



University of Louisiana at Lafayette

Custom Benchmarking Data Report for Employees
February 24, 2023



UNIVERSITY of
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L A F A Y E T T E[®]

University of Louisiana at Lafayette

Custom Benchmarking Data Report for Employees

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Introduction

In Fall 2022, University of Louisiana at Lafayette partnered with Campus Climate Surveys, LLC to conduct a comprehensive campus climate survey for employees and students. The Viewfinder® Campus Climate Survey for Administrators, Faculty, and Staff and the Viewfinder® Campus Climate Survey for Students were administered.

Understanding your campus's climate is an important step toward ensuring your institution's future success — and that of your employees and students. Viewfinder® Campus Climate Surveys are designed to help colleges and universities measure and assess both their strengths and weaknesses around diversity and inclusion efforts for administrators, faculty, staff and students. Survey results provide insight into the factors that shape the experiences and perceptions of diverse individuals on campus. Doing so helps institutions create an environment where everyone feels safe, welcome, valued and respected.

The following University of Louisiana at Lafayette Custom Benchmarking Data Report for Employees, prepared by Campus Climate Surveys, LLC, is a summary of the results from data collected on the Viewfinder® Campus Climate Survey for Administrators, Faculty, and Staff. The results are shown in comparison to other institutions selected by The University of Louisiana at Lafayette deemed to be among their peers. There are four peer institutions that previously administered Viewfinder® campus climate surveys that are included in this report. They include Arkansas State University, University of South Alabama, Northern Illinois University, and Western Michigan University. Because each institution has the opportunity to customize their survey questions, some of the questions may not match for each of the peer schools and, therefore, are not included in this report. This report includes twelve sections from the Viewfinder® Campus Climate Survey for Administrators, Faculty, and Staff that examines various aspects of campus diversity, equity, and inclusion.

All information and data included in this report may not represent the views of the entirety of the populations at University of Louisiana at Lafayette or its peer institutions, and only represent the views, opinions, and experiences of those who participated in the surveys.

Viewfinder® Campus Climate Surveys include the opportunity for respondents to provide open-ended responses at the end of some of the questions. However, those responses are not included in this report.

Disclaimer

Campus Climate Surveys, LLC makes no interpretations, determinations, or inferences from the campus climate surveys results or data used in the compilation of this report. Campus Climate Surveys, LLC is not responsible for any errors or omissions in this report or any liability resulting from the use or misuse of the information contained in this report.



Tell Us About Yourself

Which type of employee are you?

	University of Louisiana at Lafayette	Peer Institutions
Administrator	6.59%	7.52%
Faculty member	37.79%	35.04%
Staff member	55.62%	57.45%

Administrators

Which type of administrator are you?

	University of Louisiana at Lafayette	Peer Institutions
Senior administrator (president, chancellor, provost, vice president, dean)	26.67%	19.93%
Administrator (associate/assistant vice president, department head, executive director)	73.33%	80.07%

How did you first learn about your job opening?

	University of Louisiana at Lafayette	Peer Institutions
Conference	3.57%	1.06%
Friend	17.86%	17.39%
Family member	3.57%	0.89%
Job board	14.29%	21.50%
Magazine ad	0.00%	2.23%
Professional journal	10.71%	7.49%
Newspaper ad	0.00%	4.62%
Colleague	28.57%	29.84%
Previous employer	10.71%	4.60%
Recruiter/search firm	10.71%	8.65%

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

	University of Louisiana at Lafayette	Peer Institutions
Administrator diversity	0.00%	3.90%
Staff diversity	0.00%	5.32%
Faculty diversity	0.00%	6.28%
Student diversity	11.54%	17.76%
Campus commitment to diversity	7.69%	11.88%
Community service opportunities	3.85%	7.27%
On-campus child care	0.00%	0.93%
Only job I was offered	0.00%	1.97%
Salary	7.69%	29.69%
Surrounding community	30.77%	25.09%
Opportunity to take classes while working	3.85%	10.86%
Location (close to home)	42.31%	42.66%
College sports reputation	0.00%	8.69%
Family member is an alum	7.69%	4.87%
Family member works here	0.00%	3.91%
Career advancement opportunities	61.54%	45.53%
Opportunity to telecommute	0.00%	2.74%
Work-life balance	26.92%	24.88%
Academic reputation	30.77%	20.02%
Size of school	26.92%	25.68%
Employee benefits	26.92%	40.02%
Employee resource/affinity groups	0.00%	2.72%

How long have you been employed here?

	University of Louisiana at Lafayette	Peer Institutions
Less than one year	6.90%	5.45%
1-5 years	24.14%	21.56%
6-10 years	20.69%	18.30%
11-15 years	13.79%	12.28%
16-20 years	6.90%	15.59%
21 years or more	27.59%	26.81%

Faculty Members

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

	University of Louisiana at Lafayette	Peer Institutions
Part-time	3.66%	8.91%
Full-time	62.30%	54.47%
Professor	19.90%	23.62%
Assistant professor	20.94%	21.41%
Associate professor	23.04%	20.85%
Adjunct professor	5.24%	5.59%
Lecturer	7.33%	2.58%
Tenured	17.28%	17.28%
Tenure-track	8.90%	9.58%
Visiting professor	3.66%	0.61%

How did you first learn about your job opening?

	University of Louisiana at Lafayette	Peer Institutions
Conference	1.82%	4.92%
Friend	18.18%	17.02%
Family member	1.82%	2.47%
Job board	30.91%	22.82%
Magazine ad	3.64%	3.47%
Professional journal	4.85%	13.24%
Newspaper ad	0.61%	1.95%
Colleague	33.33%	27.32%
Previous employer	2.42%	3.10%
Recruiter/search firm	2.42%	1.33%

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

	University of Louisiana at Lafayette	Peer Institutions
Research opportunities	33.53%	29.12%
Tenure process	14.71%	19.67%
Administrator diversity	0.00%	1.08%
Staff diversity	1.18%	1.19%
Faculty diversity	4.71%	6.45%
Student diversity	3.53%	8.71%
Campus commitment to diversity	1.18%	5.53%
On-campus child care	3.53%	1.24%
Only job I was offered	18.82%	12.44%
Community service opportunities	5.29%	3.15%
Salary	9.41%	15.29%
Surrounding community	18.82%	13.50%
Location (close to home)	39.41%	40.78%
College sports reputation	0.59%	0.69%
I am an alum	25.88%	22.55%
Family member is an alum	5.29%	3.44%
Family member works here	4.71%	4.41%
Career advancement opportunities	17.65%	21.89%
Opportunity to telecommute	1.18%	3.50%
Work-life balance	31.76%	31.02%
Academic reputation	14.71%	18.04%
Size of school	14.71%	19.14%
Employee benefits	16.47%	25.26%
Employee resource/affinity groups	0.59%	1.80%

How long have you been employed here?

	University of Louisiana at Lafayette	Peer Institutions
Less than one year	9.04%	6.82%
1-5 years	25.00%	28.59%
6-10 years	27.66%	19.11%
11-15 years	12.77%	14.64%
16-20 years	9.57%	13.21%
21 years or more	15.96%	17.63%

Staff Members

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

	University of Louisiana at Lafayette	Peer Institutions
Part-time	1.82%	4.09%
Full-time	95.99%	91.06%
Temporary	1.46%	0.96%
Contract	0.73%	2.00%
Salaried	32.85%	26.61%
Hourly	10.95%	16.09%

How did you first learn about your job opening?

	University of Louisiana at Lafayette	Peer Institutions
Conference	0.00%	0.27%
Friend	21.52%	23.12%
Family member	4.04%	4.94%
Job board	38.12%	28.71%
Magazine ad	0.00%	0.00%
Professional journal	0.90%	0.98%
Newspaper ad	2.24%	3.88%
Colleague	22.42%	18.71%
Previous employer	8.97%	5.79%
Recruiter/search firm	1.79%	0.99%

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

	University of Louisiana at Lafayette	Peer Institutions
Administrator diversity	2.39%	2.09%
Staff diversity	8.37%	6.32%
Faculty diversity	1.99%	2.55%
Student diversity	6.77%	7.39%
Campus commitment to diversity	8.76%	6.17%
Community service opportunities	5.58%	3.61%
On-campus child care	1.59%	0.86%
Only job I was offered	10.36%	6.56%
Salary	17.53%	15.63%
Surrounding community	25.10%	18.43%
Opportunity to take classes while working	21.12%	21.04%
Location (close to home)	49.40%	47.77%
College sports reputation	2.39%	3.16%
Family member is an alum	8.37%	4.79%
Family member works here	4.38%	6.25%
Career advancement opportunities	33.86%	28.71%
Opportunity to telecommute	3.98%	3.12%
Work-life balance	32.67%	33.73%
Academic reputation	16.33%	9.18%
Size of school	5.98%	6.15%
Employee benefits	61.35%	65.82%
Employee resource/affinity groups	1.20%	5.06%

How long have you been employed here?

	University of Louisiana at Lafayette	Peer Institutions
Less than one year	16.54%	7.89%
1-5 years	25.74%	31.77%
6-10 years	23.90%	20.34%
11-15 years	13.24%	14.94%
16-20 years	8.46%	9.48%
21 years or more	12.13%	15.58%



Current United States Military and Veterans

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

	University of Louisiana at Lafayette	Peer Institutions
Yes	4.89%	4.32%
No	95.11%	95.68%

Only YES responses continue

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

Overall services provided

	University of Louisiana at Lafayette	Peer Institutions
Very dissatisfied	0.00%	1.45%
Somewhat dissatisfied	9.09%	7.03%
Neutral	22.73%	28.20%
Somewhat satisfied	13.64%	16.59%
Very satisfied	22.73%	20.16%
N/A	31.82%	26.57%

Physical health services

	University of Louisiana at Lafayette	Peer Institutions
Very dissatisfied	4.55%	1.45%
Somewhat dissatisfied	4.55%	4.21%
Neutral	31.82%	29.23%
Somewhat satisfied	4.55%	15.58%
Very satisfied	18.18%	17.94%
N/A	36.36%	31.59%

Mental health services

	University of Louisiana at Lafayette	Peer Institutions
Very dissatisfied	0.00%	1.48%
Somewhat dissatisfied	13.64%	5.60%
Neutral	27.27%	33.45%
Somewhat satisfied	4.55%	12.39%
Very satisfied	9.09%	14.48%
N/A	45.45%	32.59%

Office hours

	University of Louisiana at Lafayette	Peer Institutions
Very dissatisfied	0.00%	0.00%
Somewhat dissatisfied	4.55%	1.57%
Neutral	18.18%	33.86%
Somewhat satisfied	4.55%	14.07%
Very satisfied	31.82%	13.54%
N/A	40.91%	36.98%

Availability of appointment times

	University of Louisiana at Lafayette	Peer Institutions
Very dissatisfied	0.00%	0.00%
Somewhat dissatisfied	4.55%	2.63%
Neutral	27.27%	34.71%
Somewhat satisfied	4.55%	12.64%
Very satisfied	18.18%	13.70%
N/A	45.45%	36.34%

Number of staff

	University of Louisiana at Lafayette	Peer Institutions
Very dissatisfied	13.64%	3.13%
Somewhat dissatisfied	9.09%	3.13%
Neutral	22.73%	34.38%
Somewhat satisfied	4.55%	15.63%
Very satisfied	13.64%	9.38%
N/A	36.36%	34.38%

Friendliness of staff

	University of Louisiana at Lafayette	Peer Institutions
Very dissatisfied	4.55%	1.11%
Somewhat dissatisfied	4.55%	3.79%
Neutral	13.64%	25.18%
Somewhat satisfied	4.55%	17.16%
Very satisfied	36.36%	26.71%
N/A	36.36%	26.08%

How would you rate the level of training of the staff in the office for veterans?

Physical health staff

	University of Louisiana at Lafayette	Peer Institutions
Very poor	0.00%	2.18%
Poor	4.55%	3.26%
Fair	9.09%	9.57%
Good	18.18%	10.77%
Excellent	13.64%	13.39%
N/A	54.55%	60.85%

Mental health staff

	University of Louisiana at Lafayette	Peer Institutions
Very poor	0.00%	2.18%
Poor	9.09%	4.24%
Fair	4.55%	11.75%
Good	18.18%	6.42%
Excellent	4.55%	10.13%
N/A	63.64%	65.30%

Administrative staff

	University of Louisiana at Lafayette	Peer Institutions
Very poor	0.00%	4.35%
Poor	4.76%	5.44%
Fair	9.52%	9.57%
Good	23.81%	13.60%
Excellent	9.52%	15.46%
N/A	52.38%	51.60%

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

As a military member/veteran, I feel welcome on campus

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	0.00%	0.78%
Disagree	9.09%	3.87%
Neutral	13.64%	17.11%
Agree	50.00%	26.87%
Strongly agree	18.18%	35.26%
N/A	9.09%	16.11%

As a military member/veteran, I feel welcome in the surrounding community

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	0.00%	0.00%
Disagree	4.55%	0.50%
Neutral	18.18%	15.52%
Agree	36.36%	30.88%
Strongly agree	36.36%	37.75%
N/A	4.55%	15.35%

As a military member/veteran, I am treated with respect by students

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	4.55%	0.00%
Disagree	13.64%	3.67%
Neutral	18.18%	24.97%
Agree	22.73%	22.91%
Strongly agree	22.73%	27.70%
N/A	18.18%	20.76%

As a military member/veteran, I am treated with respect by faculty

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	4.55%	2.11%
Disagree	9.09%	2.87%
Neutral	18.18%	24.85%
Agree	31.82%	26.86%
Strongly agree	18.18%	26.91%
N/A	18.18%	16.41%

As a military member/veteran, I am treated with respect by staff

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	0.00%	1.04%
Disagree	9.09%	1.83%
Neutral	22.73%	19.64%
Agree	36.36%	31.14%
Strongly agree	22.73%	31.55%
N/A	9.09%	14.82%

As a military member/veteran, I am treated with respect by administrators

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	9.09%	1.05%
Disagree	4.55%	2.58%
Neutral	18.18%	25.24%
Agree	40.91%	26.28%
Strongly agree	18.18%	29.34%
N/A	9.09%	15.52%

Military members and veterans are well-represented on our diversity council

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	4.55%	1.31%
Disagree	4.55%	9.10%
Neutral	40.91%	24.90%
Agree	13.64%	7.97%
Strongly agree	9.09%	16.55%
N/A	27.27%	40.18%



Employees with a Disability

Do you have a disability?

	University of Louisiana at Lafayette	Peer Institutions
Yes	10.00%	6.63%
No	90.00%	93.37%

Only YES responses continue

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

	University of Louisiana at Lafayette	Peer Institutions
Deaf/hard of hearing	14.89%	16.02%
Learning disability	4.26%	7.39%
Medical/chronic health condition	48.94%	39.28%
Mobility/orthopedic	36.17%	29.33%
Psychological	42.55%	32.15%
Blind/low vision	2.13%	4.13%
Attention Deficit Hyperactivity Disorder	14.89%	10.28%
Attention Deficit Disorder	8.51%	10.28%
Autism Spectrum Disorder	8.51%	3.74%

Have you ever requested accommodations for your disability on campus?

	University of Louisiana at Lafayette	Peer Institutions
Yes	20.83%	26.96%
No	79.17%	73.04%

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

The application process

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	2.17%	1.51%
Disagree	0.00%	2.21%
Neutral	10.87%	18.87%
Agree	15.22%	15.12%
Strongly agree	17.39%	15.10%
N/A	54.35%	47.18%

The interview process

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	0.00%	1.51%
Disagree	2.17%	3.15%
Neutral	13.04%	15.14%
Agree	17.39%	17.27%
Strongly agree	13.04%	15.36%
N/A	54.35%	47.57%

The on-boarding process

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	2.17%	3.69%
Disagree	4.35%	4.05%
Neutral	10.87%	16.07%
Agree	10.87%	14.74%
Strongly agree	13.04%	13.54%
N/A	58.70%	47.90%

Online training

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	2.17%	4.36%
Disagree	0.00%	3.39%
Neutral	13.04%	18.64%
Agree	6.52%	11.84%
Strongly agree	8.70%	12.11%
N/A	69.57%	49.66%

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

As an employee with a disability, I feel welcome on campus

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	4.26%	3.14%
Disagree	27.66%	12.49%
Neutral	17.02%	20.85%
Agree	19.15%	30.43%
Strongly agree	23.40%	21.71%
N/A	8.51%	11.39%

As an employee with a disability, I feel welcome in the surrounding community

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	2.13%	1.59%
Disagree	6.38%	7.68%
Neutral	36.17%	24.62%
Agree	14.89%	32.35%
Strongly agree	27.66%	20.56%
N/A	12.77%	13.21%

As an employee with a disability, I am treated with respect by students

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	0.00%	1.42%
Disagree	2.13%	6.74%
Neutral	19.15%	22.23%
Agree	23.40%	27.34%
Strongly agree	31.91%	21.92%
N/A	23.40%	20.35%

As an employee with a disability, I am treated with respect by faculty

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	4.26%	3.28%
Disagree	8.51%	11.23%
Neutral	21.28%	22.63%
Agree	19.15%	29.32%
Strongly agree	29.79%	16.35%
N/A	17.02%	17.20%

As an employee with a disability, I am treated with respect by staff

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	4.26%	2.54%
Disagree	8.51%	7.65%
Neutral	17.02%	20.82%
Agree	27.66%	34.28%
Strongly agree	29.79%	23.13%
N/A	12.77%	11.59%

As an employee with a disability, I am treated with respect by administrators

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	6.38%	4.30%
Disagree	14.89%	13.78%
Neutral	23.40%	21.28%
Agree	12.77%	25.54%
Strongly agree	27.66%	22.35%
N/A	14.89%	12.77%

Campus physical accessibility (doors, restrooms, parking, walkways, elevators, etc.) meets my needs

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	12.77%	6.31%
Disagree	23.40%	9.91%
Neutral	2.13%	15.32%
Agree	29.79%	24.32%
Strongly agree	12.77%	19.82%
N/A	19.15%	24.32%

Events I attend on campus are accessible to me

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	4.26%	2.70%
Disagree	12.77%	9.01%
Neutral	8.51%	20.72%
Agree	29.79%	25.23%
Strongly agree	23.40%	19.82%
N/A	21.28%	22.52%

Employees with a disability are well-represented on our diversity council

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	10.87%	7.42%
Disagree	17.39%	12.42%
Neutral	21.74%	35.46%
Agree	2.17%	8.86%
Strongly agree	10.87%	7.29%
N/A	36.96%	28.55%



Religion/Political Views

What is your religion/spiritual affiliation?

	University of Louisiana at Lafayette	Peer Institutions
Agnostic	10.84%	10.49%
Atheist	9.96%	10.01%
Buddhist	1.55%	0.86%
Christian (other than Roman Catholic)	26.55%	42.76%
Church of Jesus Christ of Latter-day Saints	0.44%	0.60%
Hindu	0.88%	0.57%
Jehovah's Witness	0.00%	0.31%
Jewish	1.33%	1.00%
Muslim	0.88%	0.78%
Protestant	5.75%	6.12%
Roman Catholic	36.50%	11.96%
Scientologist	0.00%	0.06%
Seventh Day Adventist	0.00%	0.09%
Sikh	0.22%	0.03%
Unitarian Universalist	1.11%	1.22%
Prefer not to answer	13.72%	12.88%

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

I can openly express my religious/spiritual beliefs on campus

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	6.84%	6.65%
Disagree	13.89%	13.51%
Neutral	23.08%	25.97%
Agree	29.06%	29.69%
Strongly agree	17.09%	11.26%
N/A	10.04%	12.92%

I can openly express my religious/spiritual beliefs in the surrounding community

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	5.56%	3.89%
Disagree	11.54%	8.19%
Neutral	21.37%	21.17%
Agree	32.26%	37.85%
Strongly agree	21.79%	16.45%
N/A	7.48%	12.46%

My religious/spiritual beliefs are treated with respect by students

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	2.36%	1.76%
Disagree	3.85%	3.36%
Neutral	29.76%	29.62%
Agree	22.91%	25.90%
Strongly agree	14.78%	10.68%
N/A	26.34%	28.67%

My religious/spiritual beliefs are treated with respect by faculty

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	3.43%	2.38%
Disagree	5.35%	4.11%
Neutral	27.84%	27.41%
Agree	24.84%	31.58%
Strongly agree	15.42%	12.47%
N/A	23.13%	22.05%

My religious/spiritual beliefs are treated with respect by staff

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	2.58%	2.59%
Disagree	4.95%	4.82%
Neutral	27.10%	28.01%
Agree	30.32%	29.59%
Strongly agree	17.85%	12.15%
N/A	17.20%	22.84%

My religious/spiritual beliefs are treated with respect by administrators

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	3.01%	2.73%
Disagree	4.95%	4.39%
Neutral	29.03%	29.82%
Agree	24.73%	28.41%
Strongly agree	18.49%	11.67%
N/A	19.78%	22.99%

Religious/spiritual holidays I celebrate are respected by the campus community

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	3.02%	2.73%
Disagree	3.66%	4.59%
Neutral	20.47%	21.76%
Agree	28.45%	33.99%
Strongly agree	24.35%	15.94%
N/A	20.04%	20.98%

Employees with my religious/spiritual beliefs have a dedicated space for prayer

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	9.03%	6.86%
Disagree	6.67%	8.27%
Neutral	20.22%	22.27%
Agree	13.76%	7.42%
Strongly agree	15.05%	4.04%
N/A	35.27%	51.13%

Employees with my religious/spiritual beliefs are well-represented on our diversity council

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	5.87%	4.53%
Disagree	5.43%	5.92%
Neutral	35.87%	33.87%
Agree	11.30%	17.80%
Strongly agree	10.43%	8.81%
N/A	31.09%	29.09%

How would you characterize your political views?

	University of Louisiana at Lafayette	Peer Institutions
Far left	6.01%	7.68%
Liberal	29.18%	38.62%
Middle-of-the-road	29.18%	25.07%
Conservative	17.81%	10.76%
Far right	0.21%	0.29%
Prefer not to answer	17.60%	17.58%

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

I can openly express my political views on campus

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	15.70%	11.56%
Disagree	21.29%	16.87%
Neutral	27.10%	24.98%
Agree	20.00%	29.30%
Strongly agree	4.95%	7.18%
N/A	10.97%	10.11%

I can openly express my political views in the surrounding community

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	16.02%	6.59%
Disagree	21.21%	14.49%
Neutral	27.06%	26.81%
Agree	21.00%	34.90%
Strongly agree	6.49%	7.95%
N/A	8.23%	9.27%

My political views are treated with respect by students

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	3.68%	4.12%
Disagree	6.49%	6.02%
Neutral	38.10%	32.49%
Agree	17.53%	25.51%
Strongly agree	3.90%	5.44%
N/A	30.30%	26.42%

My political views are treated with respect by faculty

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	7.13%	6.11%
Disagree	8.21%	7.43%
Neutral	32.83%	29.94%
Agree	21.38%	27.77%
Strongly agree	6.26%	7.61%
N/A	24.19%	21.14%

My political views are treated with respect by staff

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	5.19%	4.55%
Disagree	8.01%	7.52%
Neutral	38.31%	33.26%
Agree	20.35%	31.39%
Strongly agree	6.28%	6.98%
N/A	21.86%	16.31%

My political views are treated with respect by administrators

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	7.13%	5.85%
Disagree	7.78%	7.17%
Neutral	39.74%	34.54%
Agree	16.41%	25.77%
Strongly agree	5.83%	6.27%
N/A	23.11%	20.39%

Employees with my political views are well-represented on our diversity council

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	8.52%	5.61%
Disagree	6.55%	5.92%
Neutral	38.86%	37.66%
Agree	13.10%	20.58%
Strongly agree	4.15%	7.70%
N/A	28.82%	22.54%



LGBTQIA+ Employees

Do you identify as LGBTQIA+?

	University of Louisiana at Lafayette	Peer Institutions
Yes	10.00%	6.90%
No	84.26%	87.47%
Not sure	1.49%	0.77%
Prefer not to answer	4.26%	4.87%

Only YES and NOT SURE responses continue

How satisfied are you with the following items related to our institution's level of support for LGBTQIA+ employees?

Overall services provided

	University of Louisiana at Lafayette	Peer Institutions
Very dissatisfied	11.54%	11.45%
Somewhat dissatisfied	23.08%	13.60%
Neutral	21.15%	23.98%
Somewhat satisfied	25.00%	22.34%
Very satisfied	7.69%	14.31%
N/A	11.54%	14.32%

Transgender services

	University of Louisiana at Lafayette	Peer Institutions
Very dissatisfied	15.38%	15.46%
Somewhat dissatisfied	26.92%	7.57%
Neutral	26.92%	20.75%
Somewhat satisfied	5.77%	9.84%
Very satisfied	0.00%	5.64%
N/A	25.00%	40.74%

Mental health services

	University of Louisiana at Lafayette	Peer Institutions
Very dissatisfied	9.62%	10.67%
Somewhat dissatisfied	11.54%	12.73%
Neutral	28.85%	19.59%
Somewhat satisfied	26.92%	21.82%
Very satisfied	9.62%	12.40%
N/A	13.46%	22.79%

Support services (mentoring, support groups)

	University of Louisiana at Lafayette	Peer Institutions
Very dissatisfied	11.54%	12.45%
Somewhat dissatisfied	26.92%	15.79%
Neutral	30.77%	24.54%
Somewhat satisfied	17.31%	15.72%
Very satisfied	3.85%	10.06%
N/A	9.62%	21.44%

Number of staff

	University of Louisiana at Lafayette	Peer Institutions
Very dissatisfied	13.46%	16.28%
Somewhat dissatisfied	26.92%	2.33%
Neutral	25.00%	27.91%
Somewhat satisfied	15.38%	16.28%
Very satisfied	5.77%	9.30%
N/A	13.46%	27.91%

Friendliness of staff

	University of Louisiana at Lafayette	Peer Institutions
Very dissatisfied	5.77%	4.76%
Somewhat dissatisfied	9.62%	0.00%
Neutral	23.08%	26.19%
Somewhat satisfied	36.54%	21.43%
Very satisfied	11.54%	19.05%
N/A	13.46%	28.57%

How would you rate the level of training of the staff who support LGBTQIA+ employees?

Physical health staff

	University of Louisiana at Lafayette	Peer Institutions
Very poor	3.92%	5.38%
Poor	13.73%	7.83%
Fair	21.57%	17.36%
Good	7.84%	17.12%
Excellent	3.92%	7.34%
N/A	49.02%	44.97%

Mental health staff

	University of Louisiana at Lafayette	Peer Institutions
Very poor	5.77%	4.42%
Poor	9.62%	6.44%
Fair	23.08%	17.38%
Good	15.38%	17.49%
Excellent	7.69%	7.13%
N/A	38.46%	47.16%

Administrative staff

	University of Louisiana at Lafayette	Peer Institutions
Very poor	9.80%	9.80%
Poor	17.65%	21.57%
Fair	27.45%	22.55%
Good	9.80%	19.61%
Excellent	0.00%	4.90%
N/A	35.29%	21.57%

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

I can openly express my gender identity/expression on campus

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	9.80%	7.01%
Disagree	5.88%	8.16%
Neutral	17.65%	13.64%
Agree	41.18%	34.62%
Strongly agree	11.76%	24.94%
N/A	13.73%	11.62%

I can openly express my sexual identity/orientation on campus

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	9.80%	7.45%
Disagree	19.61%	16.35%
Neutral	17.65%	20.33%
Agree	41.18%	35.80%
Strongly agree	7.84%	15.63%
N/A	3.92%	4.44%

I can openly express my gender identity/expression in the surrounding community

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	7.84%	6.70%
Disagree	27.45%	14.45%
Neutral	23.53%	16.87%
Agree	17.65%	33.17%
Strongly agree	9.80%	19.04%
N/A	13.73%	9.76%

I can openly express my sexual identity/orientation in the surrounding community

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	8.00%	7.79%
Disagree	44.00%	19.36%
Neutral	30.00%	26.99%
Agree	8.00%	29.09%
Strongly agree	6.00%	10.00%
N/A	4.00%	6.76%

My gender identity/expression is treated with respect by students

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	1.96%	3.88%
Disagree	3.92%	2.35%
Neutral	21.57%	17.33%
Agree	33.33%	32.22%
Strongly agree	13.73%	20.57%
N/A	25.49%	23.64%

My sexual identity/orientation is treated with respect by students

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	3.92%	3.88%
Disagree	3.92%	3.33%
Neutral	27.45%	26.07%
Agree	27.45%	32.18%
Strongly agree	9.80%	15.03%
N/A	27.45%	19.51%

My gender identity/expression is treated with respect by faculty

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	4.00%	5.58%
Disagree	2.00%	5.38%
Neutral	22.00%	16.55%
Agree	40.00%	29.73%
Strongly agree	12.00%	23.66%
N/A	20.00%	19.10%

My sexual identity/orientation is treated with respect by faculty

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	3.92%	5.28%
Disagree	5.88%	8.13%
Neutral	31.37%	23.56%
Agree	33.33%	30.75%
Strongly agree	9.80%	18.64%
N/A	15.69%	13.64%

My gender identity/expression is treated with respect by staff

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	1.96%	5.61%
Disagree	0.00%	7.01%
Neutral	29.41%	17.86%
Agree	33.33%	31.07%
Strongly agree	11.76%	22.85%
N/A	23.53%	15.60%

My sexual identity/orientation is treated with respect by staff

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	1.96%	7.04%
Disagree	7.84%	8.94%
Neutral	33.33%	26.96%
Agree	29.41%	30.95%
Strongly agree	9.80%	15.70%
N/A	17.65%	10.40%

My gender identity/expression is treated with respect by administrators

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	5.88%	5.91%
Disagree	1.96%	3.97%
Neutral	29.41%	18.16%
Agree	27.45%	30.69%
Strongly agree	7.84%	22.83%
N/A	27.45%	18.44%

My sexual identity/orientation is treated with respect by administrators

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	7.84%	5.94%
Disagree	5.88%	6.44%
Neutral	35.29%	26.01%
Agree	23.53%	31.37%
Strongly agree	5.88%	16.92%
N/A	21.57%	13.33%

LGBTQIA+ employees are well-represented on our diversity council

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	5.88%	12.54%
Disagree	25.49%	15.09%
Neutral	31.37%	21.72%
Agree	7.84%	21.84%
Strongly agree	3.92%	11.52%
N/A	25.49%	17.30%



People of Color

Are you a person of color?

	University of Louisiana at Lafayette	Peer Institutions
Yes	23.50%	16.28%
No	76.50%	83.72%

Only YES responses continue

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

As a person of color, I feel welcome on campus

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	0.94%	5.17%
Disagree	6.60%	10.44%
Neutral	16.98%	21.07%
Agree	49.06%	46.10%
Strongly agree	25.47%	15.90%
N/A	0.94%	1.33%

As a person of color, I feel welcome in the surrounding community

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	0.94%	4.79%
Disagree	12.26%	11.73%
Neutral	26.42%	26.52%
Agree	37.74%	41.66%
Strongly agree	21.70%	13.58%
N/A	0.94%	1.73%

As a person of color, I am treated with respect by students

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	0.00%	2.33%
Disagree	4.72%	7.05%
Neutral	12.26%	23.47%
Agree	51.89%	46.04%
Strongly agree	25.47%	15.83%
N/A	5.66%	5.28%

As a person of color, I am treated with respect by faculty

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	0.00%	4.10%
Disagree	8.49%	12.78%
Neutral	15.09%	23.01%
Agree	49.06%	40.03%
Strongly agree	25.47%	14.27%
N/A	1.89%	5.82%

As a person of color, I am treated with respect by staff

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	0.00%	3.82%
Disagree	5.66%	12.49%
Neutral	10.38%	21.42%
Agree	51.89%	43.34%
Strongly agree	32.08%	17.07%
N/A	0.00%	1.87%

As a person of color, I am treated with respect by administrators

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	0.94%	5.98%
Disagree	8.49%	13.13%
Neutral	13.21%	23.68%
Agree	44.34%	38.10%
Strongly agree	32.08%	15.99%
N/A	0.94%	3.14%

People of color are well-represented on our diversity council

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	5.66%	9.11%
Disagree	5.66%	11.69%
Neutral	28.30%	29.30%
Agree	23.58%	24.20%
Strongly agree	22.64%	14.25%
N/A	14.15%	11.45%



International Employees

Are you an international employee?

	University of Louisiana at Lafayette	Peer Institutions
Yes	2.35%	2.29%
No	97.65%	97.72%

Only YES responses continue

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

Overall services provided

	University of Louisiana at Lafayette	Peer Institutions
Very dissatisfied	9.09%	0.00%
Somewhat dissatisfied	9.09%	12.50%
Neutral	18.18%	0.00%
Somewhat satisfied	27.27%	50.00%
Very satisfied	18.18%	37.50%
N/A	18.18%	0.00%

Office hours

	University of Louisiana at Lafayette	Peer Institutions
Very dissatisfied	0.00%	0.00%
Somewhat dissatisfied	18.18%	0.00%
Neutral	9.09%	12.50%
Somewhat satisfied	18.18%	50.00%
Very satisfied	36.36%	37.50%
N/A	18.18%	0.00%

Availability of appointment times

	University of Louisiana at Lafayette	Peer Institutions
Very dissatisfied	9.09%	0.00%
Somewhat dissatisfied	9.09%	0.00%
Neutral	9.09%	0.00%
Somewhat satisfied	18.18%	62.50%
Very satisfied	36.36%	37.50%
N/A	18.18%	0.00%

Number of staff

	University of Louisiana at Lafayette	Peer Institutions
Very dissatisfied	0.00%	0.00%
Somewhat dissatisfied	0.00%	12.50%
Neutral	27.27%	0.00%
Somewhat satisfied	27.27%	62.50%
Very satisfied	27.27%	25.00%
N/A	18.18%	0.00%

Friendliness of staff

	University of Louisiana at Lafayette	Peer Institutions
Very dissatisfied	9.09%	12.50%
Somewhat dissatisfied	9.09%	0.00%
Neutral	9.09%	0.00%
Somewhat satisfied	27.27%	50.00%
Very satisfied	27.27%	37.50%
N/A	18.18%	0.00%

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

Administrative staff

	University of Louisiana at Lafayette	Peer Institutions
Very poor	10.00%	0.00%
Poor	10.00%	12.50%
Fair	30.00%	0.00%
Good	20.00%	50.00%
Excellent	20.00%	37.50%
N/A	10.00%	0.00%

English language learning support

	University of Louisiana at Lafayette	Peer Institutions
Very poor	0.00%	0.00%
Poor	0.00%	0.00%
Fair	27.27%	12.50%
Good	27.27%	50.00%
Excellent	0.00%	25.00%
N/A	45.45%	12.50%

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

	University of Louisiana at Lafayette	Peer Institutions
Not at all	27.27%	8.57%
Not much	18.18%	17.14%
Neutral	9.09%	14.29%
Somewhat	9.09%	31.43%
Very much	27.27%	28.57%
N/A	9.09%	0.00%

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

As an international employee, I feel welcome on campus

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	0.00%	6.03%
Disagree	18.18%	5.54%
Neutral	9.09%	21.89%
Agree	45.45%	37.85%
Strongly agree	27.27%	28.69%
N/A	0.00%	0.00%

As an international employee, I feel welcome in the surrounding community

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	9.09%	4.18%
Disagree	9.09%	11.42%
Neutral	18.18%	25.11%
Agree	54.55%	29.57%
Strongly agree	9.09%	29.74%
N/A	0.00%	0.00%

As an international employee, I am treated with respect by students

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	0.00%	2.57%
Disagree	0.00%	11.97%
Neutral	27.27%	17.36%
Agree	54.55%	36.29%
Strongly agree	18.18%	29.67%
N/A	0.00%	2.14%

As an international employee, I am treated with respect by faculty

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	9.09%	5.21%
Disagree	0.00%	4.42%
Neutral	18.18%	19.27%
Agree	54.55%	34.97%
Strongly agree	18.18%	34.70%
N/A	0.00%	1.43%

As an international employee, I am treated with respect by staff

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	9.09%	4.24%
Disagree	0.00%	9.15%
Neutral	9.09%	19.59%
Agree	54.55%	31.60%
Strongly agree	18.18%	35.42%
N/A	9.09%	0.00%

As an international employee, I am treated with respect by administrators

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	0.00%	6.57%
Disagree	9.09%	8.07%
Neutral	9.09%	17.91%
Agree	45.45%	32.94%
Strongly agree	18.18%	32.20%
N/A	18.18%	2.32%

International employees are well-represented on our diversity council

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	0.00%	5.24%
Disagree	9.09%	14.76%
Neutral	27.27%	33.45%
Agree	18.18%	11.07%
Strongly agree	9.09%	23.69%
N/A	36.36%	11.79%



Campus Diversity

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

	University of Louisiana at Lafayette	Peer Institutions
Not at all important	3.34%	2.15%
Not that important	9.80%	3.91%
Neutral	10.91%	7.43%
Somewhat important	19.38%	24.54%
Very important	55.01%	60.12%
N/A	1.56%	1.86%

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

	University of Louisiana at Lafayette	Peer Institutions
Not at all	4.94%	1.77%
Not very well	16.63%	12.76%
Neutral	17.75%	17.57%
Somewhat	33.48%	35.82%
Very well	22.70%	26.79%
N/A	4.49%	5.30%

How welcoming is our campus to the following groups?

African Americans/Blacks

	University of Louisiana at Lafayette	Peer Institutions
Not at all	1.84%	1.34%
Not very	7.14%	7.54%
Neutral	14.52%	12.01%
Somewhat	26.04%	25.81%
Very	44.47%	38.76%
N/A	5.99%	14.54%

Asian Americans

	University of Louisiana at Lafayette	Peer Institutions
Not at all	1.86%	0.90%
Not very	6.73%	4.71%
Neutral	21.35%	14.17%
Somewhat	23.67%	26.31%
Very	38.05%	37.05%
N/A	8.35%	16.85%

Current military and veterans

	University of Louisiana at Lafayette	Peer Institutions
Not at all	0.23%	0.27%
Not very	3.23%	2.03%
Neutral	17.97%	11.70%
Somewhat	22.81%	20.92%
Very	46.77%	50.56%
N/A	8.99%	14.51%

First-generation students

	University of Louisiana at Lafayette	Peer Institutions
Not at all	1.15%	0.36%
Not very	2.99%	3.27%
Neutral	14.71%	11.72%
Somewhat	24.14%	24.11%
Very	50.34%	47.55%
N/A	6.67%	12.99%

Hispanics/Latinx

	University of Louisiana at Lafayette	Peer Institutions
Not at all	2.31%	0.88%
Not very	6.94%	6.42%
Neutral	23.61%	14.58%
Somewhat	24.54%	24.59%
Very	33.56%	36.94%
N/A	9.03%	16.59%

International students and employees

	University of Louisiana at Lafayette	Peer Institutions
Not at all	2.53%	0.80%
Not very	5.76%	6.30%
Neutral	17.51%	15.14%
Somewhat	26.27%	24.87%
Very	41.24%	38.02%
N/A	6.68%	14.87%

LGBTQIA+ people

	University of Louisiana at Lafayette	Peer Institutions
Not at all	2.30%	1.43%
Not very	10.57%	6.45%
Neutral	22.76%	16.07%
Somewhat	21.61%	23.92%
Very	34.71%	35.16%
N/A	8.05%	16.98%

Middle Eastern people

	University of Louisiana at Lafayette	Peer Institutions
Not at all	2.31%	1.70%
Not very	10.85%	8.36%
Neutral	23.79%	17.32%
Somewhat	21.71%	22.81%
Very	31.64%	31.40%
N/A	9.70%	18.40%

Muslims

	University of Louisiana at Lafayette	Peer Institutions
Not at all	3.45%	2.03%
Not very	11.26%	9.50%
Neutral	25.29%	17.57%
Somewhat	20.23%	21.38%
Very	30.34%	29.81%
N/A	9.43%	19.72%

Native Americans/Alaska Natives

	University of Louisiana at Lafayette	Peer Institutions
Not at all	3.01%	1.53%
Not very	6.71%	5.24%
Neutral	24.54%	18.40%
Somewhat	18.98%	19.08%
Very	31.71%	30.47%
N/A	15.05%	25.29%

Native Hawaiians/Pacific Islanders

	University of Louisiana at Lafayette	Peer Institutions
Not at all	2.80%	1.02%
Not very	6.53%	3.49%
Neutral	26.34%	19.28%
Somewhat	17.02%	19.09%
Very	31.93%	30.91%
N/A	15.38%	26.22%

People with disabilities

	University of Louisiana at Lafayette	Peer Institutions
Not at all	4.62%	2.31%
Not very	10.85%	10.25%
Neutral	19.86%	15.85%
Somewhat	24.25%	26.34%
Very	34.64%	32.02%
N/A	5.77%	13.23%

Undocumented students

	University of Louisiana at Lafayette	Peer Institutions
Not at all	5.58%	3.04%
Not very	9.30%	5.57%
Neutral	30.93%	19.95%
Somewhat	5.35%	15.30%
Very	18.37%	23.36%
N/A	30.47%	32.77%

Whites

	University of Louisiana at Lafayette	Peer Institutions
Not at all	0.46%	0.76%
Not very	2.52%	2.35%
Neutral	10.98%	9.52%
Somewhat	11.90%	12.16%
Very	69.11%	67.32%
N/A	5.03%	7.89%

Women

	University of Louisiana at Lafayette	Peer Institutions
Not at all	1.61%	0.77%
Not very	6.22%	3.18%
Neutral	16.59%	14.97%
Somewhat	26.96%	25.85%
Very	44.01%	46.25%
N/A	4.61%	8.97%

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

Administrative leadership

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	5.90%	5.97%
Disagree	2.04%	1.79%
Neutral	9.52%	5.47%
Agree	17.01%	23.68%
Strongly agree	63.72%	61.39%
N/A	1.81%	1.69%

Faculty

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	5.88%	6.38%
Disagree	3.17%	2.29%
Neutral	11.54%	6.98%
Agree	21.49%	26.62%
Strongly agree	55.88%	56.23%
N/A	2.04%	1.50%

Search committee heads

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	6.11%	5.98%
Disagree	2.04%	2.09%
Neutral	10.63%	6.57%
Agree	18.33%	24.20%
Strongly agree	60.86%	59.66%
N/A	2.04%	1.49%

Staff members

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	5.66%	6.28%
Disagree	2.71%	3.19%
Neutral	14.25%	9.27%
Agree	22.40%	28.22%
Strongly agree	52.94%	51.35%
N/A	2.04%	1.69%

Students

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	5.90%	6.89%
Disagree	3.63%	3.30%
Neutral	17.46%	12.59%
Agree	25.85%	26.77%
Strongly agree	44.67%	48.65%
N/A	2.49%	1.80%

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

On campus

	University of Louisiana at Lafayette	Peer Institutions
Not at all interactive	1.39%	1.63%
Not very interactive	14.09%	14.09%
Neutral	19.40%	13.81%
Somewhat interactive	40.42%	34.79%
Very interactive	17.78%	21.69%
N/A	6.93%	14.00%

In campus dining areas

	University of Louisiana at Lafayette	Peer Institutions
Not at all interactive	1.62%	0.99%
Not very interactive	10.44%	7.88%
Neutral	20.19%	13.81%
Somewhat interactive	30.39%	18.67%
Very interactive	14.85%	17.21%
N/A	22.51%	41.43%

During student activities on campus

	University of Louisiana at Lafayette	Peer Institutions
Not at all interactive	0.93%	1.01%
Not very interactive	9.35%	9.66%
Neutral	19.16%	15.15%
Somewhat interactive	36.21%	22.74%
Very interactive	15.65%	14.63%
N/A	18.69%	36.82%

During sporting events on campus

	University of Louisiana at Lafayette	Peer Institutions
Not at all interactive	1.86%	0.71%
Not very interactive	7.66%	7.13%
Neutral	19.95%	14.52%
Somewhat interactive	33.18%	24.60%
Very interactive	19.95%	19.52%
N/A	17.40%	33.51%

During meetings with faculty

	University of Louisiana at Lafayette	Peer Institutions
Not at all interactive	2.09%	1.26%
Not very interactive	9.05%	9.77%
Neutral	22.74%	17.74%
Somewhat interactive	31.32%	26.40%
Very interactive	17.87%	20.28%
N/A	16.94%	24.56%

During meetings with administrators

	University of Louisiana at Lafayette	Peer Institutions
Not at all interactive	3.26%	1.99%
Not very interactive	10.02%	10.46%
Neutral	22.38%	18.07%
Somewhat interactive	28.21%	23.28%
Very interactive	15.85%	16.32%
N/A	20.28%	29.88%

During employee events

	University of Louisiana at Lafayette	Peer Institutions
Not at all interactive	1.86%	1.39%
Not very interactive	9.56%	8.89%
Neutral	21.21%	18.96%
Somewhat interactive	34.03%	29.93%
Very interactive	20.51%	20.17%
N/A	12.82%	20.65%

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

	University of Louisiana at Lafayette	Peer Institutions
Yes	30.41%	32.99%
No	69.59%	67.01%

Only YES responses continue

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

My search committee required a diverse pool of candidates

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	10.20%	4.42%
Disagree	17.01%	14.82%
Neutral	18.37%	16.53%
Agree	28.57%	39.37%
Strongly agree	22.45%	21.70%
N/A	3.40%	3.18%

My search committee had a dedicated diversity recruitment specialist

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	24.83%	20.87%
Disagree	32.41%	32.54%
Neutral	15.86%	16.46%
Agree	7.59%	11.86%
Strongly agree	9.66%	6.60%
N/A	9.66%	11.67%

My search committee was made up of diverse members

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	12.95%	4.39%
Disagree	10.79%	13.14%
Neutral	7.19%	12.97%
Agree	46.04%	46.87%
Strongly agree	21.58%	21.14%
N/A	1.44%	1.50%

Members of my search committee frequented diversity recruitment events

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	21.43%	12.76%
Disagree	20.71%	25.31%
Neutral	18.57%	23.44%
Agree	10.71%	14.54%
Strongly agree	5.00%	4.67%
N/A	23.57%	19.29%

My department/division/unit hosted events for future diverse employees on our campus

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	28.06%	18.03%
Disagree	20.86%	31.03%
Neutral	12.23%	15.67%
Agree	12.23%	11.73%
Strongly agree	3.60%	3.95%
N/A	23.02%	19.60%

My department/division/unit participates in an institutional strategic diversity hiring plan

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	25.36%	12.12%
Disagree	15.22%	15.85%
Neutral	17.39%	23.67%
Agree	14.49%	26.27%
Strongly agree	8.70%	8.25%
N/A	18.84%	13.85%

My department/division/unit participates in diverse employee exchange programs

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	27.01%	17.56%
Disagree	25.55%	26.90%
Neutral	17.52%	20.74%
Agree	5.11%	8.99%
Strongly agree	2.19%	4.00%
N/A	22.63%	21.83%

My department/division/unit has pipeline programs to attract diverse employees

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	28.47%	18.61%
Disagree	24.09%	24.70%
Neutral	17.52%	23.71%
Agree	9.49%	13.68%
Strongly agree	3.65%	4.74%
N/A	16.79%	14.57%

A written diversity plan is required in my department/division/unit

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	24.82%	15.65%
Disagree	22.63%	22.87%
Neutral	16.79%	23.14%
Agree	10.22%	15.73%
Strongly agree	6.57%	6.38%
N/A	18.98%	16.24%

My department/division/unit is accountable for diversity progress

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	23.53%	10.79%
Disagree	12.50%	17.40%
Neutral	18.38%	25.06%
Agree	19.85%	25.12%
Strongly agree	9.56%	9.83%
N/A	16.18%	11.82%

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

	University of Louisiana at Lafayette	Peer Institutions
Yes	58.35%	45.39%
No	5.42%	6.33%
I don't know	36.23%	48.29%

Only YES responses continue

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

Senior leadership establishes the campus vision for diversity

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	3.86%	1.95%
Disagree	10.04%	5.41%
Neutral	16.60%	16.80%
Agree	42.08%	51.22%
Strongly agree	23.17%	21.98%
N/A	4.25%	2.64%

Senior leadership creates a culture of accountability

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	10.85%	5.34%
Disagree	15.89%	10.86%
Neutral	21.71%	22.36%
Agree	30.62%	40.07%
Strongly agree	16.28%	18.51%
N/A	4.65%	2.87%

Senior leadership shows a visible commitment to campus diversity

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	5.84%	3.27%
Disagree	14.01%	6.34%
Neutral	16.34%	19.62%
Agree	41.25%	44.33%
Strongly agree	18.68%	24.27%
N/A	3.89%	2.17%

A written diversity plan is required in my department/division/unit

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	8.98%	5.00%
Disagree	19.53%	12.97%
Neutral	25.00%	31.99%
Agree	19.53%	26.76%
Strongly agree	11.33%	11.03%
N/A	15.63%	12.26%

My department/division/unit is accountable for diversity progress

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	8.63%	3.98%
Disagree	11.76%	9.38%
Neutral	23.92%	26.92%
Agree	28.63%	37.67%
Strongly agree	16.08%	14.63%
N/A	10.98%	7.43%

There is adequate financial support to drive campus diversity efforts

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	18.29%	9.75%
Disagree	19.07%	17.39%
Neutral	25.29%	33.07%
Agree	15.56%	21.95%
Strongly agree	7.39%	9.65%
N/A	14.40%	8.18%

Our diversity committee is effective at engaging the campus in diversity activities

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	7.84%	3.73%
Disagree	9.41%	9.90%
Neutral	23.53%	32.25%
Agree	36.86%	35.76%
Strongly agree	14.12%	11.15%
N/A	8.24%	7.22%

Our Board of Supervisors/Trustees is supportive of campus diversity efforts

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	7.45%	2.77%
Disagree	8.24%	4.54%
Neutral	32.16%	33.02%
Agree	25.88%	38.37%
Strongly agree	14.51%	14.19%
N/A	11.76%	7.13%

Diversity efforts should be led by each school with oversight by a central office

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	3.95%	3.46%
Disagree	7.91%	6.69%
Neutral	27.27%	31.22%
Agree	30.83%	38.57%
Strongly agree	20.16%	14.38%
N/A	9.88%	5.68%

We have a way to effectively measure our department/division/unit's diversity success

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	13.78%	6.42%
Disagree	18.11%	14.28%
Neutral	27.95%	39.34%
Agree	21.26%	24.08%
Strongly agree	7.48%	7.72%
N/A	11.42%	8.17%



Personal Experiences of Discrimination/Bias/Harassment

To what extent do you agree or disagree with the following statements regarding our institution's responsiveness to a report of discrimination/bias/harassment?

Our campus would take a report seriously

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	9.09%	3.12%
Disagree	13.41%	6.94%
Neutral	14.32%	11.97%
Agree	31.36%	35.81%
Strongly agree	28.86%	38.23%
N/A	2.95%	3.92%

My privacy would be maintained if I were to file a report

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	10.02%	3.42%
Disagree	14.81%	11.98%
Neutral	23.23%	17.22%
Agree	27.11%	35.15%
Strongly agree	20.27%	26.79%
N/A	4.56%	5.44%

Our institution would take steps to protect my safety if I were to file a report

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	10.48%	4.23%
Disagree	15.03%	9.16%
Neutral	23.01%	21.65%
Agree	26.88%	33.23%
Strongly agree	20.05%	26.79%
N/A	4.56%	4.93%

I know where to file a report

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	4.33%	2.81%
Disagree	13.44%	8.94%
Neutral	12.76%	12.96%
Agree	39.18%	40.30%
Strongly agree	26.88%	31.76%
N/A	3.42%	3.22%

People who file reports are treated fairly during an investigation

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	7.57%	3.03%
Disagree	12.84%	5.06%
Neutral	28.67%	28.51%
Agree	22.94%	22.85%
Strongly agree	14.45%	19.62%
N/A	13.53%	20.93%

People accused of committing an offense are treated fairly during an investigation

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	5.29%	3.84%
Disagree	8.28%	5.25%
Neutral	34.25%	28.89%
Agree	23.22%	22.83%
Strongly agree	13.56%	16.67%
N/A	15.40%	22.53%

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

	University of Louisiana at Lafayette	Peer Institutions
An illegal activity	6.59%	8.69%
Bullying	22.93%	28.06%
Discrimination/bias/harassment based on age	11.46%	17.38%
Based on gender	20.73%	23.96%
Based on gender identity/expression	3.66%	7.63%
Based on race/ethnicity	11.71%	20.08%
Based on lack of English language proficiency (foreign accent)	2.93%	7.79%
Based on national origin	2.44%	3.91%
Based on disability	4.15%	6.70%
Based on veteran status	0.49%	1.14%
Based on religion/worldview/spiritual affiliation	9.27%	10.10%
Based on a medical condition or illness	4.88%	7.07%
Based on socioeconomic status	4.63%	6.96%
Based on sexual identity/orientation	4.15%	7.90%
Based on political views	9.27%	11.50%
Based on genetic information	0.00%	0.32%
Based on pregnancy	2.68%	3.84%
Retaliation	12.20%	12.24%
Sexual assault	0.98%	2.04%
Other	5.61%	1.75%
None of the above	51.95%	47.58%

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

	University of Louisiana at Lafayette	Peer Institutions
Athletic coach	3.23%	1.53%
Campus police	4.30%	4.31%
Faculty member	48.92%	48.53%
Member of the surrounding community	12.90%	8.97%
Parent of a student	4.84%	7.09%
Senior administrator (vice president or dean)	25.27%	18.27%
Other administrator	35.48%	34.93%
Staff member	39.78%	44.47%
Student	21.51%	30.38%

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

	University of Louisiana at Lafayette	Peer Institutions
Yes	32.32%	27.25%
No	68.18%	73.01%

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

	University of Louisiana at Lafayette	Peer Institutions
Athletic department	1.59%	1.36%
Campus health center	3.17%	0.57%
Campus ministry	0.00%	0.00%
Campus police	7.94%	10.86%
Chief diversity officer	7.94%	5.43%
Counseling center	4.76%	6.27%
EEO office	7.94%	5.16%
Equal Employment Opportunity Commission	6.35%	2.27%
Faculty member	30.16%	19.48%
Family member	14.29%	10.74%
Friend	17.46%	11.56%
Human resources	55.56%	34.97%
Legal department	6.35%	4.45%
My supervisor	65.08%	56.78%
NAACP	0.00%	0.00%
Off-campus police	3.17%	2.01%
Off-campus healthcare professional	1.59%	1.01%
Office of Civil Rights	1.59%	0.43%
Ombuds	0.00%	15.23%
Senior administrator	23.81%	23.43%
Title IX coordinator	22.22%	18.51%

If you have filed a written complaint in the past two years, what was the result?

	University of Louisiana at Lafayette	Peer Institutions
My complaint was taken seriously	26.32%	28.57%
Criminal action was taken	0.00%	2.90%
My complaint was addressed but not resolved to my satisfaction	34.21%	36.65%
Nothing was done	42.11%	38.69%
It's still in process	5.26%	7.87%
My complaint was resolved to my satisfaction	18.42%	16.00%
My complaint was dismissed	2.63%	11.98%

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

	University of Louisiana at Lafayette	Peer Institutions
I decided it wasn't important enough	27.73%	25.54%
There was not enough evidence	25.21%	33.20%
I feared retaliation	49.58%	42.67%
I didn't feel anything would happen	71.43%	21.66%
The offender asked me not to	3.36%	32.02%
The offender is no longer here	8.40%	11.64%
There was too much pressure by my friends/peers not to report	0.84%	0.33%
There was too much pressure from administrators/faculty/staff not to report	5.88%	3.95%
There was too much pressure from my family not to report	2.52%	0.99%
I feared losing my job	39.50%	27.33%
I felt it was my fault	4.20%	2.76%
I had no witnesses to support me	21.85%	22.01%
The process to file a complaint was not secure	22.69%	12.87%
I didn't think the school would support me	43.70%	32.38%
I was embarrassed	9.24%	6.04%



Safety on Campus and in the Community

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

I feel safe on campus

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	0.92%	1.10%
Disagree	7.78%	3.65%
Neutral	13.73%	9.85%
Agree	49.43%	51.25%
Strongly agree	27.46%	32.43%
N/A	0.69%	1.73%

I feel safe off campus

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	0.92%	1.56%
Disagree	8.49%	6.87%
Neutral	19.27%	16.79%
Agree	47.71%	49.89%
Strongly agree	22.71%	22.02%
N/A	0.92%	2.89%

My family feels I am safe on campus

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	0.69%	1.00%
Disagree	6.68%	3.35%
Neutral	16.13%	11.40%
Agree	43.78%	47.20%
Strongly agree	23.73%	27.07%
N/A	8.99%	9.97%

My family feels I am safe off campus

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	1.39%	1.73%
Disagree	5.54%	6.09%
Neutral	20.09%	16.12%
Agree	43.88%	44.86%
Strongly agree	20.32%	20.84%
N/A	8.78%	10.37%

People are supportive of other people who have experienced incidents of physical confrontation

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	1.64%	0.84%
Disagree	5.37%	3.15%
Neutral	21.96%	19.18%
Agree	35.98%	36.87%
Strongly agree	20.09%	20.44%
N/A	14.95%	19.52%

People are supportive of other people who have experienced incidents of emotional confrontation

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	4.46%	1.91%
Disagree	12.68%	7.27%
Neutral	23.71%	20.83%
Agree	29.58%	36.83%
Strongly agree	18.08%	19.14%
N/A	11.50%	14.03%

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

Campus police should be required to participate in ongoing diversity training

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	2.53%	1.81%
Disagree	1.61%	1.82%
Neutral	6.67%	8.72%
Agree	22.76%	26.91%
Strongly agree	64.14%	57.79%
N/A	2.30%	2.96%

Campus police should be reflective of the diversity of our students

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	1.84%	2.03%
Disagree	2.07%	2.81%
Neutral	13.13%	12.50%
Agree	27.42%	30.87%
Strongly agree	53.00%	48.52%
N/A	2.53%	3.27%

Campus police should be armed at all times

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	11.52%	9.38%
Disagree	11.75%	12.65%
Neutral	18.43%	19.57%
Agree	23.96%	26.26%
Strongly agree	32.49%	28.92%
N/A	1.84%	3.23%

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

	University of Louisiana at Lafayette	Peer Institutions
A policy banning guns on campus	54.50%	50.86%
Ability to anonymously report concerns about a student or employee	66.35%	73.76%
Bike or foot patrol campus police	60.66%	56.10%
Designated walking/bike paths	55.21%	50.13%
Efforts to keep non-students or non-employees off campus	27.49%	24.86%
Emergency call boxes	61.61%	66.74%
Emergency services for incidents of sexual assault	63.27%	62.20%
Escorts to other buildings on campus	41.94%	53.01%
Information about emergency procedures in case of a campus lockdown, extreme weather, etc.	58.77%	65.91%
Interior lighting in campus buildings after dark	54.74%	59.90%
Maintenance of improperly working safety items	69.67%	69.44%
Parking lot attendants	29.86%	19.60%
Parking lot lighting	73.70%	80.22%
Quick response by administration to campus emergencies	58.77%	61.80%
Shuttle bus waiting areas	36.97%	35.23%
Street lighting	67.06%	72.39%
Surveillance cameras	64.45%	60.39%
Volunteer designated drivers	24.88%	24.65%
Walkway lighting	70.14%	70.79%



Overall Campus Experience

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

I am satisfied overall with my interactions with other employees

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	2.14%	1.57%
Disagree	6.41%	5.74%
Neutral	15.20%	11.41%
Agree	50.12%	53.56%
Strongly agree	25.42%	26.93%
N/A	0.71%	0.81%

My contributions to campus diversity efforts have been recognized

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	8.45%	8.91%
Disagree	13.77%	14.48%
Neutral	27.29%	28.84%
Agree	9.18%	9.20%
Strongly agree	4.11%	3.89%
N/A	37.20%	34.69%

Our campus is diverse

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	3.57%	0.52%
Disagree	8.10%	4.77%
Neutral	19.29%	14.73%
Agree	47.86%	50.52%
Strongly agree	19.76%	28.11%
N/A	1.43%	1.35%

Our campus is inclusive

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	5.73%	1.77%
Disagree	12.41%	8.52%
Neutral	25.54%	20.37%
Agree	38.42%	47.61%
Strongly agree	16.47%	19.44%
N/A	1.43%	2.29%

Multiculturalism is a core value of our institution's mission

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	7.89%	3.88%
Disagree	14.59%	11.06%
Neutral	23.92%	26.97%
Agree	34.45%	37.34%
Strongly agree	13.88%	15.96%
N/A	5.26%	4.80%

I have received adequate diversity training to engage with students and employees on campus

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	3.10%	4.44%
Disagree	13.13%	14.65%
Neutral	22.67%	21.01%
Agree	38.42%	38.33%
Strongly agree	18.62%	17.38%
N/A	4.06%	4.20%

Our school engages with external communities to understand their interests and respond to their needs

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	6.00%	4.45%
Disagree	12.23%	12.95%
Neutral	32.13%	31.69%
Agree	24.46%	30.09%
Strongly agree	10.79%	9.37%
N/A	14.39%	11.46%

Our school puts too much emphasis on diversity

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	24.16%	24.32%
Disagree	33.73%	30.81%
Neutral	22.25%	23.67%
Agree	9.33%	9.88%
Strongly agree	5.98%	6.61%
N/A	4.55%	4.71%

If there were recognitions for contributions to campus diversity, I would participate in advancing those efforts

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	7.99%	6.54%
Disagree	10.17%	12.19%
Neutral	38.50%	37.51%
Agree	23.24%	24.07%
Strongly agree	11.14%	9.67%
N/A	8.96%	10.03%

Public announcements regarding internal communications and practices are honest and truthful

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	9.16%	6.75%
Disagree	13.49%	10.90%
Neutral	31.57%	33.98%
Agree	28.67%	31.84%
Strongly agree	10.60%	9.18%
N/A	6.51%	7.35%

The welfare of our institution takes precedence over donor demands, investment matters, and political interests

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	15.46%	9.80%
Disagree	19.32%	15.34%
Neutral	24.40%	29.74%
Agree	21.98%	23.53%
Strongly agree	13.04%	13.90%
N/A	5.80%	7.70%

I would recommend my campus to others considering working here

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	7.67%	6.89%
Disagree	8.87%	11.80%
Neutral	23.74%	20.04%
Agree	37.17%	39.14%
Strongly agree	20.62%	20.56%
N/A	1.92%	1.57%

I am satisfied with my off-campus community engagement

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	2.41%	1.47%
Disagree	5.54%	6.93%
Neutral	25.06%	25.53%
Agree	39.52%	38.55%
Strongly agree	19.76%	15.13%
N/A	7.71%	12.39%

Diverse perspectives can easily be found within our general education programs

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	4.62%	3.30%
Disagree	9.98%	9.02%
Neutral	31.39%	34.05%
Agree	30.66%	32.15%
Strongly agree	13.14%	8.90%
N/A	10.22%	12.59%

The policy to improve campus climate via diverse hiring is effective

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	10.65%	7.75%
Disagree	15.50%	15.13%
Neutral	35.35%	40.62%
Agree	20.34%	21.43%
Strongly agree	7.51%	5.95%
N/A	10.65%	9.12%

I am encouraged to weave diversity/cultural competence into my work

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	4.61%	2.95%
Disagree	11.17%	9.69%
Neutral	24.76%	25.59%
Agree	33.25%	37.93%
Strongly agree	17.48%	15.57%
N/A	8.74%	8.29%

Processes for budgeting and monitoring diversity programs receive the same consideration as non-diversity programs

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	11.22%	7.27%
Disagree	13.41%	12.80%
Neutral	34.63%	42.14%
Agree	11.22%	14.02%
Strongly agree	5.61%	4.78%
N/A	23.90%	19.00%

All campus personnel are held to the same code of professional ethics and conduct

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	19.81%	14.59%
Disagree	20.77%	23.53%
Neutral	21.98%	20.01%
Agree	19.57%	25.79%
Strongly agree	13.29%	11.74%
N/A	4.59%	4.33%

There are enough qualified administrators to enable the president to delegate authority to establish effective and equitable procedures for our institution

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	8.01%	4.12%
Disagree	12.62%	9.51%
Neutral	29.61%	27.43%
Agree	23.54%	33.33%
Strongly agree	16.26%	16.79%
N/A	9.95%	8.83%

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

My workload is too heavy

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	4.96%	3.32%
Disagree	23.88%	24.12%
Neutral	29.31%	30.68%
Agree	22.22%	21.19%
Strongly agree	19.15%	19.09%
N/A	0.47%	1.61%

My work-life balance is appropriate

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	10.71%	9.90%
Disagree	21.19%	22.26%
Neutral	21.19%	25.38%
Agree	35.24%	32.41%
Strongly agree	10.95%	9.02%
N/A	0.71%	1.05%

Conference attendance is supported

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	10.48%	8.32%
Disagree	19.76%	15.15%
Neutral	20.24%	21.00%
Agree	29.52%	36.19%
Strongly agree	15.24%	12.38%
N/A	4.76%	6.98%

I am underpaid for the work that I do

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	3.55%	3.45%
Disagree	10.90%	11.27%
Neutral	17.06%	16.83%
Agree	27.73%	29.74%
Strongly agree	40.28%	36.91%
N/A	0.47%	1.81%

I have experienced microaggressions in my department/division/unit

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	15.63%	13.91%
Disagree	24.04%	24.47%
Neutral	16.83%	17.19%
Agree	22.60%	25.22%
Strongly agree	15.14%	13.52%
N/A	5.77%	5.68%

Professional development is encouraged

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	6.40%	4.60%
Disagree	11.85%	12.05%
Neutral	19.19%	18.06%
Agree	37.68%	43.85%
Strongly agree	23.93%	19.76%
N/A	0.95%	1.68%

Mentors are important for junior administrators/faculty/staff

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	3.59%	1.22%
Disagree	5.02%	3.57%
Neutral	13.64%	13.14%
Agree	35.65%	43.59%
Strongly agree	38.04%	33.05%
N/A	4.07%	5.42%

Adequate funding exists for my professional development

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	23.75%	12.87%
Disagree	23.52%	17.16%
Neutral	22.33%	22.13%
Agree	17.58%	11.97%
Strongly agree	8.55%	3.43%
N/A	4.28%	32.44%

Hiring practices are not fair

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	10.95%	13.88%
Disagree	27.14%	26.64%
Neutral	31.43%	30.77%
Agree	14.52%	11.66%
Strongly agree	10.95%	7.94%
N/A	5.00%	9.13%

Diversity-related research, teaching, and community service are considered in the hiring process

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	7.45%	4.57%
Disagree	13.46%	10.93%
Neutral	39.42%	34.06%
Agree	16.59%	18.93%
Strongly agree	5.77%	5.49%
N/A	17.31%	26.02%

I love my job

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	3.79%	4.63%
Disagree	7.82%	7.88%
Neutral	25.36%	23.38%
Agree	36.02%	38.17%
Strongly agree	26.54%	24.95%
N/A	0.47%	1.00%

I am satisfied with my employee benefits package

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	9.98%	3.68%
Disagree	14.96%	9.73%
Neutral	20.43%	15.23%
Agree	37.53%	49.48%
Strongly agree	15.44%	19.05%
N/A	1.66%	2.85%

My performance evaluations are done on a regular basis

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	4.27%	5.26%
Disagree	6.87%	7.40%
Neutral	15.88%	12.59%
Agree	42.65%	47.67%
Strongly agree	27.49%	23.11%
N/A	2.84%	4.00%

There are too many expectations of me

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	7.42%	8.50%
Disagree	27.99%	28.24%
Neutral	31.10%	30.79%
Agree	18.42%	18.73%
Strongly agree	13.40%	11.00%
N/A	1.67%	2.75%

There are pay disparities here

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	2.63%	3.06%
Disagree	4.55%	4.31%
Neutral	16.03%	18.70%
Agree	28.23%	28.14%
Strongly agree	43.06%	38.77%
N/A	5.50%	7.04%

My performance evaluations are fair and impartial

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	3.82%	3.91%
Disagree	6.92%	5.96%
Neutral	21.00%	21.47%
Agree	40.57%	40.94%
Strongly agree	21.72%	21.55%
N/A	5.97%	6.19%

I am utilizing my full range of skills in my current position

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	6.89%	7.30%
Disagree	17.10%	17.25%
Neutral	18.53%	18.01%
Agree	33.02%	37.25%
Strongly agree	23.52%	18.80%
N/A	0.95%	1.41%

There is a great sense of belonging

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	10.69%	8.68%
Disagree	14.25%	18.02%
Neutral	25.89%	26.46%
Agree	30.88%	34.46%
Strongly agree	17.34%	10.96%
N/A	0.95%	1.42%

This is a hostile working environment

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	31.41%	32.09%
Disagree	29.26%	32.66%
Neutral	19.90%	18.72%
Agree	10.07%	8.72%
Strongly agree	7.67%	4.90%
N/A	1.68%	2.92%

Thinking outside the box is rewarded in my department/division/unit

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	12.62%	9.55%
Disagree	16.43%	15.27%
Neutral	26.90%	25.19%
Agree	27.38%	34.67%
Strongly agree	14.05%	12.11%
N/A	2.62%	3.22%

The merit and promotion processes are fair

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	20.10%	15.79%
Disagree	22.25%	18.88%
Neutral	32.54%	28.16%
Agree	15.31%	20.74%
Strongly agree	5.26%	6.39%
N/A	4.55%	10.05%

There are other employees I can get career advice from

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	5.52%	4.39%
Disagree	8.87%	10.49%
Neutral	22.30%	18.53%
Agree	43.65%	47.22%
Strongly agree	16.79%	15.67%
N/A	2.88%	3.72%

My writing is supported

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	7.86%	2.89%
Disagree	8.33%	5.32%
Neutral	26.19%	24.16%
Agree	16.19%	20.51%
Strongly agree	7.86%	8.22%
N/A	33.57%	38.91%

My research is supported

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	8.37%	3.05%
Disagree	7.89%	6.46%
Neutral	23.92%	23.13%
Agree	17.70%	18.22%
Strongly agree	7.42%	8.00%
N/A	34.69%	41.16%

Sabbatical leave is supported here

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	10.31%	4.93%
Disagree	8.87%	6.64%
Neutral	28.78%	24.68%
Agree	11.27%	17.39%
Strongly agree	5.04%	6.93%
N/A	35.73%	39.44%

Everyone works as a team

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	13.54%	10.53%
Disagree	19.48%	21.69%
Neutral	23.52%	24.59%
Agree	28.50%	31.25%
Strongly agree	12.59%	10.01%
N/A	2.38%	1.91%

I want to quit my job

	University of Louisiana at Lafayette	Peer Institutions
Strongly disagree	35.78%	39.03%
Disagree	25.12%	21.77%
Neutral	19.91%	21.05%
Agree	9.48%	8.49%
Strongly agree	6.40%	5.21%
N/A	3.32%	4.47%

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

	University of Louisiana at Lafayette	Peer Institutions
No career advancement opportunities	29.66%	28.77%
Salary/benefits are not adequate	59.80%	50.27%
Family relocation	7.11%	6.80%
Offered a job elsewhere	17.16%	16.12%
Co-worker tension	24.26%	19.71%
Work not appreciated	35.78%	34.04%
Feeling of not belonging	22.79%	19.96%
Harassed or bullied at work	14.46%	13.44%
No sense of belonging in the surrounding community	11.27%	6.88%
Insufficient child care services on campus	2.70%	3.01%
Pregnancy	1.23%	1.04%
I have not considered leaving	26.47%	25.77%



Employee Demographics

What is your gender?

	University of Louisiana at Lafayette	Peer Institutions
Female	67.39%	58.05%
Male	31.16%	33.57%
Non-binary/nonconforming	1.93%	0.61%
Transgender man	0.24%	0.21%
Transgender woman	0.00%	0.00%

What is your race/ethnicity?

	University of Louisiana at Lafayette	Peer Institutions
African American/Black	15.97%	10.17%
Asian American/Asian	3.69%	3.37%
Hispanic/Latinx	2.21%	2.17%
Multiracial	4.67%	2.33%
Native American/Alaska Native	0.00%	0.73%
Native Hawaiian/Pacific Islander	0.00%	0.07%
White	73.46%	81.58%

What is your age?

	University of Louisiana at Lafayette	Peer Institutions
24 or under	2.43%	1.14%
25-30	6.80%	5.88%
31-40	26.94%	20.90%
41-50	23.54%	25.92%
51-60	21.60%	29.23%
61 or over	18.69%	16.94%

What is your marital status?

	University of Louisiana at Lafayette	Peer Institutions
Single	24.64%	16.30%
Married	60.63%	70.45%
Separated	0.72%	1.13%
Divorced	9.90%	7.34%
Partnered/civil union	1.45%	3.35%
Widowed	2.66%	1.43%

What is your citizenship status?

	University of Louisiana at Lafayette	Peer Institutions
Born in the U.S.	93.10%	91.65%
Naturalized U.S. citizen	3.81%	5.02%
Permanent resident	2.14%	2.33%
International (F-1, J-1, etc.)	0.95%	1.00%

What is your highest level of education?

	University of Louisiana at Lafayette	Peer Institutions
High school	0.95%	3.65%
Some college	6.19%	8.32%
Associate degree	3.10%	5.26%
Bachelor's degree	19.52%	20.73%
Master's degree	33.57%	33.18%
Doctoral degree	36.67%	28.86%

Where do you live?

	University of Louisiana at Lafayette	Peer Institutions
Own home	79.95%	78.78%
Rental	16.71%	17.99%
With relatives	3.10%	4.11%
Currently homeless	0.24%	0.06%



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