

Campus Climate Survey for Faculty

1. At GU, people are treated fairly regardless of their...								
	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	No opinion	
Race/ethnicity	22.7% (49)	33.3% (72)	22.7% (49)	7.4% (16)	6.9% (15)	2.8% (6)	4.2% (9)	
Gender	20.4% (44)	33.3% (72)	17.6% (38)	10.2% (22)	11.1% (24)	4.6% (10)	2.8% (6)	
Sexual Orientation	14.0% (30)	13.0% (28)	21.4% (46)	19.5% (42)	13.0% (28)	7.4% (16)	11.6% (25)	
Gender expression/gender identity	14.0% (30)	14.0% (30)	18.1% (39)	18.1% (39)	9.8% (21)	6.5% (14)	19.5% (42)	
Disability	23.8% (51)	35.0% (75)	19.6% (42)	8.9% (19)	5.1% (11)	1.4% (3)	6.1% (13)	
Religion	22.2% (48)	37.5% (81)	18.5% (40)	9.7% (21)	5.6% (12)	2.3% (5)	4.2% (9)	
Age	23.3% (50)	39.1% (84)	20.5% (44)	6.0% (13)	5.6% (12)	0.5% (1)	5.1% (11)	
Faculty status	17.1% (37)	31.0% (67)	21.3% (46)	12.0% (26)	9.3% (20)	6.9% (15)	2.3% (5)	
Staff status	14.4% (31)	24.5% (53)	18.1% (39)	14.4% (31)	12.5% (27)	5.1% (11)	11.1% (24)	
Student status	21.3% (46)	39.4% (85)	17.6% (38)	4.6% (10)	2.3% (5)	1.4% (3)	13.4% (29)	
Rank	14.6% (31)	34.0% (72)	21.2% (45)	12.7% (27)	5.2% (11)	5.7% (12)	6.6% (14)	
Length of service at GU	16.3% (35)	38.6% (83)	16.3% (35)	13.0% (28)	5.6% (12)	4.2% (9)	6.0% (13)	
Non-Christian status	20.8% (45)	29.6% (64)	20.8% (45)	7.9% (17)	6.5% (14)	3.2% (7)	11.1% (24)	
	<i>answered question</i>							
	<i>skipped question</i>							

2. Meaningful Institutional Support								
	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	No opinion	
GU has done a good job of providing programs and activities that promote multicultural understanding	13.5% (29)	20.9% (45)	27.0% (58)	14.4% (31)	13.0% (28)	4.7% (10)	6.5% (14)	
The top administration at GU is interested in diversity issues	20.9% (45)	31.6% (68)	20.9% (45)	6.5% (14)	6.5% (14)	3.7% (8)	9.8% (21)	
GU does a good job of addressing multicultural issues	14.5% (31)	19.6% (42)	28.5% (61)	14.0% (30)	10.3% (22)	7.9% (17)	5.1% (11)	
GU's campus policies support equality and diversity	15.3% (33)	38.1% (82)	20.9% (45)	8.8% (19)	6.0% (13)	2.8% (6)	7.9% (17)	
GU supports faculty participation in diversity initiatives related to teaching	12.7% (27)	33.3% (71)	24.9% (53)	8.5% (18)	6.6% (14)	0.9% (2)	13.1% (28)	
GU supports faculty participation in diversity initiatives related to research	12.1% (26)	24.3% (52)	21.0% (45)	10.3% (22)	6.1% (13)	1.4% (3)	24.8% (53)	
GU supports faculty participation in diversity initiatives related to professional development	13.4% (29)	23.1% (50)	24.1% (52)	13.4% (29)	5.6% (12)	3.7% (8)	16.7% (36)	
GU supports faculty participation in diversity initiatives related to service activities	13.0% (28)	30.6% (66)	29.2% (63)	6.9% (15)	5.1% (11)	1.4% (3)	13.9% (30)	
GU supports faculty participation in racial/ethnic activities, clubs, or programs	14.8% (32)	28.2% (61)	25.0% (54)	11.1% (24)	6.9% (15)	1.9% (4)	12.0% (26)	
	<i>answered question</i>							
	<i>skipped question</i>							

3. Please rank the following diversity issues on the GU campus with (1) being most problematic of these issues and (6) being least problematic of these issues

	1 - Most Problematic	2	3	4	5	6 - Least Problematic	Rating Average	Response Count	
Race/ethnicity	24.5% (46)	28.7% (54)	21.3% (40)	9.6% (18)	8.5% (16)	7.4% (14)	2.71		
Gender	12.1% (22)	17.6% (32)	30.2% (55)	17.6% (32)	11.0% (20)	11.5% (21)	3.32		
Sexual Orientation	45.9% (85)	26.5% (49)	13.5% (25)	10.8% (20)	1.1% (2)	2.2% (4)	2.01		
Disability	5.5% (10)	11.0% (20)	15.5% (28)	31.5% (57)	22.1% (40)	14.4% (26)	3.97		
Religion	7.4% (14)	10.1% (19)	14.3% (27)	21.2% (40)	30.7% (58)	16.4% (31)	4.07		
Age	3.1% (6)	7.3% (14)	7.9% (15)	10.5% (20)	26.7% (51)	44.5% (85)	4.84		
	<i>answered question</i>								
	<i>skipped question</i>								

4. Faculty in my department are supported when they engage in the following Ignatian (Jesuit) practices:								
	Strongly agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	N/A	Ra Av
Collaborating with colleagues?	33.8% (68)	33.8% (68)	14.4% (29)	8.5% (17)	4.5% (9)	3.0% (6)	2.0% (4)	
Developing personal relationships with colleagues?	28.7% (58)	34.7% (70)	16.3% (33)	9.4% (19)	4.5% (9)	3.0% (6)	3.5% (7)	
Developing personal relationships with the students?	30.3% (61)	40.3% (81)	16.9% (34)	3.5% (7)	4.0% (8)	1.5% (3)	3.5% (7)	
Meeting the out-of-classroom needs of the students?	19.8% (40)	41.1% (83)	21.8% (44)	6.9% (14)	2.5% (5)	3.0% (6)	5.0% (10)	
Meeting the in-classroom needs of the students?	42.0% (84)	38.0% (76)	13.5% (27)	2.5% (5)	1.5% (3)	1.0% (2)	1.5% (3)	
Appreciating the uniqueness of others' ideas?	20.8% (42)	34.7% (70)	23.3% (47)	8.4% (17)	6.4% (13)	2.5% (5)	4.0% (8)	
Seeking to promote the greater good?	29.7% (60)	41.6% (84)	16.3% (33)	3.5% (7)	4.0% (8)	2.5% (5)	2.5% (5)	
Seeking to understand others?	24.4% (49)	35.3% (71)	22.9% (46)	9.5% (19)	3.5% (7)	1.5% (3)	3.0% (6)	
Taking time to reflect, ponder, meditate or pray (privately or otherwise)?	13.1% (26)	23.6% (47)	25.6% (51)	12.1% (24)	6.0% (12)	3.0% (6)	16.6% (33)	
Trying to find the good in all conversations?	16.9% (34)	29.4% (59)	28.4% (57)	10.0% (20)	5.5% (11)	2.5% (5)	7.5% (15)	
Seeking to find the good intention in other's actions?	19.7% (40)	32.5% (66)	30.0% (61)	7.4% (15)	3.4% (7)	2.5% (5)	4.4% (9)	
Sharing common goals with the university's Jesuit community?	27.0% (54)	34.0% (68)	21.0% (42)	6.5% (13)	4.0% (8)	2.0% (4)	5.5% (11)	
Holding similar beliefs about education as the Jesuit community?	21.9% (44)	38.8% (78)	21.9% (44)	4.5% (9)	4.0% (8)	2.5% (5)	6.5% (13)	
Collaborating with the Jesuit community?	22.3% (45)	28.2% (57)	25.7% (52)	8.4% (17)	3.0% (6)	2.5% (5)	9.9% (20)	
Seeking excellence in students' work?	42.1% (85)	36.1% (73)	11.9% (24)	3.5% (7)	4.5% (9)	1.5% (3)	0.5% (1)	




Seeking excellence in their work?	42.1% (85)	34.7% (70)	13.9% (28)	3.5% (7)	2.0% (4)	3.5% (7)	0.5% (1)
Setting high standards?	35.8% (72)	39.3% (79)	15.4% (31)	3.0% (6)	2.5% (5)	4.0% (8)	0.0% (0)
Researching, teaching and/or performing service pertaining to injustices as they relate to their field?	24.3% (49)	33.2% (67)	21.3% (43)	6.9% (14)	2.5% (5)	3.5% (7)	8.4% (17)
Researching, teaching and/or performing service on issues such as poverty, privilege, war, hunger, oppression or discrimination?	21.8% (44)	32.2% (65)	22.8% (46)	8.4% (17)	4.5% (9)	1.5% (3)	8.9% (18)
Teaching and/or discussing perspectives other than that of the dominant American culture?	25.7% (52)	29.2% (59)	25.7% (52)	8.9% (18)	5.0% (10)	1.5% (3)	4.0% (8)
Preparing students for active participation in the community?	26.4% (53)	39.8% (80)	19.4% (39)	7.0% (14)	2.5% (5)	1.5% (3)	3.5% (7)
Taking responsibility for the community in which they live?	19.4% (39)	42.3% (85)	24.4% (49)	6.0% (12)	3.0% (6)	2.0% (4)	3.0% (6)
Volunteering in the community (for a church/synagogue/mosque, hospital, school, community center, or recreation program)?	20.8% (42)	32.7% (66)	22.8% (46)	7.4% (15)	3.0% (6)	3.5% (7)	9.9% (20)
	<i>answered question</i>						
	<i>skipped question</i>						

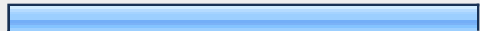

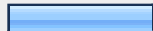
5. If you would like, please elaborate on your answers to any of the previous questions about support for Ignatian (Jesuit) practices.	
	Response Count
	34
<i>answered question</i>	34
<i>skipped question</i>	183




6. Conversations and Interactions									
	Very Often	Often	Sometimes	Rarely	Almost Never	Never	No opinion	Rating Average	R
I have had serious conversations on this campus with others whose religious beliefs, political opinions, or personal values are very different from mine	20.3% (41)	31.7% (64)	31.2% (63)	6.9% (14)	4.5% (9)	3.5% (7)	2.0% (4)	4.47	
At GU, I have participated in racial/ethnic activities, clubs, or programs	8.4% (17)	12.3% (25)	25.6% (52)	19.7% (40)	10.8% (22)	18.7% (38)	4.4% (9)	3.28	
At GU, I have participated in diversity-related activities	12.4% (25)	18.4% (37)	37.3% (75)	12.9% (26)	7.0% (14)	8.0% (16)	4.0% (8)	3.92	
At GU, I have conducted research dealing with diversity	8.4% (17)	14.4% (29)	13.4% (27)	13.9% (28)	6.9% (14)	35.6% (72)	7.4% (15)	2.88	
At GU, I have participated in professional development dealing with diversity	10.9% (22)	15.4% (31)	26.9% (54)	16.9% (34)	9.5% (19)	16.4% (33)	4.0% (8)	3.50	
At GU, I have taught classes dealing with diversity	16.7% (34)	16.7% (34)	27.9% (57)	5.9% (12)	3.4% (7)	25.5% (52)	3.9% (8)	3.59	
At GU, I have performed service activities dealing with diversity	11.8% (24)	16.7% (34)	27.6% (56)	14.8% (30)	7.9% (16)	17.2% (35)	3.9% (8)	3.56	
	<i>answered question</i>								
	<i>skipped question</i>								




7. Campus Policies and Mission									
	Very Often	Often	Sometimes	Rarely	Almost Never	Never	No opinion	Rating Average	R
GU's campus policies support equality and diversity	15.9% (32)	36.8% (74)	31.3% (63)	5.5% (11)	3.0% (6)	0.0% (0)	7.5% (15)	4.62	
The policies of GU's administration are consistent with the university's mission	11.9% (24)	35.3% (71)	37.8% (76)	6.0% (12)	1.5% (3)	0.0% (0)	7.5% (15)	4.54	
GU's mission statement is lived each day on campus	18.4% (37)	33.3% (67)	31.8% (64)	5.5% (11)	4.0% (8)	0.0% (0)	7.0% (14)	4.61	
GU's goals for equality and diversity are backed by campus policies	15.4% (31)	36.3% (73)	28.9% (58)	6.5% (13)	4.0% (8)	0.0% (0)	9.0% (18)	4.58	
I live the mission statment of Gonzaga	28.9% (58)	48.8% (98)	16.9% (34)	0.0% (0)	1.0% (2)	0.0% (0)	4.5% (9)	5.09	
Others in my department live the mission statement of Gonzaga	24.9% (50)	41.3% (83)	25.9% (52)	1.5% (3)	1.5% (3)	0.0% (0)	5.0% (10)	4.91	
	<i>answered question</i>								
	<i>skipped question</i>								

8. Campus Supportiveness								
	Strongly Agree	Agree	Slightly Agree	Slightly Disagree	Disagree	Strongly Disagree	No opinion	Ratio
There is a sufficient amount of multicultural activities held on campus	10.9% (22)	21.4% (43)	17.9% (36)	24.4% (49)	9.5% (19)	5.5% (11)	10.4% (21)	3
There are a sufficient number of support services related to the issues of diversity on campus	11.9% (24)	21.9% (44)	23.9% (48)	15.4% (31)	8.5% (17)	4.5% (9)	13.9% (28)	4
There are visible signs of support for diversity on campus	14.4% (29)	31.2% (63)	29.2% (59)	10.9% (22)	8.9% (18)	3.5% (7)	2.0% (4)	4
I believe in the mission of this university	53.2% (108)	36.0% (73)	8.4% (17)	1.0% (2)	0.0% (0)	0.0% (0)	1.5% (3)	5
I understand the mission of this university	51.0% (103)	41.6% (84)	5.0% (10)	1.0% (2)	0.0% (0)	0.0% (0)	1.5% (3)	5
	<i>answered question</i>							
	<i>skipped question</i>							

9. If you had to do it over again, would you make the decision to work at GU?			
		Response Percent	Response Count
Yes		83.5%	172
No		3.4%	7
Maybe		13.1%	27
	<i>answered question</i>		206
	<i>skipped question</i>		11

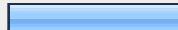
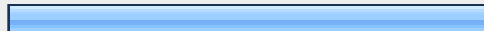
10. Would you recommend working at GU to a respected colleague?			
		Response Percent	Response Count
Yes		72.3%	149
No		5.8%	12
Maybe		21.8%	45
		answered question	206
		skipped question	11

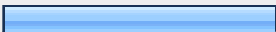
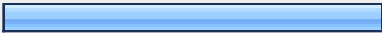
11. Would you recommend attending GU to any prospective student?			
		Response Percent	Response Count
Yes		69.8%	143
No		3.9%	8
Maybe		26.3%	54
		answered question	205
		skipped question	12

12. Would you recommend attending GU to a prospective student from an under-represented group?			
		Response Percent	Response Count
Yes		56.5%	117
No		9.2%	19
Maybe		34.3%	71
		answered question	207
		skipped question	10

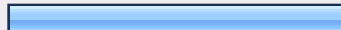
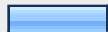





13. Campus Climate							
	Strongly Agree	Agree	Somewhat Agree	Somewhat Disagree	Disagree	Strongly Disagree	No opinion
I believe the current campus climate at GU is open and accepting of diversity.	13.7% (28)	30.2% (62)	32.2% (66)	11.2% (23)	7.3% (15)	4.9% (10)	0.5% (1)
	<i>answered question</i>						
	<i>skipped question</i>						


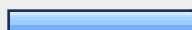



14. Campus Climate							
	Getting significantly better	Getting better	Staying the same	Getting worse	Getting significantly worse	No opinion	Rating Average
I believe the current campus climate for diversity is:	10.2% (21)	50.7% (104)	27.8% (57)	3.9% (8)	0.0% (0)	7.3% (15)	3.73
	<i>answered question</i>						
	<i>skipped question</i>						


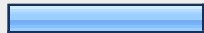
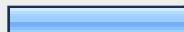
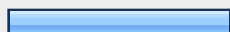

15. Has GU ever EXCEEDED the obligation(s) you felt were promised to you in respect to diversity and/or Goal 4 of the strategic plan (to increase diversity and affirm the value of human difference)?			
		Response Percent	Response Count
Yes		26.0%	51
No		74.0%	145
If you would like, please comment on your answer			19
	<i>answered question</i>		196
	<i>skipped question</i>		21

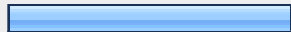
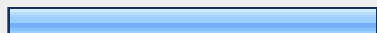
16. Has GU ever FAILED to meet the obligation(s) you felt were promised to you in respect to diversity and/or Goal 4 of the strategic plan (to increase diversity and affirm the value of human difference)?			Response Percent	Response Count
Yes			41.8%	76
No			58.2%	106
If you would like, please comment on your answer				34
answered question				182
skipped question				35


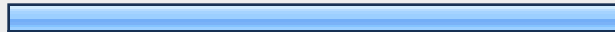
17. Please share any comments about campus climate that you believe may be important to the Campus Climate Committee.		Response Count
		52
answered question		52
skipped question		165

18. For which College/School do you work?			
		Response Percent	Response Count
College of Arts and Sciences		51.3%	99
School of Business Administration		15.0%	29
School of Education		7.8%	15
School of Engineering and Applied Science		5.7%	11
School of Professional Studies		8.8%	17
Foley Library		3.6%	7
Law School		7.8%	15
		Other (please specify)	5
		answered question	193
		skipped question	24

19. What is your job status?			
		Response Percent	Response Count
Tenured		51.0%	100
Tenure-track		28.1%	55
Fixed term		12.2%	24
Adjunct		2.0%	4
Lecturer/Senior Lecturer		6.6%	13
		Other (please specify)	1
		answered question	196
		skipped question	21

20. What is your age group?			
		Response Percent	Response Count
22 to 32		4.1%	8
33 to 43		29.9%	59
44 to 54		26.9%	53
55 to 65		34.0%	67
66 and older		5.1%	10
<i>answered question</i>			197
<i>skipped question</i>			20


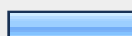




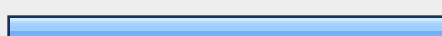
21. What is your gender?			
		Response Percent	Response Count
Female		43.4%	86
Male		56.6%	112
Transgendered		0.0%	0
<i>answered question</i>			198
<i>skipped question</i>			19


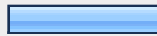

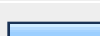
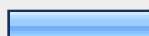
22. Do you identify yourself as a member of the LGBTQ (Lesbian, Gay, Bisexual, Transgender, Queer) Community?			
		Response Percent	Response Count
Yes		6.1%	12
No		93.9%	184
<i>answered question</i>			196
<i>skipped question</i>			21

23. What is your race/ethnicity (check all that apply)?			
		Response Percent	Response Count
American Indian	<input type="checkbox"/>	0.5%	1
Alaskan Native	<input type="checkbox"/>	0.0%	0
Black or African American	<input type="checkbox"/>	0.0%	0
White/Not Hispanic or Latino	<input checked="" type="checkbox"/>	85.0%	164
White/Hispanic or Latino	<input type="checkbox"/>	3.6%	7
Asian	<input type="checkbox"/>	6.7%	13
Native Hawaiian	<input type="checkbox"/>	0.0%	0
Pacific Islander	<input type="checkbox"/>	0.0%	0
Multiracial	<input type="checkbox"/>	4.1%	8
		<i>answered question</i>	193
		<i>skipped question</i>	24

24. Do you have a disability? (i.e., an impairment that limits a life activity, a record of such an impairment or are you perceived as having such an impairment)			
		Response Percent	Response Count
Yes	<input type="checkbox"/>	4.1%	8
No	<input checked="" type="checkbox"/>	95.9%	185
		<i>answered question</i>	193
		<i>skipped question</i>	24

25. What is your religion (if any)?			
		Response Percent	Response Count
No religion		21.8%	39
Catholic		38.5%	69
Protestant		15.6%	28
Latter-Day Saints		1.1%	2
Other Christian		6.7%	12
Jewish		3.4%	6
Muslim		0.6%	1
Buddhist		2.2%	4
Hindu		2.2%	4
Atheist		2.8%	5
Agnostic		6.1%	11
Humanist		8.4%	15
Secular		4.5%	8
Other (please specify)			17
		<i>answered question</i>	179
		<i>skipped question</i>	38

26. What is your experience with Jesuit education? (Please check all that apply)			
		Response Percent	Response Count
Attended a Jesuit school sometime in K-12		8.5%	17
Attended/Earned a bachelor's degree from a Jesuit school		19.0%	38
Earned a Master's degree from a Jesuit school		11.0%	22
Earned a Ph.D. from a Jesuit school		7.5%	15
Worked at a Jesuit K-12 school		6.5%	13
Worked at a Jesuit college (other than Gonzaga)		7.5%	15
None of the above apply to me		67.0%	134
		<i>answered question</i>	200
		<i>skipped question</i>	17

27. Number of years of university service at GU:			
		Response Percent	Response Count
Less than 1 to 5 years		31.7%	63
6 to 10 years		23.1%	46
11-15 years		9.5%	19
16-20 years		14.1%	28
20 plus years		21.6%	43
		<i>answered question</i>	199
		<i>skipped question</i>	18

28. In the Spring, we will be surveying the students on their perceptions of Campus Climate. What topics would you like to see researched in that survey?

		Response Count
		48
	<i>answered question</i>	48
	<i>skipped question</i>	169