

# UofL Climate Surveys Executive Summary Spring 2025

## Background

In spring 2023, the University participated in three national climate surveys: **ModernThink's Great Colleges to Work For (GCTWF)**, **HERI Staff Climate Survey (SCS)**, and the **Harvard Collaborative on Academic Careers in Higher Education (COACHE)**.

**GCTWF** was sent out by the Office of the Provost to a randomly selected sample of faculty, staff, and administrators<sup>1</sup> (n=1,200). The survey instrument measures the extent to which employees are engaged with the organization and the quality of the employees' workplace experience. The total response rate for GCTWF was **28% (n=334)**.

**COACHE** was administered by the Office of the Provost and Faculty Affairs and was sent out to all full-time faculty at the university. This survey assesses faculty job satisfaction, including balance of work expectations (service, teaching, research), leadership, benefits and department dynamics. The overall response rate for COACHE was **33% (n=554)** of eligible faculty. COACHE was previously sent out to faculty in 2020, and comparison data are available within the PowerPoint (discussed below).

The **SCS** was selected by the Office of Institutional Equity to assess campus climate and was sent out to university staff and part-time lecturers. The survey assesses campus climate for diversity and touches on levels of stress, satisfaction, and work-related experiences. The response rate for the survey was **18% (n=950)**.

## Climate Survey Findings

The climate findings within this PowerPoint were presented to the University President and Provost on October 21, 2024, followed by the Senior Leadership team on November 19, 2024. Findings from each survey, as well as common themes among the surveys are highlighted. Results within the presentation were presented at an overarching, institutional level, as well as for specific employee populations where the data were available. Because these are national surveys, specific ***data from GCTWF and the SCS are not able to be provided at the unit level. COACHE provides comparative results by academic discipline, and summaries are being created for the corresponding academic units.***

Within the findings for COACHE and the SCS, meaningful differences between population groups were indicated in the PowerPoint using effect size ranges. Effect sizes within the HERI results were defined as: small = .20, medium = .50, and large = .80. Effect sizes within the COACHE results were provided by the organization and defined as: small = .10, medium = .30, and large = .50.

Specific effect sizes could not be provided for GCTWF; however, consultants at ModernThink determined that a 10% difference between comparison groups indicated an area that should be addressed.

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<sup>1</sup> The GCTWF used a different definition for administrators, which included those in management and business operations roles. These results were combined with the staff results.

Each survey provided peer or Carnegie institution groups to use for data comparison. A list of comparison institutions for each survey is provided at the end of the summary.

Lastly, the PowerPoint indicates areas of the results that are being addressed by UofL's [Strategic Plan](#) or the Inclusive Excellence Plan, as well as areas included within other campus initiatives.

## **Actions Taken**

Dr. Kim Schatzel began her role as UofL's 19<sup>th</sup> president in February 2023, and she resigned on March 26, 2025. Dr. Gerry Bradley served as the university's Executive Vice President and University Provost from February 2024 to March 2025, when he became the university's 20<sup>th</sup> president. During this time, members of the university community have participated and continue to participate in search committees to fill Dean and VP positions within the university.

The results of the staff compensation study were released in July 2023, followed by the faculty results in August 2024. The [staff compensation study](#) was designed to develop a market-competitive salary and compensation structure, review and revise job classifications, and illustrate new job growth opportunities, establishing career ladders. As a result of the study, staff salaries were adjusted to ensure that all University staff are compensated at 80% of the market midpoint for their respective positions; staff equity outliers were resolved; critical pay adjustments for long-term employees were resolved; and compression concerns for staff who supervise students were addressed. The purpose of the [faculty compensation study](#) was to assess the competitiveness of faculty salaries by rank and discipline to determine UofL's competitiveness compared to the external market. The resulting market competitiveness for faculty showed an increase from 88% to 91% for all faculty.

HR and the Employee Success Center have expanded efforts to improve onboarding processes and create professional development opportunities for employees of the university. More information and updates can be found on the Employee Success Center [website](#).

The Inclusive Excellence Plan is being developed by the [Office of Institutional Equity](#) to set meaningful goals related to inclusion at the university and will be included within the University's strategic planning process.

## **Next Steps**

The results from GCTWF, the SCS, and COACHE will be presented to the university's Strategic Planning committees, and they will be used to inform updates and implementation planning. Work on the 2026-30 plan is underway with committee work and review of pillars. The next cycle of the Strategic Plan will launch in January 2026.

Executive summaries of COACHE data for each academic unit are underway and will provide a look at how UofL compares to other peer and cohort institutions.

## **Questions**

Any questions or requests for data related to the climate studies for program improvement purposes beyond what is shared in the executive summary or PowerPoint presentation should be noted on the [feedback form](#) or directed to [iesurvey@louisville.edu](mailto:iesurvey@louisville.edu). The Office of Institutional Effectiveness will review any questions or feedback with the Office of Institutional Equity.

## Survey Comparison Institutions

GCTWF is a recognition survey and only provides names of institutions that have been rated by participants as a Great College to Work For. This does not include all participating institutions.

### HERI SCS

Peers were compiled based on institutions that participated in the Staff Climate Survey during the 2023 cycle.

- Brigham Young University – Provo
- California State University – Fullerton
- California State University - Northridge
- Chapman University
- The Chicago School of Professional Psychology at DC
- College of Staten Island CUNY
- Truman State University
- University of Northern Colorado
- University Wisconsin – Green Bay
- Wake Technical Community College
- Western Carolina University

### COACHE Peer Institutions

UofL was allowed to pick 5 institutions that were surveyed around the same time with which to be compared.

- Rutgers University-New Brunswick (2023)
- SUNY - Stony Brook University (2022)
- SUNY - University at Buffalo (2022)
- University of Cincinnati - Main Campus (2022)
- University of Missouri - Columbia (2022)

### COACHE Cohort

Faculty from the following *86 institutions* comprise the comparison cohort of universities.

- Appalachian State University (2022)
- Auburn University (2023)
- Baylor University (2020)
- Bowling Green State University (2023)
- Brown University (2023)
- California State University - Fullerton (2022)
- Central Michigan University (2021)
- Clarkson University (2020)
- Clemson University (2022)
- CUNY - Bernard M Baruch College (2023)
- CUNY - Brooklyn College (2023)

- CUNY - City College of New York (2023)
- CUNY - College of Staten Island (2023)
- CUNY - Hunter College (2023)
- CUNY - John Jay College of Criminal Justice (2023)
- CUNY - Lehman College (2023)
- CUNY - Medgar Evers College (2023)
- CUNY - New York City College of Technology (2023)
- CUNY - Queens College (2023)
- CUNY - School of Law (2023)
- CUNY - The Graduate School and University Center (2023)
- CUNY - York College (2023)
- Emory University (2023)
- Fisk University (2021)
- Florida Agricultural and Mechanical University (2022)
- Florida Gulf Coast University (2023)
- Florida International University (2020)
- Florida State University (2021)
- George Mason University (2022)
- Georgetown University (2022)
- Georgia State University (2023)
- Illinois State University (2022)
- Indiana University - Bloomington (2023)
- Iowa State University (2021)
- James Madison University (2020)
- Kent State University (2022)
- Lehigh University (2022)
- Louisiana State University (2021)
- Missouri University of Science and Technology (2023)
- North Carolina Central University (2021)
- North Carolina State University (2021)
- Old Dominion University (2023)
- Purdue University (2022)
- Radford University (2022)
- Rochester Institute of Technology (2023)
- Rutgers University-Camden (2023)
- Rutgers University-Newark (2023)
- Rutgers University-New Brunswick (2023)
- St. John's University (2022)
- SUNY - Stony Brook University (2022)
- SUNY - University at Buffalo (2022)
- Texas Tech University (2022)
- Tulane University (2023)
- University of Arkansas (2022)
- University of California, Davis (2021)

- University of Central Florida (2021)
- University of Cincinnati - Main Campus (2022)
- University of Connecticut (2020)
- University of Delaware (2020)
- University of Denver (2023)
- University of Houston - Clear Lake (2020)
- University of Kansas (2022)
- University of Maryland, College Park (2020)
- University of Massachusetts - Amherst (2020)
- University of Missouri - Columbia (2022)
- University of Missouri - Kansas City (2023)
- University of North Carolina - Chapel Hill (2021)
- University of North Carolina - Charlotte (2021)
- University of North Texas (2021)
- University of Richmond (2023)
- University of South Carolina - Columbia (2023)
- University of South Florida (2020)
- University of Tennessee (2021)
- University of Tennessee at Chattanooga (2022)
- University of Tennessee at Martin (2022)
- University of Tennessee Southern (2022)
- University of Texas at Arlington (2021)
- University of Texas at Austin (2023)
- University of Texas at El Paso (2023)
- University of the Pacific (2020)
- University of Virginia (2020)
- Vanderbilt University (2020)
- Virginia Polytechnic Institute and State University (2023)
- Washington State University (2022)
- Wichita State University (2020)
- Worcester Polytechnic Institute (2021)