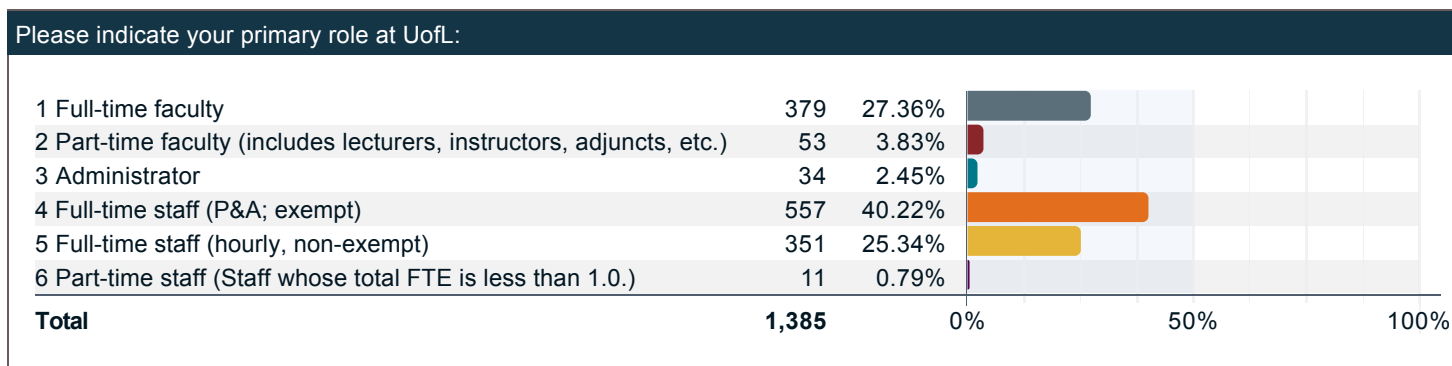


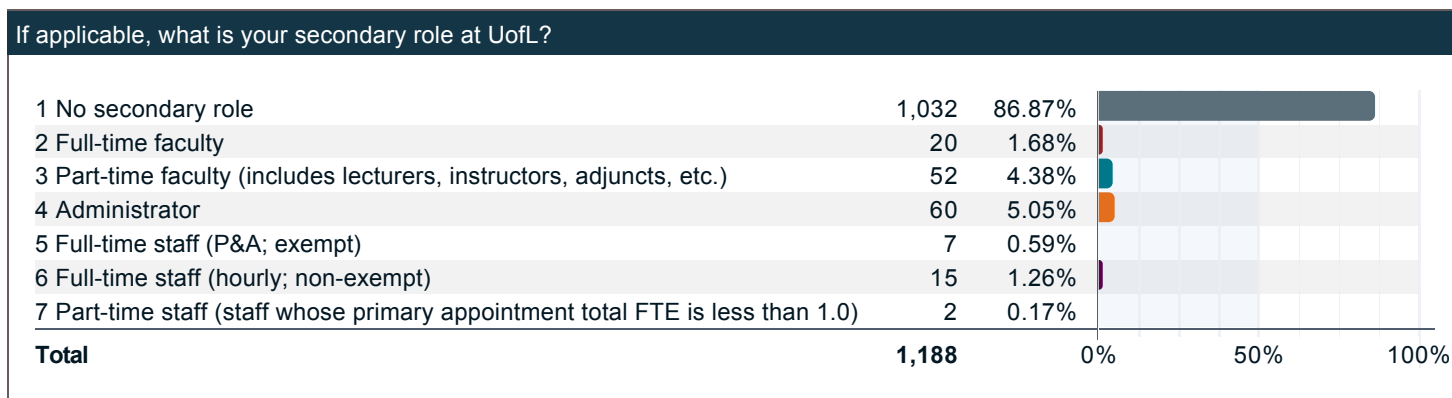
Project Title: **2021 UofL Employee Climate Survey**

Survey Audience: **6997**
Responses Received: **1390**
Response Ratio: **19.87%**

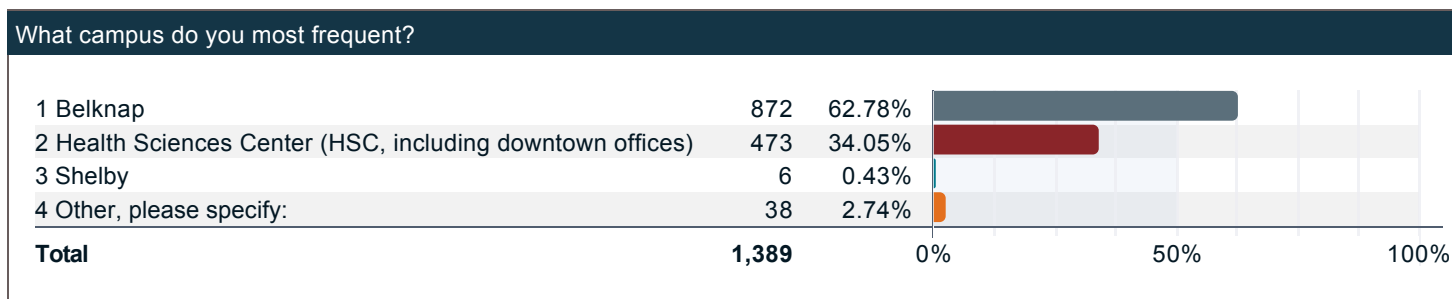
Please indicate your primary role at UofL:



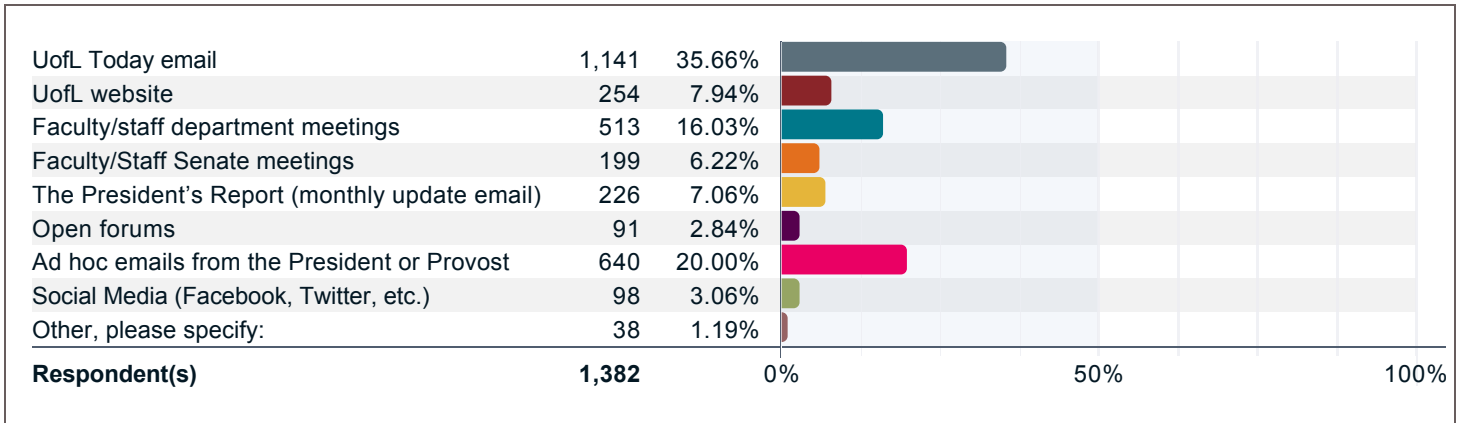
If applicable, what is your secondary role at UofL?



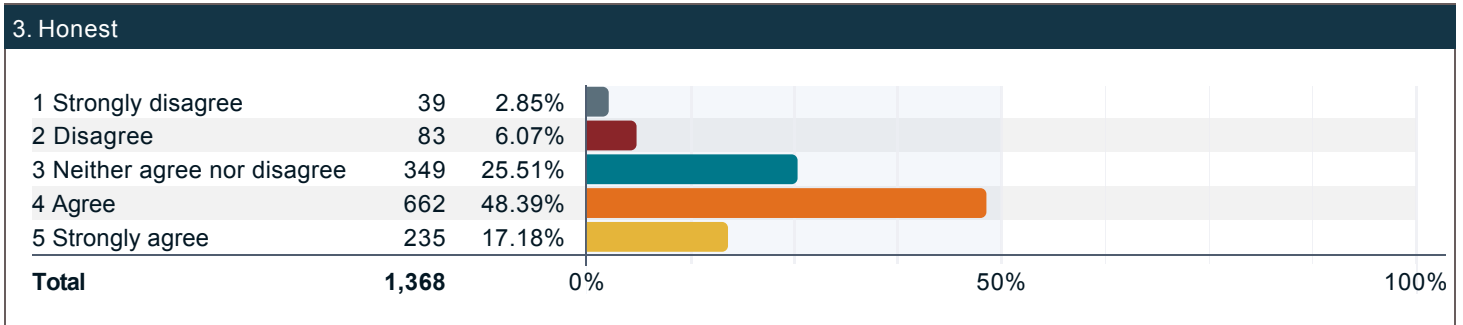
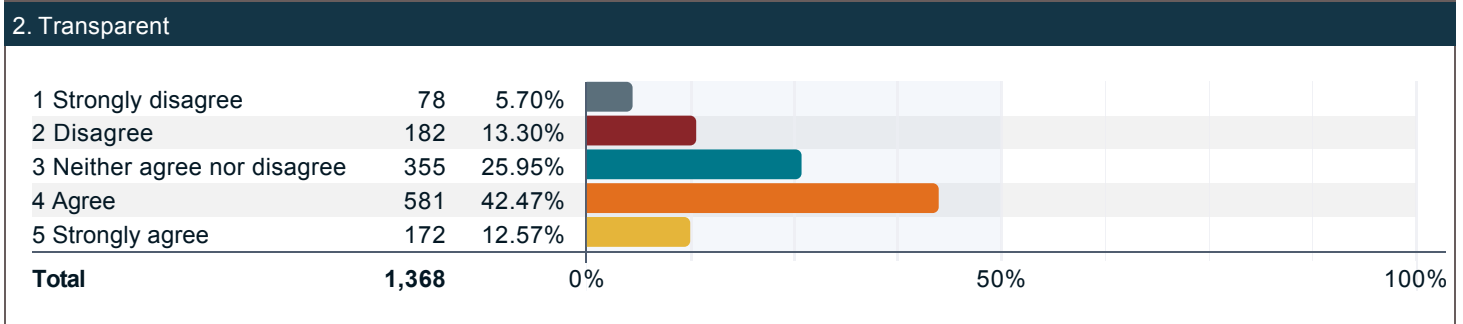
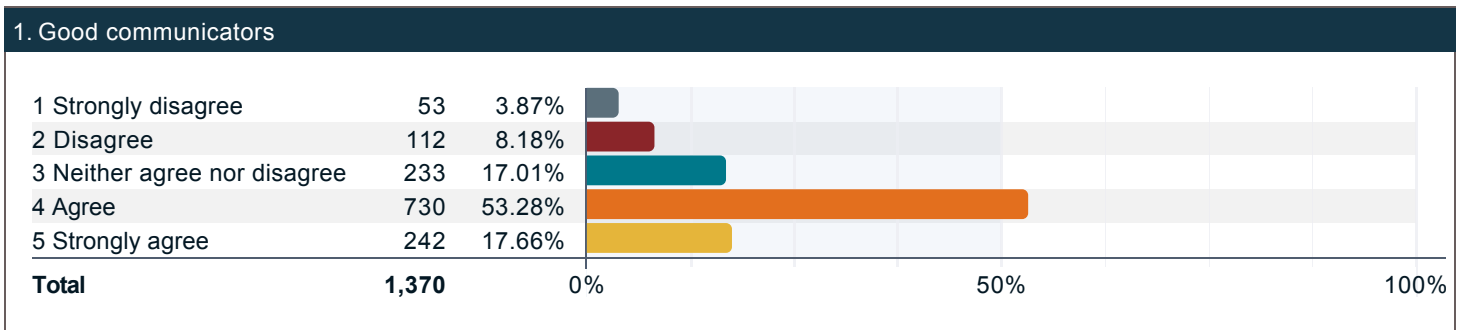
What campus do you most frequent?



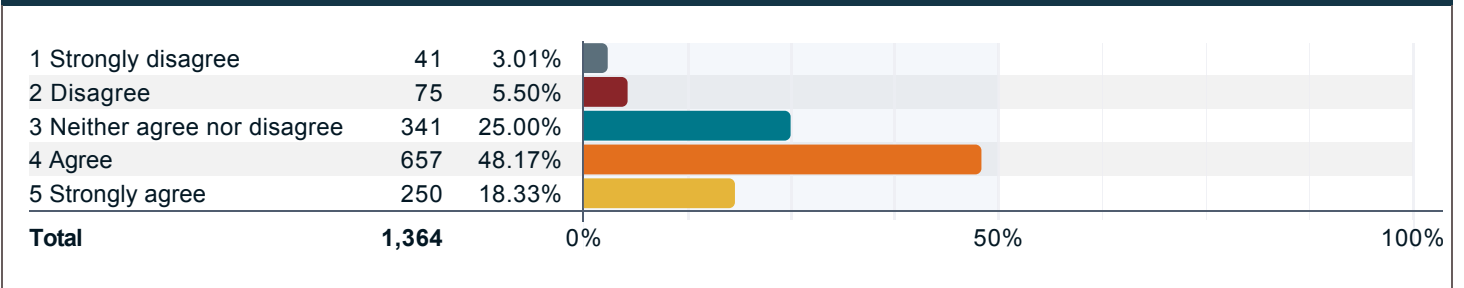
From the list below, please select the best communication method(s) for you to receive important UofL information from UofL Leadership:



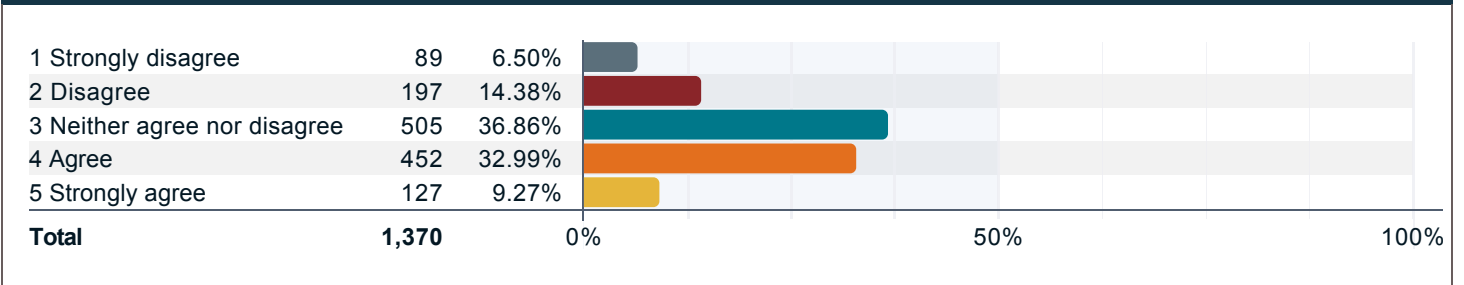
To what extent do you agree with the following characteristics of the current senior leadership (President, Provost, Executive Vice Presidents, Vice Presidents, Vice Provosts, Deans or higher) at UofL?:



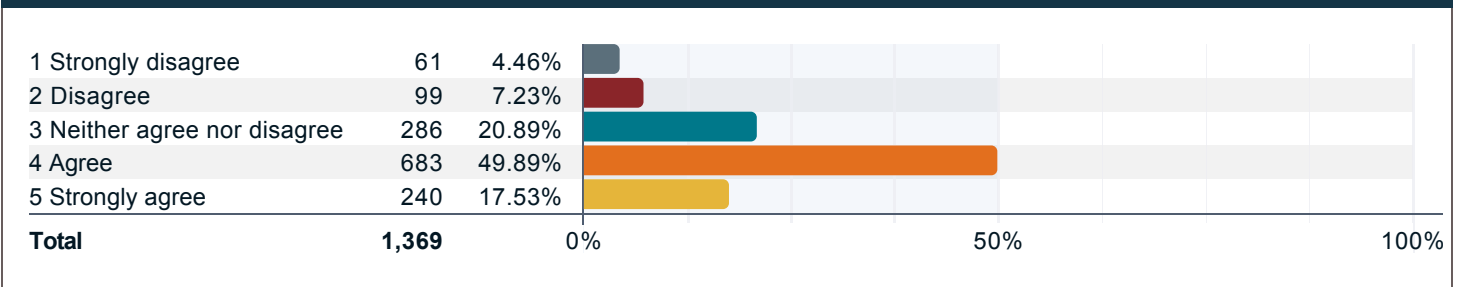
4. Ethical



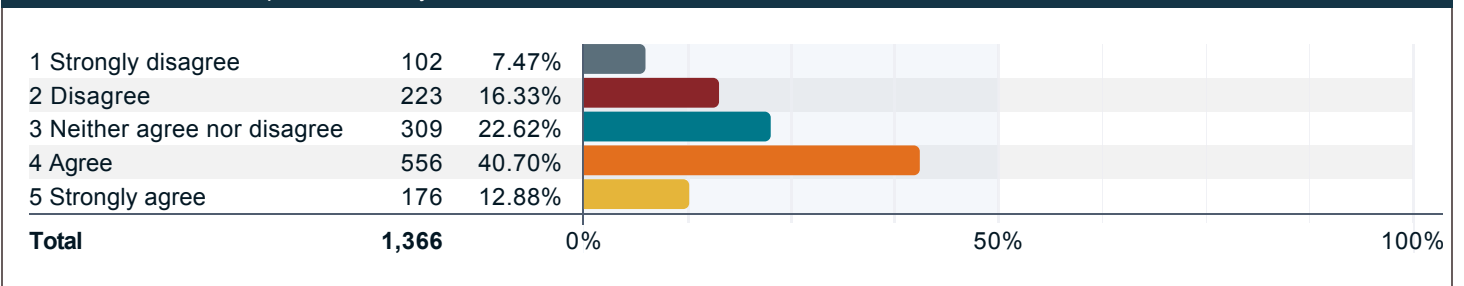
5. Have good hiring practices



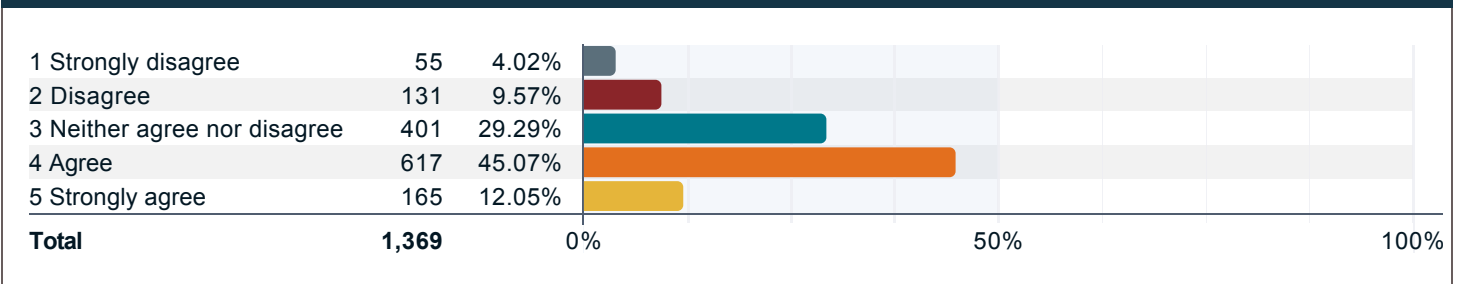
6. Demonstrate strategic vision



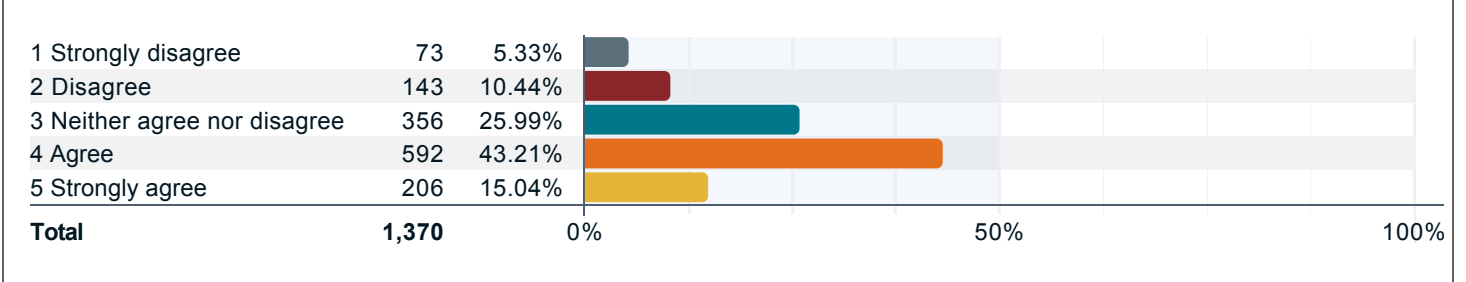
7. In touch with the campus community



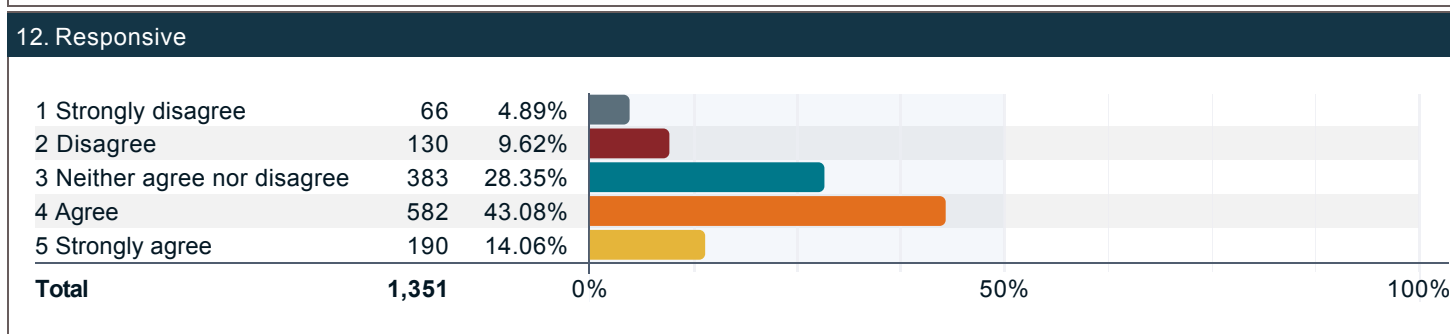
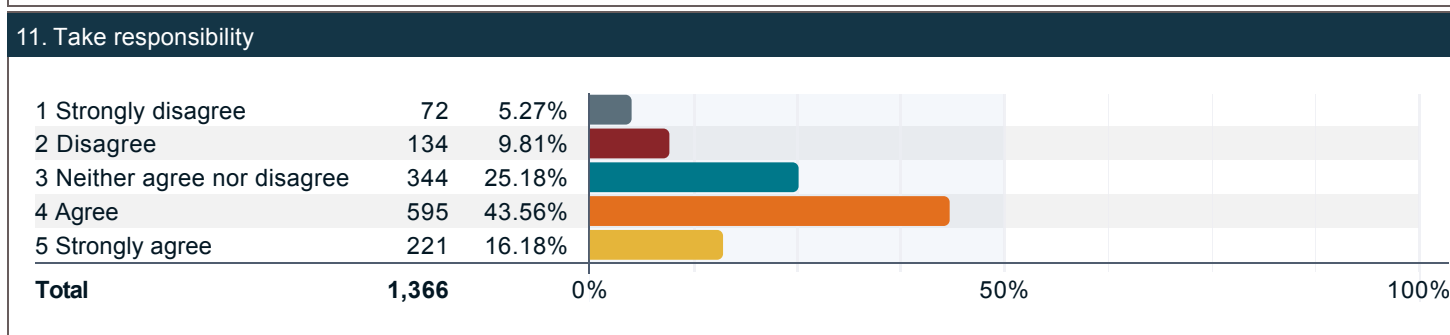
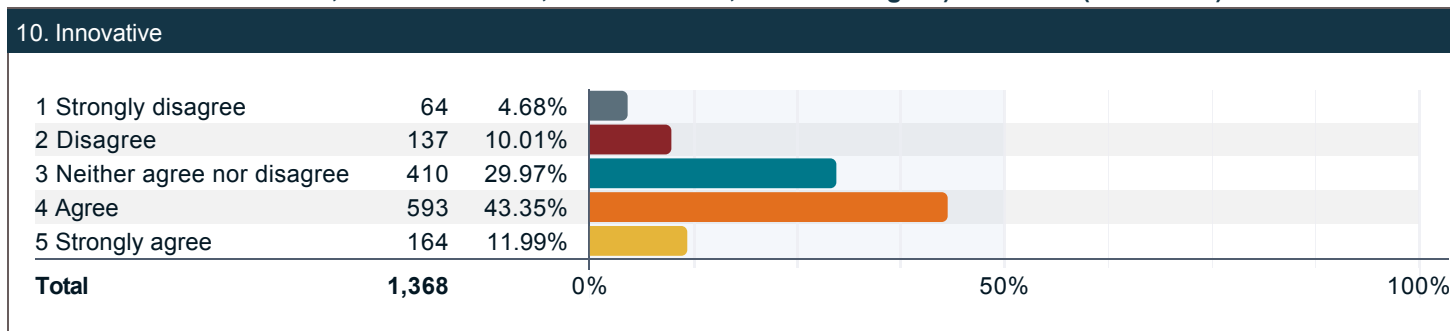
8. Fair



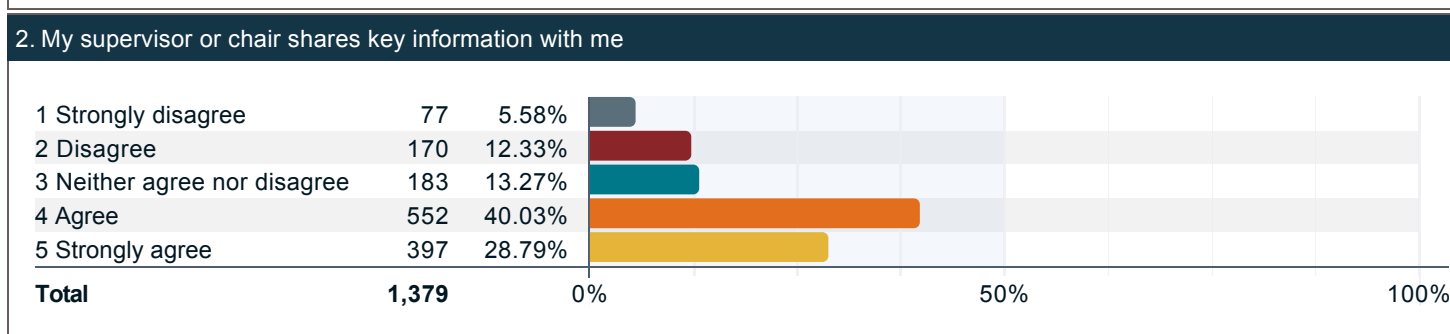
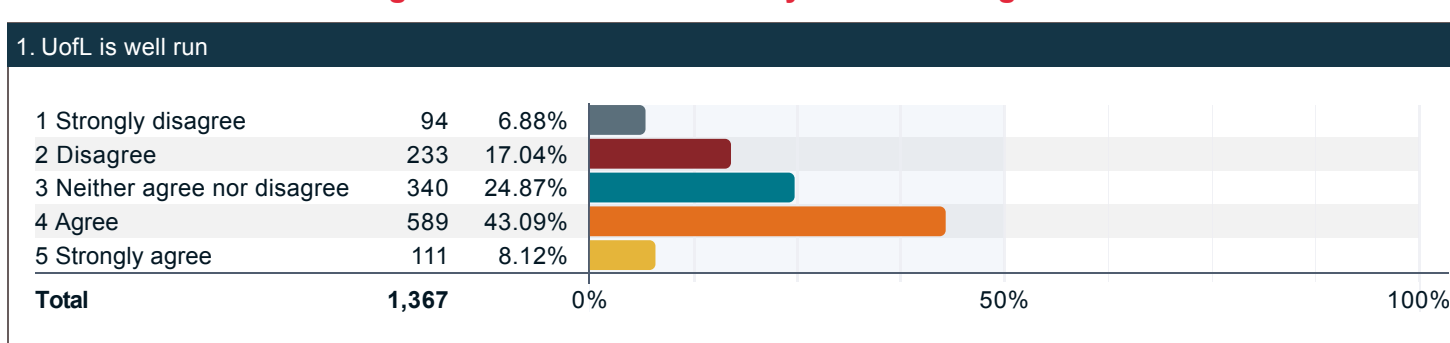
9. Supportive



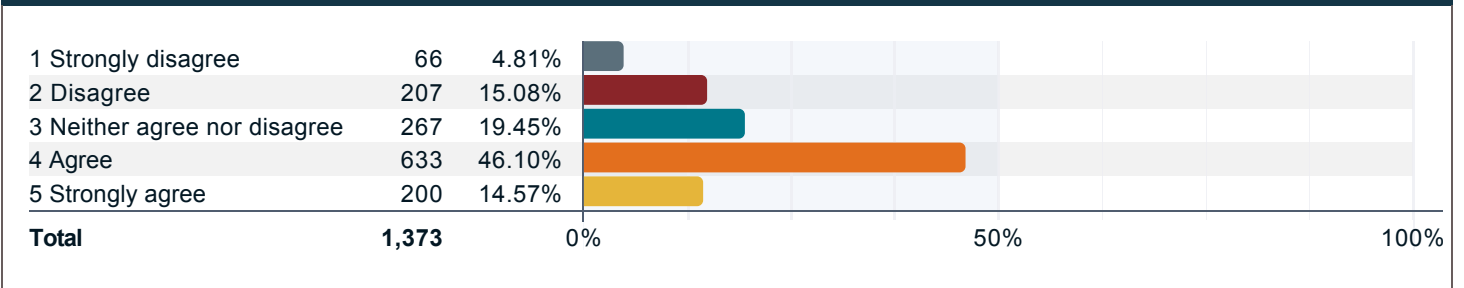
To what extent do you agree with the following characteristics of the current senior leadership (President, Provost, Executive Vice Presidents, Vice Presidents, Vice Provosts, Deans or higher) at UofL?: (continued)



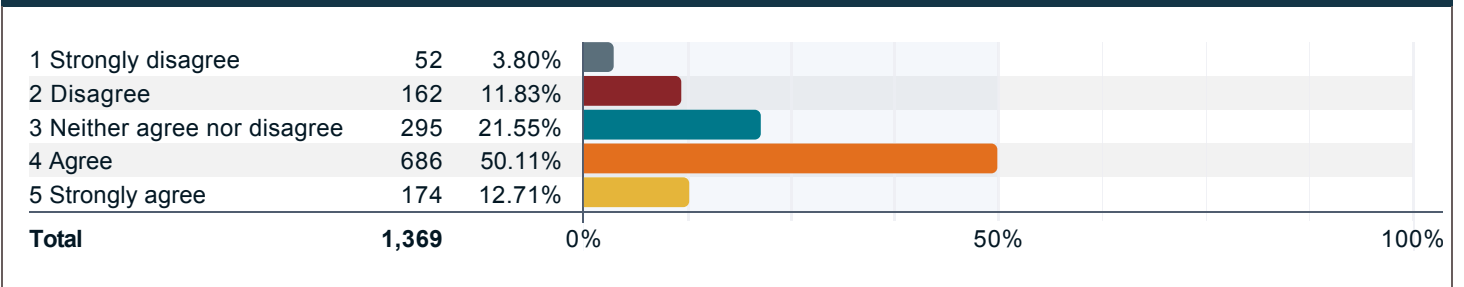
Read each of the following statements and indicate your level of agreement:



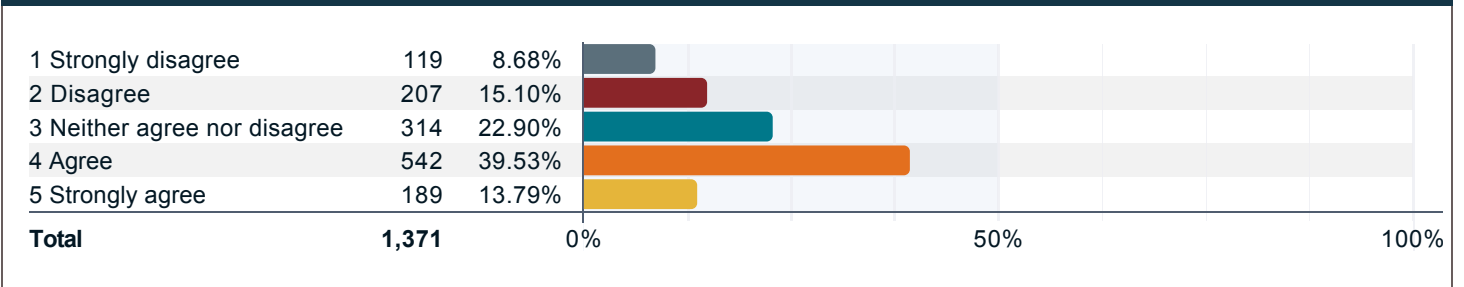
3. I am well informed about policies and issues affecting me



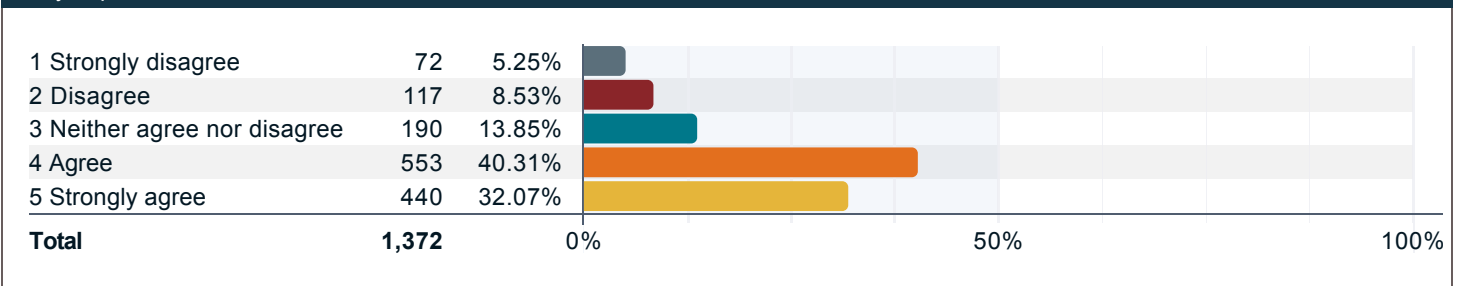
4. Senior Leadership shares information with the campus community



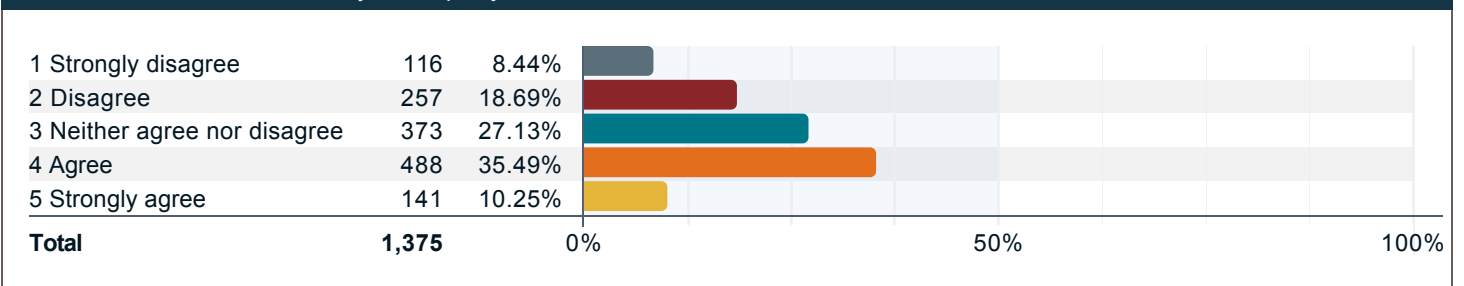
5. Senior Leadership cares about the well-being of faculty and staff



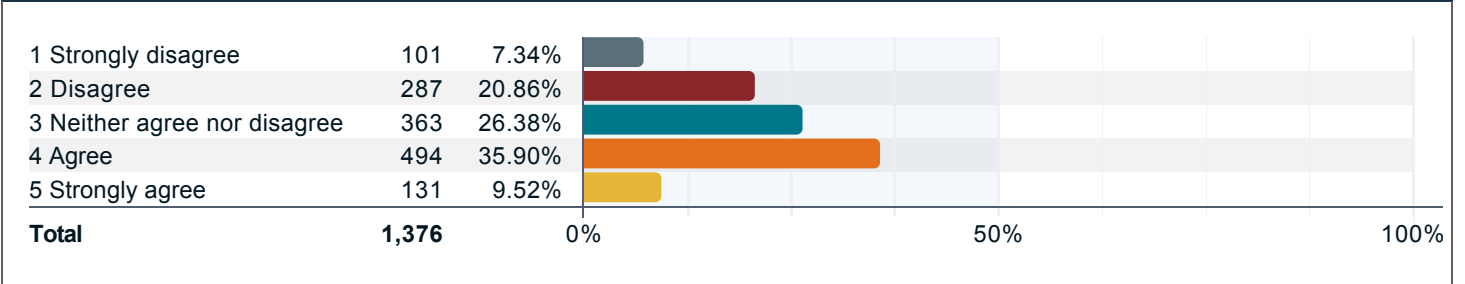
6. My supervisor or chair is consistent and fair



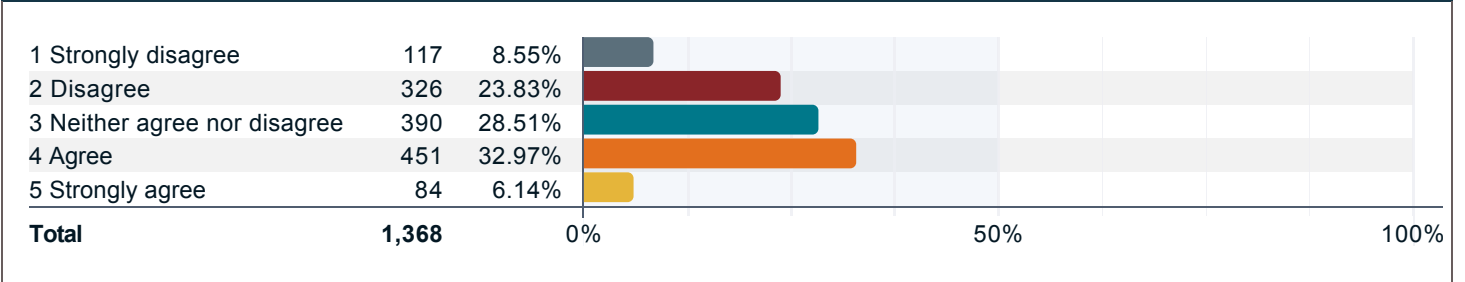
7. Policies are administered fairly and equally



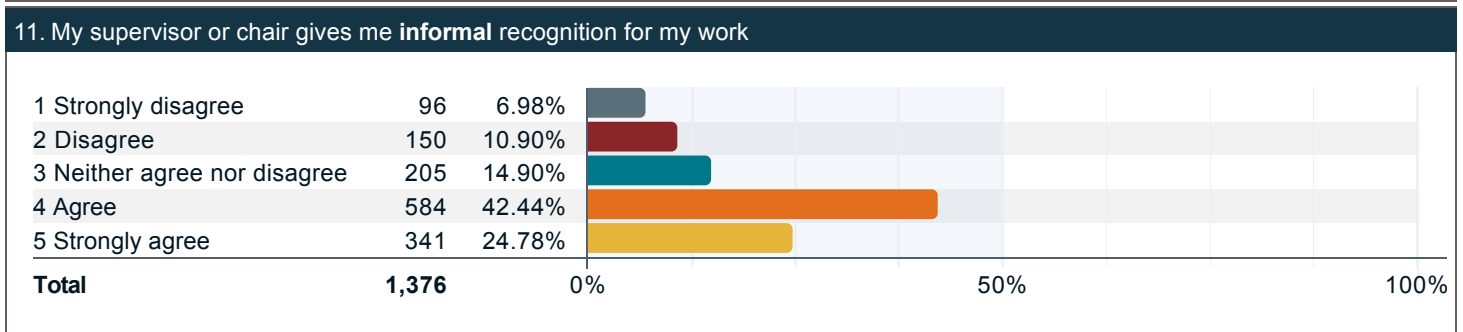
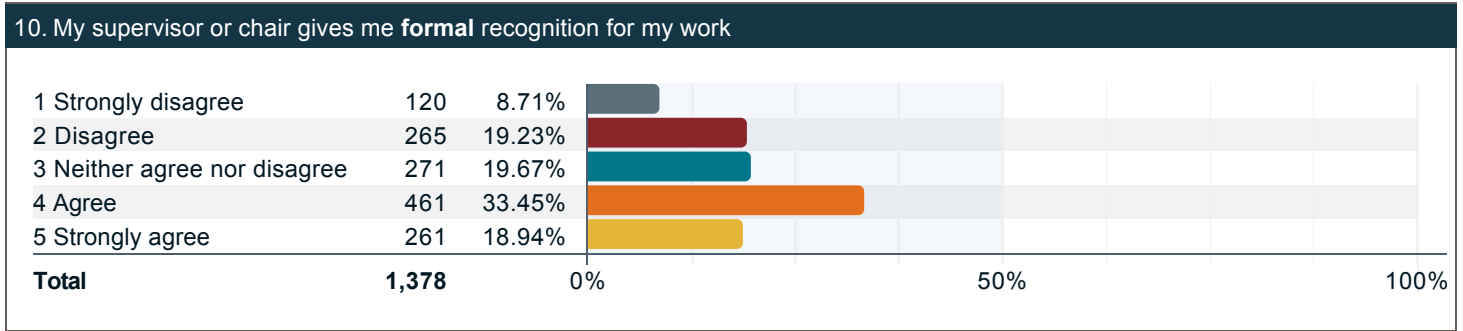
8. Policies are clearly defined



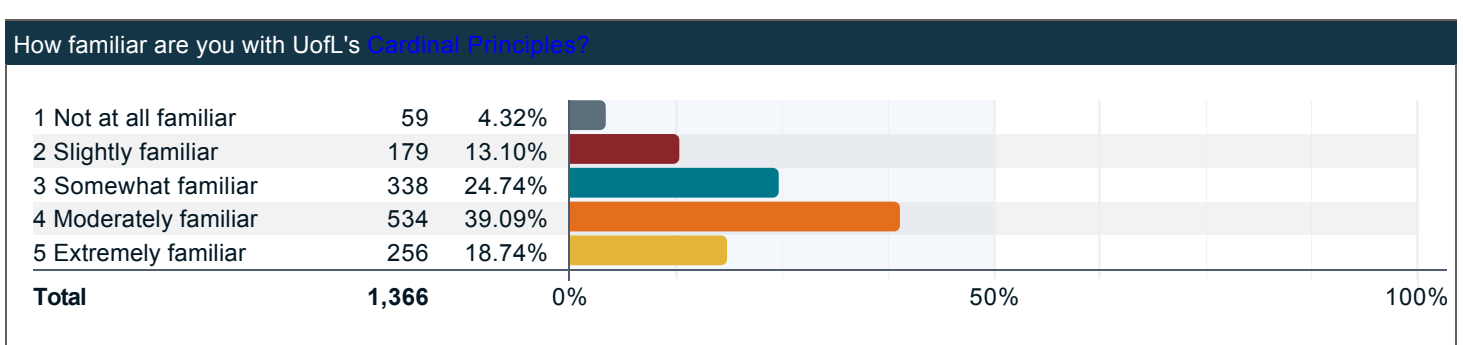
9. Policies are easy to find online



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

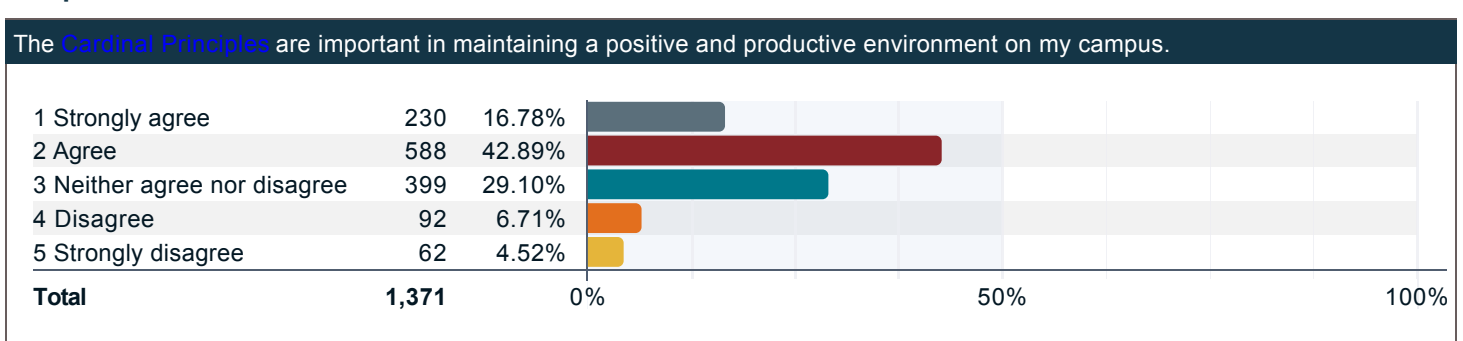


How familiar are you with UofL's Cardinal Principles?



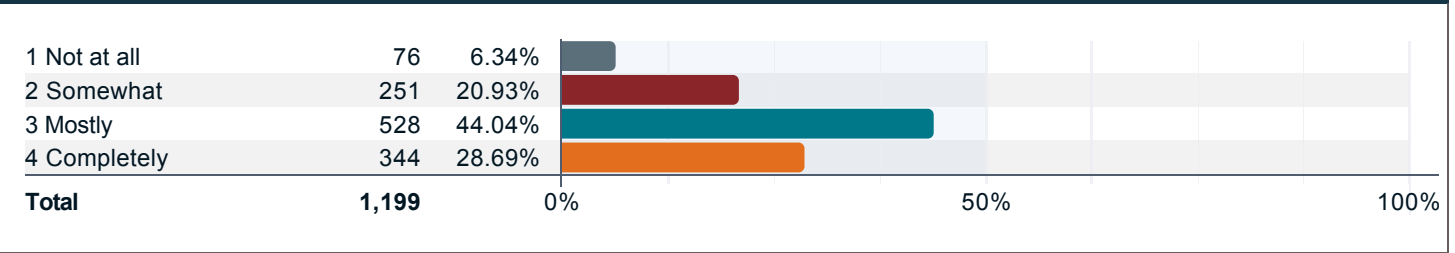
Note: Scale direction change below.

The **Cardinal Principles** are important in maintaining a positive and productive environment on my campus.

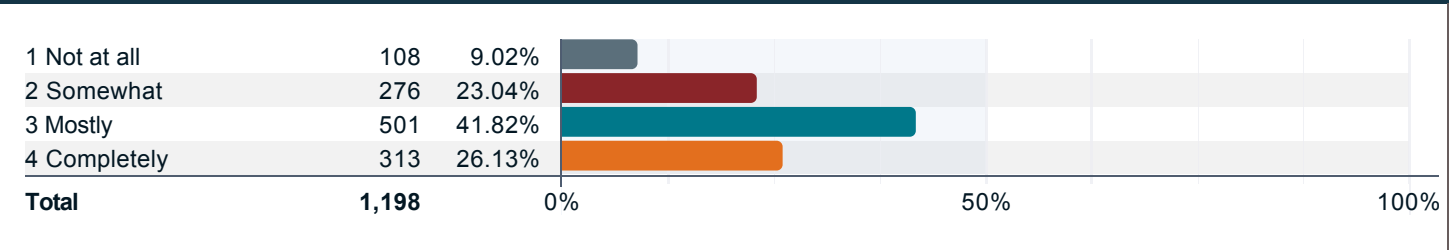


How well is senior leadership (Associate Vice Provost/President, Dean, or higher) living up to the **Cardinal Principles**?

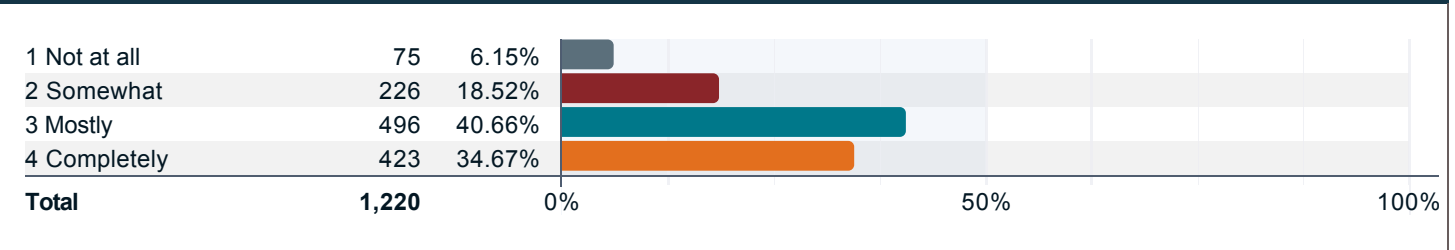
1. Community of Care



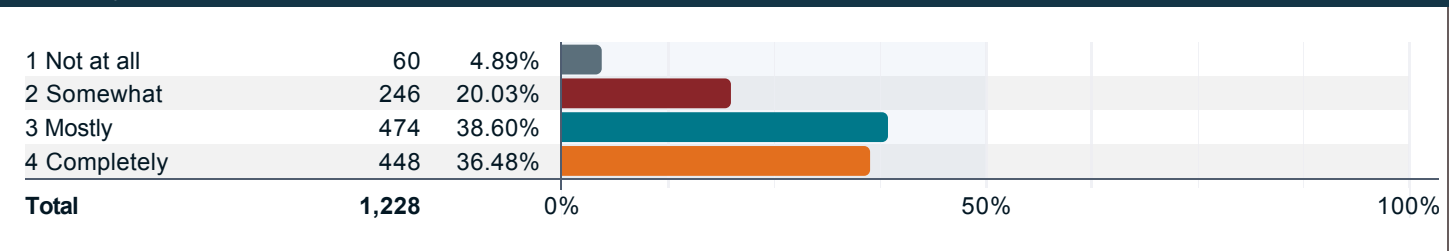
2. Accountability



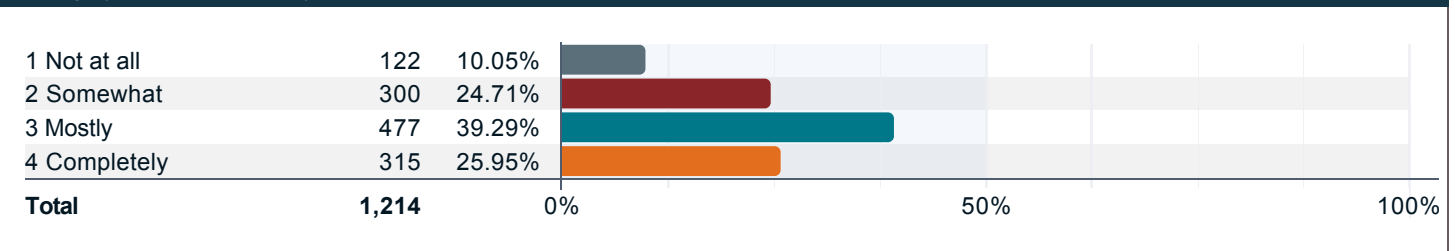
3. Respect



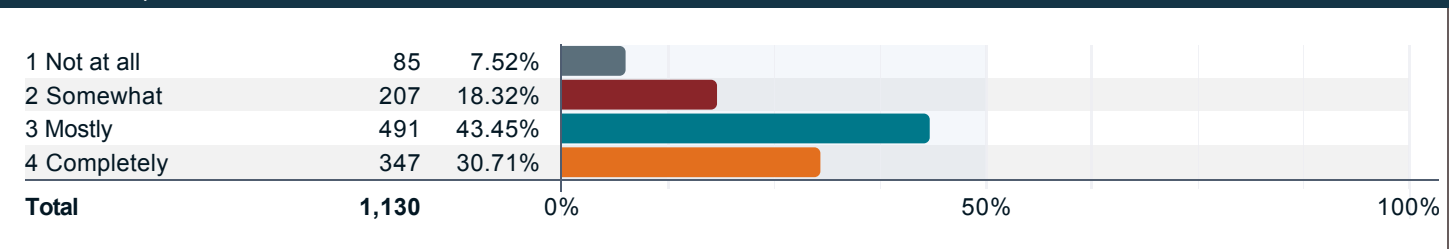
4. Diversity and Inclusion



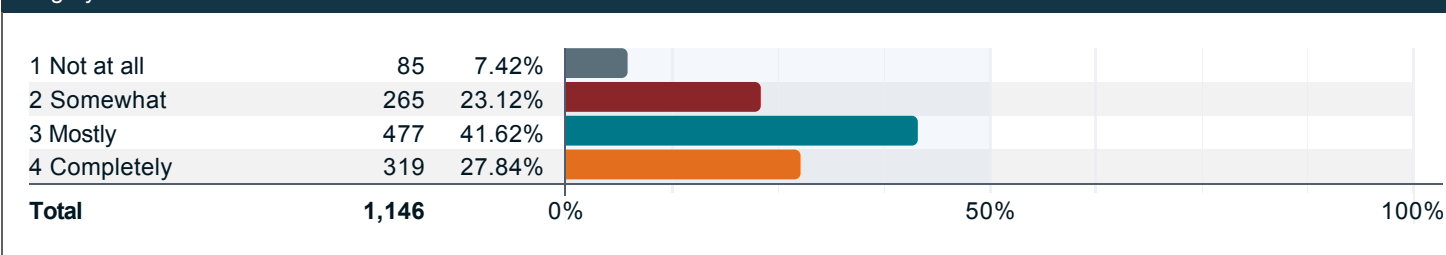
5. Integrity and Transparency



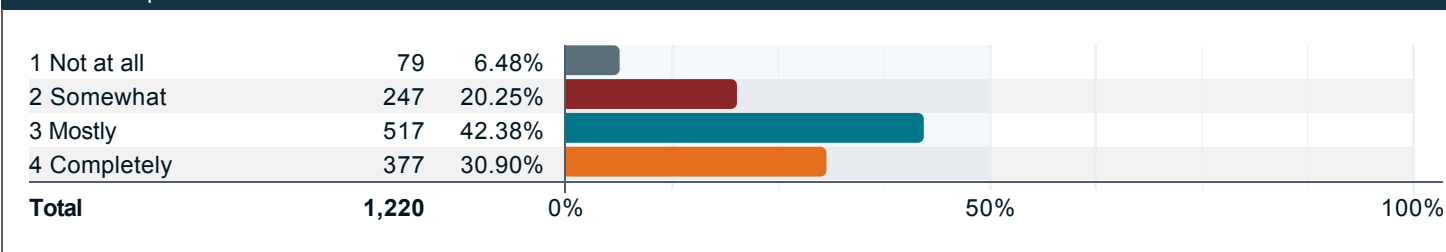
6. Noble Purpose



7. Agility

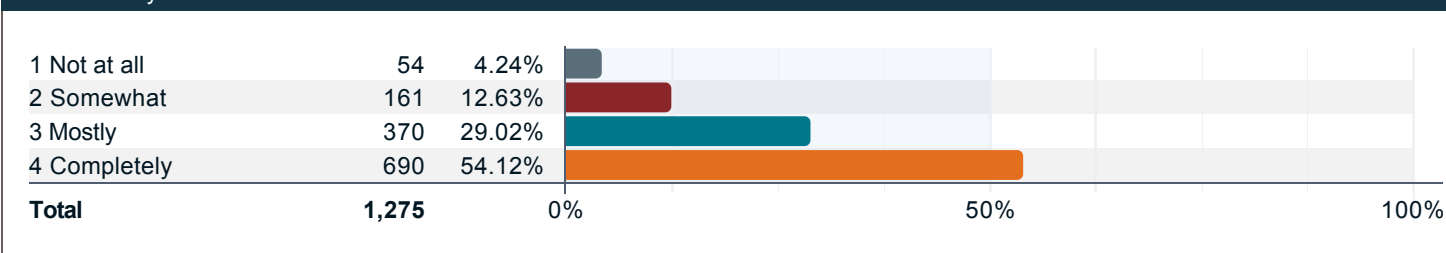


8. Leadership

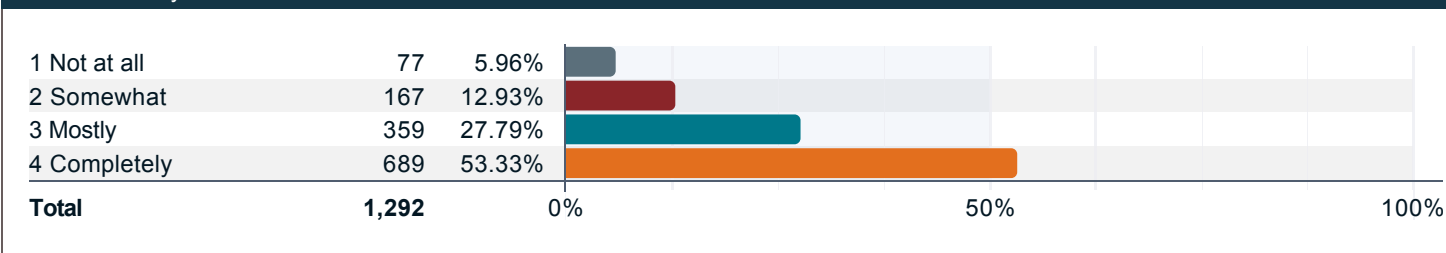


How well is your direct supervisor (the person who completes your annual evaluation) living up to the Cardinal Principles?

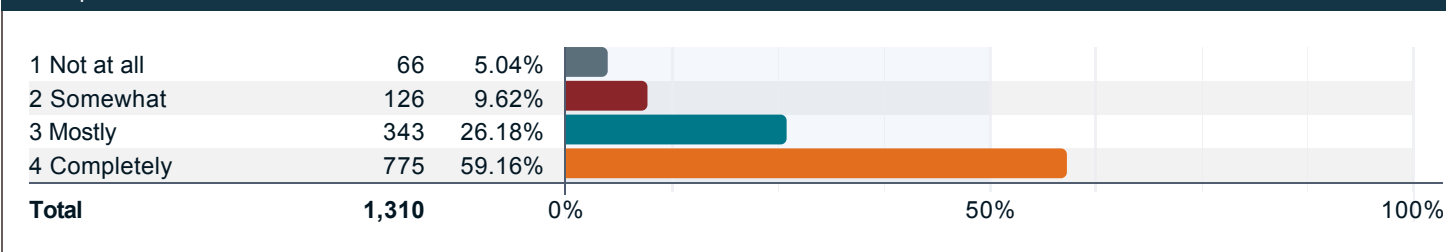
1. Community of Care



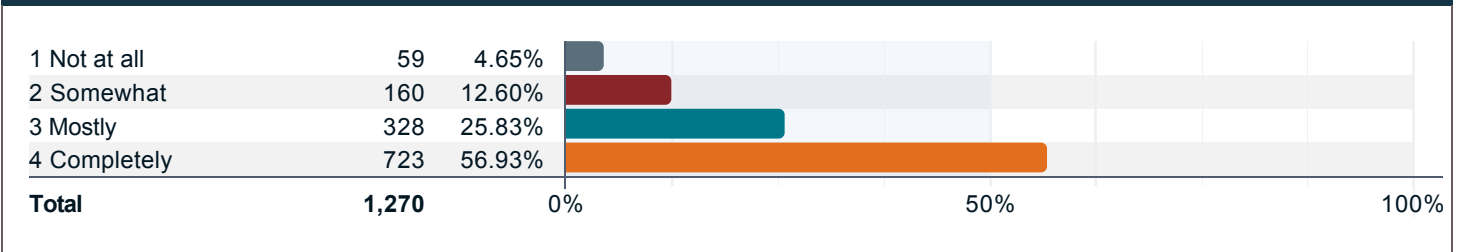
2. Accountability



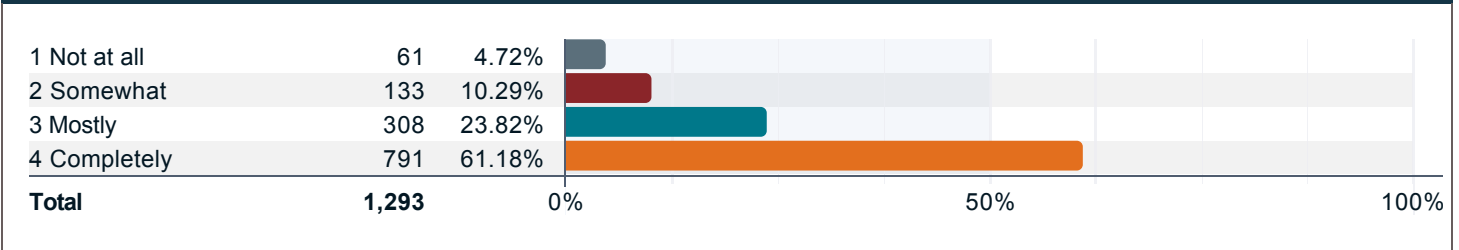
3. Respect



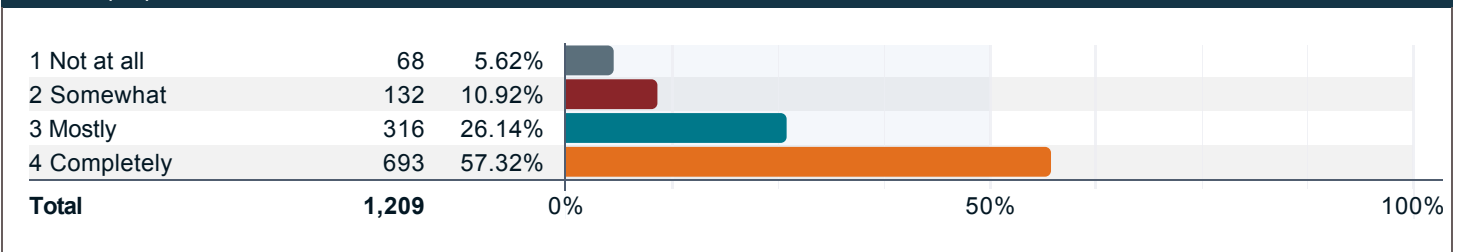
4. Diversity and Inclusion



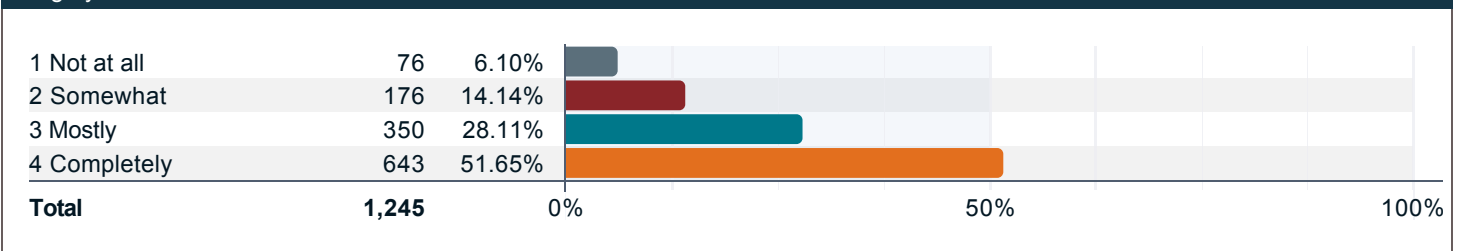
5. Integrity



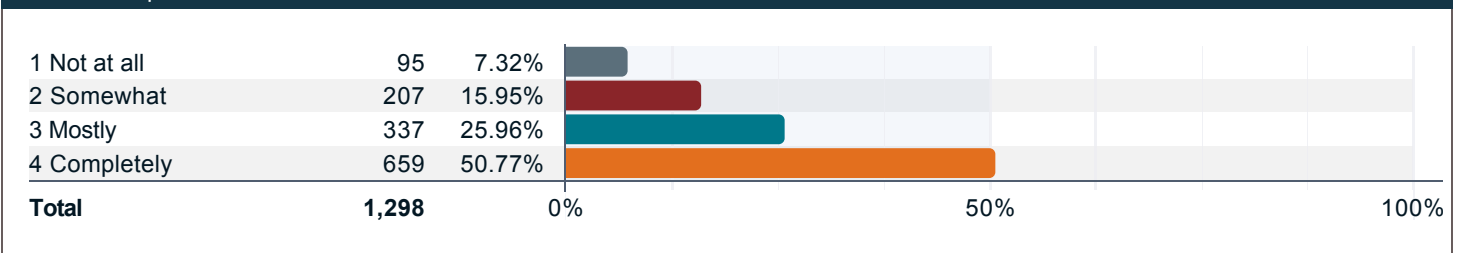
6. Noble purpose



7. Agility

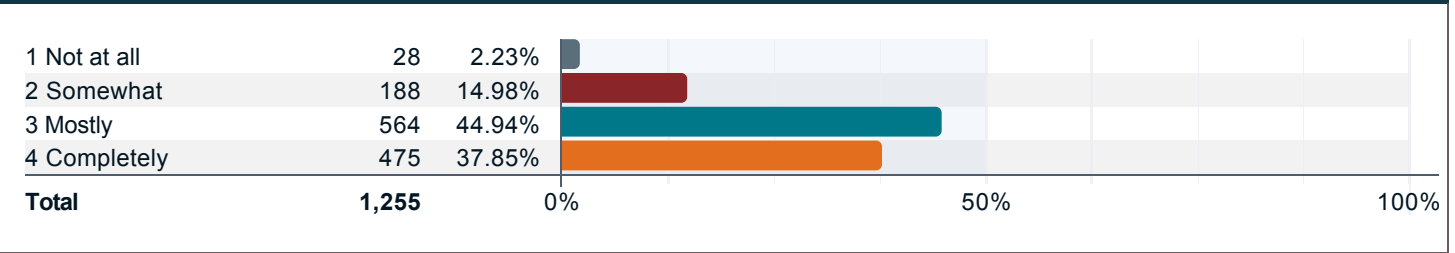


8. Leadership

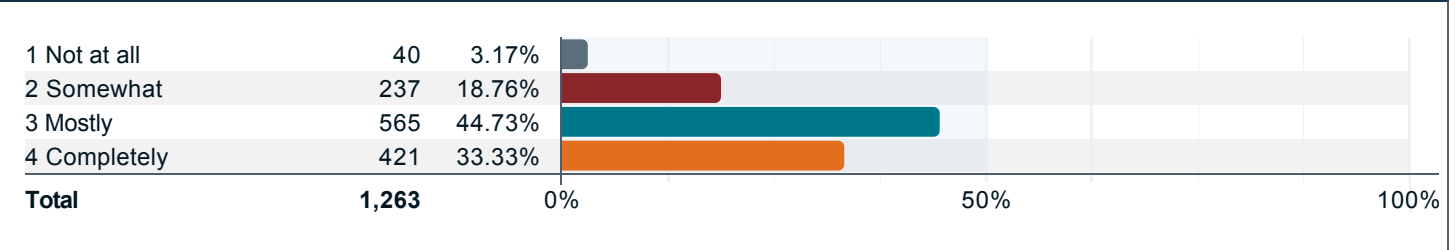


How well are your colleagues (other employees in your department/unit) living up to the **Cardinal Principles**?

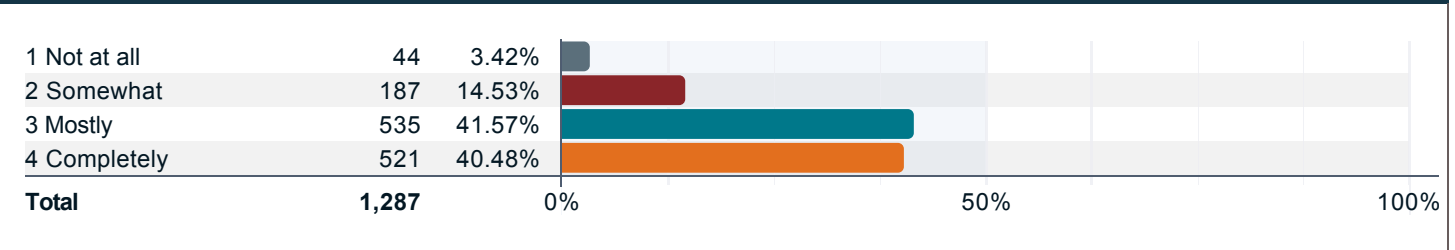
1. Community of care



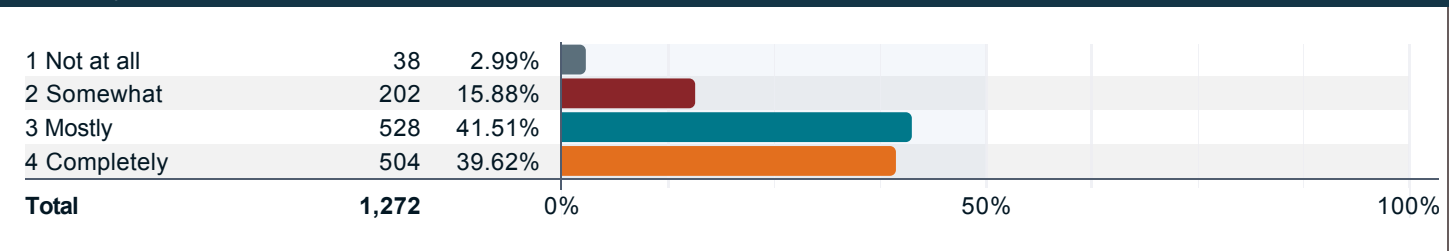
2. Accountability



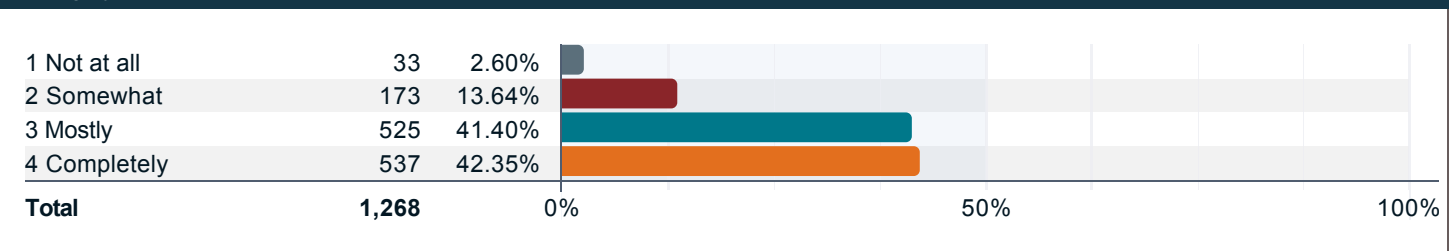
3. Respect



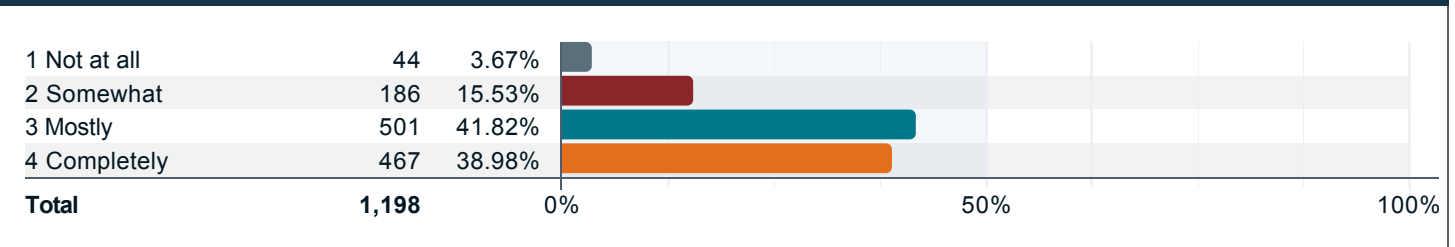
4. Diversity and inclusion



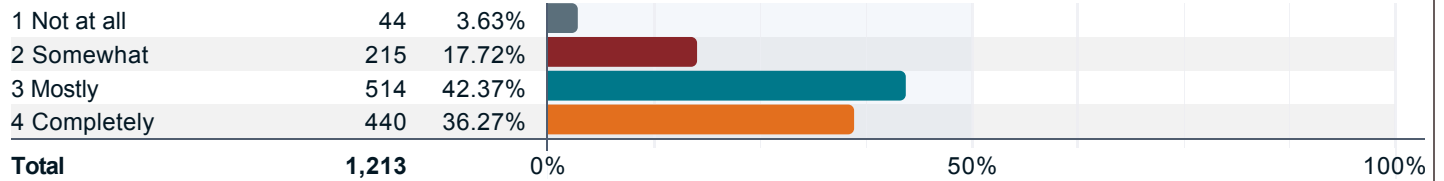
5. Integrity



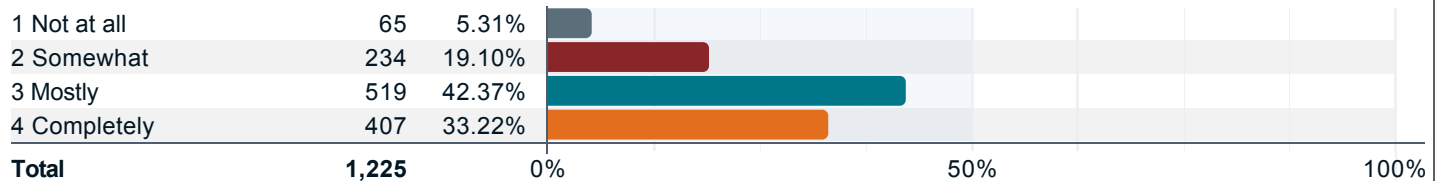
6. Noble purpose



7. Agility

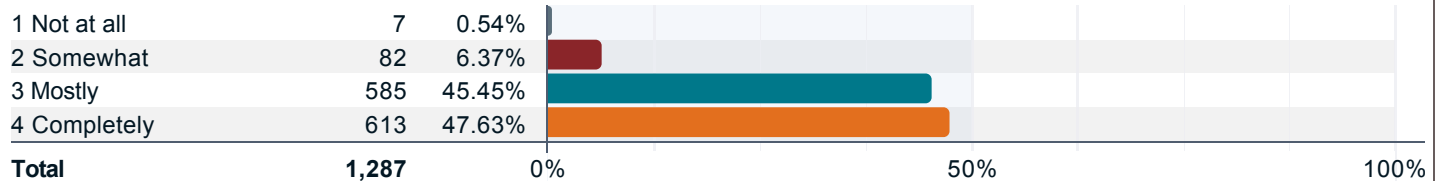


8. Leadership

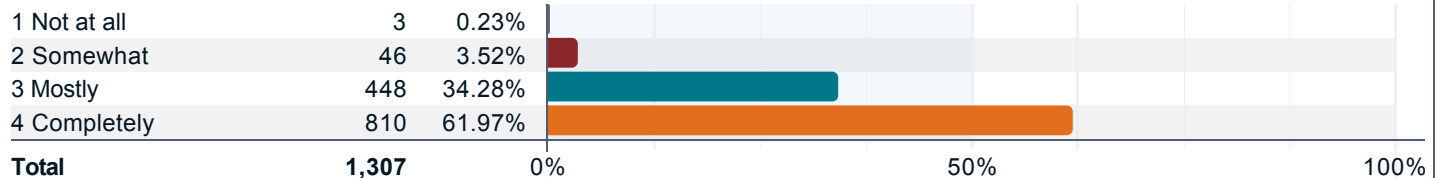


How well am I living up to the Cardinal Principles?

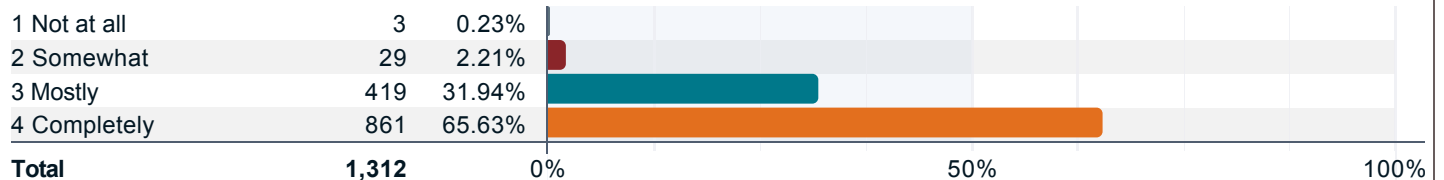
1. Community of care



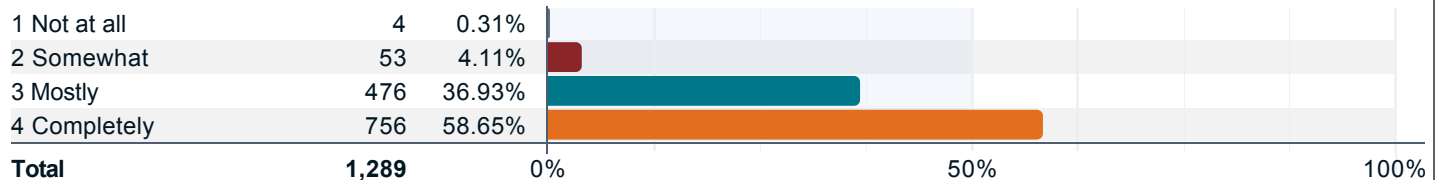
2. Accountability



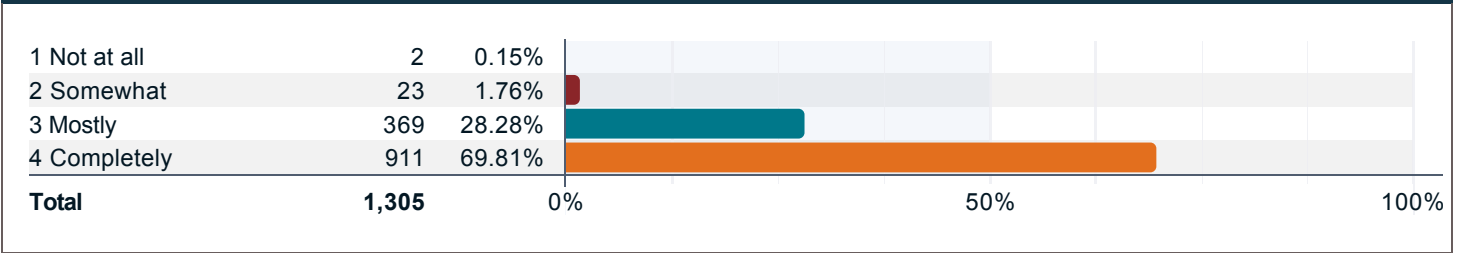
3. Respect



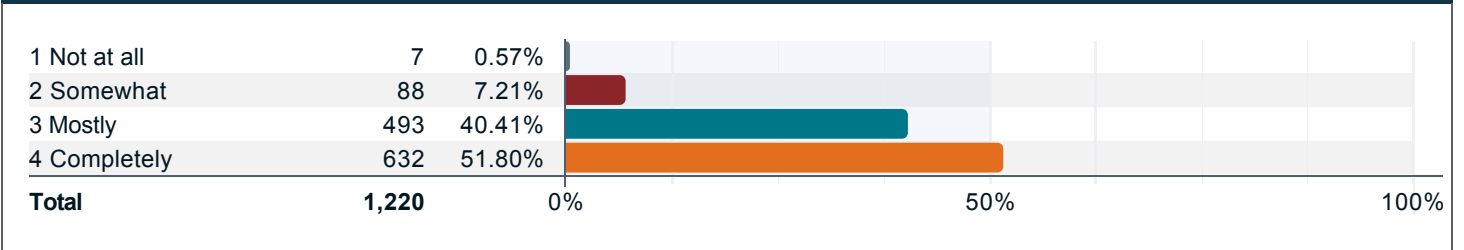
4. Diversity and inclusion



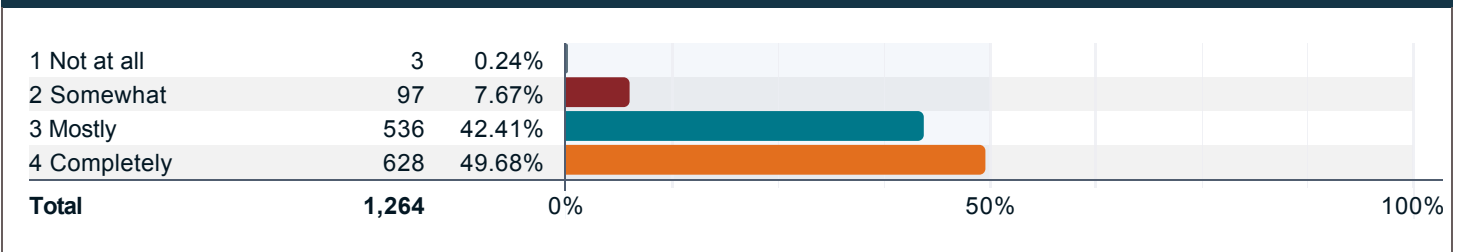
5. Integrity



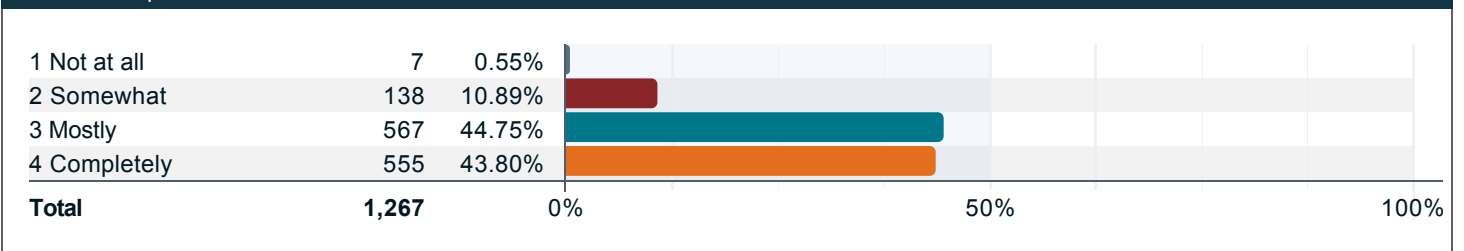
6. Noble Purpose



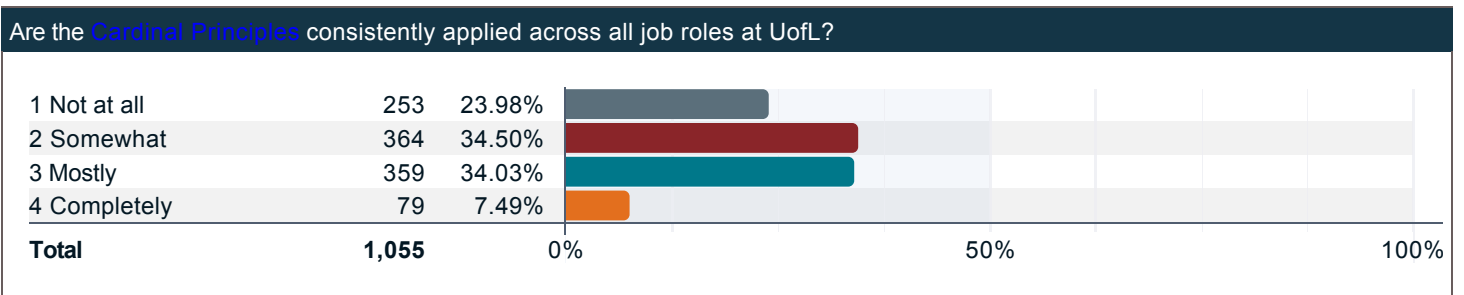
7. Agility



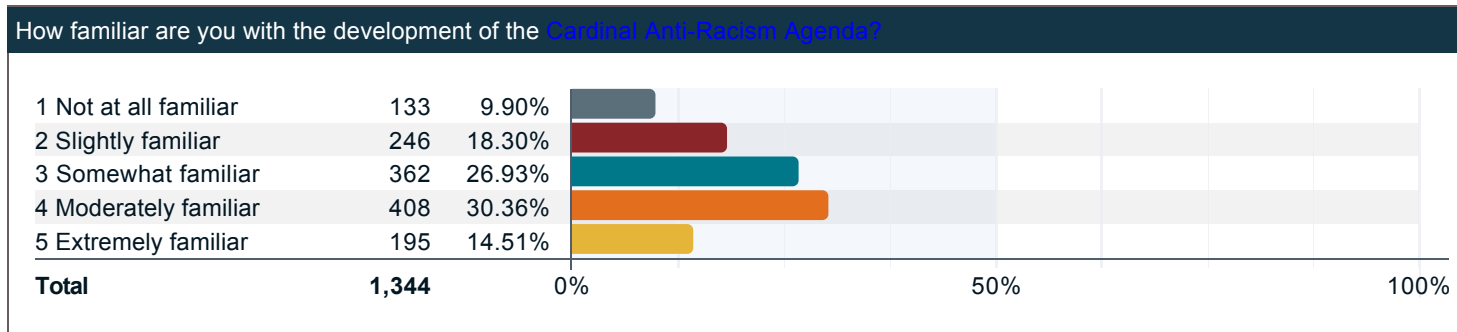
8. Leadership



Are the Cardinal Principles consistently applied across all job roles at UofL?

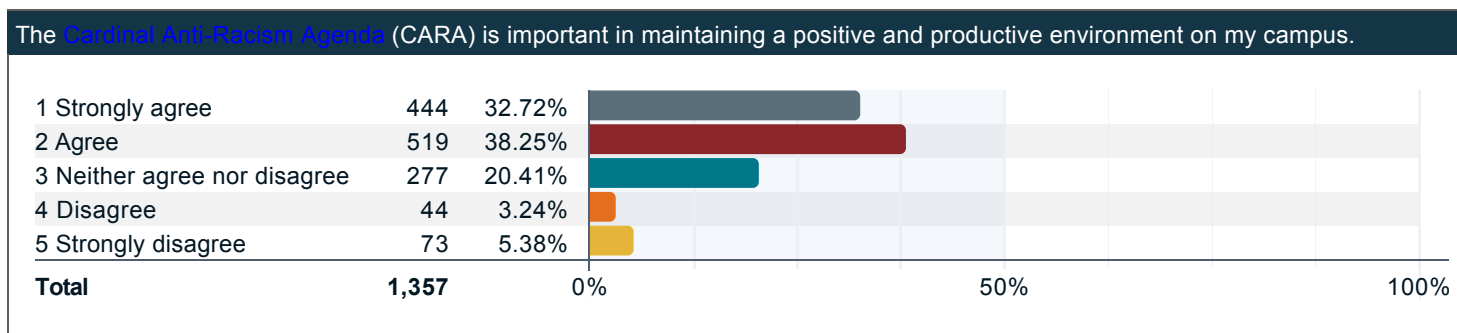


How familiar are you with the development of the Cardinal Anti-Racism Agenda?

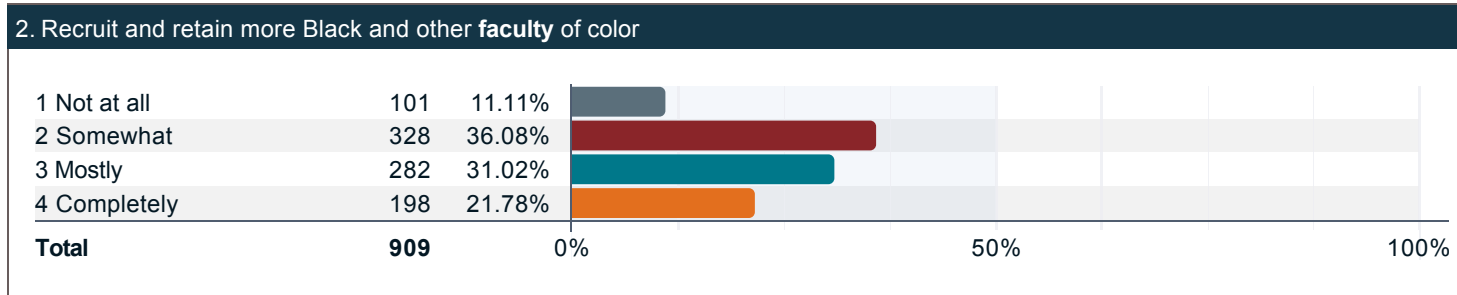
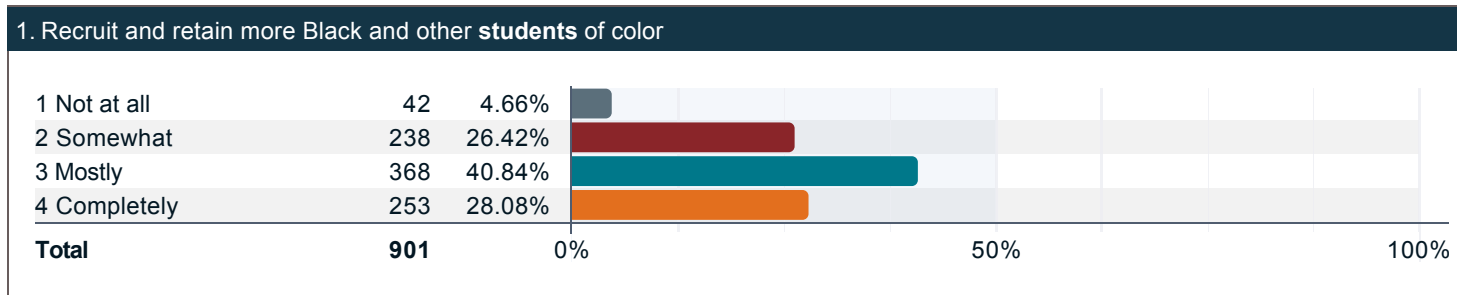


Note: Scale direction change below.

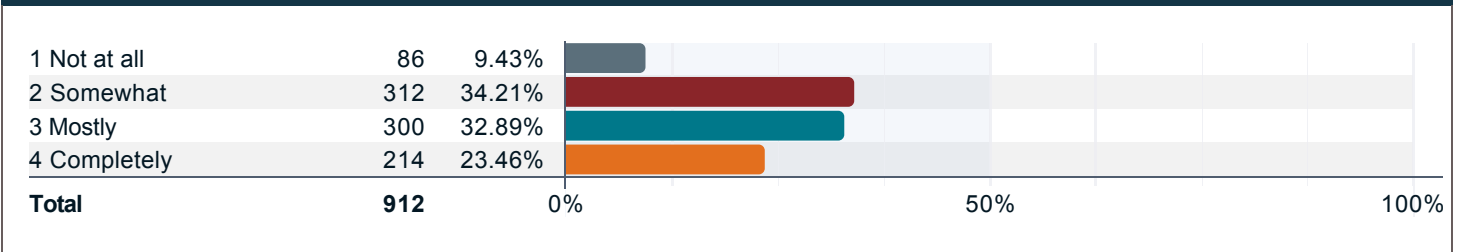
The Cardinal Anti-Racism Agenda (CARA) is important in maintaining a positive and productive environment on my campus.



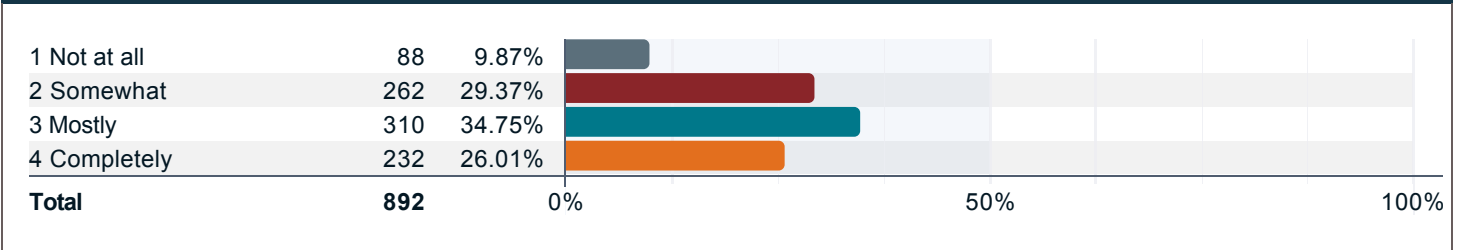
Although the Cardinal Anti-Racism Agenda (CARA) is still being developed, please rate how well the university is working towards the following themes:



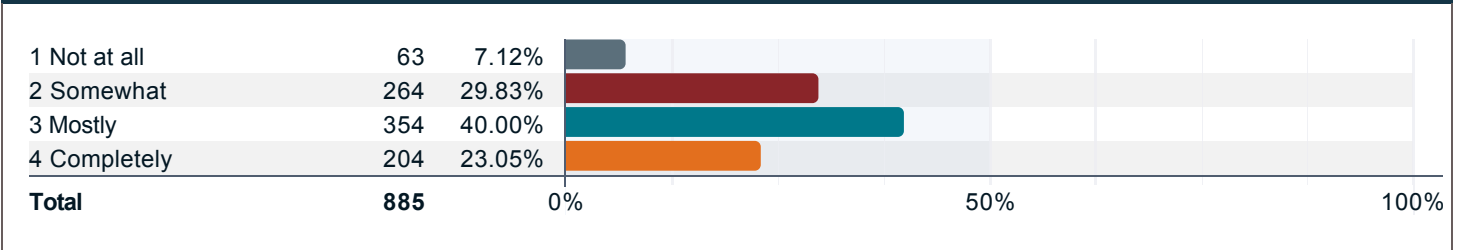
3. Recruit and retain more Black and other staff of color



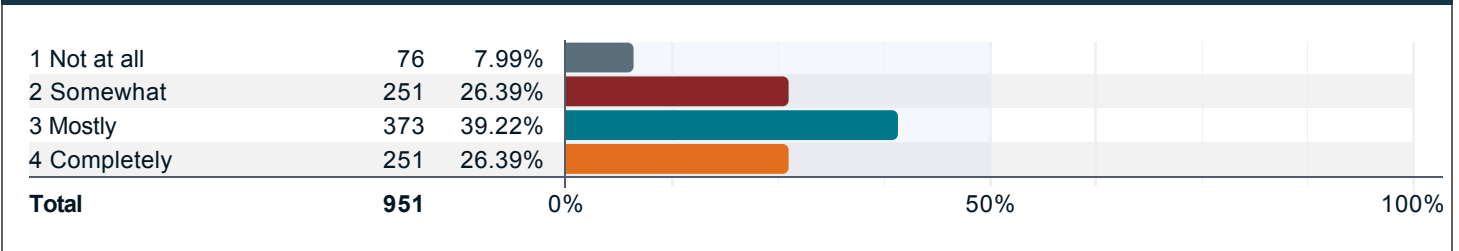
4. Build intentionally anti-racism curriculum across all disciplines



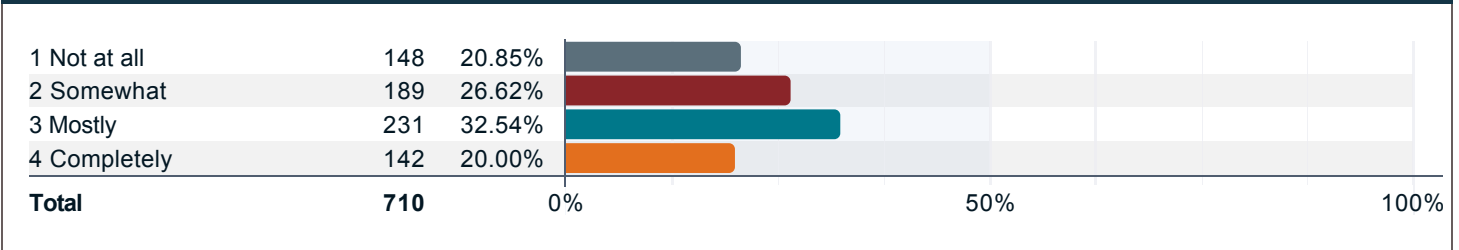
5. Ensure boards and committees are intentionally diverse



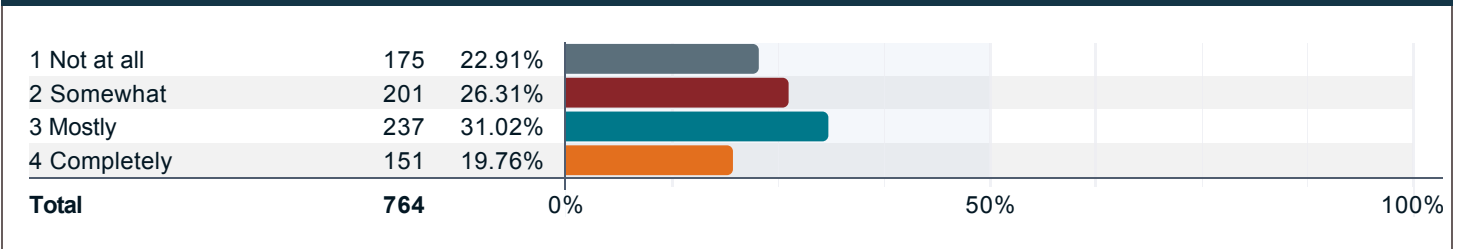
6. Ensure the search and hiring process is intentionally diverse



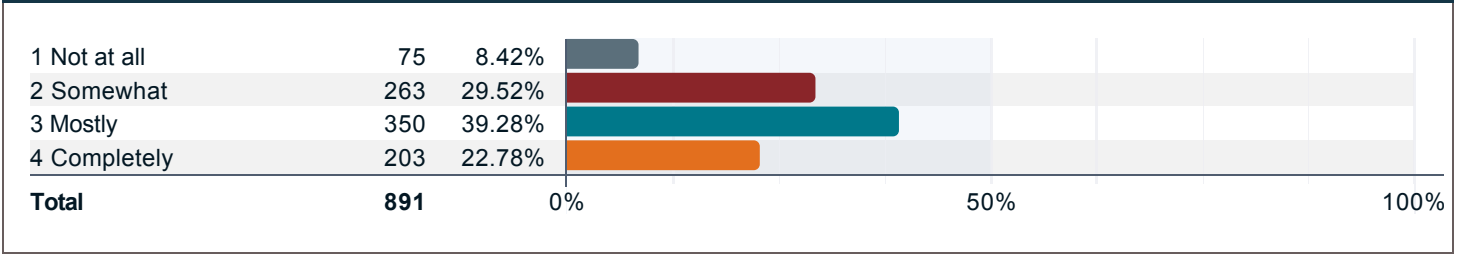
7. Develop institutional-level budgets that reflect the priority of diversity and equity



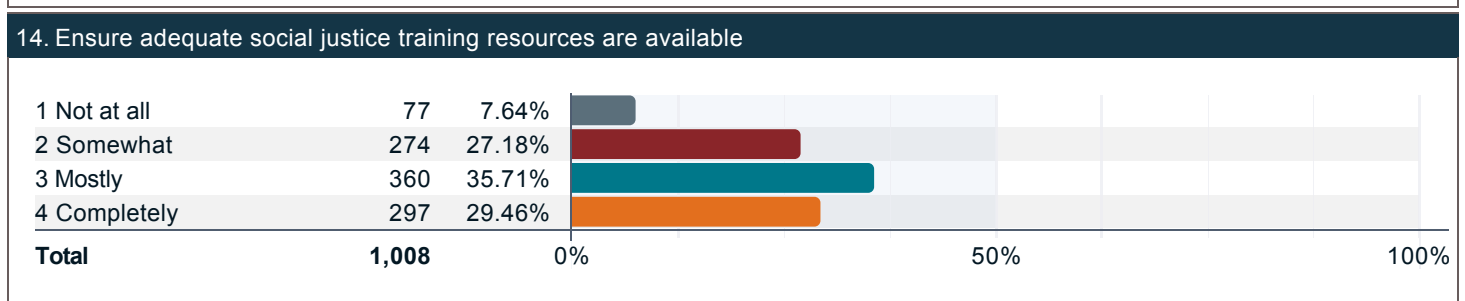
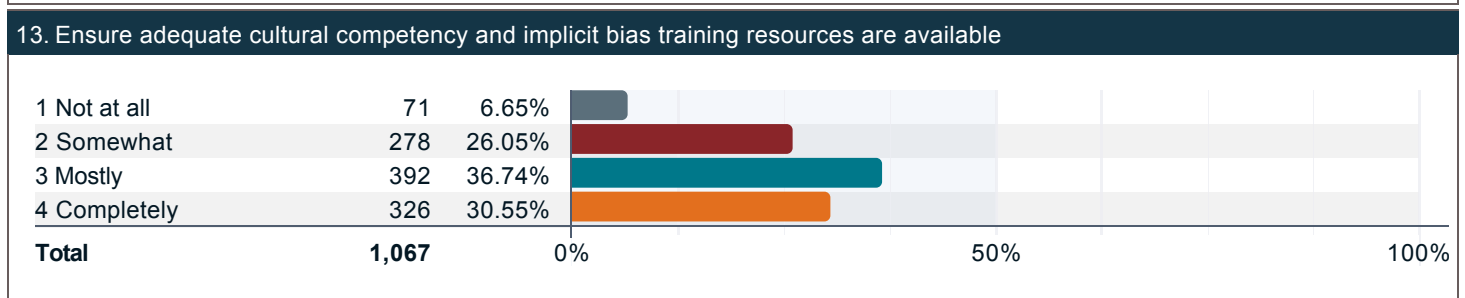
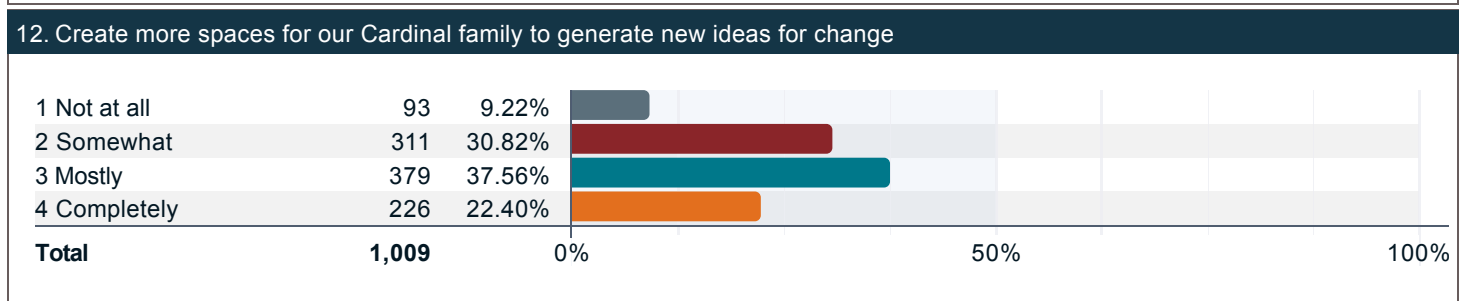
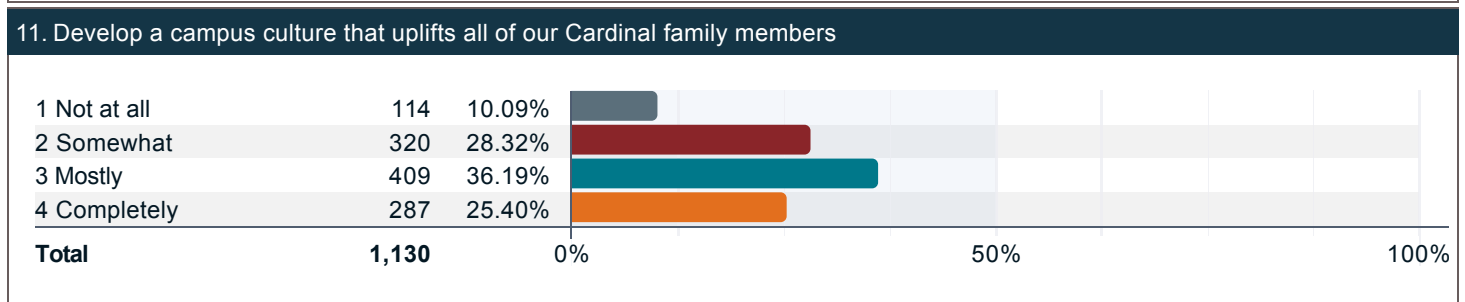
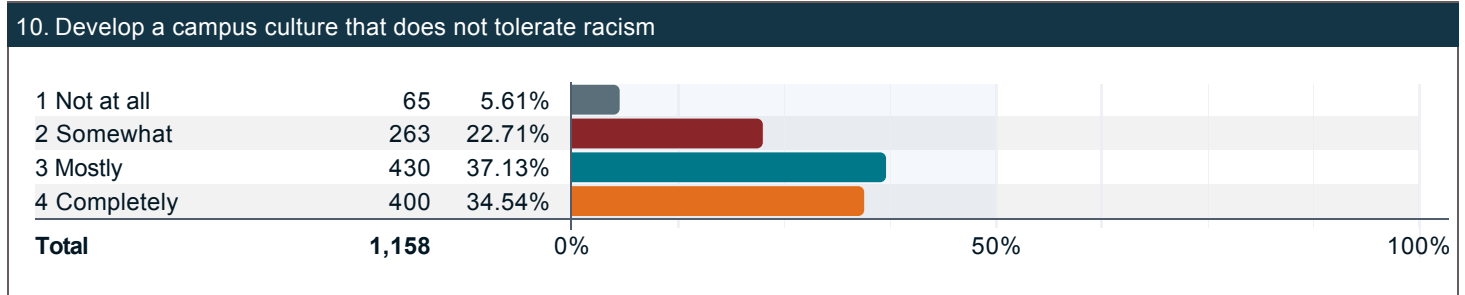
8. Develop unit-level budgets that reflect the priority of diversity and equity



9. Deepen our role as an anchor institution in Louisville and ensure our resources are strategically channeled to have the most impact

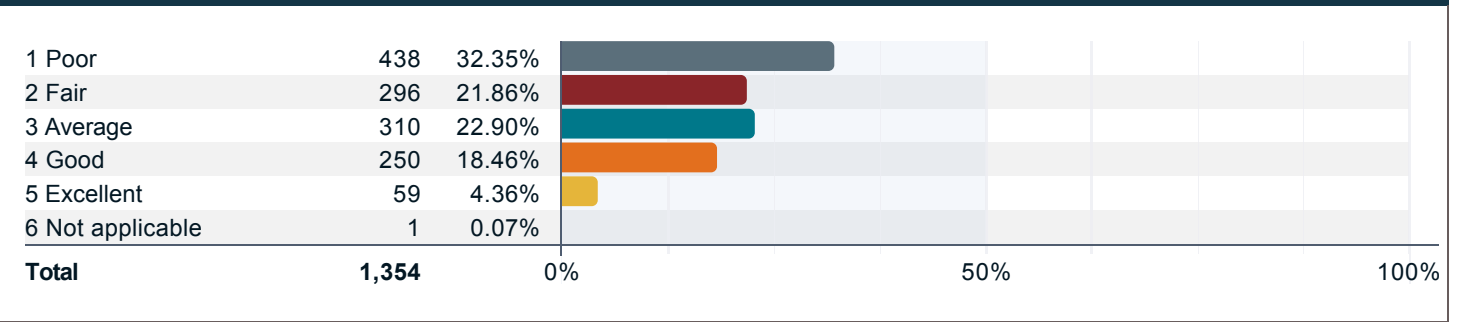


Although the **Cardinal Anti-Racism Agenda (CARA)** is still being developed, please rate how well the university is working towards the following themes: (continued)

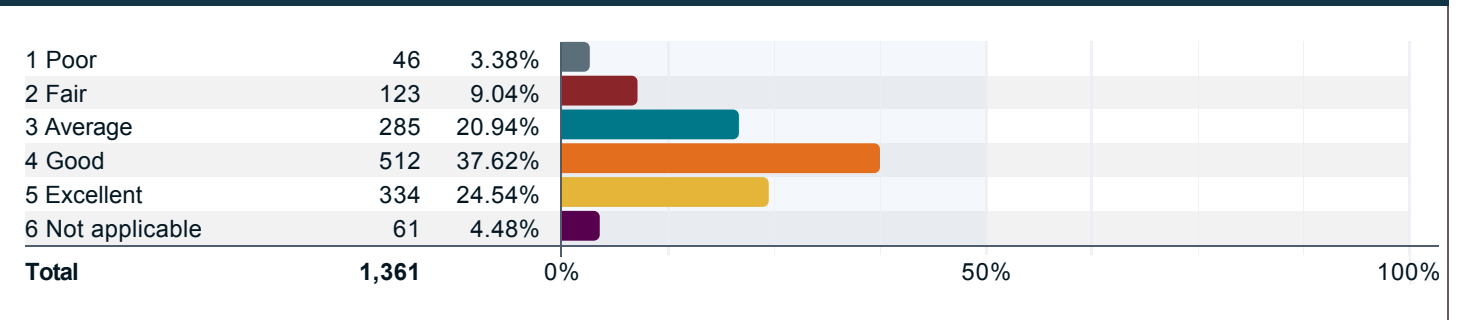


Please rate the following university benefits:

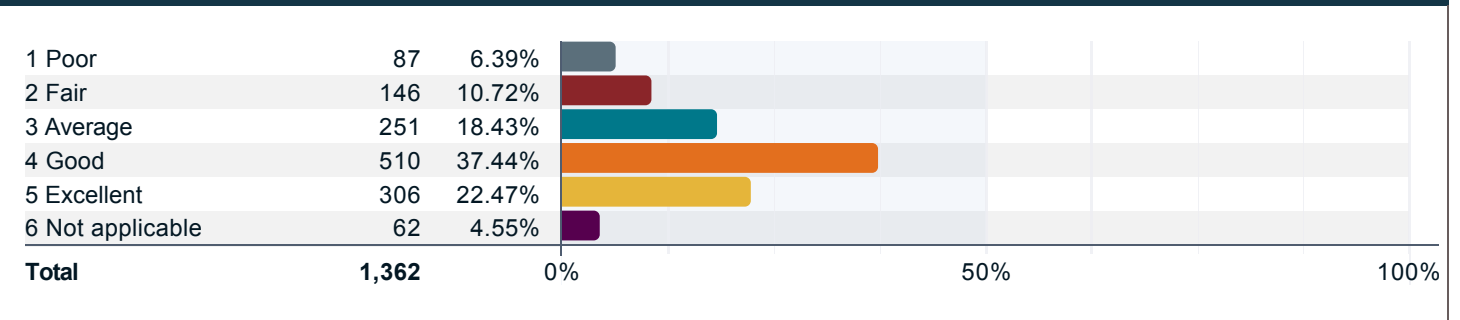
1. Salary/compensation



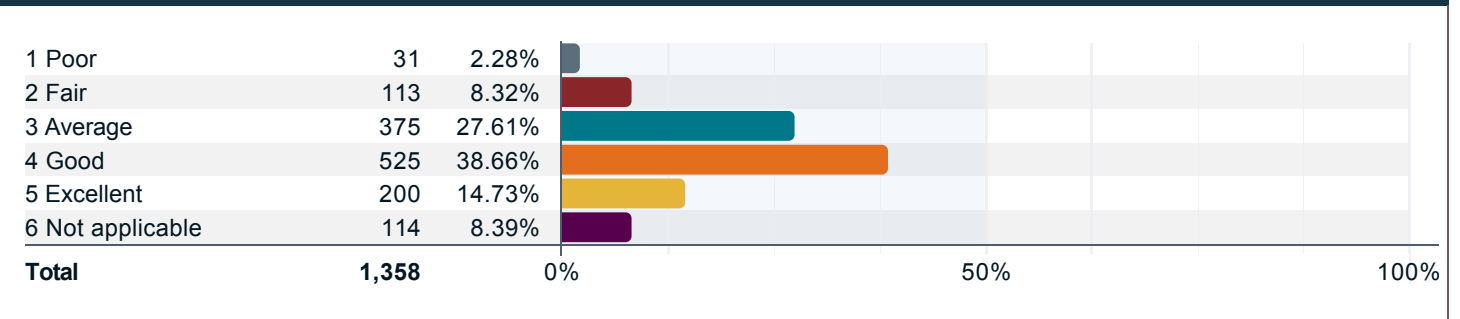
2. Health, dental and vision



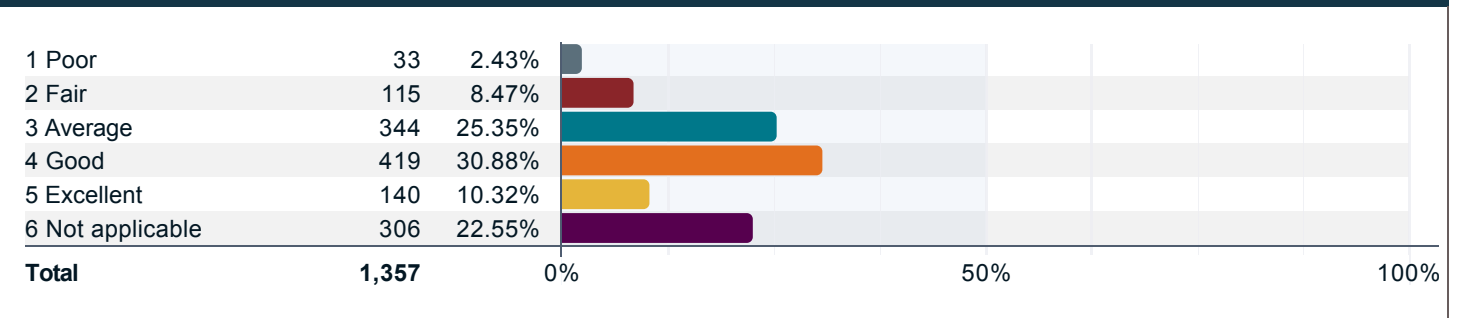
3. Retirement benefits



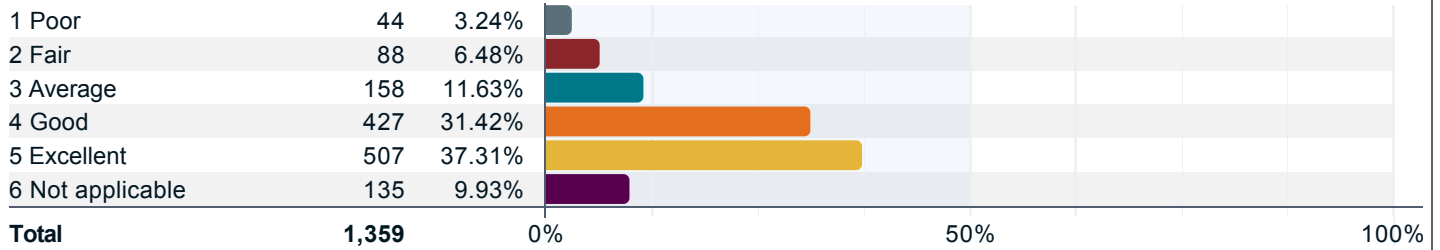
4. Life insurance



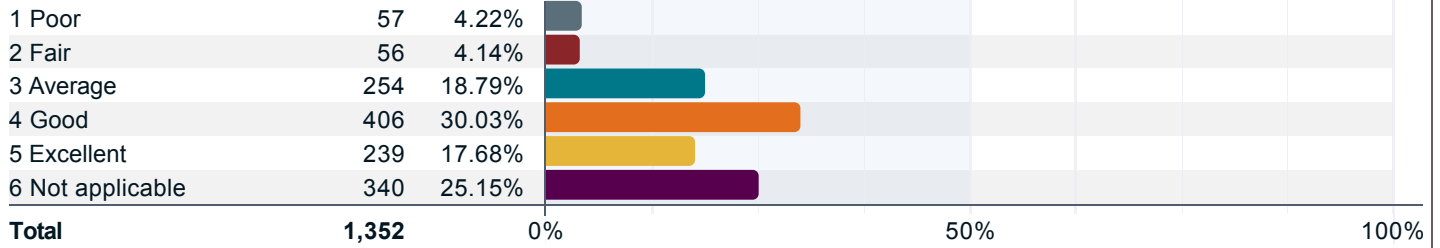
5. Disability



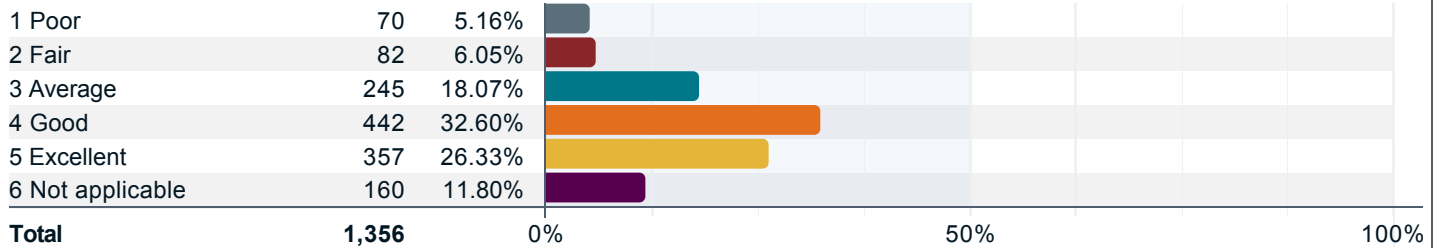
6. Tuition remission



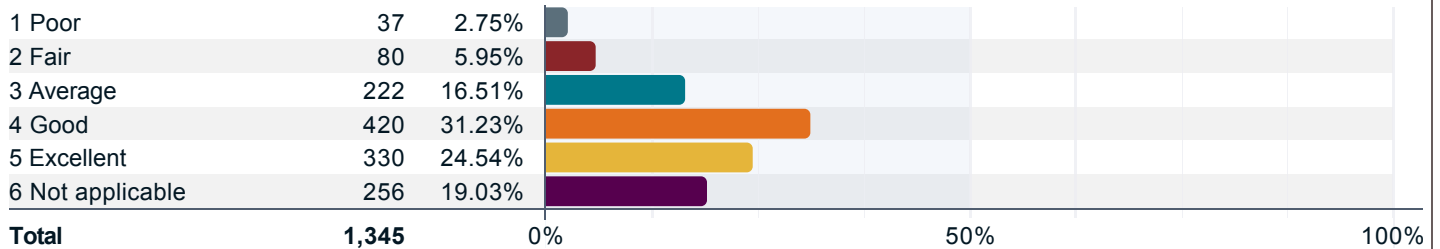
7. Flexible spending



8. Leaves (sabbatical, medical, etc.)

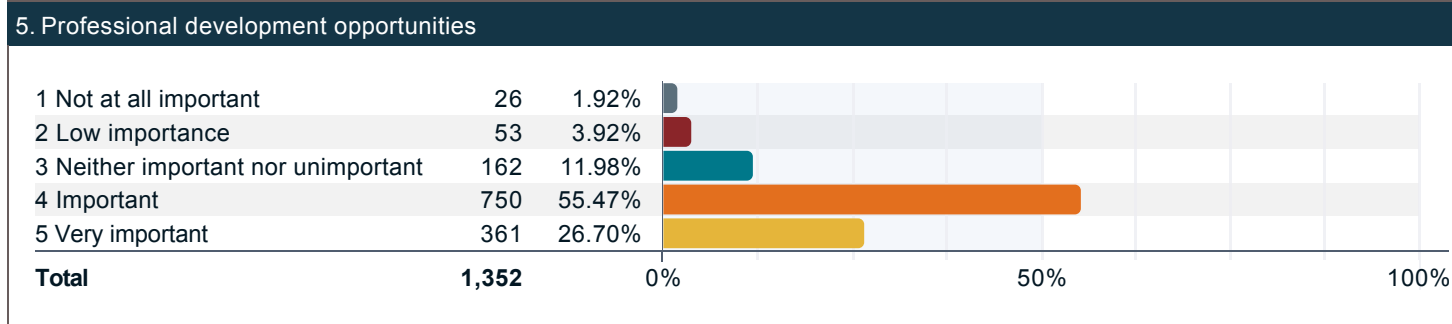
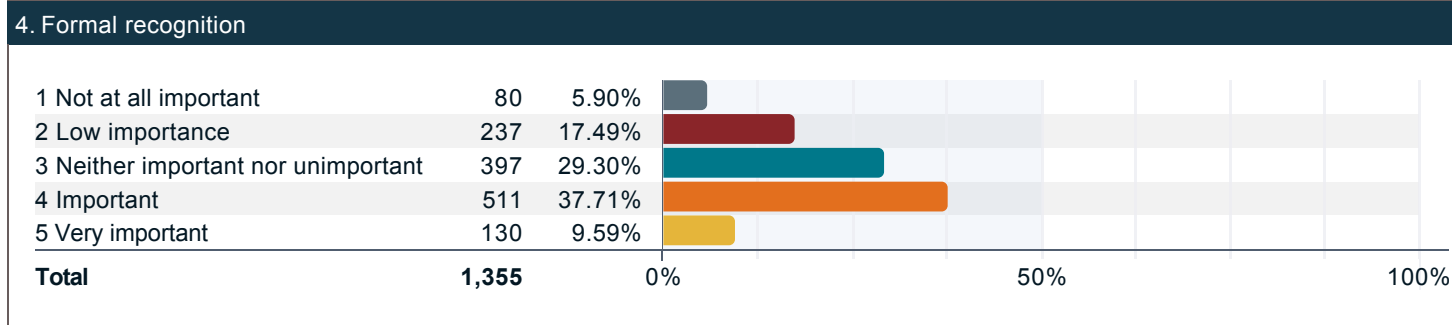
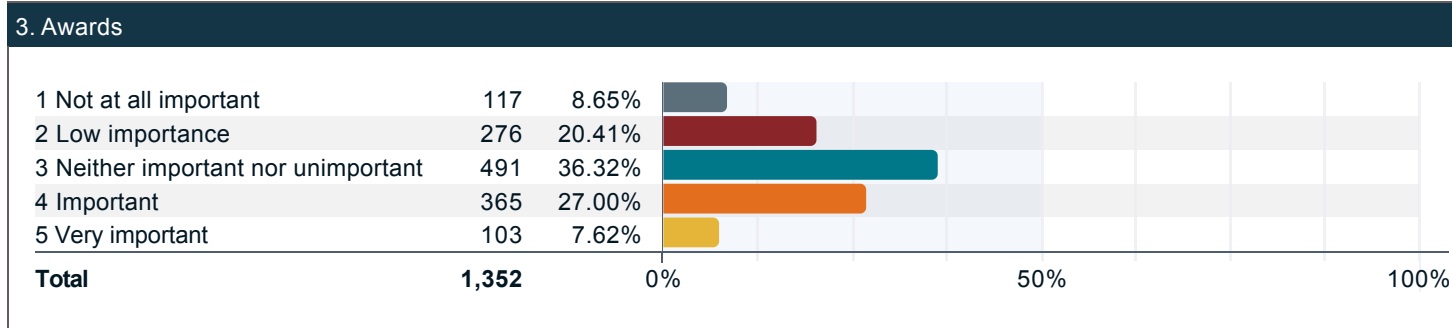
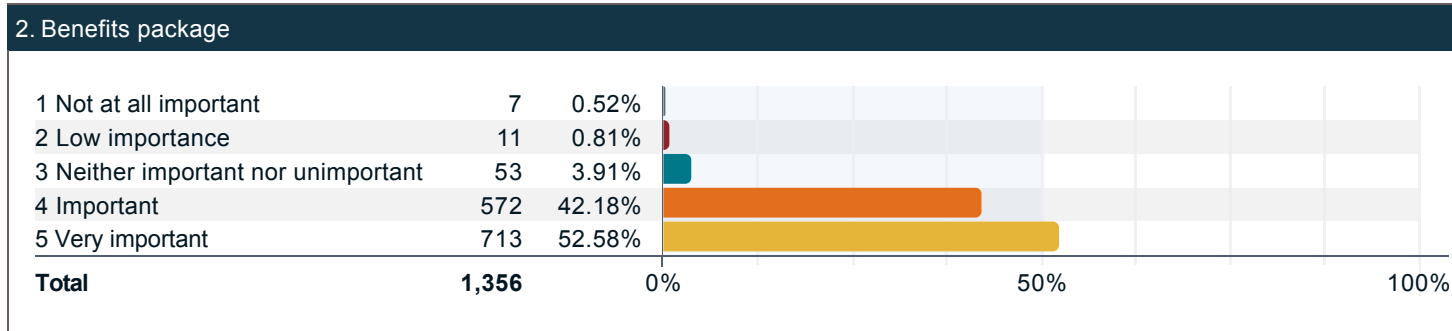
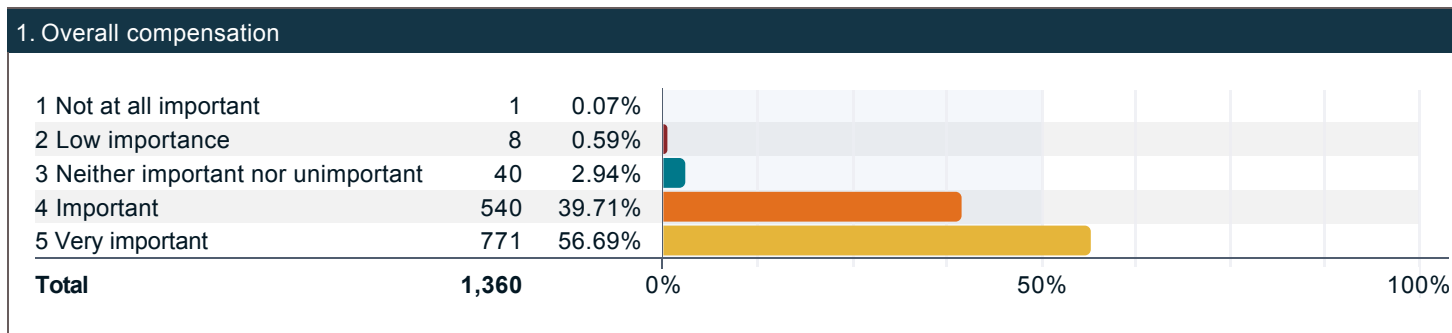


9. Emergency leave

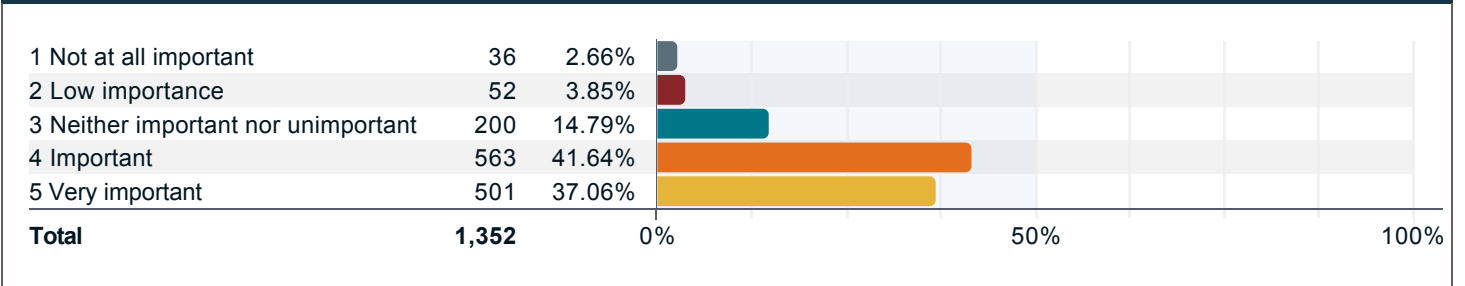


Please rate the following university benefits: (continued)

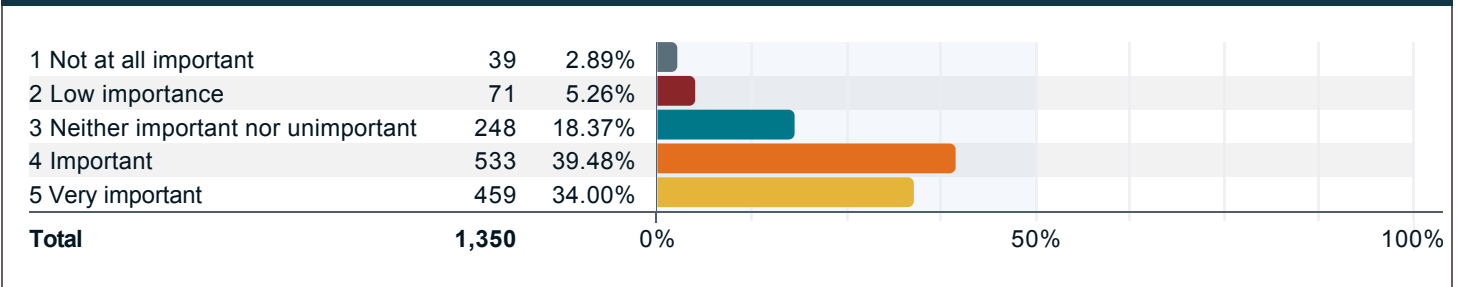
Rate the level of importance of the following to your job satisfaction:



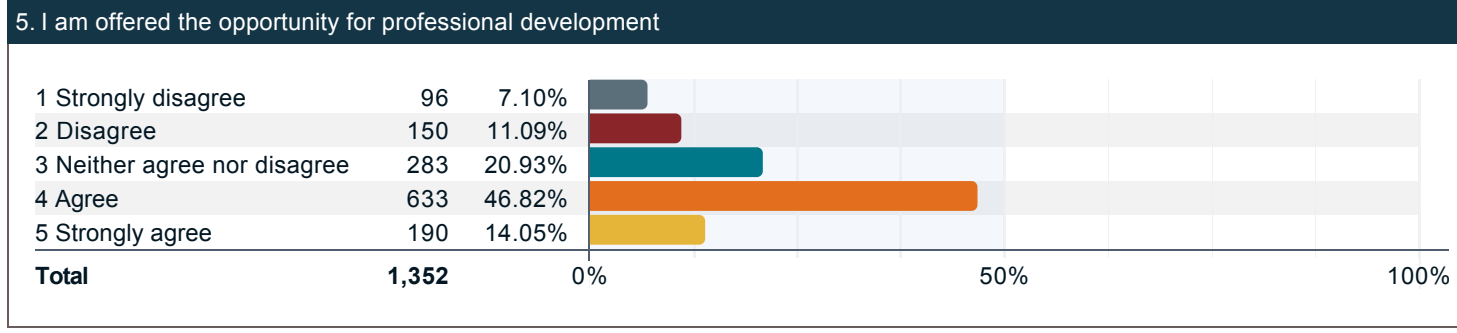
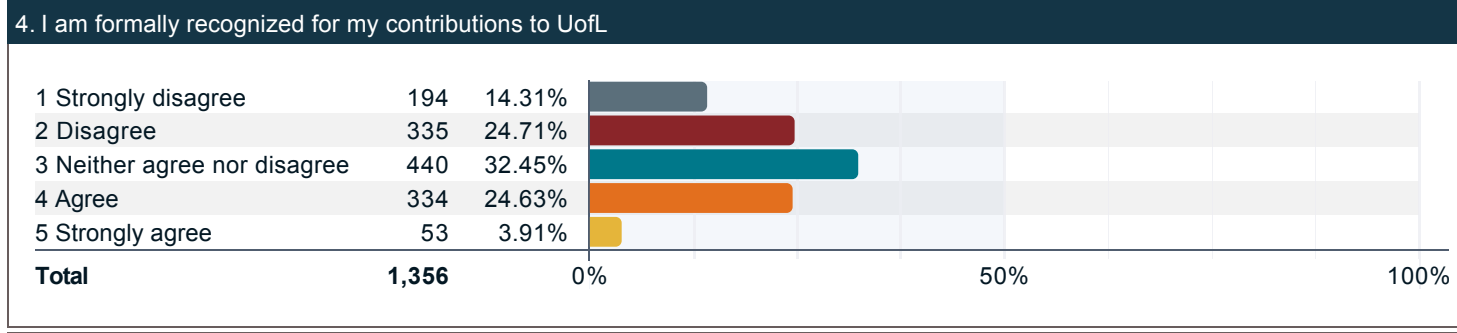
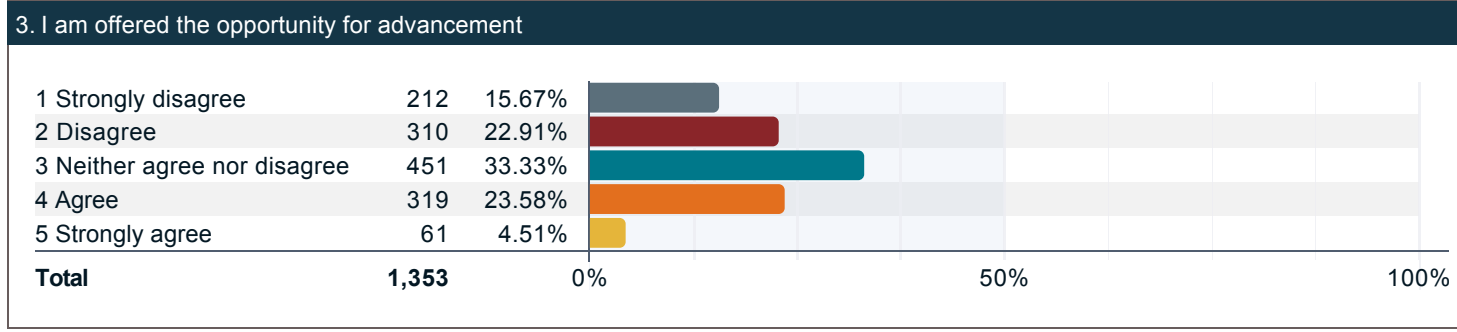
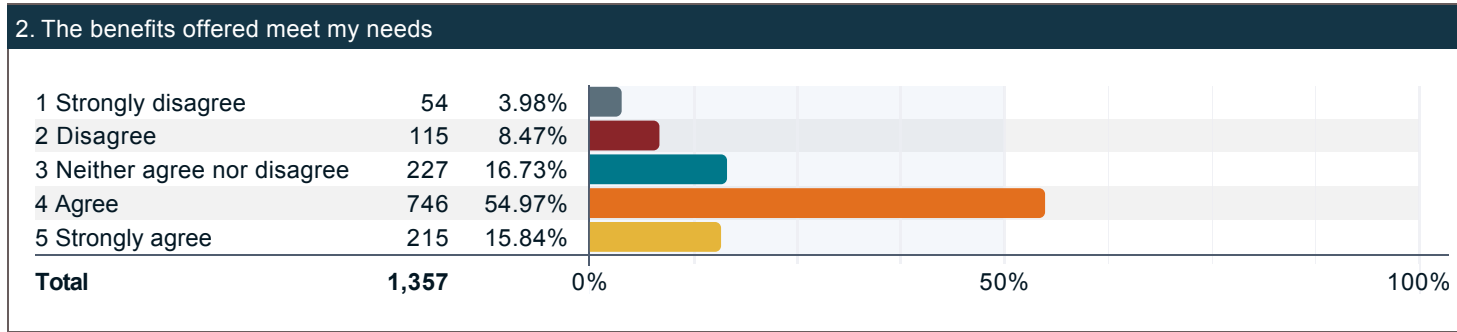
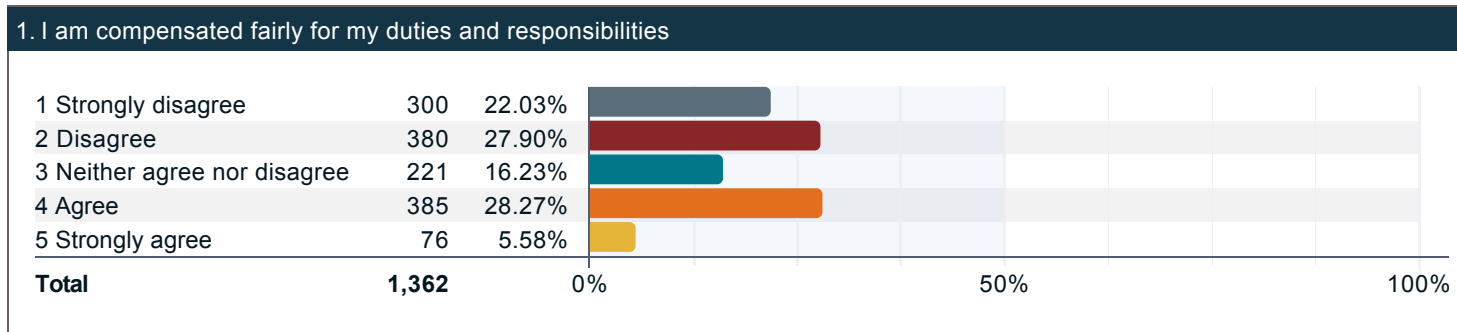
6. Opportunities for advancement within the university



7. Opportunities for advancement within my office

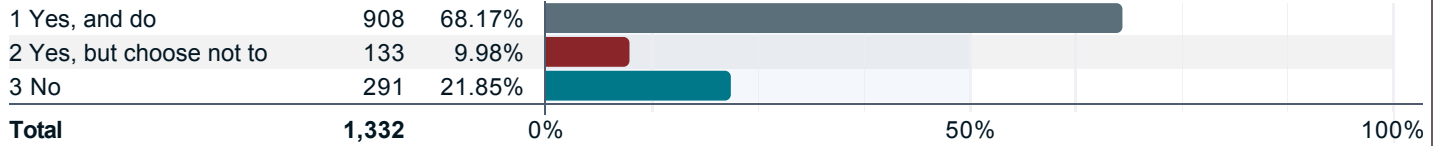


Read each of the following statements and indicate your level of agreement.

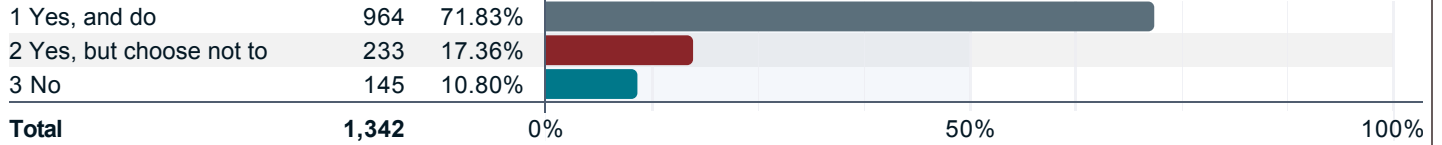


Do you have opportunities to do any of the following professional development?

1. Attend conferences (includes virtual)



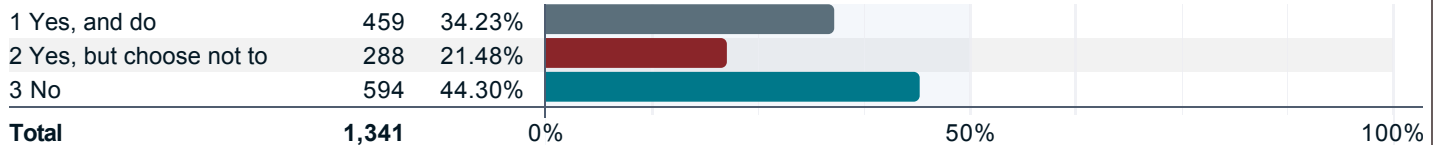
2. Attend campus workshops (includes virtual)



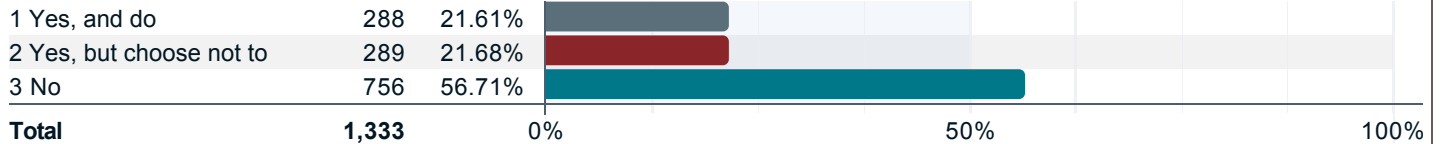
3. Make a professional development plan



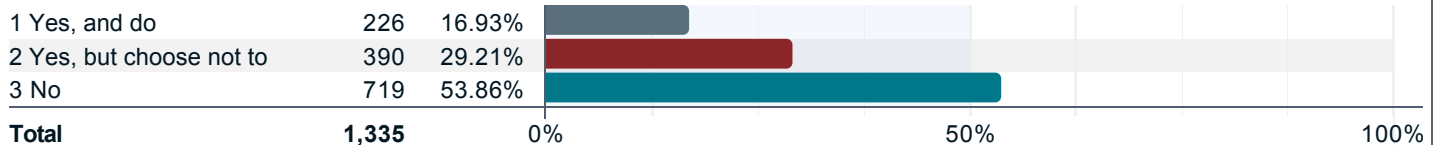
4. Mentoring



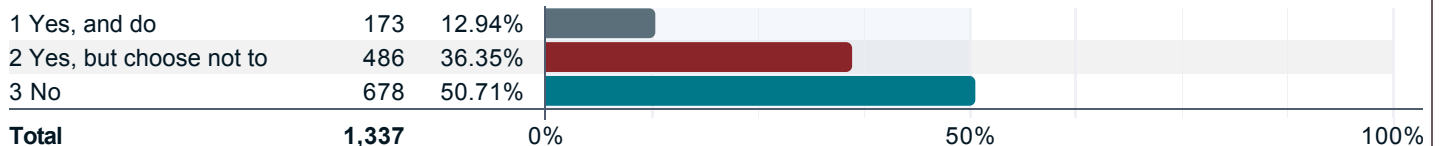
5. Coaching



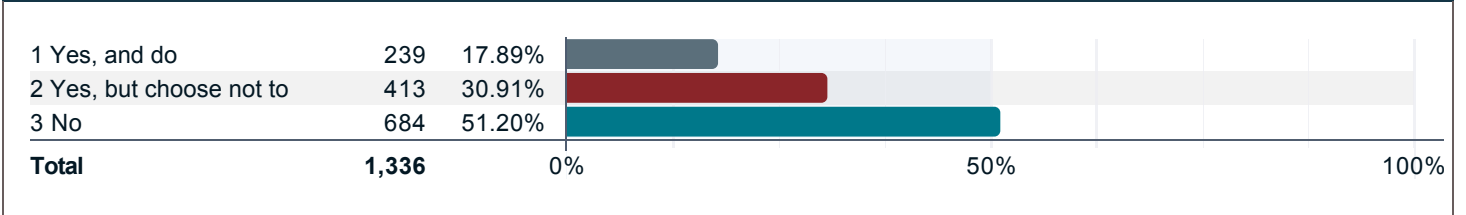
6. Learning Circle



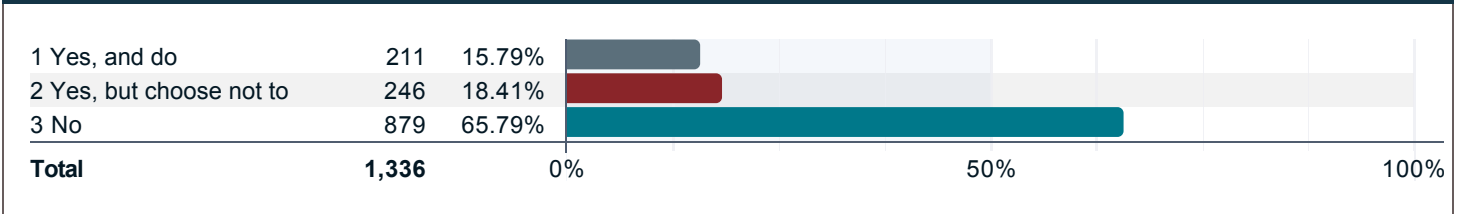
7. Reading group



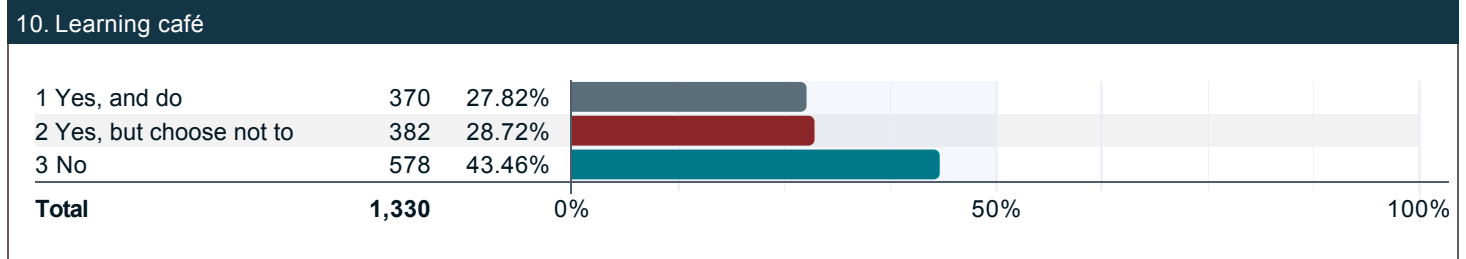
8. Employee resource group



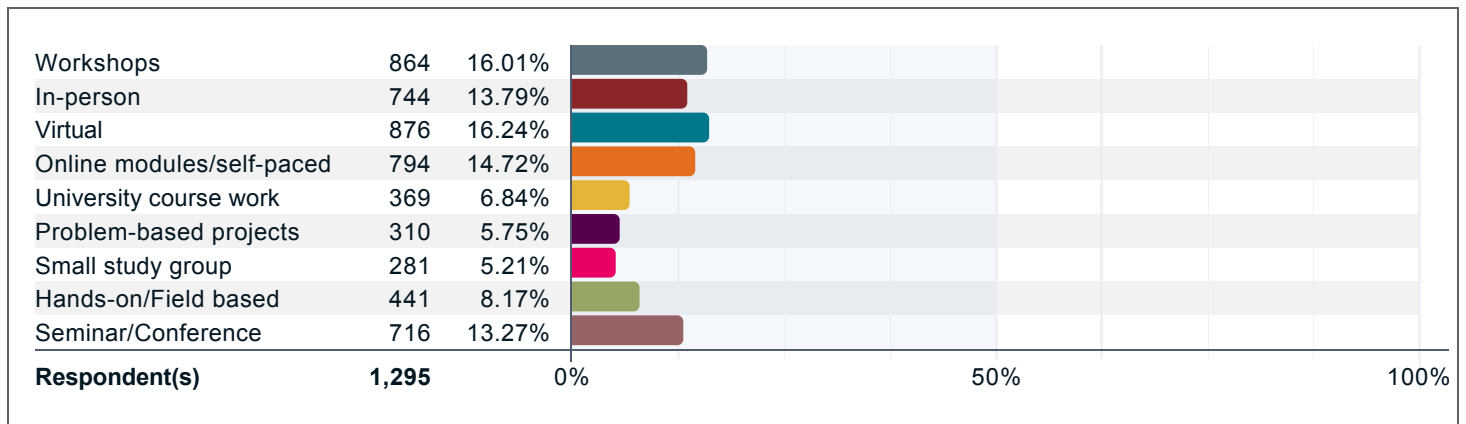
9. Shadowing/cross training



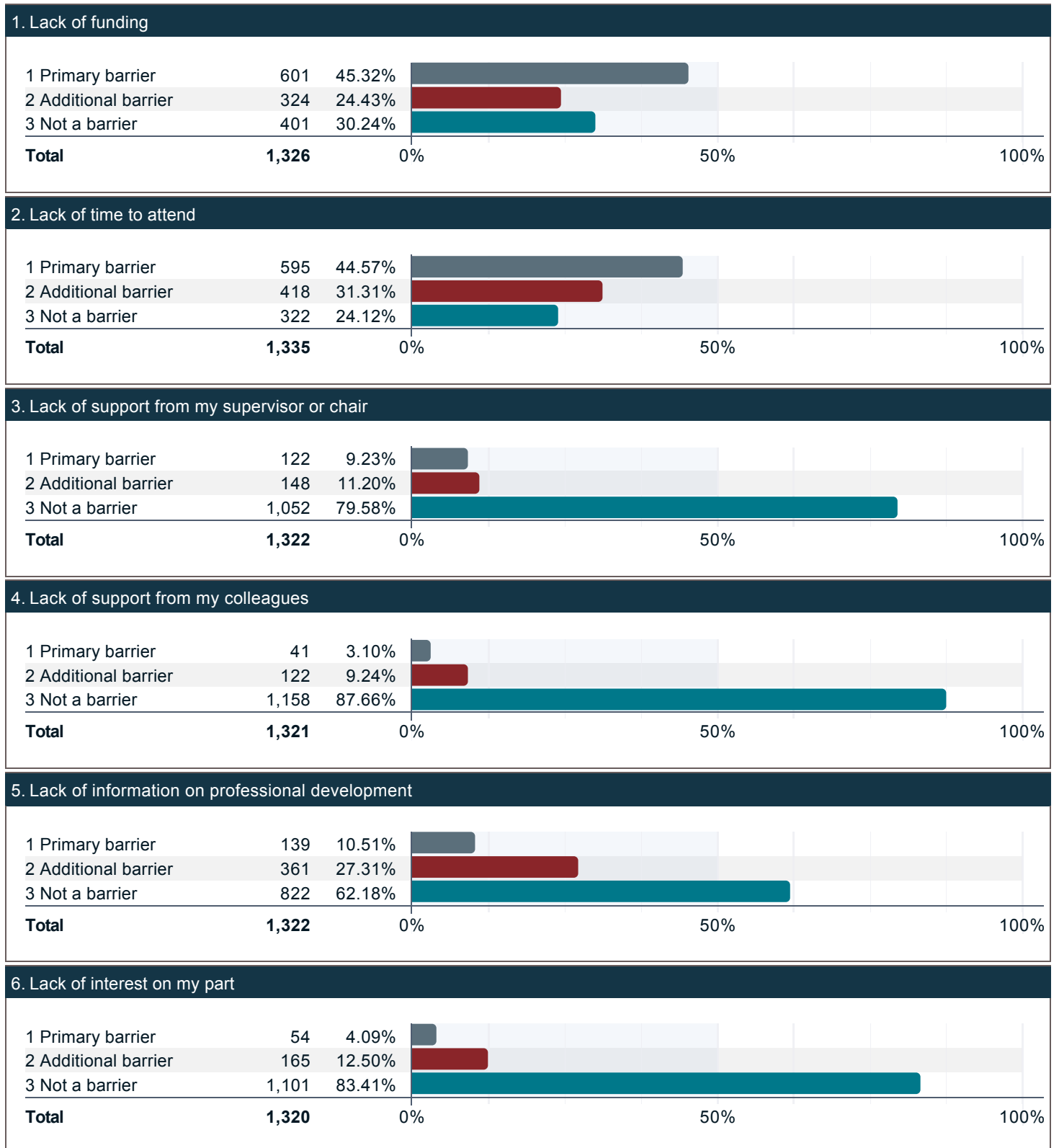
Do you have opportunities to do any of the following professional development? (continued)



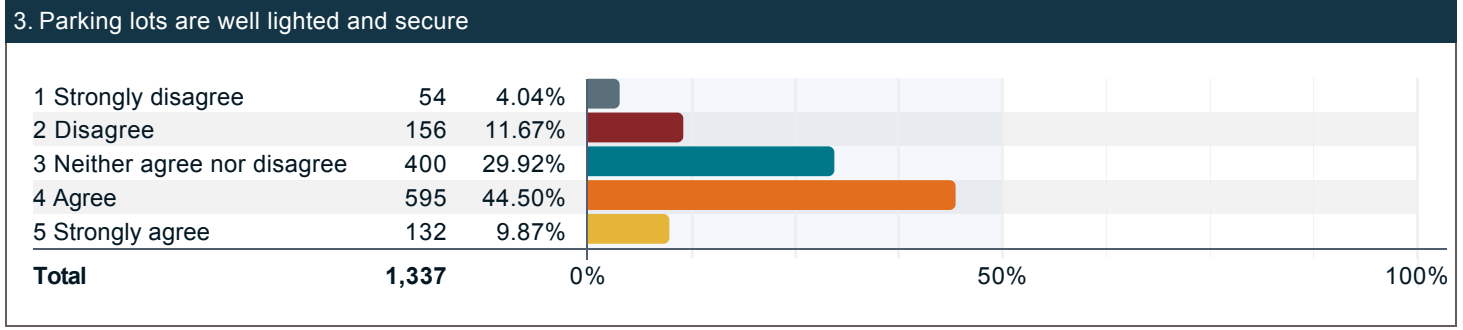
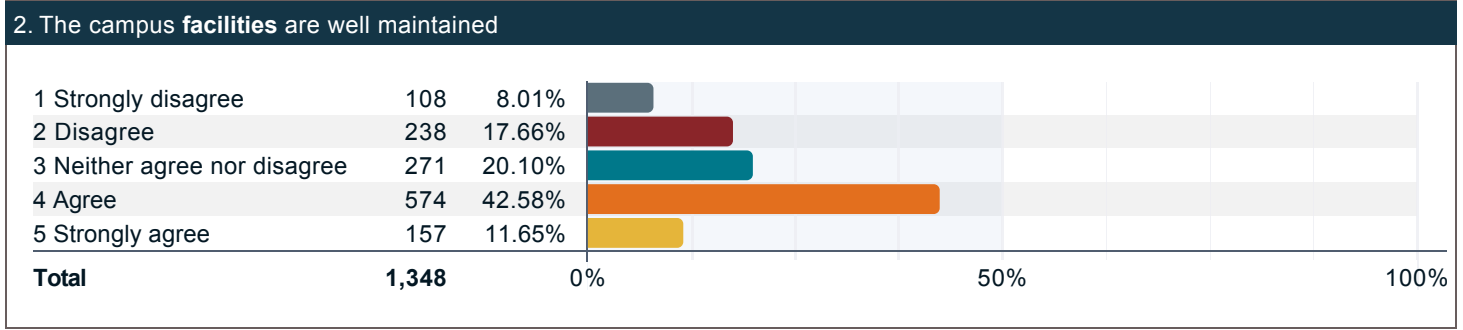
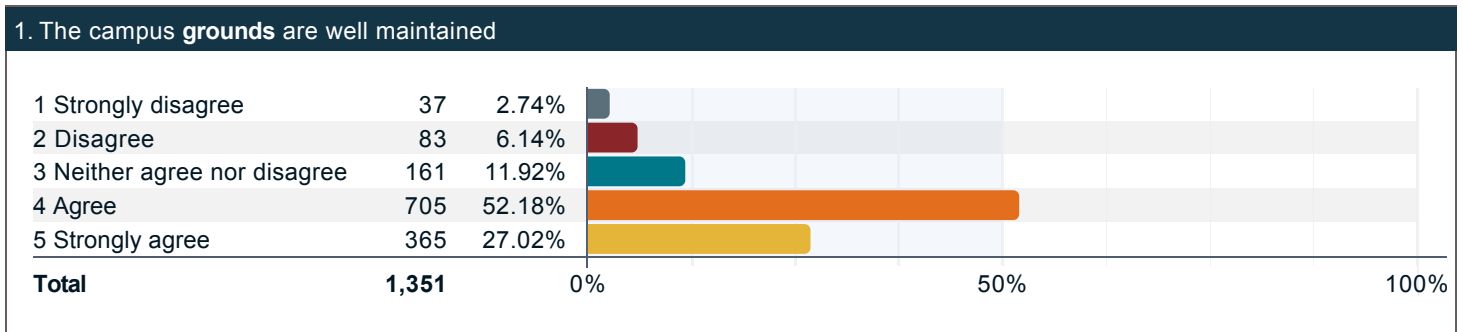
What format(s) of professional development delivery methods would you like at UofL?



Which of the following are barriers to professional development for you?



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



From the drop-down list below, please select the Belknap building you spend the most time in:

From the drop-down list below, please select the Belknap building you spend the most time in:

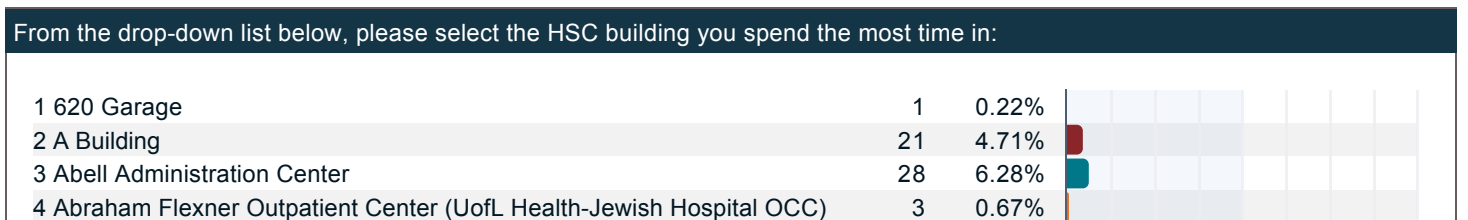
1 Administrative Annex	2	0.25%	
2 Archaeological Survey/ Grounds Maintenance Shop	1	0.12%	
3 Baptist Campus Center	0	0.00%	
4 Baseball Shad Mason Hack Shack	1	0.12%	
5 Bass Rudd Tennis Center	2	0.25%	
6 Belknap Academic Classroom Building (BAB)	31	3.84%	
7 Belknap Operations/Central Receiving	0	0.00%	
8 Bellamy Student Housing	0	0.00%	
9 Beta Theta Pi Fraternity	0	0.00%	
10 Bettie Johnson Hall	0	0.00%	
11 Bingham Humanities	25	3.10%	
12 Brigman Hall	8	0.99%	
13 Cardinal Park Practice Field - Trager Family Fld	0	0.00%	
14 Cardinal Park Soccer/Track Stadium	2	0.25%	
15 Cardinal Sportplex	0	0.00%	
16 Cardinal Stadium (Football)	5	0.62%	
17 Cardinal Stadium Practice Field	1	0.12%	
18 Cardinal Station	6	0.74%	
19 Cardinal Towne	0	0.00%	

20 Center for Urban & Economic Research - CUER	4	0.50%							
21 Chemistry Building	11	1.36%							
22 Chi Omega Sorority	0	0.00%							
23 Child Development Center	1	0.12%							
24 Civil Engineering small bldg	0	0.00%							
25 College of Business - CBPA	64	7.93%							
26 College of Education - Porter Building	45	5.58%							
27 Community Park Dorm	0	0.00%							
28 Cultural Center	0	0.00%							
29 Davidson Hall	1	0.12%							
30 Delta Zeta Sorority	0	0.00%							
31 Dougherty Hall	1	0.12%							
32 Duthie Center	8	0.99%							
33 East Lee St KI Lumber	0	0.00%							
34 Ekstrom Library	62	7.68%							
35 Environmental Health & Safety Building - EHS	2	0.25%							
36 Environmental Protection Service Center	0	0.00%							
37 Ernst Hall	5	0.62%							
38 Facilities Building - Football Training Complex	0	0.00%							
39 Fairfax Building	24	2.97%							
40 Floyd Street Parking Garage	5	0.62%							
41 Ford Hall	4	0.50%							
42 Gardiner Hall	18	2.23%							
43 Gottschalk Hall	8	0.99%							
44 Grawemeyer Hall	22	2.73%							
45 Grounds Services	0	0.00%							
46 Honors House	0	0.00%							
47 Houchens Building	40	4.96%							
48 HPES/Studio Arts Building	5	0.62%							
49 Humana Gymnasium	0	0.00%							
50 Institute for International Development	0	0.00%							
51 Interfaith Center	0	0.00%							
52 International Center	5	0.62%							
53 Inventory Control/Stockroom	0	0.00%							
54 JB Speed	22	2.73%							
55 Johnston Scholar House	0	0.00%							
56 Jouett Hall	4	0.50%							
57 Kentucky Trailer	0	0.00%							
58 Kurz Hall	1	0.12%							
59 Kurz Visitors Center	0	0.00%							
60 LaCrosse Stadium	0	0.00%							
61 Lambda Chi Alpha Fraternity	0	0.00%							
62 Law School - Wyatt Hall	14	1.73%							
63 Lee Street Building	2	0.25%							
64 Life Sciences	16	1.98%							
65 Louisville Hall Dorm	0	0.00%							
66 Lutz Hall	12	1.49%							
67 Marshall Center	0	0.00%							
68 McCandless Hall - SPI	2	0.25%							
69 McDonald Soccer Field	0	0.00%							
70 Mech/Elec Elec Trailor	0	0.00%							
71 Mech/Elec Office Trailor	0	0.00%							
72 Mechanical/Electrical Services	2	0.25%							
73 Miller Hall Dorm	0	0.00%							
74 Minardi Hall Dorm	0	0.00%							
75 MITC - Miller Information Technology Center	57	7.06%							

76 Music School	24	2.97%	
77 Natatorium	0	0.00%	
78 Natural Sciences	14	1.73%	
79 North Information Center	0	0.00%	
80 Northeast Services Building	1	0.12%	
81 Oppenheimer Hall	12	1.49%	
82 Paint Shop	0	0.00%	
83 Patrick Hughes Bldg North	0	0.00%	
84 Patrick Hughes Bldg Southeast	0	0.00%	
85 Patrick Hughes Bldg Southwest	0	0.00%	
86 Patrick Hughes Field	0	0.00%	
87 Patterson Baseball Stadium	0	0.00%	
88 Patterson Hall	4	0.50%	
89 Pavilion - Joe Kitchen Memorial Pavilion	0	0.00%	
90 Phi Kappa Tau Fraternity	0	0.00%	
91 Phoenix House	0	0.00%	
92 Planetarium	0	0.00%	
93 Playhouse	0	0.00%	
94 Red Barn	0	0.00%	
95 Sackett Hall	3	0.37%	
96 Schneider Hall	5	0.62%	
97 Scholar House - Building "A"	0	0.00%	
98 Scholar House - Building "B"	0	0.00%	
99 Scholar House - Building "C"	0	0.00%	
100 Scholar House - Building "D"	0	0.00%	
101 Scholar House - Building "E"	0	0.00%	
102 Scholar House - Offices	0	0.00%	
103 Service Complex	20	2.48%	
104 Shumaker Research Building	4	0.50%	
105 Sigma Chi Fraternity	0	0.00%	
106 Sigma Kappa Sorority	0	0.00%	
107 Sigma Phi Epsilon Fraternity	0	0.00%	
108 Soccer Stadium	0	0.00%	
109 Soccer Stadium Facility Building	2	0.25%	
110 Softball Field	0	0.00%	
111 Solvent Storage Bldg	0	0.00%	
112 Southern Kitchens	0	0.00%	
113 Speed Museum	0	0.00%	
114 Steam and Chilled Water Plant	0	0.00%	
115 Stevenson Hall	12	1.49%	
116 Strickler Hall	29	3.59%	
117 Student Activities Center (SAC)	56	6.94%	
118 Student Recreation Center (SRC)	1	0.12%	
119 GE Frist Build	0	0.00%	
120 Human Resources	7	0.87%	
121 The Clubhouse	0	0.00%	
122 The Nine	0	0.00%	
123 The Province Student Housing	0	0.00%	
124 The Retreat	0	0.00%	
125 The Ville Grill	0	0.00%	
126 Thornton's Academic Center for Excellence	6	0.74%	
127 Threlkeld Hall Dorm	0	0.00%	
128 Throws Field	0	0.00%	
129 Throws Field Building	0	0.00%	
130 Trager Center	0	0.00%	
131 Triangle Fraternity	0	0.00%	

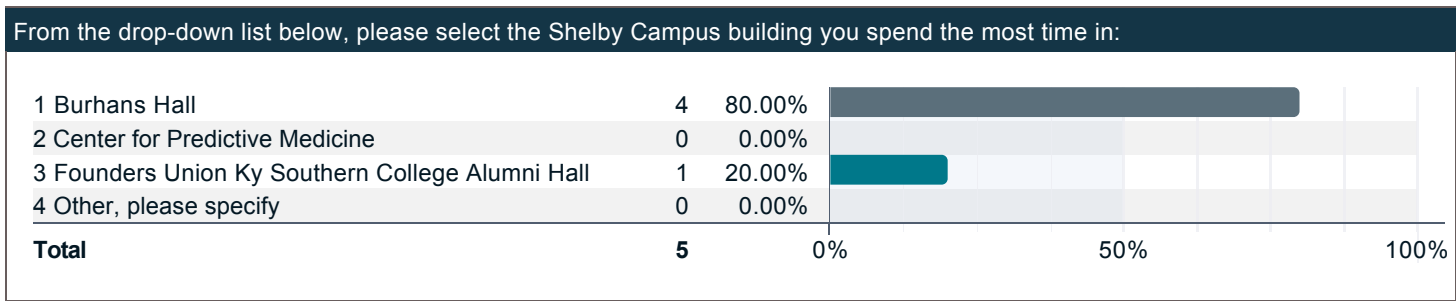


From the drop-down list below, please select the HSC building you spend the most time in:

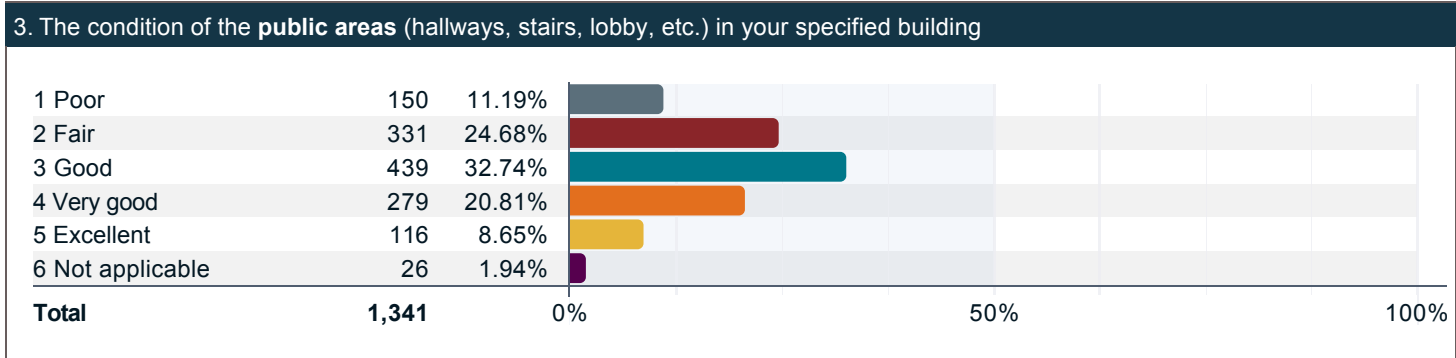
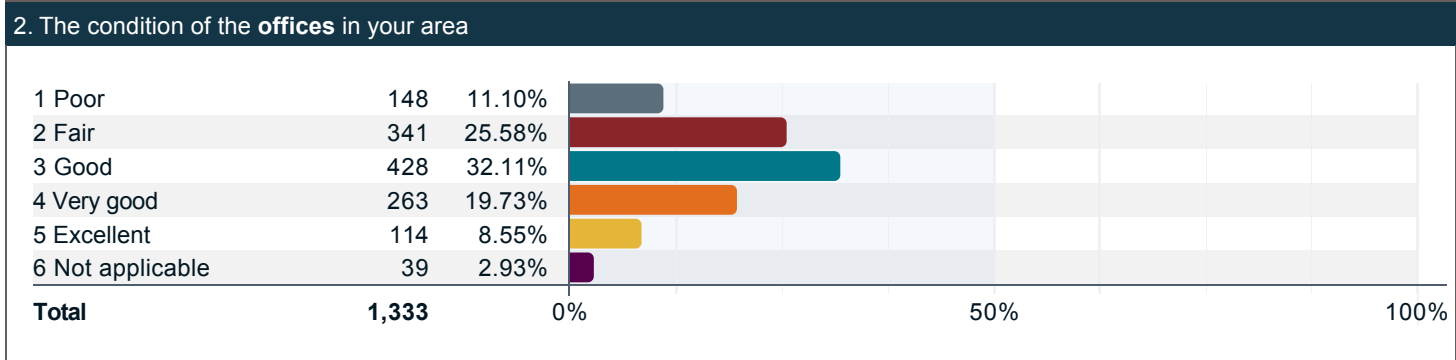
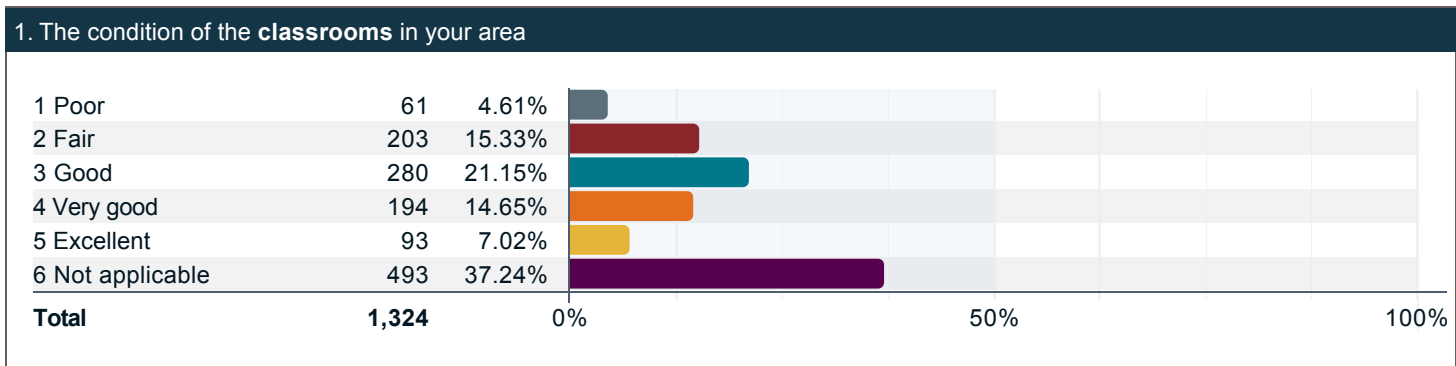


5 ACB (UofL Hospital Ambulatory Care)	33	7.40%	
6 Alliant Medical Pavilion	1	0.22%	
7 Ambulatory Surgery Center - Chestnut street	1	0.22%	
8 Autism Center	0	0.00%	
9 Baxter I	6	1.35%	
10 Baxter II	14	3.14%	
11 Brown Cancer Center	15	3.36%	
12 CCB (UofL Hospital Concentrated Care)	5	1.12%	
13 Chestnut Street Parking Garage	0	0.00%	
14 Children's Foundation Building	0	0.00%	
15 CII (Cardiovascular Innovation Institute)	8	1.79%	
16 CTR (Clinical and Translational Research Building)	33	7.40%	
17 Developmental Biology Building	0	0.00%	
18 Arthur Keeney House (Former Brown Foundation Building)	2	0.45%	
19 522 East Gray Street Building (Former Home of the Innocents bldg 2)	1	0.22%	
20 Frazier Rehab	15	3.36%	
21 HCOC (Health Care Outpatient Center)	11	2.47%	
22 HSC Exercise Facility	2	0.45%	
23 HSC Instructional Building (Health Sciences Building)	15	3.36%	
24 J.D. Nichols Campus (Atria)	8	1.79%	
25 KDP Building (Kidney Disease Building)	3	0.67%	
26 Kornhauser Library	11	2.47%	
27 Kosair Charities Pediatric Center	19	4.26%	
28 KY Lions Eye Building	3	0.67%	
29 Lampton Building (Ky One)	0	0.00%	
30 MDR (Medical Dental Research Building)	22	4.93%	
31 Med-Dent Apartments	2	0.45%	
32 Medical Center One	16	3.59%	
33 Myers Hall	0	0.00%	
34 Norton Children's Hospital (formerly Kosair)	10	2.24%	
35 Norton Medical Towers South	0	0.00%	
36 Nucleus iHub	1	0.22%	
37 PMOB (Novak Center for Children's Health)	1	0.22%	
38 RRC (Research Resources Center)	0	0.00%	
39 School of Dentistry	65	14.57%	
40 School of Nursing	21	4.71%	
41 School of Public Health and Information Sciences	22	4.93%	
42 ULH Institutional Services - Parking	0	0.00%	
43 UofL Health - Jewish Hospital	12	2.69%	
44 .	1	0.22%	
44 All	1	0.22%	
44 All Buildings at HSC	1	0.22%	
44 brown cancer center	1	0.22%	
44 do not wish to answer this	1	0.22%	
44 I refuse to answer this question	1	0.22%	
44 Main Hospital	1	0.22%	
44 Medcenter One	1	0.22%	
44 Norton Childrens – Stonestreet	1	0.22%	
44 Trager Institute	1	0.22%	
44 U of L hospital area	1	0.22%	
44 UL Hospital	1	0.22%	
44 University Hospital	1	0.22%	
44 UofL Health – University Hospital	1	0.22%	
44 UofL Hospital	1	0.22%	
Total	446		

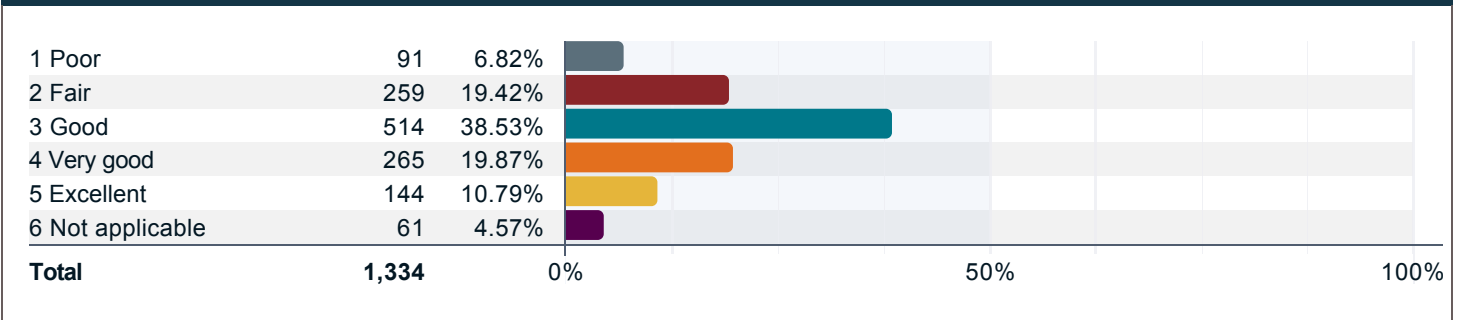
From the drop-down list below, please select the Shelby Campus building you spend the most time in:



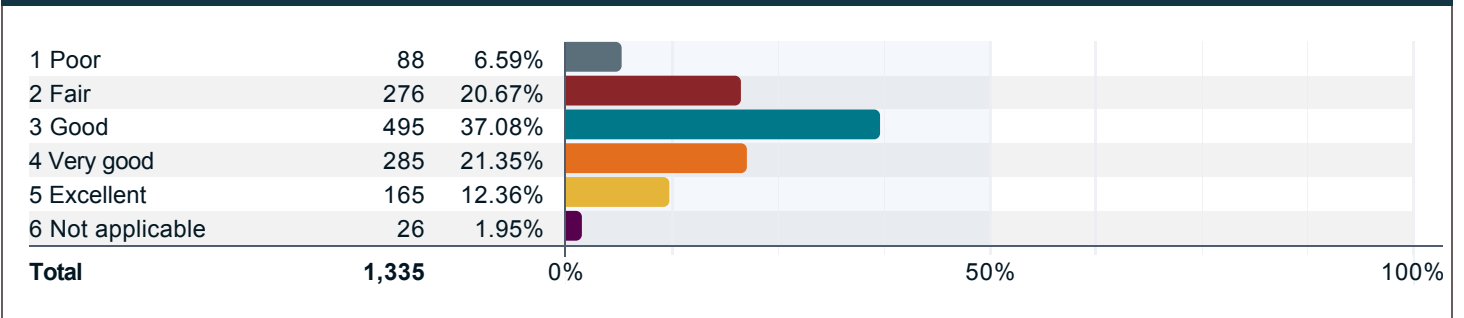
Please rate the level of quality of each of the following in the building you primarily work in:



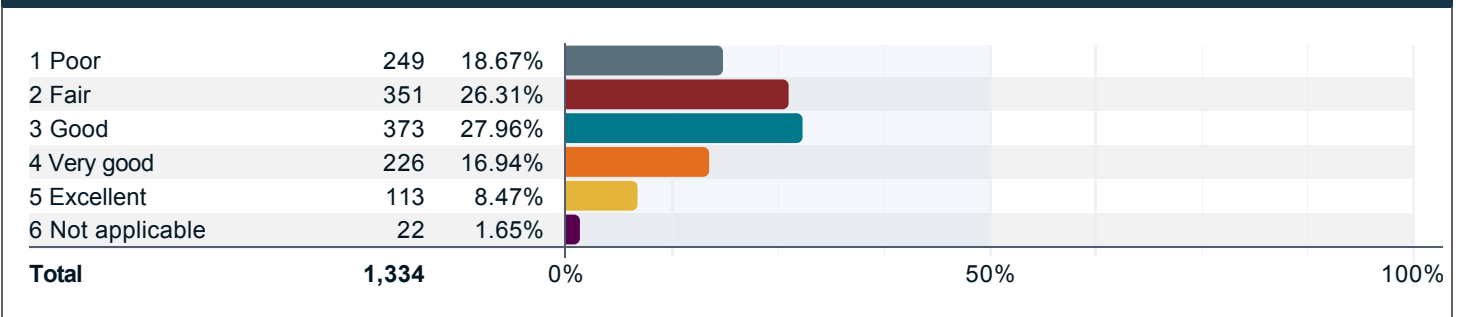
4. The condition of the exterior lighting



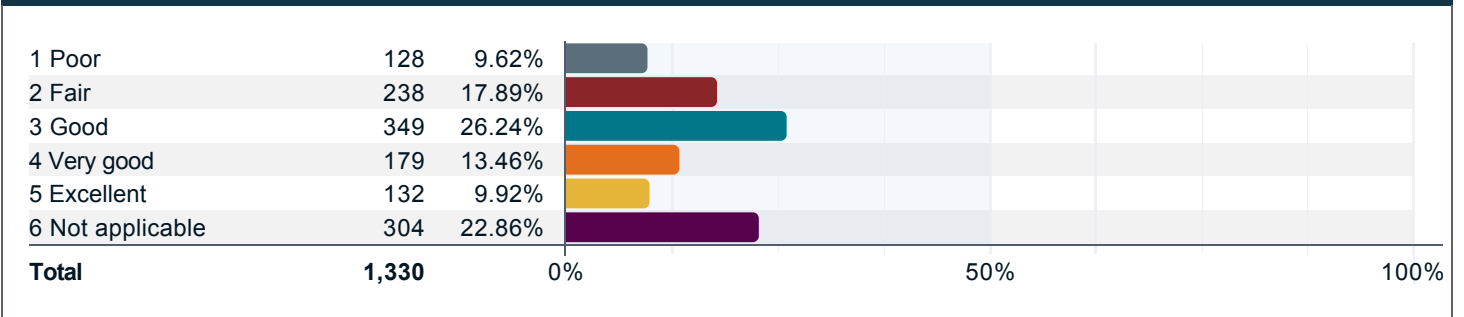
5. The condition of the interior lighting



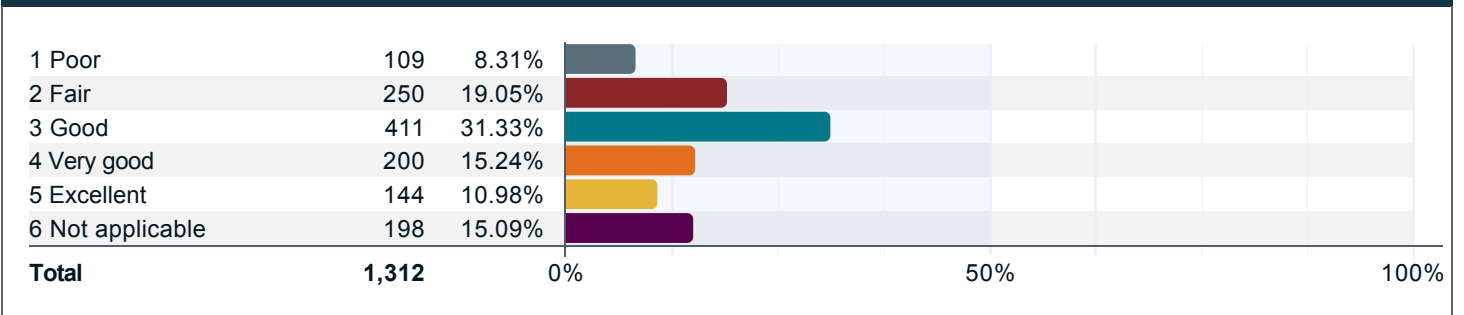
6. The condition of the restrooms



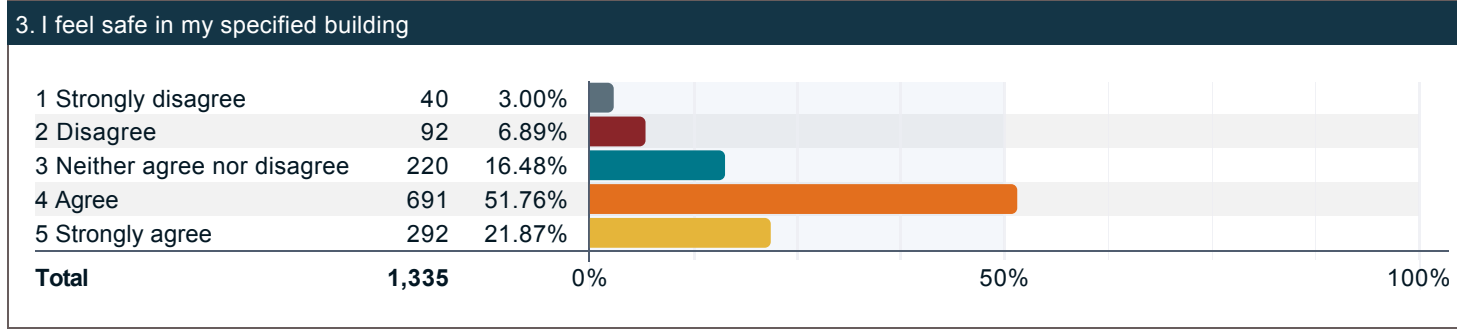
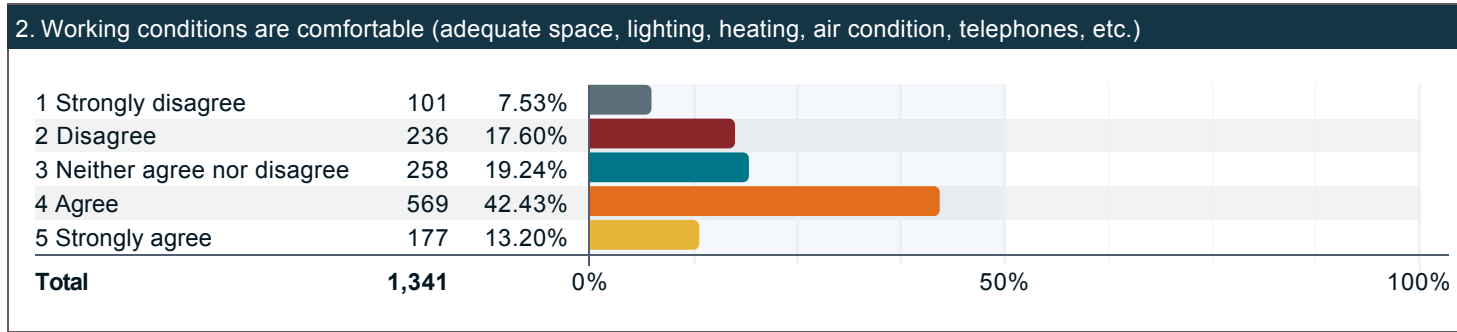
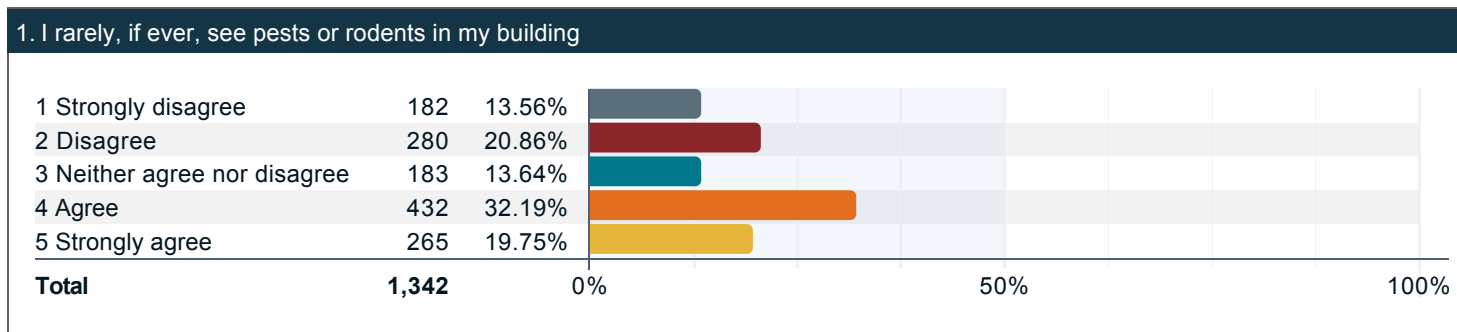
7. Access to electrical outlets for student laptops, etc.



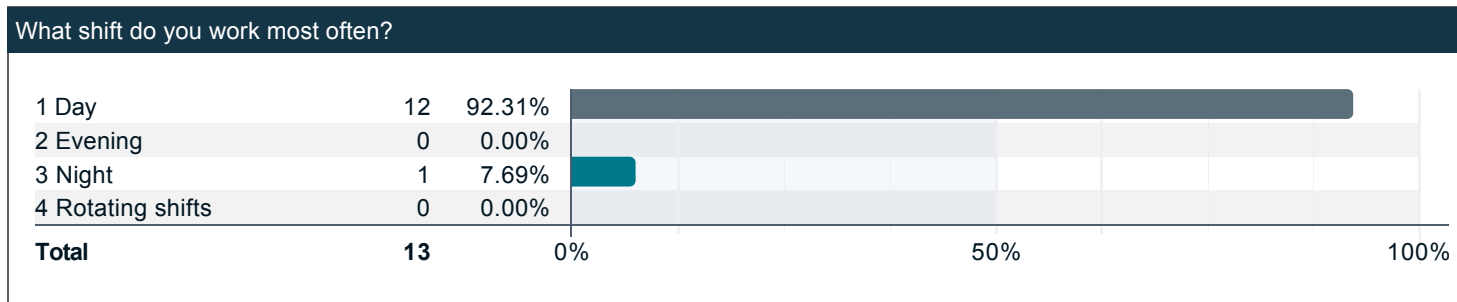
8. ADA accessibility/compliance



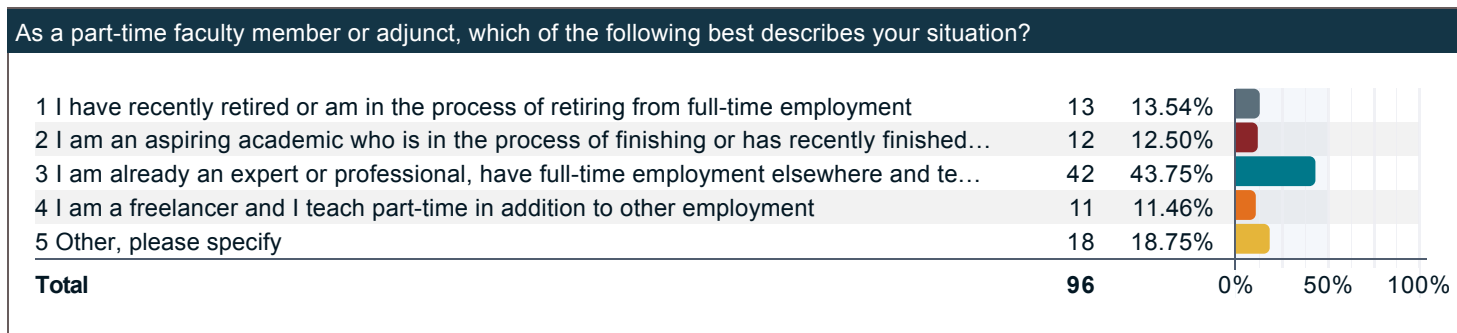
Read each of the following statements and indicate your level of agreement.



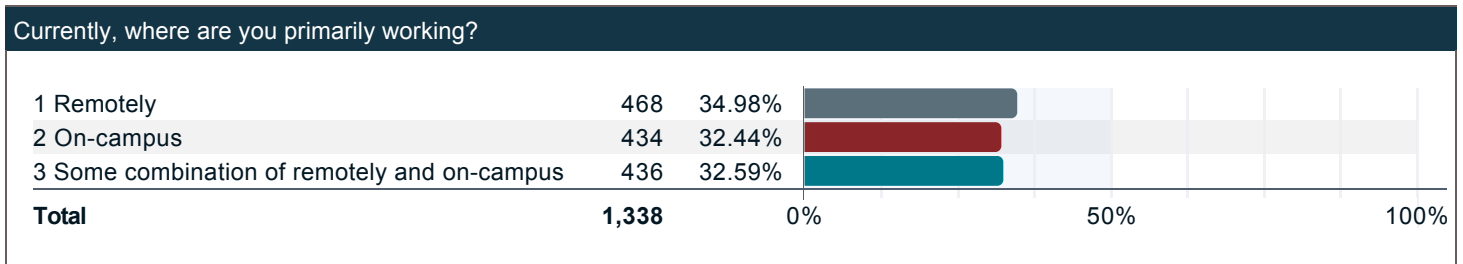
What shift do you work most often?



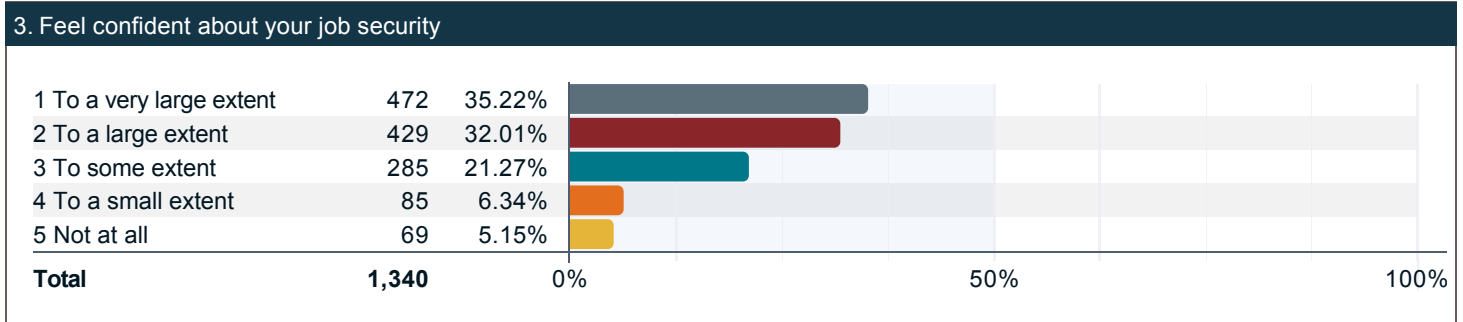
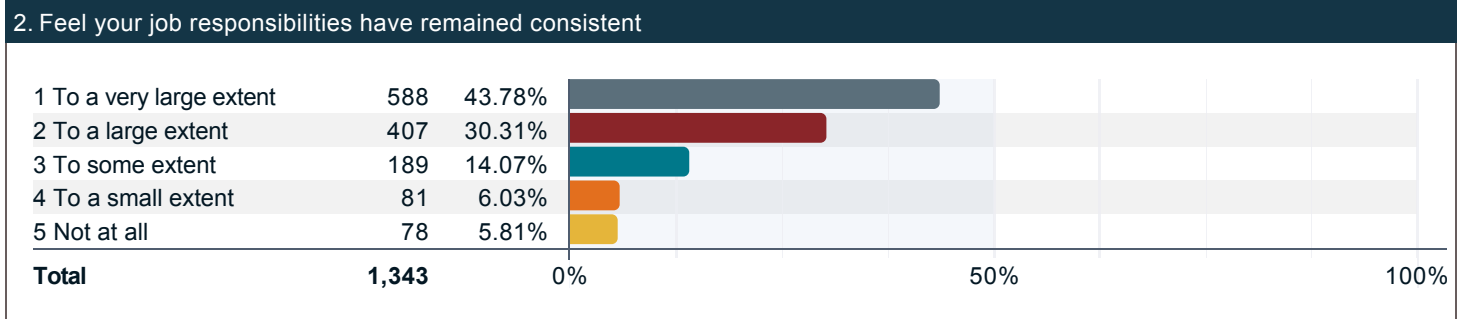
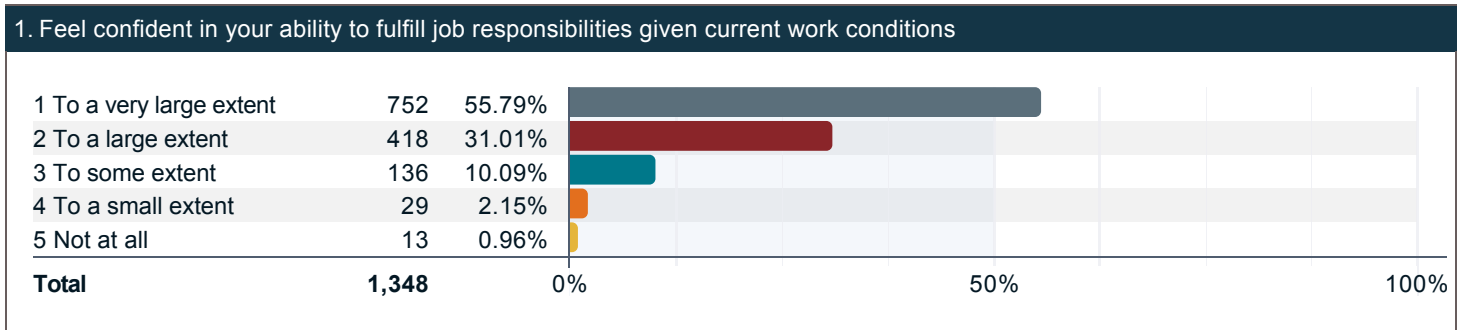
As a part-time faculty member or adjunct, which of the following best describes your situation?



Currently, where are you primarily working?

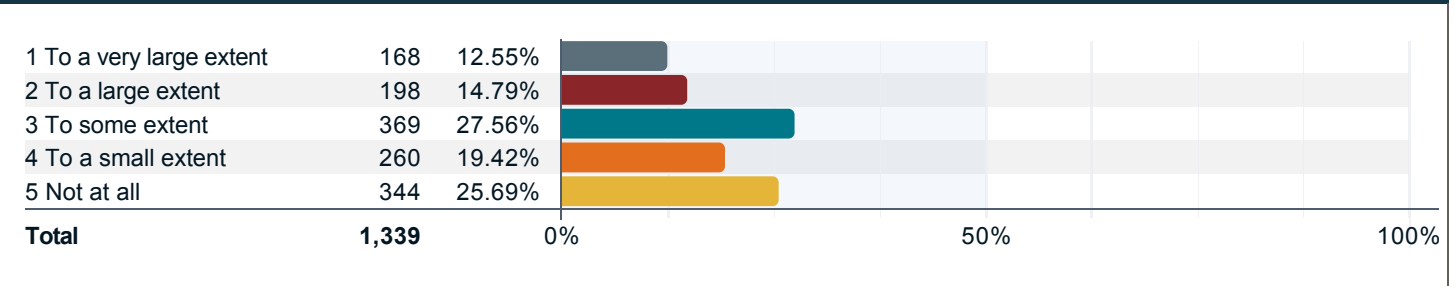


As a result of the COVID-19 pandemic, please indicate the extent to which you:

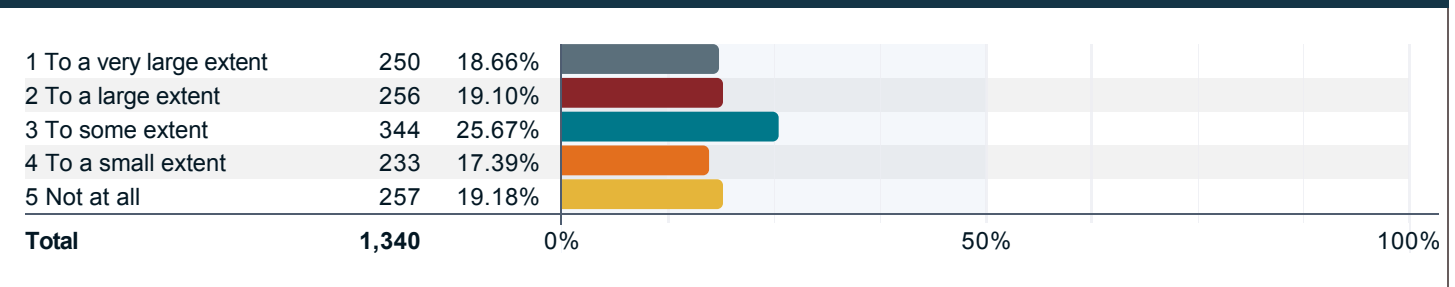


Rate the extent to which each of the following has been a source of stress for you during the COVID-19 pandemic:

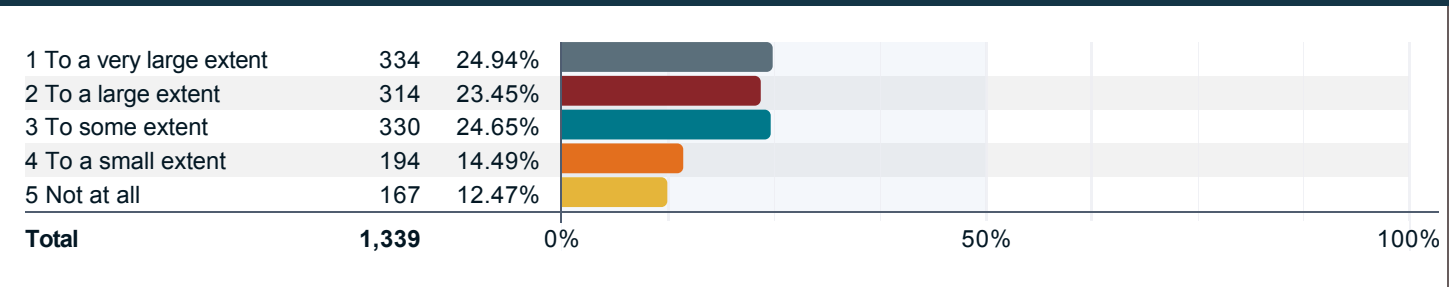
1. Physical health



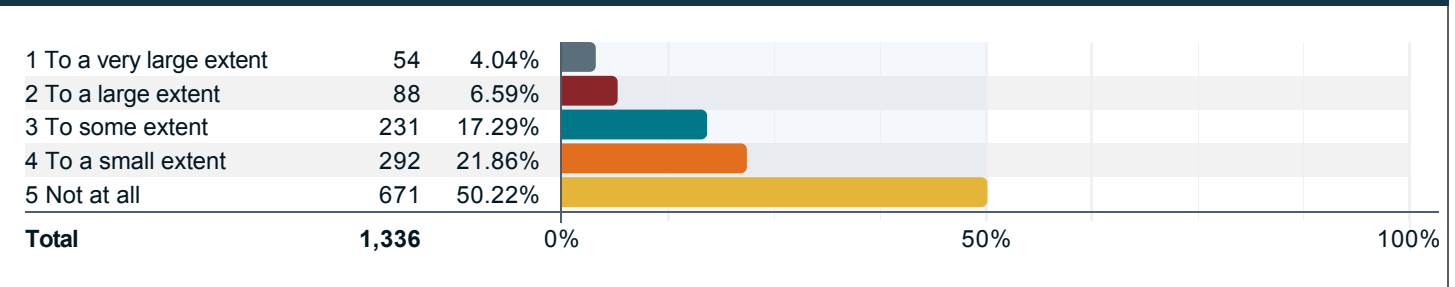
2. Mental health



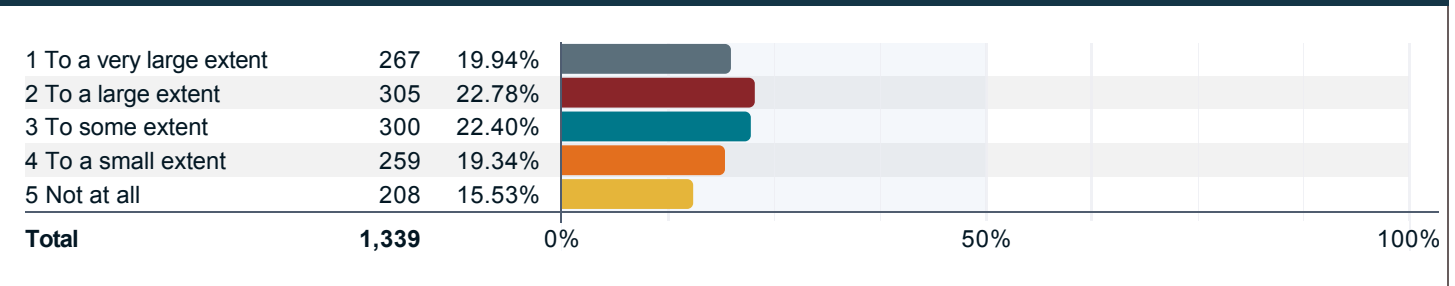
3. Health of loved ones



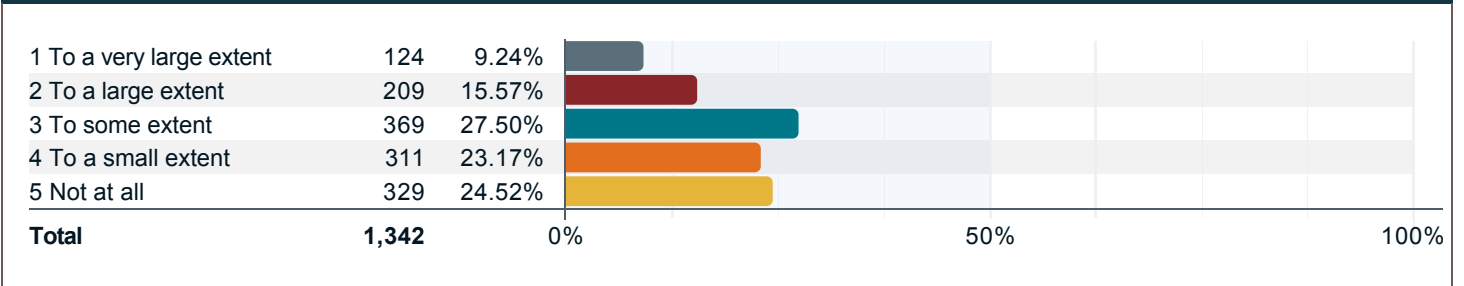
4. Access to health care



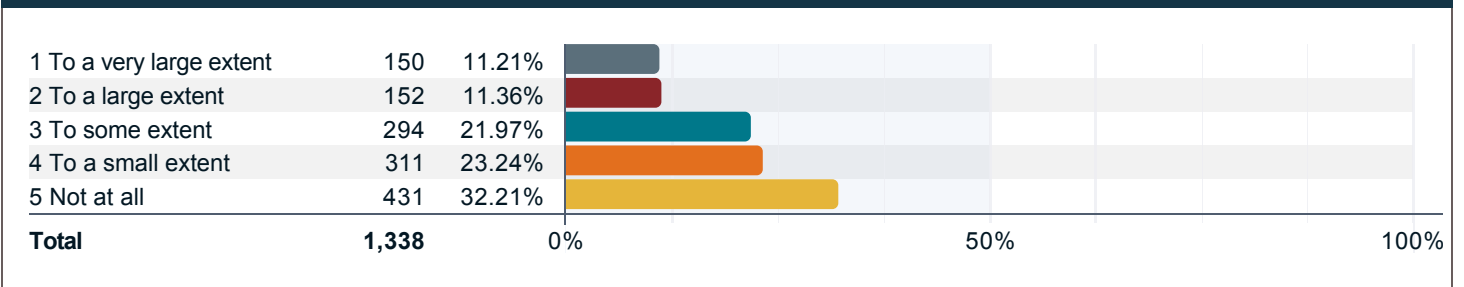
5. The extent to which others adhere to physical distancing while out in public



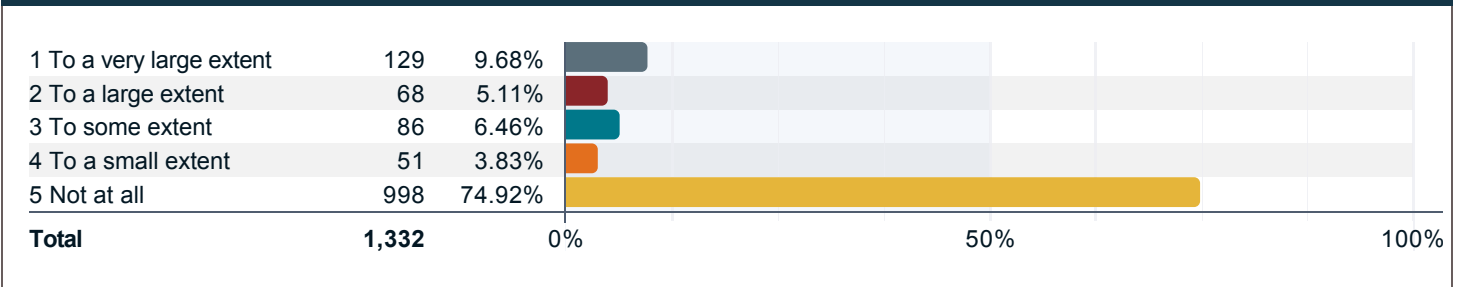
6. Coping with social isolation



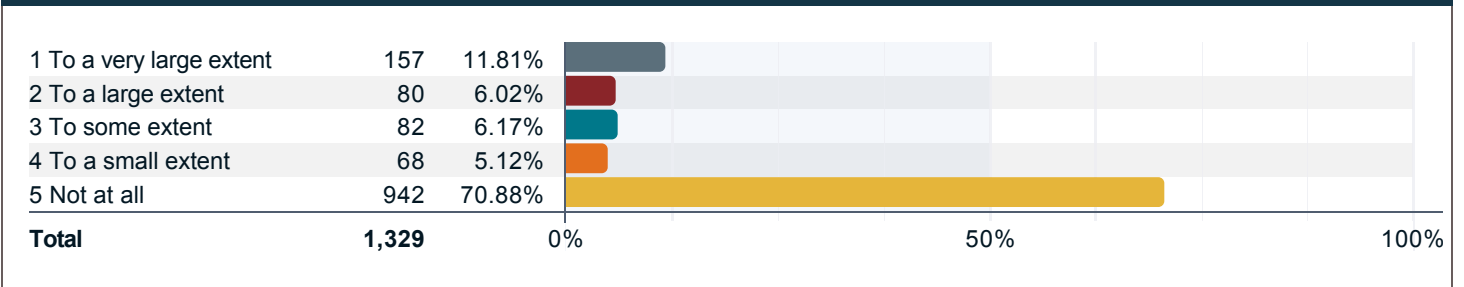
7. Personal finances



8. Childcare

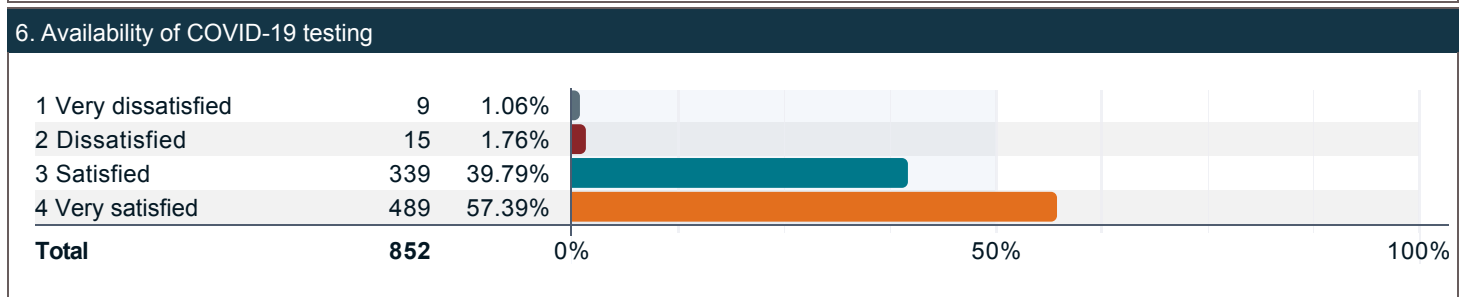
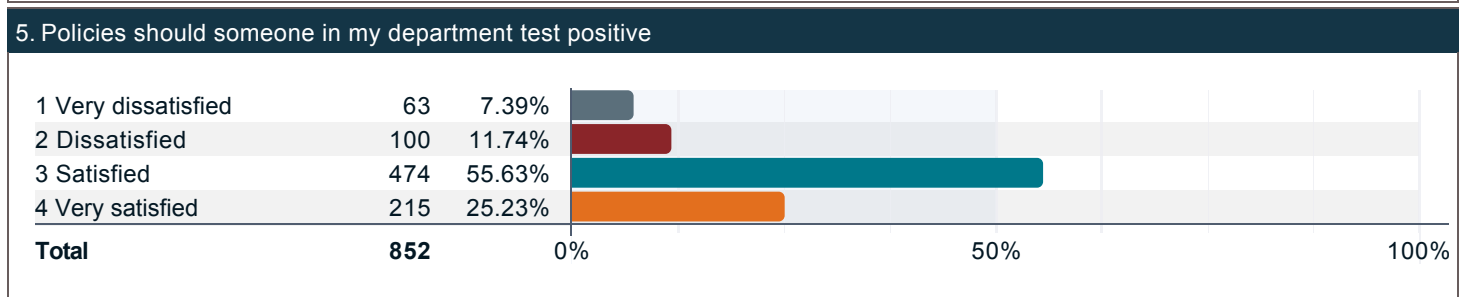
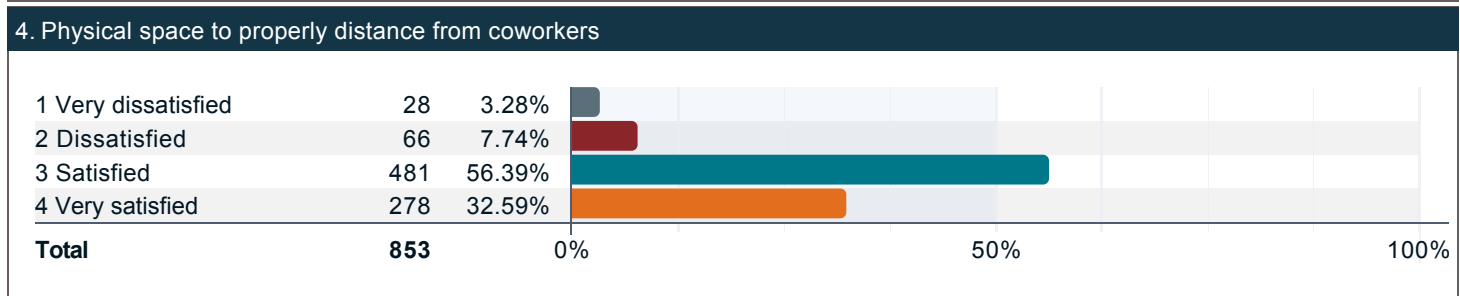
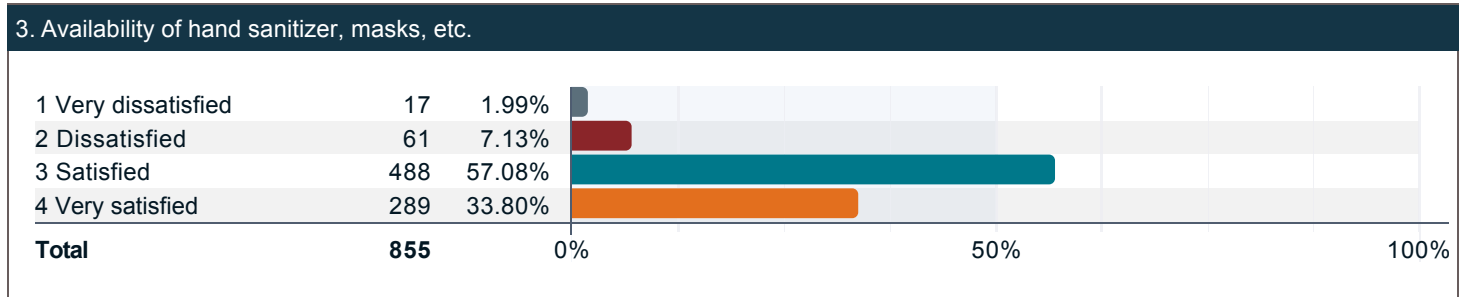
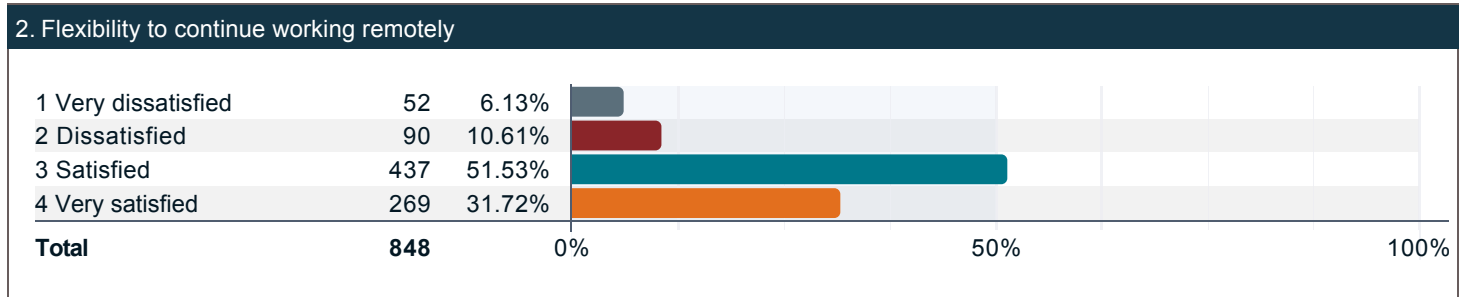
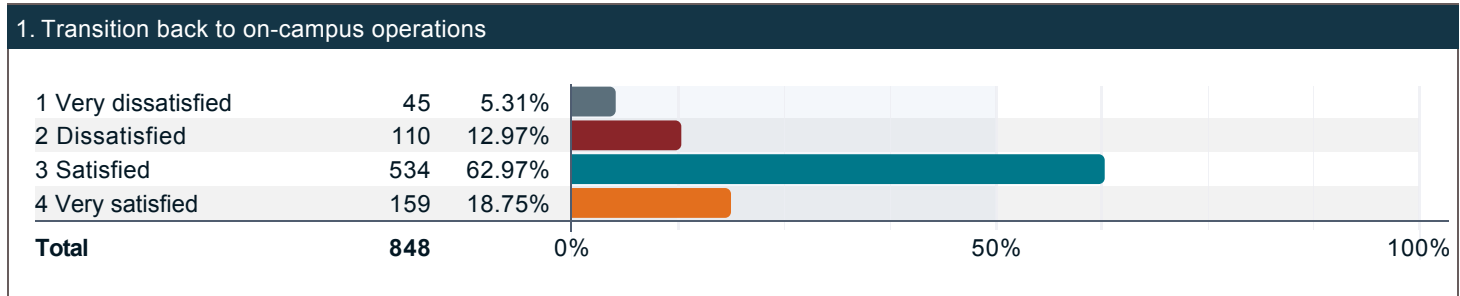


9. Responsibility for educating your school-age child(ren)

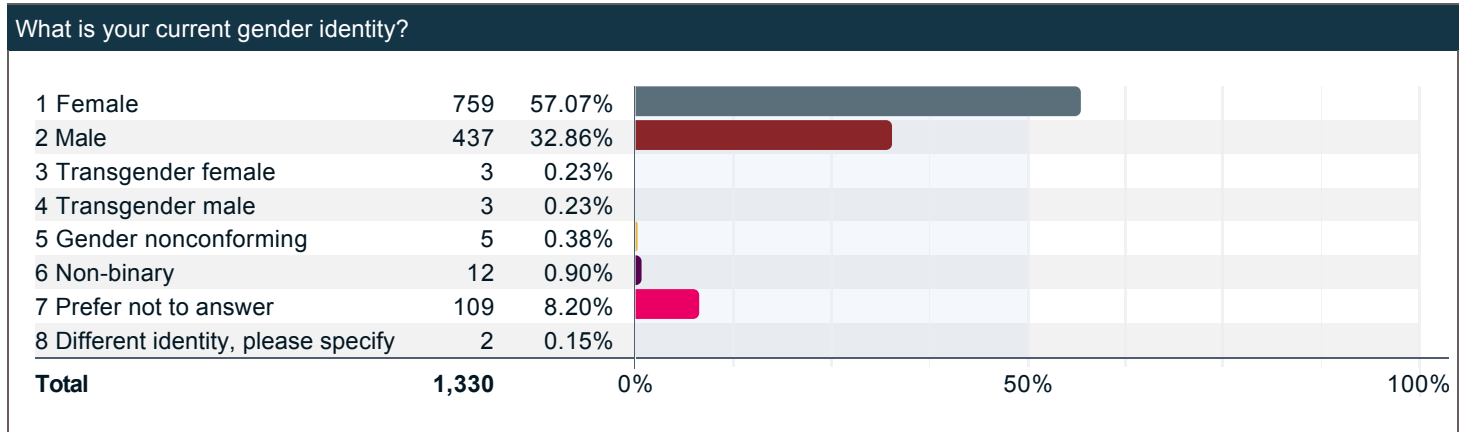


**Rate the extent to which each of the following has been a source of stress for you during the COVID-19 pandemic:
(continued)**

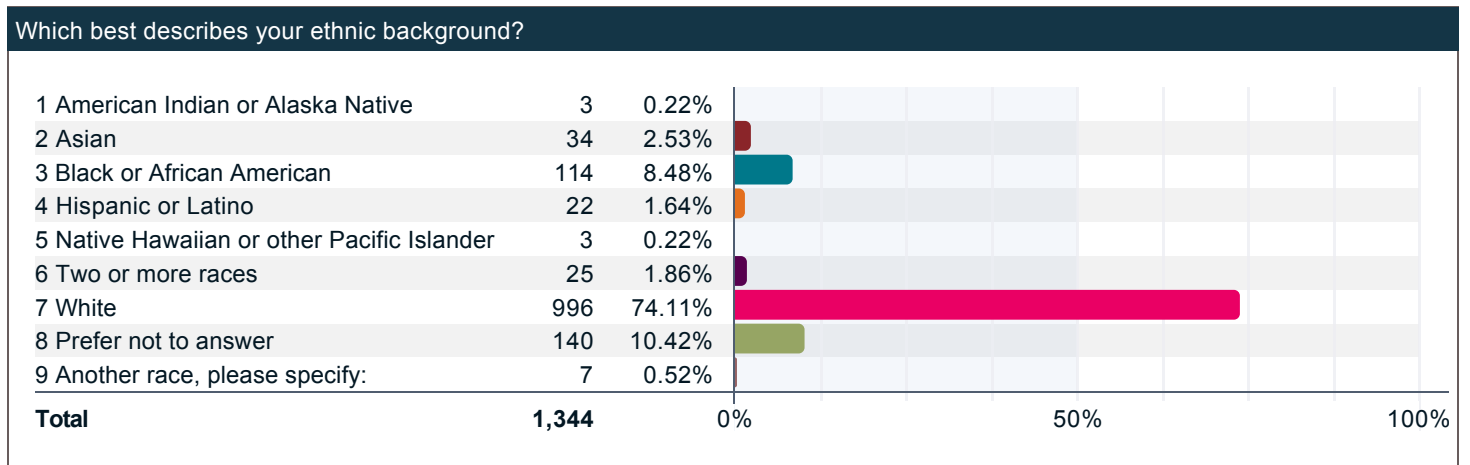
With UofL's current in-person operations, to what extent are you satisfied with the following institutional responses to the COVID-19 pandemic?



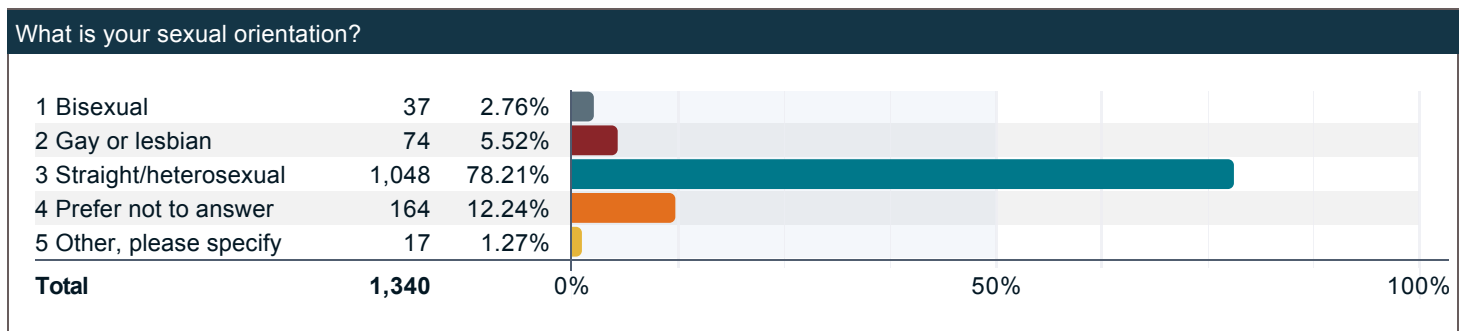
What is your current gender identity?



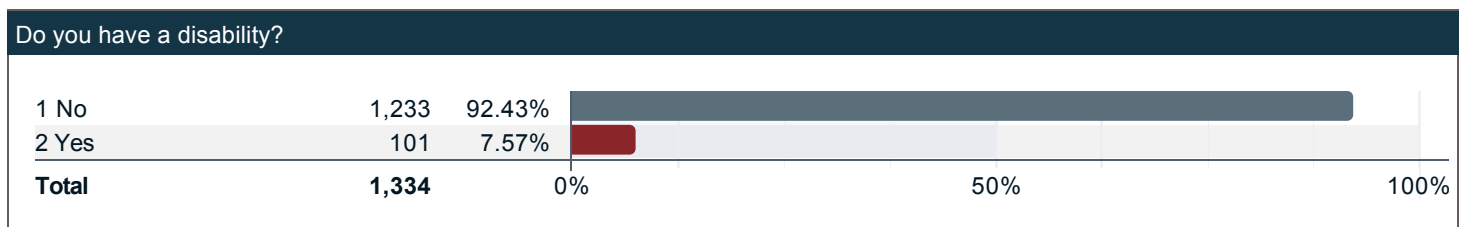
Which best describes your ethnic background?



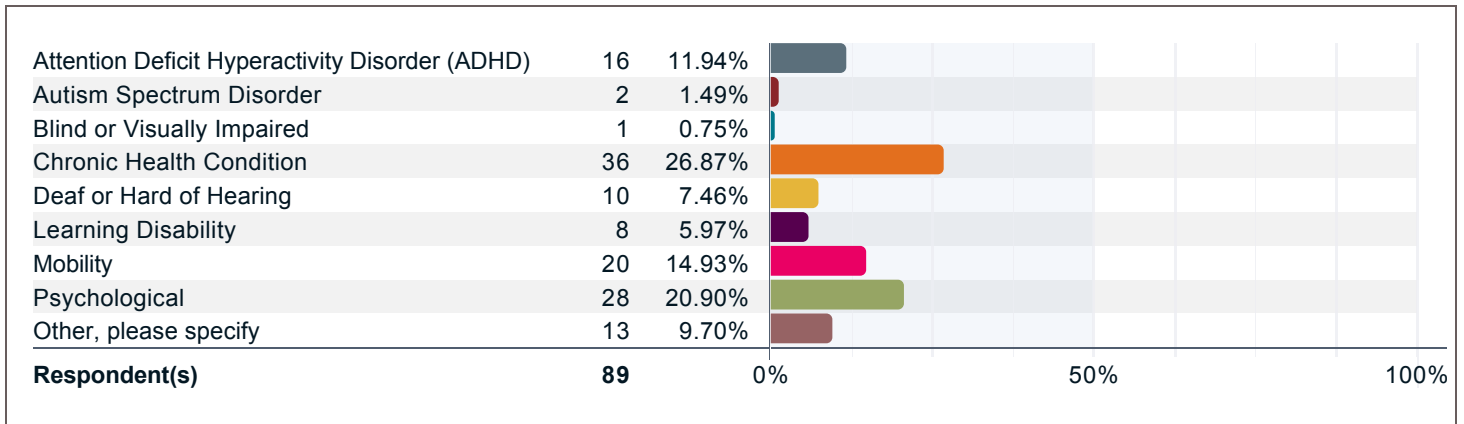
What is your sexual orientation?



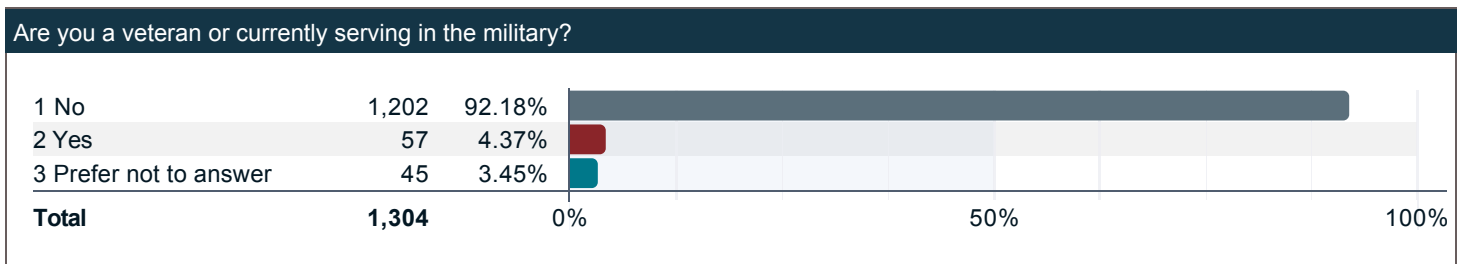
Do you have a disability?



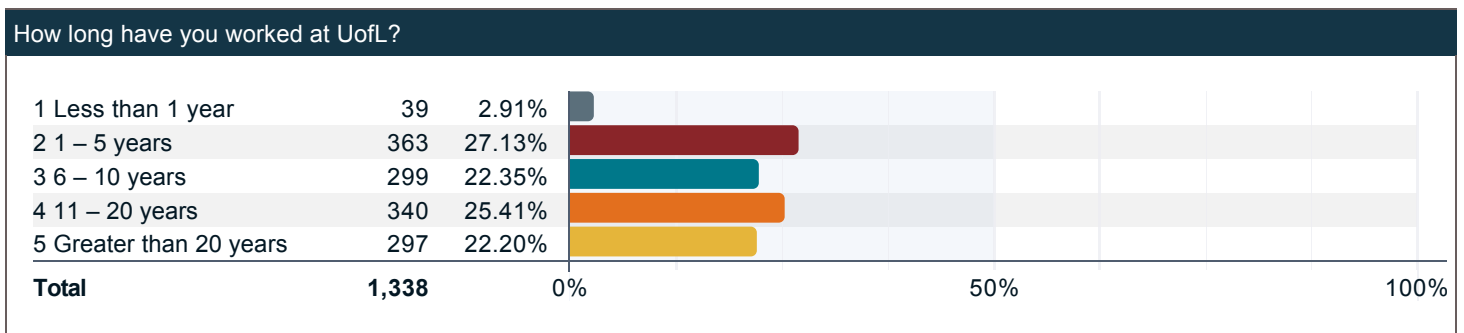
How would you categorize your disability or disabilities?



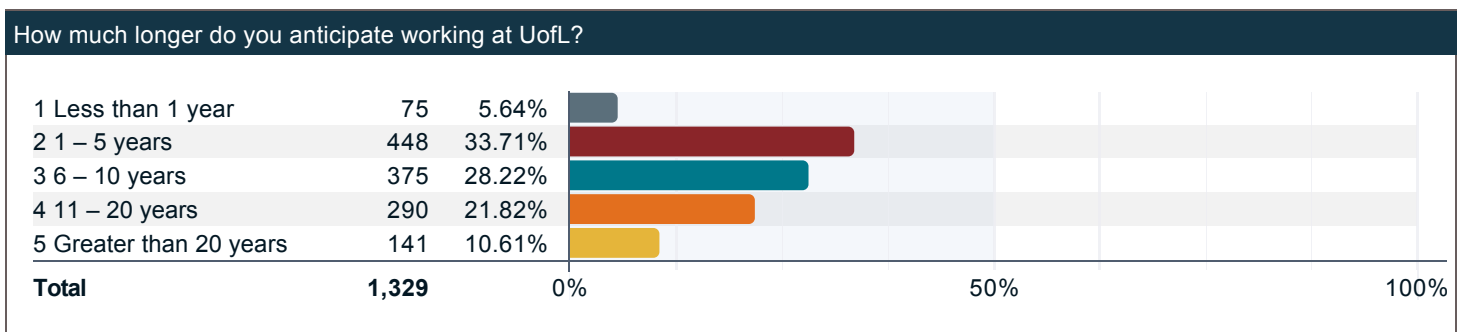
Are you a veteran or currently serving in the military?



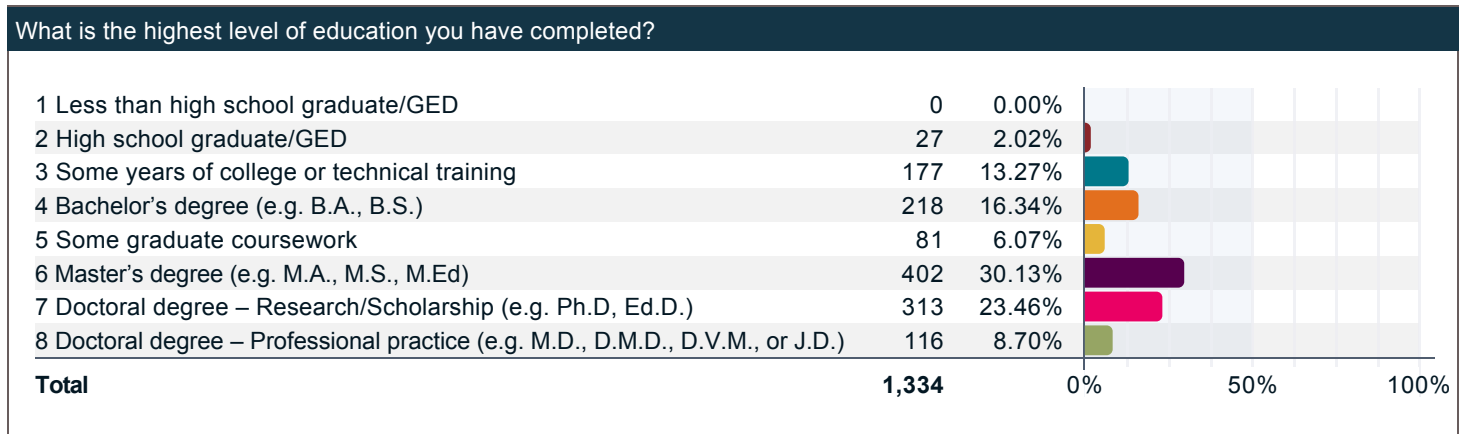
How long have you worked at UofL?



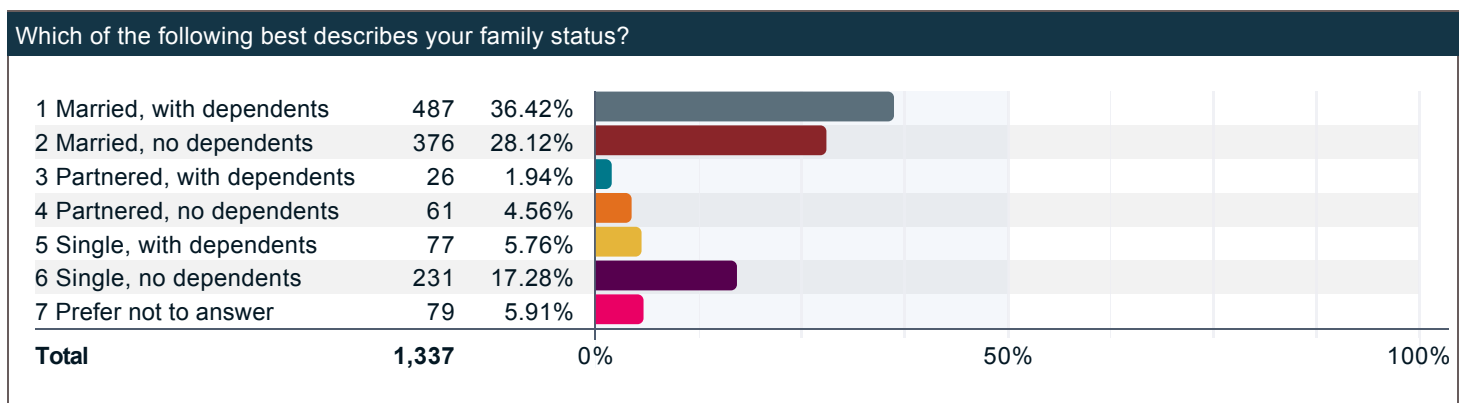
How much longer do you anticipate working at UofL?



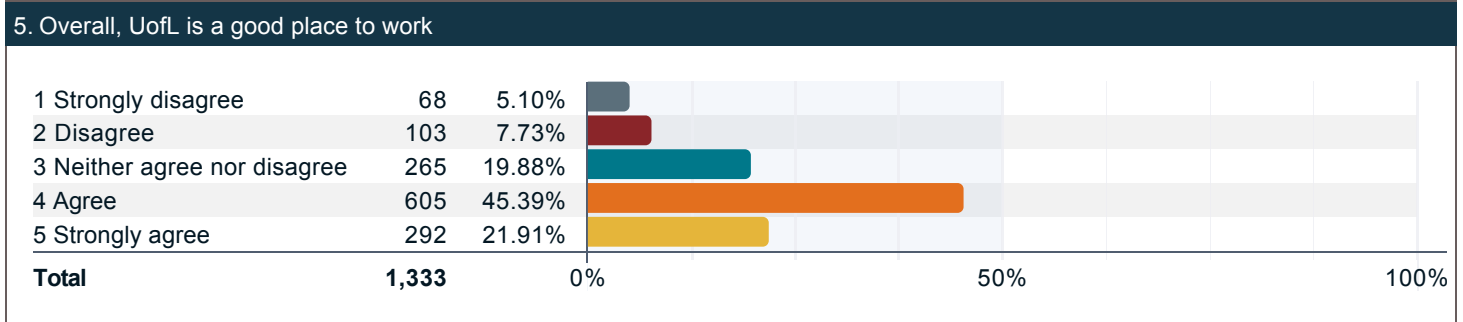
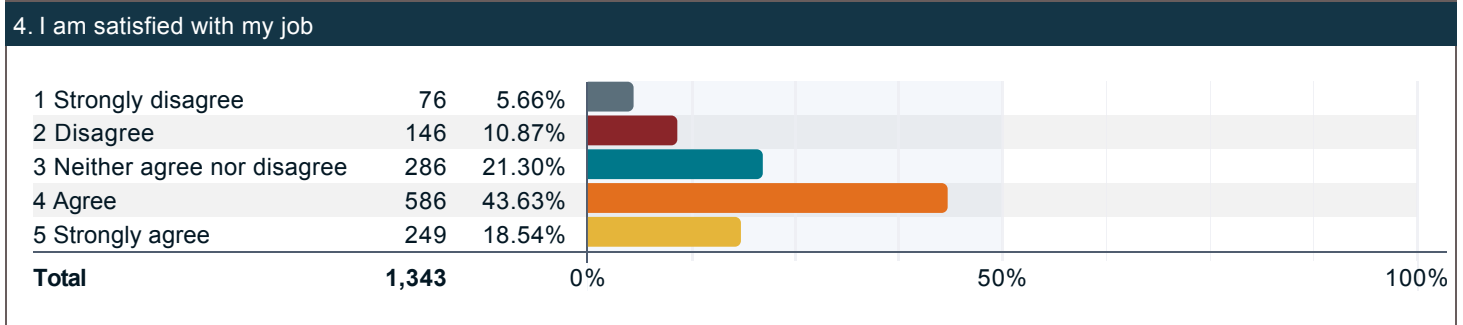
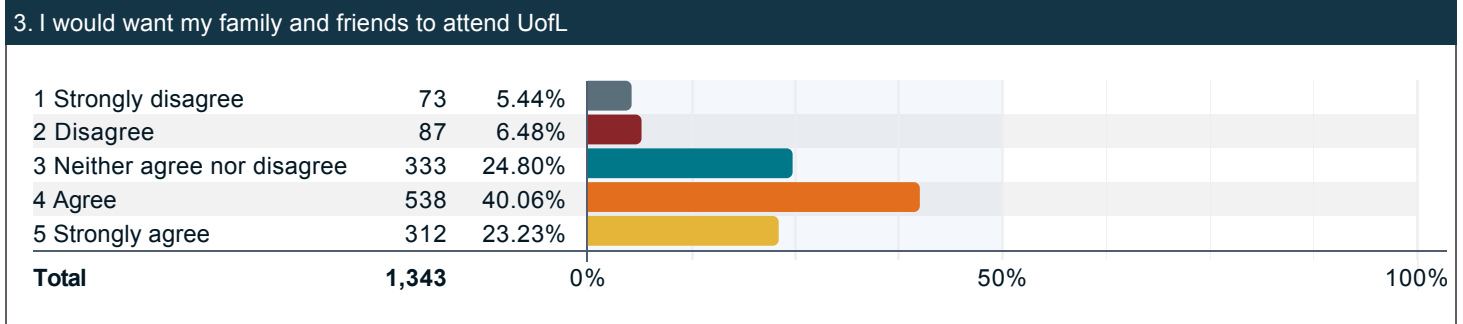
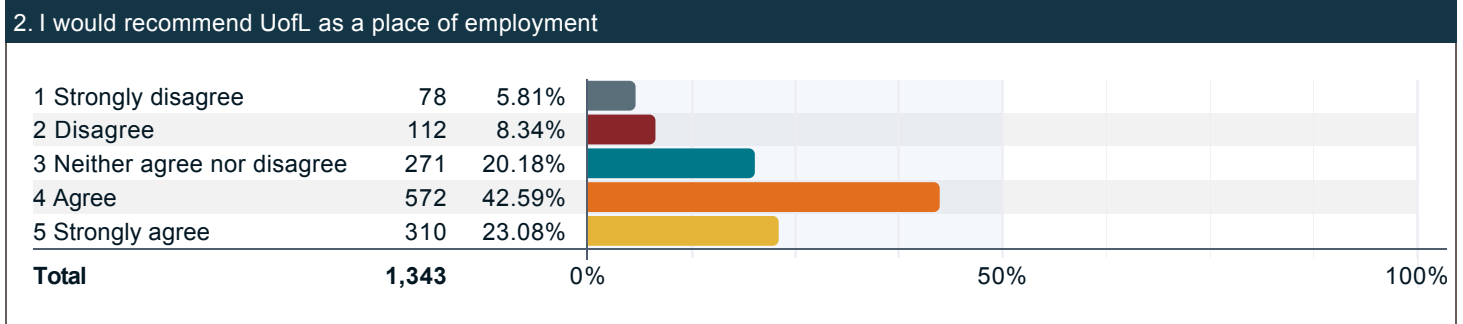
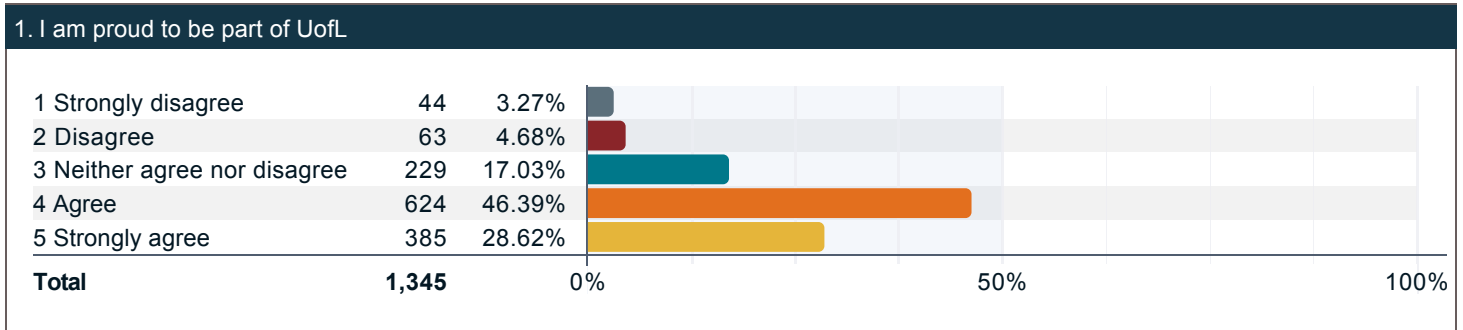
What is the highest level of education you have completed?



Which of the following best describes your family status?



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



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

