EXECUTIVE SUMMARY & PRIORITIES REPORT

UNIVERSITY OF LOUISIANA AT LAFAYETTE CAMPUS CLIMATE SURVEYS

Administered by Viewfinder® Campus Climate Surveys

Compiled by the Office of Campus Diversity | diversity.louisiana.edu

UNIVERSITY of LOUISIANA LAFAYETTE®

2022-2023
ACADEMIC YEAR

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OVERVIEW

In the fall of 2022, the University of Louisiana at Lafayette's Office of Campus Diversity, under the Office of the President, administered the first-ever University of Louisiana at Lafayette Campus Climate Survey with the assistance of Viewfinder® Campus Climate Surveys. The survey period opened on October 17, 2022, and closed on November 15, 2022.

Campus climate surveys are important tools for assessing diversity, equity, and inclusion (DEI) initiatives and the overall sense of belonging at a university. These surveys collect data on students, faculty, and staff's experiences and perceptions of the campus climate, including issues such as racism, sexism, homophobia, and discrimination. The collected data can help universities identify areas of concern, develop targeted interventions, and monitor the effectiveness of DEI initiatives over time. These efforts can lead to a more inclusive campus culture that supports the success and well-being of all members of the university community.

Campus climate surveys are critical to cultivating a sense of belonging on campus. By understanding the experiences and perceptions of underrepresented groups, universities can create environments where everyone feels valued and included. This sense of belonging can lead to increased student retention, academic success, and overall satisfaction with the university experience.

In addition to improving campus culture, campus climate surveys also help universities meet legal and accreditation requirements. Many accrediting bodies require universities to demonstrate their commitment to DEI and demonstrate progress toward specific goals. Campus climate surveys provide universities with evidence-based data to support these efforts and demonstrate their commitment to DEI.
Extensive editing of the original survey supplied by Viewfinder® was conducted by the 2021-2022 Diversity Advisory Council, to align the survey questions with our institutional structure and to ensure the inclusion of survey questions related to populations of interest to the university, such as First-Generation College Students. The final survey questions were reviewed and approved by President Savoie. Two separate surveys were conducted; one for students and one for employees.

A marketing campaign to encourage participation in the survey was supplemented by various incentives, some donated by various departments across campus and purchased through the Diversity and Inclusion fund; this was to secure the highest rate of participation possible. The response rate for the Viewfinder® Campus Climate Survey for Students was about 5% for students and nearly 28% for employees.

DEFINITIONS OF TERMS

The following terms and phrases appear throughout all Viewfinder® surveys and within this report. These definitions are provided to help ensure a proper understanding of the survey questions and to garner accurate responses.

Board of Supervisors - A body charged with acting effectively and ethically in its duties managing the mission, fiscal integrity, educational quality, and in the evaluation of the chief executives within a system of public universities.

Bias – A tendency to believe that some people, ideas, etc., are better than others, which usually results in treating some people unfairly.

Civil Union – A legally recognized arrangement similar to marriage.

Climate – Climate-related factors internal to and within the control of individual colleges and universities, such as history and legacy of inclusion or exclusion, compositional or structural diversity, psychological dimensions, behavioral dimensions, and diversity leadership.

Cultural Competence – The ability to effectively deliver education or services that meet the social, cultural, and linguistic needs of those being educated or served.

Disability – A diagnosed or known medical condition that substantially limits one or more major life activities.

Discrimination – Any unlawful distinction, preference, or detriment to an individual that is based upon an individual's protected class (i.e. race, color, ethnicity, national origin, gender, disability, etc.) that: (1) excludes an individual from participation in; (2) denies the individual the benefits of; (3) treats the individual differently with regard to; or (4) otherwise adversely affects a term or condition of an individual's employment, education, living environment or participation in a university program or activity. Discrimination includes failing to provide a reasonable accommodation, consistent with state and federal law, to persons with disabilities, as well as failing to reasonably accommodate an employee's or student's religious practices where the accommodation does not impose an undue hardship.

Employee Resource/Affinity Group – A voluntary, employee-led group that serves as a resource for members and organizations by fostering a diverse, inclusive workplace that is aligned with the organizational mission, values, goals, and business practices.

First Generation College Student - A student whose parent(s) did not complete a 4-year college or university degree, regardless of other family members' level of education.

Gender Identity/Expression – A person's perception of having a gender, which may or may not correspond with their sex at birth.

Harassment – A form of employment discrimination that violates Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, and the Americans with Disabilities Act of 1990. It is unwelcome conduct that is based on race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability, or genetics.

DEFINITIONS OF TERMS

Inclusion – An organizational effort and practices in which different groups or individuals having different backgrounds — including national origin, age, race, ethnicity, religion/beliefs, gender, marital status, socioeconomic status, and even personality — are culturally and socially accepted, welcomed, and treated equally.

LGBTQIA+ – Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, and Asexual.

Microaggressions – Manifestations of prejudice and hatred that are brief and/or subtle but great in the power or magnitude of their consequences.

Multiculturalism – The presence of, or support for the presence of, several distinct cultural or ethnic groups within a society.

Multiracial – A person identifying with two or more races as their primary identity.

Naturalized U.S. Citizen – A foreign person who is granted U.S. citizenship after he or she fulfills the requirements established by Congress in the Immigration and Nationality Act.

Ombuds – A university official responsible for investigating individuals' complaints against system flaws, especially those of individual authorities, such as professors and administrators.

On-boarding Process – The process through which new employees acquire the necessary knowledge, skills, and behaviors to become effective organizational members.

Person of Color – A person who is not white or of European parentage.

Psychological Disability – Mental disorders or conditions that influence our emotions, cognitions, and/or behaviors, which may include depression, anxiety, schizophrenia, and bipolar disorder.

Retaliation – Punishment for asserting your rights to be free from discrimination, including harassment.

Sexual Assault – Any type of sexual contact or behavior that occurs without the explicit consent of the recipient. Falling under the definition of sexual assault are sexual activities such as forced sexual intercourse, forcible sodomy, child molestation, incest, fondling, and attempted rape.

Sexual Identity/Orientation – How people think of themselves in terms of whom they are romantically or sexually attracted to.

Transgender - A person whose sense of personal identity and gender does not correspond with their birth sex.

EXPLANATION OF SURVEY RESULTS

Methodology: The campus climate surveys were distributed electronically to all currently enrolled students and employed staff members directly from Viewfinder® Campus Climate Surveys; email addresses were anonymous. The surveys were designed to collect both quantitative and qualitative data, allowing participants to provide detailed feedback through open-ended questions.

Results Reports: The survey results are outlined in two separate reports, each detailing a summary of responses for students and employees respectively. For each question, the number of respondents who answered and skipped the question is also listed. Response matrixes are listed below each question, including the answer choices, the number of responses, and the percentage of responders for each answer choice. The total number of respondents is also included. For survey questions that were more open-ended, requiring that respondents input their own feedback, answers are listed below the response matrixes and include the date/time the responses were given.

Areas for comments were included in the surveys and though comments were redacted from the survey results to protect anonymity, the number of comments redacted is still included. The surveys used logic so that participants would not be required to answer questions that did not apply to them; this means that not all respondents answered all questions included in the surveys.

The questions included in the surveys generally assessed the following aspects of the university:

- Overall Campus Climate
- Diversity and Inclusion
- Equity and Fairness
- Campus Safety
- Support Services

The results of the campus climate surveys provide valuable insights into the experiences and perceptions of both students and employees at the University of Louisiana at Lafayette. While the overall campus climate received positive feedback, there are areas that require attention, such as addressing incidents of bias and discrimination, issues of safety, and further improving support services. The university administration, in collaboration with the campus community, can use these survey findings to develop targeted initiatives and policies that promote a more inclusive, equitable, and safe environment for all members of the university community.

SURVEY RESULT HIGHLIGHTS

The following tables outline highlights from the results of the University of Louisiana at Lafayette Campus Climate Survey for **Students**. These results can be viewed in more detail in the University of Louisiana at Lafayette Campus Climate Survey Results Summary - Students, located on the UL Lafayette Campus Diversity website.

Table 1: Student Survey – Academic Demographic Characteristics								
Student Type	Responses		Level of Degree Pursuing	Responses		Undergraduate Student, Classification	Responses	
	N	%		N	%		N	%
Part-time	75	9.39%	Associate	15	1.88%	First year	257	39.12%
Full-time	715	89.49%	Bachelor's	611	76.57%	Second year	449	18.11%
First generation	228	28.54%	Master's	109	13.66%	Third year	115	17.50%
Transfer	61	7.63%	Doctoral	63	7.89%	Fourth year	114	17.35%
Commuter	133	16.65%				Fifth or more years	52	7.91%
Pell Grant	159	19.90%						
Total	799	100.0%	Total	79	100.0%	Total	769	100.0%

Q1 - Which type of student are you?

Table 2: Student Survey Gender Identity Characteristics		
	N	%
Female	450	64.75%
Male	216	31.08%
Non-binary	36	5.18%
Trans man	8	1.15%
Trans woman	3	0.43%
Total	695	100.0%

Q52- What is your gender?

Table 3: Student Survey LGBTQIA+		
	Responses	
	N	%
Yes	179	23.58
No	525	69.17%
Not Sure	33	4.35%
Prefer not to answer	22	2.90%
Total	759	100.0%

Q23 - Do you identify as LGBTQIA+*?

SURVEY RESULT HIGHLIGHTS

Table 4: Student Survey – Race/Ethnicity Identity Characteristics		
	N	%
African American/Black	199	29.18%
Asian American/Asian	51	7.48%
Hispanic/Latinx	18	2.64%
Multiracial*	25	3.67%
Native American/Alaska Native	7	1.03%
Native Hawaiian/Pacific Islander	1	0.15%
White	381	55.87%
Total	682	100.0%

Q53- What is your race/ethnicity?

Table 5: Student Survey – Person of Color		
	Responses	
	N	%
Yes	300	40.00%
No	450	60.00%
Total	750	100.0%

Q26 - Are you a person of color*?

Table 6: Student Survey – International Student		
	Responses	
	N	%
Yes	61	8.19%
No	684	91.81%
Total	745	100.0%

Q29 - Are you an international student*?

Table 7: Student Survey – Citizenship Status		
	Responses	
	N	%
Born in the U.S.	624	89.27%
Naturalized U.S. citizen*	14	2.00%
Permanent resident	4	0.57%
International (F-1, J-1, etc.)	57	8.15%
Total	699	100.0%

Q56- What is your citizenship status?

Table 8: Student Survey – Age		
	Responses	
	N	%
20 or younger	359	51.29%
21-25	183	26.14%
26-30	58	8.29%
31-40	48	6.86%
41-50	31	4.43%
51 or older	21	3.00%
Total	759	100.0%

Q54- What is your age?

Table 9: Student Survey – Marital Status		
	Responses	
	N	%
Single	597	85.41%
Married	79	11.30%
Separated	2	0.29%
Divorced	11	1.57%
Partnered/ civil union*	9	1.29%
Widowed	1	0.14%
Total	699	100.0%

Q55- What is your marital status?

SURVEY RESULT HIGHLIGHTS

The following tables outline highlights from the results of the University of Louisiana at Lafayette Campus Climate Survey for **Employees**. These results can be viewed in more detail in the University of Louisiana at Lafayette Campus Climate Survey Results Summary - Students, located on the UL Lafayette Campus Diversity website.

Table 1: Employee Survey - Employee Type		
	Responses	
	N	%
Administrator	34	6.59%
Faculty Member	195	37.79%
Staff Member	287	55.62%
Prefer not to answer	0	0.00%
Total	516	100%

Q1 – Which type of employee are you?

Table 2: Employee Survey - Administrator Type		
	Responses	
	N	%
Senior Administrator	8	26.67%
Administrator	22	73.33%
Total	30	100%

Q2 – What type of administrator are you?

Table 3: Employee Survey - Staff Type		
	Responses	
	N	%
Part-time	5	1.27%
Full-time	263	66.75%
Temporary	4	1.02%
Contract	2	0.51%
Salaried	90	22.84%
Hourly	30	7.61%
Total	394	100%

Q3 – What type of staff member are you?

Table 4: Employee Survey - LGBTQIA+		
	Responses	
	N	%
Yes	47	10.00%
No	396	84.26%
Not sure	7	1.49%
Prefer not to answer	20	4.25%
Total	470	100%

Q4 – Do you identify as LGBTQIA+*?

Table 5: Employee Survey Disability		
	Responses	
	N	%
Yes	49	10%
No	441	90%
Not Sure	0	0%
Prefer not to answer	0	0%
Total	490	100%

Q5 – Do you have a disability?

Table 6: Employee Survey – Religion/Spiritual Affiliation		
	Responses	
	N	%
Agnostic	49	10.84%
Atheist	45	9.96%
Buddhist	7	1.55%
Christian (other than Roman Catholic)	120	26.55%
Church of Jesus Christ of Latter-day Saints	2	0.44%
Hindu	4	0.88%
Jehovah's Witness	0	0.00%
Jewish	6	1.33%
Muslim	4	0.88%
Protestant	26	5.75%
Roman Catholic	165	36.50%
Scientologist	0	0.00%
Seventh Day Adventist	0	0.00%
Sikh	1	0.22%
Unitarian Universalist	5	1.11%
Prefer not to answer	62	13.72%
Total	452	100.0%

Q6 – What is your religion/spiritual affiliation?

ADDITIONAL REPORTS

Table 7: Employee Survey - Gender Identity Characteristics		
	Responses	
	N	%
Female	279	66.91%
Male	129	30.93%
Non-binary/ nonconforming	8	1.92%
Trans man	1	0.24%
Trans woman	0	0.00%
Total	417	100%

Q7 – What is your gender? (p.159)

Table 8: Employee Survey - Person of Color		
	Responses	
	N	%
Yes	110	23.50%
No	358	76.50%
Prefer not to answer	0	0.00%
Total	468	100%

Q8 – Are you a person of color*?

EMERGING PRIORITIES

Table 1: UL Lafayette Campus Climate Surveys – Emerging Priorities						
	Students	Responses		Employees	Responses	
		N	% (Percentage of the total number of other/additional comments)		N	% (Percentage of the total number of other/additional comments)
Communication/ Accountability	Feel the University Supports Harmful Views (Right-wing Speakers & Anti-LGBTQ+ Religious Groups on Campus)	10	2.22%	Lack of Communication (From Administration)	11	1.80%
				Lack of Accountability (Adherence to Policy and Procedure)	23	3.77%
Disability/ODS	Disability Services Awareness (Types of Accommodations, Registering, Not Fully Accommodated)	11	2.44%	Disability Accommodations (Expanded Accommodations Desired for Parking)	5	0.81%
LGBTQ+ Issues/Concerns	Protesters on Campus (Anti-LGBTQ, Religious)	14	3.11%	Lack of LGBTQ+ Services for Employees	4	0.65%
				Desire for a LGBTQ+ Faculty & Staff Resource Group	4	0.65%
Mental Health/Wellness	Issues of Identity Related to Academics are Affecting Student Mental Health/Wellness	6	1.33%	Mental Health; Work/Life Balance (Overworked; High employee turnover)	26	4.26%
Reporting Harassment/ Discrimination	Feeling Unempowered in Reporting (Harassment and Discrimination)	15	3.33%	Reporting Mechanism (Harassment and Discrimination)	33	5.40%
				Feeling Unempowered in Reporting (Harassment and Discrimination)	38	6.22%
Safety on Campus	Lighting (Parking Garages/Areas)	13	2.88%	Lighting (Parking Garages/Areas)	18	2.95%
	Security (Officers/Cameras)	15	3.33%	Security (Officers/Cameras)	7	1.14%
	Shootings (Edge of Campus)	4	0.88%	Shootings (Edge of Campus)	2	0.32%

CONCLUSION

For the student survey, more than 60% of student respondents feel that diversity and inclusion are very important, more than 19% feel it is somewhat important, and more than 11% are neutral. Almost 33% of student respondents feel that the university does very well in promoting racial/cultural interaction between different groups on campus, with almost 29% feeling the university does somewhat well, and more than 18% selecting neutral. Most student respondents feel the university is very welcoming to various groups on campus, though there are some student comments which indicate that students who are Christian or politically conservative don't feel that they have a voice on campus. There were 43 individual student responses that praised or pushed for more diversity and initiatives on campus; there were 16 individual student responses that criticized or thought there should be fewer diversity initiatives on campus.

For the employee survey, more than 55% of respondents feel that diversity and inclusion are important to campus leadership, with over 19% feeling that it is somewhat important and nearly 11% selecting neutral. Over 33% of employee respondents feel that the promotion of interaction between different groups is going somewhat well. A majority of respondents strongly agree that diversity training is needed for administrative leadership (nearly 64%), faculty (nearly 56%), search committee heads (nearly 61%), staff members (53%), and students (nearly 45%). Several employee comments addressed the fact that the Office of Campus Diversity needs to grow in order to support and expand the university's mission and commitment to DEI. There were 54 individual employee responses that praised or pushed for more diversity and initiatives on campus; there were 14 individual employee responses that criticized or thought there should be fewer diversity initiatives on campus.

The information in this report and in the additional reports is incredibly valuable to the university, allowing leadership and the various areas around campus to strategically address issues of concern, while also setting goals for inclusive excellence. The University of Louisiana at Lafayette is committed to cultivating a culture of belonging on campus and, thus will continue to periodically assess the climate of our campus, including the voices of all of our stakeholders to advance the university to new heights.

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Survey Administration

Diversity Advisory Council, UL Lafayette
Office of Enrollment Management, Academic Affairs Division
Office of Communications and Marketing, University Advancement Division
Office of Campus Diversity, Office of the President
Office of Institutional Effectiveness, Academic Affairs Division
Viewfinder® Campus Climate Surveys, LLC

Survey Incentives

University Advancement
Louisiana Ragin' Cajuns Athletics Department
Department of Recreational Sports, Student Affairs Division
The Paul and Lulu Hilliard University Art Museum
Office of Campus Diversity, Office of the President
Office of the President

Survey Data & Report Generation

Diversity Advisory Council, UL Lafayette
Office of Institutional Effectiveness, Academic Affairs Division
Office of Campus Diversity, Office of the President
Viewfinder® Campus Climate Surveys, LLC