

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

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Commissioned by the University Diversity Council and approved by the University Planning Committee:

Why this particular assessment?

- Nationally benchmarked; student and faculty/staff parallel surveys
- To meet the assessment needs of newly appointed University Diversity Council and to inform a Five-Year Strategic University Plan
- To gain evidence regarding the quality of Longwood's sexual assault, stalking, and domestic/intimate partner violence prevention, education, response, and remediation

Collective Institutional Responsibility:

- **SACS-COC 8.2.c:**

“The institution identifies expected outcomes, assesses the extent to which it achieves these outcomes, and provides evidence of seeking improvement based on analysis of the results for academic and student services that support student success.”

“Closing the Loop”

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

Longwood University	794 Total Respondents	17.3% Response Rate
Carnegie Class	5,132 Total Respondents	17.6% Response Rate
All Institutions	28,329 Total Respondents	13.9% Response Rate

Same Carnegie Class	11 Institutions
Caldwell University	Marian University
Chadron State College	Peru State College
Curry College	Saint Martins Univ
Dominican Univ of CA	Truman State Univ
King's College	Wayne State College
Longwood University	

41 All Institutions

Augustana University	Pratt Institute	Lander University	University of Central Arkansas
Caldwell University	Rensselaer Polytechnic Institute	Life Chiropractic College West	University of Houston
Chadron State College	Saint Martins University	Longwood University	University of Northern Iowa
Coastal Carolina University	Sienna College	Marian University	University of Notre Dame
Colorado Mesa University	South Dakota School of Mines and Technology	Morehouse College	University of South Alabama
Colorado State University	South Dakota State University	North Dakota State University	University of West Georgia
Curry College	Southern Connecticut State University	Northwest Missouri State University	University of Wisconsin-Superior
Dominican University of California	St. John Fisher College	Northwestern University	Washington College
Indiana University-Purdue University	The University of North Dakota	Pennsylvania College of Podiatric Podiatry	Wayne State College
King's College	Truman State University	Peru State College	
Lakeview College of Nursing	University of Baltimore		

LU 794 **Student** Respondent Demographics:

Gender		
Female	604	76.3%
Male	178	22.5%
Other	5	.6%
Transgender	5	.6%

Sexual Orientation		
Heterosexual	660	83.3%
Bisexual	59	7.4%
Gay or lesbian	25	3.2%
Prefer not to answer	19	2.4%
Other	15	1.9%
Unsure or questioning	14	1.8%

Race / Ethnicity		
White	614	77.3%
Black or AA	78	9.8%
Hispanic	41	5.2%
Two or more races	24	3%
Unknown	21	2.6%
Asian	14	1.8%

Class Level		
Seniors	258	32.8%
Juniors	217	27.6%
Freshmen	167	21.2%
Sophomores	117	14.9%
Grad/Prof St	26	3.3%

LU 794 **Student** Respondent Demographics:

Random Student Demographics		
First-Generation	319	40.3%
Transfer	67	8.5%
Greek Affiliate	185	20.9%
Varsity Athlete	29	3.7%
Documented/diagnosed disability	93	11.8%

Place of Residence		
Residence hall	279	35.3%
Off-campus apt or house	225	28.5%
LU managed apartment	215	27.2%
Living at home	59	7.5%

Self-Reported GPA		
3.00 – 3.49	249	31.5%
3.50 or >	213	27%
2.50 – 2.99	211	26.7%
2.00 – 2.49	86	10.9%
< 2.00	13	1.6%

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?

Factor Name

7-point scale and prompt

Items that comprise Factor

Factor Name	Carnegie Class	All Institutions	LU Mean	Perf
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 regardless of their gender.	↑↑	↑↑	6.07	84.5% ✓
Students are treated fairly regardless of their religion/faith.	↑↑	↑↑	6.05	84.2% ✓
Students are treated fairly regardless of their abilities/disabilities.	↑↑	↑↑	6.00	83.3% ✓
Students are treated fairly regardless of their sexual orientation.	↑↑	↑↑	6.00	83.2% ✓

Descending order

Key to the Symbols

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

To what extent do you agree with the following statements?

From the Student Assessment	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 regardless of their gender.	↑↑	↑↑	6.07	84.5% ✓
Students are treated fairly regardless of their religion/faith.	↑↑	↑↑	6.05	84.2% ✓
Students are treated fairly regardless of their abilities/disabilities.	↑↑	↑↑	6.00	83.3% ✓
Students are treated fairly regardless of their sexual orientation.	↑↑	↑↑	5.99	83.2% ✓
Students are treated fairly regardless of their race.	=	↑↑	5.93	82.2% ✓
Students are treated fairly ... of their socioeconomic status.	=	↑↑	5.87	81.2% ✓
Students are treated fairly ... of their political ideology.	?	?	5.56	?

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

From the Student Assessment	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...

From the Student Assessment	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...

From the Student Assessment	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...

From the Student Assessment	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?

From the Student Assessment	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...

From the Student Assessment	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

To what extent do you agree with the following statements?
 This institution proactively implements policies to prevent discrimination
 related to...

From the Student Assessment	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...

From the Student Assessment	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...

From the Student Assessment	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

To what extent do you agree with the following statements?

From the Student Assessment	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

To what extent do you agree with the following statements?
The sexual assault training...

From the Student Assessment	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...

From the Student Assessment	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?

From the Student Assessment	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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Student Indicator 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

To what extent do you agree with the following statements?

From the Student Assessment	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

Rationale for Recommendations	Top Priority	Increase efforts (e.g. personnel, fiscal, time, focus) in these areas	Performance on these factors is below goal value and improvement of these factors should impact Overall Perceptions.
	Maintain or Improve	Maintain or improve current efforts (e.g. personnel, fiscal, time, focus) in these areas	Maintaining the current level of performance on these factors is desired since these factors have high impact on Overall Perceptions. However, further improvement will be difficult since current performance is already excellent.
	Maintain	Reduce current efforts (e.g., personnel, fiscal, time, focus, etc.) in these areas	If possible, consider reallocating some efforts from these areas to the Top Priority areas. Maintaining high levels of performance for these factors that have little to no impact on Overall Perceptions may be unnecessary.
	Monitor	Monitor efforts (e.g. personnel, fiscal, time, focus) in these areas	Carefully monitor performance in these areas and reallocate some efforts to the Top Priority areas, if possible. While these factors are low performing, they have little if any impact on Overall Perceptions.

Recommendations for Improvement On Overall Satisfaction		Factor Performance Mean & Description		Recommendation
High/Moderate Impact Factors	Perceptions of Admin (3rd Predictor)	5.33	Good	Top Priority
	Perceptions of Faculty/Staff (1 st Predictor)	5.83	Excellent	Maintain or Improve
	Co-Curricular Environment (2 nd Predictor)	5.59	Good	Maintain or Improve
	Perceptions of the Institution (4 th Predictor)	6.04	Excellent	Maintain or Improve
	Personal Attitudes & Behaviors (5 th Predictor)	6.25	Excellent	Maintain
No/Low Impact Factors	Sexual Assault (6 th Predictor)	5.51	Good	Maintain
	Policies (Non Predictor)	5.52	Good	Maintain
	Campus Safety (Non Predictor)	5.62	Excellent	Maintain
	Visibility (Non Predictor)	5.09	Good	Monitor
	Perceptions of Peers (Non Predictor)	5.15	Good	Monitor

Recommendations for Improvement On Overall Learning Factor		Factor Performance Mean & Description		Recommendation
High/Moderate Impact Factors	Campus Training (2 nd Predictor)	5.43	Good	Top Priority
	Co-Curricular Environment (1 st Predictor)	5.59	Good	Maintain or Improve
No/Low Impact Factors				

Possibilities for further analyses through the EBI SkyFactor Portal:

Comparisons across Categorical Student Demographics:

- Race/Ethnicity
- Gender
- Sexual Orientation
- Age
- Documented or diagnosed disability
- International Student
- Current Class Standing
- Transfer
- Cumulative GPA
- Place of Residence
- Either parents/guardians graduate from college (FGCS)

Open-Ended Questions:

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

Common themes that emerged from 303 students' suggestions:

Theme Description:	Frequency:
Programming: Expand programming and opportunities aimed at diversity, acceptance/understanding of differences, and supporting identity groups	~85
Diversity: Improve/increase diversity among students, staff, and faculty	~59
Sexual Assault: Improve/expand training opportunities and resources related to sexual assault prevention and support	~40
Curriculum: Increase/improve discussion of diverse perspectives in the classroom and expansion of diverse curricula	~25
Grounds: Improve the cleanliness of facilities and grounds	~25
Safety: Improve safety on and around campus; add lighting and security cameras	~25
Training: Require more diversity/inclusion training for all campus constituents	~25
Politics: Balance discussion related to politics, especially conservative perspective	~20
Responsiveness/Communication: Improve responsiveness, transparency, and communication regarding campus events and incidents	~20

Differences among Key Student Sub-Populations	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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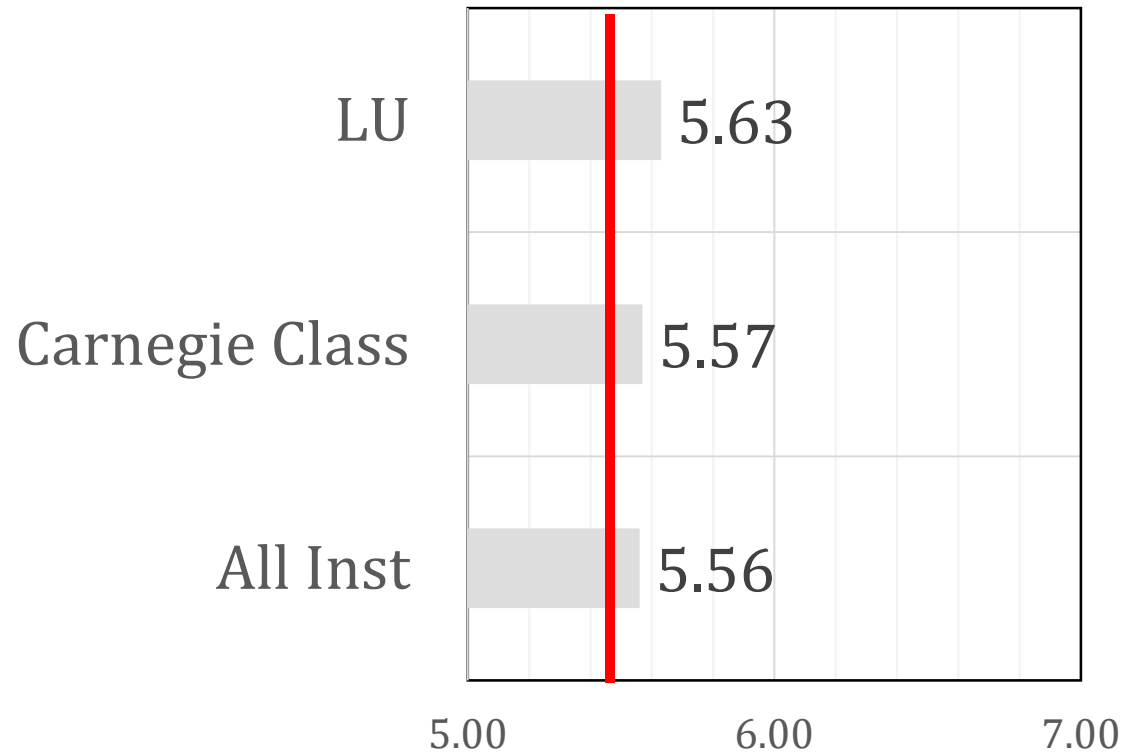
Differences among Key Student Sub-Populations	Race/Ethnicity				Class Level			
	White		Non-White		Fr/Sophomore		All Others	
	Stat Sig	Perf	Stat Sig	Perf	Stat Sig	Perform	Stat Sig	Perform
Perceptions of the Institution	↑↑	√	↓↓	√	↑↑	√	↓↓	√
Visibility	↑↑	!	↓↓	X	↑↑	!	↓↓	X
Co-Curricular Environment	↑↑	√	↓↓	!	↑↑	√	↓↓	!
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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Major Indicator of Performance

Overall performance compared to other institutions

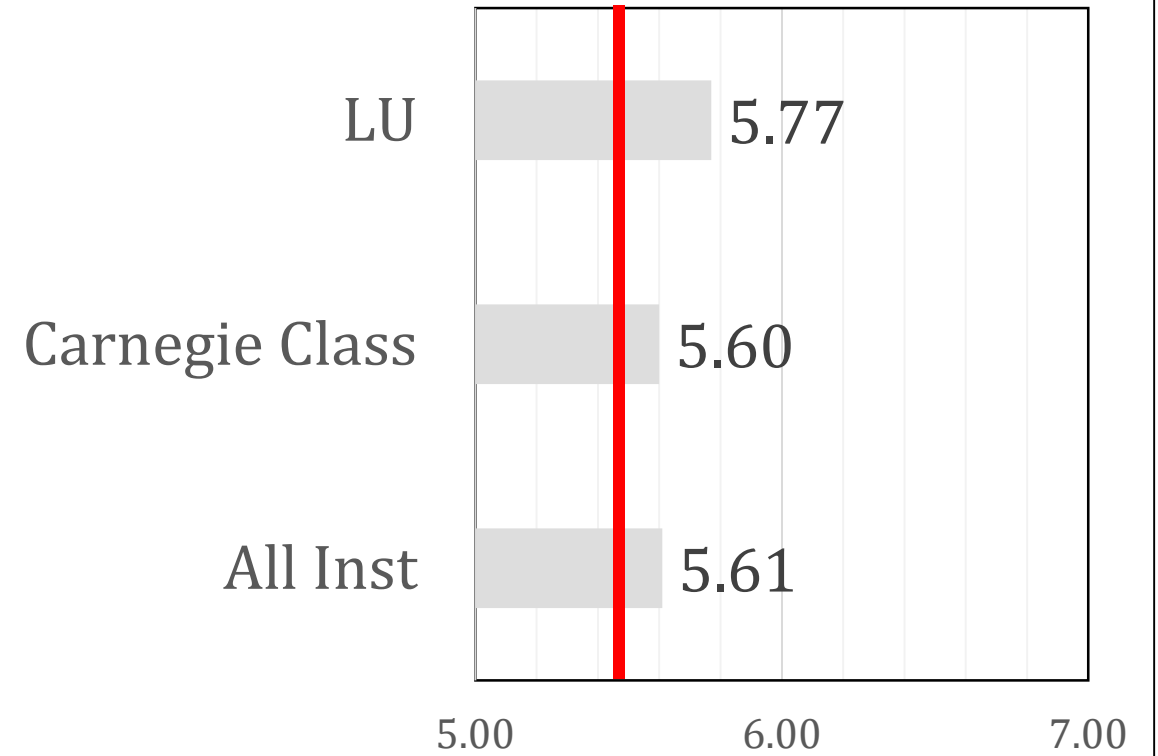
Overall Learning



Major Indicator of Performance

Overall performance compared to other institutions

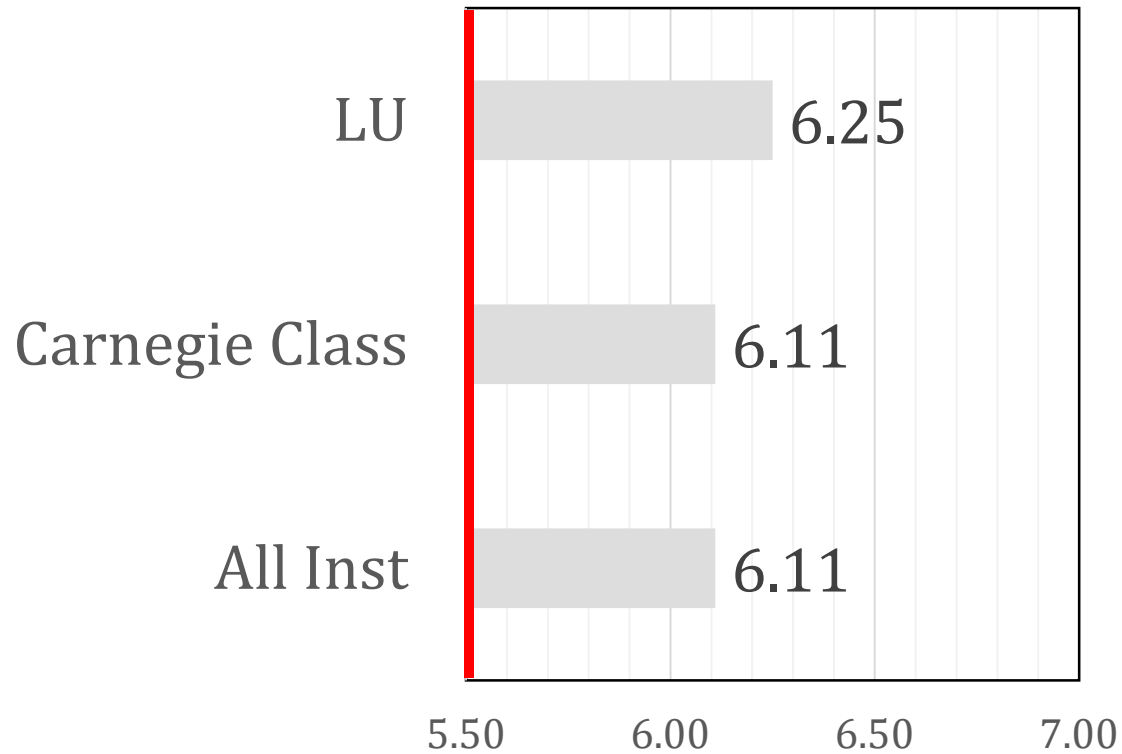
Overall Satisfaction



Greatest Comparative Strength

Highest performing factor compared to other institutions

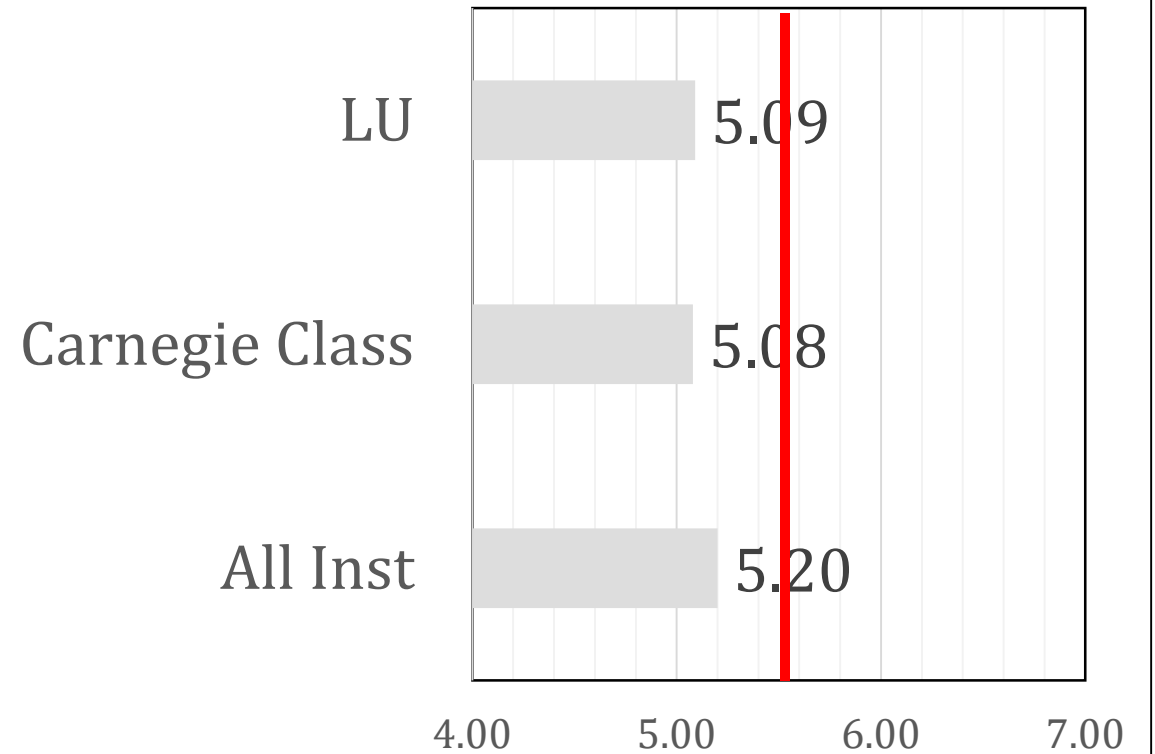
Personal Attitudes and Behaviors



Greatest Comparative Weakness

Lowest performing factor compared to other institutions

Visibility



LU Faculty/Staff Response Rates and Comparison Groups:

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

Same Carnegie Classification	5 Institutions
Chadron State College	Peru State College
Curry College	Wayne State College
Longwood University	

All Participating Institutions		14 Institutions
Augustana University	Longwood University	South Conn State Univ
Chadron State College	Peru State Collee	St. John Fisher College
Curry College	Siena College	Univ of Baltimore
Lakeview College	South Dakota School of Tech	Wayne State College
Lander University	South Dakota State	

LU Faculty/Staff Respondent Demographics:

Gender		
Female	337	63.5%
Male	190	35.8%
Other	3	0.6%
Transgender	1	0.2%

Sexual Orientation		
Heterosexual	473	89.6%
Prefer not to answer	36	6.8%
Bisexual	9	1.7%
Gay or lesbian	8	1.5%
Other	2	.4%

Race / Ethnicity		
White	460	85.2%
Black or AA	29	5.4%
Unknown	26	4.8%
Hispanic	11	2%
Asian	8	1.1%
Two or more races	6	1.1%

Age		
41 - 50	136	25.9%
31 - 40	128	24.4%
51 - 60	123	23.4%
>60	78	14.9%
21-30	60	11.4%

LU Faculty/Staff Respondent Demographics:

Current Rank / Title		
Asst Prof	57	38.8%
Assoc Prof	53	36.1%
Full Prof	32	21.8%

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%

How long employed at LU		
6 – 10 years	113	21.4%
3 – 5 years	112	21.2%
11 – 20 years	109	20.6%
1 – 2 years	72	13.6%
Less than 1 year	68	12.9%
21 – 30 years	42	7.9%
More than 30 years	13	2.5%

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

All 15 Fac/Staff Factors listed numerically	Carnegie Class	All Institutions	LU Mean	Performance
Factor 1 - Perceptions of Institution	↑↑	↑↑	5.55	75.8% ✓
Factor 2 - Campus Environment	↑↑	↑↑	5.56	76.0% ✓
Factor 3 - Visibility	↑↑	=	4.75	62.5% ✗
Factor 4 - Work Environment	↑↑	↑↑	6.19	86.5% ✓
Factor 5 - Perceptions of Faculty	↑↑	=	5.48	74.7% !
Factor 6 - Perceptions of Staff	↑↑	↑↑	5.88	81.3% ✓
Factor 7 - Perceptions of Students	↑↑	↑↑	5.74	79.0% ✓
Factor 8 - Perceptions of Administration	↑↑	↑↑	5.04	67.3% ✗
Factor 9 - Administrative Policies	↑↑	↑↑	5.39	73.2% !
Factor 10 - Campus Accessibility		=	6.10	85.0% ✓
Factor 11 - Campus Safety	↑↑	↑↑	5.84	80.2% ✓
Factor 12 - Indiv Response to Sexual Assault	↑↑	↑↑	6.28	88.0% ✓
Factor 13 - Insti Response to Sexual Assault	↑↑	↑↑	6.06	83.3% ✓
Factor 14 - Personal Attitudes & Behaviors	=	=	6.52	92.0% ✓
Factor 15 – Overall Perceptions	↑↑	↑↑	5.80	80.0% ✓

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

From the Faculty/Staff Assessment	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...

From the Faculty/Staff Assessment	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...

From the Faculty/Staff Assessment	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...

From the Faculty/Staff Assessment	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...

From the Faculty/Staff Assessment	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...

From the Faculty/Staff Assessment	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...

From the Faculty/Staff Assessment	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
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To what extent do you agree with the following statements?
Administrators...

From the Faculty/Staff Assessment	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...

From the Faculty/Staff Assessment	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...

From the Faculty/Staff Assessment	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...

From the Faculty/Staff Assessment	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?

From the Faculty/Staff Assessment	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% ✓
I know how to direct a student or colleague to appropriate resources in the event of a sexual assault.	NR	NR	NR	NR
I understand my role in reporting sexual assault.	NR	NR	NR	NR

X Issue
 ! Needs Work
 ✓ Good
 ↓↓ LU is lower
 = Equal
 ↑↑ LU is higher

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

From the Faculty/Staff Assessment	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% ✓
administer formal procedures to address complaints of sexual assault fairly	NR	NR	NR	NR
keep knowledge of the report limited to those who need to know	NR	NR	NR	NR
take disciplinary action against the offender	NR	NR	NR	NR
forward the report outside the campus to criminal investigators	NR	NR	NR	NR

X Issue

! Needs Work

✓ Good

↓↓ LU is lower

= Equal

↑↑ LU is higher

To what extent do you agree with the following statements?

From the Faculty/Staff Assessment	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?

From the Faculty/Staff Assessment	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?

From the Faculty/Staff Assessment	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

Recommendations for Improvement On Overall Perceptions Factor		Factor Performance Mean & Description		Recommendation
High/Moderate Impact Factors	Perceptions of Admin (2nd Predictor)	5.04	Good	Top Priority
	Work Environment (1 st Predictor)	6.19	Excellent	Maintain or Improve
	Perceptions of Institution (3 rd Predictor)	5.55	Good	Maintain or Improve
	Insti Response to Sexual Assault (4 th Pred)	6.06	Excellent	Maintain or Improve
	Perceptions of Students (5 th Predictor)	5.74	Excellent	Maintain or Improve
	Perceptions of Staff (6 th Predictor)	5.88	Excellent	Maintain or Improve
No/Low Impact Factors	Indiv Response to Sexual Assault (7 th Pred)	6.28	Excellent	Maintain
	Personal Attitudes and Behaviors (8 th Pred)	6.52	Excellent	Maintain
	Campus Environment (Non Predictor)	5.56	Good	Maintain
	Campus Safety (Non Predictor)	5.84	Excellent	Maintain
	Visibility (Non Predictor)	4.75	Good	Monitor
	Perceptions of Faculty (Non Predictor)	5.48	Good	Monitor
	Administrative Policies (Non Predictor)	5.39	Good	Monitor

Possibilities for further analyses through the EBI SkyFactor Portal:

Comparisons across Categorical Faculty/Staff Demographics:

- How long employed at LU
- Race/Ethnicity
- Gender
- Full-time or part-time
- Sexual Orientation
- Age
- Highest level of education
- Documented or diagnosed disability
- Primary position/role
- Current rank/title/tenure status

Open-Ended Questions:

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

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

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

	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	↑↑	√	↓↓	√	=	√	=	√

	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**

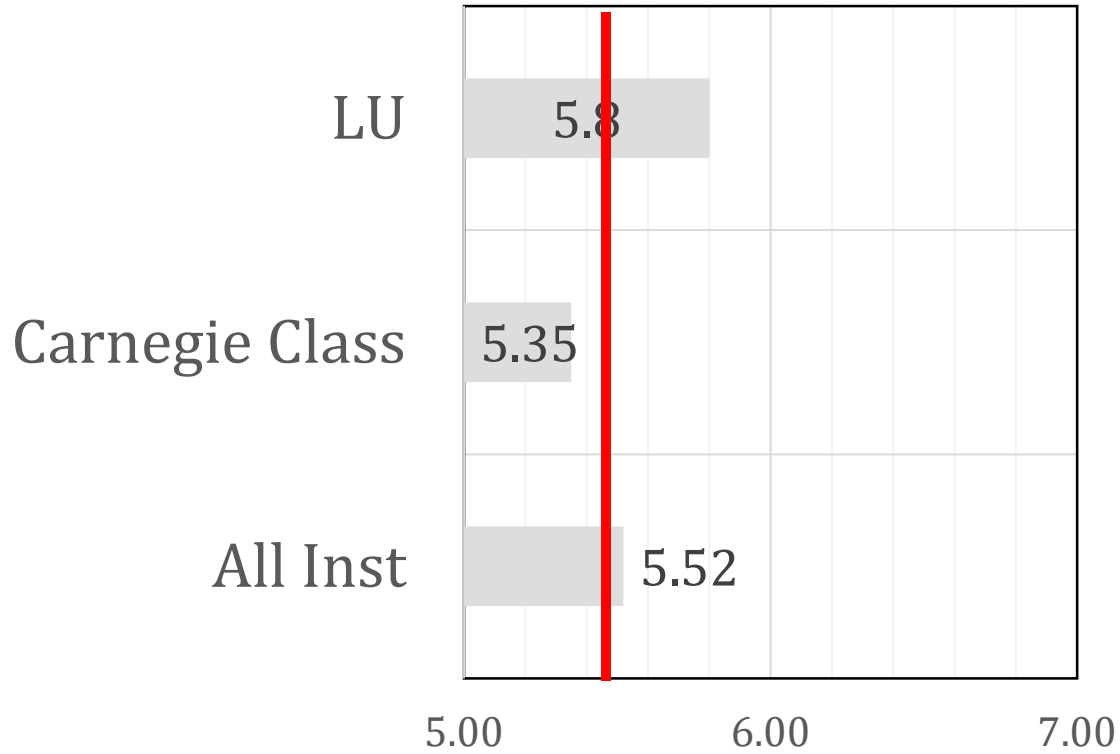
↑↑ **LU is higher**

Factor 15: F/S Factors associated with Overall Perceptions 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 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

Major Indicator of Performance

Overall performance compared to other institutions

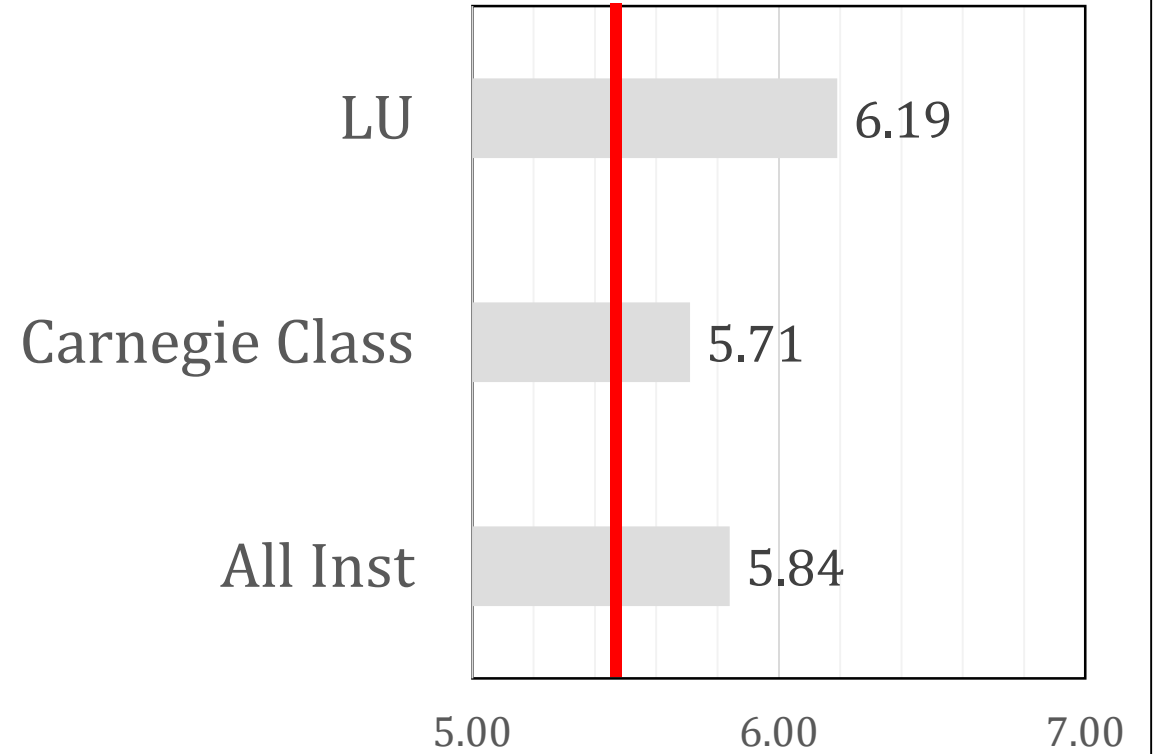
Factor 15: Overall Perceptions



Top Predictor of Performance

Performance of LU's top predictor compared to other institutions

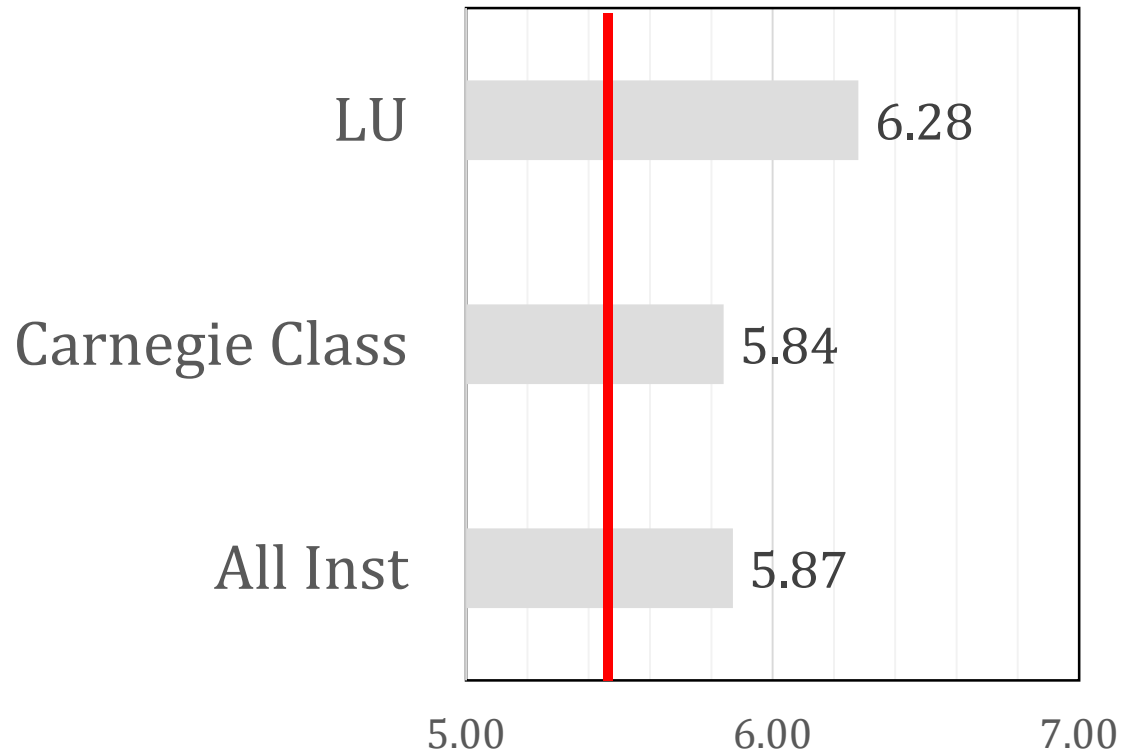
Factor 4: Work Environment



Greatest Comparative Strength

Highest performing factor compared to other institutions

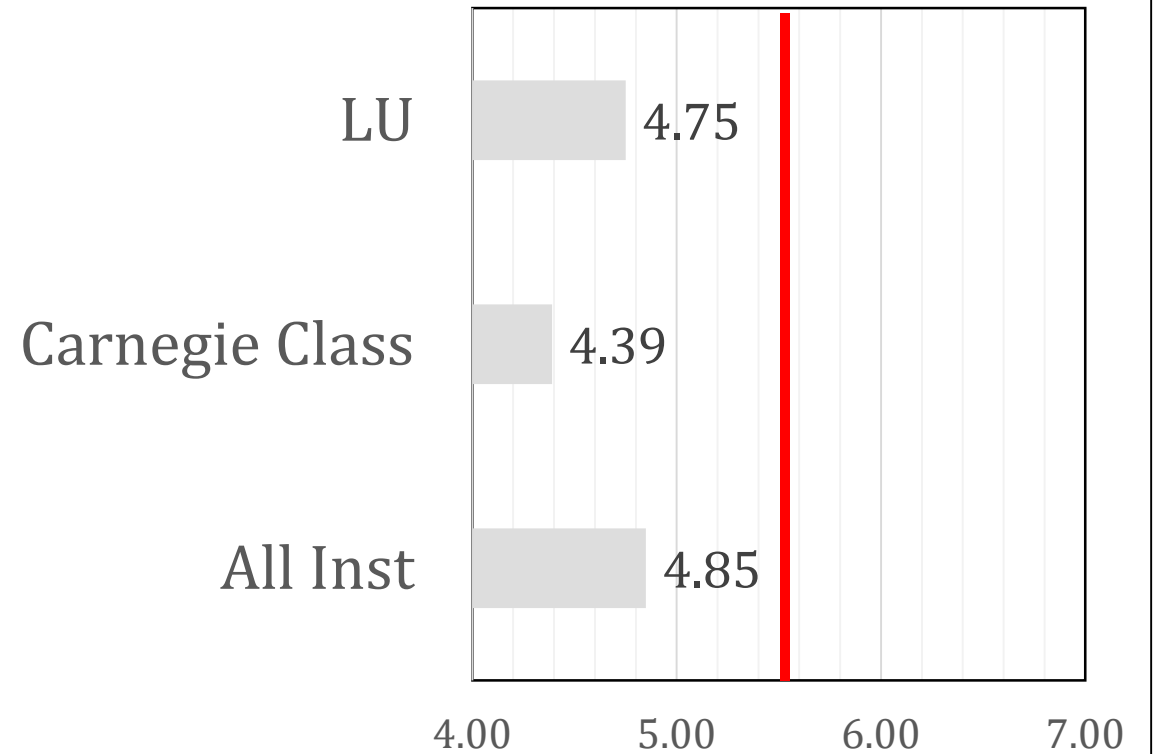
Factor 12: Individual Response to Sexual Assault



Greatest Comparative Weakness

Lowest performing factor compared to other institutions

Factor 3: Visibility



What about Response Frequencies?

- Handout that summarizes the percentage of both the 794 students and 540 faculty/staff who responded with a 6 or a 7 on a seven-point Likert scale.
- Whenever possible there are side-by-side comparisons. For example...

Overall Satisfaction		
<i>Overall, I am satisfied with my experience (work environment) at LU</i>	<i>I belong at LU</i>	<i>I would recommend LU to a close friend</i>
67.1% of the students	66.6% of the students	70.3% of the students
70.2% of the faculty/staff	69.8% of the faculty/staff	69.2% of the faculty/staff