FACULTY/STAFF RESPONDED to the survey administered in Spring 2023. There was a 48.2% response rate.

The purpose of the assessment is to understand and measure respondents’ experiences, perceptions, and behaviors with respect to campus climate, safety, and sexual assault at Coastal Carolina University, with the goal of developing strategic initiatives designed to create an inclusive and safe campus environment.

**General Campus Climate**

*Percentage of faculty/staff who positively agreed with the following statements.*

- **The institution is welcoming and respectful and makes me feel included as a member of the community.**
  - 62%

- **I belong at this institution and am accepted and valued by students, faculty, and staff.**
  - 65%

- **Staff and faculty value the work I do, value my feedback, and treat me with respect.**
  - 60%

- **I am satisfied with my work environment and would recommend working at this institution to a friend.**
  - 60%

- **I feel as though the institution does enough to protect the safety of students, faculty, and staff.**
  - 56%

- **My supervisor treats me with respect and values the work I do.**
  - 77%

- **The institution adequately keeps faculty and staff informed on important matters.**
  - 44%

- **of faculty/staff feel they are treated fairly regardless of their diverse backgrounds.**
  - 54%

- **of faculty/staff state this institution has a strong commitment to diversity.**
  - 51%

- **of faculty/staff state the institution encourages faculty and staff to openly share their ideas.**
  - 40%

- **of faculty/staff believe the institution has students, faculty, staff, and senior leadership from diverse backgrounds.**
  - 50%

- **of faculty/staff believe the institution proactively implements policies to prevent discrimination of diverse backgrounds.**
  - 48%

- **of faculty/staff have discussions with people whose ideas and values are different from their own.**
  - 87%

- **of faculty/staff state appropriate and inclusive language is used in their work environment.**
  - 74%
Respondents at a Glance: Data gathered was categorized by demographic information.

**Gender**
- Female (n=422, 51%)
- Male (n=324, 39.1%)
- Transgender (n=2, 0.2%)
- Other (n=7, 0.8%)
- Prefer not to answer (n=73, 8.8%)

**Race/Ethnicity**
- Hispanic (regardless of race) (n=22, 2.6%)
- American Indian/Alaska Native/First Nation (n=2, 0.2%)
- Asian (n=14, 1.7%)
- Black or African American (n=54, 6.4%)
- White (n=602, 71.8%)
- Two or more races (n=11, 1.3%)
- Race and ethnicity unknown (n=134, 16.0%)

**Sexual Orientation**
- Heterosexual or straight (n=677, 81.8%)
- Bisexual (n=24, 2.9%)
- Gay or lesbian (n=28, 3.4%)
- Unsure or questioning (n=12, 0.2%)
- Other (n=12, 1.4%)
- Prefer not to answer (n=85, 10.3%)

**Disability**
- No (n=664, 81.9%)
- Yes (n=66, 8.1%)
- Prefer not to answer (n=81, 10.0%)

**Faculty/Staff**
- Faculty (n=351, 41.8%)
- Staff (n=429, 51.2%)
- Other (n=59, 7.0%)

**Age**
- 21 to 30 years old (n=65, 8.0%)
- 31 to 40 years old (n=188, 23.2%)
- 41 to 50 years old (n=250, 30.9%)
- 51 to 60 years old (n=212, 26.2%)
- More than 60 years old (n=94, 11.6%)

**Citizenship Status**
- U.S. citizen (n=771, 93.3%)
- U.S. permanent resident (n=11, 1.3%)
- Other (n=10, 1.2%)
- Prefer not to answer (n=34, 4.1%)

**Primary Position/Role**
- Faculty (n=344, 42.1%)
- Executive (n=18, 2.2%)
- Professional Staff (n=237, 29.0%)
- Admin Support/Paraprofessional (n=112, 13.7%)
- Service/Maintenance/Craft (n=62, 7.6%)
- Teaching/Graduate Assistant (n=7, 0.9%)
- Other (n=37, 4.5%)

**Highest Level of Education**
- High School Diploma or GED (n=27, 3.3%)
- Some College (n=57, 6.9%)
- Associate's degree (n=48, 5.9%)
- Bachelor's degree (n=130, 15.8%)
- Master's degree (n=288, 35.1%)
- Doctoral degree (n=260, 31.7%)
- Professional degree (i.e. law, medicine) (n=11, 1.3%)

**Length of Employment at CCU**
- Less than 1 year (n=103, 12.6%)
- 1 to 2 years (n=103, 12.6%)
- 3 to 5 years (n=134, 16.4%)
- 6 to 10 years (n=208, 25.5%)
- 11 to 20 years (n=208, 25.5%)
- 21 to 30 years (n=53, 6.5%)
- More than 30 years (n=8, 1.0%)
Factors: Each factor below represents a composite of scaled questions that explain a larger concept more completely than just a single question.

Factor 1: Perceptions of Institution
This factor measured faculty and staff perceptions of the institution.

Factor 2: Campus Environment
This factor measured faculty and staff perceptions of the campus environment.

Factor 3: Visibility
This factor measured whether or not faculty and staff believed the institution has a strong commitment to diversity and whether or not the institution has students, faculty and staff, and senior leadership from diverse backgrounds.

Factor 4: Work Environment
This factor measured faculty and staff perceptions of their work environment.

Factor 5: Perceptions of Faculty
This factor measured faculty and staff perceptions of faculty at the institution.

Factor 6: Perceptions of Staff
This factor measured faculty and staff perceptions of staff at the institution.

Factor 7: Perceptions of Students
This factor measured faculty and staff perceptions of students at the institution.

Factor 8: Perceptions of Administration
This factor measured faculty and staff perceptions of administration at the institution.

Factor 9: Administrative Policies
This factor measured whether or not faculty and staff believed the institution proactively implements policies to prevent discrimination related to diverse backgrounds.

Factor 10: Campus Accessibility
This factor measured whether or not faculty and staff felt virtual and physical spaces at the institution were easily accessed.

Factor 11: Campus Safety
This factor measured whether or not faculty and staff felt campus was a safe place for faculty, staff, and students.

Factor 12: Individual Response to Sexual Assault
This factor measured whether or not faculty and staff are aware of and understand the policies, procedures, and resources in relation to sexual assault. This factor also measured whether or not faculty and staff understood their role in reporting sexual assault.

Factor 13: Institutional Response to Sexual Assault
This factor measured whether or not faculty and staff believed the institution would formally and fairly address complaints of sexual assault.

Factor 14: Personal Attitudes and Behaviors
This factor measured whether or not faculty and staff felt comfortable interacting with and having conversations with faculty, staff, and students from diverse backgrounds.

Factor 15: Overall Perceptions
This factor measured faculty and staff perceptions of their overall satisfaction at the institution.

*Percentage of respondents who agreed positively, negatively, or neutral with the above factors.

If you have any questions concerning the data from this assessment, please contact Institutional Research, Assessment, and Analysis at iraa@coastal.edu.
### Factor Highlights:

These factors are represented by a combination of statements, with examples provided below. The average percentage of faculty/staff who expressed positive, negative, or neutral agreement with these statements is also provided.

#### Campus Safety

To what extent do you agree with the following statements?
- The institution is a safe place for students, faculty, and staff.
- This institution does enough to protect the safety of students, faculty, and staff.
- This institution has adequate outdoor lighting.
- This institution is safe to walk around at night.
- I am satisfied with the physical safety of my work environment.

<table>
<thead>
<tr>
<th>Statement</th>
<th>Positive</th>
<th>Neutral</th>
<th>Negative</th>
</tr>
</thead>
<tbody>
<tr>
<td>The institution is a safe place for students, faculty, and staff.</td>
<td>58.6%</td>
<td>35.9%</td>
<td>5.5%</td>
</tr>
<tr>
<td>This institution does enough to protect the safety of students, faculty, and staff.</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>This institution has adequate outdoor lighting.</td>
<td></td>
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<tr>
<td>This institution is safe to walk around at night.</td>
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<tr>
<td>I am satisfied with the physical safety of my work environment.</td>
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</table>

#### Institutional Response to Sexual Assault

To what extent do you agree with the following statements?
- This institution would administer the formal procedures to address complaints of sexual assault fairly.
- This institution would keep knowledge of the report limited to those who need to know.
- This institution would support the person making the report.
- This institution would take corrective action to address factors which may have led to the sexual assault.
- This institution would take disciplinary action against the offender.

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<th>Negative</th>
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</thead>
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<tr>
<td>This institution would administer the formal procedures to address complaints of sexual assault fairly.</td>
<td>57.0%</td>
<td>35.7%</td>
<td>7.3%</td>
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<tr>
<td>This institution would keep knowledge of the report limited to those who need to know.</td>
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<td>This institution would support the person making the report.</td>
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<td>This institution would take corrective action to address factors which may have led to the sexual assault.</td>
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<td>This institution would take disciplinary action against the offender.</td>
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#### Individual Response to Sexual Assault

To what extent do you agree with the following statements?
- I understand this institution’s formal procedures to address complaints of sexual assault.
- I know where to get help at this institution in the event of a sexual assault.
- I know how to direct a student or colleague to appropriate resources in the event of a sexual assault.
- I understand my role in reporting sexual assault.

<table>
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<tr>
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<th>Neutral</th>
<th>Negative</th>
</tr>
</thead>
<tbody>
<tr>
<td>I understand this institution’s formal procedures to address complaints of sexual assault.</td>
<td>64.4%</td>
<td>28.5%</td>
<td>7.1%</td>
</tr>
<tr>
<td>I know where to get help at this institution in the event of a sexual assault.</td>
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<td>I know how to direct a student or colleague to appropriate resources in the event of a sexual assault.</td>
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<td>I understand my role in reporting sexual assault.</td>
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