

*Selected 2018 EBI SkyFactor Student and
Faculty/Staff Campus Climate, Safety, and Sexual
Assault Assessment Results*

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LU **Student** Response Rates and Comparison Groups:

Longwood University	794 Respondents	17.3% Response Rate
Same Carnegie Class	5,132 Respondents from 11 Institutions	17.6% Response Rate
All Institutions	28,329 Respondents from 41 Institutions	13.9% Response Rate

LU **Faculty/Staff** Response Rates and Comparison Groups:

Longwood University	540 Total Respondents	56.2% Response Rate
Carnegie Class	1,285 Total Respondents from 5 institutions	48.0% Response Rate
All Institutions	5,164 Total Respondents from 14 institutions	47.8%Response Rate

Synopsis of the LU 794 Student Respondent Demographics:

Race/Ethnicity/Gender/Sexual Orientation/Class Year/FGCS/Transfer		
White	614	77.3%
Black or AA	78	9.8%
Female	604	76.3%
Heterosexual	660	83.3%
Seniors	258	32.8%
Juniors	217	27.6%
Freshmen	167	21.2%
Sophomores	117	14.9%
First-Generation	319	40.3%
Transfer	67	8.5%

GPA/Affinity/Place of Residence		
3.00 – 3.49	249	31.5%
3.50 or >	213	27%
2.50 – 2.99	211	26.7%
Greek Affiliate	185	20.9%
Documented disability	93	11.8%
Residence hall	279	35.3%
Off-campus apt or house	225	28.5%
LU managed apartment	215	27.2%

Glossary of Terms and Symbols:

Goal: The goal value, set by Skyfactor, is a value of 5.50 on a 7-point scale or a value of 75% on the performance scale.

Performance: Mean scaled from 0-100%. “1” on the 7-point scale equates with 0% performance, “4” equates to 50% performance, and “7” equates to 100% performance.

Statistical Significance: The indication of a statistical difference in means. A ↑↑ indicates where LU performed statistically higher; = indicates no statistical difference; a ↓↓ indicates where LU performed statistically lower.

Key for the following Tables:	
X	indicates the performance is well below goal; Issue 0 – 70%
!	indicates the performance goal is within reach; Needs Work 71% – 74%
√	indicates the performance goal was met; Good 75% - 100%
NR Not Reported NP Not a Predictor	
↑↑	LU mean is statistically higher than the comparative group
=	LU mean is statistically equal to the comparative group
↓↓	LU mean is statistically lower than the comparative group

To what extent do you agree with the following statements?

	Carnegie Class	All Institutions	LU Mean	Performance
FACTOR 1: Perceptions of the Institution	5.90	5.76	6.04	84.0% ✓
This institution is welcoming.	↑↑	↑↑	6.22	87.0% ✓
This institution is respectful.	=	↑↑	6.01	83.5% ✓
Students are treated fairly regardless of their age.	↑↑	↑↑	6.17	86.2% ✓
Students are treated fairly ... their gender.	↑↑	↑↑	6.07	84.5% ✓
Students are treated fairly ... their religion/faith.	↑↑	↑↑	6.05	84.2% ✓
Students are treated fairly ... their abilities/disabilities.	↑↑	↑↑	6.00	83.3% ✓
Students are treated fairly ... their sexual orientation.	↑↑	↑↑	5.99	83.2% ✓
Students are treated fairly ... their race.	=	↑↑	5.93	82.2% ✓
Students are treated fairly... their socioeconomic status.	=	↑↑	5.87	81.2% ✓
Students are treated fairly ... their political ideology.	?	?	5.56	?

X Issue

! Needs Work

✓ Good

↓↓ LU is lower

= Equal

↑↑ LU is higher

To what extent do you agree with the following statements?
This institution has...

	Carnegie Class	All Institutions	LU Mean	Performance
FACTOR 2: Visibility	5.08	5.20	5.09	68.2% X
staff from diverse backgrounds	↑↑	=	5.22	70.3% !
faculty from diverse backgrounds	↑↑	=	5.14	69.0% X
students from diverse backgrounds	↓↓	↓↓	5.09	68.2% X
senior leadership from diverse backgrounds	=	=	4.88	64.7% X

X Issue	! Needs Work	√ Good	↓↓ LU is lower	= Equal	↑↑ LU is higher
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To what extent do you agree with the following statements?
I feel comfortable...

	Carnegie Class	All Institutions	LU Mean	Performance
FACTOR 3: Personal Attitudes and Behaviors	6.11	6.11	6.25	87.5% ✓
having friends from diverse backgrounds	↑↑	↑↑	6.58	93.0% ✓
interacting with students from diverse backgrounds	↑↑	↑↑	6.48	91.3% ✓
having roommates or neighbors from diverse backgrounds	↑↑	↑↑	6.38	89.7% ✓
having discussions with people whose ideas and values are different from my own	↑↑	↑↑	6.29	88.2% ✓
bringing up issues of discrimination or harassment	=	↑↑	5.55	75.8% ✓

X Issue	! Needs Work	✓ Good	↓↓ LU is lower	= Equal	↑↑ LU is higher
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To what extent do you agree with the following statements?
The Student Activities offered by this institution enhance my ability to...

	Carnegie Class	All Institutions	LU Mean	Performance
FACTOR 4: Co-Curricular Environment	5.54	5.48	5.59	76.5% ✓
work with people who are different from myself (i.e., gender, race, etc.)	↑↑	↑↑	5.75	79.2% ✓
value and respect people who are different from myself (i.e., gender, race, etc.)	↑↑	↑↑	5.70	78.3% ✓
Student organizations at this institution are welcoming.	=	=	5.61	76.8% ✓
interact with people who are different from myself (i.e., gender, race, etc.)	↑↑	↑↑	5.60	76.7% ✓
Student organizations at this institution reflect diverse groups of people.	↓↓	=	5.30	71.7% !

X Issue	! Needs Work	✓ Good	↓↓ LU is lower	= Equal	↑↑ LU is higher
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To what extent do you agree with the following statements?
Students at this institution...

	Carnegie Class	All Institutions	LU Mean	Performance
FACTOR 5: Perceptions of Peers	5.23	5.11	5.15	69.2% X
encourage free and open discussions about difficult topics	=	=	5.22	70.3% !
are willing to talk about group differences	=	=	5.18	69.7% X
are open-minded when it comes to sharing different ideas and beliefs	=	=	5.06	67.7% X

X Issue	! Needs Work	√ Good	↓↓ LU is lower	= Equal	↑↑ LU is higher
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To what extent do you agree with the following statements?

	Carnegie Class	All Institutions	LU Mean	Performance
FACTOR 6: Perceptions of Faculty/Staff	5.74	5.70	5.83	80.5% ✓
Faculty treat me with respect.	=	=	6.01	83.5% ✓
Faculty turn controversial topics into constructive discussions.	↑↑	↑↑	5.68	78.0% ✓
Faculty are genuinely concerned about my welfare.	=	↑↑	5.68	78.0% ✓
Faculty value different perspectives in the classroom.	=	=	5.55	75.8% ✓
Staff at this institution treat me with respect.	=	↑↑	6.07	84.5% ✓
Staff are supportive of students from diverse backgrounds.	=	↑↑	5.91	81.8% ✓
Staff create an environment of acceptance for students from diverse backgrounds.	=	↑↑	5.90	81.7% ✓

X Issue

! Needs Work

✓ Good

↓↓ LU is lower

= Equal

↑↑ LU is higher

To what extent do you agree with the following statements?
Administrators at this institution...

	Carnegie Class	All Institutions	LU Mean	Performance
FACTOR 7: Perceptions of Administration	5.24	5.13	5.33	72.2% !
treat students fairly	↑↑	↑↑	5.50	75.0% √
are genuinely concerned about my welfare	=	↑↑	5.36	72.7% !
respect what students think	=	↑↑	5.32	72.0% !
demonstrate leadership that fosters diversity	=	↑↑	5.29	71.5% !
regularly speak about the value of diversity	=	=	5.22	70.3% !

X Issue	! Needs Work	√ Good	↓↓ LU is lower	= Equal	↑↑ LU is higher
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To what extent do you agree with the following statements?
This institution proactively implements policies to prevent discrimination
related to...

	Carnegie Class	All Institutions	LU Mean	Performance
FACTOR 8 : Policies	5.39	5.36	5.52	75.3% ✓
abilities/disabilities	↑↑	↑↑	5.61	76.8% ✓
race	=	↑↑	5.59	76.5% ✓
gender	↑↑	↑↑	5.55	75.8% ✓
sexual orientation	↑↑	↑↑	5.54	75.7% ✓
religion/faith	↑↑	↑↑	5.53	75.5% ✓
age	↑↑	↑↑	5.45	74.2% !
socioeconomic status	=	↑↑	5.39	73.2% !
political ideology	?	?	5.22	?

X Issue	! Needs Work	✓ Good	↓↓ LU is lower	= Equal	↑↑ LU is higher
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To what extent do you agree with the following statements?
I can easily access...

	Carnegie Class	All Institutions	LU Mean	Performance
FACTOR 9: Campus Accessibility	5.98	5.93	6.03	83.8% √
classrooms	=	=	6.29	88.2% √
campus sidewalks	=	=	6.13	85.5% √
campus buildings	=	=	6.06	84.3% √
course materials (i.e., textbooks, online materials)	=	=	6.00	83.3% √
campus web sites	=	=	5.97	82.8% √
campus dining facilities	=	=	5.94	82.3% √
campus events (i.e., sporting events, lectures, concerts)	=	=	5.82	80.3% √

X Issue	! Needs Work	√ Good	↓↓ LU is lower	= Equal	↑↑ LU is higher
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To what extent do you agree with the following statements?
This institution...

	Carnegie Class	All Institutions	LU Mean	Performance
FACTOR 10: Campus Safety	5.58	5.45	5.61	76.8% √
keeps the campus safe	=	↑↑	5.99	83.2% √
is a safe place for students	=	↑↑	5.98	83.0% √
does enough to protect the safety of students	=	=	5.57	76.2% √
is safe to walk around at night	=	↑↑	5.39	73.2% !
has adequate outdoor lighting	=	↑↑	5.12	68.7% X

X Issue	! Needs Work	√ Good	↓↓ LU is lower	= Equal	↑↑ LU is higher
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To what extent do you agree with the following statements?

	Carnegie Class	All Institutions	LU Mean	Performance
FACTOR 11: Sexual Assault (+ Stalking; Domestic/Intimate Partner Violence)	5.41	5.46	5.52	75.3% √
I understand this institution's formal procedures to address complaints of sexual assault.	↑↑	↑↑	5.57	76.2% √
I know where to get help at this institution in the event of a sexual assault.	↑↑	↑↑	5.44	74.0% !
This institution would take corrective action to address factors which may have led to the sexual assault.	=	=	5.55	75.8% √
This institution would support the person making the report.	=	=	5.54	75.7% √
This institution would take steps to protect the person making the report from retaliation.	=	=	5.50	75.0% √

X Issue	! Needs Work	√ Good	↓↓ LU is lower	= Equal	↑↑ LU is higher
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To what extent do you agree with the following statements?
The sexual assault training...

	Carnegie Class	All Institutions	LU Mean	Performance
Factor 12: Campus Training	5.43	5.46	5.43	73.8% !
was presented in an organized manner	=	=	5.73	78.8% √
provided valuable information	=	=	5.66	77.7% √
was engaging	=	=	4.89	64.8% X

X Issue	! Needs Work	√ Good	↓↓ LU is lower	= Equal	↑↑ LU is higher
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As a result of my experiences at this institution...

	Carnegie Class	All Institutions	LU Mean	Performance
FACTOR 13: Overall Learning	5.57	5.56	5.63	77.2% √
I can communicate effectively with people who are different from myself (i.e., race, gender, beliefs, etc.).	↑↑	↑↑	6.06	84.3% √
I make an effort to get to know people from diverse backgrounds.	=	↑↑	5.65	77.5% √
I have recognized biases that affect my thinking.	=	=	5.65	77.5% √
I have critically evaluated my position on diverse issues.	=	=	5.59	76.5% √
I have felt challenged to think more broadly about diverse issues.	=	=	5.51	75.2% √
I discuss issues related to diversity.	=	=	5.33	72.2% !

X Issue	! Needs Work	√ Good	↓↓ LU is lower	= Equal	↑↑ LU is higher
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To what extent do you agree with the following statements?

	Carnegie Class	All Institutions	LU Mean	Performance
FACTOR 14: Overall Satisfaction	5.60	5.61	5.77	79.5% ✓
I would recommend this institution to a friend.	↑↑	↑↑	5.91	81.8% ✓
Overall, I am satisfied with my experience at this institution.	↑↑	↑↑	5.84	80.7% ✓
I belong at this institution.	↑↑	↑↑	5.79	79.8% ✓
I feel accepted by students at this institution.	=	↑↑	5.76	79.3% ✓
I feel valued by students at this institution.	=	↑↑	5.56	76.0% ✓

X Issue	! Needs Work	✓ Good	↓↓ LU is lower	= Equal	↑↑ LU is higher
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To what extent do you agree with the following statements?

	Carnegie Class	All Institutions	LU Mean	Performance
Non-Factor Questions				
I intend to return to this institution next year.	↑↑	↑↑	6.52	92.0% ✓
I intend to graduate from this institution.	=	↑↑	6.66	94.3% ✓
I have never considered leaving this institution because of an issue related to diversity, inclusion, appreciation of differences, etc.	↑↑	↑↑	5.75	79.2% ✓
I can easily access administrative functions (i.e., registering for classes, applying for financial aid).	=	=	5.74	79.0% ✓

X Issue	! Needs Work	✓ Good	↓↓ LU is lower	= Equal	↑↑ LU is higher
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14 Student Factors ranked by mean	Carnegie Class	All Institutions	LU Mean	Performance
Factor 3 – Personal Attitudes and Behaviors	↑↑	↑↑	6.25	87.5% ✓
Factor 1 – Perceptions of the Institution	↑↑	↑↑	6.04	84.0% ✓
Factor 9 – Campus Accessibility	=	=	6.03	83.8% ✓
Factor 6 – Perceptions of Faculty/Staff	=	↑↑	5.83	80.5% ✓
Factor 14 – Overall Satisfaction	↑↑	↑↑	5.77	79.5% ✓
Factor 13 – Overall Learning	=	=	5.63	77.2% ✓
Factor 10 – Campus Safety	=	↑↑	5.61	76.8% ✓
Factor 4 – Co-Curricular Environment	=	↑↑	5.59	76.5% ✓
Factor 8 - Policies	↑↑	↑↑	5.52	75.3% ✓
Factor 11 – Sexual Assault	↑↑	=	5.52	75.3% ✓
Factor 12 - Campus Training	=	=	5.43	73.8% !
Factor 7 - Perceptions of Administration	=	↑↑	5.33	72.2% !
Factor 5 – Perceptions of Peers	=	=	5.15	69.2% X
Factor 2 - Visibility	=	↓↓	5.09	68.2% X

X Issue	! Needs Work	✓ Good	↓↓ LU is lower	= Equal	↑↑ LU is higher
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Student Factors with significant differences in Means	Gender				Sexual Orientation			
	Female		Male		Heterosexual		Non-Hetero	
	Stat Sig	Perf	Stat Sig	Perf	Stat Sig	Perform	Stat Sig	Perform
Perceptions of the Institution	=	√	=	√	↑↑	√	↓↓	√
Visibility	=	!	=	X	↑↑	X	↓↓	X
Co-Curricular Environment	=	√	=	√	=	√	=	!
Perceptions of Peers	=	X	=	X	=	!	=	X
Perceptions of Admin	=	!	=	X	=	!	=	X
Policies	=	√	=	√	=	√	=	!
Campus Safety	↑↑	√	↓↓	√	↑↑	√	↓↓	!
Sexual Assault	=	√	=	!	↑↑	√	↓↓	!
Campus Training	=	√	=	!	↑↑	√	↓↓	X
Overall Satisfaction	=	√	=	√	↑↑	√	↓↓	√

X Issue	! Needs Work	√ Good	↓↓ LU is lower	= Equal	↑↑ LU is higher
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Student Factors with significant differences in Means	Race/Ethnicity				Class Level			
	White		Non-White		Fr/Sophomore		All Others	
	Stat Sig	Perf	Stat Sig	Perf	Stat Sig	Perform	Stat Sig	Perform
Perceptions of the Institution	↑↑	√	↓↓	√	↑↑	√	↓↓	√
Visibility	↑↑	!	↓↓	X	↑↑	!	↓↓	X
Co-Curricular Environment	↑↑	√	↓↓	!	↑↑	√	↓↓	!
Perceptions of Peers	↑↑	!	↓↓	X	↑↑	!	↓↓	X
Perceptions of Faculty/Staff	↑↑	√	↓↓	√	↑↑	√	↓↓	√
Perceptions of Admin	=	!	=	X	↑↑	√	↓↓	X
Policies	↑↑	√	↓↓	!	↑↑	√	↓↓	!
Campus Safety	=	√	=	!	↑↑	√	↓↓	!
Sexual Assault	=	√	=	!	↑↑	√	↓↓	!
Campus Training	=	!	=	!	↑↑	√	↓↓	!
Overall Satisfaction	↑↑	√	↓↓	√	↑↑	√	↓↓	√

X Issue	! Needs Work	√ Good	↓↓ LU is lower	= Equal	↑↑ LU is higher
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Student Factors with statistically significant differences*:	Key Student Sub-populations with statistically significant differences in percentages*:
Perceptions of the Institution	White Freshmen & Sophomores Non-Heterosexual
Visibility	White 3.00 GPA & below Freshmen & Sophomores Heterosexual
Perceptions of Peers	Freshmen & Sophomores White
Perceptions of Admin	Freshmen & Sophomores 26 years or older

*Based on the percentage of respondents within the sub-population who responded with “**Neutral to Strongly agree**” (4, 5, 6, or 7 on a seven-point Likert Scale)

Student Factors with statistically significant differences*:	Student Sub-populations with statistically significant differences in percentages*:
Policies	Freshmen & Sophomores White
Campus Safety	26 years or older Freshmen & Sophomores Heterosexual White Male
Overall Satisfaction	White Heterosexual Freshmen/Sophomores

*Based on the percentage of respondents within the sub-population who responded with “**Neutral to Strongly agree**” (4, 5, 6, or 7 on a seven-point Likert Scale)

Synopsis of the LU 540 **Faculty/Staff** Respondent Demographics:

Race/Ethnicity/Gender/Rank		
White	460	85.2%
Black or AA	29	5.4%
Female	337	63.5%
Heterosexual	473	89.6%
Asst Prof	57	38.8%
Assoc Prof	53	36.1%
Full Prof	32	21.8%

Age/Time employed at LU		
41 – 50 yrs	136	25.9%
31 – 40 yrs	128	24.4%
>51 yrs	123	38.2%
21-30 yrs	60	11.4%
0 - 2 yrs at LU	140	26.4%
6 – 10 yrs at LU	113	21.4%
3 – 5 yrs at LU	112	21.2%
11 – 20 yrs at LU	109	20.6%
>21 yrs at LU	55	10.3%

Synopsis of the LU 540 **Faculty/Staff** Respondent Demographics:

Primary Position / Role		
Faculty	190	36%
Professional Staff	165	31.3%
Admin Support Staff	106	20.1%
Service/Maint Staff	29	5.5%
Exec Level	20	3.8%

Tenure Status		
Not Applicable	318	60.6%
Tenured	87	16.6%
Tenure Track	62	11.8%
Not Tenure Track	58	11%

To what extent do you agree with the following statements?
This institution...

	Carnegie Class	All Institutions	LU Mean	Performance
FACTOR 1: Perceptions of Institution	5.09	5.29	5.55	75.8% √
is welcoming	↑↑	↑↑	6.05	84.2% √
is respectful	↑↑	↑↑	5.88	81.3% √
makes me feel included as a member of the community	↑↑	↑↑	5.50	75.0% √
encourages free and open discussion on difficult topics	↑↑	↑↑	5.19	69.8% X
encourages faculty and staff to openly share their ideas	↑↑	↑↑	5.12	68.7% X

X Issue	! Needs Work	√ Good	↓↓ LU is lower	= Equal	↑↑ LU is higher
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To what extent do you agree with the following statements?
Faculty and staff are treated fairly regardless of their...

	Carnegie Class	All Institutions	LU Mean	Performance
FACTOR 2: Campus Environment	5.32	5.36	5.56	76.0% √
sexual orientation	↑↑	↑↑	5.75	79.2% √
abilities/disabilities	↑↑	↑↑	5.66	77.7% √
religion/faith	=	=	5.58	76.3% √
socioeconomic status	↑↑	↑↑	5.57	76.2% √
race	=	=	5.56	76.0% √
gender	↑↑	↑↑	5.52	75.3% √
age	↑↑	=	5.47	74.5% !
political ideology	=	=	5.39	73.2% !

X Issue	! Needs Work	√ Good	↓↓ LU is lower	= Equal	↑↑ LU is higher
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To what extent do you agree with the following statements?
This institution has...

	Carnegie Class	All Institutions	LU Mean	Performance
FACTOR 3: Visibility	4.39	4.85	4.75	62.5% X
a strong commitment to diversity	↑↑	=	5.19	69.8% X
staff from diverse backgrounds	↑↑	=	4.92	65.3% X
students from diverse backgrounds	=	↓↓	4.86	64.3% X
faculty from diverse backgrounds	↑↑	↓↓	4.65	60.8% X
senior leadership from diverse backgrounds	↑↑	=	4.07	51.2% X

X Issue	! Needs Work	√ Good	↓↓ LU is lower	= Equal	↑↑ LU is higher
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To what extent do you agree with the following statements?
My supervisor...

	Carnegie Class	All Institutions	LU Mean	Performance
FACTOR 4: Work Environment	5.71	5.84	6.19	86.5% ✓
treats me with respect	↑↑	↑↑	6.30	88.3% ✓
values the work I do	↑↑	↑↑	6.22	87.0% ✓
I feel welcome in my work environment.	↑↑	↑↑	6.13	85.5% ✓
Appropriate and inclusive language is used in my work environment.	↑↑	↑↑	6.10	85.0% ✓

X Issue	! Needs Work	✓ Good	↓↓ LU is lower	= Equal	↑↑ LU is higher
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To what extent do you agree with the following statements?
Faculty...

	Carnegie Class	All Institutions	LU Mean	Performance
FACTOR 5: Perceptions of Faculty	5.14	5.36	5.48	74.7% !
treat me with respect	↑↑	↑↑	5.72	78.7% ✓
display an appreciation for those from diverse backgrounds	↑↑	=	5.57	76.2% ✓
value the work I do	↑↑	=	5.40	73.3% !
value my feedback	↑↑	=	5.22	70.3% !

X Issue	! Needs Work	✓ Good	↓↓ LU is lower	= Equal	↑↑ LU is higher
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To what extent do you agree with the following statements?
Staff...

	Carnegie Class	All Institutions	LU Mean	Performance
FACTOR 6: Perceptions of Staff	5.52	5.68	5.88	81.3% ✓
treat me with respect	↑↑	↑↑	6.13	85.5% ✓
value my feedback	↑↑	↑↑	5.75	79.2% ✓
value the work I do	↑↑	↑↑	5.87	81.2% ✓
display an appreciation for those from diverse backgrounds	↑↑	↑↑	5.74	79.0% ✓

X Issue	! Needs Work	✓ Good	↓↓ LU is lower	= Equal	↑↑ LU is higher
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To what extent do you agree with the following statements?
Students...

	Carnegie Class	All Institutions	LU Mean	Performance
FACTOR 7: Perceptions of Students	5.46	5.56	5.74	79.0% √
treat me with respect	↑↑	↑↑	6.01	83.5% √
value my feedback	↑↑	↑↑	5.71	78.5% √
value the work I do	↑↑	=	5.62	77.0% √
display an appreciation for individuals from diverse backgrounds	↑↑	↑↑	5.58	76.3% √

X Issue

! Needs Work

√ Good

↓↓ LU is lower

= Equal

↑↑ LU is higher

To what extent do you agree with the following statements?
Administrators...

	Carnegie Class	All Institutions	LU Mean	Performance
FACTOR 8: Perceptions of Administration	4.64	4.76	5.04	67.3% X
value the work I do	↑↑	↑↑	5.11	68.5% X
are genuinely concerned about my welfare	↑↑	↑↑	5.09	68.2% X
respect what faculty and staff think	↑↑	↑↑	4.93	65.5% X

X Issue	! Needs Work	√ Good	↓↓ LU is lower	= Equal	↑↑ LU is higher
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To what extent do you agree with the following statements?
 This institution proactively implements policies to prevent discrimination related to...

	Carnegie Class	All Institutions	LU Mean	Performance
FACTOR 9: Administrative Policies	5.18	5.19	5.39	73.2% !
abilities/disabilities	↑↑	↑↑	5.58	76.3% √
sexual orientation	↑↑	↑↑	5.55	75.8% √
race	↑↑	↑↑	5.54	75.7% √
gender	↑↑	↑↑	5.52	75.3% √
socioeconomic status	↑↑	↑↑	5.32	72.0% !
age	=	↑↑	5.26	71.0% !
religion/faith	=	=	5.24	70.7% !
political ideology	=	↑↑	5.13	68.8% X

X Issue	! Needs Work	√ Good	↓↓ LU is lower	= Equal	↑↑ LU is higher
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To what extent do you agree with the following statements?
I can easily access...

	Carnegie Class	All Institutions	LU Mean	Performance
FACTOR 10: Campus Accessibility	NR	5.84	6.10	85.0% ✓
classrooms	=	=	6.23	87.2% ✓
campus dining facilities	=	=	6.22	87.0% ✓
campus web sites	=	=	6.12	85.3% ✓
campus buildings	=	=	6.12	85.3% ✓
my work space	=	=	6.12	85.3% ✓
campus sidewalks	=	=	6.12	85.3% ✓
campus administrative offices	=	=	5.92	82.0% ✓

X Issue	! Needs Work	✓ Good	⇓ LU is lower	= Equal	⇓ LU is higher
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To what extent do you agree with the following statements?
This institution...

	Carnegie Class	All Institutions	LU Mean	Performance
FACTOR 11: Campus Safety	5.34	5.50	5.81	80.2% ✓
is a safe place for faculty and staff	↑↑	↑↑	6.05	84.2% ✓
is a safe place for students	↑↑	↑↑	6.01	83.5% ✓
I am satisfied with the physical safety of my work environment.	↑↑	↑↑	5.92	82.0% ✓
does enough to protect the safety of students	↑↑	↑↑	5.73	78.8% ✓
does enough to protect the safety of faculty and staff	↑↑	↑↑	5.73	78.8% ✓
is safe to walk around at night	↑↑	↑↑	5.62	77.0% ✓
has adequate outdoor lighting	↑↑	↑↑	5.58	76.3% ✓

X Issue	! Needs Work	✓ Good	↓↓ LU is lower	= Equal	↑↑ LU is higher
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To what extent do you agree with the following statements?

	Carnegie Class	All Institutions	LU Mean	Performance
FACTOR 12: Individual Response to Sexual Assault (+ Stalking; Domestic/Intimate Partner Violence)	5.84	5.87	6.28	88.0% ✓
I know where to get help at this institution in the event of a sexual assault.	↑↑	↑↑	6.31	88.5% ✓
I understand this institution's formal procedures to address complaints of sexual assault.	↑↑	↑↑	6.25	87.5% ✓

X Issue	! Needs Work	✓ Good	↓↓ LU is lower	= Equal	↑↑ LU is higher
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To what extent do you agree with the following statements?
This institution would...

	Carnegie Class	All Institutions	LU Mean	Performance
FACTOR 13: Institutional Response to Sexual Assault (+ Stalking; Domestic/Intimate Partner Violence)	5.45	5.70	6.00	83.3% ✓
support the person making the report	↑↑	↑↑	6.06	84.3% ✓
take corrective action to address factors which may have led to the sexual assault	↑↑	↑↑	5.95	82.5% ✓

X Issue	! Needs Work	✓ Good	↓↓ LU is lower	= Equal	↑↑ LU is higher
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To what extent do you agree with the following statements?

	Carnegie Class	All Institutions	LU Mean	Performance
FACTOR 14: Personal Attitudes and Behaviors	6.44	6.45	6.52	92.0% ✓
I am comfortable having colleagues from diverse backgrounds.	=	=	6.62	93.7% ✓
I am comfortable interacting with students from diverse backgrounds.	↑↑	↑↑	6.56	92.7% ✓
I am comfortable interacting with faculty and staff from diverse backgrounds.	=	=	6.54	92.3% ✓
I have discussions with people whose ideas and values are different from my own.	=	=	6.37	89.5% ✓

X Issue	! Needs Work	✓ Good	↓↓ LU is lower	= Equal	↑↑ LU is higher
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To what extent do you agree with the following statements?

	Carnegie Class	All Institutions	LU Mean	Performance
FACTOR 15: Overall Perceptions	5.35	5.52	5.80	80.0% ✓
I belong at this institution.	↑↑	↑↑	5.86	81.0% ✓
Overall, I am satisfied with my work environment.	↑↑	↑↑	5.79	79.8% ✓
I would recommend working at this institution to a close friend.	↑↑	↑↑	5.77	79.5% ✓

X Issue	! Needs Work	✓ Good	↓↓ LU is lower	= Equal	↑↑ LU is higher
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To what extent do you agree with the following statements?

	Carnegie Class	All Institutions	LU Mean	Performance
Non-Factor Questions				
This institution adequately keeps faculty and staff informed on important matters.	↑↑	=	4.92	65.3% X
I have never considered leaving this institution because of an issue related to diversity, inclusion, appreciation of differences.	↑↑	↑↑	5.73	78.8% √

X Issue	! Needs Work	√ Good	↓↓ LU is lower	= Equal	↑↑ LU is higher
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15 Fac/Staff Factors ranked by mean	Carnegie Class	All Institutions	LU Mean	Performance
Factor 14 - Personal Attitudes & Behaviors	=	=	6.52	92.0% ✓
Factor 12 - Individual Response to Sexual Assault	↑↑	↑↑	6.28	88.0% ✓
Factor 4 - Work Environment	↑↑	↑↑	6.19	86.5% ✓
Factor 10 - Campus Accessibility		=	6.10	85.0% ✓
Factor 13 - Institutional Response to Sexual Assault	↑↑	↑↑	6.06	83.3% ✓
Factor 6 - Perceptions of Staff	↑↑	↑↑	5.88	81.3% ✓
Factor 11 - Campus Safety	↑↑	↑↑	5.81	80.2% ✓
Factor 15 – Overall Perceptions	↑↑	↑↑	5.80	80.0% ✓
Factor 7 - Perceptions of Students	↑↑	↑↑	5.74	79.0% ✓
Factor 2 - Campus Environment	↑↑	↑↑	5.56	76.0% ✓
Factor 1 - Perceptions of Institution	↑↑	↑↑	5.55	75.8% ✓
Factor 5 - Perceptions of Faculty	↑↑	=	5.48	74.7% !
Factor 9 - Administrative Policies	↑↑	↑↑	5.39	73.2% !
Factor 8 - Perceptions of Administration	↑↑	↑↑	5.04	67.3% X
Factor 3 - Visibility	↑↑	=	4.75	62.5% X

Factors with statistically significant performance means among key Faculty Staff sub-populations:

Faculty/Staff Factors with significant differences in Means	Gender				Sexual Orientation			
	Female		Male		Heterosexual		Non-Heterosexual	
	Stat Sig	Perf	Stat Sig	Perf	Stat Sig	Perform	Stat Sig	Perform
Perceptions of Institution	↑↑	√	↓↓	!	=	√	=	√
Visibility	=	X	=	X	↑↑	X	↓↓	X
Perceptions of Students	↑↑	√	↓↓	√	=	√	=	√
Faculty/Staff Factors with significant differences in Means	Race/Ethnicity				Age			
	White		“Non-White”		50 or <		51 or >	
	Stat Sig	Perf	Stat Sig	Perf	Stat Sig	Perform	Stat Sig	Perform
Campus Environment	=	√	=	!	↑↑	√	↓↓	!
Visibility	↑↑	X	↓↓	X	=	X	=	X
Administrative Policies	↑↑	!	↓↓	X	=	!	=	!
Campus Accessibility	=	√	NA	NR	↑↑	√	↓↓	√
Campus Safety	↑↑	√	↓↓	√	=	√	=	√

X Issue

! Needs Work

√ Good

↓↓ LU is lower

= Equal

↑↑ LU is higher

Faculty/Staff Factors with statistically significant differences:	Key Faculty/Staff Sub-populations with statistically significant differences:
Perceptions of the Institution	Worked at LU five years or less Female Part-time employee
Campus Environment	Part-time employee Master's or Doctoral Degree 50 years or younger Worked at LU five years or less
Visibility	White Bachelor's Degree or less Part-time employee Heterosexual Worked at LU five years or less
Work Environment	Part-time employee

*Based on the percentage of respondents within the sub-population who responded with "Neutral to Strongly agree" (4, 5, 6, or 7 on a seven-point Likert Scale)

Faculty/Staff Factors with statistically significant differences*:	Key Faculty/Staff Sub-populations with statistically significant differences*:
Perceptions of Faculty	Part-time employee
Administrative Policies	White Part-time employee Worked at LU five years or less
Campus Accessibility	50 years or younger
Campus Safety	White Master's or Doctoral Degree
Personal Attitudes & Behaviors	Master's or Doctoral Degree
Overall Perceptions	Part-time employees

*Based on the percentage of respondents within the sub-population who responded with "Neutral to Strongly agree" (4, 5, 6, or 7 on a seven-point Likert Scale)

What themes emerged from the open-ended comments and suggestions?

- 303 student and 184 faculty/staff responded to the closing question, “**What would you do to improve the campus culture at this institution?**”
- 537 student and 250 faculty/staff responded to the prompt asking to provide a **personal definition of diverse backgrounds.**

Common themes that emerged from 303 students' suggestions:

Theme Description:	Frequency:
Diversity: Add more programs and opportunities aimed at diversity and acceptance of differences	~55
Student Life: Provide more campus-wide and outdoor events	~50
Diversity: Improve/increase diversity among students	~30
Inclusion: Improve/expand activities and programs to consider a variety of identity groups	~30
Diversity: Improve/increase discussion of diverse perspectives in the classroom	~25
Grounds: Improve cleanliness of facilities and ground	~25
Safety: Improve safety on and around campus	~25
Politics: Balance discussion and content related to politics	~20

Common themes that emerged from 184 Faculty/Staff's suggestions:

Theme Description:

Transparency: Provide more transparency in administrative and budget decisions; Inform campus on matters and incidents

Consistency: Hiring, promotions, and other employment practices need to be followed more consistently

Workload Issues: Vast disparity in workload issues with non-effective incentives for desired behavior; Adjust the balance of power so deans can be more effective

Accountability: Hold tenured and untenured faculty and staff more accountable – social media; language; classroom discussion

Diversity: Require diversity training for faculty and staff; eliminate discrimination in the classroom; improve diversity among administration, faculty, staff, and students

Admissions: Admit more students who can be successful and provide more academic support to those at risk