In Spring 2022, UVU participated in the Viewfinder Campus Climate Survey administered by INSIGHT Into Diversity magazine. The employee version of this survey was sent by email to all full-time and part-time employees (2,196). The student version of this survey was sent by email to a random sampling of 10,000 non-Concurrent Enrollment students. We received responses from 1,244 employees (56.6% response rate) and 424 students (4.2% response rate). Results presented in this report are selections from the larger surveys.

Included are comparisons to the results from Utah State University, Weber State University, and Ohio University (collectively referred to in this report as “peers”). USU only participated in the student survey and is therefore not included in employee comparisons. USU and Weber are the only Utah System of Higher Education schools who have participated in the Viewfinder Campus Climate survey, and none of our peer institutions have participated. Ohio University was selected from the list of schools who have participated in order to round out the comparisons. The number of people who responded to the survey was not available for peers.

If you have any questions, please contact Taylor Lovell (Tlovell@uvu.edu).

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11. Overall Campus Experience
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13. Student-Specific Items
Key Findings

• UVU employees who identified as LGBTQIA2S+ were less likely than their peer counterparts to agree that they can openly express their gender identity/expression and sexual identity/orientation on campus.
• UVU employees and students were less likely than their peer counterparts to agree that they are treated with respect by executives.
• UVU employees and students were more likely than their peer counterparts to say that diversity and inclusion are important to campus leadership.

• Half of UVU employees said that UVU has a campus-wide strategic diversity plan.
• Two-thirds of employees and one-third of students reported knowing where to file a report of discrimination, bias, or harassment at UVU.

• Half of employees and two-thirds of students said they have not experienced any discrimination, bias, or harassment at UVU.
• The types of discrimination experienced most by employees were based on (1) gender, (2) religion/worldview/spiritual affiliation, and (3) bullying.
• The types of discrimination experienced most by students were based on (1) religion/worldview/spiritual affiliation, (2) political affiliation, and (3) gender.

• The most common reasons why UVU employees and students who had experienced discrimination chose not to report anything were (1) feeling like nothing would happen, (2) deciding it wasn’t important enough, and (3) fearing retaliation.
• UVU employees who had experienced discrimination but chose not to report anything were twice as likely as their peer counterparts to not report because they didn’t feel anything would happen.
Feeling Welcome on Campus

These numbers represent the percentages of employees and students who Agreed or Strongly Agreed with each statement, excluding N/A responses. Items marked with an asterisk (*) were only presented to persons who indicated that they belong to the corresponding group. Items marked with a caret (^) were only presented to persons who identified as LGBTQIA2S+.

- As an employee/student with a disability, I feel welcome on campus. (83 employees, 50 students)*
  - UVU Employees: 69.9%
  - Peer Employees: 68.6%
  - UVU Students: 70.0%
  - Peer Students: 72.1%

- As an international employee/student, I feel welcome on campus. (22 employees, 6 students)*
  - UVU Employees: 63.6%
  - Peer Employees: 69.4%
  - UVU Students: 66.7%
  - Peer Students: 81.1%

- As a military member/veteran, I feel welcome on campus. (34 employees, 14 students)*
  - UVU Employees: 70.6%
  - Peer Employees: 85.2%
  - UVU Students: 64.3%
  - Peer Students: 73.9%

- As a person of color, I feel welcome on campus. (100 employees, 61 students)*
  - UVU Employees: 58.0%
  - Peer Employees: 57.9%
  - UVU Students: 73.8%
  - Peer Students: 64.2%

- I can openly express my political views on Campus. (1103 employees, 366 students)
  - UVU Employees: 28.0%
  - Peer Employees: 38.1%
  - UVU Students: 42.4%
  - Peer Students: 56.4%

- I can openly express my religious/spiritual beliefs on campus. (1122 employees, 384 students)
  - UVU Employees: 39.7%
  - Peer Employees: 53.2%
  - UVU Students: 58.3%
  - Peer Students: 66.0%

- I can openly express my gender identity/expression on campus. (92 employees, 71 students)^
  - UVU Employees: 53.3%
  - Peer Employees: 73.3%
  - UVU Students: 70.4%
  - Peer Students: 73.9%

- I can openly express my sexual identity/orientation on campus. (94 employees, 79 students)^
  - UVU Employees: 41.5%
  - Peer Employees: 65.1%
  - UVU Students: 64.6%
  - Peer Students: 65.7%
Respect from Executives

These numbers represent the percentages of employees and students who Agreed or Strongly Agreed with each statement, excluding N/A responses. Items marked with an asterisk (*) were only presented to persons who indicated that they belong to the corresponding group. Items marked with a caret (^) were only presented to persons who identified as LGBTQIA2S+.

- **As an employee/student with a disability, I am treated with respect by executives.** (76 employees, 39 students)*
  - UVU Employees: 55.3%
  - Peer Employees: 76.5%
  - UVU Students: 61.5%
  - Peer Students: 71.7%

- **As an international student, I am treated with respect by executives.** (21 employees, 6 students)*
  - UVU Employees: 57.1%
  - Peer Employees: 66.7%
  - UVU Students: 66.7%
  - Peer Students: 89.5%

- **As a military member/veteran, I am treated with respect by executives.** (32 employees, 13 students)*
  - UVU Employees: 50.0%
  - Peer Employees: 82.6%
  - UVU Students: 61.5%
  - Peer Students: 72.3%

- **As a person of color, I am treated with respect by executives.** (90 employees, 58 students)*
  - UVU Employees: 60.0%
  - Peer Employees: 68.3%
  - UVU Students: 70.7%
  - Peer Students: 77.8%

- **My political views are treated with respect by executives.** (942 employees, 332 students)
  - UVU Employees: 29.6%
  - Peer Employees: 43.9%
  - UVU Students: 45.5%
  - Peer Students: 60.0%

- **My religious/spiritual beliefs are treated with respect by executives.** (979 employees, 350 students)
  - UVU Employees: 46.2%
  - Peer Employees: 52.7%
  - UVU Students: 62.6%
  - Peer Students: 71.2%

- **My gender identity/expression is treated with respect by executives.** (79 employees, 55 students)^
  - UVU Employees: 41.8%
  - Peer Employees: 72.3%
  - UVU Students: 69.1%
  - Peer Students: 70.4%

- **My sexual identity/orientation is treated with respect by executives.** (76 employees, 63 students)^
  - UVU Employees: 32.9%
  - Peer Employees: 61.2%
  - UVU Students: 63.5%
  - Peer Students: 64.7%
Campus Diversity

Percentage of employees and students who responded “Somewhat” or “Very,” excluding N/A responses.

- UVU Employees
- Peer Employees
- UVU Students
- Peer Students

How important, in your opinion, is diversity and inclusion to the campus leadership? (1,120 employees, 377 students)

- UVU Employees: 50.9%
- Peer Employees: 60.9%
- UVU Students: 38.9%
- Peer Students: 45.9%

How well does our institution promote racial/cultural interaction between different groups? (1,091 employees, 342 students)

- UVU Employees: 77.3%
- Peer Employees: 78.1%
- UVU Students: 74.8%
- Peer Students: 82.7%

Campus Diversity Plan

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

- Yes
- No
- I don’t know

UVU Employees
- Yes: 50.5%
- No: 45.9%
- I don’t know: 3.6%

Peer Employees
- Yes: 57.4%
- No: 38.9%
- I don’t know: 3.7%

Senior Leadership and Diversity

These statements were only presented to employees who answered “Yes” to the previous question. Numbers are the percentages of employees who Agreed and Strongly Agreed with each statement, excluding N/A responses.

- UVU Employees
- Peer Employees

Senior leadership shows a visible commitment to diversity. (564 employees)
- UVU Employees: 68.3%
- Peer Employees: 70.0%

Senior leadership creates a culture of accountability. (557 employees)
- UVU Employees: 56.2%
- Peer Employees: 58.4%

Senior leadership establishes the campus vision for diversity. (561 employees)
- UVU Employees: 75.4%
- Peer Employees: 75.2%
**Personal Experiences and Discrimination**

“Have you experienced any of the following while at our institution?” Multiple responses allowed.

<table>
<thead>
<tr>
<th></th>
<th>UVU Employees (n = 1,038)</th>
<th>Peer Employees</th>
<th>UVU Students (n = 318)</th>
<th>Peer Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>An illegal act</td>
<td>6.9%</td>
<td>4.3%</td>
<td>2.5%</td>
<td>14.1%</td>
</tr>
<tr>
<td>Bullying</td>
<td>21.8%</td>
<td>22.5%</td>
<td>6.0%</td>
<td>3.0%</td>
</tr>
<tr>
<td>Discrimination/bias/harassment based on age</td>
<td>15.6%</td>
<td>16.0%</td>
<td>5.4%</td>
<td>6.7%</td>
</tr>
<tr>
<td>...based on gender</td>
<td>26.1%</td>
<td>26.1%</td>
<td>11.0%</td>
<td>14.1%</td>
</tr>
<tr>
<td>...based on gender identity/expression</td>
<td>4.1%</td>
<td>3.7%</td>
<td>4.4%</td>
<td>5.9%</td>
</tr>
<tr>
<td>...based on race/ethnicity</td>
<td>11.7%</td>
<td>10.4%</td>
<td>9.8%</td>
<td>8.8%</td>
</tr>
<tr>
<td>...based on lack of English language proficiency</td>
<td>4.9%</td>
<td>5.8%</td>
<td>2.8%</td>
<td>6.7%</td>
</tr>
<tr>
<td>...based on national origin</td>
<td>3.0%</td>
<td>3.3%</td>
<td>2.2%</td>
<td>1.1%</td>
</tr>
<tr>
<td>...based on a disability</td>
<td>3.4%</td>
<td>4.0%</td>
<td>3.5%</td>
<td>4.3%</td>
</tr>
<tr>
<td>...based on veteran status</td>
<td>0.6%</td>
<td>0.5%</td>
<td>0.9%</td>
<td>0.7%</td>
</tr>
<tr>
<td>...based on religion/worldview/spiritual affiliation</td>
<td>22.4%</td>
<td>13.9%</td>
<td>16.0%</td>
<td>19.6%</td>
</tr>
<tr>
<td>...based on a medical condition or illness</td>
<td>5.5%</td>
<td>6.4%</td>
<td>2.8%</td>
<td>3.3%</td>
</tr>
<tr>
<td>...based on socioeconomic status</td>
<td>4.1%</td>
<td>5.5%</td>
<td>2.2%</td>
<td>4.8%</td>
</tr>
<tr>
<td>...based on sexual identity/orientation</td>
<td>4.4%</td>
<td>4.3%</td>
<td>5.7%</td>
<td>6.9%</td>
</tr>
<tr>
<td>...based on political views</td>
<td>19.9%</td>
<td>14.8%</td>
<td>15.1%</td>
<td>16.8%</td>
</tr>
<tr>
<td>...based on genetic information</td>
<td>0.3%</td>
<td>3.1%</td>
<td>0.6%</td>
<td>0.3%</td>
</tr>
<tr>
<td>...based on pregnancy</td>
<td>3.3%</td>
<td>3.5%</td>
<td>1.3%</td>
<td>0.1%</td>
</tr>
<tr>
<td>Retaliation</td>
<td>10.8%</td>
<td>8.4%</td>
<td>1.9%</td>
<td>1.4%</td>
</tr>
<tr>
<td>Sexual assault</td>
<td>1.4%</td>
<td>1.3%</td>
<td>1.6%</td>
<td>4.7%</td>
</tr>
<tr>
<td>None of the above</td>
<td>46.9%</td>
<td>45.5%</td>
<td>66.4%</td>
<td>62.7%</td>
</tr>
</tbody>
</table>
## Discrimination Demographic Comparisons

Below are demographic comparisons for the most often mentioned forms of discrimination/bias/harassment (excluding political leaning, which wasn’t asked on the survey). Some people chose not to respond to demographic questions, but their responses are still included in totals. Numbers on this page may differ slightly from their counterparts on the previous page due to back coding of “other” responses, which is not possible with peer comparison data.

<table>
<thead>
<tr>
<th>Experienced discrimination/bias/ harassment based on age.</th>
<th>Experienced discrimination/bias/ harassment based on gender.</th>
</tr>
</thead>
<tbody>
<tr>
<td>UVU Employees</td>
<td>UVU Employees</td>
</tr>
<tr>
<td>&lt; 41 (n = 366)</td>
<td>Female (n = 522)</td>
</tr>
<tr>
<td></td>
<td>Male (n = 451)</td>
</tr>
<tr>
<td>41+ (n = 628)</td>
<td>Non-binary (n = 20)</td>
</tr>
<tr>
<td>Total (n = 1,036)</td>
<td>Total (n = 1,036)</td>
</tr>
<tr>
<td>UVU Students</td>
<td></td>
</tr>
<tr>
<td>&lt; 26 (n = 212)</td>
<td>Female (n = 148)</td>
</tr>
<tr>
<td></td>
<td>Male (n = 135)</td>
</tr>
<tr>
<td>26+ (n = 91)</td>
<td>Non-binary (n = 14)</td>
</tr>
<tr>
<td>Total (n = 318)</td>
<td>Total (n = 318)</td>
</tr>
<tr>
<td>UVU Employees</td>
<td></td>
</tr>
<tr>
<td>&lt; 41 (n = 366)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>41+ (n = 628)</td>
<td></td>
</tr>
<tr>
<td>Total (n = 1,036)</td>
<td></td>
</tr>
<tr>
<td>UVU Students</td>
<td></td>
</tr>
<tr>
<td>&lt; 26 (n = 212)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>26+ (n = 91)</td>
<td></td>
</tr>
<tr>
<td>Total (n = 318)</td>
<td></td>
</tr>
</tbody>
</table>

**Experienced discrimination/bias/harassment based on age.**
- UVU Students: Total (n = 318) 5.7%
- UVU Employees: Total (n = 1,036) 5.7%

**Experienced discrimination/bias/harassment based on gender.**
- Female (n = 522) 35.2%
- Male (n = 451) 16.0%
- Non-binary (n = 20) 50.0%
- Total (n = 1,036) 26.7%

**Experienced discrimination/bias/harassment based on race/ethnicity.**
- POC (n = 110) 37.3%
- White (n = 863) 8.5%
- Total (n = 1,036) 12.3%

**Experienced discrimination/bias/harassment based on religion/worldview/spiritual affiliation.**
- LDS (n = 603) 19.1%
- Not LDS (n = 427) 27.9%
- Total (n = 1,036) 22.9%
“Who caused the offense?”

Only presented to employees and students who indicated that they had experienced some form of discrimination. Multiple responses allowed.

<table>
<thead>
<tr>
<th></th>
<th>UVU Employees (n = 535)</th>
<th>Peer Employees</th>
<th>UVU Students (n = 106)</th>
<th>Peer Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Athletic coach</td>
<td>0.6%</td>
<td>0.6%</td>
<td>0.0%</td>
<td>0.5%</td>
</tr>
<tr>
<td>Campus police</td>
<td>3.0%</td>
<td>2.0%</td>
<td>0.0%</td>
<td>3.0%</td>
</tr>
<tr>
<td>Faculty member</td>
<td>47.9%</td>
<td>47.0%</td>
<td>36.6%</td>
<td>35.5%</td>
</tr>
<tr>
<td>Member of the</td>
<td>12.7%</td>
<td>12.1%</td>
<td>17.0%</td>
<td>19.4%</td>
</tr>
<tr>
<td>surrounding community</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Parent of a student</td>
<td>3.9%</td>
<td>5.2%</td>
<td>3.8%</td>
<td>5.0%</td>
</tr>
<tr>
<td>Senior executive</td>
<td>19.8%</td>
<td>18.0%</td>
<td>1.9%</td>
<td>2.8%</td>
</tr>
<tr>
<td>(vice president or</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>dean)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other executive</td>
<td>24.3%</td>
<td>34.4%</td>
<td>4.7%</td>
<td>5.2%</td>
</tr>
<tr>
<td>Staff Member</td>
<td>51.6%</td>
<td>40.1%</td>
<td>16.0%</td>
<td>15.3%</td>
</tr>
<tr>
<td>Student</td>
<td>26.9%</td>
<td>25.8%</td>
<td>70.8%</td>
<td>79.1%</td>
</tr>
</tbody>
</table>

Filing a Report

These numbers represent the percentages of employees and students who Agreed or Strongly Agreed with each statement, excluding N/A responses.

- UVU Employees
- Peer Employees
- UVU Students
- Peer Students

I know where to file a report.
(1,102 employees, 335 students)

- UVU Employees: 64.7% (76.7%)
- Peer Employees: 30.4% (76.7%)
- UVU Students: 36.2% (91.2%)

Our campus would take a report [of discrimination/bias/harassment] seriously.
(1,095 employees, 322 students)

- UVU Employees: 68.8% (75.8%)
- Peer Employees: 75.8% (91.2%)
- UVU Students: 76.7% (91.2%)
“Have you ever reported any incident(s)?”
Percentage “Yes.” Only presented to employees and students who indicated that they had experienced some form of discrimination.

<table>
<thead>
<tr>
<th></th>
<th>UVU Employees (n = 557)</th>
<th>Peer Employees</th>
<th>UVU Students (n = 107)</th>
<th>Peer Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>27.5%</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>28.9%</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>13.1%</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9.7%</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

“Why didn’t you report the incident(s)?”
Only presented to employees and students who indicated that they have not reported any incidents. Multiple responses allowed.

<table>
<thead>
<tr>
<th>Reason</th>
<th>UVU Employees (n = 360)</th>
<th>Peer Employees</th>
<th>UVU Students (n = 90)</th>
<th>Peer Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>I decided it wasn't important enough.</td>
<td>44.2%</td>
<td>40.0%</td>
<td>65.6%</td>
<td>62.4%</td>
</tr>
<tr>
<td>There was not enough evidence.</td>
<td>23.6%</td>
<td>23.2%</td>
<td>23.3%</td>
<td>28.4%</td>
</tr>
<tr>
<td>I feared retaliation.</td>
<td>41.9%</td>
<td>45.3%</td>
<td>24.4%</td>
<td>19.5%</td>
</tr>
<tr>
<td>I didn't feel anything would happen.</td>
<td>56.1%</td>
<td>26.0%</td>
<td>54.4%</td>
<td>46.8%</td>
</tr>
<tr>
<td>The offender asked me not to.</td>
<td>0.6%</td>
<td>26.3%</td>
<td>0.0%</td>
<td>1.2%</td>
</tr>
<tr>
<td>The offender is no longer here.</td>
<td>9.2%</td>
<td>10.7%</td>
<td>4.4%</td>
<td>4.7%</td>
</tr>
<tr>
<td>There was too much pressure by my friends/peers not to report.</td>
<td>0.8%</td>
<td>1.6%</td>
<td>1.1%</td>
<td>1.1%</td>
</tr>
<tr>
<td>There was too much pressure from executives/faculty/staff not to report.</td>
<td>4.4%</td>
<td>1.9%</td>
<td>0.0%</td>
<td>1.1%</td>
</tr>
<tr>
<td>There was too much pressure from my family not to report.</td>
<td>0.3%</td>
<td>0.3%</td>
<td>0.0%</td>
<td>0.5%</td>
</tr>
<tr>
<td>I feared losing my job/being expelled.</td>
<td>30.8%</td>
<td>32.5%</td>
<td>4.4%</td>
<td>2.5%</td>
</tr>
<tr>
<td>I felt it was my fault.</td>
<td>1.9%</td>
<td>3.1%</td>
<td>5.6%</td>
<td>3.9%</td>
</tr>
<tr>
<td>I had no witnesses to support me.</td>
<td>18.1%</td>
<td>17.3%</td>
<td>10.0%</td>
<td>15.9%</td>
</tr>
<tr>
<td>The process to file a complaint was not secure.</td>
<td>13.6%</td>
<td>11.3%</td>
<td>5.6%</td>
<td>5.3%</td>
</tr>
<tr>
<td>I didn't think the school would support me.</td>
<td>35.8%</td>
<td>28.9%</td>
<td>25.3%</td>
<td>25.3%</td>
</tr>
<tr>
<td>I was embarrassed.</td>
<td>8.6%</td>
<td>11.0%</td>
<td>14.4%</td>
<td>13.1%</td>
</tr>
</tbody>
</table>
### "I feel safe on campus."
Percentage Agreed and Strongly Agreed.

<table>
<thead>
<tr>
<th></th>
<th>UVU Employees (n = 1,122)</th>
<th>Peer Employees</th>
<th>UVU Students (n = 345)</th>
<th>Peer Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>I feel safe on campus</td>
<td>87.5%</td>
<td>89.3%</td>
<td>89.3%</td>
<td>84.1%</td>
</tr>
</tbody>
</table>

#### “Which of the following would make you feel safe on campus?”
Multiple responses allowed.

<table>
<thead>
<tr>
<th></th>
<th>UVU Employees (n = 1,038)</th>
<th>Peer Employees</th>
<th>UVU Students (n = 328)</th>
<th>Peer Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>A policy banning guns on campus</td>
<td>34.7%</td>
<td>48.6%</td>
<td>24.7%</td>
<td>41.9%</td>
</tr>
<tr>
<td>Ability to anonymously report concerns about a student or employee</td>
<td>68.2%</td>
<td>67.1%</td>
<td>74.4%</td>
<td>78.3%</td>
</tr>
<tr>
<td>Bike or foot patrol campus police</td>
<td>47.2%</td>
<td>51.9%</td>
<td>37.2%</td>
<td>38.6%</td>
</tr>
<tr>
<td>Designated walking/bike paths</td>
<td>46.2%</td>
<td>41.7%</td>
<td>48.5%</td>
<td>51.7%</td>
</tr>
<tr>
<td>Efforts to keep non-UVU personnel off campus</td>
<td>13.6%</td>
<td>12.6%</td>
<td>14.0%</td>
<td>21.5%</td>
</tr>
<tr>
<td>Emergency call boxes</td>
<td>55.4%</td>
<td>54.6%</td>
<td>52.1%</td>
<td>60.9%</td>
</tr>
<tr>
<td>Emergency services for incidents of sexual assault</td>
<td>51.8%</td>
<td>55.0%</td>
<td>58.5%</td>
<td>65.6%</td>
</tr>
<tr>
<td>Escorts to other buildings on campus</td>
<td>26.2%</td>
<td>38.1%</td>
<td>24.4%</td>
<td>33.3%</td>
</tr>
<tr>
<td>Information about emergency procedures in case of a campus lockdown, extreme weather, etc.</td>
<td>55.2%</td>
<td>58.6%</td>
<td>61.0%</td>
<td>61.0%</td>
</tr>
<tr>
<td>Interior lighting in campus buildings after dark</td>
<td>48.8%</td>
<td>50.8%</td>
<td>58.2%</td>
<td>29.8%</td>
</tr>
<tr>
<td>Maintenance of improperly working safety items</td>
<td>55.8%</td>
<td>63.9%</td>
<td>54.9%</td>
<td>62.1%</td>
</tr>
<tr>
<td>Parking lot attendants</td>
<td>15.3%</td>
<td>13.8%</td>
<td>21.3%</td>
<td>19.9%</td>
</tr>
<tr>
<td>Parking lot lighting</td>
<td>69.1%</td>
<td>74.1%</td>
<td>72.6%</td>
<td>78.6%</td>
</tr>
<tr>
<td>Quick response by admin. to campus emergencies</td>
<td>42.5%</td>
<td>53.1%</td>
<td>45.1%</td>
<td>57.3%</td>
</tr>
<tr>
<td>Shuttle bus waiting areas</td>
<td>26.5%</td>
<td>30.8%</td>
<td>30.5%</td>
<td>48.0%</td>
</tr>
<tr>
<td>Street lighting</td>
<td>54.1%</td>
<td>62.5%</td>
<td>64.3%</td>
<td>76.0%</td>
</tr>
<tr>
<td>Surveillance cameras</td>
<td>52.4%</td>
<td>51.0%</td>
<td>62.5%</td>
<td>63.6%</td>
</tr>
<tr>
<td>Volunteer designated drivers</td>
<td>8.5%</td>
<td>19.8%</td>
<td>12.8%</td>
<td>20.8%</td>
</tr>
<tr>
<td>Walkway lighting</td>
<td>60.9%</td>
<td>71.0%</td>
<td>65.2%</td>
<td>75.0%</td>
</tr>
</tbody>
</table>
Overall Campus Experience

These numbers represent the percentages of employees and students who Agreed or Strongly Agreed with each statement, excluding N/A responses.

- UVU Employees
- Peer Employees
- UVU Students
- Peer Students

Our campus is diverse.
(1076 employees, 323 students)

Our campus is inclusive.
(1074 employees, 322 students)

Our school puts too much emphasis on diversity.
(1066 employees, 325 students)

Public announcements regarding internal communications and practices are honest and truthful.
(1008 employees, 282 students)

The welfare of our school takes precedence over donor demands, investment matters, and political interests.
(1005 employees, 290 students)

My workload is too heavy.
(1094 employees, 344 students)

My work-life balance is appropriate.
(1095 employees)

I am satisfied with my school-life balance.
(344 students)

I have experienced microaggressions in my department/on campus.
(1044 employees, 300 students)

There is a great sense of belonging.
(1088 employees, 327 students)

I want to quit my job.
(1069 employees)

I want to leave this campus.
(332 students)
Employee-Specific Items

These numbers represent the percentages of employees who Agreed or Strongly Agreed with each statement, excluding N/A responses.

- UVU Employees
- Peer Employees

- I am satisfied overall with my interactions with other employees. (1,098 employees)
  - UVU: 84.0%
  - Peer: 83.6%

- There are enough qualified executives to enable the president to delegate authority to establish effective and equitable procedures for our institution. (943 employees)
  - UVU: 55.1%
  - Peer: 50.8%

- I am underpaid for the work that I do. (1,093 employees)
  - UVU: 70.2%
  - Peer: 68.3%

- I love my job. (1,097 employees)
  - UVU: 68.0%
  - Peer: 78.1%

- I am satisfied with my employee benefits package. (1,022 employees)
  - UVU: 69.2%
  - Peer: 87.8%

- There are pay disparities here. (1,019 employees)
  - UVU: 68.0%
  - Peer: 67.9%

- My performance evaluations are fair and impartial. (1,005 employees)
  - UVU: 71.5%
  - Peer: 80.8%

- I am utilizing my full range of skills in my current position. (1,090 employees)
  - UVU: 55.4%
  - Peer: 66.1%

- The merit and promotion processes are fair. (1,005 employees)
  - UVU: 25.4%
  - Peer: 42.5%
Student-Specific Items

These numbers represent the percentages of students who Agreed or Strongly Agreed with each statement, excluding N/A responses.

<table>
<thead>
<tr>
<th>UVU Students</th>
<th>Peer Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>The president is effective at communicating with people who share my background. (273 students)</td>
<td>54.2%</td>
</tr>
<tr>
<td>Leaders are held to appropriate measures of accountability and responsibility for campus climate. (270 students)</td>
<td>54.7%</td>
</tr>
<tr>
<td>I am satisfied with the quality of the education I am receiving. (336 students)</td>
<td>82.4%</td>
</tr>
</tbody>
</table>