judgement | 4 | 437 | 32.73% |

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



| 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% |

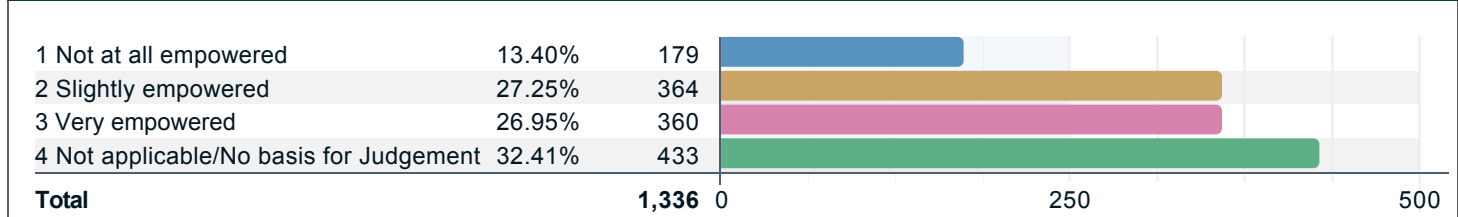
11. How empowered are people who are perceived as “too old” at UofL?



| 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% |

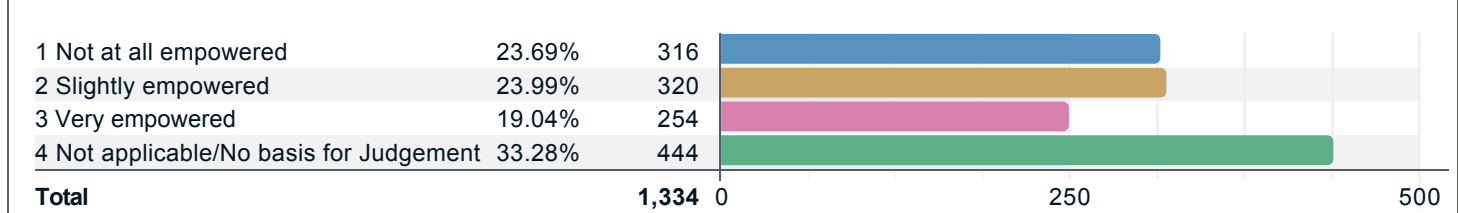
Thinking about UofL as an institution, rate how empowered various groups are at UofL. (continued)

12. How empowered are people with a disability at UofL?



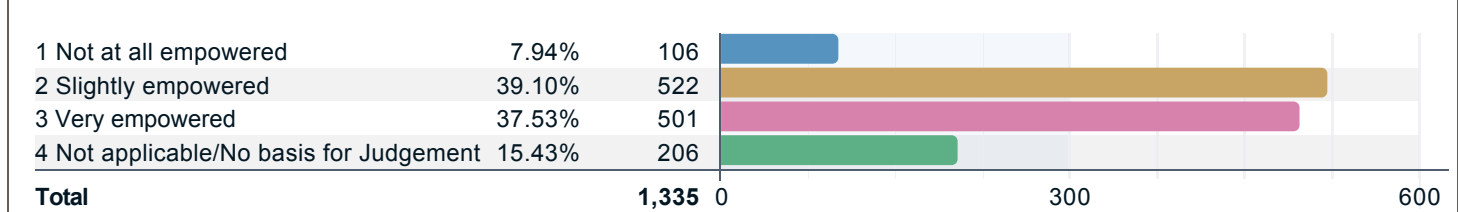
| Options | Score | Count | Percentage |
|---------------------------------------|-------|-------|------------|
| Not at all empowered | 1 | 179 | 13.40% |
| Slightly empowered | 2 | 364 | 27.25% |
| Very empowered | 3 | 360 | 26.95% |
| Not applicable/No basis for Judgement | 4 | 433 | 32.41% |

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



| 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% |

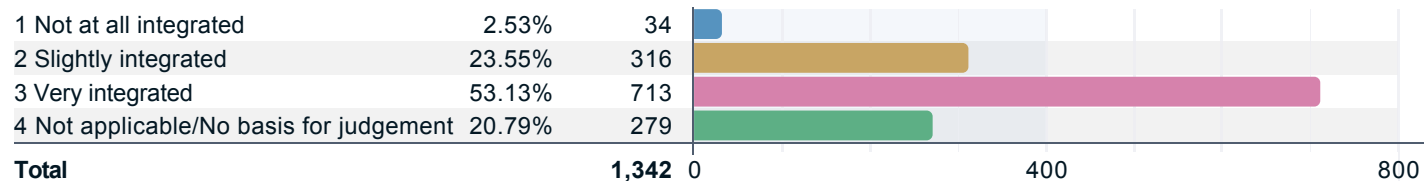
14. How empowered are women at UofL?



| 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% |

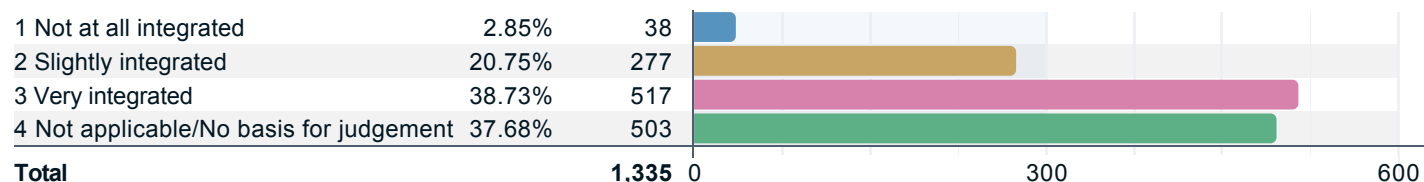
Thinking about UofL as an institution, rate how socially integrated various groups are at UofL.

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



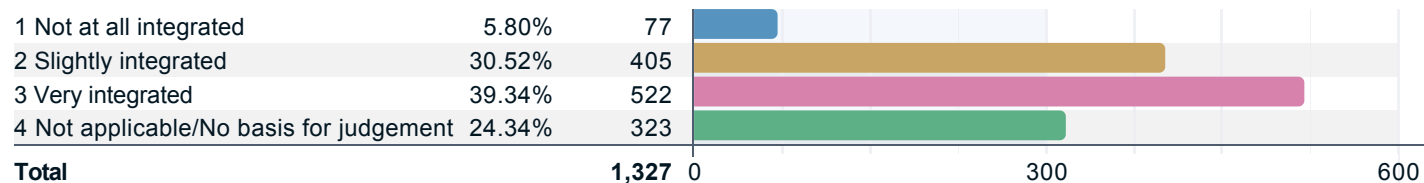
| Options | Score | Count | Percentage |
|---------------------------------------|-------|-------|------------|
| Not at all integrated | 1 | 34 | 2.53% |
| Slightly integrated | 2 | 316 | 23.55% |
| Very integrated | 3 | 713 | 53.13% |
| Not applicable/No basis for judgement | 4 | 279 | 20.79% |

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



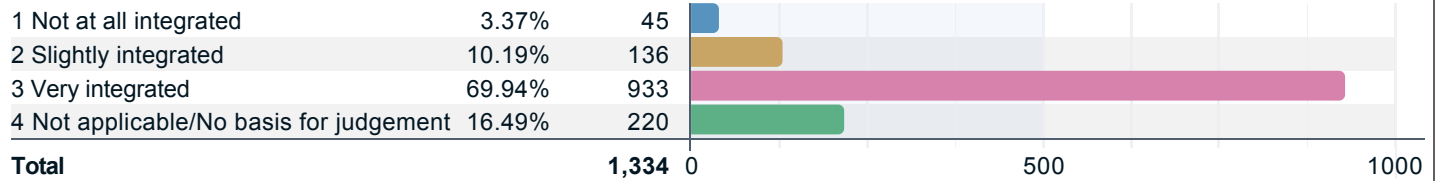
| Options | Score | Count | Percentage |
|---------------------------------------|-------|-------|------------|
| Not at all integrated | 1 | 38 | 2.85% |
| Slightly integrated | 2 | 277 | 20.75% |
| Very integrated | 3 | 517 | 38.73% |
| Not applicable/No basis for judgement | 4 | 503 | 37.68% |

3. How socially integrated are **International students or faculty/staff** at UofL?



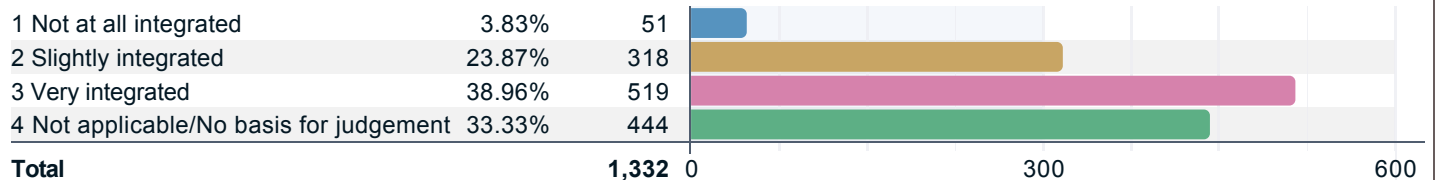
| Options | Score | Count | Percentage |
|---------------------------------------|-------|-------|------------|
| Not at all integrated | 1 | 77 | 5.80% |
| Slightly integrated | 2 | 405 | 30.52% |
| Very integrated | 3 | 522 | 39.34% |
| Not applicable/No basis for judgement | 4 | 323 | 24.34% |

4. How socially integrated are **men** at UofL?



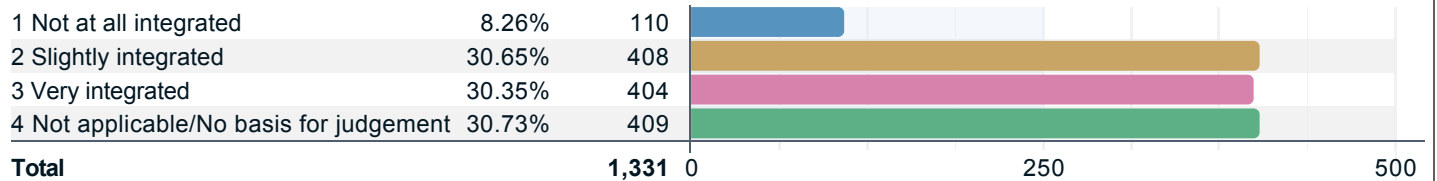
| Options | Score | Count | Percentage |
|---------------------------------------|-------|-------|------------|
| Not at all integrated | 1 | 45 | 3.37% |
| Slightly integrated | 2 | 136 | 10.19% |
| Very integrated | 3 | 933 | 69.94% |
| Not applicable/No basis for judgement | 4 | 220 | 16.49% |

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



| 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% |

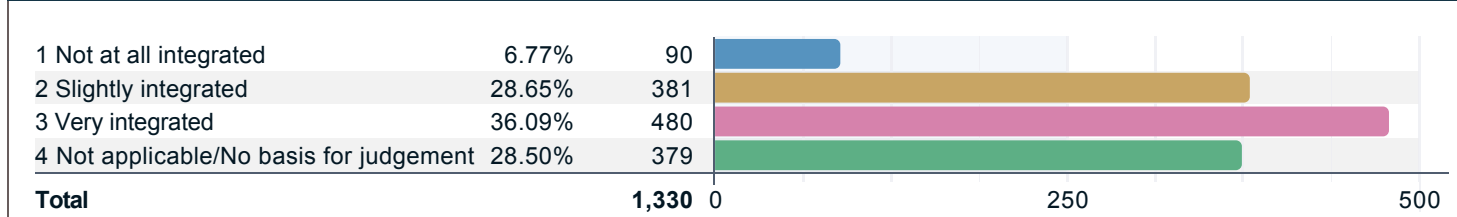
6. How socially integrated are **non-traditional students** (students over the age of 25) at UofL?



| 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% |

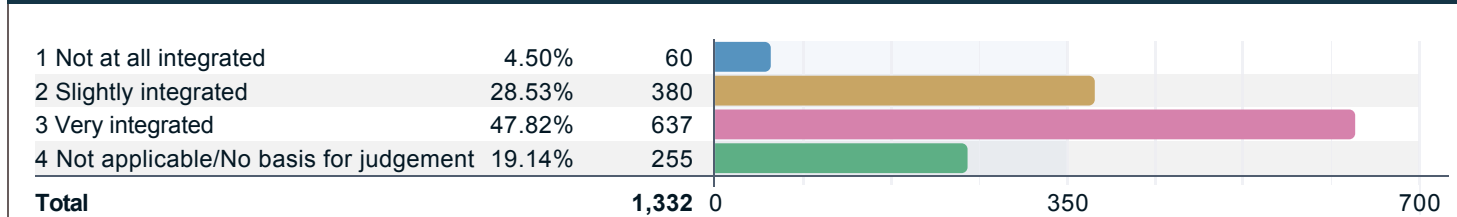
Thinking about UofL as an institution, rate how socially integrated various groups are at UofL. (continued)

7. How socially integrated are people who are transgender, gender nonconforming, or non-binary at UofL?



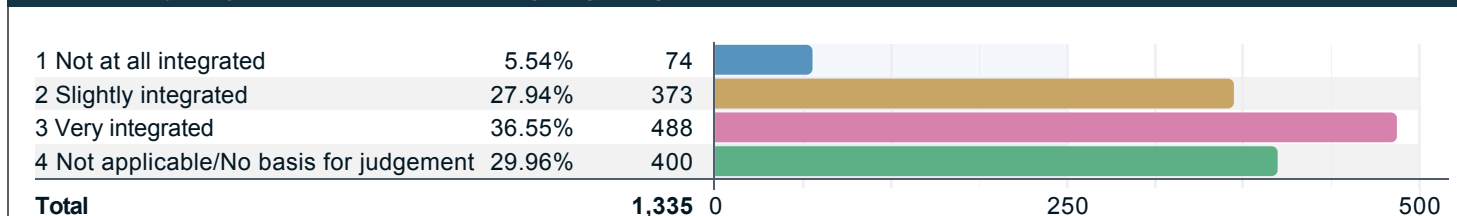
| Options | Score | Count | Percentage |
|---------------------------------------|-------|-------|------------|
| Not at all integrated | 1 | 90 | 6.77% |
| Slightly integrated | 2 | 381 | 28.65% |
| Very integrated | 3 | 480 | 36.09% |
| Not applicable/No basis for judgement | 4 | 379 | 28.50% |

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



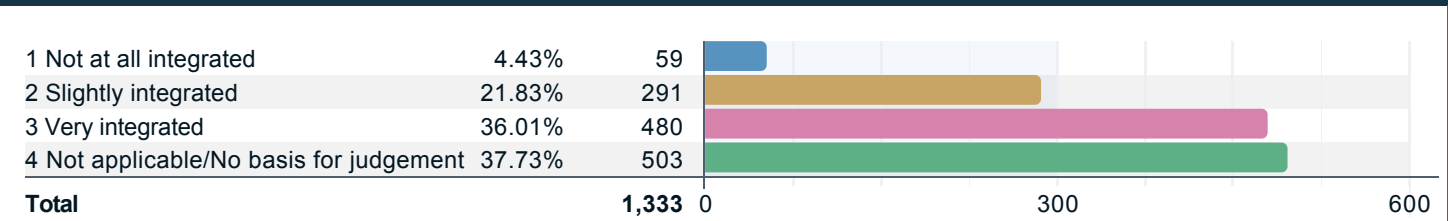
| Options | Score | Count | Percentage |
|---------------------------------------|-------|-------|------------|
| Not at all integrated | 1 | 60 | 4.50% |
| Slightly integrated | 2 | 380 | 28.53% |
| Very integrated | 3 | 637 | 47.82% |
| Not applicable/No basis for judgement | 4 | 255 | 19.14% |

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



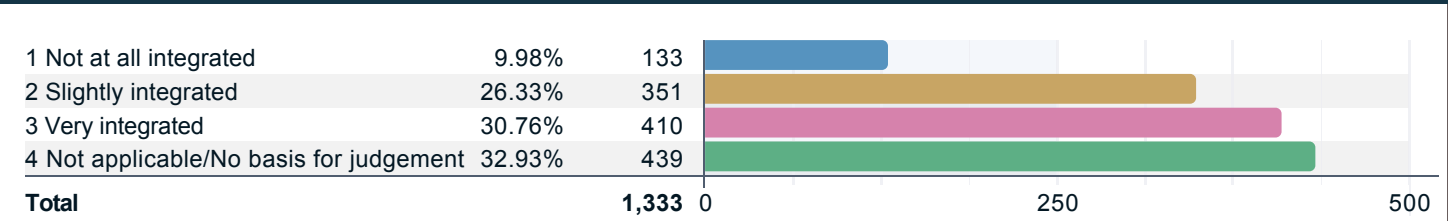
| Options | Score | Count | Percentage |
|---------------------------------------|-------|-------|------------|
| Not at all integrated | 1 | 74 | 5.54% |
| Slightly integrated | 2 | 373 | 27.94% |
| Very integrated | 3 | 488 | 36.55% |
| Not applicable/No basis for judgement | 4 | 400 | 29.96% |

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



| 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% |

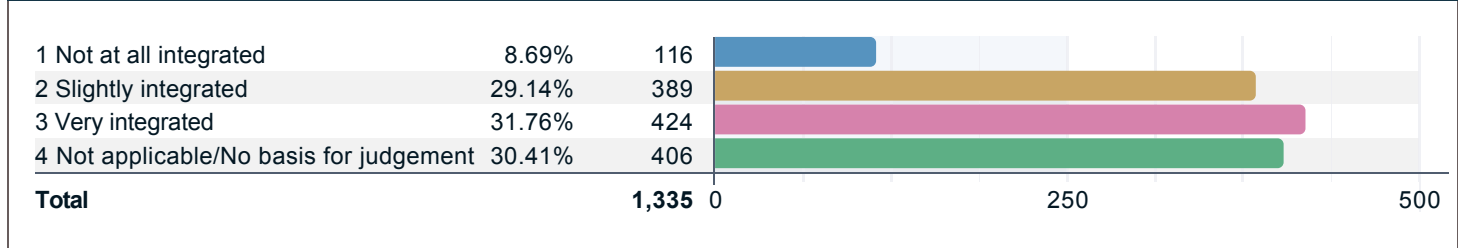
11. How socially integrated are people who are perceived as “too old” at UofL?



| 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% |

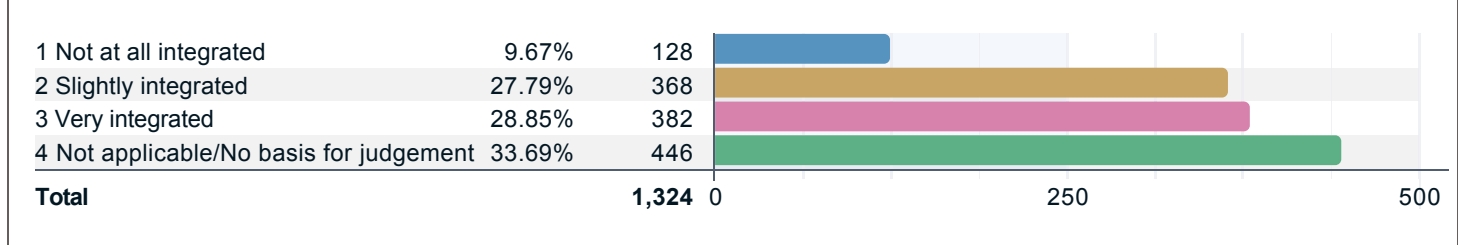
Thinking about UofL as an institution, rate how socially integrated various groups are at UofL. (continued)

12. How socially integrated are people with **disabilities** at UofL?



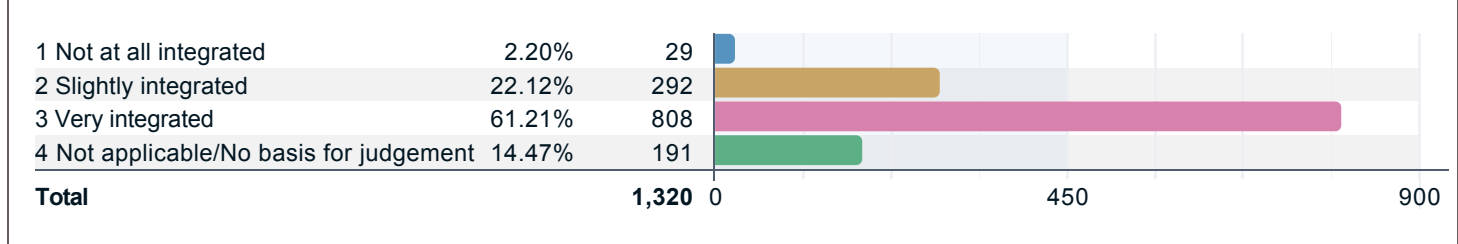
| Options | Score | Count | Percentage |
|---------------------------------------|-------|-------|------------|
| Not at all integrated | 1 | 116 | 8.69% |
| Slightly integrated | 2 | 389 | 29.14% |
| Very integrated | 3 | 424 | 31.76% |
| Not applicable/No basis for judgement | 4 | 406 | 30.41% |

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



| 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% |

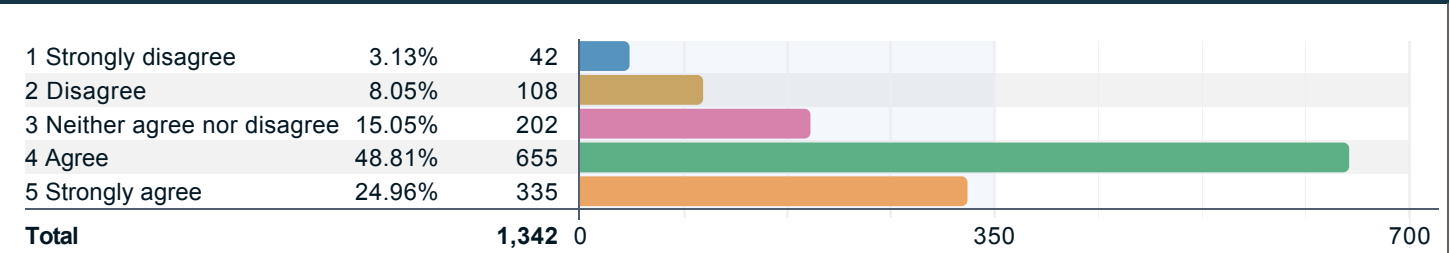
14. How socially integrated are **women** at UofL?



| Options | Score | Count | Percentage |
|---------------------------------------|-------|-------|------------|
| Not at all integrated | 1 | 29 | 2.20% |
| Slightly integrated | 2 | 292 | 22.12% |
| Very integrated | 3 | 808 | 61.21% |
| Not applicable/No basis for judgement | 4 | 191 | 14.47% |

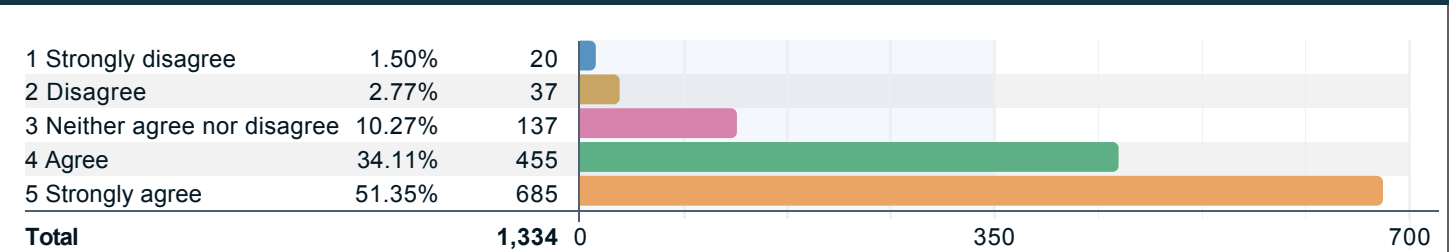
Read each of the following statements and indicate your level of agreement.

1. UofL has done a good job supporting diversity.



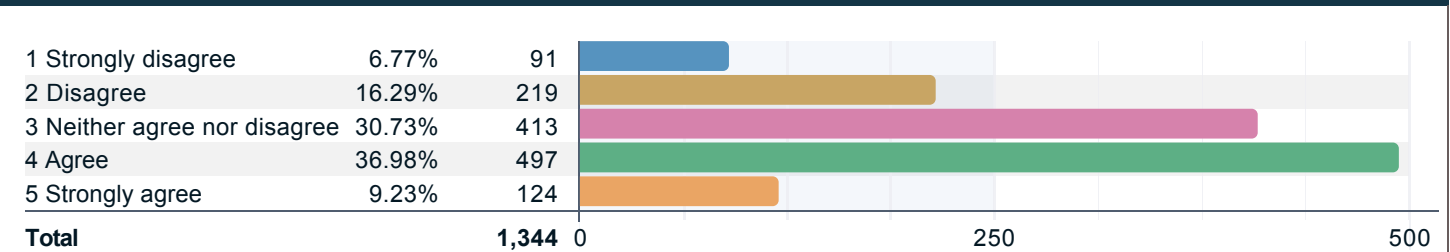
| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 42 | 3.13% |
| Disagree | 2 | 108 | 8.05% |
| Neither agree nor disagree | 3 | 202 | 15.05% |
| Agree | 4 | 655 | 48.81% |
| Strongly agree | 5 | 335 | 24.96% |

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



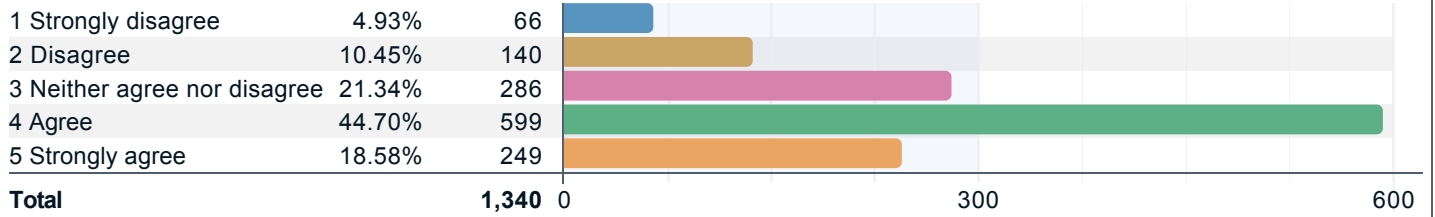
| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 20 | 1.50% |
| Disagree | 2 | 37 | 2.77% |
| Neither agree nor disagree | 3 | 137 | 10.27% |
| Agree | 4 | 455 | 34.11% |
| Strongly agree | 5 | 685 | 51.35% |

3. UofL has a good image.



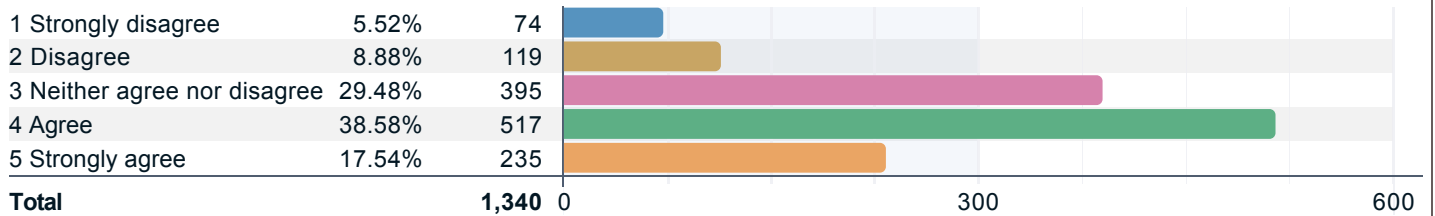
| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 91 | 6.77% |
| Disagree | 2 | 219 | 16.29% |
| Neither agree nor disagree | 3 | 413 | 30.73% |
| Agree | 4 | 497 | 36.98% |
| Strongly agree | 5 | 124 | 9.23% |

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



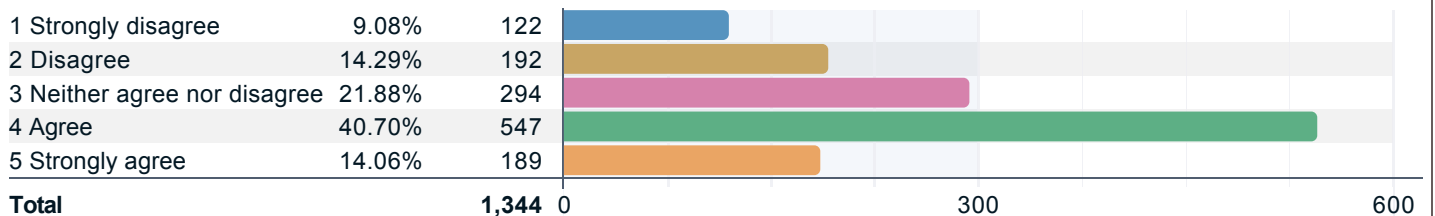
| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 66 | 4.93% |
| Disagree | 2 | 140 | 10.45% |
| Neither agree nor disagree | 3 | 286 | 21.34% |
| Agree | 4 | 599 | 44.70% |
| Strongly agree | 5 | 249 | 18.58% |

5. UofL practices affirmative action in hiring and promotion.



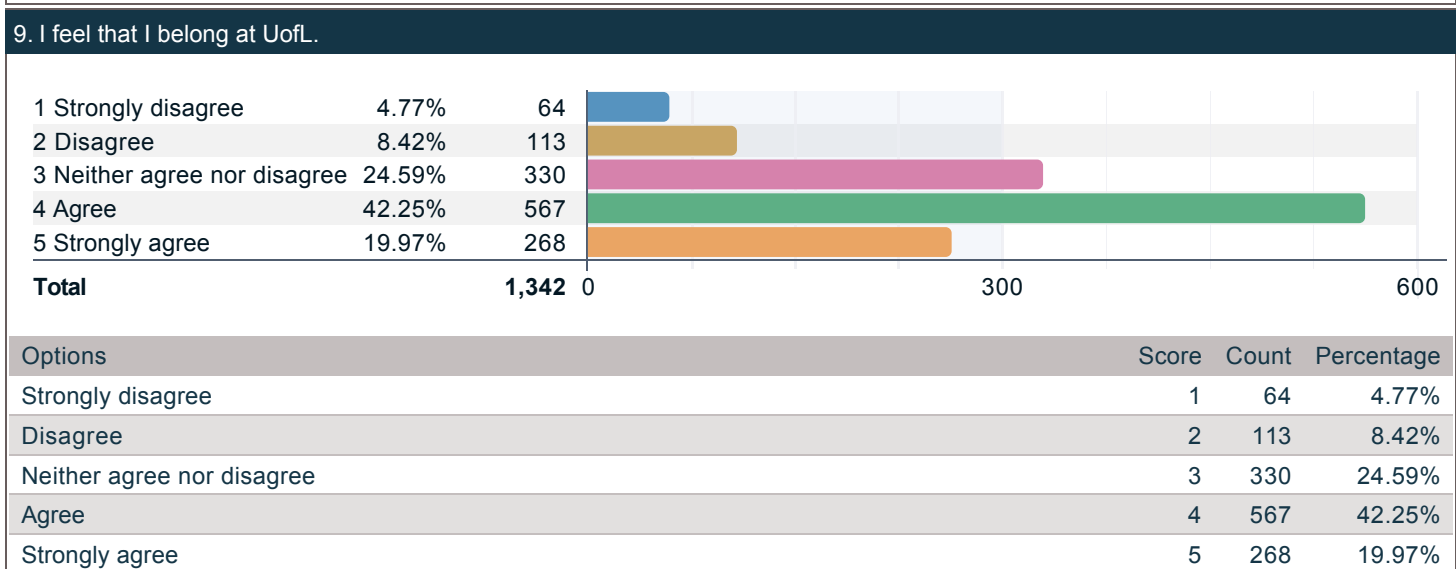
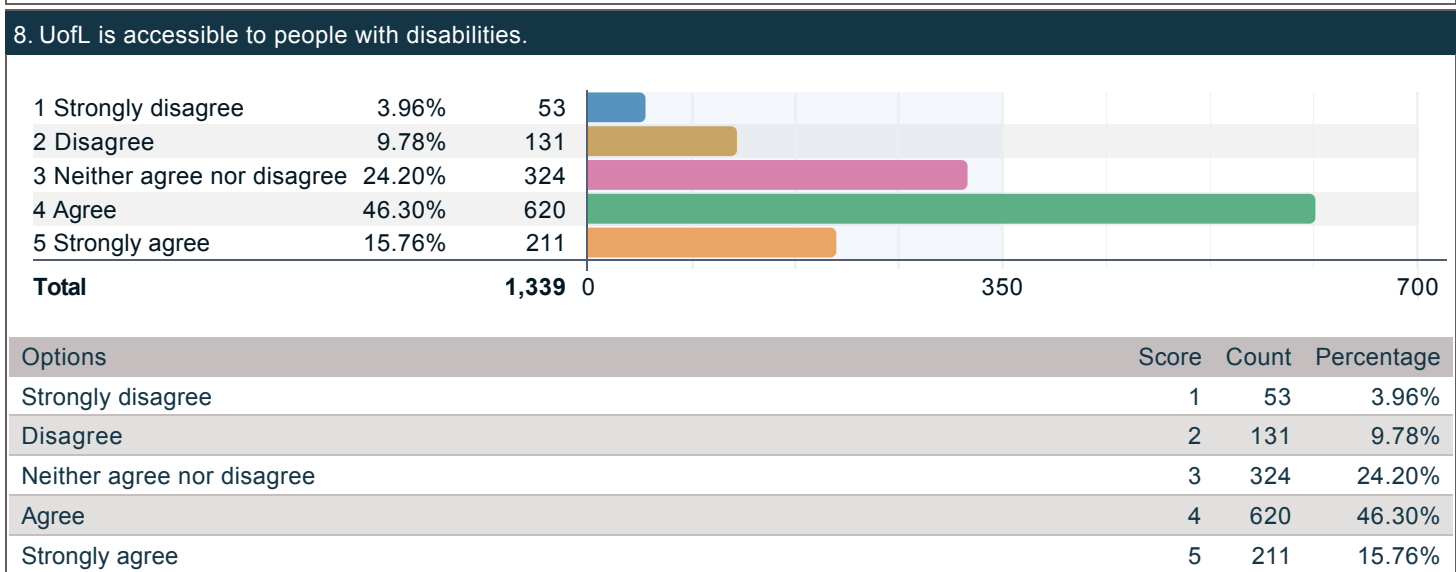
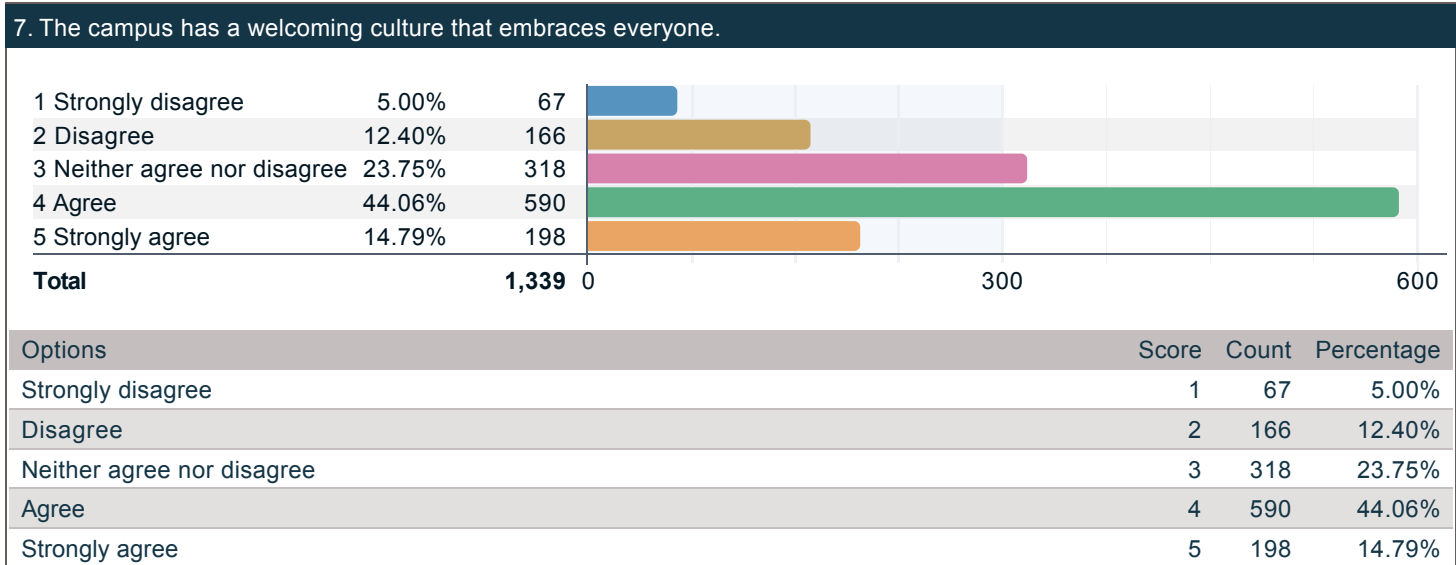
| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 74 | 5.52% |
| Disagree | 2 | 119 | 8.88% |
| Neither agree nor disagree | 3 | 395 | 29.48% |
| Agree | 4 | 517 | 38.58% |
| Strongly agree | 5 | 235 | 17.54% |

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



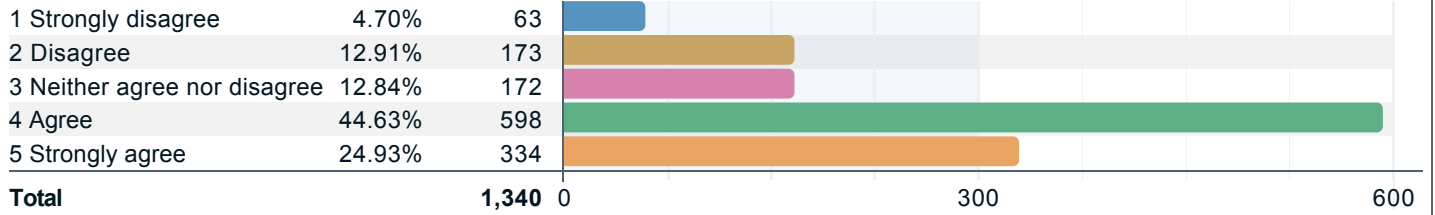
| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 122 | 9.08% |
| Disagree | 2 | 192 | 14.29% |
| Neither agree nor disagree | 3 | 294 | 21.88% |
| Agree | 4 | 547 | 40.70% |
| Strongly agree | 5 | 189 | 14.06% |

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



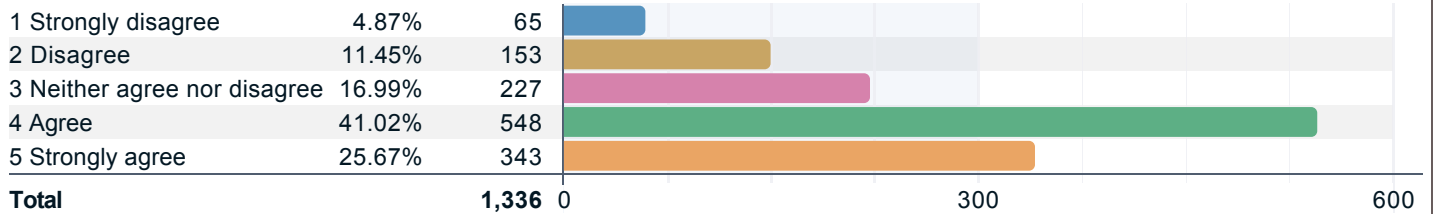
Thinking about the school/college or vice president/provost unit in which you work, read each of the following statements and indicate your level of agreement.

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



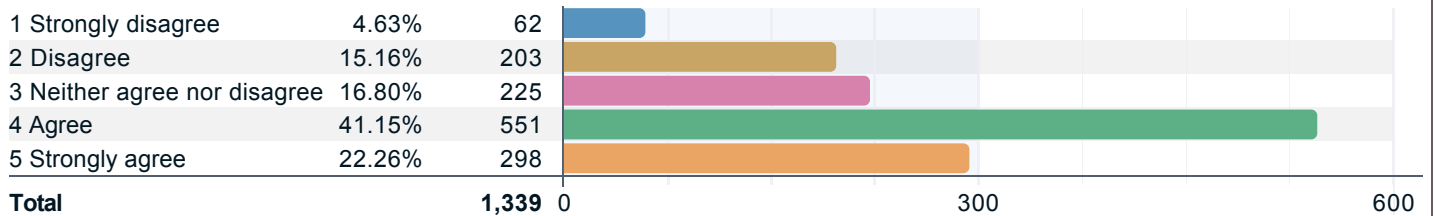
| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 63 | 4.70% |
| Disagree | 2 | 173 | 12.91% |
| Neither agree nor disagree | 3 | 172 | 12.84% |
| Agree | 4 | 598 | 44.63% |
| Strongly agree | 5 | 334 | 24.93% |

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



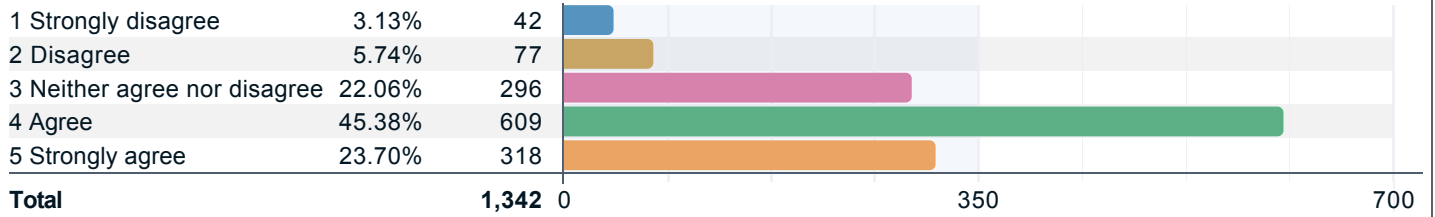
| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 65 | 4.87% |
| Disagree | 2 | 153 | 11.45% |
| Neither agree nor disagree | 3 | 227 | 16.99% |
| Agree | 4 | 548 | 41.02% |
| Strongly agree | 5 | 343 | 25.67% |

3. From my perspective, people are treated equally regardless of **age** in my area



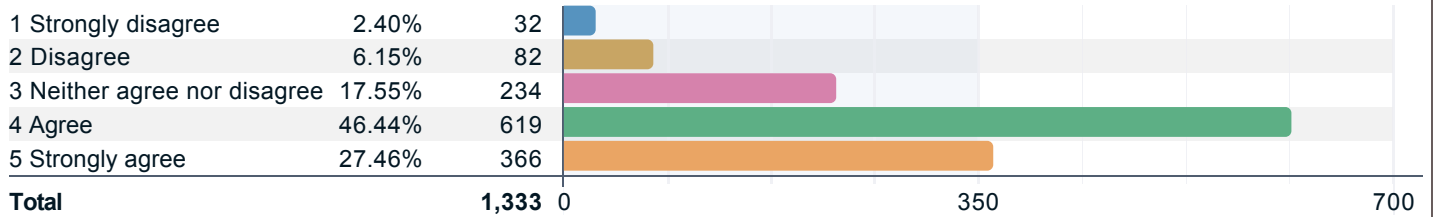
| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 62 | 4.63% |
| Disagree | 2 | 203 | 15.16% |
| Neither agree nor disagree | 3 | 225 | 16.80% |
| Agree | 4 | 551 | 41.15% |
| Strongly agree | 5 | 298 | 22.26% |

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



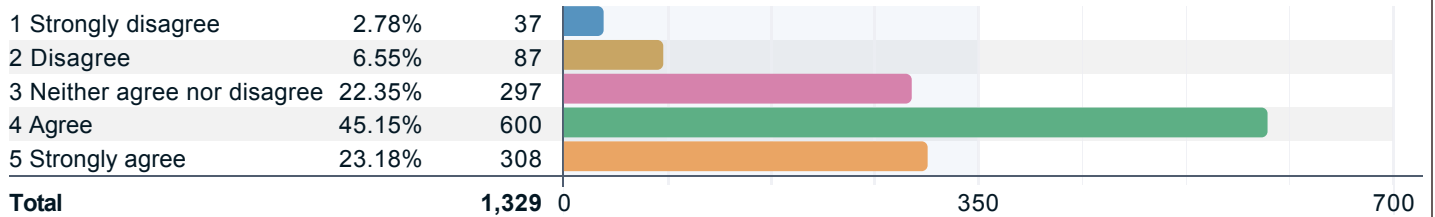
| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 42 | 3.13% |
| Disagree | 2 | 77 | 5.74% |
| Neither agree nor disagree | 3 | 296 | 22.06% |
| Agree | 4 | 609 | 45.38% |
| Strongly agree | 5 | 318 | 23.70% |

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



| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 32 | 2.40% |
| Disagree | 2 | 82 | 6.15% |
| Neither agree nor disagree | 3 | 234 | 17.55% |
| Agree | 4 | 619 | 46.44% |
| Strongly agree | 5 | 366 | 27.46% |

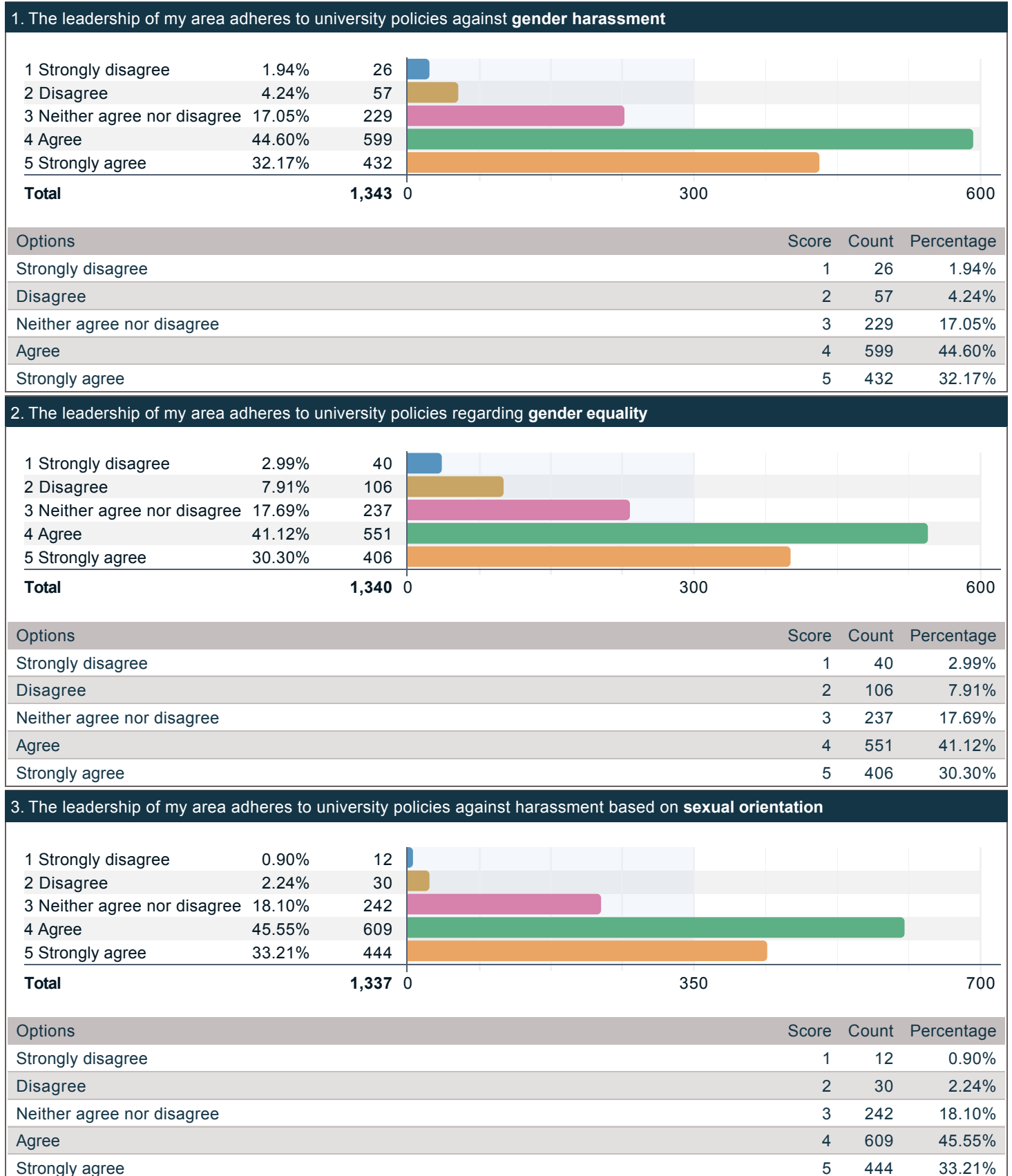
6. Appropriate accommodations are made to meet the needs of staff and students with **disabilities** in my area



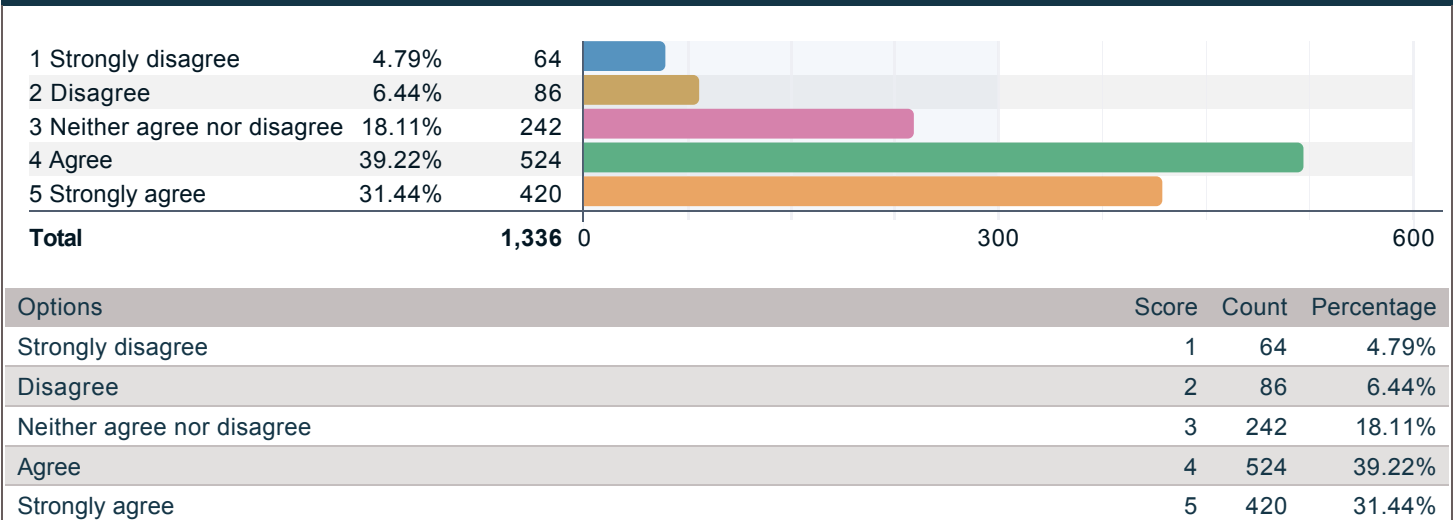
| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 37 | 2.78% |
| Disagree | 2 | 87 | 6.55% |
| Neither agree nor disagree | 3 | 297 | 22.35% |
| Agree | 4 | 600 | 45.15% |
| Strongly agree | 5 | 308 | 23.18% |

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)

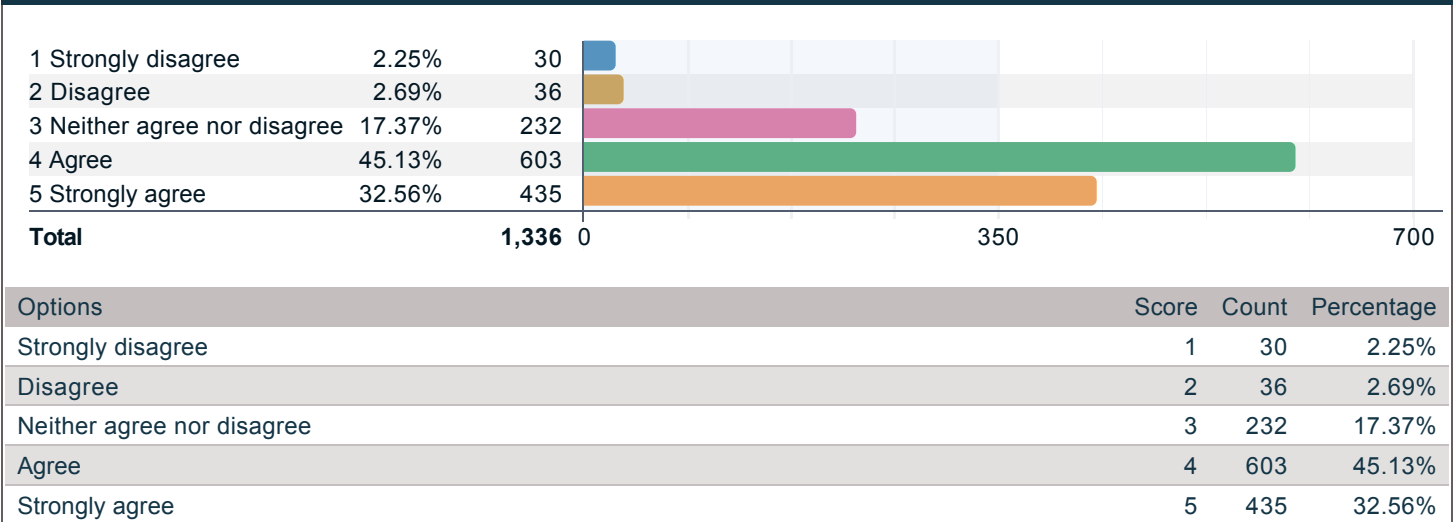
Thinking about the school/college or vice president/provost unit in which you work, read each of the following statements and indicate your level of agreement.



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

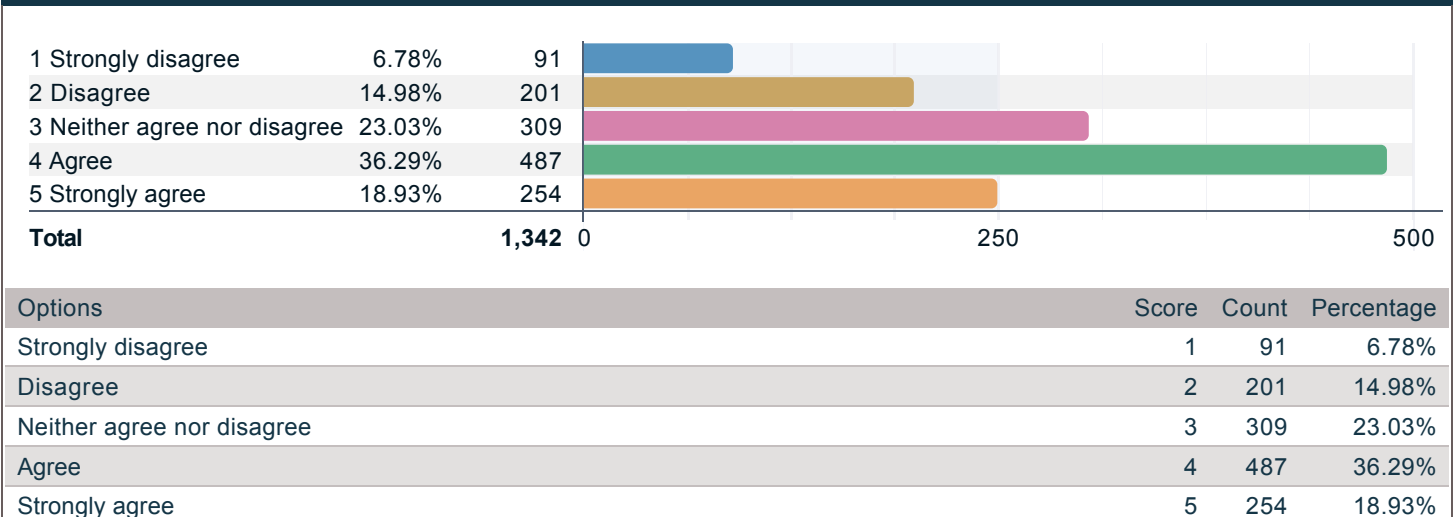


5. The leadership of my area adheres to university policies against racial/ethnic harassment

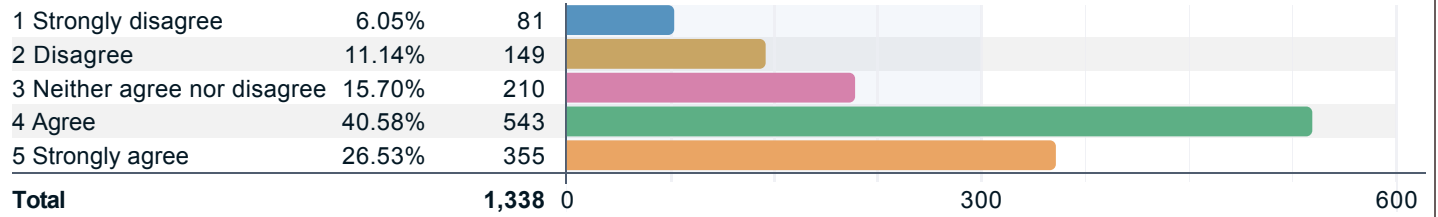


Thinking about the school/college or vice president/provost unit in which you work, read each of the following statements and indicate your level of agreement.

1. My area encourages diverse perspectives in decision-making

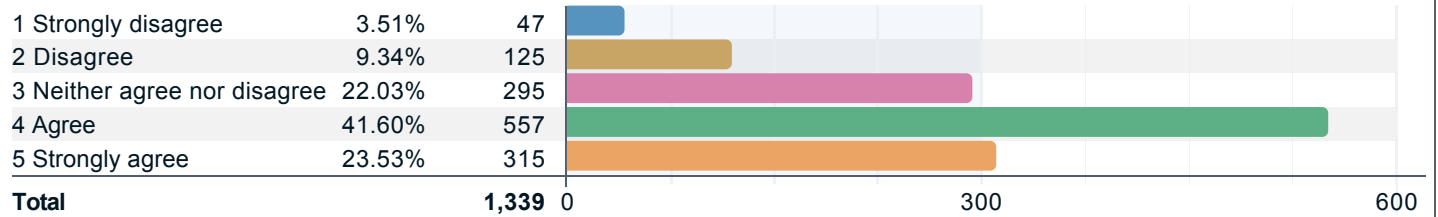


2. Behaviors which are offensive, malicious, or insulting are not accepted in my area



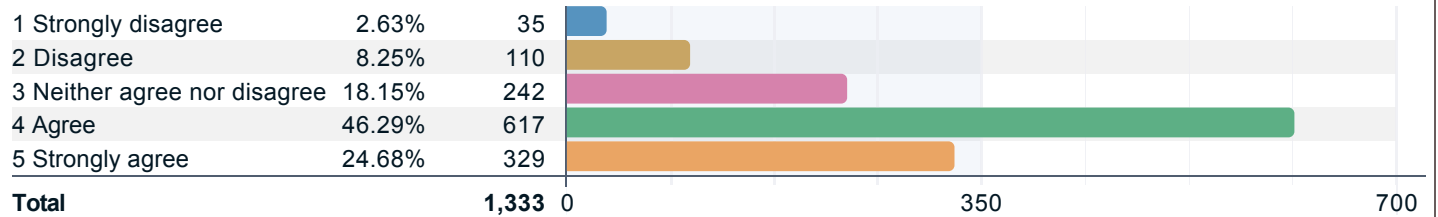
| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 81 | 6.05% |
| Disagree | 2 | 149 | 11.14% |
| Neither agree nor disagree | 3 | 210 | 15.70% |
| Agree | 4 | 543 | 40.58% |
| Strongly agree | 5 | 355 | 26.53% |

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



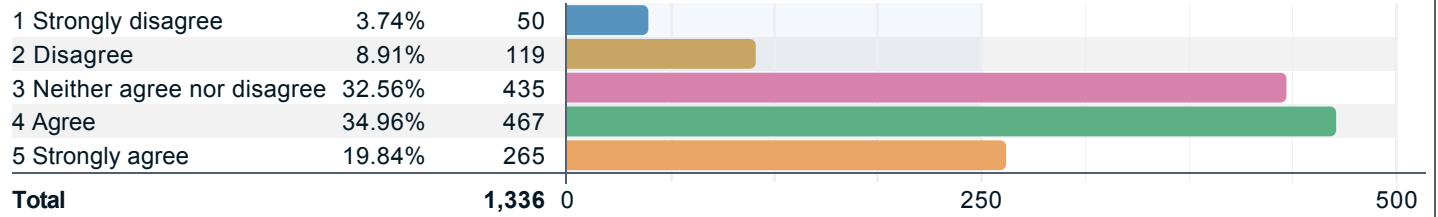
| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 47 | 3.51% |
| Disagree | 2 | 125 | 9.34% |
| Neither agree nor disagree | 3 | 295 | 22.03% |
| Agree | 4 | 557 | 41.60% |
| Strongly agree | 5 | 315 | 23.53% |

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



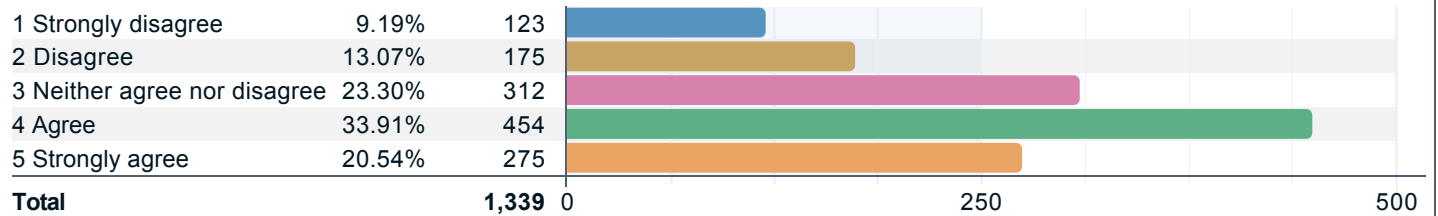
| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 35 | 2.63% |
| Disagree | 2 | 110 | 8.25% |
| Neither agree nor disagree | 3 | 242 | 18.15% |
| Agree | 4 | 617 | 46.29% |
| Strongly agree | 5 | 329 | 24.68% |

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



| 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% |

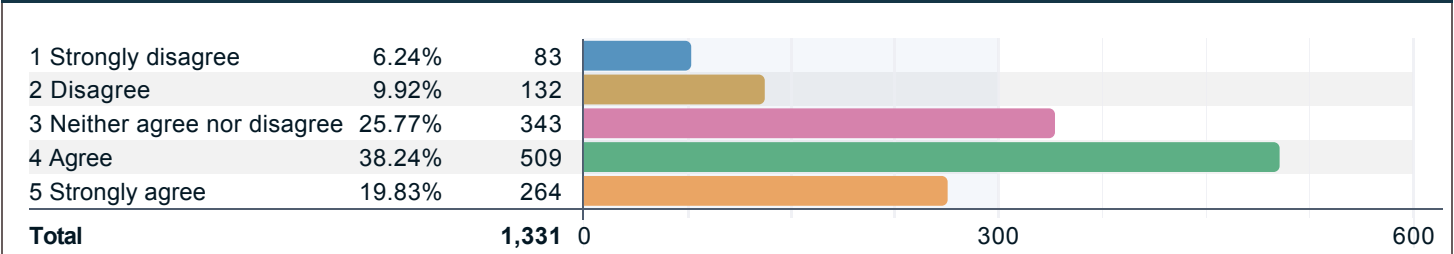
6. My area has created a climate where complaints of unfairness are taken seriously



| 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% |

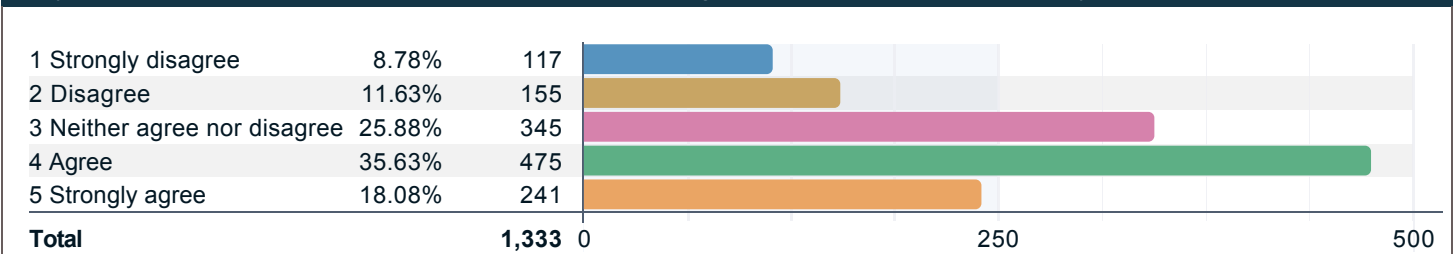
Thinking about the school/college or vice president/provost unit in which you work, read each of the following statements and indicate your level of agreement. (continued)

7. The diversity climate in my area can be described as harmonious/pleasant



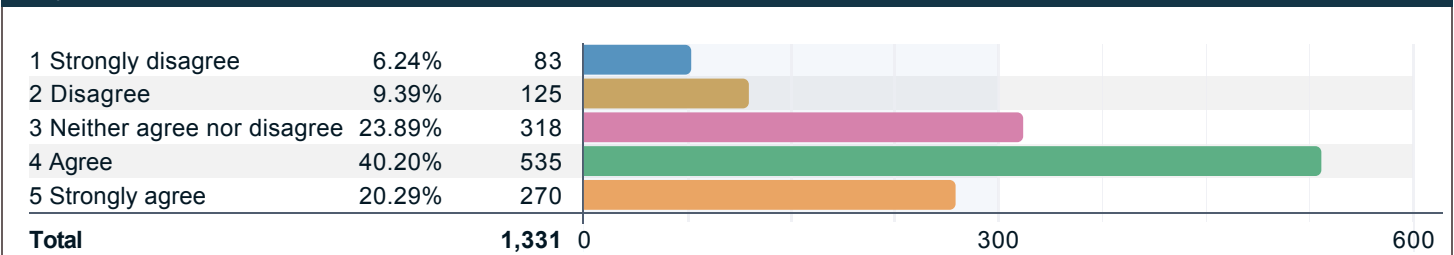
| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 83 | 6.24% |
| Disagree | 2 | 132 | 9.92% |
| Neither agree nor disagree | 3 | 343 | 25.77% |
| Agree | 4 | 509 | 38.24% |
| Strongly agree | 5 | 264 | 19.83% |

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



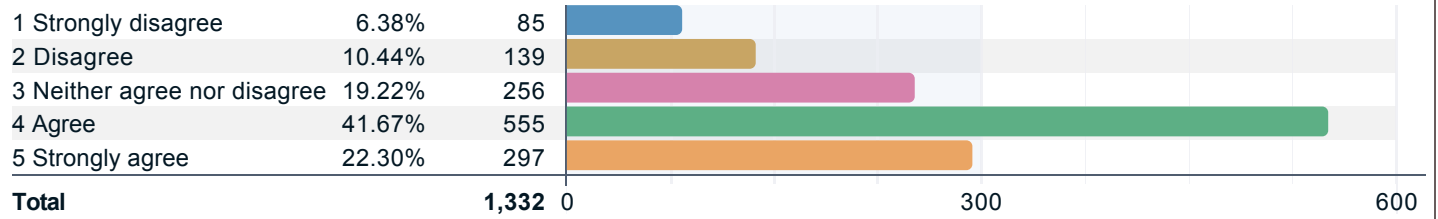
| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 117 | 8.78% |
| Disagree | 2 | 155 | 11.63% |
| Neither agree nor disagree | 3 | 345 | 25.88% |
| Agree | 4 | 475 | 35.63% |
| Strongly agree | 5 | 241 | 18.08% |

9. My area promotes inclusiveness for individual differences



| 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% |

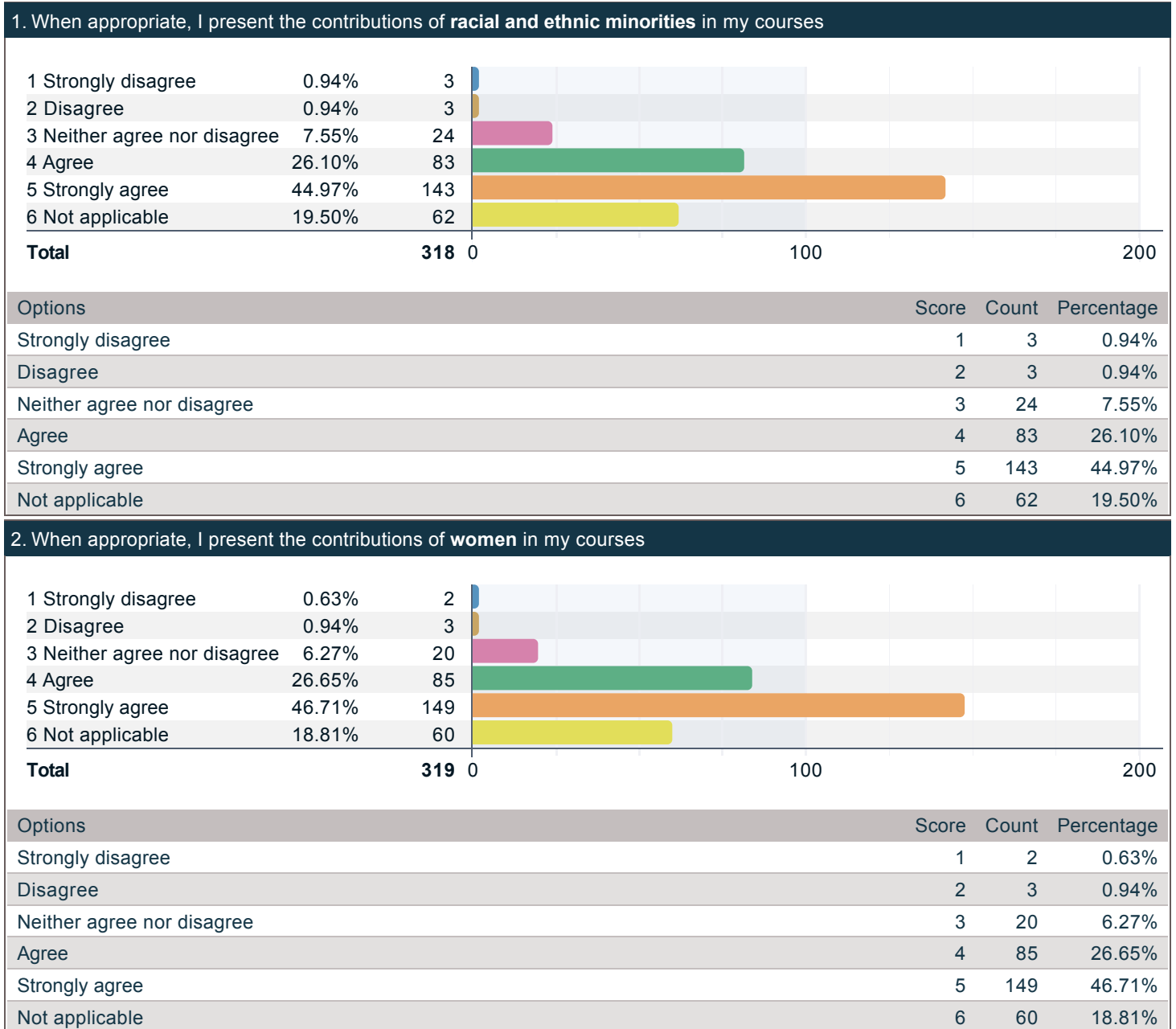
10. I feel that I am an integral/important part of my area



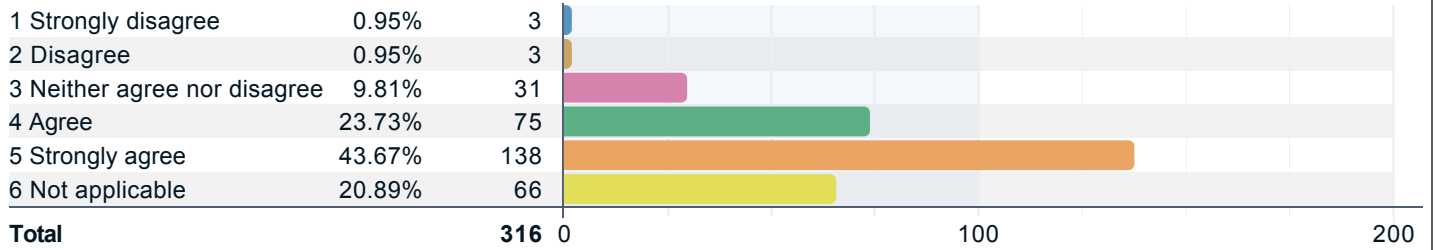
| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 85 | 6.38% |
| Disagree | 2 | 139 | 10.44% |
| Neither agree nor disagree | 3 | 256 | 19.22% |
| Agree | 4 | 555 | 41.67% |
| Strongly agree | 5 | 297 | 22.30% |

FACULTY

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

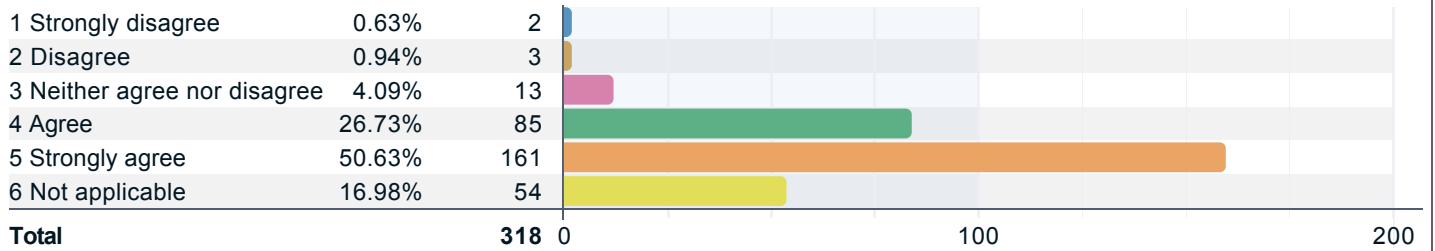


3. When appropriate, I present the contributions of other historically marginalized groups



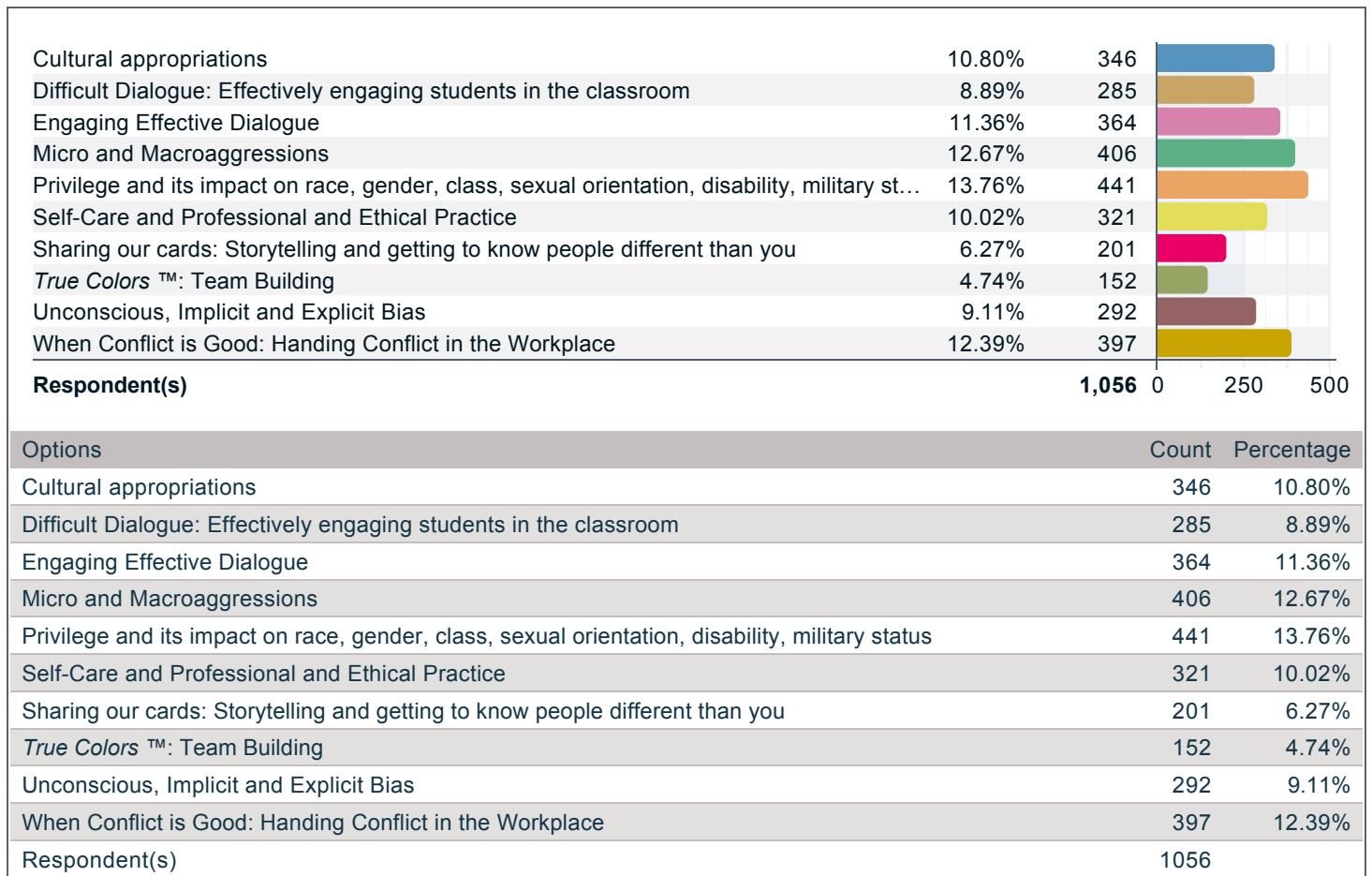
| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 3 | 0.95% |
| Disagree | 2 | 3 | 0.95% |
| Neither agree nor disagree | 3 | 31 | 9.81% |
| Agree | 4 | 75 | 23.73% |
| Strongly agree | 5 | 138 | 43.67% |
| Not applicable | 6 | 66 | 20.89% |

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

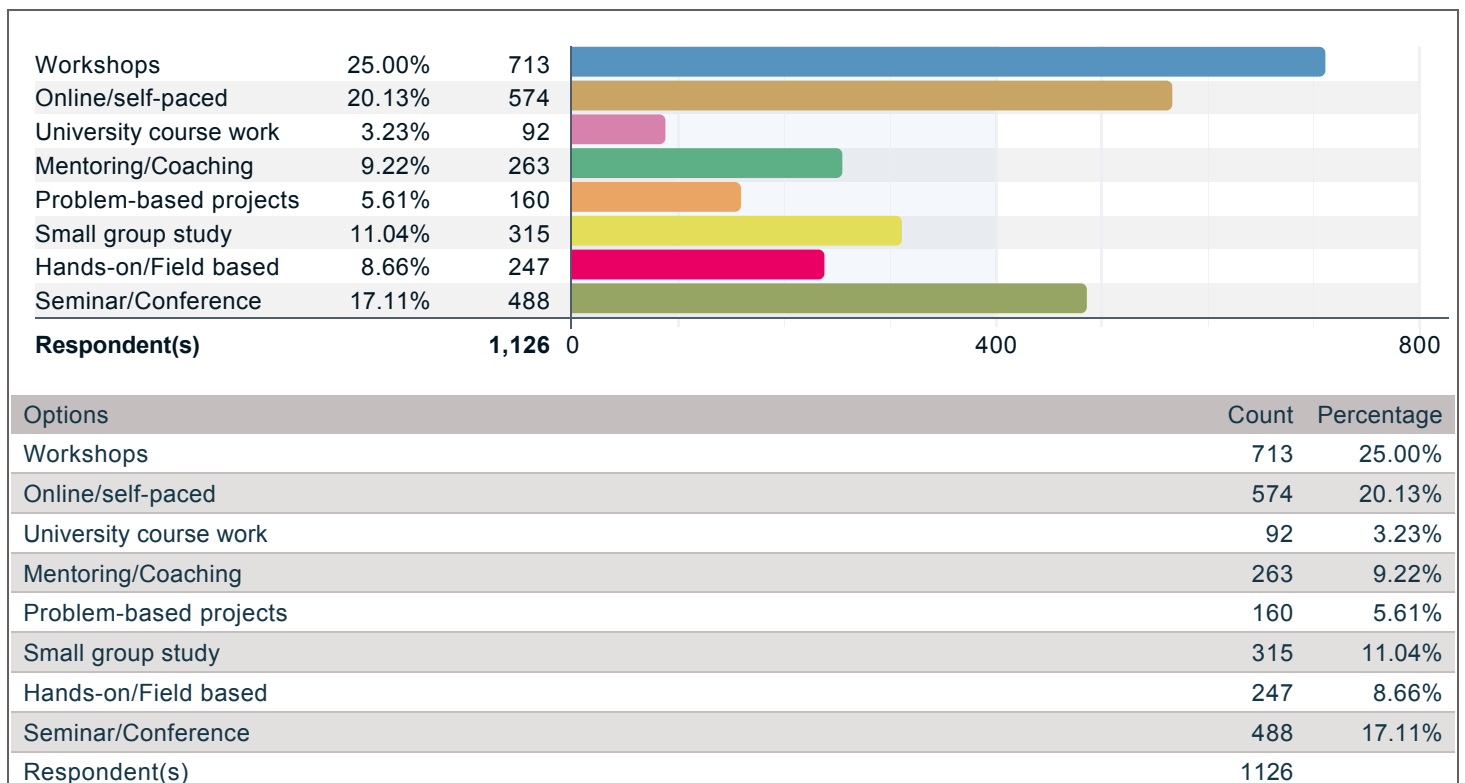


| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 2 | 0.63% |
| Disagree | 2 | 3 | 0.94% |
| Neither agree nor disagree | 3 | 13 | 4.09% |
| Agree | 4 | 85 | 26.73% |
| Strongly agree | 5 | 161 | 50.63% |
| Not applicable | 6 | 54 | 16.98% |

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



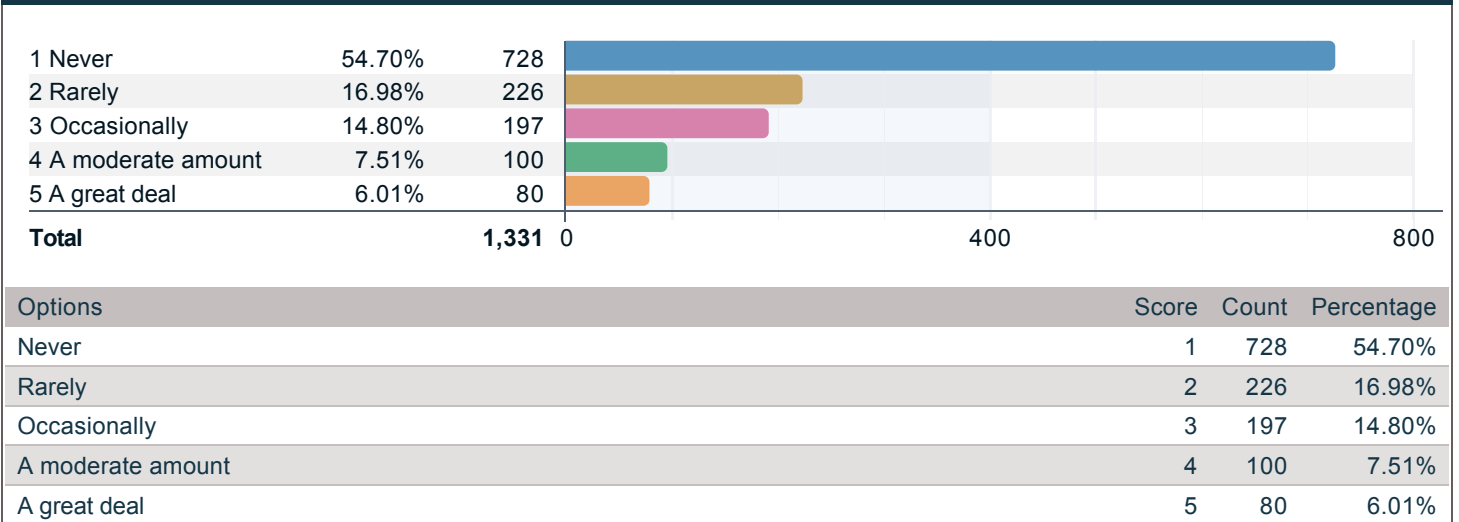
From the list below, please select the best delivery of diversity training:



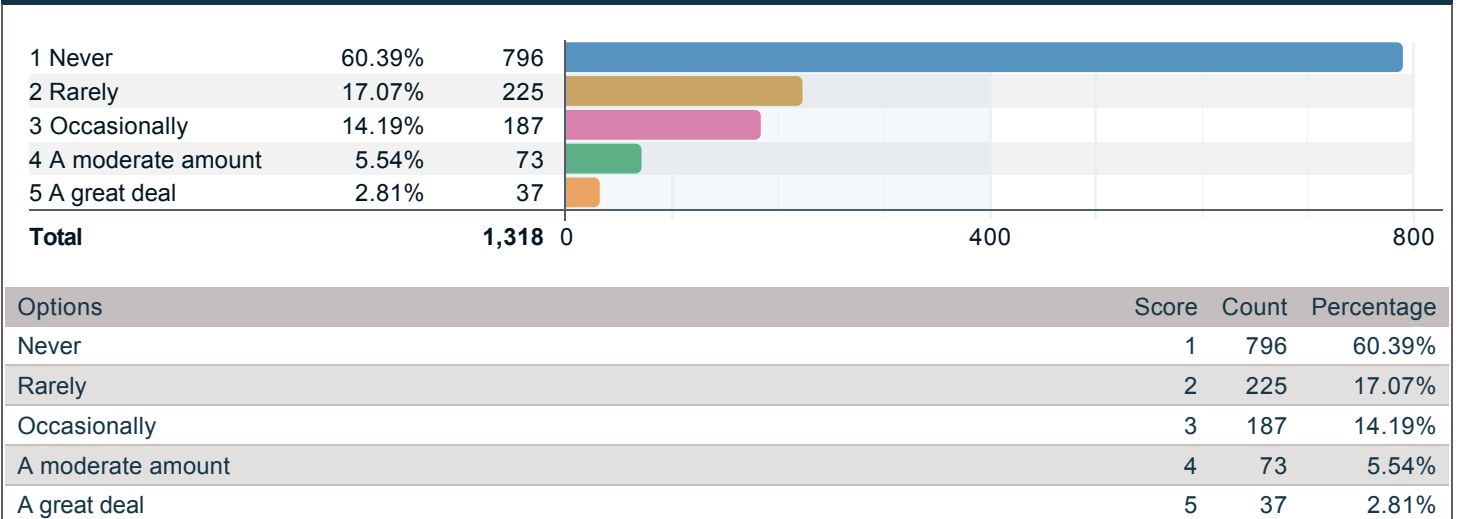
WORK ENVIRONMENT

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

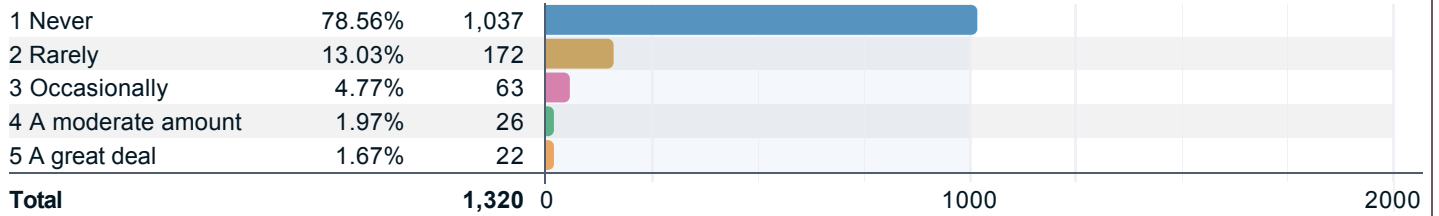
1. Bullying (a pattern of repeated unwanted deliberate or subconscious behavior that may directly or indirectly cause reasonable fear of or actual physical, emotional, and/or psychological harm to another individual. Bullying is not characterized by a single occurrence, but rather, by repeated incidents 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.)



2. Gender discrimination

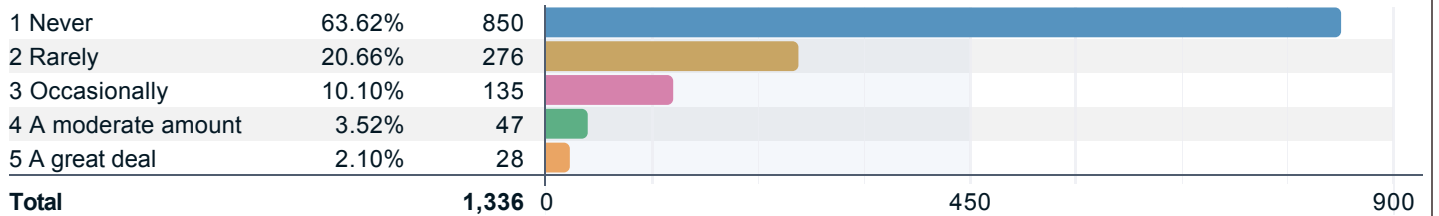


3. Harassment (has a strong physical component, e.g. contact and touch in all its forms, intrusion into personal space and possessions, damage to possessions including a person's work, etc. Can be based on a target's gender, race, disability, etc.)



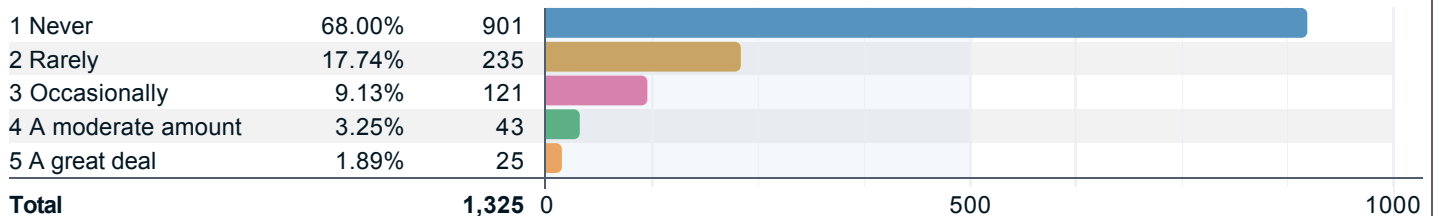
| Options | Score | Count | Percentage |
|-------------------|-------|-------|------------|
| Never | 1 | 1037 | 78.56% |
| Rarely | 2 | 172 | 13.03% |
| Occasionally | 3 | 63 | 4.77% |
| A moderate amount | 4 | 26 | 1.97% |
| A great deal | 5 | 22 | 1.67% |

4. Spoken to profanely (cursing or obscene language)



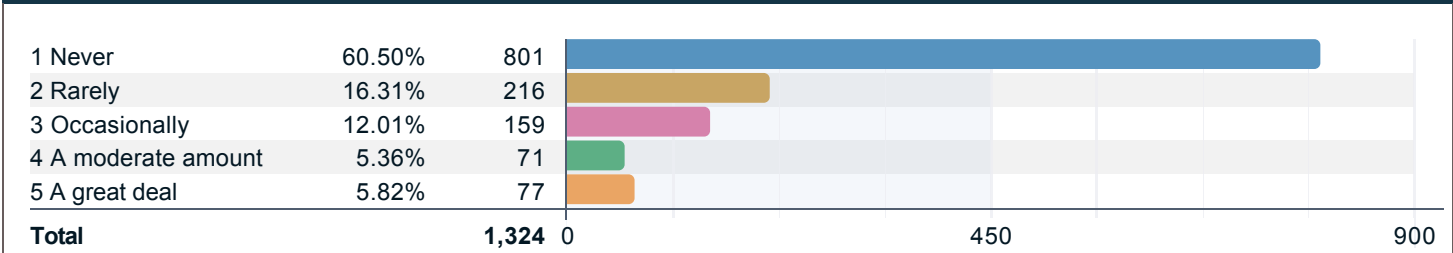
| Options | Score | Count | Percentage |
|-------------------|-------|-------|------------|
| Never | 1 | 850 | 63.62% |
| Rarely | 2 | 276 | 20.66% |
| Occasionally | 3 | 135 | 10.10% |
| A moderate amount | 4 | 47 | 3.52% |
| A great deal | 5 | 28 | 2.10% |

5. Racial tension



| 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% |

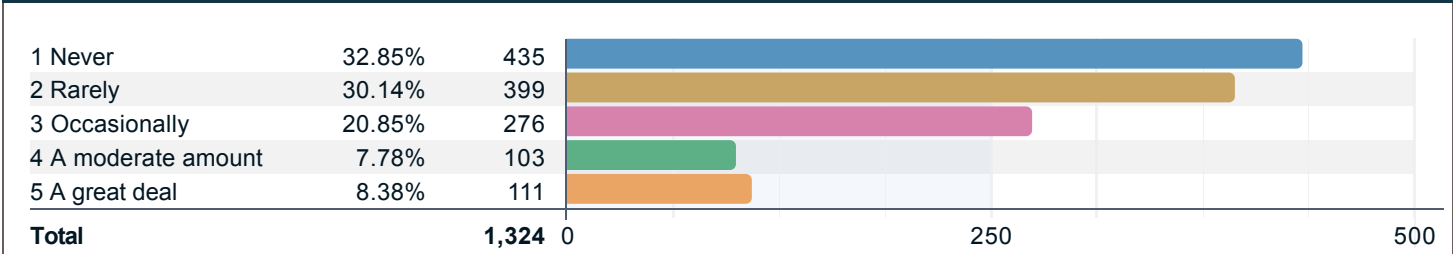
6. Exploitation as an employee (the action or fact of treating someone unfairly in order to benefit from their work)



| 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% |

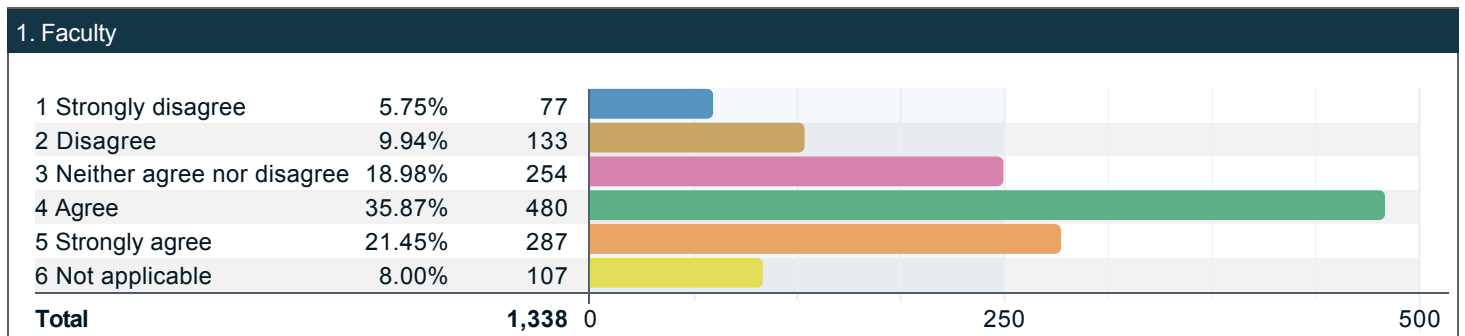
To what extent (if any) have you personally experienced any of the following directed towards you at UofL:
(continued)

7. Lack of professionalism (inappropriate conduct for the work environment)

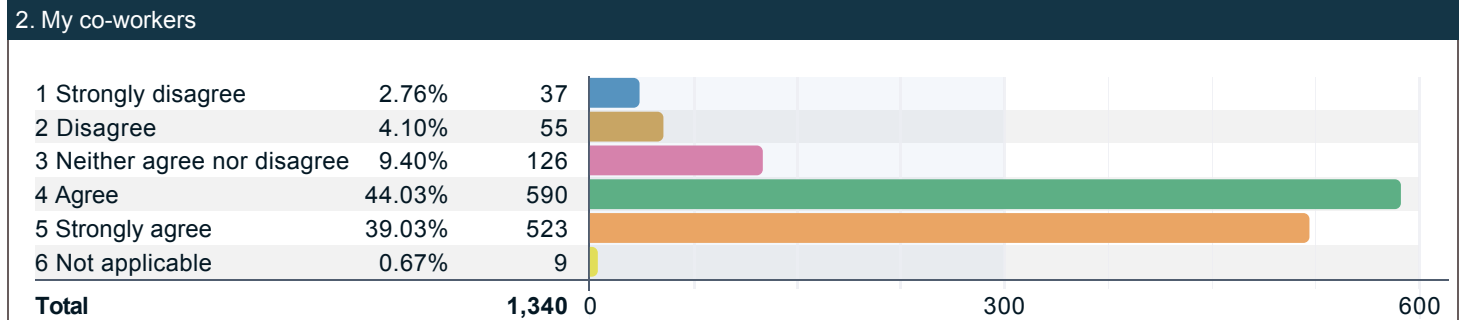


| Options | Score | Count | Percentage |
|-------------------|-------|-------|------------|
| Never | 1 | 435 | 32.85% |
| Rarely | 2 | 399 | 30.14% |
| Occasionally | 3 | 276 | 20.85% |
| A moderate amount | 4 | 103 | 7.78% |
| A great deal | 5 | 111 | 8.38% |

I feel valued by:

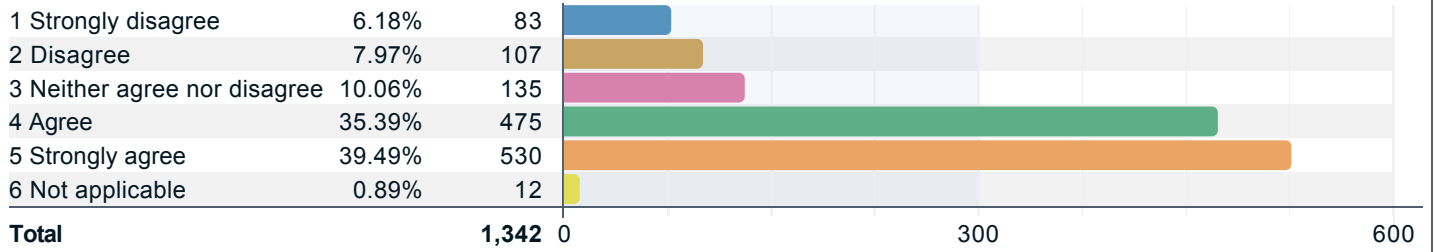


| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 77 | 5.75% |
| Disagree | 2 | 133 | 9.94% |
| Neither agree nor disagree | 3 | 254 | 18.98% |
| Agree | 4 | 480 | 35.87% |
| Strongly agree | 5 | 287 | 21.45% |
| Not applicable | 6 | 107 | 8.00% |



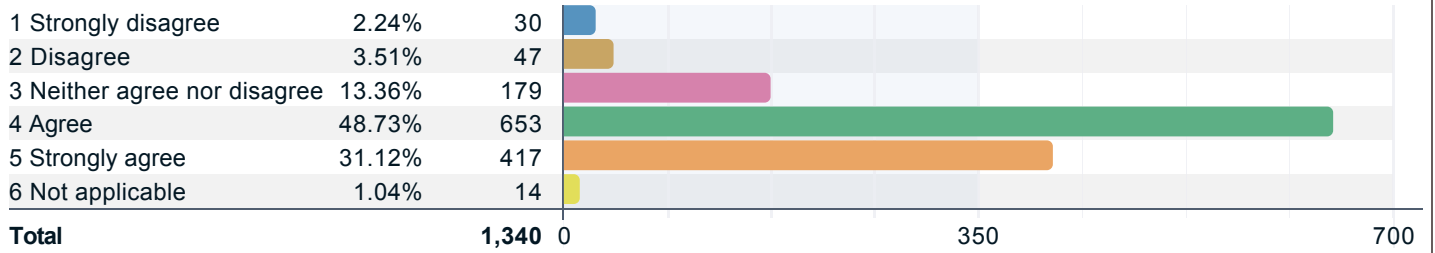
| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 37 | 2.76% |
| Disagree | 2 | 55 | 4.10% |
| Neither agree nor disagree | 3 | 126 | 9.40% |
| Agree | 4 | 590 | 44.03% |
| Strongly agree | 5 | 523 | 39.03% |
| Not applicable | 6 | 9 | 0.67% |

3. My supervisor or chair



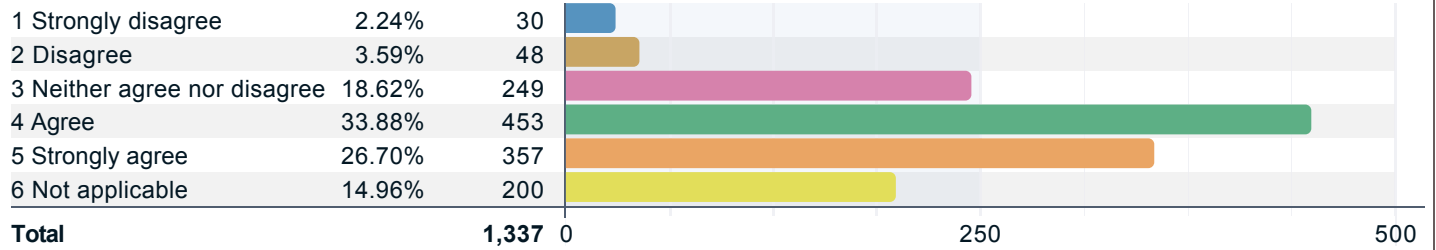
| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 83 | 6.18% |
| Disagree | 2 | 107 | 7.97% |
| Neither agree nor disagree | 3 | 135 | 10.06% |
| Agree | 4 | 475 | 35.39% |
| Strongly agree | 5 | 530 | 39.49% |
| Not applicable | 6 | 12 | 0.89% |

4. Staff members



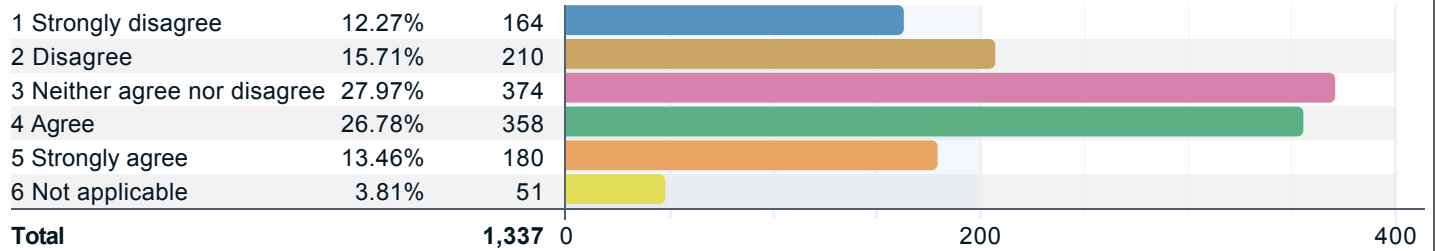
| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 30 | 2.24% |
| Disagree | 2 | 47 | 3.51% |
| Neither agree nor disagree | 3 | 179 | 13.36% |
| Agree | 4 | 653 | 48.73% |
| Strongly agree | 5 | 417 | 31.12% |
| Not applicable | 6 | 14 | 1.04% |

5. Students



| 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

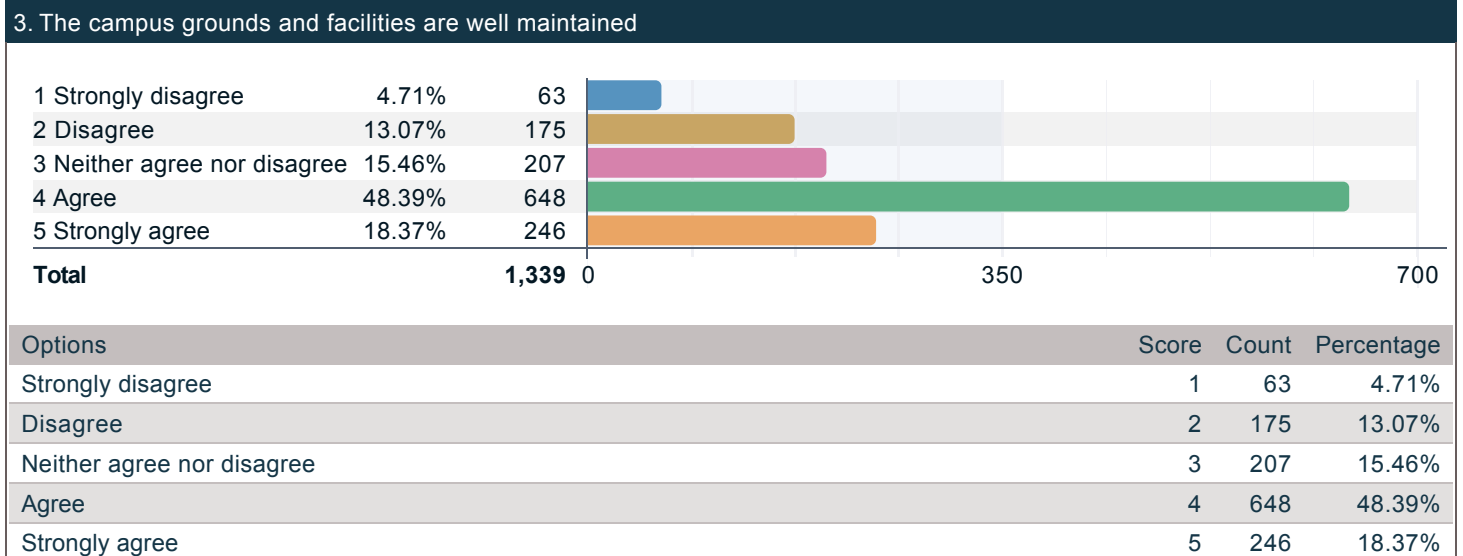
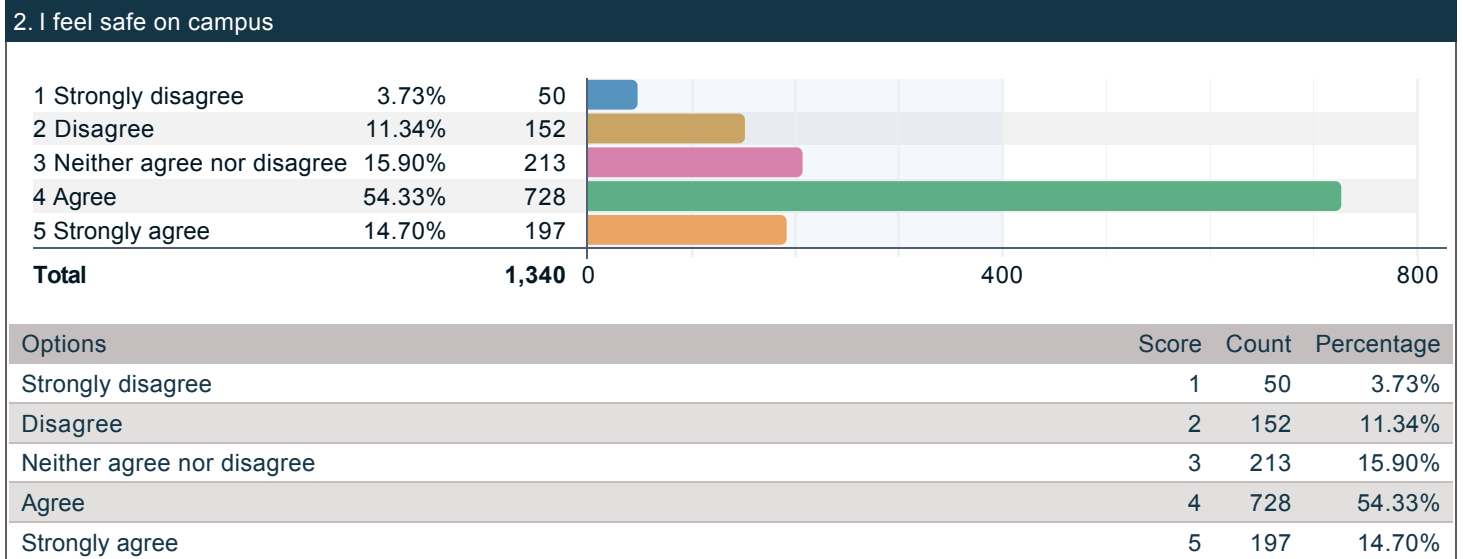
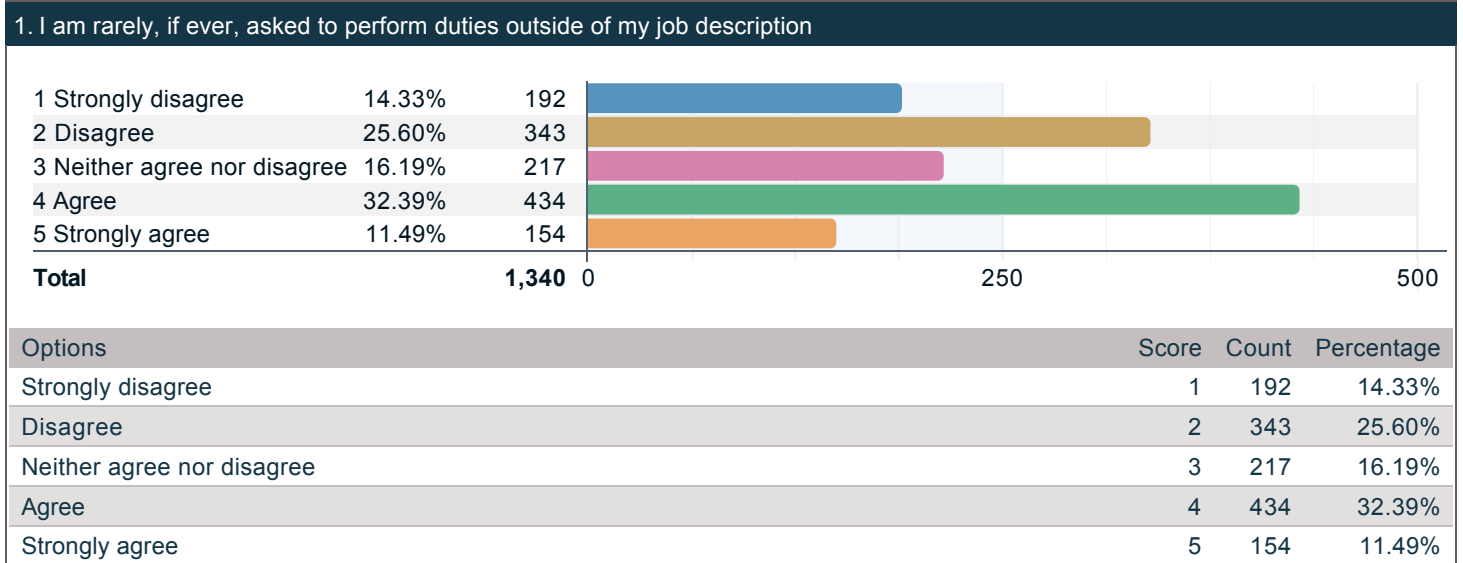


| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 164 | 12.27% |
| Disagree | 2 | 210 | 15.71% |
| Neither agree nor disagree | 3 | 374 | 27.97% |
| Agree | 4 | 358 | 26.78% |
| Strongly agree | 5 | 180 | 13.46% |
| Not applicable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

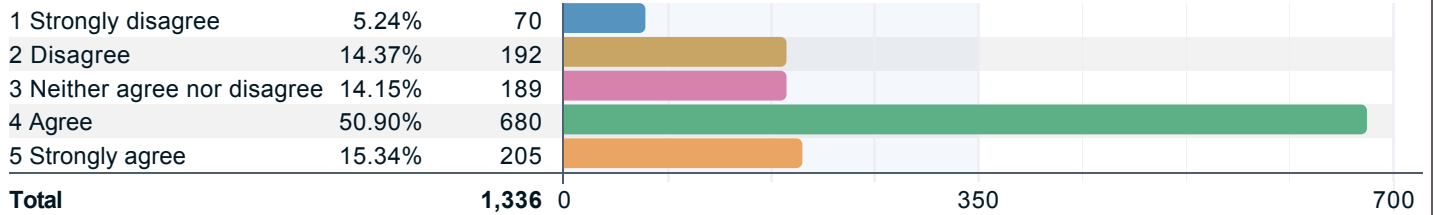
I feel valued by: (continued)

FACULTY

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

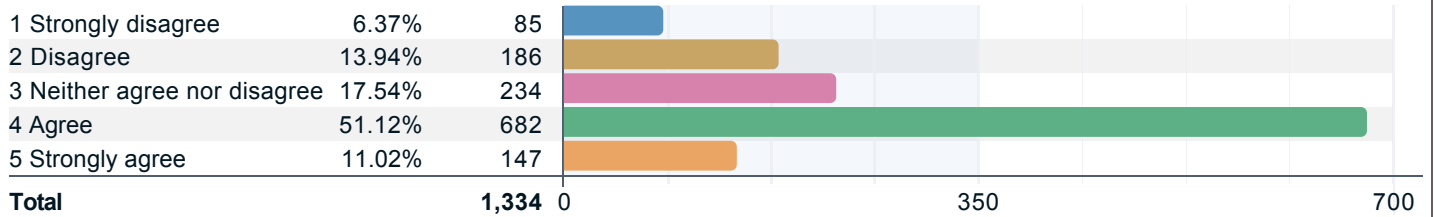


4. I have the proper equipment, supplies, and instruments necessary to perform my job effectively



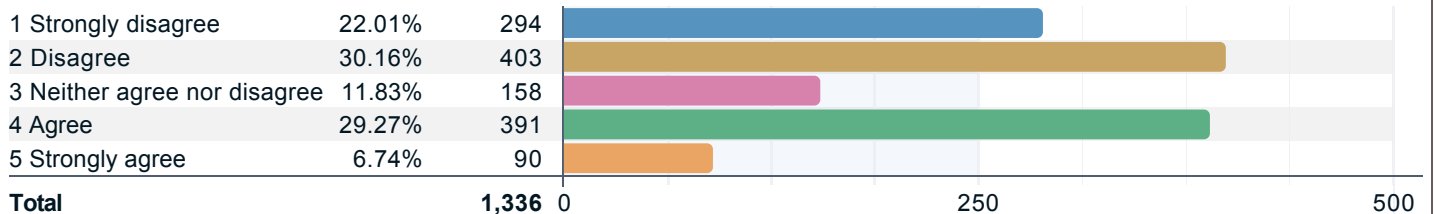
| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 70 | 5.24% |
| Disagree | 2 | 192 | 14.37% |
| Neither agree nor disagree | 3 | 189 | 14.15% |
| Agree | 4 | 680 | 50.90% |
| Strongly agree | 5 | 205 | 15.34% |

5. I believe that working conditions at UofL are satisfactory



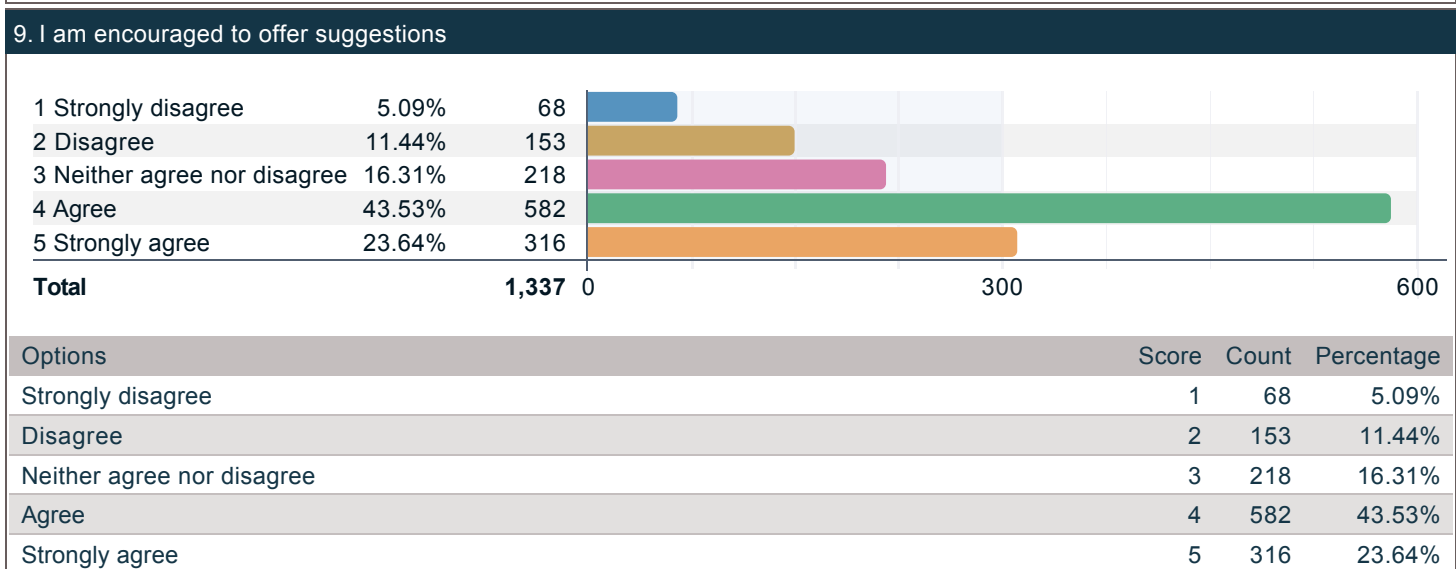
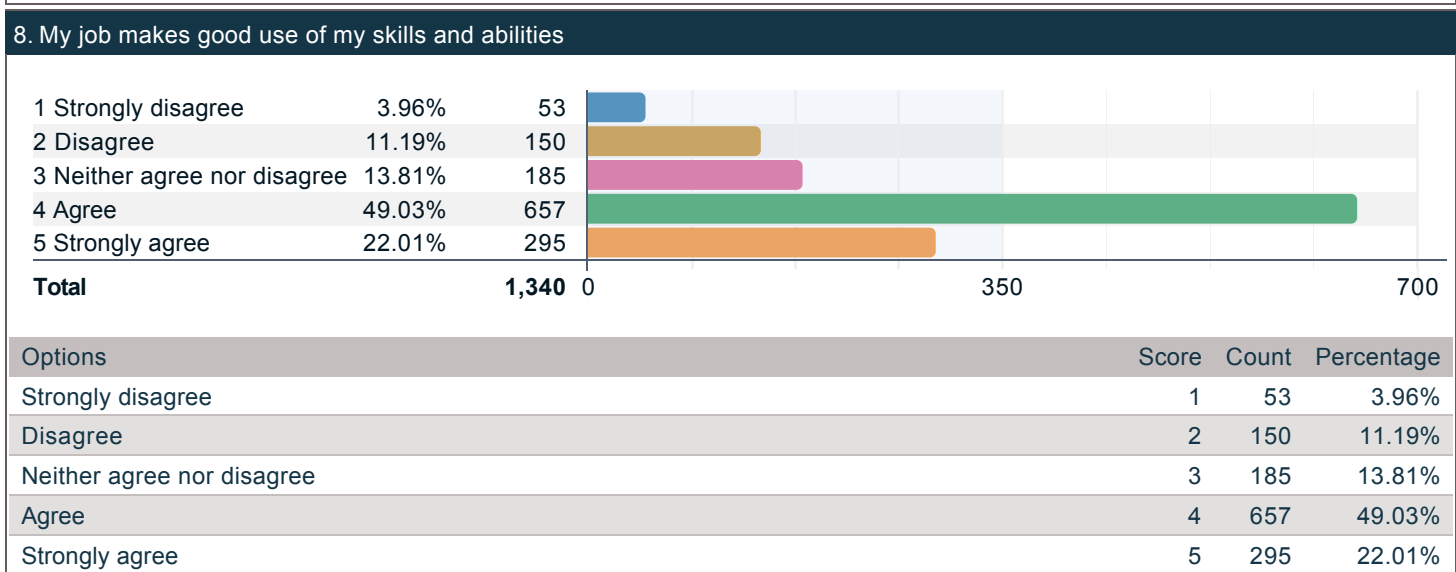
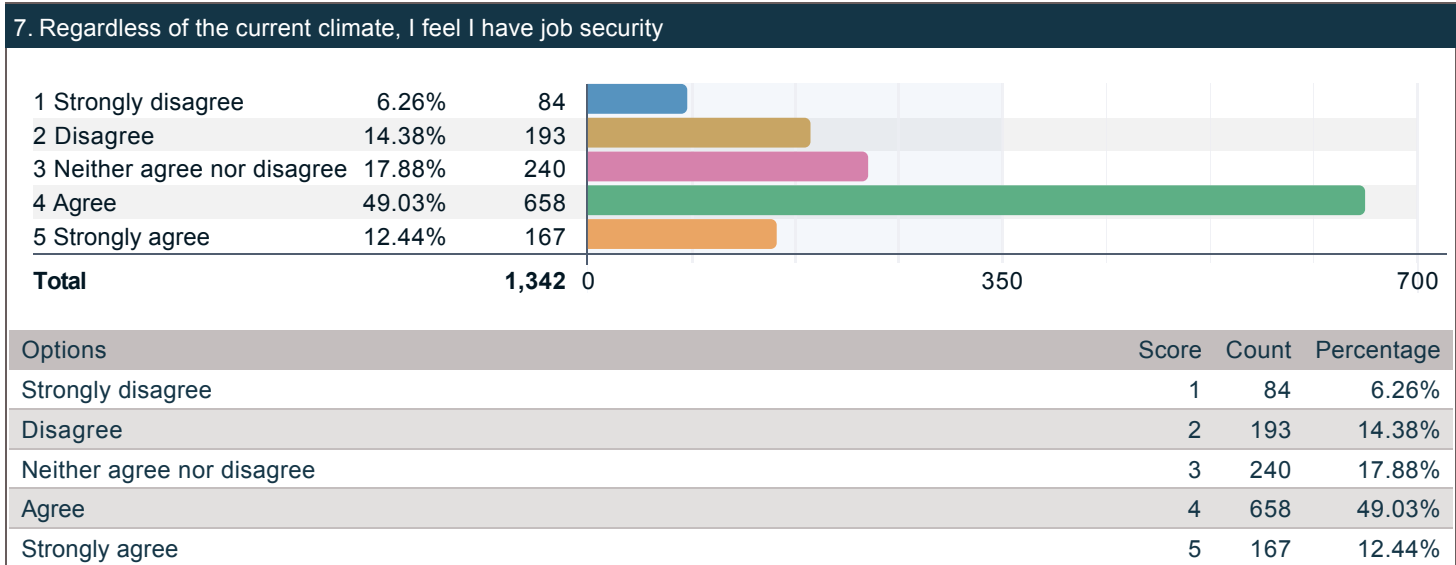
| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 85 | 6.37% |
| Disagree | 2 | 186 | 13.94% |
| Neither agree nor disagree | 3 | 234 | 17.54% |
| Agree | 4 | 682 | 51.12% |
| Strongly agree | 5 | 147 | 11.02% |

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

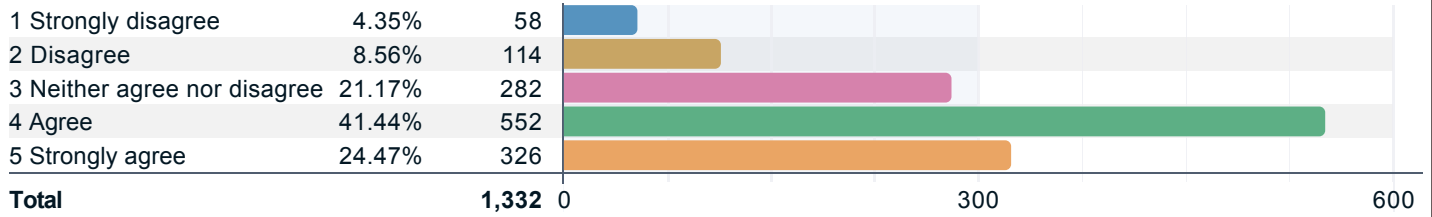


| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 294 | 22.01% |
| Disagree | 2 | 403 | 30.16% |
| Neither agree nor disagree | 3 | 158 | 11.83% |
| Agree | 4 | 391 | 29.27% |
| Strongly agree | 5 | 90 | 6.74% |

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

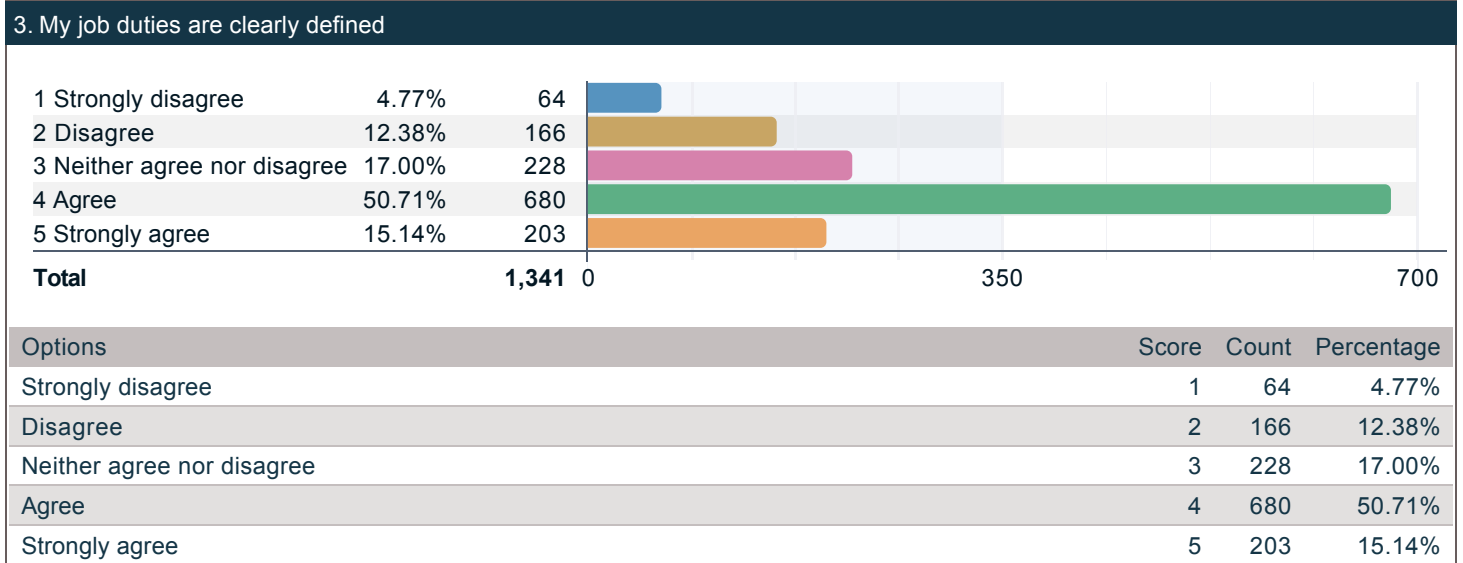
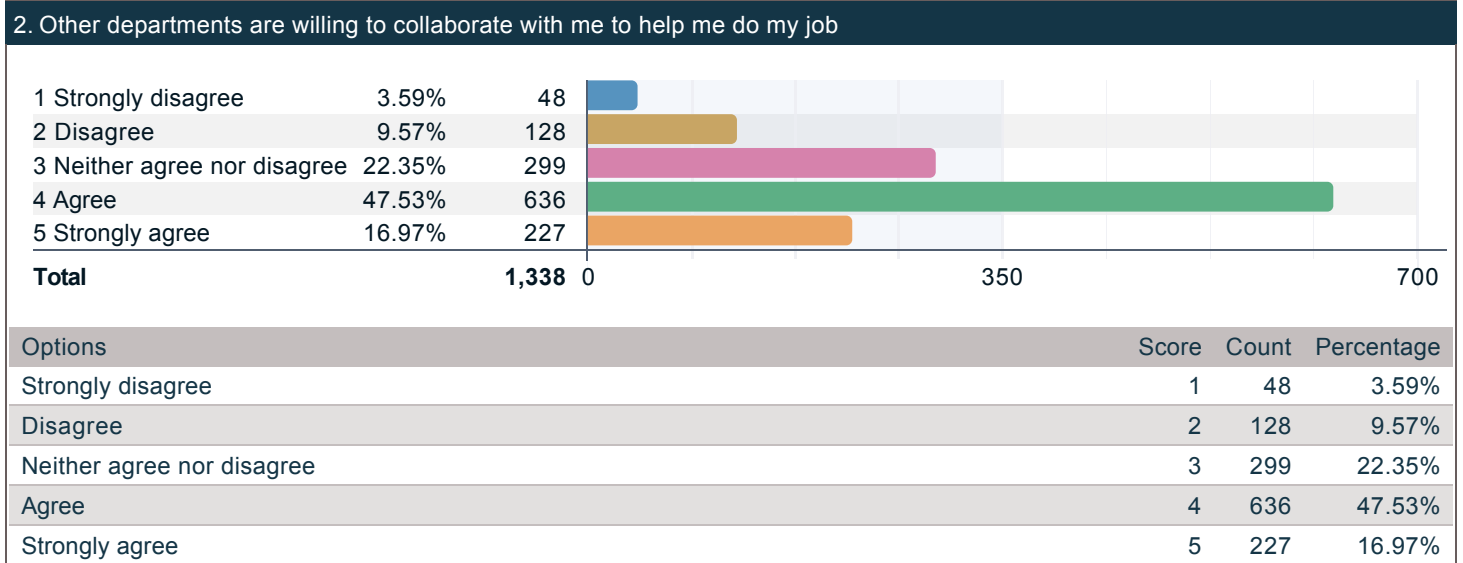
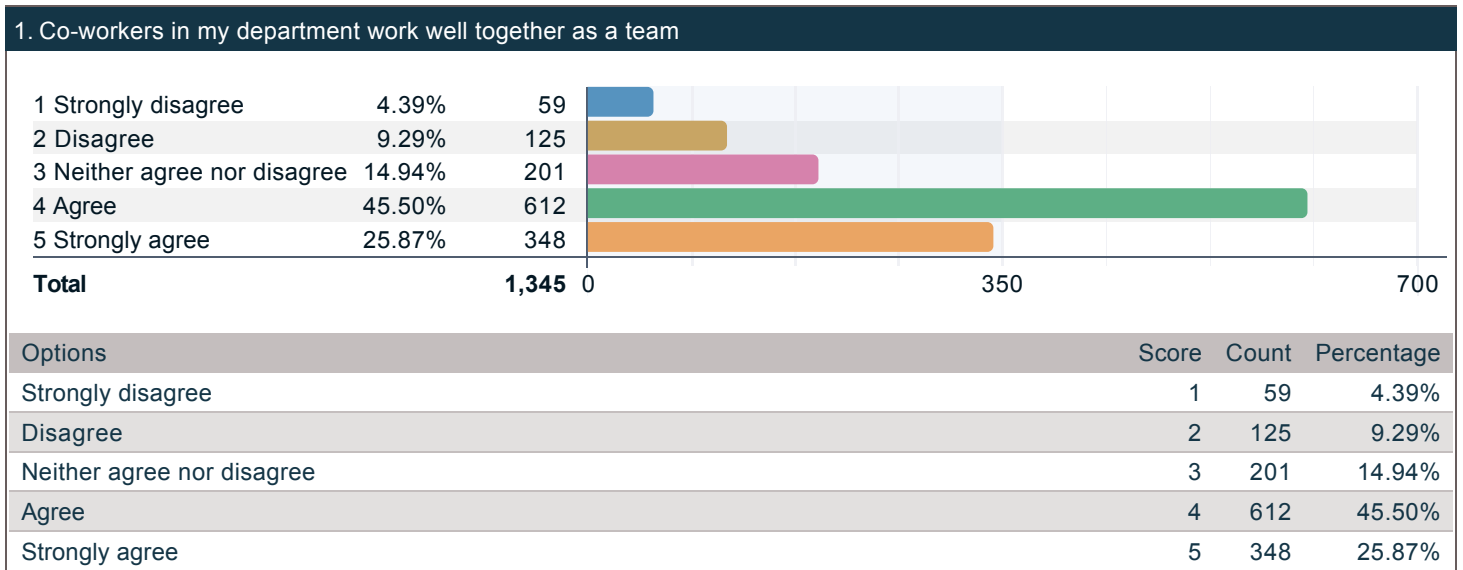


10. I am encouraged to be innovative in my teaching or my work



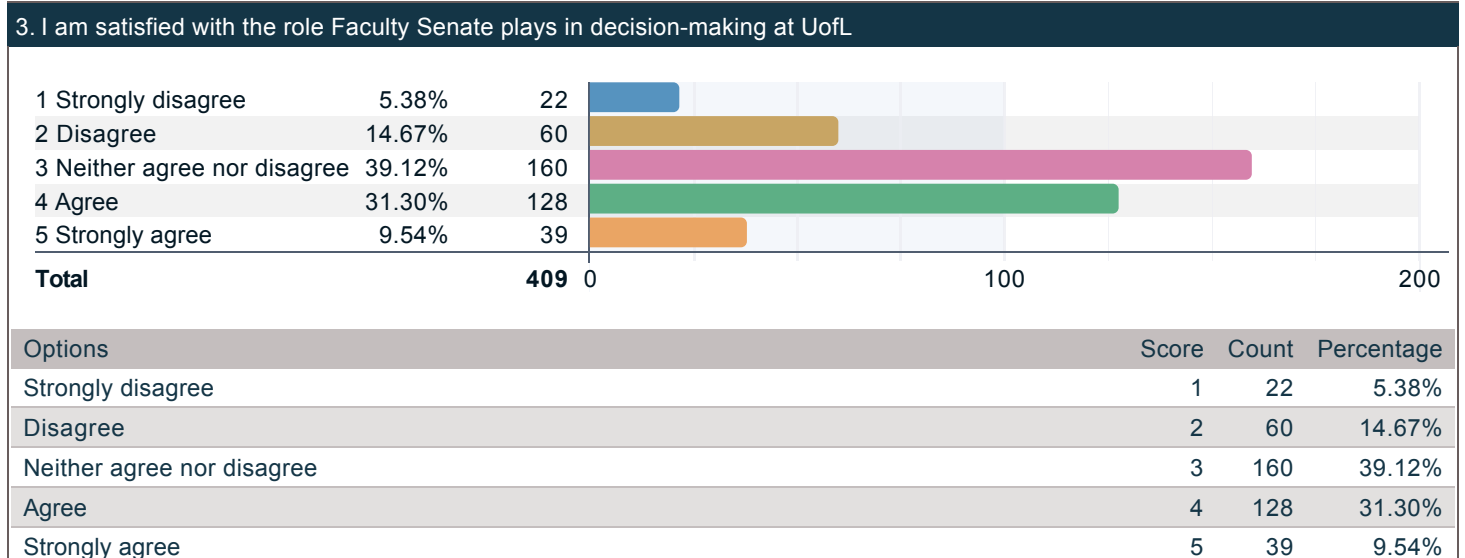
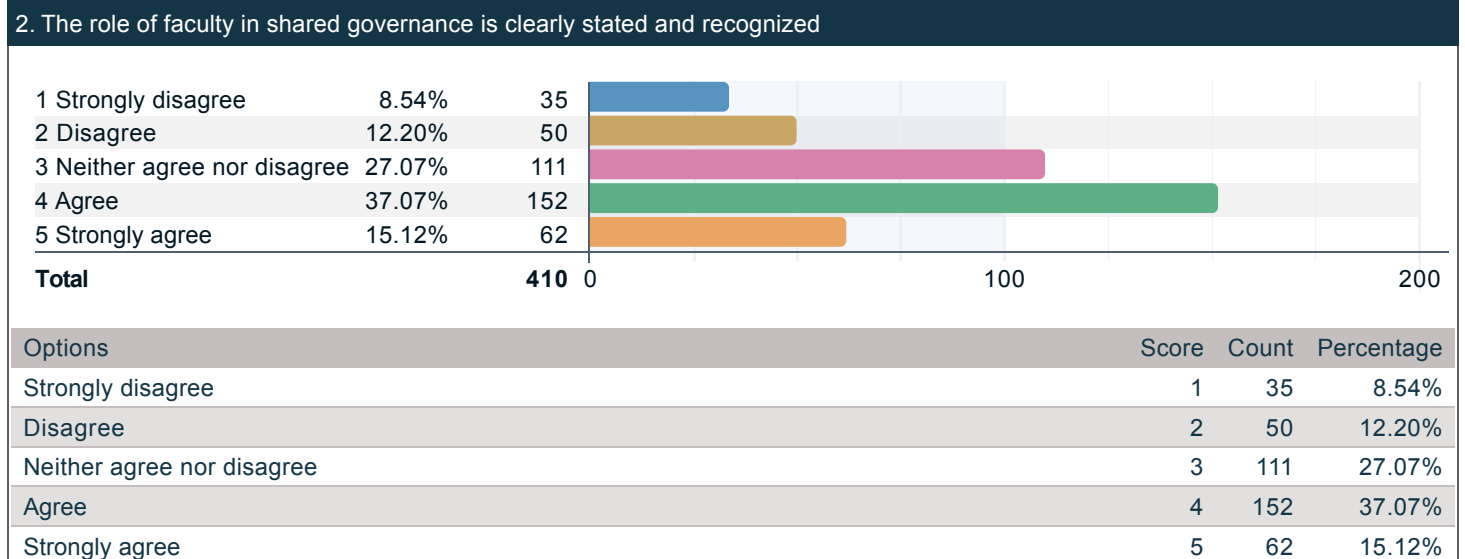
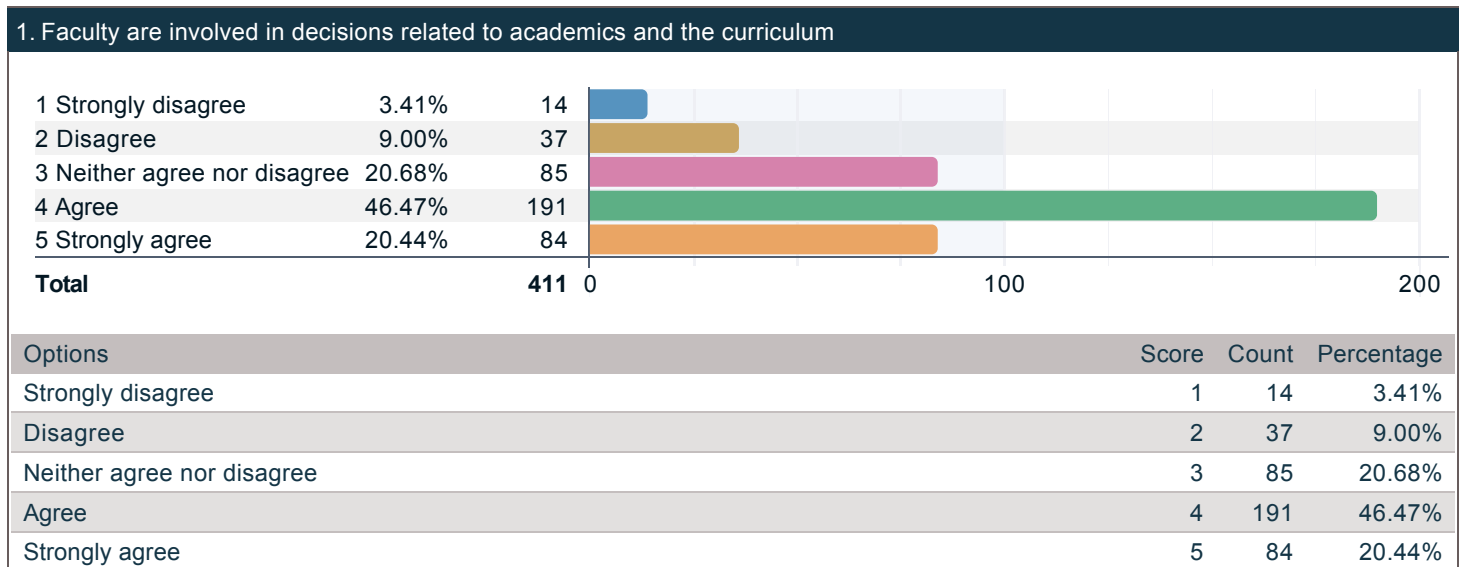
| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 58 | 4.35% |
| Disagree | 2 | 114 | 8.56% |
| Neither agree nor disagree | 3 | 282 | 21.17% |
| Agree | 4 | 552 | 41.44% |
| Strongly agree | 5 | 326 | 24.47% |

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

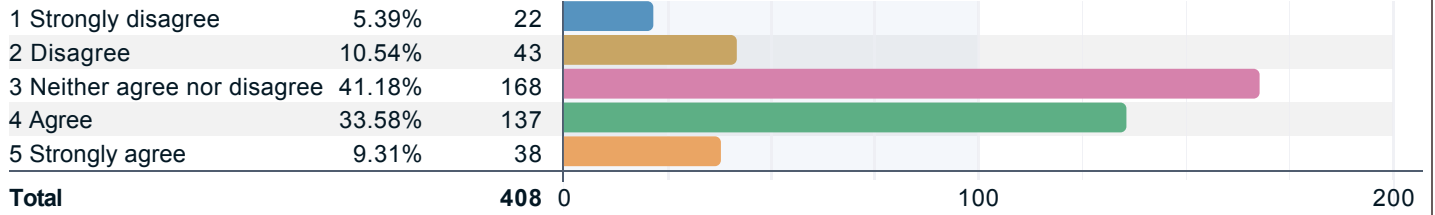


FULL-TIME, PART-TIME & ADJUNCT FACULTY

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



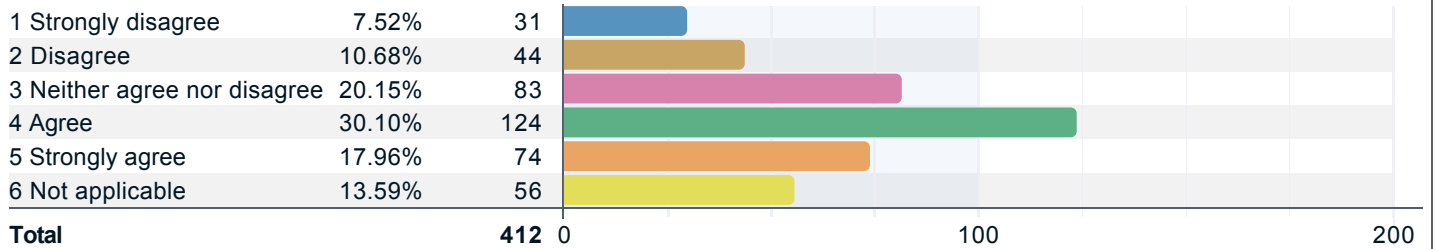
4. I am satisfied with the Faculty Senate representation of my interests at UofL



| 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% |

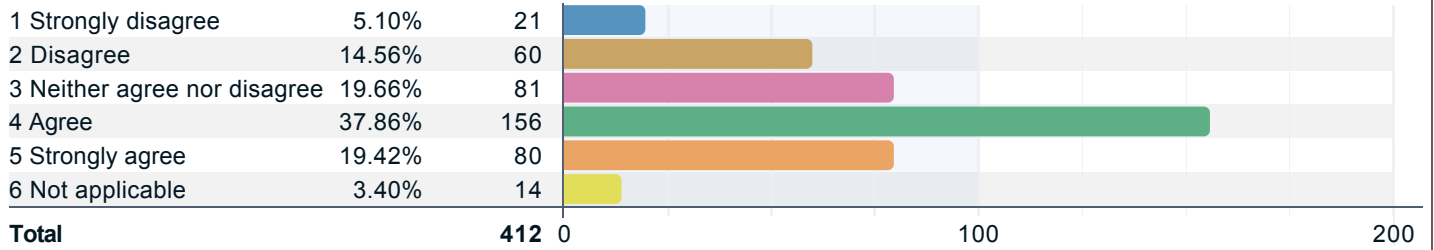
I feel valued by UofL for my:

1. Research and scholarship



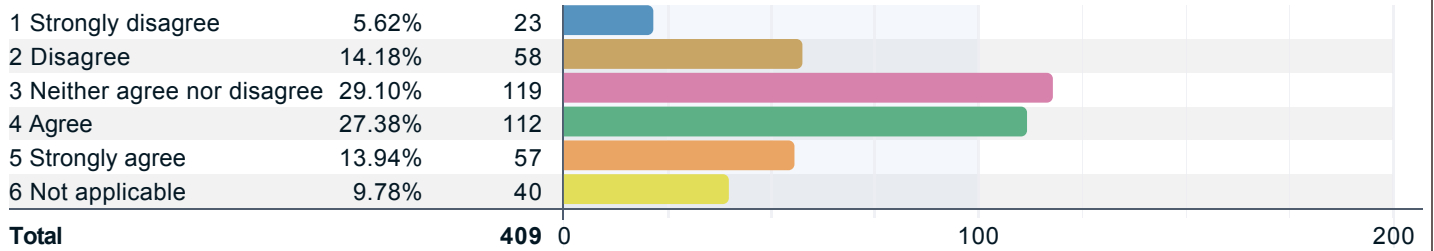
| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 31 | 7.52% |
| Disagree | 2 | 44 | 10.68% |
| Neither agree nor disagree | 3 | 83 | 20.15% |
| Agree | 4 | 124 | 30.10% |
| Strongly agree | 5 | 74 | 17.96% |
| Not applicable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

2. Service to the university



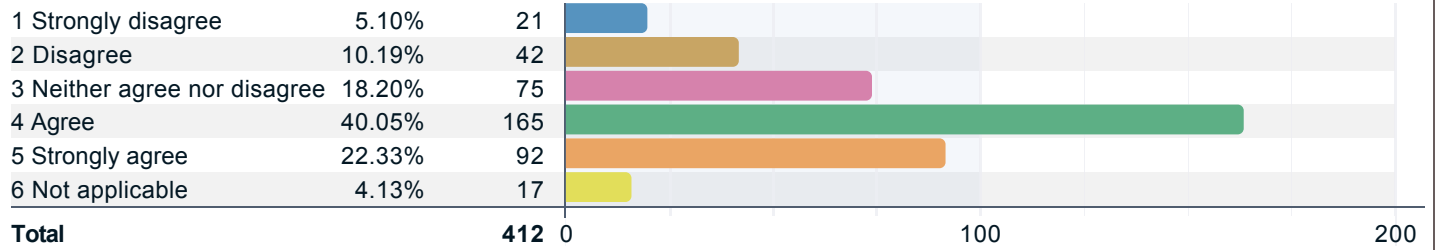
| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 21 | 5.10% |
| Disagree | 2 | 60 | 14.56% |
| Neither agree nor disagree | 3 | 81 | 19.66% |
| Agree | 4 | 156 | 37.86% |
| Strongly agree | 5 | 80 | 19.42% |
| Not applicable | 6 | 14 | 3.40% |

3. Service to the community



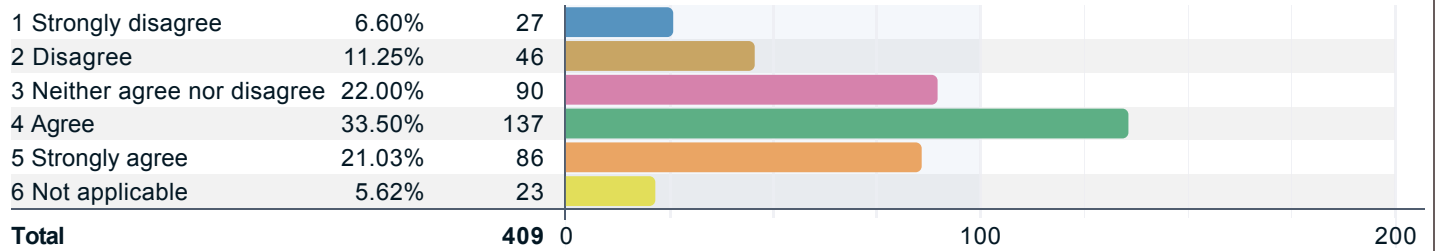
| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 23 | 5.62% |
| Disagree | 2 | 58 | 14.18% |
| Neither agree nor disagree | 3 | 119 | 29.10% |
| Agree | 4 | 112 | 27.38% |
| Strongly agree | 5 | 57 | 13.94% |
| Not applicable | 6 | 40 | 9.78% |

4. Teaching



| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 21 | 5.10% |
| Disagree | 2 | 42 | 10.19% |
| Neither agree nor disagree | 3 | 75 | 18.20% |
| Agree | 4 | 165 | 40.05% |
| Strongly agree | 5 | 92 | 22.33% |
| Not applicable | 6 | 17 | 4.13% |

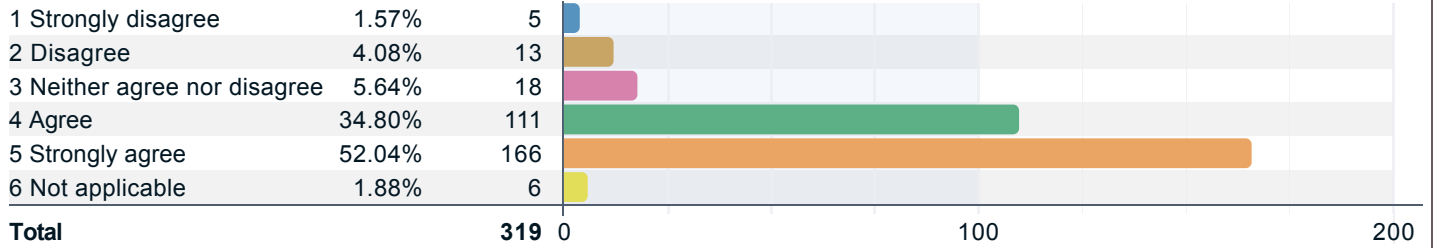
5. Mentoring of students



| 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% |

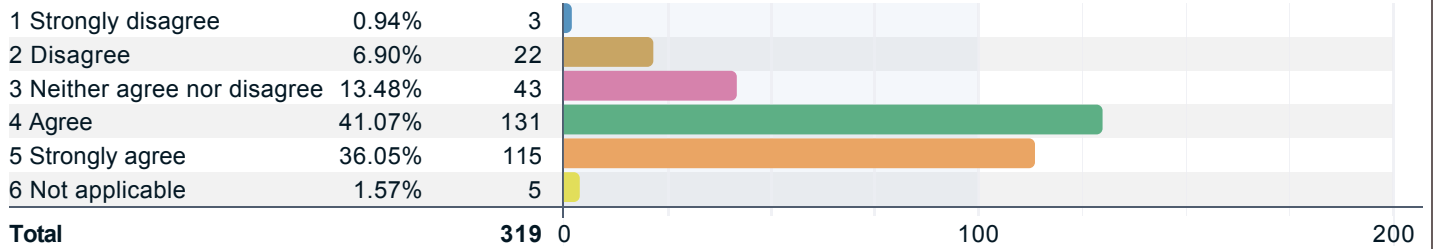
Read each of the following statements and indicate your level of agreement.

1. I am invited to participate in faculty meetings.



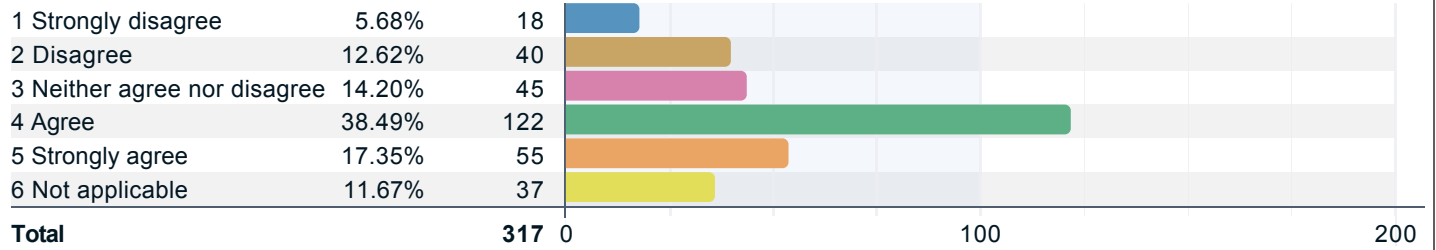
| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 5 | 1.57% |
| Disagree | 2 | 13 | 4.08% |
| Neither agree nor disagree | 3 | 18 | 5.64% |
| Agree | 4 | 111 | 34.80% |
| Strongly agree | 5 | 166 | 52.04% |
| Not applicable | 6 | 6 | 1.88% |

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



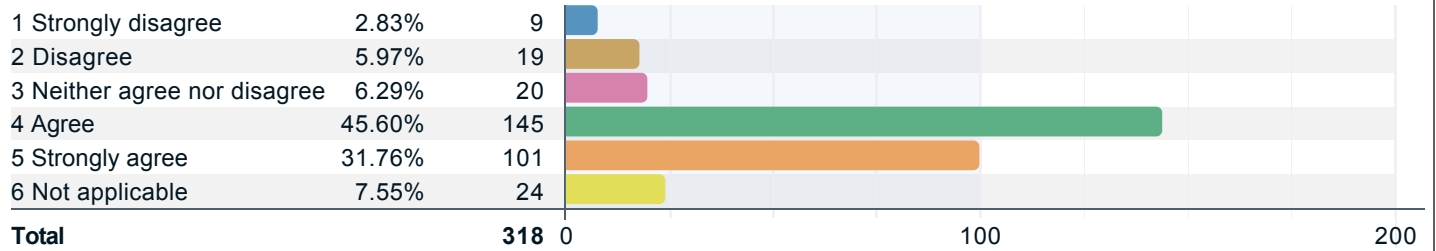
| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 3 | 0.94% |
| Disagree | 2 | 22 | 6.90% |
| Neither agree nor disagree | 3 | 43 | 13.48% |
| Agree | 4 | 131 | 41.07% |
| Strongly agree | 5 | 115 | 36.05% |
| Not applicable | 6 | 5 | 1.57% |

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



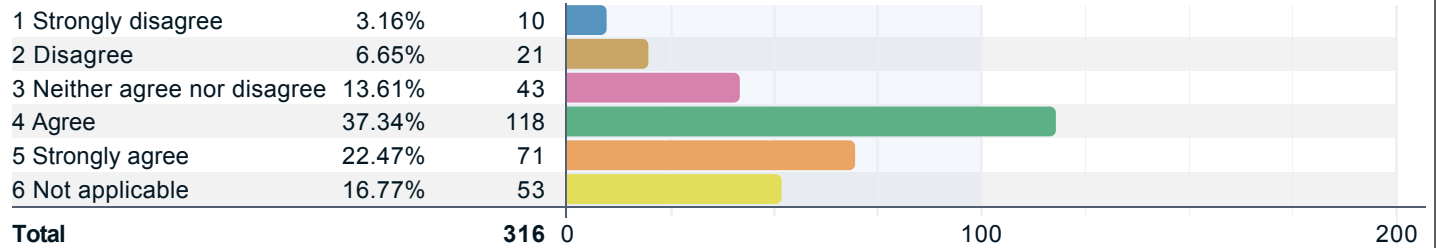
| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 18 | 5.68% |
| Disagree | 2 | 40 | 12.62% |
| Neither agree nor disagree | 3 | 45 | 14.20% |
| Agree | 4 | 122 | 38.49% |
| Strongly agree | 5 | 55 | 17.35% |
| Not applicable | 6 | 37 | 11.67% |

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



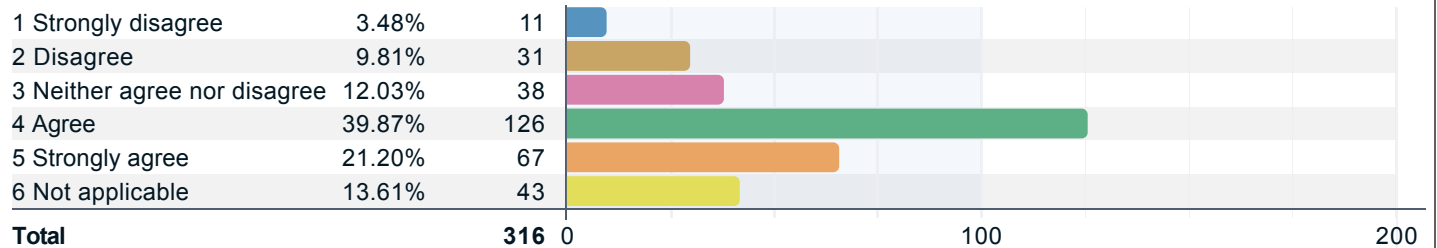
| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 9 | 2.83% |
| Disagree | 2 | 19 | 5.97% |
| Neither agree nor disagree | 3 | 20 | 6.29% |
| Agree | 4 | 145 | 45.60% |
| Strongly agree | 5 | 101 | 31.76% |
| Not applicable | 6 | 24 | 7.55% |

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



| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 10 | 3.16% |
| Disagree | 2 | 21 | 6.65% |
| Neither agree nor disagree | 3 | 43 | 13.61% |
| Agree | 4 | 118 | 37.34% |
| Strongly agree | 5 | 71 | 22.47% |
| Not applicable | 6 | 53 | 16.77% |

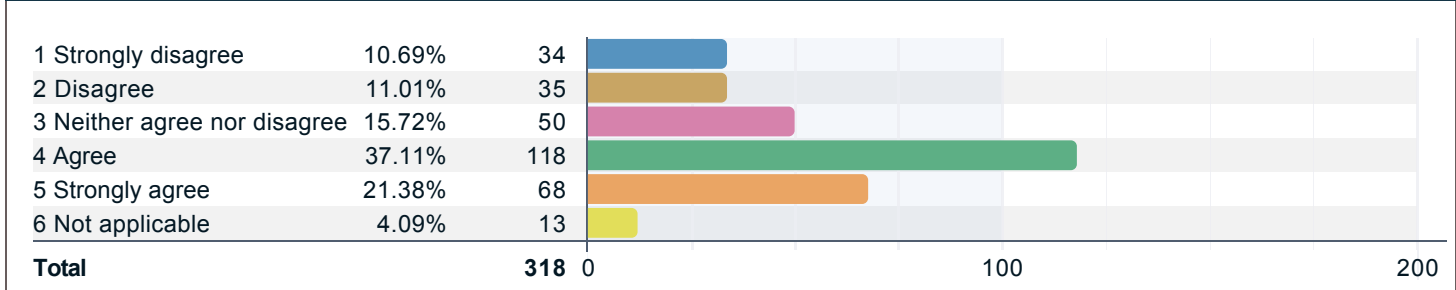
6. I am satisfied with the number of courses I am offered to teach.



| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 11 | 3.48% |
| Disagree | 2 | 31 | 9.81% |
| Neither agree nor disagree | 3 | 38 | 12.03% |
| Agree | 4 | 126 | 39.87% |
| Strongly agree | 5 | 67 | 21.20% |
| Not applicable | 6 | 43 | 13.61% |

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

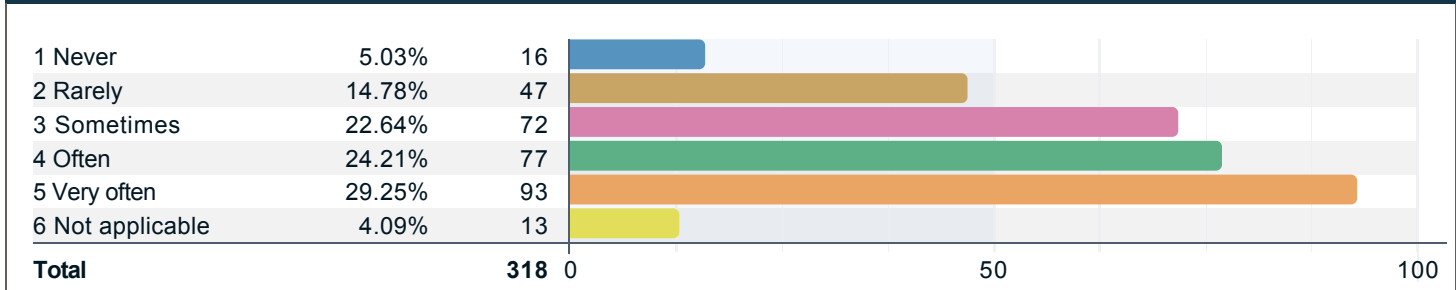
7. I am satisfied with the support I receive from IT.



| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 34 | 10.69% |
| Disagree | 2 | 35 | 11.01% |
| Neither agree nor disagree | 3 | 50 | 15.72% |
| Agree | 4 | 118 | 37.11% |
| Strongly agree | 5 | 68 | 21.38% |
| Not applicable | 6 | 13 | 4.09% |

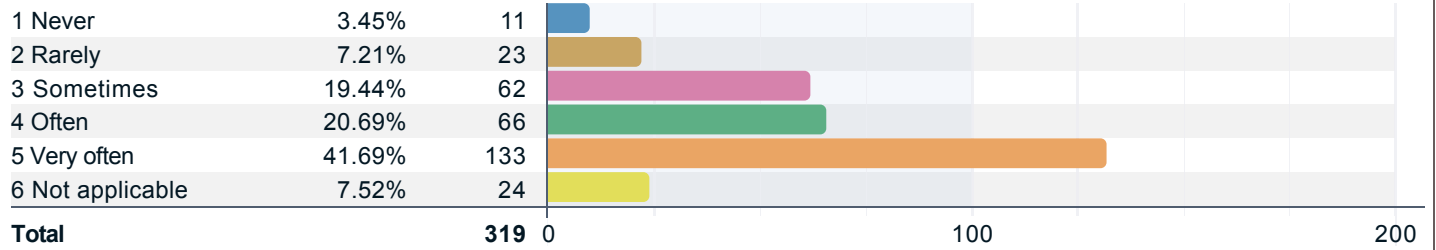
How frequently do you participate in the following activities?

1. Serve on university committees



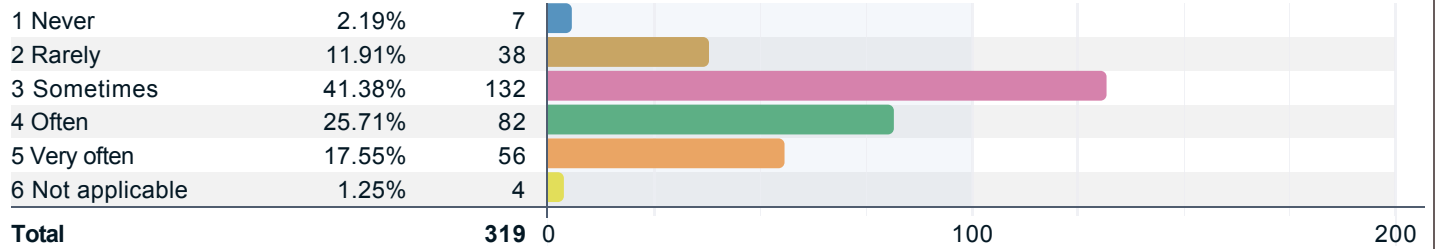
| Options | Score | Count | Percentage |
|----------------|-------|-------|------------|
| Never | 1 | 16 | 5.03% |
| Rarely | 2 | 47 | 14.78% |
| Sometimes | 3 | 72 | 22.64% |
| Often | 4 | 77 | 24.21% |
| Very often | 5 | 93 | 29.25% |
| Not applicable | 6 | 13 | 4.09% |

2. Advise students



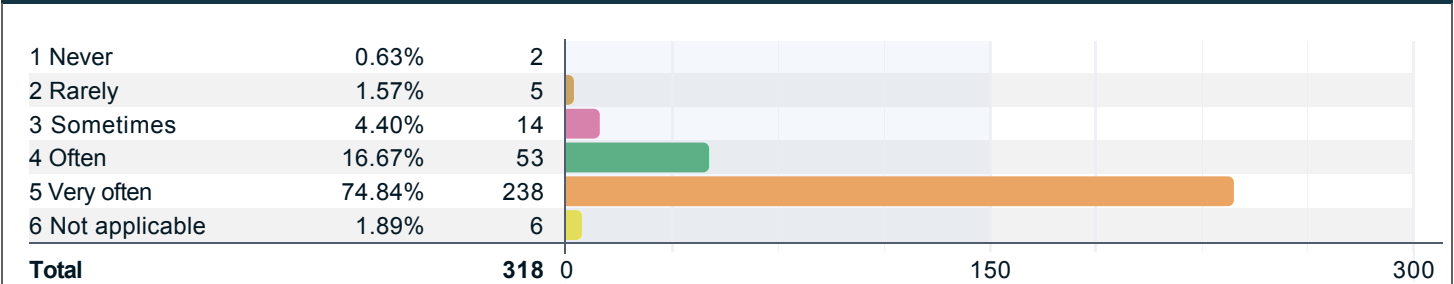
| Options | Score | Count | Percentage |
|----------------|-------|-------|------------|
| Never | 1 | 11 | 3.45% |
| Rarely | 2 | 23 | 7.21% |
| Sometimes | 3 | 62 | 19.44% |
| Often | 4 | 66 | 20.69% |
| Very often | 5 | 133 | 41.69% |
| Not applicable | 6 | 24 | 7.52% |

3. Attend UofL events



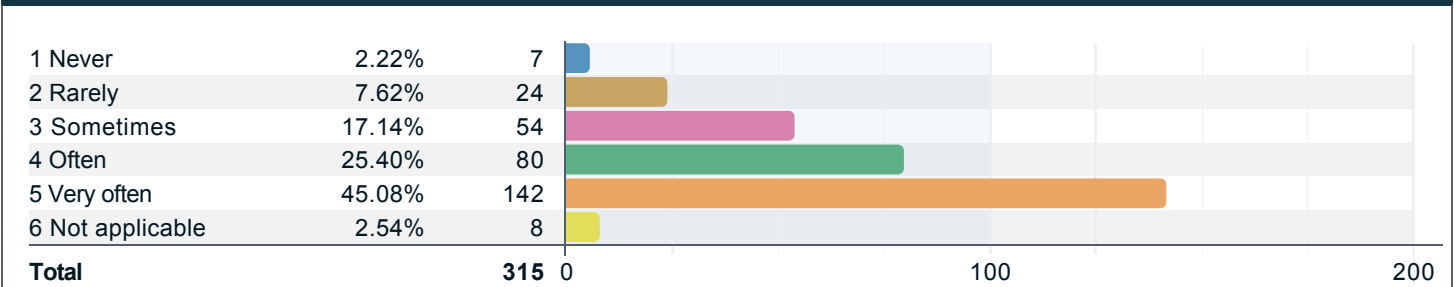
| Options | Score | Count | Percentage |
|----------------|-------|-------|------------|
| Never | 1 | 7 | 2.19% |
| Rarely | 2 | 38 | 11.91% |
| Sometimes | 3 | 132 | 41.38% |
| Often | 4 | 82 | 25.71% |
| Very often | 5 | 56 | 17.55% |
| Not applicable | 6 | 4 | 1.25% |

4. Attend department faculty meetings



| 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

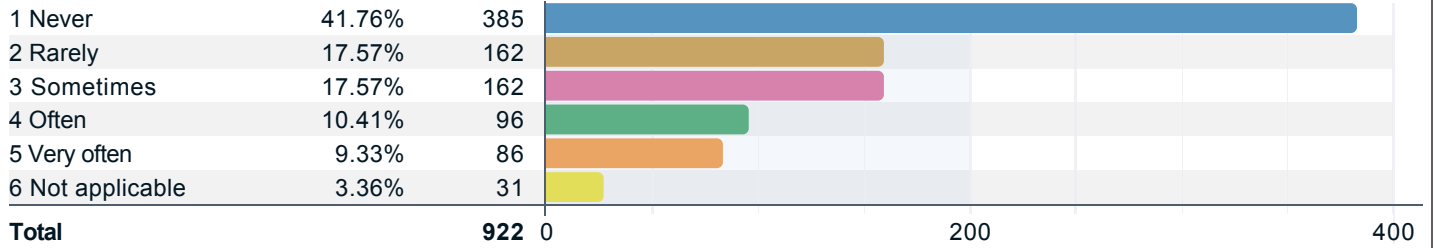


| Options | Score | Count | Percentage |
|----------------|-------|-------|------------|
| Never | 1 | 7 | 2.22% |
| Rarely | 2 | 24 | 7.62% |
| Sometimes | 3 | 54 | 17.14% |
| Often | 4 | 80 | 25.40% |
| Very often | 5 | 142 | 45.08% |
| Not applicable | 6 | 8 | 2.54% |

STAFF

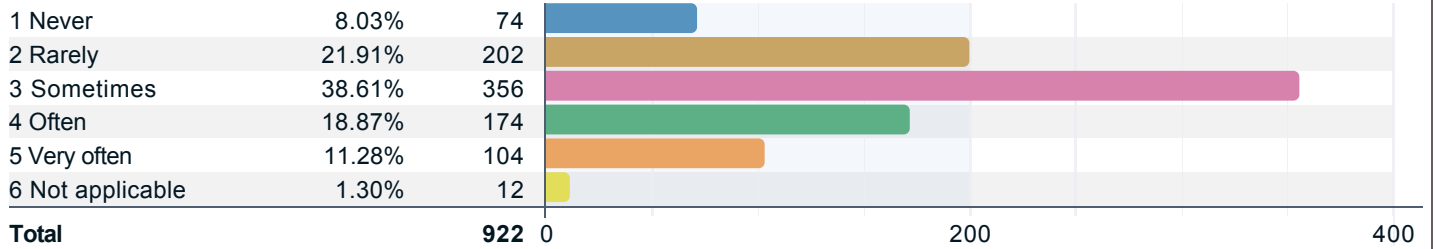
How frequently do you participate in the following activities?

1. Serve on university committees



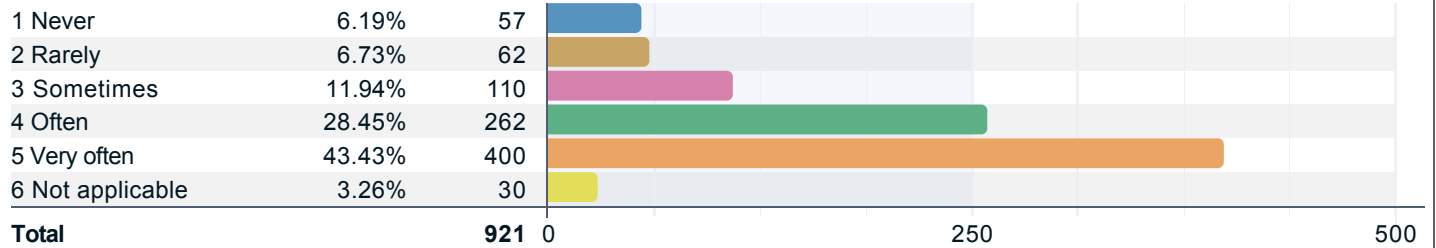
| Options | Score | Count | Percentage |
|----------------|-------|-------|------------|
| Never | 1 | 385 | 41.76% |
| Rarely | 2 | 162 | 17.57% |
| Sometimes | 3 | 162 | 17.57% |
| Often | 4 | 96 | 10.41% |
| Very often | 5 | 86 | 9.33% |
| Not applicable | 6 | 31 | 3.36% |

2. Attend UofL events



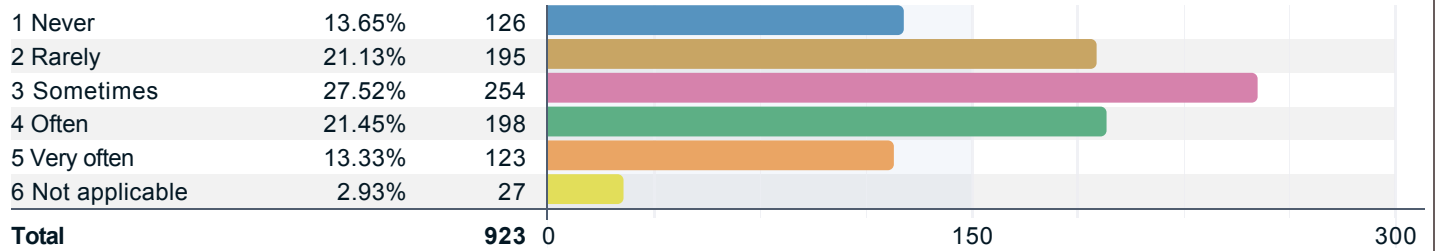
| Options | Score | Count | Percentage |
|----------------|-------|-------|------------|
| Never | 1 | 74 | 8.03% |
| Rarely | 2 | 202 | 21.91% |
| Sometimes | 3 | 356 | 38.61% |
| Often | 4 | 174 | 18.87% |
| Very often | 5 | 104 | 11.28% |
| Not applicable | 6 | 12 | 1.30% |

3. Attend unit/department staff meetings



| Options | Score | Count | Percentage |
|----------------|-------|-------|------------|
| Never | 1 | 57 | 6.19% |
| Rarely | 2 | 62 | 6.73% |
| Sometimes | 3 | 110 | 11.94% |
| Often | 4 | 262 | 28.45% |
| Very often | 5 | 400 | 43.43% |
| Not applicable | 6 | 30 | 3.26% |

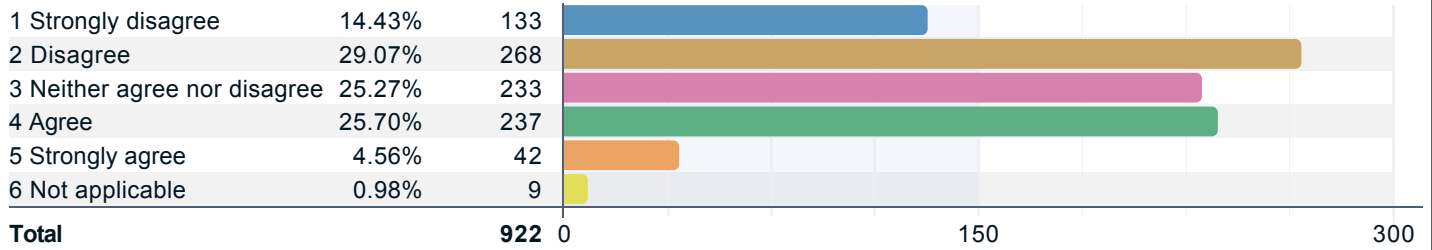
4. Attend other unit/department functions



| 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% |

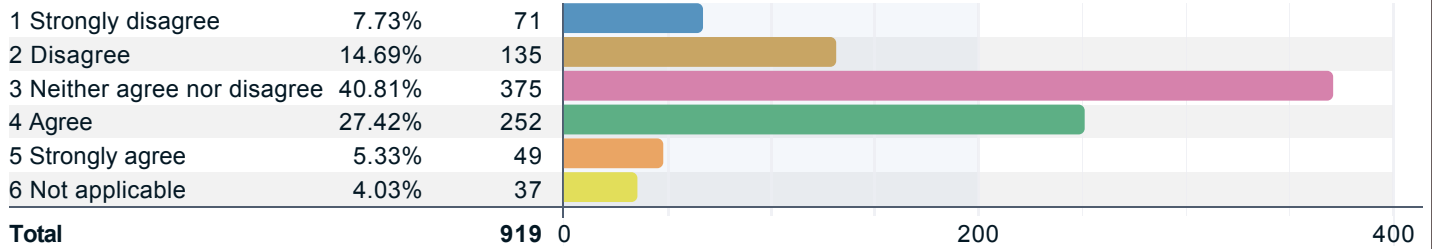
Read each of the following statements and indicate your level of agreement.

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



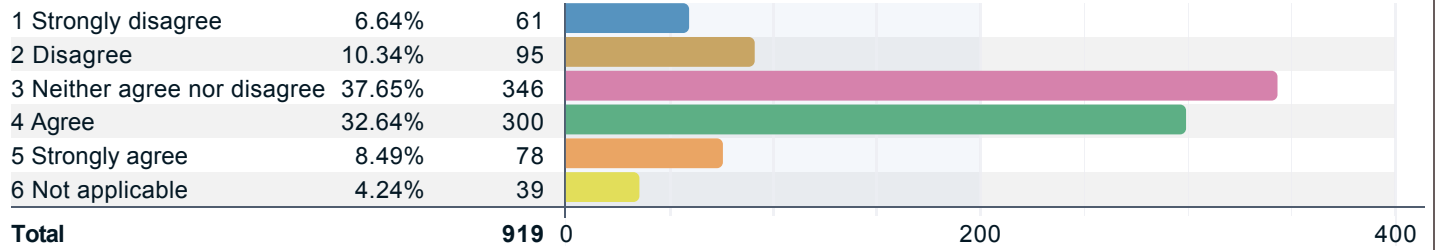
| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 133 | 14.43% |
| Disagree | 2 | 268 | 29.07% |
| Neither agree nor disagree | 3 | 233 | 25.27% |
| Agree | 4 | 237 | 25.70% |
| Strongly agree | 5 | 42 | 4.56% |
| Not applicable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

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



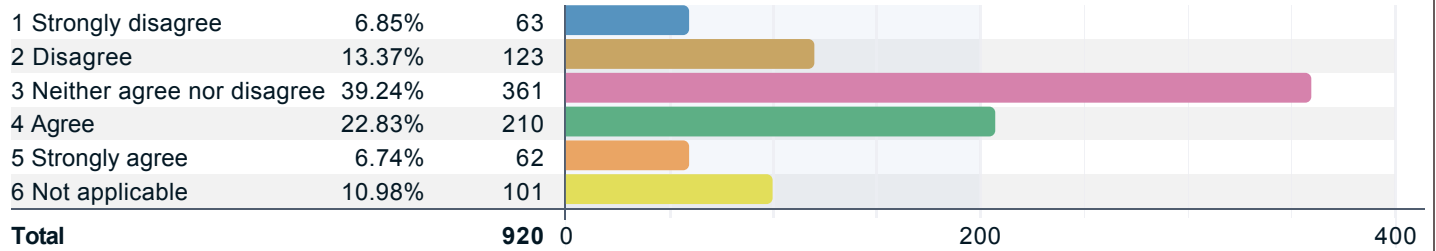
| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 71 | 7.73% |
| Disagree | 2 | 135 | 14.69% |
| Neither agree nor disagree | 3 | 375 | 40.81% |
| Agree | 4 | 252 | 27.42% |
| Strongly agree | 5 | 49 | 5.33% |
| Not applicable | 6 | 37 | 4.03% |

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



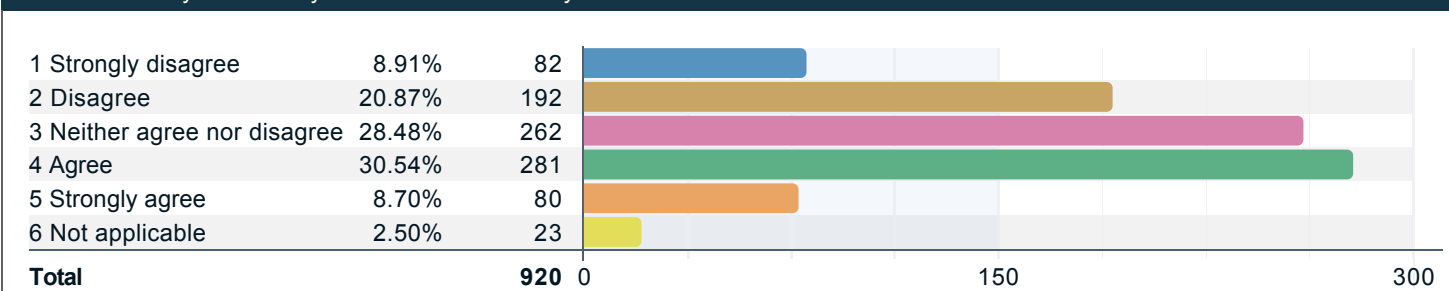
| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 61 | 6.64% |
| Disagree | 2 | 95 | 10.34% |
| Neither agree nor disagree | 3 | 346 | 37.65% |
| Agree | 4 | 300 | 32.64% |
| Strongly agree | 5 | 78 | 8.49% |
| Not applicable | 6 | 39 | 4.24% |

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



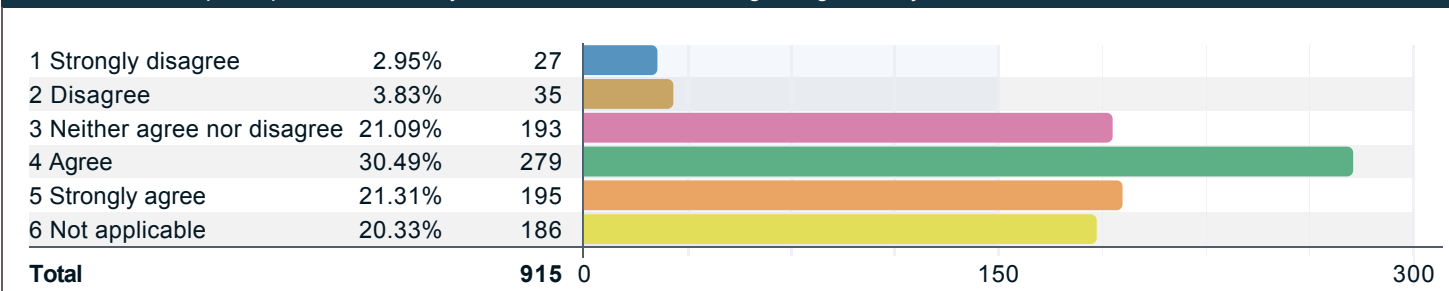
| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 63 | 6.85% |
| Disagree | 2 | 123 | 13.37% |
| Neither agree nor disagree | 3 | 361 | 39.24% |
| Agree | 4 | 210 | 22.83% |
| Strongly agree | 5 | 62 | 6.74% |
| Not applicable | 6 | 101 | 10.98% |

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



| 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% |

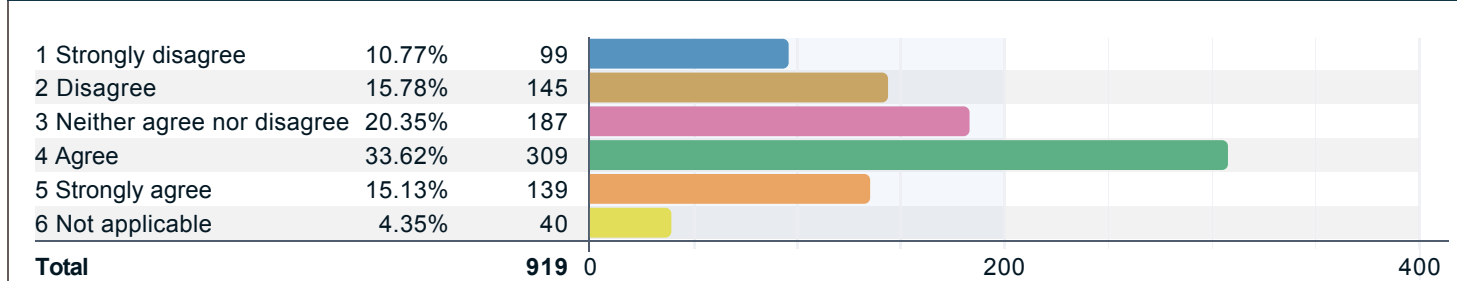
6. I am allowed to participate on university committees without it being charged to my leave time.



| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 27 | 2.95% |
| Disagree | 2 | 35 | 3.83% |
| Neither agree nor disagree | 3 | 193 | 21.09% |
| Agree | 4 | 279 | 30.49% |
| Strongly agree | 5 | 195 | 21.31% |
| Not applicable | 6 | 186 | 20.33% |

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

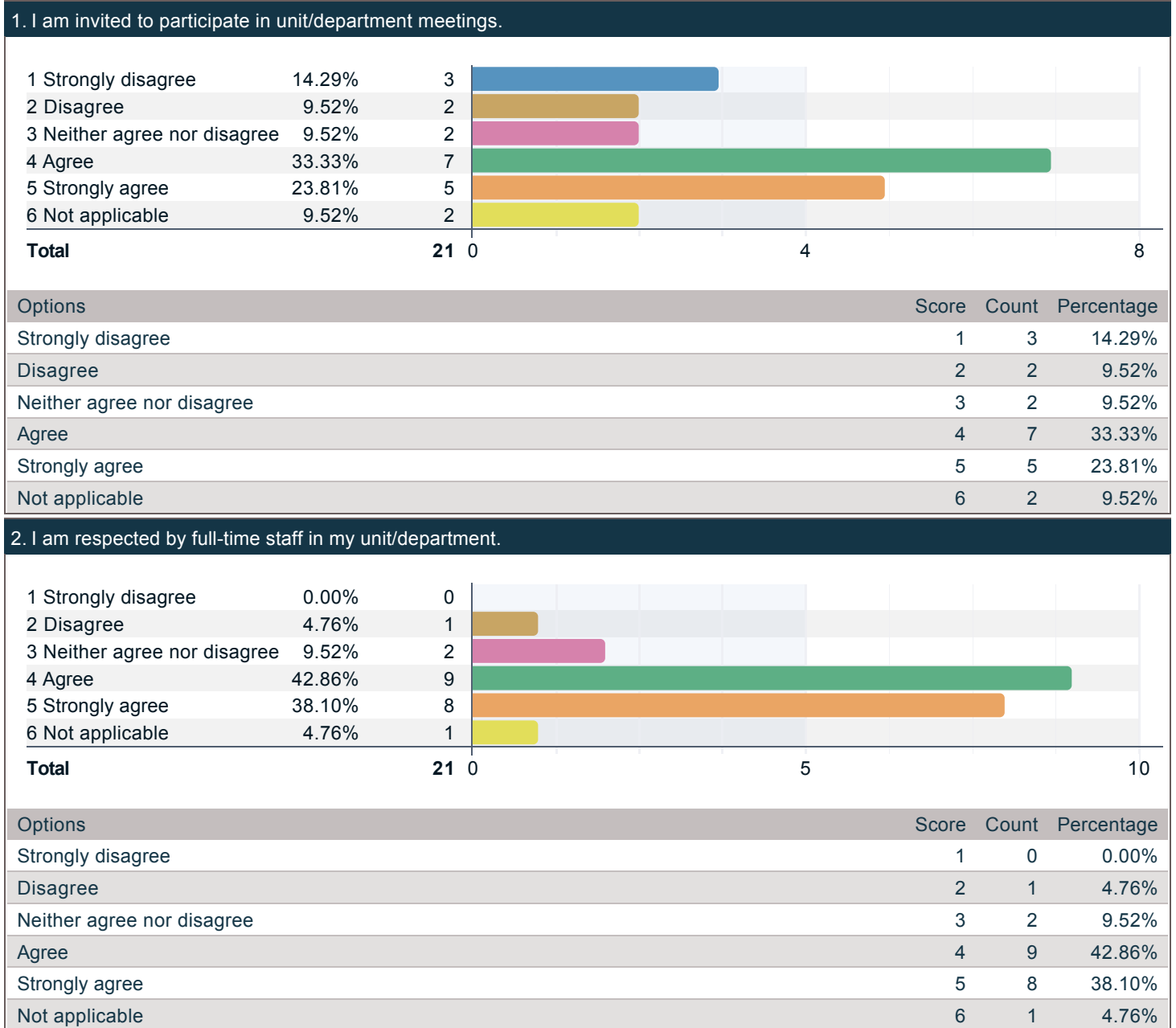
7. I am encouraged to prepare for promotional opportunities (e.g. attend training, take courses, pursue a degree in order to have the credentials to apply for promotional opportunities when they come along.)



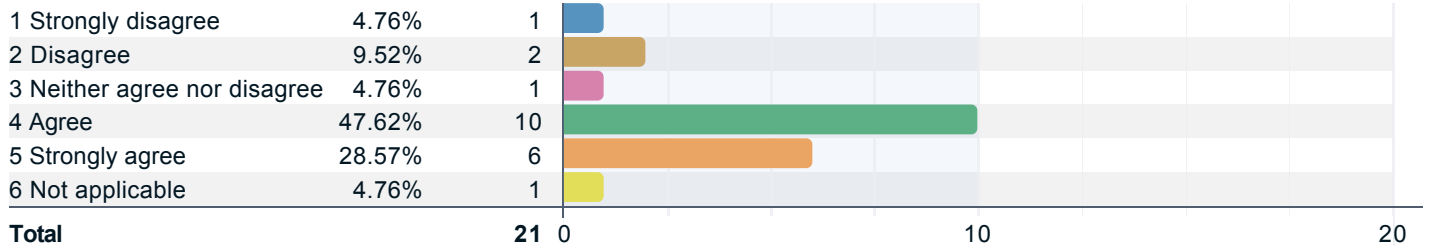
| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 99 | 10.77% |
| Disagree | 2 | 145 | 15.78% |
| Neither agree nor disagree | 3 | 187 | 20.35% |
| Agree | 4 | 309 | 33.62% |
| Strongly agree | 5 | 139 | 15.13% |
| Not applicable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

PART-TIME STAFF

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

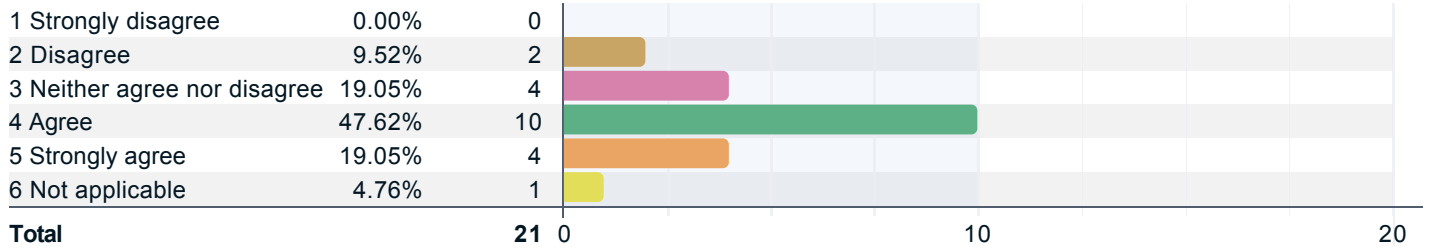


3. The office or workspace assigned to me is adequate for me to do my job.



| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 1 | 4.76% |
| Disagree | 2 | 2 | 9.52% |
| Neither agree nor disagree | 3 | 1 | 4.76% |
| Agree | 4 | 10 | 47.62% |
| Strongly agree | 5 | 6 | 28.57% |
| Not applicable | 6 | 1 | 4.76% |

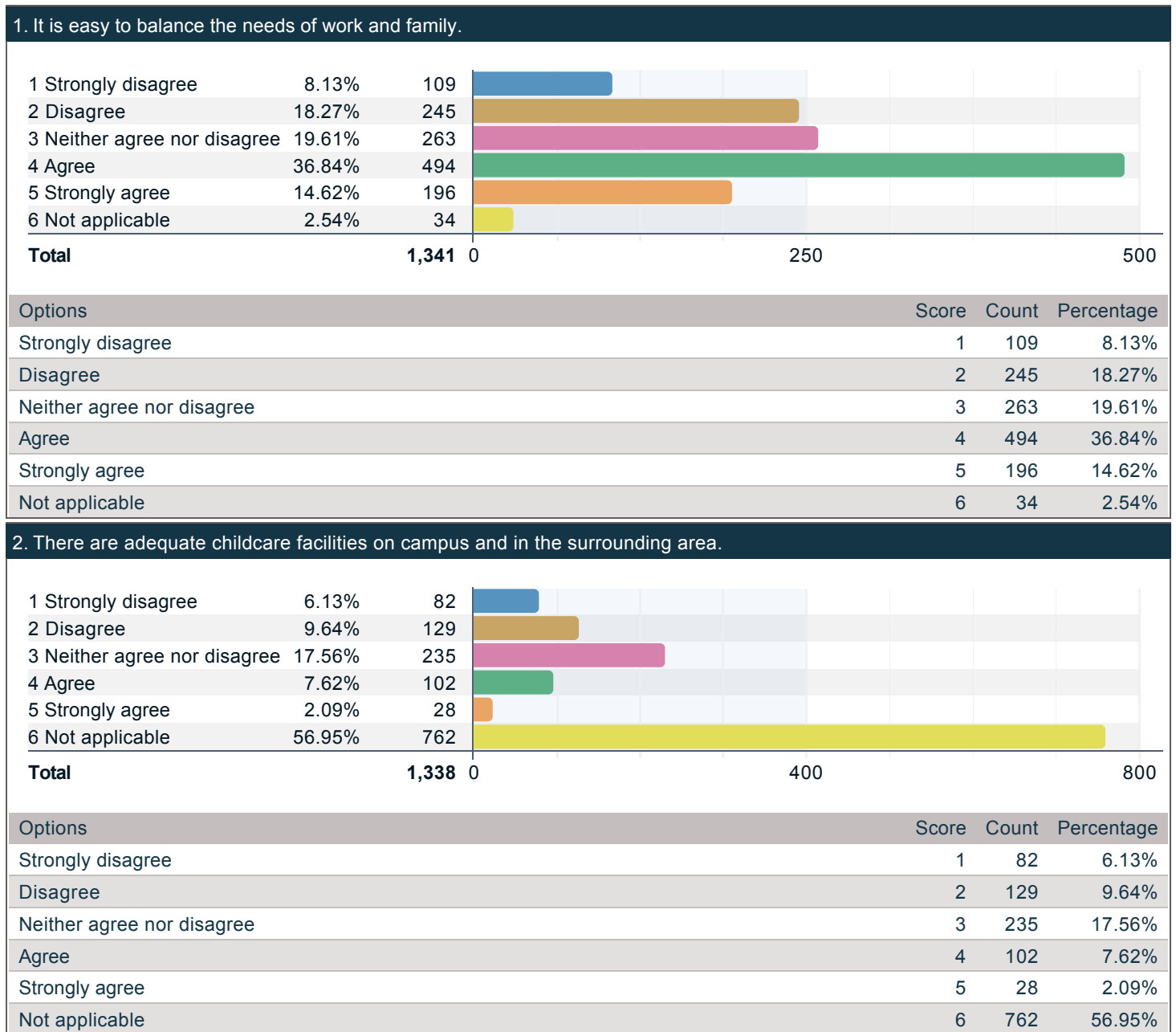
4. I am satisfied with the amount of notice I receive when my workload is changed.



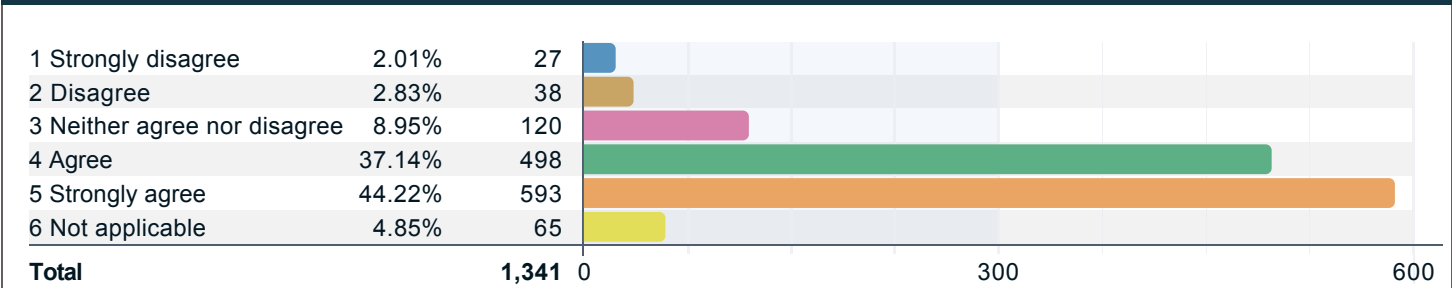
| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 0 | 0.00% |
| Disagree | 2 | 2 | 9.52% |
| Neither agree nor disagree | 3 | 4 | 19.05% |
| Agree | 4 | 10 | 47.62% |
| Strongly agree | 5 | 4 | 19.05% |
| Not applicable | 6 | 1 | 4.76% |

WORK/LIFE BALANCE

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

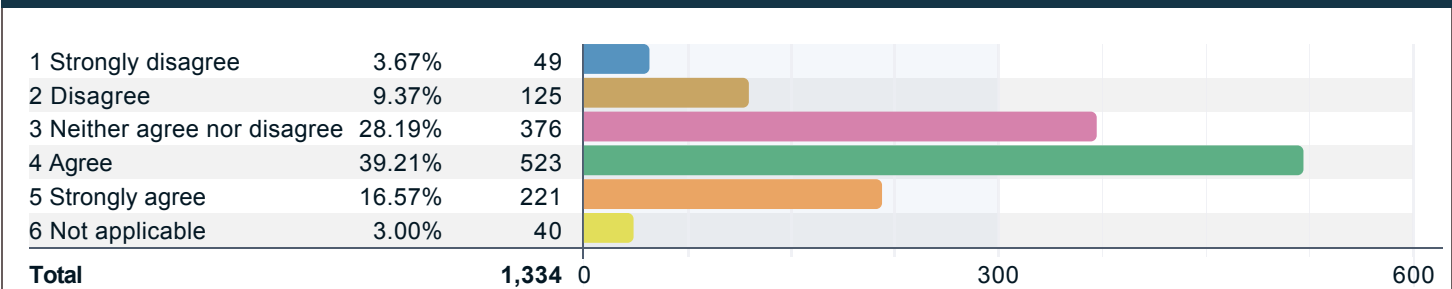


3. My supervisor or chair is understanding of family situations that require me to put my work on hold (such as illnesses, emergencies, death).



| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 27 | 2.01% |
| Disagree | 2 | 38 | 2.83% |
| Neither agree nor disagree | 3 | 120 | 8.95% |
| Agree | 4 | 498 | 37.14% |
| Strongly agree | 5 | 593 | 44.22% |
| Not applicable | 6 | 65 | 4.85% |

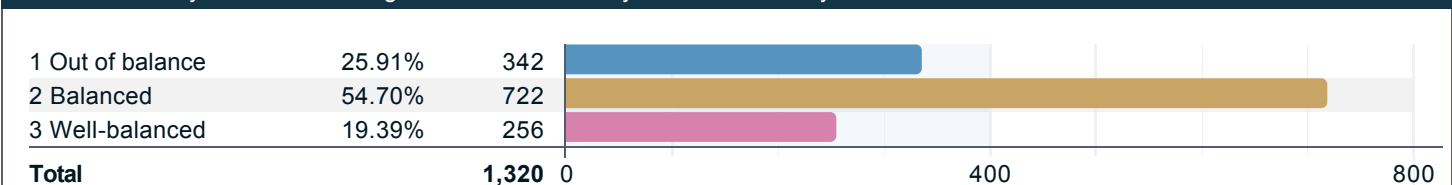
4. UofL's policies and procedures help me to balance work life and home life.



| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 49 | 3.67% |
| Disagree | 2 | 125 | 9.37% |
| Neither agree nor disagree | 3 | 376 | 28.19% |
| Agree | 4 | 523 | 39.21% |
| Strongly agree | 5 | 221 | 16.57% |
| Not applicable | 6 | 40 | 3.00% |

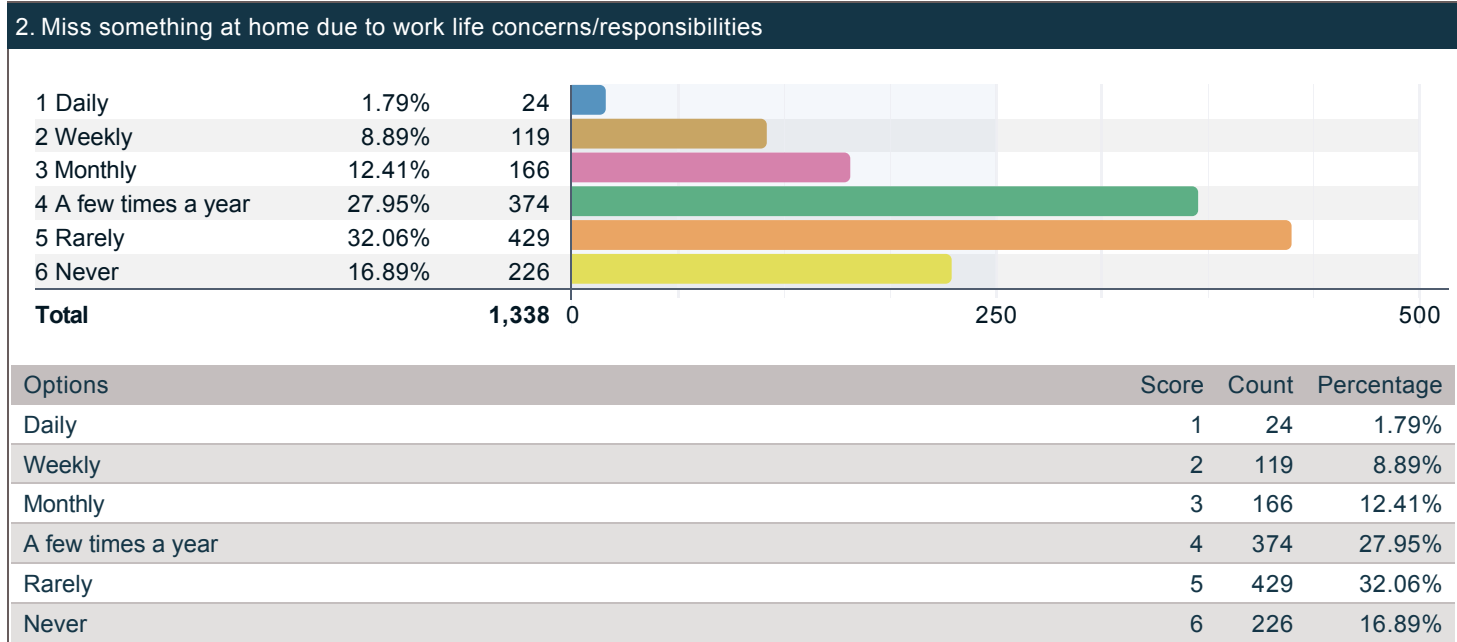
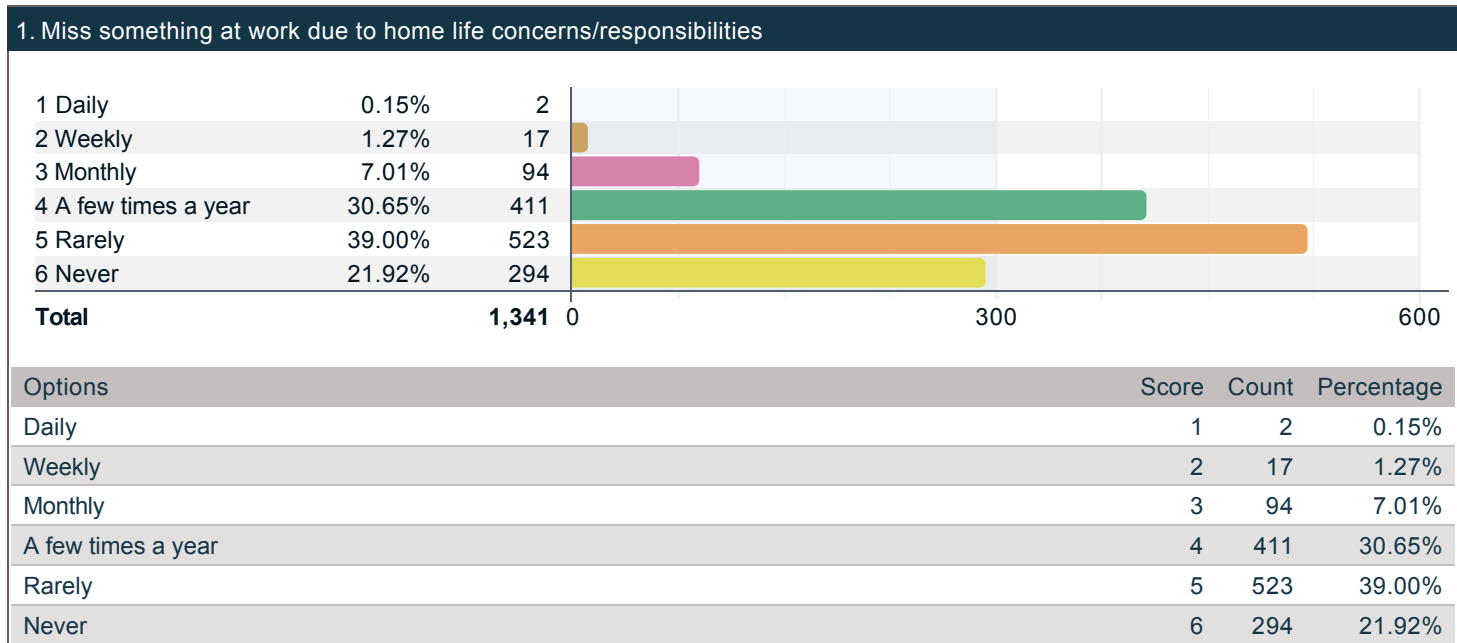
Please describe your current feeling of balance between your work life and your home life.

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



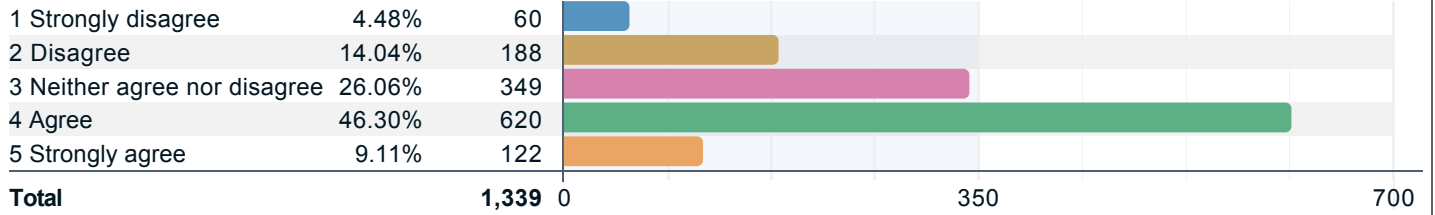
| Options | Score | Count | Percentage |
|----------------|-------|-------|------------|
| Out of balance | 1 | 342 | 25.91% |
| Balanced | 2 | 722 | 54.70% |
| Well-balanced | 3 | 256 | 19.39% |

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



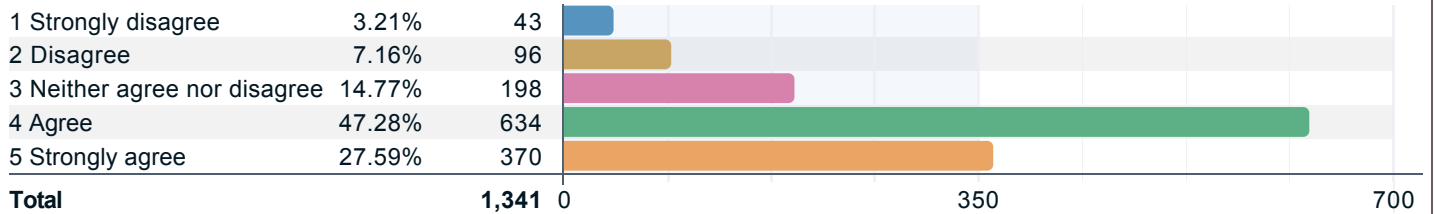
Read each of the following statements and indicate your level of agreement.

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



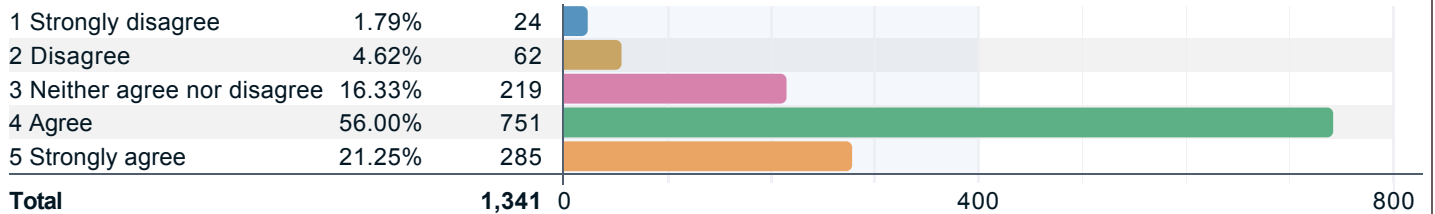
| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 60 | 4.48% |
| Disagree | 2 | 188 | 14.04% |
| Neither agree nor disagree | 3 | 349 | 26.06% |
| Agree | 4 | 620 | 46.30% |
| Strongly agree | 5 | 122 | 9.11% |

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



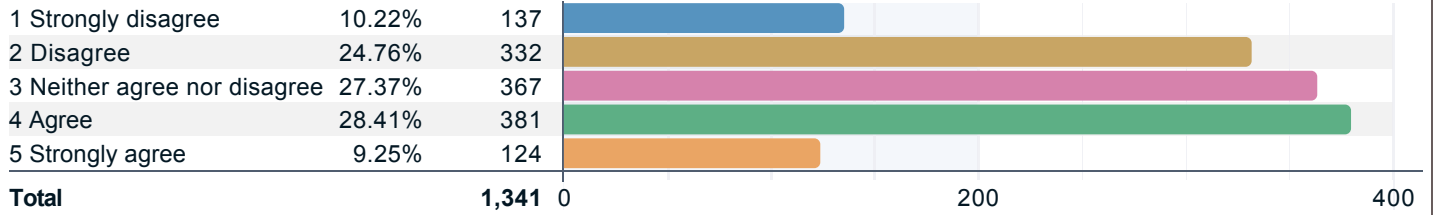
| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 43 | 3.21% |
| Disagree | 2 | 96 | 7.16% |
| Neither agree nor disagree | 3 | 198 | 14.77% |
| Agree | 4 | 634 | 47.28% |
| Strongly agree | 5 | 370 | 27.59% |

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



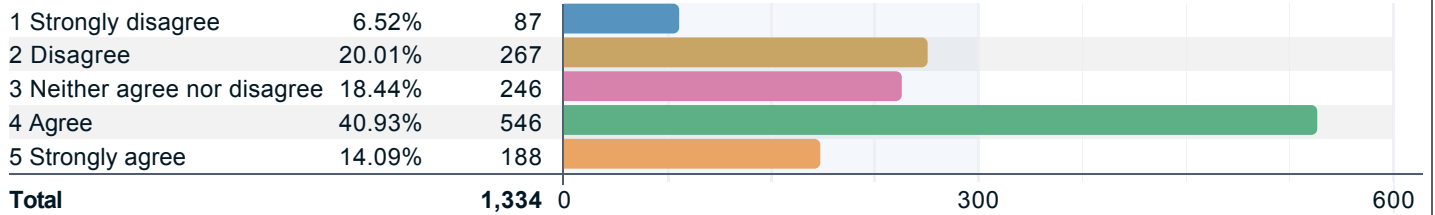
| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 24 | 1.79% |
| Disagree | 2 | 62 | 4.62% |
| Neither agree nor disagree | 3 | 219 | 16.33% |
| Agree | 4 | 751 | 56.00% |
| Strongly agree | 5 | 285 | 21.25% |

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



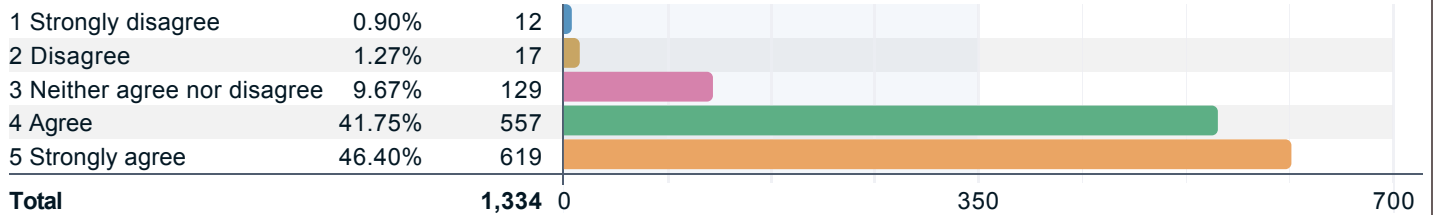
| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 137 | 10.22% |
| Disagree | 2 | 332 | 24.76% |
| Neither agree nor disagree | 3 | 367 | 27.37% |
| Agree | 4 | 381 | 28.41% |
| Strongly agree | 5 | 124 | 9.25% |

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



| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 87 | 6.52% |
| Disagree | 2 | 267 | 20.01% |
| Neither agree nor disagree | 3 | 246 | 18.44% |
| Agree | 4 | 546 | 40.93% |
| Strongly agree | 5 | 188 | 14.09% |

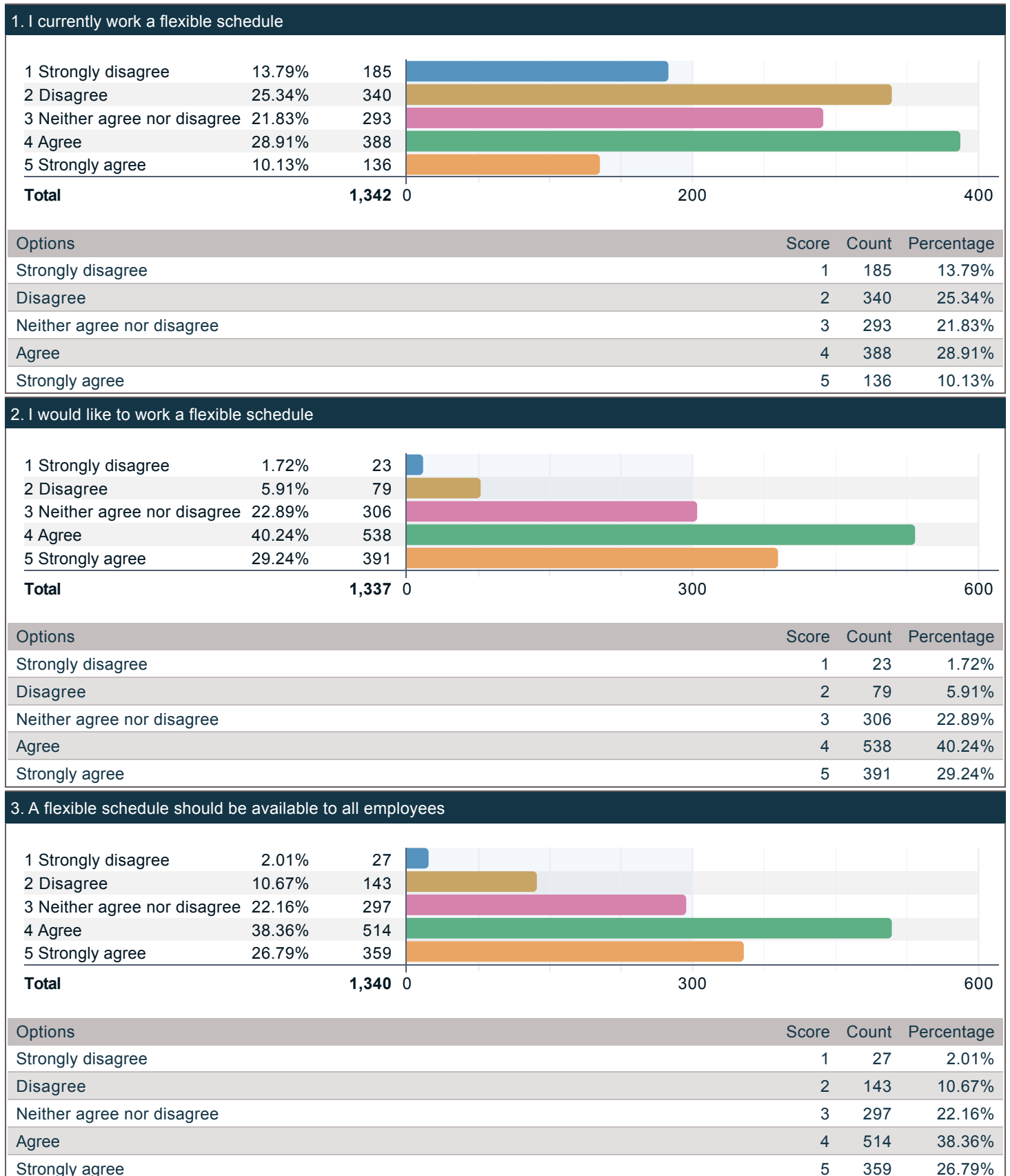
6. Supporting a work/home life balance should be a priority for UofL



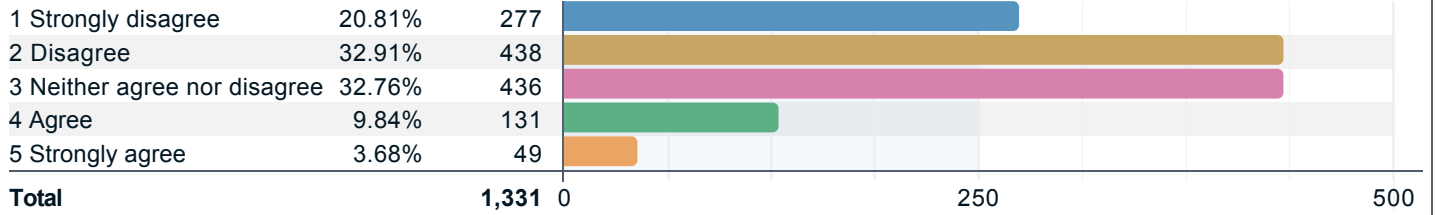
| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 12 | 0.90% |
| Disagree | 2 | 17 | 1.27% |
| Neither agree nor disagree | 3 | 129 | 9.67% |
| Agree | 4 | 557 | 41.75% |
| Strongly agree | 5 | 619 | 46.40% |

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

Please answer the following questions about flexible work schedules:

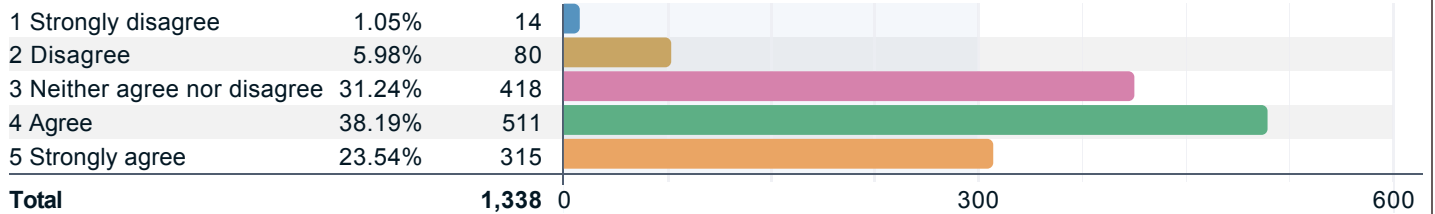


4. A flexible schedule is available to all employees



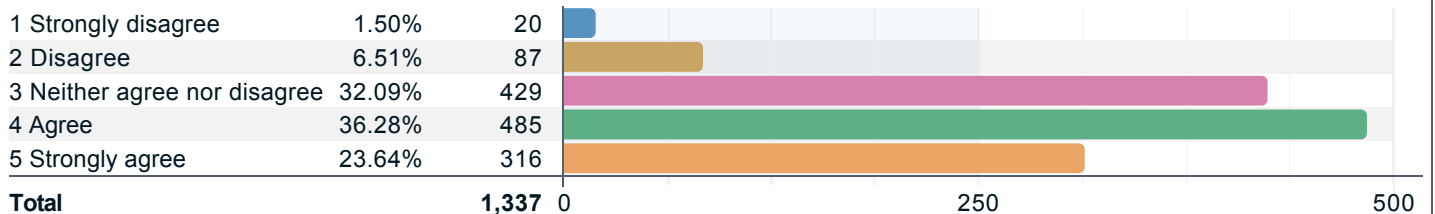
| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 277 | 20.81% |
| Disagree | 2 | 438 | 32.91% |
| Neither agree nor disagree | 3 | 436 | 32.76% |
| Agree | 4 | 131 | 9.84% |
| Strongly agree | 5 | 49 | 3.68% |

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



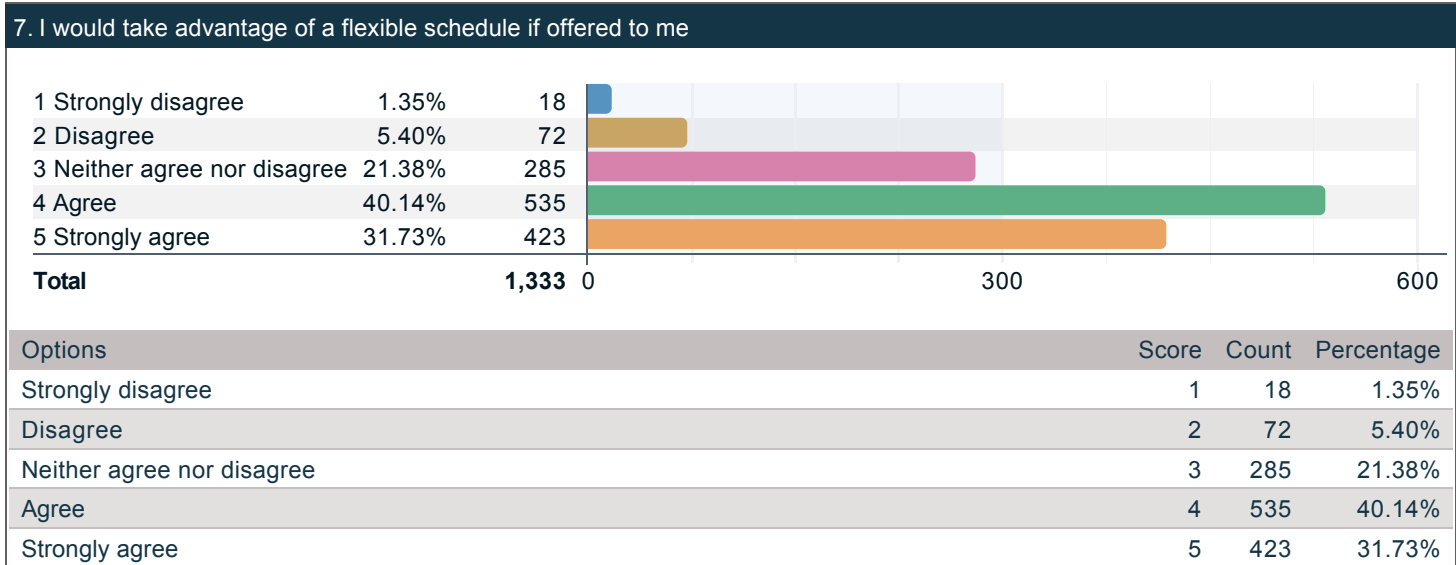
| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 14 | 1.05% |
| Disagree | 2 | 80 | 5.98% |
| Neither agree nor disagree | 3 | 418 | 31.24% |
| Agree | 4 | 511 | 38.19% |
| Strongly agree | 5 | 315 | 23.54% |

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

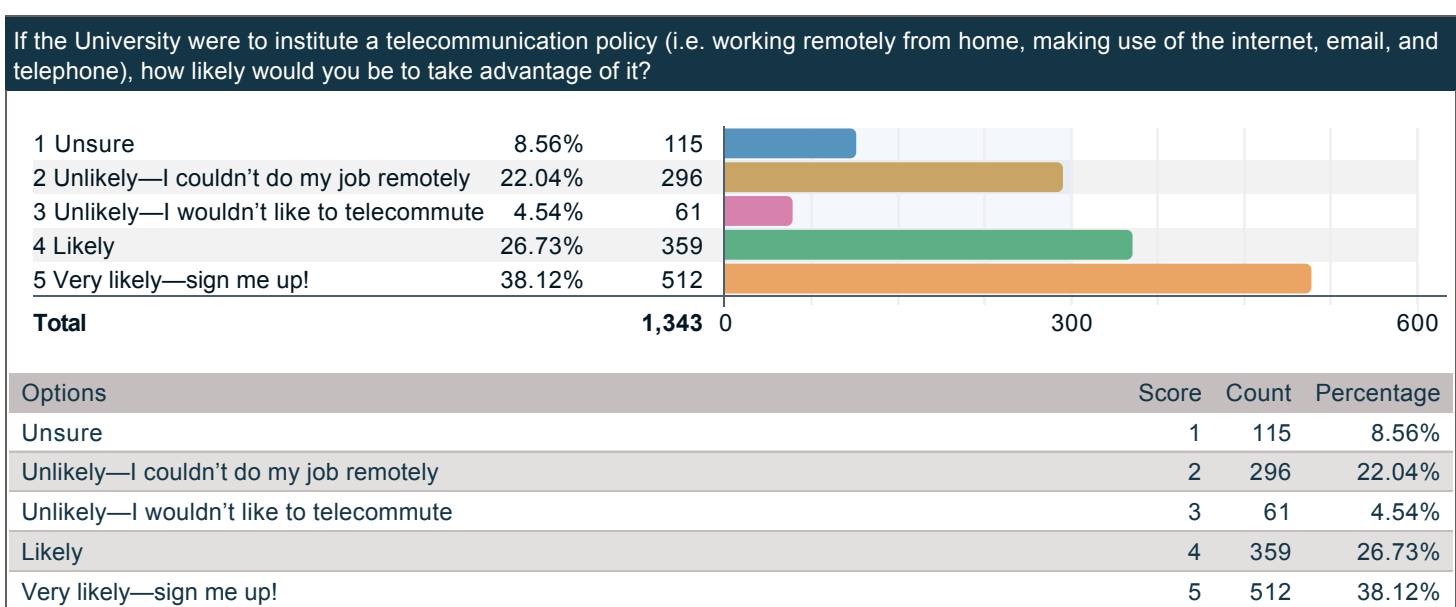


| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 20 | 1.50% |
| Disagree | 2 | 87 | 6.51% |
| Neither agree nor disagree | 3 | 429 | 32.09% |
| Agree | 4 | 485 | 36.28% |
| Strongly agree | 5 | 316 | 23.64% |

Please answer the following questions about flexible work schedules: (continued)

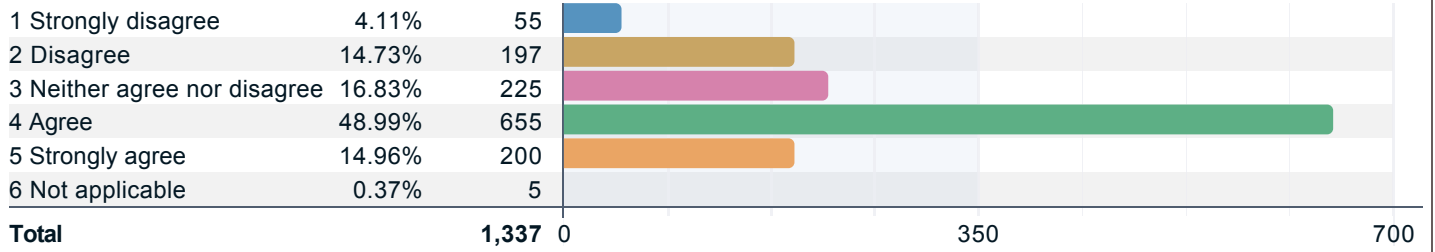


If the University were to institute a telecommunication policy (i.e. working remotely from home, making use of the internet, email, and telephone), how likely would you be to take advantage of it?



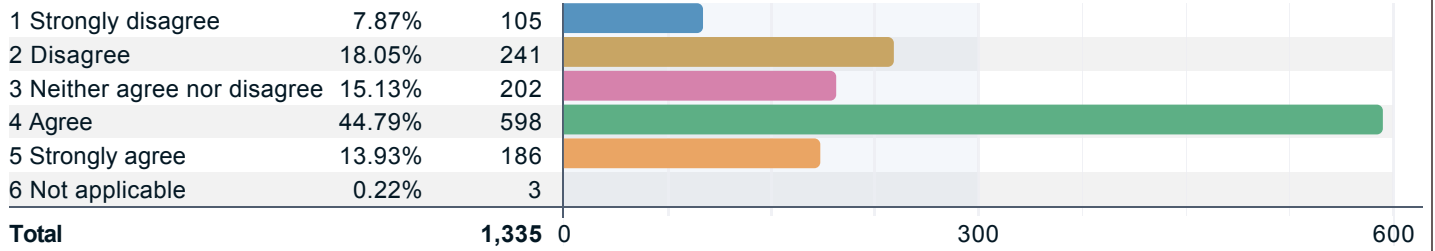
Read each of the following statements and indicate your level of agreement.

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



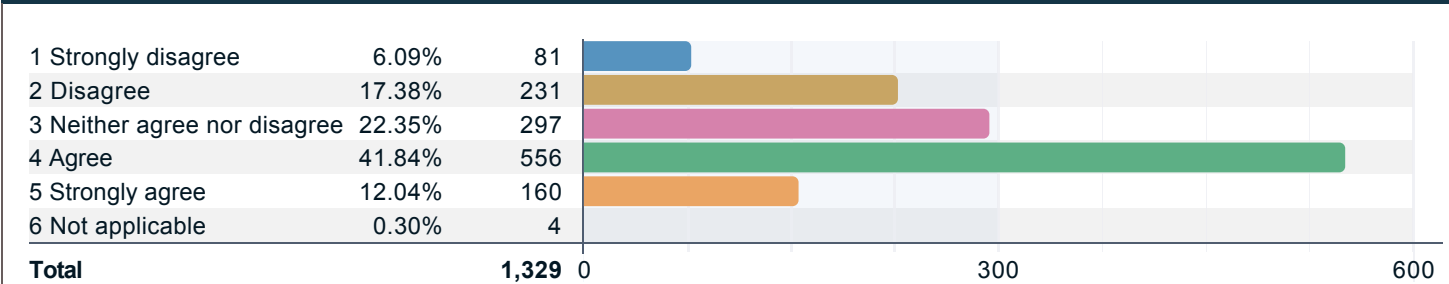
| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 55 | 4.11% |
| Disagree | 2 | 197 | 14.73% |
| Neither agree nor disagree | 3 | 225 | 16.83% |
| Agree | 4 | 655 | 48.99% |
| Strongly agree | 5 | 200 | 14.96% |
| Not applicable | 6 | 5 | 0.37% |

2. The amount of work I'm asked to do is reasonable



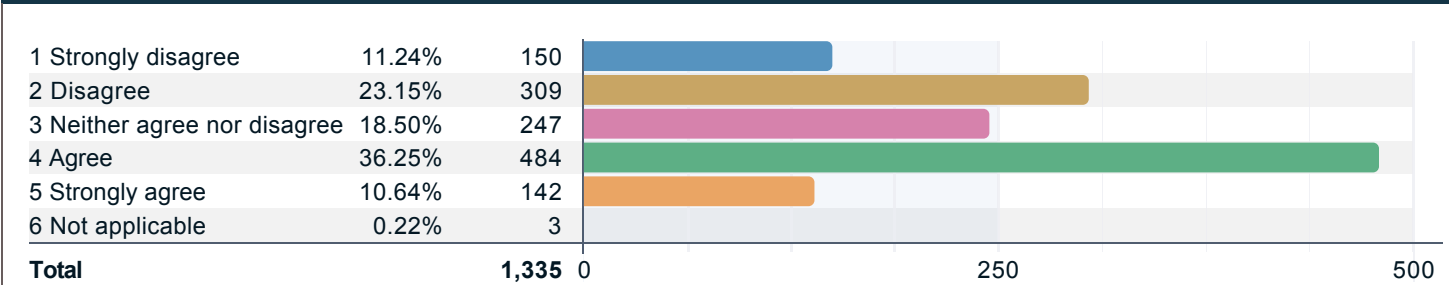
| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 105 | 7.87% |
| Disagree | 2 | 241 | 18.05% |
| Neither agree nor disagree | 3 | 202 | 15.13% |
| Agree | 4 | 598 | 44.79% |
| Strongly agree | 5 | 186 | 13.93% |
| Not applicable | 6 | 3 | 0.22% |

3. UofL has reasonable expectations of its employees



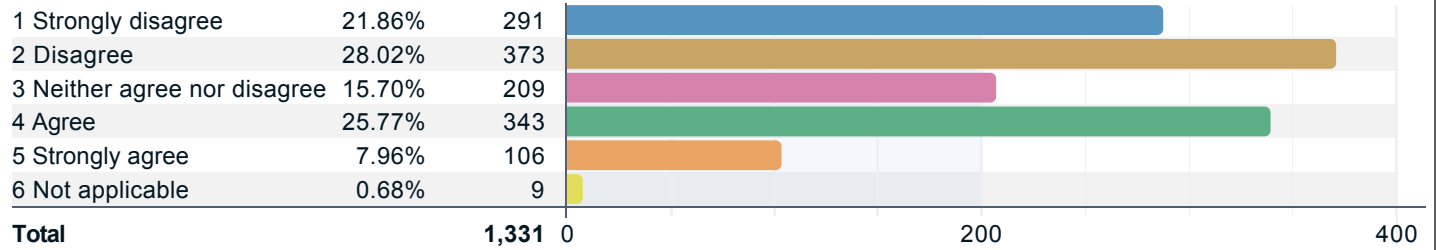
| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 81 | 6.09% |
| Disagree | 2 | 231 | 17.38% |
| Neither agree nor disagree | 3 | 297 | 22.35% |
| Agree | 4 | 556 | 41.84% |
| Strongly agree | 5 | 160 | 12.04% |
| Not applicable | 6 | 4 | 0.30% |

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



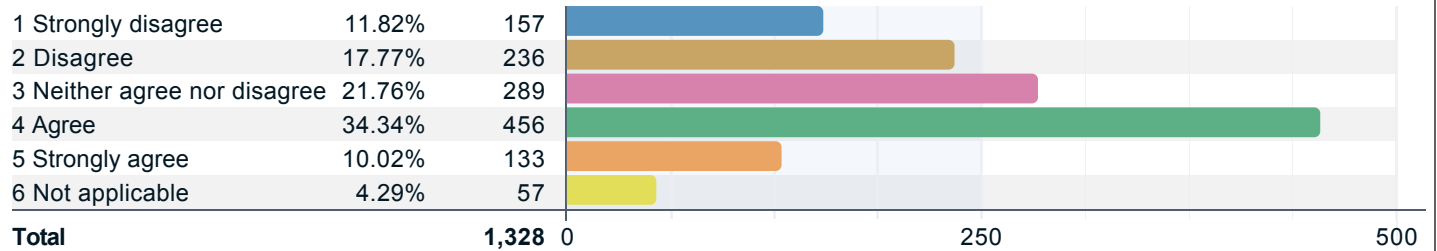
| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 150 | 11.24% |
| Disagree | 2 | 309 | 23.15% |
| Neither agree nor disagree | 3 | 247 | 18.50% |
| Agree | 4 | 484 | 36.25% |
| Strongly agree | 5 | 142 | 10.64% |
| Not applicable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

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



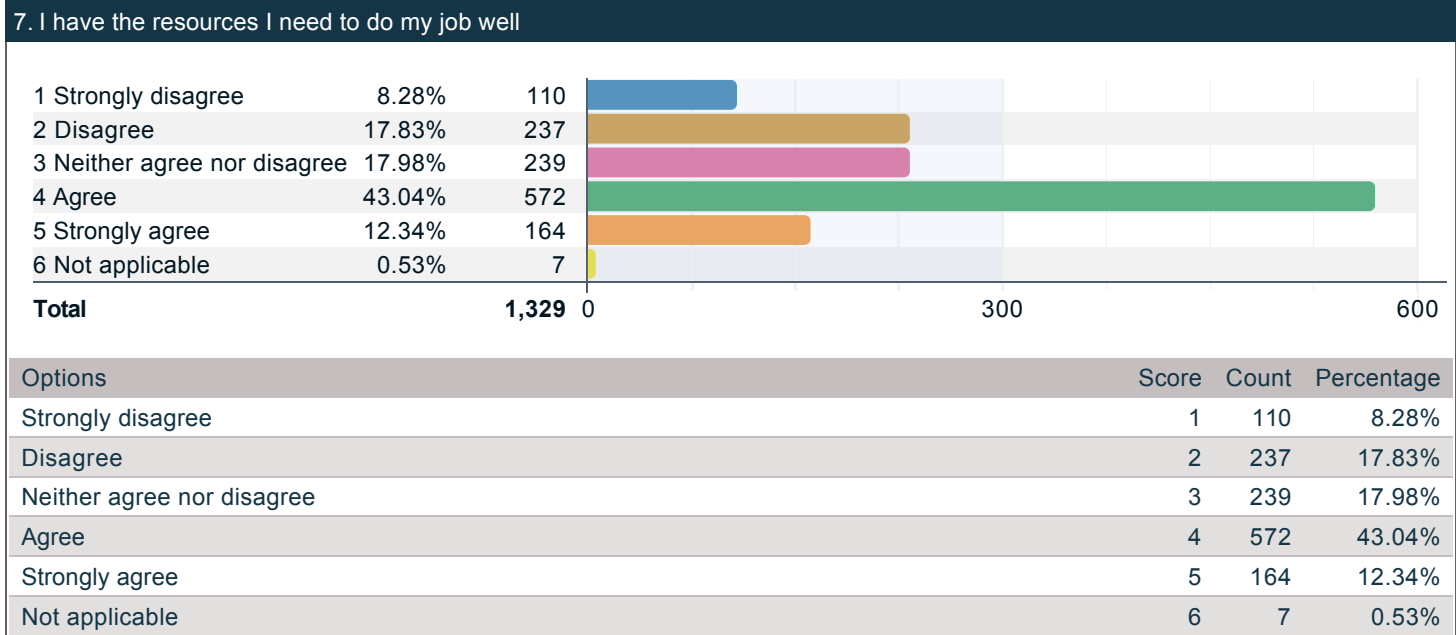
| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 291 | 21.86% |
| Disagree | 2 | 373 | 28.02% |
| Neither agree nor disagree | 3 | 209 | 15.70% |
| Agree | 4 | 343 | 25.77% |
| Strongly agree | 5 | 106 | 7.96% |
| Not applicable | 6 | 9 | 0.68% |

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

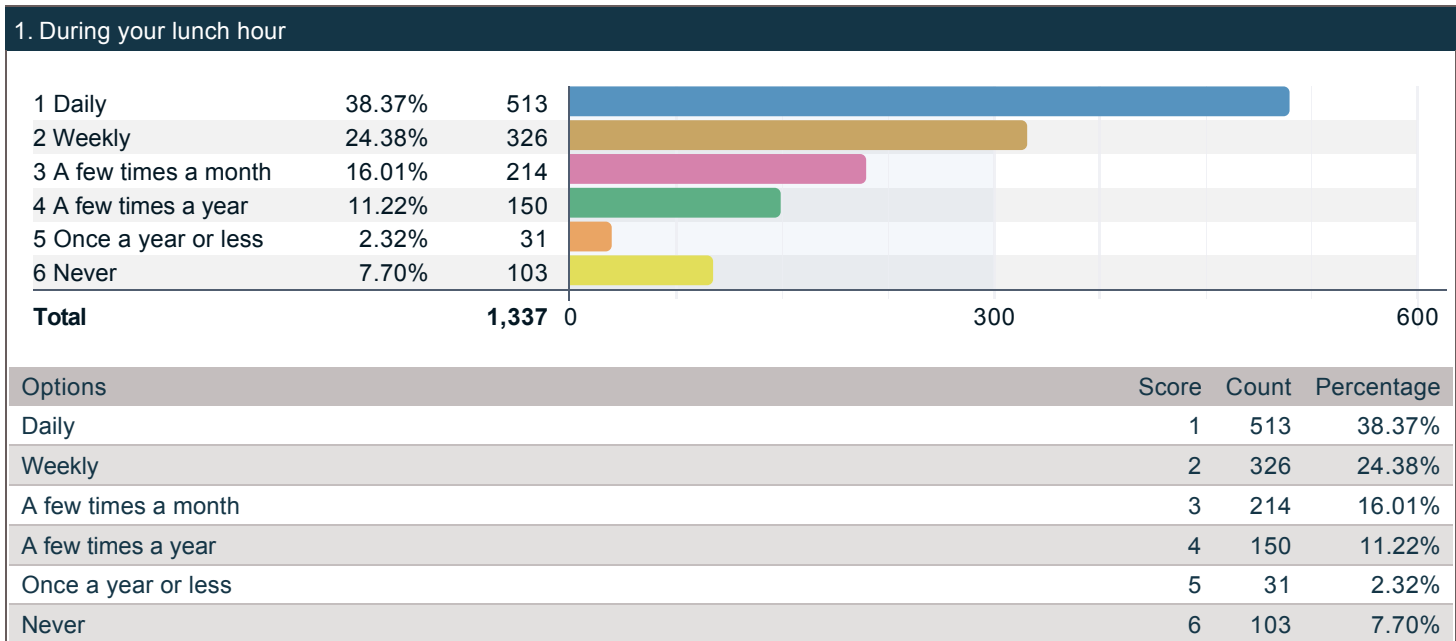


| Options | Score | Count | Percentage |
|----------------------------|-------|-------|------------|
| Strongly disagree | 1 | 157 | 11.82% |
| Disagree | 2 | 236 | 17.77% |
| Neither agree nor disagree | 3 | 289 | 21.76% |
| Agree | 4 | 456 | 34.34% |
| Strongly agree | 5 | 133 | 10.02% |
| Not applicable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

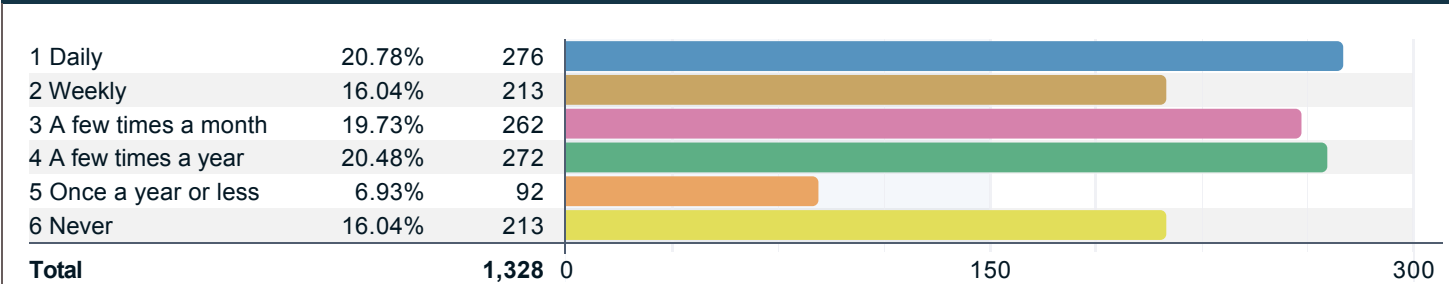
Read each of the following statements and indicate your level of agreement. (continued)



How often do you find yourself working:

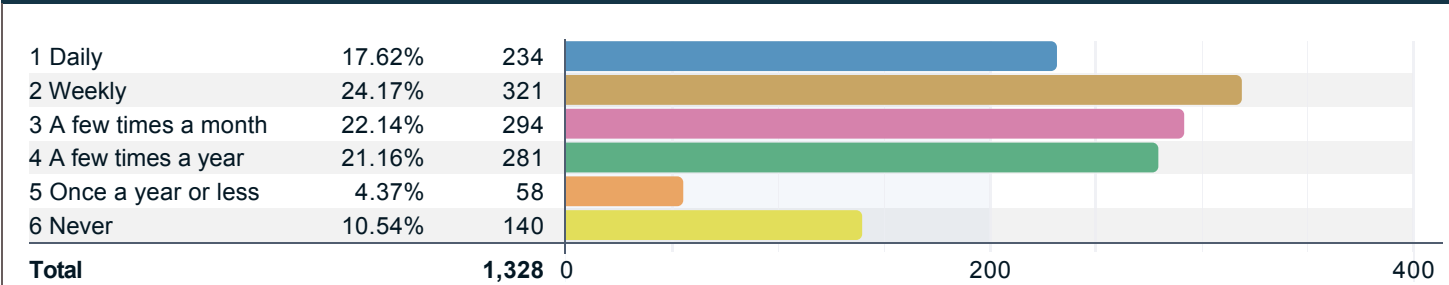


2. At work before your usual work hours



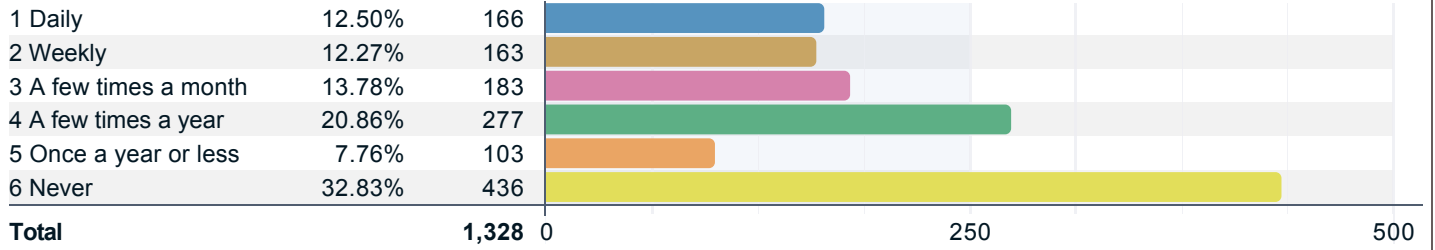
| Options | Score | Count | Percentage |
|---------------------|-------|-------|------------|
| Daily | 1 | 276 | 20.78% |
| Weekly | 2 | 213 | 16.04% |
| A few times a month | 3 | 262 | 19.73% |
| A few times a year | 4 | 272 | 20.48% |
| Once a year or less | 5 | 92 | 6.93% |
| Never | 6 | 213 | 16.04% |

3. At work after your usual work hours



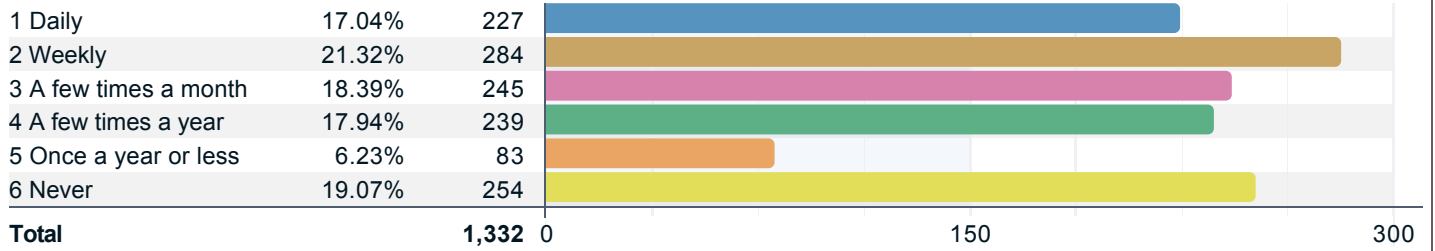
| Options | Score | Count | Percentage |
|---------------------|-------|-------|------------|
| Daily | 1 | 234 | 17.62% |
| Weekly | 2 | 321 | 24.17% |
| A few times a month | 3 | 294 | 22.14% |
| A few times a year | 4 | 281 | 21.16% |
| Once a year or less | 5 | 58 | 4.37% |
| Never | 6 | 140 | 10.54% |

4. At home before your usual work hours



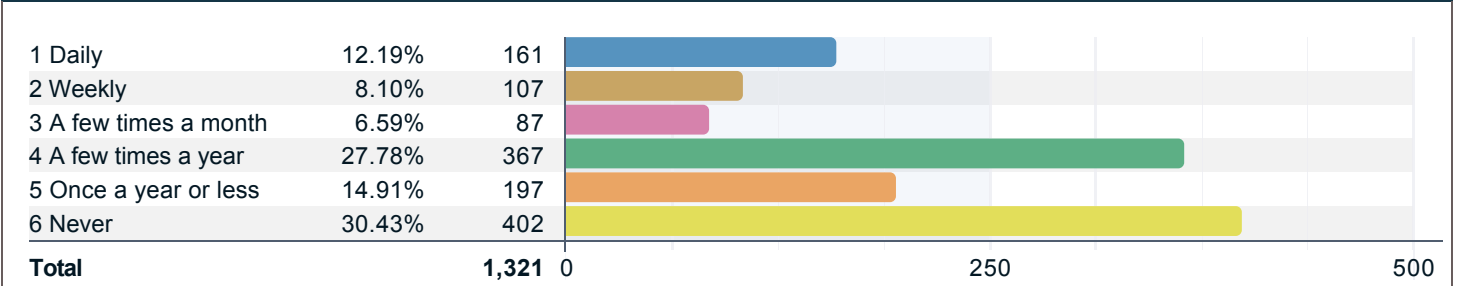
| Options | Score | Count | Percentage |
|---------------------|-------|-------|------------|
| Daily | 1 | 166 | 12.50% |
| Weekly | 2 | 163 | 12.27% |
| A few times a month | 3 | 183 | 13.78% |
| A few times a year | 4 | 277 | 20.86% |
| Once a year or less | 5 | 103 | 7.76% |
| Never | 6 | 436 | 32.83%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

5. At home after your usual work hours



| Options | Score | Count | Percentage |
|---------------------|-------|-------|------------|
| Daily | 1 | 227 | 17.04% |
| Weekly | 2 | 284 | 21.32% |
| A few times a month | 3 | 245 | 18.39% |
| A few times a year | 4 | 239 | 17.94% |
| Once a year or less | 5 | 83 | 6.23% |
| Never | 6 | 254 | 19.07% |

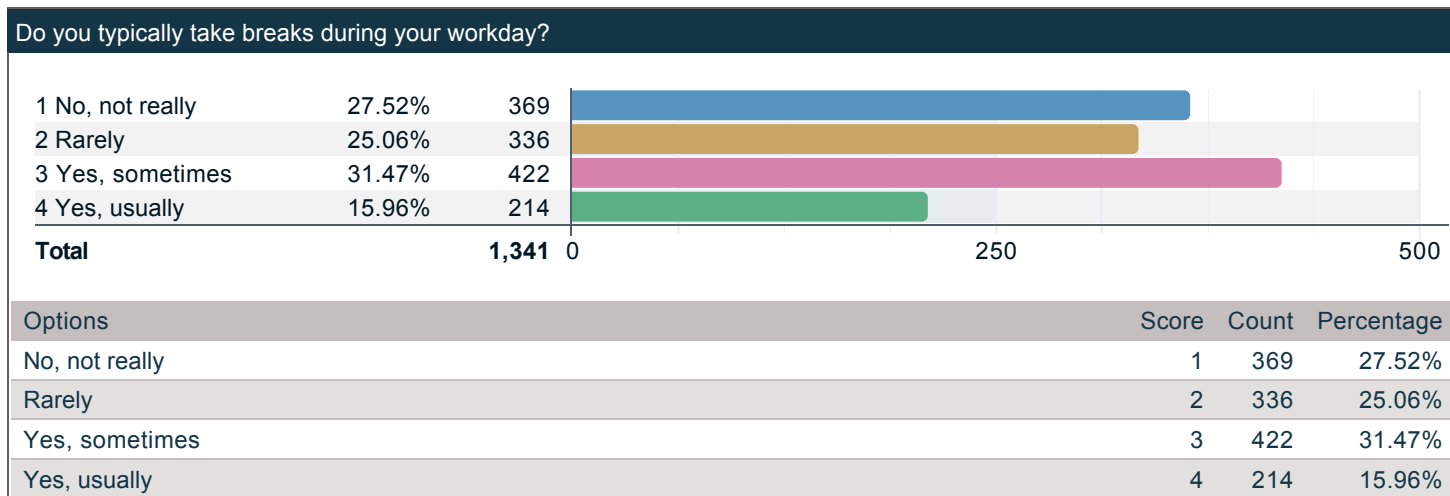
6. During vacation



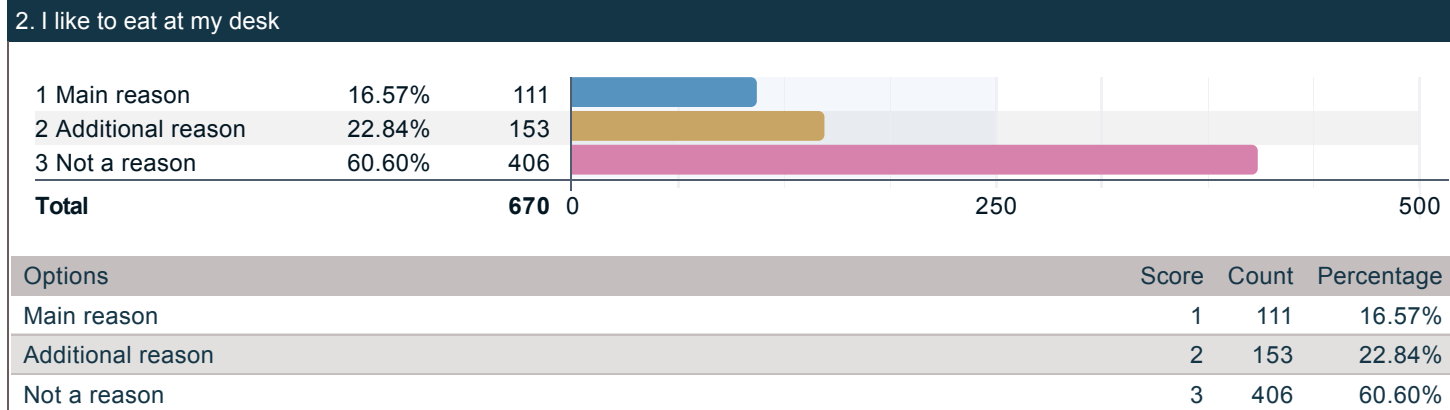
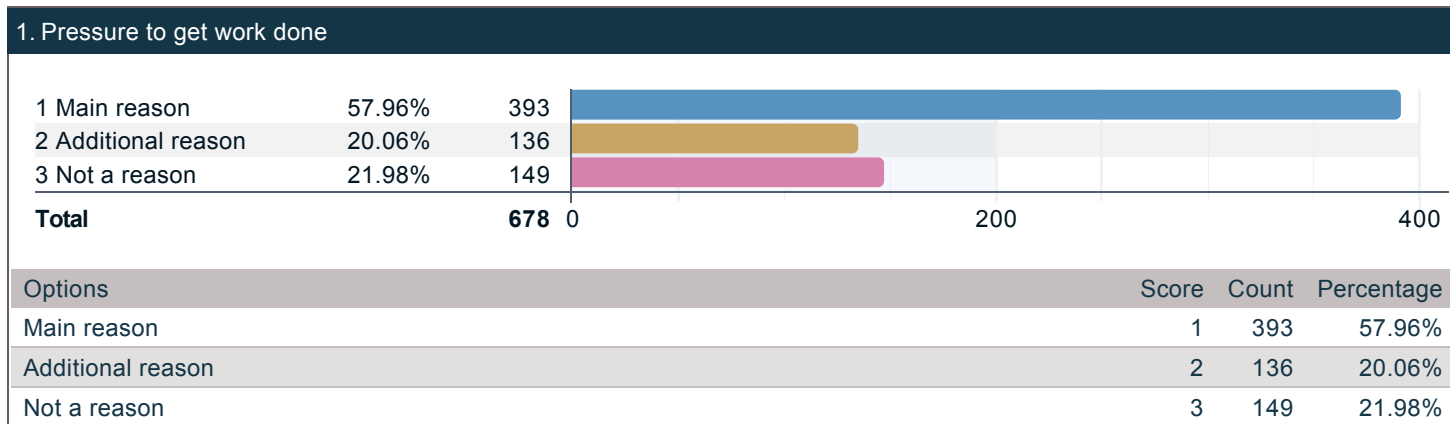
| Options | Score | Count | Percentage |
|---------------------|-------|-------|------------|
| Daily | 1 | 161 | 12.19% |
| Weekly | 2 | 107 | 8.10% |
| A few times a month | 3 | 87 | 6.59% |
| A few times a year | 4 | 367 | 27.78% |
| Once a year or less | 5 | 197 | 14.91% |
| Never | 6 | 402 | 30.43%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

How often do you find yourself working: (continued)

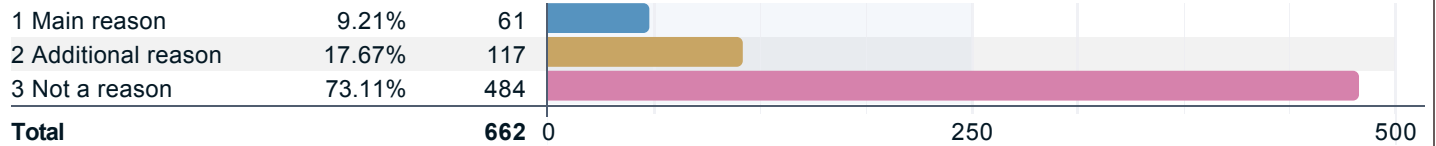
Do you typically take breaks during your workday?



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

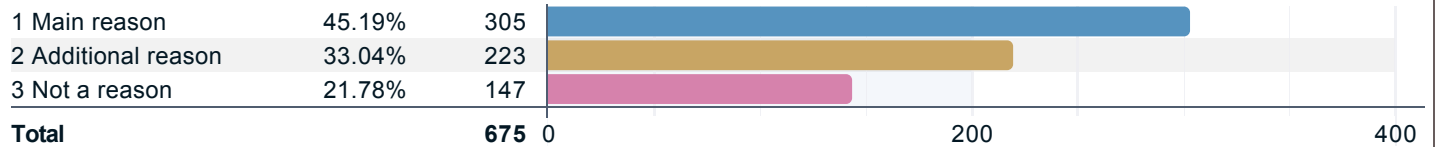


3. I feel that chatting with others during work takes up my "break" time



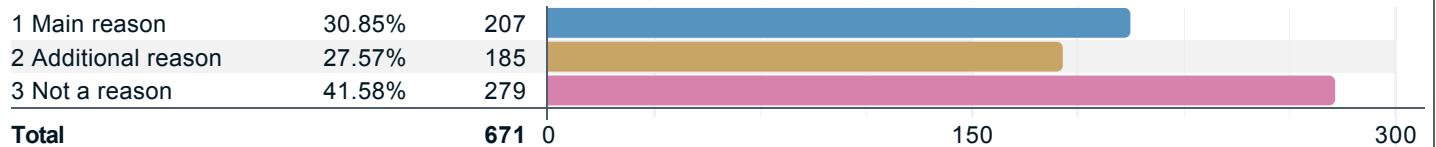
| Options | Score | Count | Percentage |
|-------------------|-------|-------|------------|
| Main reason | 1 | 61 | 9.21% |
| Additional reason | 2 | 117 | 17.67% |
| Not a reason | 3 | 484 | 73.11% |

4. I need to catch up on work



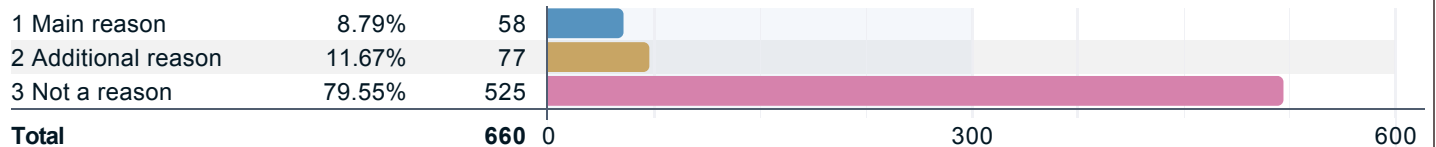
| Options | Score | Count | Percentage |
|-------------------|-------|-------|------------|
| Main reason | 1 | 305 | 45.19% |
| Additional reason | 2 | 223 | 33.04% |
| Not a reason | 3 | 147 | 21.78% |

5. Lack of staffing requires me to do more work



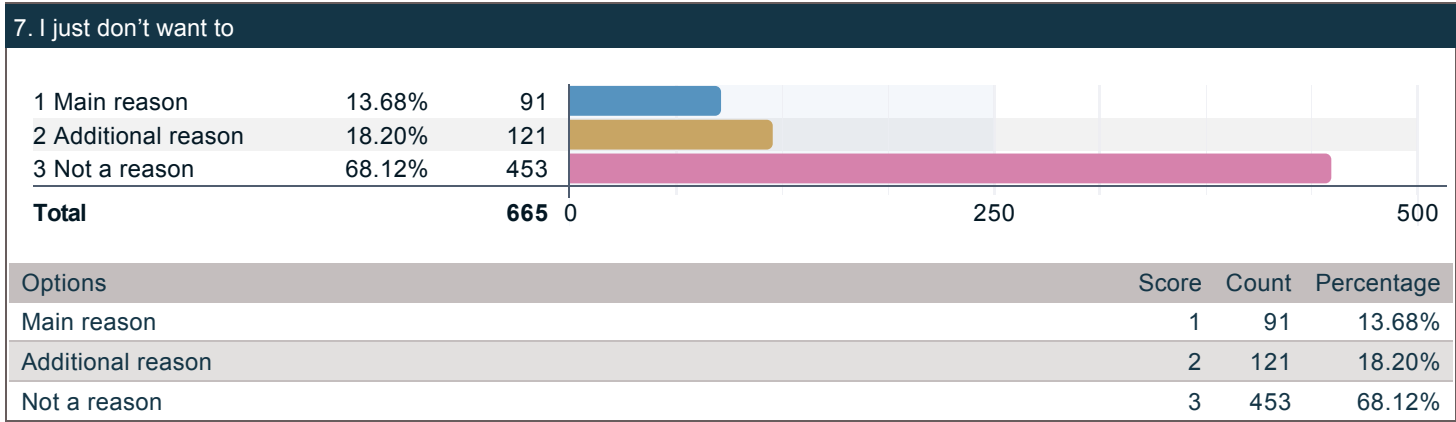
| Options | Score | Count | Percentage |
|-------------------|-------|-------|------------|
| Main reason | 1 | 207 | 30.85% |
| Additional reason | 2 | 185 | 27.57% |
| Not a reason | 3 | 279 | 41.58% |

6. No one else in my department takes breaks

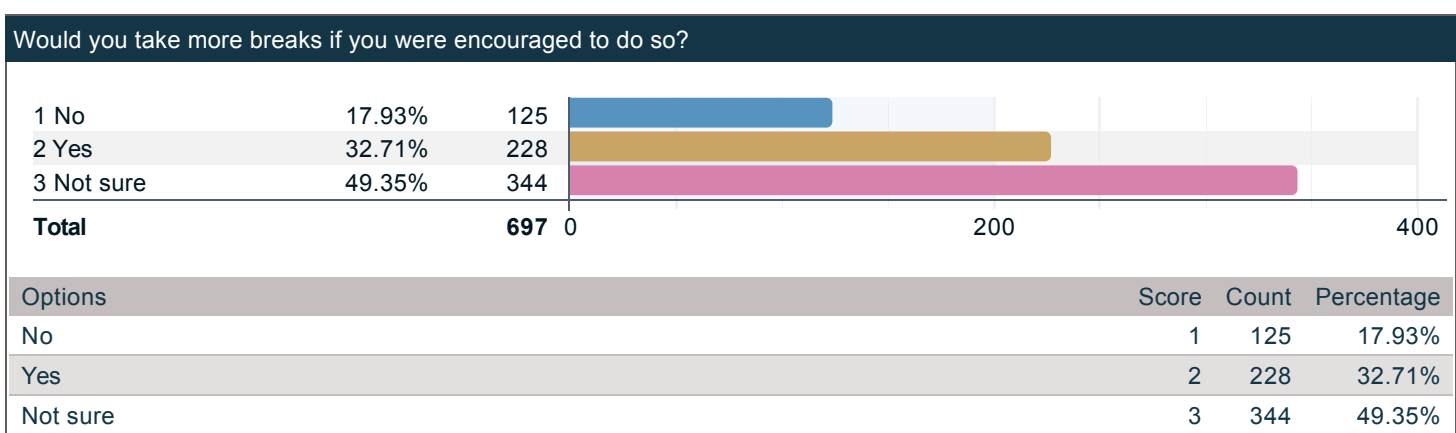


| Options | Score | Count | Percentage |
|-------------------|-------|-------|------------|
| Main reason | 1 | 58 | 8.79% |
| Additional reason | 2 | 77 | 11.67% |
| Not a reason | 3 | 525 | 79.55% |

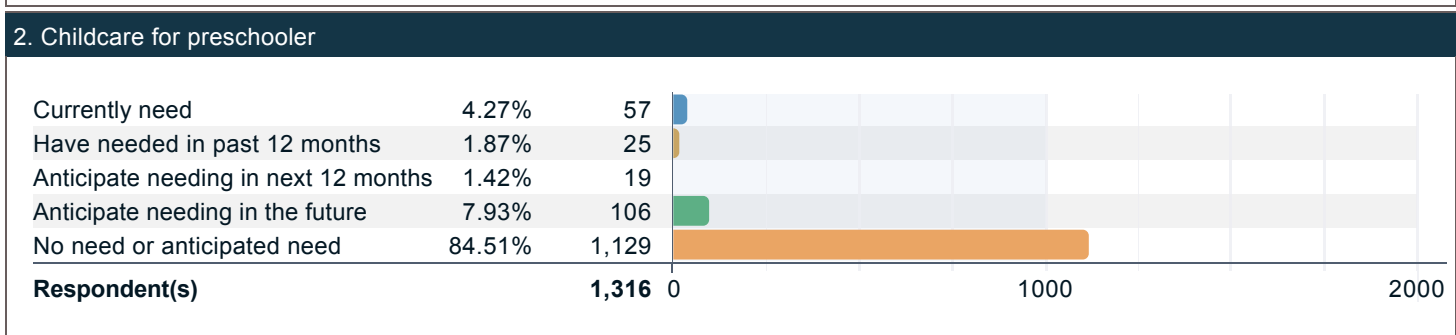
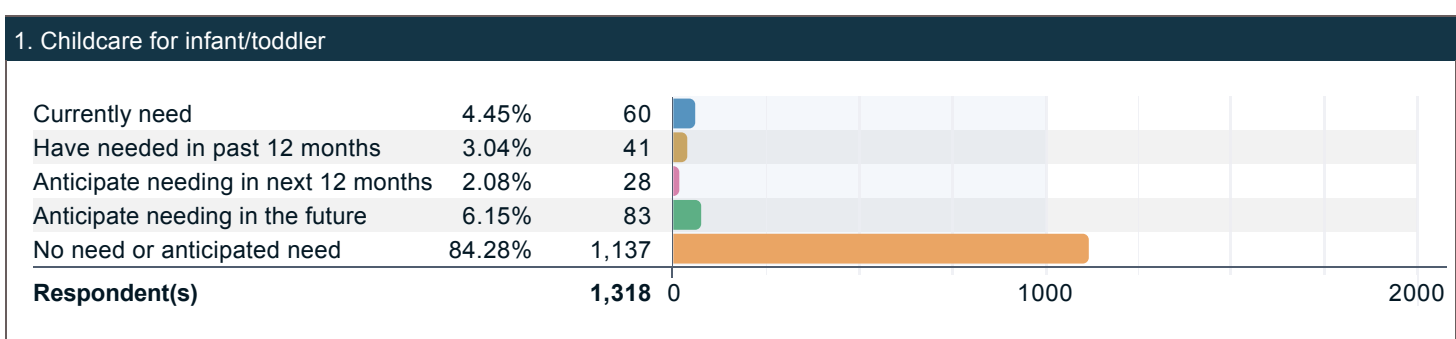
Which of the following contributes to your lack of regular breaks during the day? (continued)



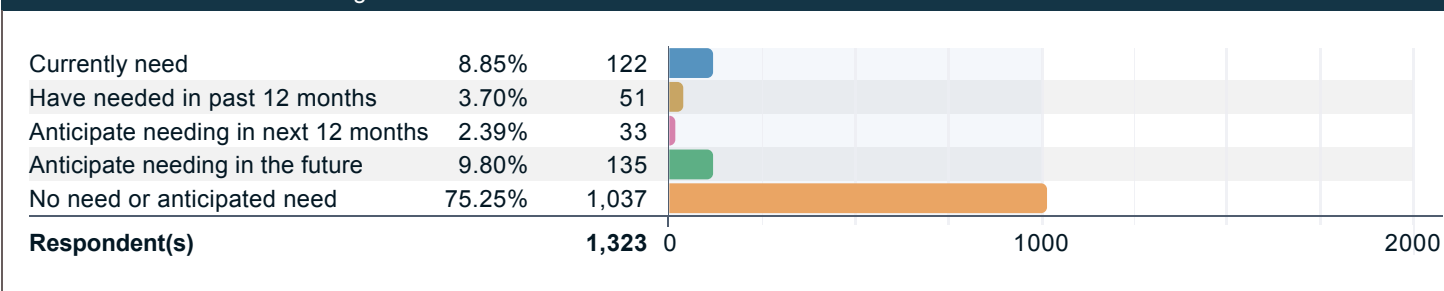
Would you take more breaks if you were encouraged to do so?



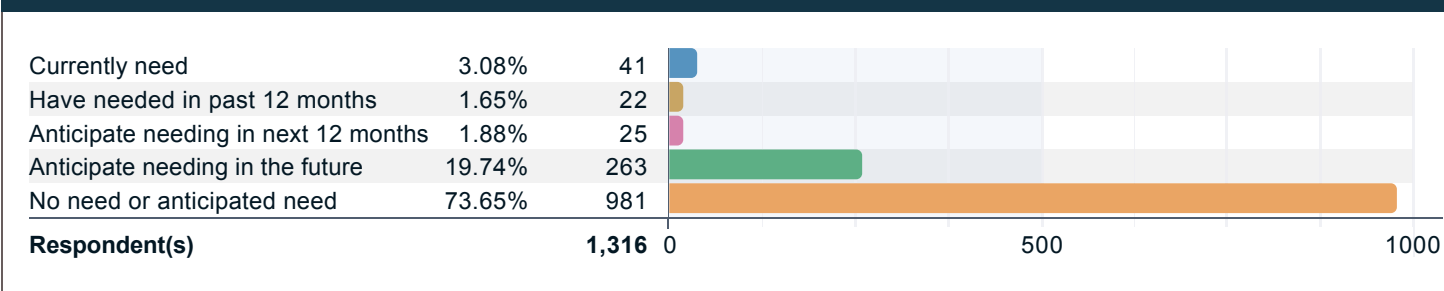
Please identify the family care needs you have now or anticipate



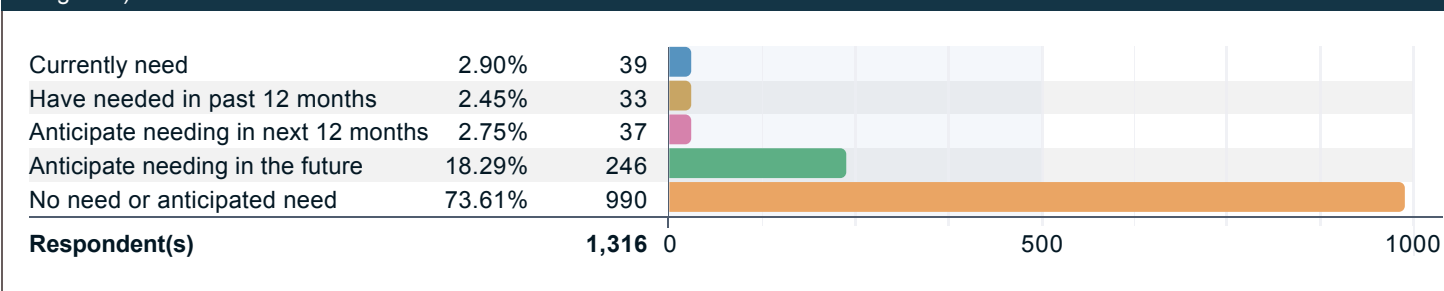
3. After school care for school-aged child



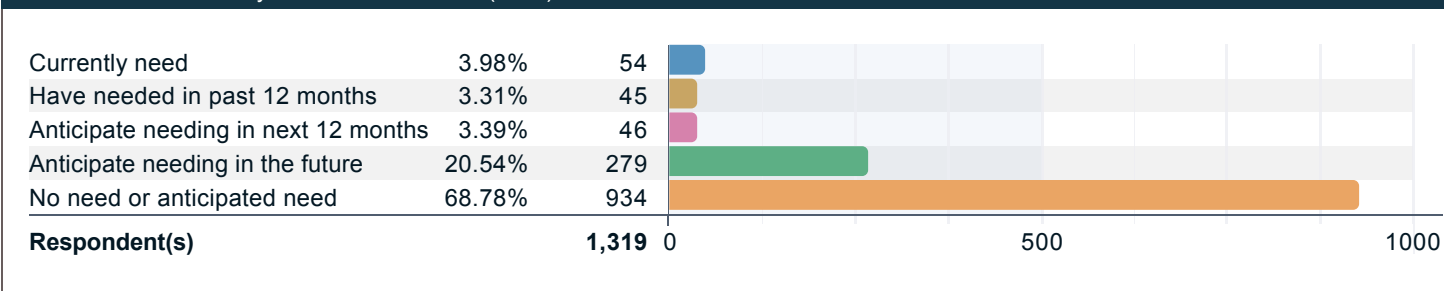
4. In-home adult care



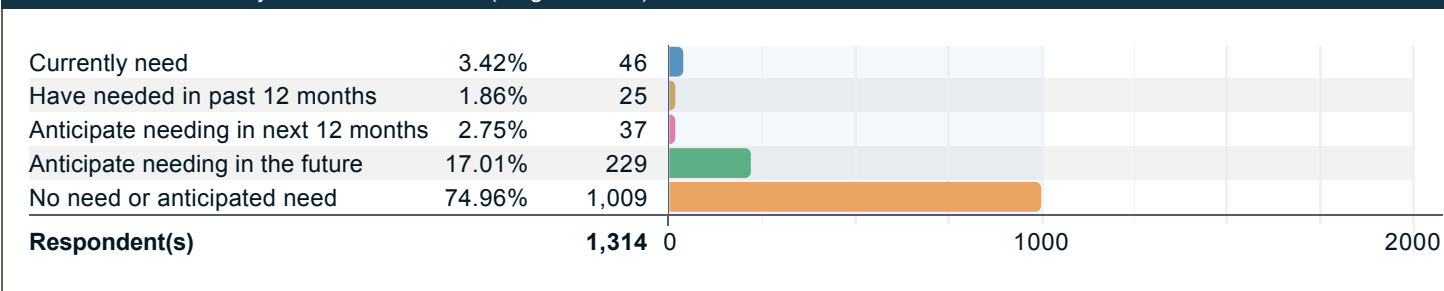
5. Respite care (temporary institutional care of a dependent elderly, ill, or handicapped person, providing relief for their usual caregivers)



6. Assistance for elderly or disabled relative (local)



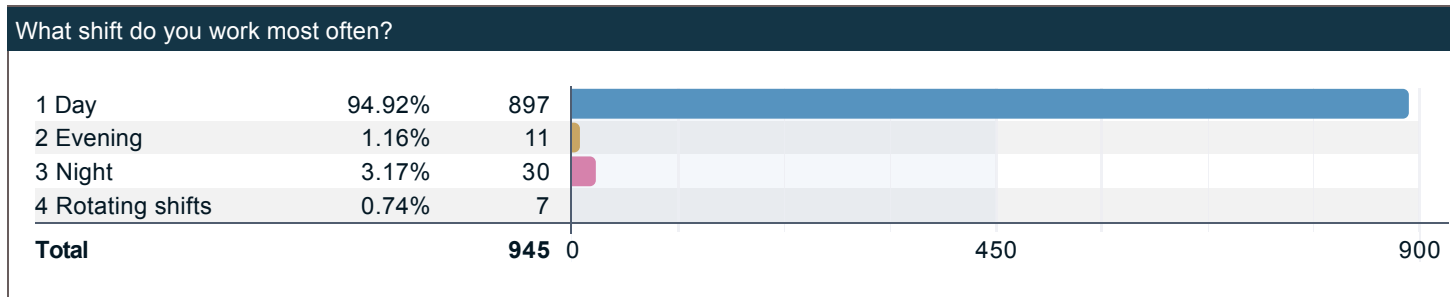
7. Assistance for elderly or disabled relative (long distance)



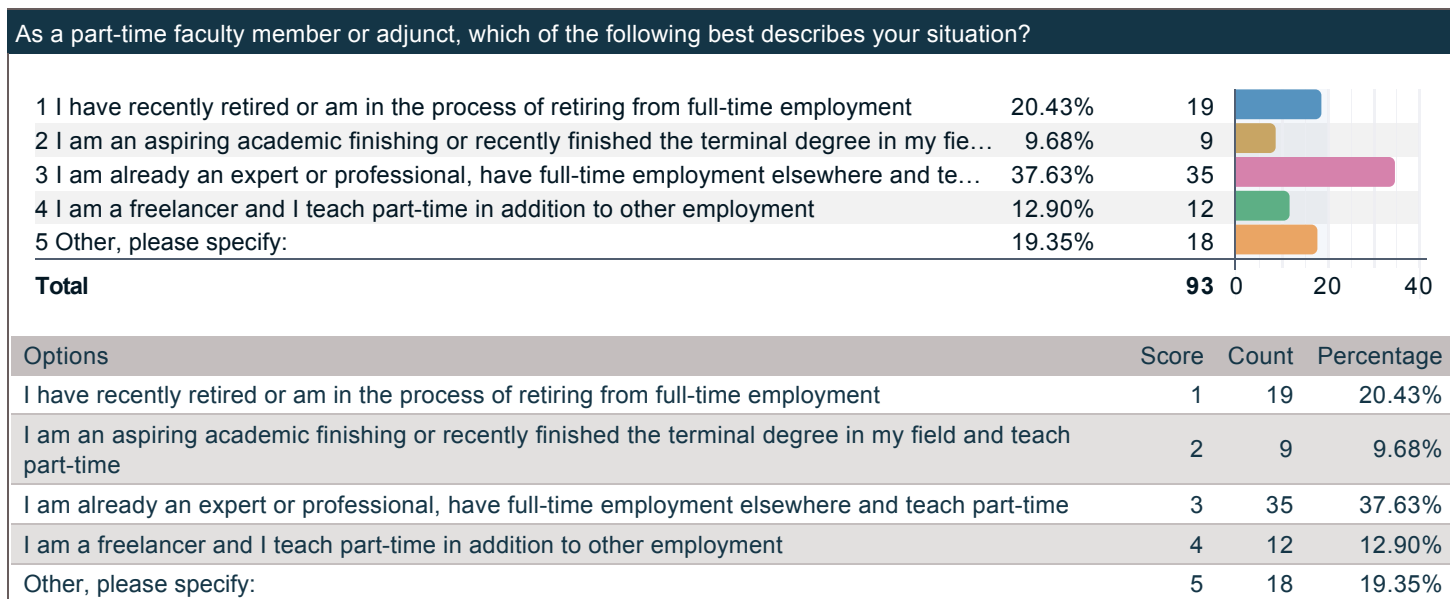
Please identify the family care needs you have now or anticipate (continued)

GENERAL DEMOGRAPHIC

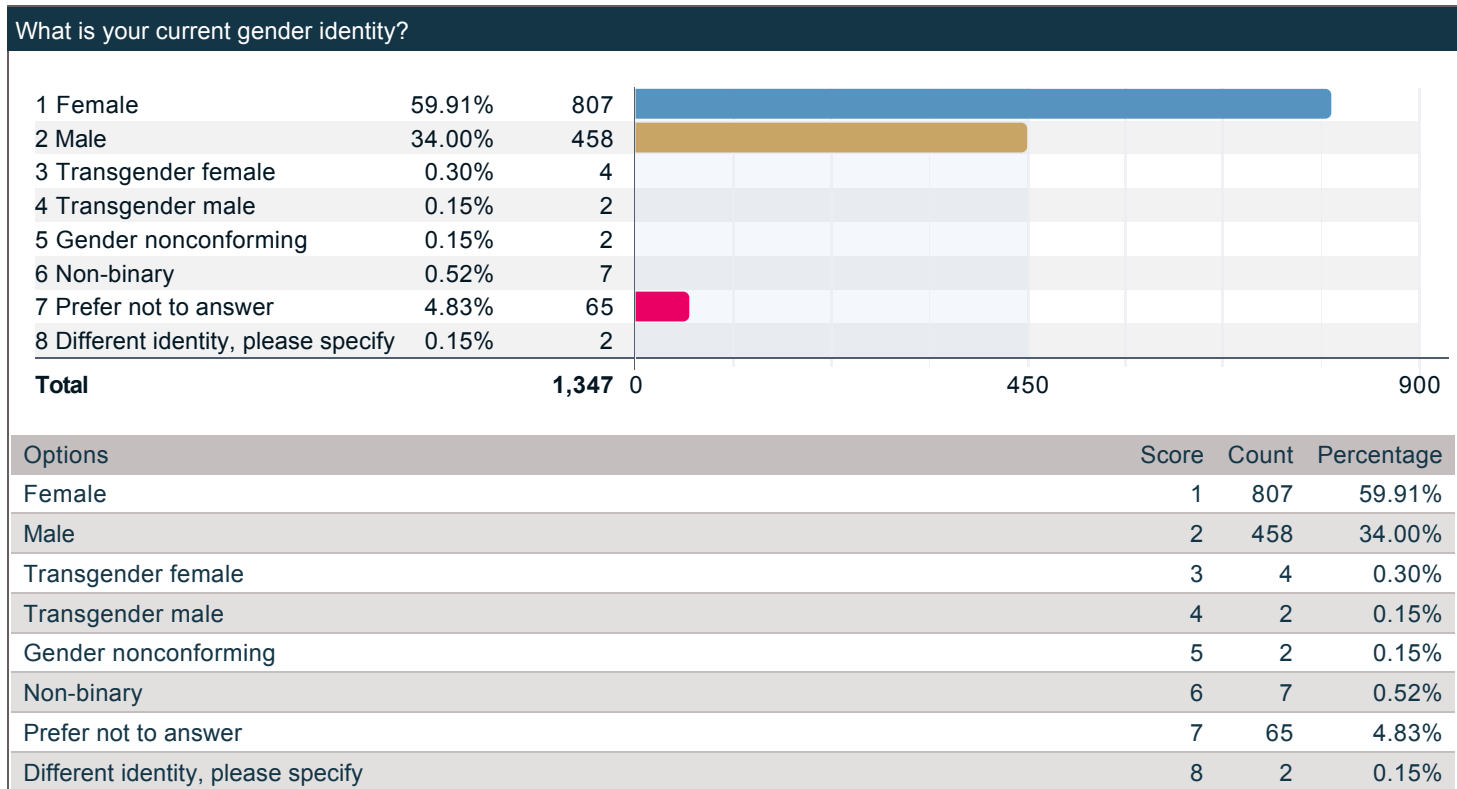
What shift do you work most often?



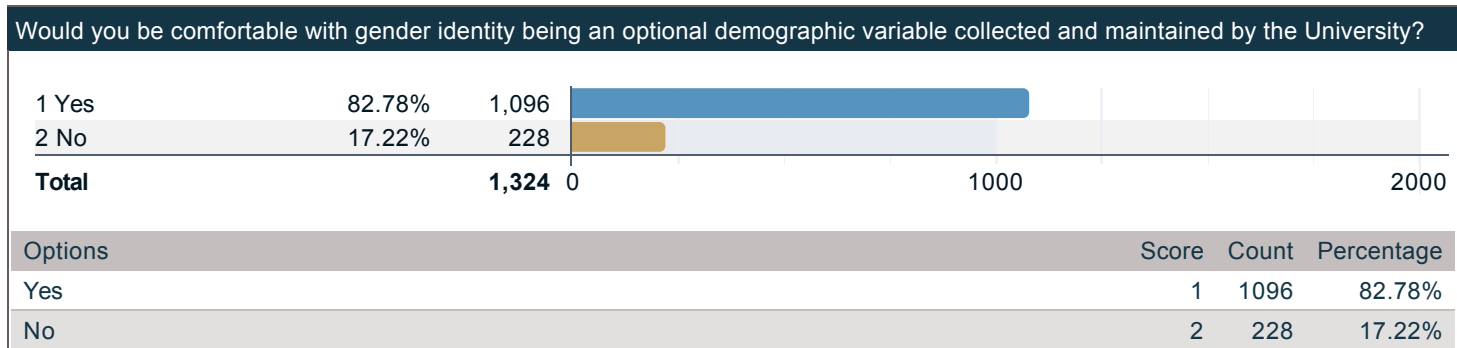
As a part-time faculty member or adjunct, which of the following best describes your situation?



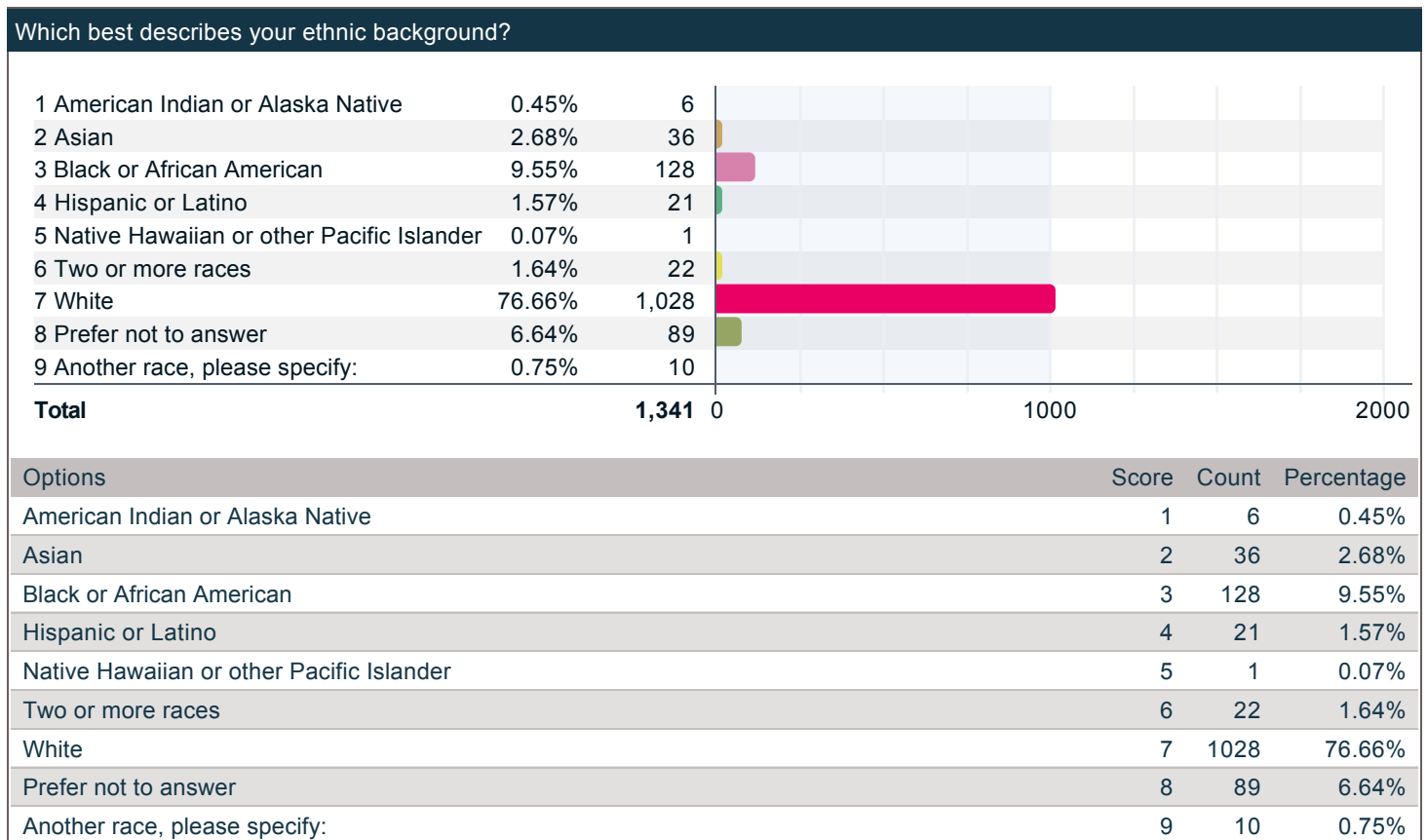
What is your current gender identity?



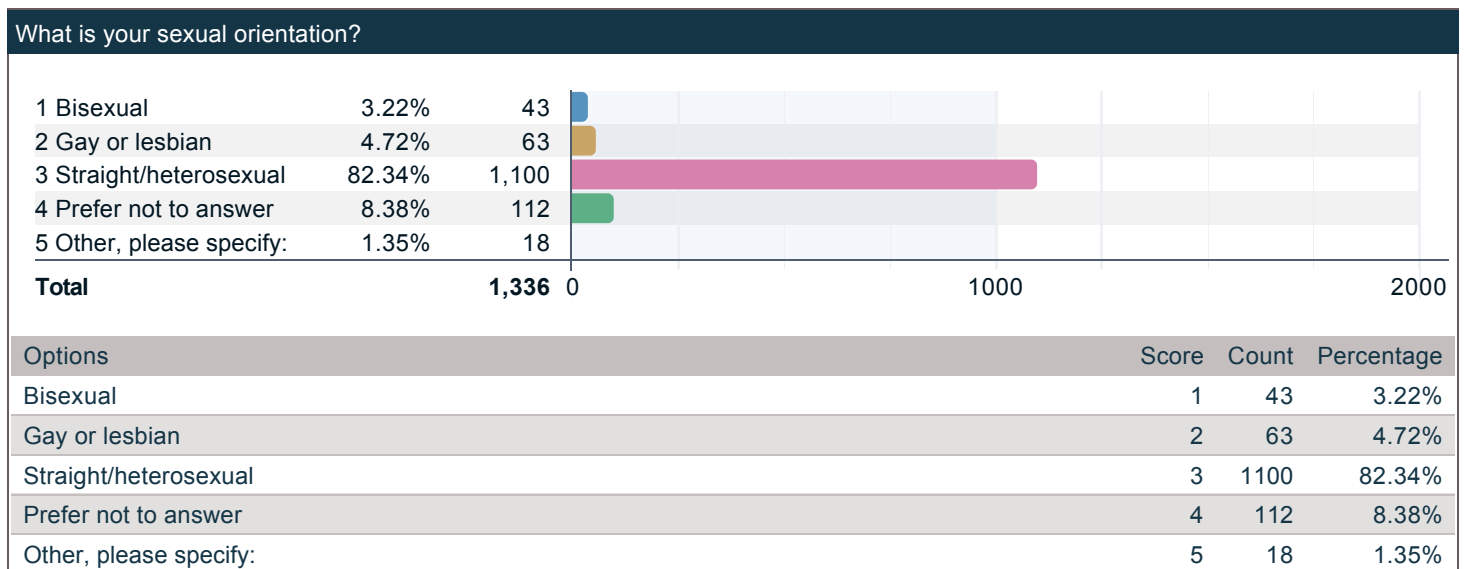
Would you be comfortable with gender identity being an optional demographic variable collected and maintained by the University?



Which best describes your ethnic background?

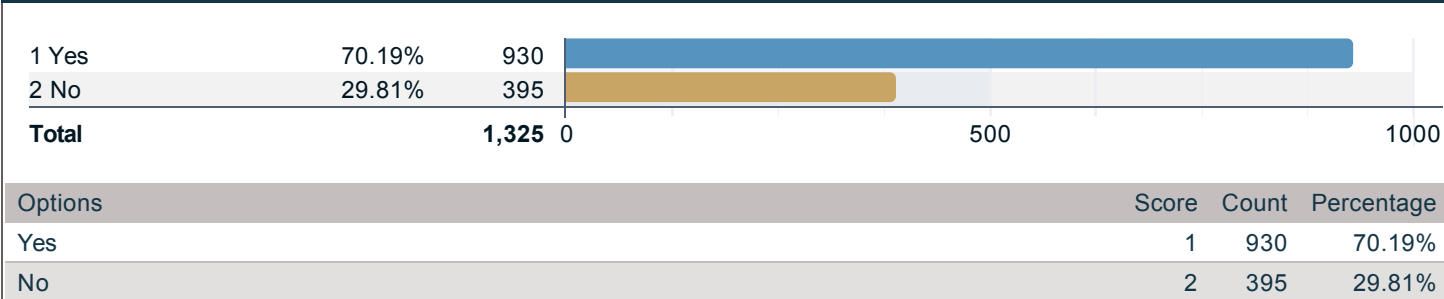


What is your sexual orientation?



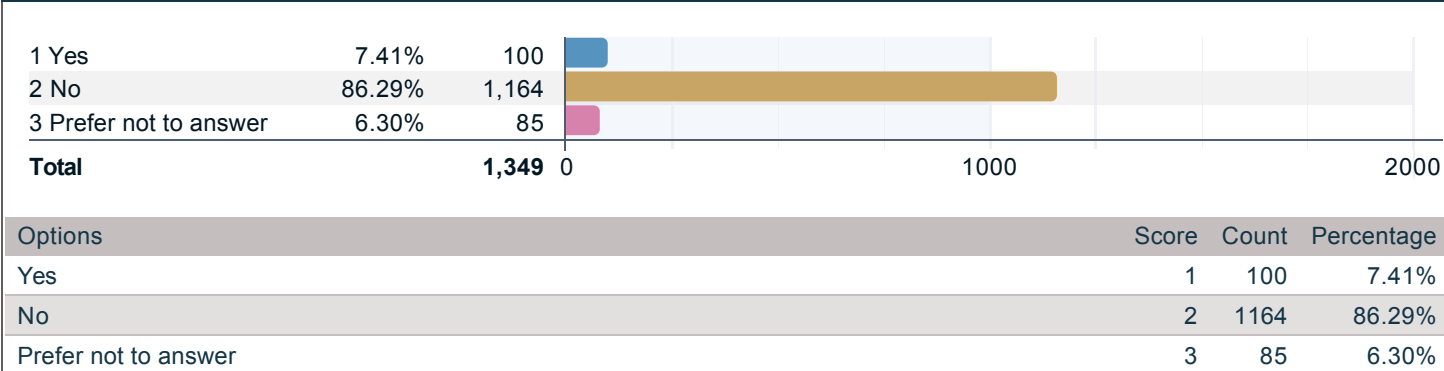
Would you be comfortable with sexual orientation being an optional demographic variable collected and maintained by the University?

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

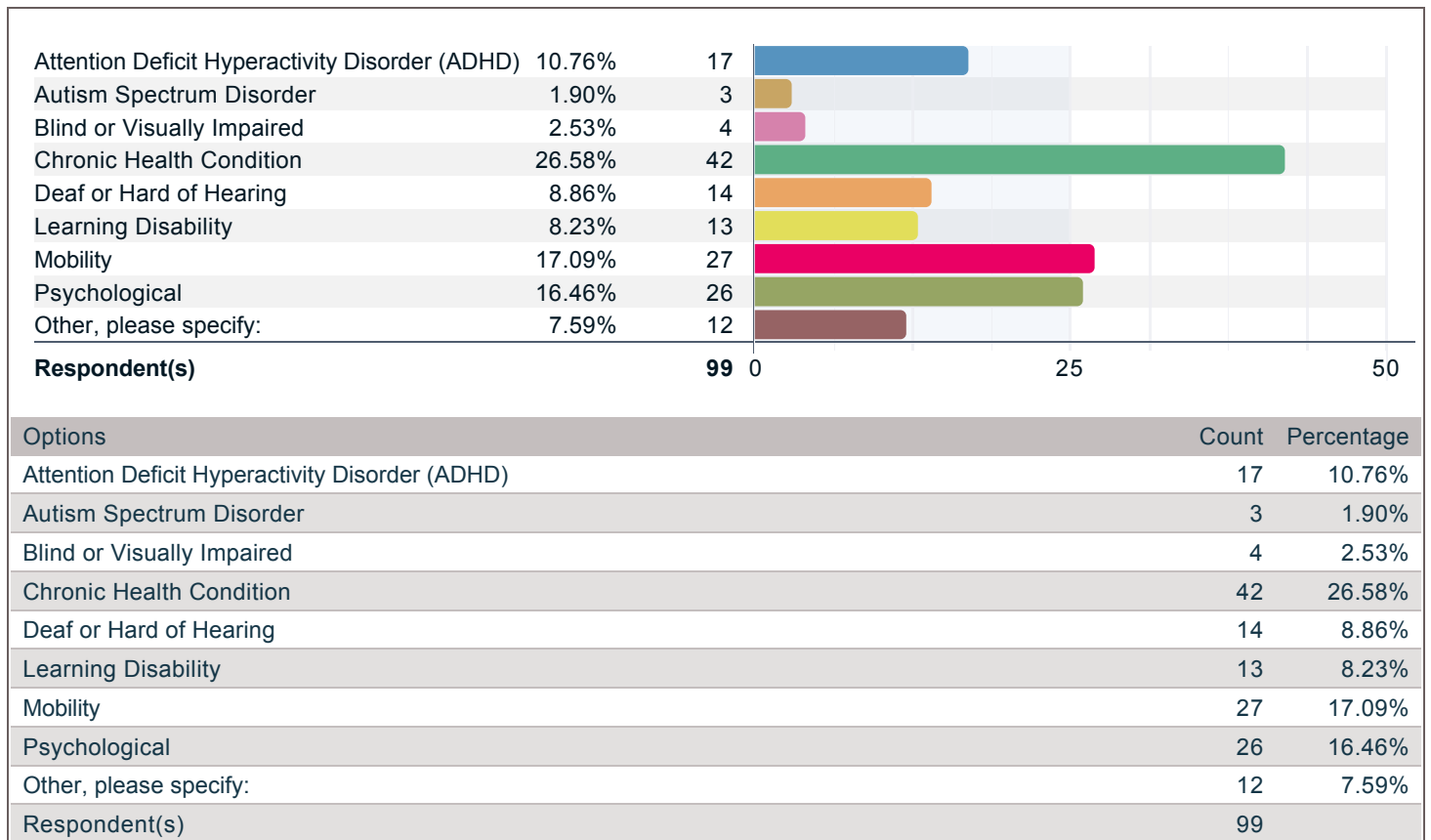


Do you have a disability?

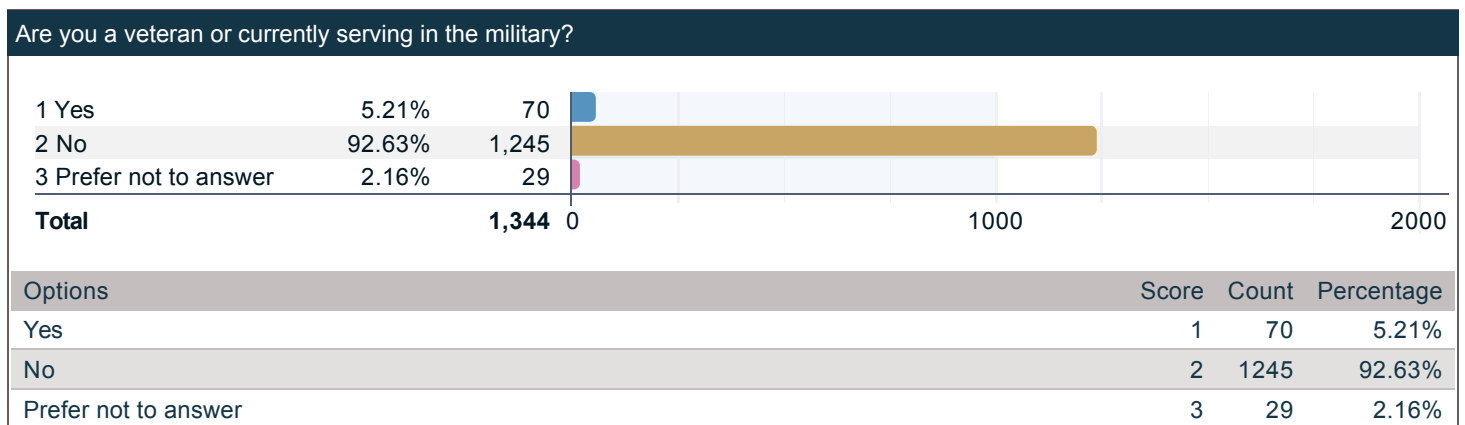
Do you have a disability?



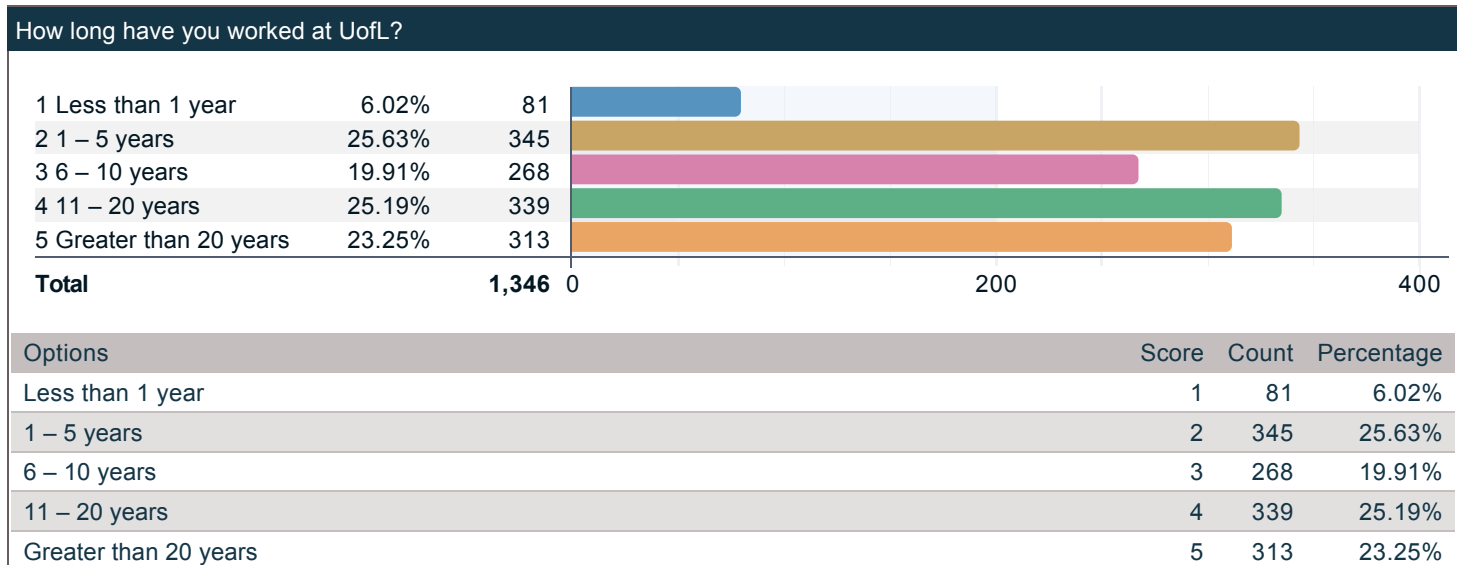
How would you categorize your disability or disabilities?



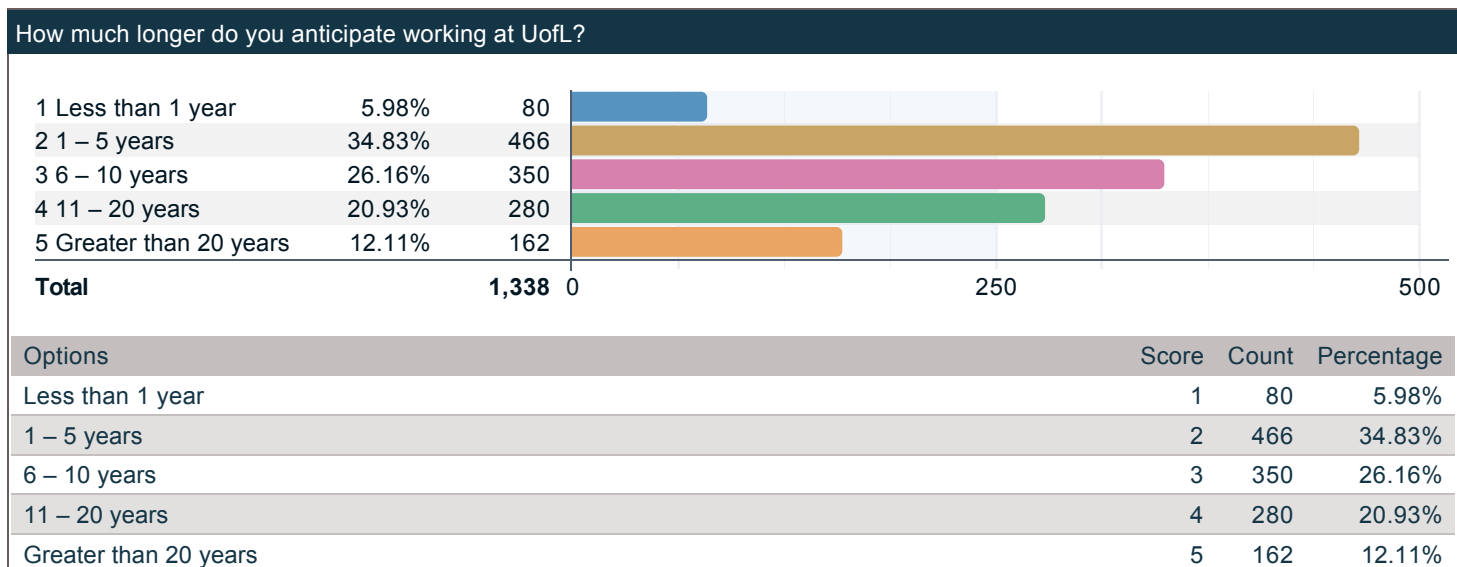
Are you a veteran or currently serving in the military?



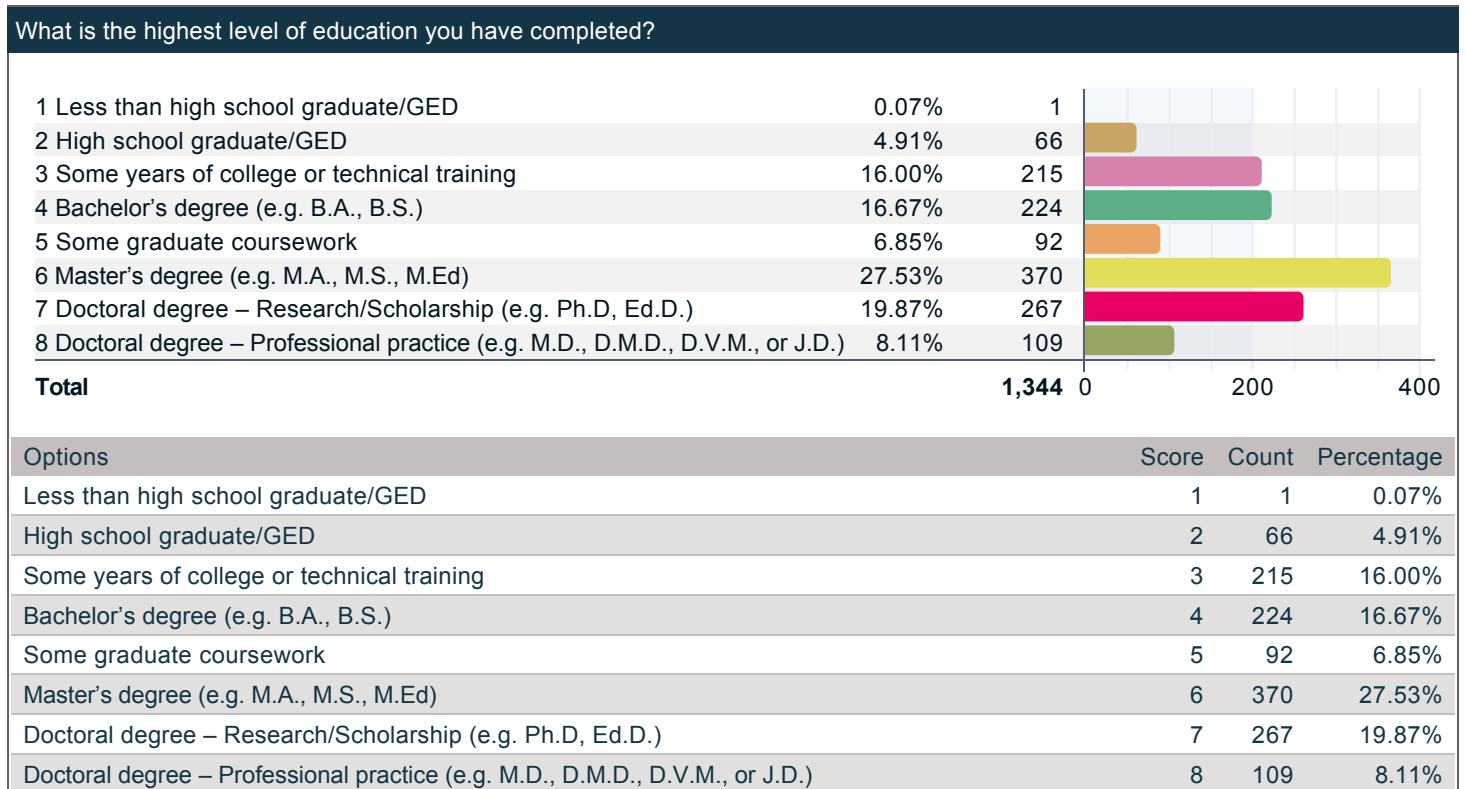
How long have you worked at UofL?



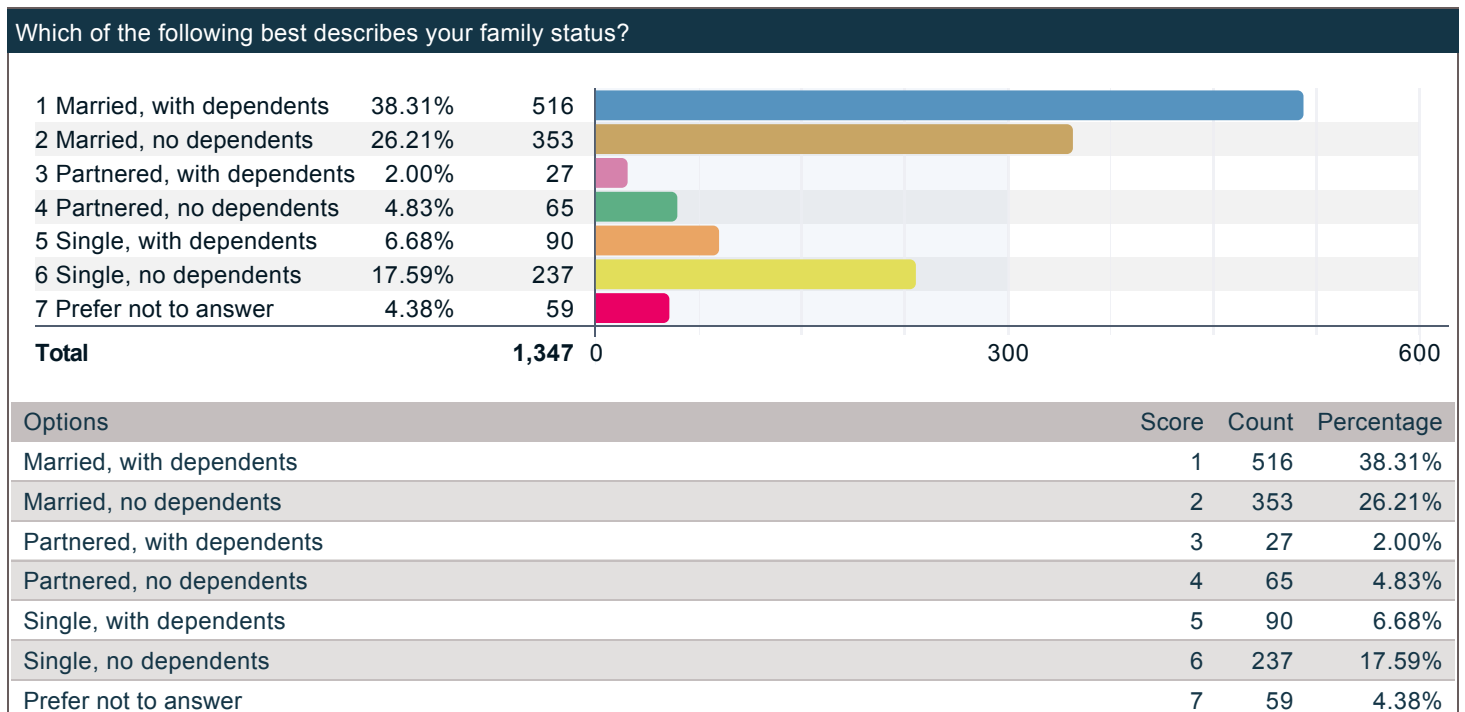
How much longer do you anticipate working at UofL?



What is the highest level of education you have completed?

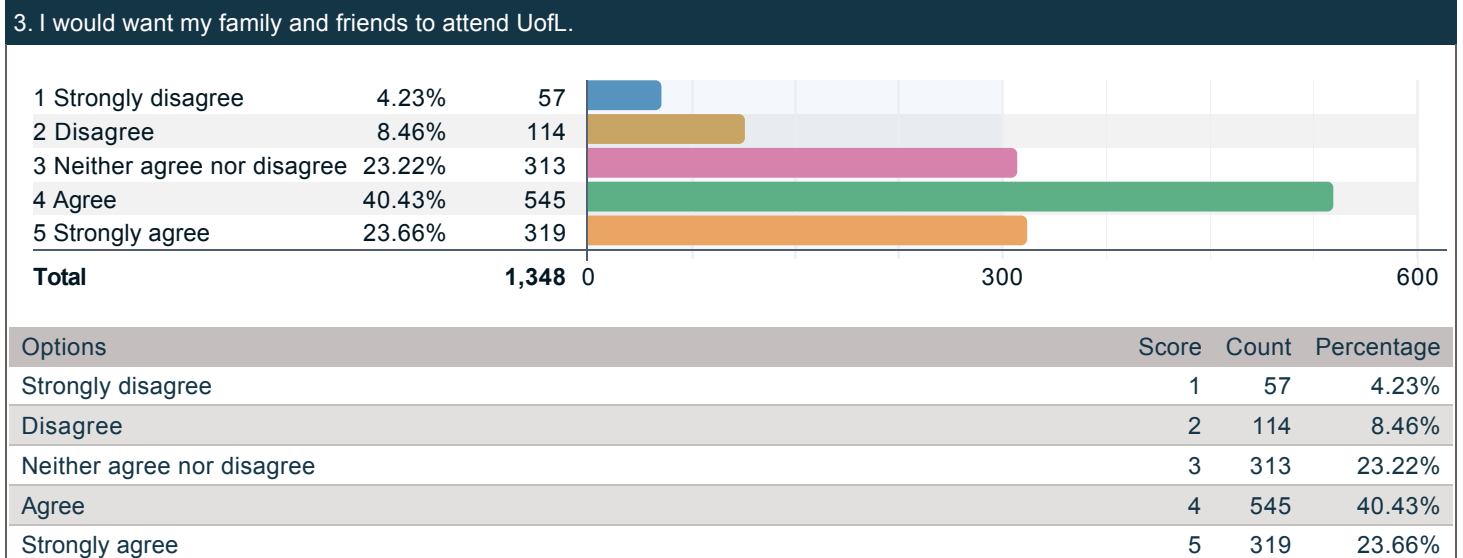
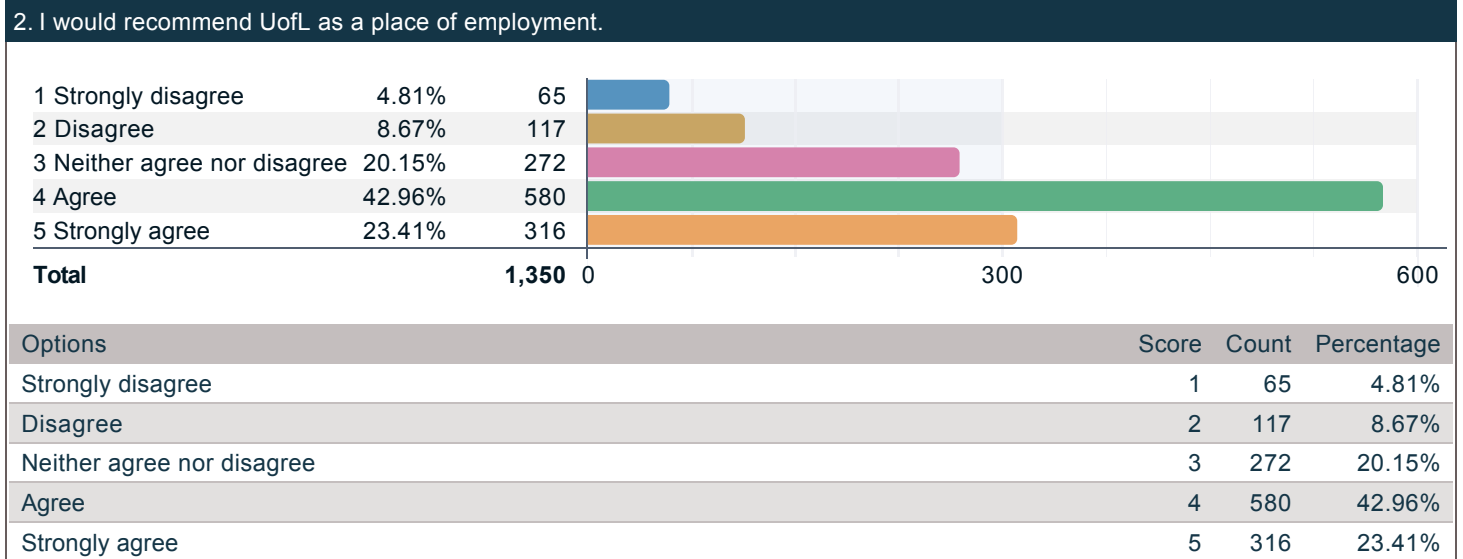
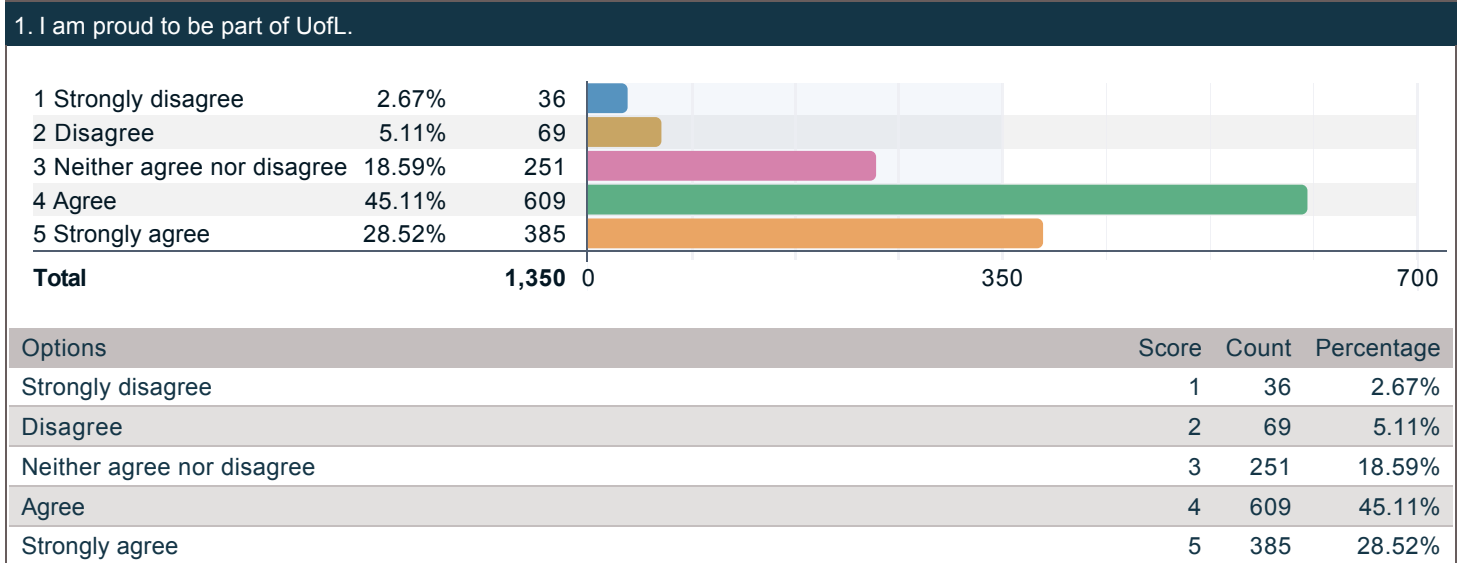


Which of the following best describes your family status?

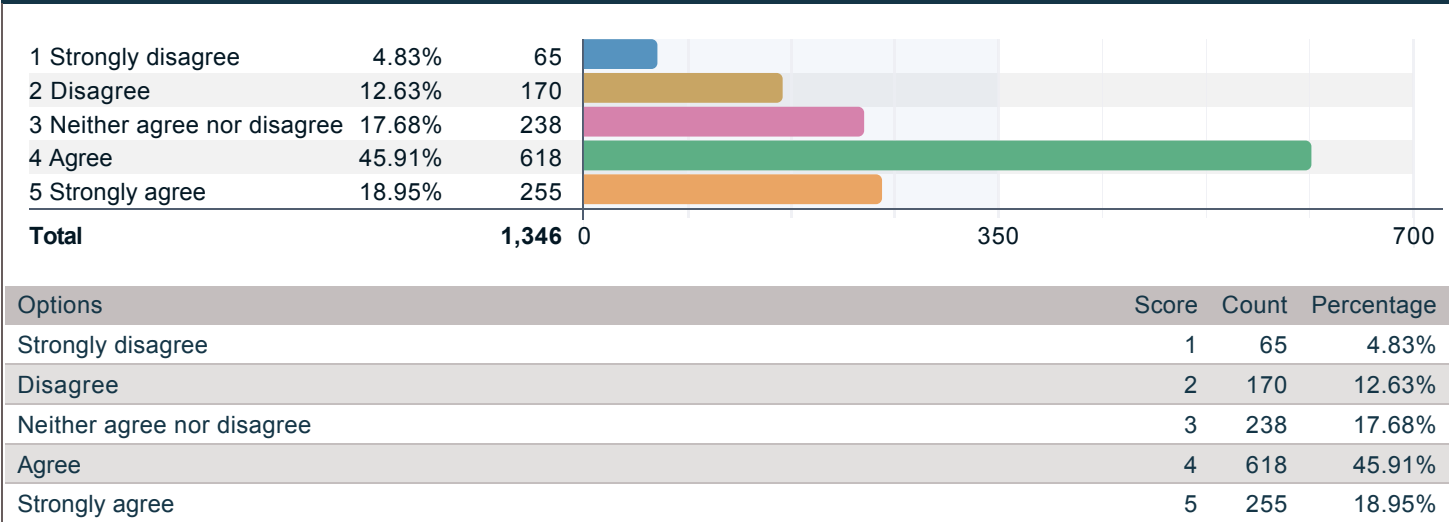


OVERALL

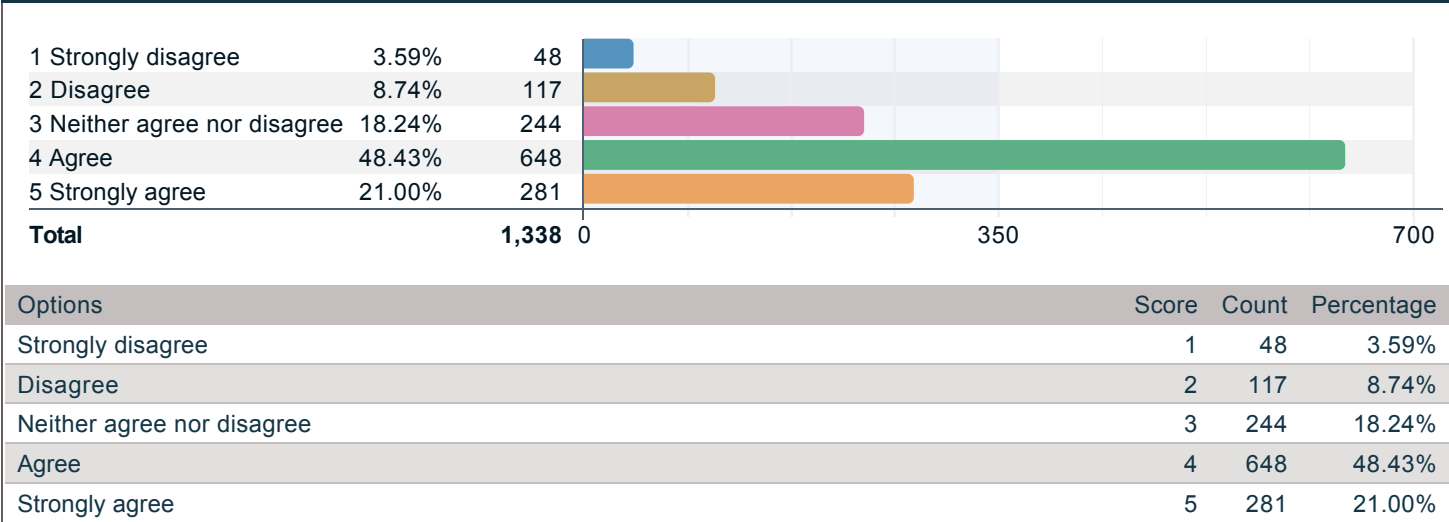
Read each of the following statements and indicate your level of agreement.



4. I am satisfied with my job.



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



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

