

Fall 2017 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. With input from campus constituents, including the Chairs of the Campus Diversity Committees and the Campus Environment Team, the survey was re-envisioned to better meet the needs of our community members and to ensure that the university is fulfilling its mission with respect to climate, diversity and inclusion. The survey questions are about faculty and staff perceptions of the various contributors to the campus climate at UofL.

The survey is divided into two modules, with one module administered each year. This new cycle allows for the 1) collection of baseline information, 2) creation and implementation of action plans, and 3) reassessment of the themes/modules again after sufficient time for implementation, to measure improvement based on the actions taken. For more information on the new process, please review the [Campus Climate and Diversity Survey 2-Year Survey Cycle](#).

Quantitative data resulting from this survey were reported in the aggregate to the Office of the Vice Provost for Diversity & International Affairs within 30 days of the survey's close. The quantitative report is being shared with the campus community, and an action plan derived from the survey results will be developed by the Office of the Vice Provost for Diversity & International Affairs within 90 days of the survey's close.

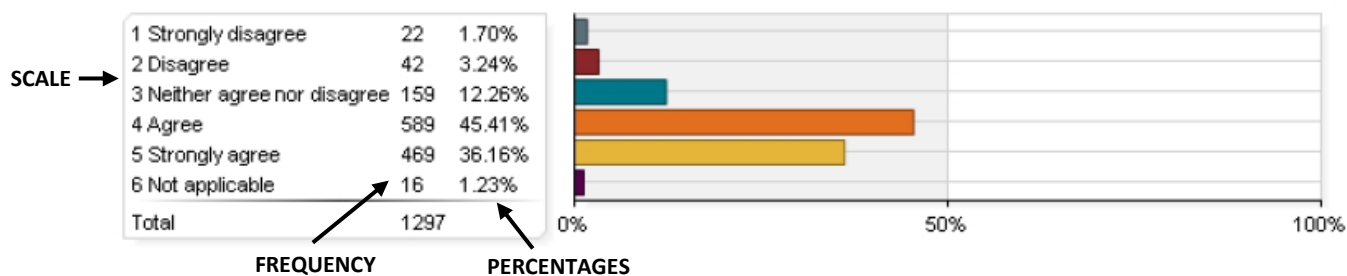
Methodology

A PeopleSoft query was used to provide a listing of all 6,919 faculty and staff (derived from the official staff and faculty census file) for Fall 2017. A total of 1,903 (27.5%) individuals responded to the survey; this number of respondents meets the requirements to be considered a representative¹ 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.



¹ Sample size calculations were based on a total faculty and staff population of 6,919, and a 95% confidence level with a 3% margin of error (the range that the population's responses may deviate from the sample).

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?

Other resources

Please also feel free to review the report from the most recent past survey to compare responses. Do note that changes were made to the format for the 2017 survey, so comparison to the 2014 survey will not be one-for-one:

[2014 Campus Climate and Diversity Survey](#)

After reviewing the survey results, we would appreciate your insights on the data. Please share your thoughts and ideas through the [Climate and Diversity Survey Suggestion Form](#).

Request for participation

If you would like to participate in a topical focus group, please [provide your name and contact information](#).

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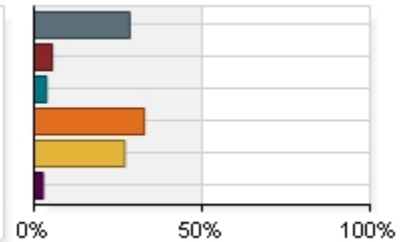
Project Audience 6919

Responses Received 1903

Response Ratio 27.50%

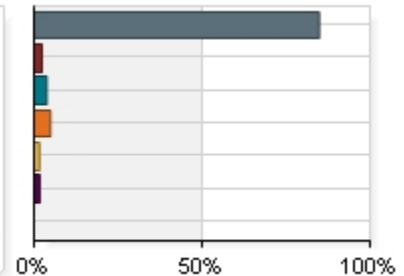
What is your primary role at UofL?

1 Full-time faculty	540	28.48%
2 Part-time faculty (includes lecturers, instructors, adjuncts, etc.)	102	5.38%
3 Administrator	70	3.69%
4 Full-time staff (P&A; exempt)	622	32.81%
5 Full-time staff (hourly; non-exempt)	512	27.00%
6 Part-time staff (Staff whose primary appointment total FTE is less than 1.0.)	50	2.64%
Total	1896	



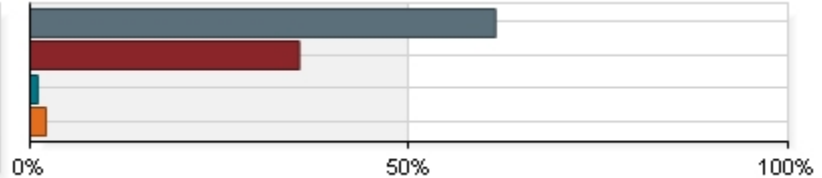
If applicable, what is your secondary role at UofL?

1 No secondary role	1517	84.89%
2 Full-time faculty	42	2.35%
3 Part-time faculty (includes lecturers, instructors, adjuncts, etc.)	67	3.75%
4 Administrator	87	4.87%
5 Full-time staff (P&A; exempt)	29	1.62%
6 Full-time staff (hourly; non-exempt)	30	1.68%
7 Part-time staff (Staff whose primary appointment total FTE is less than 1.0.)	15	0.84%
Total	1787	



On which campus do you spend most of your time?

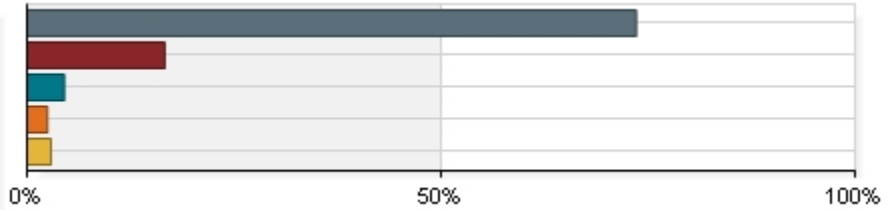
1 Belknap	1152	61.41%
2 Health Sciences Center (HSC)	666	35.50%
3 Shelby	19	1.01%
4 Other, please specify:	39	2.08%
Total	1876	



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

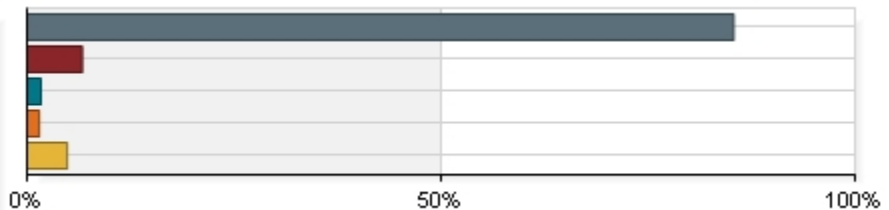
1. Gay, lesbian or bisexual people

1 Never	1199	73.56%
2 1-2 times	271	16.63%
3 3-4 times	73	4.48%
4 5 or more times	40	2.45%
5 No basis for judgement	47	2.88%
Total	1630	



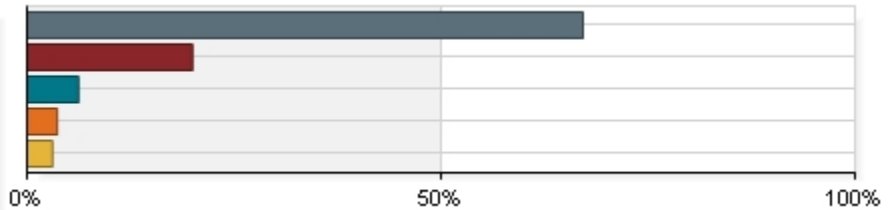
2. First generation college students

1 Never	1387	85.35%
2 1-2 times	108	6.65%
3 3-4 times	27	1.66%
4 5 or more times	24	1.48%
5 No basis for judgement	79	4.86%
Total	1625	



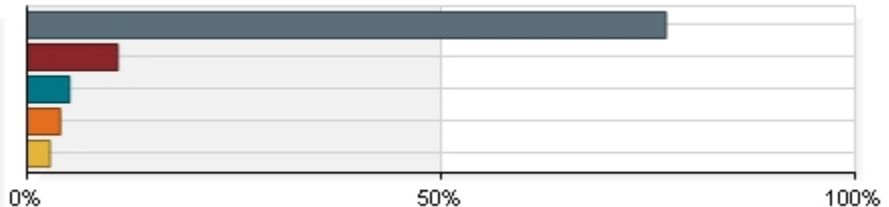
3. International students or faculty/staff

1 Never	1093	67.14%
2 1-2 times	325	19.96%
3 3-4 times	101	6.20%
4 5 or more times	59	3.62%
5 No basis for judgement	50	3.07%
Total	1628	



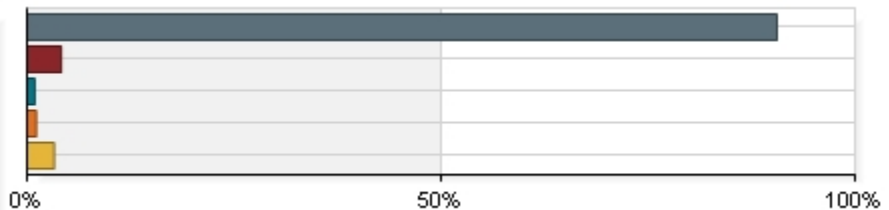
4. Men

1 Never	1254	77.17%
2 1-2 times	178	10.95%
3 3-4 times	83	5.11%
4 5 or more times	65	4.00%
5 No basis for judgement	45	2.77%
Total	1625	



5. Military personnel or veterans

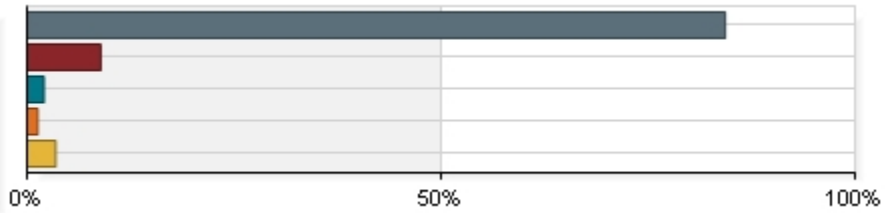
1 Never	1471	90.58%
2 1-2 times	67	4.13%
3 3-4 times	15	0.92%
4 5 or more times	18	1.11%
5 No basis for judgement	53	3.26%
Total	1624	



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

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

1 Never	1365	84.31%
2 1-2 times	144	8.89%
3 3-4 times	33	2.04%
4 5 or more times	21	1.30%
5 No basis for judgement	56	3.46%
Total	1619	



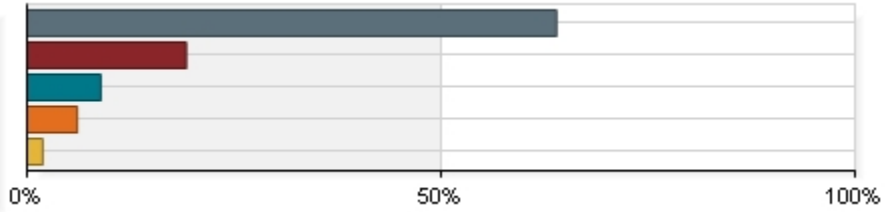
7. Transgender, gender nonconforming, or non-binary people

1 Never	1157	71.16%
2 1-2 times	275	16.91%
3 3-4 times	83	5.10%
4 5 or more times	57	3.51%
5 No basis for judgement	54	3.32%
Total	1626	



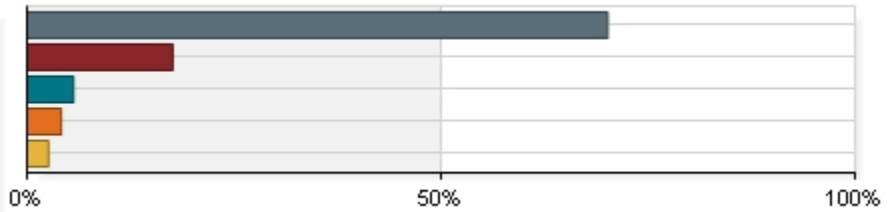
8. People of a particular racial or ethnic background

1 Never	1044	63.93%
2 1-2 times	314	19.23%
3 3-4 times	145	8.88%
4 5 or more times	99	6.06%
5 No basis for judgement	31	1.90%
Total	1633	



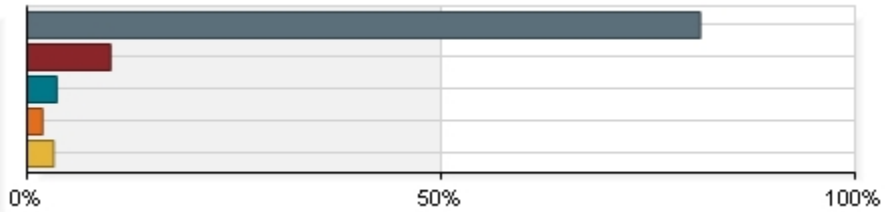
9. People of a particular religious background

1 Never	1140	70.11%
2 1-2 times	286	17.59%
3 3-4 times	91	5.60%
4 5 or more times	67	4.12%
5 No basis for judgement	42	2.58%
Total	1626	



10. People perceived as "too young"

1 Never	1318	81.31%
2 1-2 times	163	10.06%
3 3-4 times	58	3.58%
4 5 or more times	30	1.85%
5 No basis for judgement	52	3.21%
Total	1621	



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

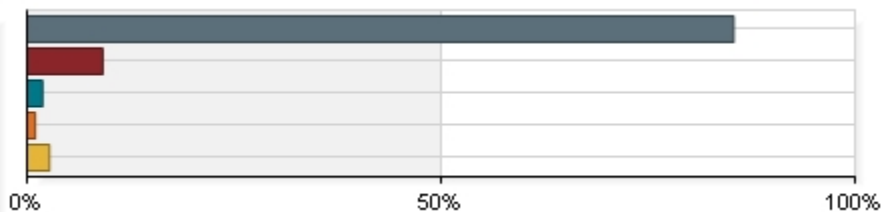
11. People perceived as “too old”

1 Never	1176	71.97%
2 1-2 times	254	15.54%
3 3-4 times	83	5.08%
4 5 or more times	74	4.53%
5 No basis for judgement	47	2.88%
Total	1634	



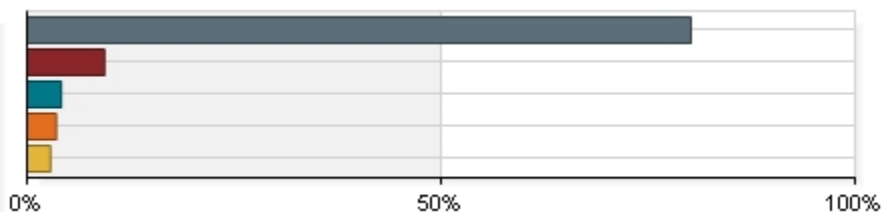
12. People with a disability

1 Never	1385	85.34%
2 1-2 times	148	9.12%
3 3-4 times	30	1.85%
4 5 or more times	16	0.99%
5 No basis for judgement	44	2.71%
Total	1623	



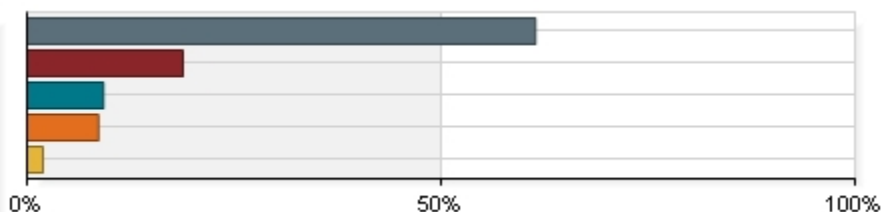
13. People who are low-income

1 Never	1303	80.18%
2 1-2 times	152	9.35%
3 3-4 times	67	4.12%
4 5 or more times	57	3.51%
5 No basis for judgement	46	2.83%
Total	1625	



14. Women

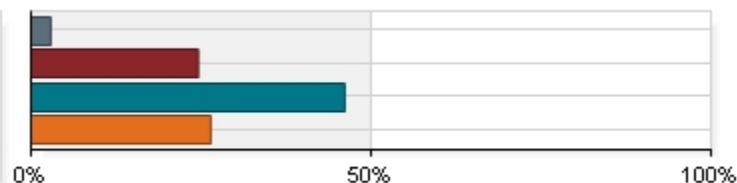
1 Never	991	61.40%
2 1-2 times	304	18.84%
3 3-4 times	149	9.23%
4 5 or more times	139	8.61%
5 No basis for judgement	31	1.92%
Total	1614	



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

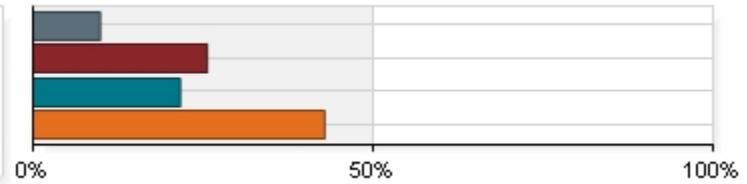
1. How empowered are people who are gay, lesbian or bisexual at UofL?

1 Not at all empowered	47	2.89%
2 Slightly empowered	399	24.57%
3 Very empowered	749	46.12%
4 Not applicable/No basis for Judgement	429	26.42%
Total	1624	



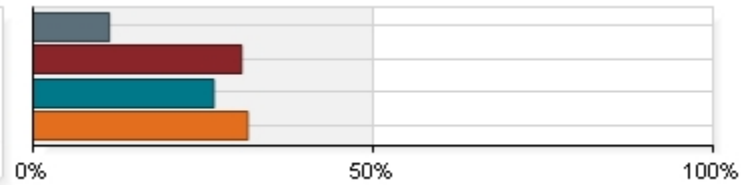
2. How empowered are people who are **first generation college students** at UofL?

1 Not at all empowered	159	9.86%
2 Slightly empowered	413	25.60%
3 Very empowered	349	21.64%
4 Not applicable/No basis for Judgement	692	42.90%
Total	1613	



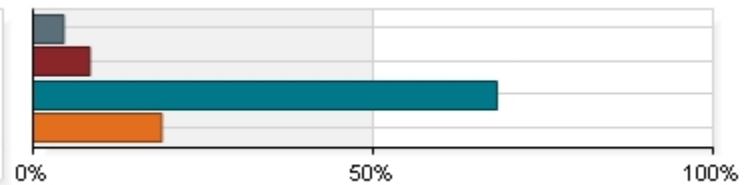
3. How empowered are **international students** or faculty/staff at UofL?

1 Not at all empowered	181	11.21%
2 Slightly empowered	495	30.65%
3 Very empowered	429	26.56%
4 Not applicable/No basis for Judgement	510	31.58%
Total	1615	



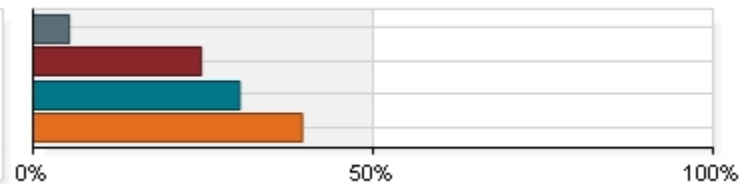
4. How empowered are **men** at UofL?

1 Not at all empowered	73	4.51%
2 Slightly empowered	135	8.34%
3 Very empowered	1104	68.23%
4 Not applicable/No basis for Judgement	306	18.91%
Total	1618	



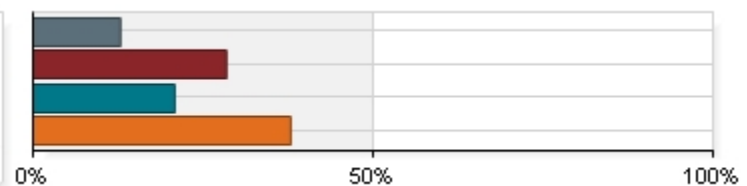
5. How empowered are **military personnel or veterans** at UofL?

1 Not at all empowered	86	5.30%
2 Slightly empowered	401	24.72%
3 Very empowered	493	30.39%
4 Not applicable/No basis for Judgement	642	39.58%
Total	1622	



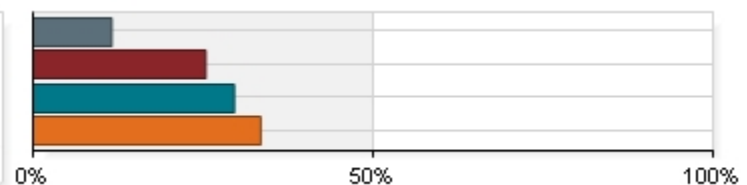
6. How empowered are **non-traditional students** (students over the age of 25) at UofL?

1 Not at all empowered	207	12.83%
2 Slightly empowered	459	28.46%
3 Very empowered	336	20.83%
4 Not applicable/No basis for Judgement	611	37.88%
Total	1613	



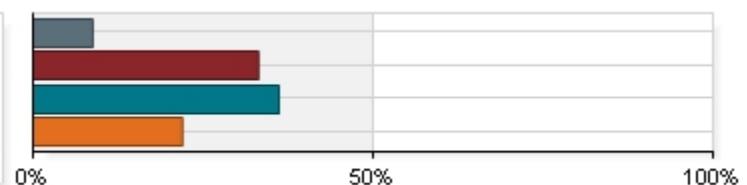
7. How empowered are people who are **transgender, gender nonconforming, or non-binary** at UofL?

1 Not at all empowered	187	11.57%
2 Slightly empowered	410	25.37%
3 Very empowered	478	29.58%
4 Not applicable/No basis for Judgement	541	33.48%
Total	1616	



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

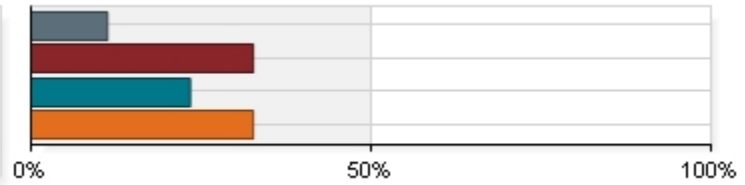
1 Not at all empowered	142	8.76%
2 Slightly empowered	537	33.13%
3 Very empowered	586	36.15%
4 Not applicable/No basis for Judgement	356	21.96%
Total	1621	



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

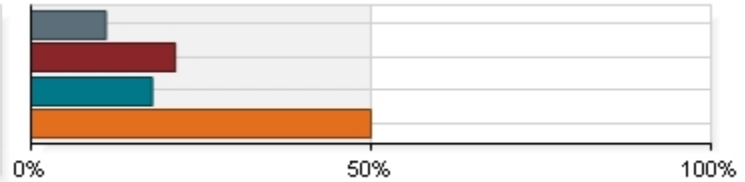
9. How empowered are people of different **religious** groups at UofL?

1 Not at all empowered	182	11.24%
2 Slightly empowered	529	32.67%
3 Very empowered	379	23.41%
4 Not applicable/No basis for Judgement	529	32.67%
Total	1619	



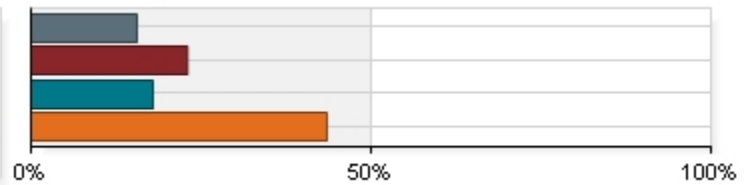
10. How empowered are people who are perceived as **“too young”** at UofL?

1 Not at all empowered	178	11.01%
2 Slightly empowered	343	21.21%
3 Very empowered	288	17.81%
4 Not applicable/No basis for Judgement	808	49.97%
Total	1617	



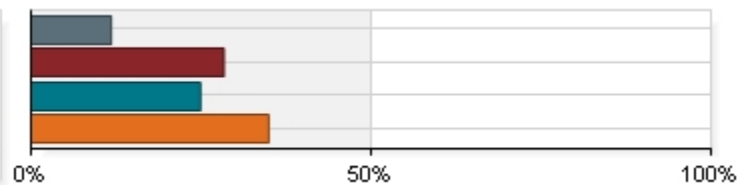
11. How empowered are people who are perceived as **“too old”** at UofL?

1 Not at all empowered	252	15.57%
2 Slightly empowered	372	22.99%
3 Very empowered	290	17.92%
4 Not applicable/No basis for Judgement	704	43.51%
Total	1618	



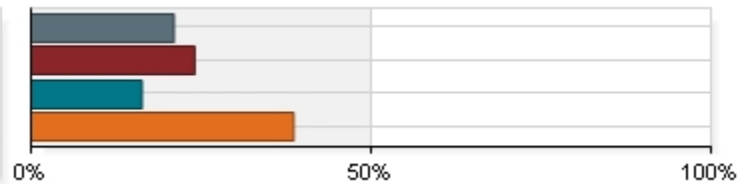
12. How empowered are people with a **disability** at UofL?

1 Not at all empowered	191	11.80%
2 Slightly empowered	459	28.35%
3 Very empowered	403	24.89%
4 Not applicable/No basis for Judgement	566	34.96%
Total	1619	



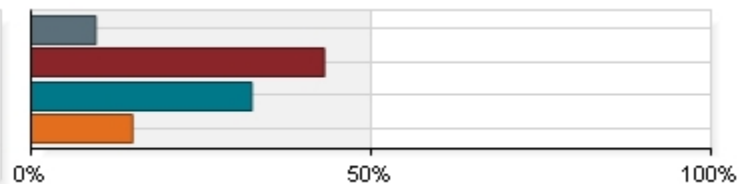
13. How empowered are people who are **low-income** at UofL?

1 Not at all empowered	338	21.02%
2 Slightly empowered	387	24.07%
3 Very empowered	262	16.29%
4 Not applicable/No basis for Judgement	621	38.62%
Total	1608	



14. How empowered are **women** at UofL?

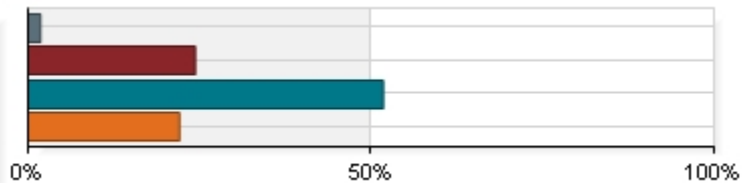
1 Not at all empowered	153	9.51%
2 Slightly empowered	693	43.10%
3 Very empowered	522	32.46%
4 Not applicable/No basis for Judgement	240	14.93%
Total	1608	



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

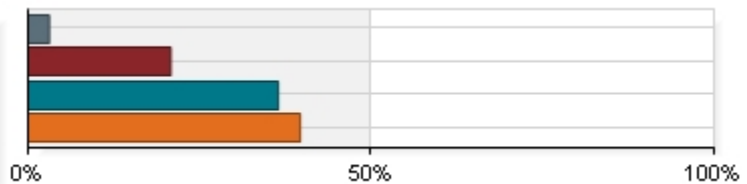
1. How socially integrated are people who are **gay, lesbian or bisexual** at UofL?

1 Not at all integrated	26	1.80%
2 Slightly integrated	351	24.36%
3 Very integrated	746	51.77%
4 Not applicable/No basis for judgement	318	22.07%
Total	1441	



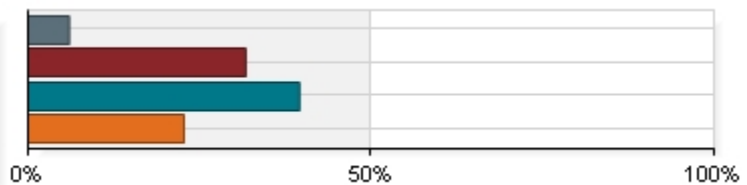
2. How socially integrated are people who are **first generation college students** at UofL?

1 Not at all integrated	44	3.08%
2 Slightly integrated	297	20.78%
3 Very integrated	521	36.46%
4 Not applicable/No basis for judgement	567	39.68%
Total	1429	



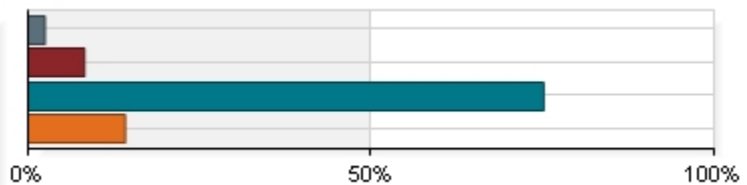
3. How socially integrated are **International students or faculty/staff** at UofL?

1 Not at all integrated	86	6.01%
2 Slightly integrated	454	31.73%
3 Very integrated	566	39.55%
4 Not applicable/No basis for judgement	325	22.71%
Total	1431	



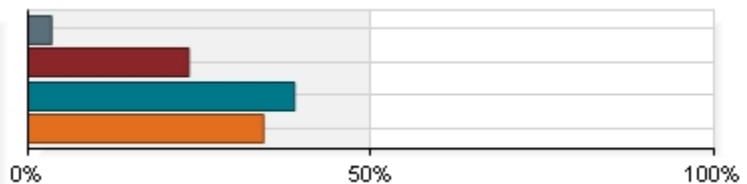
4. How socially integrated are **men** at UofL?

1 Not at all integrated	35	2.44%
2 Slightly integrated	118	8.23%
3 Very integrated	1077	75.16%
4 Not applicable/No basis for judgement	203	14.17%
Total	1433	



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

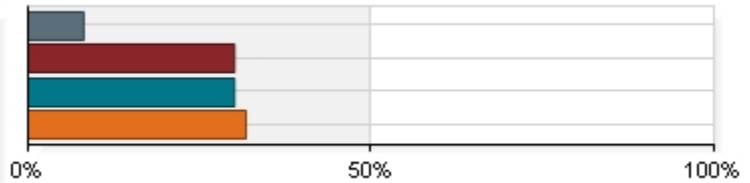
1 Not at all integrated	49	3.42%
2 Slightly integrated	336	23.43%
3 Very integrated	557	38.84%
4 Not applicable/No basis for judgement	492	34.31%
Total	1434	



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

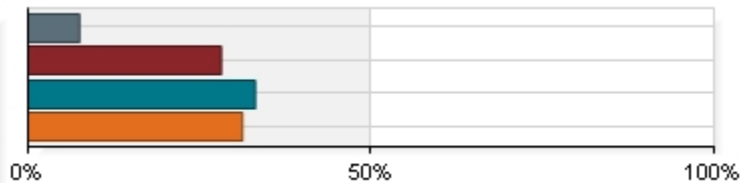
6. How socially integrated are **non-traditional students** (students over the age of 25) at UofL?

1 Not at all integrated	116	8.09%
2 Slightly integrated	431	30.08%
3 Very integrated	431	30.08%
4 Not applicable/No basis for judgement	455	31.75%
Total	1433	



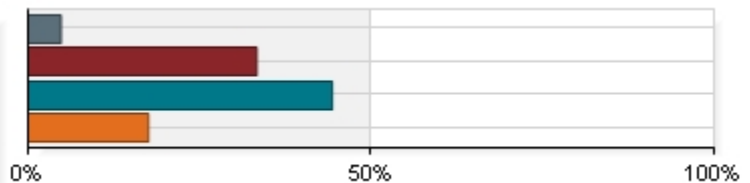
7. How socially integrated are people who are **transgender, gender nonconforming, or non-binary** at UofL?

1 Not at all integrated	107	7.48%
2 Slightly integrated	403	28.16%
3 Very integrated	474	33.12%
4 Not applicable/No basis for judgement	447	31.24%
Total	1431	



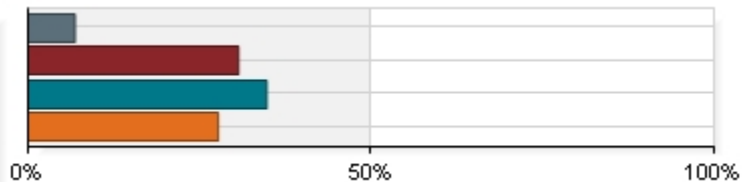
8. How socially integrated are people of **differing racial or ethnic backgrounds** at UofL?

1 Not at all integrated	69	4.81%
2 Slightly integrated	478	33.31%
3 Very integrated	636	44.32%
4 Not applicable/No basis for judgement	252	17.56%
Total	1435	



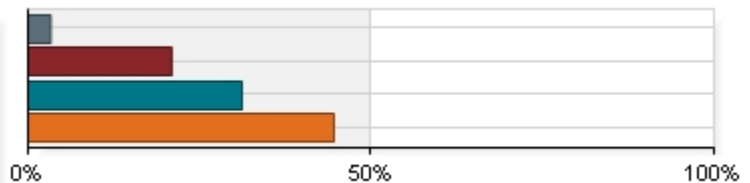
9. How socially integrated are people of **differing religious groups** at UofL?

1 Not at all integrated	98	6.84%
2 Slightly integrated	439	30.66%
3 Very integrated	498	34.78%
4 Not applicable/No basis for judgement	397	27.72%
Total	1432	



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

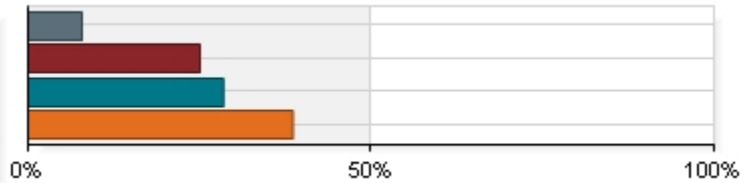
1 Not at all integrated	47	3.30%
2 Slightly integrated	298	20.93%
3 Very integrated	444	31.18%
4 Not applicable/No basis for judgement	635	44.59%
Total	1424	



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

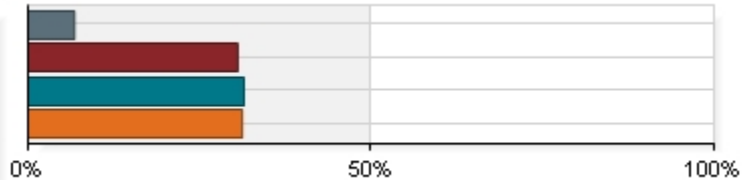
11. How socially integrated are people who are perceived as **“too old”** at UofL?

1 Not at all integrated	112	7.86%
2 Slightly integrated	357	25.05%
3 Very integrated	406	28.49%
4 Not applicable/No basis for judgement	550	38.60%
Total	1425	



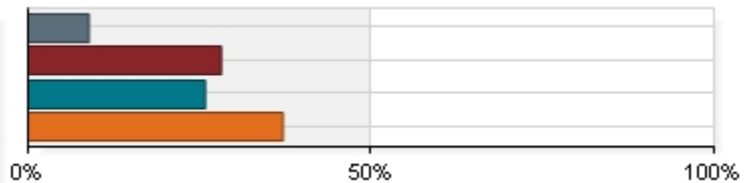
12. How socially integrated are people with **disabilities** at UofL?

1 Not at all integrated	96	6.75%
2 Slightly integrated	435	30.57%
3 Very integrated	448	31.48%
4 Not applicable/No basis for judgement	444	31.20%
Total	1423	



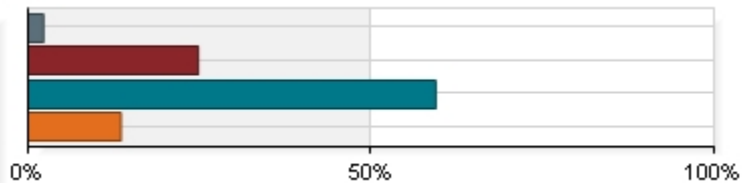
13. How socially integrated are people who are **low-income** at UofL?

1 Not at all integrated	126	8.87%
2 Slightly integrated	400	28.15%
3 Very integrated	367	25.83%
4 Not applicable/No basis for judgement	528	37.16%
Total	1421	



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

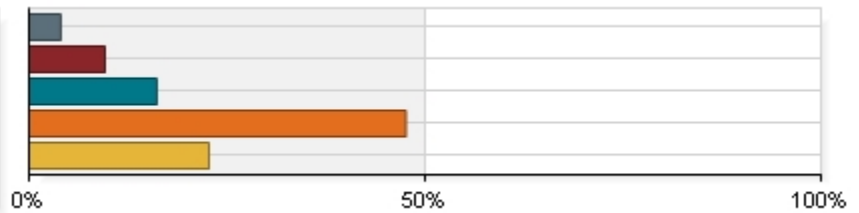
1 Not at all integrated	32	2.26%
2 Slightly integrated	352	24.81%
3 Very integrated	843	59.41%
4 Not applicable/No basis for judgement	192	13.53%
Total	1419	



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

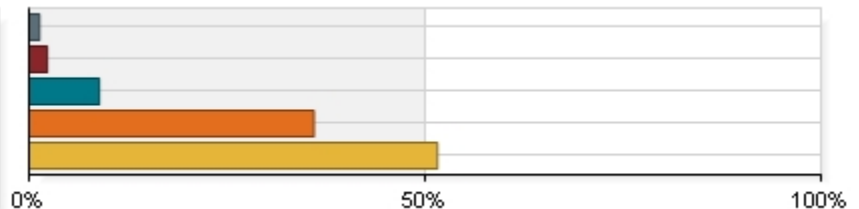
1. UofL has done a good job supporting diversity.

1 Strongly disagree	58	3.99%
2 Disagree	139	9.57%
3 Neither agree nor disagree	234	16.12%
4 Agree	691	47.59%
5 Strongly agree	330	22.73%
Total	1452	



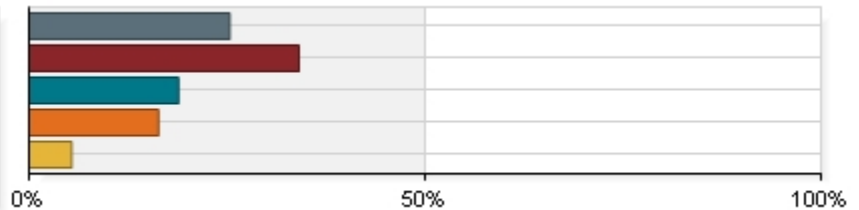
2. I believe that learning about people from a variety of different cultures is an important part of my work environment.

1 Strongly disagree	19	1.32%
2 Disagree	33	2.29%
3 Neither agree nor disagree	128	8.87%
4 Agree	519	35.97%
5 Strongly agree	744	51.56%
Total	1443	



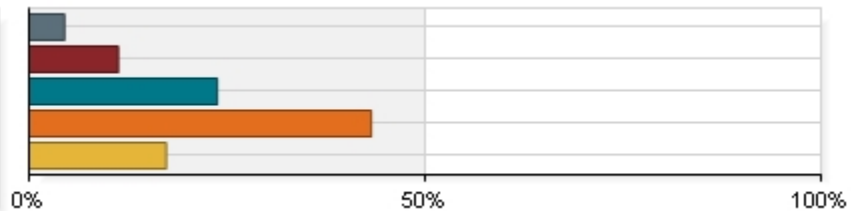
3. UofL has a good image.

1 Strongly disagree	368	25.34%
2 Disagree	495	34.09%
3 Neither agree nor disagree	274	18.87%
4 Agree	237	16.32%
5 Strongly agree	78	5.37%
Total	1452	



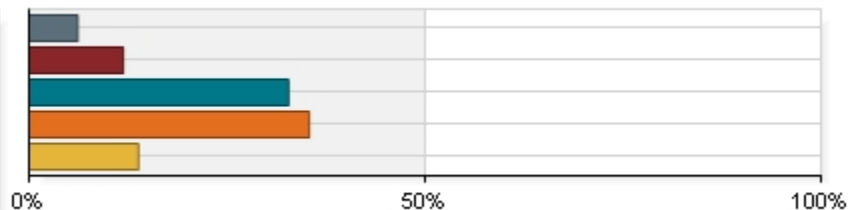
4. Overall, I am welcomed and encouraged at UofL.

1 Strongly disagree	65	4.46%
2 Disagree	164	11.26%
3 Neither agree nor disagree	346	23.76%
4 Agree	629	43.20%
5 Strongly agree	252	17.31%
Total	1456	



5. UofL practices affirmative action in hiring and promotion.

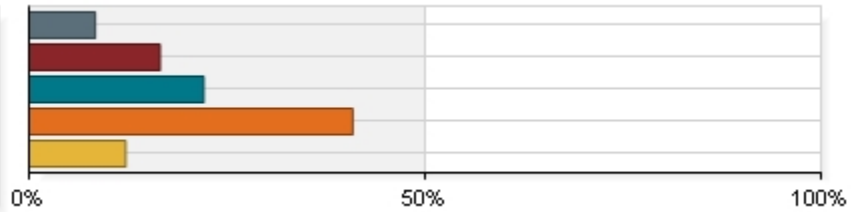
1 Strongly disagree	89	6.15%
2 Disagree	172	11.89%
3 Neither agree nor disagree	474	32.76%
4 Agree	512	35.38%
5 Strongly agree	200	13.82%
Total	1447	



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

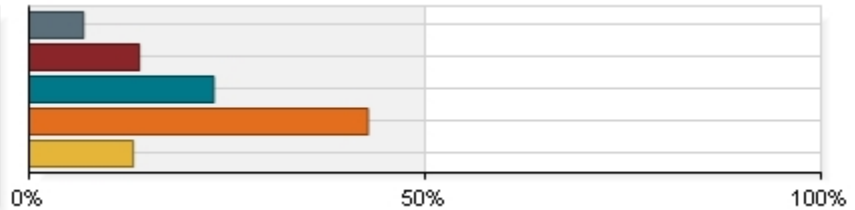
6. UofL provides an open environment for the free expression of all ideas, beliefs, and opinions.

1 Strongly disagree	121	8.34%
2 Disagree	240	16.54%
3 Neither agree nor disagree	320	22.05%
4 Agree	593	40.87%
5 Strongly agree	177	12.20%
Total	1451	



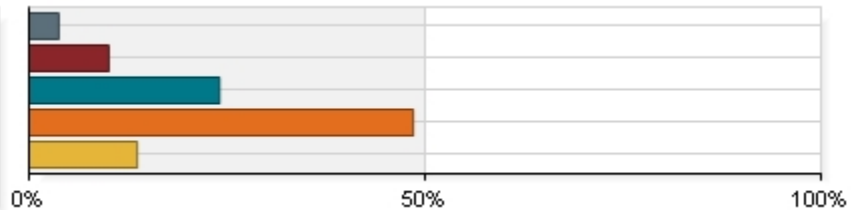
7. The campus has a welcoming culture that embraces everyone.

1 Strongly disagree	100	6.88%
2 Disagree	202	13.89%
3 Neither agree nor disagree	339	23.31%
4 Agree	622	42.78%
5 Strongly agree	191	13.14%
Total	1454	



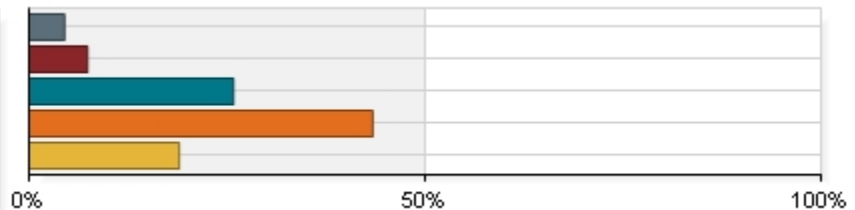
8. UofL is accessible to people with disabilities.

1 Strongly disagree	54	3.74%
2 Disagree	145	10.05%
3 Neither agree nor disagree	347	24.05%
4 Agree	700	48.51%
5 Strongly agree	197	13.65%
Total	1443	



9. I feel that I belong at UofL.

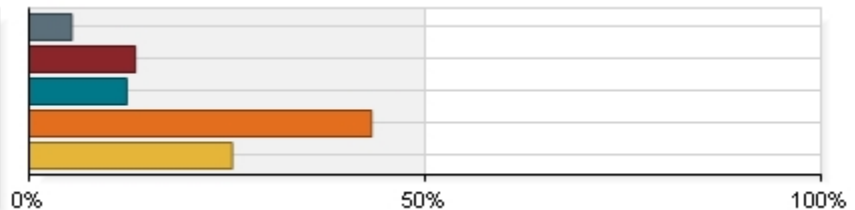
1 Strongly disagree	65	4.48%
2 Disagree	107	7.38%
3 Neither agree nor disagree	374	25.79%
4 Agree	629	43.38%
5 Strongly agree	275	18.97%
Total	1450	



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

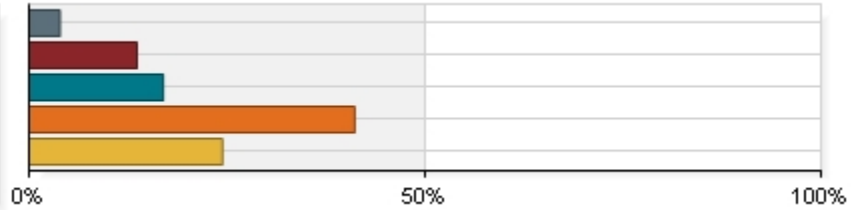
1. From my perspective, people are treated equally regardless of **race/ethnicity** in my area

1 Strongly disagree	74	5.39%
2 Disagree	184	13.41%
3 Neither agree nor disagree	169	12.32%
4 Agree	593	43.22%
5 Strongly agree	352	25.66%
Total	1372	



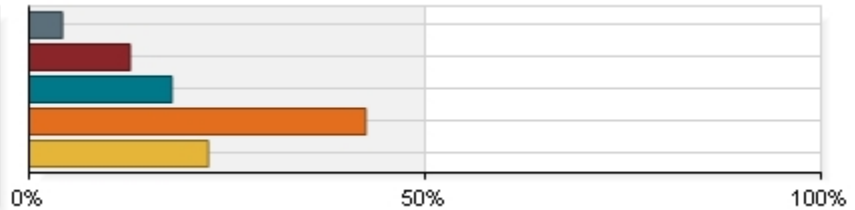
2. From my perspective, people are treated equally regardless of **gender identity** in my area

1 Strongly disagree	53	3.89%
2 Disagree	186	13.64%
3 Neither agree nor disagree	231	16.94%
4 Agree	561	41.13%
5 Strongly agree	333	24.41%
Total	1364	



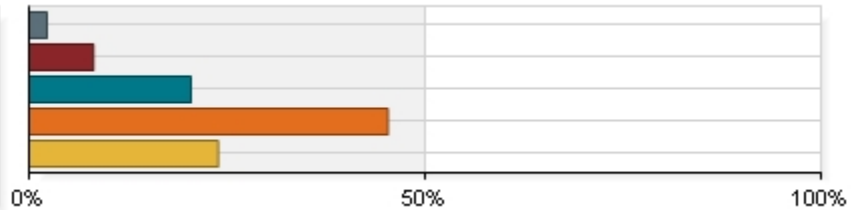
3. From my perspective, people are treated equally regardless of **age** in my area

1 Strongly disagree	57	4.17%
2 Disagree	174	12.73%
3 Neither agree nor disagree	246	18.00%
4 Agree	581	42.50%
5 Strongly agree	309	22.60%
Total	1367	



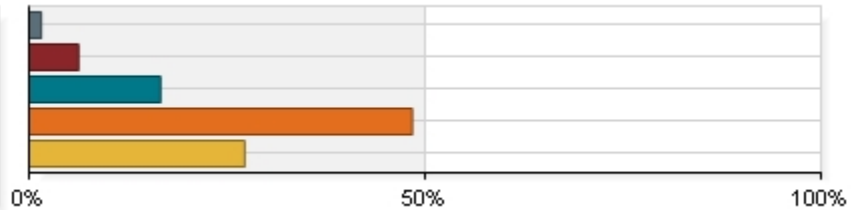
4. From my perspective, people are treated equally regardless of **religious beliefs** in my area

1 Strongly disagree	31	2.27%
2 Disagree	111	8.13%
3 Neither agree nor disagree	279	20.42%
4 Agree	619	45.31%
5 Strongly agree	326	23.87%
Total	1366	



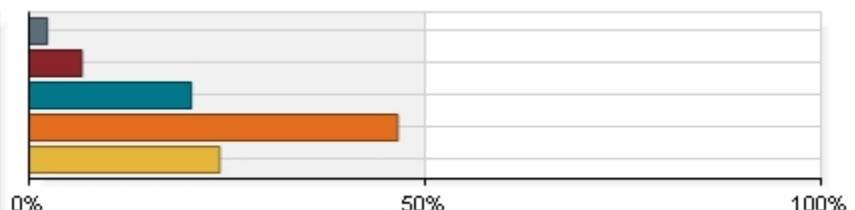
5. From my perspective, people are treated equally regardless of **sexual orientation** in my area

1 Strongly disagree	21	1.54%
2 Disagree	85	6.24%
3 Neither agree nor disagree	226	16.59%
4 Agree	659	48.38%
5 Strongly agree	371	27.24%
Total	1362	



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

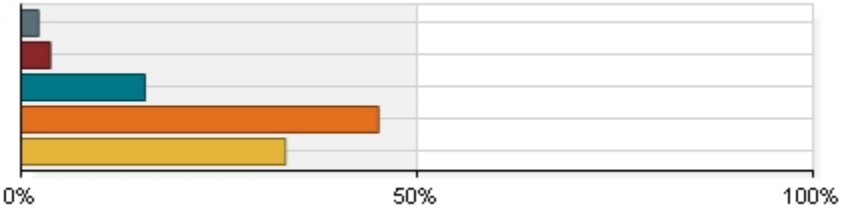
1 Strongly disagree	31	2.29%
2 Disagree	90	6.65%
3 Neither agree nor disagree	277	20.46%
4 Agree	630	46.53%
5 Strongly agree	326	24.08%
Total	1354	



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

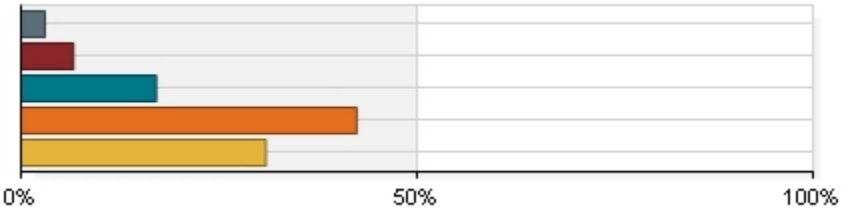
1. The leadership of my area adheres to university policies against **gender harassment**

1 Strongly disagree	30	2.20%
2 Disagree	50	3.67%
3 Neither agree nor disagree	213	15.63%
4 Agree	615	45.12%
5 Strongly agree	455	33.38%
Total	1363	



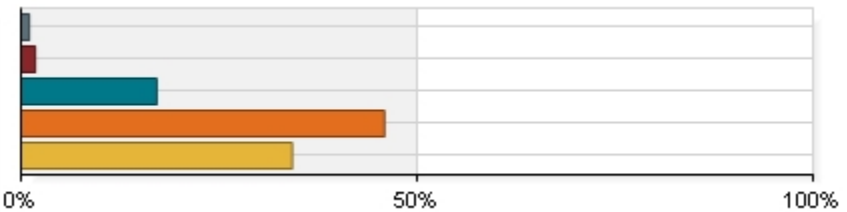
2. The leadership of my area adheres to university policies regarding **gender equality**

1 Strongly disagree	41	3.02%
2 Disagree	90	6.62%
3 Neither agree nor disagree	232	17.07%
4 Agree	576	42.38%
5 Strongly agree	420	30.91%
Total	1359	



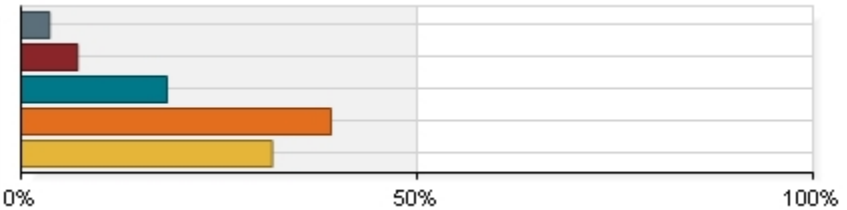
3. The leadership of my area adheres to university policies against harassment based on **sexual orientation**

1 Strongly disagree	14	1.03%
2 Disagree	24	1.77%
3 Neither agree nor disagree	232	17.11%
4 Agree	622	45.87%
5 Strongly agree	464	34.22%
Total	1356	



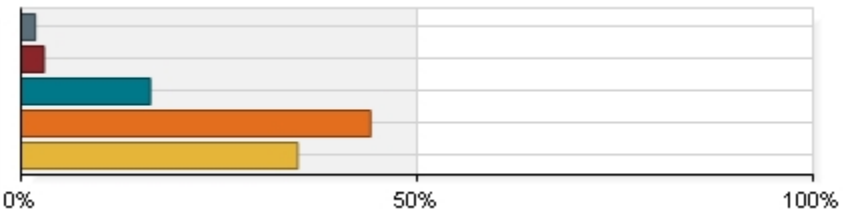
4. The leadership of my area encourages the recruitment and retention of **minority** employees

1 Strongly disagree	49	3.60%
2 Disagree	97	7.12%
3 Neither agree nor disagree	251	18.43%
4 Agree	533	39.13%
5 Strongly agree	432	31.72%
Total	1362	



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

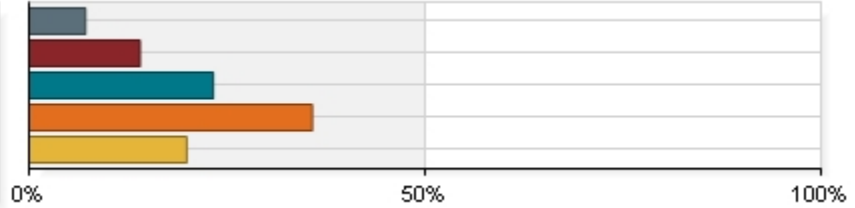
1 Strongly disagree	24	1.78%
2 Disagree	39	2.89%
3 Neither agree nor disagree	220	16.31%
4 Agree	595	44.11%
5 Strongly agree	471	34.91%
Total	1349	



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

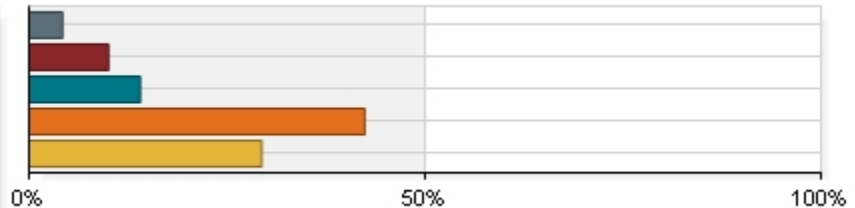
1. My area encourages diverse perspectives in decision-making

1 Strongly disagree	96	7.11%
2 Disagree	189	13.99%
3 Neither agree nor disagree	314	23.24%
4 Agree	483	35.75%
5 Strongly agree	269	19.91%
Total	1351	



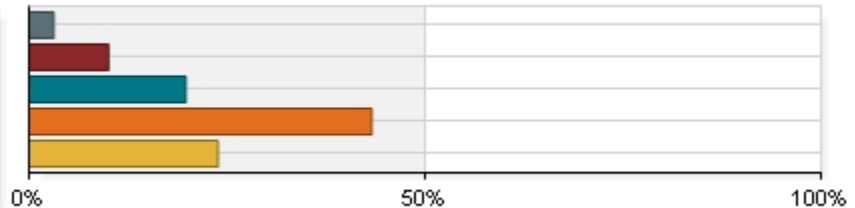
2. Behaviors which are offensive, malicious, or insulting are not accepted in my area

1 Strongly disagree	57	4.21%
2 Disagree	136	10.04%
3 Neither agree nor disagree	190	14.02%
4 Agree	574	42.36%
5 Strongly agree	398	29.37%
Total	1355	



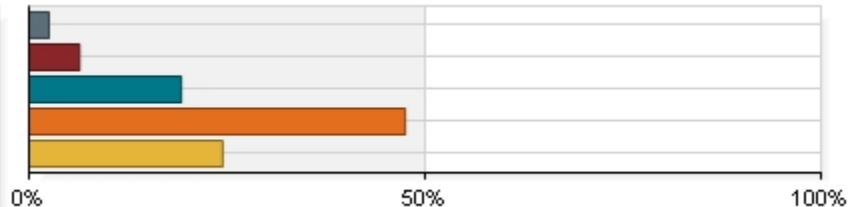
3. In my area, there are opportunities for me to engage in service **outside** of the university

1 Strongly disagree	42	3.10%
2 Disagree	136	10.04%
3 Neither agree nor disagree	268	19.78%
4 Agree	586	43.25%
5 Strongly agree	323	23.84%
Total	1355	



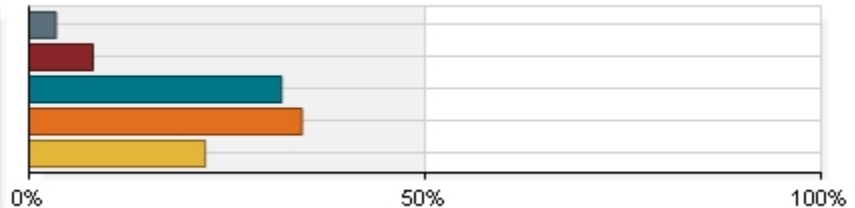
4. In my area, there are opportunities for me to engage in service **within** the university

1 Strongly disagree	34	2.51%
2 Disagree	86	6.35%
3 Neither agree nor disagree	260	19.20%
4 Agree	643	47.49%
5 Strongly agree	331	24.45%
Total	1354	



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

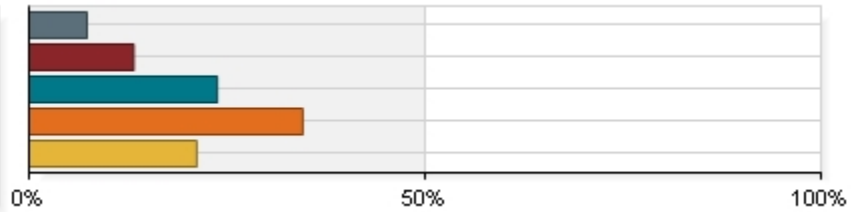
1 Strongly disagree	46	3.40%
2 Disagree	109	8.06%
3 Neither agree nor disagree	431	31.86%
4 Agree	466	34.44%
5 Strongly agree	301	22.25%
Total	1353	



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

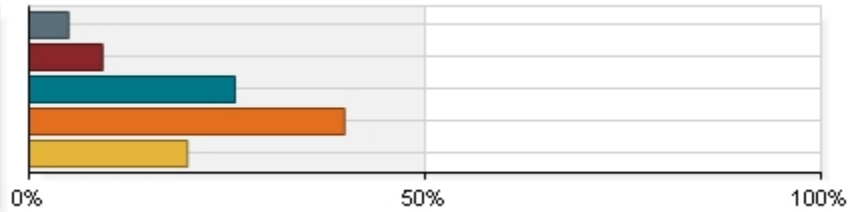
6. My area has created a climate where complaints of unfairness are taken seriously

1 Strongly disagree	99	7.31%
2 Disagree	179	13.21%
3 Neither agree nor disagree	322	23.76%
4 Agree	468	34.54%
5 Strongly agree	287	21.18%
Total	1355	



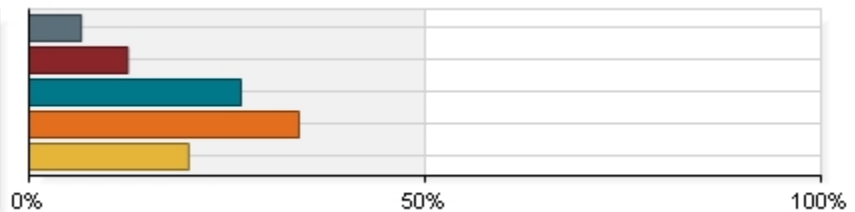
7. The diversity climate in my area can be described as harmonious/pleasant

1 Strongly disagree	67	4.96%
2 Disagree	125	9.25%
3 Neither agree nor disagree	351	25.98%
4 Agree	538	39.82%
5 Strongly agree	270	19.99%
Total	1351	



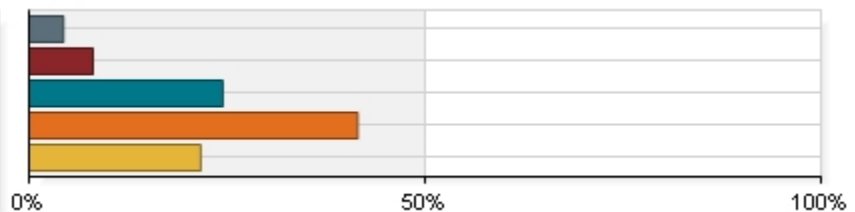
8. My area has created a climate for open discussions and dialogue about issues related to diversity without fear of retaliation

1 Strongly disagree	89	6.59%
2 Disagree	168	12.44%
3 Neither agree nor disagree	361	26.74%
4 Agree	460	34.07%
5 Strongly agree	272	20.15%
Total	1350	



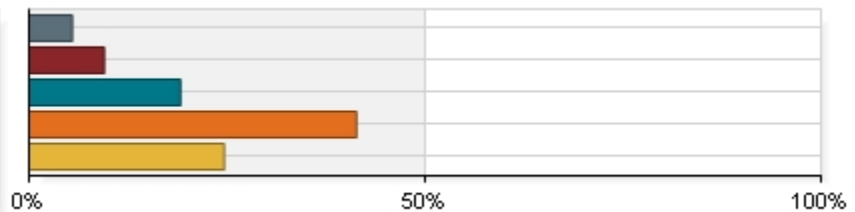
9. My area promotes inclusiveness for individual differences

1 Strongly disagree	58	4.33%
2 Disagree	108	8.07%
3 Neither agree nor disagree	327	24.44%
4 Agree	555	41.48%
5 Strongly agree	290	21.67%
Total	1338	



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

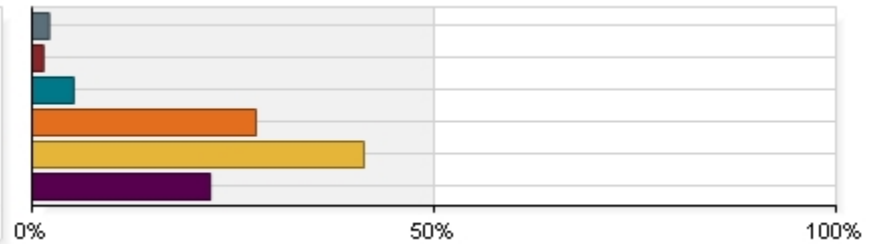
1 Strongly disagree	73	5.45%
2 Disagree	127	9.48%
3 Neither agree nor disagree	256	19.10%
4 Agree	554	41.34%
5 Strongly agree	330	24.63%
Total	1340	



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

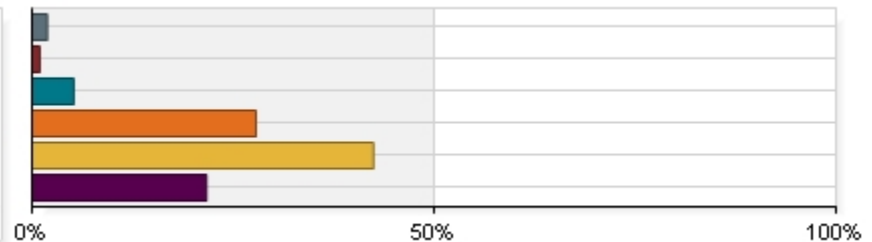
1. When appropriate, I present the contributions of **racial and ethnic minorities** in my courses

1 Strongly disagree	9	2.12%
2 Disagree	6	1.42%
3 Neither agree nor disagree	22	5.19%
4 Agree	118	27.83%
5 Strongly agree	175	41.27%
6 Not applicable	94	22.17%
Total	424	



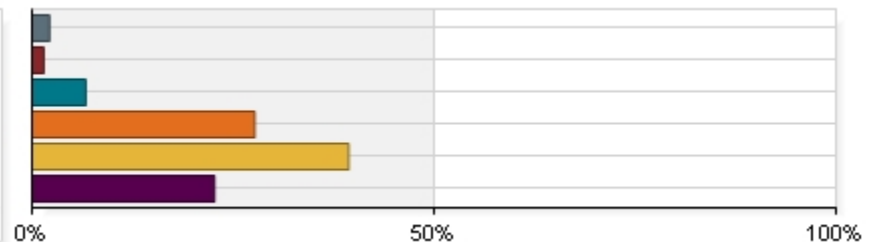
2. When appropriate, I present the contributions of **women** in my courses

1 Strongly disagree	8	1.89%
2 Disagree	4	0.94%
3 Neither agree nor disagree	22	5.19%
4 Agree	118	27.83%
5 Strongly agree	180	42.45%
6 Not applicable	92	21.70%
Total	424	



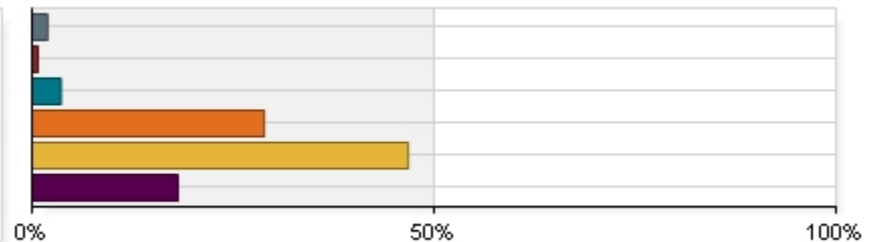
3. When appropriate, I present the contributions of other **historically marginalized groups**

1 Strongly disagree	9	2.15%
2 Disagree	6	1.43%
3 Neither agree nor disagree	28	6.68%
4 Agree	116	27.68%
5 Strongly agree	165	39.38%
6 Not applicable	95	22.67%
Total	419	

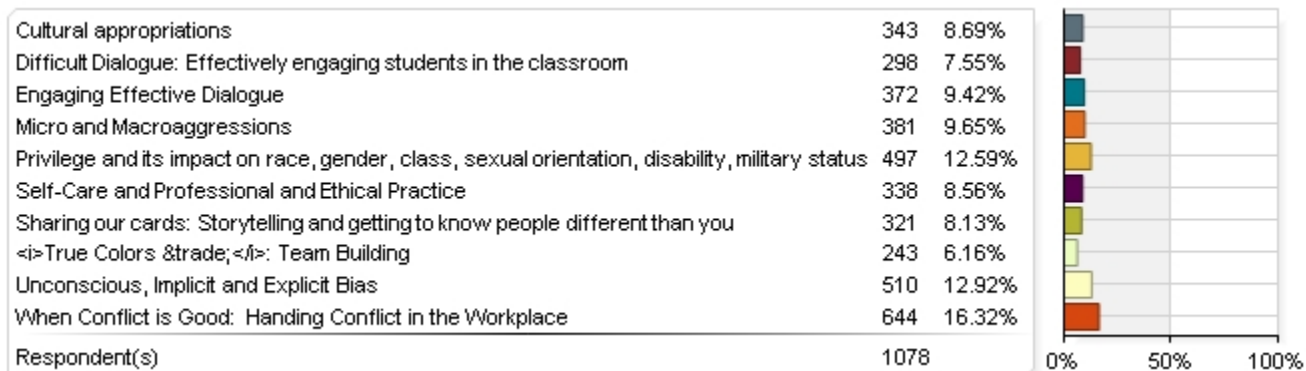


4. When appropriate, I present **diverse perspectives, ideas, and ideologies** in my courses

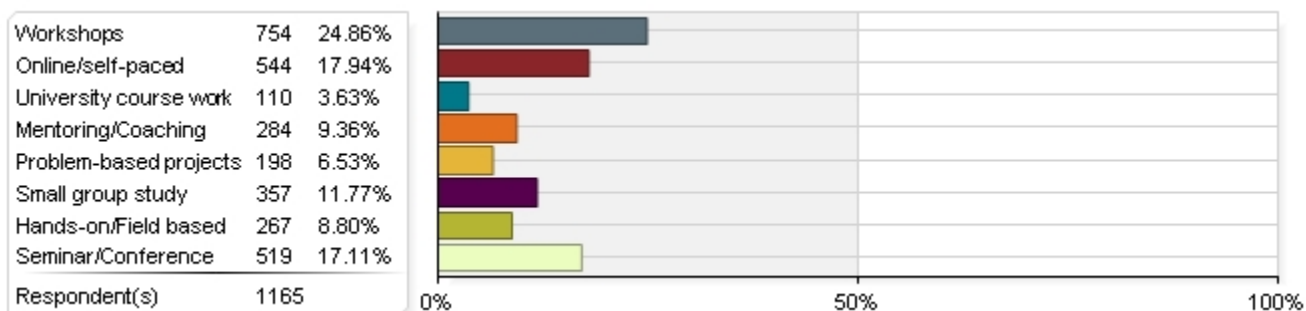
1 Strongly disagree	8	1.91%
2 Disagree	3	0.72%
3 Neither agree nor disagree	15	3.58%
4 Agree	121	28.88%
5 Strongly agree	196	46.78%
6 Not applicable	76	18.14%
Total	419	



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

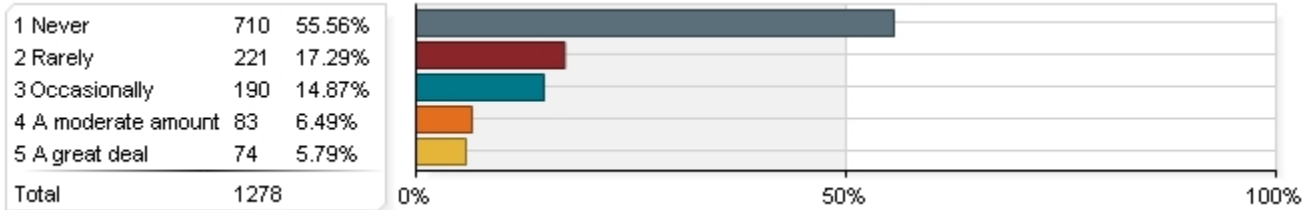


From the list below, please select the best delivery of diversity training:

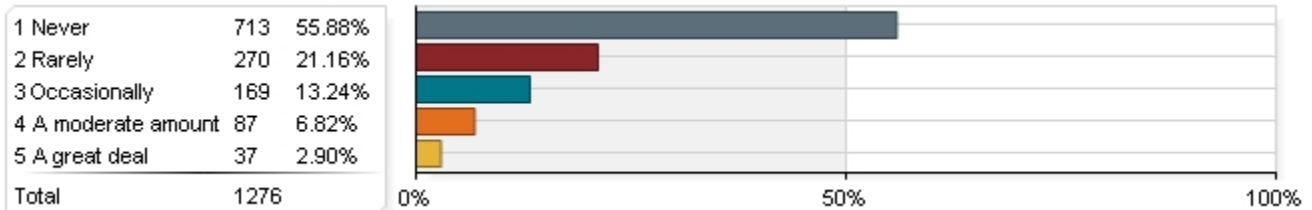


To what extent (if any) have you personally experienced any of the following directed towards you at UofL:

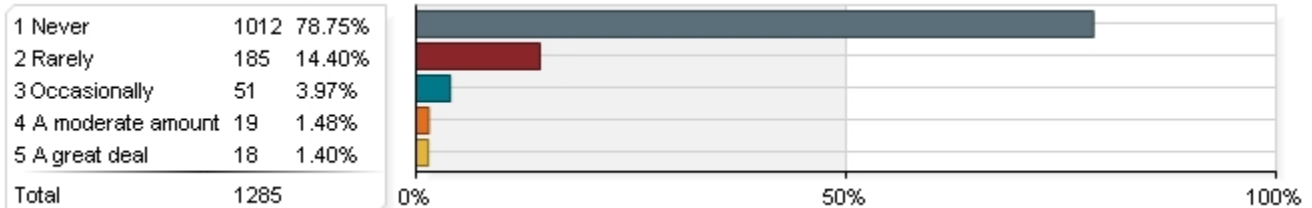
1. **Bullying** (a pattern of repeated unwanted deliberate or subconscious behavior that may directly or indirectly cause reasonable fear of or actual physical, emotional, and/or psychological harm to another individual. Bullying is not characterized by a single occurrence, but rather, by repeated incidents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



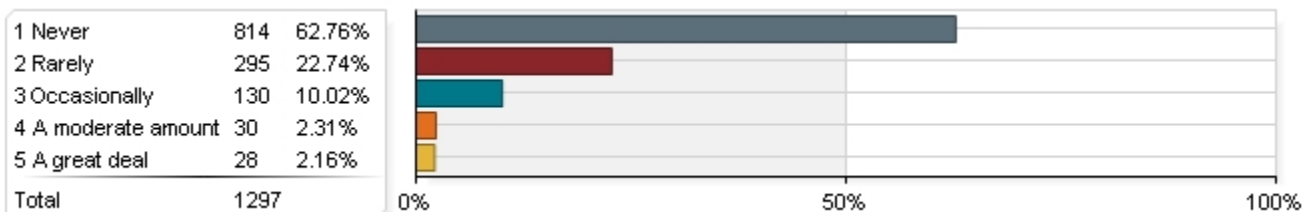
2. Gender discrimination



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



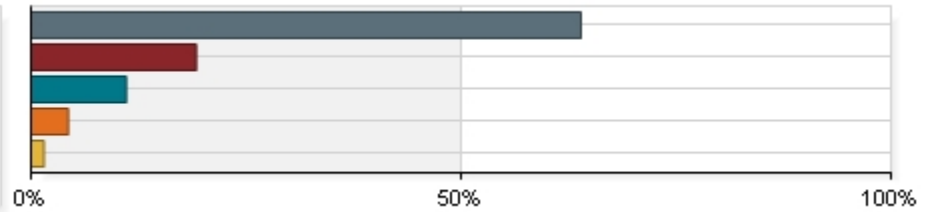
4. Spoken to profanely (cursing or obscene language)



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

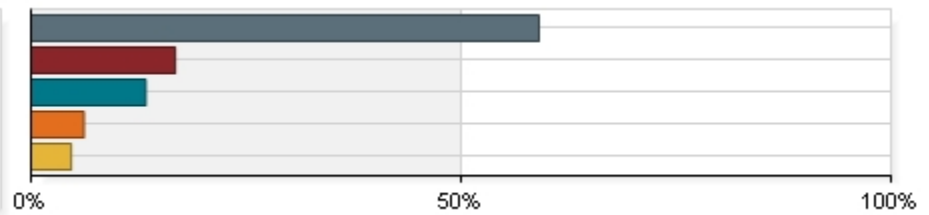
5. Racial tension

1 Never	816	63.95%
2 Rarely	245	19.20%
3 Occasionally	141	11.05%
4 A moderate amount	55	4.31%
5 A great deal	19	1.49%
Total	1276	



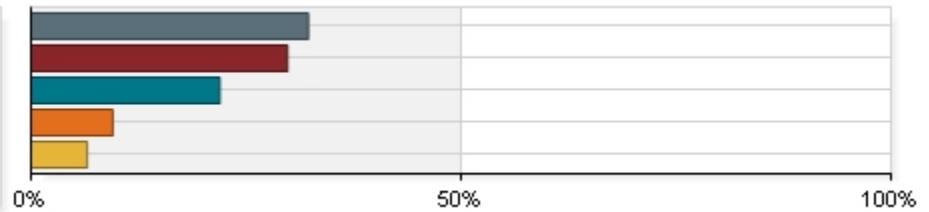
6. Exploitation as an employee (the action or fact of treating someone unfairly in order to benefit from their work)

1 Never	757	59.05%
2 Rarely	215	16.77%
3 Occasionally	171	13.34%
4 A moderate amount	79	6.16%
5 A great deal	60	4.68%
Total	1282	



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

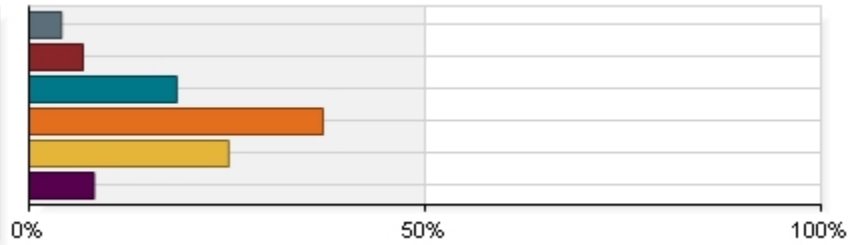
1 Never	414	32.22%
2 Rarely	383	29.81%
3 Occasionally	282	21.95%
4 A moderate amount	122	9.49%
5 A great deal	84	6.54%
Total	1285	



I feel valued by:

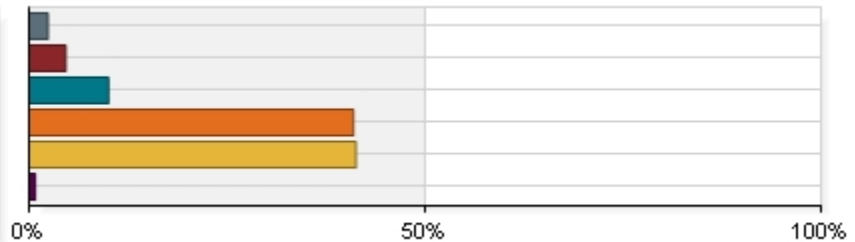
1. Faculty

1 Strongly disagree	53	4.10%
2 Disagree	88	6.80%
3 Neither agree nor disagree	241	18.62%
4 Agree	480	37.09%
5 Strongly agree	326	25.19%
6 Not applicable	106	8.19%
Total	1294	



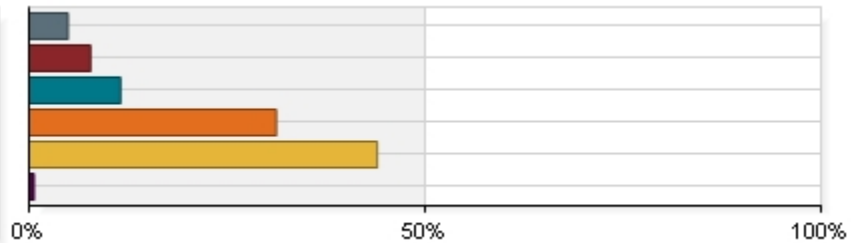
2. My co-workers

1 Strongly disagree	31	2.39%
2 Disagree	60	4.62%
3 Neither agree nor disagree	130	10.01%
4 Agree	532	40.95%
5 Strongly agree	536	41.26%
6 Not applicable	10	0.77%
Total	1299	



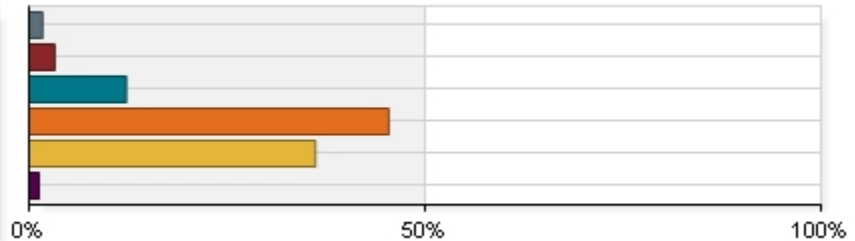
3. My supervisor or chair

1 Strongly disagree	64	4.92%
2 Disagree	101	7.76%
3 Neither agree nor disagree	150	11.53%
4 Agree	406	31.21%
5 Strongly agree	572	43.97%
6 Not applicable	8	0.61%
Total	1301	



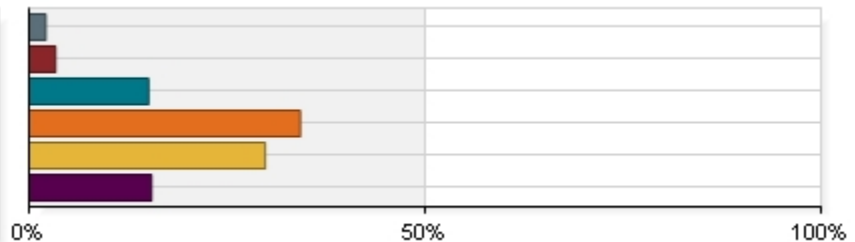
4. Staff members

1 Strongly disagree	22	1.70%
2 Disagree	42	3.24%
3 Neither agree nor disagree	159	12.26%
4 Agree	589	45.41%
5 Strongly agree	469	36.16%
6 Not applicable	16	1.23%
Total	1297	



5. Students

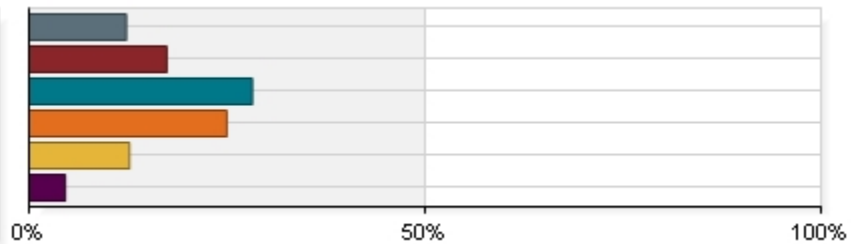
1 Strongly disagree	27	2.09%
2 Disagree	43	3.32%
3 Neither agree nor disagree	195	15.07%
4 Agree	443	34.23%
5 Strongly agree	386	29.83%
6 Not applicable	200	15.46%
Total	1294	



I feel valued by: (continued)

6. University-wide administration

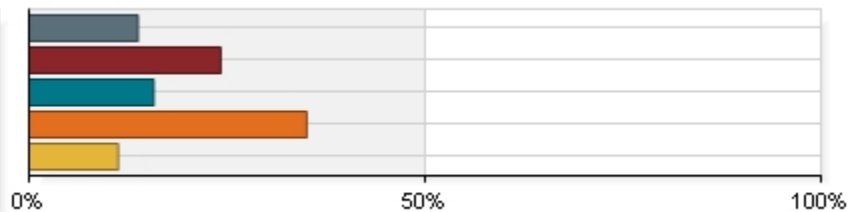
1 Strongly disagree	159	12.28%
2 Disagree	225	17.37%
3 Neither agree nor disagree	365	28.19%
4 Agree	323	24.94%
5 Strongly agree	164	12.66%
6 Not applicable	59	4.56%
Total	1295	



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

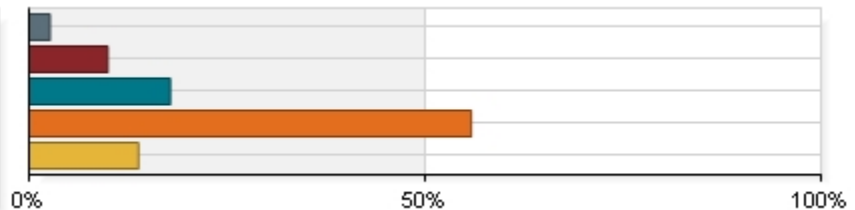
1. I am rarely, if ever, asked to perform duties outside of my job description

1 Strongly disagree	177	13.73%
2 Disagree	312	24.20%
3 Neither agree nor disagree	203	15.75%
4 Agree	452	35.07%
5 Strongly agree	145	11.25%
Total	1289	



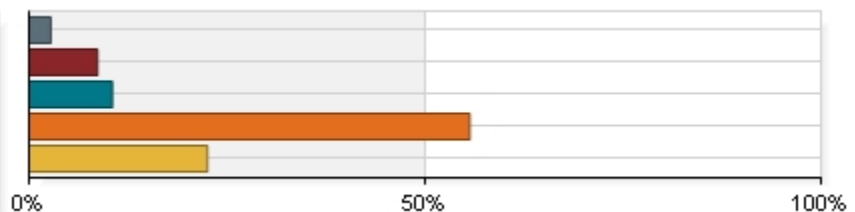
2. I feel safe on campus

1 Strongly disagree	34	2.64%
2 Disagree	128	9.92%
3 Neither agree nor disagree	230	17.83%
4 Agree	720	55.81%
5 Strongly agree	178	13.80%
Total	1290	



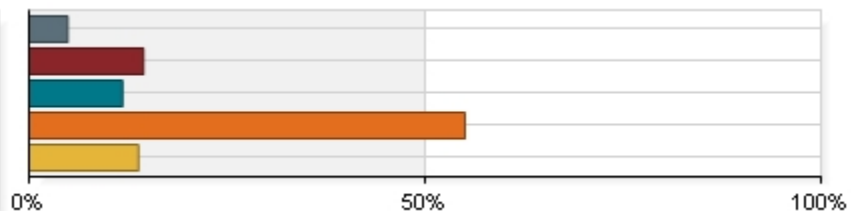
3. The campus grounds and facilities are well maintained

1 Strongly disagree	35	2.72%
2 Disagree	111	8.62%
3 Neither agree nor disagree	135	10.49%
4 Agree	716	55.63%
5 Strongly agree	290	22.53%
Total	1287	



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

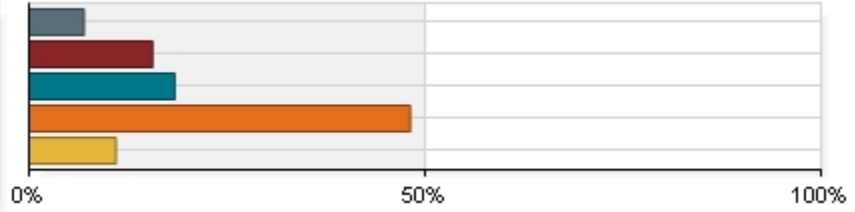
1 Strongly disagree	63	4.89%
2 Disagree	186	14.44%
3 Neither agree nor disagree	152	11.80%
4 Agree	709	55.05%
5 Strongly agree	178	13.82%
Total	1288	



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

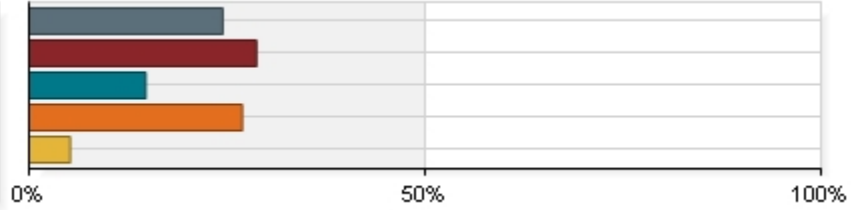
5. I believe that working conditions at UofL are satisfactory

1 Strongly disagree	89	6.93%
2 Disagree	200	15.58%
3 Neither agree nor disagree	236	18.38%
4 Agree	618	48.13%
5 Strongly agree	141	10.98%
Total	1284	



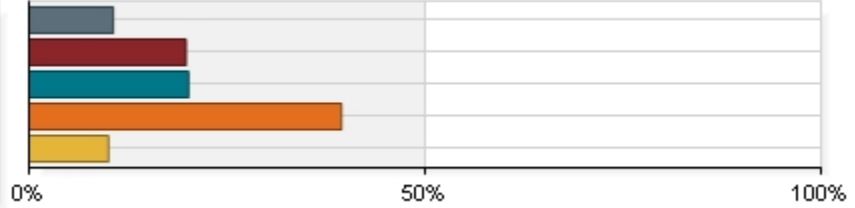
6. My department is adequately staffed to cover the regular workload

1 Strongly disagree	315	24.44%
2 Disagree	370	28.70%
3 Neither agree nor disagree	190	14.74%
4 Agree	347	26.92%
5 Strongly agree	67	5.20%
Total	1289	



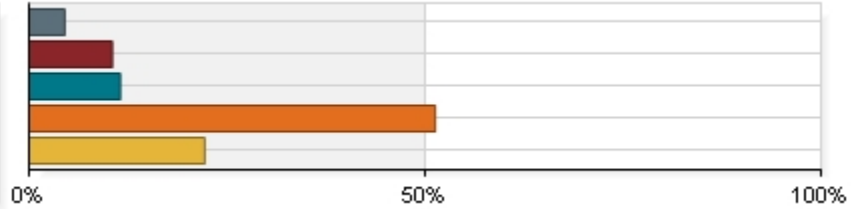
7. Regardless of the current climate, I feel I have job security

1 Strongly disagree	137	10.64%
2 Disagree	255	19.80%
3 Neither agree nor disagree	259	20.11%
4 Agree	508	39.44%
5 Strongly agree	129	10.02%
Total	1288	



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

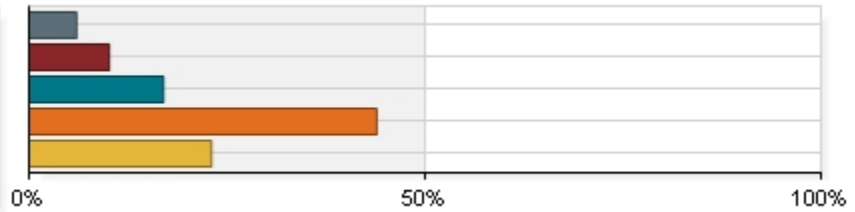
1 Strongly disagree	58	4.51%
2 Disagree	135	10.51%
3 Neither agree nor disagree	148	11.52%
4 Agree	659	51.28%
5 Strongly agree	285	22.18%
Total	1285	



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

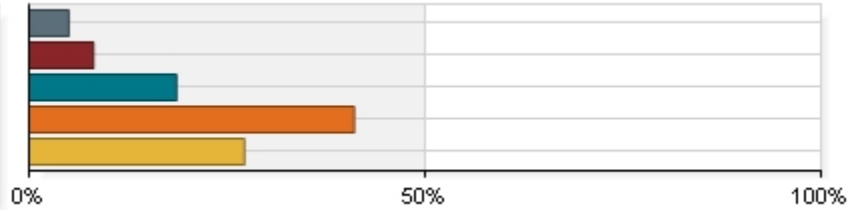
9. I am encouraged to offer suggestions

1 Strongly disagree	77	5.99%
2 Disagree	130	10.12%
3 Neither agree nor disagree	218	16.96%
4 Agree	564	43.89%
5 Strongly agree	296	23.04%
Total	1285	



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

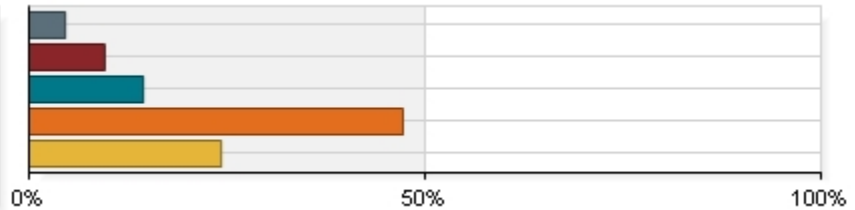
1 Strongly disagree	64	5.00%
2 Disagree	104	8.13%
3 Neither agree nor disagree	238	18.61%
4 Agree	525	41.05%
5 Strongly agree	348	27.21%
Total	1279	



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

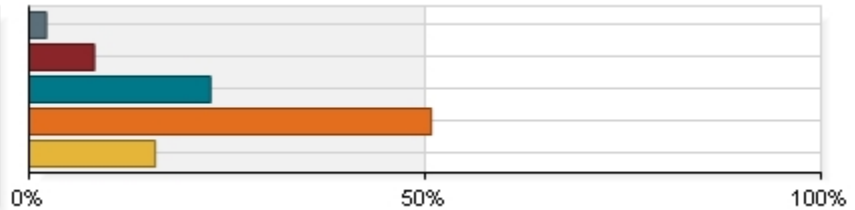
1. Co-workers in my department work well together as a team

1 Strongly disagree	59	4.57%
2 Disagree	123	9.53%
3 Neither agree nor disagree	186	14.42%
4 Agree	609	47.21%
5 Strongly agree	313	24.26%
Total	1290	



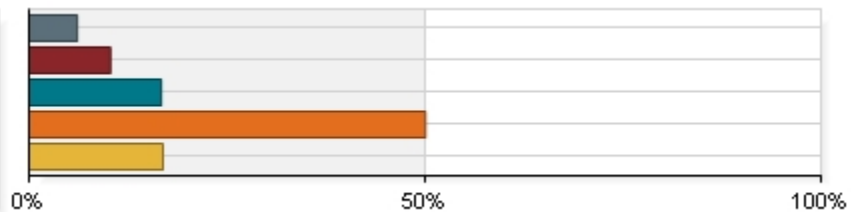
2. Other departments are willing to collaborate with me to help me do my job

1 Strongly disagree	28	2.17%
2 Disagree	106	8.23%
3 Neither agree nor disagree	295	22.90%
4 Agree	654	50.78%
5 Strongly agree	205	15.92%
Total	1288	



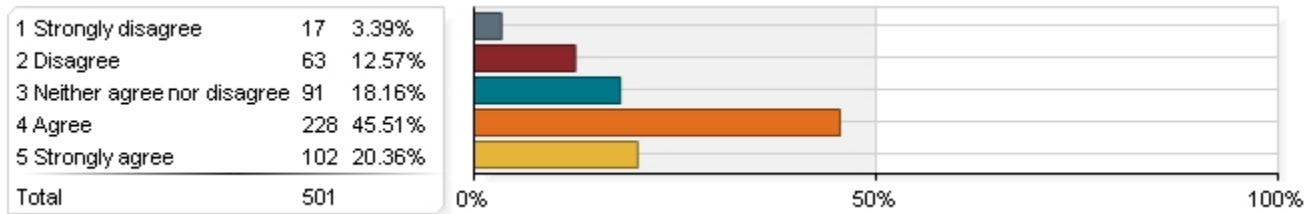
3. My job duties are clearly defined

1 Strongly disagree	78	6.08%
2 Disagree	132	10.29%
3 Neither agree nor disagree	214	16.68%
4 Agree	642	50.04%
5 Strongly agree	217	16.91%
Total	1283	

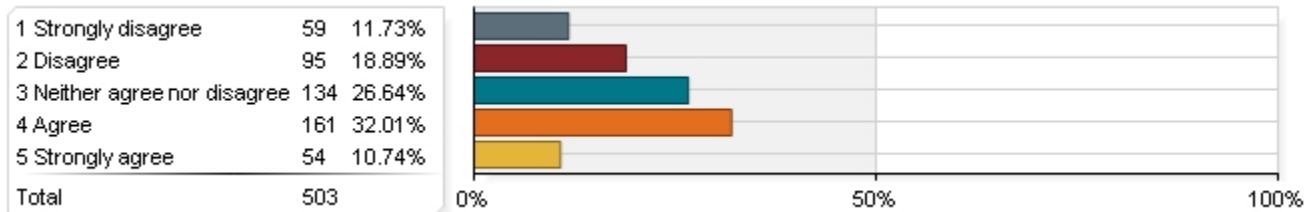


Read each of the following statements and indicate your level of agreement.

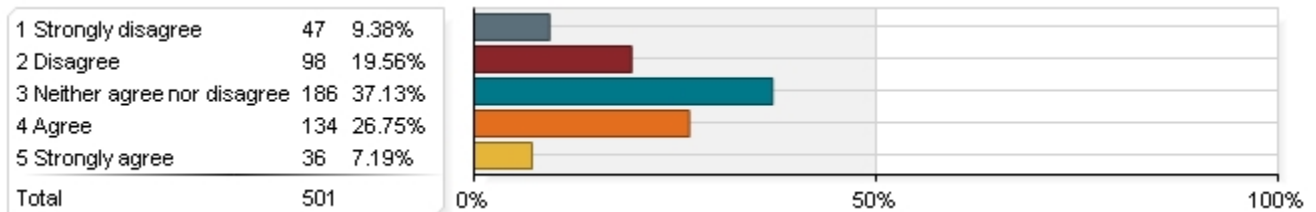
1. Faculty are involved in decisions related to academics and the curriculum



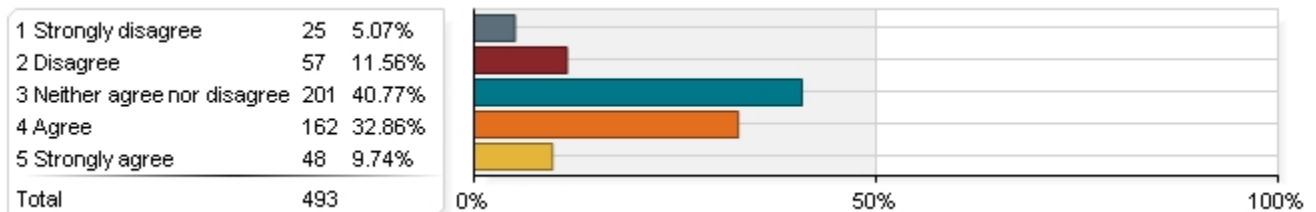
2. The role of faculty in shared governance is clearly stated and recognized



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



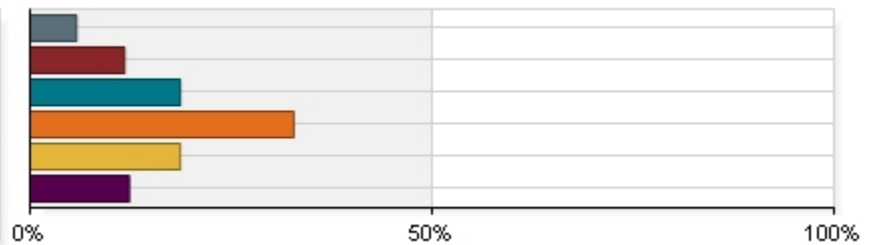
4. I am satisfied with the Faculty Senate representation of my interests at UofL



I feel valued by UofL for my:

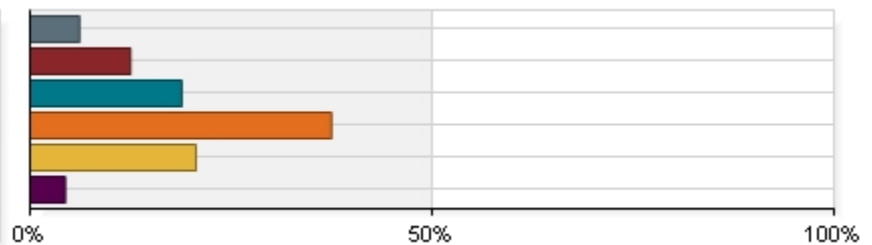
1. Research and scholarship

1 Strongly disagree	29	5.77%
2 Disagree	59	11.73%
3 Neither agree nor disagree	94	18.69%
4 Agree	165	32.80%
5 Strongly agree	94	18.69%
6 Not applicable	62	12.33%
Total	503	



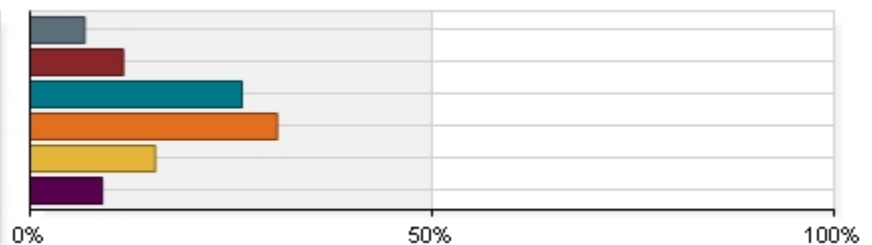
2. Service to the university

1 Strongly disagree	31	6.15%
2 Disagree	63	12.50%
3 Neither agree nor disagree	95	18.85%
4 Agree	189	37.50%
5 Strongly agree	104	20.63%
6 Not applicable	22	4.37%
Total	504	



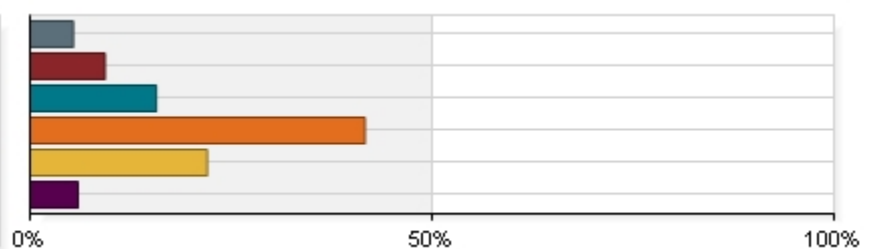
3. Service to the community

1 Strongly disagree	34	6.79%
2 Disagree	58	11.58%
3 Neither agree nor disagree	132	26.35%
4 Agree	154	30.74%
5 Strongly agree	78	15.57%
6 Not applicable	45	8.98%
Total	501	



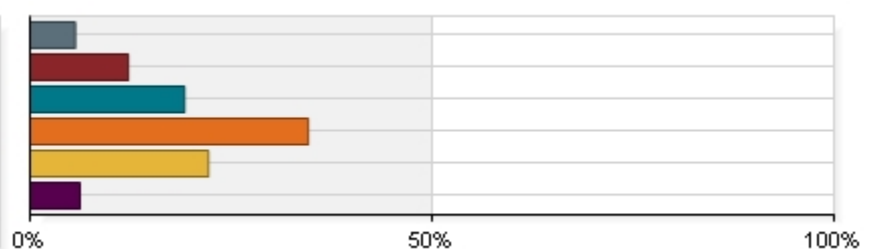
4. Teaching

1 Strongly disagree	27	5.36%
2 Disagree	47	9.33%
3 Neither agree nor disagree	79	15.67%
4 Agree	210	41.67%
5 Strongly agree	111	22.02%
6 Not applicable	30	5.95%
Total	504	



5. Mentoring of students

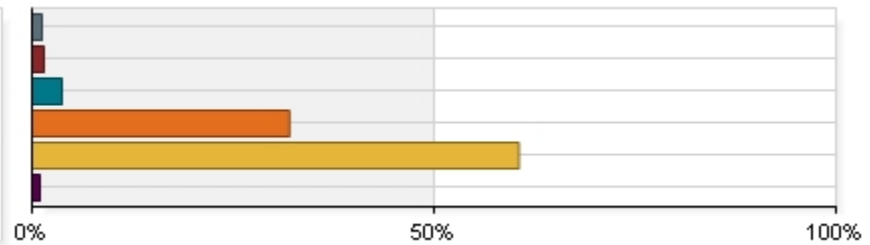
1 Strongly disagree	28	5.60%
2 Disagree	61	12.20%
3 Neither agree nor disagree	96	19.20%
4 Agree	173	34.60%
5 Strongly agree	111	22.20%
6 Not applicable	31	6.20%
Total	500	



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

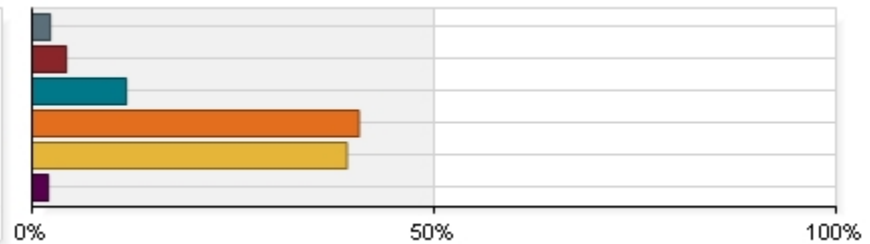
1. I am invited to participate in faculty meetings.

1 Strongly disagree	5	1.24%
2 Disagree	6	1.49%
3 Neither agree nor disagree	15	3.72%
4 Agree	129	32.01%
5 Strongly agree	244	60.55%
6 Not applicable	4	0.99%
Total	403	



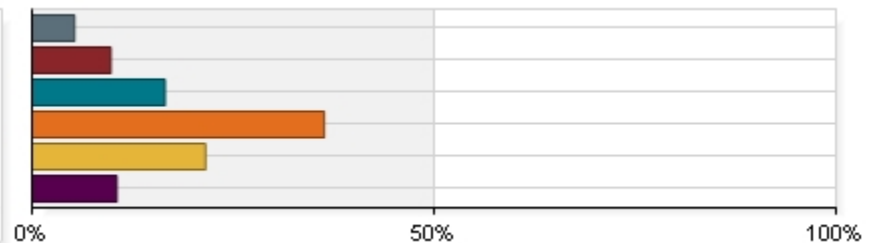
2. I am respected by full-time faculty in my department.

1 Strongly disagree	9	2.24%
2 Disagree	17	4.24%
3 Neither agree nor disagree	47	11.72%
4 Agree	163	40.65%
5 Strongly agree	157	39.15%
6 Not applicable	8	2.00%
Total	401	



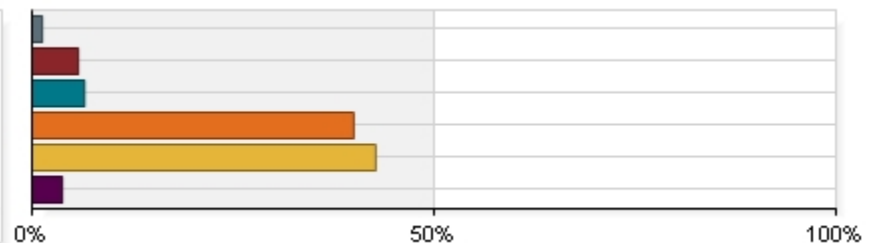
3. The classroom(s) and/or lab space assigned to me enables me to teach effectively.

1 Strongly disagree	21	5.26%
2 Disagree	39	9.77%
3 Neither agree nor disagree	66	16.54%
4 Agree	145	36.34%
5 Strongly agree	86	21.55%
6 Not applicable	42	10.53%
Total	399	



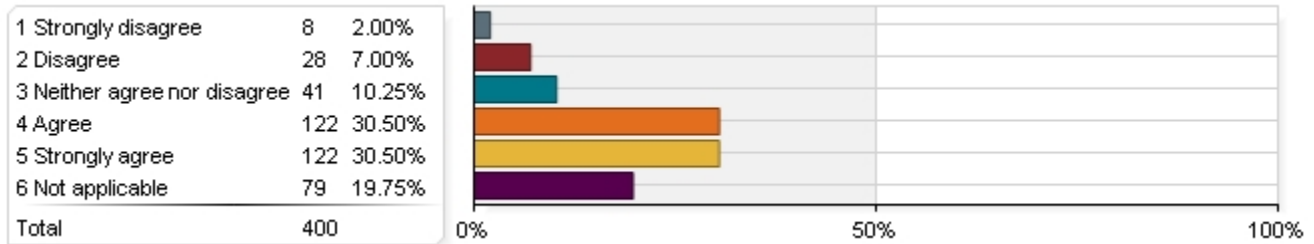
4. The office space assigned to me is adequate for me to meet with students.

1 Strongly disagree	5	1.25%
2 Disagree	23	5.75%
3 Neither agree nor disagree	26	6.50%
4 Agree	160	40.00%
5 Strongly agree	171	42.75%
6 Not applicable	15	3.75%
Total	400	

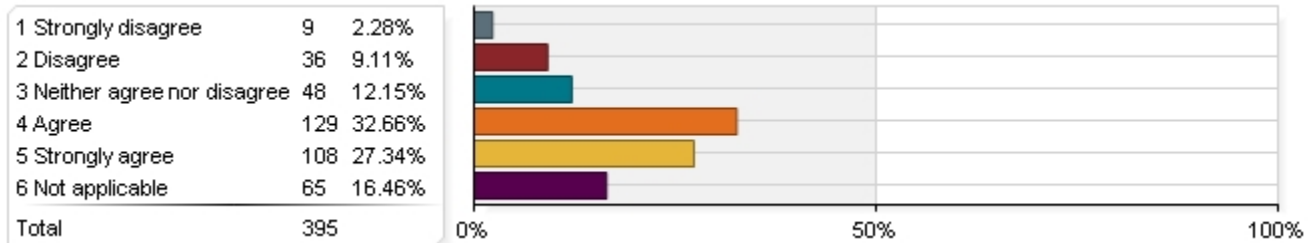


Read each of the following statements and indicate your level of agreement. (continued)

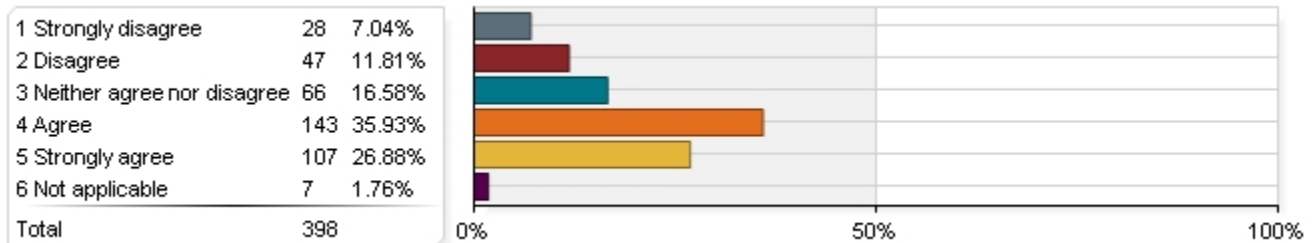
5. I am satisfied with the amount of notice I receive when the courses I teach are scheduled or changed.



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



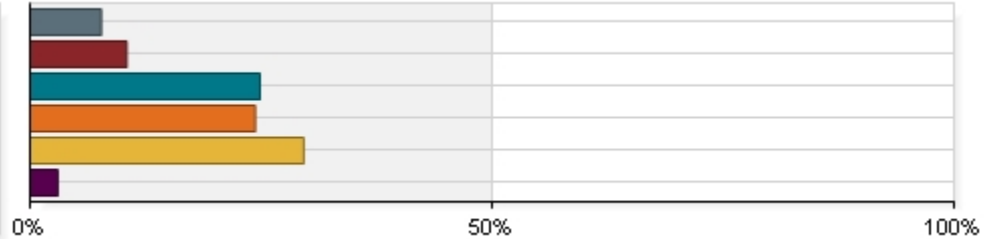
7. I am satisfied with the support I receive from IT.



How frequently do you participate in the following activities?

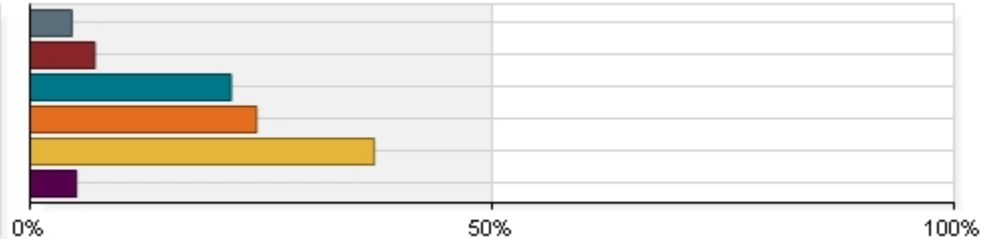
1. Serve on university committees

1 Never	31	7.71%
2 Rarely	42	10.45%
3 Sometimes	100	24.88%
4 Often	98	24.38%
5 Very often	119	29.60%
6 Not applicable	12	2.99%
Total	402	



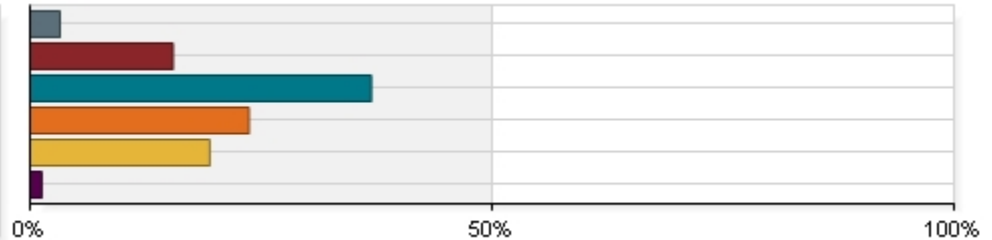
2. Advise students

1 Never	18	4.50%
2 Rarely	28	7.00%
3 Sometimes	87	21.75%
4 Often	98	24.50%
5 Very often	149	37.25%
6 Not applicable	20	5.00%
Total	400	



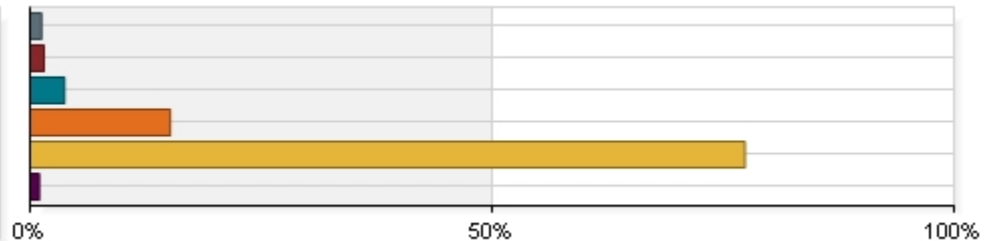
3. Attend UofL events

1 Never	13	3.24%
2 Rarely	62	15.46%
3 Sometimes	148	36.91%
4 Often	95	23.69%
5 Very often	78	19.45%
6 Not applicable	5	1.25%
Total	401	



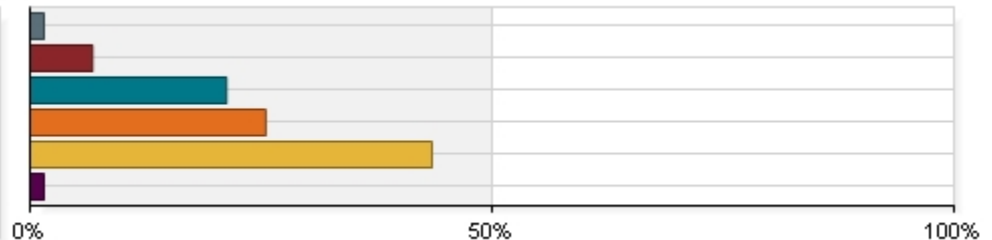
4. Attend department faculty meetings

1 Never	5	1.24%
2 Rarely	6	1.49%
3 Sometimes	15	3.73%
4 Often	61	15.17%
5 Very often	311	77.36%
6 Not applicable	4	1.00%
Total	402	



5. Attend other department functions

1 Never	6	1.50%
2 Rarely	27	6.75%
3 Sometimes	85	21.25%
4 Often	102	25.50%
5 Very often	174	43.50%
6 Not applicable	6	1.50%
Total	400	



How frequently do you participate in the following activities?

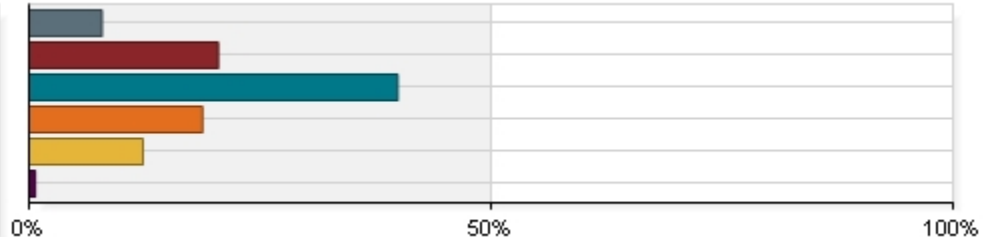
1. Serve on university committees

1 Never	289	37.73%
2 Rarely	144	18.80%
3 Sometimes	164	21.41%
4 Often	74	9.66%
5 Very often	80	10.44%
6 Not applicable	15	1.96%
Total	766	



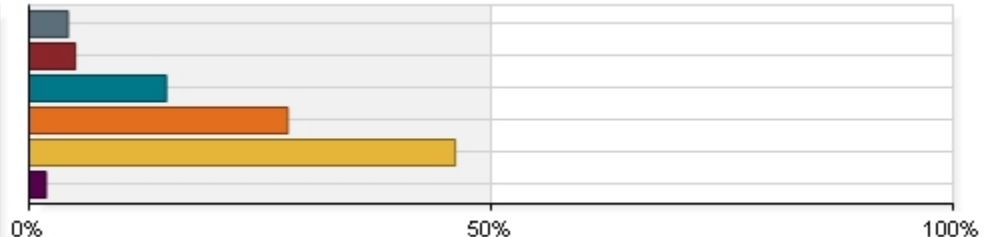
2. Attend UofL events

1 Never	60	7.87%
2 Rarely	156	20.47%
3 Sometimes	304	39.90%
4 Often	143	18.77%
5 Very often	94	12.34%
6 Not applicable	5	0.66%
Total	762	



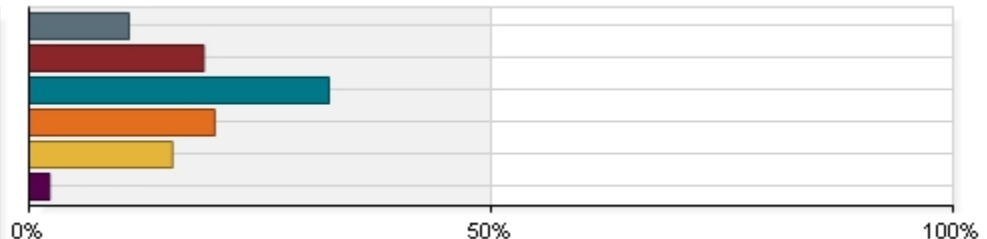
3. Attend unit/department staff meetings

1 Never	32	4.20%
2 Rarely	38	4.99%
3 Sometimes	113	14.85%
4 Often	213	27.99%
5 Very often	351	46.12%
6 Not applicable	14	1.84%
Total	761	



4. Attend other unit/department functions

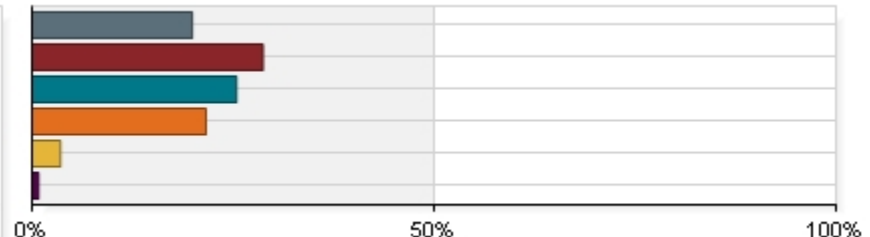
1 Never	83	10.82%
2 Rarely	145	18.90%
3 Sometimes	249	32.46%
4 Often	154	20.08%
5 Very often	119	15.51%
6 Not applicable	17	2.22%
Total	767	



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

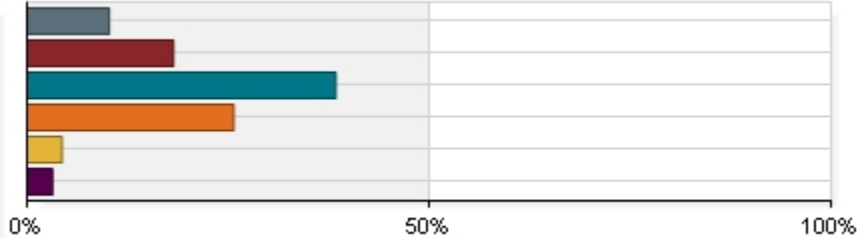
1. Staff have a voice in the direction of UofL.

1 Strongly disagree	152	19.92%
2 Disagree	219	28.70%
3 Neither agree nor disagree	194	25.43%
4 Agree	165	21.63%
5 Strongly agree	27	3.54%
6 Not applicable	6	0.79%
Total	763	



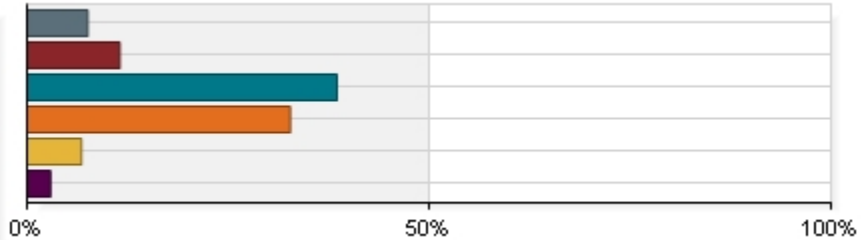
2. I am satisfied with the role Staff Senate plays in decision-making at UofL.

1 Strongly disagree	78	10.22%
2 Disagree	139	18.22%
3 Neither agree nor disagree	293	38.40%
4 Agree	196	25.69%
5 Strongly agree	33	4.33%
6 Not applicable	24	3.15%
Total	763	



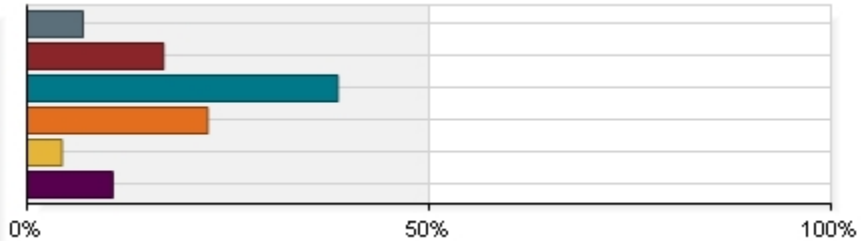
3. I am satisfied with the Staff Senate representation of my interests at UofL.

1 Strongly disagree	57	7.55%
2 Disagree	87	11.52%
3 Neither agree nor disagree	291	38.54%
4 Agree	247	32.72%
5 Strongly agree	51	6.75%
6 Not applicable	22	2.91%
Total	755	



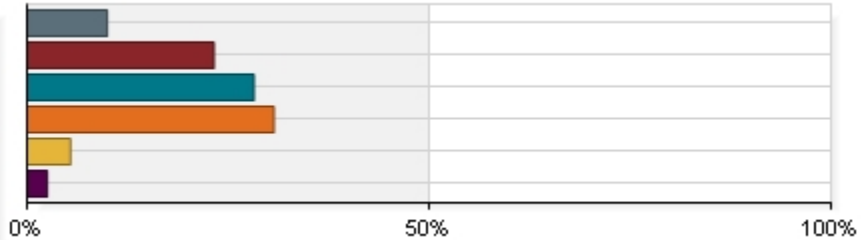
4. I feel valued by UofL for my service to the community.

1 Strongly disagree	53	6.96%
2 Disagree	129	16.95%
3 Neither agree nor disagree	294	38.63%
4 Agree	171	22.47%
5 Strongly agree	33	4.34%
6 Not applicable	81	10.64%
Total	761	



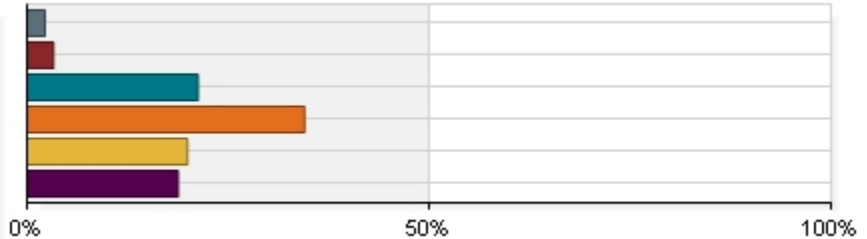
5. I feel valued by UofL for my service to the university.

1 Strongly disagree	76	9.97%
2 Disagree	177	23.23%
3 Neither agree nor disagree	215	28.22%
4 Agree	234	30.71%
5 Strongly agree	41	5.38%
6 Not applicable	19	2.49%
Total	762	



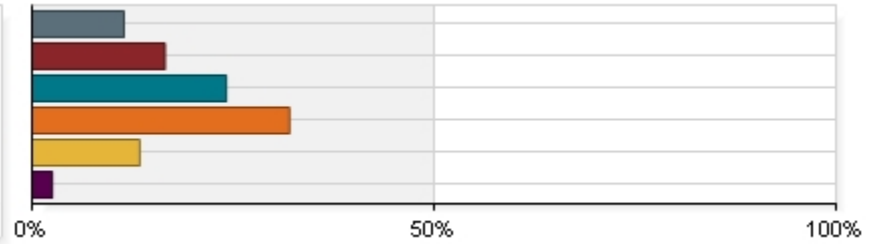
6. I am allowed to participate on university committees without it being charged to my leave time.

1 Strongly disagree	17	2.23%
2 Disagree	25	3.28%
3 Neither agree nor disagree	162	21.26%
4 Agree	263	34.51%
5 Strongly agree	152	19.95%
6 Not applicable	143	18.77%
Total	762	



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

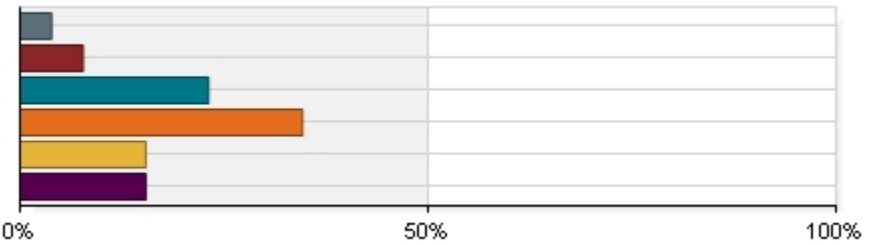
1 Strongly disagree	87	11.42%
2 Disagree	126	16.54%
3 Neither agree nor disagree	184	24.15%
4 Agree	244	32.02%
5 Strongly agree	102	13.39%
6 Not applicable	19	2.49%
Total	762	



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

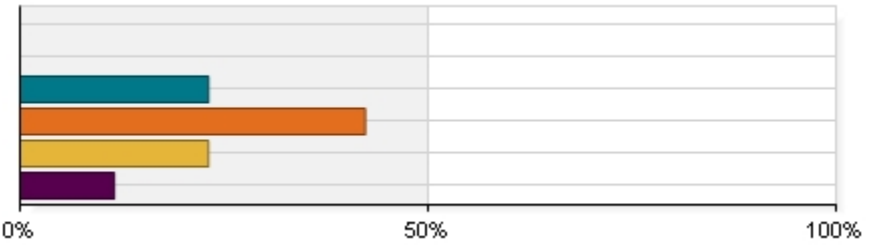
1. I am invited to participate in unit/department meetings.

1 Strongly disagree	1	3.85%
2 Disagree	2	7.69%
3 Neither agree nor disagree	6	23.08%
4 Agree	9	34.62%
5 Strongly agree	4	15.38%
6 Not applicable	4	15.38%
Total	26	



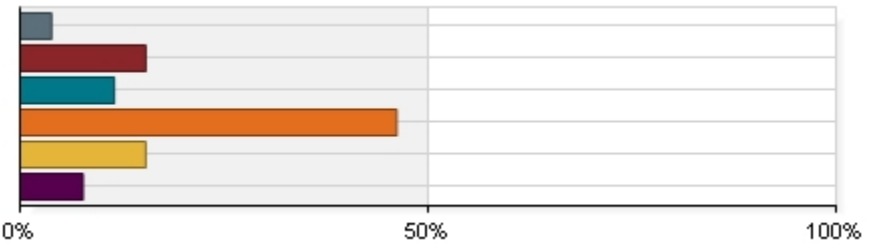
2. I am respected by full-time staff in my unit/department.

1 Strongly disagree	0	0.00%
2 Disagree	0	0.00%
3 Neither agree nor disagree	6	23.08%
4 Agree	11	42.31%
5 Strongly agree	6	23.08%
6 Not applicable	3	11.54%
Total	26	



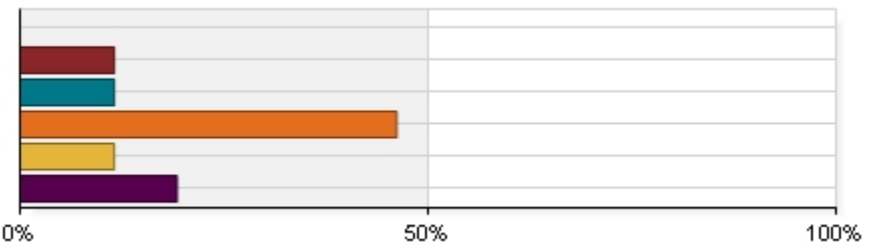
3. The office or workspace assigned to me is adequate for me to do my job.

1 Strongly disagree	1	3.85%
2 Disagree	4	15.38%
3 Neither agree nor disagree	3	11.54%
4 Agree	12	46.15%
5 Strongly agree	4	15.38%
6 Not applicable	2	7.69%
Total	26	



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

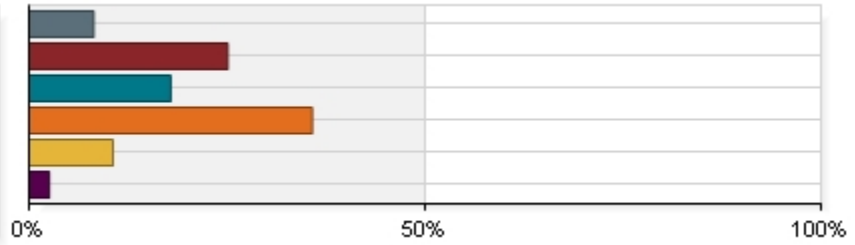
1 Strongly disagree	0	0.00%
2 Disagree	3	11.54%
3 Neither agree nor disagree	3	11.54%
4 Agree	12	46.15%
5 Strongly agree	3	11.54%
6 Not applicable	5	19.23%
Total	26	



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

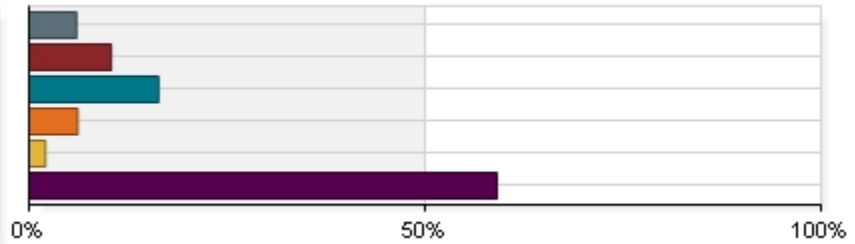
1. It is easy to balance the needs of work and family.

1 Strongly disagree	103	8.15%
2 Disagree	317	25.08%
3 Neither agree nor disagree	226	17.88%
4 Agree	452	35.76%
5 Strongly agree	134	10.60%
6 Not applicable	32	2.53%
Total	1264	



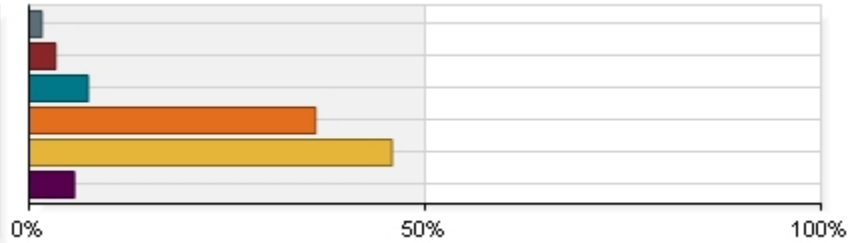
2. There are adequate childcare facilities on campus and in the surrounding area.

1 Strongly disagree	75	5.98%
2 Disagree	130	10.37%
3 Neither agree nor disagree	205	16.35%
4 Agree	77	6.14%
5 Strongly agree	26	2.07%
6 Not applicable	741	59.09%
Total	1254	



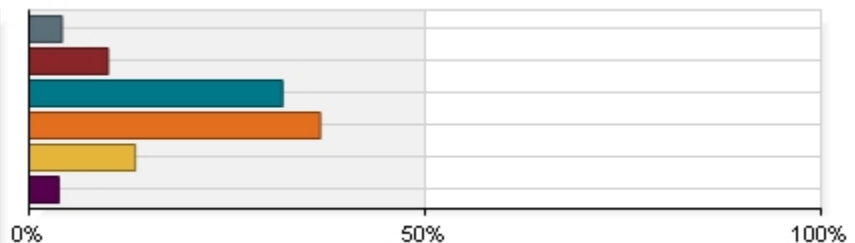
3. My supervisor or chair is understanding of family situations that require me to put my work on hold (such as illnesses, emergencies, death).

1 Strongly disagree	20	1.58%
2 Disagree	42	3.32%
3 Neither agree nor disagree	94	7.44%
4 Agree	457	36.16%
5 Strongly agree	579	45.81%
6 Not applicable	72	5.70%
Total	1264	



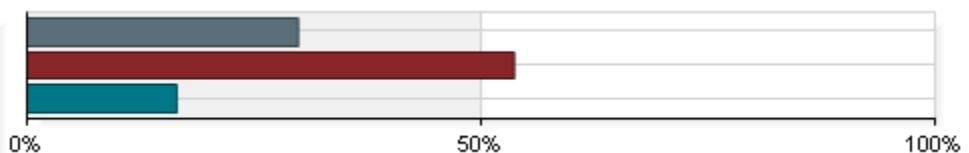
4. UofL's policies and procedures help me to balance work life and home life.

1 Strongly disagree	52	4.15%
2 Disagree	125	9.97%
3 Neither agree nor disagree	401	31.98%
4 Agree	461	36.76%
5 Strongly agree	168	13.40%
6 Not applicable	47	3.75%
Total	1254	



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

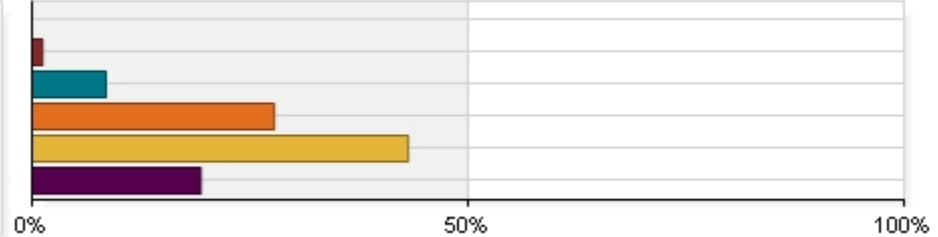
1 Out of balance	371	29.85%
2 Balanced	667	53.66%
3 Well-balanced	205	16.49%
Total	1243	



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

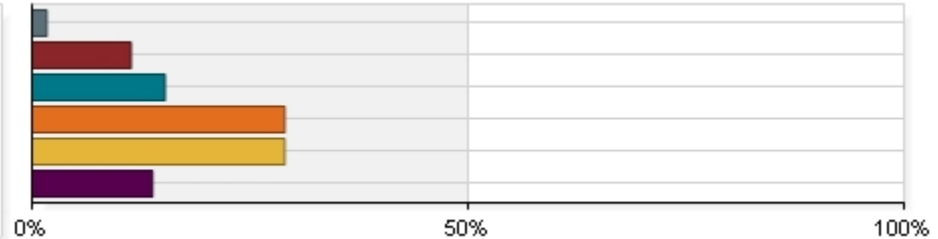
1. Miss something at work due to home life concerns/responsibilities

1 Daily	1	0.08%
2 Weekly	15	1.19%
3 Monthly	107	8.49%
4 A few times a year	350	27.76%
5 Rarely	544	43.14%
6 Never	244	19.35%
Total	1261	



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

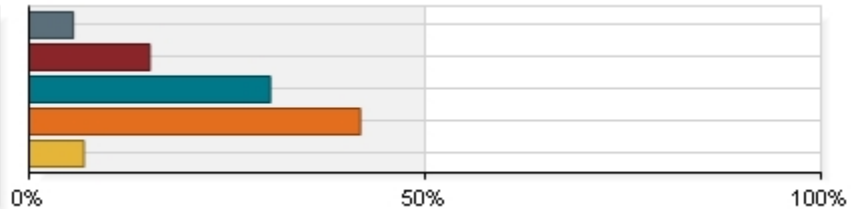
1 Daily	21	1.67%
2 Weekly	143	11.35%
3 Monthly	192	15.24%
4 A few times a year	365	28.97%
5 Rarely	365	28.97%
6 Never	174	13.81%
Total	1260	



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

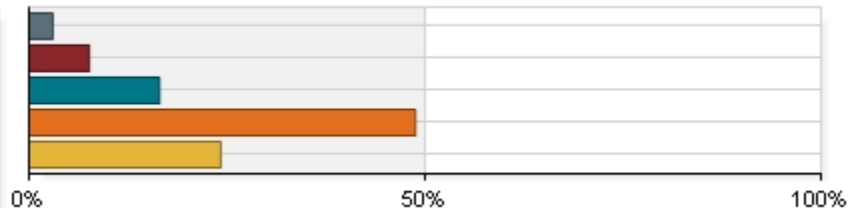
1. The environment at UofL supports a balance between work life and home life

1 Strongly disagree	69	5.56%
2 Disagree	189	15.23%
3 Neither agree nor disagree	378	30.46%
4 Agree	519	41.82%
5 Strongly agree	86	6.93%
Total	1241	



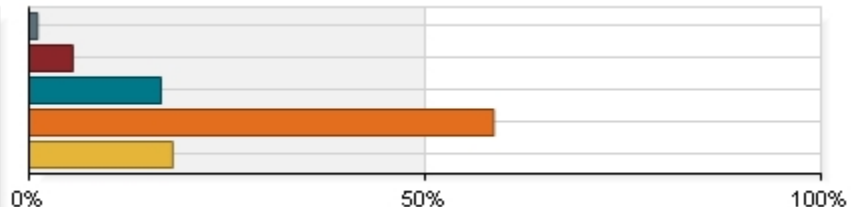
2. My supervisor/department chair understands the importance of maintaining a balance between work life and home life

1 Strongly disagree	37	2.98%
2 Disagree	94	7.58%
3 Neither agree nor disagree	204	16.45%
4 Agree	605	48.79%
5 Strongly agree	300	24.19%
Total	1240	



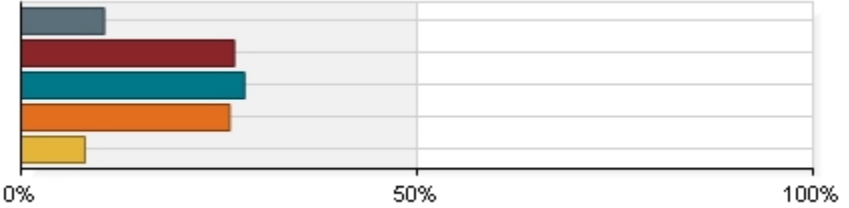
3. My colleagues understand the importance of maintaining a balance between work life and home life

1 Strongly disagree	13	1.05%
2 Disagree	68	5.50%
3 Neither agree nor disagree	206	16.67%
4 Agree	725	58.66%
5 Strongly agree	224	18.12%
Total	1236	



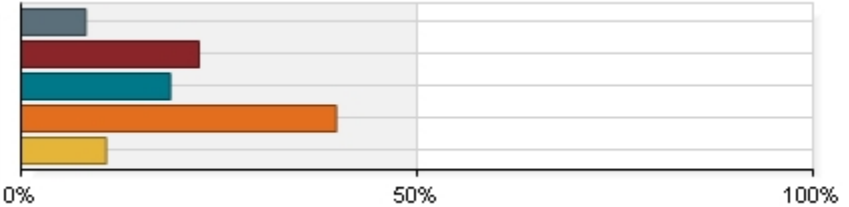
4. Opportunities for work/home balance are equally available to all employees

1 Strongly disagree	130	10.50%
2 Disagree	333	26.90%
3 Neither agree nor disagree	349	28.19%
4 Agree	326	26.33%
5 Strongly agree	100	8.08%
Total	1238	



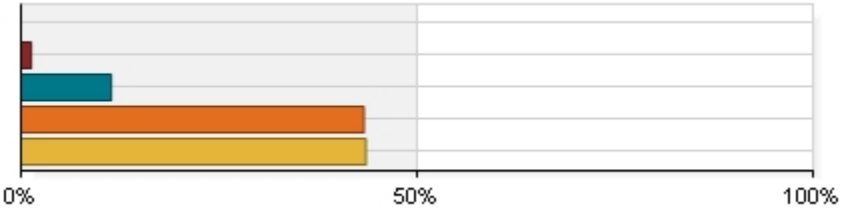
5. I rarely, if ever, have to make hard decisions between work and home obligations

1 Strongly disagree	101	8.16%
2 Disagree	278	22.47%
3 Neither agree nor disagree	233	18.84%
4 Agree	492	39.77%
5 Strongly agree	133	10.75%
Total	1237	



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

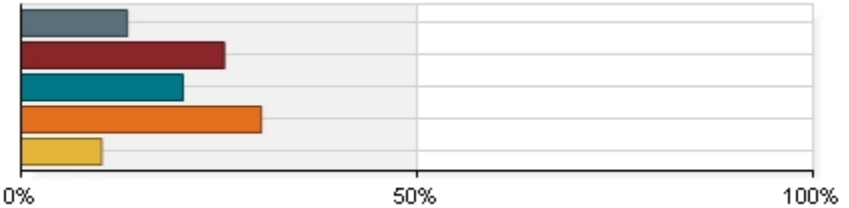
1 Strongly disagree	6	0.48%
2 Disagree	16	1.29%
3 Neither agree nor disagree	141	11.39%
4 Agree	536	43.30%
5 Strongly agree	539	43.54%
Total	1238	



Please answer the following questions about flexible work schedules:

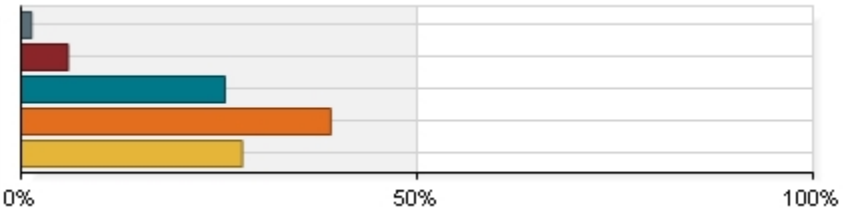
1. I currently work a flexible schedule

1 Strongly disagree	167	13.39%
2 Disagree	320	25.66%
3 Neither agree nor disagree	255	20.45%
4 Agree	378	30.31%
5 Strongly agree	127	10.18%
Total	1247	



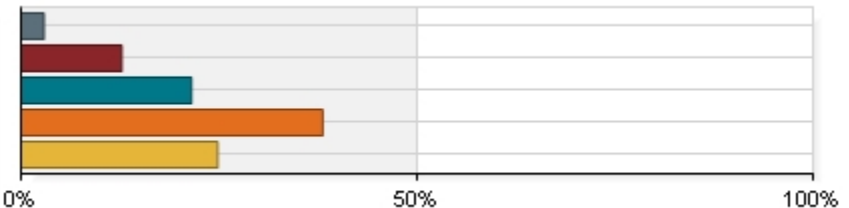
2. I would like to work a flexible schedule

1 Strongly disagree	16	1.30%
2 Disagree	73	5.91%
3 Neither agree nor disagree	318	25.75%
4 Agree	483	39.11%
5 Strongly agree	345	27.94%
Total	1235	



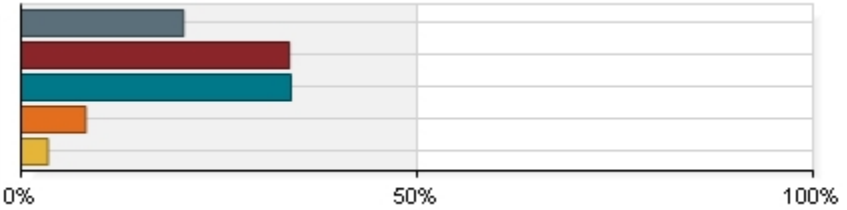
3. A flexible schedule should be available to all employees

1 Strongly disagree	36	2.89%
2 Disagree	158	12.69%
3 Neither agree nor disagree	268	21.53%
4 Agree	474	38.07%
5 Strongly agree	309	24.82%
Total	1245	



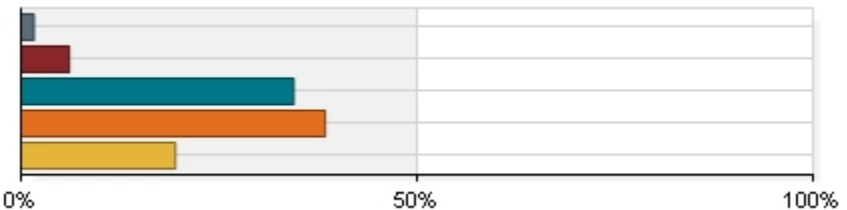
4. A flexible schedule is available to all employees

1 Strongly disagree	254	20.52%
2 Disagree	419	33.84%
3 Neither agree nor disagree	422	34.09%
4 Agree	101	8.16%
5 Strongly agree	42	3.39%
Total	1238	



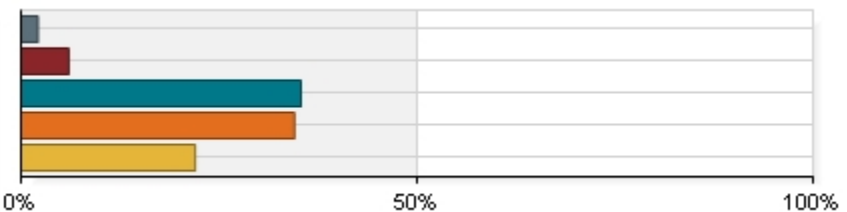
5. I would have a better balance of work/home with a flexible schedule

1 Strongly disagree	20	1.62%
2 Disagree	75	6.06%
3 Neither agree nor disagree	426	34.44%
4 Agree	475	38.40%
5 Strongly agree	241	19.48%
Total	1237	



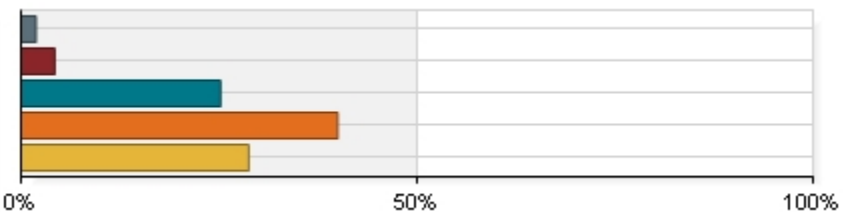
6. I would be more efficient at my job with a flexible schedule

1 Strongly disagree	26	2.12%
2 Disagree	74	6.03%
3 Neither agree nor disagree	434	35.34%
4 Agree	424	34.53%
5 Strongly agree	270	21.99%
Total	1228	



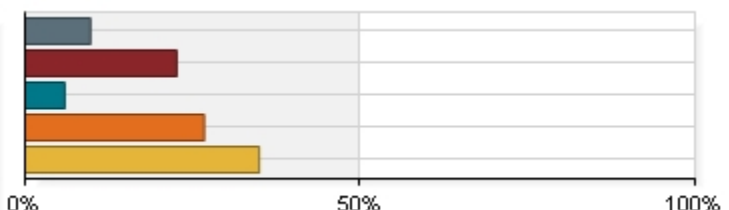
7. I would take advantage of a flexible schedule if offered to me

1 Strongly disagree	23	1.87%
2 Disagree	52	4.23%
3 Neither agree nor disagree	309	25.16%
4 Agree	491	39.98%
5 Strongly agree	353	28.75%
Total	1228	



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

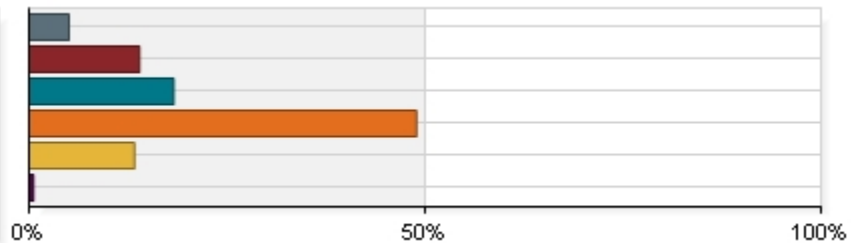
1 Unsure	122	9.76%
2 Unlikely—I couldn't do my job remotely	283	22.64%
3 Unlikely—I wouldn't like to telecommute	74	5.92%
4 Likely	334	26.72%
5 Very likely—sign me up!	437	34.96%
Total	1250	



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

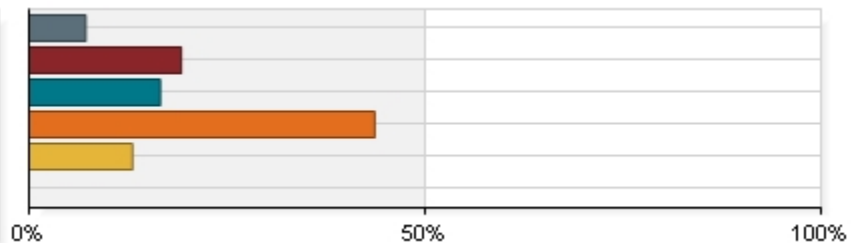
1. The pace of the work at UofL enables me to do a good job

1 Strongly disagree	62	5.03%
2 Disagree	172	13.95%
3 Neither agree nor disagree	225	18.25%
4 Agree	603	48.91%
5 Strongly agree	164	13.30%
6 Not applicable	7	0.57%
Total	1233	



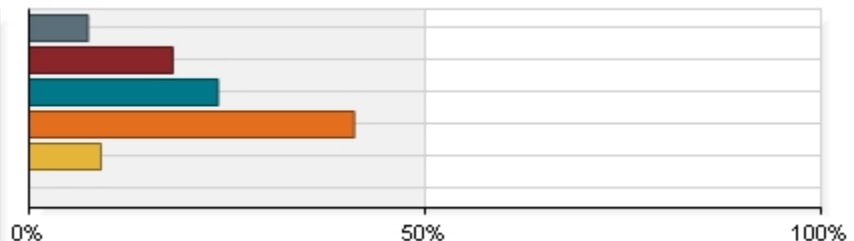
2. The amount of work I'm asked to do is reasonable

1 Strongly disagree	88	7.14%
2 Disagree	237	19.22%
3 Neither agree nor disagree	204	16.55%
4 Agree	538	43.63%
5 Strongly agree	161	13.06%
6 Not applicable	5	0.41%
Total	1233	



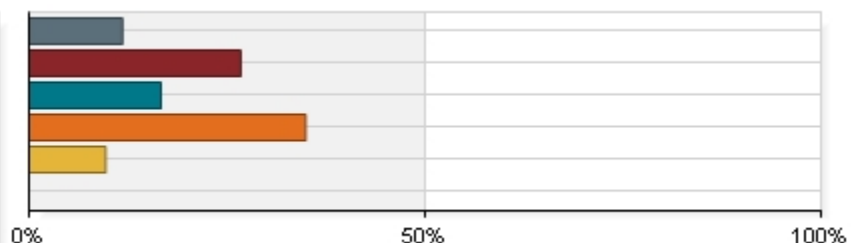
3. UofL has reasonable expectations of its employees

1 Strongly disagree	91	7.43%
2 Disagree	222	18.12%
3 Neither agree nor disagree	292	23.84%
4 Agree	503	41.06%
5 Strongly agree	111	9.06%
6 Not applicable	6	0.49%
Total	1225	



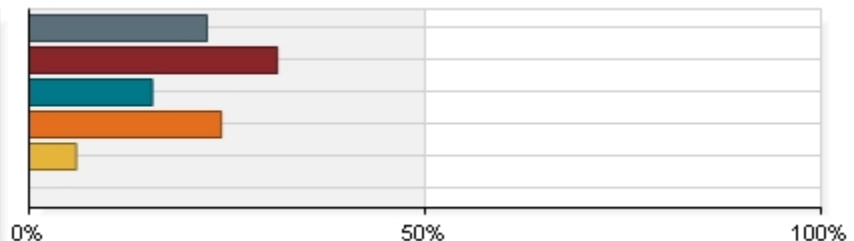
4. My job does not cause unreasonable amounts of stress in my life

1 Strongly disagree	145	11.78%
2 Disagree	329	26.73%
3 Neither agree nor disagree	205	16.65%
4 Agree	430	34.93%
5 Strongly agree	119	9.67%
6 Not applicable	3	0.24%
Total	1231	



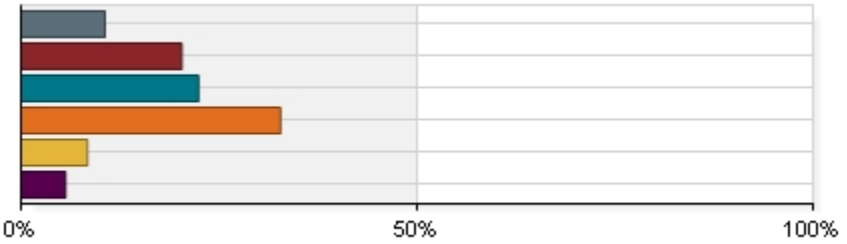
5. My department has the staff necessary to get the job done

1 Strongly disagree	276	22.46%
2 Disagree	385	31.33%
3 Neither agree nor disagree	191	15.54%
4 Agree	298	24.25%
5 Strongly agree	73	5.94%
6 Not applicable	6	0.49%
Total	1229	



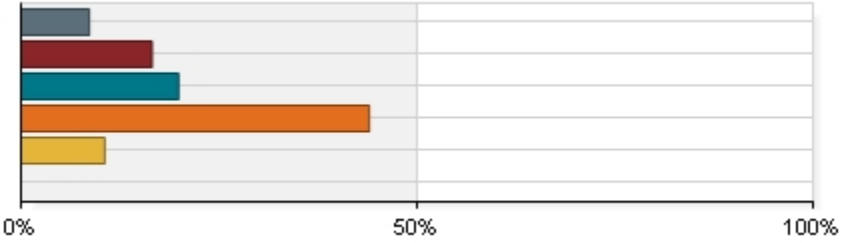
6. Tasks are appropriately redistributed when a staff member is away on family or medical leave so that the workload doesn't overburden one person

1 Strongly disagree	130	10.59%
2 Disagree	249	20.28%
3 Neither agree nor disagree	275	22.39%
4 Agree	402	32.74%
5 Strongly agree	103	8.39%
6 Not applicable	69	5.62%
Total	1228	



7. I have the resources I need to do my job well

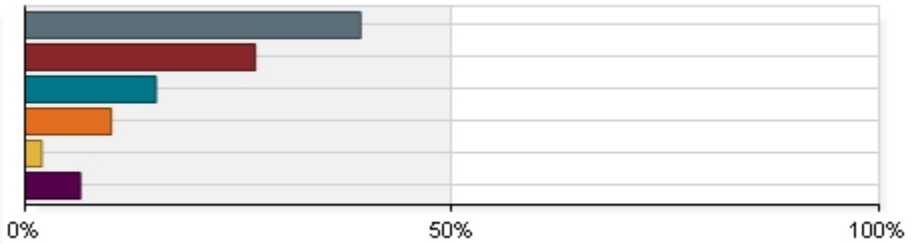
1 Strongly disagree	105	8.59%
2 Disagree	202	16.53%
3 Neither agree nor disagree	243	19.89%
4 Agree	537	43.94%
5 Strongly agree	129	10.56%
6 Not applicable	6	0.49%
Total	1222	



How often do you find yourself working:

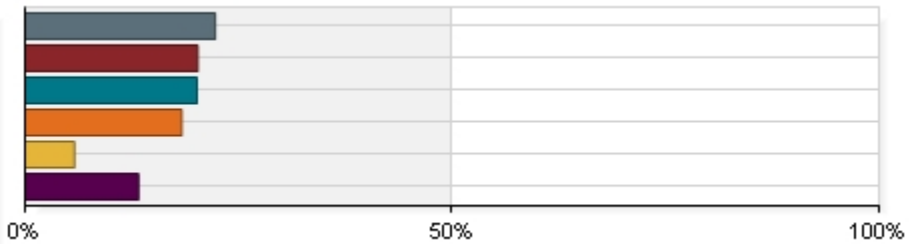
1. During your lunch hour

1 Daily	487	39.27%
2 Weekly	334	26.94%
3 A few times a month	190	15.32%
4 A few times a year	125	10.08%
5 Once a year or less	24	1.94%
6 Never	80	6.45%
Total	1240	



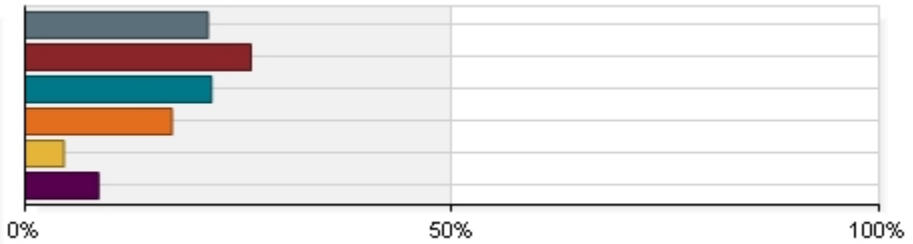
2. At work before your usual work hours

1 Daily	273	22.25%
2 Weekly	248	20.21%
3 A few times a month	247	20.13%
4 A few times a year	225	18.34%
5 Once a year or less	71	5.79%
6 Never	163	13.28%
Total	1227	



3. At work after your usual work hours

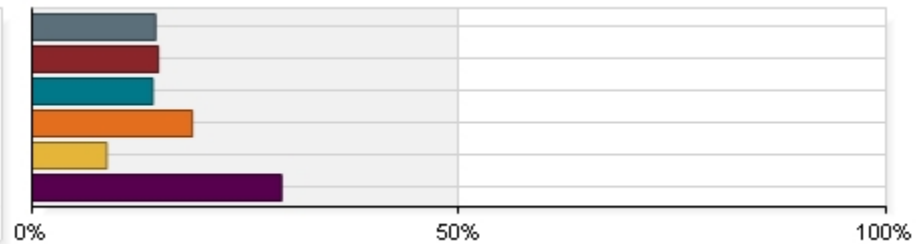
1 Daily	264	21.41%
2 Weekly	326	26.44%
3 A few times a month	269	21.82%
4 A few times a year	212	17.19%
5 Once a year or less	56	4.54%
6 Never	106	8.60%
Total	1233	



How often do you find yourself working: (continued)

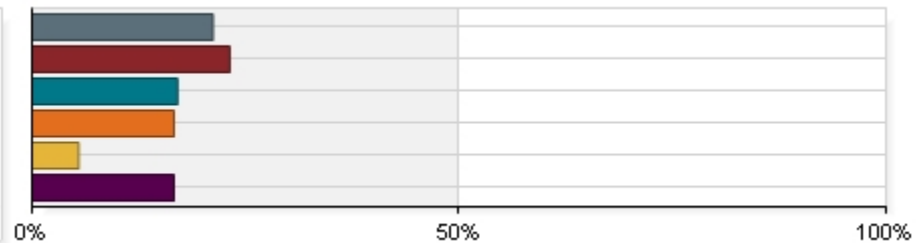
4. At home before your usual work hours

1 Daily	177	14.44%
2 Weekly	181	14.76%
3 A few times a month	173	14.11%
4 A few times a year	230	18.76%
5 Once a year or less	107	8.73%
6 Never	358	29.20%
Total	1226	



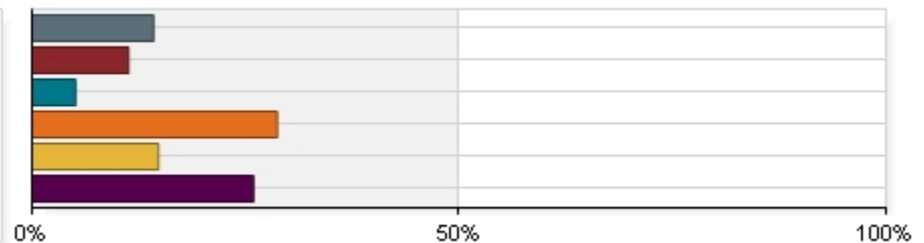
5. At home after your usual work hours

1 Daily	260	21.17%
2 Weekly	284	23.13%
3 A few times a month	209	17.02%
4 A few times a year	204	16.61%
5 Once a year or less	67	5.46%
6 Never	204	16.61%
Total	1228	



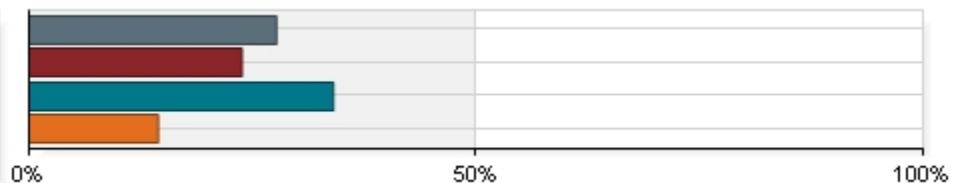
6. During vacation

1 Daily	174	14.23%
2 Weekly	138	11.28%
3 A few times a month	62	5.07%
4 A few times a year	351	28.70%
5 Once a year or less	181	14.80%
6 Never	317	25.92%
Total	1223	



Do you typically take breaks during your workday?

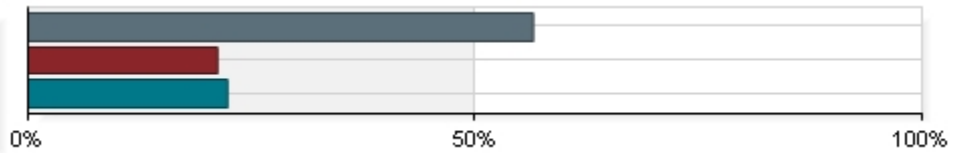
1 No, not really	343	27.68%
2 Rarely	295	23.81%
3 Yes, sometimes	422	34.06%
4 Yes, usually	179	14.45%
Total	1239	



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

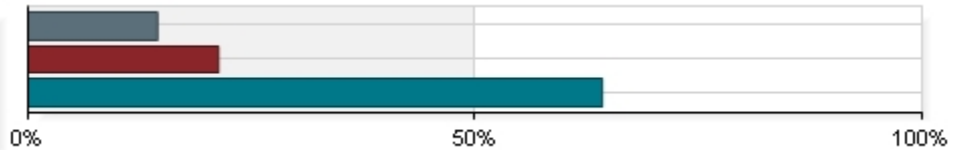
1. Pressure to get work done

1 Main reason	347	56.51%
2 Additional reason	130	21.17%
3 Not a reason	137	22.31%
Total	614	



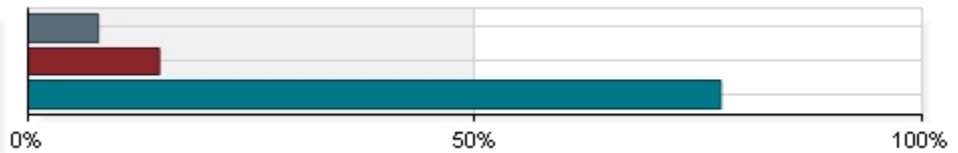
2. I like to eat at my desk

1 Main reason	85	14.48%
2 Additional reason	125	21.29%
3 Not a reason	377	64.22%
Total	587	



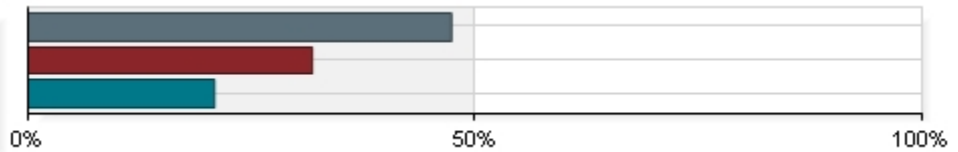
3. I feel that chatting with others during work takes up my "break" time

1 Main reason	46	7.85%
2 Additional reason	86	14.68%
3 Not a reason	454	77.47%
Total	586	



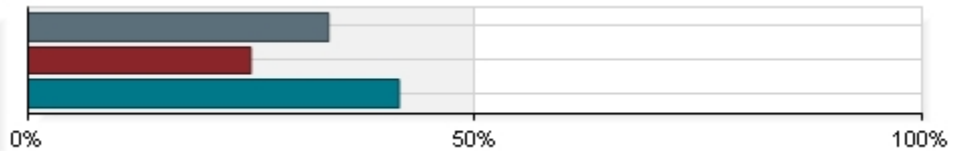
4. I need to catch up on work

1 Main reason	286	47.35%
2 Additional reason	192	31.79%
3 Not a reason	126	20.86%
Total	604	



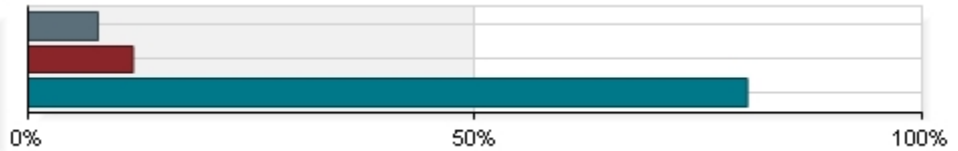
5. Lack of staffing requires me to do more work

1 Main reason	201	33.61%
2 Additional reason	149	24.92%
3 Not a reason	248	41.47%
Total	598	



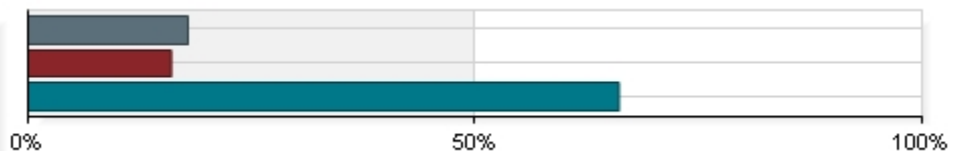
6. No one else in my department takes breaks

1 Main reason	46	7.82%
2 Additional reason	69	11.73%
3 Not a reason	473	80.44%
Total	588	



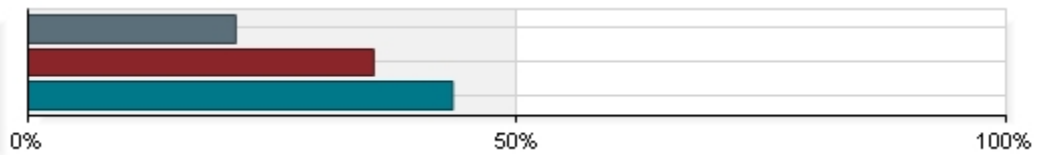
7. I just don't want to

1 Main reason	106	17.88%
2 Additional reason	95	16.02%
3 Not a reason	392	66.10%
Total	593	



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

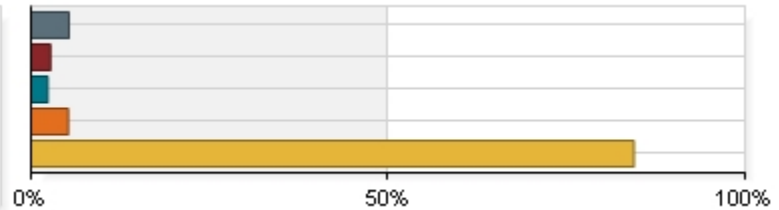
1 No	134	21.24%
2 Yes	223	35.34%
3 Not sure	274	43.42%
Total	631	



Please identify the family care needs you have now or anticipate

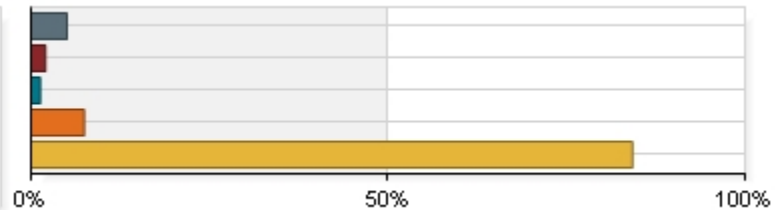
1. Childcare for infant/toddler

Currently need	66	5.29%
Have needed in past 12 months	34	2.73%
Anticipate needing in next 12 months	29	2.33%
Anticipate needing in the future	65	5.21%
No need or anticipated need	1053	84.44%
Respondent(s)	1215	



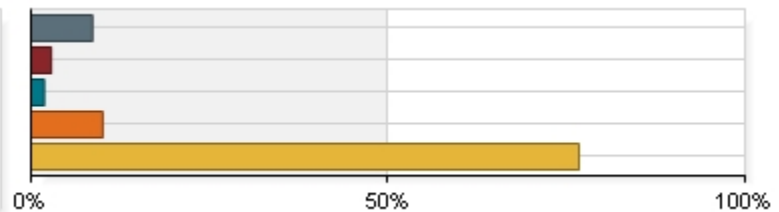
2. Childcare for preschooler

Currently need	62	5.01%
Have needed in past 12 months	25	2.02%
Anticipate needing in next 12 months	16	1.29%
Anticipate needing in the future	92	7.44%
No need or anticipated need	1042	84.24%
Respondent(s)	1214	



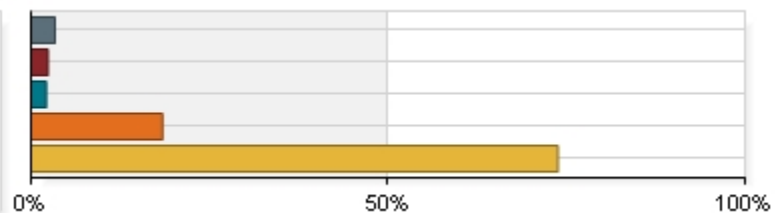
3. After school care for school-aged child

Currently need	107	8.59%
Have needed in past 12 months	35	2.81%
Anticipate needing in next 12 months	23	1.85%
Anticipate needing in the future	125	10.03%
No need or anticipated need	956	76.73%
Respondent(s)	1217	



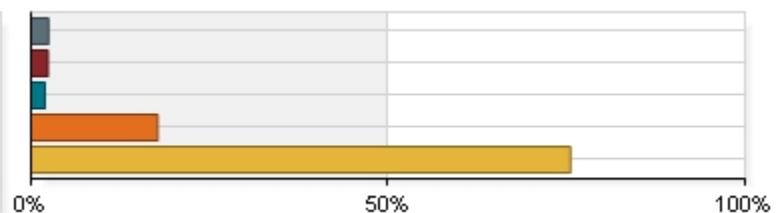
4. In-home adult care

Currently need	41	3.34%
Have needed in past 12 months	29	2.36%
Anticipate needing in next 12 months	26	2.12%
Anticipate needing in the future	226	18.39%
No need or anticipated need	907	73.80%
Respondent(s)	1204	



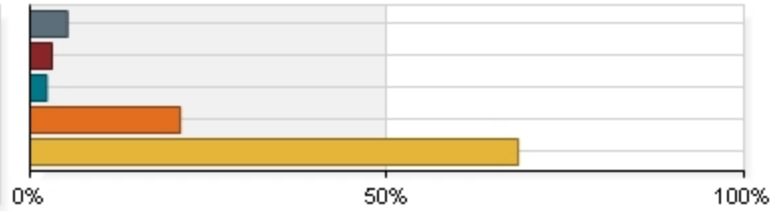
5. Respite care (temporary institutional care of a dependent elderly, ill, or handicapped person, providing relief for their usual caregivers)

Currently need	30	2.44%
Have needed in past 12 months	29	2.36%
Anticipate needing in next 12 months	24	1.95%
Anticipate needing in the future	218	17.72%
No need or anticipated need	929	75.53%
Respondent(s)	1213	



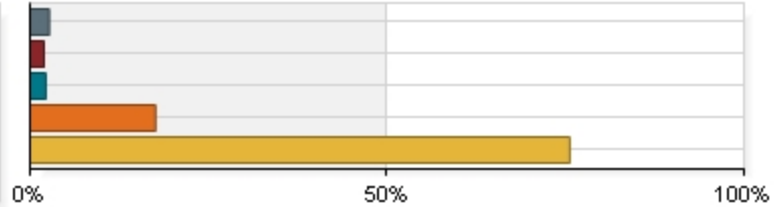
6. Assistance for elderly or disabled relative (local)

Currently need	65	5.23%
Have needed in past 12 months	38	3.06%
Anticipate needing in next 12 months	29	2.33%
Anticipate needing in the future	261	21.01%
No need or anticipated need	849	68.36%
Respondent(s)	1211	



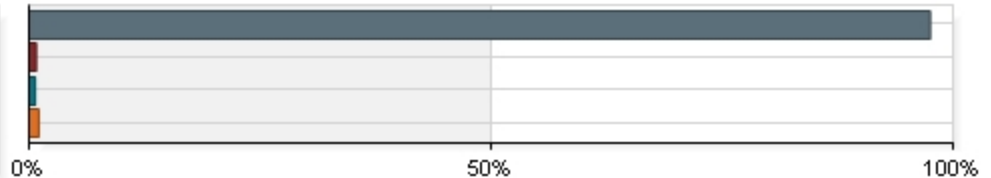
7. Assistance for elderly or disabled relative (long distance)

Currently need	33	2.69%
Have needed in past 12 months	24	1.95%
Anticipate needing in next 12 months	27	2.20%
Anticipate needing in the future	216	17.58%
No need or anticipated need	929	75.59%
Respondent(s)	1200	



What shift do you work most often?

1 Day	747	97.52%
2 Evening	6	0.78%
3 Night	5	0.65%
4 Rotating shifts	8	1.04%
Total	766	

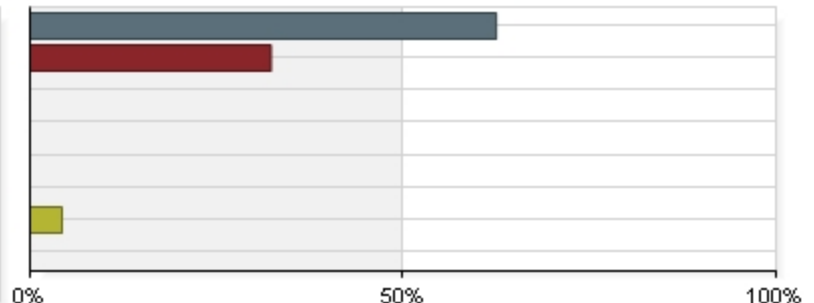


As a part-time faculty member or adjunct, which of the following best describes your situation?

Options	Score	Count	Percentage
I have recently retired or am in the process of retiring from full-time employment	1	6	5.94%
I am an aspiring academic finishing or recently finished the terminal degree in my field and teach part-time	2	19	18.81%
I am already an expert or professional, have full-time employment elsewhere and teach part-time	3	32	31.68%
I am a freelancer and I teach part-time in addition to other employment	4	18	17.82%
Other, please specify:	5	26	25.74%

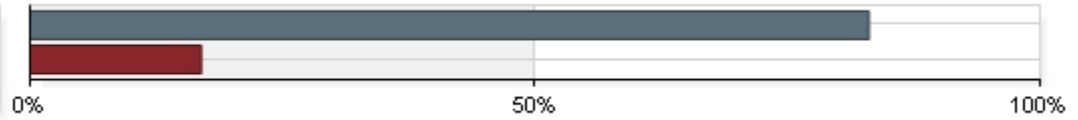
What is your current gender identity?

1 Female	776	62.48%
2 Male	401	32.29%
3 Transgender female	3	0.24%
4 Transgender male	2	0.16%
5 Gender nonconforming	2	0.16%
6 Non-binary	3	0.24%
7 Prefer not to answer	53	4.27%
8 Different identity, please specify	2	0.16%
Total	1242	



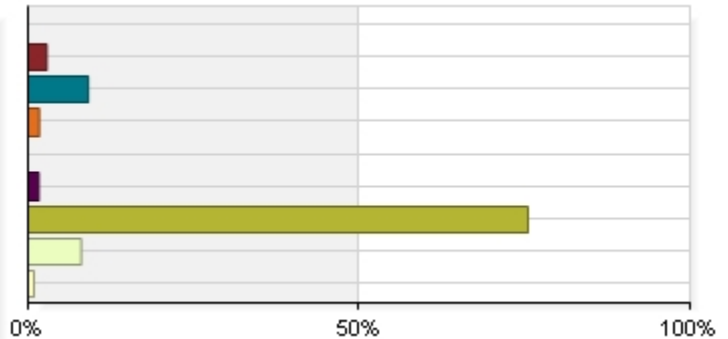
Would you be comfortable with gender identity being an optional demographic variable collected and maintained by the University?

1 Yes	1020	83.06%
2 No	208	16.94%
Total	1228	



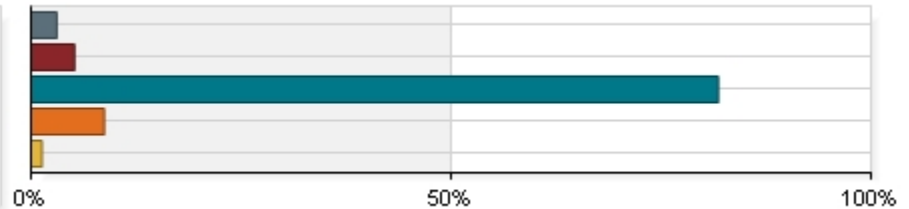
Which best describes your ethnic background?

1 American Indian or Alaska Native	3	0.24%
2 Asian	35	2.81%
3 Black or African American	113	9.08%
4 Hispanic or Latino	21	1.69%
5 Native Hawaiian or other Pacific Islander	2	0.16%
6 Two or more races	20	1.61%
7 White	940	75.50%
8 Prefer not to answer	100	8.03%
9 Another race, please specify.	11	0.88%
Total	1245	



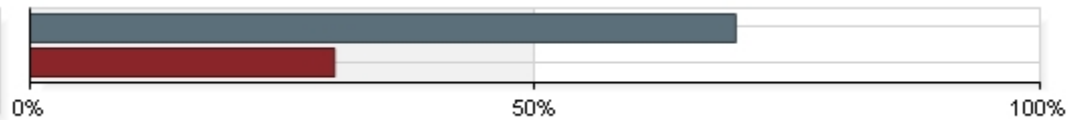
What is your sexual orientation?

1 Bisexual	38	3.06%
2 Gay or lesbian	64	5.16%
3 Straight/heterosexual	1015	81.79%
4 Prefer not to answer	108	8.70%
5 Other, please specify:	16	1.29%
Total	1241	



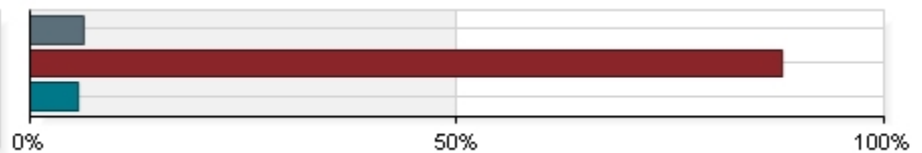
Would you be comfortable with sexual orientation being an optional demographic variable collected and maintained by the University?

1 Yes	860	69.86%
2 No	371	30.14%
Total	1231	

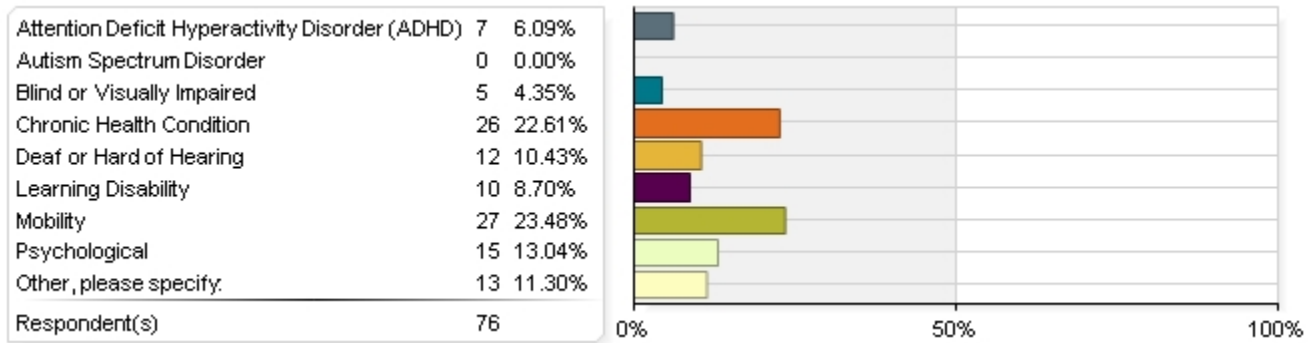


Do you have a disability?

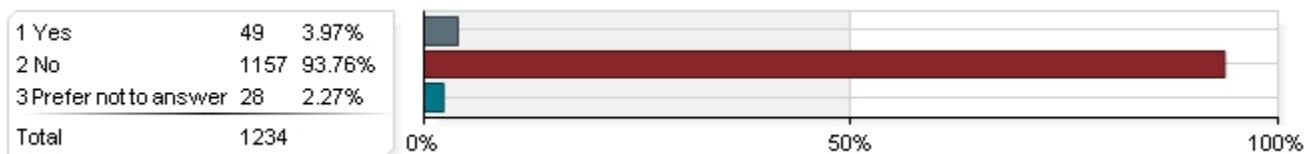
1 Yes	78	6.28%
2 No	1094	88.08%
3 Prefer not to answer	70	5.64%
Total	1242	



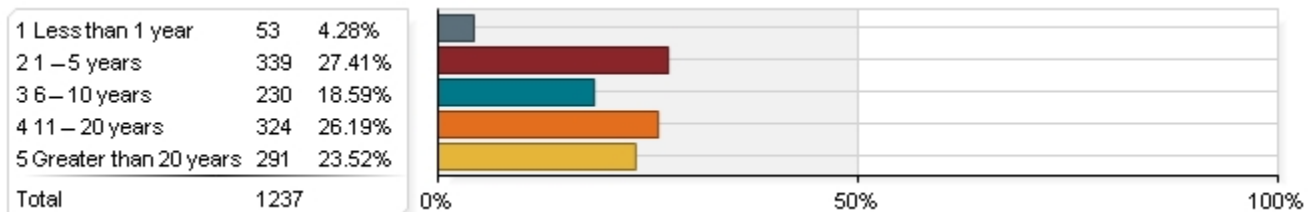
How would you categorize your disability or disabilities?



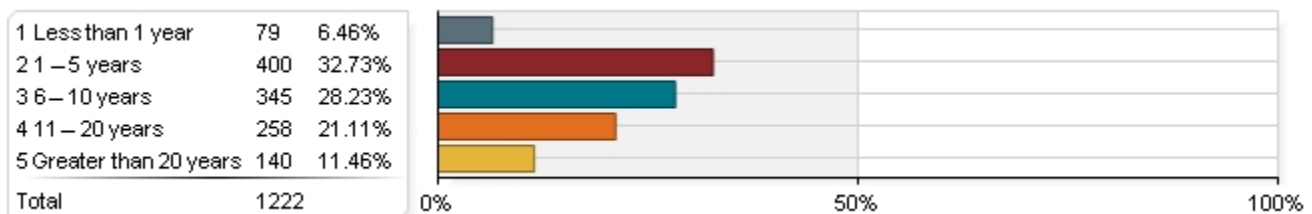
Are you a veteran or currently serving in the military?



How long have you worked at UofL?

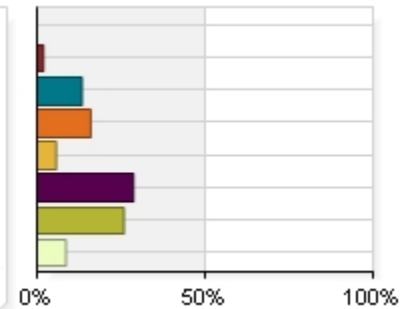


How much longer do you anticipate working at UofL?



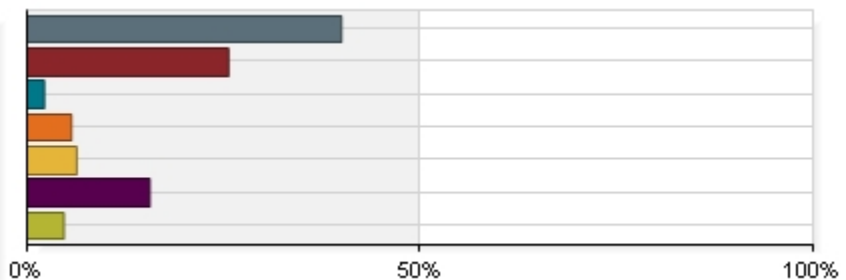
What is the highest level of education you have completed?

1 Less than high school graduate/GED	0	0.00%
2 High school graduate/GED	23	1.86%
3 Some years of college or technical training	165	13.37%
4 Bachelor's degree (e.g. B.A., B.S.)	197	15.96%
5 Some graduate coursework	70	5.67%
6 Master's degree (e.g. M.A., M.S., M.Ed)	354	28.69%
7 Doctoral degree – Research/Scholarship (e.g. Ph.D, Ed.D.)	319	25.85%
8 Doctoral degree – Professional practice (e.g. M.D., D.M.D., D.V.M., or J.D.)	106	8.59%
Total	1234	



Which of the following best describes your family status?

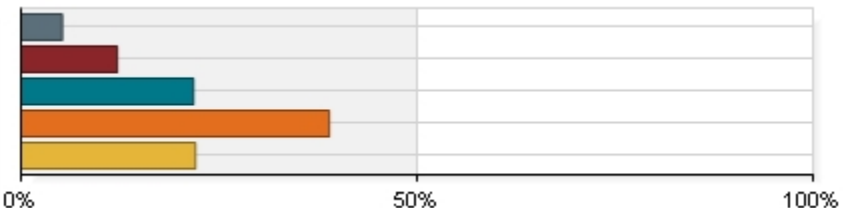
1 Married, with dependents	495	39.98%
2 Married, no dependents	317	25.61%
3 Partnered, with dependents	27	2.18%
4 Partnered, no dependents	70	5.65%
5 Single, with dependents	78	6.30%
6 Single, no dependents	193	15.59%
7 Prefer not to answer	58	4.68%
Total	1238	



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

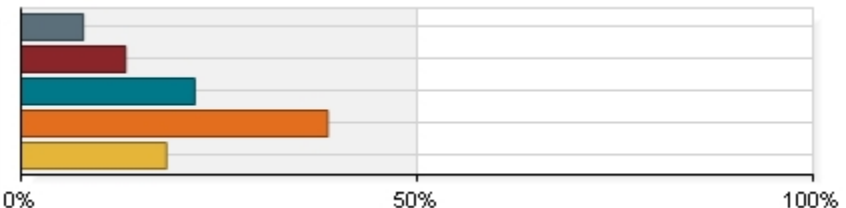
1. I am proud to be part of UofL.

1 Strongly disagree	64	5.18%
2 Disagree	150	12.14%
3 Neither agree nor disagree	269	21.76%
4 Agree	481	38.92%
5 Strongly agree	272	22.01%
Total	1236	



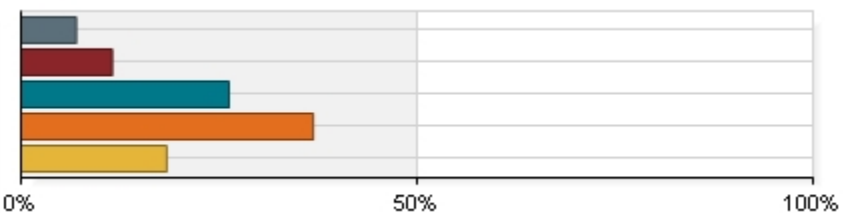
2. I would recommend UofL as a place of employment.

1 Strongly disagree	97	7.84%
2 Disagree	163	13.18%
3 Neither agree nor disagree	271	21.91%
4 Agree	479	38.72%
5 Strongly agree	227	18.35%
Total	1237	



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

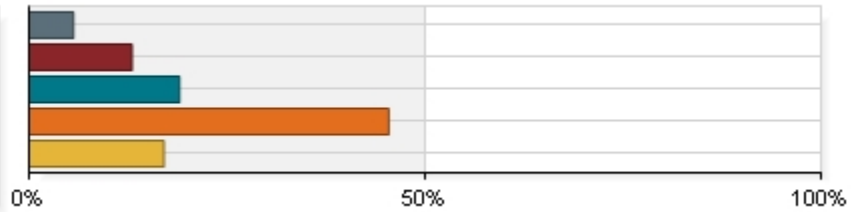
1 Strongly disagree	86	6.97%
2 Disagree	142	11.51%
3 Neither agree nor disagree	324	26.26%
4 Agree	455	36.87%
5 Strongly agree	227	18.40%
Total	1234	



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

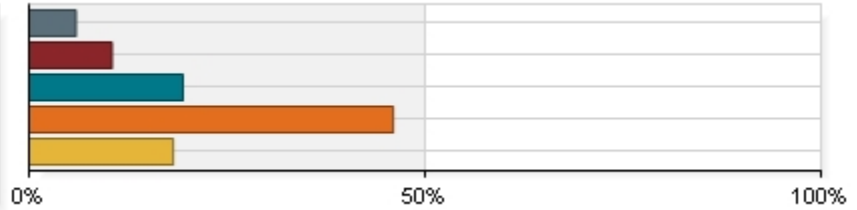
4. I am satisfied with my job.

1 Strongly disagree	69	5.60%
2 Disagree	160	12.98%
3 Neither agree nor disagree	234	18.98%
4 Agree	560	45.42%
5 Strongly agree	210	17.03%
Total	1233	



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

1 Strongly disagree	73	5.93%
2 Disagree	129	10.48%
3 Neither agree nor disagree	239	19.42%
4 Agree	566	45.98%
5 Strongly agree	224	18.20%
Total	1231	



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

1 Very dissatisfied	163	13.16%
2 Dissatisfied	310	25.02%
3 Neither satisfied nor dissatisfied	285	23.00%
4 Satisfied	391	31.56%
5 Very satisfied	90	7.26%
Total	1239	

