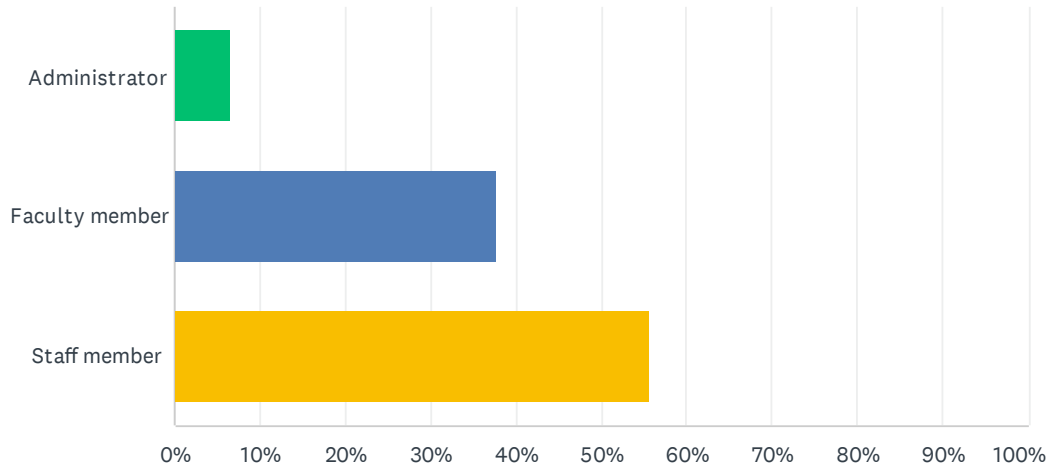


## Q1 Which type of employee are you?

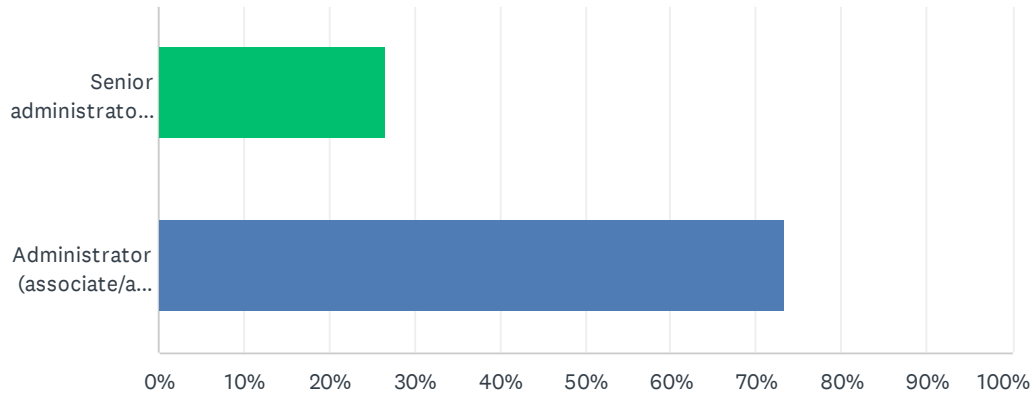
Answered: 516 Skipped: 2



ANSWER CHOICES	RESPONSES	
Administrator	6.59%	34
Faculty member	37.79%	195
Staff member	55.62%	287
TOTAL		516

## Q2 Which type of administrator are you?

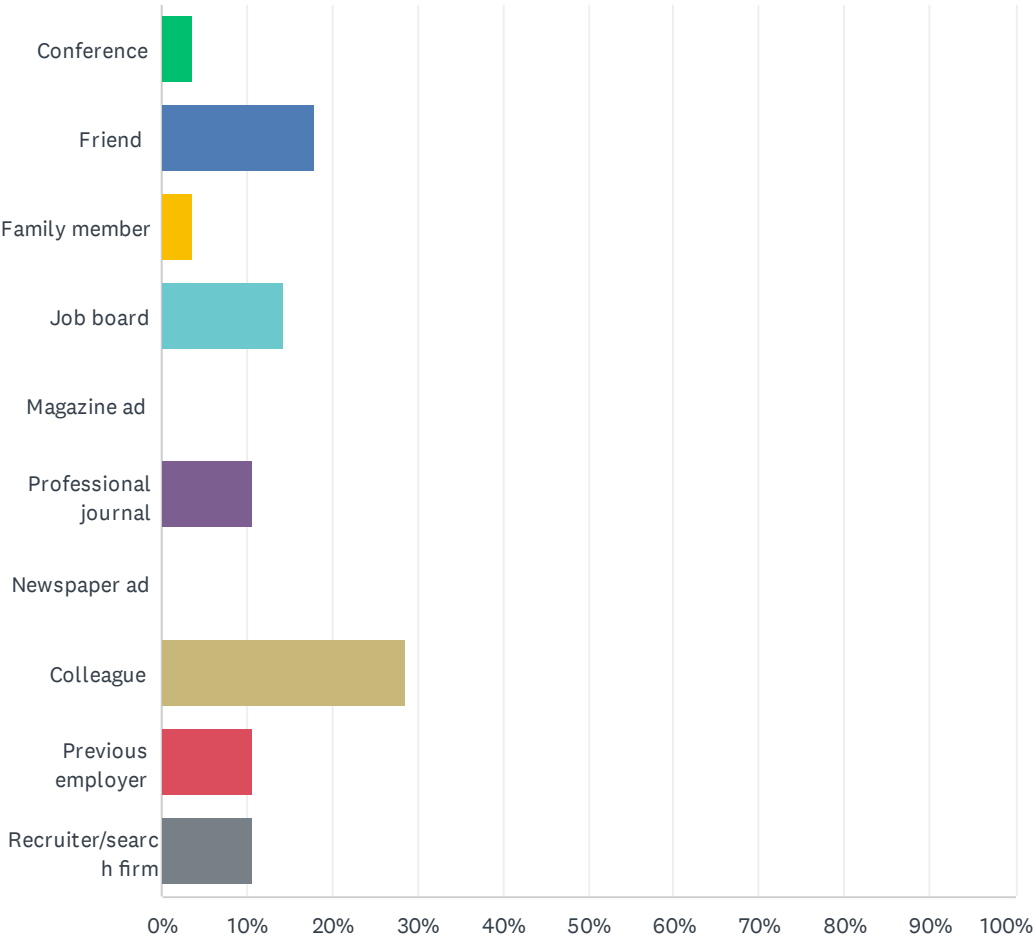
Answered: 30 Skipped: 488



ANSWER CHOICES	RESPONSES	
Senior administrator (president, chancellor, provost, vice president, dean)	26.67%	8
Administrator (associate/assistant vice president, department head, executive director)	73.33%	22
TOTAL		30

### Q3 How did you first learn about your job opening?

Answered: 28 Skipped: 490



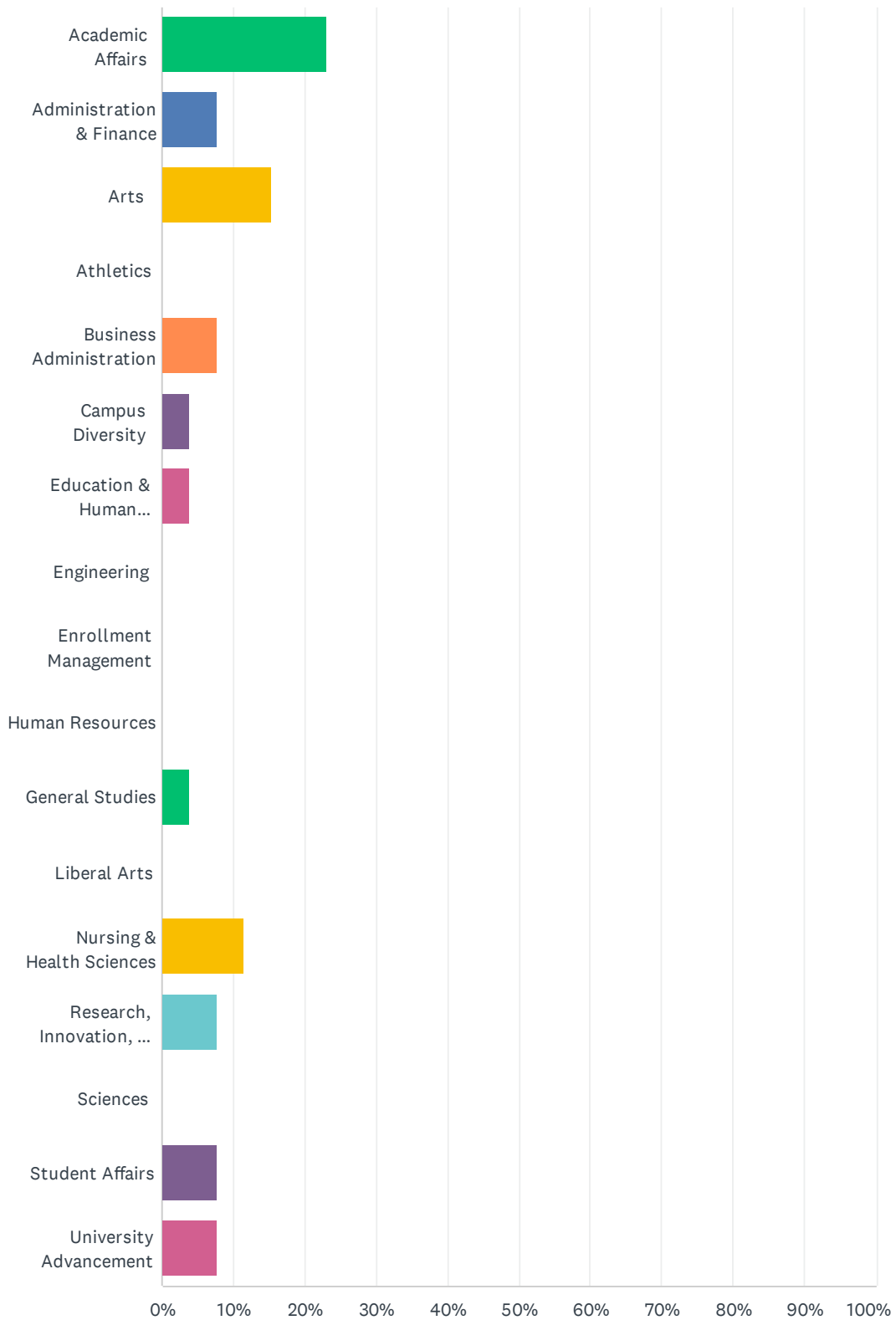
University of Louisiana at Lafayette Campus Climate Survey for Administrators, Faculty, and Staff

ANSWER CHOICES	RESPONSES	
Conference	3.57%	1
Friend	17.86%	5
Family member	3.57%	1
Job board	14.29%	4
Magazine ad	0.00%	0
Professional journal	10.71%	3
Newspaper ad	0.00%	0
Colleague	28.57%	8
Previous employer	10.71%	3
Recruiter/search firm	10.71%	3
<b>TOTAL</b>		<b>28</b>

#	OTHER (PLEASE SPECIFY)	DATE
1 Total	This comment was excluded to protect anonymity.	10/17/2022 - 11/16/2022

## Q4 Which area do you work in?

Answered: 26 Skipped: 492



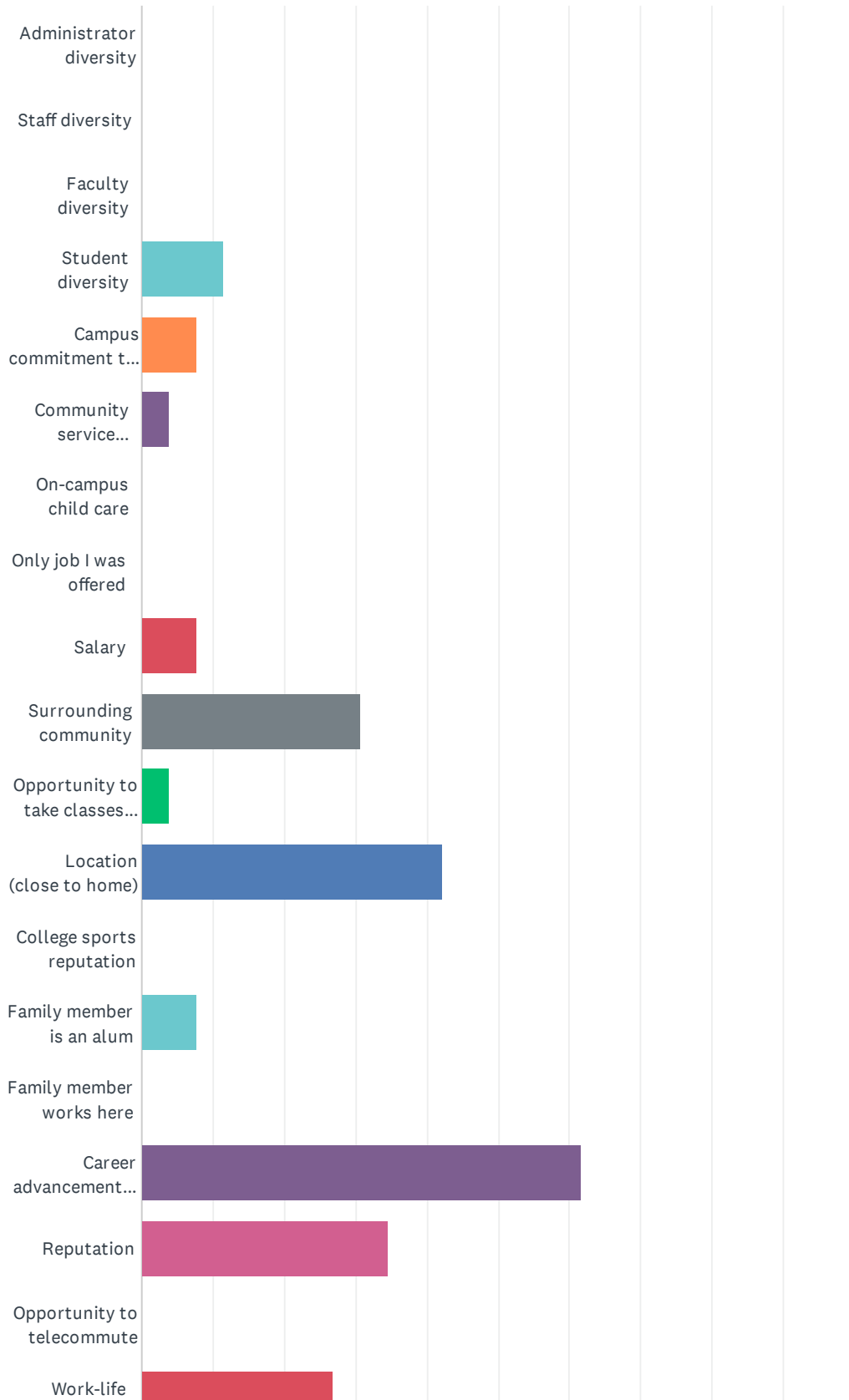
University of Louisiana at Lafayette Campus Climate Survey for Administrators, Faculty, and Staff

ANSWER CHOICES	RESPONSES	
Academic Affairs	23.08%	6
Administration & Finance	7.69%	2
Arts	15.38%	4
Athletics	0.00%	0
Business Administration	7.69%	2
Campus Diversity	3.85%	1
Education & Human Development	3.85%	1
Engineering	0.00%	0
Enrollment Management	0.00%	0
Human Resources	0.00%	0
General Studies	3.85%	1
Liberal Arts	0.00%	0
Nursing & Health Sciences	11.54%	3
Research, Innovation, and Economic Development	7.69%	2
Sciences	0.00%	0
Student Affairs	7.69%	2
University Advancement	7.69%	2
<b>TOTAL</b>		<b>26</b>

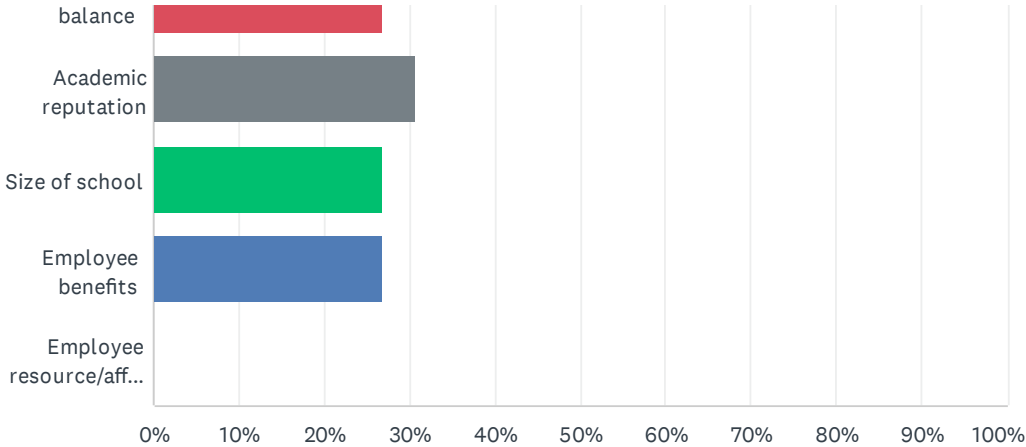
#	OTHER (PLEASE SPECIFY)	DATE
1	University Library	10/28/2022 1:00 PM
2	Auxiliary Services	10/25/2022 2:47 PM
3	Communications and Marketing	10/25/2022 1:33 PM

## Q5 Why did you choose to work here? Check all that apply.

Answered: 26 Skipped: 492



University of Louisiana at Lafayette Campus Climate Survey for Administrators, Faculty, and Staff





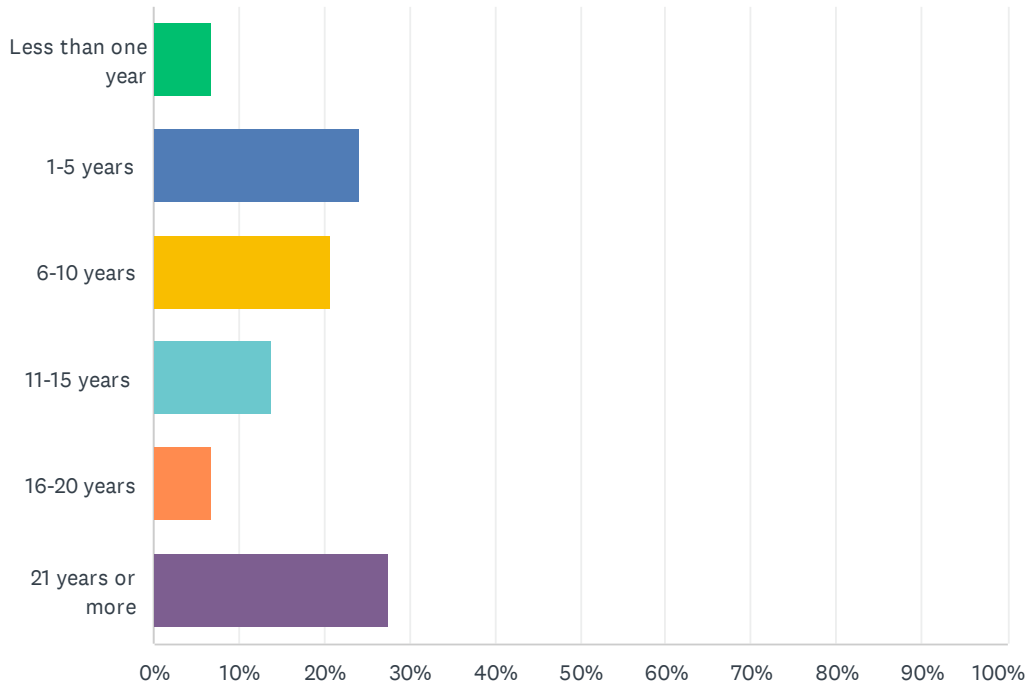
University of Louisiana at Lafayette Campus Climate Survey for Administrators, Faculty, and Staff

ANSWER CHOICES	RESPONSES	
Administrator diversity	0.00%	0
Staff diversity	0.00%	0
Faculty diversity	0.00%	0
Student diversity	11.54%	3
Campus commitment to diversity	7.69%	2
Community service opportunities	3.85%	1
On-campus child care	0.00%	0
Only job I was offered	0.00%	0
Salary	7.69%	2
Surrounding community	30.77%	8
Opportunity to take classes while working	3.85%	1
Location (close to home)	42.31%	11
College sports reputation	0.00%	0
Family member is an alum	7.69%	2
Family member works here	0.00%	0
Career advancement opportunities	61.54%	16
Reputation	34.62%	9
Opportunity to telecommute	0.00%	0
Work-life balance	26.92%	7
Academic reputation	30.77%	8
Size of school	26.92%	7
Employee benefits	26.92%	7
Employee resource/affinity groups*	0.00%	0
Total Respondents: 26		

#	OTHER (PLEASE SPECIFY)	DATE
1	Desired to work in a stimulating environment.	10/28/2022 1:00 PM
2	The regional music and culture were a major draw. Before I'd heard this job was open, I was considering how to work remotely full-time from Lafayette; that would have involved a relocation, as this position did.	10/25/2022 2:47 PM
3	Opportunity to have a higher administrative position	10/25/2022 2:26 PM

## Q6 How long have you been employed here?

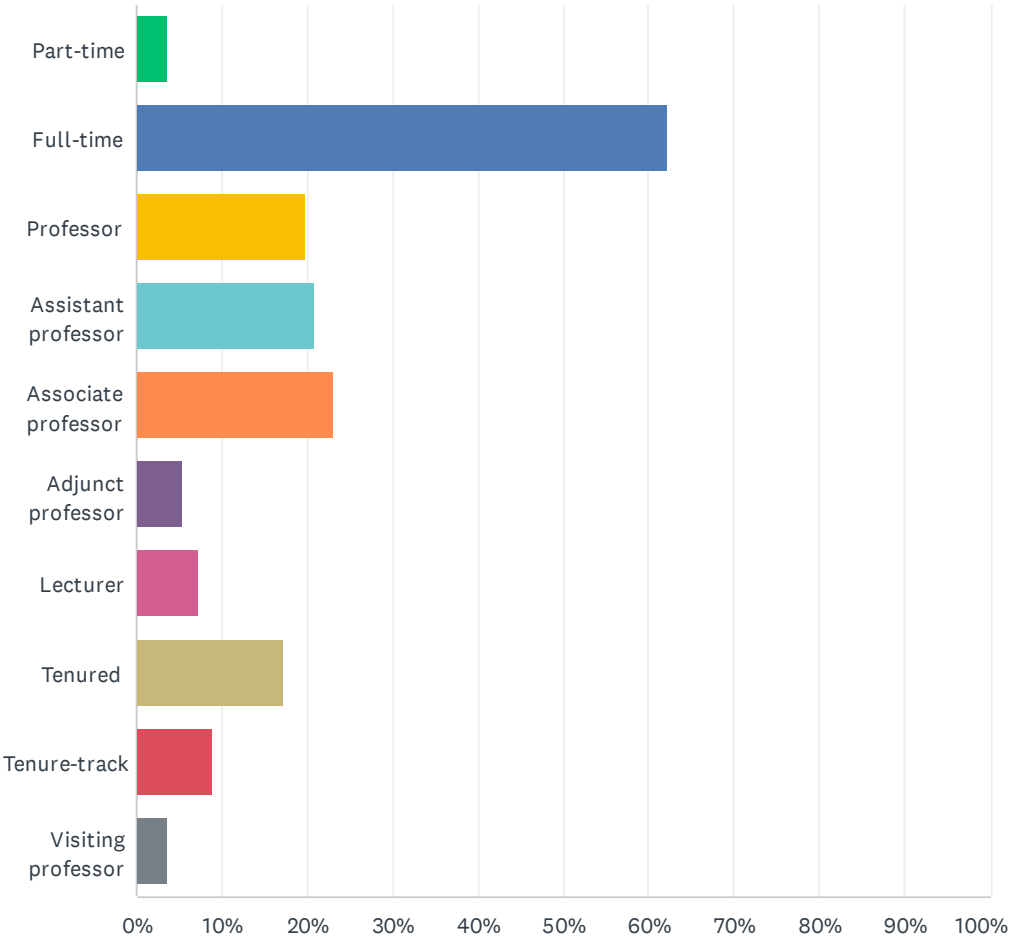
Answered: 29 Skipped: 489



ANSWER CHOICES	RESPONSES	
Less than one year	6.90%	2
1-5 years	24.14%	7
6-10 years	20.69%	6
11-15 years	13.79%	4
16-20 years	6.90%	2
21 years or more	27.59%	8
<b>TOTAL</b>		<b>29</b>

### Q7 Which type of faculty member are you? Check all that apply.

Answered: 191 Skipped: 327

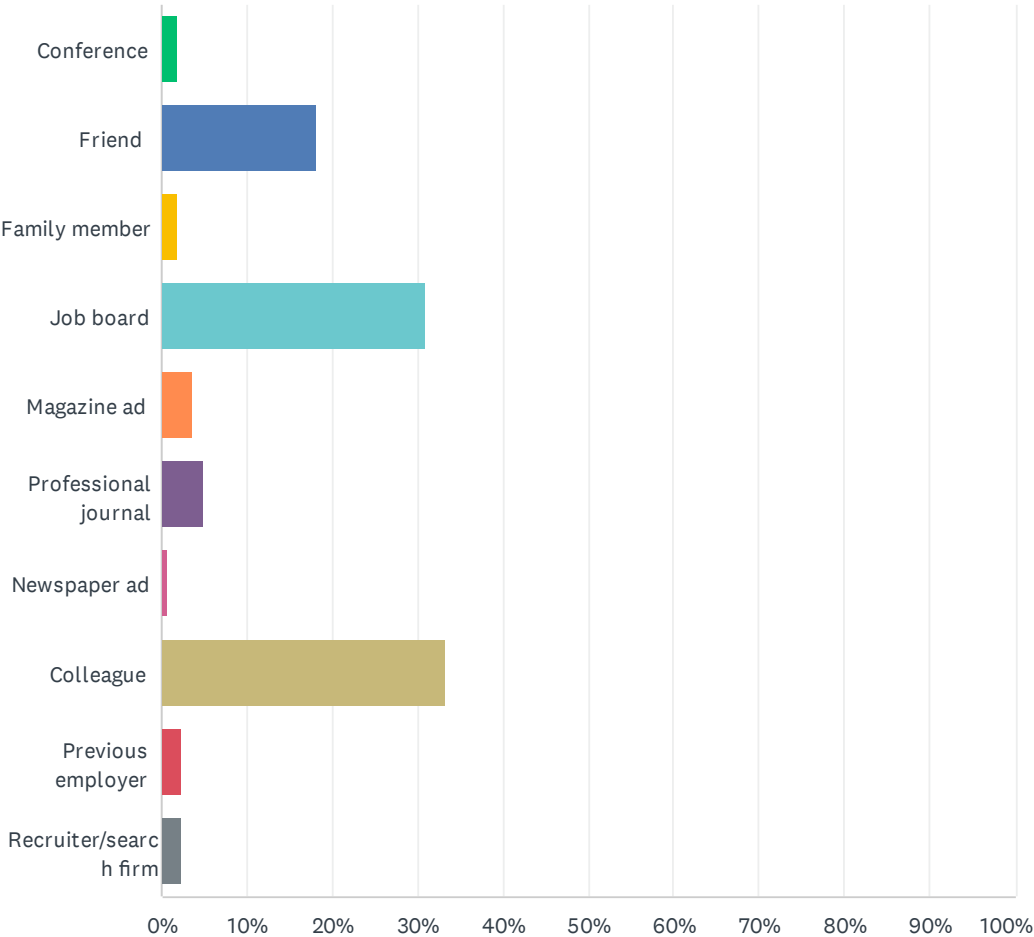


University of Louisiana at Lafayette Campus Climate Survey for Administrators, Faculty, and Staff

ANSWER CHOICES	RESPONSES	
Part-time	3.66%	7
Full-time	62.30%	119
Professor	19.90%	38
Assistant professor	20.94%	40
Associate professor	23.04%	44
Adjunct professor	5.24%	10
Lecturer	7.33%	14
Tenured	17.28%	33
Tenure-track	8.90%	17
Visiting professor	3.66%	7
Total Respondents: 191		

### Q8 How did you first learn about your job opening?

Answered: 165 Skipped: 353



University of Louisiana at Lafayette Campus Climate Survey for Administrators, Faculty, and Staff

ANSWER CHOICES	RESPONSES	
Conference	1.82%	3
Friend	18.18%	30
Family member	1.82%	3
Job board	30.91%	51
Magazine ad	3.64%	6
Professional journal	4.85%	8
Newspaper ad	0.61%	1
Colleague	33.33%	55
Previous employer	2.42%	4
Recruiter/search firm	2.42%	4
<b>TOTAL</b>		<b>165</b>

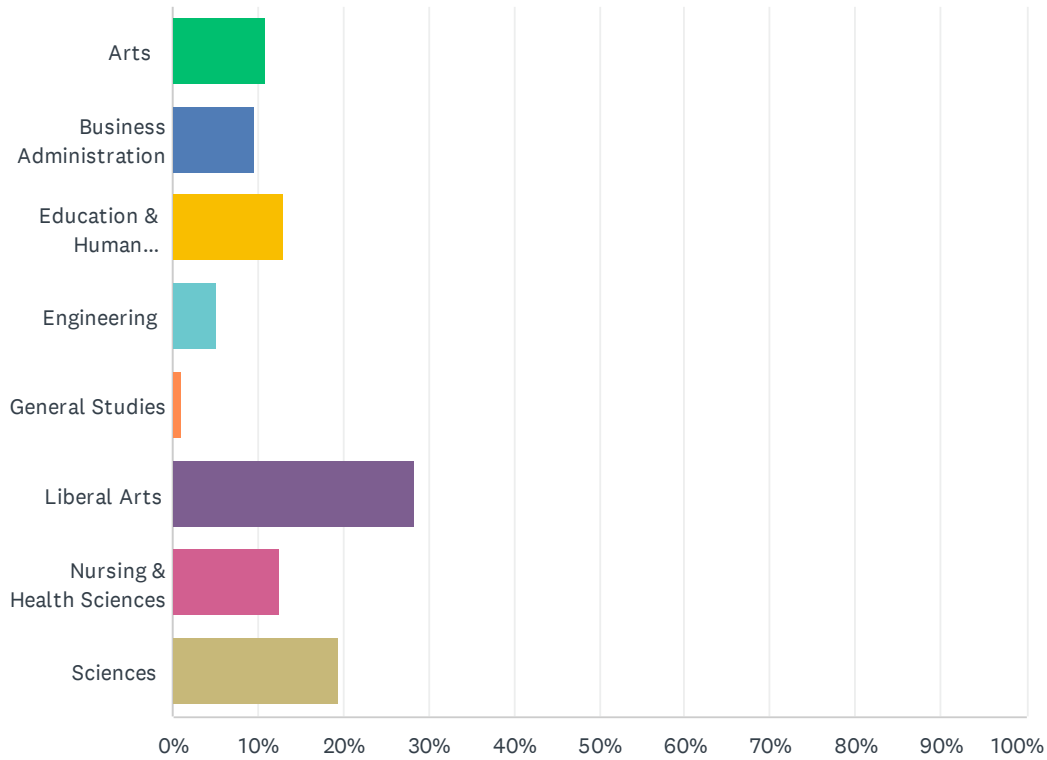
#	OTHER (PLEASE SPECIFY)	DATE
1	Dean notified me.	11/14/2022 7:51 PM
2	former mentor	11/8/2022 1:51 PM
3	Higher Ed Jobs website posting	11/5/2022 2:02 AM
4	professional organization job board	11/1/2022 2:19 PM
5	I don't remember, it was online	10/31/2022 2:58 PM
6	Somebody called me and asked if I was interested in the job.	10/31/2022 12:56 PM
7	indeed.com	10/31/2022 12:44 PM
8	Online Ad	10/28/2022 12:02 PM
9	I inquired	10/26/2022 4:21 PM
10	I was a student here and knew they were looking for ET faculty	10/26/2022 10:32 AM
11	online posting	10/25/2022 3:38 PM
12	website	10/25/2022 3:34 PM
13	Library Website	10/25/2022 2:07 PM
14	Professional website	10/25/2022 2:05 PM
15	N/A	10/25/2022 1:22 PM
16	Faculty member	10/25/2022 11:09 AM
17	sent an email to Dept Chair	10/24/2022 1:20 PM
18	I was a grad student and asked my department head.	10/24/2022 12:40 PM
19	web	10/24/2022 12:21 PM
20	internet search	10/24/2022 11:44 AM
21	Student at this university (PhD) when job opened	10/19/2022 4:06 PM
22	former professor	10/18/2022 9:46 AM
23	Higher Ed jobs	10/17/2022 8:25 PM

University of Louisiana at Lafayette Campus Climate Survey for Administrators, Faculty, and Staff

24	professional organization clearinghouse for job advertisements	10/17/2022 4:56 PM
25	Chair of search committee found me on minority doctoral directory	10/17/2022 2:04 PM
26	Professional ad (on field-specific job posting site)	10/17/2022 1:22 PM
27	Website	10/17/2022 11:30 AM

## Q9 Which area do you teach in?

Answered: 176 Skipped: 342



ANSWER CHOICES	RESPONSES
Arts	10.80% 19
Business Administration	9.66% 17
Education & Human Development	13.07% 23
Engineering	5.11% 9
General Studies	1.14% 2
Liberal Arts	28.41% 50
Nursing & Health Sciences	12.50% 22
Sciences	19.32% 34
<b>TOTAL</b>	<b>176</b>

#	OTHER (PLEASE SPECIFY)	DATE
1	Dupre Library	11/8/2022 4:54 PM
2	Library Science	11/7/2022 11:11 AM
3	Library	11/2/2022 12:02 PM
4	I don't teach. I'm a Field Experience Coordinator, in EDCI.	10/31/2022 12:56 PM

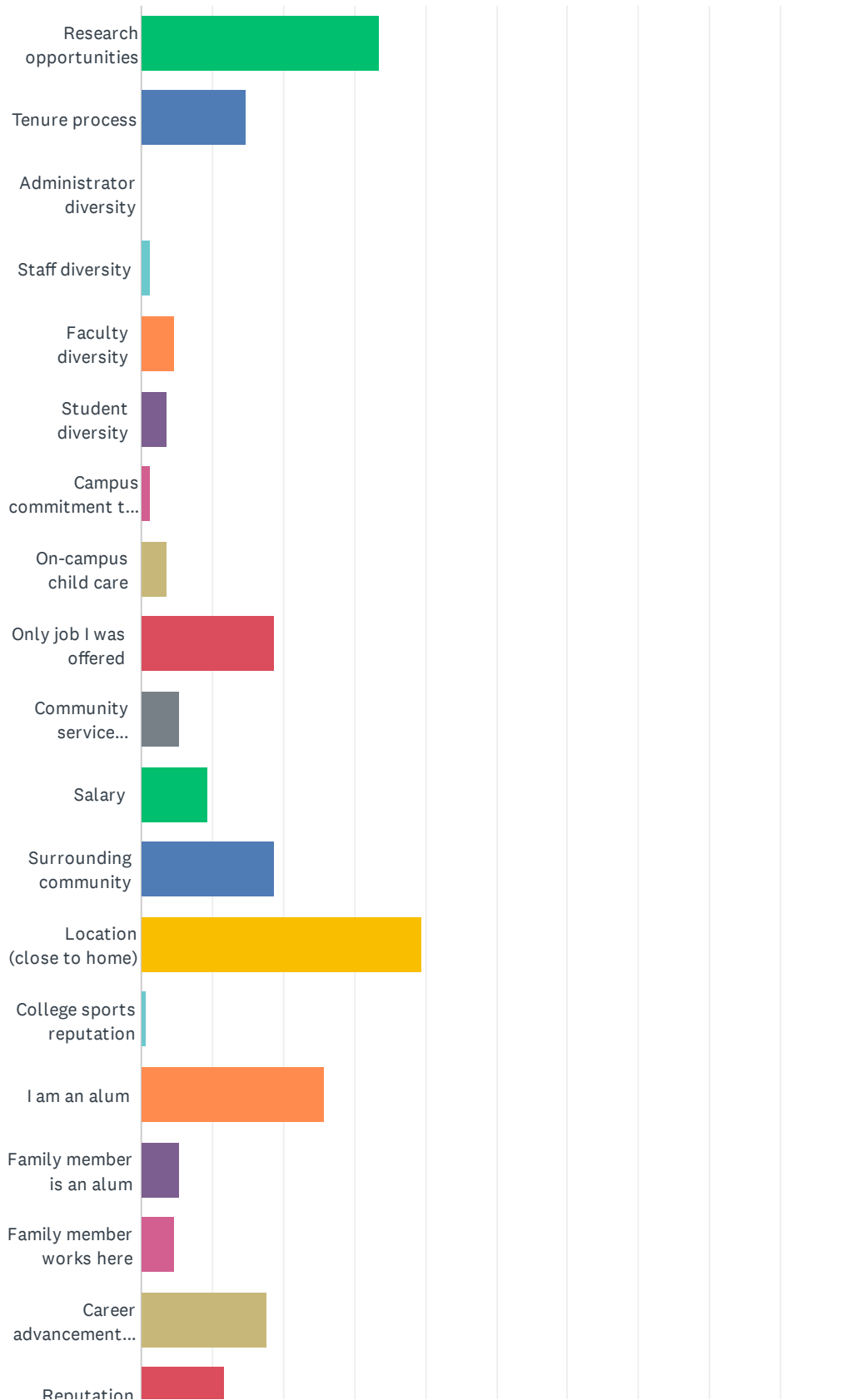


University of Louisiana at Lafayette Campus Climate Survey for Administrators, Faculty, and Staff

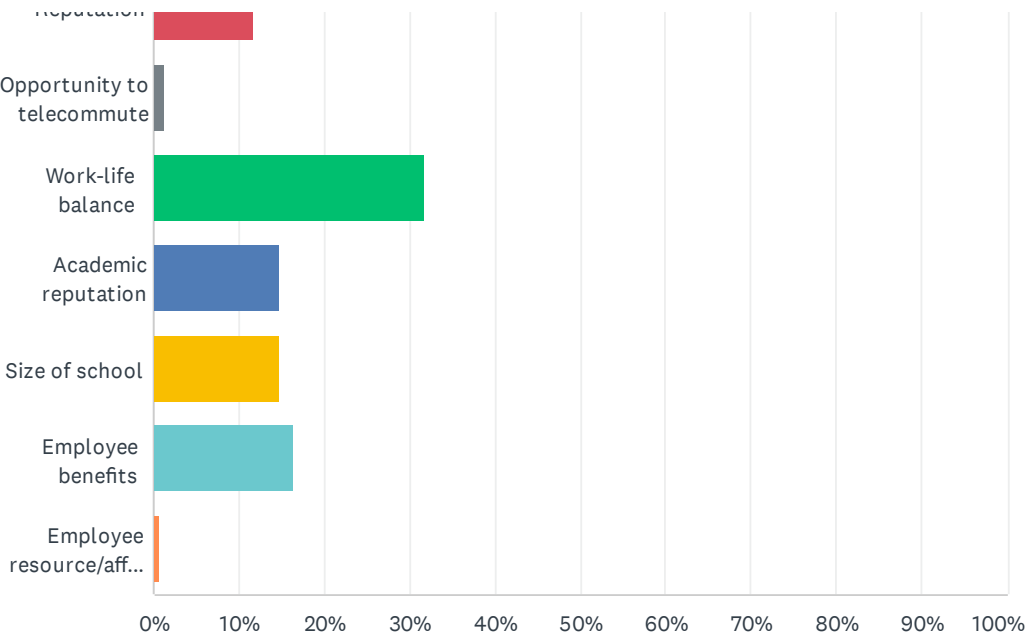
5	n/a	10/31/2022 12:44 PM
6	other	10/25/2022 3:42 PM
7	University Libraries	10/25/2022 2:07 PM
8	UNIV	10/25/2022 1:44 PM
9	Facilities Manager	10/24/2022 11:23 AM
10	Mathematics	10/24/2022 11:20 AM
11	Freshmen Seminar	10/18/2022 5:25 PM

### Q10 Why did you choose to teach at our institution? Check all that apply.

Answered: 170 Skipped: 348



University of Louisiana at Lafayette Campus Climate Survey for Administrators, Faculty, and Staff



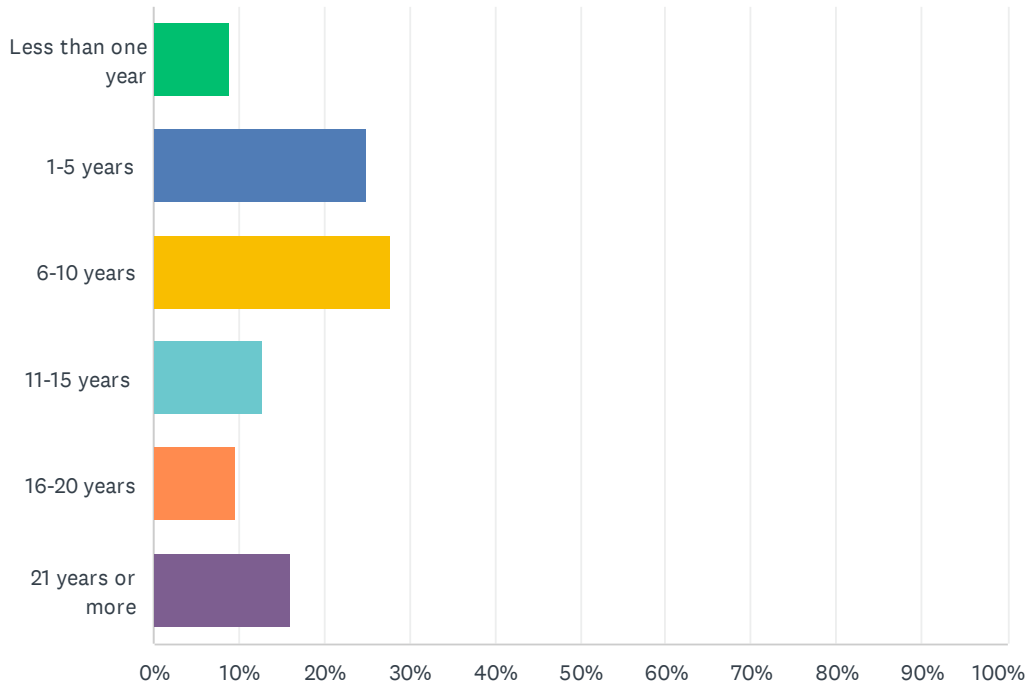
University of Louisiana at Lafayette Campus Climate Survey for Administrators, Faculty, and Staff

ANSWER CHOICES	RESPONSES	
Research opportunities	33.53%	57
Tenure process	14.71%	25
Administrator diversity	0.00%	0
Staff diversity	1.18%	2
Faculty diversity	4.71%	8
Student diversity	3.53%	6
Campus commitment to diversity	1.18%	2
On-campus child care	3.53%	6
Only job I was offered	18.82%	32
Community service opportunities	5.29%	9
Salary	9.41%	16
Surrounding community	18.82%	32
Location (close to home)	39.41%	67
College sports reputation	0.59%	1
I am an alum	25.88%	44
Family member is an alum	5.29%	9
Family member works here	4.71%	8
Career advancement opportunities	17.65%	30
Reputation	11.76%	20
Opportunity to telecommute	1.18%	2
Work-life balance	31.76%	54
Academic reputation	14.71%	25
Size of school	14.71%	25
Employee benefits	16.47%	28
Employee resource/affinity groups*	0.59%	1
Total Respondents: 170		

#	OTHER (PLEASE SPECIFY)	DATE
29 Total	These comments are excluded to protect anonymity.	10/17/2022 - 11/16/2022

## Q11 How long have you been employed here?

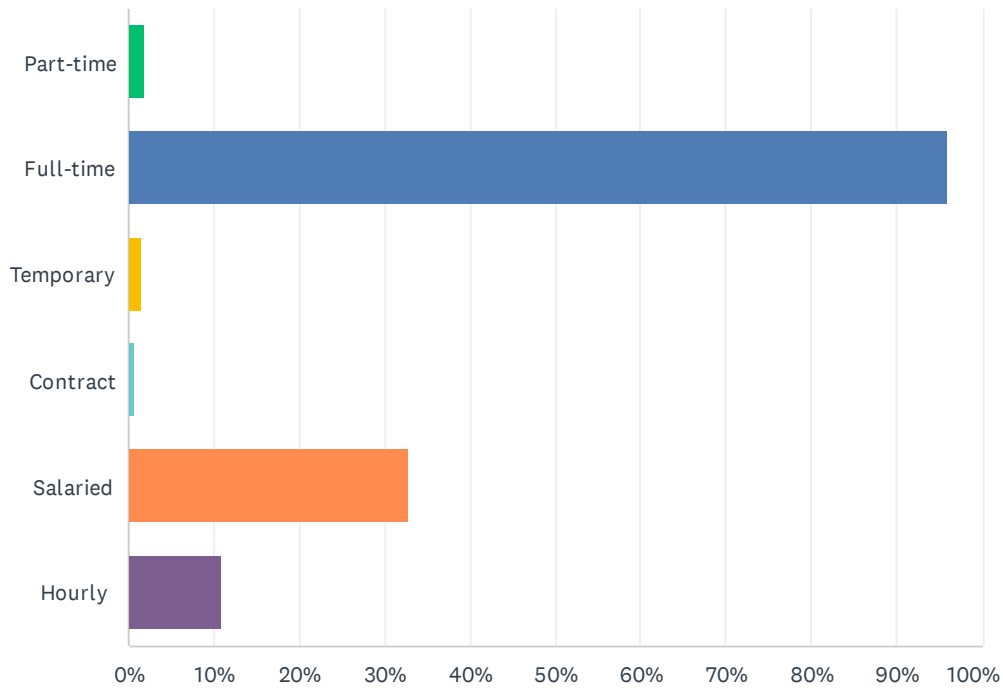
Answered: 188 Skipped: 330



ANSWER CHOICES	RESPONSES	
Less than one year	9.04%	17
1-5 years	25.00%	47
6-10 years	27.66%	52
11-15 years	12.77%	24
16-20 years	9.57%	18
21 years or more	15.96%	30
<b>TOTAL</b>		<b>188</b>

## Q12 Which type of staff member are you? Check all that apply.

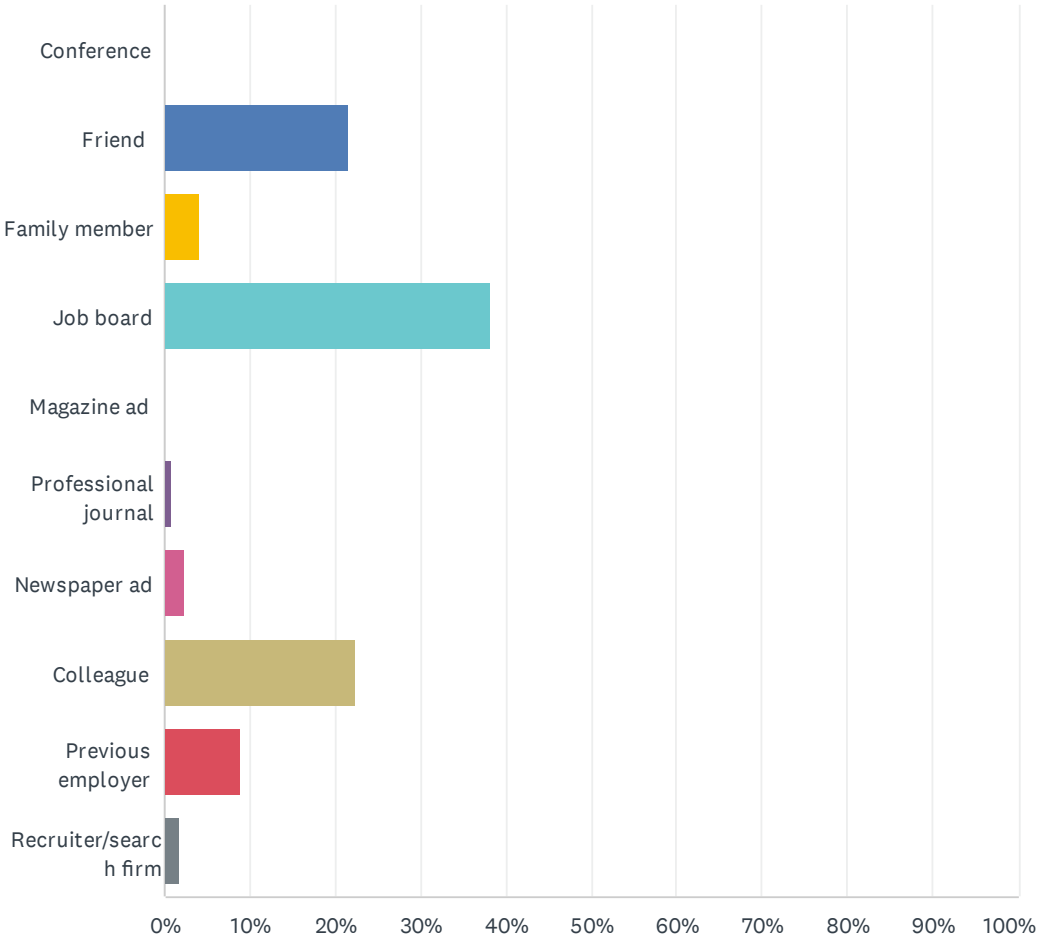
Answered: 274 Skipped: 244



ANSWER CHOICES	RESPONSES
Part-time	1.82% 5
Full-time	95.99% 263
Temporary	1.46% 4
Contract	0.73% 2
Salaried	32.85% 90
Hourly	10.95% 30
Total Respondents: 274	

### Q13 How did you first learn about your job opening?

Answered: 223 Skipped: 295



University of Louisiana at Lafayette Campus Climate Survey for Administrators, Faculty, and Staff

ANSWER CHOICES	RESPONSES
Conference	0.00% 0
Friend	21.52% 48
Family member	4.04% 9
Job board	38.12% 85
Magazine ad	0.00% 0
Professional journal	0.90% 2
Newspaper ad	2.24% 5
Colleague	22.42% 50
Previous employer	8.97% 20
Recruiter/search firm	1.79% 4
<b>TOTAL</b>	<b>223</b>

#	OTHER (PLEASE SPECIFY)	DATE
1	on the ULL jobs site	11/15/2022 9:33 AM
2	University HR website	11/15/2022 9:28 AM
3	Google	11/14/2022 12:55 PM
4	UL Lafayette employment site	11/14/2022 12:17 PM
5	Campus Ad of Vacancy	11/14/2022 11:00 AM
6	Indeed.com	11/14/2022 10:38 AM
7	Cornerstone	11/14/2022 10:20 AM
8	State Website	11/14/2022 10:20 AM
9	University's job site (internal)	11/14/2022 4:10 AM
10	UL Website	11/9/2022 9:19 AM
11	internet	11/7/2022 2:29 PM
12	University Website	11/7/2022 12:36 PM
13	website	11/7/2022 11:54 AM
14	Contacted by department	11/7/2022 11:49 AM
15	linkedin	11/7/2022 11:29 AM
16	University Website	11/7/2022 11:15 AM
17	searching for job in my field	11/7/2022 11:14 AM
18	transfer	11/3/2022 5:01 PM
19	internet search	11/3/2022 9:15 AM
20	UL HR Employment Opportunities	11/1/2022 10:47 AM
21	I was already employed at the University	11/1/2022 10:05 AM
22	UL Website	11/1/2022 9:36 AM
23	State website	11/1/2022 8:52 AM

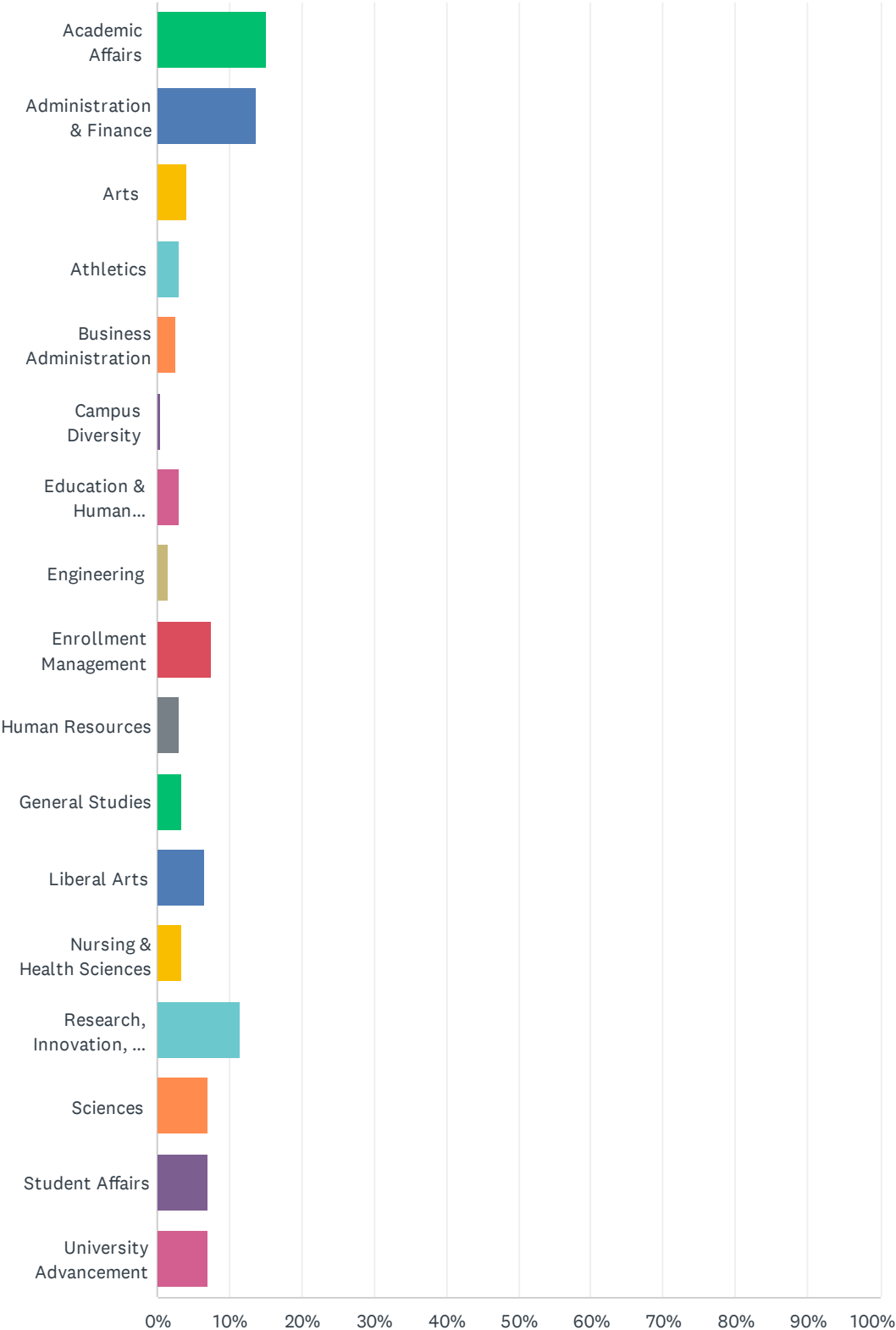


University of Louisiana at Lafayette Campus Climate Survey for Administrators, Faculty, and Staff

24	Walked Into Office	10/31/2022 12:15 PM
25	University's website	10/31/2022 11:51 AM
26	I was invited for an interview by the university.	10/31/2022 11:30 AM
27	Online Job Board	10/28/2022 9:54 AM
28	Staffing agency	10/26/2022 10:26 AM
29	University website	10/25/2022 4:46 PM
30	website posting	10/25/2022 3:24 PM
31	Professor	10/25/2022 2:30 PM
32	UL Lafayette HR website	10/25/2022 2:25 PM
33	Internal Advertisement	10/25/2022 2:01 PM
34	UL website	10/25/2022 1:45 PM
35	College Professor	10/24/2022 3:09 PM
36	Louisiana Civil Service website	10/24/2022 2:10 PM
37	Louisiana website	10/24/2022 2:09 PM
38	Civil Service website	10/24/2022 1:11 PM
39	Online Job Listing	10/24/2022 12:35 PM
40	Civil Service Posting	10/24/2022 11:50 AM
41	Intuit	10/24/2022 11:32 AM
42	louisiana.edu	10/24/2022 11:19 AM
43	don't remember	10/20/2022 9:02 AM
44	Civil Service	10/19/2022 9:03 AM
45	Interning in department	10/19/2022 7:08 AM
46	internet	10/18/2022 1:21 PM
47	Civil Service	10/17/2022 5:01 PM
48	Hired within	10/17/2022 3:00 PM
49	solicited by former Director	10/17/2022 2:37 PM
50	website	10/17/2022 1:00 PM
51	Former Professor	10/17/2022 12:48 PM
52	Student Worker in Department	10/17/2022 11:49 AM
53	Campus Employment Website	10/17/2022 11:42 AM
54	State of Louisiana Job Site	10/17/2022 11:40 AM
55	UL Website	10/17/2022 11:11 AM

# Q14 Which area do you work in?

Answered: 199 Skipped: 319



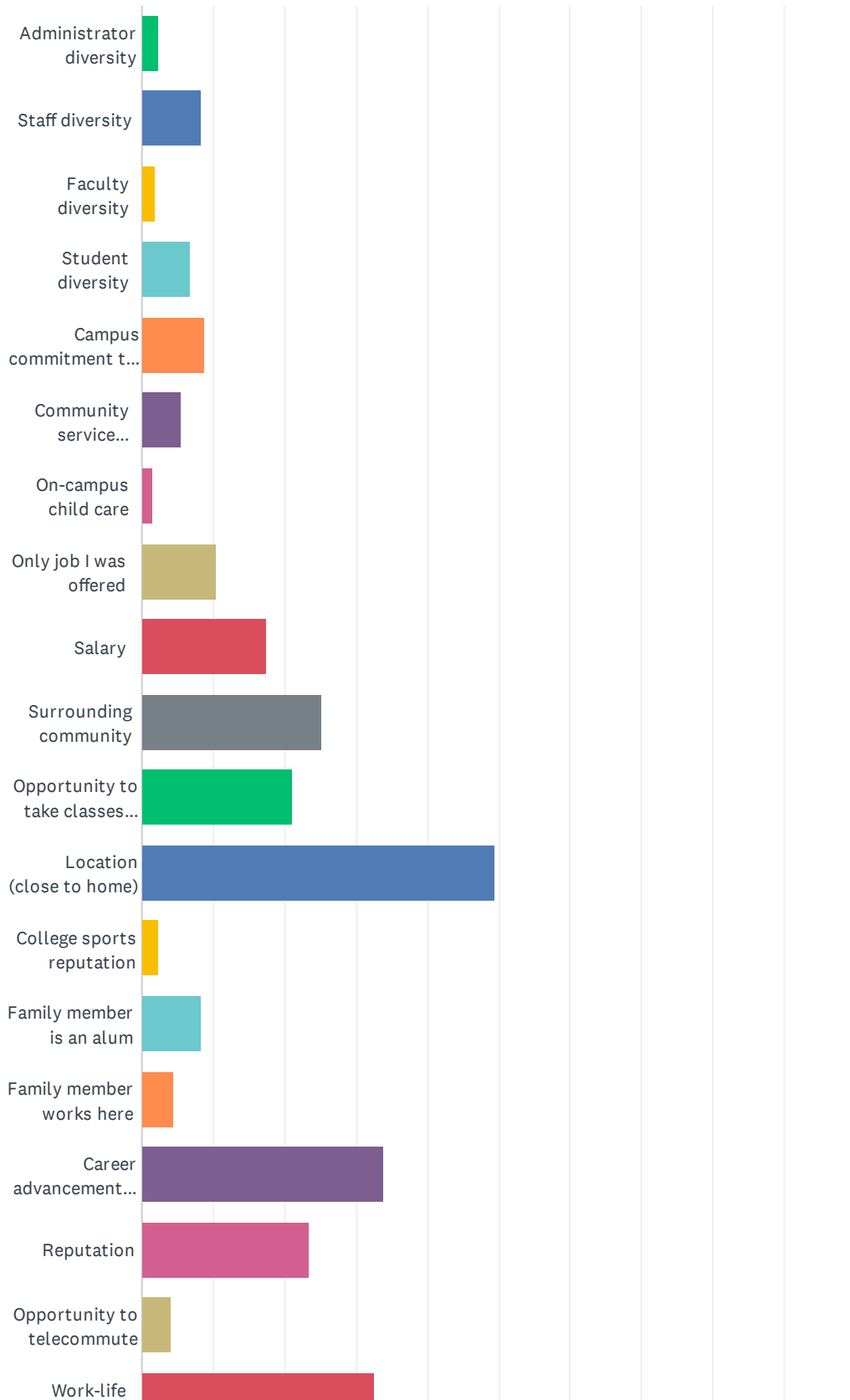
University of Louisiana at Lafayette Campus Climate Survey for Administrators, Faculty, and Staff

ANSWER CHOICES	RESPONSES	
Academic Affairs	15.08%	30
Administration & Finance	13.57%	27
Arts	4.02%	8
Athletics	3.02%	6
Business Administration	2.51%	5
Campus Diversity	0.50%	1
Education & Human Development	3.02%	6
Engineering	1.51%	3
Enrollment Management	7.54%	15
Human Resources	3.02%	6
General Studies	3.52%	7
Liberal Arts	6.53%	13
Nursing & Health Sciences	3.52%	7
Research, Innovation, and Economic Development	11.56%	23
Sciences	7.04%	14
Student Affairs	7.04%	14
University Advancement	7.04%	14
<b>TOTAL</b>		<b>199</b>

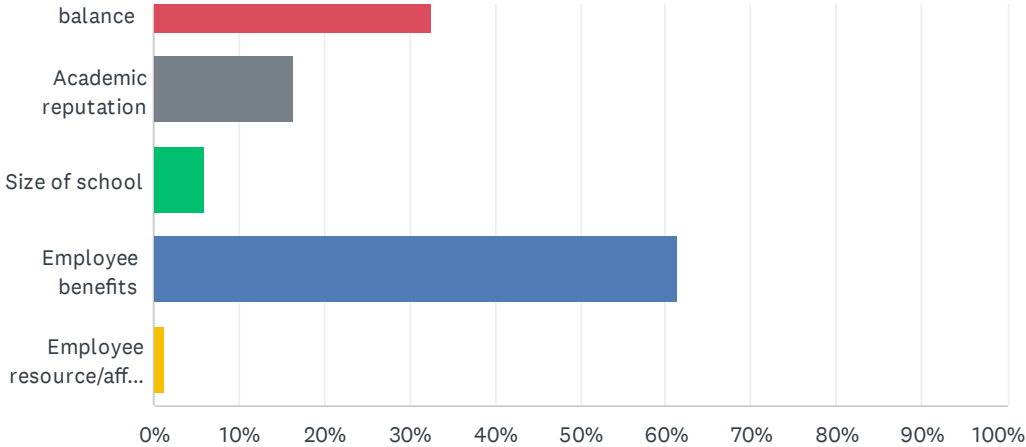
#	OTHER (PLEASE SPECIFY)	DATE
71 Total	These comments are excluded to protect anonymity.	10/17/2022 - 11/16/2022

### Q15 Why did you choose to work at our institution? Check all that apply.

Answered: 251 Skipped: 267



University of Louisiana at Lafayette Campus Climate Survey for Administrators, Faculty, and Staff



University of Louisiana at Lafayette Campus Climate Survey for Administrators, Faculty, and Staff

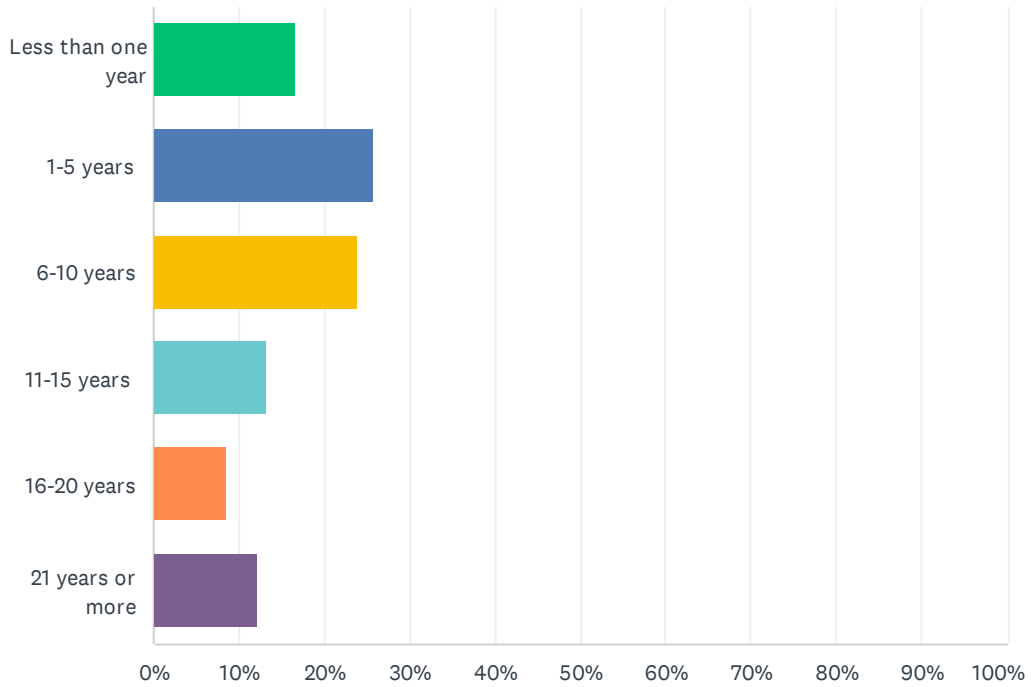
ANSWER CHOICES	RESPONSES	
Administrator diversity	2.39%	6
Staff diversity	8.37%	21
Faculty diversity	1.99%	5
Student diversity	6.77%	17
Campus commitment to diversity	8.76%	22
Community service opportunities	5.58%	14
On-campus child care	1.59%	4
Only job I was offered	10.36%	26
Salary	17.53%	44
Surrounding community	25.10%	63
Opportunity to take classes while working	21.12%	53
Location (close to home)	49.40%	124
College sports reputation	2.39%	6
Family member is an alum	8.37%	21
Family member works here	4.38%	11
Career advancement opportunities	33.86%	85
Reputation	23.51%	59
Opportunity to telecommute	3.98%	10
Work-life balance	32.67%	82
Academic reputation	16.33%	41
Size of school	5.98%	15
Employee benefits	61.35%	154
Employee resource/affinity groups*	1.20%	3
Total Respondents: 251		

#	OTHER (PLEASE SPECIFY)	DATE
40 Total	These comments are excluded to protect anonymity.	10/17/2022 - 11/16/2022



## Q16 How long have you been employed here?

Answered: 272 Skipped: 246

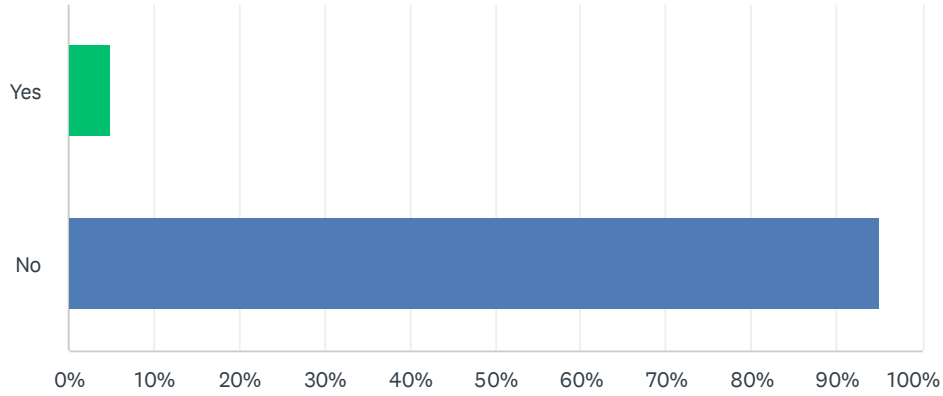


ANSWER CHOICES	RESPONSES	
Less than one year	16.54%	45
1-5 years	25.74%	70
6-10 years	23.90%	65
11-15 years	13.24%	36
16-20 years	8.46%	23
21 years or more	12.13%	33
<b>TOTAL</b>		<b>272</b>



## Q17 Are you currently a member of the United States military or a military veteran?

Answered: 491 Skipped: 27

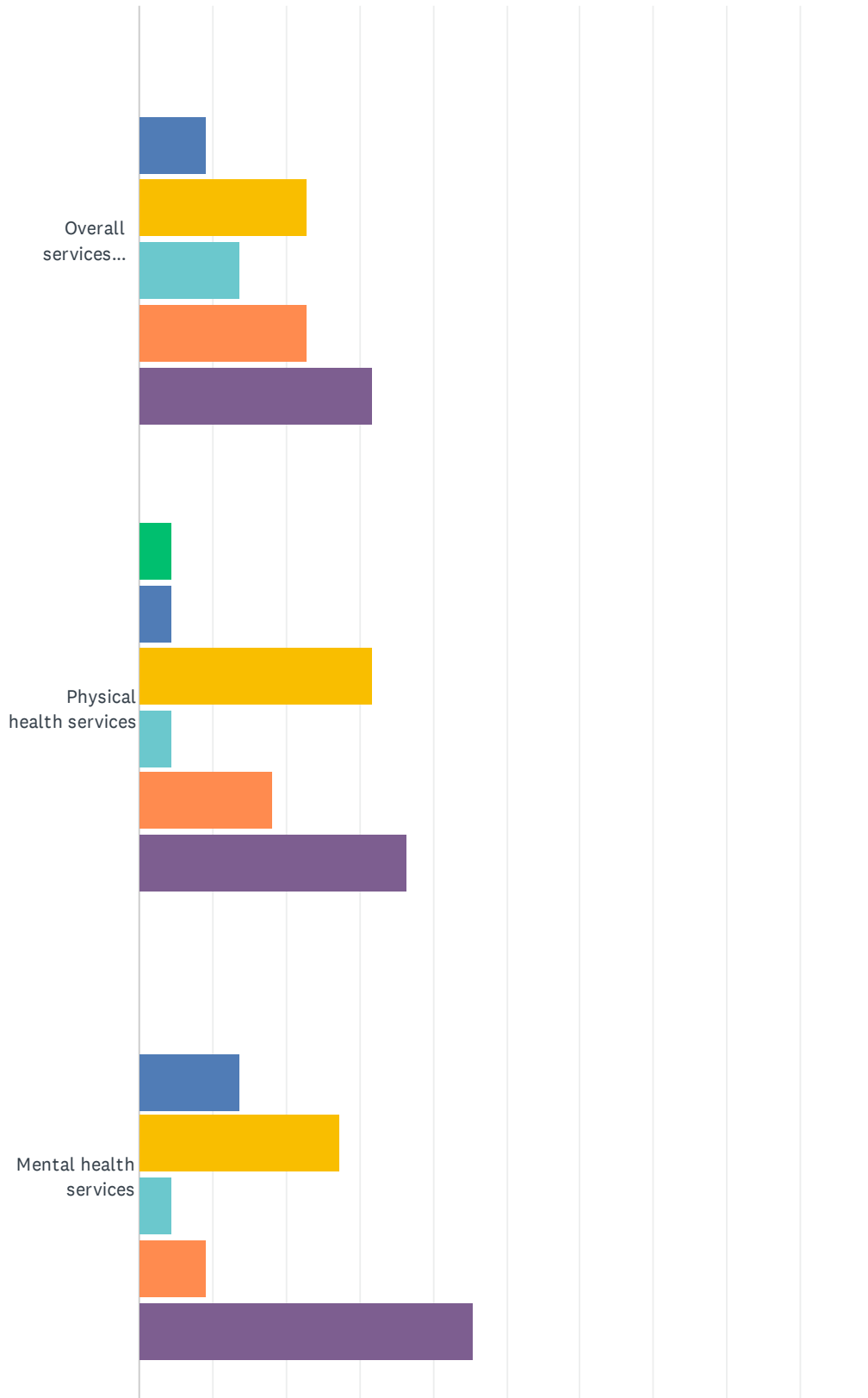


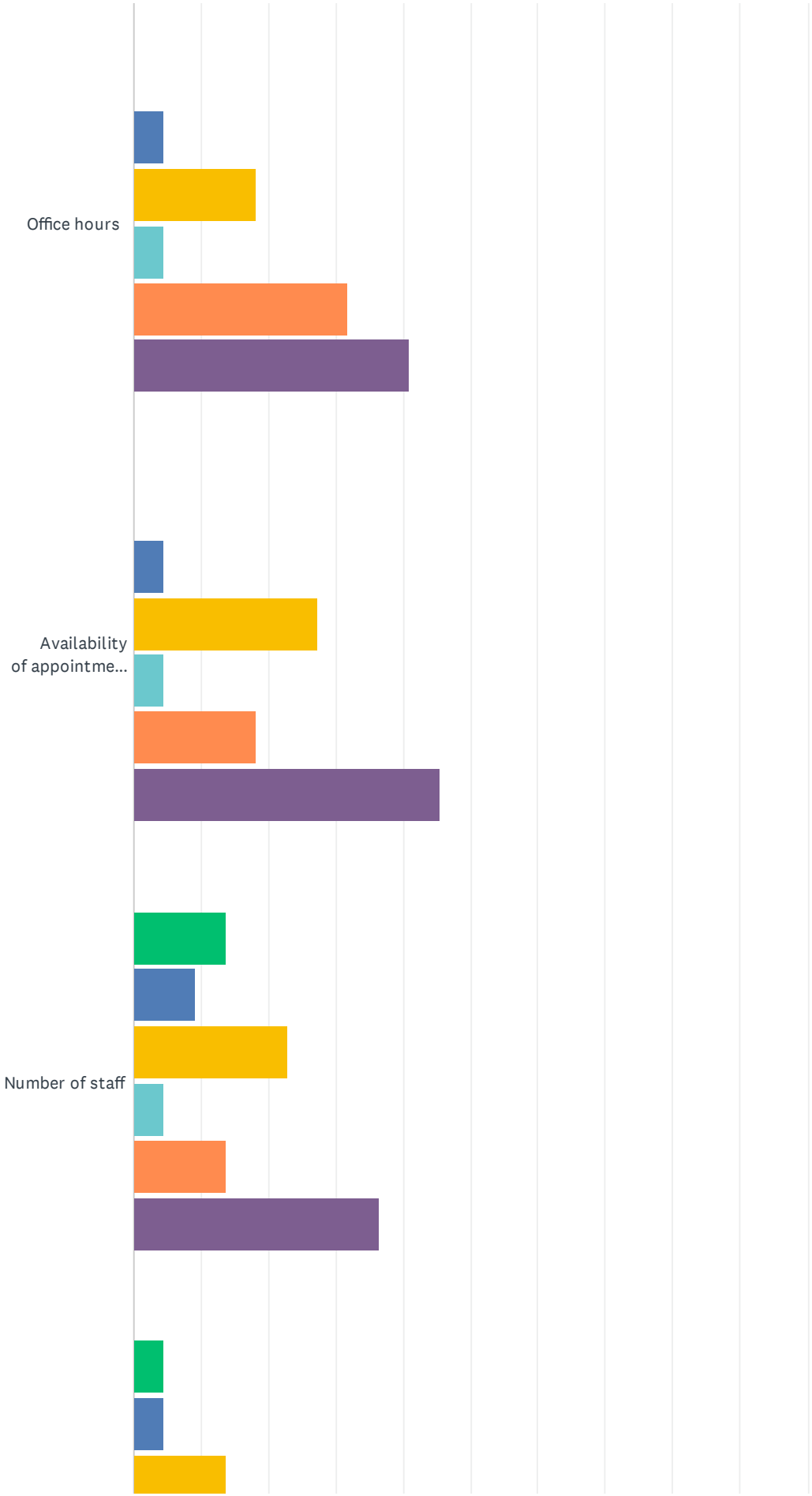
ANSWER CHOICES	RESPONSES	
Yes	4.89%	24
No	95.11%	467
TOTAL		491

#	OTHER	DATE
	There are no responses.	

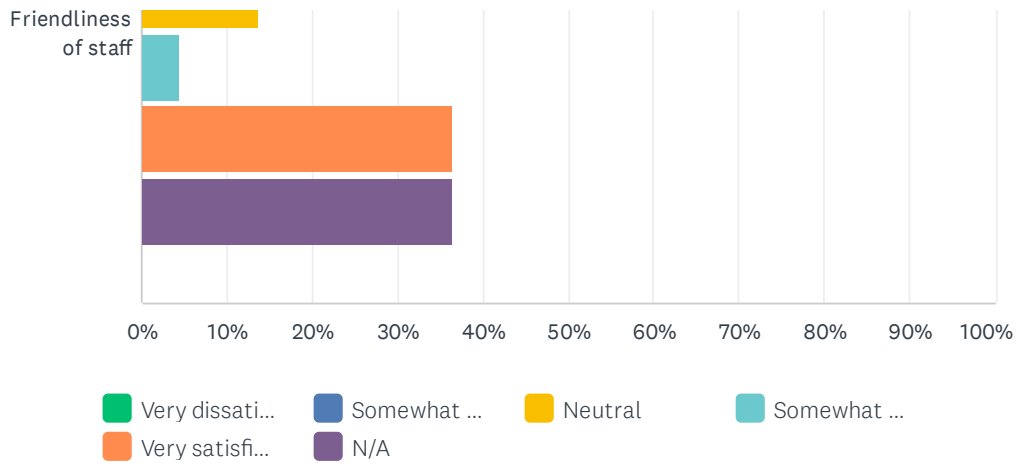
### Q18 How satisfied are you with the following items related to our institution's services for veterans?

Answered: 22 Skipped: 496





University of Louisiana at Lafayette Campus Climate Survey for Administrators, Faculty, and Staff

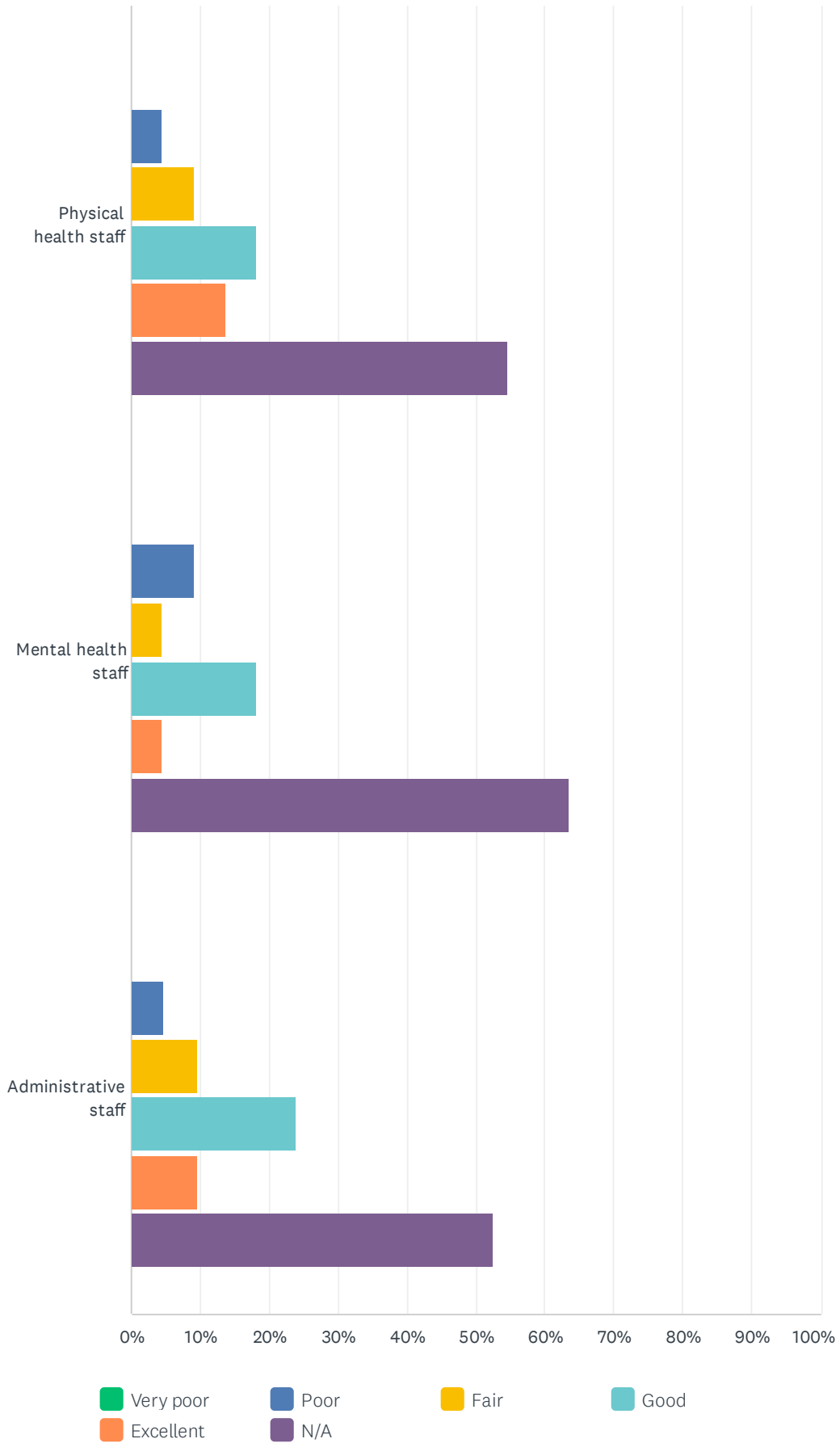


	VERY DISSATISFIED	SOMEWHAT DISSATISFIED	NEUTRAL	SOMEWHAT SATISFIED	VERY SATISFIED	N/A	TOTAL	WEIGHTED AVERAGE
Overall services provided	0.00% 0	9.09% 2	22.73% 5	13.64% 3	22.73% 5	31.82% 7	22	3.73
Physical health services	4.55% 1	4.55% 1	31.82% 7	4.55% 1	18.18% 4	36.36% 8	22	3.43
Mental health services	0.00% 0	13.64% 3	27.27% 6	4.55% 1	9.09% 2	45.45% 10	22	3.17
Office hours	0.00% 0	4.55% 1	18.18% 4	4.55% 1	31.82% 7	40.91% 9	22	4.08
Availability of appointment times	0.00% 0	4.55% 1	27.27% 6	4.55% 1	18.18% 4	45.45% 10	22	3.67
Number of staff	13.64% 3	9.09% 2	22.73% 5	4.55% 1	13.64% 3	36.36% 8	22	2.93
Friendliness of staff	4.55% 1	4.55% 1	13.64% 3	4.55% 1	36.36% 8	36.36% 8	22	4.00

**Q19 How would you rate the level of training of the staff serving veterans on campus?**

Answered: 22 Skipped: 496

University of Louisiana at Lafayette Campus Climate Survey for Administrators, Faculty, and Staff

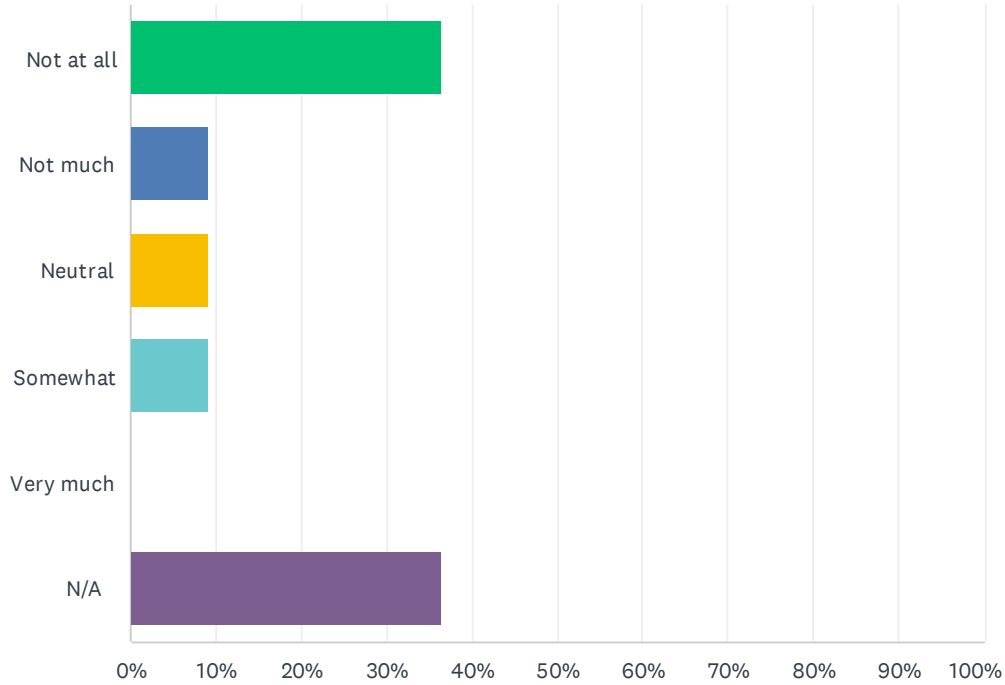


University of Louisiana at Lafayette Campus Climate Survey for Administrators, Faculty, and Staff

	VERY POOR	POOR	FAIR	GOOD	EXCELLENT	N/A	TOTAL	WEIGHTED AVERAGE
Physical health staff	0.00% 0	4.55% 1	9.09% 2	18.18% 4	13.64% 3	54.55% 12	22	3.90
Mental health staff	0.00% 0	9.09% 2	4.55% 1	18.18% 4	4.55% 1	63.64% 14	22	3.50
Administrative staff	0.00% 0	4.76% 1	9.52% 2	23.81% 5	9.52% 2	52.38% 11	21	3.80

## Q20 To what extent has the office for veterans facilitated your adjustment to civilian life?

Answered: 22 Skipped: 496

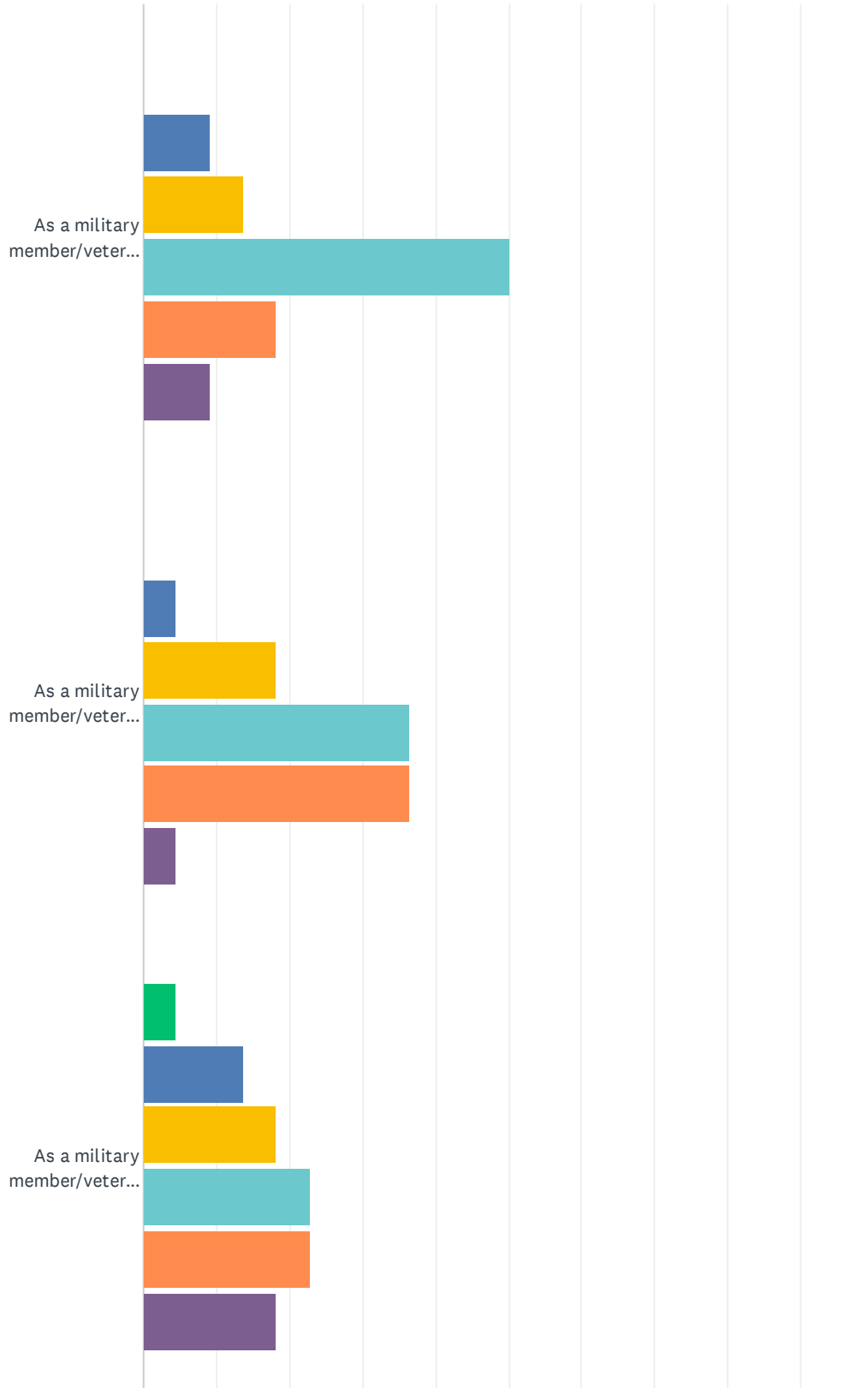


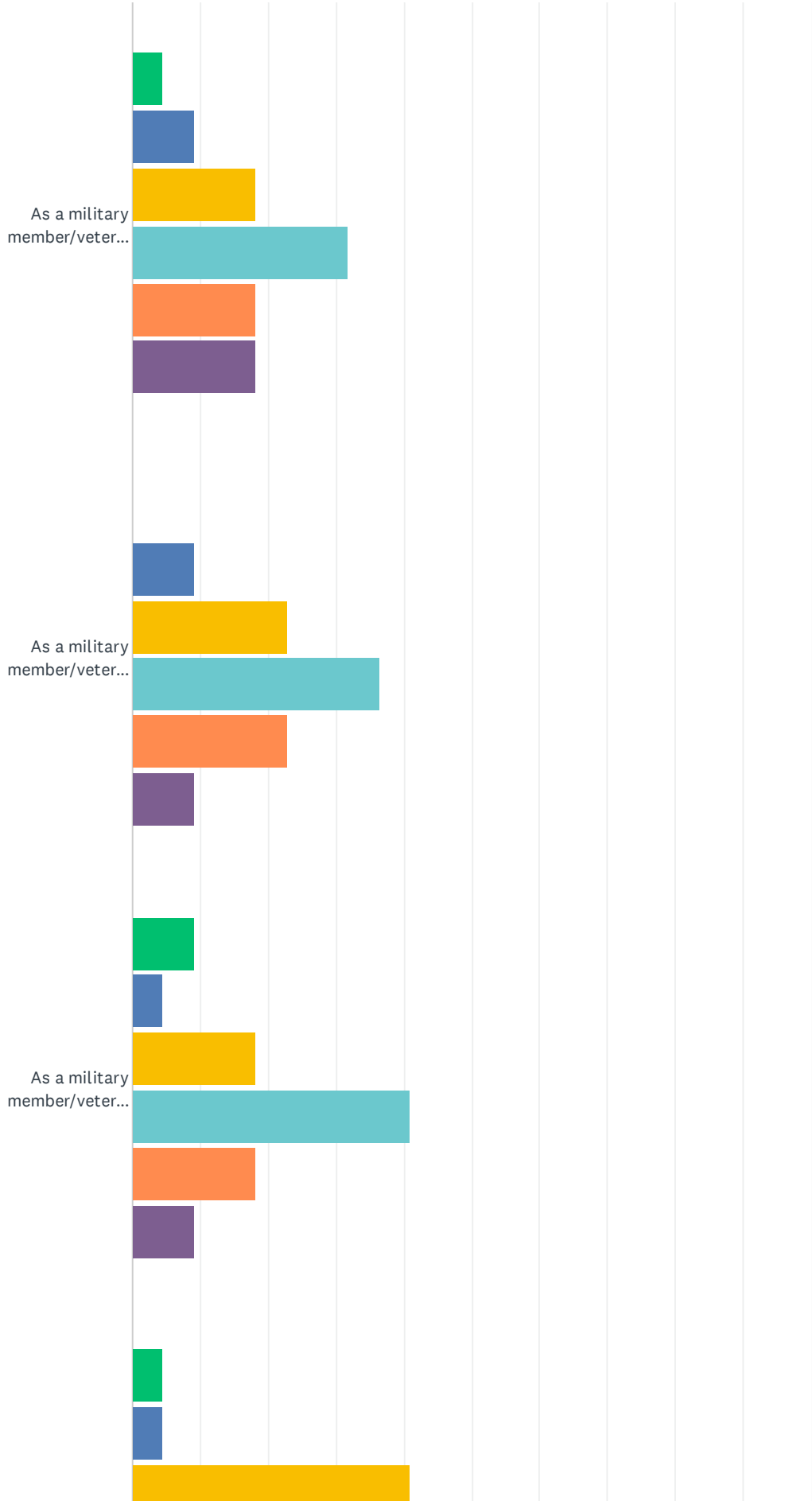
ANSWER CHOICES	RESPONSES	
Not at all	36.36%	8
Not much	9.09%	2
Neutral	9.09%	2
Somewhat	9.09%	2
Very much	0.00%	0
N/A	36.36%	8
<b>TOTAL</b>		<b>22</b>



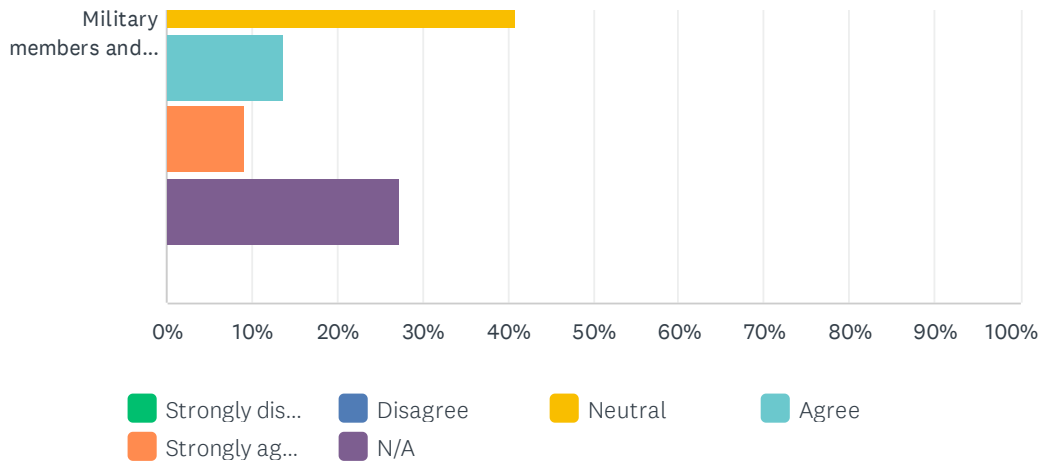
## Q21 To what extent do you agree or disagree with the following statements?

Answered: 22 Skipped: 496





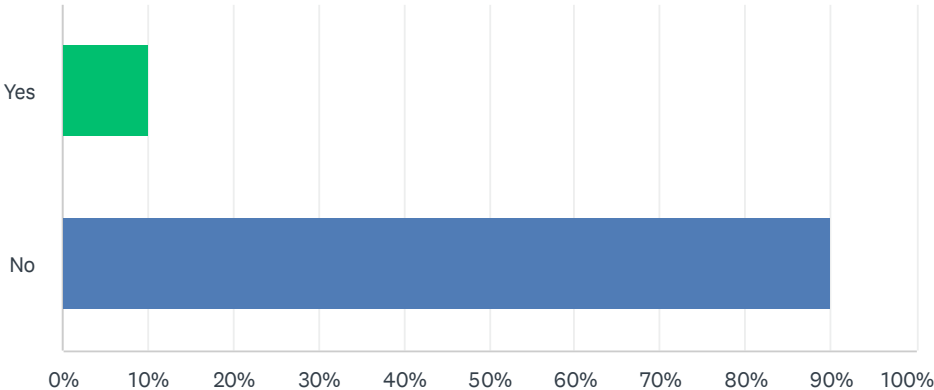
University of Louisiana at Lafayette Campus Climate Survey for Administrators, Faculty, and Staff



	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	N/A	TOTAL	WEIGHTED AVERAGE
As a military member/veteran, I feel welcome on campus	0.00% 0	9.09% 2	13.64% 3	50.00% 11	18.18% 4	9.09% 2	22	3.85
As a military member/veteran, I feel welcome in the surrounding community	0.00% 0	4.55% 1	18.18% 4	36.36% 8	36.36% 8	4.55% 1	22	4.10
As a military member/veteran, I am treated with respect by students	4.55% 1	13.64% 3	18.18% 4	22.73% 5	22.73% 5	18.18% 4	22	3.56
As a military member/veteran, I am treated with respect by faculty	4.55% 1	9.09% 2	18.18% 4	31.82% 7	18.18% 4	18.18% 4	22	3.61
As a military member/veteran, I am treated with respect by staff	0.00% 0	9.09% 2	22.73% 5	36.36% 8	22.73% 5	9.09% 2	22	3.80
As a military member/veteran, I am treated with respect by administrators	9.09% 2	4.55% 1	18.18% 4	40.91% 9	18.18% 4	9.09% 2	22	3.60
Military members and veterans are well-represented on our diversity council	4.55% 1	4.55% 1	40.91% 9	13.64% 3	9.09% 2	27.27% 6	22	3.25

### Q22 Do you have a disability\*?

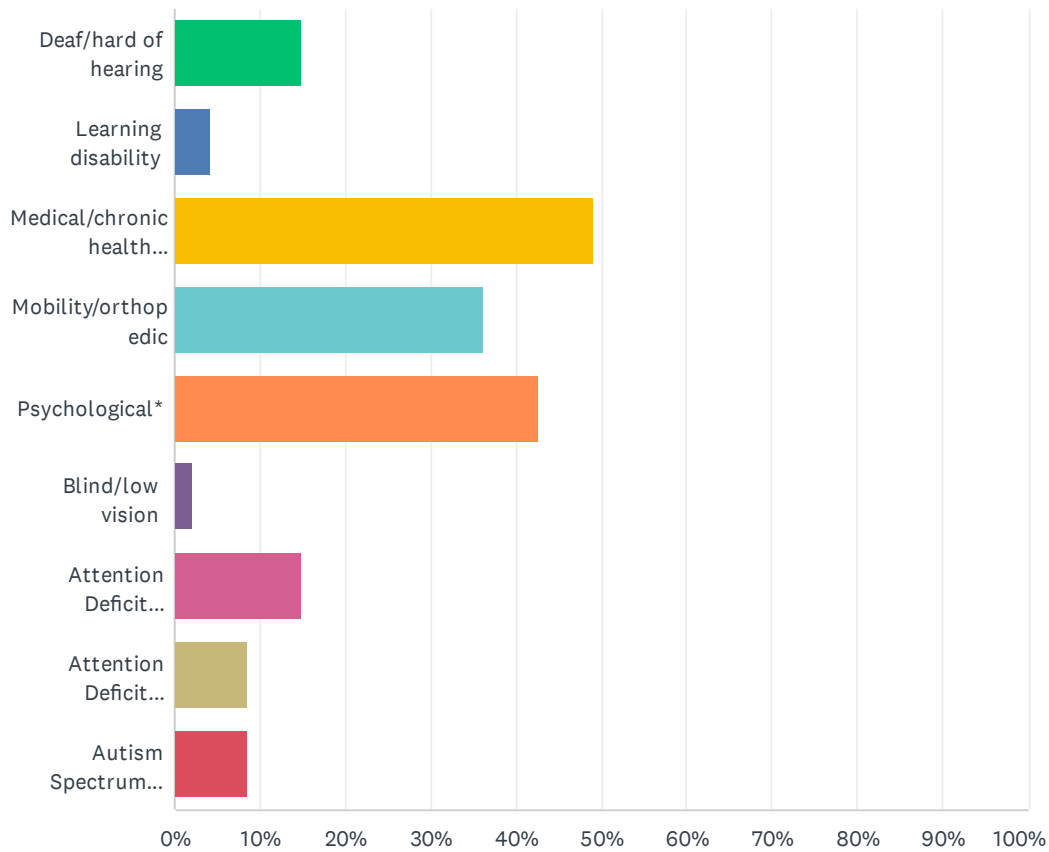
Answered: 490 Skipped: 28



ANSWER CHOICES	RESPONSES	
Yes	10.00%	49
No	90.00%	441
TOTAL		490

## Q23 What type of disability do you have? Check all that apply.

Answered: 47 Skipped: 471

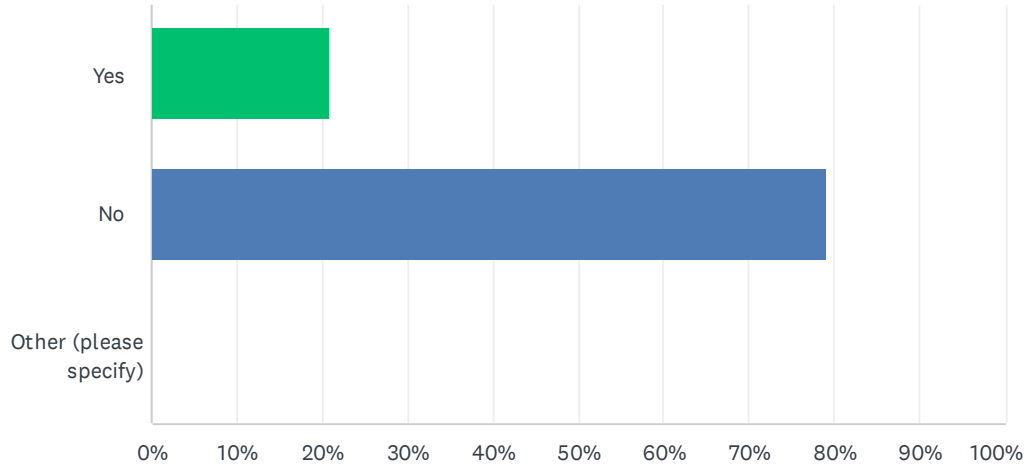


ANSWER CHOICES	RESPONSES	
Deaf/hard of hearing	14.89%	7
Learning disability	4.26%	2
Medical/chronic health condition	48.94%	23
Mobility/orthopedic	36.17%	17
Psychological*	42.55%	20
Blind/low vision	2.13%	1
Attention Deficit Hyperactivity Disorder	14.89%	7
Attention Deficit Disorder	8.51%	4
Autism Spectrum Disorder	8.51%	4
Total Respondents: 47		

#	OTHER (PLEASE SPECIFY)	DATE
5 Total	These comments are excluded to protect anonymity.	10/17/2022 - 11/16/2022

## Q24 Have you previously requested accommodations through the ADA Coordinator in Human Resources?

Answered: 48 Skipped: 470

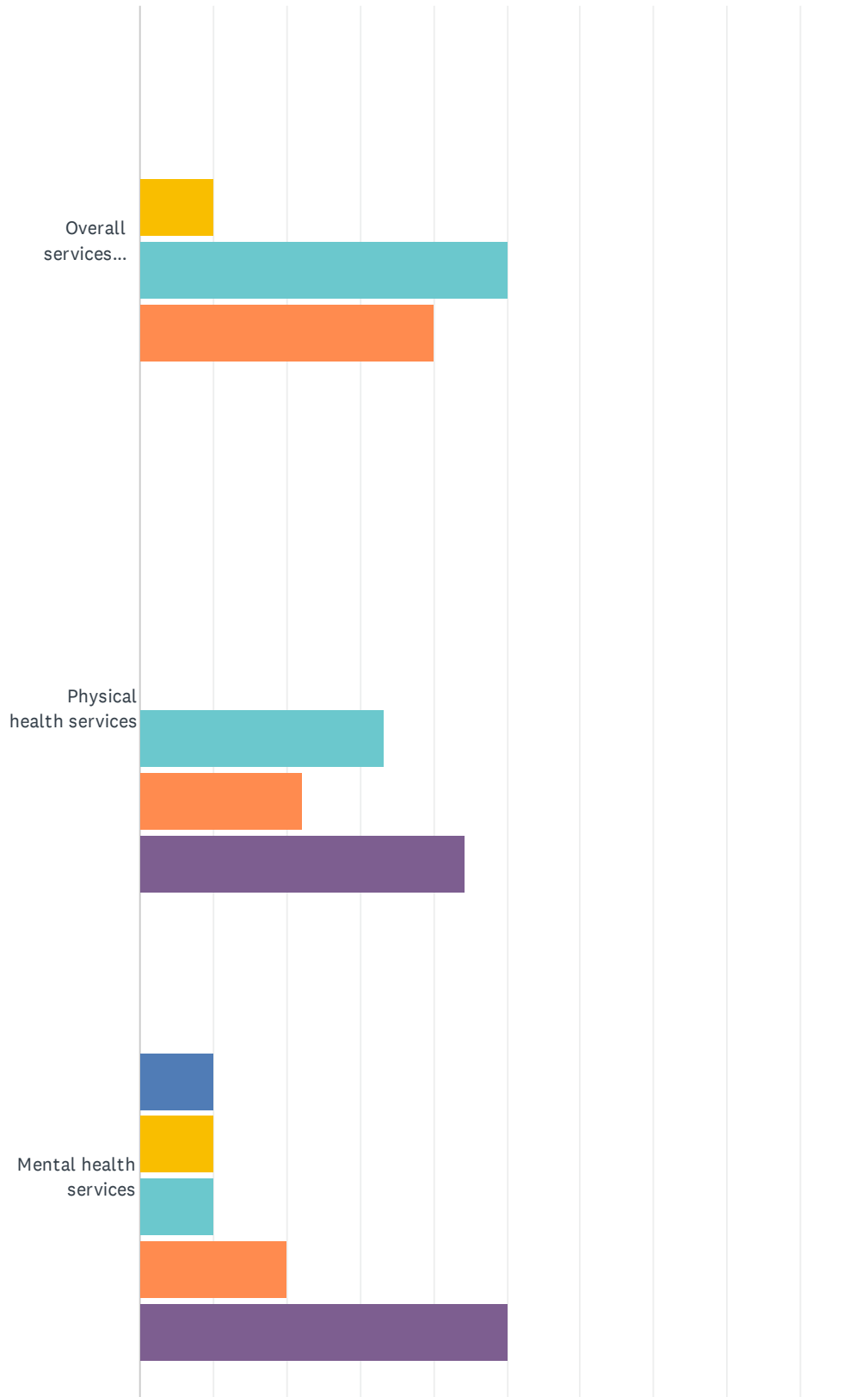


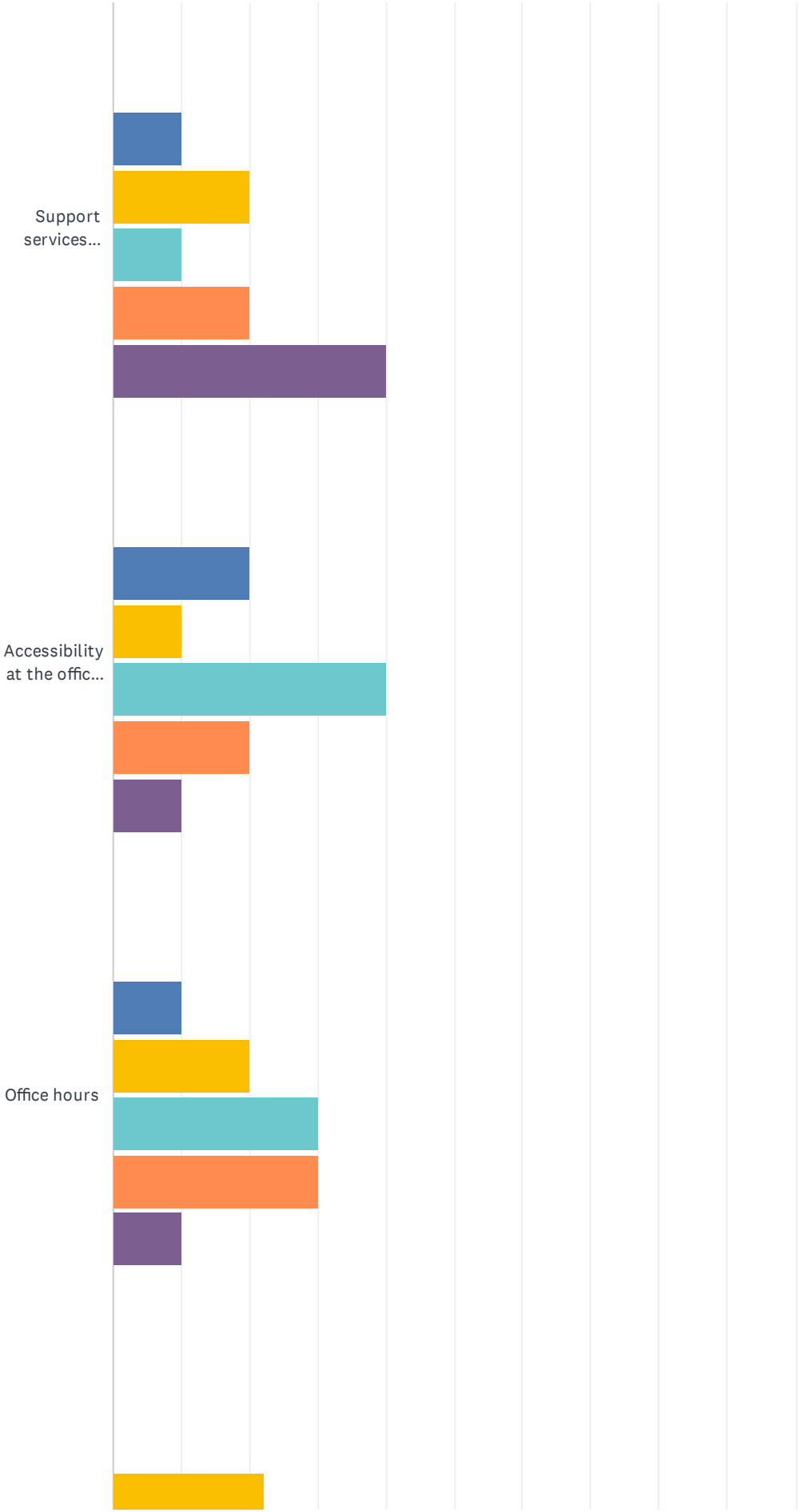
ANSWER CHOICES	RESPONSES
Yes	20.83% 10
No	79.17% 38
Other (please specify)	0.00% 0
<b>TOTAL</b>	<b>48</b>

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

## Q25 How satisfied are you with the following items related to the ADA Accommodations division of the Office of Human Resources?

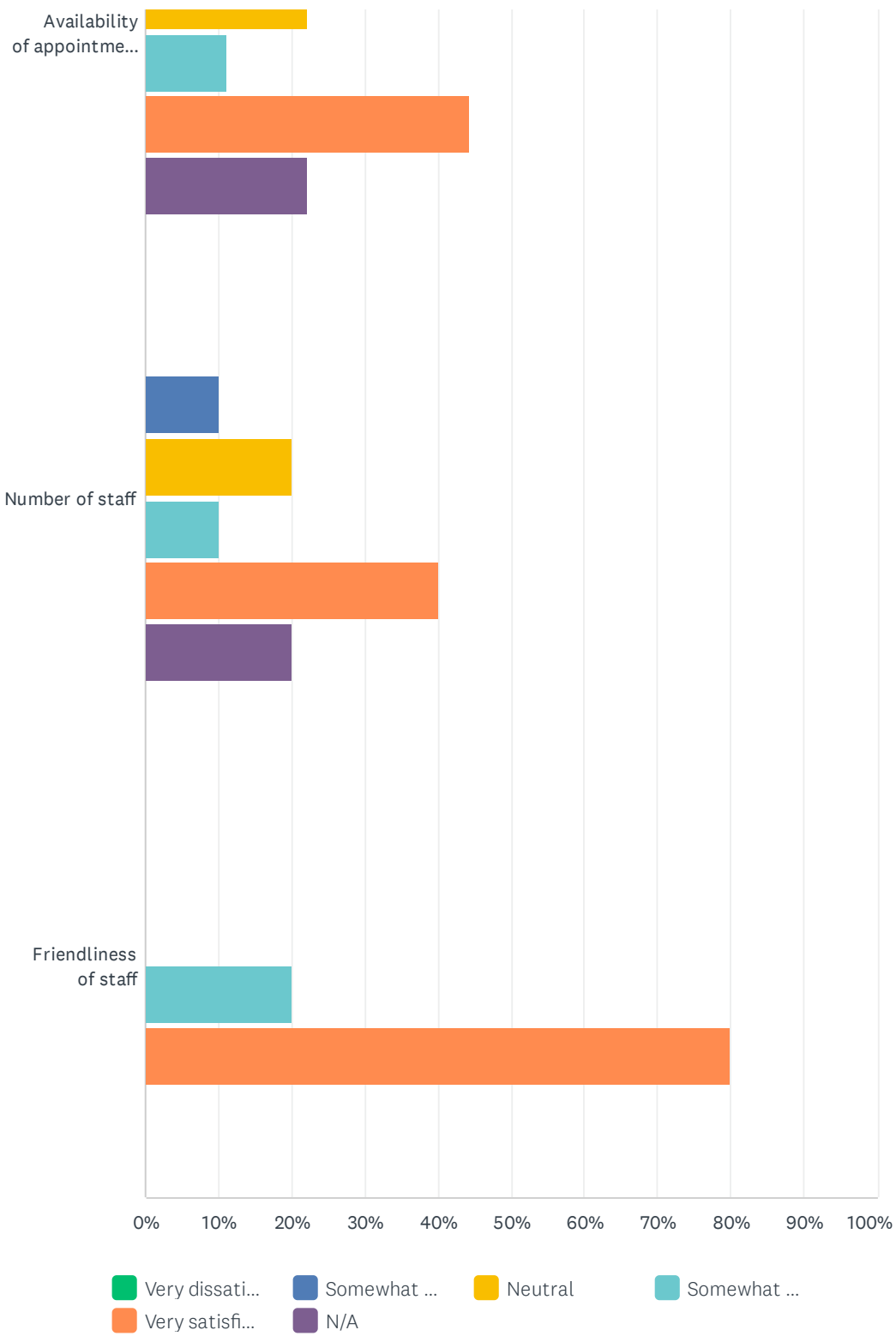
Answered: 10 Skipped: 508







University of Louisiana at Lafayette Campus Climate Survey for Administrators, Faculty, and Staff



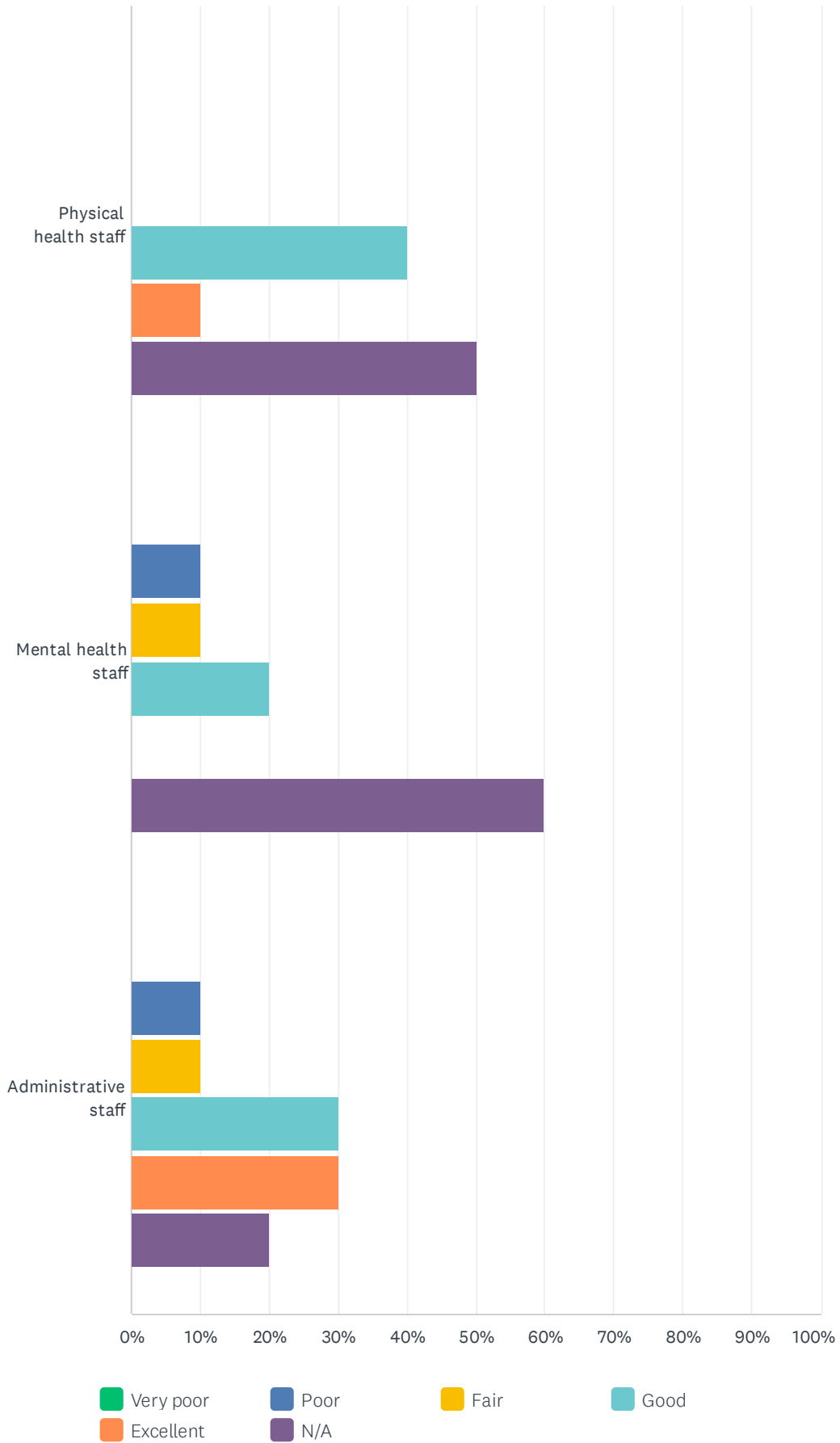
University of Louisiana at Lafayette Campus Climate Survey for Administrators, Faculty, and Staff

	VERY DISSATISFIED	SOMEWHAT DISSATISFIED	NEUTRAL	SOMEWHAT SATISFIED	VERY SATISFIED	N/A	TOTAL	WEIGHTED AVERAGE
Overall services provided	0.00% 0	0.00% 0	10.00% 1	50.00% 5	40.00% 4	0.00% 0	10	4.30
Physical health services	0.00% 0	0.00% 0	0.00% 0	33.33% 3	22.22% 2	44.44% 4	9	4.40
Mental health services	0.00% 0	10.00% 1	10.00% 1	10.00% 1	20.00% 2	50.00% 5	10	3.80
Support services (mentoring, support groups)	0.00% 0	10.00% 1	20.00% 2	10.00% 1	20.00% 2	40.00% 4	10	3.67
Accessibility at the office location	0.00% 0	20.00% 2	10.00% 1	40.00% 4	20.00% 2	10.00% 1	10	3.67
Office hours	0.00% 0	10.00% 1	20.00% 2	30.00% 3	30.00% 3	10.00% 1	10	3.89
Availability of appointment times	0.00% 0	0.00% 0	22.22% 2	11.11% 1	44.44% 4	22.22% 2	9	4.29
Number of staff	0.00% 0	10.00% 1	20.00% 2	10.00% 1	40.00% 4	20.00% 2	10	4.00
Friendliness of staff	0.00% 0	0.00% 0	0.00% 0	20.00% 2	80.00% 8	0.00% 0	10	4.80

# Q26 How would you rate the level of training of the ADA staff in Human Resources?

Answered: 10 Skipped: 508

University of Louisiana at Lafayette Campus Climate Survey for Administrators, Faculty, and Staff

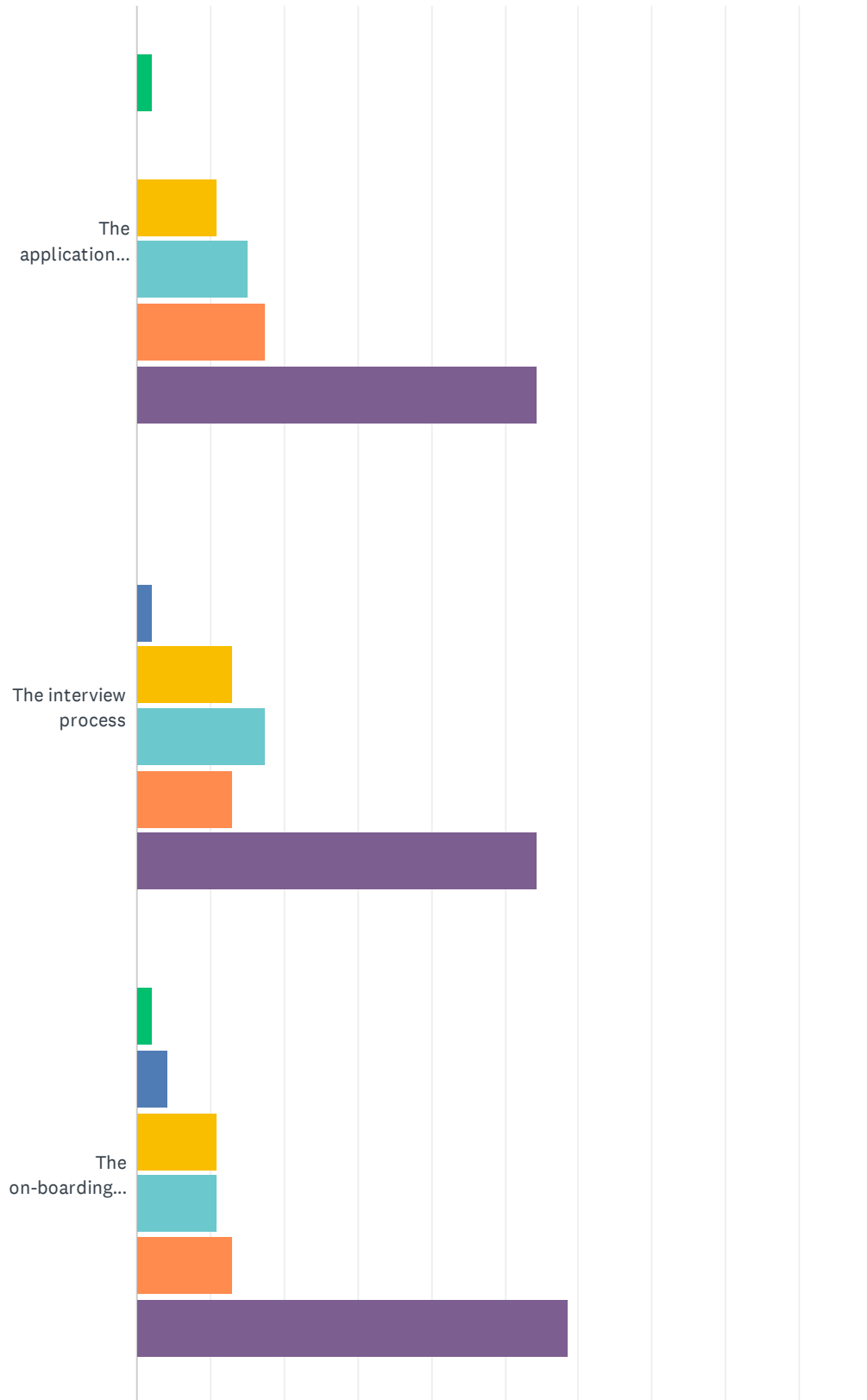


University of Louisiana at Lafayette Campus Climate Survey for Administrators, Faculty, and Staff

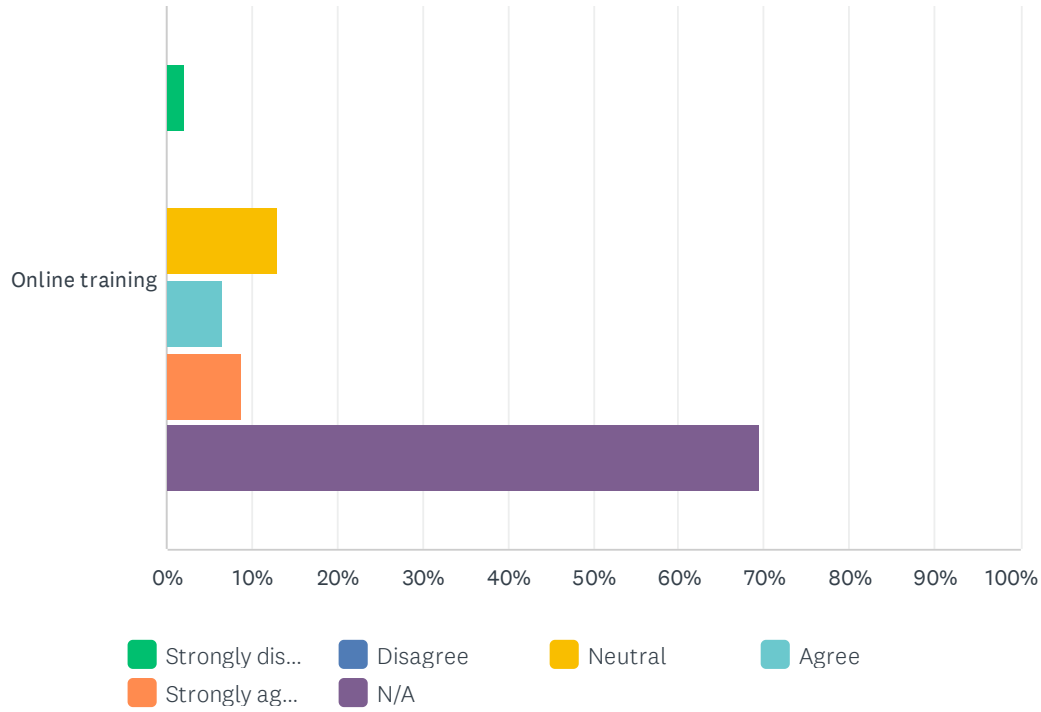
	VERY POOR	POOR	FAIR	GOOD	EXCELLENT	N/A	TOTAL	WEIGHTED AVERAGE
Physical health staff	0.00% 0	0.00% 0	0.00% 0	40.00% 4	10.00% 1	50.00% 5	10	4.20
Mental health staff	0.00% 0	10.00% 1	10.00% 1	20.00% 2	0.00% 0	60.00% 6	10	3.25
Administrative staff	0.00% 0	10.00% 1	10.00% 1	30.00% 3	30.00% 3	20.00% 2	10	4.00

### Q27 The accommodations I received while participating in the following met my expectations.

Answered: 46 Skipped: 472



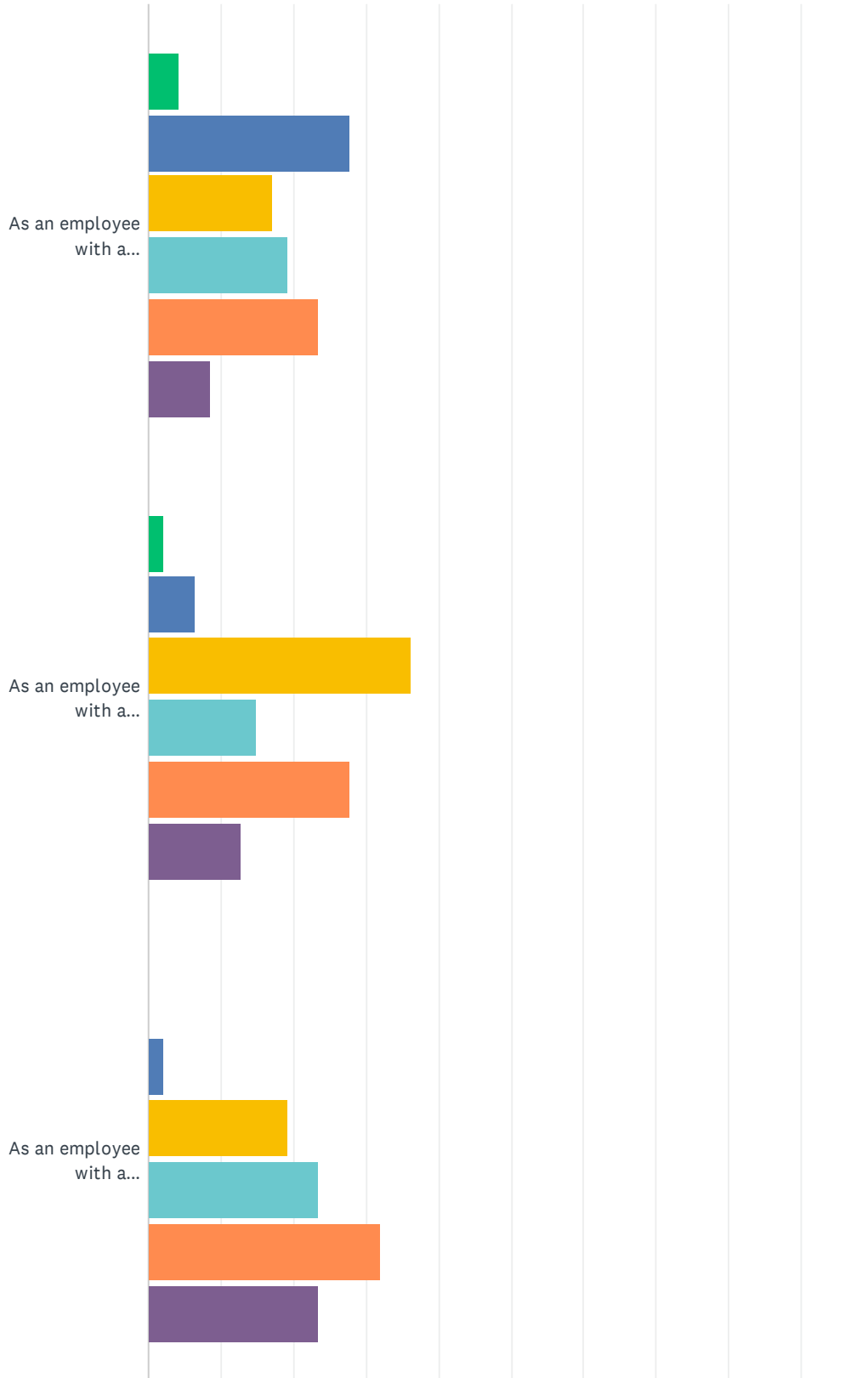
University of Louisiana at Lafayette Campus Climate Survey for Administrators, Faculty, and Staff



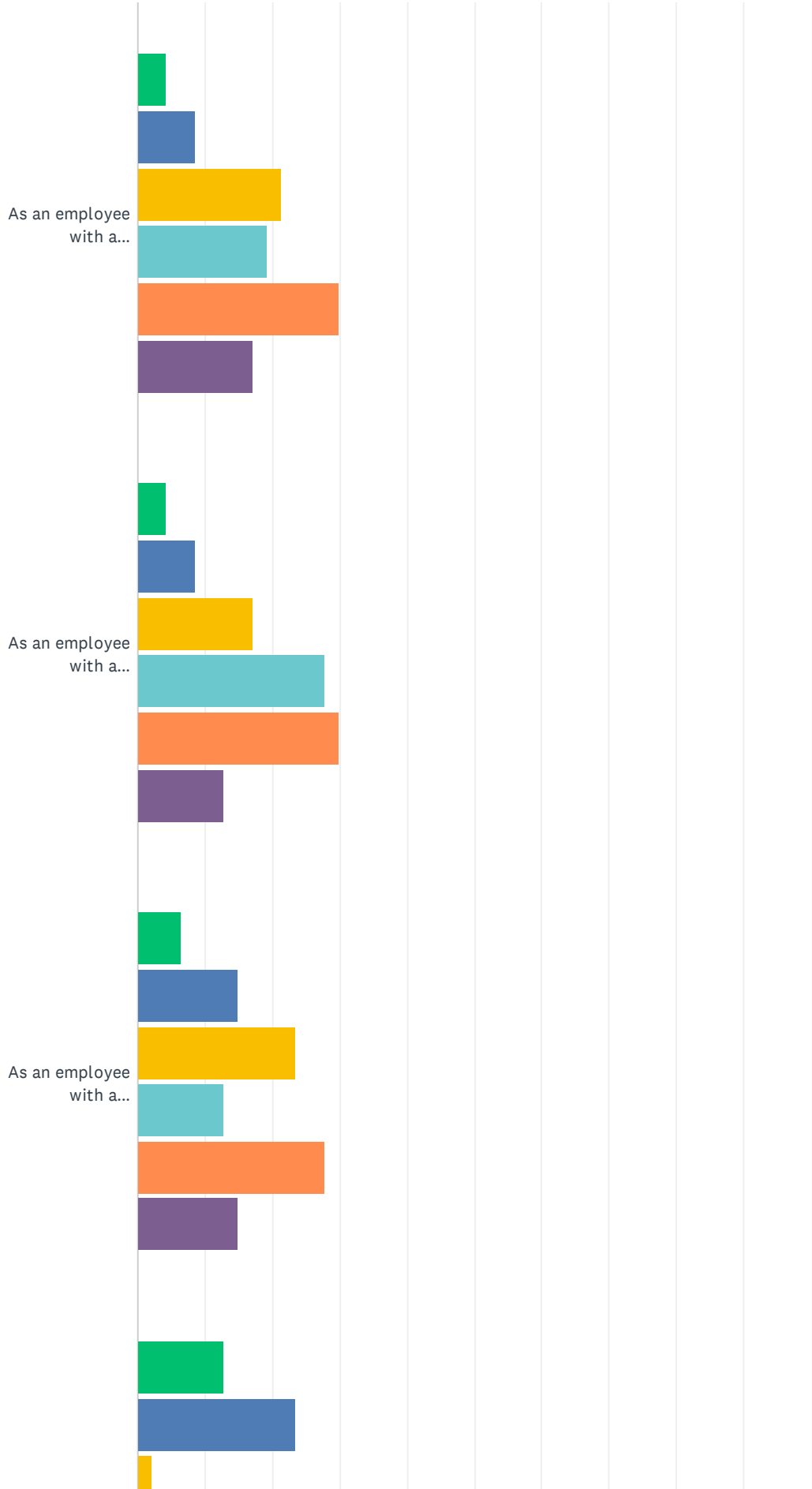
	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	N/A	TOTAL	WEIGHTED AVERAGE
The application process	2.17% 1	0.00% 0	10.87% 5	15.22% 7	17.39% 8	54.35% 25	46	4.00
The interview process	0.00% 0	2.17% 1	13.04% 6	17.39% 8	13.04% 6	54.35% 25	46	3.90
The on-boarding process*	2.17% 1	4.35% 2	10.87% 5	10.87% 5	13.04% 6	58.70% 27	46	3.68
Online training	2.17% 1	0.00% 0	13.04% 6	6.52% 3	8.70% 4	69.57% 32	46	3.64

## Q28 To what extent do you agree or disagree with the following statements?

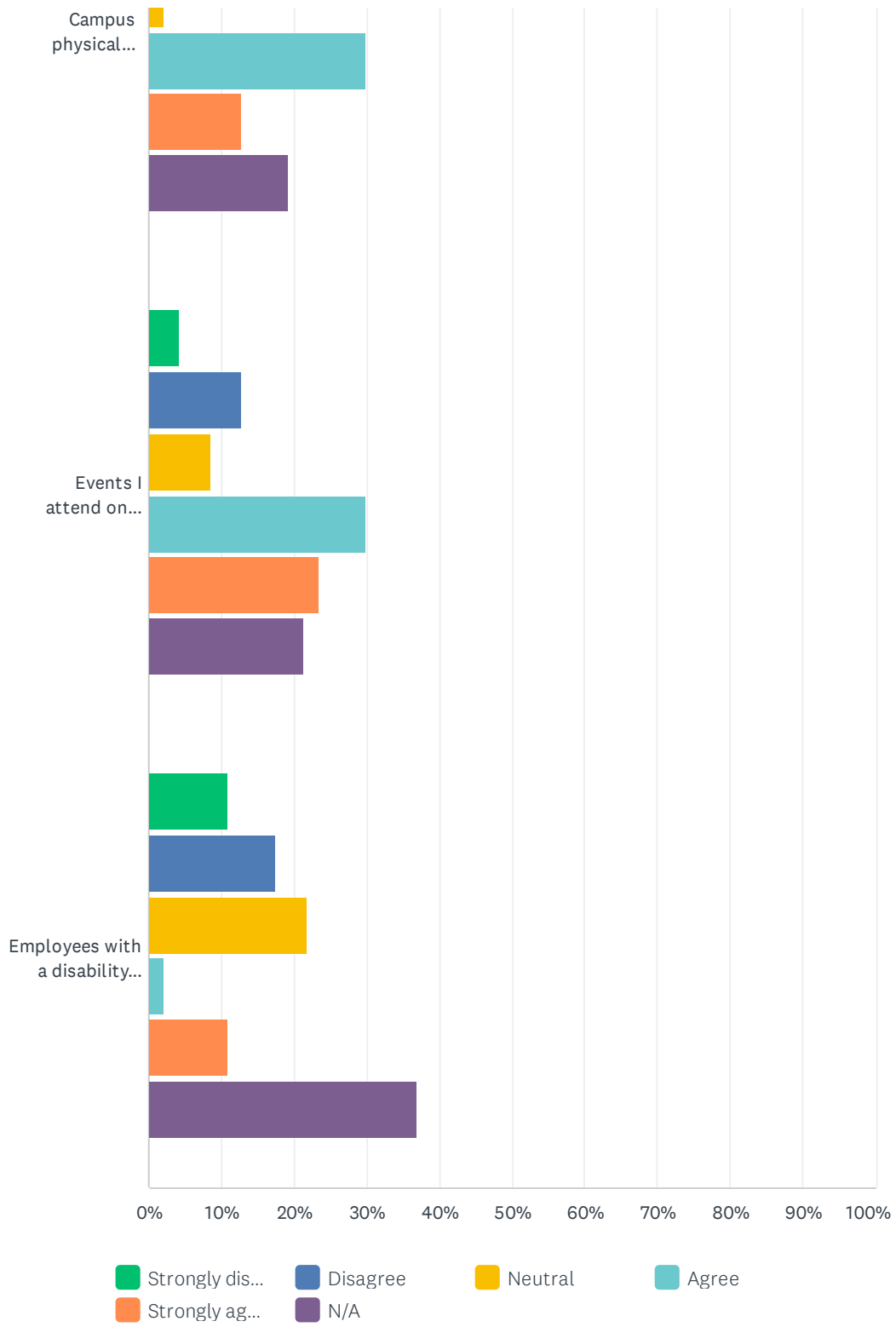
Answered: 47 Skipped: 471







University of Louisiana at Lafayette Campus Climate Survey for Administrators, Faculty, and Staff

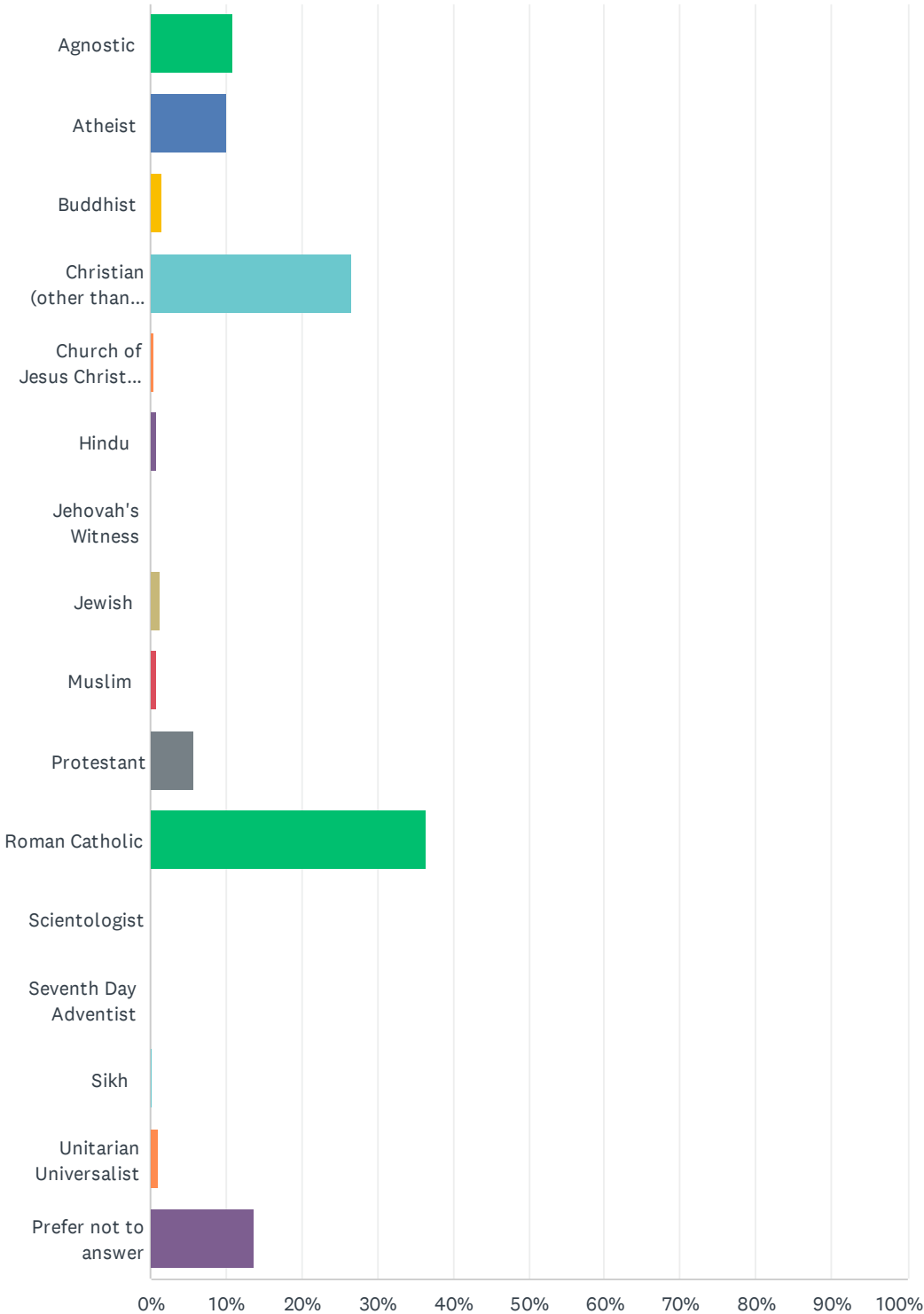


University of Louisiana at Lafayette Campus Climate Survey for Administrators, Faculty, and Staff

	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	N/A	TOTAL	WEIGHTED AVERAGE
As an employee with a disability, I feel welcome on campus	4.26% 2	27.66% 13	17.02% 8	19.15% 9	23.40% 11	8.51% 4	47	3.33
As an employee with a disability, I feel welcome in the surrounding community	2.13% 1	6.38% 3	36.17% 17	14.89% 7	27.66% 13	12.77% 6	47	3.68
As an employee with a disability, I am treated with respect by students	0.00% 0	2.13% 1	19.15% 9	23.40% 11	31.91% 15	23.40% 11	47	4.11
As an employee with a disability, I am treated with respect by faculty	4.26% 2	8.51% 4	21.28% 10	19.15% 9	29.79% 14	17.02% 8	47	3.74
As an employee with a disability, I am treated with respect by staff	4.26% 2	8.51% 4	17.02% 8	27.66% 13	29.79% 14	12.77% 6	47	3.80
As an employee with a disability, I am treated with respect by administrators	6.38% 3	14.89% 7	23.40% 11	12.77% 6	27.66% 13	14.89% 7	47	3.48
Campus physical accessibility (doors, restrooms, parking, walkways, elevators, etc.) meets my needs	12.77% 6	23.40% 11	2.13% 1	29.79% 14	12.77% 6	19.15% 9	47	3.08
Events I attend on campus are accessible to me	4.26% 2	12.77% 6	8.51% 4	29.79% 14	23.40% 11	21.28% 10	47	3.70
Employees with a disability are well-represented on our diversity council	10.87% 5	17.39% 8	21.74% 10	2.17% 1	10.87% 5	36.96% 17	46	2.76

## Q29 What is your religion/spiritual affiliation?

Answered: 452 Skipped: 66



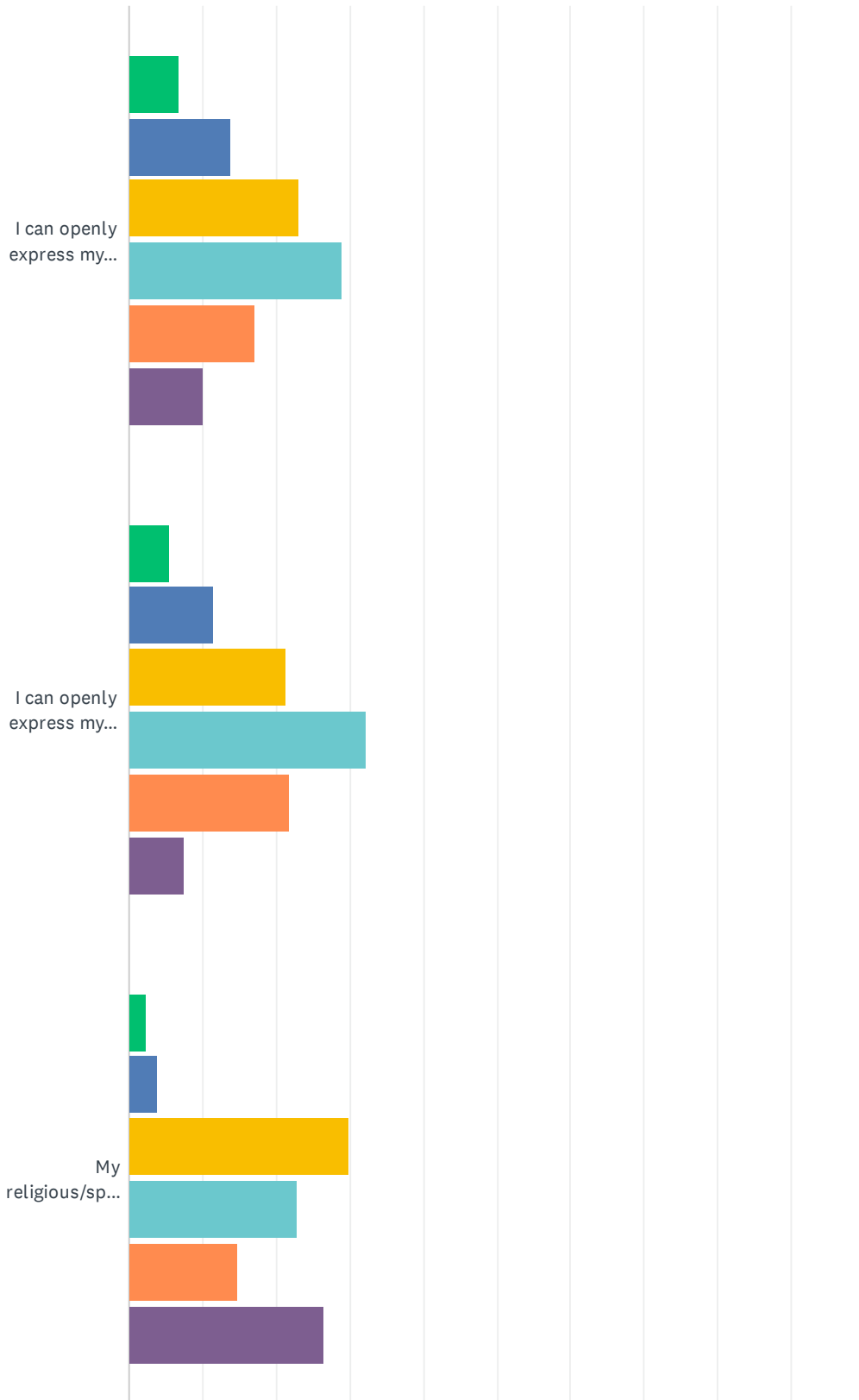
University of Louisiana at Lafayette Campus Climate Survey for Administrators, Faculty, and Staff

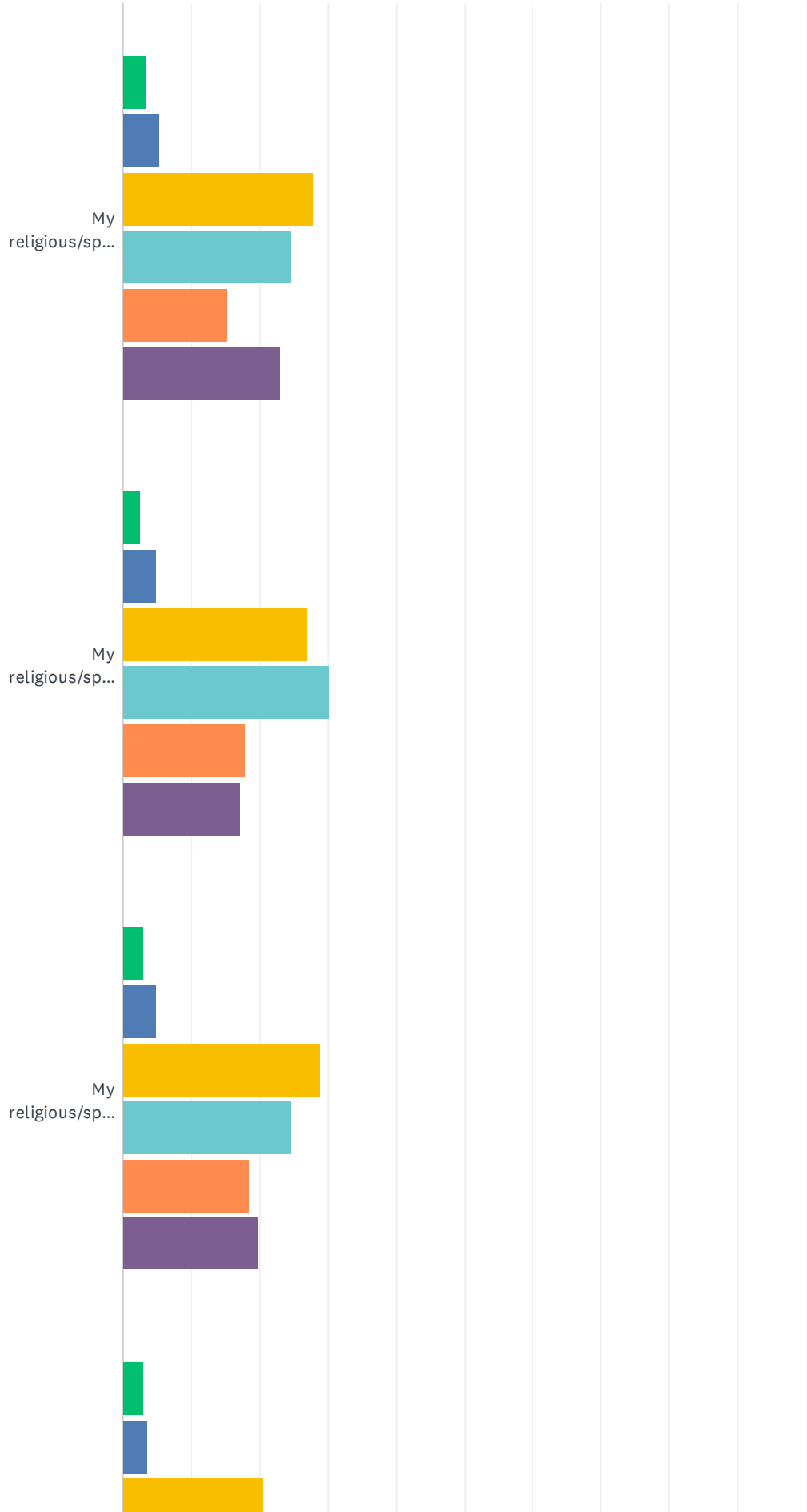
ANSWER CHOICES		RESPONSES	
Agnostic		10.84%	49
Atheist		9.96%	45
Buddhist		1.55%	7
Christian (other than Roman Catholic)		26.55%	120
Church of Jesus Christ of Latter-day Saints		0.44%	2
Hindu		0.88%	4
Jehovah's Witness		0.00%	0
Jewish		1.33%	6
Muslim		0.88%	4
Protestant		5.75%	26
Roman Catholic		36.50%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

#	OTHER (PLEASE SPECIFY)	DATE
23 Total	These comments are excluded to protect anonymity.	10/17/2022 - 11/16/2022

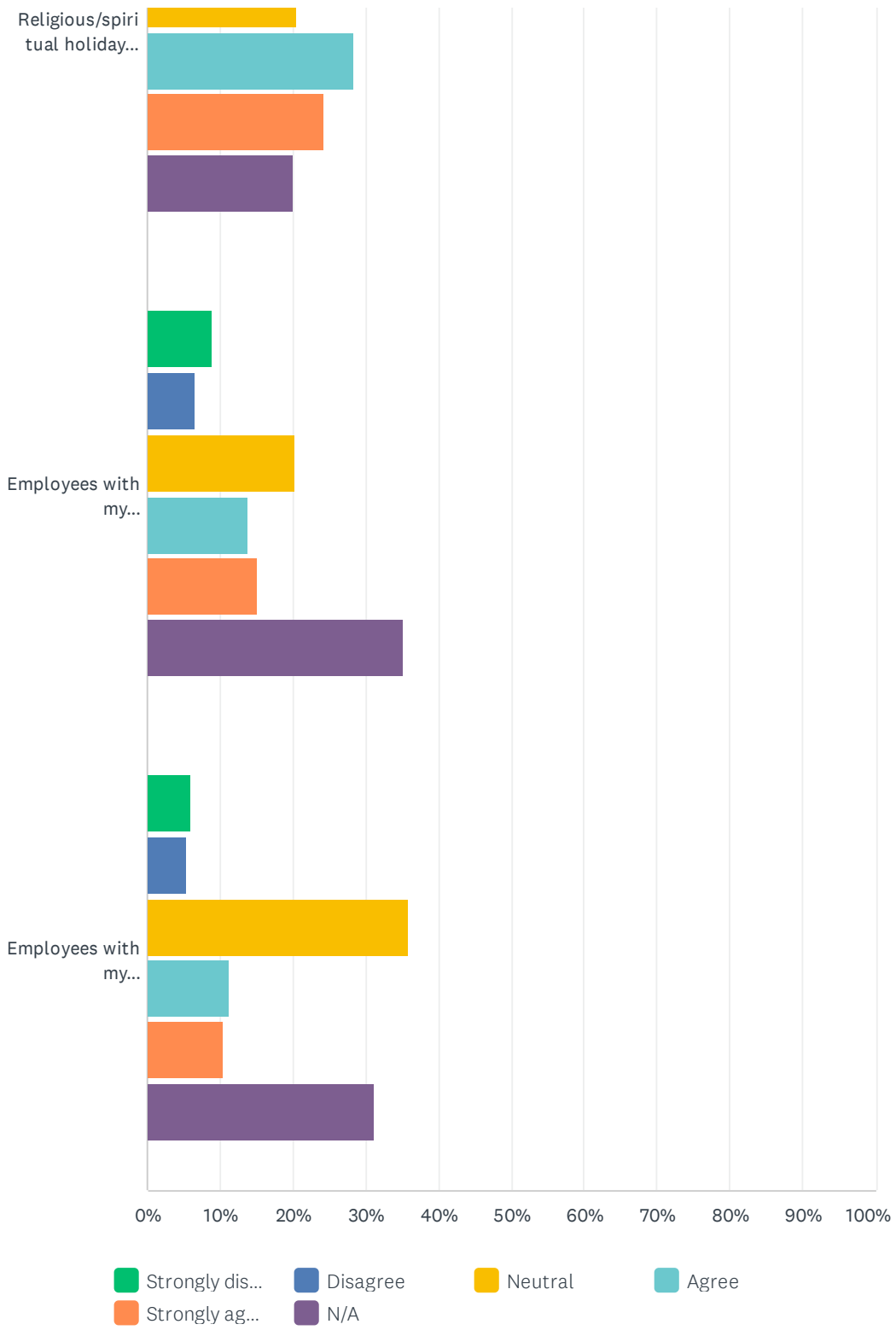
### Q30 To what extent do you agree or disagree with the following statements?

Answered: 468 Skipped: 50





University of Louisiana at Lafayette Campus Climate Survey for Administrators, Faculty, and Staff



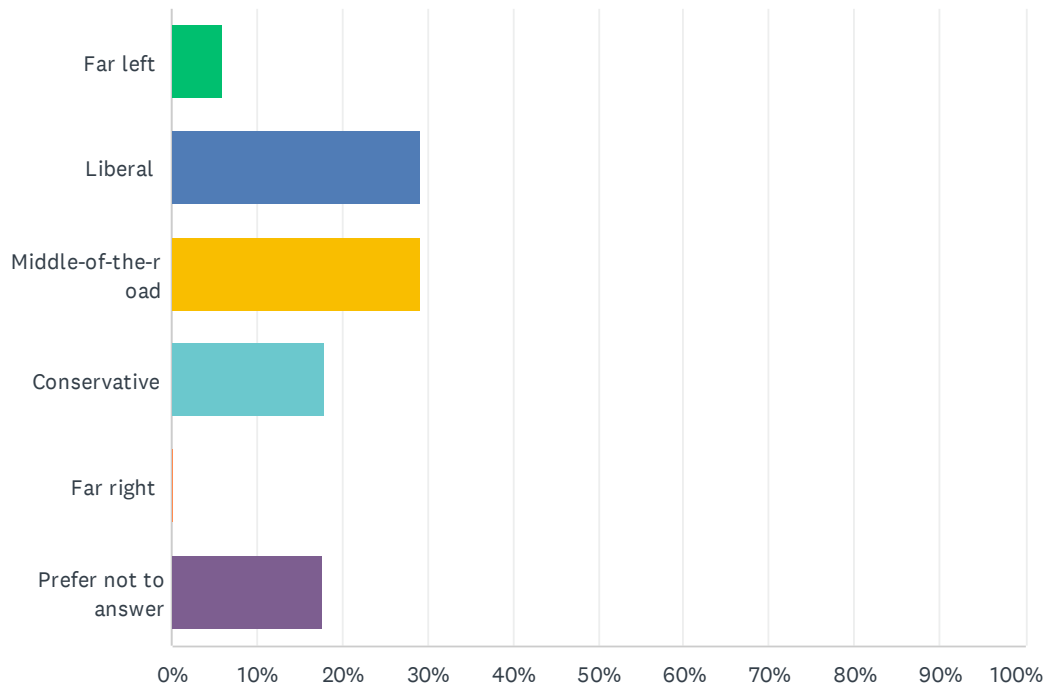


University of Louisiana at Lafayette Campus Climate Survey for Administrators, Faculty, and Staff

	<b>STRONGLY DISAGREE</b>	<b>DISAGREE</b>	<b>NEUTRAL</b>	<b>AGREE</b>	<b>STRONGLY AGREE</b>	<b>N/A</b>	<b>TOTAL</b>	<b>WEIGHTED AVERAGE</b>
I can openly express my religious/spiritual beliefs on campus	6.84% 32	13.89% 65	23.08% 108	29.06% 136	17.09% 80	10.04% 47	468	3.40
I can openly express my religious/spiritual beliefs in the surrounding community	5.56% 26	11.54% 54	21.37% 100	32.26% 151	21.79% 102	7.48% 35	468	3.58
My religious/spiritual beliefs are treated with respect by students	2.36% 11	3.85% 18	29.76% 139	22.91% 107	14.78% 69	26.34% 123	467	3.60
My religious/spiritual beliefs are treated with respect by faculty	3.43% 16	5.35% 25	27.84% 130	24.84% 116	15.42% 72	23.13% 108	467	3.57
My religious/spiritual beliefs are treated with respect by staff	2.58% 12	4.95% 23	27.10% 126	30.32% 141	17.85% 83	17.20% 80	465	3.68
My religious/spiritual beliefs are treated with respect by administrators	3.01% 14	4.95% 23	29.03% 135	24.73% 115	18.49% 86	19.78% 92	465	3.63
Religious/spiritual holidays I celebrate are respected by the campus community	3.02% 14	3.66% 17	20.47% 95	28.45% 132	24.35% 113	20.04% 93	464	3.84
Employees with my religious/spiritual beliefs have a dedicated space for prayer	9.03% 42	6.67% 31	20.22% 94	13.76% 64	15.05% 70	35.27% 164	465	3.30
Employees with my religious/spiritual beliefs are well-represented on our diversity council	5.87% 27	5.43% 25	35.87% 165	11.30% 52	10.43% 48	31.09% 143	460	3.22

## Q31 How would you characterize your political views?

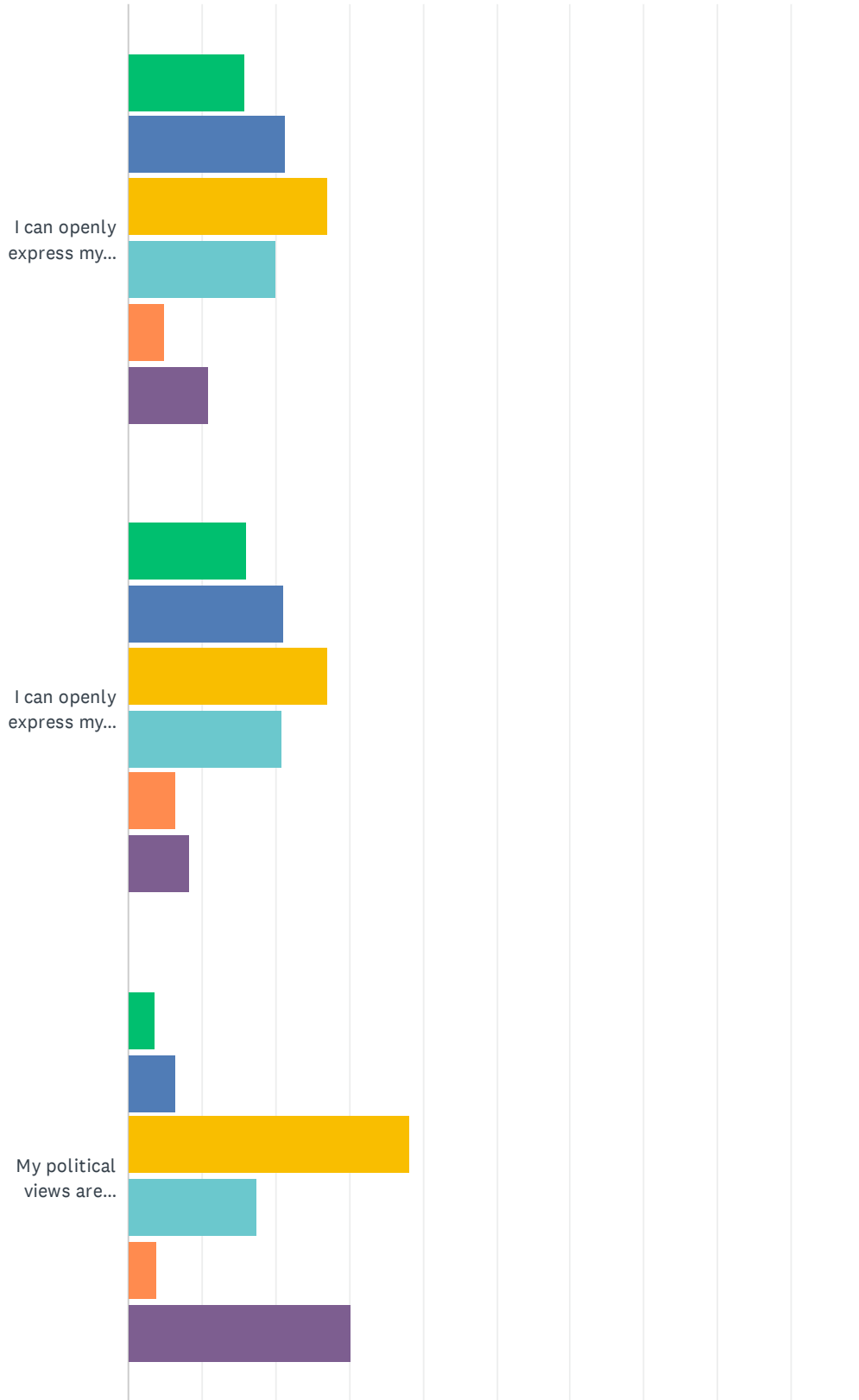
Answered: 466 Skipped: 52

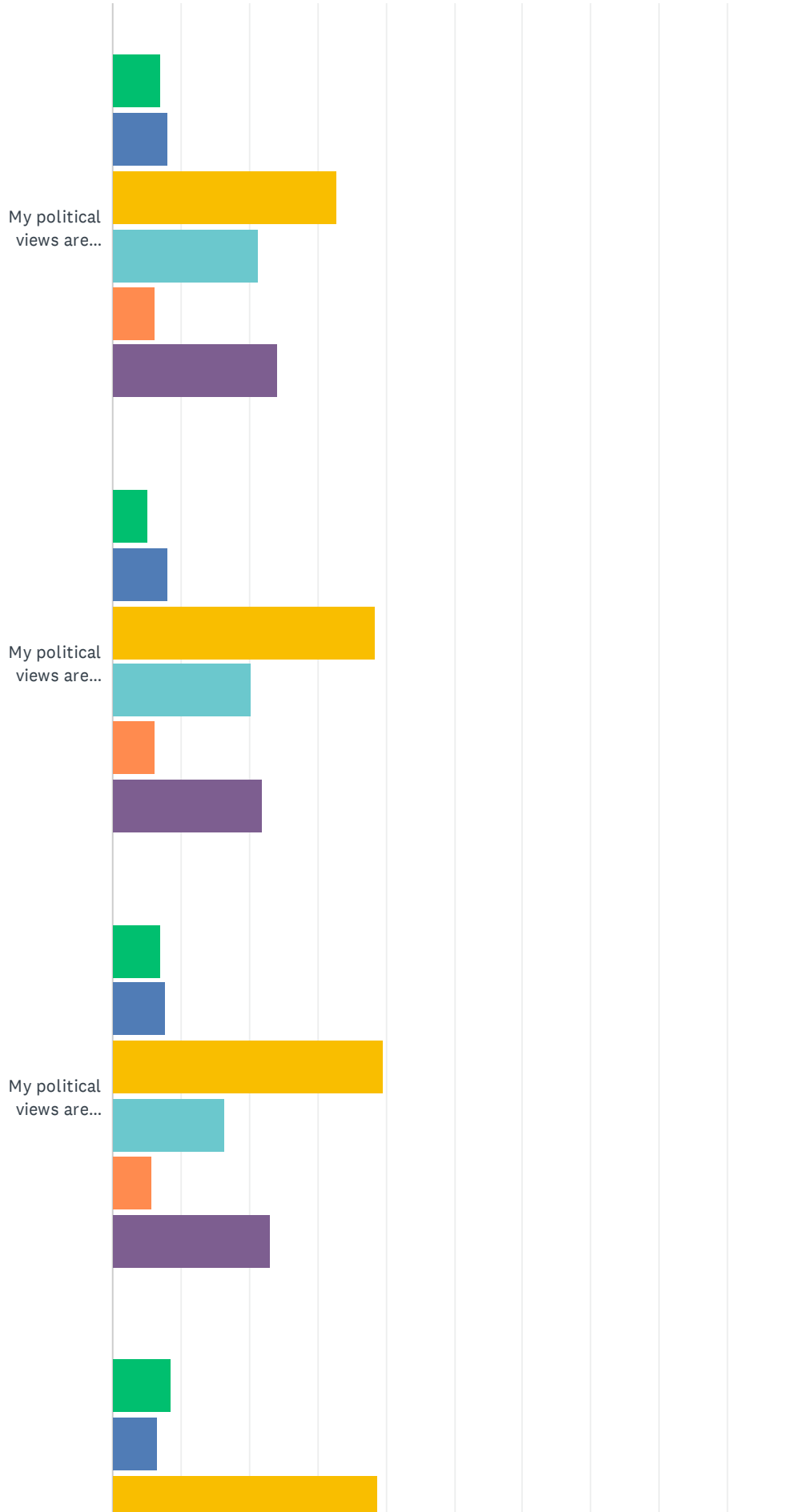


ANSWER CHOICES	RESPONSES	
Far left	6.01%	28
Liberal	29.18%	136
Middle-of-the-road	29.18%	136
Conservative	17.81%	83
Far right	0.21%	1
Prefer not to answer	17.60%	82
<b>TOTAL</b>		<b>466</b>

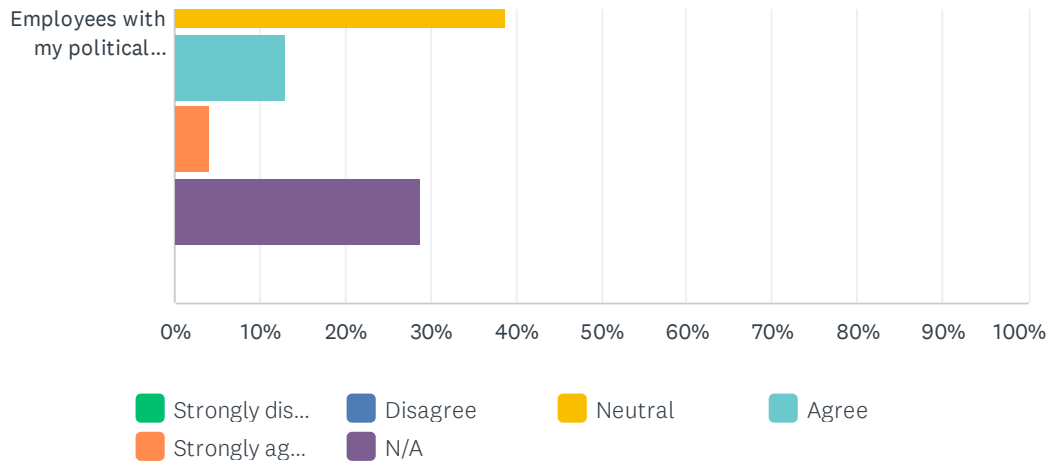
### Q32 To what extent do you agree or disagree with the following statements?

Answered: 466 Skipped: 52





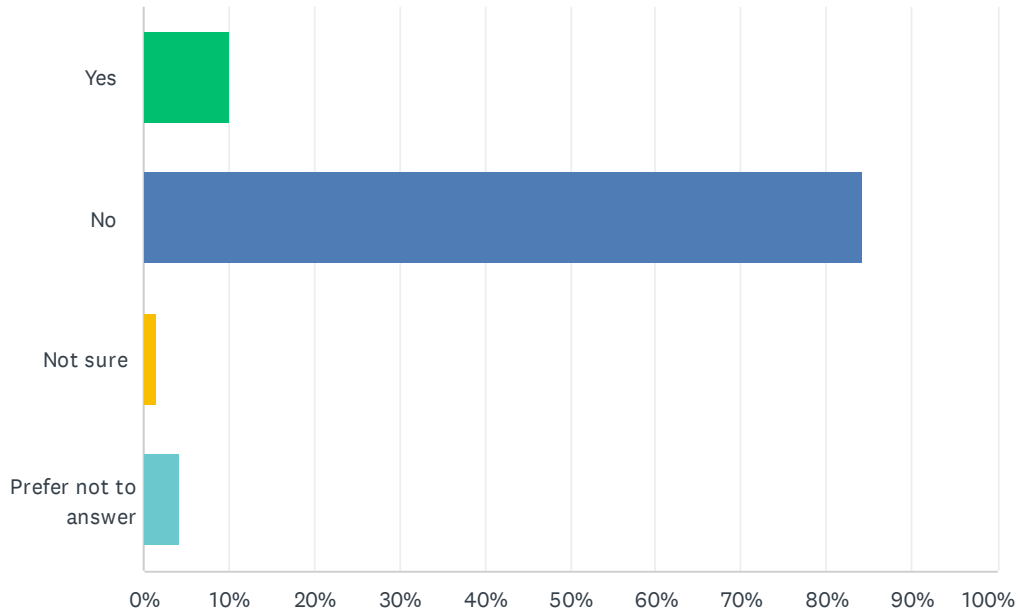
# University of Louisiana at Lafayette Campus Climate Survey for Administrators, Faculty, and Staff



	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	N/A	TOTAL	WEIGHTED AVERAGE
I can openly express my political views on campus	15.70% 73	21.29% 99	27.10% 126	20.00% 93	4.95% 23	10.97% 51	465	2.74
I can openly express my political views in the surrounding community	16.02% 74	21.21% 98	27.06% 125	21.00% 97	6.49% 30	8.23% 38	462	2.79
My political views are treated with respect by students	3.68% 17	6.49% 30	38.10% 176	17.53% 81	3.90% 18	30.30% 140	462	3.16
My political views are treated with respect by faculty	7.13% 33	8.21% 38	32.83% 152	21.38% 99	6.26% 29	24.19% 112	463	3.15
My political views are treated with respect by staff	5.19% 24	8.01% 37	38.31% 177	20.35% 94	6.28% 29	21.86% 101	462	3.19
My political views are treated with respect by administrators	7.13% 33	7.78% 36	39.74% 184	16.41% 76	5.83% 27	23.11% 107	463	3.08
Employees with my political views are well-represented on our diversity council	8.52% 39	6.55% 30	38.86% 178	13.10% 60	4.15% 19	28.82% 132	458	2.97

### Q33 Do you identify as LGBTQIA+\*?

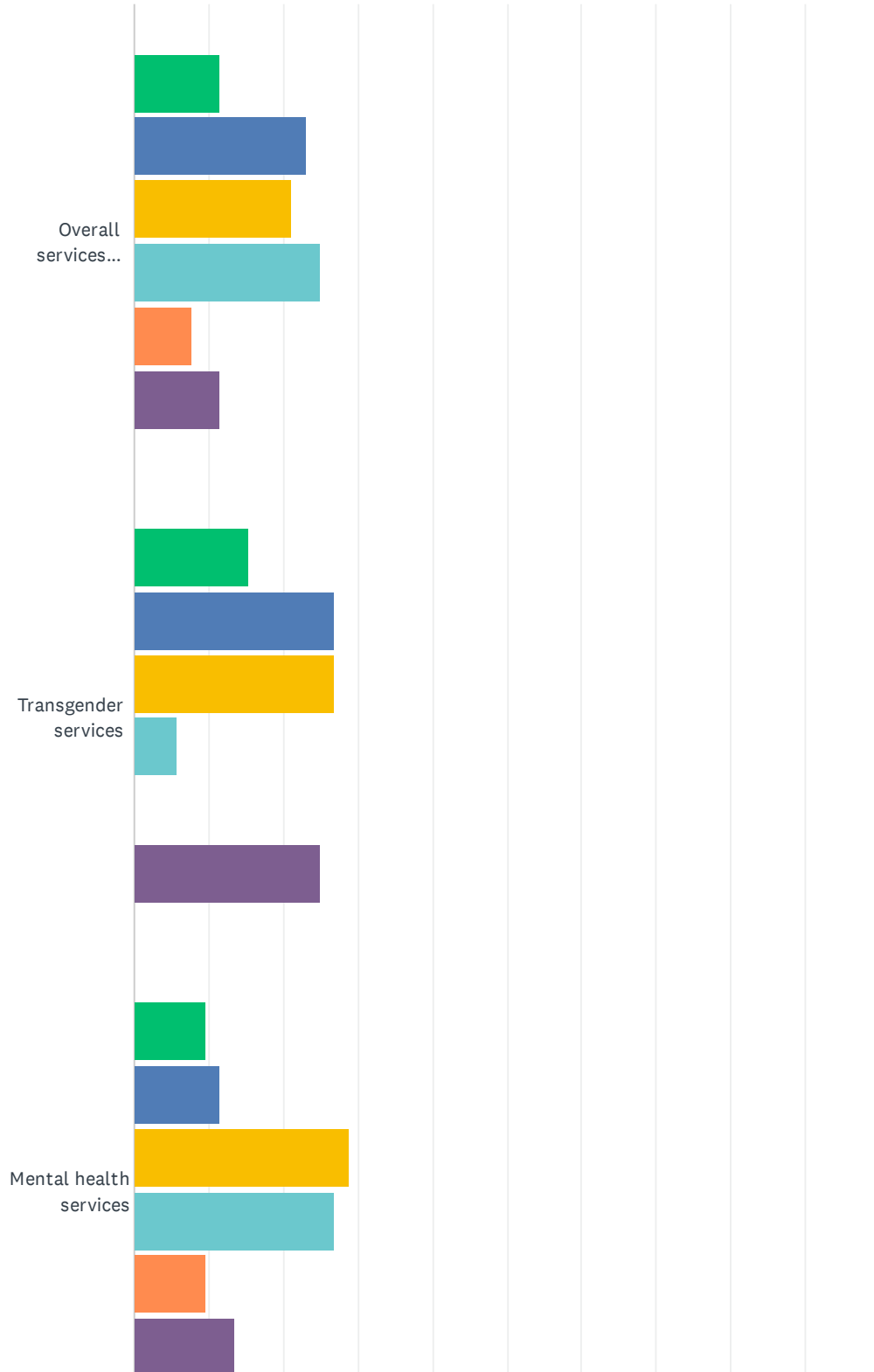
Answered: 470 Skipped: 48

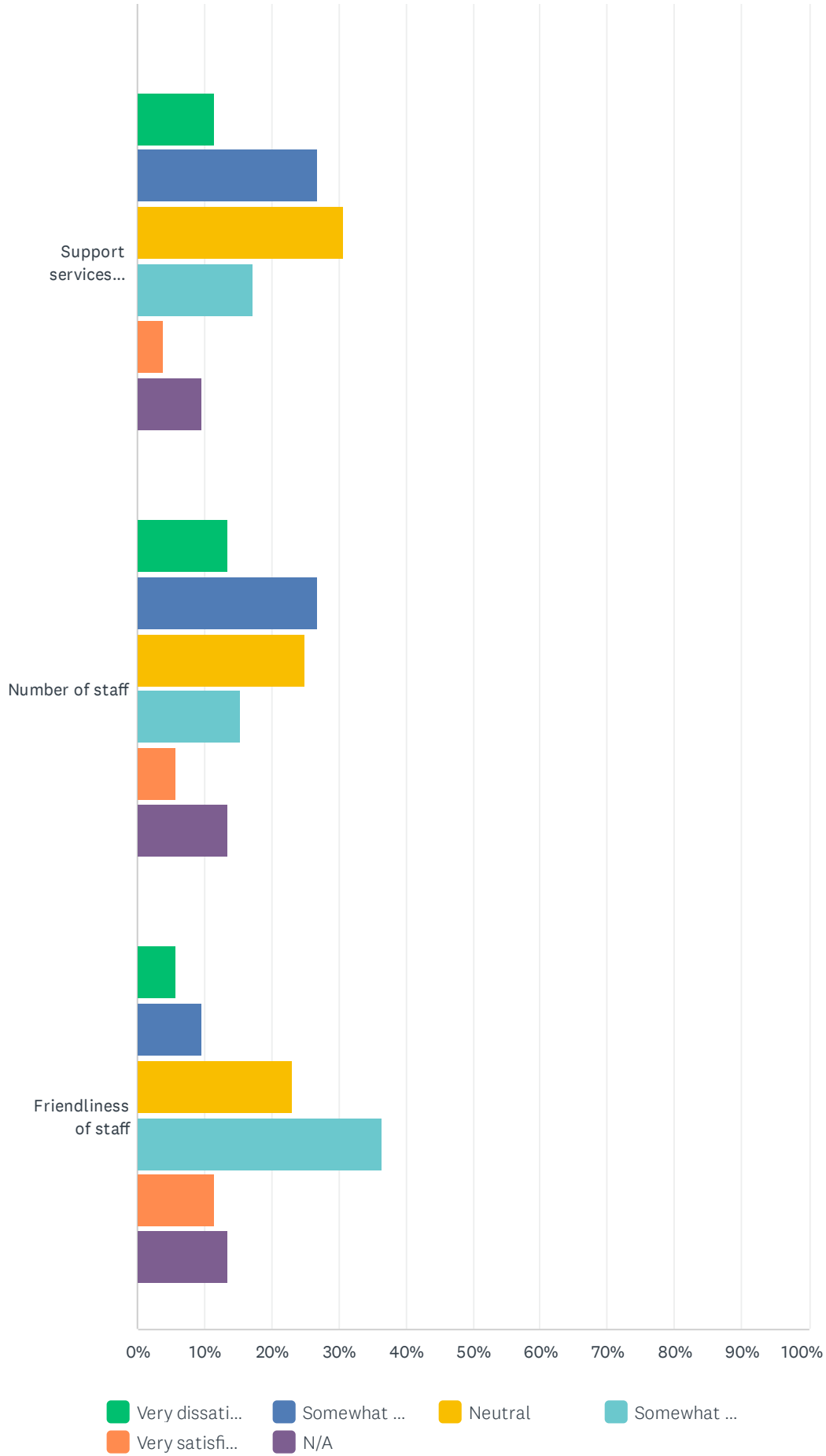


ANSWER CHOICES	RESPONSES	
Yes	10.00%	47
No	84.26%	396
Not sure	1.49%	7
Prefer not to answer	4.26%	20
<b>TOTAL</b>		<b>470</b>

### Q34 How satisfied are you with the following items related to our institution's level of support for faculty, staff and administrators who identify as LGBTQIA+?

Answered: 52 Skipped: 466





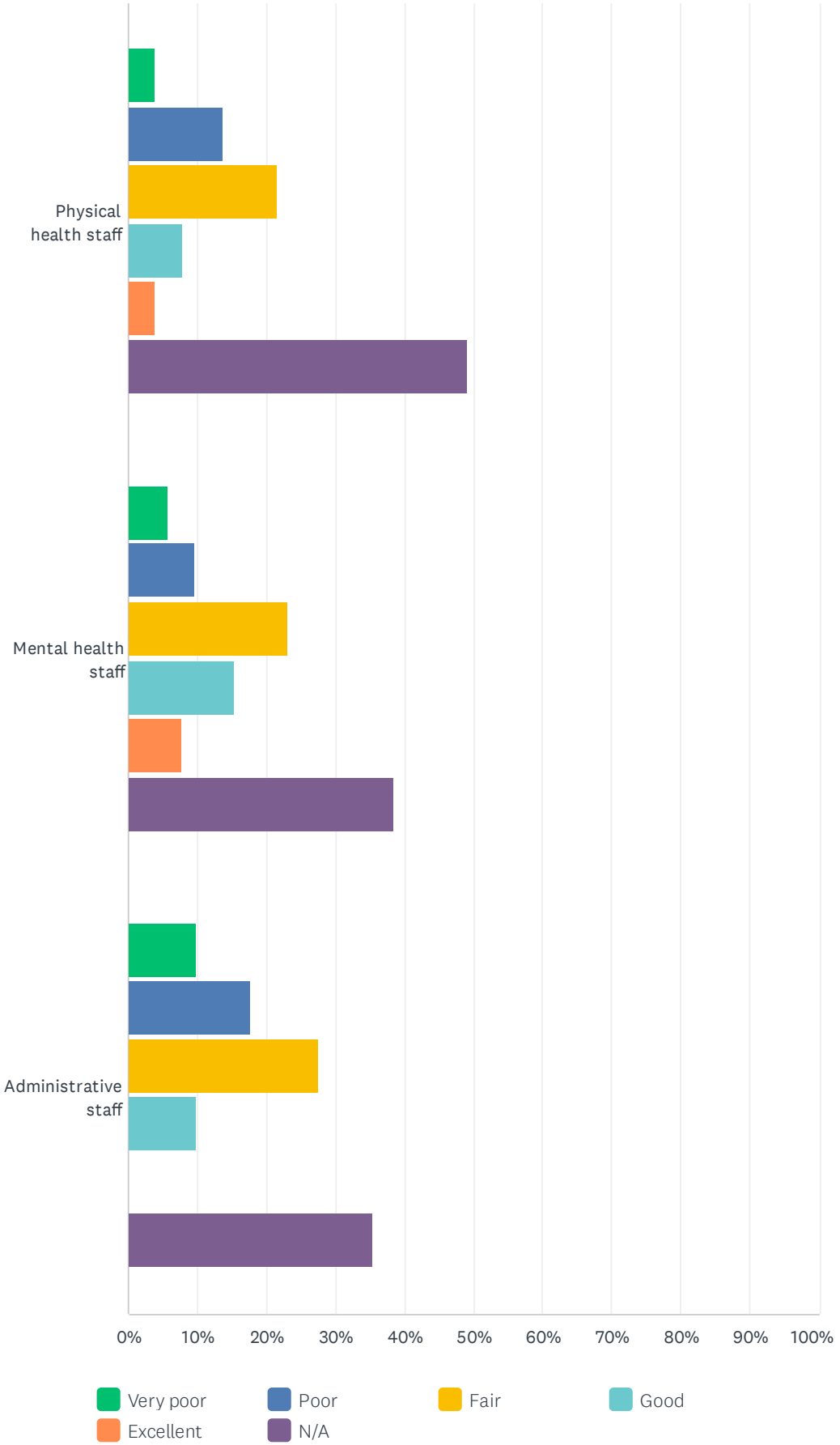


University of Louisiana at Lafayette Campus Climate Survey for Administrators, Faculty, and Staff

	VERY DISSATISFIED	SOMEWHAT DISSATISFIED	NEUTRAL	SOMEWHAT SATISFIED	VERY SATISFIED	N/A	TOTAL	WEIGHTED AVERAGE
Overall services provided	11.54% 6	23.08% 12	21.15% 11	25.00% 13	7.69% 4	11.54% 6	52	2.93
Transgender services	15.38% 8	26.92% 14	26.92% 14	5.77% 3	0.00% 0	25.00% 13	52	2.31
Mental health services	9.62% 5	11.54% 6	28.85% 15	26.92% 14	9.62% 5	13.46% 7	52	3.18
Support services (mentoring, support groups)	11.54% 6	26.92% 14	30.77% 16	17.31% 9	3.85% 2	9.62% 5	52	2.72
Number of staff	13.46% 7	26.92% 14	25.00% 13	15.38% 8	5.77% 3	13.46% 7	52	2.69
Friendliness of staff	5.77% 3	9.62% 5	23.08% 12	36.54% 19	11.54% 6	13.46% 7	52	3.44

**Q35 How would you rate the level of training of the staff serving our faculty, staff, and administrators that identify as LGBTQIA+?**

Answered: 52 Skipped: 466

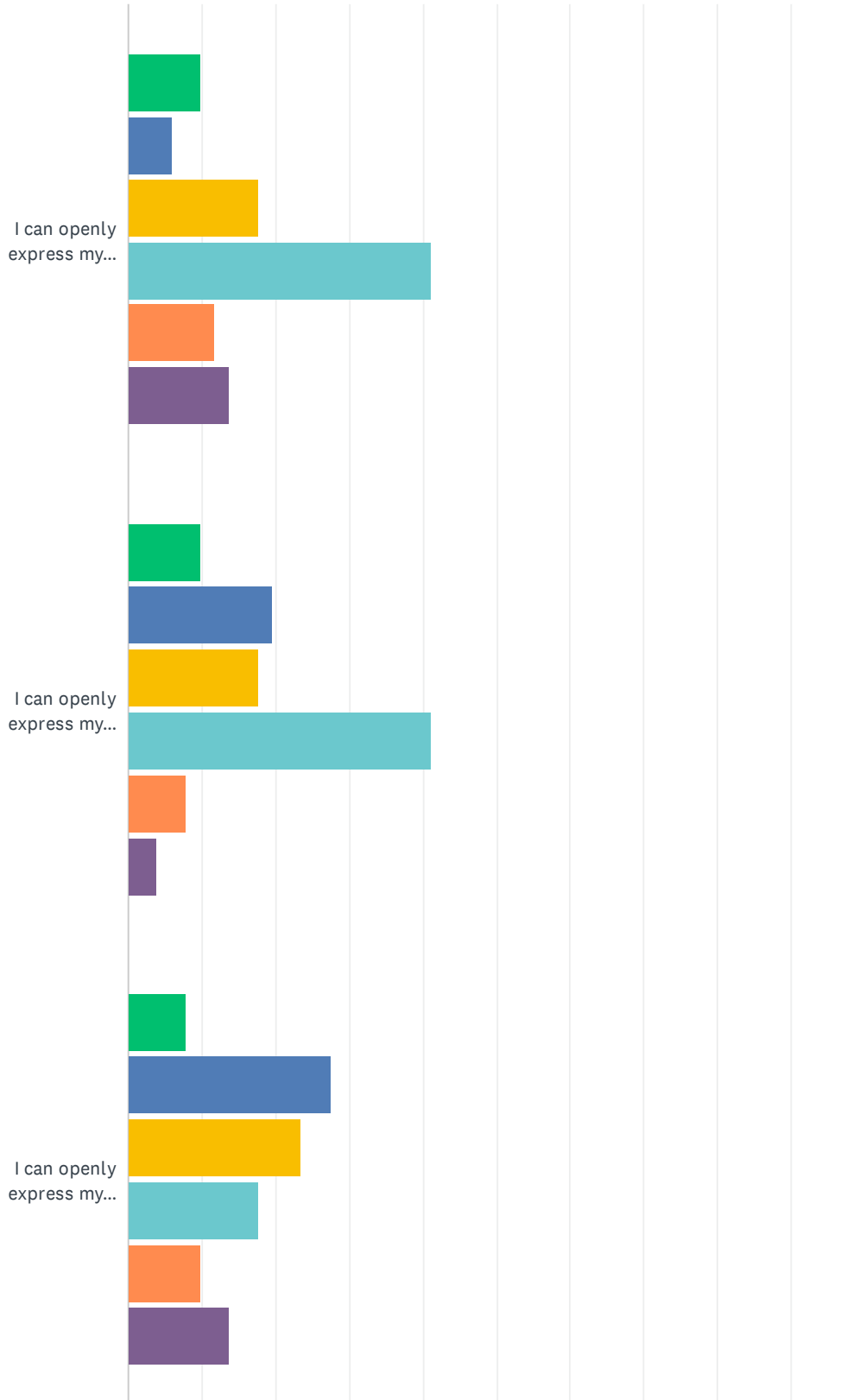


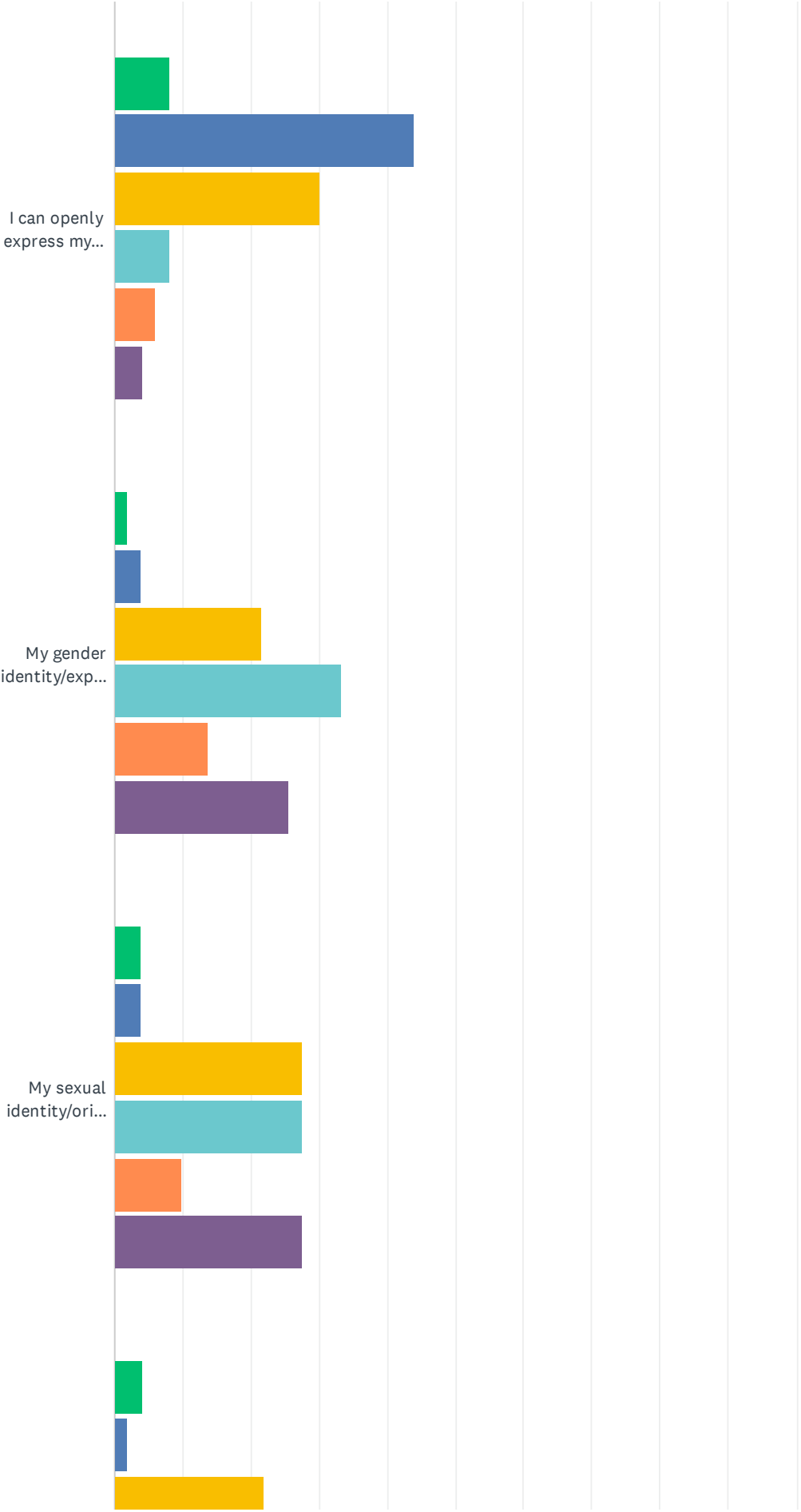
University of Louisiana at Lafayette Campus Climate Survey for Administrators, Faculty, and Staff

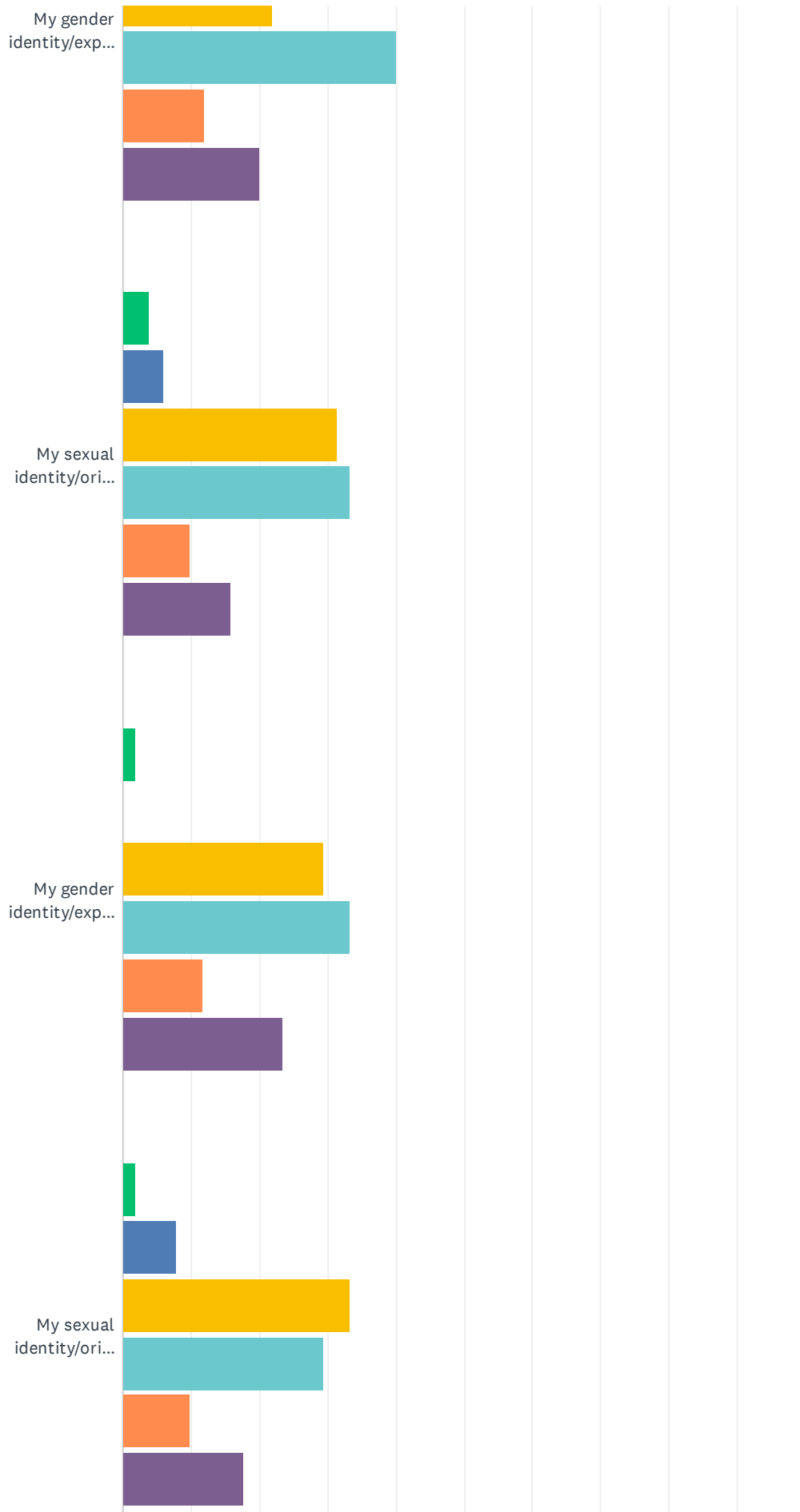
	VERY POOR	POOR	FAIR	GOOD	EXCELLENT	N/A	TOTAL	WEIGHTED AVERAGE
Physical health staff	3.92% 2	13.73% 7	21.57% 11	7.84% 4	3.92% 2	49.02% 25	51	2.88
Mental health staff	5.77% 3	9.62% 5	23.08% 12	15.38% 8	7.69% 4	38.46% 20	52	3.16
Administrative staff	9.80% 5	17.65% 9	27.45% 14	9.80% 5	0.00% 0	35.29% 18	51	2.58

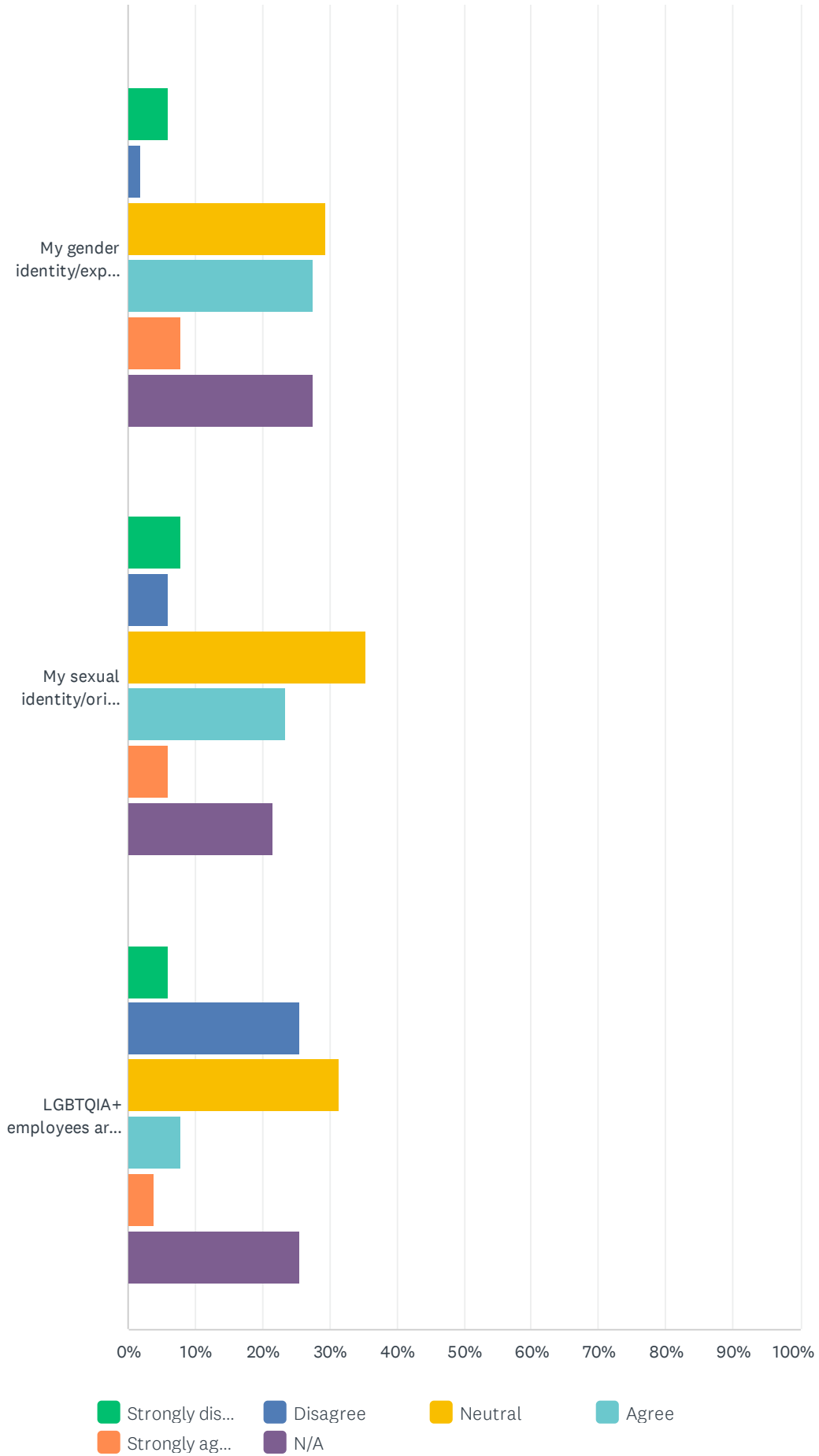
### Q36 To what extent do you agree or disagree with the following statements?

Answered: 51 Skipped: 467









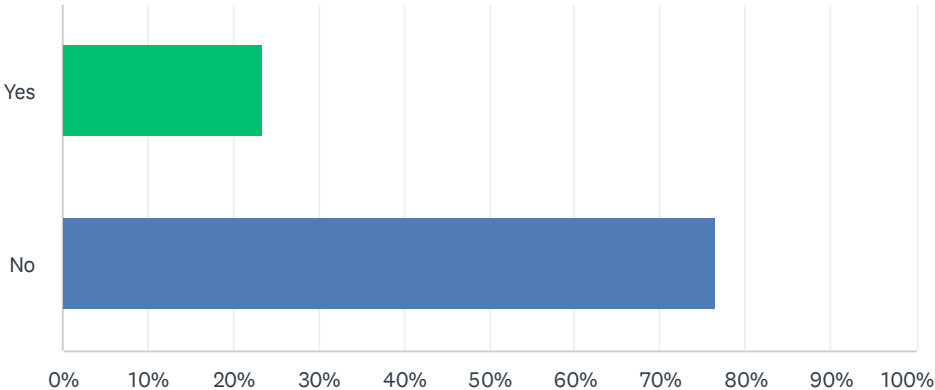


University of Louisiana at Lafayette Campus Climate Survey for Administrators, Faculty, and Staff

	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	N/A	TOTAL	WEIGHTED AVERAGE
I can openly express my gender identity/expression* on campus	9.80% 5	5.88% 3	17.65% 9	41.18% 21	11.76% 6	13.73% 7	51	3.45
I can openly express my sexual identity/orientation** on campus	9.80% 5	19.61% 10	17.65% 9	41.18% 21	7.84% 4	3.92% 2	51	3.18
I can openly express my gender identity/expression in the surrounding community	7.84% 4	27.45% 14	23.53% 12	17.65% 9	9.80% 5	13.73% 7	51	2.93
I can openly express my sexual identity/orientation in the surrounding community	8.00% 4	44.00% 22	30.00% 15	8.00% 4	6.00% 3	4.00% 2	50	2.58
My gender identity/expression is treated with respect by students	1.96% 1	3.92% 2	21.57% 11	33.33% 17	13.73% 7	25.49% 13	51	3.71
My sexual identity/orientation is treated with respect by students	3.92% 2	3.92% 2	27.45% 14	27.45% 14	9.80% 5	27.45% 14	51	3.49
My gender identity/expression is treated with respect by faculty	4.00% 2	2.00% 1	22.00% 11	40.00% 20	12.00% 6	20.00% 10	50	3.67
My sexual identity/orientation is treated with respect by faculty	3.92% 2	5.88% 3	31.37% 16	33.33% 17	9.80% 5	15.69% 8	51	3.47
My gender identity/expression is treated with respect by staff	1.96% 1	0.00% 0	29.41% 15	33.33% 17	11.76% 6	23.53% 12	51	3.69
My sexual identity/orientation is treated with respect by staff	1.96% 1	7.84% 4	33.33% 17	29.41% 15	9.80% 5	17.65% 9	51	3.45
My gender identity/expression is treated with respect by administrators	5.88% 3	1.96% 1	29.41% 15	27.45% 14	7.84% 4	27.45% 14	51	3.41
My sexual identity/orientation is treated with respect by administrators	7.84% 4	5.88% 3	35.29% 18	23.53% 12	5.88% 3	21.57% 11	51	3.17
LGBTQIA+ employees are well-represented on our diversity council	5.88% 3	25.49% 13	31.37% 16	7.84% 4	3.92% 2	25.49% 13	51	2.71

### Q37 Are you a person of color\*?

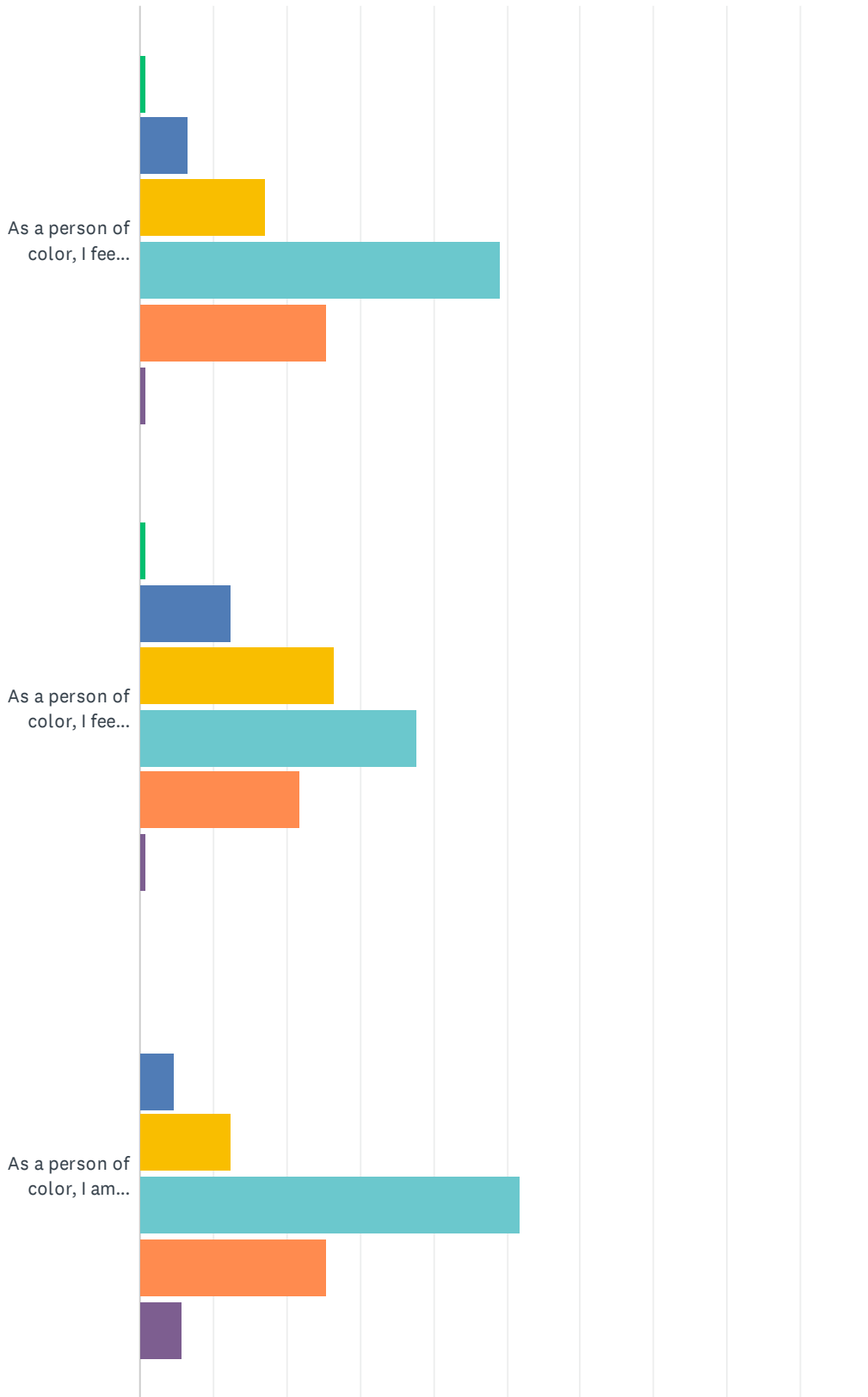
Answered: 468 Skipped: 50

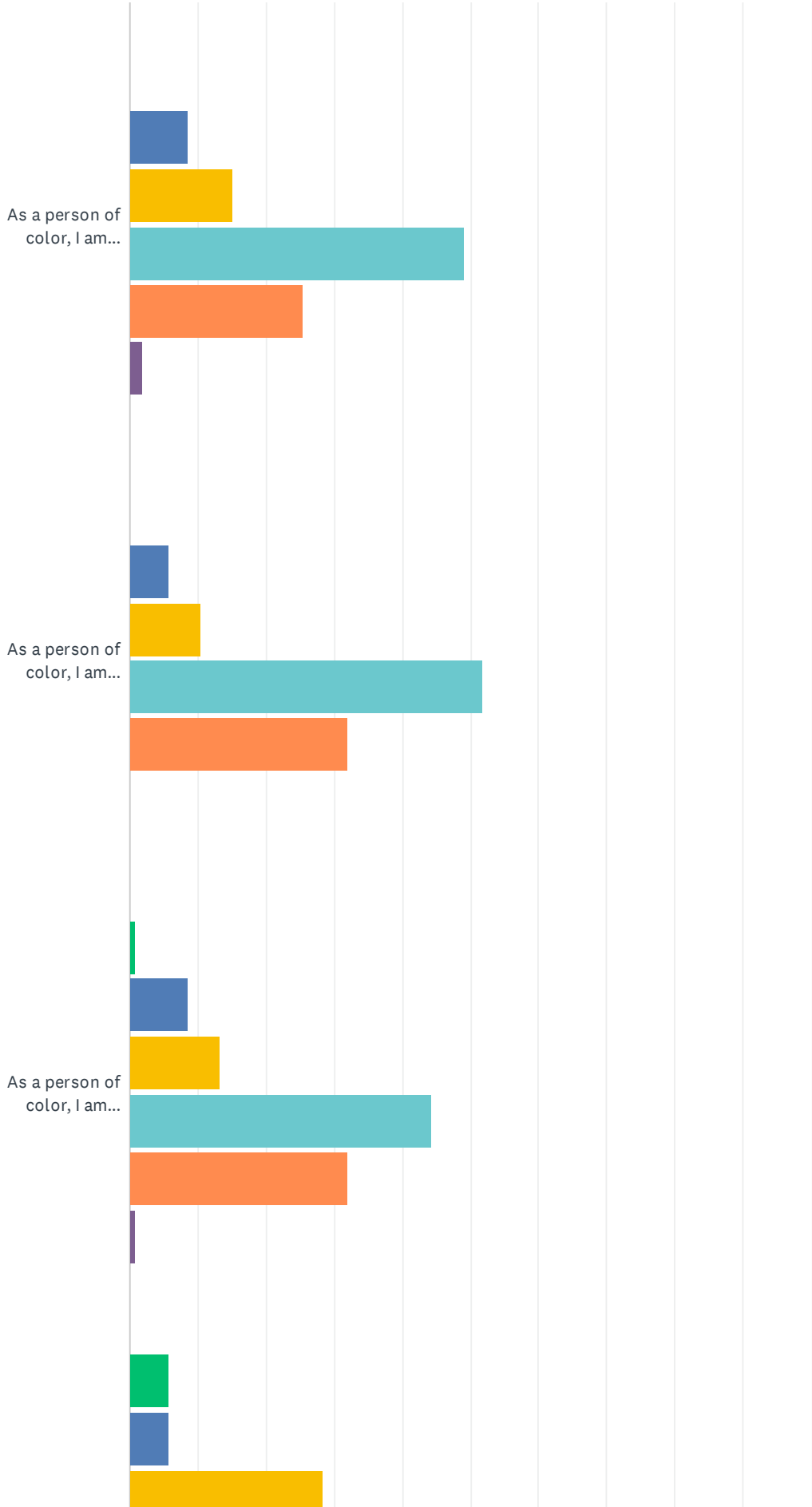


ANSWER CHOICES	RESPONSES	
Yes	23.50%	110
No	76.50%	358
TOTAL		468

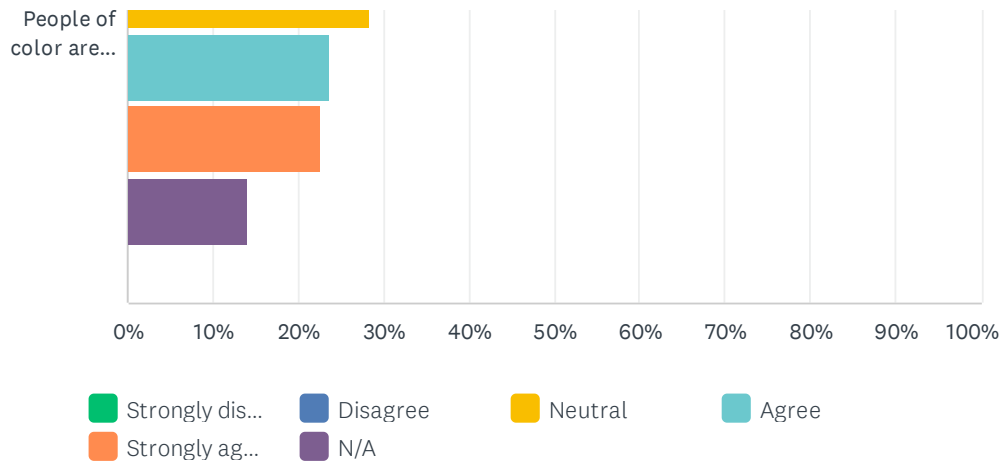
### Q38 To what extent do you agree or disagree with the following statements?

Answered: 107 Skipped: 411





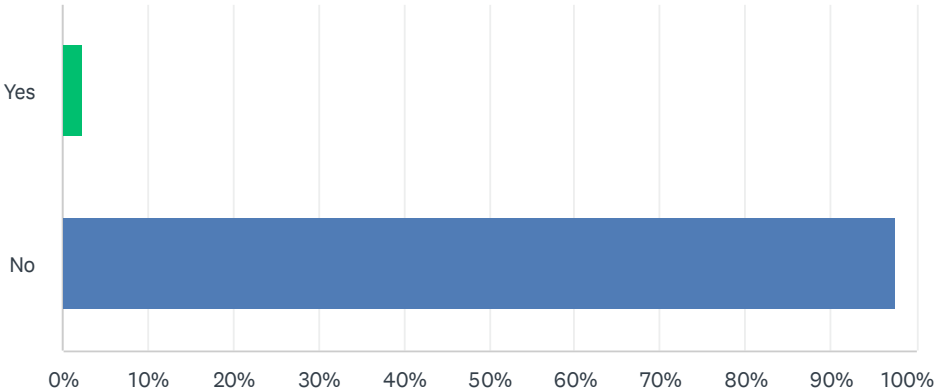
University of Louisiana at Lafayette Campus Climate Survey for Administrators, Faculty, and Staff



	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	N/A	TOTAL	WEIGHTED AVERAGE
As a person of color, I feel welcome on campus	0.94% 1	6.60% 7	16.98% 18	49.06% 52	25.47% 27	0.94% 1	106	3.92
As a person of color, I feel welcome in the surrounding community	0.94% 1	12.26% 13	26.42% 28	37.74% 40	21.70% 23	0.94% 1	106	3.68
As a person of color, I am treated with respect by students	0.00% 0	4.72% 5	12.26% 13	51.89% 55	25.47% 27	5.66% 6	106	4.04
As a person of color, I am treated with respect by faculty	0.00% 0	8.49% 9	15.09% 16	49.06% 52	25.47% 27	1.89% 2	106	3.93
As a person of color, I am treated with respect by staff	0.00% 0	5.66% 6	10.38% 11	51.89% 55	32.08% 34	0.00% 0	106	4.10
As a person of color, I am treated with respect by administrators	0.94% 1	8.49% 9	13.21% 14	44.34% 47	32.08% 34	0.94% 1	106	3.99
People of color are well-represented on our diversity council	5.66% 6	5.66% 6	28.30% 30	23.58% 25	22.64% 24	14.15% 15	106	3.60

### Q39 Are you an international employee\*?

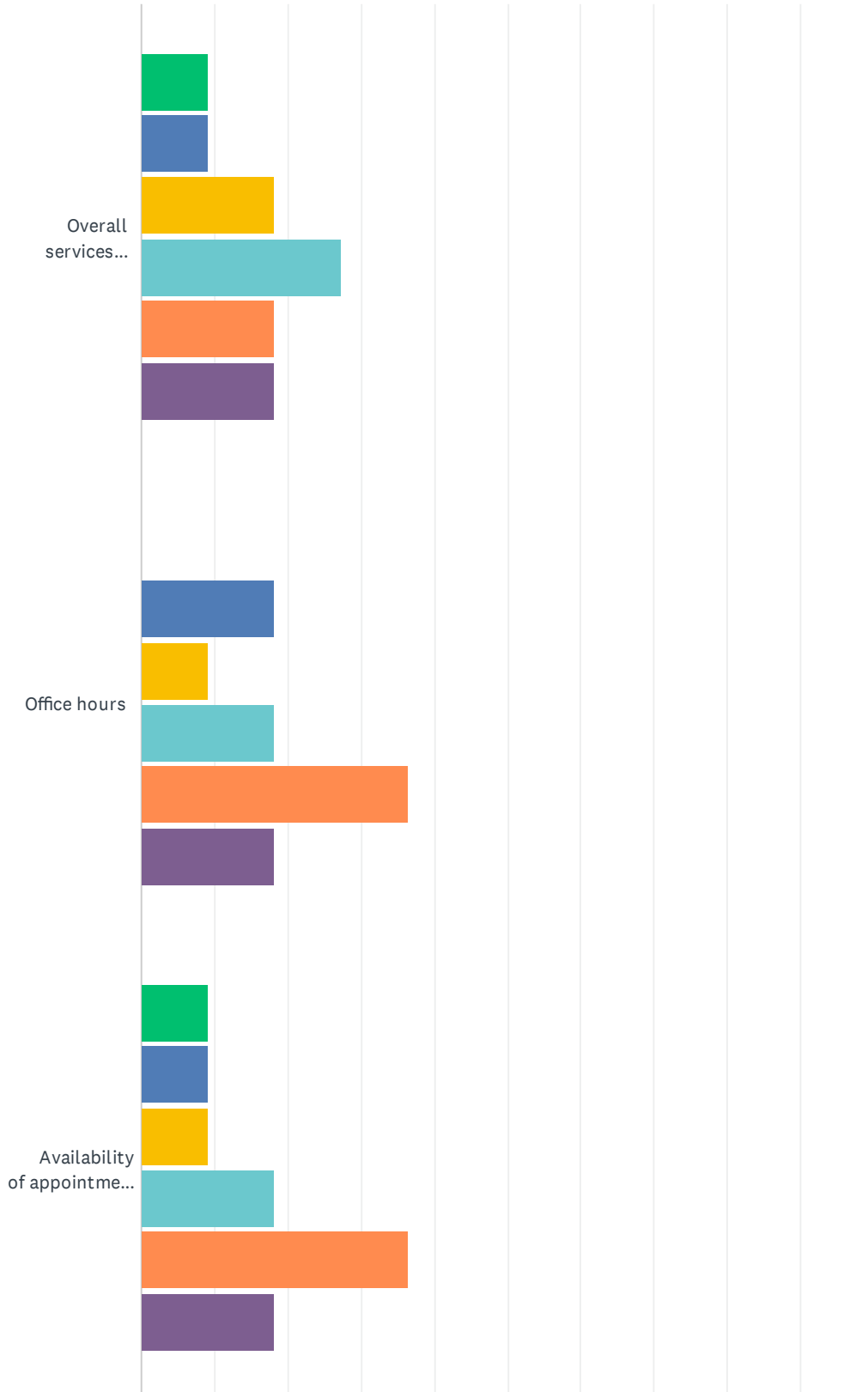
Answered: 469 Skipped: 49



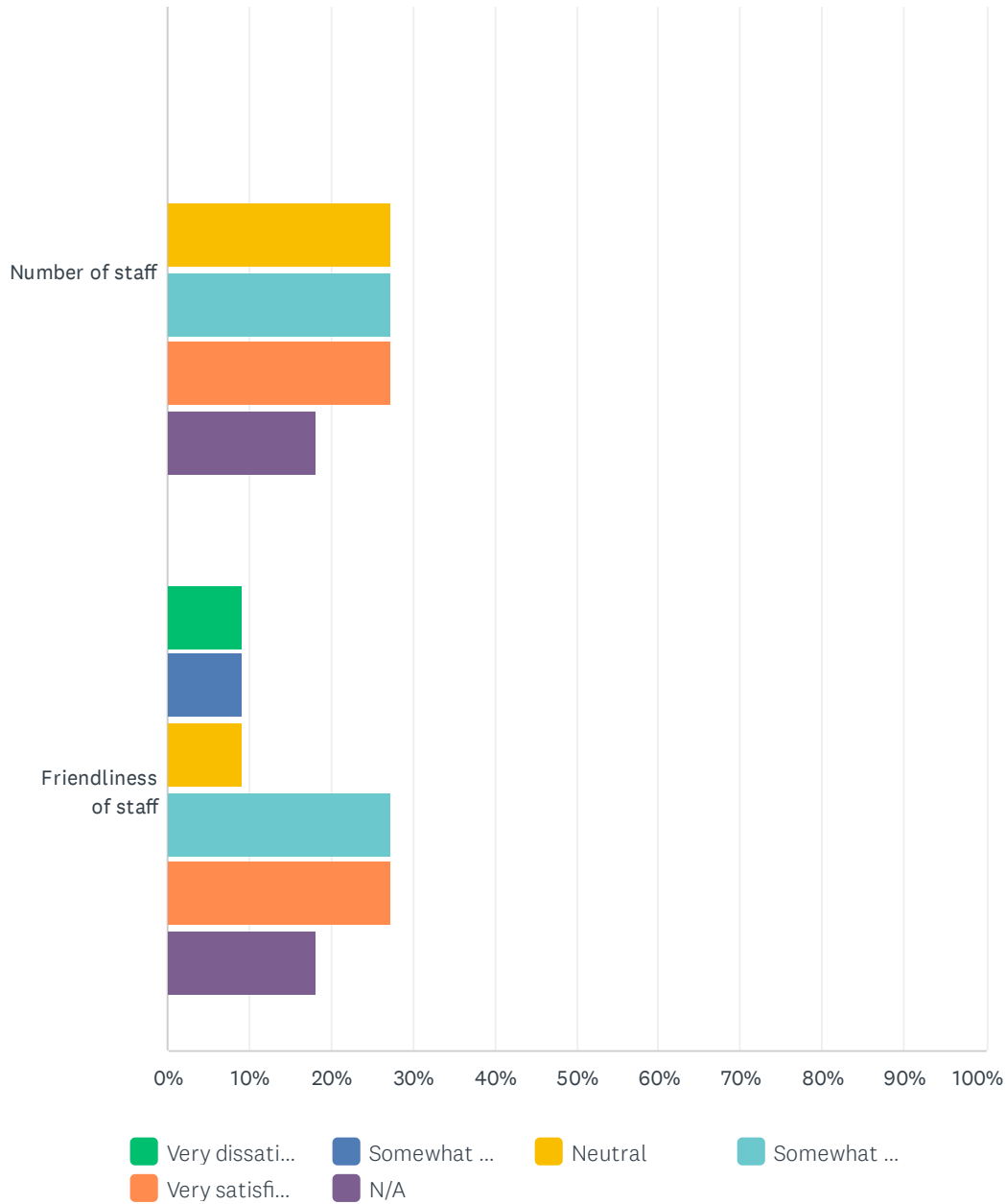
ANSWER CHOICES	RESPONSES	
Yes	2.35%	11
No	97.65%	458
TOTAL		469

## Q40 How satisfied are you with the following items related to our Human Resources office?

Answered: 11 Skipped: 507



University of Louisiana at Lafayette Campus Climate Survey for Administrators, Faculty, and Staff

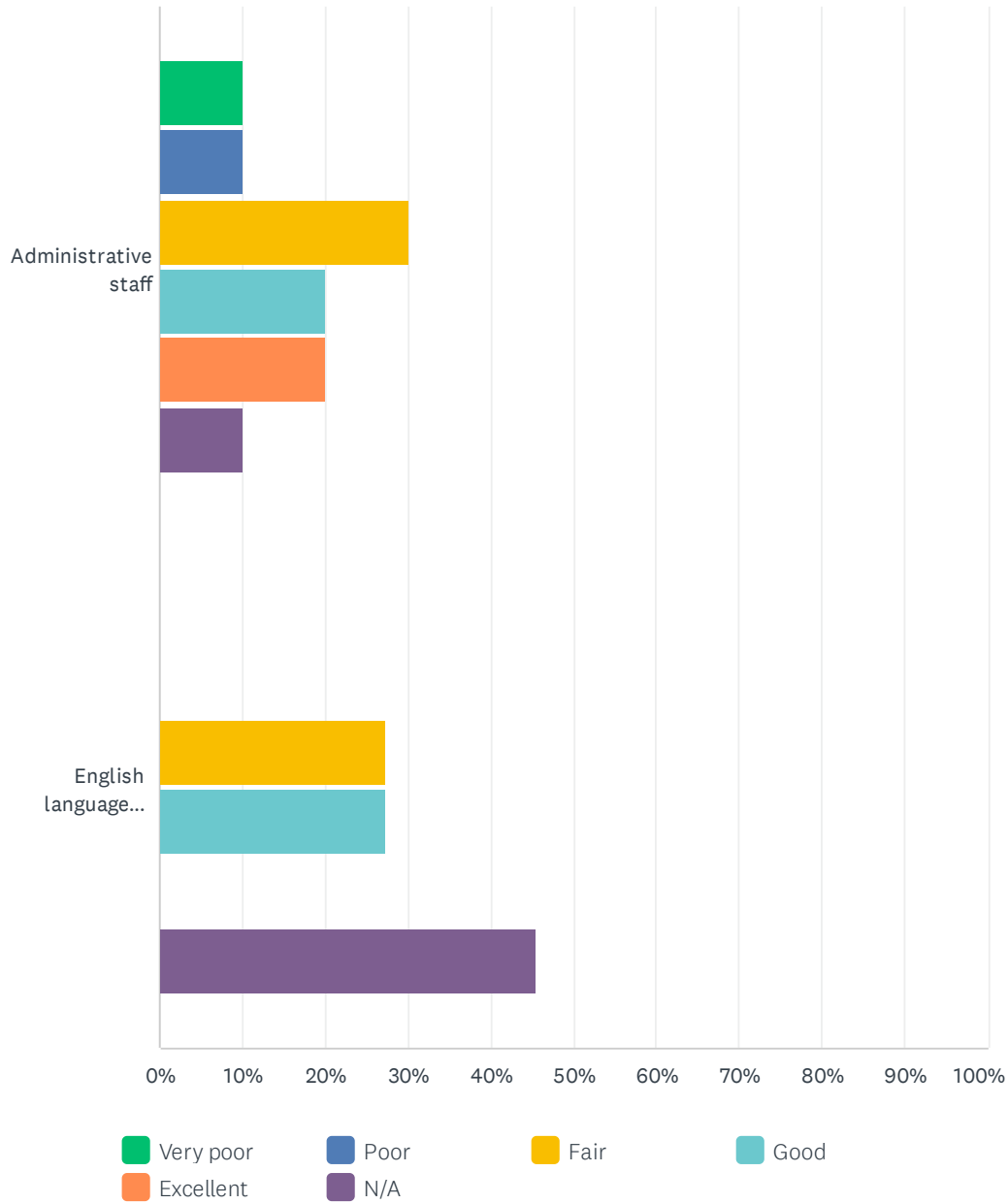


	VERY DISSATISFIED	SOMEWHAT DISSATISFIED	NEUTRAL	SOMEWHAT SATISFIED	VERY SATISFIED	N/A	TOTAL	WEIGHTED AVERAGE
Overall services provided	9.09% 1	9.09% 1	18.18% 2	27.27% 3	18.18% 2	18.18% 2	11	3.44
Office hours	0.00% 0	18.18% 2	9.09% 1	18.18% 2	36.36% 4	18.18% 2	11	3.89
Availability of appointment times	9.09% 1	9.09% 1	9.09% 1	18.18% 2	36.36% 4	18.18% 2	11	3.78
Number of staff	0.00% 0	0.00% 0	27.27% 3	27.27% 3	27.27% 3	18.18% 2	11	4.00
Friendliness of staff	9.09% 1	9.09% 1	9.09% 1	27.27% 3	27.27% 3	18.18% 2	11	3.67



## Q41 How would you rate the level of training of the Human Resources staff?

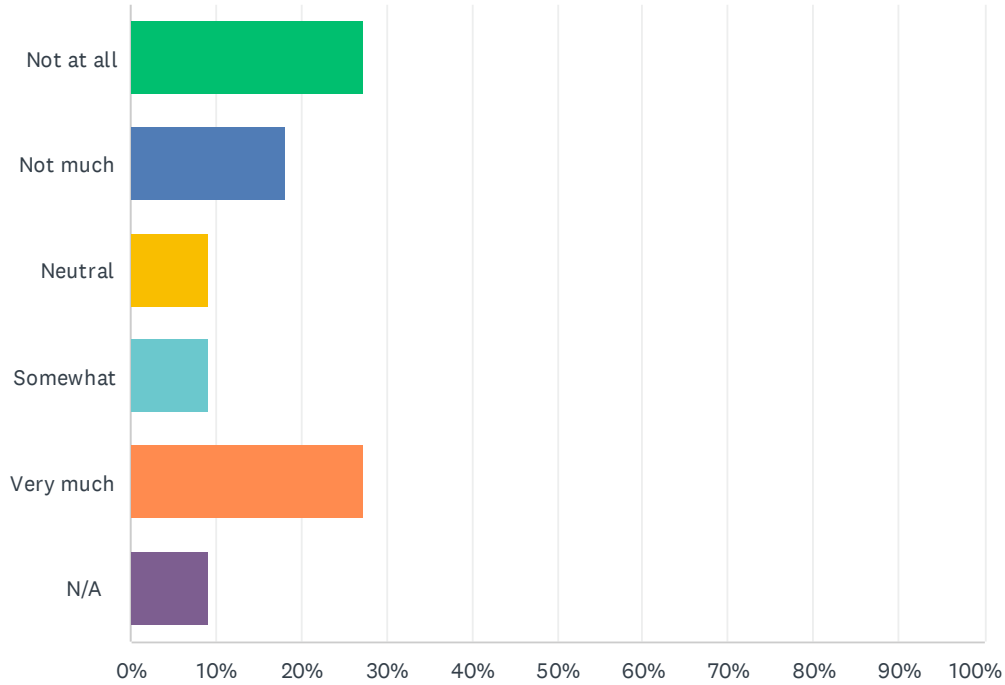
Answered: 11 Skipped: 507



	VERY POOR	POOR	FAIR	GOOD	EXCELLENT	N/A	TOTAL	WEIGHTED AVERAGE
Administrative staff	10.00% 1	10.00% 1	30.00% 3	20.00% 2	20.00% 2	10.00% 1	10	3.33
English language learning support	0.00% 0	0.00% 0	27.27% 3	27.27% 3	0.00% 0	45.45% 5	11	3.50

## Q42 To what extent has the Human Resources office facilitated your adjustment to campus life in the U.S.?

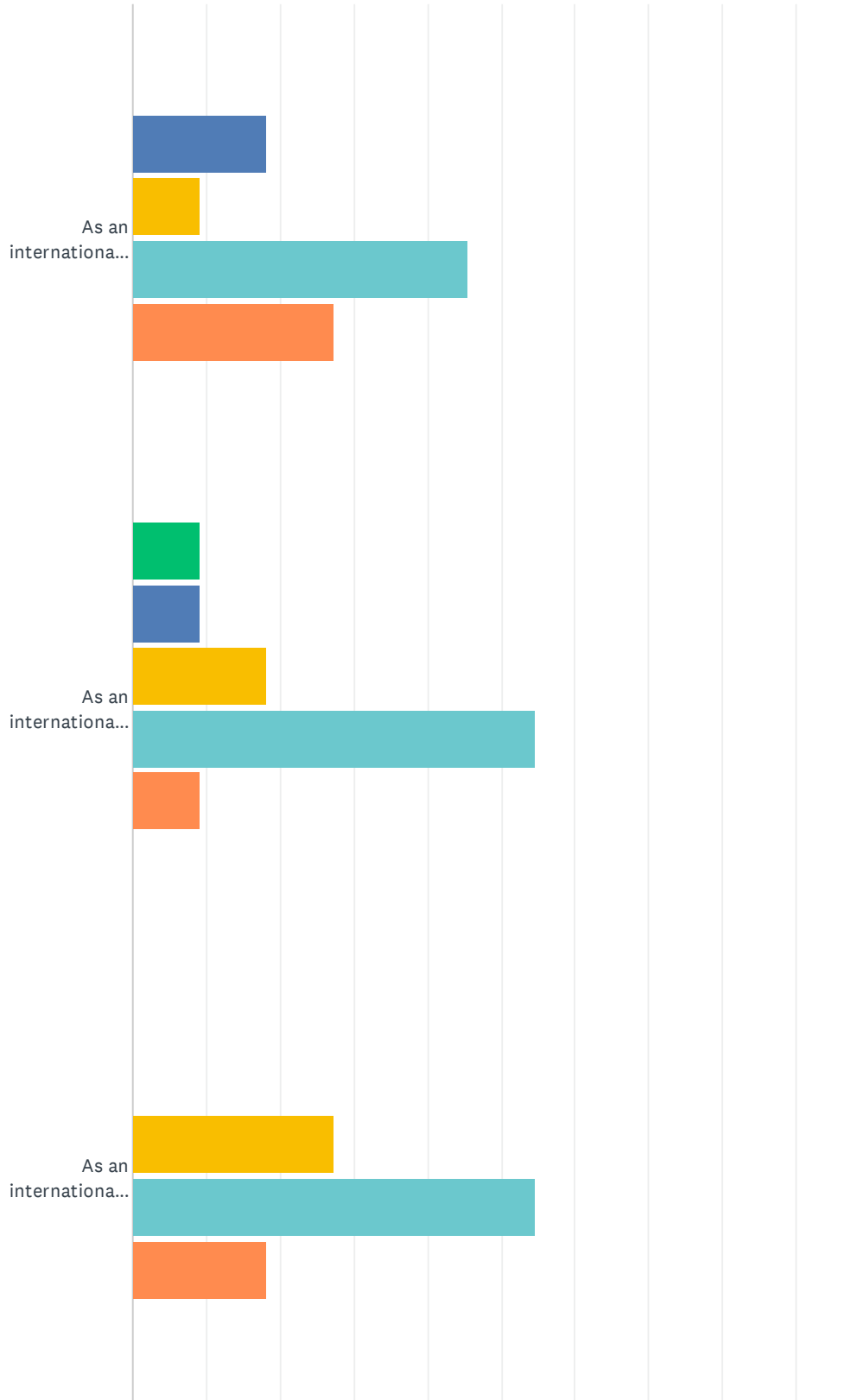
Answered: 11 Skipped: 507

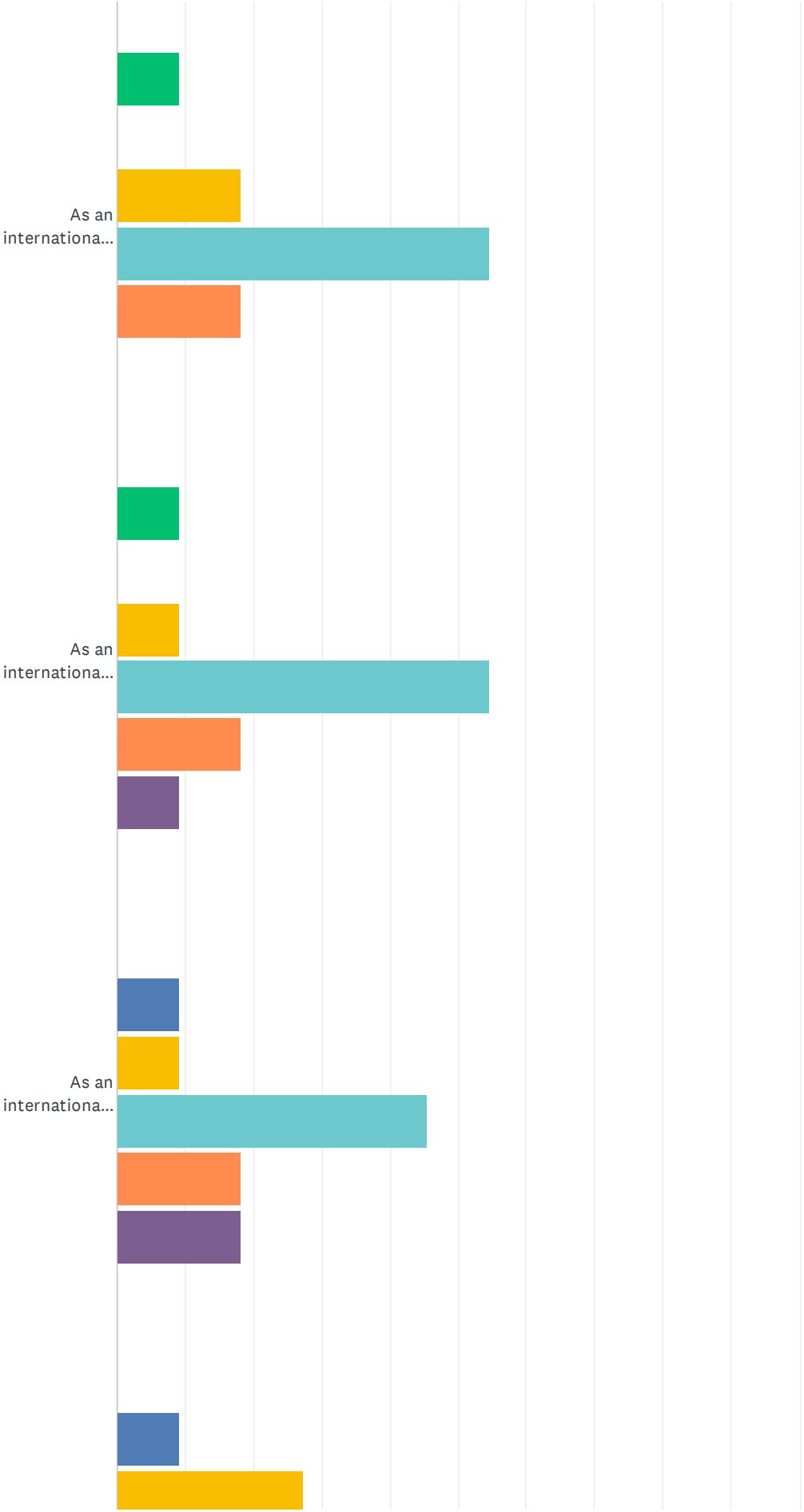


ANSWER CHOICES	RESPONSES	
Not at all	27.27%	3
Not much	18.18%	2
Neutral	9.09%	1
Somewhat	9.09%	1
Very much	27.27%	3
N/A	9.09%	1
<b>TOTAL</b>		<b>11</b>

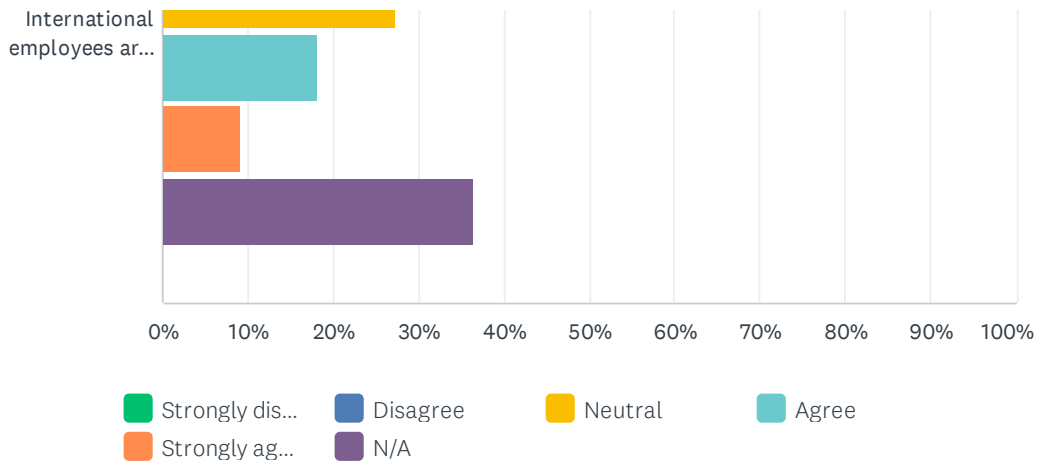
### Q43 To what extent do you agree or disagree with the following statements?

Answered: 11 Skipped: 507





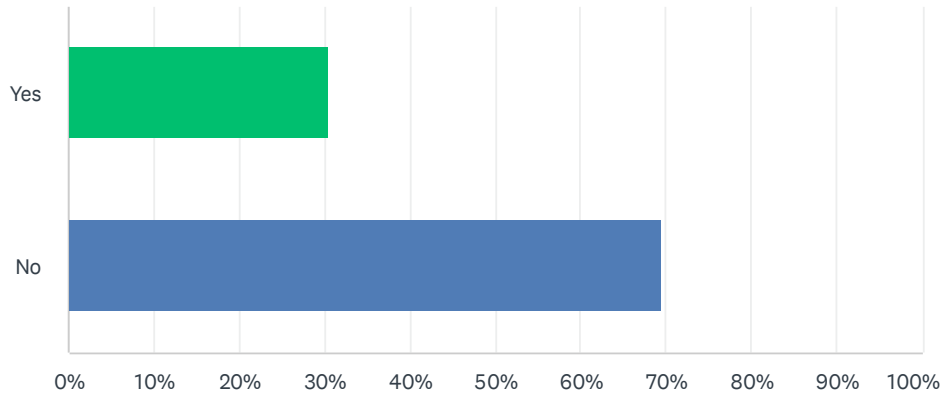
University of Louisiana at Lafayette Campus Climate Survey for Administrators, Faculty, and Staff



	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	N/A	TOTAL	WEIGHTED AVERAGE
As an international employee, I feel welcome on campus	0.00% 0	18.18% 2	9.09% 1	45.45% 5	27.27% 3	0.00% 0	11	3.82
As an international employee, I feel welcome in the surrounding community	9.09% 1	9.09% 1	18.18% 2	54.55% 6	9.09% 1	0.00% 0	11	3.45
As an international employee, I am treated with respect by students	0.00% 0	0.00% 0	27.27% 3	54.55% 6	18.18% 2	0.00% 0	11	3.91
As an international employee, I am treated with respect by faculty	9.09% 1	0.00% 0	18.18% 2	54.55% 6	18.18% 2	0.00% 0	11	3.73
As an international employee, I am treated with respect by staff	9.09% 1	0.00% 0	9.09% 1	54.55% 6	18.18% 2	9.09% 1	11	3.80
As an international employee, I am treated with respect by administrators	0.00% 0	9.09% 1	9.09% 1	45.45% 5	18.18% 2	18.18% 2	11	3.89
International employees are well-represented on our diversity council	0.00% 0	9.09% 1	27.27% 3	18.18% 2	9.09% 1	36.36% 4	11	3.43

## Q44 Have you served on a search committee in the past two years?

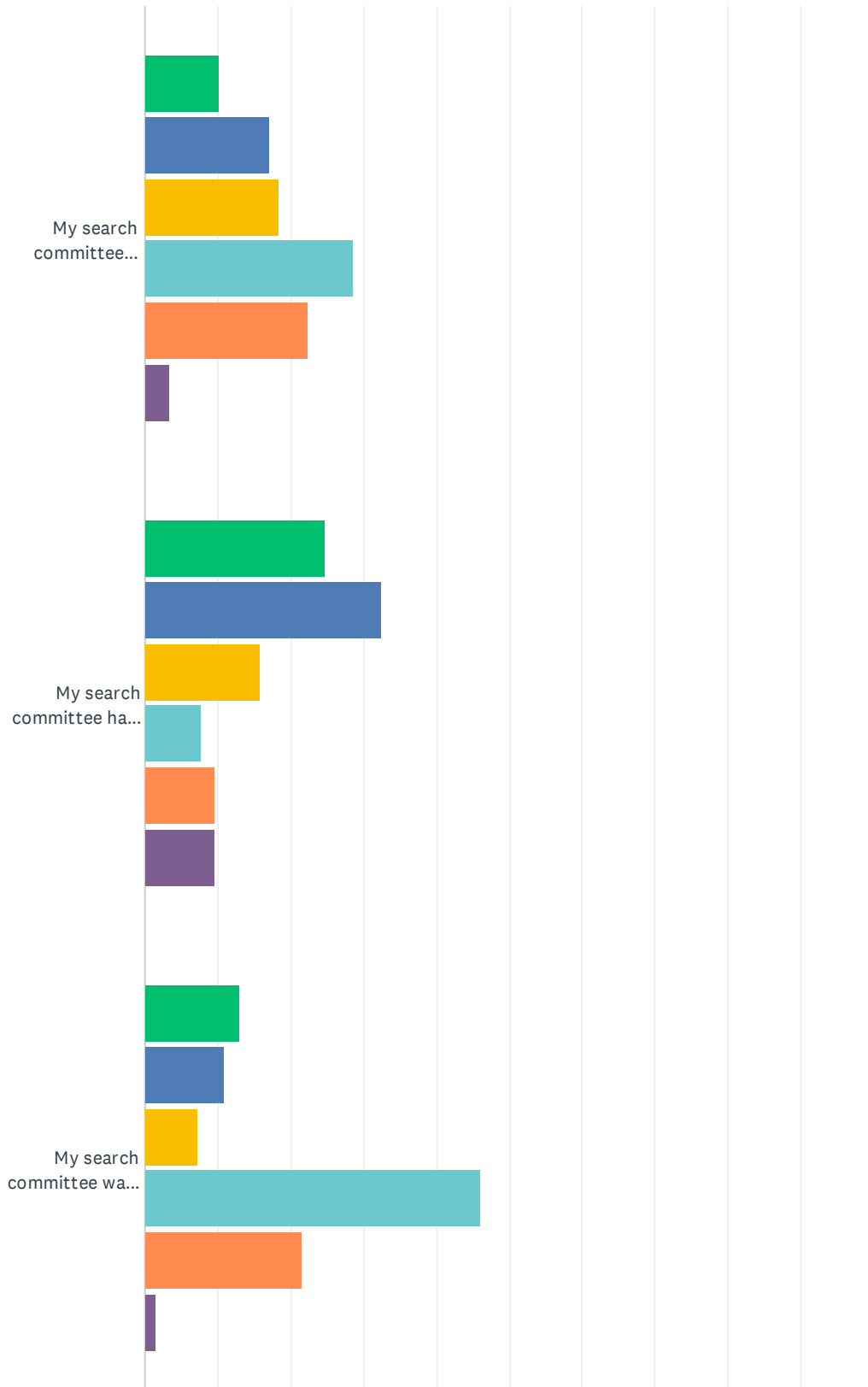
Answered: 467 Skipped: 51

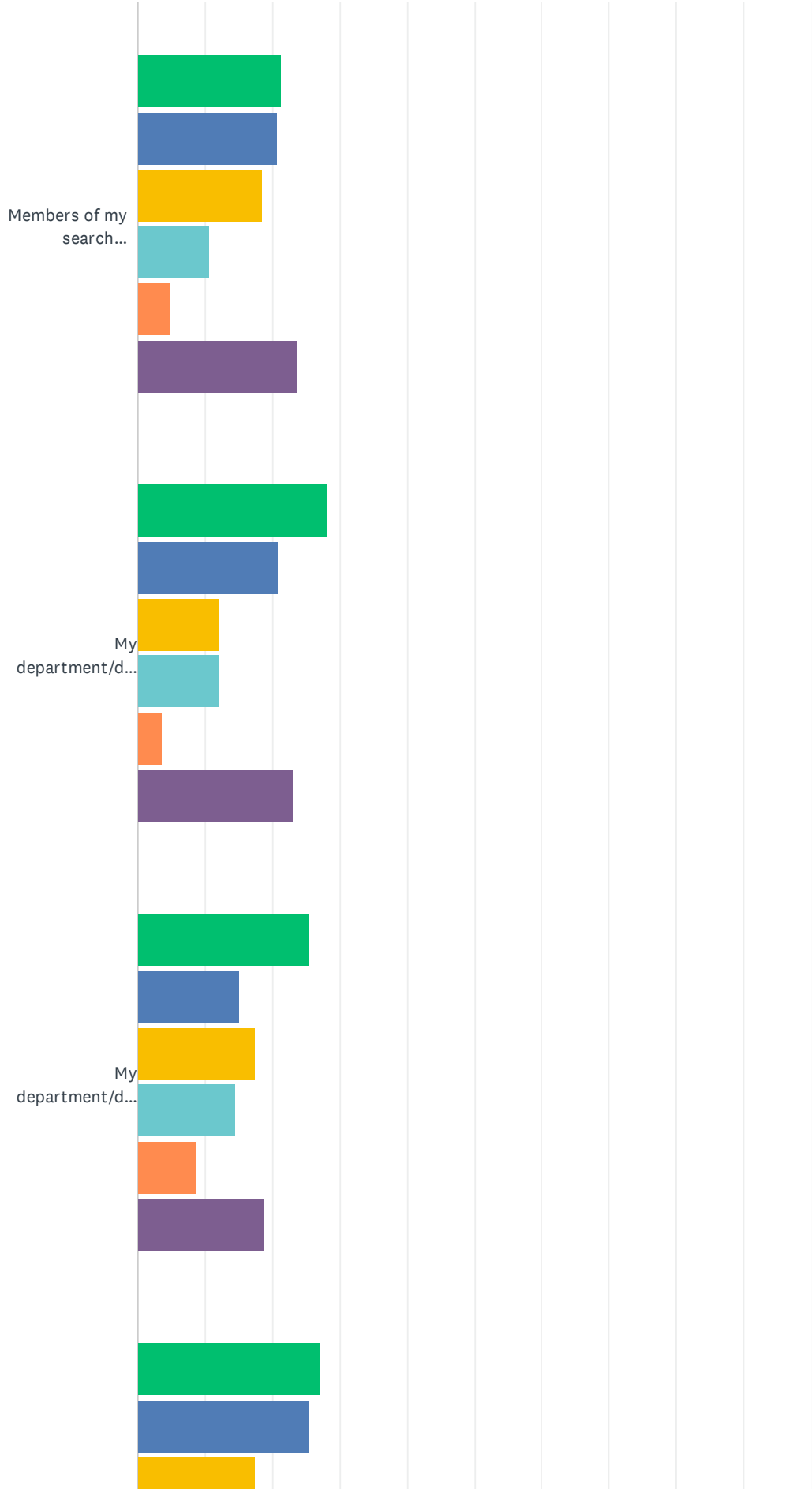


ANSWER CHOICES	RESPONSES	
Yes	30.41%	142
No	69.59%	325
<b>TOTAL</b>		<b>467</b>

### Q45 To what extent do you agree or disagree with the following statements regarding your search committee and departmental processes?

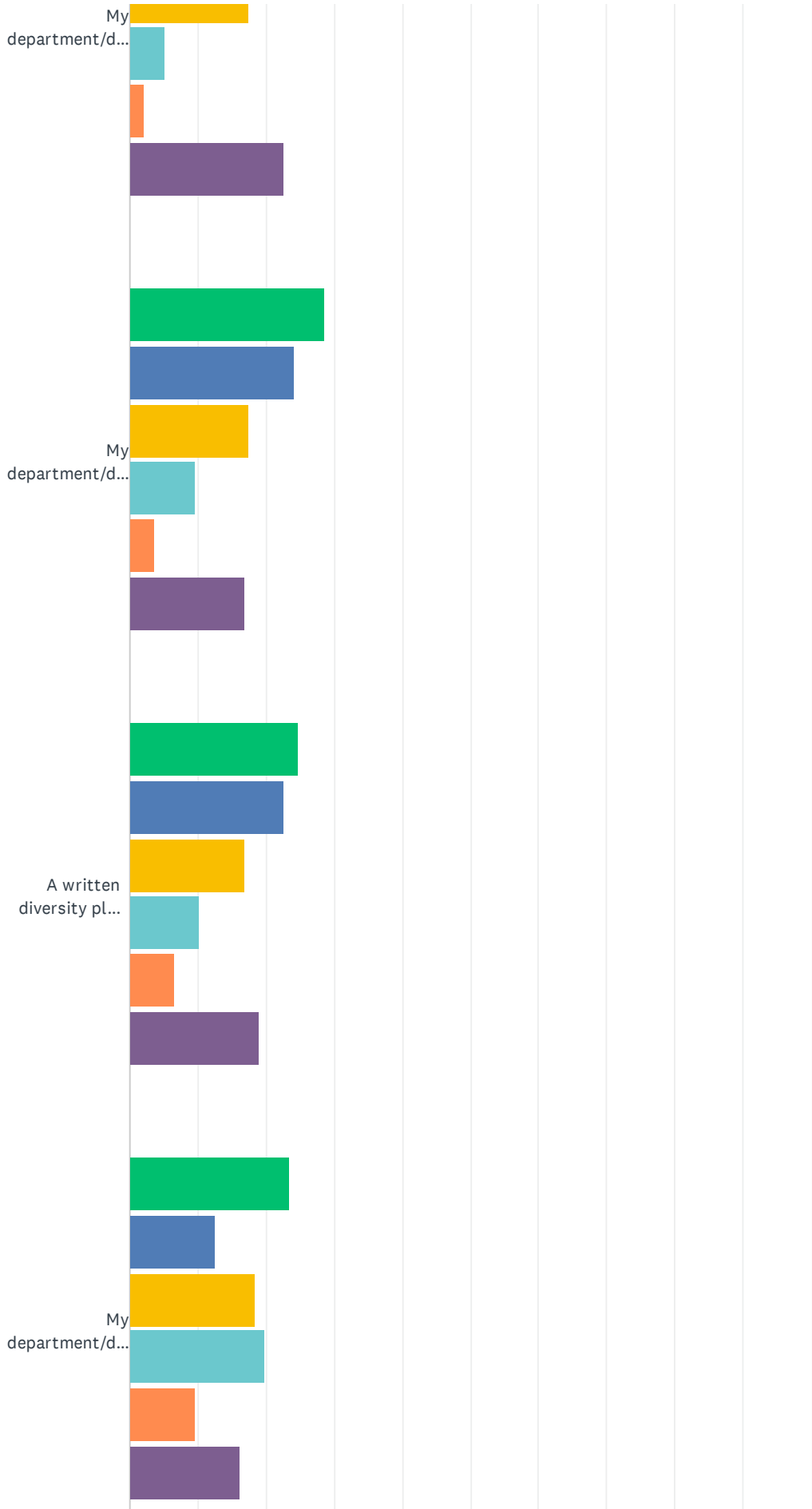
Answered: 147 Skipped: 371



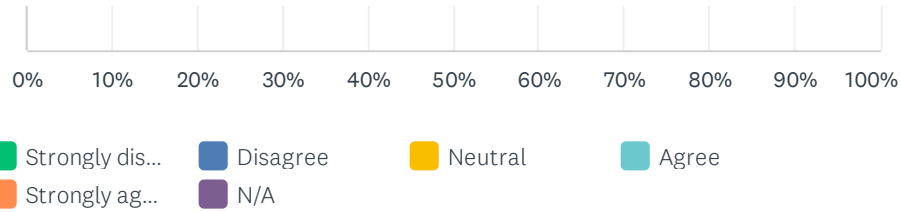




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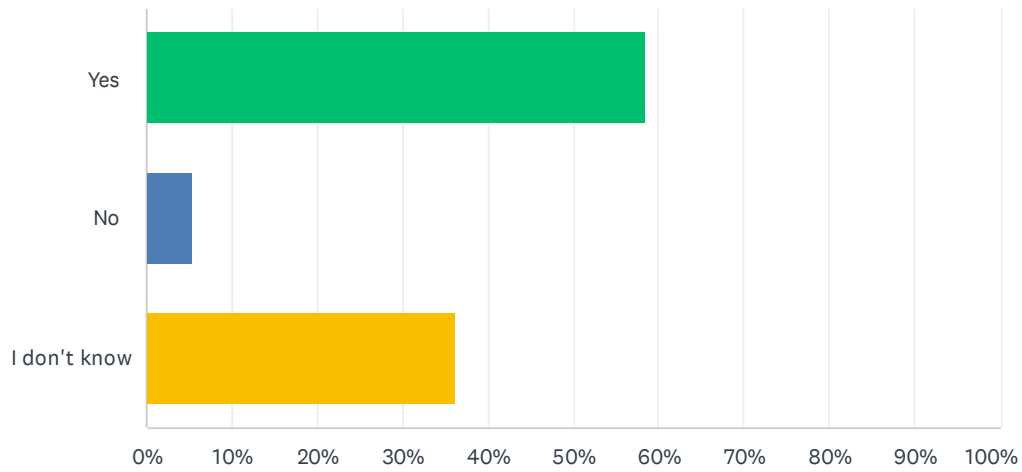
University of Louisiana at Lafayette Campus Climate Survey for Administrators, Faculty, and Staff



	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	N/A	TOTAL	WEIGHTED AVERAGE
My search committee required a diverse pool of candidates	10.20% 15	17.01% 25	18.37% 27	28.57% 42	22.45% 33	3.40% 5	147	3.37
My search committee had a dedicated diversity recruitment specialist	24.83% 36	32.41% 47	15.86% 23	7.59% 11	9.66% 14	9.66% 14	145	2.39
My search committee was made up of diverse members	12.95% 18	10.79% 15	7.19% 10	46.04% 64	21.58% 30	1.44% 2	139	3.53
Members of my search committee frequented diversity recruitment events	21.43% 30	20.71% 29	18.57% 26	10.71% 15	5.00% 7	23.57% 33	140	2.44
My department/division/unit hosted events for future diverse employees on our campus	28.06% 39	20.86% 29	12.23% 17	12.23% 17	3.60% 5	23.02% 32	139	2.25
My department/division/unit participates in an institutional strategic diversity hiring plan	25.36% 35	15.22% 21	17.39% 24	14.49% 20	8.70% 12	18.84% 26	138	2.58
My department/division/unit participates in diverse employee exchange programs	27.01% 37	25.55% 35	17.52% 24	5.11% 7	2.19% 3	22.63% 31	137	2.09
My department/division/unit has pipeline programs to attract diverse employees	28.47% 39	24.09% 33	17.52% 24	9.49% 13	3.65% 5	16.79% 23	137	2.23
A written diversity plan is required in my department/division/unit	24.82% 34	22.63% 31	16.79% 23	10.22% 14	6.57% 9	18.98% 26	137	2.40
My department/division/unit is accountable for diversity progress	23.53% 32	12.50% 17	18.38% 25	19.85% 27	9.56% 13	16.18% 22	136	2.75

## Q46 Does our campus have a campus-wide strategic diversity plan?

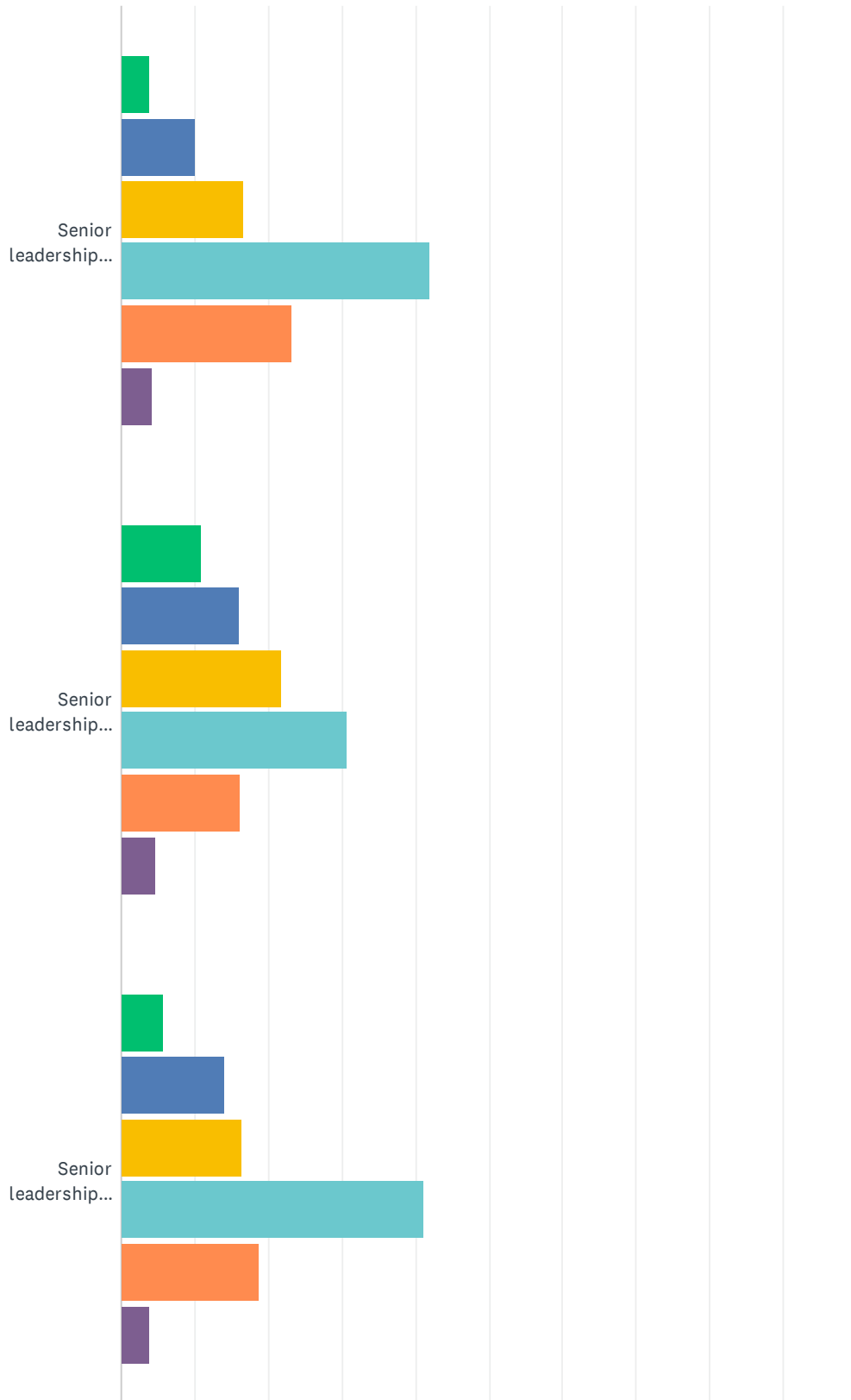
Answered: 461 Skipped: 57

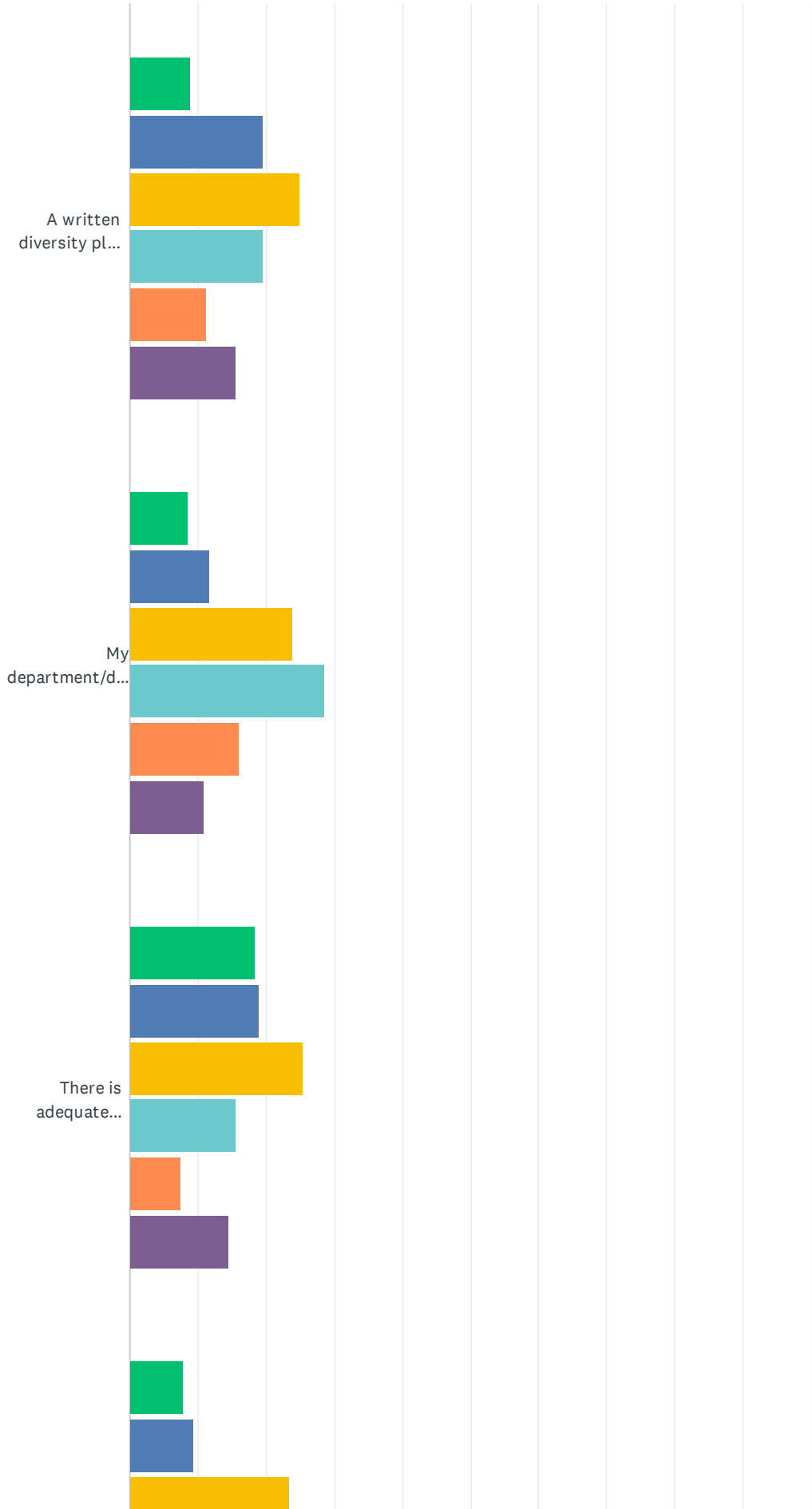


ANSWER CHOICES	RESPONSES
Yes	58.35% 269
No	5.42% 25
I don't know	36.23% 167
<b>TOTAL</b>	<b>461</b>

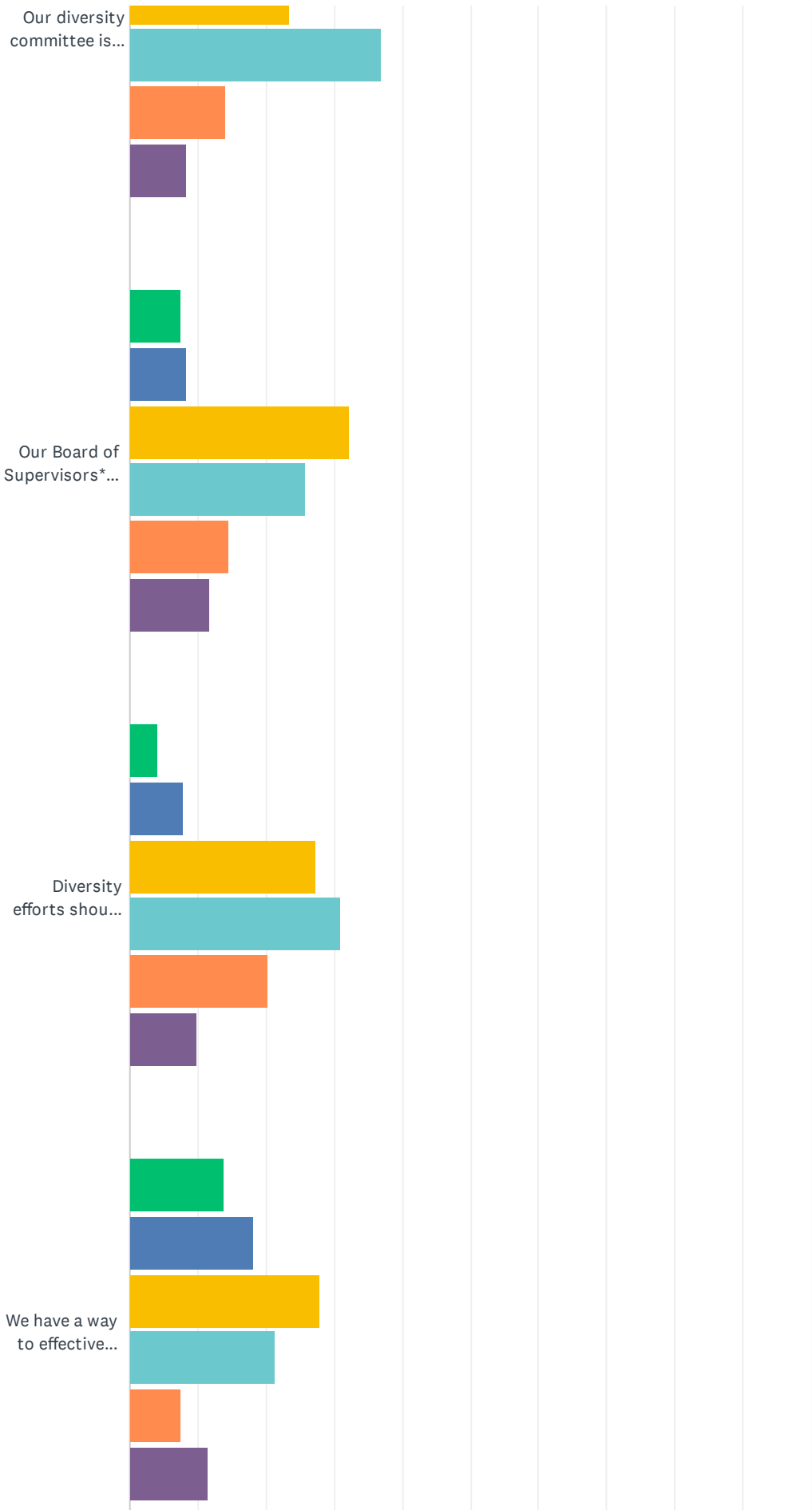
### Q47 To what extent do you agree or disagree with the following statements regarding our campus-wide strategic diversity plan?

Answered: 260 Skipped: 258

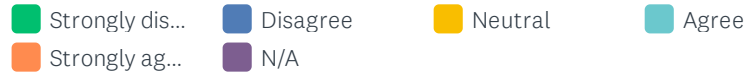
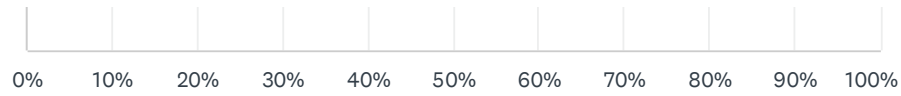




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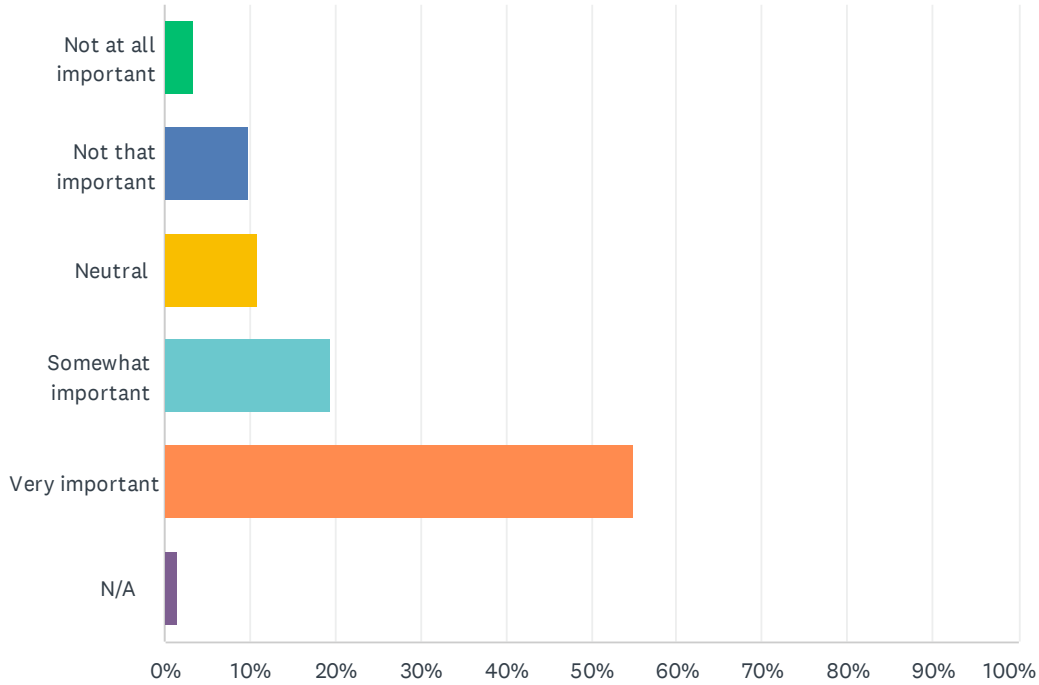
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	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	N/A	TOTAL	WEIGHTED AVERAGE
Senior leadership establishes the campus vision for diversity	3.86% 10	10.04% 26	16.60% 43	42.08% 109	23.17% 60	4.25% 11	259	3.74
Senior leadership creates a culture of accountability	10.85% 28	15.89% 41	21.71% 56	30.62% 79	16.28% 42	4.65% 12	258	3.27
Senior leadership shows a visible commitment to campus diversity	5.84% 15	14.01% 36	16.34% 42	41.25% 106	18.68% 48	3.89% 10	257	3.55
A written diversity plan is required in my department/division/unit	8.98% 23	19.53% 50	25.00% 64	19.53% 50	11.33% 29	15.63% 40	256	3.06
My department/division/unit is accountable for diversity progress	8.63% 22	11.76% 30	23.92% 61	28.63% 73	16.08% 41	10.98% 28	255	3.36
There is adequate financial support to drive campus diversity efforts	18.29% 47	19.07% 49	25.29% 65	15.56% 40	7.39% 19	14.40% 37	257	2.70
Our diversity committee is effective at engaging the campus in diversity activities	7.84% 20	9.41% 24	23.53% 60	36.86% 94	14.12% 36	8.24% 21	255	3.44
Our Board of Supervisors* is supportive of campus diversity efforts	7.45% 19	8.24% 21	32.16% 82	25.88% 66	14.51% 37	11.76% 30	255	3.36
Diversity efforts should be led by each school with oversight by a System Office	3.95% 10	7.91% 20	27.27% 69	30.83% 78	20.16% 51	9.88% 25	253	3.61
We have a way to effectively measure our department/division/unit's diversity success	13.78% 35	18.11% 46	27.95% 71	21.26% 54	7.48% 19	11.42% 29	254	2.89

## Q48 How important, in your opinion, is diversity and inclusion to the campus leadership?

Answered: 449 Skipped: 69

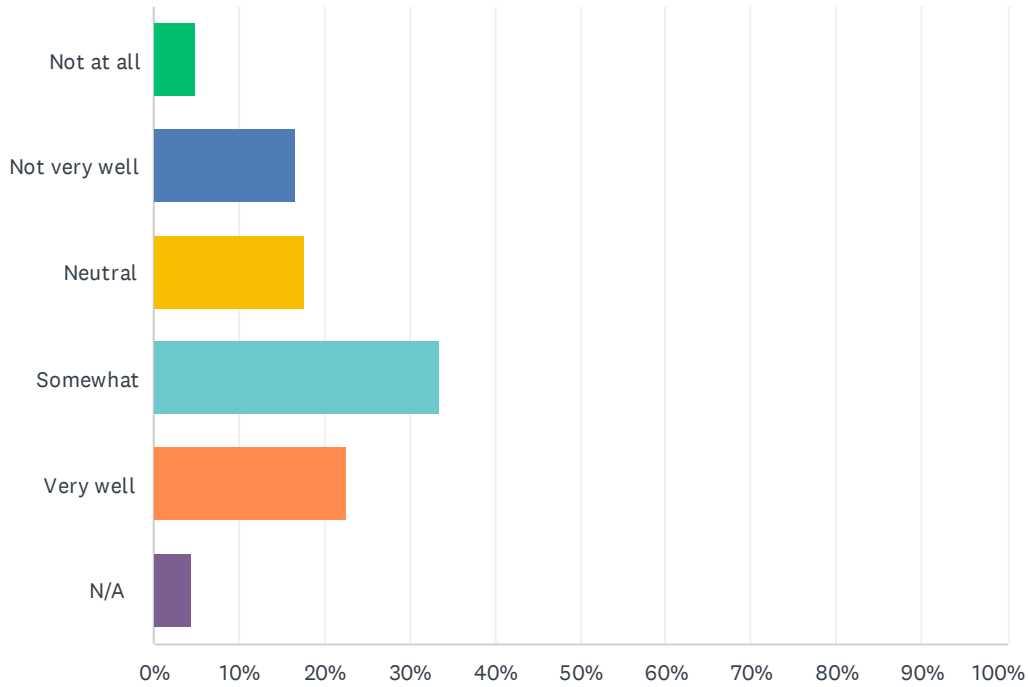


ANSWER CHOICES	RESPONSES	
Not at all important	3.34%	15
Not that important	9.80%	44
Neutral	10.91%	49
Somewhat important	19.38%	87
Very important	55.01%	247
N/A	1.56%	7
<b>TOTAL</b>		<b>449</b>



## Q49 How well does our institution promote racial/cultural interaction between different groups?

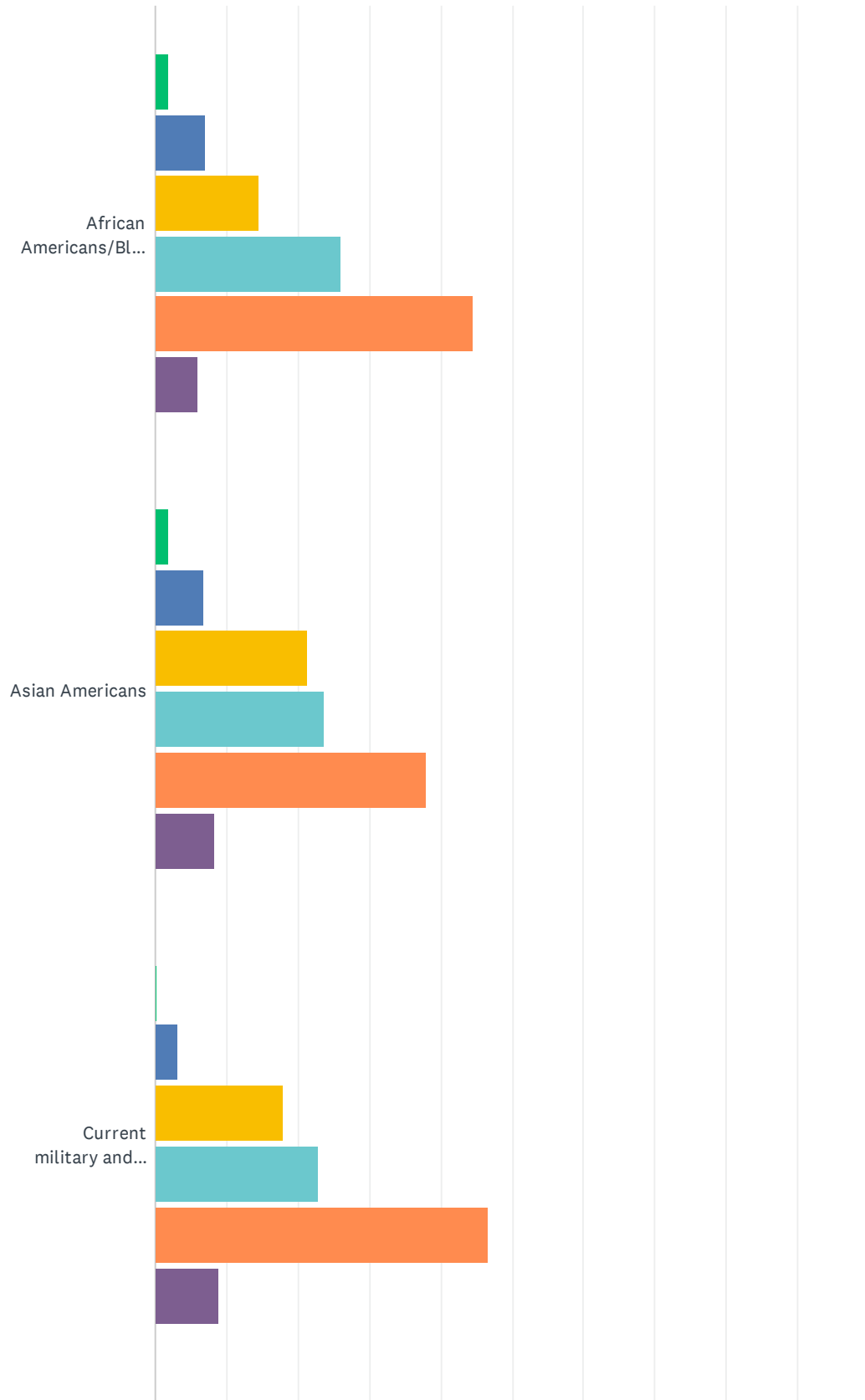
Answered: 445 Skipped: 73

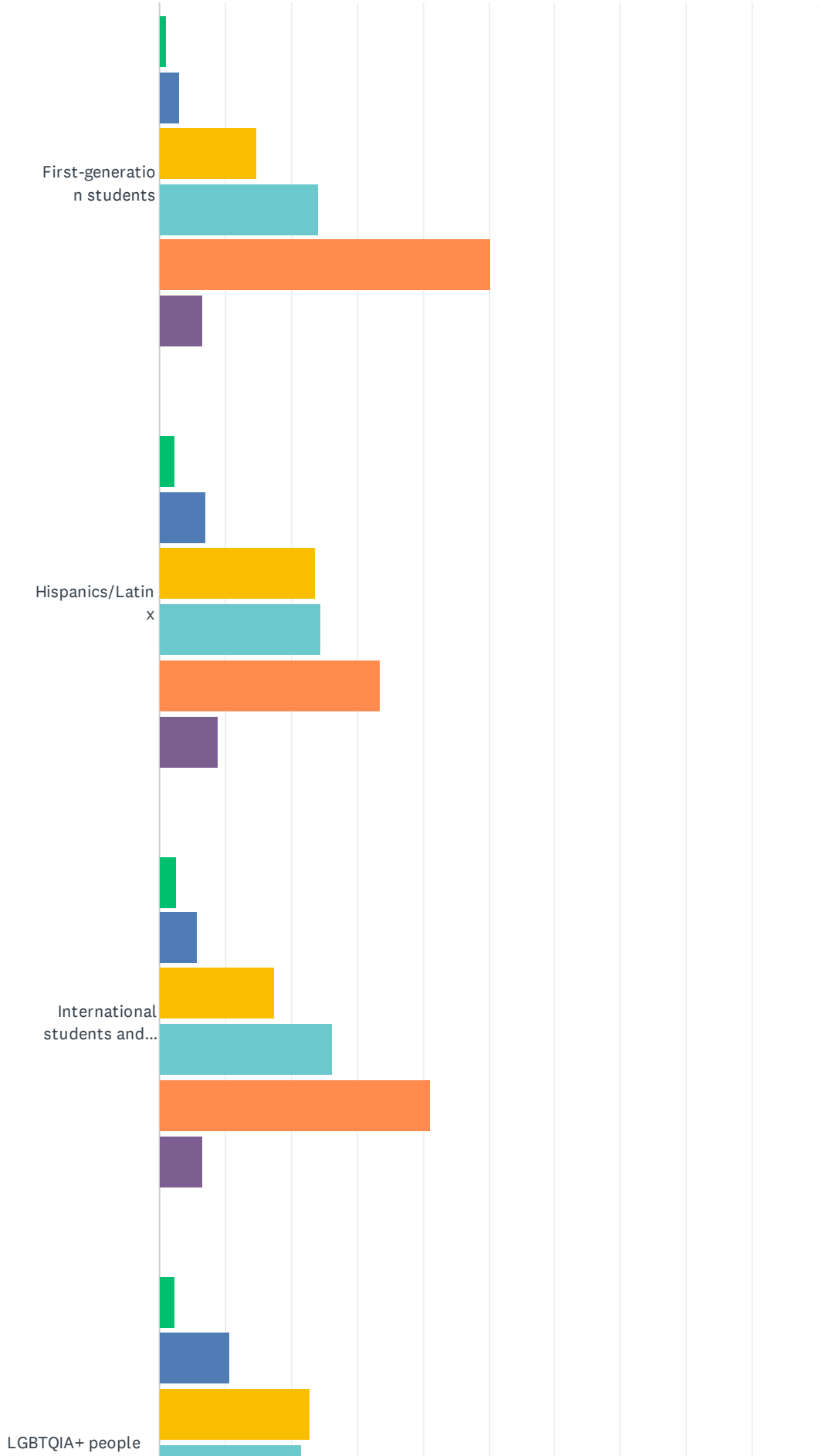


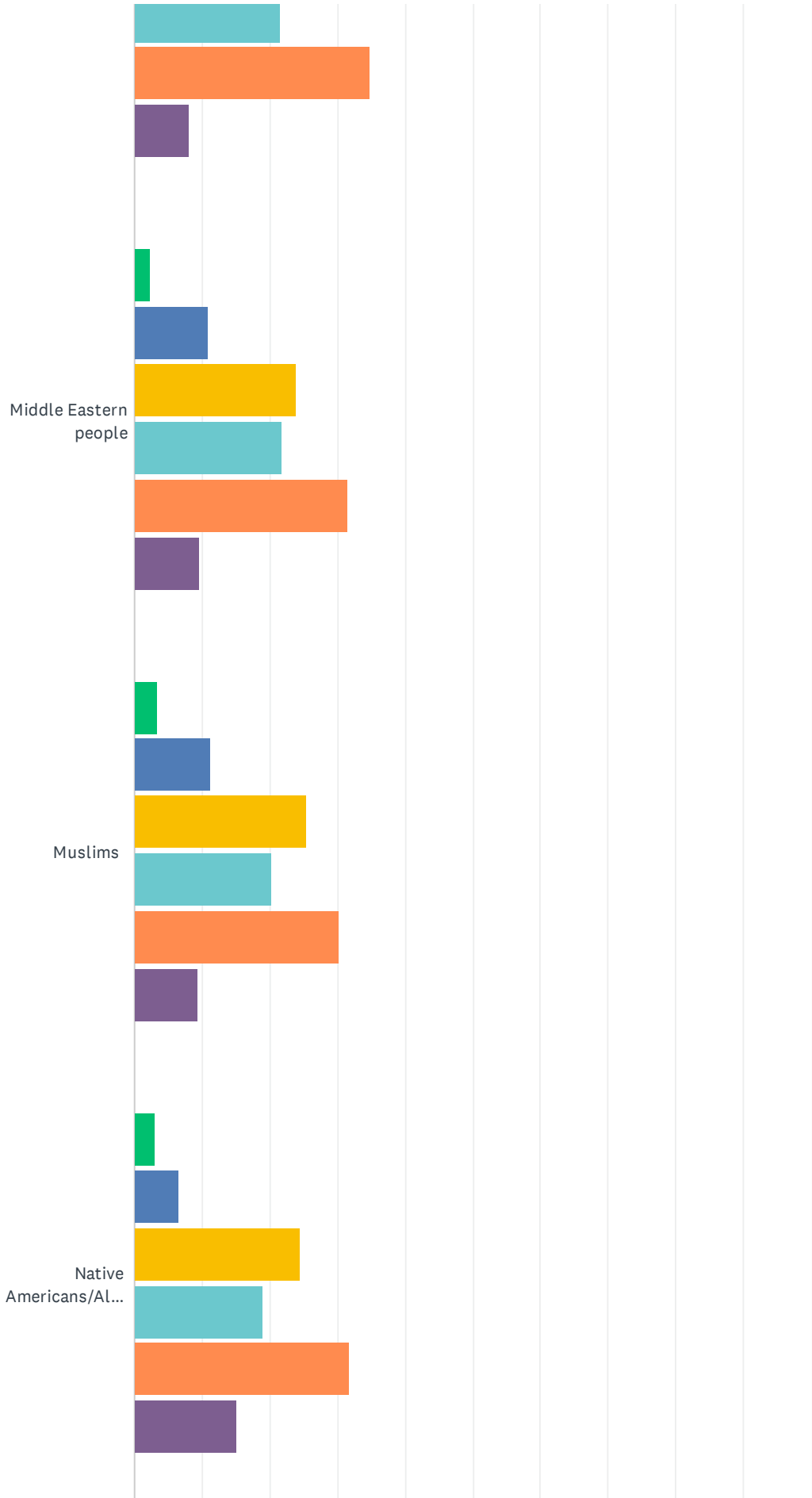
ANSWER CHOICES	RESPONSES	
Not at all	4.94%	22
Not very well	16.63%	74
Neutral	17.75%	79
Somewhat	33.48%	149
Very well	22.70%	101
N/A	4.49%	20
<b>TOTAL</b>		<b>445</b>

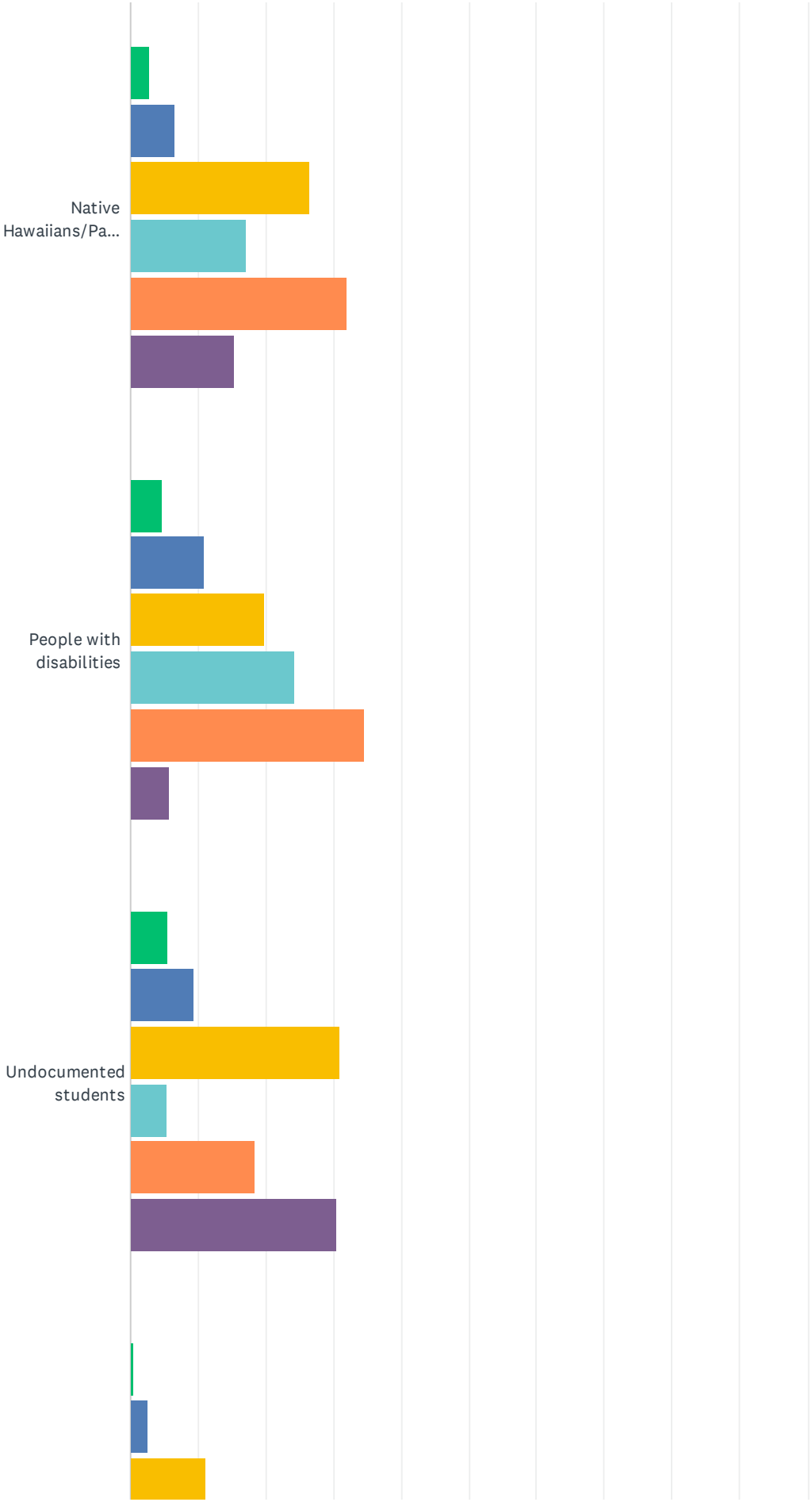
## Q50 How welcoming is our campus to the following groups?

Answered: 438 Skipped: 80

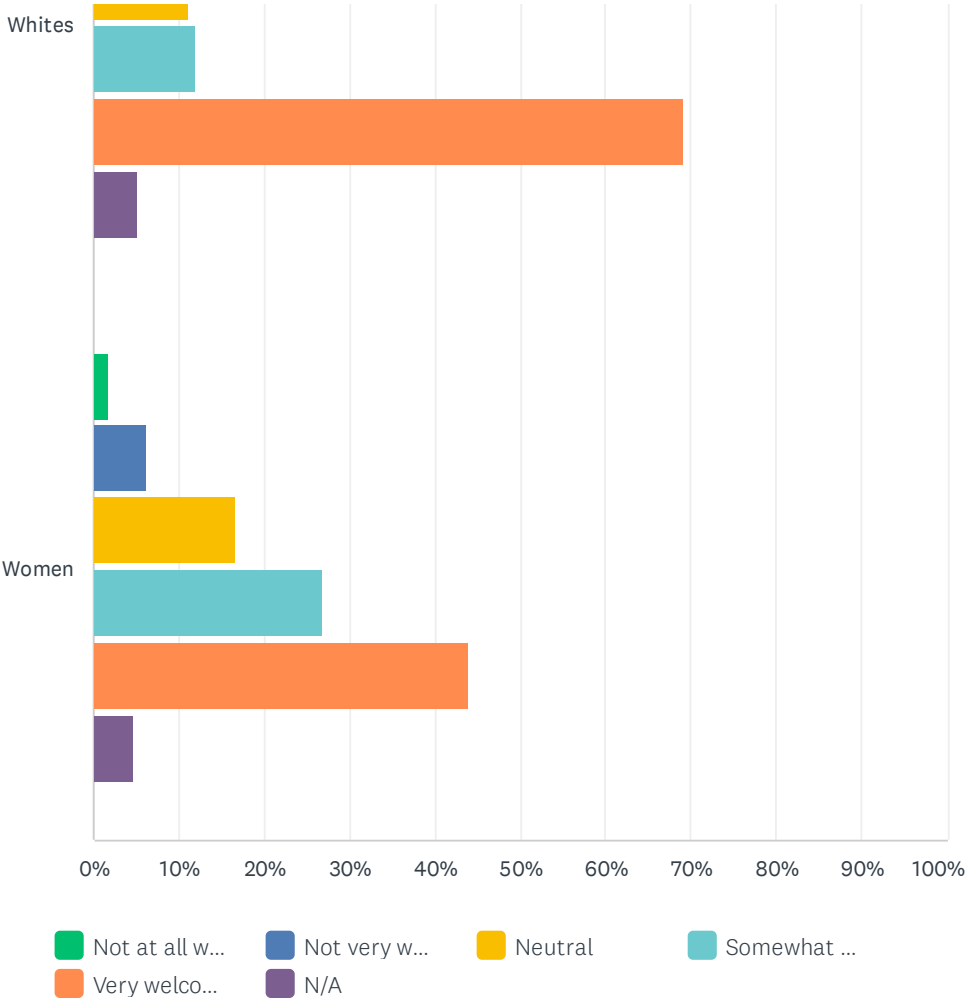








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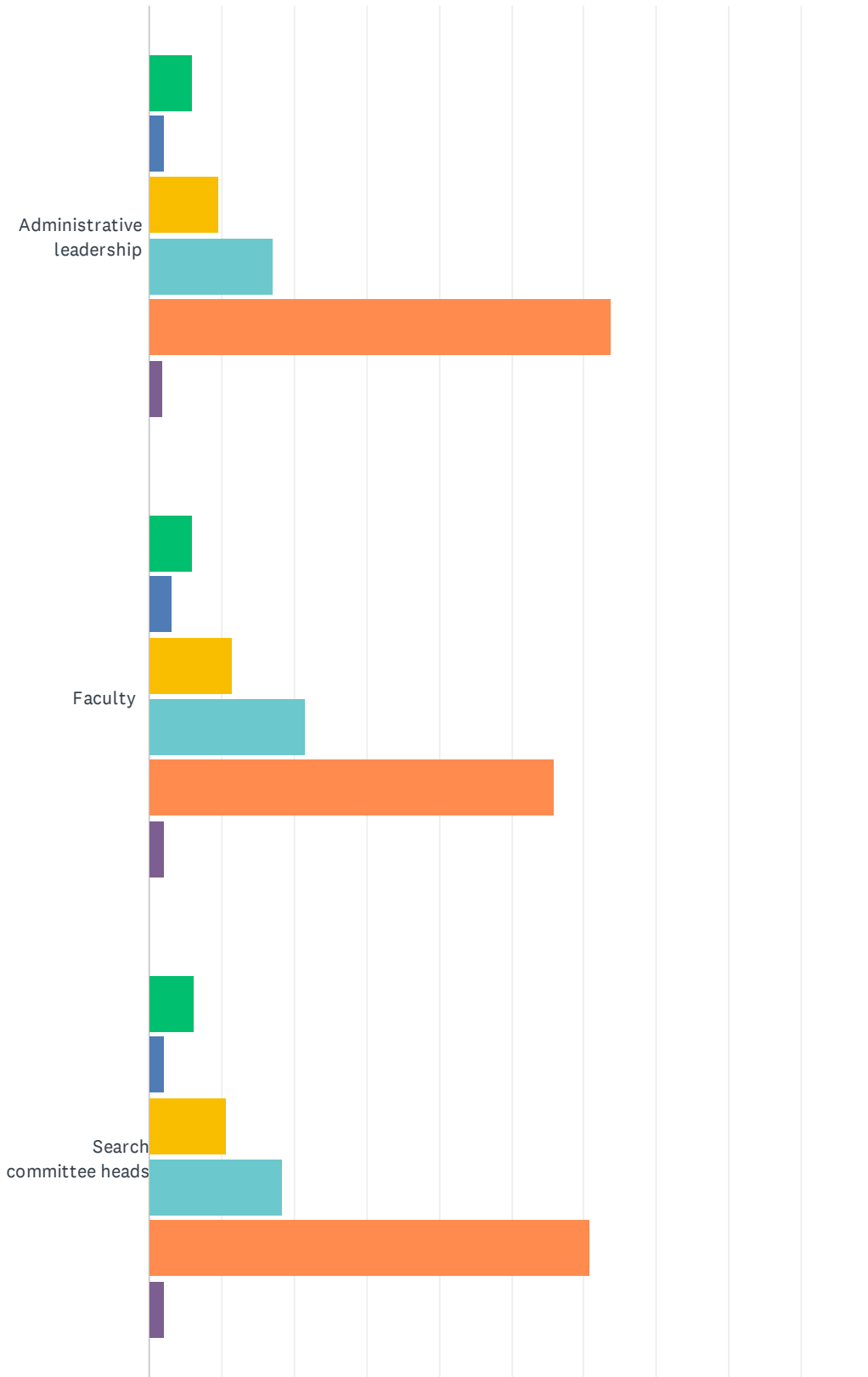


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	NOT AT ALL WELCOMING	NOT VERY WELCOMING	NEUTRAL	SOMEWHAT WELCOMING	VERY WELCOMING	N/A	TOTAL	WEIGHTED AVERAGE
African Americans/Blacks	1.84% 8	7.14% 31	14.52% 63	26.04% 113	44.47% 193	5.99% 26	434	4.0
Asian Americans	1.86% 8	6.73% 29	21.35% 92	23.67% 102	38.05% 164	8.35% 36	431	3.9
Current military and veterans	0.23% 1	3.23% 14	17.97% 78	22.81% 99	46.77% 203	8.99% 39	434	4.0
First-generation students	1.15% 5	2.99% 13	14.71% 64	24.14% 105	50.34% 219	6.67% 29	435	4.0
Hispanics/Latinx	2.31% 10	6.94% 30	23.61% 102	24.54% 106	33.56% 145	9.03% 39	432	3.9
International students and employees	2.53% 11	5.76% 25	17.51% 76	26.27% 114	41.24% 179	6.68% 29	434	4.0
LGBTQIA+ people	2.30% 10	10.57% 46	22.76% 99	21.61% 94	34.71% 151	8.05% 35	435	3.9
Middle Eastern people	2.31% 10	10.85% 47	23.79% 103	21.71% 94	31.64% 137	9.70% 42	433	3.9
Muslims	3.45% 15	11.26% 49	25.29% 110	20.23% 88	30.34% 132	9.43% 41	435	3.9
Native Americans/Alaska Natives	3.01% 13	6.71% 29	24.54% 106	18.98% 82	31.71% 137	15.05% 65	432	3.9
Native Hawaiians/Pacific Islanders	2.80% 12	6.53% 28	26.34% 113	17.02% 73	31.93% 137	15.38% 66	429	3.9
People with disabilities	4.62% 20	10.85% 47	19.86% 86	24.25% 105	34.64% 150	5.77% 25	433	3.9
Undocumented students	5.58% 24	9.30% 40	30.93% 133	5.35% 23	18.37% 79	30.47% 131	430	3.9
Whites	0.46% 2	2.52% 11	10.98% 48	11.90% 52	69.11% 302	5.03% 22	437	4.0
Women	1.61% 7	6.22% 27	16.59% 72	26.96% 117	44.01% 191	4.61% 20	434	4.0

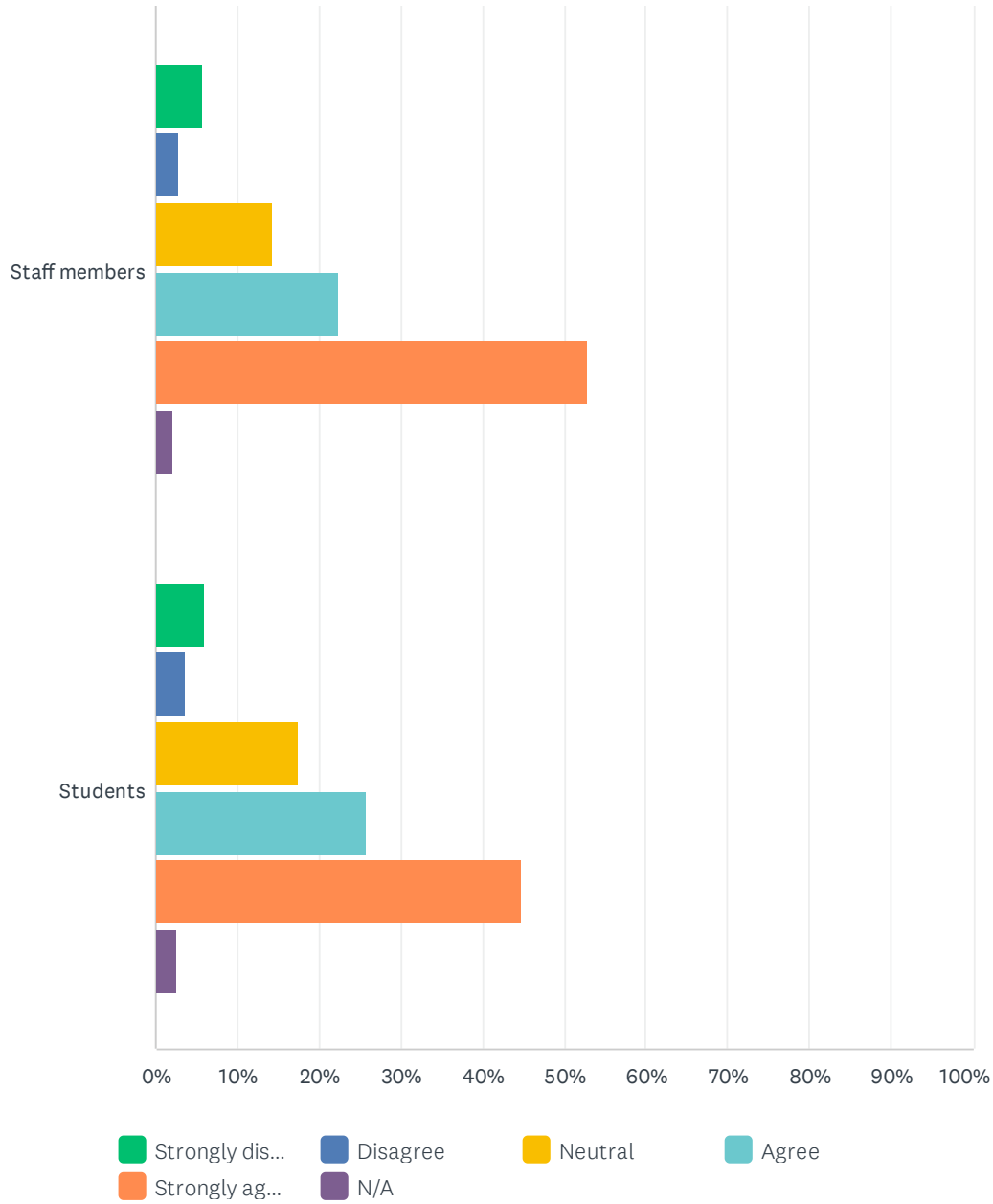
### Q51 The following groups should be required to participate in diversity training.

Answered: 442 Skipped: 76





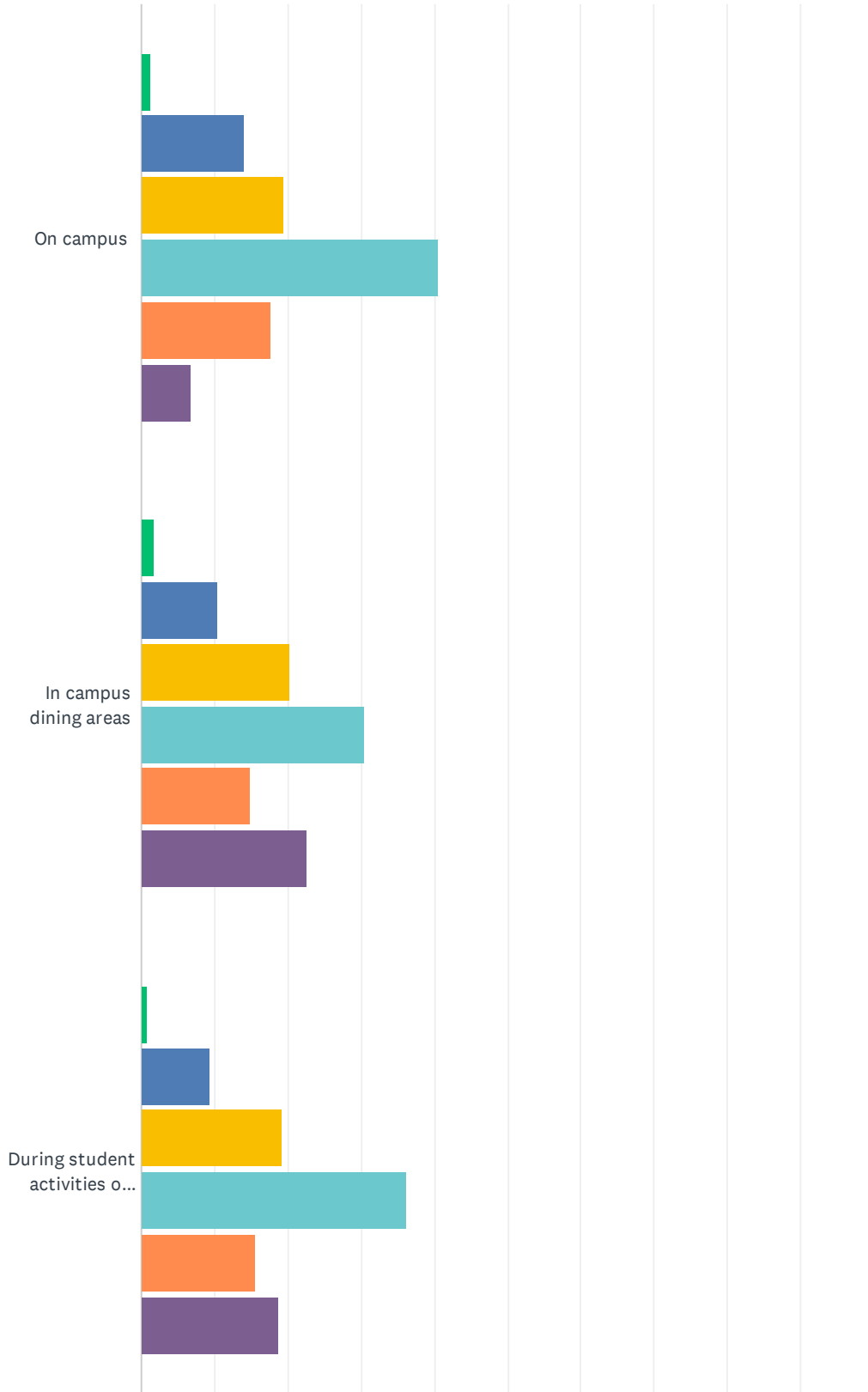
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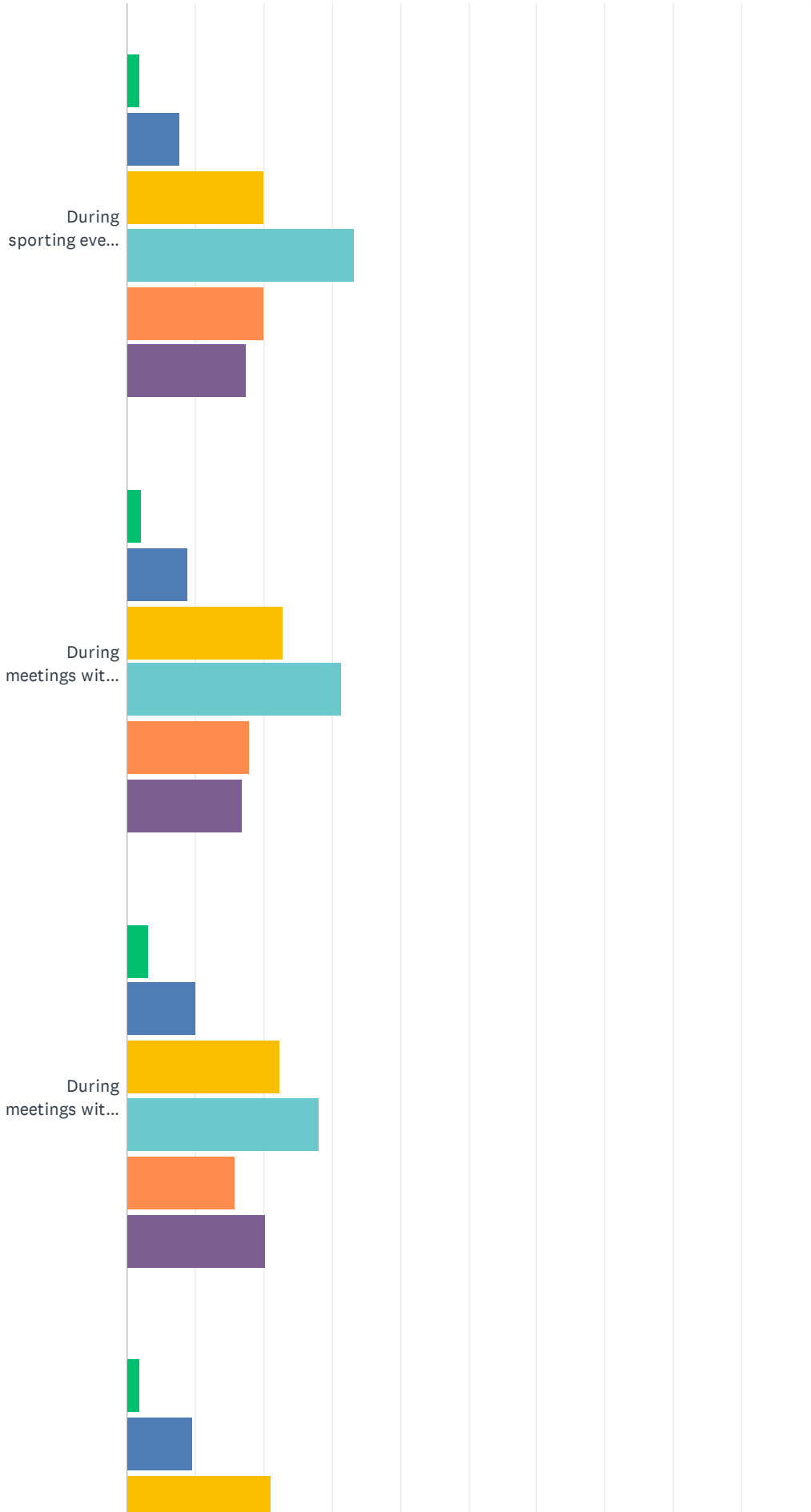


	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	N/A	TOTAL	WEIGHTED AVERAGE
Administrative leadership	5.90% 26	2.04% 9	9.52% 42	17.01% 75	63.72% 281	1.81% 8	441	4.33
Faculty	5.88% 26	3.17% 14	11.54% 51	21.49% 95	55.88% 247	2.04% 9	442	4.21
Search committee heads	6.11% 27	2.04% 9	10.63% 47	18.33% 81	60.86% 269	2.04% 9	442	4.28
Staff members	5.66% 25	2.71% 12	14.25% 63	22.40% 99	52.94% 234	2.04% 9	442	4.17
Students	5.90% 26	3.63% 16	17.46% 77	25.85% 114	44.67% 197	2.49% 11	441	4.02

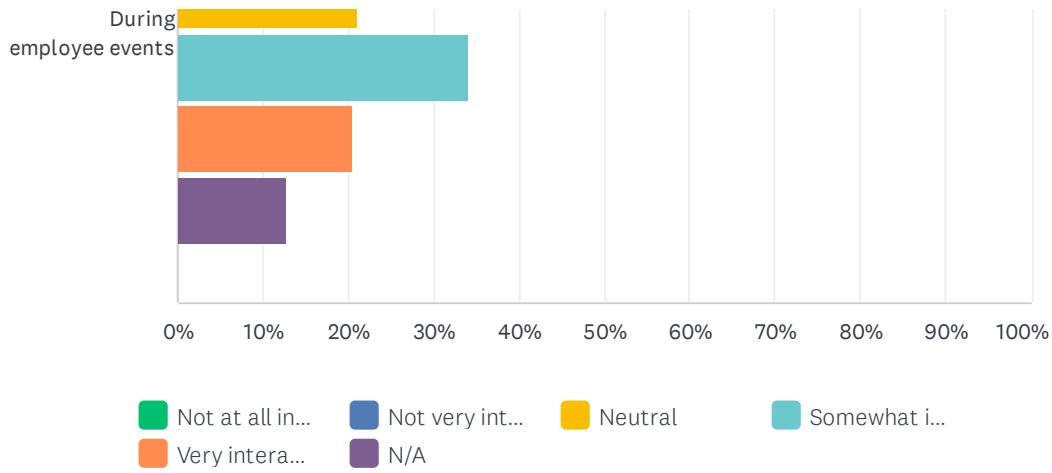
## Q52 How would you categorize the level of interactions among racial/ethnic groups?

Answered: 435 Skipped: 83





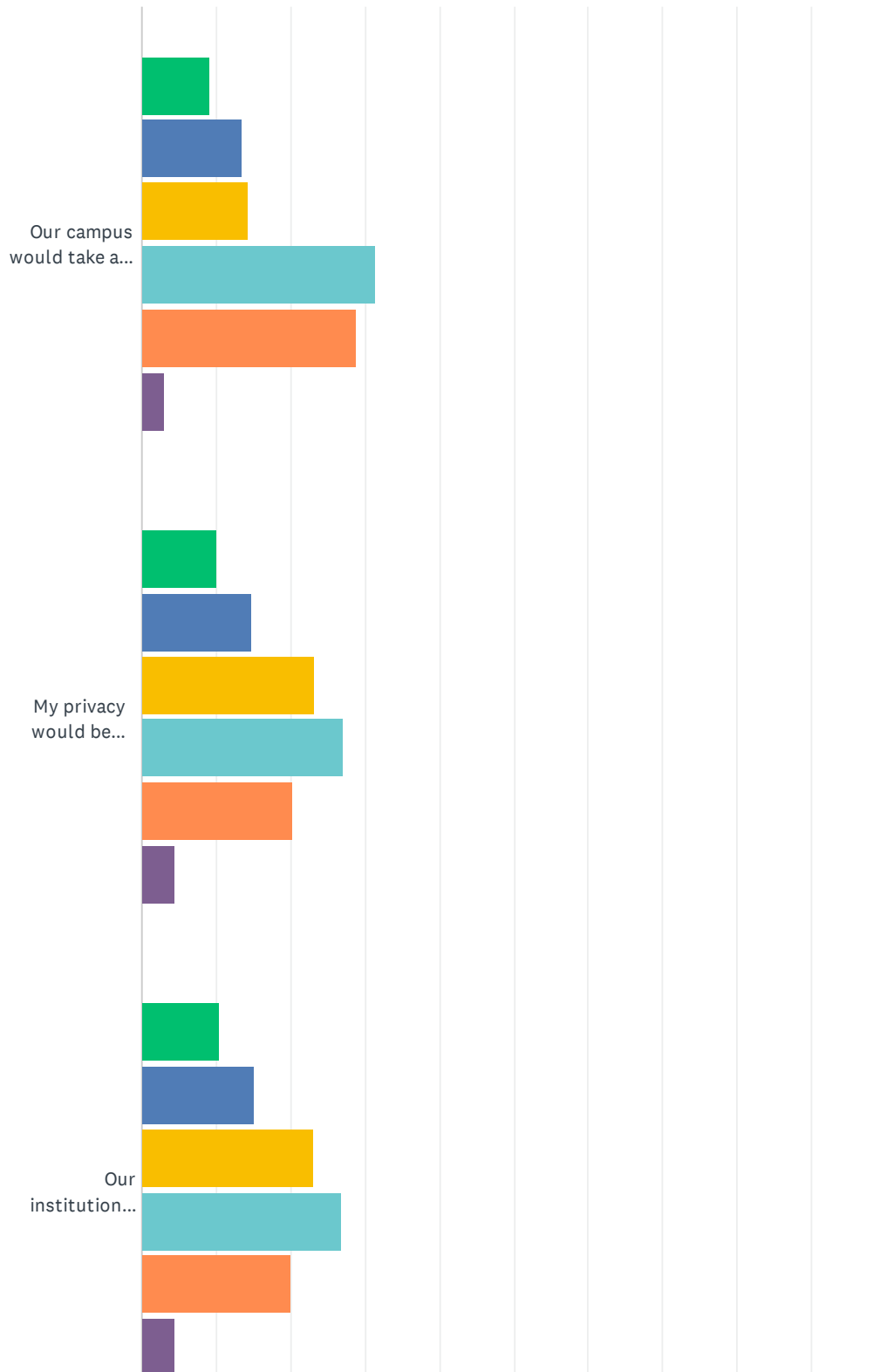
University of Louisiana at Lafayette Campus Climate Survey for Administrators, Faculty, and Staff

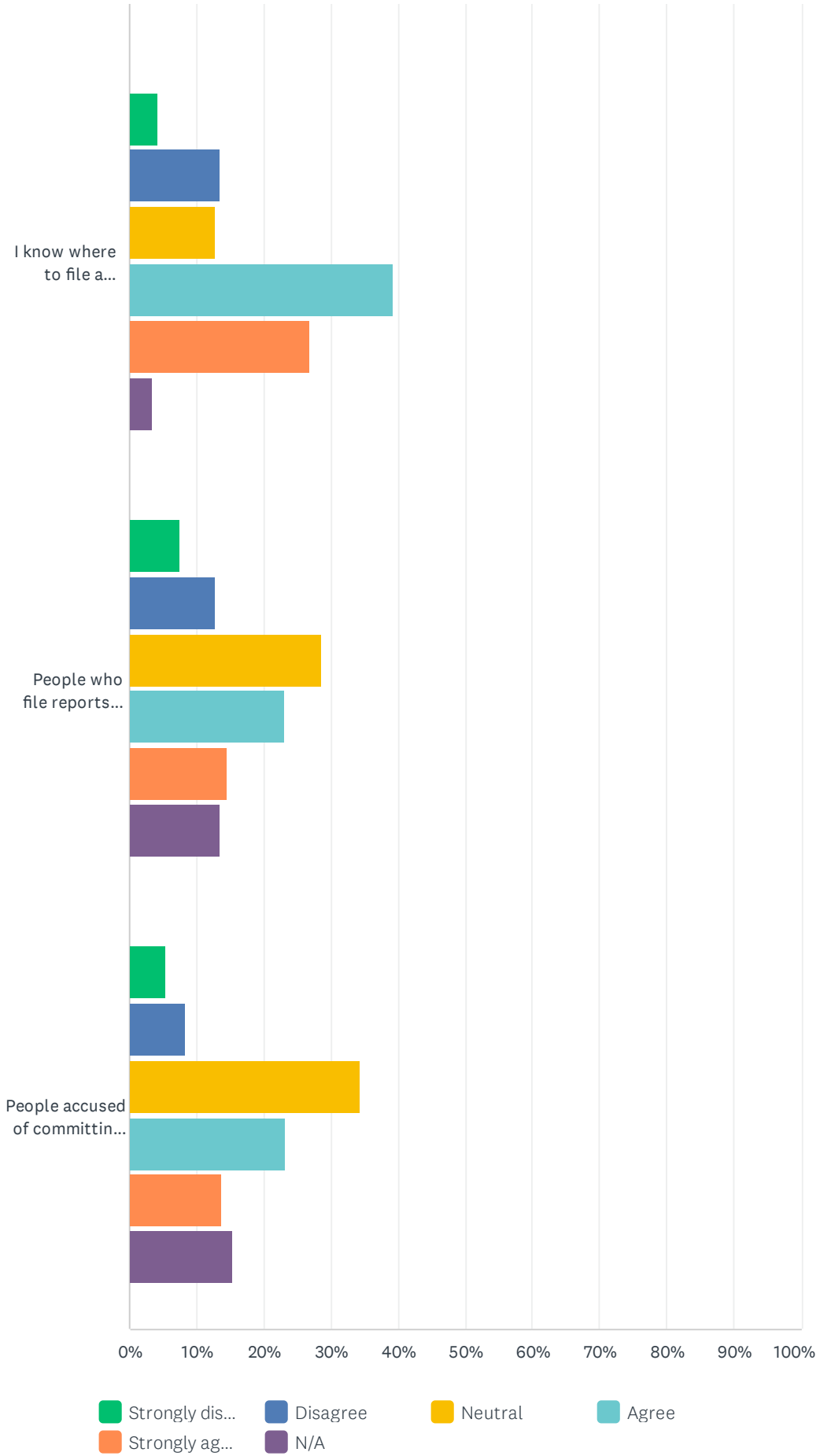


	NOT AT ALL INTERACTIVE	NOT VERY INTERACTIVE	NEUTRAL	SOMEWHAT INTERACTIVE	VERY INTERACTIVE	N/A	TOTAL	WEIGHTED AVERAGE
On campus	1.39% 6	14.09% 61	19.40% 84	40.42% 175	17.78% 77	6.93% 30	433	3.6
In campus dining areas	1.62% 7	10.44% 45	20.19% 87	30.39% 131	14.85% 64	22.51% 97	431	3.6
During student activities on campus	0.93% 4	9.35% 40	19.16% 82	36.21% 155	15.65% 67	18.69% 80	428	3.6
During sporting events on campus	1.86% 8	7.66% 33	19.95% 86	33.18% 143	19.95% 86	17.40% 75	431	3.7
During meetings with faculty	2.09% 9	9.05% 39	22.74% 98	31.32% 135	17.87% 77	16.94% 73	431	3.6
During meetings with administrators	3.26% 14	10.02% 43	22.38% 96	28.21% 121	15.85% 68	20.28% 87	429	3.5
During employee events	1.86% 8	9.56% 41	21.21% 91	34.03% 146	20.51% 88	12.82% 55	429	3.7

### Q53 To what extent do you agree or disagree with the following statements regarding our institution's responsiveness to a report of discrimination<sup>1</sup>/bias<sup>2</sup>/harassment<sup>3</sup>?

Answered: 440 Skipped: 78



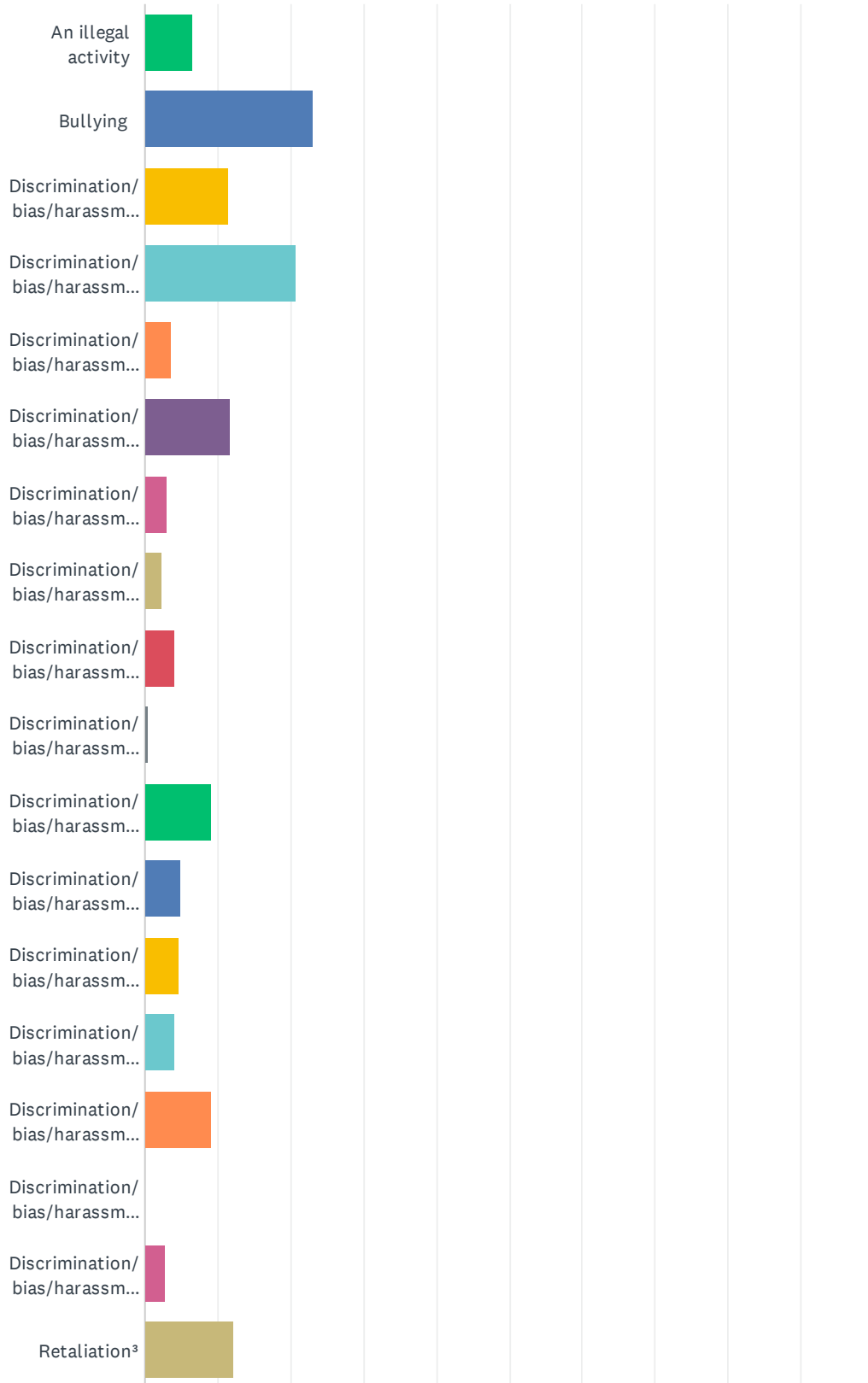


University of Louisiana at Lafayette Campus Climate Survey for Administrators, Faculty, and Staff

	<b>STRONGLY DISAGREE</b>	<b>DISAGREE</b>	<b>NEUTRAL</b>	<b>AGREE</b>	<b>STRONGLY AGREE</b>	<b>N/A</b>	<b>TOTAL</b>	<b>WEIGHTED AVERAGE</b>
Our campus would take a report seriously	9.09% 40	13.41% 59	14.32% 63	31.36% 138	28.86% 127	2.95% 13	440	3.59
My privacy would be maintained if I were to file a report	10.02% 44	14.81% 65	23.23% 102	27.11% 119	20.27% 89	4.56% 20	439	3.34
Our institution would take steps to protect my safety if I were to file a report	10.48% 46	15.03% 66	23.01% 101	26.88% 118	20.05% 88	4.56% 20	439	3.32
I know where to file a report	4.33% 19	13.44% 59	12.76% 56	39.18% 172	26.88% 118	3.42% 15	439	3.73
People who file reports are treated fairly during an investigation	7.57% 33	12.84% 56	28.67% 125	22.94% 100	14.45% 63	13.53% 59	436	3.28
People accused of committing an offense are treated fairly during an investigation	5.29% 23	8.28% 36	34.25% 149	23.22% 101	13.56% 59	15.40% 67	435	3.37

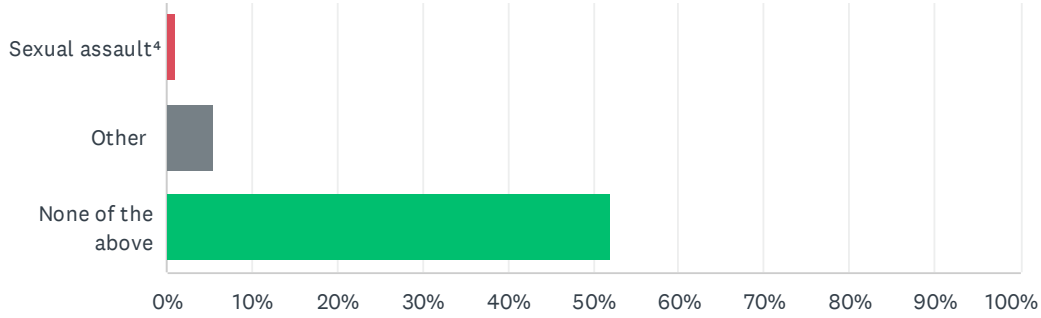
# Q54 Have you experienced any of the following while employed here? Check all that apply.

Answered: 410 Skipped: 108





University of Louisiana at Lafayette Campus Climate Survey for Administrators, Faculty, and Staff

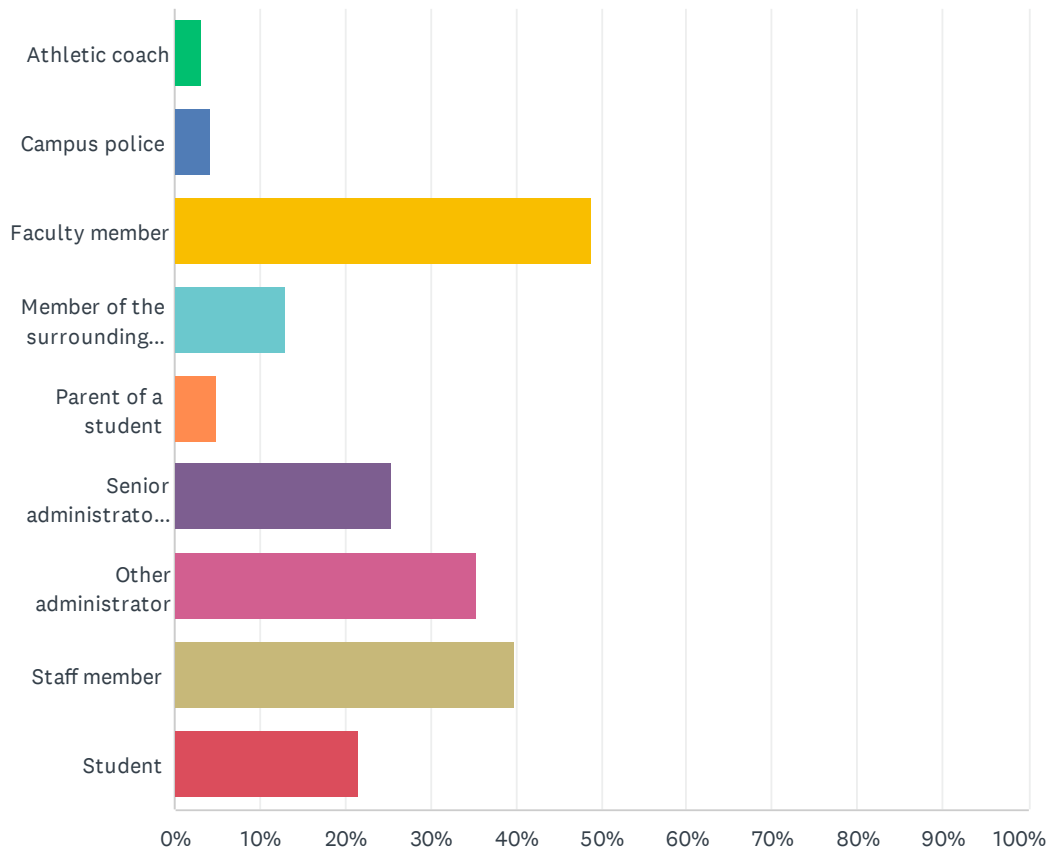


ANSWER CHOICES	RESPONSES	
An illegal activity	6.59%	27
Bullying	22.93%	94
Discrimination/bias/harassment based on age	11.46%	47
Discrimination/bias/harassment based on gender	20.73%	85
Discrimination/bias/harassment based on gender identity/expression <sup>1</sup>	3.66%	15
Discrimination/bias/harassment based on race/ethnicity	11.71%	48
Discrimination/bias/harassment based on lack of English language proficiency (foreign accent)	2.93%	12
Discrimination/bias/harassment based on national origin	2.44%	10
Discrimination/bias/harassment based on disability	4.15%	17
Discrimination/bias/harassment based on veteran status	0.49%	2
Discrimination/bias/harassment based on religion/worldview/spiritual affiliation	9.27%	38
Discrimination/bias/harassment based on a medical condition or illness	4.88%	20
Discrimination/bias/harassment based on socioeconomic status	4.63%	19
Discrimination/bias/harassment based on sexual identity/orientation <sup>2</sup>	4.15%	17
Discrimination/bias/harassment based on political views	9.27%	38
Discrimination/bias/harassment based on genetic information	0.00%	0
Discrimination/bias/harassment based on pregnancy	2.68%	11
Retaliation <sup>3</sup>	12.20%	50
Sexual assault <sup>4</sup>	0.98%	4
Other	5.61%	23
None of the above	51.95%	213
Total Respondents: 410		

#	COMMENTS	DATE
41 Total	These comments are excluded to protect anonymity.	10/17/2022 - 11/16/2022

### Q55 Who caused the offense(s)? Check all that apply.

Answered: 186 Skipped: 332

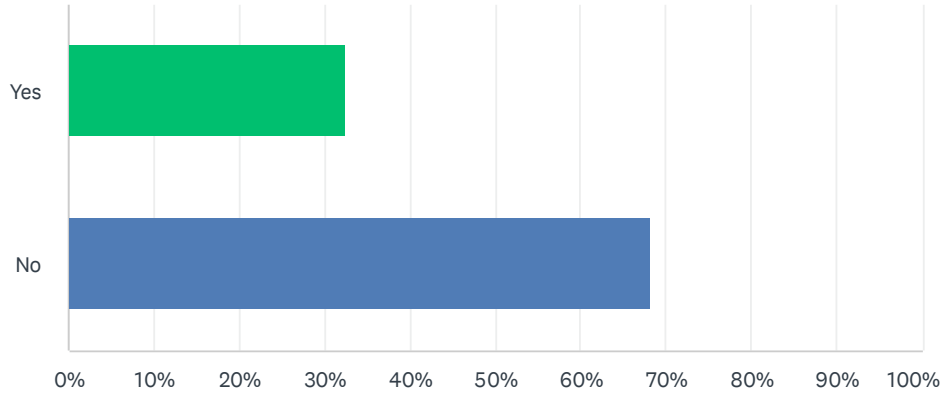


ANSWER CHOICES	RESPONSES
Athletic coach	3.23% 6
Campus police	4.30% 8
Faculty member	48.92% 91
Member of the surrounding community	12.90% 24
Parent of a student	4.84% 9
Senior administrator (vice president or dean)	25.27% 47
Other administrator	35.48% 66
Staff member	39.78% 74
Student	21.51% 40
Total Respondents: 186	

#	OTHER (PLEASE SPECIFY)	DATE
14 Total	These comments are excluded to protect anonymity.	10/17/2022 - 11/16/2022

### Q56 Have you ever reported any incident(s) of discrimination/bias/harassment?

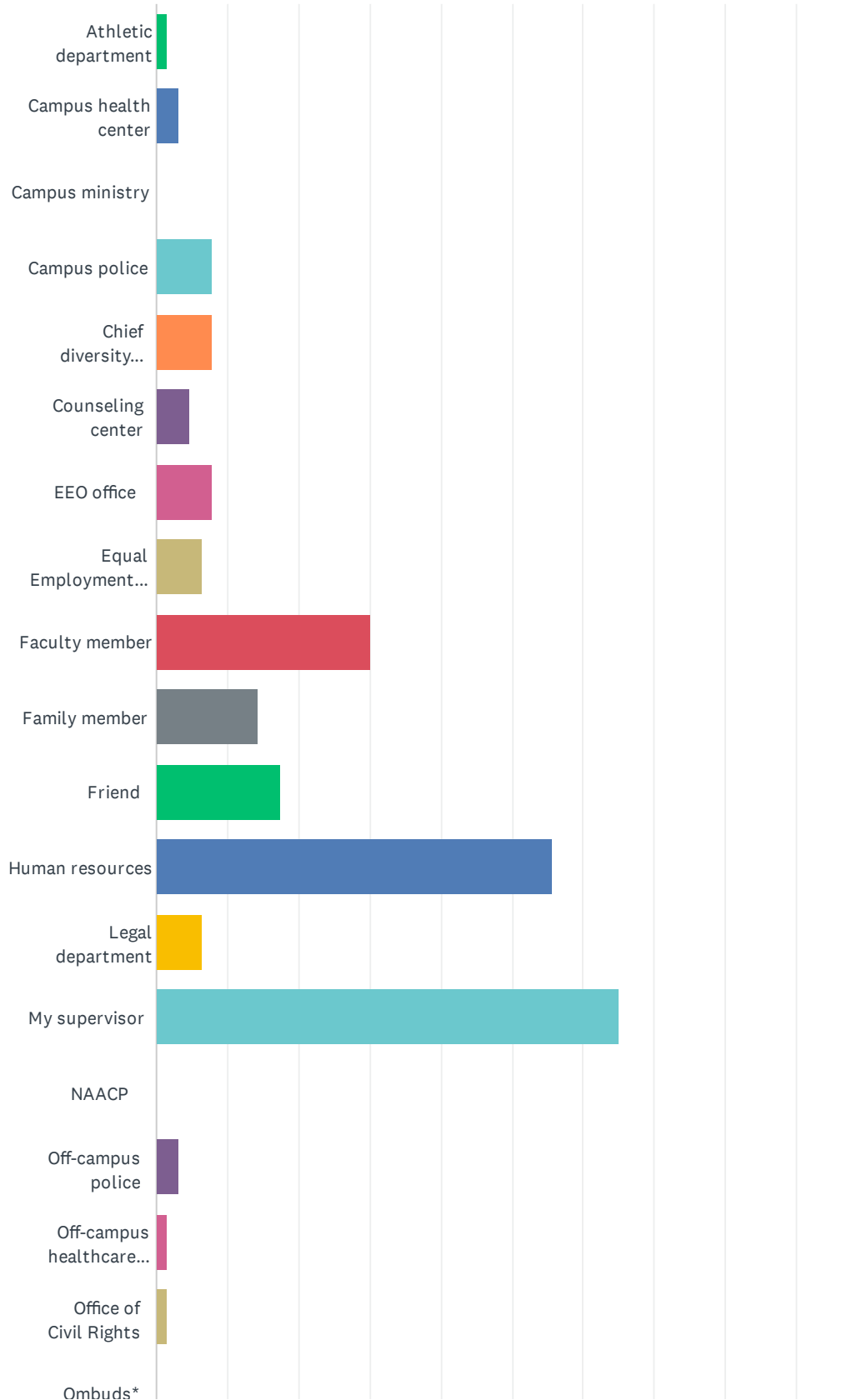
Answered: 198 Skipped: 320



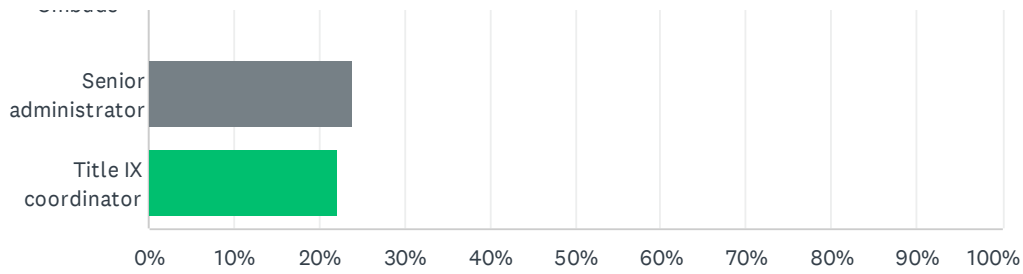
ANSWER CHOICES	RESPONSES	
Yes	32.32%	64
No	68.18%	135
Total Respondents: 198		

### Q57 Who did you report the incident(s) to? Check all that apply.

Answered: 63 Skipped: 455



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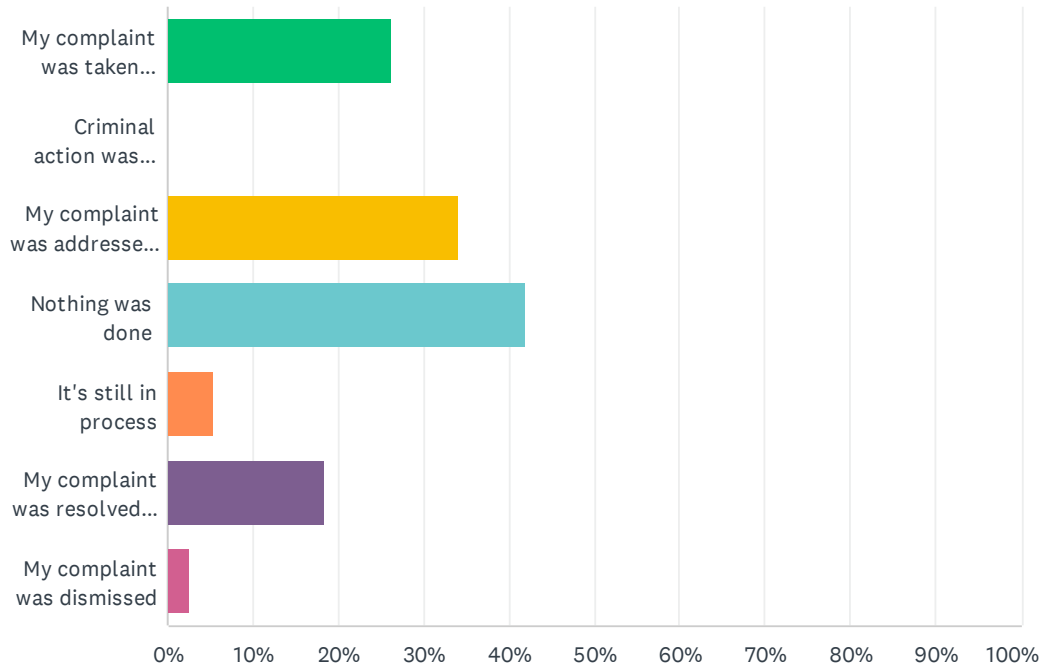


ANSWER CHOICES	RESPONSES	
Athletic department	1.59%	1
Campus health center	3.17%	2
Campus ministry	0.00%	0
Campus police	7.94%	5
Chief diversity officer	7.94%	5
Counseling center	4.76%	3
EEO office	7.94%	5
Equal Employment Opportunity Commission	6.35%	4
Faculty member	30.16%	19
Family member	14.29%	9
Friend	17.46%	11
Human resources	55.56%	35
Legal department	6.35%	4
My supervisor	65.08%	41
NAACP	0.00%	0
Off-campus police	3.17%	2
Off-campus healthcare professional	1.59%	1
Office of Civil Rights	1.59%	1
Ombuds*	0.00%	0
Senior administrator	23.81%	15
Title IX coordinator	22.22%	14
Total Respondents: 63		

#	OTHER (PLEASE SPECIFY)	DATE
4 Total	These comments are excluded to protect anonymity.	10/17/2022 - 11/16/2022

### Q58 If you have filed a written bias/discrimination/harassment report in the past two years, what was the result? Check all that apply.

Answered: 38 Skipped: 480

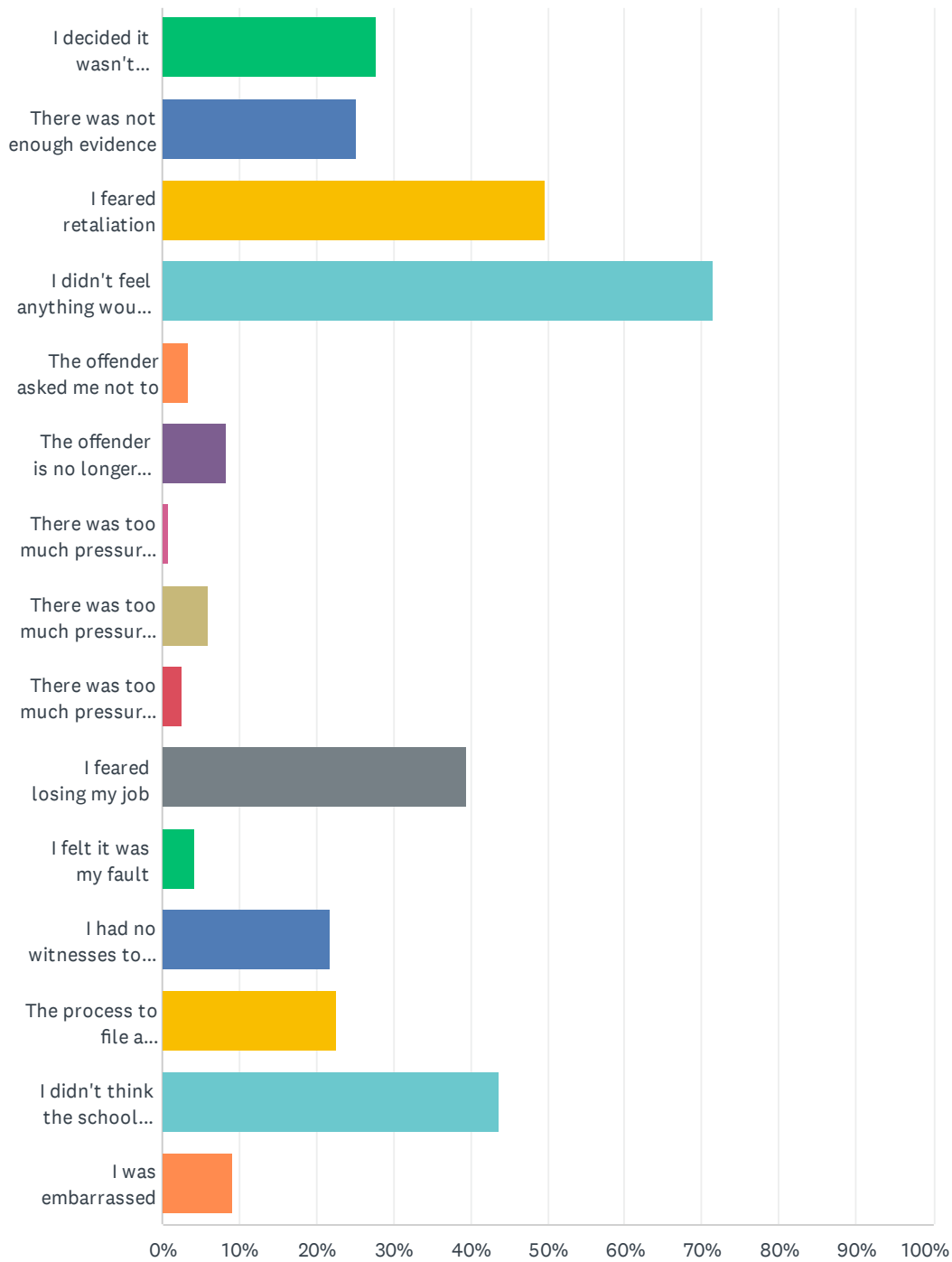


ANSWER CHOICES	RESPONSES	
My complaint was taken seriously	26.32%	10
Criminal action was taken	0.00%	0
My complaint was addressed but not resolved to my satisfaction	34.21%	13
Nothing was done	42.11%	16
It's still in process	5.26%	2
My complaint was resolved to my satisfaction	18.42%	7
My complaint was dismissed	2.63%	1
Total Respondents: 38		

#	OTHER (PLEASE SPECIFY)	DATE
3 Total	These comments are excluded to protect anonymity.	10/17/2022 - 11/16/2022

### Q59 Why didn't you report the incident(s)? Check all that apply.

Answered: 119 Skipped: 399

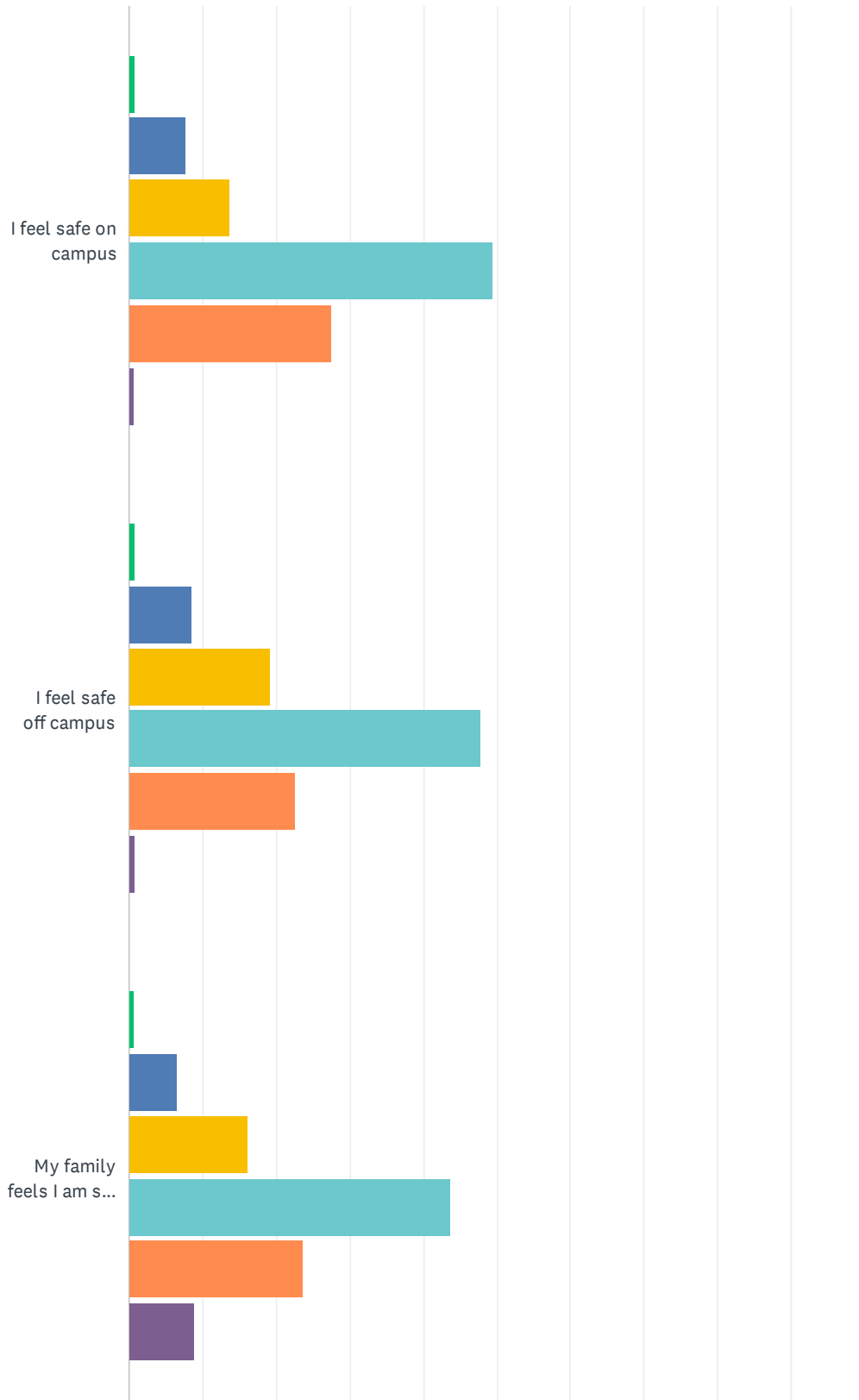


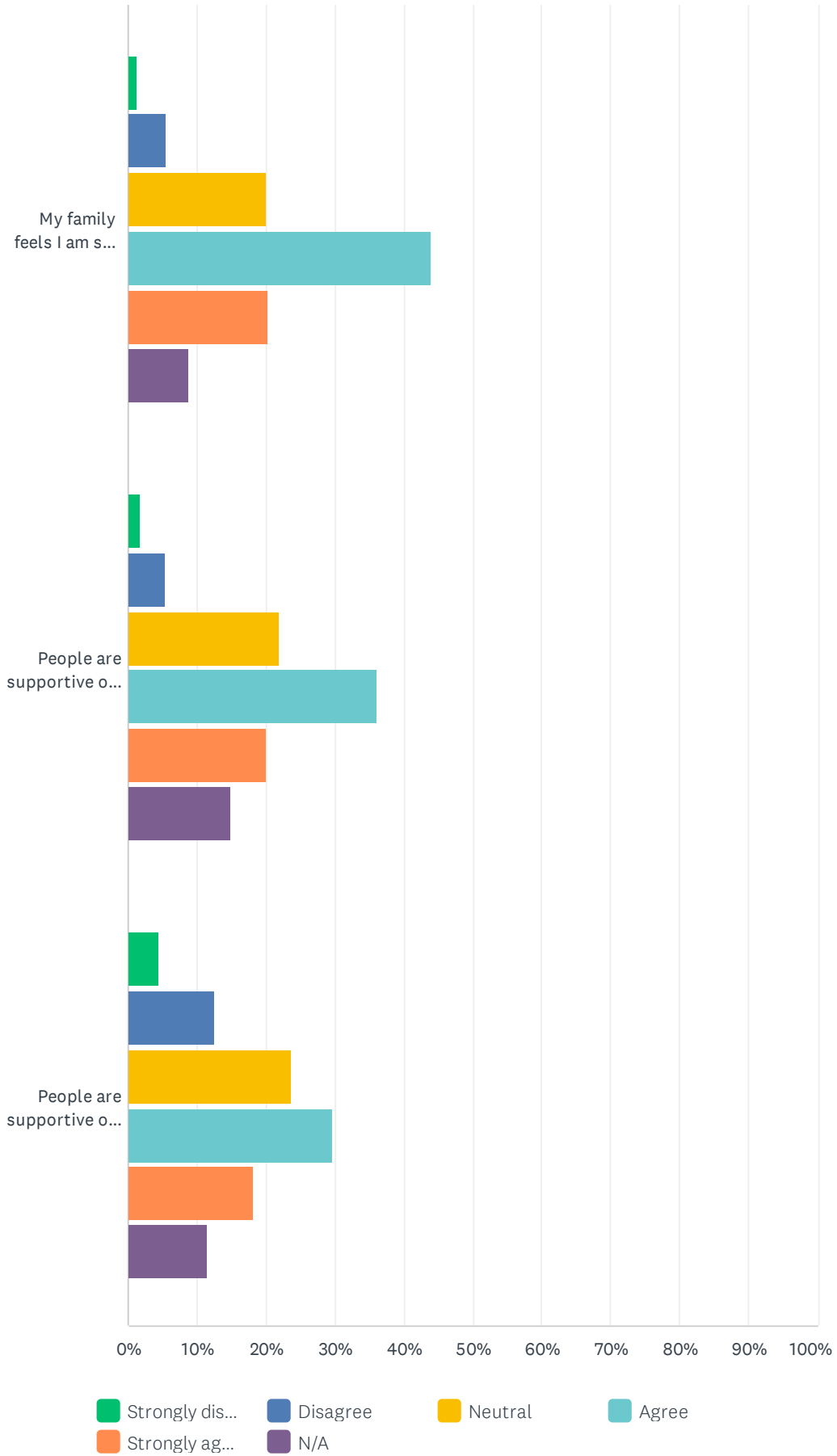




### Q60 To what extent do you agree or disagree with the following statements about safety on/off campus?

Answered: 437 Skipped: 81



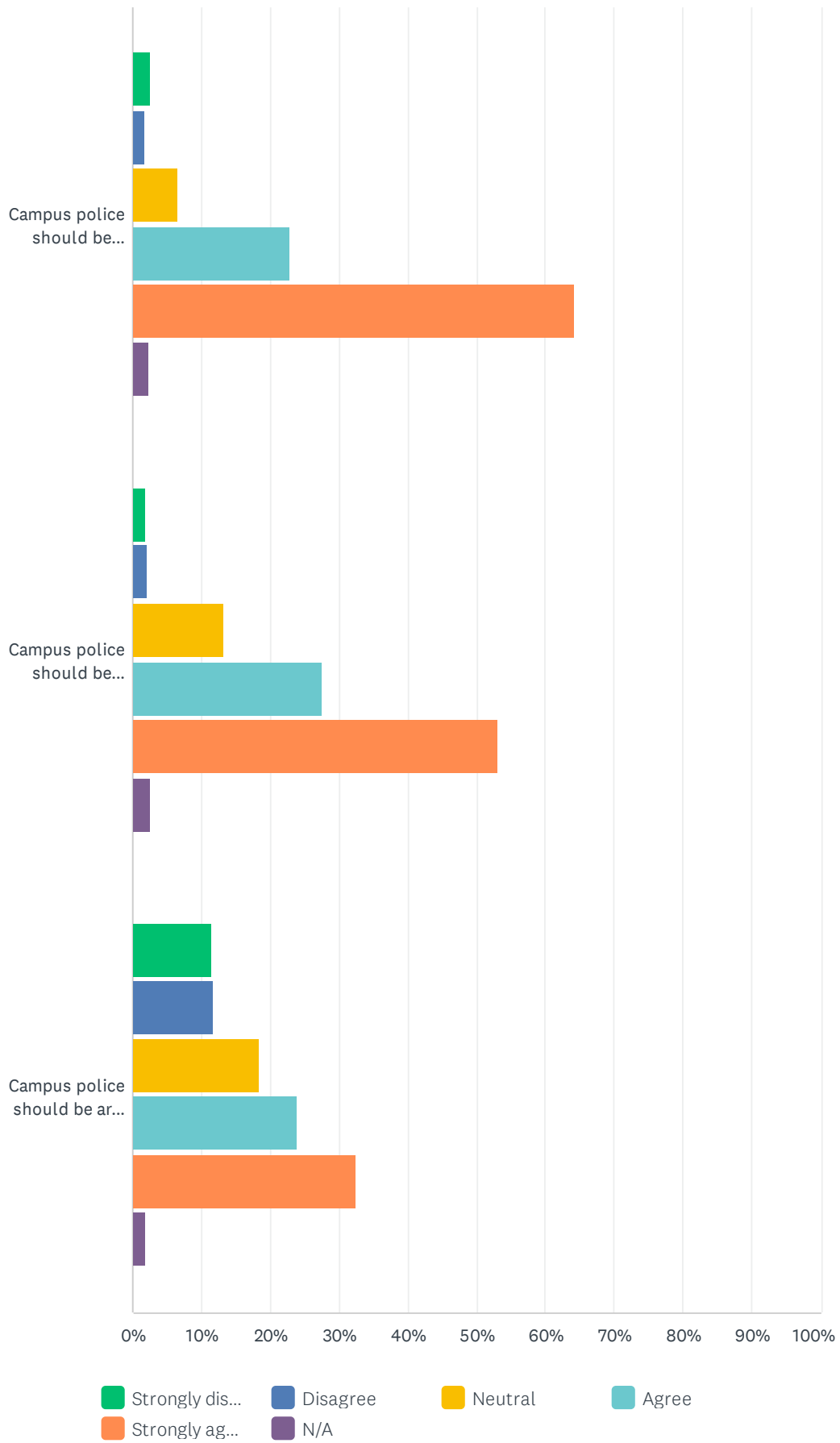


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	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	N/A	TOTAL	WEIGHTED AVERAGE
I feel safe on campus	0.92% 4	7.78% 34	13.73% 60	49.43% 216	27.46% 120	0.69% 3	437	3.95
I feel safe off campus	0.92% 4	8.49% 37	19.27% 84	47.71% 208	22.71% 99	0.92% 4	436	3.84
My family feels I am safe on campus	0.69% 3	6.68% 29	16.13% 70	43.78% 190	23.73% 103	8.99% 39	434	3.91
My family feels I am safe off campus	1.39% 6	5.54% 24	20.09% 87	43.88% 190	20.32% 88	8.78% 38	433	3.84
People are supportive of other people who have experienced incidents of physical confrontation	1.64% 7	5.37% 23	21.96% 94	35.98% 154	20.09% 86	14.95% 64	428	3.79
People are supportive of other people who have experienced incidents of emotional confrontation (discrimination, sexual harassment, bullying)	4.46% 19	12.68% 54	23.71% 101	29.58% 126	18.08% 77	11.50% 49	426	3.50

**Q61 To what extent do you agree or disagree with the following statements regarding campus police?**

Answered: 436 Skipped: 82



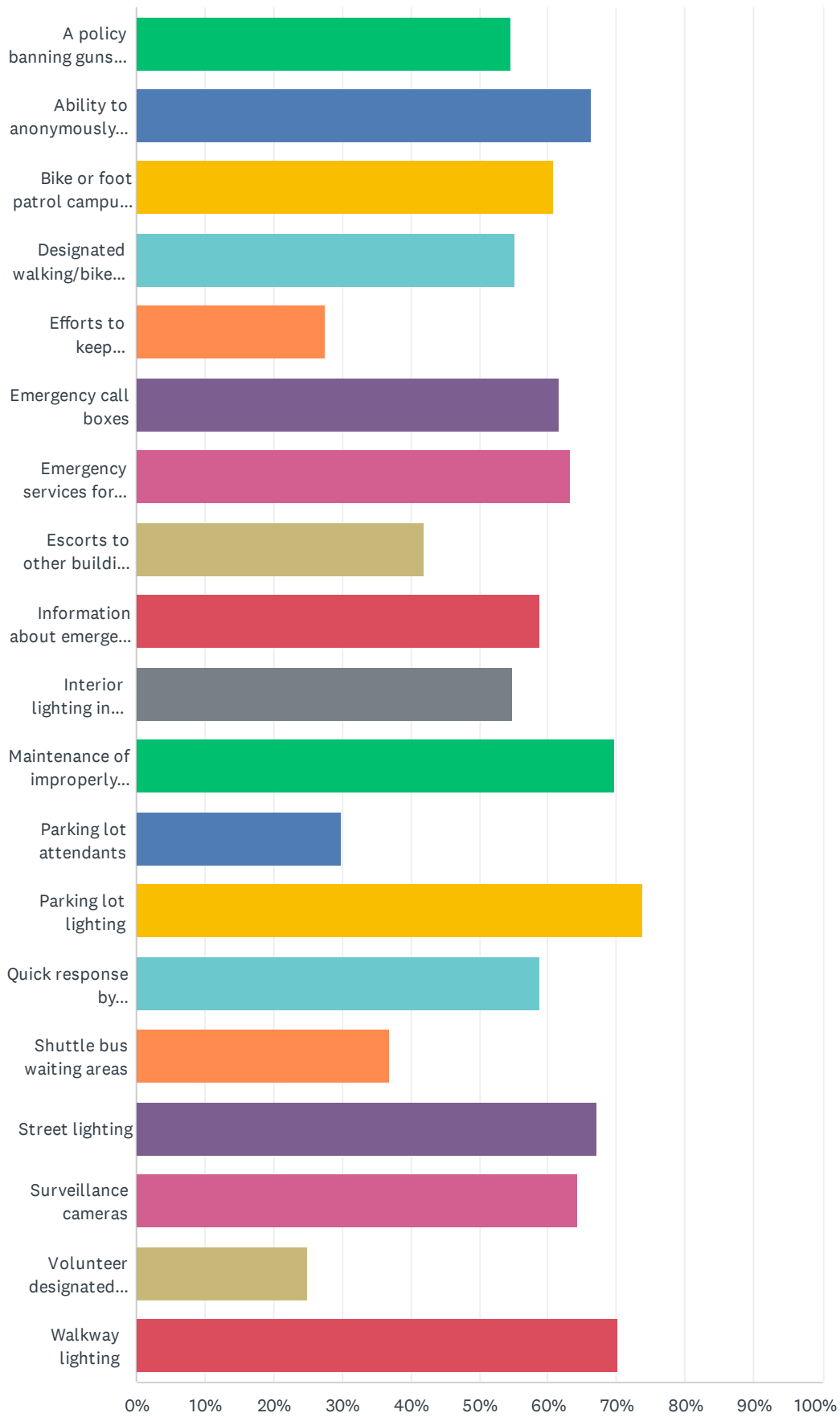
University of Louisiana at Lafayette Campus Climate Survey for Administrators, Faculty, and Staff

	<b>STRONGLY DISAGREE</b>	<b>DISAGREE</b>	<b>NEUTRAL</b>	<b>AGREE</b>	<b>STRONGLY AGREE</b>	<b>N/A</b>	<b>TOTAL</b>	<b>WEIGHTED AVERAGE</b>
Campus police should be required to participate in ongoing diversity training	2.53% 11	1.61% 7	6.67% 29	22.76% 99	64.14% 279	2.30% 10	435	4.48
Campus police should be reflective of the diversity of our students	1.84% 8	2.07% 9	13.13% 57	27.42% 119	53.00% 230	2.53% 11	434	4.31
Campus police should be armed at all times	11.52% 50	11.75% 51	18.43% 80	23.96% 104	32.49% 141	1.84% 8	434	3.55

**Q62 Which of the following would make you feel safe on campus? Check all that apply.**

Answered: 422 Skipped: 96

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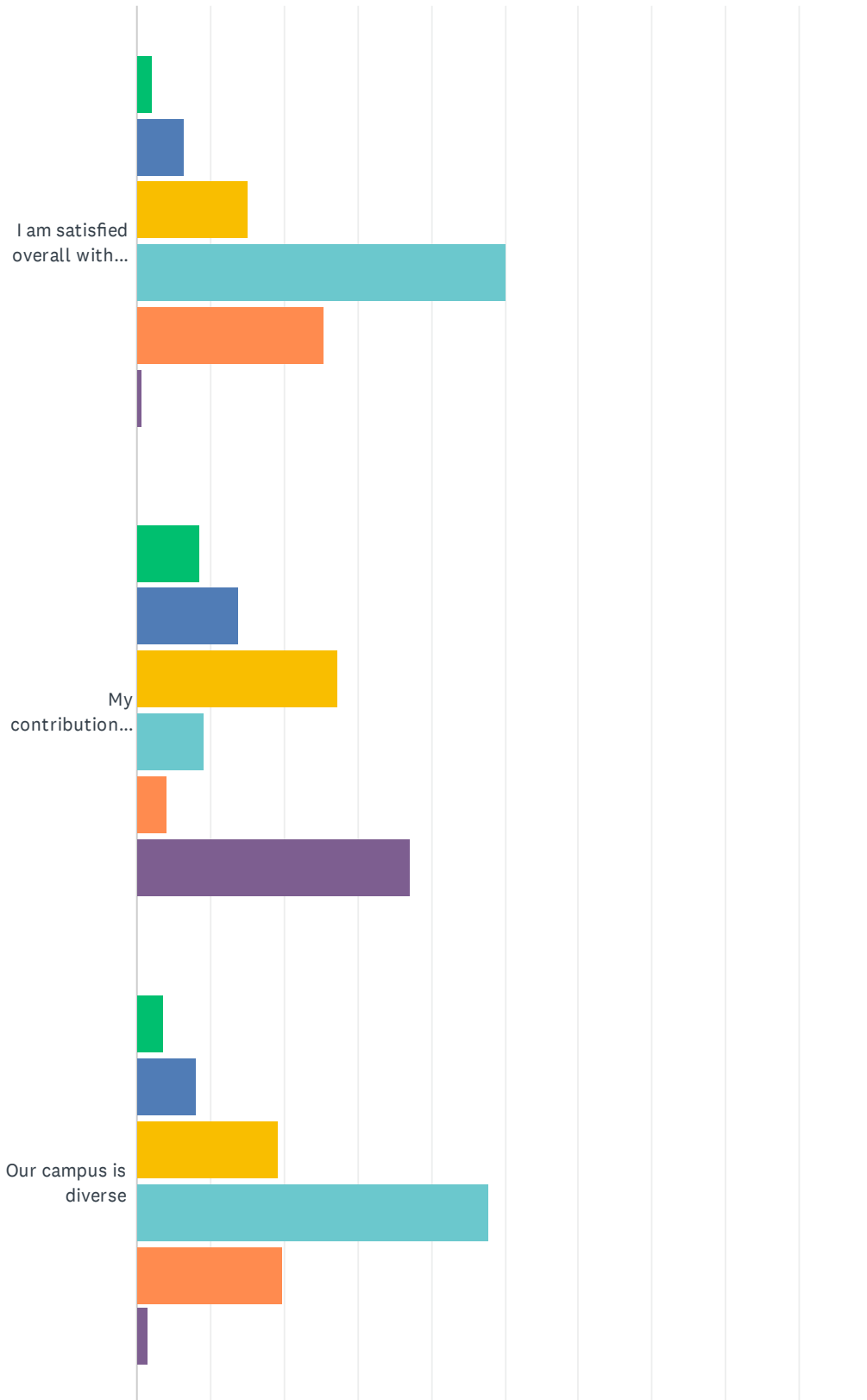
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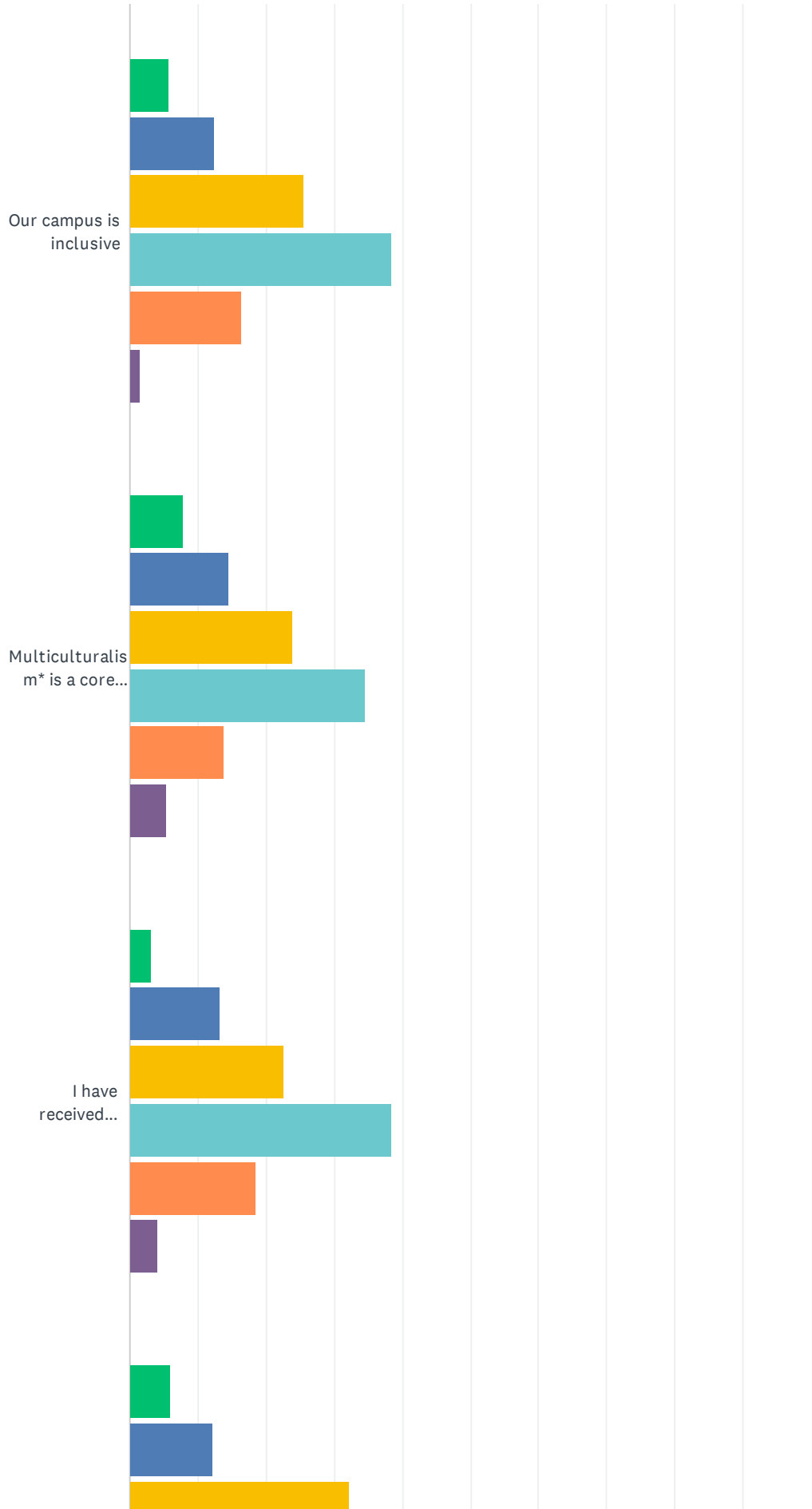
ANSWER CHOICES	RESPONSES
A policy banning guns on campus	54.50% 230
Ability to anonymously report concerns about a student or employee (someone who may be suicidal, mentally unstable, engaged in an illegal activity, etc.)	66.35% 280
Bike or foot patrol campus police	60.66% 256
Designated walking/bike paths	55.21% 233
Efforts to keep non-students or non-employees off campus	27.49% 116
Emergency call boxes	61.61% 260
Emergency services for incidents of sexual assault	63.27% 267
Escorts to other buildings on campus	41.94% 177
Information about emergency procedures in case of a campus lockdown, extreme weather, etc.	58.77% 248
Interior lighting in campus buildings after dark	54.74% 231
Maintenance of improperly working safety items (lightbulbs that are out, call boxes not working, etc.)	69.67% 294
Parking lot attendants	29.86% 126
Parking lot lighting	73.70% 311
Quick response by administration to campus emergencies	58.77% 248
Shuttle bus waiting areas	36.97% 156
Street lighting	67.06% 283
Surveillance cameras	64.45% 272
Volunteer designated drivers	24.88% 105
Walkway lighting	70.14% 296
Total Respondents: 422	

#	OTHER (PLEASE SPECIFY)	DATE
39 Total	These comments are excluded to protect anonymity.	10/17/2022 - 11/16/2022

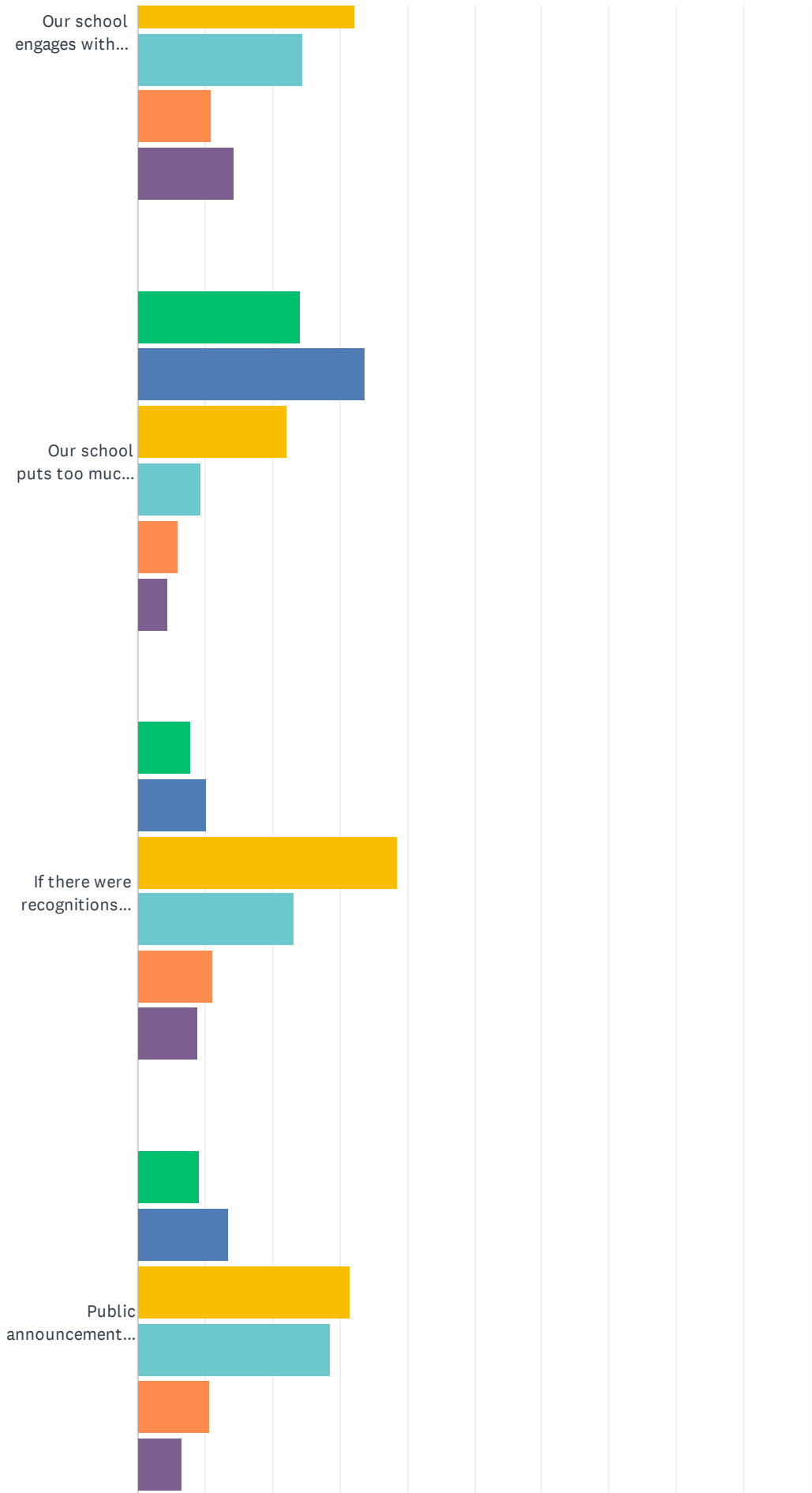
### Q63 To what extent do you agree or disagree with the following statements about the overall climate on our campus?

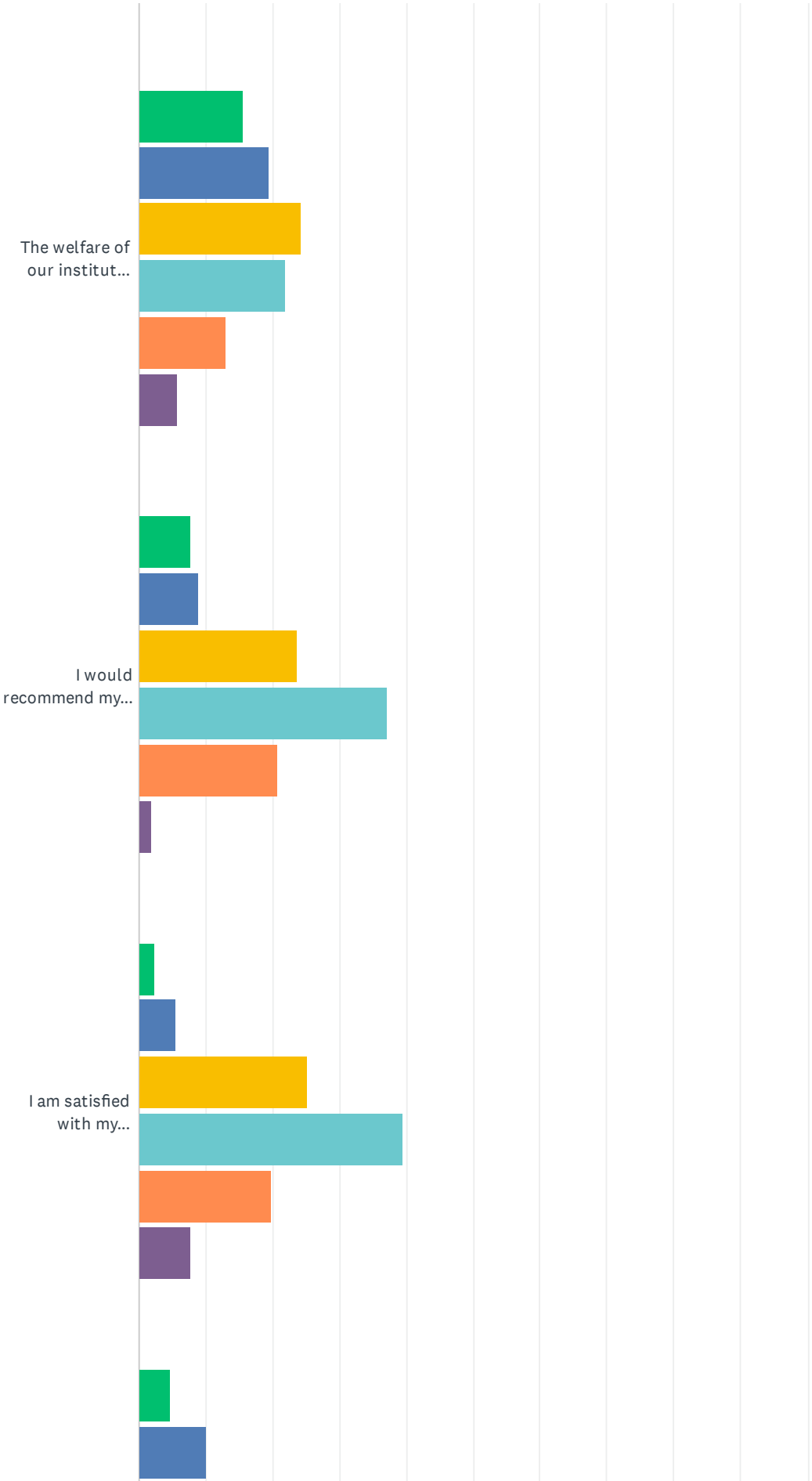
Answered: 422 Skipped: 96

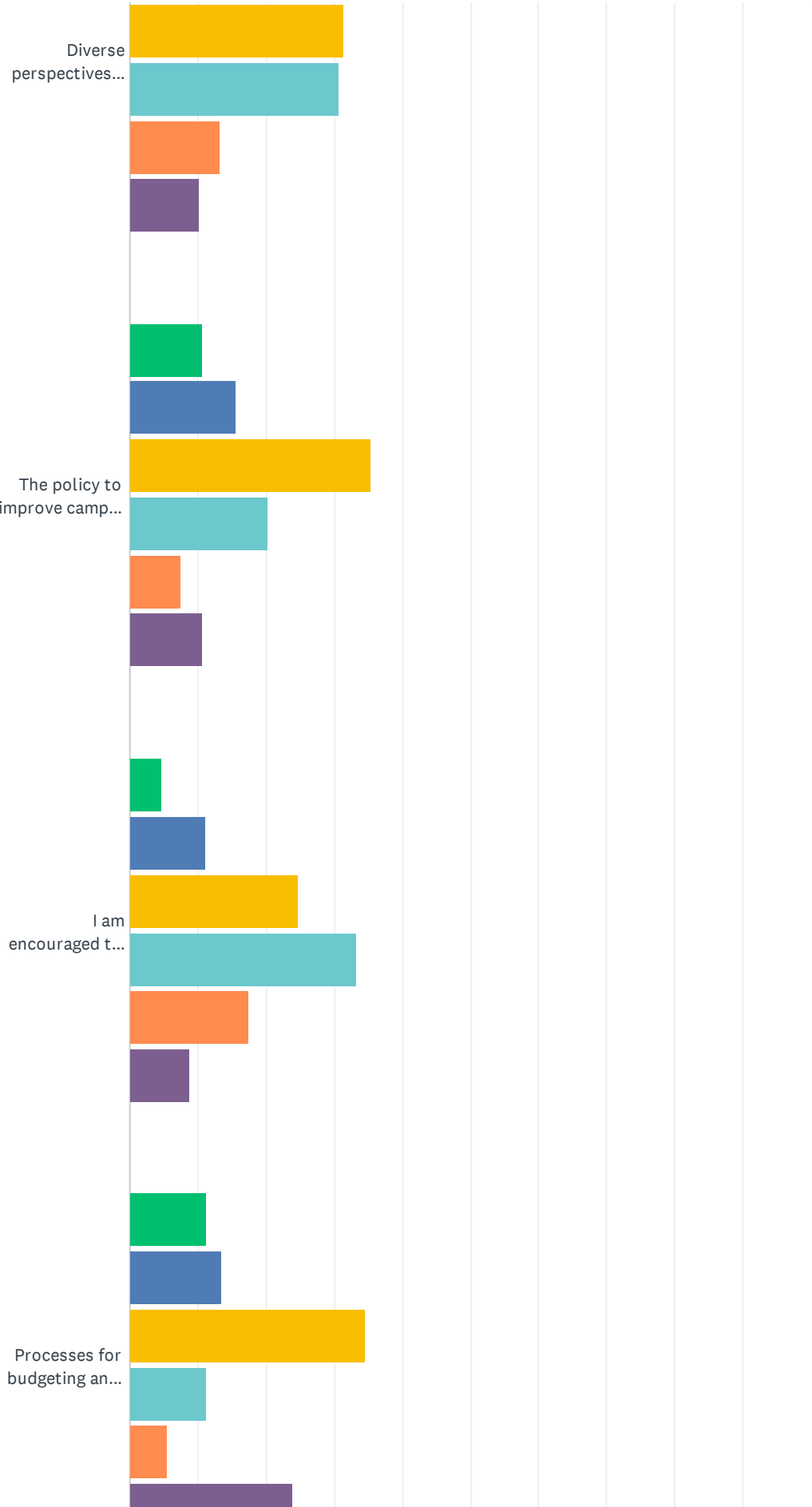


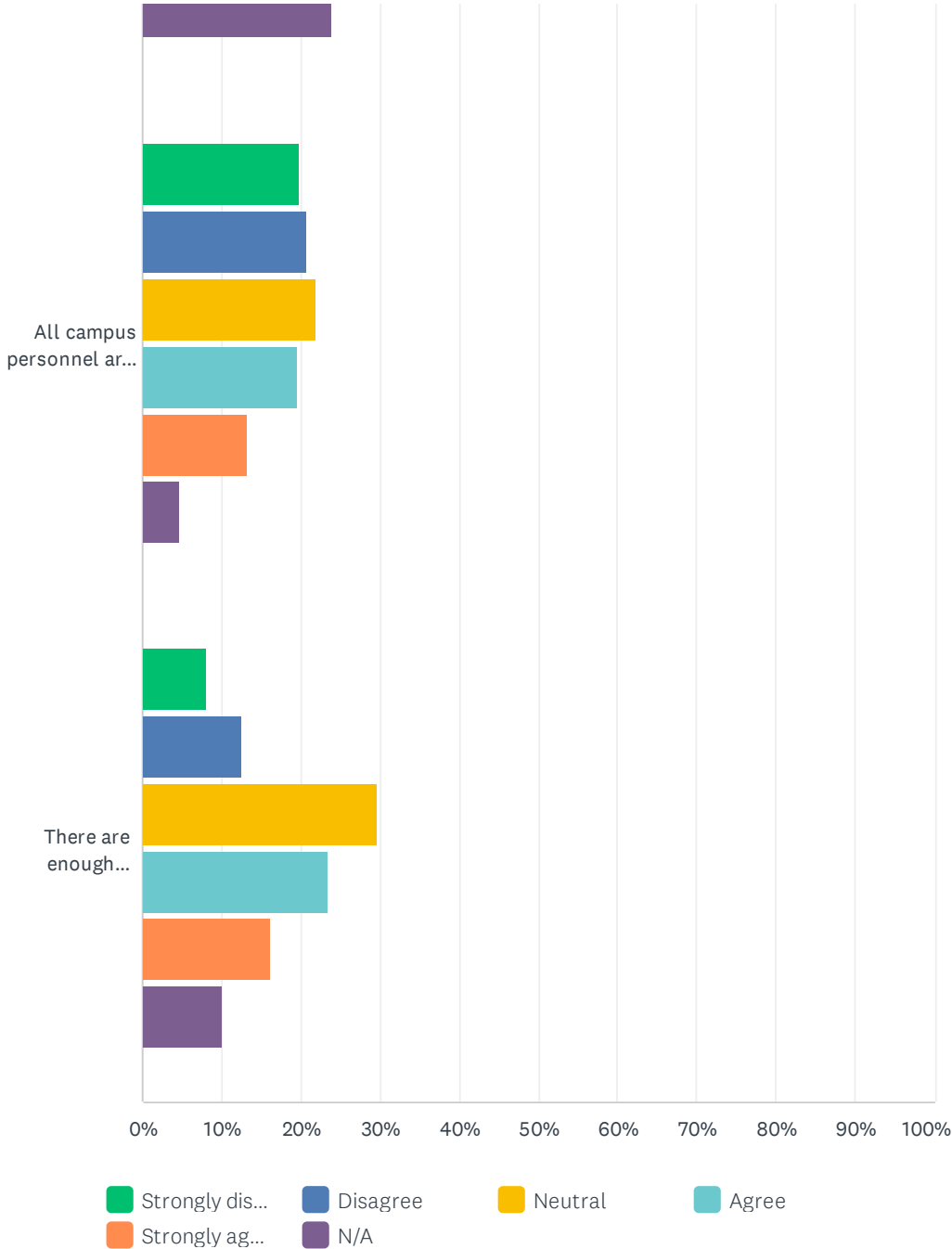


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University of Louisiana at Lafayette Campus Climate Survey for Administrators, Faculty, and Staff

	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	N/A	TOTAL	WEIGHTED AVERAGE
I am satisfied overall with my interactions with other employees	2.14% 9	6.41% 27	15.20% 64	50.12% 211	25.42% 107	0.71% 3	421	3.91
My contributions to campus diversity efforts have been recognized (awards, financial incentives, etc.)	8.45% 35	13.77% 57	27.29% 113	9.18% 38	4.11% 17	37.20% 154	414	2.79
Our campus is diverse	3.57% 15	8.10% 34	19.29% 81	47.86% 201	19.76% 83	1.43% 6	420	3.73
Our campus is inclusive	5.73% 24	12.41% 52	25.54% 107	38.42% 161	16.47% 69	1.43% 6	419	3.48
Multiculturalism* is a core value of our institution's mission	7.89% 33	14.59% 61	23.92% 100	34.45% 144	13.88% 58	5.26% 22	418	3.34
I have received adequate diversity training to engage with students and employees on campus	3.10% 13	13.13% 55	22.67% 95	38.42% 161	18.62% 78	4.06% 17	419	3.59
Our school engages with external communities to understand their interests and respond to their needs	6.00% 25	12.23% 51	32.13% 134	24.46% 102	10.79% 45	14.39% 60	417	3.25
Our school puts too much emphasis on diversity	24.16% 101	33.73% 141	22.25% 93	9.33% 39	5.98% 25	4.55% 19	418	2.36
If there were recognitions (awards, financial incentives, etc.) for contributions to campus diversity, I would participate in advancing those efforts	7.99% 33	10.17% 42	38.50% 159	23.24% 96	11.14% 46	8.96% 37	413	3.21
Public announcements regarding internal communications and practices are honest and truthful	9.16% 38	13.49% 56	31.57% 131	28.67% 119	10.60% 44	6.51% 27	415	3.19
The welfare of our institution takes precedence over donor demands, investment matters, and political interests	15.46% 64	19.32% 80	24.40% 101	21.98% 91	13.04% 54	5.80% 24	414	2.98
I would recommend my campus to others considering working here	7.67% 32	8.87% 37	23.74% 99	37.17% 155	20.62% 86	1.92% 8	417	3.55
I am satisfied with my off-campus community engagement	2.41% 10	5.54% 23	25.06% 104	39.52% 164	19.76% 82	7.71% 32	415	3.74
Diverse perspectives can easily be found within our general education programs	4.62% 19	9.98% 41	31.39% 129	30.66% 126	13.14% 54	10.22% 42	411	3.42

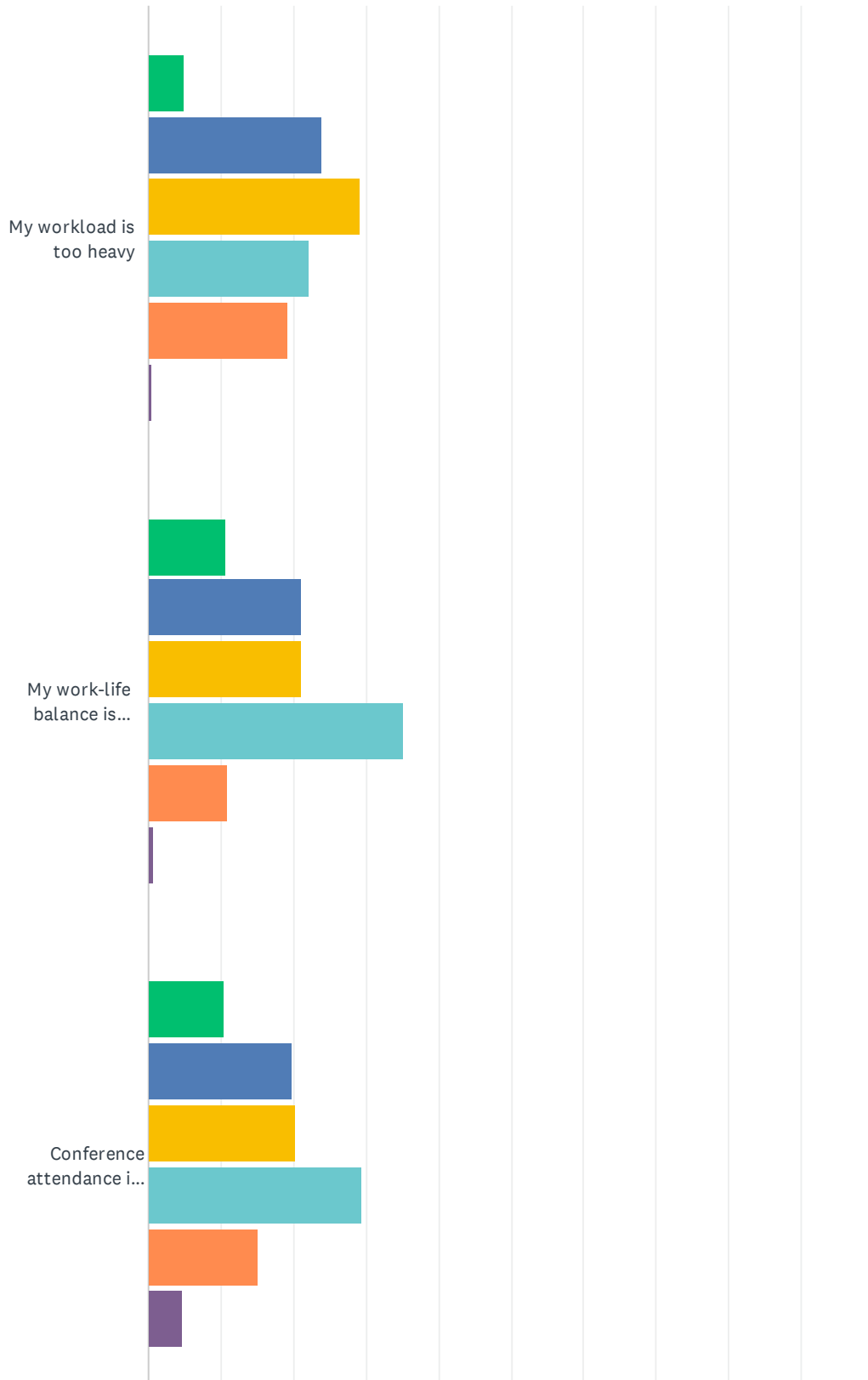


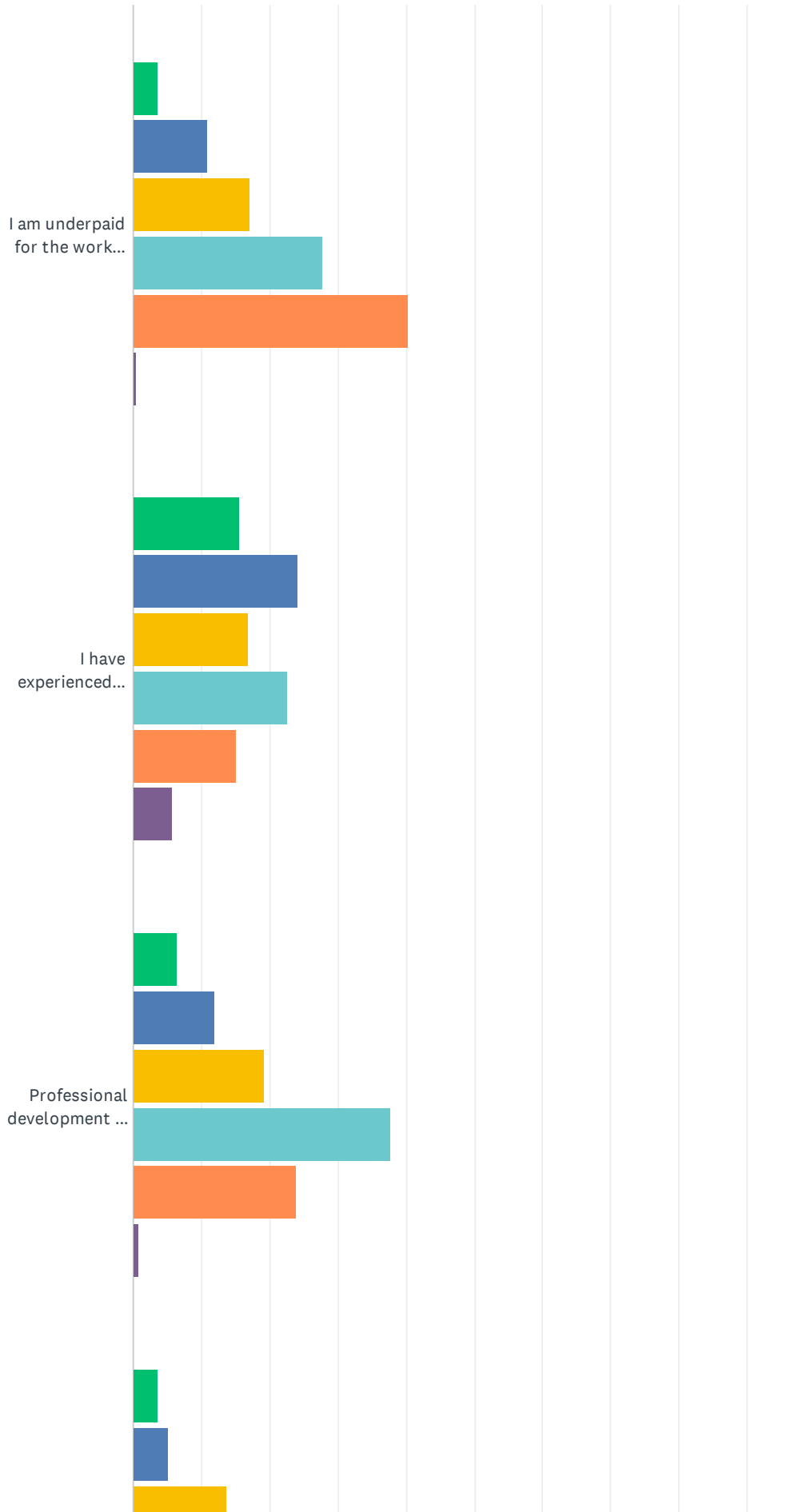
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The policy to improve campus climate via diverse hiring is effective	10.65% 44	15.50% 64	35.35% 146	20.34% 84	7.51% 31	10.65% 44	413	2.98
I am encouraged to weave diversity/cultural competence** into my work	4.61% 19	11.17% 46	24.76% 102	33.25% 137	17.48% 72	8.74% 36	412	3.52
Processes for budgeting and monitoring diversity programs receive the same consideration as non-diversity programs	11.22% 46	13.41% 55	34.63% 142	11.22% 46	5.61% 23	23.90% 98	410	2.82
All campus personnel are held to the same code of professional ethics and conduct	19.81% 82	20.77% 86	21.98% 91	19.57% 81	13.29% 55	4.59% 19	414	2.85
There are enough qualified administrators to enable the president to delegate authority to establish effective and equitable procedures for our institution	8.01% 33	12.62% 52	29.61% 122	23.54% 97	16.26% 67	9.95% 41	412	3.30

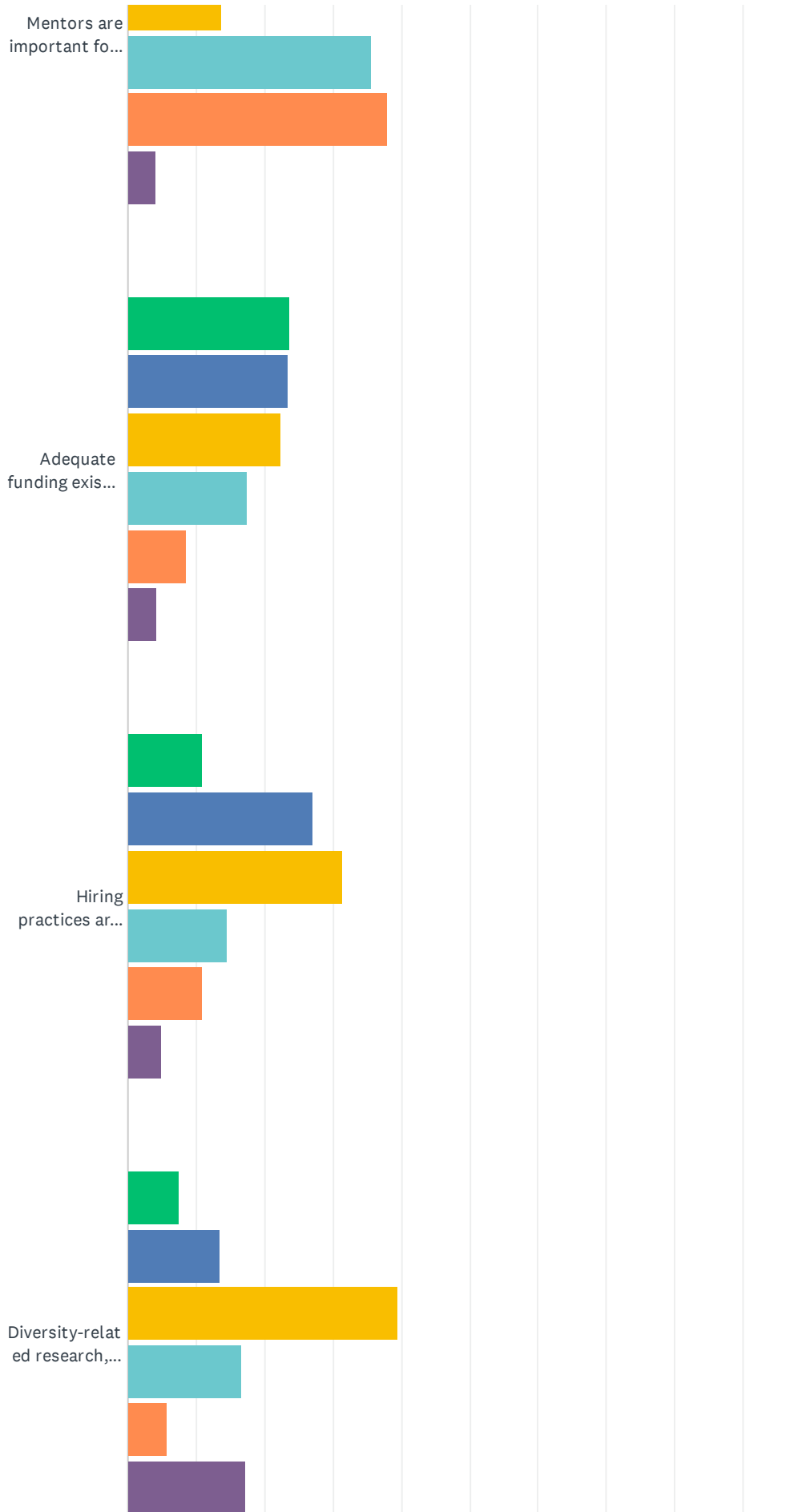
### Q64 To what extent do you agree or disagree with the following statements about your work experience here?

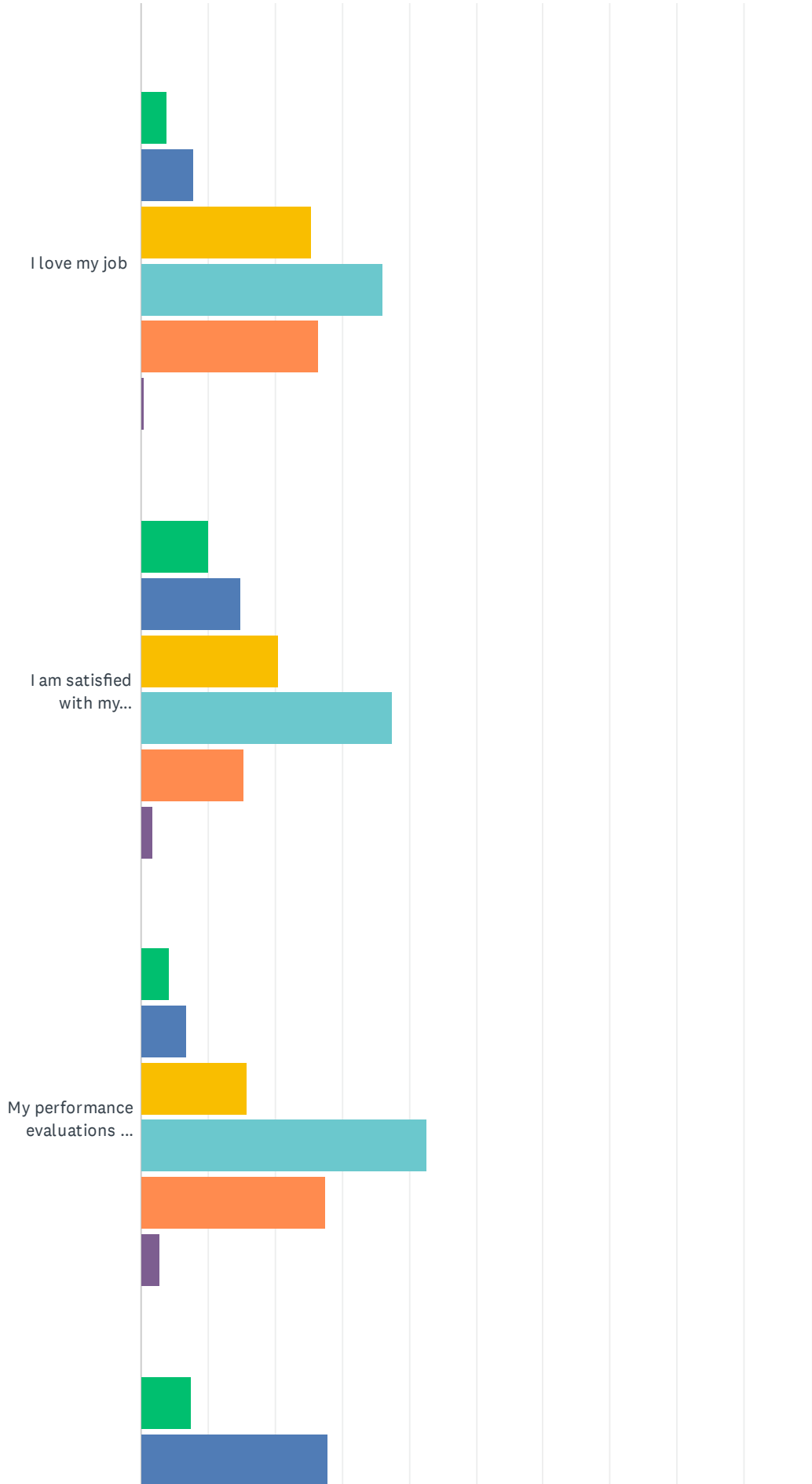
Answered: 426 Skipped: 92

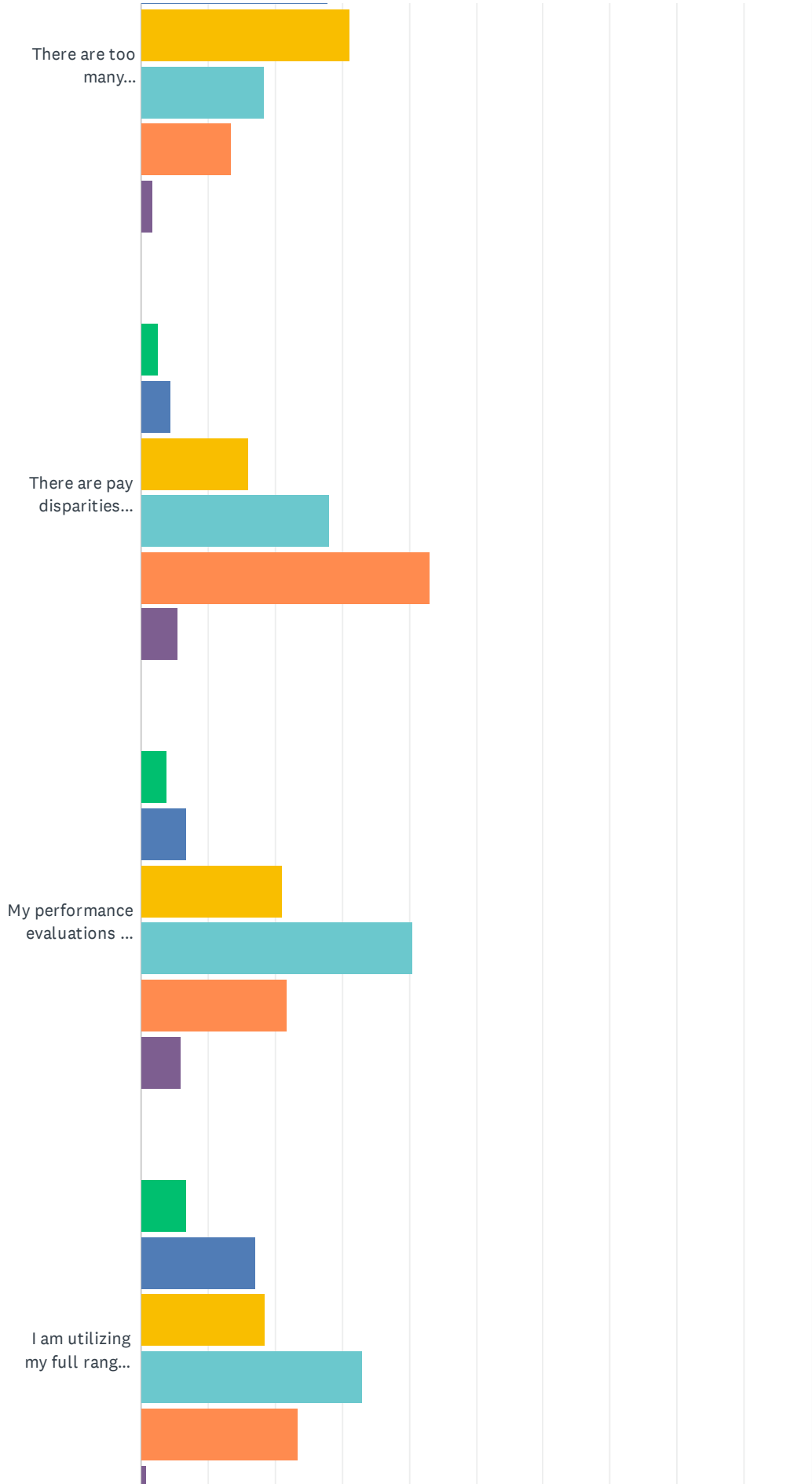


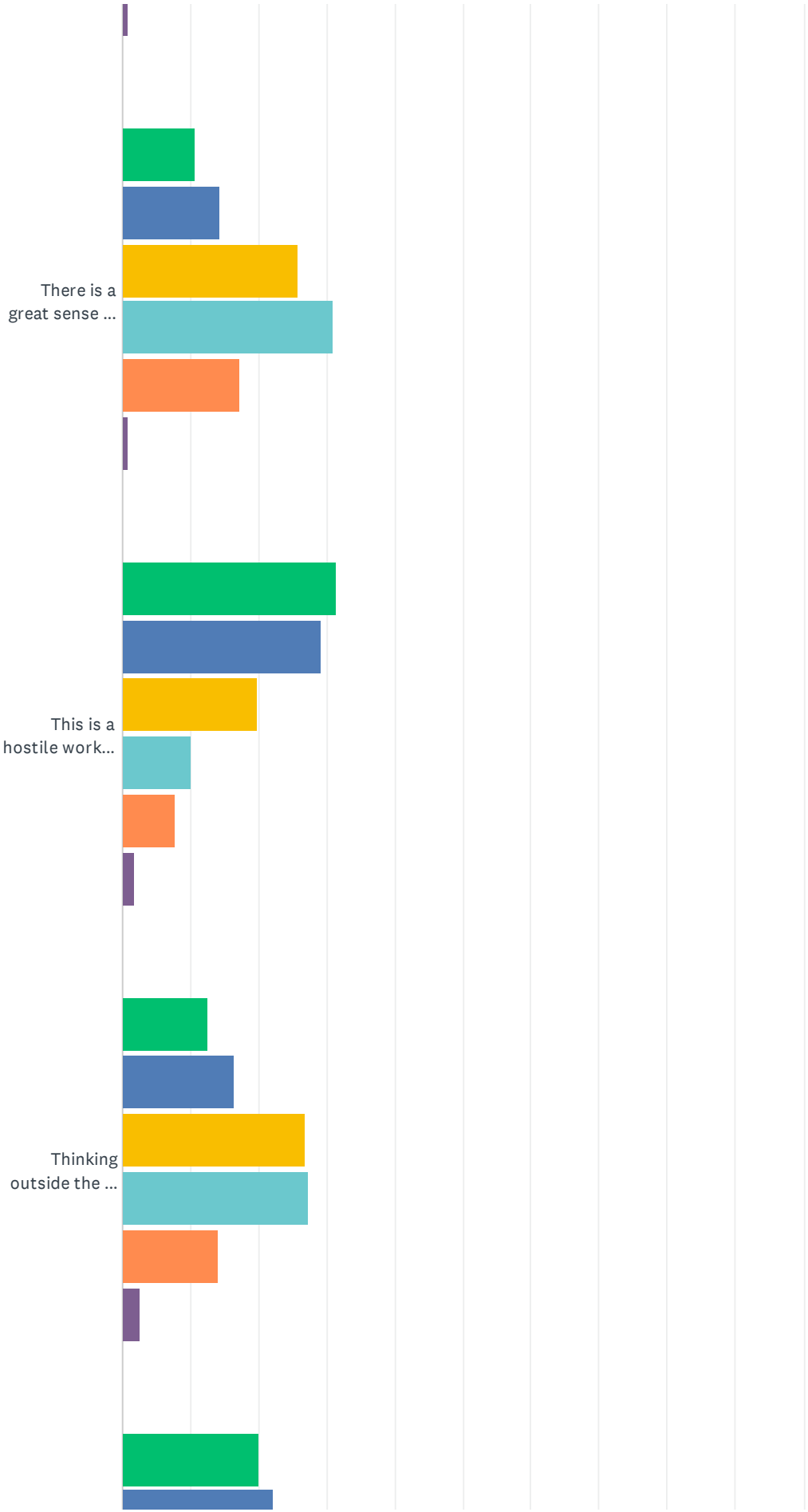


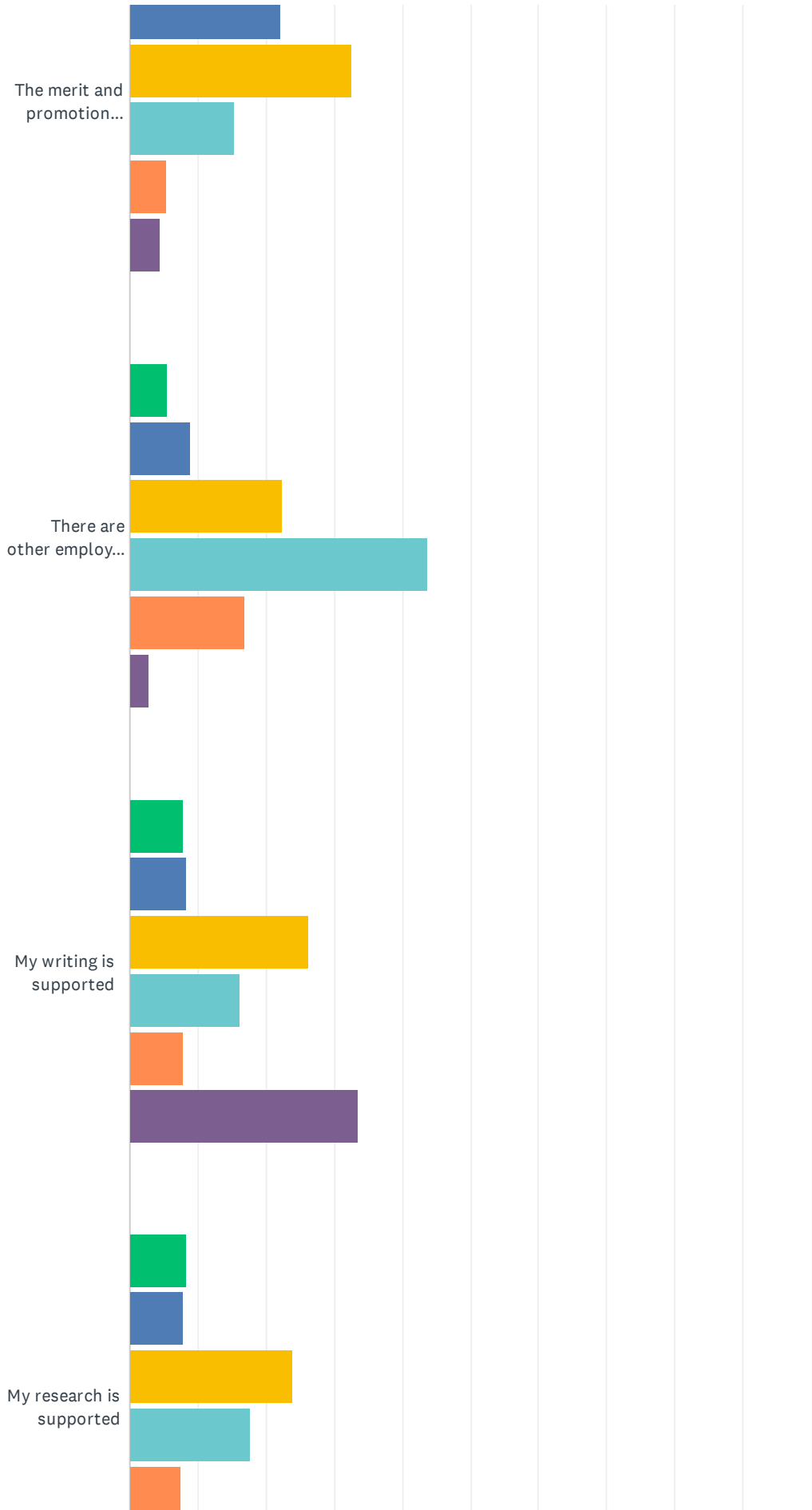
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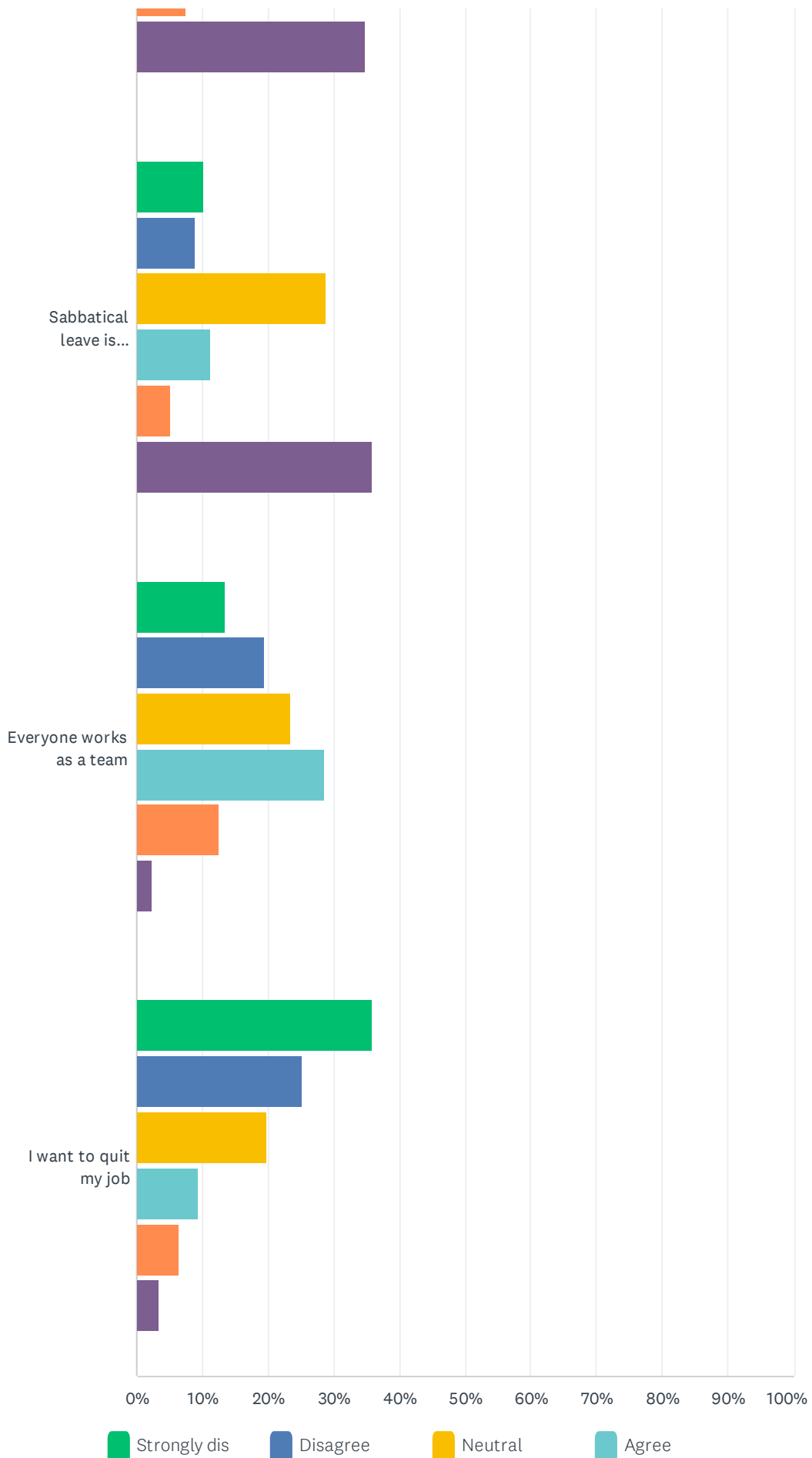








University of Louisiana at Lafayette Campus Climate Survey for Administrators, Faculty, and Staff



Strongly dis... Disagree Neutral Agree  
Strongly ag... N/A

University of Louisiana at Lafayette Campus Climate Survey for Administrators, Faculty, and Staff

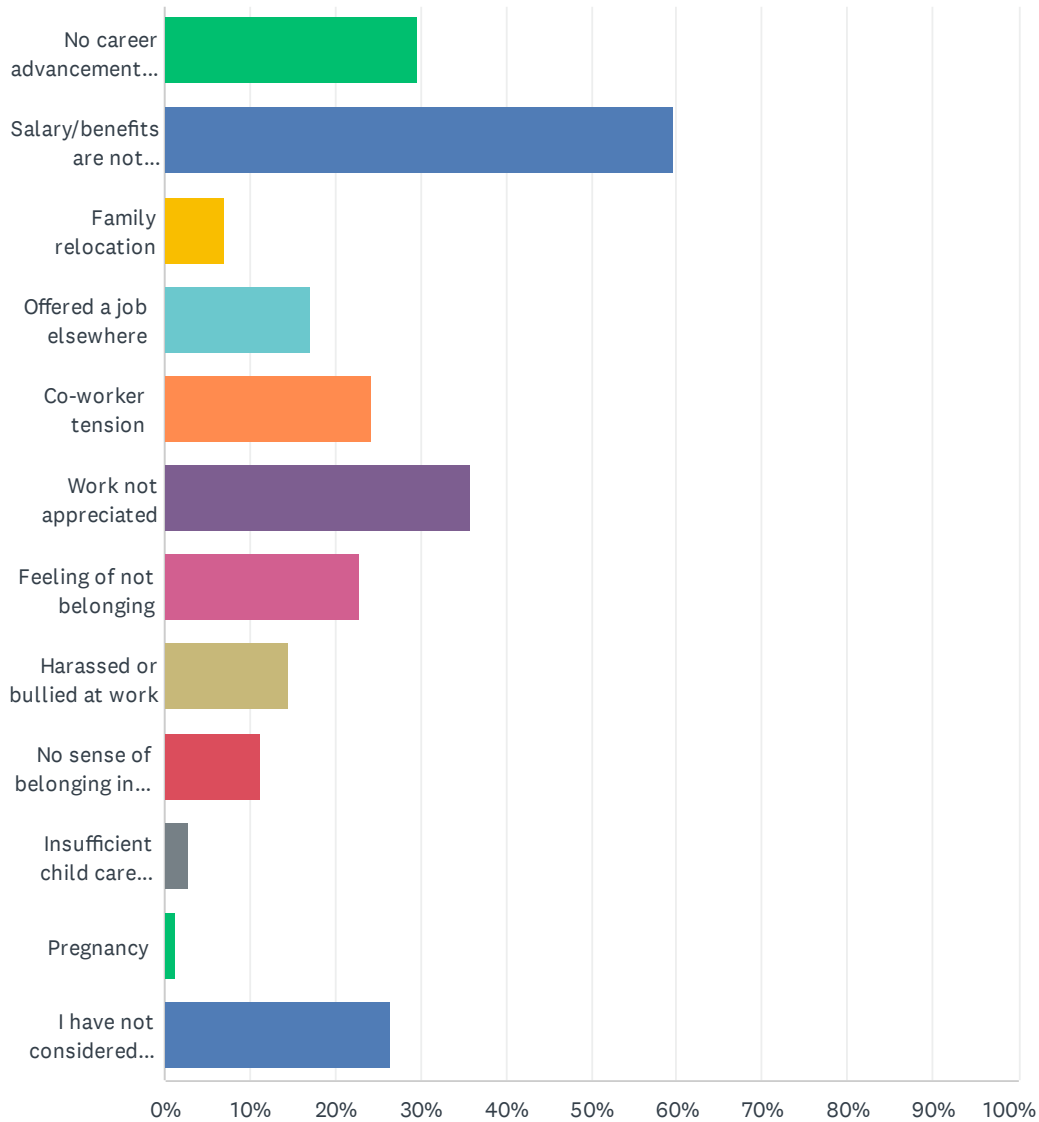
	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	N/A	TOTAL	WEIGHTED AVERAGE
My workload is too heavy	4.96% 21	23.88% 101	29.31% 124	22.22% 94	19.15% 81	0.47% 2	423	3.27
My work-life balance is appropriate	10.71% 45	21.19% 89	21.19% 89	35.24% 148	10.95% 46	0.71% 3	420	3.15
Conference attendance is supported	10.48% 44	19.76% 83	20.24% 85	29.52% 124	15.24% 64	4.76% 20	420	3.20
I am underpaid for the work that I do	3.55% 15	10.90% 46	17.06% 72	27.73% 117	40.28% 170	0.47% 2	422	3.91
I have experienced microaggressions* in my department/division/unit	15.63% 65	24.04% 100	16.83% 70	22.60% 94	15.14% 63	5.77% 24	416	2.97
Professional development is encouraged	6.40% 27	11.85% 50	19.19% 81	37.68% 159	23.93% 101	0.95% 4	422	3.61
Mentors are important for junior administrators/faculty/staff	3.59% 15	5.02% 21	13.64% 57	35.65% 149	38.04% 159	4.07% 17	418	4.04
Adequate funding exists for my professional development	23.75% 100	23.52% 99	22.33% 94	17.58% 74	8.55% 36	4.28% 18	421	2.62
Hiring practices are not fair	10.95% 46	27.14% 114	31.43% 132	14.52% 61	10.95% 46	5.00% 21	420	2.87
Diversity-related research, teaching, and community service are considered in the hiring process	7.45% 31	13.46% 56	39.42% 164	16.59% 69	5.77% 24	17.31% 72	416	3.00
I love my job	3.79% 16	7.82% 33	25.36% 107	36.02% 152	26.54% 112	0.47% 2	422	3.74
I am satisfied with my employee benefits package	9.98% 42	14.96% 63	20.43% 86	37.53% 158	15.44% 65	1.66% 7	421	3.34
My performance evaluations are done on a regular basis	4.27% 18	6.87% 29	15.88% 67	42.65% 180	27.49% 116	2.84% 12	422	3.85
There are too many expectations of me	7.42% 31	27.99% 117	31.10% 130	18.42% 77	13.40% 56	1.67% 7	418	3.02
There are pay disparities here	2.63% 11	4.55% 19	16.03% 67	28.23% 118	43.06% 180	5.50% 23	418	4.11
My performance evaluations are fair and impartial	3.82% 16	6.92% 29	21.00% 88	40.57% 170	21.72% 91	5.97% 25	419	3.74
I am utilizing my full range of skills in my current position	6.89% 29	17.10% 72	18.53% 78	33.02% 139	23.52% 99	0.95% 4	421	3.50
There is a great sense of belonging	10.69% 45	14.25% 60	25.89% 109	30.88% 130	17.34% 73	0.95% 4	421	3.30
This is a hostile working environment	31.41% 131	29.26% 122	19.90% 83	10.07% 42	7.67% 32	1.68% 7	417	2.32
Thinking outside the box	12.62%	16.43%	26.90%	27.38%	14.05%	2.62%		

University of Louisiana at Lafayette Campus Climate Survey for Administrators, Faculty, and Staff

is rewarded in my department/division/unit	53	69	113	115	59	11	420	3.14
The merit and promotion processes are fair	20.10% 84	22.25% 93	32.54% 136	15.31% 64	5.26% 22	4.55% 19	418	2.62
There are other employees I can get career advice from	5.52% 23	8.87% 37	22.30% 93	43.65% 182	16.79% 70	2.88% 12	417	3.59
My writing is supported	7.86% 33	8.33% 35	26.19% 110	16.19% 68	7.86% 33	33.57% 141	420	3.12
My research is supported	8.37% 35	7.89% 33	23.92% 100	17.70% 74	7.42% 31	34.69% 145	418	3.12
Sabbatical leave is supported here	10.31% 43	8.87% 37	28.78% 120	11.27% 47	5.04% 21	35.73% 149	417	2.87
Everyone works as a team	13.54% 57	19.48% 82	23.52% 99	28.50% 120	12.59% 53	2.38% 10	421	3.07
I want to quit my job	35.78% 151	25.12% 106	19.91% 84	9.48% 40	6.40% 27	3.32% 14	422	2.23

### Q65 If you have ever considered leaving our institution, please tell us why. Check all that apply.

Answered: 408 Skipped: 110



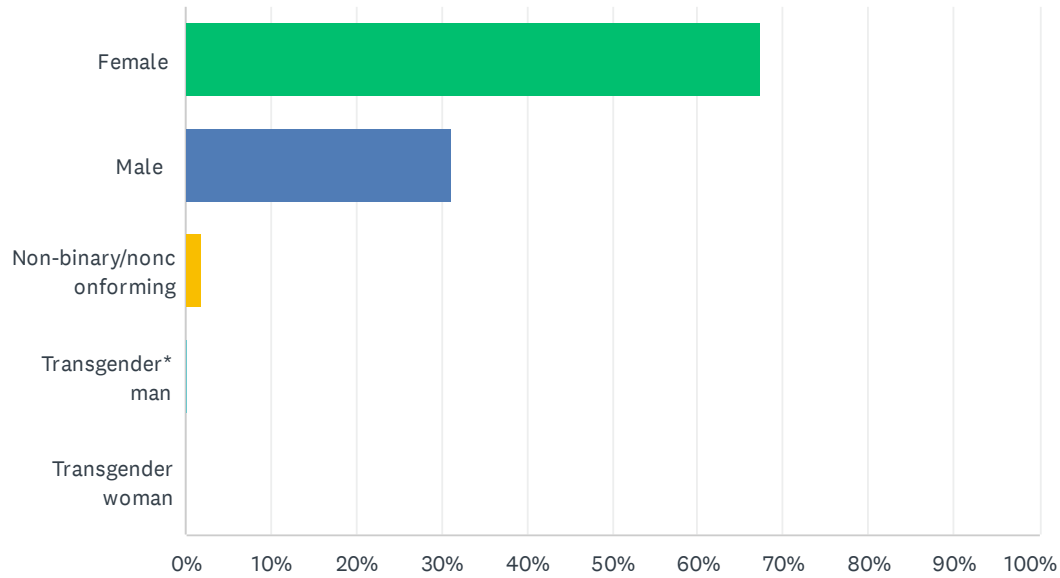
University of Louisiana at Lafayette Campus Climate Survey for Administrators, Faculty, and Staff

ANSWER CHOICES	RESPONSES	
No career advancement opportunities	29.66%	121
Salary/benefits are not adequate	59.80%	244
Family relocation	7.11%	29
Offered a job elsewhere	17.16%	70
Co-worker tension	24.26%	99
Work not appreciated	35.78%	146
Feeling of not belonging	22.79%	93
Harassed or bullied at work	14.46%	59
No sense of belonging in the surrounding community	11.27%	46
Insufficient child care services on campus	2.70%	11
Pregnancy	1.23%	5
I have not considered leaving	26.47%	108
Total Respondents: 408		

#	OTHER (PLEASE SPECIFY)	DATE
67 Total	These comments are excluded to protect anonymity.	10/17/2022 - 11/16/2022

## Q66 What is your gender?

Answered: 414 Skipped: 104

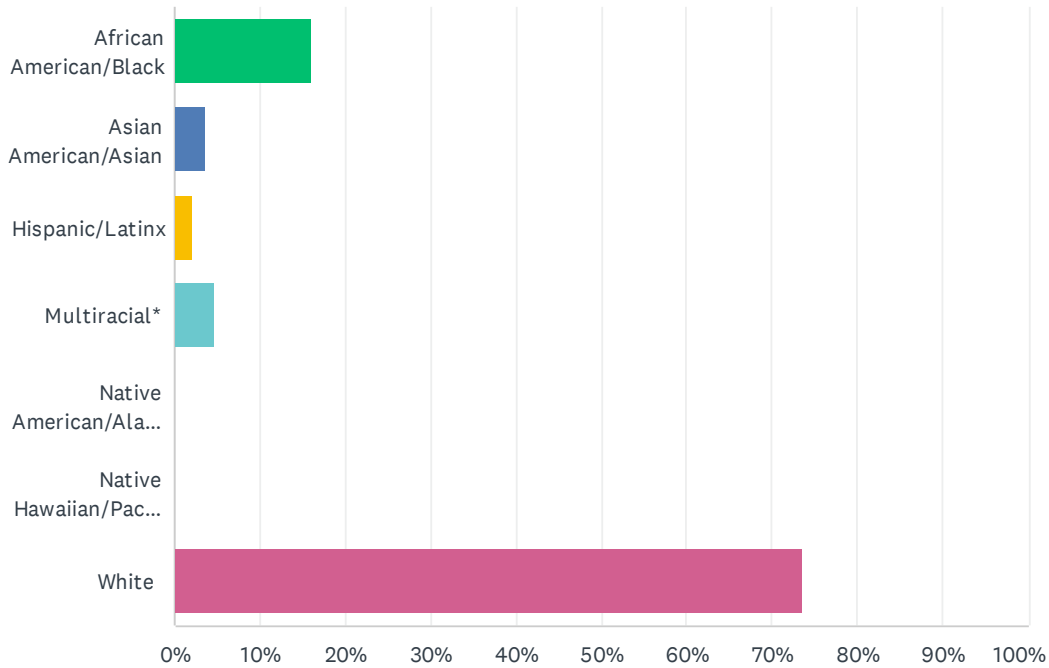


ANSWER CHOICES	RESPONSES	
Female	67.39%	279
Male	31.16%	129
Non-binary/nonconforming	1.93%	8
Transgender* man	0.24%	1
Transgender woman	0.00%	0
Total Respondents: 414		

#	PREFER TO SELF-IDENTIFY	DATE
5 Total	These comments are excluded to protect anonymity.	10/17/2022 - 11/16/2022

## Q67 What is your race/ethnicity?

Answered: 407 Skipped: 111



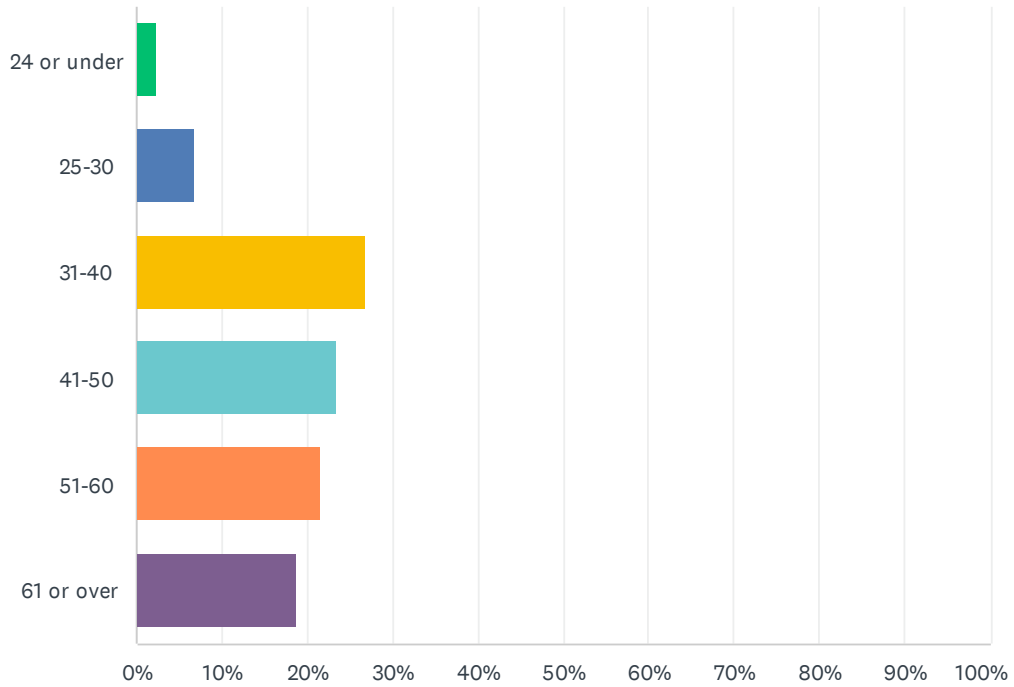
ANSWER CHOICES	RESPONSES
African American/Black	15.97% 65
Asian American/Asian	3.69% 15
Hispanic/Latinx	2.21% 9
Multiracial*	4.67% 19
Native American/Alaska Native	0.00% 0
Native Hawaiian/Pacific Islander	0.00% 0
White	73.46% 299
<b>TOTAL</b>	<b>407</b>

#	PREFER TO SELF-IDENTIFY	DATE
9 Total	These comments are excluded to protect anonymity.	10/17/2022 - 11/16/2022



## Q68 What is your age?

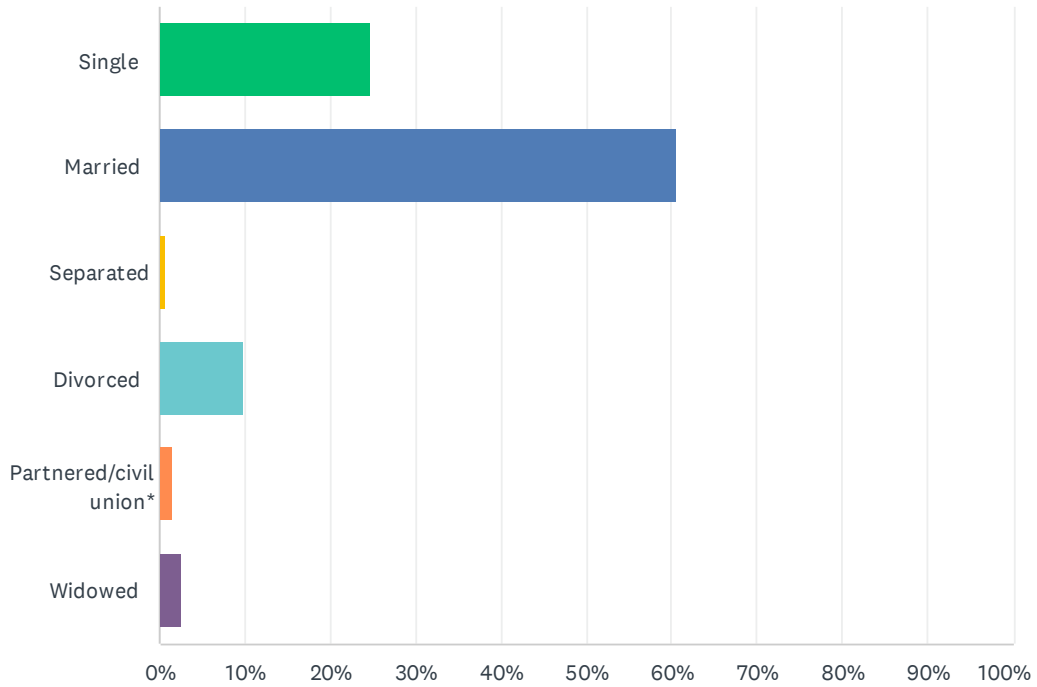
Answered: 412 Skipped: 106



ANSWER CHOICES	RESPONSES	
24 or under	2.43%	10
25-30	6.80%	28
31-40	26.94%	111
41-50	23.54%	97
51-60	21.60%	89
61 or over	18.69%	77
<b>TOTAL</b>		<b>412</b>

## Q69 What is your marital status?

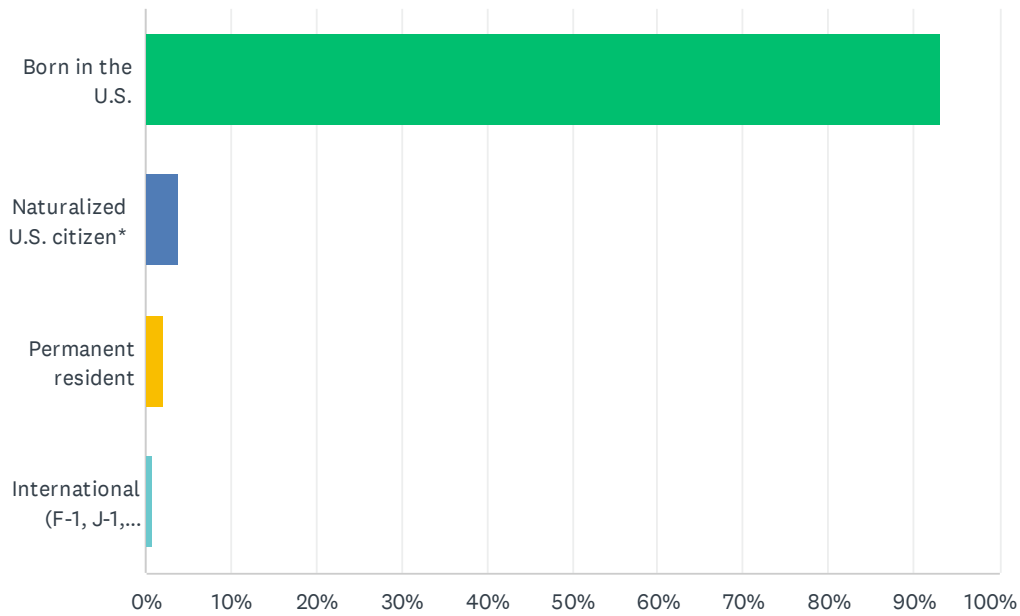
Answered: 414 Skipped: 104



ANSWER CHOICES	RESPONSES	
Single	24.64%	102
Married	60.63%	251
Separated	0.72%	3
Divorced	9.90%	41
Partnered/civil union*	1.45%	6
Widowed	2.66%	11
<b>TOTAL</b>		<b>414</b>

## Q70 What is your citizenship status?

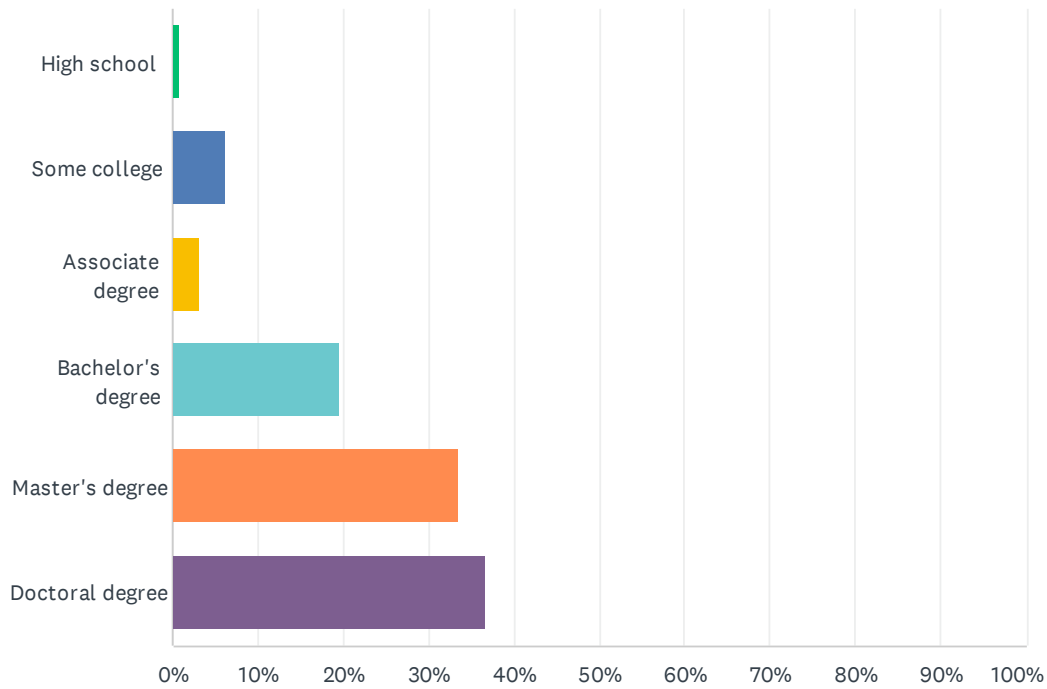
Answered: 420 Skipped: 98



ANSWER CHOICES	RESPONSES	
Born in the U.S.	93.10%	391
Naturalized U.S. citizen*	3.81%	16
Permanent resident	2.14%	9
International (F-1, J-1, etc.)	0.95%	4
<b>TOTAL</b>		<b>420</b>

## Q71 What is your highest level of education?

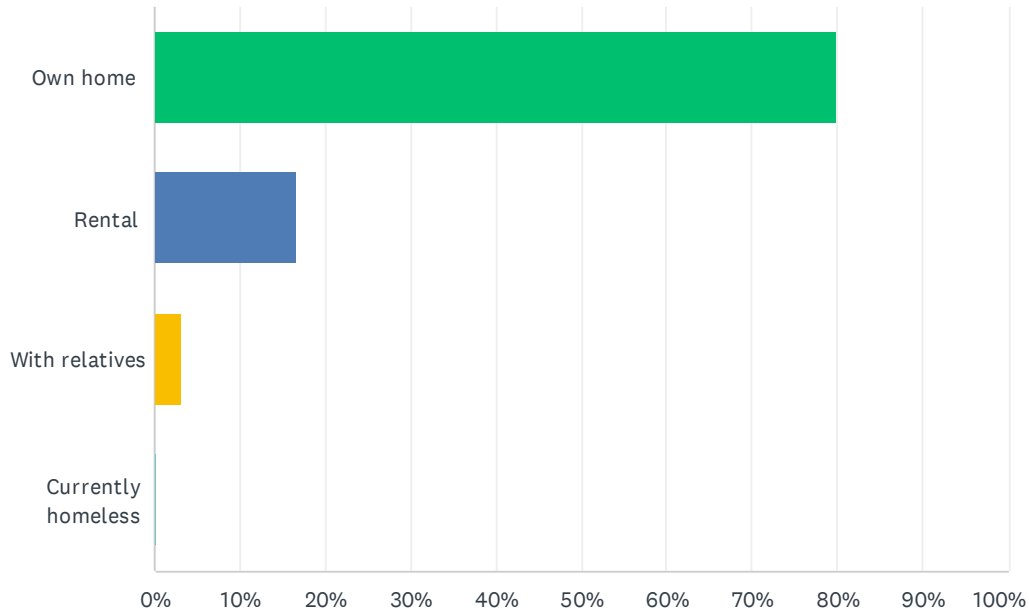
Answered: 420 Skipped: 98



ANSWER CHOICES	RESPONSES
High school	0.95% 4
Some college	6.19% 26
Associate degree	3.10% 13
Bachelor's degree	19.52% 82
Master's degree	33.57% 141
Doctoral degree	36.67% 154
<b>TOTAL</b>	<b>420</b>

## Q72 Where do you live?

Answered: 419 Skipped: 99



ANSWER CHOICES	RESPONSES
Own home	79.95% 335
Rental	16.71% 70
With relatives	3.10% 13
Currently homeless	0.24% 1
<b>TOTAL</b>	<b>419</b>

#	OTHER (PLEASE SPECIFY)	DATE
3 Total	<b>These comments are excluded to protect anonymity..</b>	10/17/2022 - 11/16/2022



