

# Fall 2014 Campus Climate and Diversity Survey

## Background and Implementation

The Campus Climate and Diversity Survey for Faculty and Staff is a campus-wide assessment of diversity, inclusion, and workplace climate at the University of Louisville. The survey questions are about faculty and staff perceptions of the various contributors to the campus climate at UofL.

The survey is divided into the following sections: Work Climate; Compensation, Benefits, & Recognition; Work Environment; Administration & Communication; Work/Life Balance; Overall Impressions; Faculty; Staff; Part-time Faculty; Part-time Staff; Diversity & Inclusion; and About You.

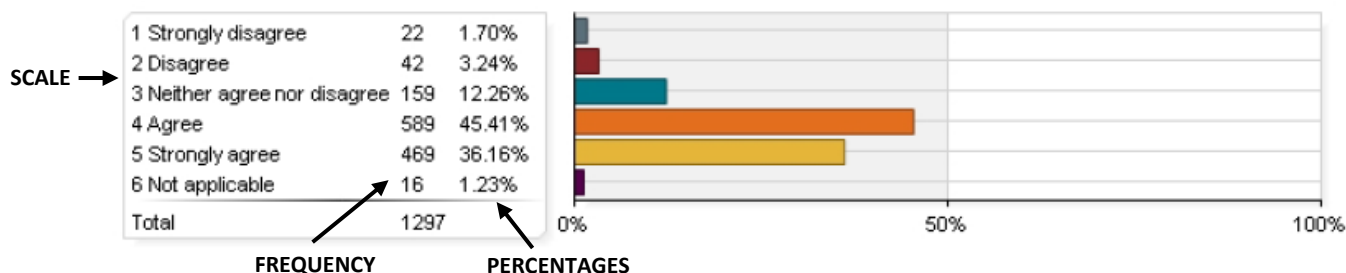
## Methodology

A PeopleSoft query was used to provide a listing of all 5,818 faculty and staff (derived from the official staff and faculty census file) for Fall 2014 who had not already received the 2014 Chronicle of Higher Education Climate Survey. A total of 1,348 (23.2%) individuals responded to the survey; this number of respondents meets the requirements to be considered a representative<sup>1</sup> sample of the University's faculty and staff population.

## How to read the quantitative results

When reading the bar charts included in the survey report, please note the following:

- **SCALE** – the answer options provided to the respondent; typically a 5-pt. scale with an additional option for “Not applicable”. The “Not applicable” response is typically reported as the last value on the chart and should not be mistaken for “strongly agree” or any other response.
- **FREQUENCY** – the ‘count’ or number of responses in each category. Please note: The “Total” frequency indicates the number of respondents to that particular question and *not* the total number of respondents to the survey overall.
- **PERCENTAGES** – the percent of respondents who provided that particular response choice to the question.



## Helpful hints for reviewing the quantitative report

It's best to read all the results to get the overall picture before developing a critique about the data. Reading all of the results to see all views on the topic helps to create a full understanding. Otherwise, you can miss something important or begin to form an unintended bias.

It's important to pay attention to the percentage of people who agree/strongly agree and those who disagree/strongly disagree – even though 50% of respondents may feel one way, 25% (or one-fourth of the respondents) may feel strongly another way, and that might be worth noting.

Once you have gone through all of the results, some questions you might consider:

- Do you notice any patterns in how people are responding?
- What are the most popular responses among the respondents?
- Is there anything you see that is surprising?

<sup>1</sup> Sample size calculations were based on a total faculty and staff population of 5,818, and a 95% confidence level with a 3% margin of error (the range that the population's responses may deviate from the sample).

**Report: 2014 Campus Climate & Diversity Survey**

**2014 Campus Climate & Diversity Survey of Faculty & Staff**

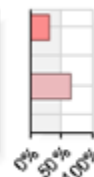
Project Audience 5818

Responses Received 1348

Response Ratio 23.2%

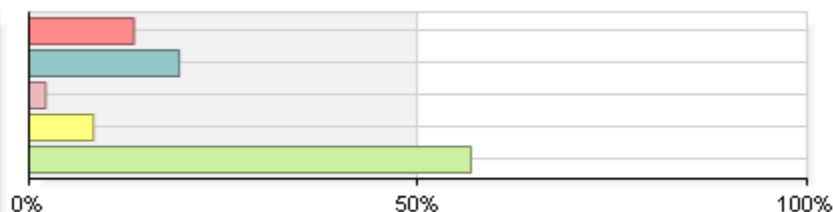
## What is your primary role at UofL?

1 Full-time faculty	402	29.9%
2 Part-time faculty or adjunct	57	4.2%
3 Full-time staff	871	64.9%
4 Part-time staff (Any employee, whose primary appointment is neither faculty nor an administrator, whose total FTE is less than 1.0.)	13	1.0%
Total	1343	



## If you have more than one role at UofL, check your secondary role(s).

Faculty	132	13.5%
Staff	189	19.3%
Undergraduate student	21	2.1%
Graduate or professional student	81	8.3%
Not applicable	556	56.8%
Respondent(s)	950	

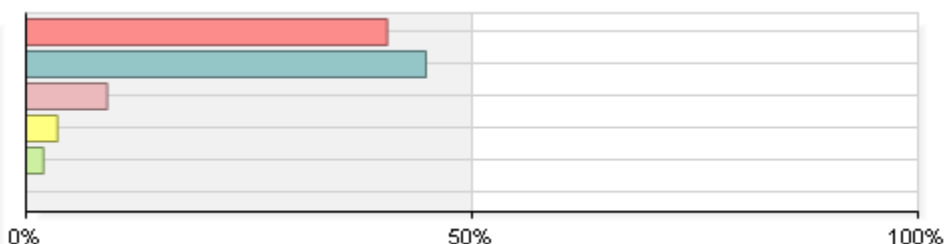


## Work climate

### I feel valued by...

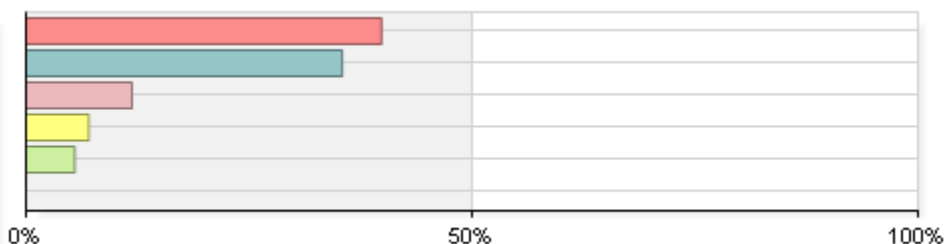
#### 1. My co-workers

5 Strongly agree	543	40.5%
4 Agree	601	44.8%
3 Neutral	122	9.1%
2 Disagree	47	3.5%
1 Strongly disagree	26	1.9%
N/A Not applicable	2	0.1%
Total	1341	



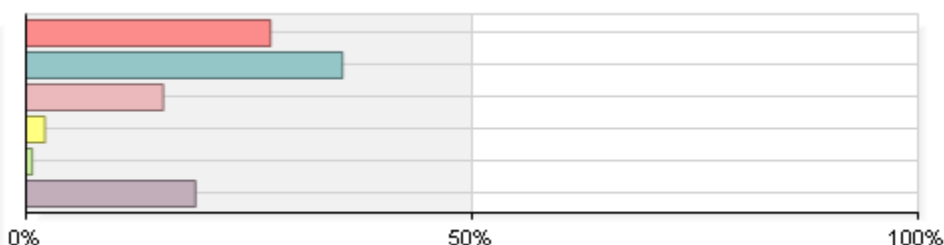
#### 2. My supervisor or chair

5 Strongly agree	534	39.9%
4 Agree	475	35.4%
3 Neutral	159	11.9%
2 Disagree	94	7.0%
1 Strongly disagree	73	5.4%
N/A Not applicable	5	0.4%
Total	1340	



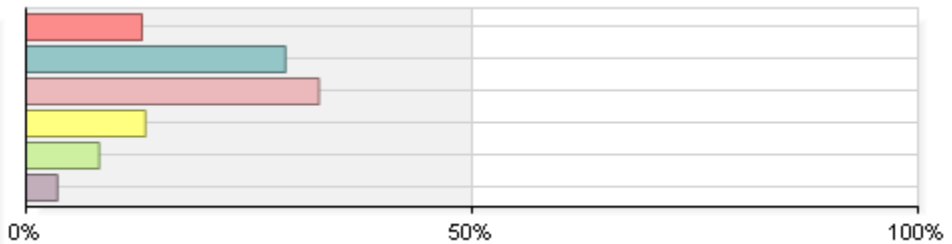
#### 3. Students

5 Strongly agree	364	27.4%
4 Agree	471	35.5%
3 Neutral	204	15.4%
2 Disagree	28	2.1%
1 Strongly disagree	9	0.7%
N/A Not applicable	252	19.0%
Total	1328	



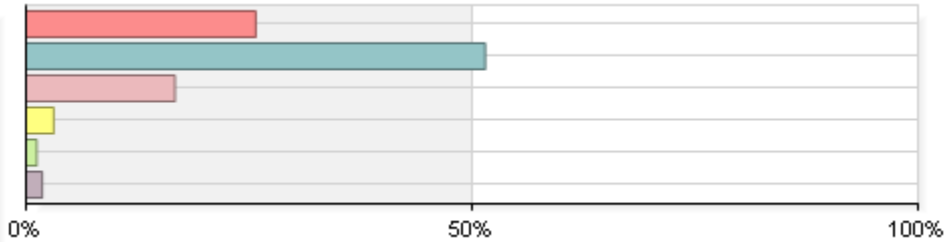
#### 4. University-wide administration

5 Strongly agree	173	13.0%
4 Agree	387	29.1%
3 Neutral	437	32.8%
2 Disagree	178	13.4%
1 Strongly disagree	109	8.2%
N/A Not applicable	47	3.5%
Total	1331	



## 5. Staff members

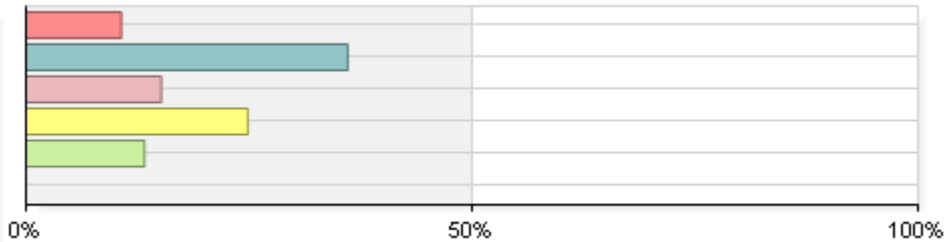
5 Strongly agree	342	25.7%
4 Agree	684	51.5%
3 Neutral	222	16.7%
2 Disagree	41	3.1%
1 Strongly disagree	16	1.2%
N/A Not applicable	24	1.8%
Total	1329	



## Compensation, Benefits, & Recognition: Read each of the following statements and indicate your level of agreement.

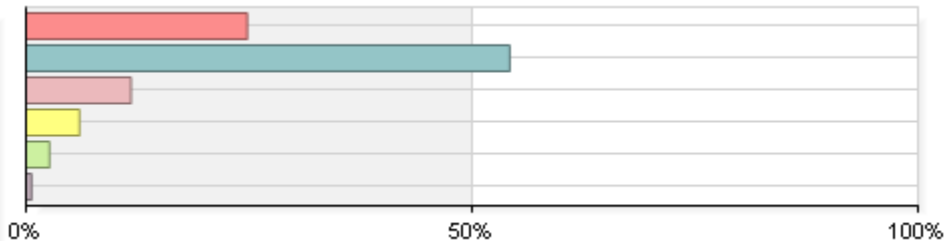
### 1. I am compensated fairly for my duties and responsibilities

5 Strongly agree	143	10.7%
4 Agree	483	36.0%
3 Neutral	203	15.1%
2 Disagree	333	24.9%
1 Strongly disagree	178	13.3%
N/A Not applicable	0	0.0%
Total	1340	



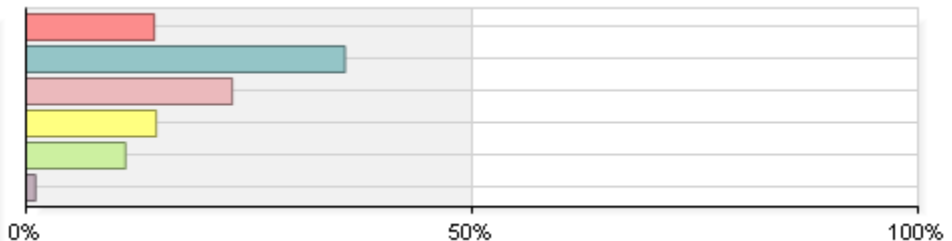
### 2. The benefits offered meet my needs

5 Strongly agree	331	24.8%
4 Agree	724	54.2%
3 Neutral	157	11.8%
2 Disagree	80	6.0%
1 Strongly disagree	35	2.6%
N/A Not applicable	8	0.6%
Total	1335	



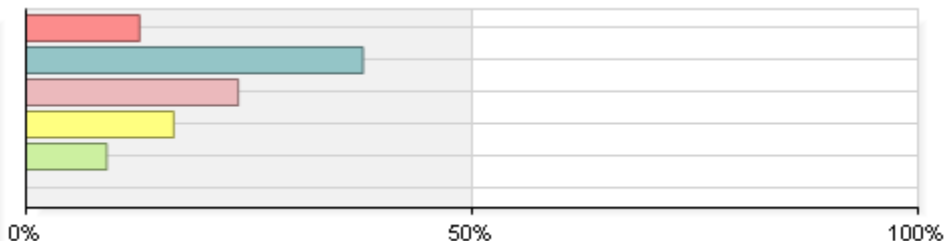
### 3. I am offered the opportunity for advancement and professional development

5 Strongly agree	192	14.4%
4 Agree	478	35.8%
3 Neutral	309	23.1%
2 Disagree	195	14.6%
1 Strongly disagree	149	11.1%
N/A Not applicable	14	1.0%
Total	1337	



### 4. I am recognized for my contributions

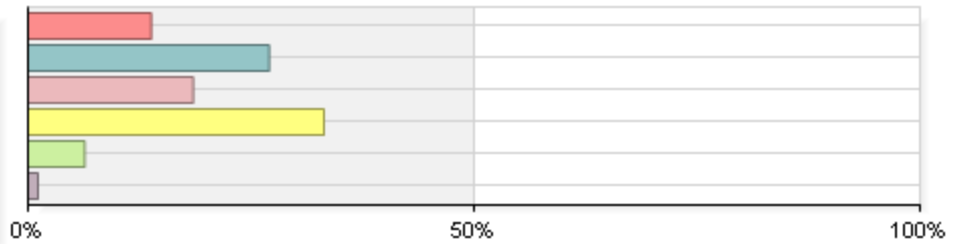
5 Strongly agree	169	12.7%
4 Agree	502	37.8%
3 Neutral	316	23.8%
2 Disagree	220	16.6%
1 Strongly disagree	120	9.0%
N/A Not applicable	2	0.2%
Total	1329	



**Work Environment: Read each of the following statements and indicate your level of agreement.**

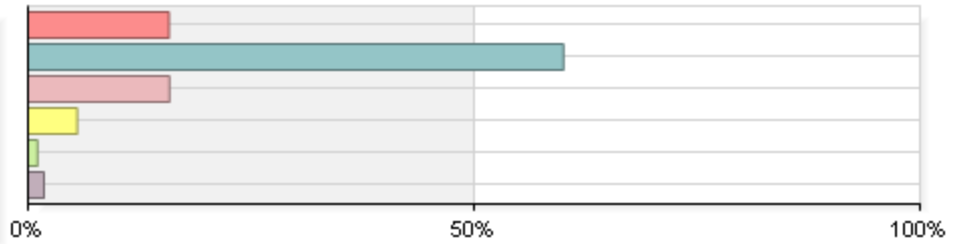
1. I am regularly asked to perform duties not included in my job description

5 Strongly agree	185	13.8%
4 Agree	362	27.0%
3 Neutral	248	18.5%
2 Disagree	444	33.2%
1 Strongly disagree	85	6.3%
N/A Not applicable	15	1.1%
<b>Total</b>	<b>1339</b>	



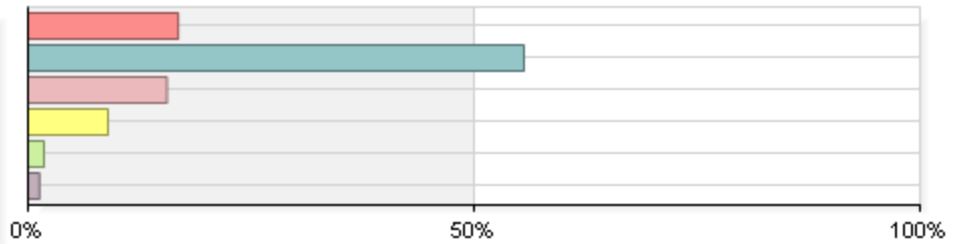
2. I feel safe on campus

5 Strongly agree	212	15.8%
4 Agree	806	60.0%
3 Neutral	213	15.9%
2 Disagree	74	5.5%
1 Strongly disagree	14	1.0%
N/A Not applicable	24	1.8%
<b>Total</b>	<b>1343</b>	



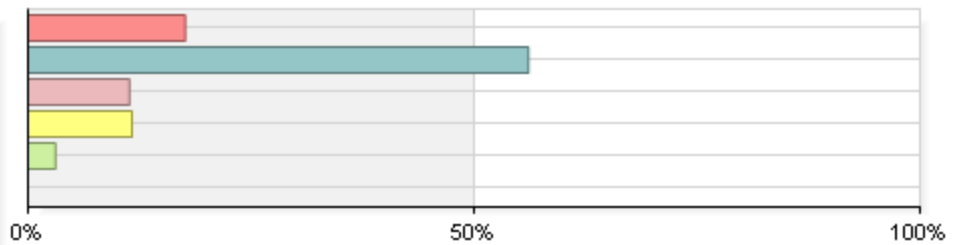
3. The campus grounds and facilities are well-maintained

5 Strongly agree	226	16.8%
4 Agree	746	55.6%
3 Neutral	209	15.6%
2 Disagree	120	8.9%
1 Strongly disagree	24	1.8%
N/A Not applicable	17	1.3%
<b>Total</b>	<b>1342</b>	



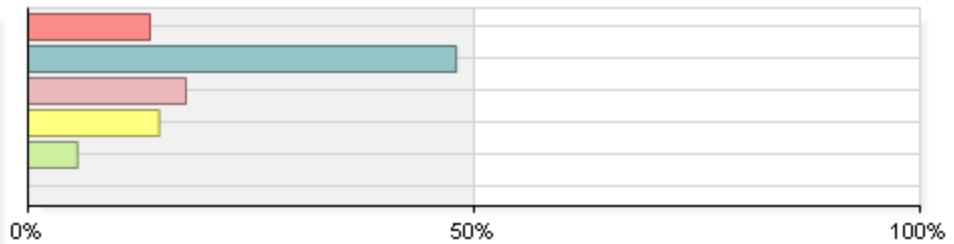
4. I have the proper equipment, supplies, and instruments necessary to perform my job effectively

5 Strongly agree	236	17.6%
4 Agree	751	56.1%
3 Neutral	152	11.4%
2 Disagree	156	11.7%
1 Strongly disagree	41	3.1%
N/A Not applicable	3	0.2%
<b>Total</b>	<b>1339</b>	



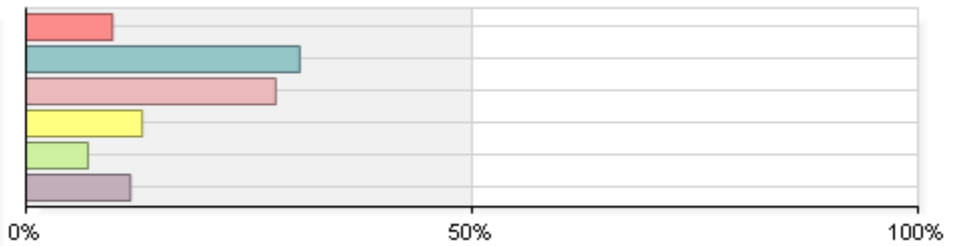
5. My work area/building is well-maintained

5 Strongly agree	183	13.7%
4 Agree	643	48.0%
3 Neutral	237	17.7%
2 Disagree	197	14.7%
1 Strongly disagree	74	5.5%
N/A Not applicable	6	0.4%
<b>Total</b>	<b>1340</b>	



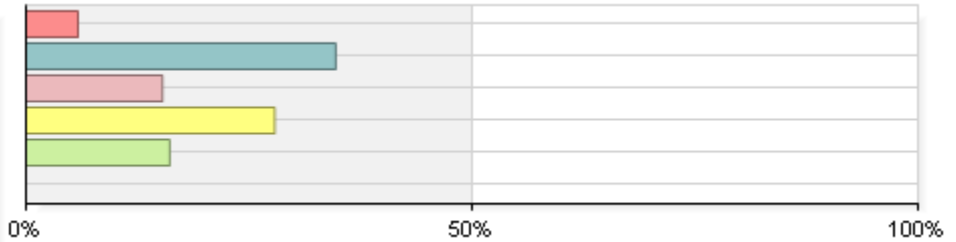
6. I believe that working conditions at UofL have improved over the last five years

5 Strongly agree	130	9.7%
4 Agree	412	30.7%
3 Neutral	376	28.0%
2 Disagree	175	13.0%
1 Strongly disagree	93	6.9%
N/A Not applicable	157	11.7%
<b>Total</b>	<b>1343</b>	



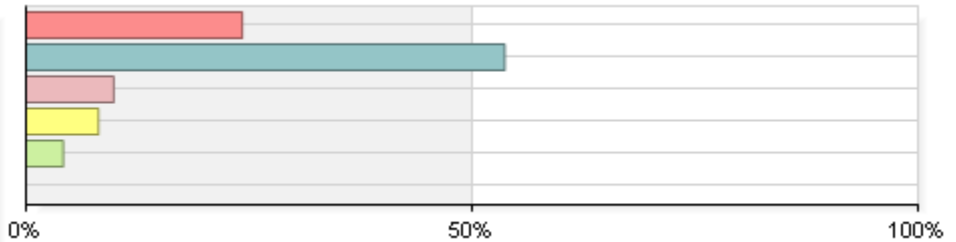
7. My department is adequately staffed to cover the regular workload

5 Strongly agree	78	5.8%
4 Agree	466	34.7%
3 Neutral	205	15.3%
2 Disagree	374	27.9%
1 Strongly disagree	216	16.1%
N/A Not applicable	3	0.2%
<b>Total</b>	<b>1342</b>	



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

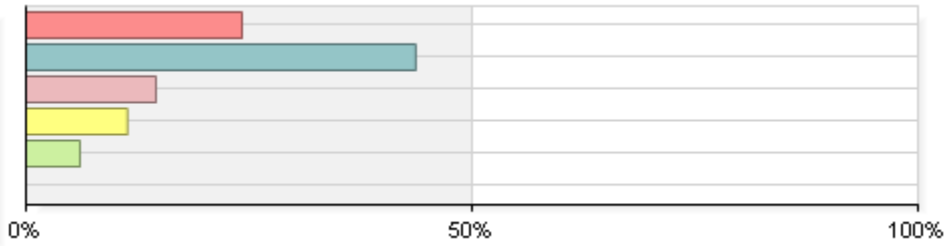
5 Strongly agree	325	24.2%
4 Agree	720	53.7%
3 Neutral	132	9.8%
2 Disagree	109	8.1%
1 Strongly disagree	56	4.2%
N/A Not applicable	0	0.0%
<b>Total</b>	<b>1342</b>	



**Work Environment: Read each of the following statements and indicate your level of agreement. (continued)**

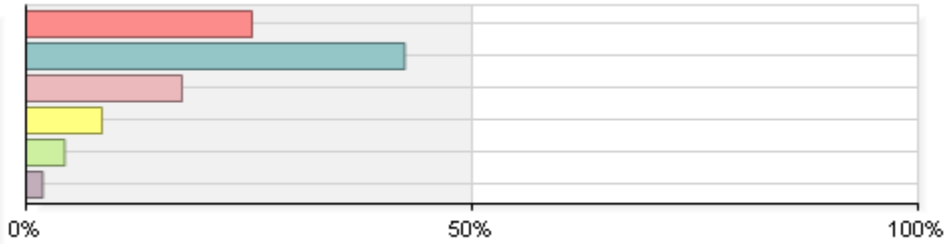
9. I am encouraged to offer suggestions

5 Strongly agree	324	24.2%
4 Agree	585	43.7%
3 Neutral	195	14.6%
2 Disagree	152	11.4%
1 Strongly disagree	81	6.0%
N/A Not applicable	2	0.1%
<b>Total</b>	<b>1339</b>	



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

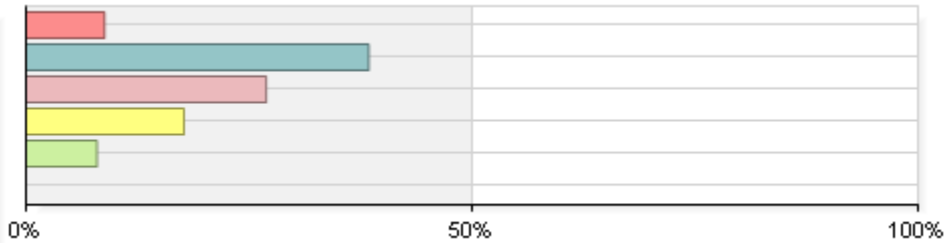
5 Strongly agree	339	25.3%
4 Agree	568	42.5%
3 Neutral	234	17.5%
2 Disagree	114	8.5%
1 Strongly disagree	58	4.3%
N/A Not applicable	25	1.9%
<b>Total</b>	<b>1338</b>	



**Administration & Communication: Read each of the following statements and indicate your level of agreement.**

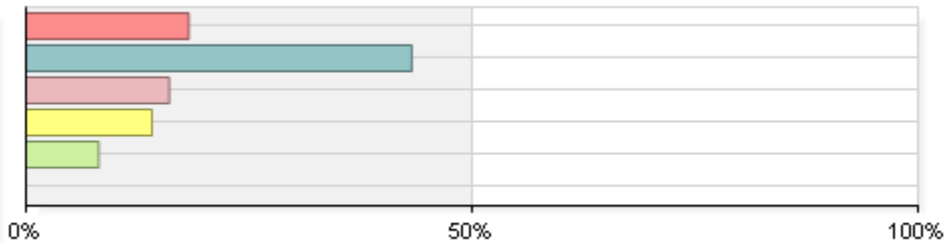
1. UofL is well run

5 Strongly agree	117	8.8%
4 Agree	512	38.4%
3 Neutral	359	26.9%
2 Disagree	236	17.7%
1 Strongly disagree	106	8.0%
N/A Not applicable	3	0.2%
<b>Total</b>	<b>1333</b>	



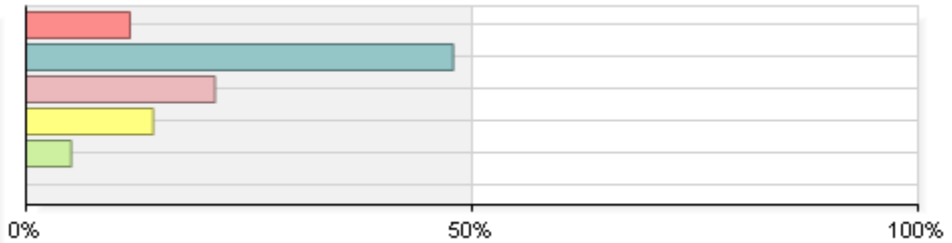
2. My supervisor or chair shares key information with me

5 Strongly agree	244	18.2%
4 Agree	579	43.2%
3 Neutral	215	16.1%
2 Disagree	189	14.1%
1 Strongly disagree	109	8.1%
N/A Not applicable	3	0.2%
<b>Total</b>	<b>1339</b>	



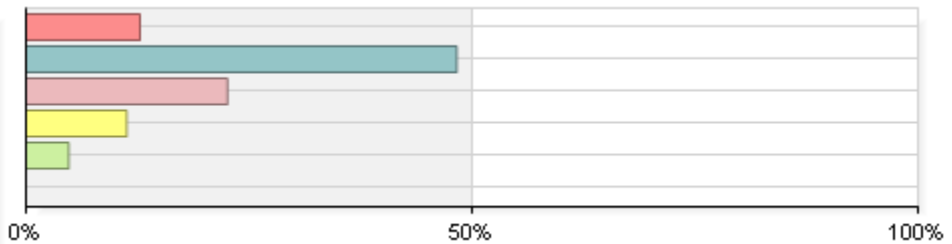
3. I am well-informed about policies and issues affecting me

5 Strongly agree	156	11.6%
4 Agree	642	47.9%
3 Neutral	284	21.2%
2 Disagree	191	14.2%
1 Strongly disagree	68	5.1%
N/A Not applicable	0	0.0%
<b>Total</b>	<b>1341</b>	



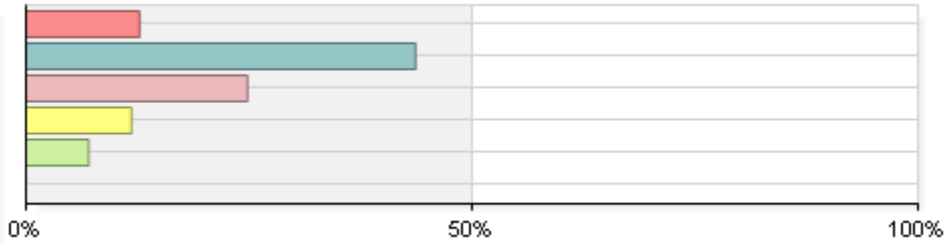
4. The administration shares information with the campus community

5 Strongly agree	171	12.8%
4 Agree	646	48.3%
3 Neutral	302	22.6%
2 Disagree	151	11.3%
1 Strongly disagree	64	4.8%
N/A Not applicable	4	0.3%
Total	1338	



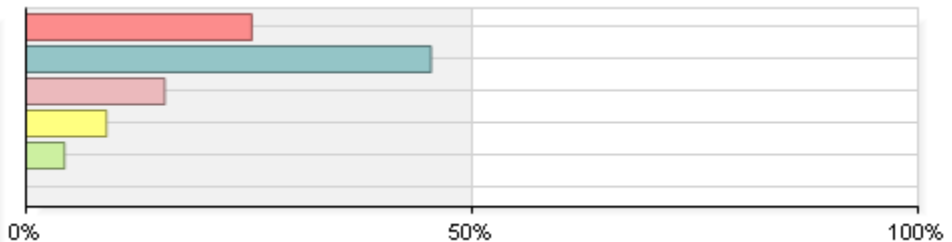
5. The administration cares about the well-being of faculty and staff

5 Strongly agree	170	12.7%
4 Agree	584	43.6%
3 Neutral	332	24.8%
2 Disagree	158	11.8%
1 Strongly disagree	94	7.0%
N/A Not applicable	0	0.0%
Total	1338	



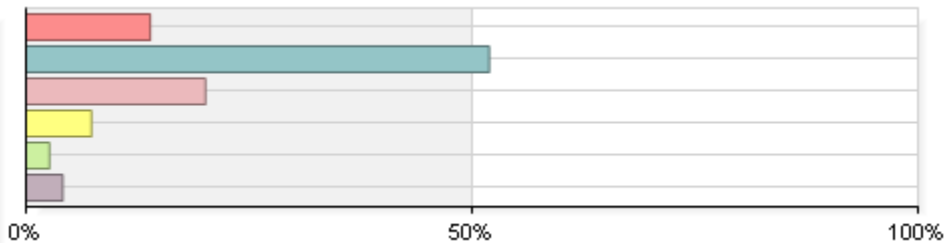
6. Co-workers in my department work well together as a team

5 Strongly agree	340	25.3%
4 Agree	610	45.4%
3 Neutral	209	15.6%
2 Disagree	121	9.0%
1 Strongly disagree	58	4.3%
N/A Not applicable	6	0.4%
Total	1344	



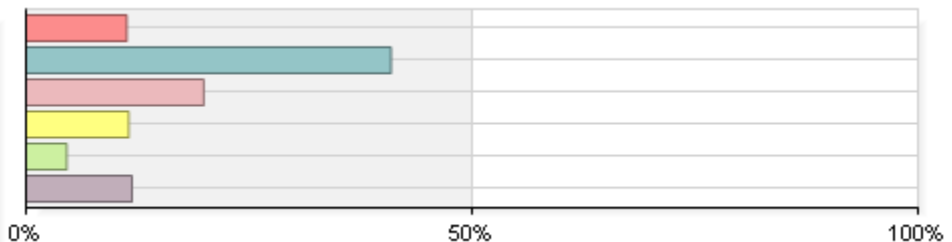
7. Other departments are willing to collaborate with me to help me do my job

5 Strongly agree	186	13.9%
4 Agree	694	51.9%
3 Neutral	269	20.1%
2 Disagree	98	7.3%
1 Strongly disagree	35	2.6%
N/A Not applicable	55	4.1%
Total	1337	



8. There is good communication and coordination between academic and non-academic personnel in my department

5 Strongly agree	151	11.3%
4 Agree	548	40.9%
3 Neutral	267	19.9%
2 Disagree	154	11.5%
1 Strongly disagree	61	4.6%
N/A Not applicable	159	11.9%
Total	1340	

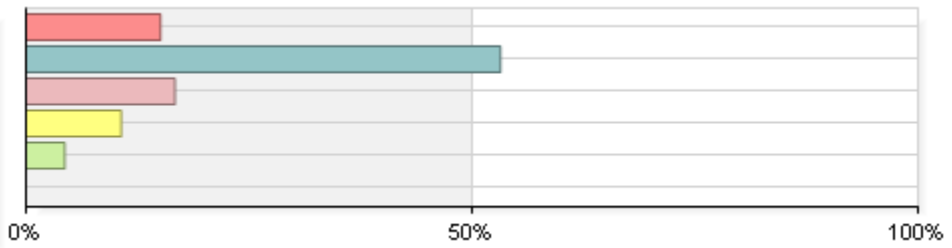




**Administration & Communication: Read each of the following statements and indicate your level of agreement. (continued)**

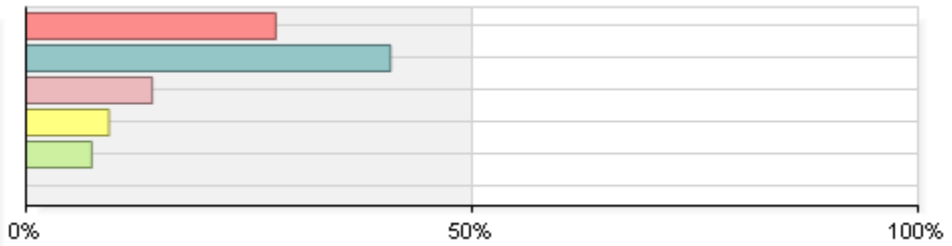
9. My job duties are clearly defined

5 Strongly agree	202	15.1%
4 Agree	713	53.2%
3 Neutral	224	16.7%
2 Disagree	143	10.7%
1 Strongly disagree	58	4.3%
N/A Not applicable	1	0.1%
<b>Total</b>	<b>1341</b>	



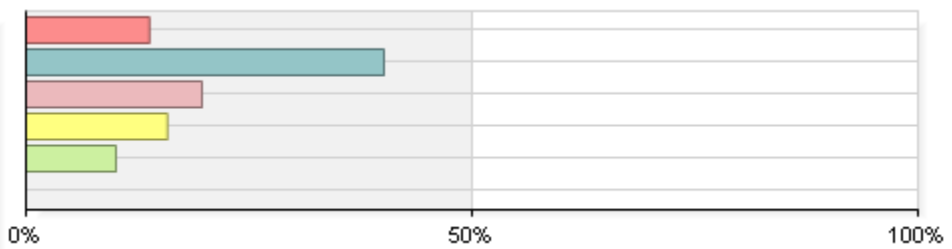
10. My supervisor or chair is consistent and fair

5 Strongly agree	376	28.0%
4 Agree	549	40.8%
3 Neutral	190	14.1%
2 Disagree	125	9.3%
1 Strongly disagree	99	7.4%
N/A Not applicable	5	0.4%
<b>Total</b>	<b>1344</b>	



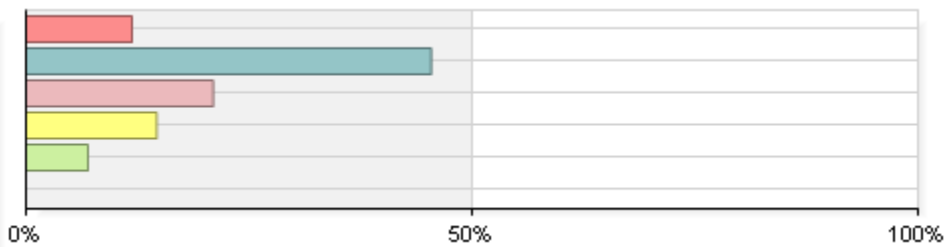
11. Policies are administered fairly and equally

5 Strongly agree	185	13.8%
4 Agree	537	40.1%
3 Neutral	264	19.7%
2 Disagree	212	15.8%
1 Strongly disagree	135	10.1%
N/A Not applicable	5	0.4%
<b>Total</b>	<b>1338</b>	



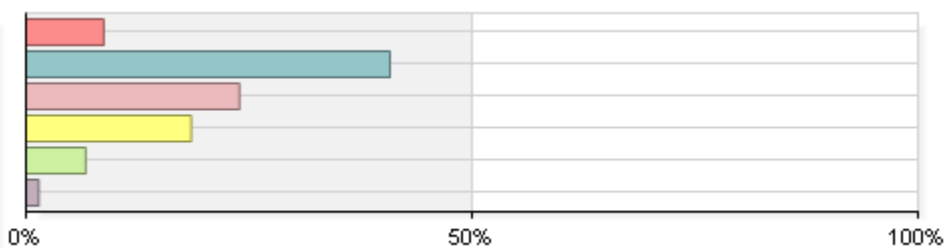
12. Policies are clearly defined

5 Strongly agree	159	11.9%
4 Agree	608	45.4%
3 Neutral	281	21.0%
2 Disagree	196	14.6%
1 Strongly disagree	93	6.9%
N/A Not applicable	2	0.1%
<b>Total</b>	<b>1339</b>	



13. Policies are easy to find online

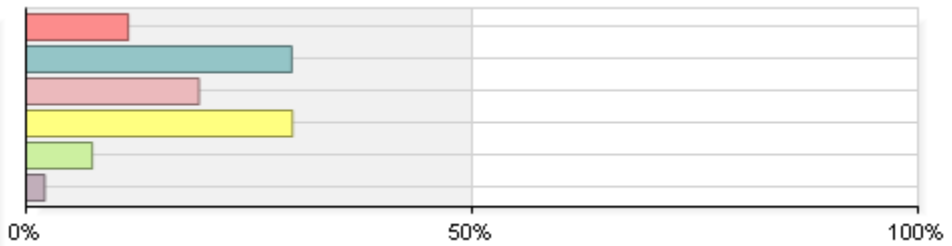
5 Strongly agree	116	8.7%
4 Agree	544	40.8%
3 Neutral	319	23.9%
2 Disagree	247	18.5%
1 Strongly disagree	89	6.7%
N/A Not applicable	19	1.4%
<b>Total</b>	<b>1334</b>	



**Work/Life Balance: Read each of the following statements and indicate your level of agreement.**

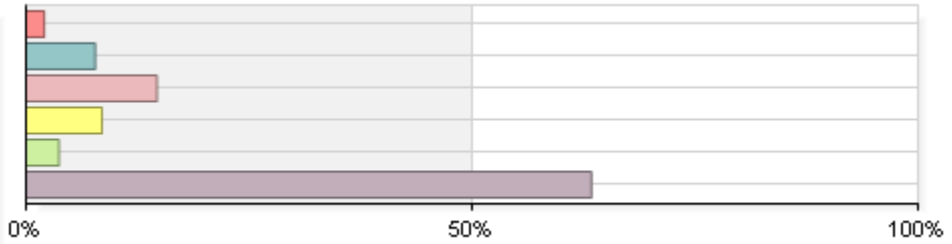
1. It is difficult to balance the needs of work and family

5 Strongly agree	153	11.5%
4 Agree	398	29.8%
3 Neutral	259	19.4%
2 Disagree	399	29.9%
1 Strongly disagree	99	7.4%
N/A Not applicable	28	2.1%
Total	1336	



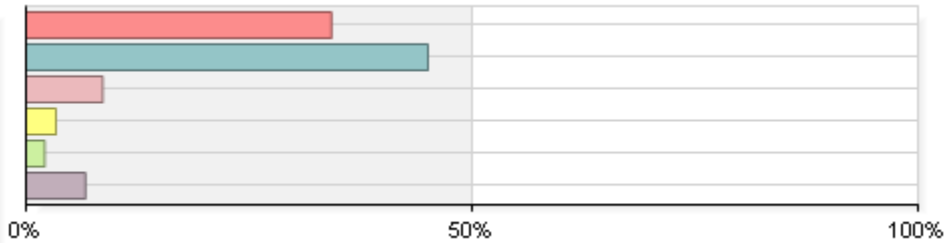
2. There are adequate childcare facilities on campus and in the surrounding area

5 Strongly agree	27	2.0%
4 Agree	103	7.7%
3 Neutral	195	14.7%
2 Disagree	113	8.5%
1 Strongly disagree	49	3.7%
N/A Not applicable	843	63.4%
Total	1330	



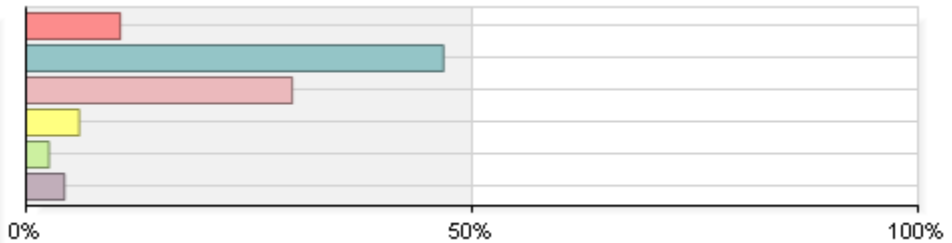
3. My supervisor or chair is understanding of family situations that force me to put my work on hold (such as illnesses, emergencies, death)

5 Strongly agree	458	34.2%
4 Agree	603	45.1%
3 Neutral	115	8.6%
2 Disagree	45	3.4%
1 Strongly disagree	28	2.1%
N/A Not applicable	89	6.7%
Total	1338	



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

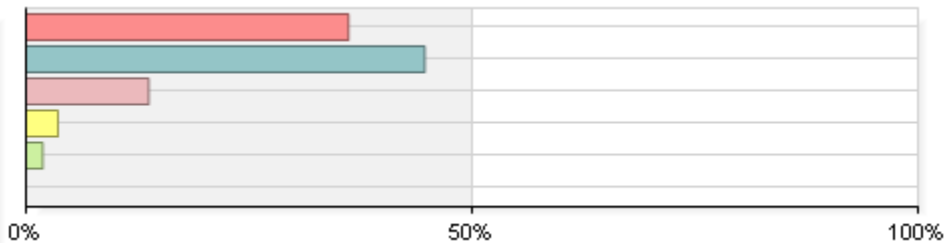
5 Strongly agree	140	10.6%
4 Agree	621	46.8%
3 Neutral	396	29.8%
2 Disagree	79	6.0%
1 Strongly disagree	34	2.6%
N/A Not applicable	57	4.3%
Total	1327	



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

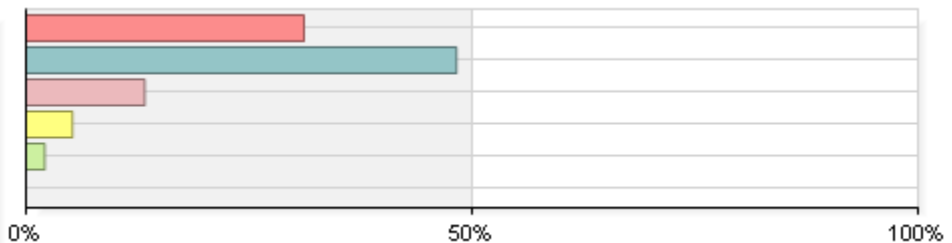
1. I am proud to be part of UofL

5 Strongly agree	487	36.2%
4 Agree	602	44.7%
3 Neutral	185	13.7%
2 Disagree	48	3.6%
1 Strongly disagree	25	1.9%
N/A Not applicable	0	0.0%
Total	1347	



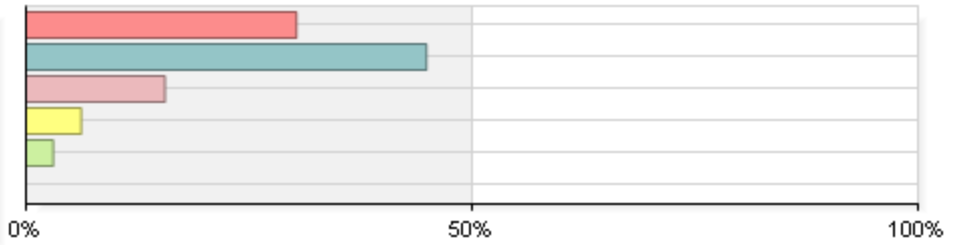
2. Overall, UofL is a good place to work

5 Strongly agree	419	31.2%
4 Agree	649	48.3%
3 Neutral	179	13.3%
2 Disagree	70	5.2%
1 Strongly disagree	28	2.1%
N/A Not applicable	0	0.0%
Total	1345	



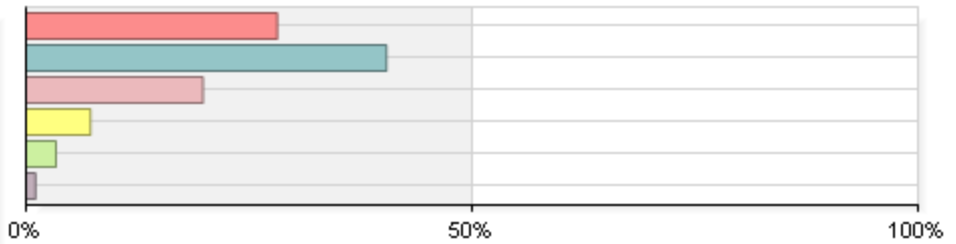
### 3. I would recommend UofL as a place of employment

5 Strongly agree	407	30.3%
4 Agree	603	44.9%
3 Neutral	209	15.6%
2 Disagree	83	6.2%
1 Strongly disagree	41	3.1%
N/A Not applicable	0	0.0%
<b>Total</b>	<b>1343</b>	



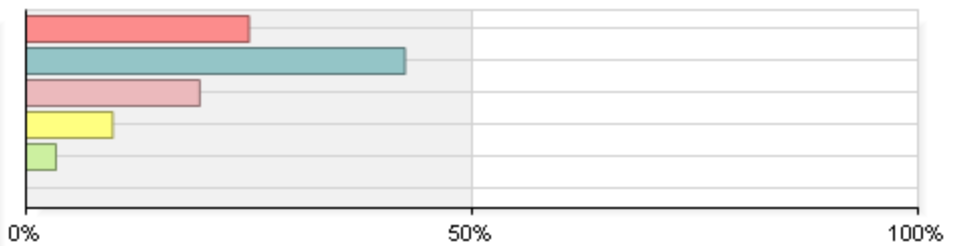
### 4. I would want my family and friends to attend UofL

5 Strongly agree	378	28.2%
4 Agree	542	40.4%
3 Neutral	266	19.8%
2 Disagree	97	7.2%
1 Strongly disagree	45	3.4%
N/A Not applicable	14	1.0%
<b>Total</b>	<b>1342</b>	



### 5. I am satisfied with my job

5 Strongly agree	335	25.0%
4 Agree	569	42.5%
3 Neutral	261	19.5%
2 Disagree	130	9.7%
1 Strongly disagree	45	3.4%
N/A Not applicable	0	0.0%
<b>Total</b>	<b>1340</b>	



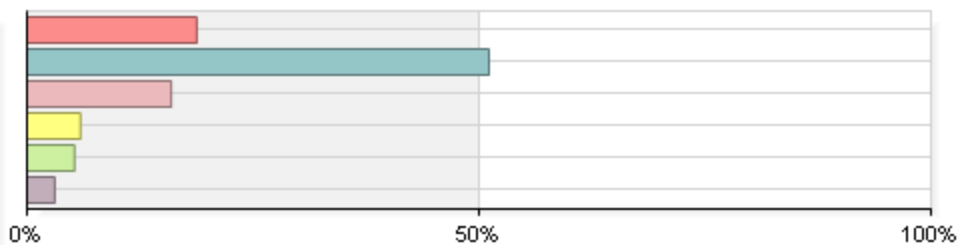
## Faculty

### Questions asked of full-time and part-time faculty

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

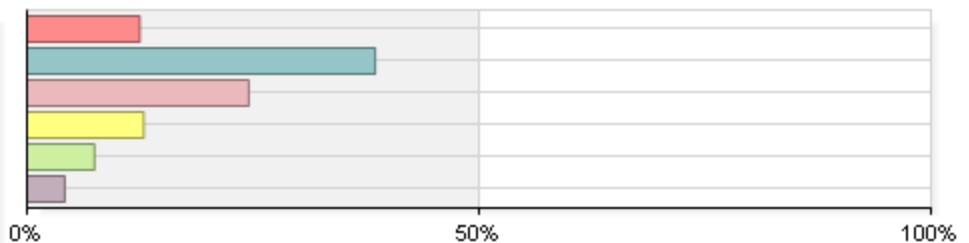
#### 1. Faculty are involved in decisions related to academics and the curriculum

5 Strongly agree	86	18.8%
4 Agree	234	51.1%
3 Neutral	73	15.9%
2 Disagree	27	5.9%
1 Strongly disagree	24	5.2%
N/A Not applicable	14	3.1%
<b>Total</b>	<b>458</b>	



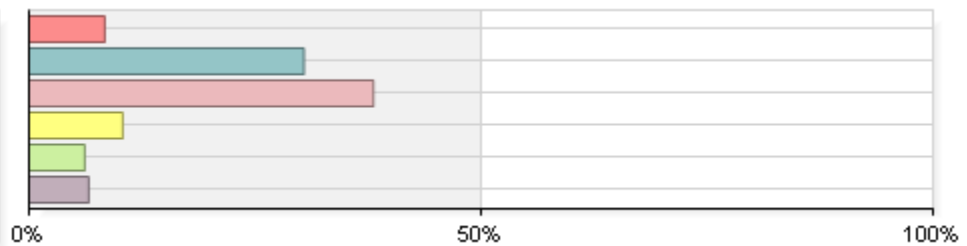
#### 2. The role of faculty in shared governance is clearly stated and recognized

5 Strongly agree	57	12.5%
4 Agree	176	38.5%
3 Neutral	112	24.5%
2 Disagree	59	12.9%
1 Strongly disagree	34	7.4%
N/A Not applicable	19	4.2%
<b>Total</b>	<b>457</b>	



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

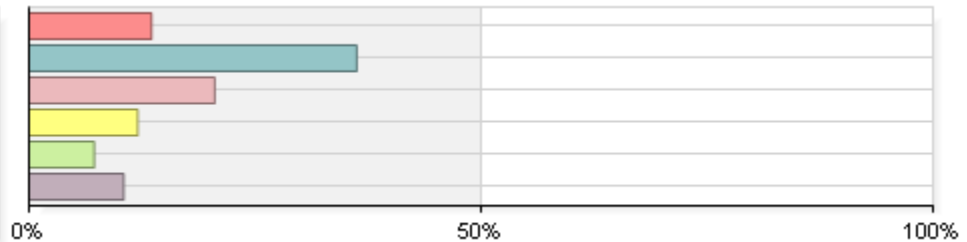
5 Strongly agree	38	8.4%
4 Agree	138	30.4%
3 Neutral	173	38.1%
2 Disagree	47	10.4%
1 Strongly disagree	28	6.2%
N/A Not applicable	30	6.6%
Total	454	



## I feel valued by UofL for my...

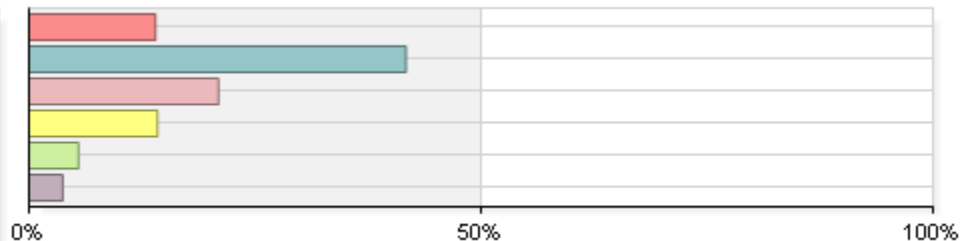
### 1. Research and scholarship

5 Strongly agree	62	13.5%
4 Agree	166	36.2%
3 Neutral	94	20.5%
2 Disagree	55	12.0%
1 Strongly disagree	33	7.2%
N/A Not applicable	48	10.5%
Total	458	



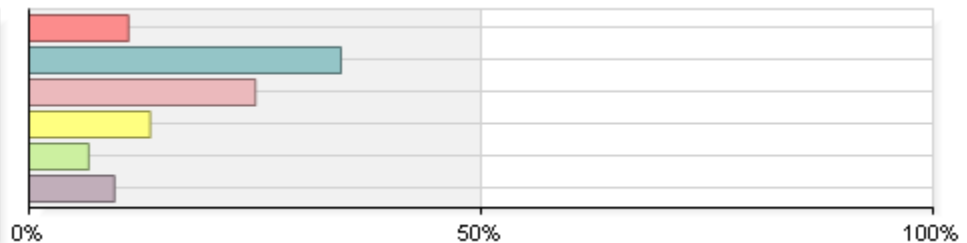
### 2. Service to the university

5 Strongly agree	64	14.0%
4 Agree	191	41.7%
3 Neutral	96	21.0%
2 Disagree	65	14.2%
1 Strongly disagree	25	5.5%
N/A Not applicable	17	3.7%
Total	458	



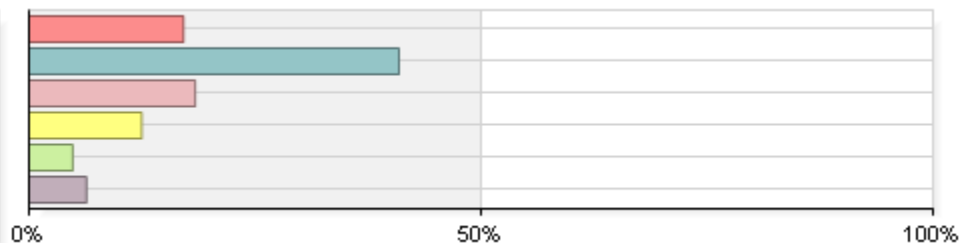
### 3. Service to the community

5 Strongly agree	50	11.0%
4 Agree	157	34.5%
3 Neutral	114	25.1%
2 Disagree	61	13.4%
1 Strongly disagree	30	6.6%
N/A Not applicable	43	9.5%
Total	455	



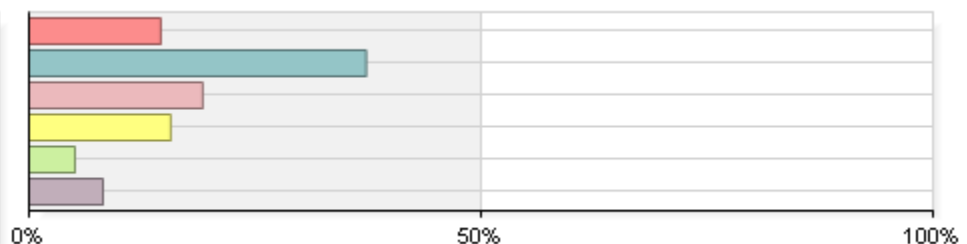
### 4. Teaching

5 Strongly agree	78	17.1%
4 Agree	187	40.9%
3 Neutral	84	18.4%
2 Disagree	57	12.5%
1 Strongly disagree	22	4.8%
N/A Not applicable	29	6.3%
Total	457	



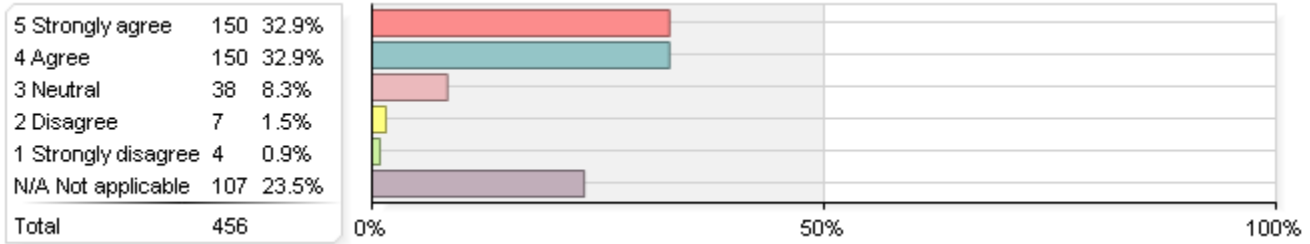
### 5. Mentoring of students

5 Strongly agree	66	14.6%
4 Agree	169	37.3%
3 Neutral	87	19.2%
2 Disagree	71	15.7%
1 Strongly disagree	23	5.1%
N/A Not applicable	37	8.2%
Total	453	

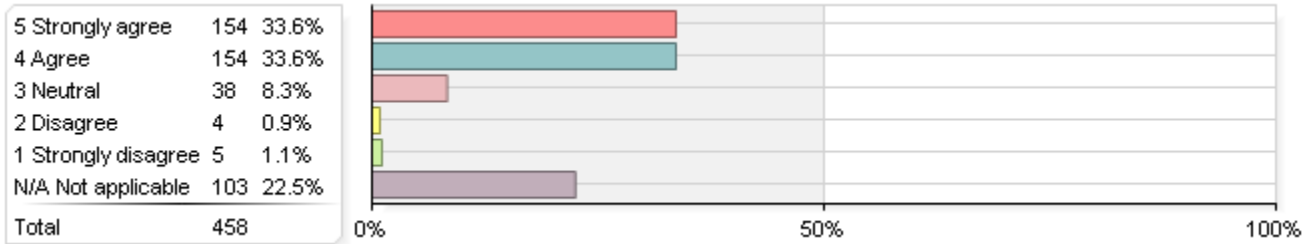


**Classroom/Learning Environment: Read each of the following statements and indicate your level of agreement.**

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



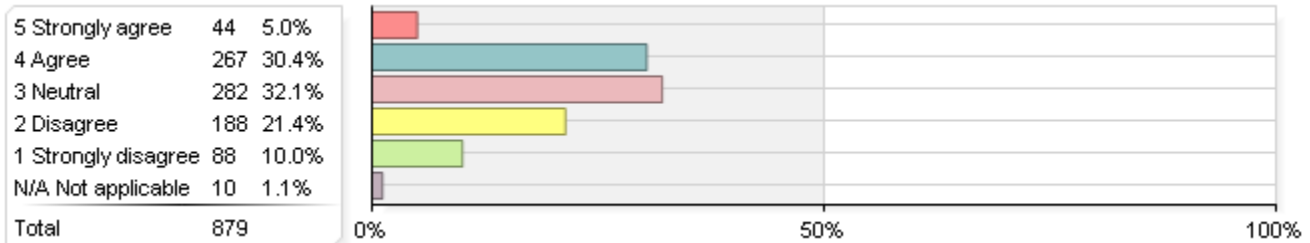
2. When appropriate, I present the contributions of women in my courses



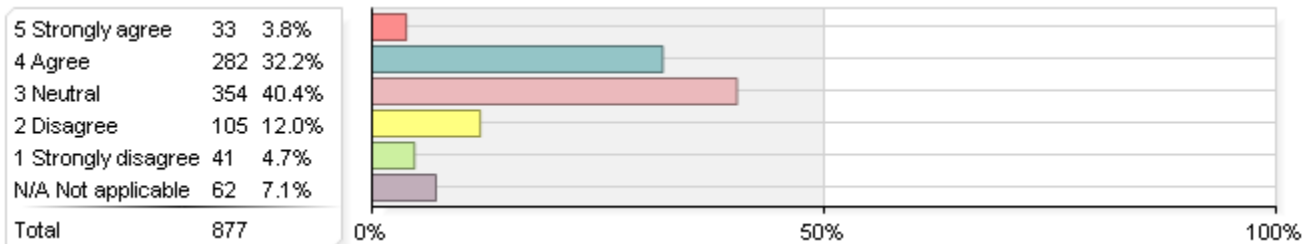
**Staff Questions asked only of staff**

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

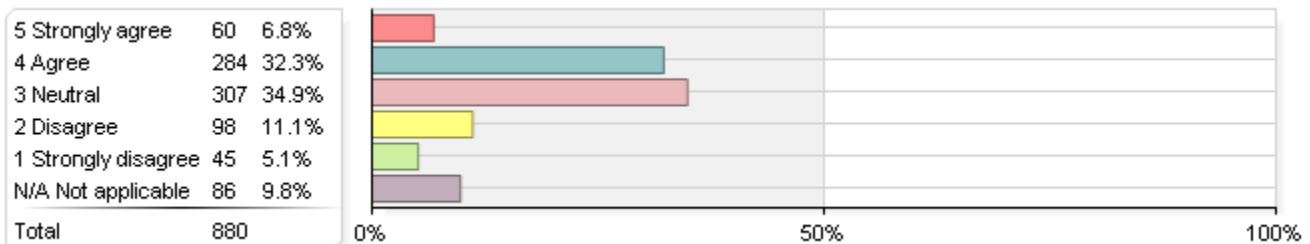
1. Staff have a voice in the direction of UofL



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

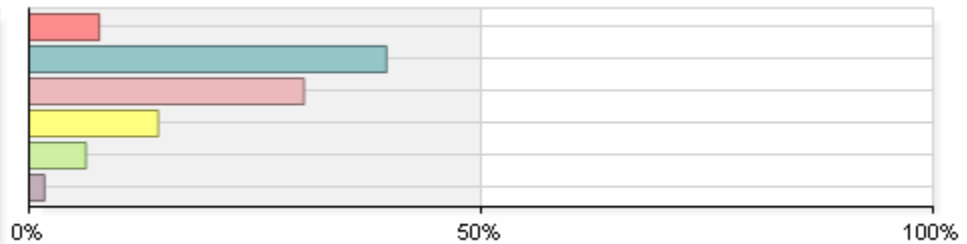


3. I feel valued by UofL for my service to the community



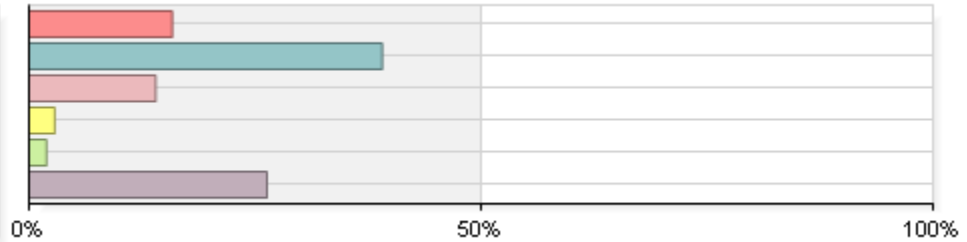
4. I feel valued by UofL for my service to the university

5 Strongly agree	68	7.8%
4 Agree	346	39.5%
3 Neutral	266	30.4%
2 Disagree	125	14.3%
1 Strongly disagree	55	6.3%
N/A Not applicable	15	1.7%
Total	875	



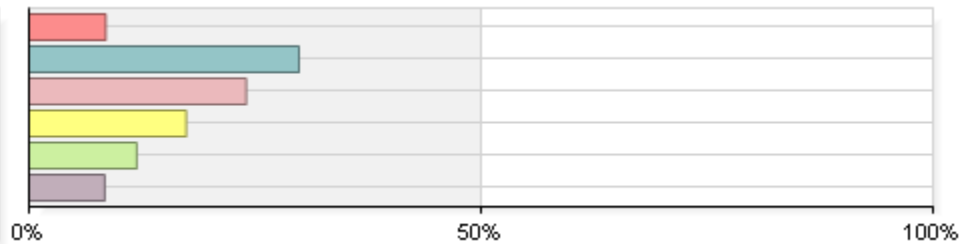
5. I am allowed to participate on university committees without it being charged to my leave time

5 Strongly agree	139	15.8%
4 Agree	343	39.1%
3 Neutral	123	14.0%
2 Disagree	25	2.8%
1 Strongly disagree	17	1.9%
N/A Not applicable	231	26.3%
Total	878	



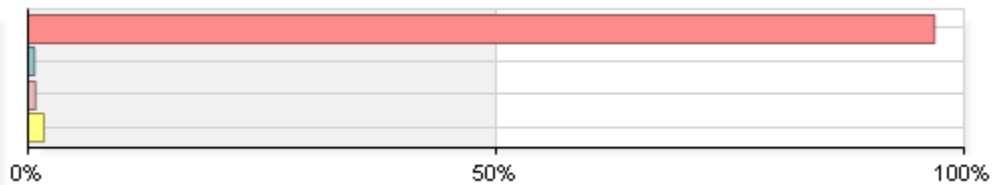
6. I am encouraged to prepare for promotional opportunities

5 Strongly agree	74	8.5%
4 Agree	261	29.9%
3 Neutral	210	24.0%
2 Disagree	152	17.4%
1 Strongly disagree	104	11.9%
N/A Not applicable	73	8.4%
Total	874	



What shift do you work most often?

1 Day	854	96.8%
2 Evening	6	0.7%
3 Night	7	0.8%
4 Rotating shifts	15	1.7%
Total	882	

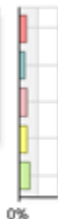


Part-time faculty

Questions asked only of part-time faculty

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

1 I have recently retired or am in the process of retiring from full-time employment	10	18.2%
2 I am an aspiring academic who is in the process of finishing or has recently finished the terminal degree in my field and teach part-time in preparation for a full-time academic position	8	14.5%
3 I am already an expert or professional, have full-time employment elsewhere and teach part-time as a way to network with others	11	20.0%
4 I am a freelancer and I teach part-time in addition to other employment	11	20.0%
5 Other, please specify	15	27.3%
Total	55	



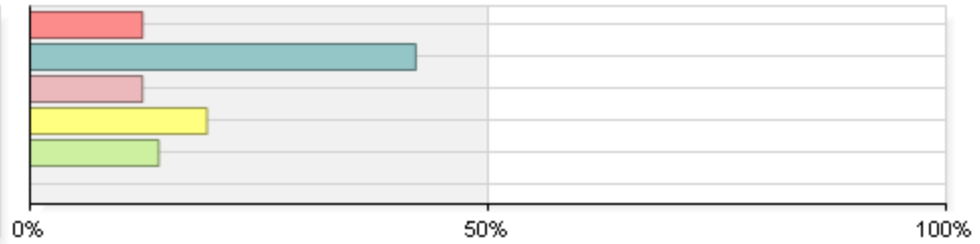
Options	Score	Count	Percentage
I have recently retired or am in the process of retiring from full-time employment	1	10	18.2%
I am an aspiring academic who is in the process of finishing or has recently finished the terminal degree in my field and teach part-time in preparation for a full-time academic position	2	8	14.5%
I am already an expert or professional, have full-time employment elsewhere and teach part-time as a way to network with others	3	11	20.0%

I am a freelancer and I teach part-time in addition to other employment	4	11	20.0%
Other, please specify	5	15	27.3%

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

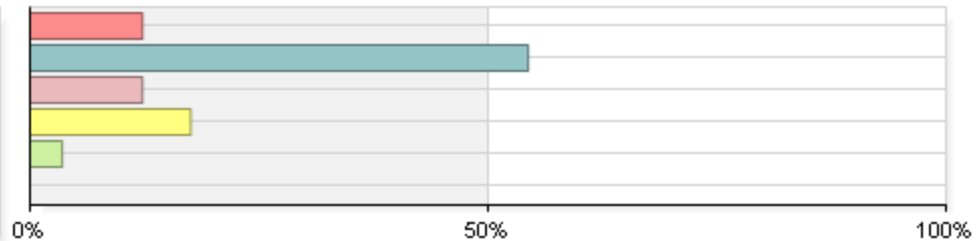
1. I am invited to participate in faculty meetings

5 Strongly agree	7	12.3%
4 Agree	24	42.1%
3 Neutral	7	12.3%
2 Disagree	11	19.3%
1 Strongly disagree	8	14.0%
N/A Not applicable	0	0.0%
<b>Total</b>	<b>57</b>	



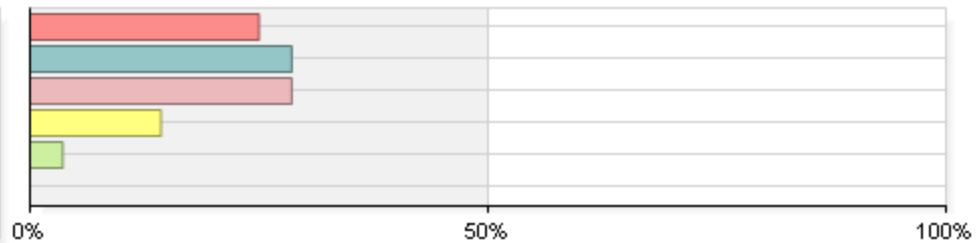
2. I receive information about UofL from my chair

5 Strongly agree	7	12.3%
4 Agree	31	54.4%
3 Neutral	7	12.3%
2 Disagree	10	17.5%
1 Strongly disagree	2	3.5%
N/A Not applicable	0	0.0%
<b>Total</b>	<b>57</b>	



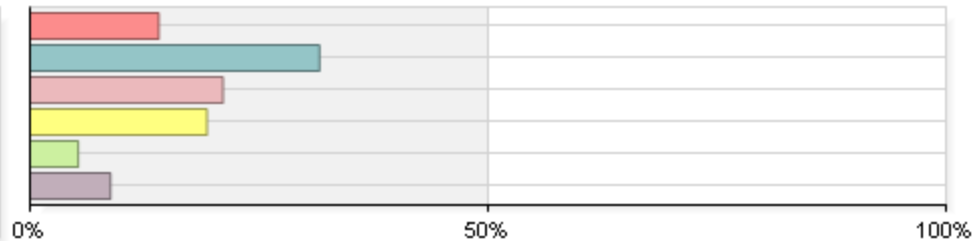
3. I am respected by full-time faculty in my department

5 Strongly agree	14	25.0%
4 Agree	16	28.6%
3 Neutral	16	28.6%
2 Disagree	8	14.3%
1 Strongly disagree	2	3.6%
N/A Not applicable	0	0.0%
<b>Total</b>	<b>56</b>	



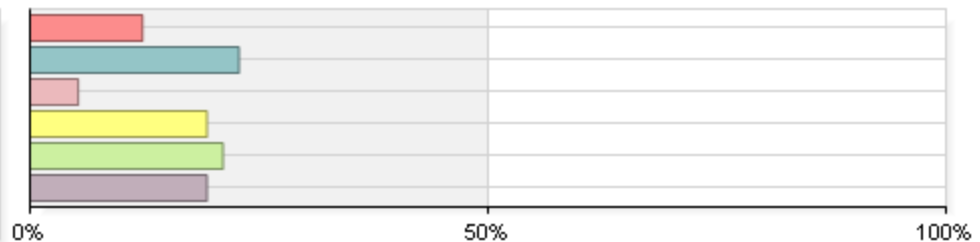
4. The classroom(s) and/or lab space assigned to me enables me to teach effectively

5 Strongly agree	8	14.0%
4 Agree	18	31.6%
3 Neutral	12	21.1%
2 Disagree	11	19.3%
1 Strongly disagree	3	5.3%
N/A Not applicable	5	8.8%
<b>Total</b>	<b>57</b>	



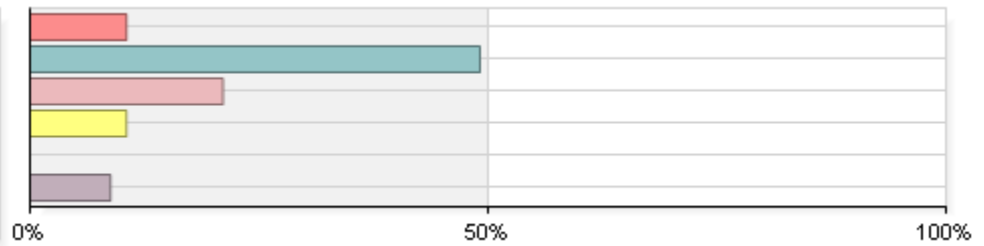
5. The office space assigned to me is adequate for me to meet with students

5 Strongly agree	7	12.3%
4 Agree	13	22.8%
3 Neutral	3	5.3%
2 Disagree	11	19.3%
1 Strongly disagree	12	21.1%
N/A Not applicable	11	19.3%
<b>Total</b>	<b>57</b>	



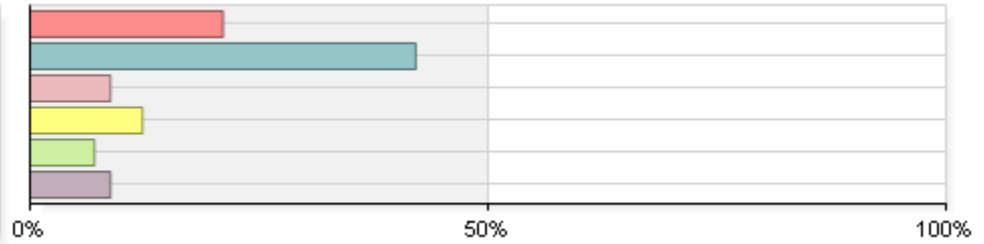
6. I am satisfied with the amount of notice I receive when the courses I teach are scheduled or changed

5 Strongly agree	6	10.5%
4 Agree	28	49.1%
3 Neutral	12	21.1%
2 Disagree	6	10.5%
1 Strongly disagree	0	0.0%
N/A Not applicable	5	8.8%
<b>Total</b>	<b>57</b>	



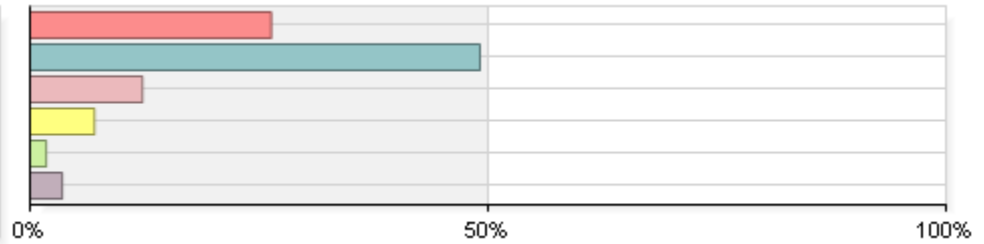
### 7. I am satisfied with the number of courses I am offered to teach

5 Strongly agree	12	21.1%
4 Agree	24	42.1%
3 Neutral	5	8.8%
2 Disagree	7	12.3%
1 Strongly disagree	4	7.0%
N/A Not applicable	5	8.8%
<b>Total</b>	<b>57</b>	



### 8. I am satisfied with the support I receive from IT

5 Strongly agree	15	26.3%
4 Agree	28	49.1%
3 Neutral	7	12.3%
2 Disagree	4	7.0%
1 Strongly disagree	1	1.8%
N/A Not applicable	2	3.5%
<b>Total</b>	<b>57</b>	

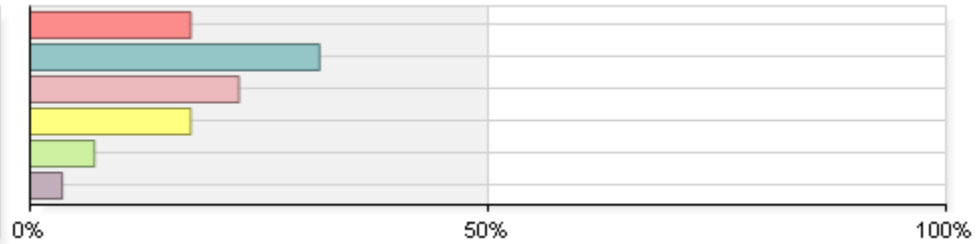




Read each of the following statements and indicate your level of agreement. (continued)

9. My chair gives me recognition for my work

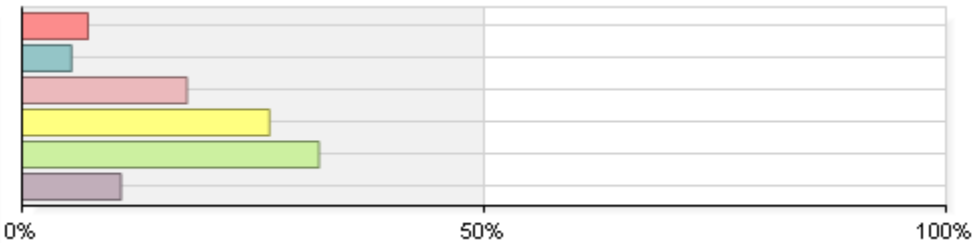
5 Strongly agree	10	17.5%
4 Agree	18	31.6%
3 Neutral	13	22.8%
2 Disagree	10	17.5%
1 Strongly disagree	4	7.0%
N/A Not applicable	2	3.5%
Total	57	



How frequently do you participate in the following activities?

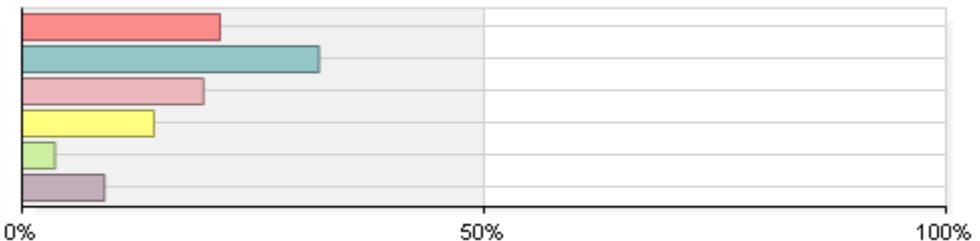
1. Serve on university committees

5 Very often	4	7.1%
4 Often	3	5.4%
3 Sometimes	10	17.9%
2 Rarely	15	26.8%
1 Never	18	32.1%
N/A Not applicable	6	10.7%
Total	56	



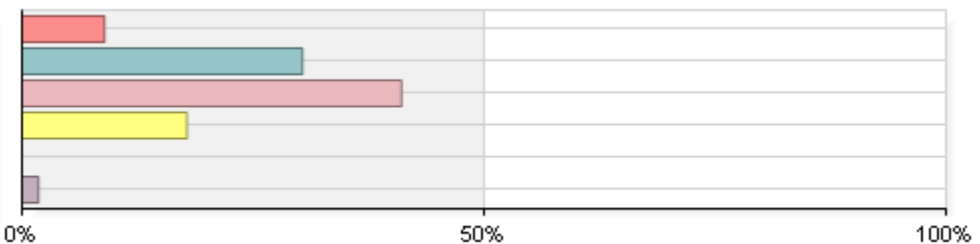
2. Advise students

5 Very often	12	21.4%
4 Often	18	32.1%
3 Sometimes	11	19.6%
2 Rarely	8	14.3%
1 Never	2	3.6%
N/A Not applicable	5	8.9%
Total	56	



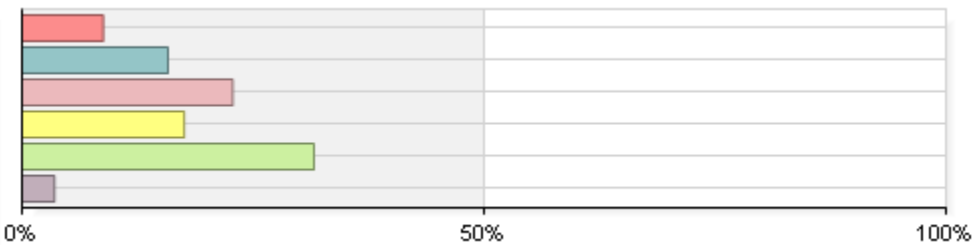
3. Attend UofL events

5 Very often	5	8.9%
4 Often	17	30.4%
3 Sometimes	23	41.1%
2 Rarely	10	17.9%
1 Never	0	0.0%
N/A Not applicable	1	1.8%
Total	56	



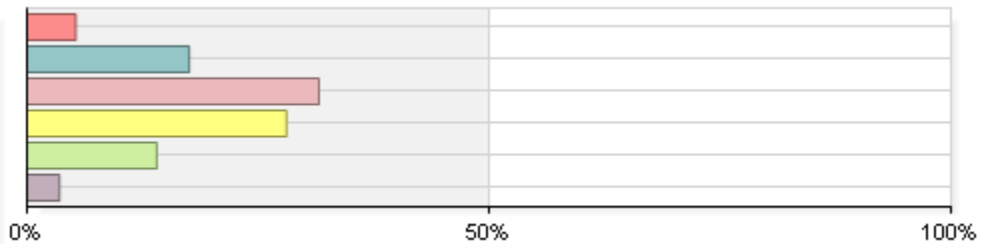
4. Attend department faculty meetings

5 Very often	5	8.8%
4 Often	9	15.8%
3 Sometimes	13	22.8%
2 Rarely	10	17.5%
1 Never	18	31.6%
N/A Not applicable	2	3.5%
Total	57	



5. Attend other department functions

5 Very often	3	5.3%
4 Often	10	17.5%
3 Sometimes	18	31.6%
2 Rarely	16	28.1%
1 Never	8	14.0%
N/A Not applicable	2	3.5%
Total	57	



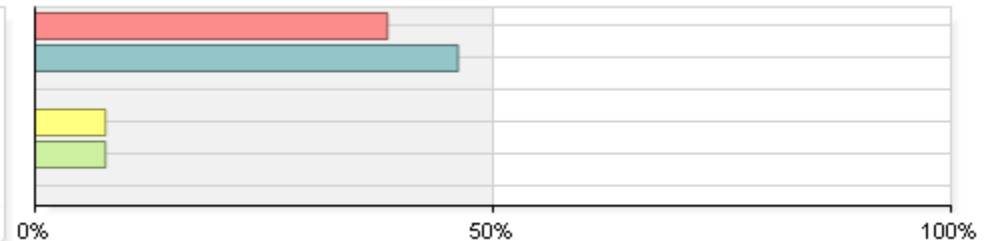
## Part-time staff

### Questions asked only of part-time staff

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

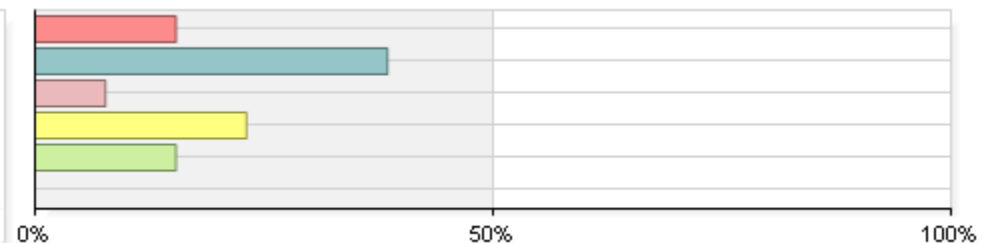
1. I am invited to participate in unit/department meetings

5 Strongly agree	5	38.5%
4 Agree	6	46.2%
3 Neutral	0	0.0%
2 Disagree	1	7.7%
1 Strongly disagree	1	7.7%
N/A Not applicable	0	0.0%
Total	13	



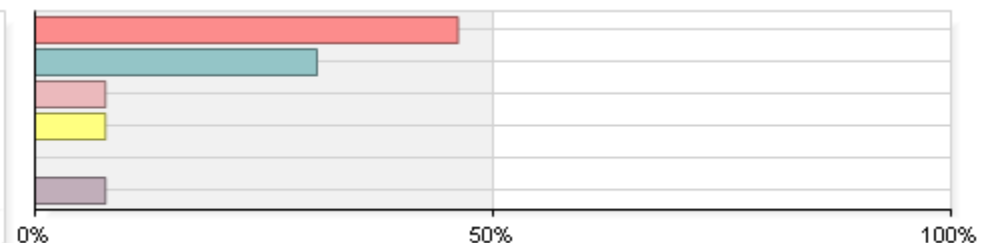
2. I receive information about UofL from my supervisor

5 Strongly agree	2	15.4%
4 Agree	5	38.5%
3 Neutral	1	7.7%
2 Disagree	3	23.1%
1 Strongly disagree	2	15.4%
N/A Not applicable	0	0.0%
Total	13	



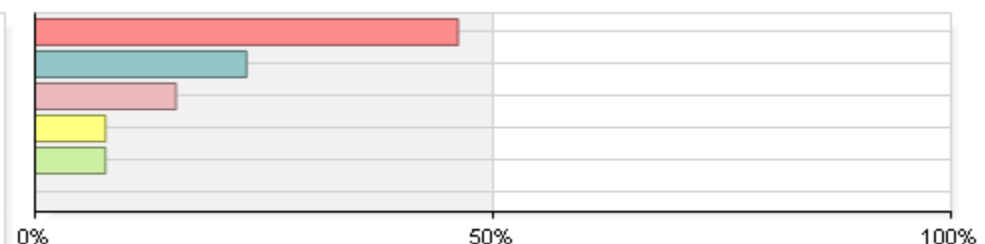
3. I am respected by full-time staff in my unit/department

5 Strongly agree	6	46.2%
4 Agree	4	30.8%
3 Neutral	1	7.7%
2 Disagree	1	7.7%
1 Strongly disagree	0	0.0%
N/A Not applicable	1	7.7%
Total	13	



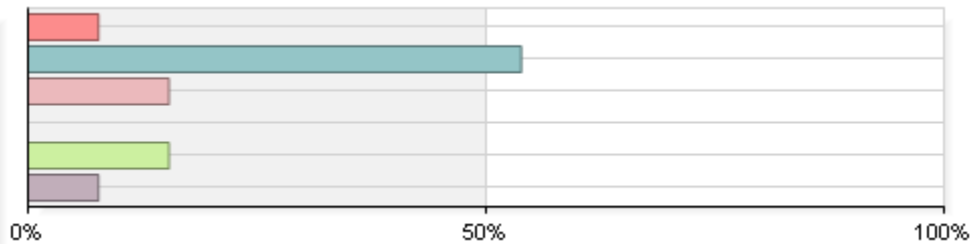
4. The office or work space assigned to me is adequate for me to do my job

5 Strongly agree	6	46.2%
4 Agree	3	23.1%
3 Neutral	2	15.4%
2 Disagree	1	7.7%
1 Strongly disagree	1	7.7%
N/A Not applicable	0	0.0%
Total	13	



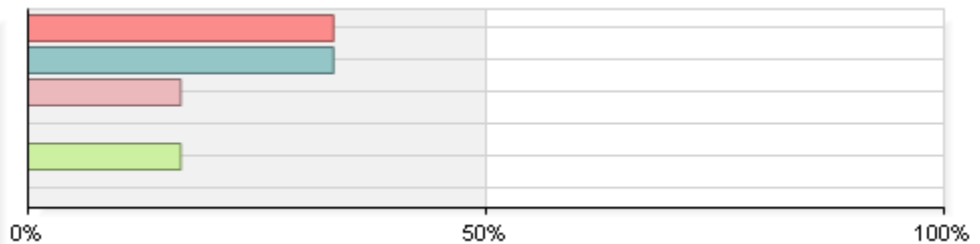
5. I am satisfied with the amount of notice I receive when my workload is changed

5 Strongly agree	1	7.7%
4 Agree	7	53.8%
3 Neutral	2	15.4%
2 Disagree	0	0.0%
1 Strongly disagree	2	15.4%
N/A Not applicable	1	7.7%
Total	13	



### 6. My supervisor gives me recognition for my work

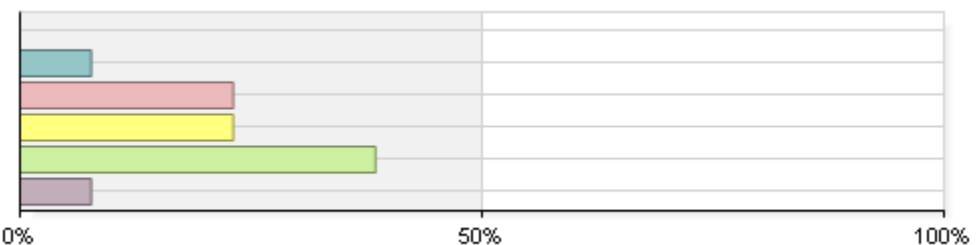
5 Strongly agree	4	33.3%
4 Agree	4	33.3%
3 Neutral	2	16.7%
2 Disagree	0	0.0%
1 Strongly disagree	2	16.7%
N/A Not applicable	0	0.0%
Total	12	



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

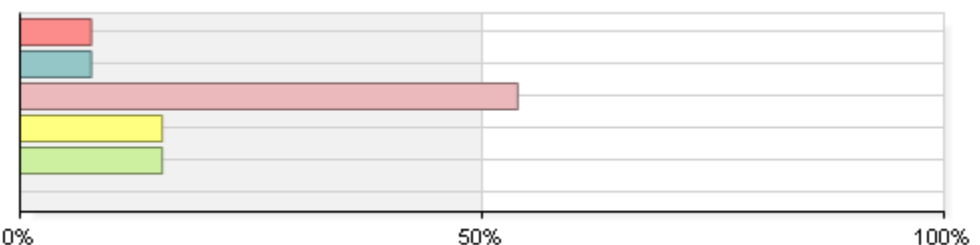
### 1. Serve on university committees

5 Very often	0	0.0%
4 Often	1	7.7%
3 Sometimes	3	23.1%
2 Rarely	3	23.1%
1 Never	5	38.5%
N/A Not applicable	1	7.7%
Total	13	



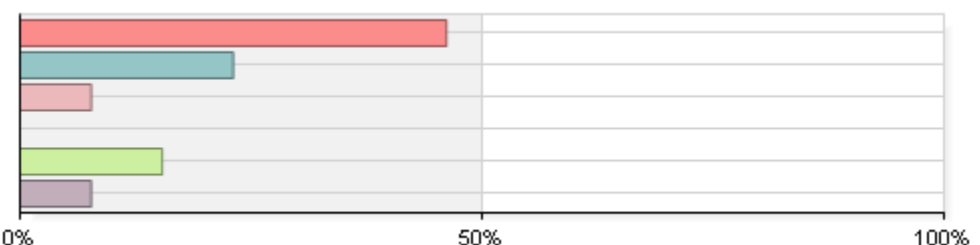
### 2. Attend UofL events

5 Very often	1	7.7%
4 Often	1	7.7%
3 Sometimes	7	53.8%
2 Rarely	2	15.4%
1 Never	2	15.4%
N/A Not applicable	0	0.0%
Total	13	



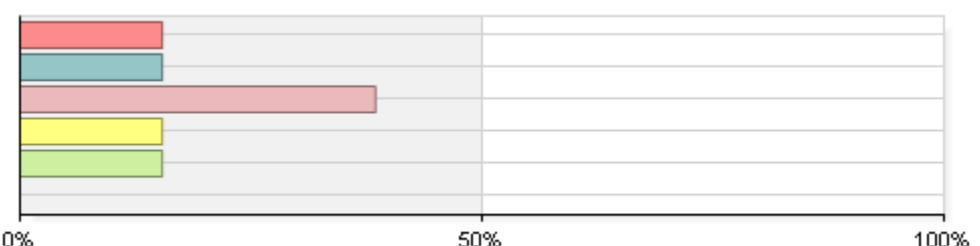
### 3. Attend unit/department staff meetings

5 Very often	6	46.2%
4 Often	3	23.1%
3 Sometimes	1	7.7%
2 Rarely	0	0.0%
1 Never	2	15.4%
N/A Not applicable	1	7.7%
Total	13	



### 4. Attend other unit/department functions

5 Very often	2	15.4%
4 Often	2	15.4%
3 Sometimes	5	38.5%
2 Rarely	2	15.4%
1 Never	2	15.4%
N/A Not applicable	0	0.0%
Total	13	

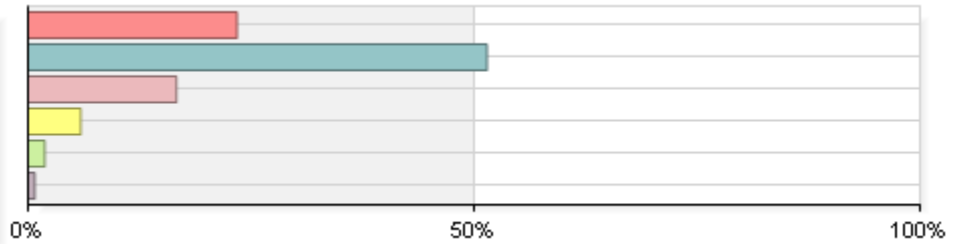


# Diversity & Inclusion

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

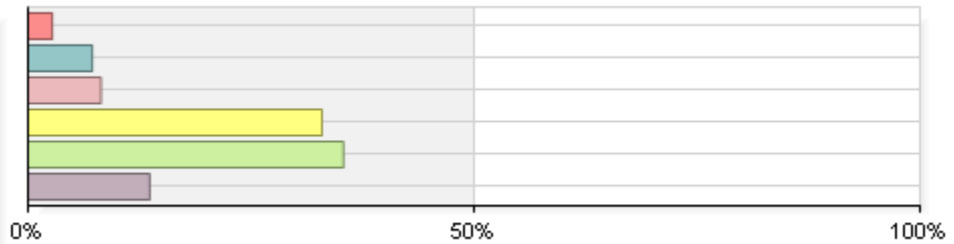
1. UofL has done a good job supporting diversity

5 Strongly agree	314	23.4%
4 Agree	690	51.5%
3 Neutral	223	16.6%
2 Disagree	79	5.9%
1 Strongly disagree	25	1.9%
N/A Not applicable	10	0.7%
<b>Total</b>	<b>1341</b>	



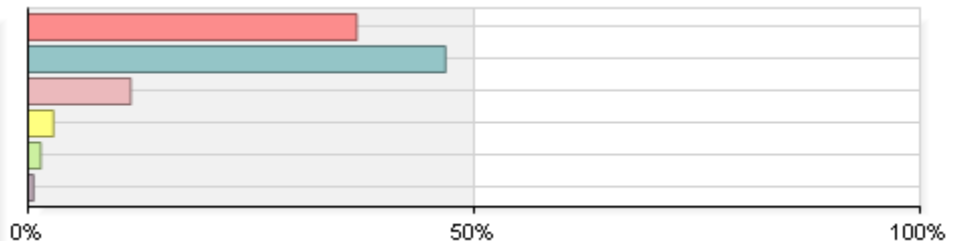
2. I have been a target of racial/ethnic stereotyping at UofL

5 Strongly agree	36	2.7%
4 Agree	96	7.2%
3 Neutral	109	8.2%
2 Disagree	440	33.0%
1 Strongly disagree	472	35.4%
N/A Not applicable	182	13.6%
<b>Total</b>	<b>1335</b>	



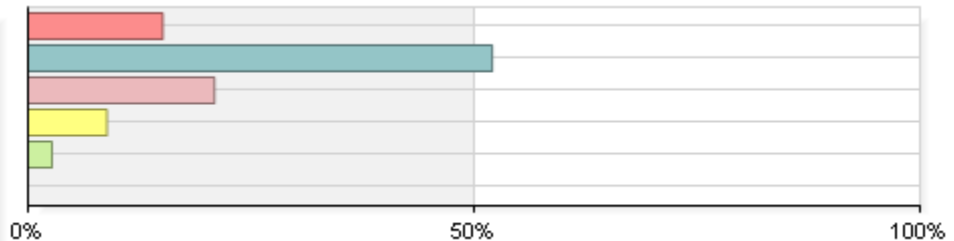
3. I believe that learning about people from a variety of different cultures is an important part of my work environment

5 Strongly agree	493	36.8%
4 Agree	626	46.8%
3 Neutral	154	11.5%
2 Disagree	38	2.8%
1 Strongly disagree	19	1.4%
N/A Not applicable	8	0.6%
<b>Total</b>	<b>1338</b>	



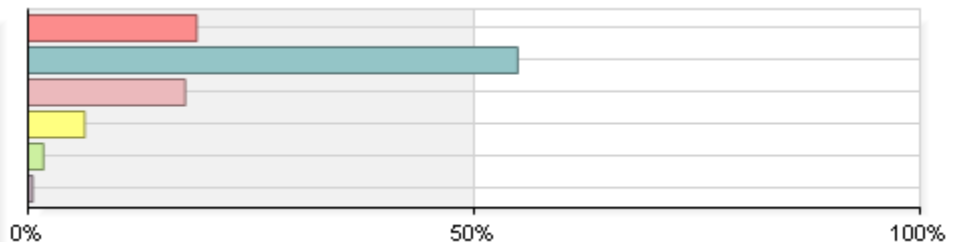
4. UofL has a good image

5 Strongly agree	203	15.1%
4 Agree	700	52.0%
3 Neutral	281	20.9%
2 Disagree	119	8.8%
1 Strongly disagree	36	2.7%
N/A Not applicable	6	0.4%
<b>Total</b>	<b>1345</b>	



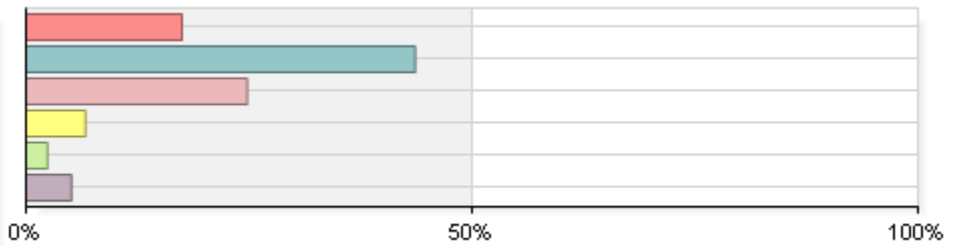
5. Overall, I am welcomed and encouraged at UofL

5 Strongly agree	253	18.9%
4 Agree	735	54.9%
3 Neutral	236	17.6%
2 Disagree	85	6.3%
1 Strongly disagree	23	1.7%
N/A Not applicable	7	0.5%
<b>Total</b>	<b>1339</b>	



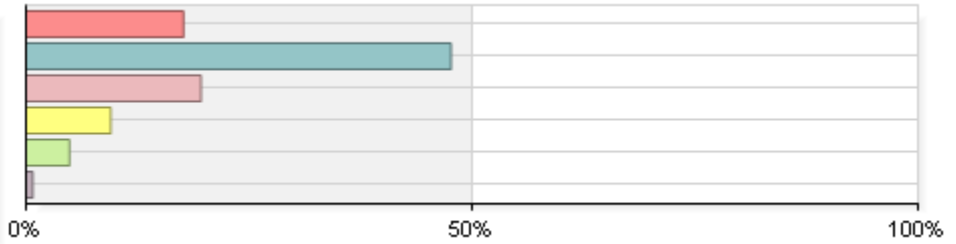
6. UofL practices affirmative action in hiring and promotion

5 Strongly agree	234	17.5%
4 Agree	584	43.6%
3 Neutral	332	24.8%
2 Disagree	89	6.6%
1 Strongly disagree	32	2.4%
N/A Not applicable	68	5.1%
<b>Total</b>	<b>1339</b>	



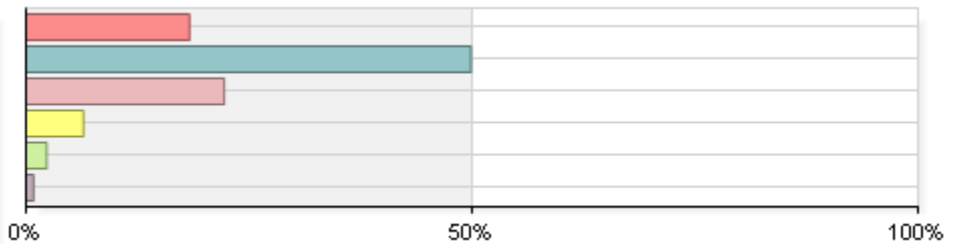
7. UofL provides an open environment for the free expression of all ideas, beliefs, and opinions

5 Strongly agree	236	17.7%
4 Agree	637	47.6%
3 Neutral	262	19.6%
2 Disagree	127	9.5%
1 Strongly disagree	65	4.9%
N/A Not applicable	10	0.7%
<b>Total</b>	<b>1337</b>	



8. The campus has a welcoming culture that embraces everyone

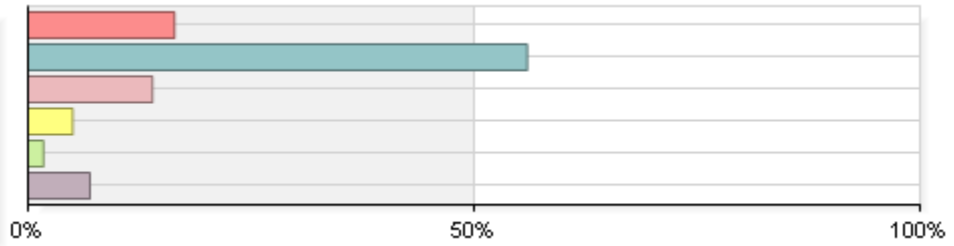
5 Strongly agree	245	18.3%
4 Agree	667	49.9%
3 Neutral	297	22.2%
2 Disagree	86	6.4%
1 Strongly disagree	31	2.3%
N/A Not applicable	11	0.8%
<b>Total</b>	<b>1337</b>	



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

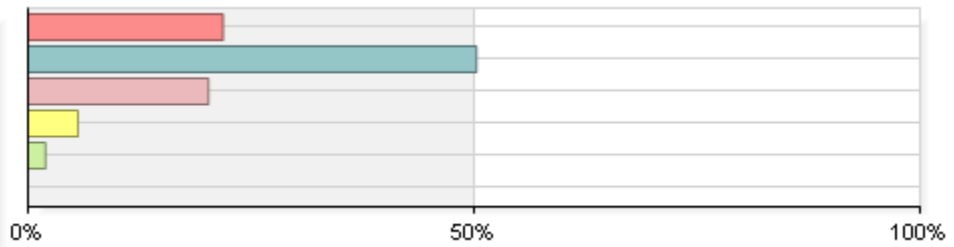
9. UofL is accessible to people with disabilities

5 Strongly agree	220	16.4%
4 Agree	750	56.0%
3 Neutral	187	14.0%
2 Disagree	67	5.0%
1 Strongly disagree	23	1.7%
N/A Not applicable	93	6.9%
<b>Total</b>	<b>1340</b>	



10. I feel that I belong at UofL

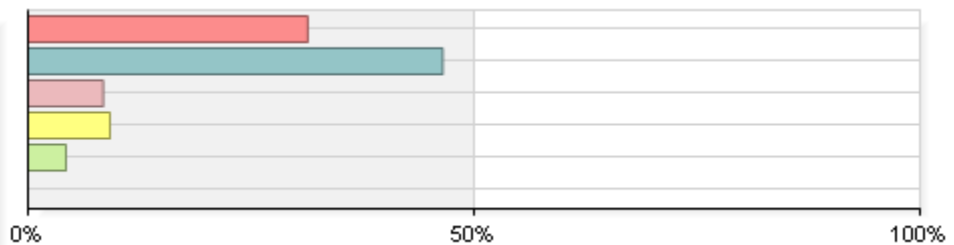
5 Strongly agree	293	21.8%
4 Agree	674	50.3%
3 Neutral	271	20.2%
2 Disagree	75	5.6%
1 Strongly disagree	26	1.9%
N/A Not applicable	2	0.1%
<b>Total</b>	<b>1341</b>	



**Thinking about the unit in which you work, read each of the following statements and indicate your level of agreement.**

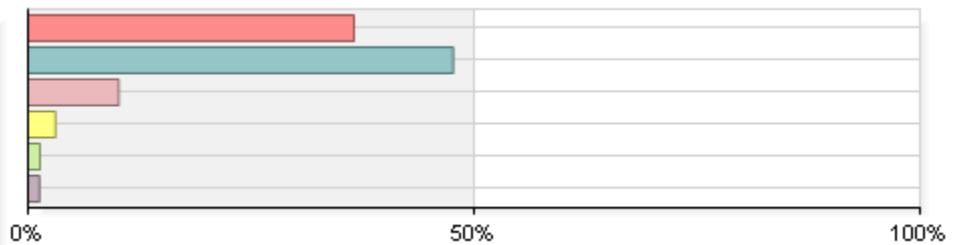
1. I am not aware of any racial/ethnic inequities in my unit/department

5 Strongly agree	420	31.3%
4 Agree	623	46.5%
3 Neutral	113	8.4%
2 Disagree	123	9.2%
1 Strongly disagree	57	4.3%
N/A Not applicable	4	0.3%
<b>Total</b>	<b>1340</b>	



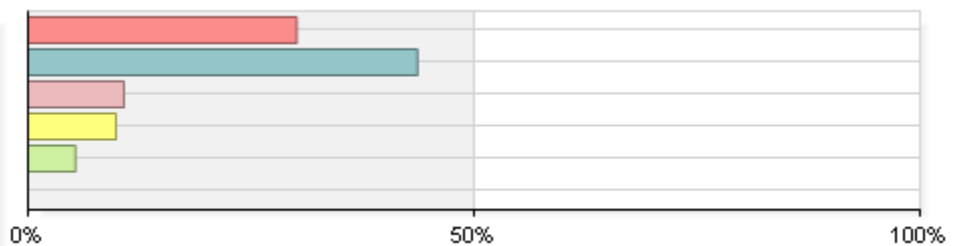
2. The leadership of my unit/department adheres to university policies against racial/ethnic harassment

5 Strongly agree	489	36.5%
4 Agree	638	47.6%
3 Neutral	136	10.2%
2 Disagree	41	3.1%
1 Strongly disagree	18	1.3%
N/A Not applicable	17	1.3%
<b>Total</b>	<b>1339</b>	



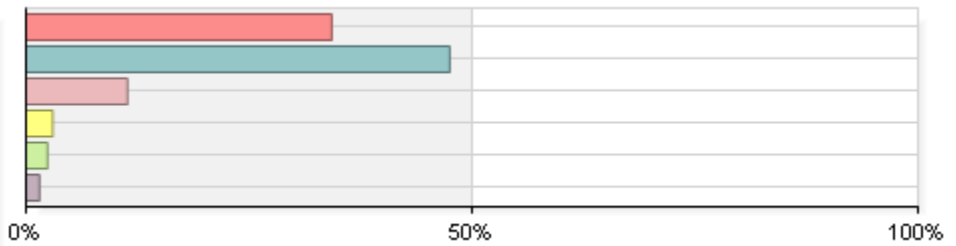
3. I am not aware of any gender inequities in my unit/department

5 Strongly agree	403	30.1%
4 Agree	584	43.6%
3 Neutral	144	10.8%
2 Disagree	132	9.9%
1 Strongly disagree	71	5.3%
N/A Not applicable	4	0.3%
<b>Total</b>	<b>1338</b>	



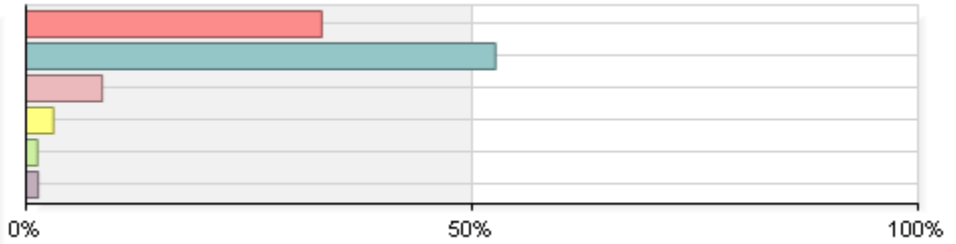
4. The leadership of my unit/department adheres to university policies against gender harassment

5 Strongly agree	458	34.3%
4 Agree	635	47.5%
3 Neutral	152	11.4%
2 Disagree	40	3.0%
1 Strongly disagree	32	2.4%
N/A Not applicable	20	1.5%
Total	1337	



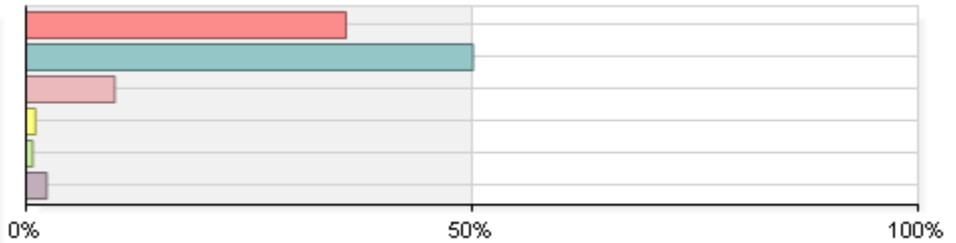
5. I am not aware of any inequities based on sexual orientation in my unit/department

5 Strongly agree	442	33.1%
4 Agree	702	52.6%
3 Neutral	114	8.5%
2 Disagree	41	3.1%
1 Strongly disagree	17	1.3%
N/A Not applicable	18	1.3%
Total	1334	



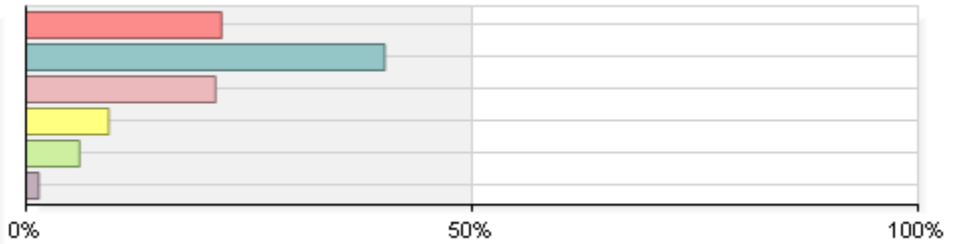
6. The leadership of my unit/department adheres to university policies against harassment based on sexual orientation

5 Strongly agree	480	35.8%
4 Agree	671	50.1%
3 Neutral	133	9.9%
2 Disagree	14	1.0%
1 Strongly disagree	10	0.7%
N/A Not applicable	31	2.3%
Total	1339	



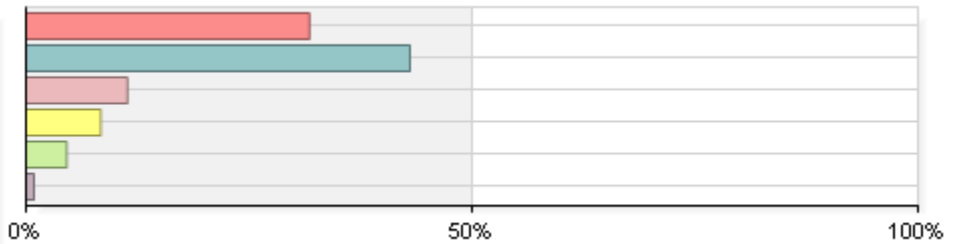
7. My unit/department enhances organizational communication that encourages diverse perspectives in decision-making

5 Strongly agree	293	21.9%
4 Agree	538	40.2%
3 Neutral	284	21.2%
2 Disagree	124	9.3%
1 Strongly disagree	80	6.0%
N/A Not applicable	19	1.4%
Total	1338	



8. Behaviors which are offensive, malicious, or insulting are not accepted in my unit/department

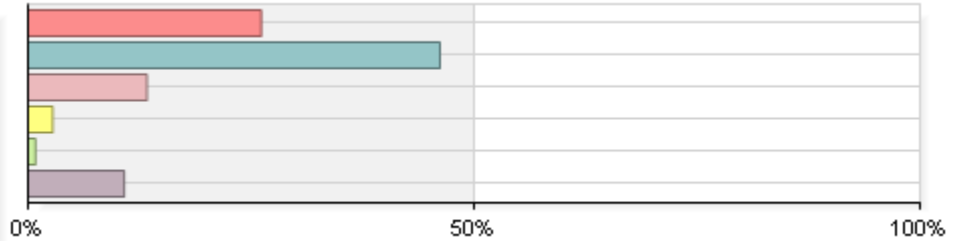
5 Strongly agree	425	31.8%
4 Agree	576	43.0%
3 Neutral	152	11.4%
2 Disagree	112	8.4%
1 Strongly disagree	61	4.6%
N/A Not applicable	12	0.9%
Total	1338	



**Thinking about the unit in which you work, read each of the following statements and indicate your level of agreement. (continued)**

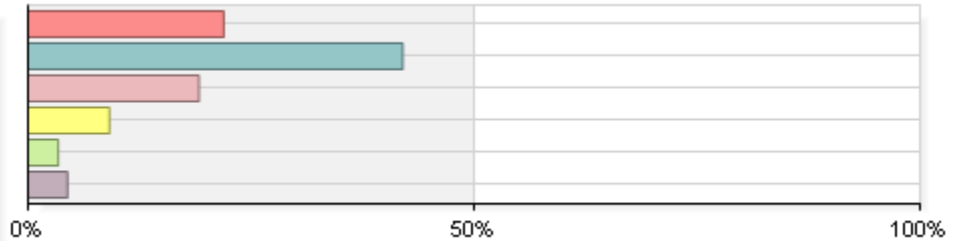
9. Appropriate accommodations are made to meet the needs of staff and students with disabilities in my unit/department

5 Strongly agree	349	26.1%
4 Agree	617	46.2%
3 Neutral	178	13.3%
2 Disagree	37	2.8%
1 Strongly disagree	11	0.8%
N/A Not applicable	144	10.8%
<b>Total</b>	<b>1336</b>	



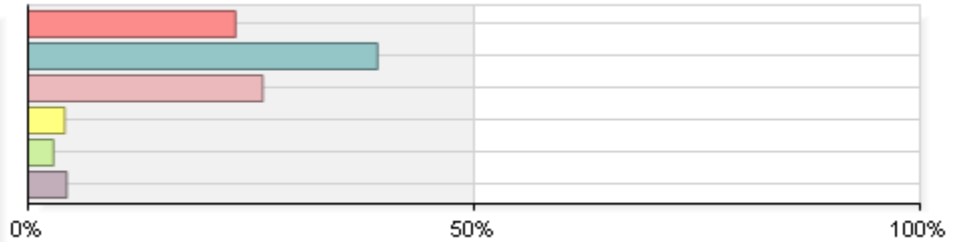
10. In my unit/department, there are opportunities for me to engage in service outside of the university

5 Strongly agree	293	21.9%
4 Agree	561	42.0%
3 Neutral	256	19.2%
2 Disagree	122	9.1%
1 Strongly disagree	45	3.4%
N/A Not applicable	59	4.4%
<b>Total</b>	<b>1336</b>	



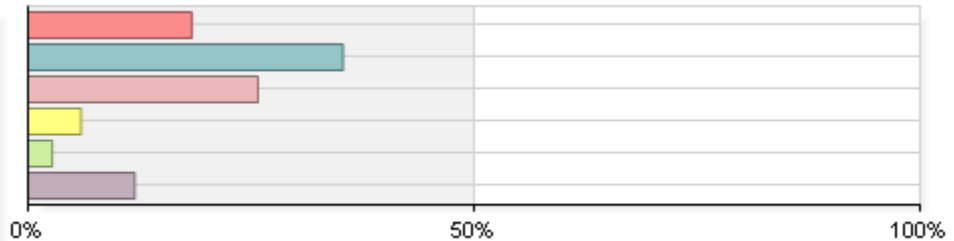
11. The leadership of my unit/department encourages the recruitment and retention of minority employees

5 Strongly agree	311	23.2%
4 Agree	524	39.2%
3 Neutral	352	26.3%
2 Disagree	55	4.1%
1 Strongly disagree	38	2.8%
N/A Not applicable	58	4.3%
<b>Total</b>	<b>1338</b>	



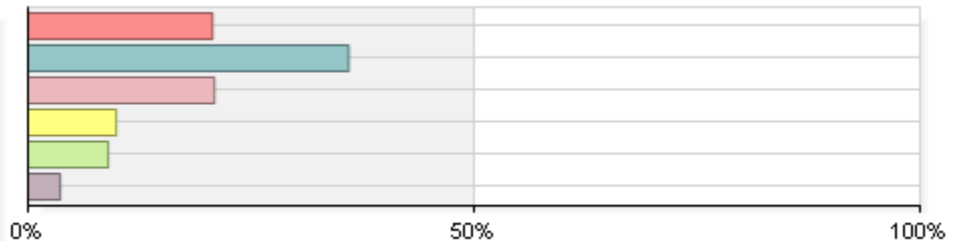
12. In my unit/department, I receive support for working with diverse groups and working in cross-cultural situations

5 Strongly agree	244	18.3%
4 Agree	470	35.3%
3 Neutral	343	25.8%
2 Disagree	79	5.9%
1 Strongly disagree	36	2.7%
N/A Not applicable	159	11.9%
<b>Total</b>	<b>1331</b>	



13. My unit/department has created a climate where complaints of unfairness are taken seriously

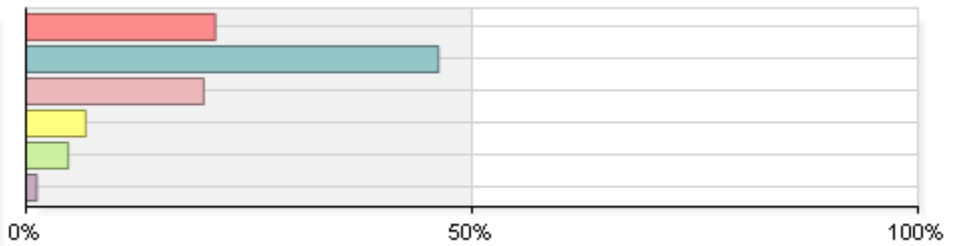
5 Strongly agree	276	20.7%
4 Agree	480	36.0%
3 Neutral	279	20.9%
2 Disagree	132	9.9%
1 Strongly disagree	120	9.0%
N/A Not applicable	48	3.6%
<b>Total</b>	<b>1335</b>	



14. The diversity climate in my unit/department can be described as harmonious

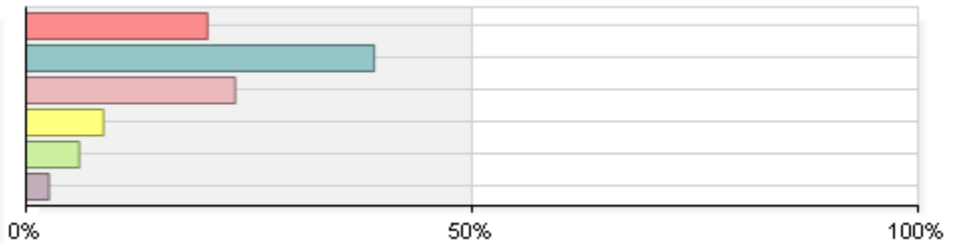


5 Strongly agree	282	21.2%
4 Agree	615	46.2%
3 Neutral	265	19.9%
2 Disagree	89	6.7%
1 Strongly disagree	63	4.7%
N/A Not applicable	16	1.2%
<b>Total</b>	<b>1330</b>	



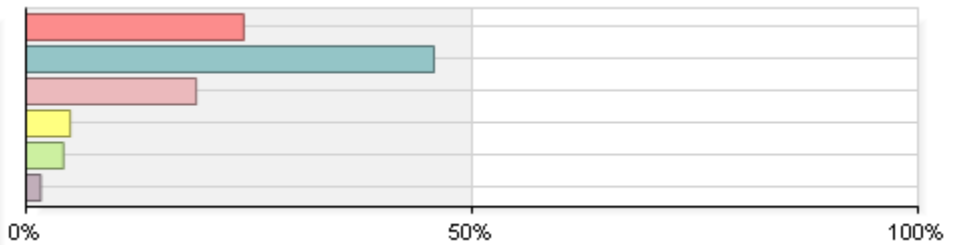
15. My unit/department has created a climate for open discussions and dialogue about issues related to diversity without fear of retaliation

5 Strongly agree	270	20.3%
4 Agree	518	39.0%
3 Neutral	311	23.4%
2 Disagree	115	8.7%
1 Strongly disagree	79	6.0%
N/A Not applicable	34	2.6%
<b>Total</b>	<b>1327</b>	



16. My unit/department promotes tolerance for individual differences

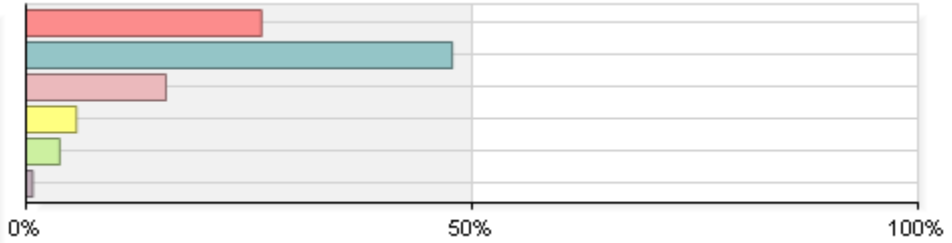
5 Strongly agree	325	24.4%
4 Agree	609	45.7%
3 Neutral	254	19.1%
2 Disagree	66	5.0%
1 Strongly disagree	56	4.2%
N/A Not applicable	22	1.7%
<b>Total</b>	<b>1332</b>	



**Thinking about the unit in which you work, read each of the following statements and indicate your level of agreement. (continued)**

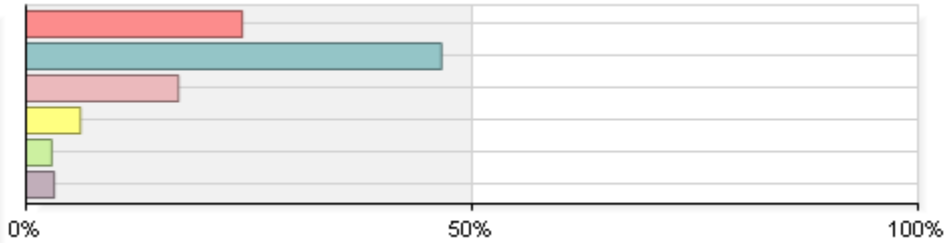
17. Overall, my unit/department has created a diversity friendly climate where all employees' contributions are valued regardless of their race, national origin, gender, sexual orientation, or disability

5 Strongly agree	350	26.4%
4 Agree	634	47.8%
3 Neutral	208	15.7%
2 Disagree	75	5.7%
1 Strongly disagree	50	3.8%
N/A Not applicable	10	0.8%
<b>Total</b>	<b>1327</b>	



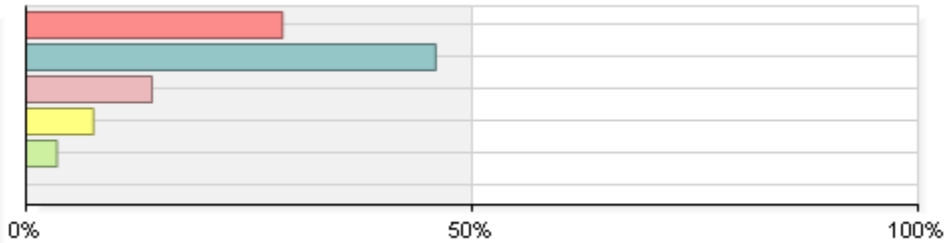
18. In my unit/department, there are opportunities for me to engage in service within the university

5 Strongly agree	322	24.2%
4 Agree	619	46.6%
3 Neutral	227	17.1%
2 Disagree	81	6.1%
1 Strongly disagree	38	2.9%
N/A Not applicable	42	3.2%
<b>Total</b>	<b>1329</b>	



19. I feel that I am an integral part of my unit/department

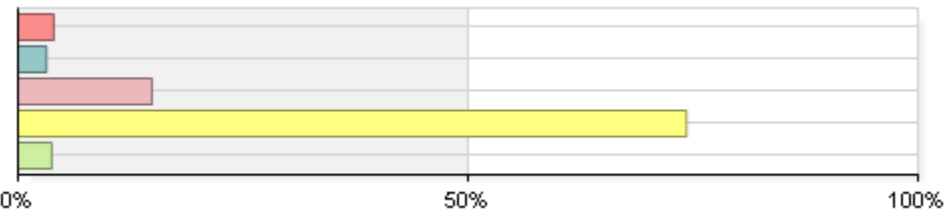
5 Strongly agree	381	28.7%
4 Agree	609	45.9%
3 Neutral	187	14.1%
2 Disagree	100	7.5%
1 Strongly disagree	46	3.5%
N/A Not applicable	3	0.2%
<b>Total</b>	<b>1326</b>	



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

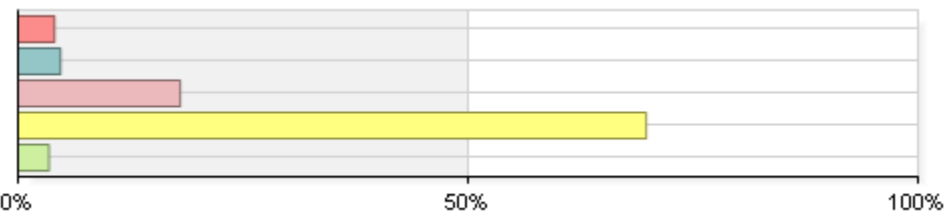
1. Gay, lesbian, bisexual, or transgender people

4 5 or more times	53	4.0%
3 3-4 times	42	3.1%
2 1-2 times	199	14.9%
1 Never	993	74.3%
N/A Not applicable	50	3.7%
<b>Total</b>	<b>1337</b>	



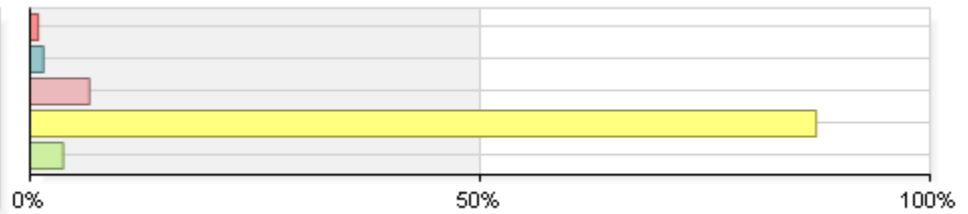
2. People of a particular religious background

4 5 or more times	54	4.0%
3 3-4 times	63	4.7%
2 1-2 times	241	18.0%
1 Never	934	69.8%
N/A Not applicable	46	3.4%
<b>Total</b>	<b>1338</b>	



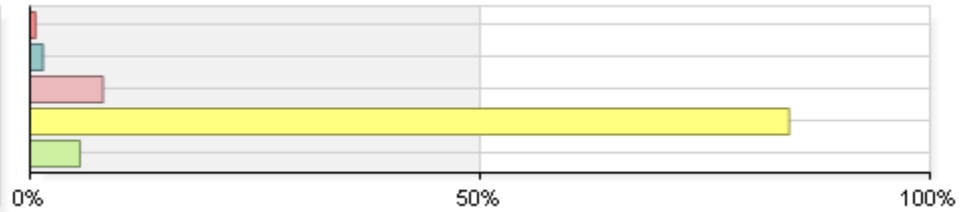
3. People with a disability

4 5 or more times	12	0.9%
3 3-4 times	20	1.5%
2 1-2 times	88	6.6%
1 Never	1166	87.3%
N/A Not applicable	49	3.7%
Total	1335	



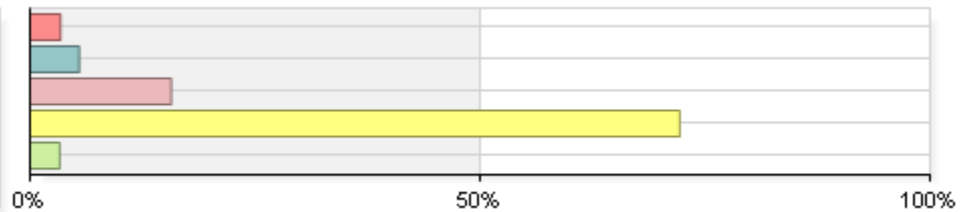
#### 4. Non-traditional students (students over the age of 25)

4 5 or more times	8	0.6%
3 3-4 times	19	1.4%
2 1-2 times	108	8.1%
1 Never	1126	84.3%
N/A Not applicable	74	5.5%
Total	1335	



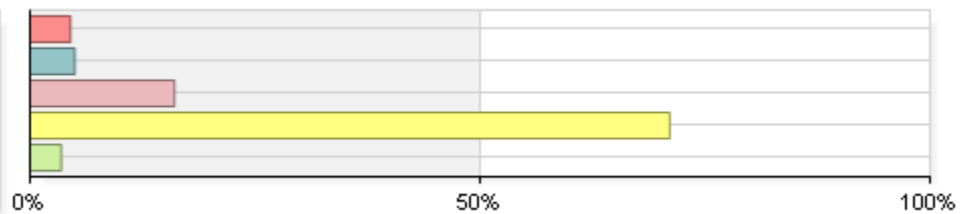
#### 5. People of a particular racial or ethnic background

4 5 or more times	45	3.4%
3 3-4 times	73	5.5%
2 1-2 times	209	15.7%
1 Never	963	72.2%
N/A Not applicable	44	3.3%
Total	1334	



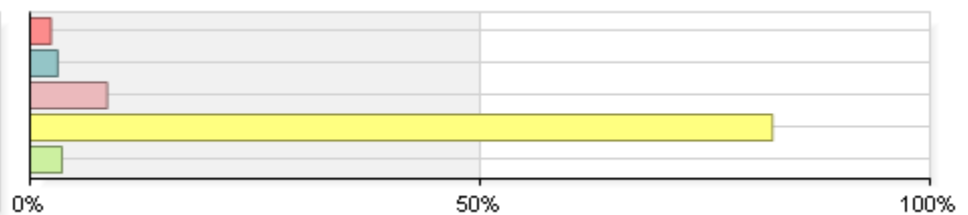
#### 6. Women

4 5 or more times	60	4.5%
3 3-4 times	66	4.9%
2 1-2 times	214	16.0%
1 Never	948	71.1%
N/A Not applicable	46	3.4%
Total	1334	



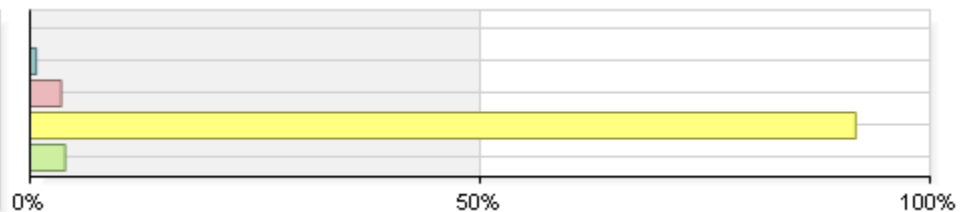
#### 7. Men

4 5 or more times	31	2.3%
3 3-4 times	41	3.1%
2 1-2 times	114	8.6%
1 Never	1098	82.5%
N/A Not applicable	47	3.5%
Total	1331	



#### 8. Military personnel or veterans

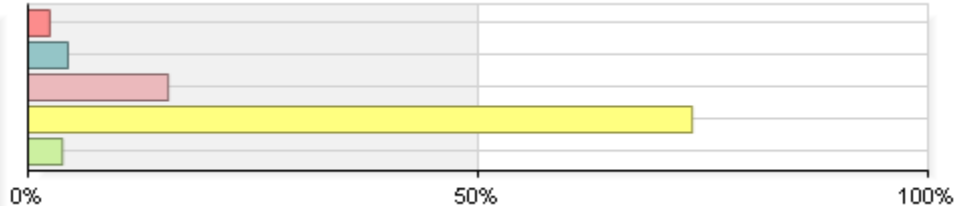
4 5 or more times	3	0.2%
3 3-4 times	9	0.7%
2 1-2 times	46	3.5%
1 Never	1220	91.7%
N/A Not applicable	52	3.9%
Total	1330	



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

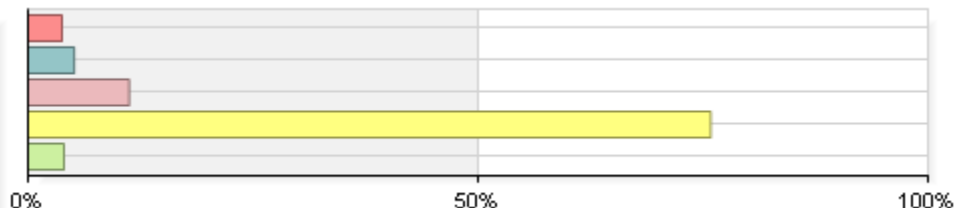
### 9. International students or faculty/staff

4 5 or more times	32	2.4%
3 3-4 times	59	4.4%
2 1-2 times	208	15.6%
1 Never	985	73.8%
N/A Not applicable	51	3.8%
<b>Total</b>	<b>1335</b>	



### 10. People who are low-income

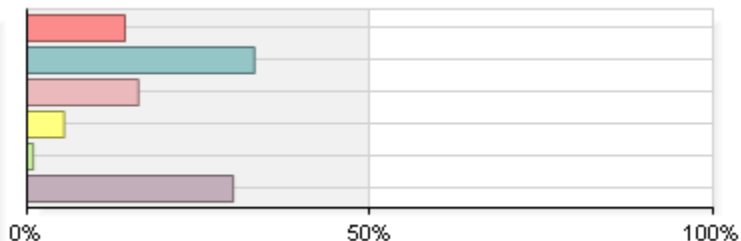
4 5 or more times	50	3.8%
3 3-4 times	68	5.1%
2 1-2 times	149	11.2%
1 Never	1005	75.8%
N/A Not applicable	53	4.0%
<b>Total</b>	<b>1325</b>	



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

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

5 Extremely	190	14.3%
4 Very	441	33.1%
3 Neutral	216	16.2%
2 Slightly	72	5.4%
1 Not at all	12	0.9%
N/A Not applicable/No basis for judgment	400	30.1%
<b>Total</b>	<b>1331</b>	



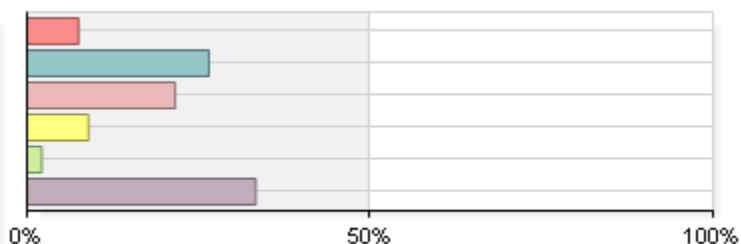
### 2. How empowered are people of differing religious groups at UofL?

5 Extremely	102	7.7%
4 Very	339	25.6%
3 Neutral	309	23.3%
2 Slightly	115	8.7%
1 Not at all	42	3.2%
N/A Not applicable/No basis for judgment	419	31.6%
<b>Total</b>	<b>1326</b>	



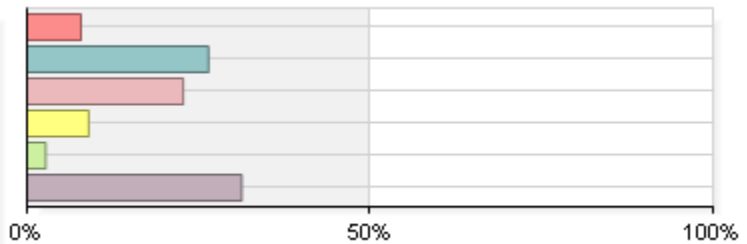
### 3. How empowered are people with a disability at UofL?

5 Extremely	99	7.5%
4 Very	350	26.5%
3 Neutral	285	21.6%
2 Slightly	118	8.9%
1 Not at all	28	2.1%
N/A Not applicable/No basis for judgment	440	33.3%
<b>Total</b>	<b>1320</b>	



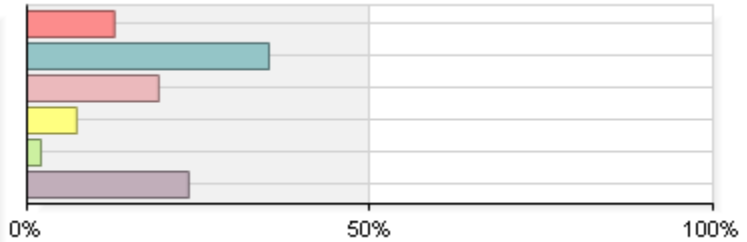
### 4. How empowered are non-traditional students (students over the age of 25) at UofL?

5 Extremely	104	7.8%
4 Very	351	26.5%
3 Neutral	302	22.8%
2 Slightly	119	9.0%
1 Not at all	36	2.7%
N/A Not applicable/No basis for judgment	415	31.3%
Total	1327	



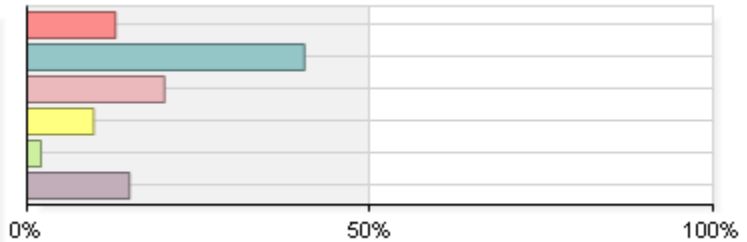
### 5. How empowered are people of differing racial or ethnic backgrounds at UofL?

5 Extremely	169	12.8%
4 Very	467	35.2%
3 Neutral	254	19.2%
2 Slightly	96	7.2%
1 Not at all	27	2.0%
N/A Not applicable/No basis for judgment	312	23.5%
Total	1325	



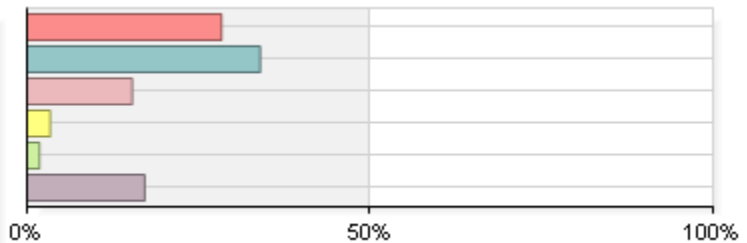
### 6. How empowered are women at UofL?

5 Extremely	171	12.9%
4 Very	537	40.4%
3 Neutral	266	20.0%
2 Slightly	129	9.7%
1 Not at all	27	2.0%
N/A Not applicable/No basis for judgment	198	14.9%
Total	1328	



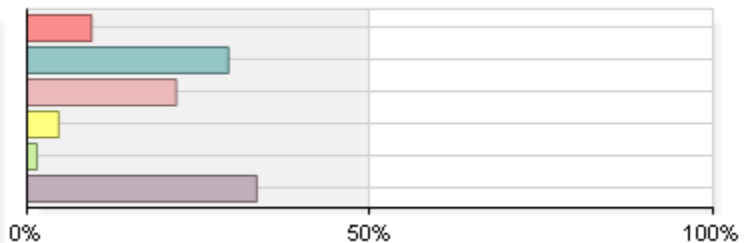
### 7. How empowered are men at UofL?

5 Extremely	377	28.3%
4 Very	452	34.0%
3 Neutral	204	15.3%
2 Slightly	45	3.4%
1 Not at all	24	1.8%
N/A Not applicable/No basis for judgment	228	17.1%
Total	1330	



### 8. How empowered are military personnel or veterans at UofL?

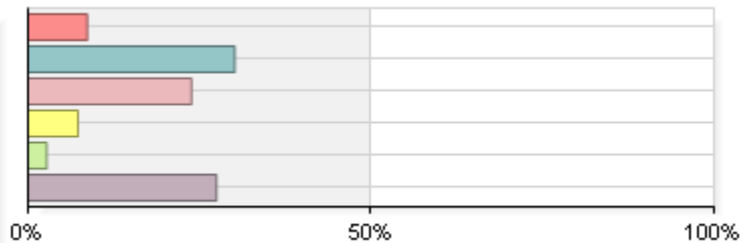
5 Extremely	124	9.4%
4 Very	388	29.4%
3 Neutral	287	21.7%
2 Slightly	61	4.6%
1 Not at all	19	1.4%
N/A Not applicable/No basis for judgment	442	33.5%
Total	1321	



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

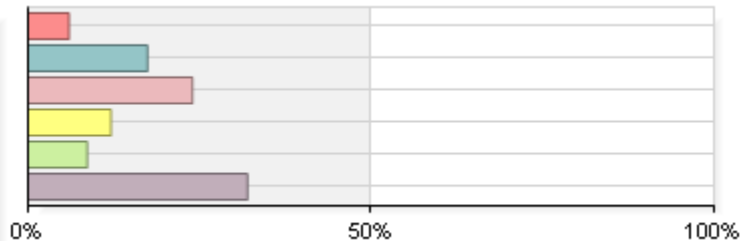
9. How empowered are international students or faculty/staff at UofL?

5 Extremely	114	8.6%
4 Very	398	30.1%
3 Neutral	315	23.8%
2 Slightly	96	7.3%
1 Not at all	36	2.7%
N/A Not applicable/No basis for judgment	363	27.5%
<b>Total</b>	<b>1322</b>	



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

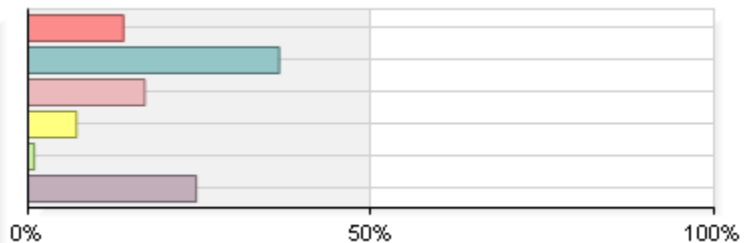
5 Extremely	79	6.0%
4 Very	230	17.4%
3 Neutral	317	24.0%
2 Slightly	160	12.1%
1 Not at all	114	8.6%
N/A Not applicable/No basis for judgment	423	32.0%
<b>Total</b>	<b>1323</b>	



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

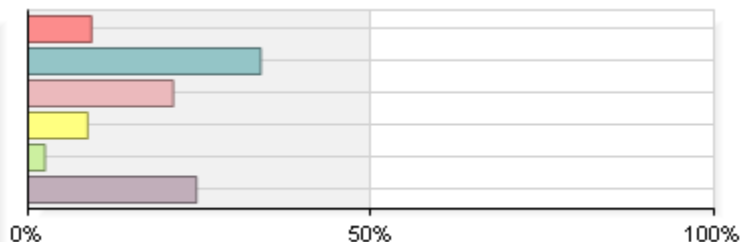
1. How socially integrated is the climate at UofL for people who are gay, lesbian, bisexual, or transgender?

5 Extremely	185	13.9%
4 Very	487	36.6%
3 Neutral	226	17.0%
2 Slightly	94	7.1%
1 Not at all	12	0.9%
N/A Not applicable/No basis for judgment	326	24.5%
<b>Total</b>	<b>1330</b>	



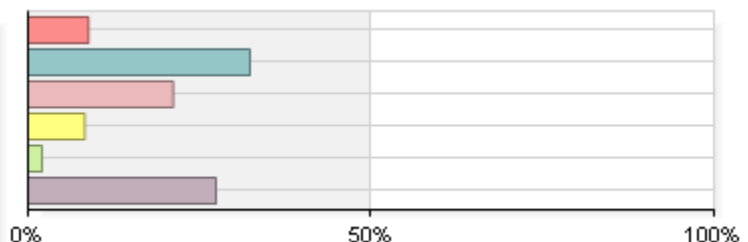
2. How socially integrated is the climate at UofL for people of differing religious groups?

5 Extremely	123	9.2%
4 Very	452	33.9%
3 Neutral	282	21.2%
2 Slightly	116	8.7%
1 Not at all	33	2.5%
N/A Not applicable/No basis for judgment	327	24.5%
<b>Total</b>	<b>1333</b>	



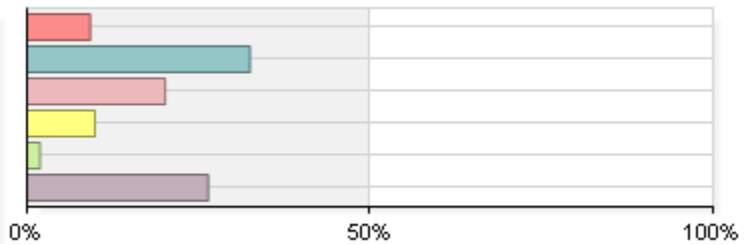
3. How socially integrated is the climate at UofL for people with disabilities?

5 Extremely	117	8.8%
4 Very	431	32.4%
3 Neutral	282	21.2%
2 Slightly	110	8.3%
1 Not at all	27	2.0%
N/A Not applicable/No basis for judgment	365	27.4%
<b>Total</b>	<b>1332</b>	



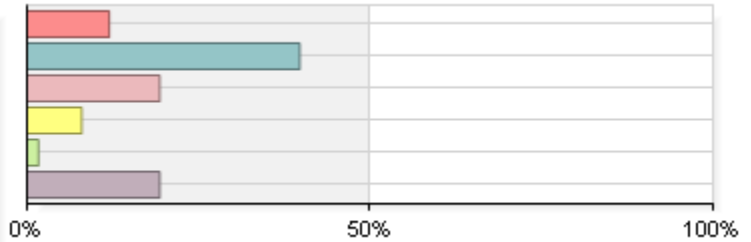
4. How socially integrated is the climate at UofL for non-traditional students (students over the age of 25)?

5 Extremely	122	9.2%
4 Very	431	32.5%
3 Neutral	267	20.1%
2 Slightly	131	9.9%
1 Not at all	25	1.9%
N/A Not applicable/No basis for judgment	350	26.4%
Total	1326	



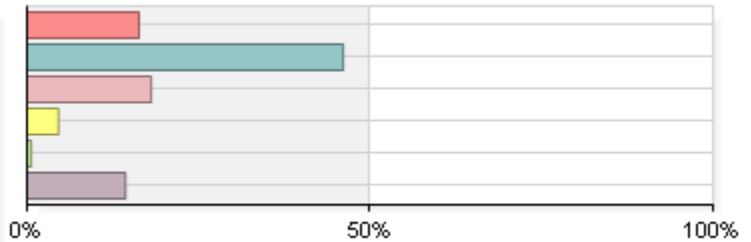
5. How socially integrated is the climate at UofL for people of differing racial or ethnic backgrounds?

5 Extremely	159	12.0%
4 Very	528	39.7%
3 Neutral	257	19.3%
2 Slightly	106	8.0%
1 Not at all	22	1.7%
N/A Not applicable/No basis for judgment	257	19.3%
Total	1329	



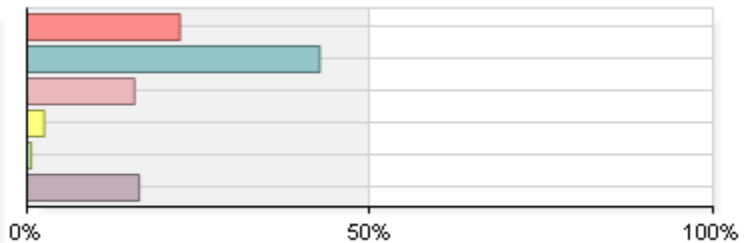
6. How socially integrated is the climate at UofL for women?

5 Extremely	217	16.3%
4 Very	614	46.1%
3 Neutral	241	18.1%
2 Slightly	61	4.6%
1 Not at all	8	0.6%
N/A Not applicable/No basis for judgment	191	14.3%
Total	1332	



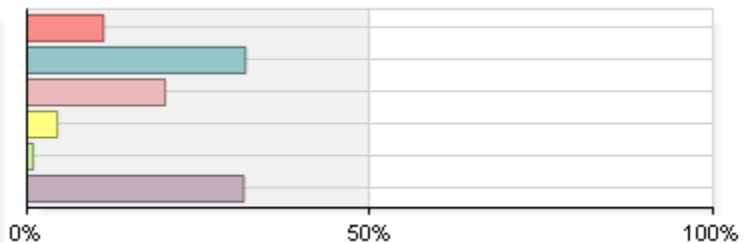
7. How socially integrated is the climate at UofL for men?

5 Extremely	296	22.3%
4 Very	567	42.7%
3 Neutral	208	15.7%
2 Slightly	33	2.5%
1 Not at all	8	0.6%
N/A Not applicable/No basis for judgment	217	16.3%
Total	1329	



8. How socially integrated is the climate at UofL for military personnel or veterans?

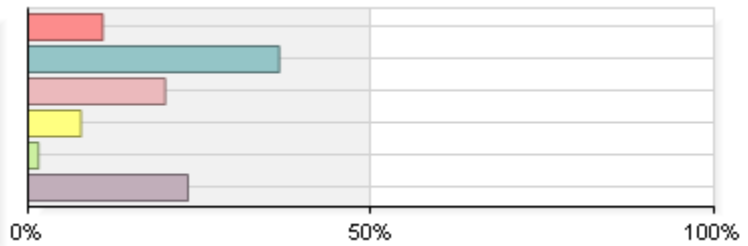
5 Extremely	147	11.1%
4 Very	420	31.8%
3 Neutral	266	20.2%
2 Slightly	58	4.4%
1 Not at all	12	0.9%
N/A Not applicable/No basis for judgment	417	31.6%
Total	1320	



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

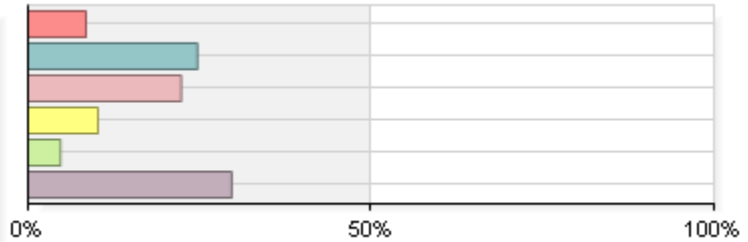
9. How socially integrated is the climate at UofL for International students or faculty/staff?

5 Extremely	144	10.9%
4 Very	485	36.6%
3 Neutral	265	20.0%
2 Slightly	102	7.7%
1 Not at all	20	1.5%
N/A Not applicable/No basis for judgment	309	23.3%
<b>Total</b>	<b>1325</b>	



10. How socially integrated is the climate at UofL for people who are low-income?

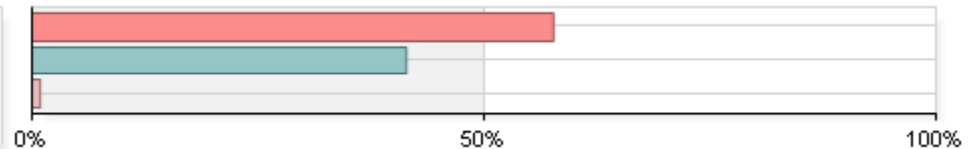
5 Extremely	111	8.4%
4 Very	325	24.7%
3 Neutral	294	22.3%
2 Slightly	134	10.2%
1 Not at all	62	4.7%
N/A Not applicable/No basis for judgment	391	29.7%
<b>Total</b>	<b>1317</b>	



## About you

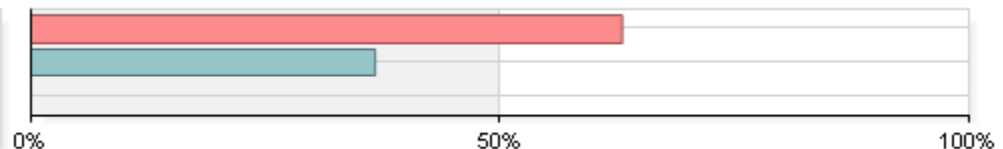
On which campus do you spend most of your time?

1 Belknap	773	57.7%
2 Health Sciences	555	41.4%
3 Shelby	12	0.9%
<b>Total</b>	<b>1340</b>	



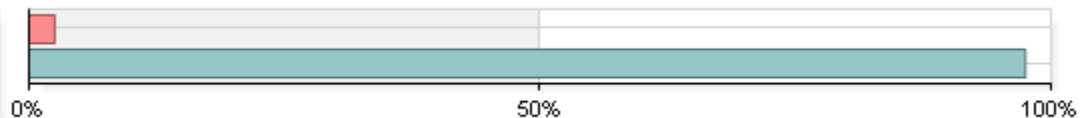
What is your gender?

1 Female	840	63.0%
2 Male	489	36.7%
3 Transgender	4	0.3%
<b>Total</b>	<b>1333</b>	



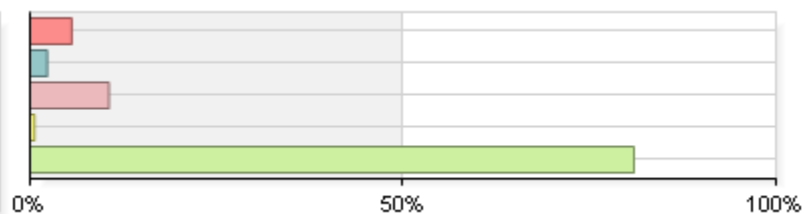
Are you Hispanic or Latino?

2 Yes	33	2.5%
1 No	1289	97.5%
<b>Total</b>	<b>1322</b>	



What is your racial or ethnic background?

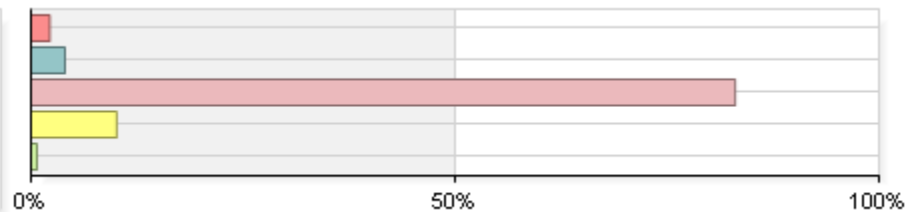
Asian	76	5.6%
American Indian or Alaska Native	31	2.3%
Black or African-American	144	10.6%
Native Hawaiian or Pacific Islander	8	0.6%
White	1101	81.0%
<b>Respondent(s)</b>	<b>1302</b>	





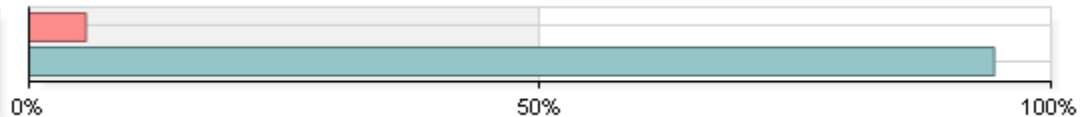
## What is your sexual orientation?

1 Bisexual	29	2.2%
2 Gay or lesbian	53	4.0%
3 Heterosexual	1101	83.0%
4 Do not wish to answer	134	10.1%
5 Other, please specify	9	0.7%
Total	1326	



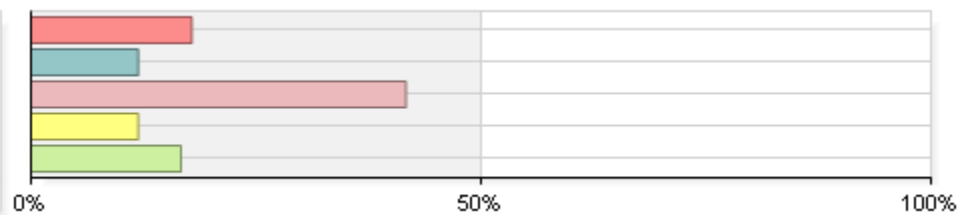
## Do you have a disability?

2 Yes	74	5.6%
1 No	1257	94.4%
Total	1331	



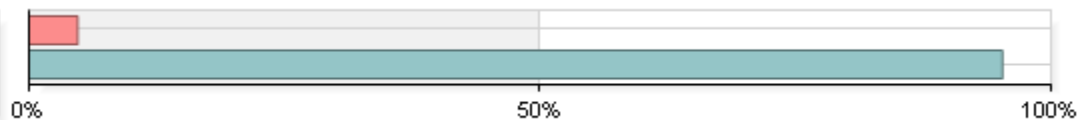
## What is your disability or disabilities?

Auditory (hearing)	15	17.9%
Learning or cognition	10	11.9%
Mobility	35	41.7%
Visual	10	11.9%
Other, please specify	14	16.7%
Respondent(s)	74	



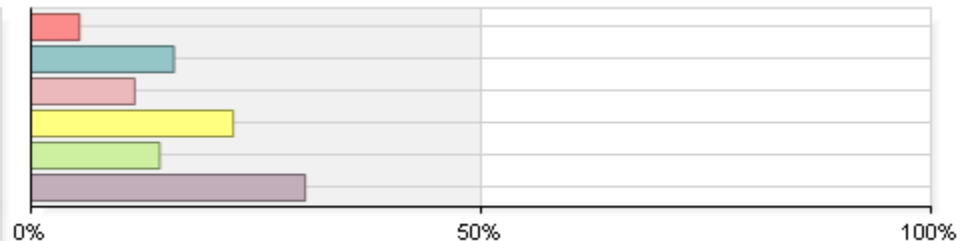
## Are you a veteran or currently serving in the military?

2 Yes	63	4.7%
1 No	1264	95.3%
Total	1327	



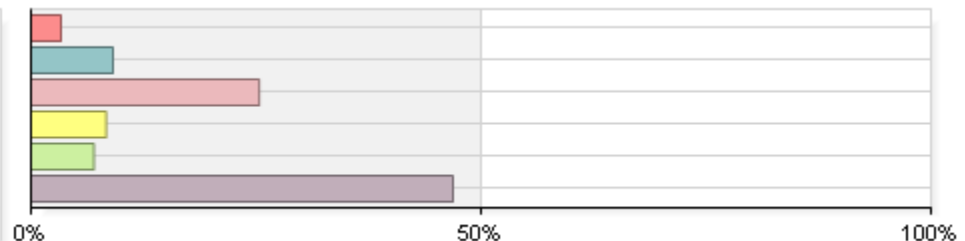
## How long have you worked at UofL?

1 Less than 1 year	72	5.4%
2 1-3 years	212	15.9%
3 4-5 years	154	11.5%
4 6-10 years	300	22.5%
5 11-15 years	191	14.3%
6 Over 15 years	407	30.5%
Total	1336	



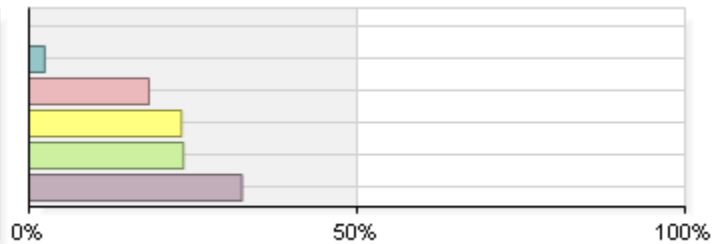
## How long do you anticipate working at UofL?

1 Less than 1 year	44	3.3%
2 1-3 years	121	9.1%
3 4-10 years	337	25.4%
4 11-15 years	111	8.4%
5 Over 15 years	93	7.0%
6 Until retirement	623	46.9%
Total	1329	



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

1 Less than high graduate/GED	1	0.1%
2 High school graduate/GED	32	2.4%
3 Some years of college or technical training	244	18.3%
4 4 year college degree (B.A., B.S.)	310	23.2%
5 Master's degree	314	23.5%
6 Ph.D, Ed.D, M.D., D.M.D., D.V.M., or J.D.	433	32.5%
Total	1334	



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

1 Married, with dependents	592	44.5%
2 Married, no dependents	338	25.4%
3 Partnered, with dependents	31	2.3%
4 Partnered, no dependents	66	5.0%
5 Single, with dependents	89	6.7%
6 Single, no dependents	214	16.1%
Total	1330	

