

# **Changing Campus Culture | Ashland University | Employee Survey | 2024**

Monday, April 22, 2024

**323**

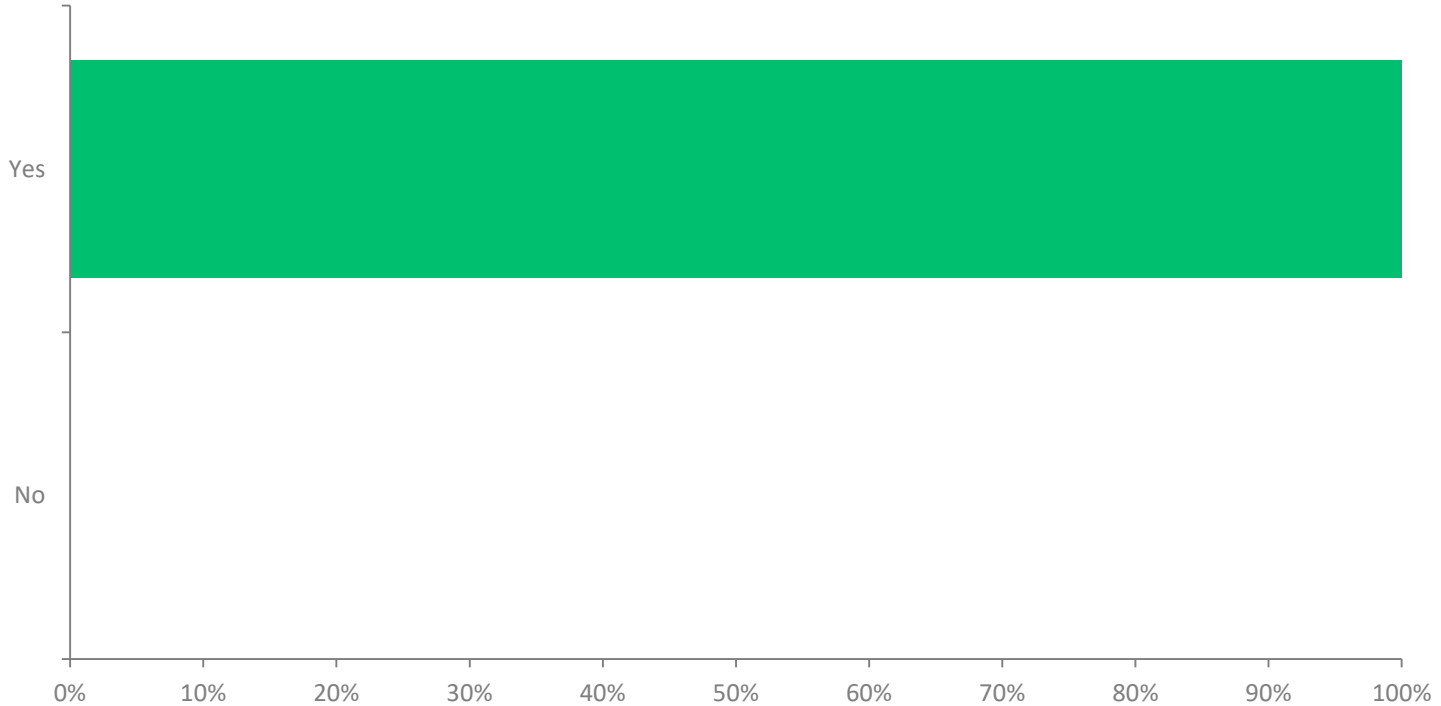
**Total Responses**

Date Created: Thursday, February 29, 2024

Complete Responses: 323

# Q1: Are you 18 years of age or older?

Answered: 323 Skipped: 0



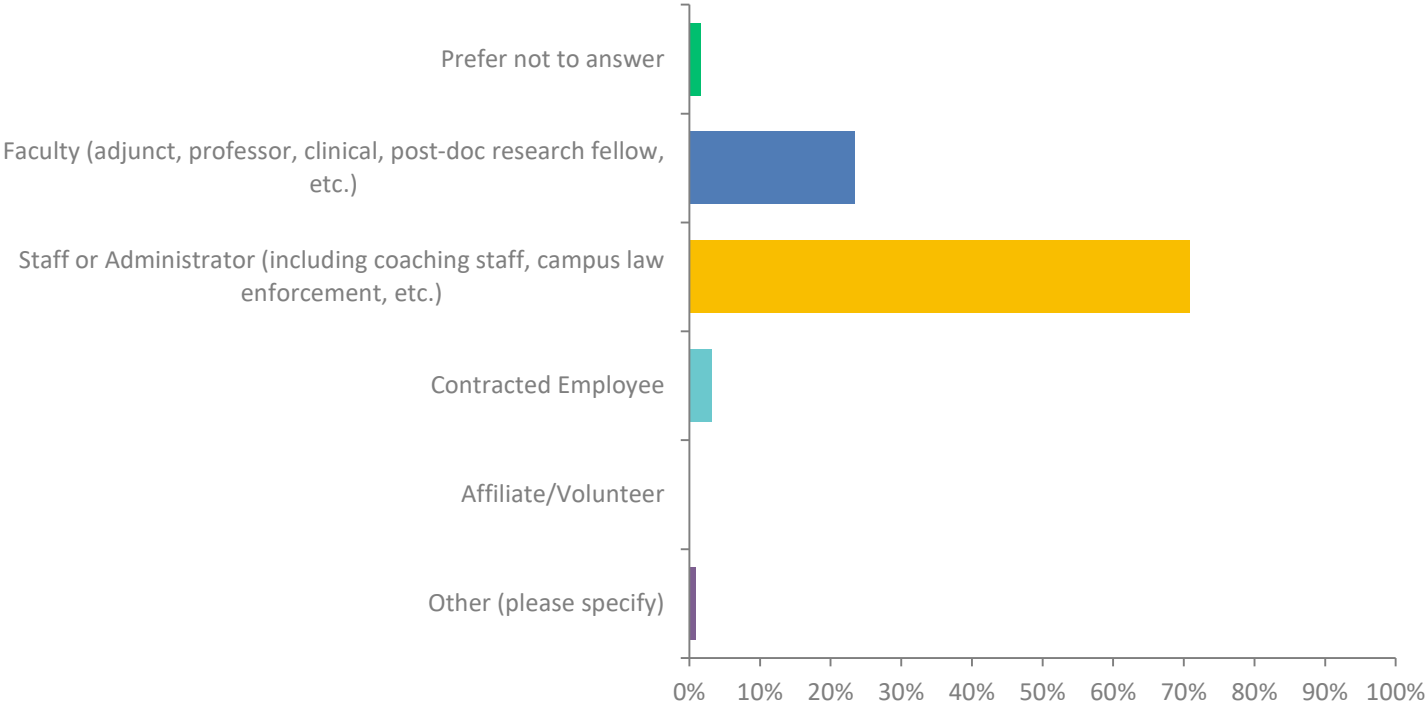
# Q1: Are you 18 years of age or older?

Answered: 323 Skipped: 0

ANSWER CHOICES	RESPONSES	
Yes	100%	323
No	0%	0
<b>TOTAL</b>		<b>323</b>

# Q2: What is your primary affiliation with Ashland University?

Answered: 315 Skipped: 8



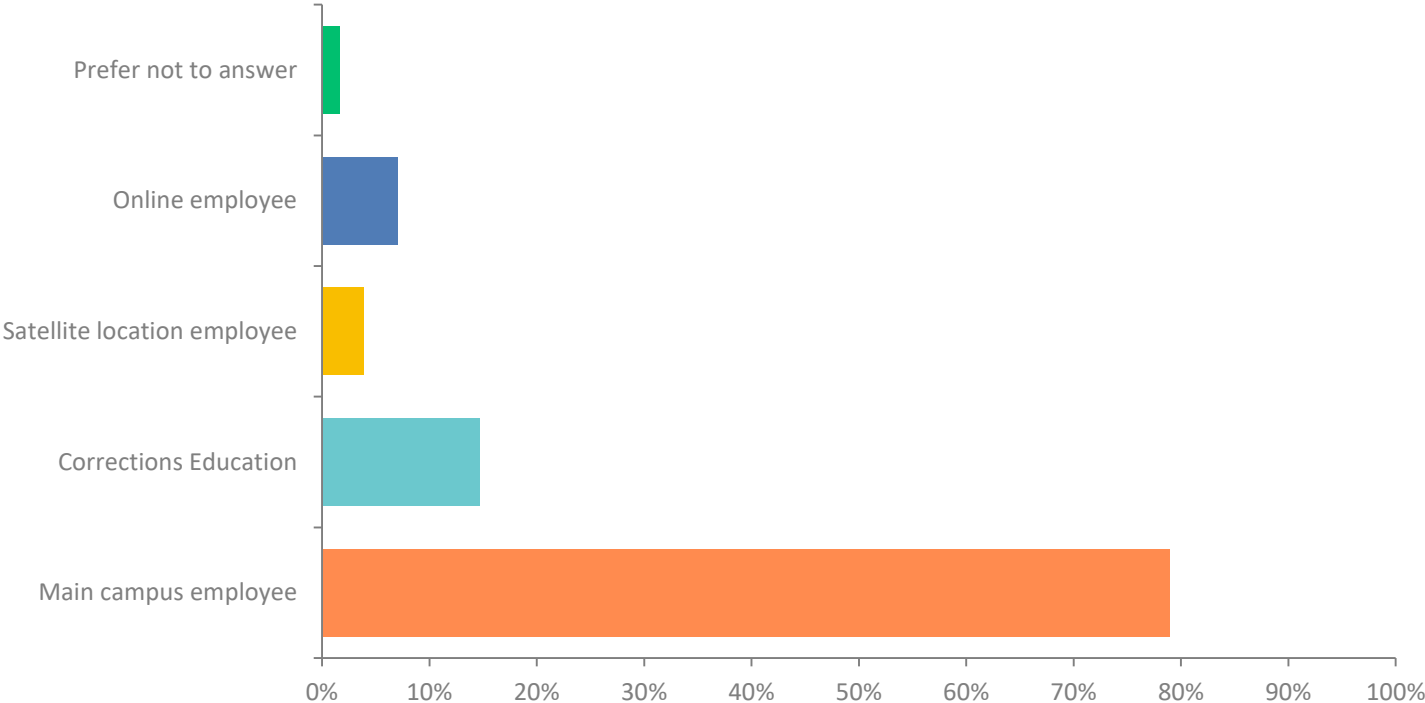
## Q2: What is your primary affiliation with Ashland University?

Answered: 315 Skipped: 8

ANSWER CHOICES	RESPONSES	
Prefer not to answer	1.59%	5
Faculty (adjunct, professor, clinical, post-doc research fellow, etc.)	23.49%	74
Staff or Administrator (including coaching staff, campus law enforcement, etc.)	70.79%	223
Contracted Employee	3.17%	10
Affiliate/Volunteer	0%	0
Other (please specify)	0.95%	3
<b>TOTAL</b>		<b>315</b>

### Q3: Which of the following describes your employment with Ashland University? Check all that apply.

Answered: 313 Skipped: 10



### Q3: Which of the following describes your employment with Ashland University? Check all that apply.

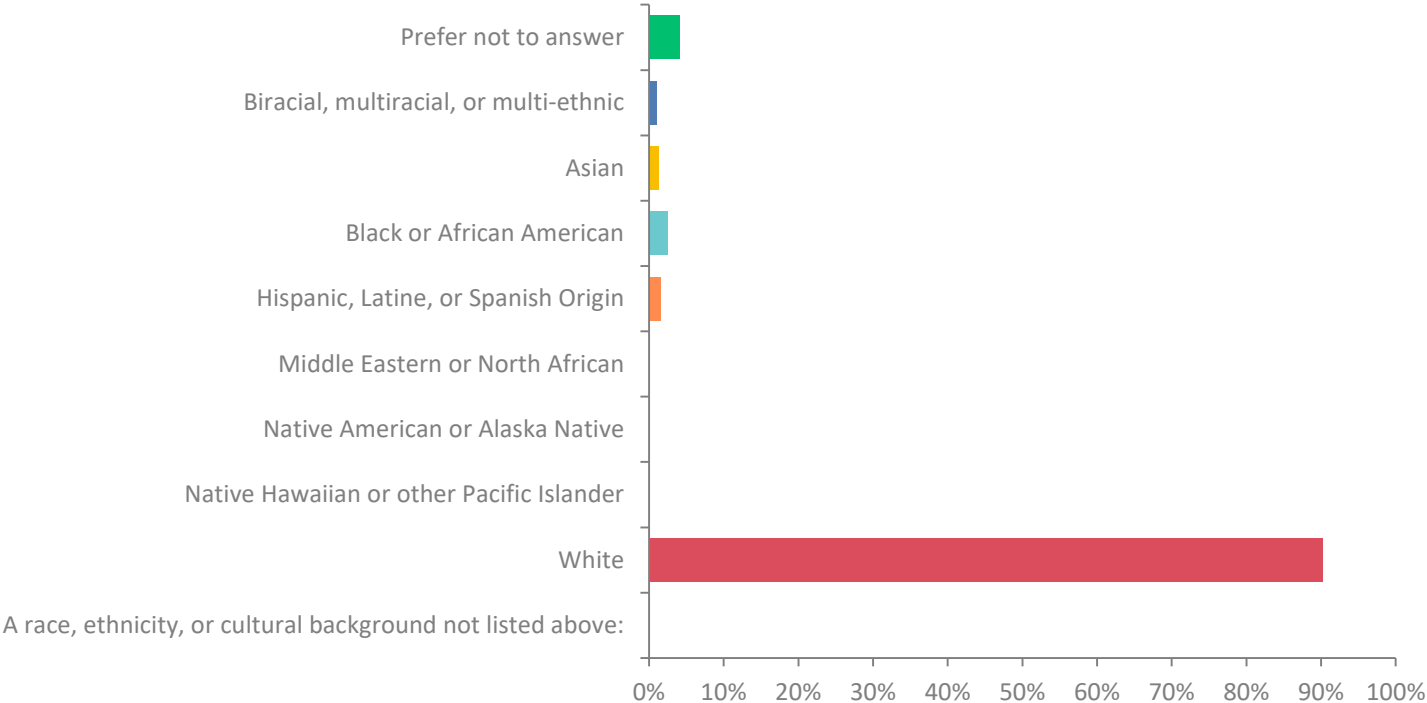
Answered: 313 Skipped: 10

ANSWER CHOICES	RESPONSES	
Prefer not to answer	1.60%	5
Online employee	7.03%	22
Satellite location employee	3.83%	12
Corrections Education	14.70%	46
Main campus employee	78.91%	247
<b>TOTAL</b>		<b>332</b>



# Q4: Which of the following describe your race, ethnicity, and cultural background? Check all that apply.

Answered: 315 Skipped: 8



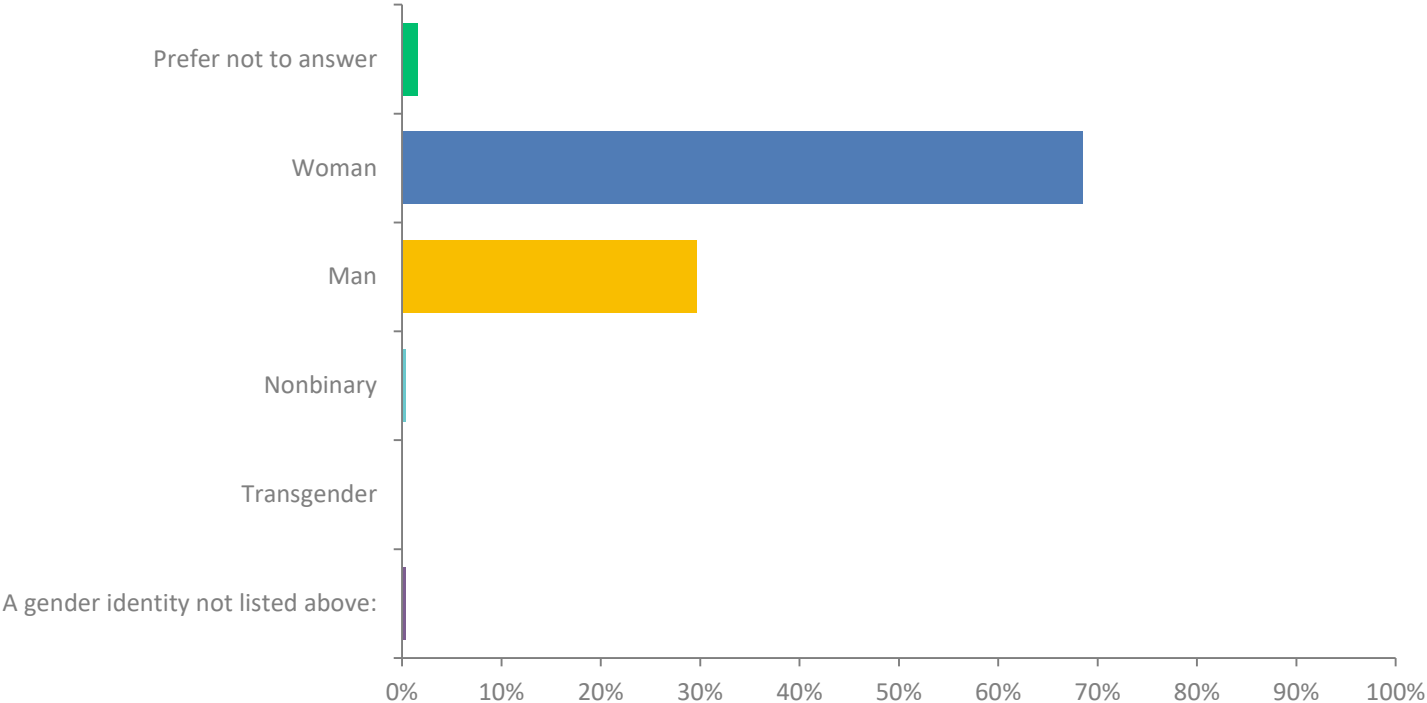
## Q4: Which of the following describe your race, ethnicity, and cultural background? Check all that apply.

Answered: 315 Skipped: 8

ANSWER CHOICES	RESPONSES	
Prefer not to answer	4.13%	13
Biracial, multiracial, or multi-ethnic	0.95%	3
Asian	1.27%	4
Black or African American	2.54%	8
Hispanic, Latine, or Spanish Origin	1.59%	5
Middle Eastern or North African	0%	0
Native American or Alaska Native	0%	0
Native Hawaiian or other Pacific Islander	0%	0
White	90.16%	284
A race, ethnicity, or cultural background not listed above:	0%	0
<b>TOTAL</b>		<b>317</b>

# Q5: What is your gender identity? Check all that apply.

Answered: 314 Skipped: 9



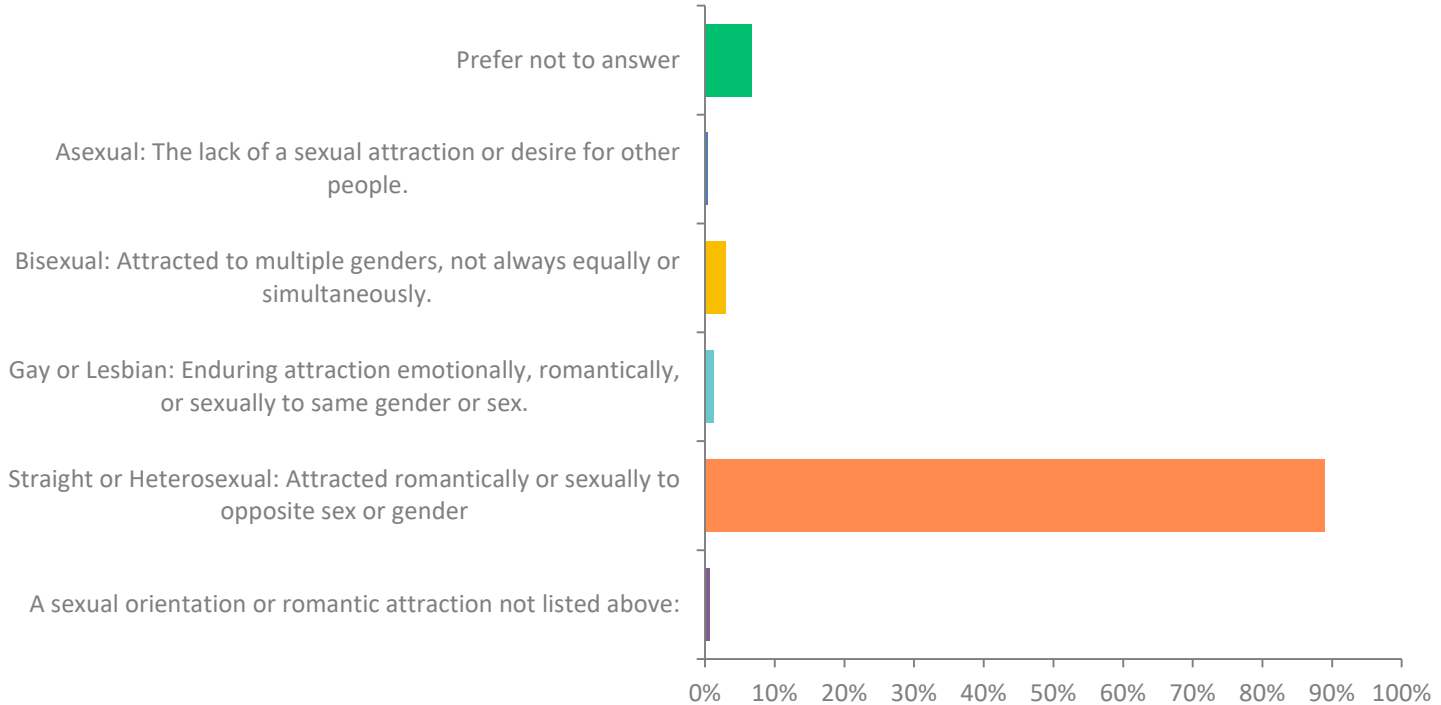
## Q5: What is your gender identity? Check all that apply.

Answered: 314 Skipped: 9

ANSWER CHOICES	RESPONSES	
Prefer not to answer	1.59%	5
Woman	68.47%	215
Man	29.62%	93
Nonbinary	0.32%	1
Transgender	0%	0
A gender identity not listed above:	0.32%	1
<b>TOTAL</b>		<b>315</b>

## Q6: Which of the following describe your sexual orientation(s)? Check all that apply.

Answered: 314 Skipped: 9



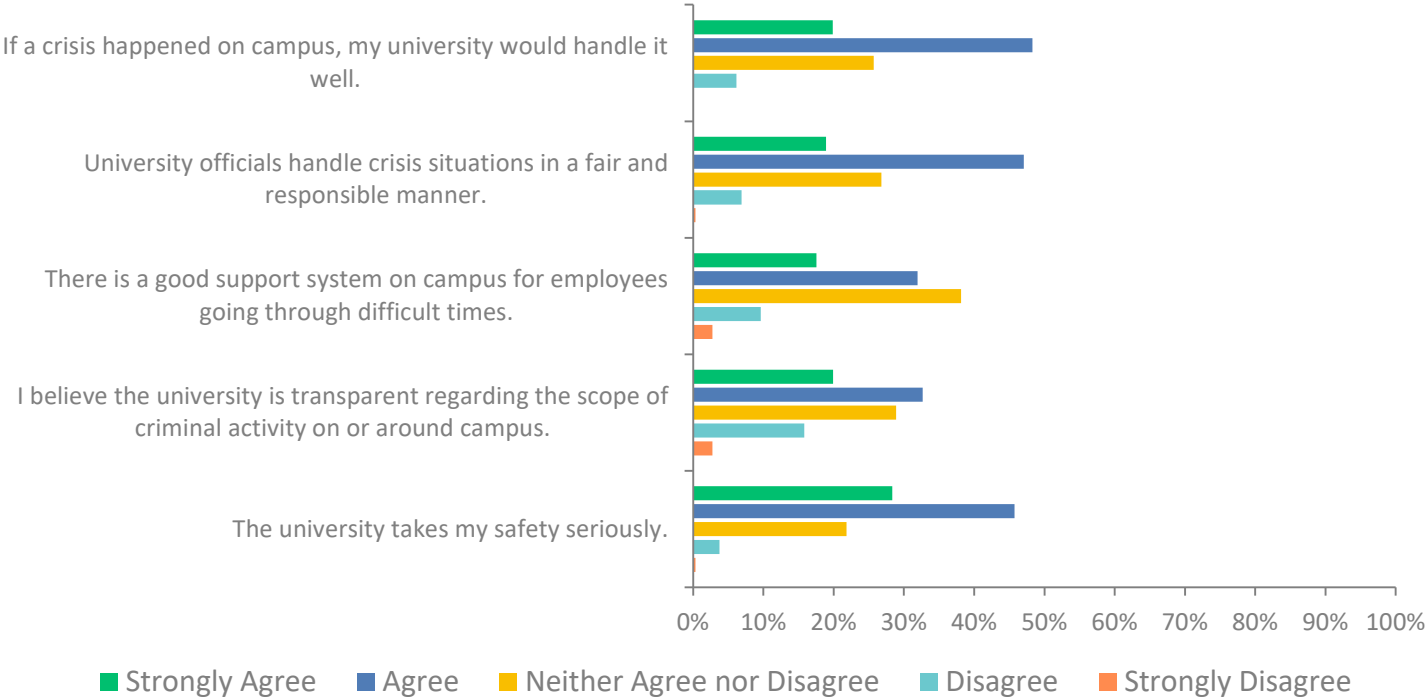
## Q6: Which of the following describe your sexual orientation(s)? Check all that apply.

Answered: 314 Skipped: 9

ANSWER CHOICES	RESPONSES	
Prefer not to answer	6.69%	21
Asexual: The lack of a sexual attraction or desire for other people.	0.32%	1
Bisexual: Attracted to multiple genders, not always equally or simultaneously.	2.87%	9
Gay or Lesbian: Enduring attraction emotionally, romantically, or sexually to same gender or sex.	1.27%	4
Straight or Heterosexual: Attracted romantically or sexually to opposite sex or gender	88.85%	279
A sexual orientation or romantic attraction not listed above:	0.64%	2
<b>TOTAL</b>		<b>316</b>

**Q7: Below are statements about your views on Ashland University's response to difficult or dangerous situations. Please indicate the extent to which you agree or disagree with each**

Answered: 293 Skipped: 30



**Q7: Below are statements about your views on Ashland University's response to difficult or dangerous situations. Please indicate the extent to which you agree or disagree with each**

Answered: 293 Skipped: 30

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
If a crisis happened on campus, my university would handle it well.	19.86% 58	48.29% 141	25.68% 75	6.16% 18	0% 0	292	3.82
University officials handle crises situations in a fair and responsible manner.	18.90% 55	47.08% 137	26.80% 78	6.87% 20	0.34% 1	291	3.77



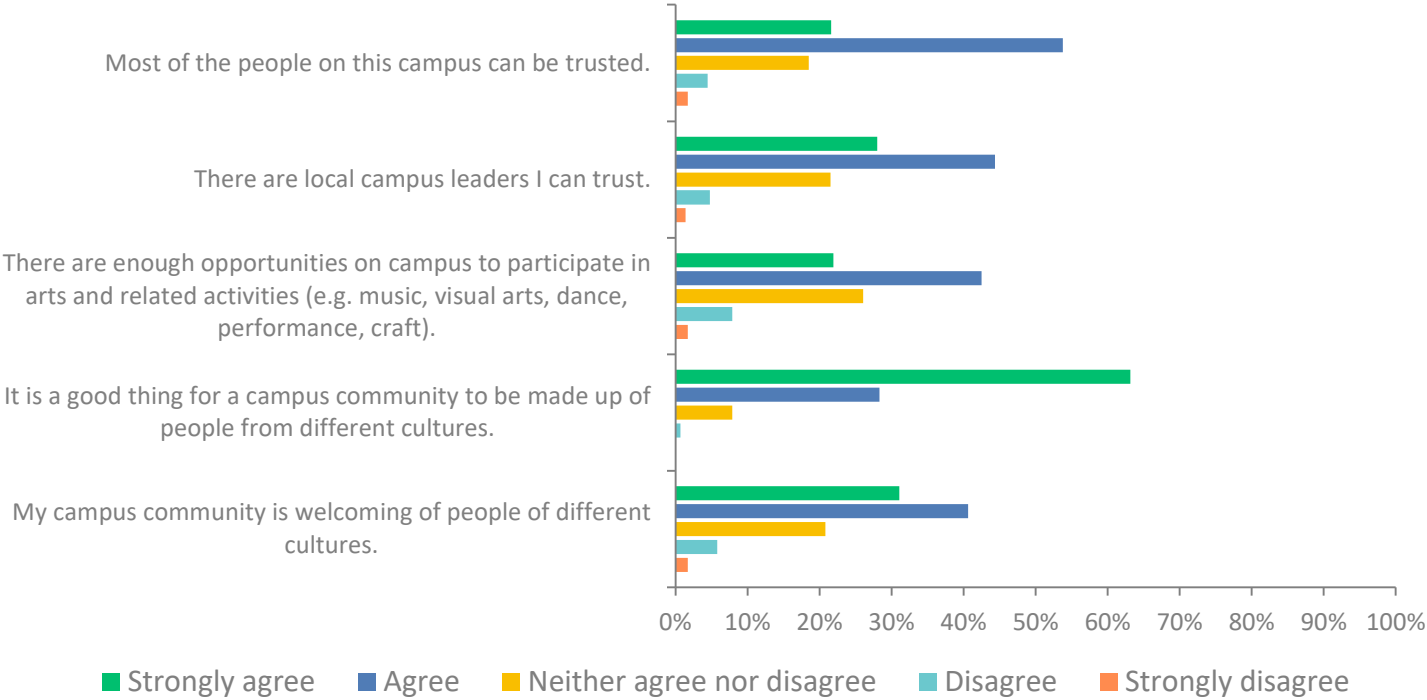
**Q7: Below are statements about your views on Ashland University's response to difficult or dangerous situations. Please indicate the extent to which you agree or disagree with each**

Answered: 293 Skipped: 30

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
There is a good support system on campus for employees going through difficult times.	17.53% 51	31.96% 93	38.14% 111	9.62% 28	2.75% 8	291	3.52
I believe the university is transparent regarding the scope of criminal activity on or around campus.	19.93% 58	32.65% 95	28.87% 84	15.81% 46	2.75% 8	291	3.51
The university takes my safety seriously.	28.33% 83	45.73% 134	21.84% 64	3.75% 11	0.34% 1	293	3.98

# Q8: How strongly do you agree or disagree with the following statements:

Answered: 293 Skipped: 30



## Q8: How strongly do you agree or disagree with the following statements:

Answered: 293 Skipped: 30

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Most of the people on this campus can be trusted.	21.58% 63	53.77% 157	18.49% 54	4.45% 13	1.71% 5	292	3.89
There are local campus leaders I can trust.	27.99% 82	44.37% 130	21.50% 63	4.78% 14	1.37% 4	293	3.93
There are enough opportunities on campus to participate in arts and related activities (e.g. music, visual arts, dance, performance, craft).	21.92% 64	42.47% 124	26.03% 76	7.88% 23	1.71% 5	292	3.75

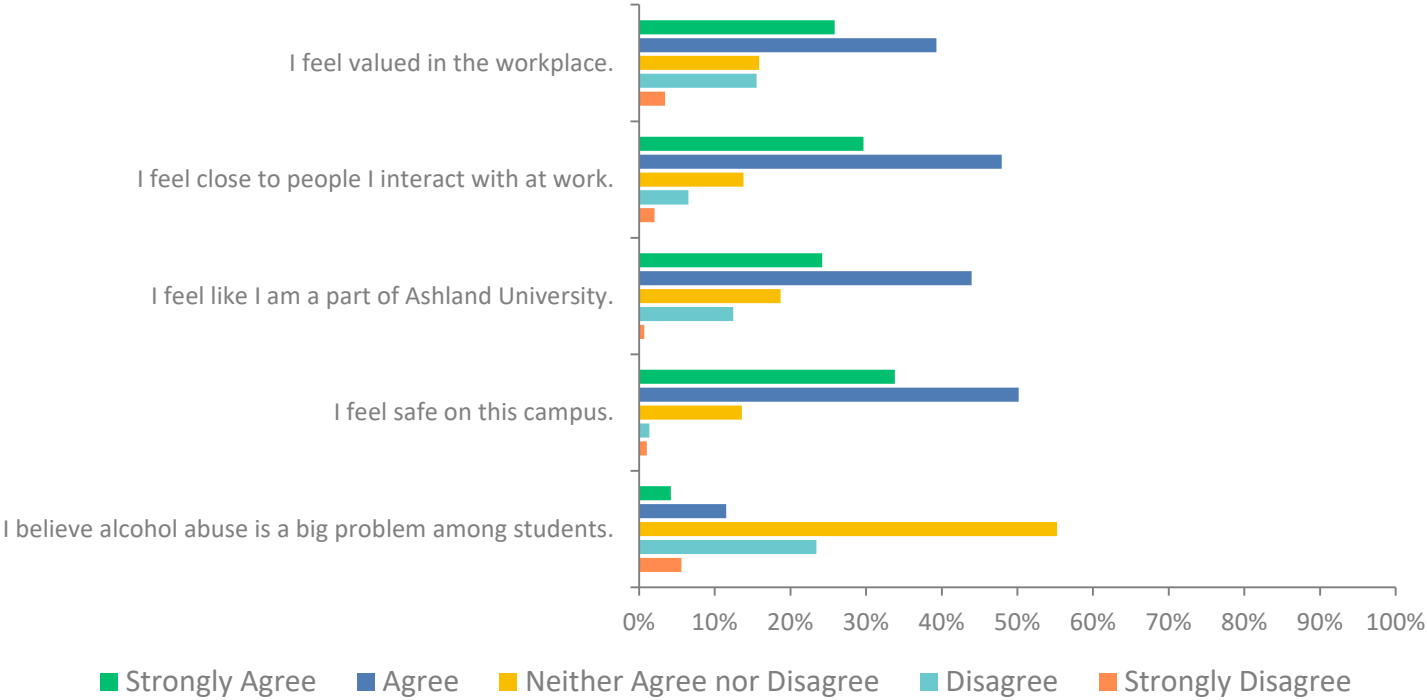
## Q8: How strongly do you agree or disagree with the following statements:

Answered: 293 Skipped: 30

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
It is a good thing for a campus community to be made up of people from different cultures.	63.14% 185	28.33% 83	7.85% 23	0.68% 2	0% 0	293	4.54
My campus community is welcoming of people of different cultures.	31.06% 91	40.61% 119	20.82% 61	5.80% 17	1.71% 5	293	3.94

# Q9: Please indicate your level of agreement with the following statements:

Answered: 290 Skipped: 33



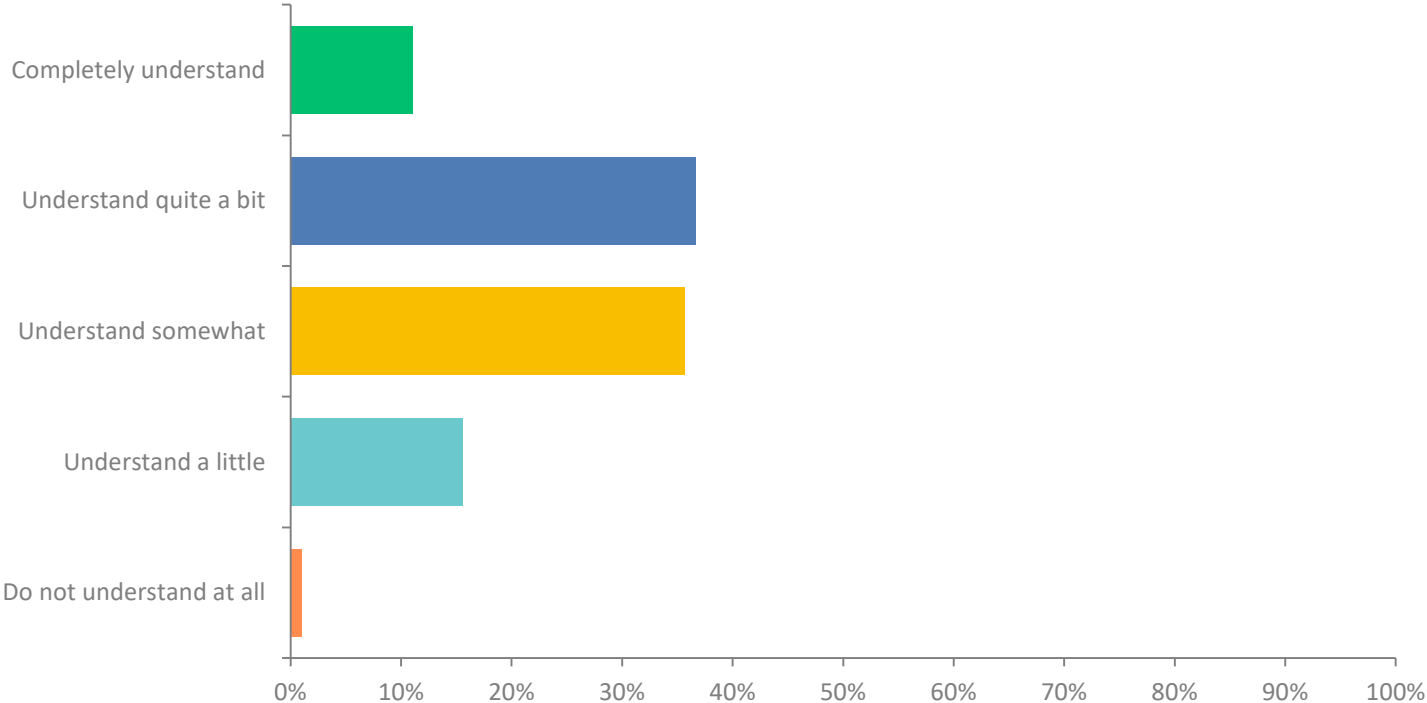
## Q9: Please indicate your level of agreement with the following statements:

Answered: 290 Skipped: 33

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
I feel valued in the workplace.	25.86% 75	39.31% 114	15.86% 46	15.52% 45	3.45% 10	290	3.69
I feel close to people I interact with at work.	29.66% 86	47.93% 139	13.79% 40	6.55% 19	2.07% 6	290	3.97
I feel like I am a part of Ashland University.	24.22% 70	43.94% 127	18.69% 54	12.46% 36	0.69% 2	289	3.79
I feel safe on this campus.	33.80% 97	50.17% 144	13.59% 39	1.39% 4	1.05% 3	287	4.14
I believe alcohol abuse is a big problem among students.	4.20% 12	11.54% 33	55.24% 158	23.43% 67	5.59% 16	286	2.85

# Q10: How well do people at Ashland University understand you as a person?

Answered: 289 Skipped: 34



## Q10: How well do people at Ashland University understand you as a person?

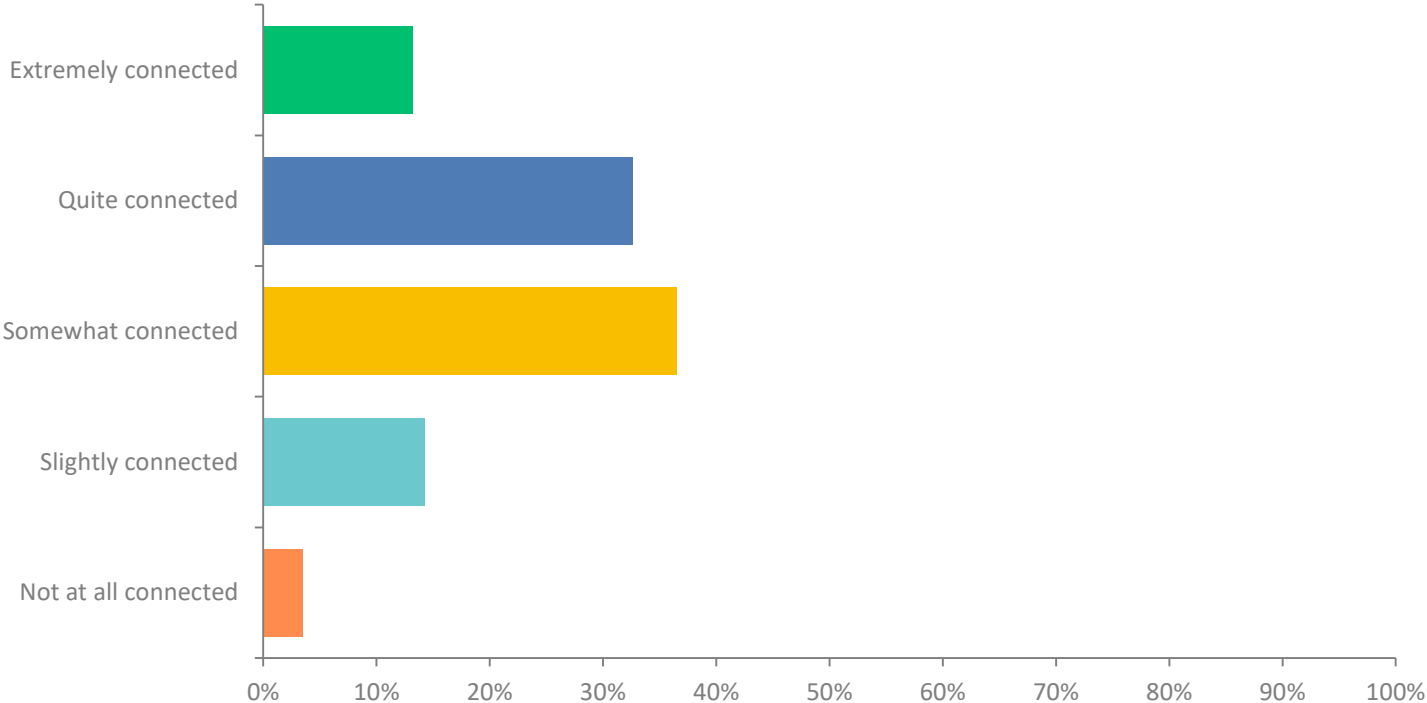
Answered: 289 Skipped: 34

ANSWER CHOICES	RESPONSES	
Completely understand	11.07%	32
Understand quite a bit	36.68%	106
Understand somewhat	35.64%	103
Understand a little	15.57%	45
Do not understand at all	1.04%	3
<b>TOTAL</b>		<b>289</b>



# Q11: How connected do you feel to the staff at Ashland University?

Answered: 288 Skipped: 35



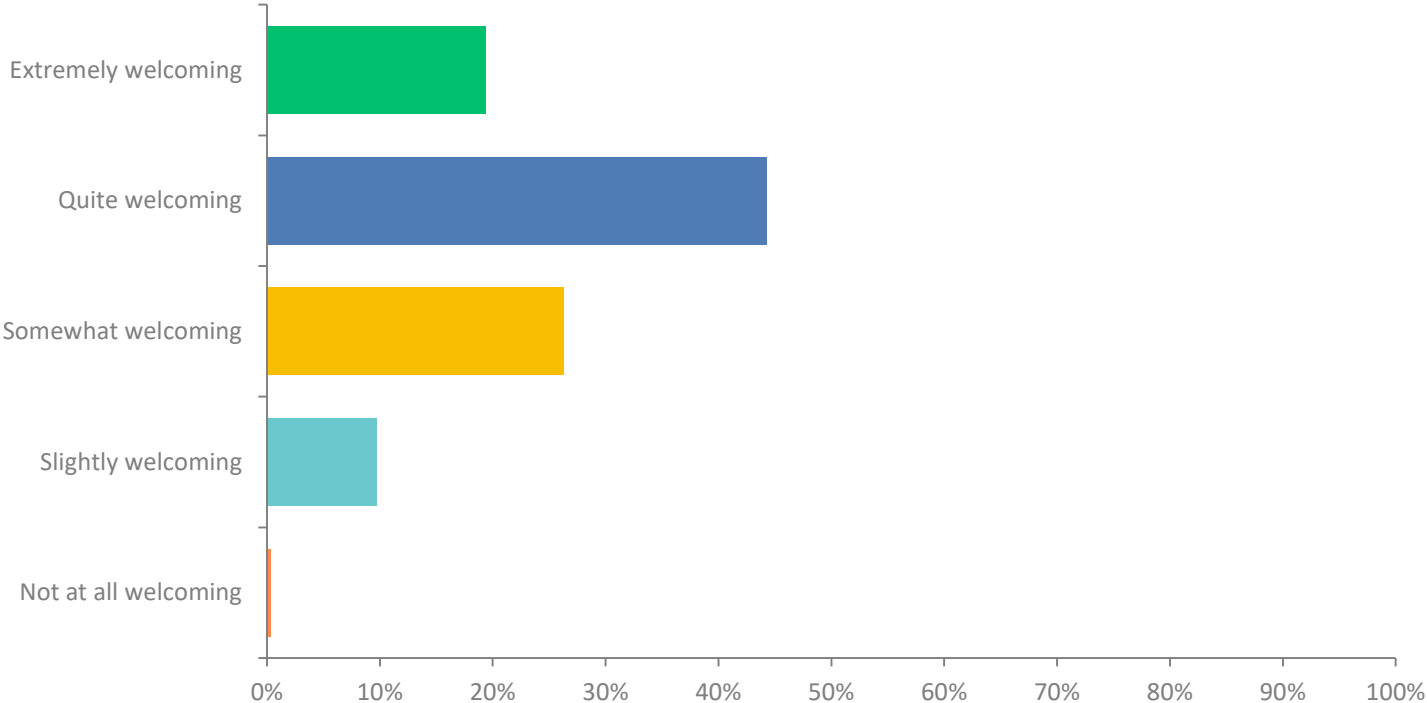
## Q11: How connected do you feel to the staff at Ashland University?

Answered: 288 Skipped: 35

ANSWER CHOICES	RESPONSES	
Extremely connected	13.19%	38
Quite connected	32.64%	94
Somewhat connected	36.46%	105
Slightly connected	14.24%	41
Not at all connected	3.47%	10
<b>TOTAL</b>		<b>288</b>

# Q12: How welcoming have you found Ashland University to be?

Answered: 289 Skipped: 34



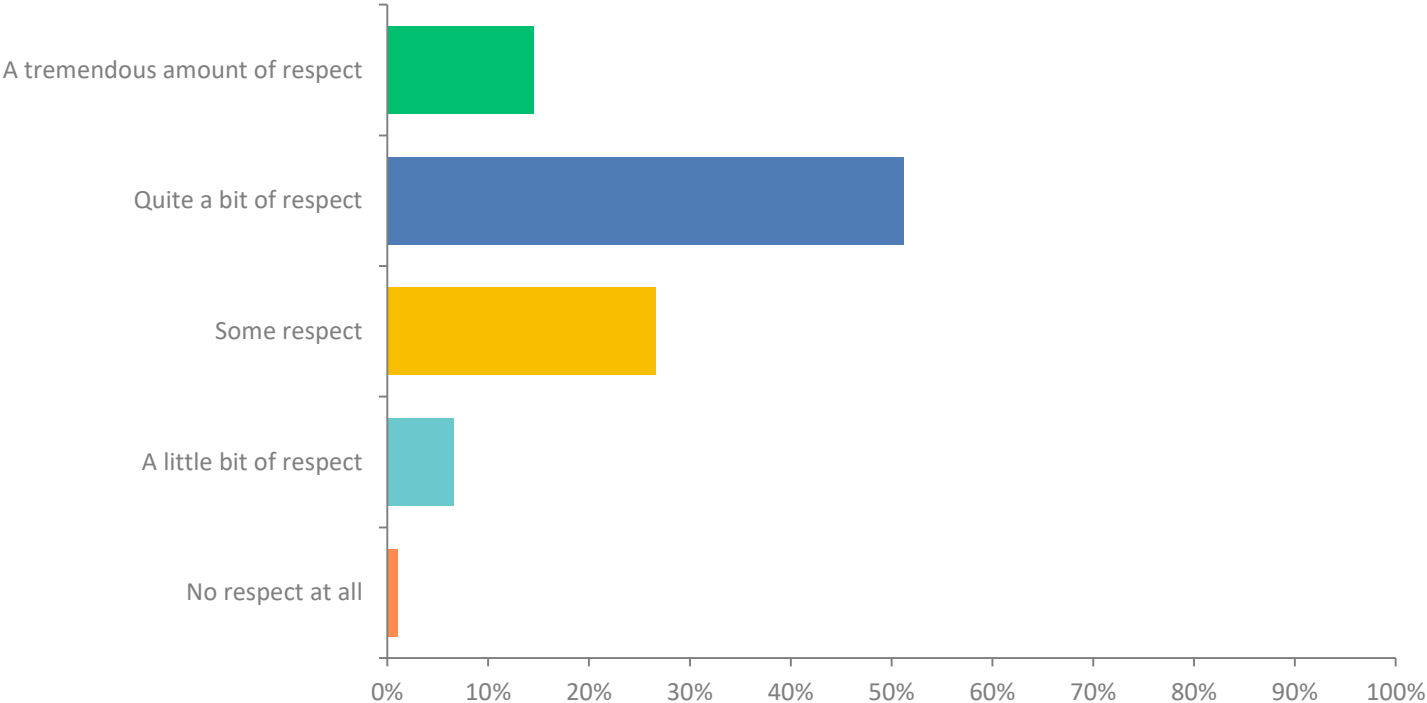
## Q12: How welcoming have you found Ashland University to be?

Answered: 289 Skipped: 34

ANSWER CHOICES	RESPONSES	
Extremely welcoming	19.38%	56
Quite welcoming	44.29%	128
Somewhat welcoming	26.30%	76
Slightly welcoming	9.69%	28
Not at all welcoming	0.35%	1
<b>TOTAL</b>		<b>289</b>

# Q13: How much respect do other employees at Ashland University show toward you?

Answered: 289 Skipped: 34



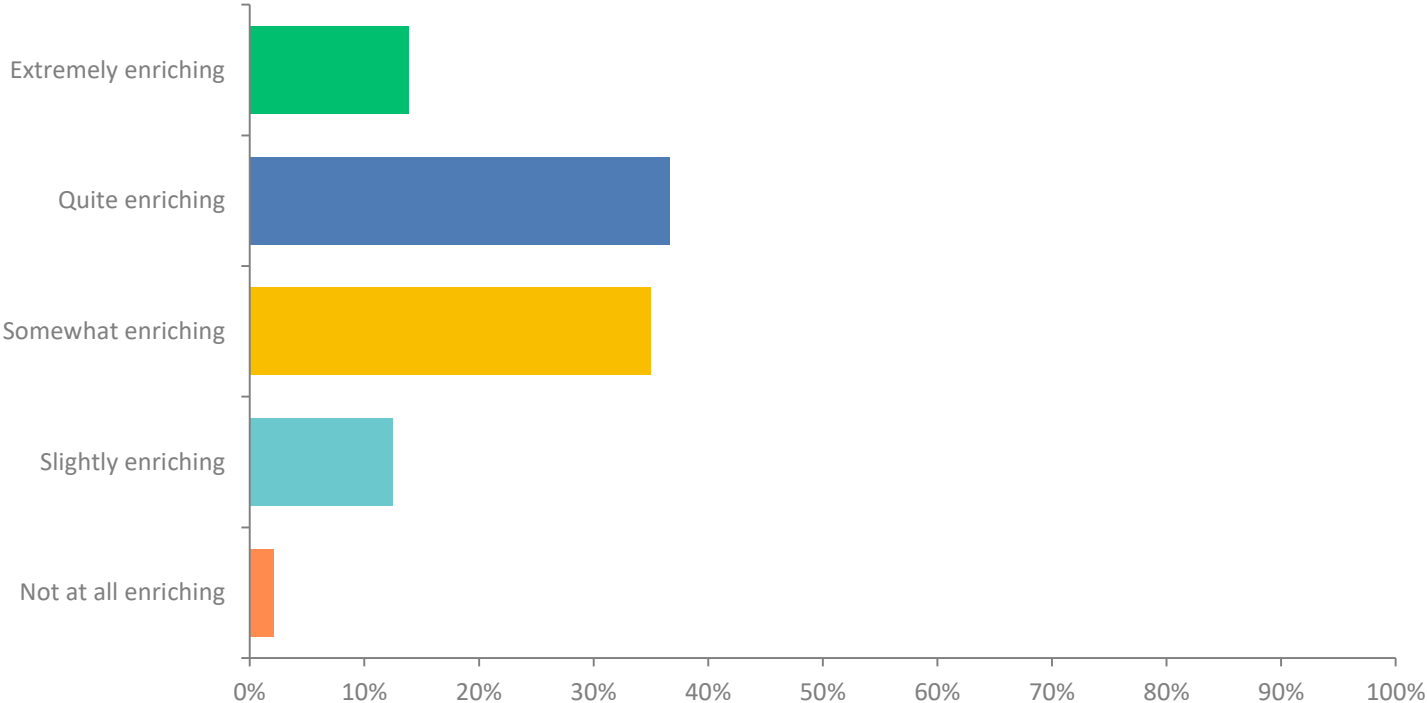
## Q13: How much respect do other employees at Ashland University show toward you?

Answered: 289 Skipped: 34

ANSWER CHOICES	RESPONSES	
A tremendous amount of respect	14.53%	42
Quite a bit of respect	51.21%	148
Some respect	26.64%	77
A little bit of respect	6.57%	19
No respect at all	1.04%	3
<b>TOTAL</b>		<b>289</b>

# Q14: How enriching is your experience at Ashland University?

Answered: 289 Skipped: 34



## Q14: How enriching is your experience at Ashland University?

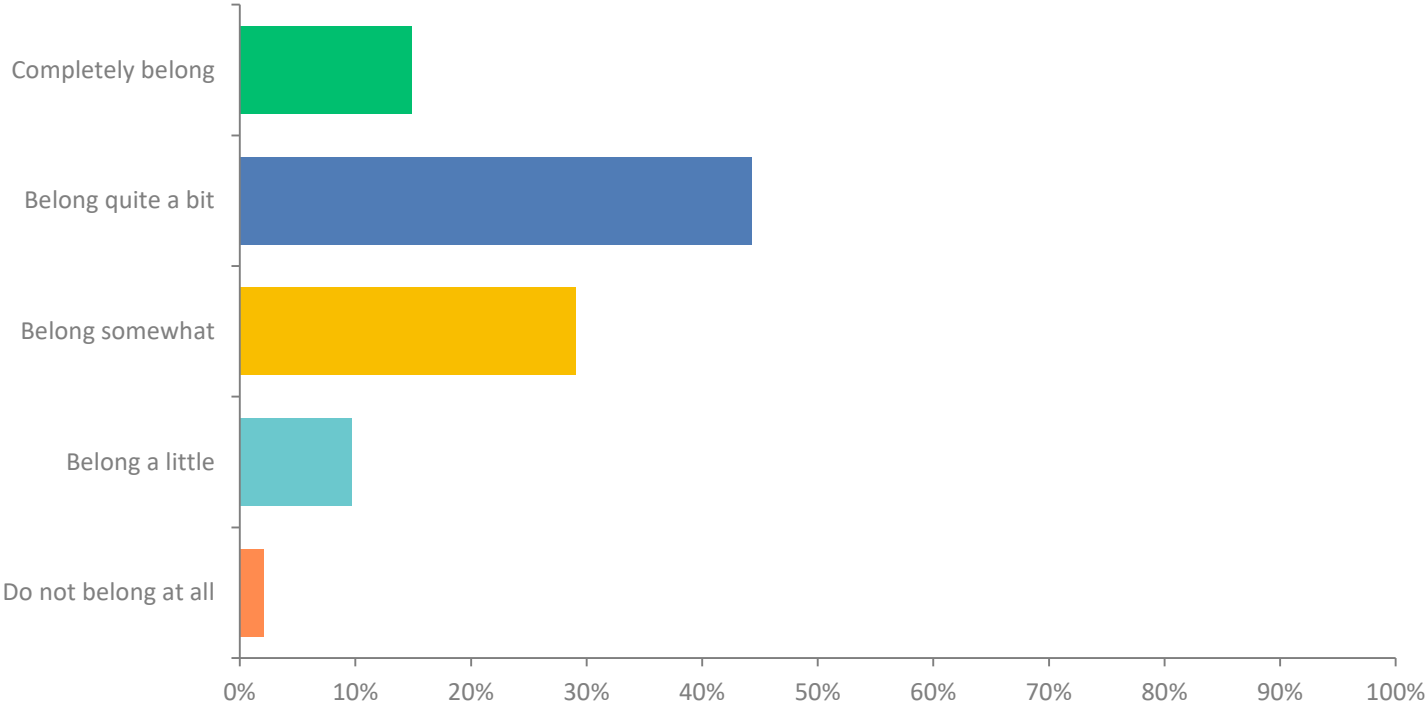
Answered: 289 Skipped: 34

ANSWER CHOICES	RESPONSES	
Extremely enriching	13.84%	40
Quite enriching	36.68%	106
Somewhat enriching	34.95%	101
Slightly enriching	12.46%	36
Not at all enriching	2.08%	6
<b>TOTAL</b>		<b>289</b>



# Q15: Overall, how much do you feel like you belong at Ashland University?

Answered: 289 Skipped: 34



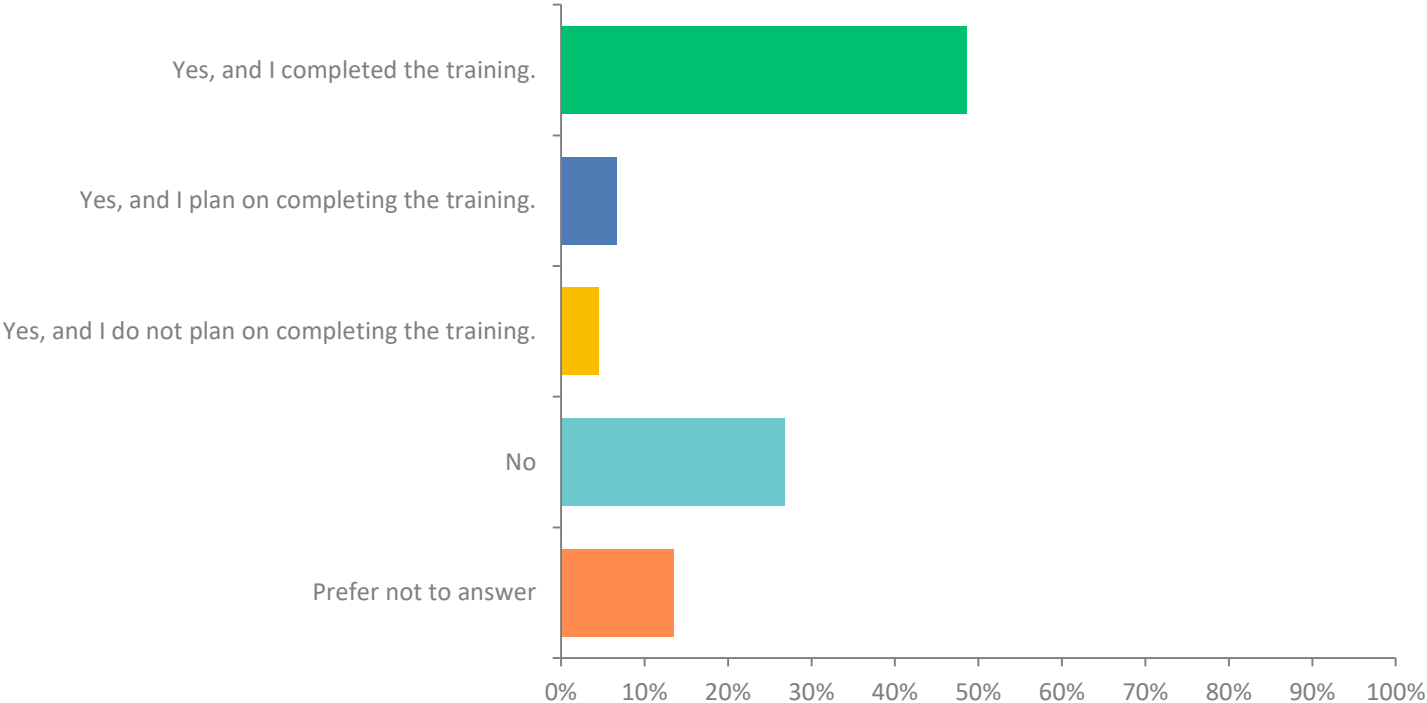
## Q15: Overall, how much do you feel like you belong at Ashland University?

Answered: 289 Skipped: 34

ANSWER CHOICES	RESPONSES	
Completely belong	14.88%	43
Belong quite a bit	44.29%	128
Belong somewhat	29.07%	84
Belong a little	9.69%	28
Do not belong at all	2.08%	6
<b>TOTAL</b>		<b>289</b>

**Q16: Since June 1, 2023, have you been offered training on the prevention of sexual misconduct? (Examples would include an online training, a workshop, a session, or a course.)**

Answered: 288 Skipped: 35



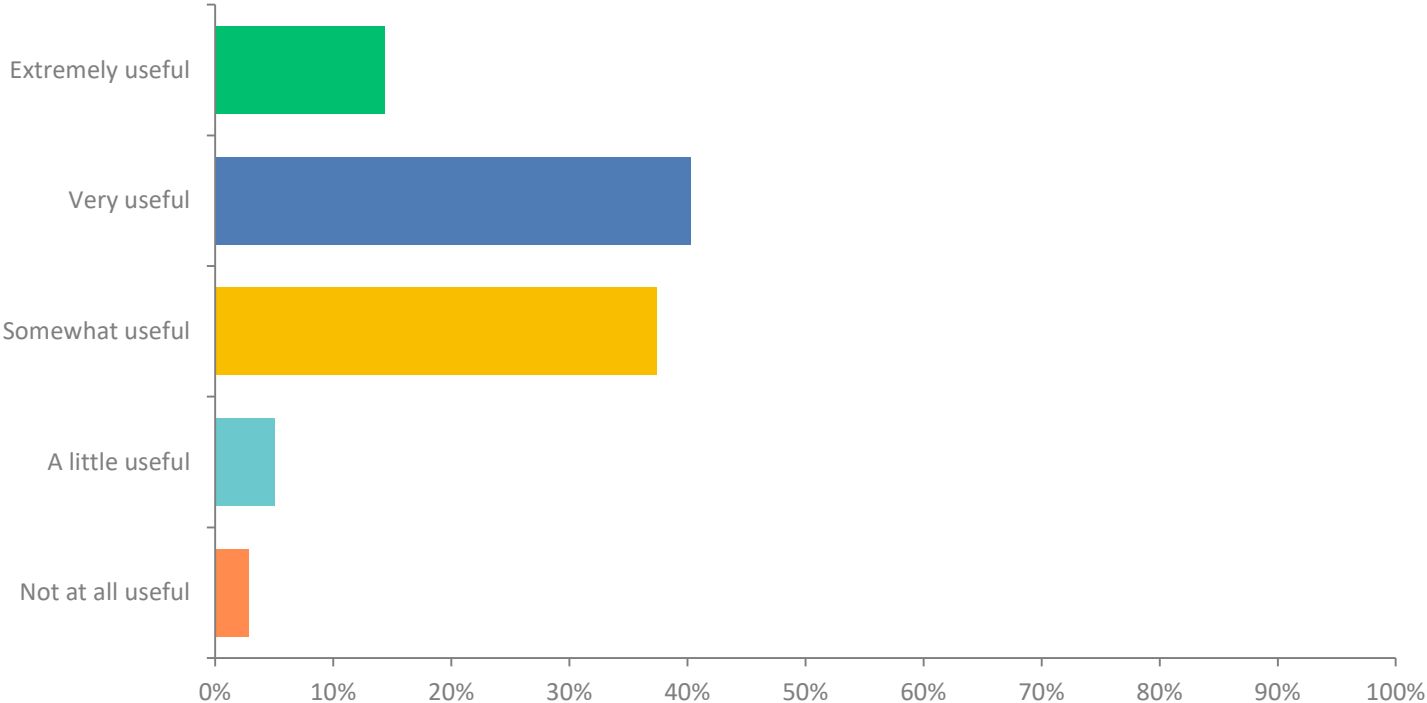
**Q16: Since June 1, 2023, have you been offered training on the prevention of sexual misconduct? (Examples would include an online training, a workshop, a session, or a course.)**

Answered: 288 Skipped: 35

<b>ANSWER CHOICES</b>	<b>RESPONSES</b>	
Yes, and I completed the training.	48.61%	140
Yes, and I plan on completing the training.	6.60%	19
Yes, and I do not plan on completing the training.	4.51%	13
No	26.74%	77
Prefer not to answer	13.54%	39
<b>TOTAL</b>		<b>288</b>

# Q17: If yes, how useful did you think the training was?

Answered: 139 Skipped: 184



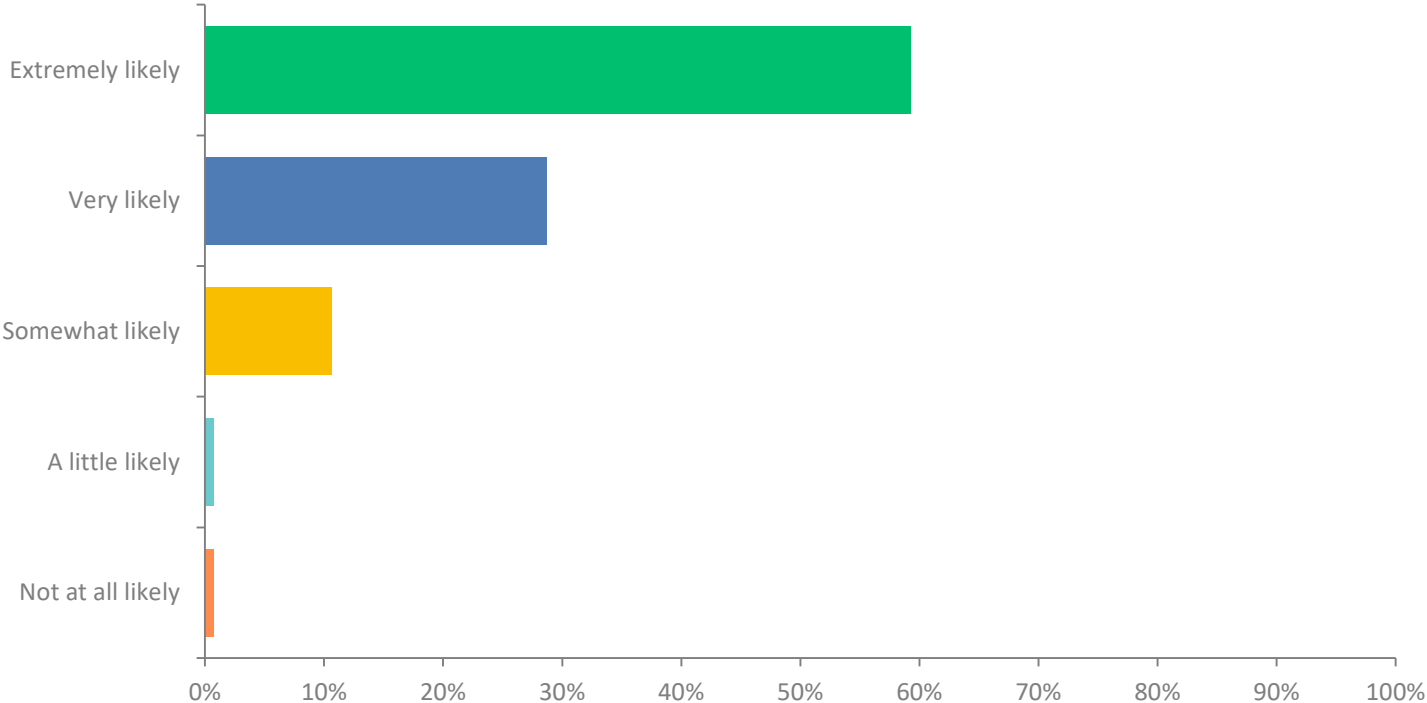
## Q17: If yes, how useful did you think the training was?

Answered: 139 Skipped: 184

ANSWER CHOICES	RESPONSES	
Extremely useful	14.39%	20
Very useful	40.29%	56
Somewhat useful	37.41%	52
A little useful	5.04%	7
Not at all useful	2.88%	4
<b>TOTAL</b>		<b>139</b>

# Q19: How likely is it that you would take action if you observed a situation you believe was, or could have led to, sexual misconduct?

Answered: 282 Skipped: 41



## Q19: How likely is it that you would take action if you observed a situation you believe was, or could have led to, sexual misconduct?

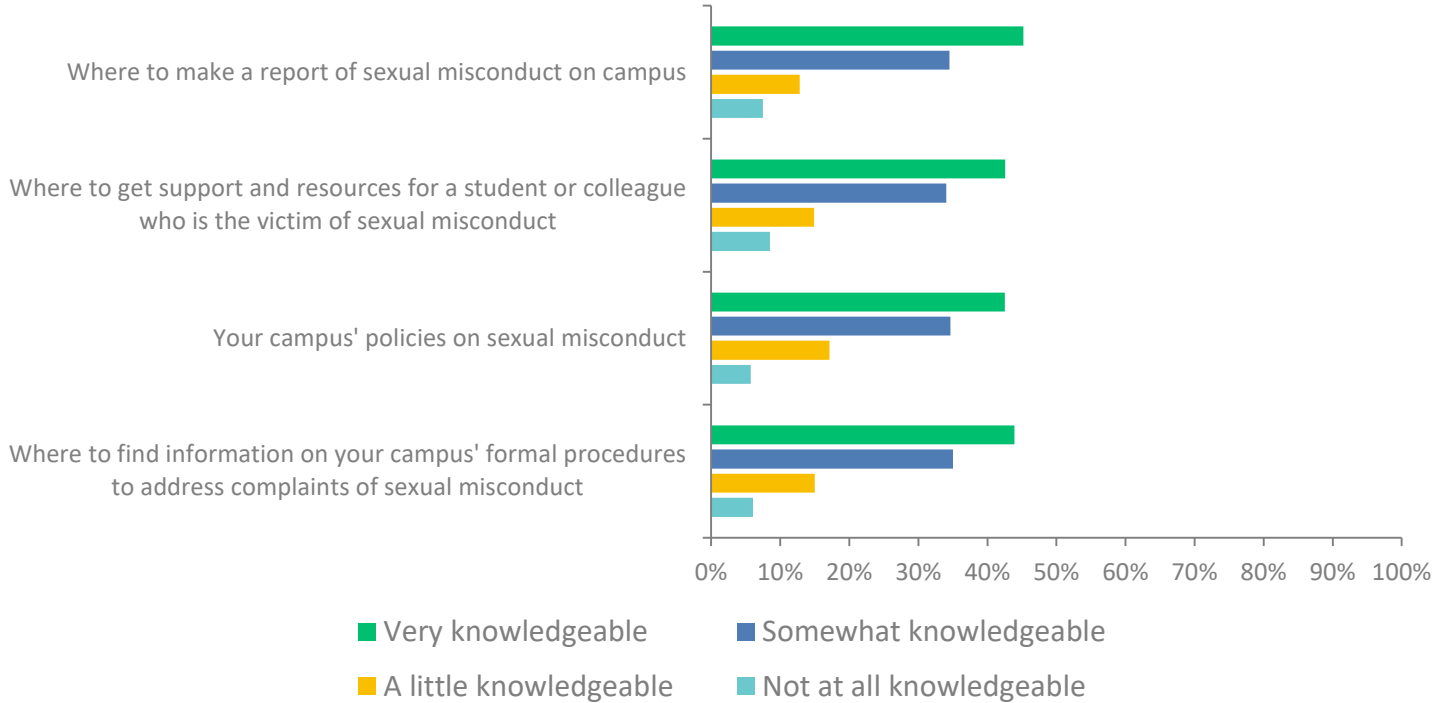
Answered: 282 Skipped: 41

ANSWER CHOICES	RESPONSES	
Extremely likely	59.22%	167
Very likely	28.72%	81
Somewhat likely	10.64%	30
A little likely	0.71%	2
Not at all likely	0.71%	2
<b>TOTAL</b>		<b>282</b>



# Q20: How knowledgeable are you about each of the following?

Answered: 282 Skipped: 41



## Q20: How knowledgeable are you about each of the following?

Answered: 282 Skipped: 41

	VERY KNOWLEDGE ABLE	SOMEWHAT KNOWLEDGE ABLE	A LITTLE KNOWLEDGE ABLE	NOT AT ALL KNOWLEDGE ABLE	TOTAL	WEIGHTED AVERAGE
Where to make a report of sexual misconduct on campus	45.20% 127	34.52% 97	12.81% 36	7.47% 21	281	3.17
Where to get support and resources for a student or colleague who is the victim of sexual misconduct	42.55% 120	34.04% 96	14.89% 42	8.51% 24	282	3.11

## Q20: How knowledgeable are you about each of the following?

Answered: 282 Skipped: 41

	VERY KNOWLEDGE ABLE	SOMEWHAT KNOWLEDGE ABLE	A LITTLE KNOWLEDGE ABLE	NOT AT ALL KNOWLEDGE ABLE	TOTAL	WEIGHTED AVERAGE
Your campus' policies on sexual misconduct	42.50% 119	34.64% 97	17.14% 48	5.71% 16	280	3.14
Where to find information on your campus' formal procedures to address complaints of sexual misconduct	43.93% 123	35.00% 98	15.00% 42	6.07% 17	280	3.17

## Q21: If someone were to report an incident of sexual misconduct to a campus official, how likely is it that...

Answered: 280 Skipped: 43



## Q21: If someone were to report an incident of sexual misconduct to a campus official, how likely is it that...

Answered: 280 Skipped: 43

	EXTREMELY LIKELY	VERY LIKELY	SOMEWHAT LIKELY	A LITTLE BIT LIKELY	NOT AT ALL LIKELY	TOTAL	WEIGHTED AVERAGE
Campus officials would take the report seriously.	39.64% 111	39.29% 110	17.14% 48	3.21% 9	0.71% 2	280	4.14
Campus officials would support the person making the report.	35.36% 99	40.0% 112	21.07% 59	2.86% 8	0.71% 2	280	4.06
Campus officials would take action against the alleged offender(s).	29.50% 82	36.33% 101	25.54% 71	6.47% 18	2.16% 6	278	3.85

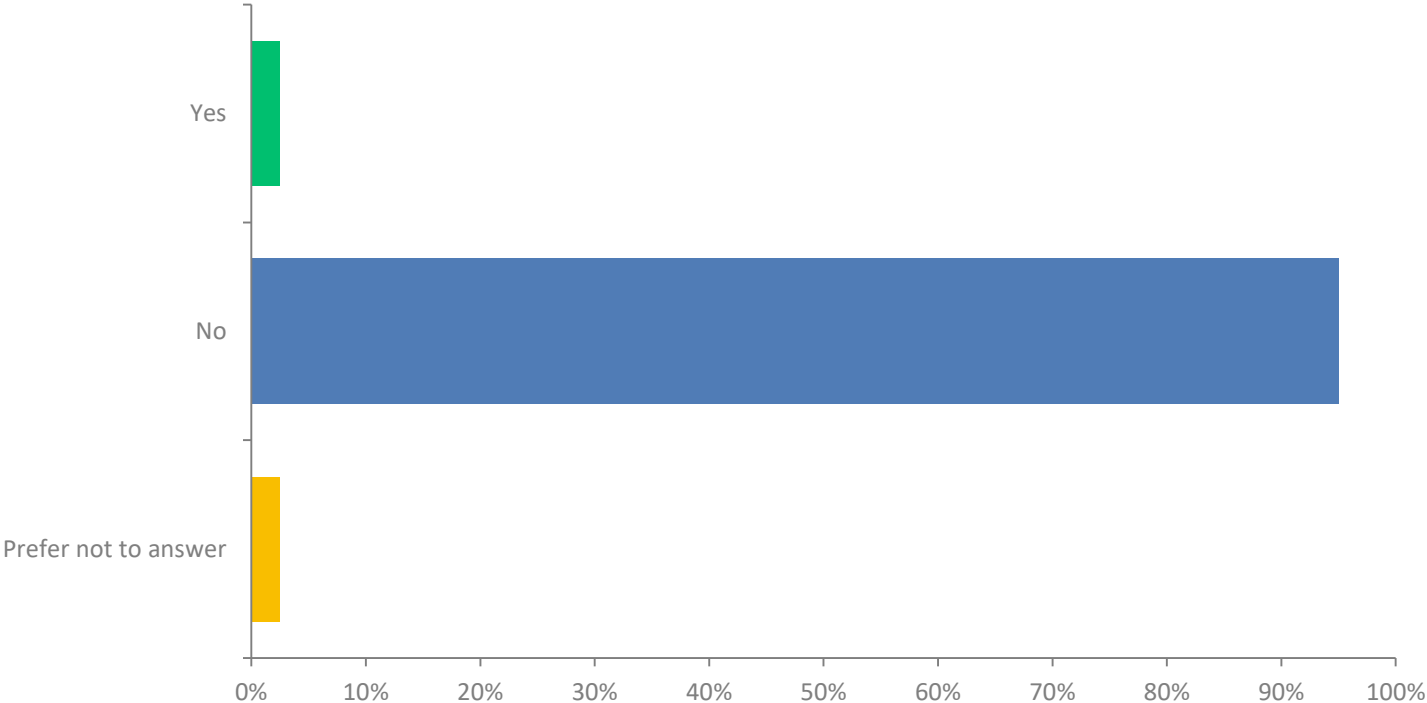
## Q21: If someone were to report an incident of sexual misconduct to a campus official, how likely is it that...

Answered: 280 Skipped: 43

	EXTREMELY LIKELY	VERY LIKELY	SOMEWHAT LIKELY	A LITTLE BIT LIKELY	NOT AT ALL LIKELY	TOTAL	WEIGHTED AVERAGE
Campus officials would take steps to protect the person making the report from retaliation.	32.97% 92	37.99% 106	21.15% 59	5.73% 16	2.15% 6	279	3.94
Campus officials would conduct a careful investigation in order to determine what happened.	33.21% 93	35.71% 100	23.21% 65	5.71% 16	2.14% 6	280	3.92
Individuals who were accused of perpetrating sexual misconduct would be treated fairly.	31.54% 88	37.28% 104	25.45% 71	3.58% 10	2.15% 6	279	3.92

**Q22: Sexual harassment refers to unwelcome sexual advances, requests for sexual favors, quid pro quo, and other verbal, written, online, or physical conduct of a sexual nature when the behavior interferes with your employment or creates an intimidating, hostile, or offensive environment. Since 2015, have you experienced sexual harassment related to your employment at the university?**

Answered: 282 Skipped: 41



**Q22: Sexual harassment refers to unwelcome sexual advances, requests for sexual favors, quid pro quo, and other verbal, written, online, or physical conduct of a sexual nature when the behavior interferes with your employment or creates an intimidating, hostile, or offensive environment. Since 2015, have you experienced sexual harassment related to your employment at the university?**

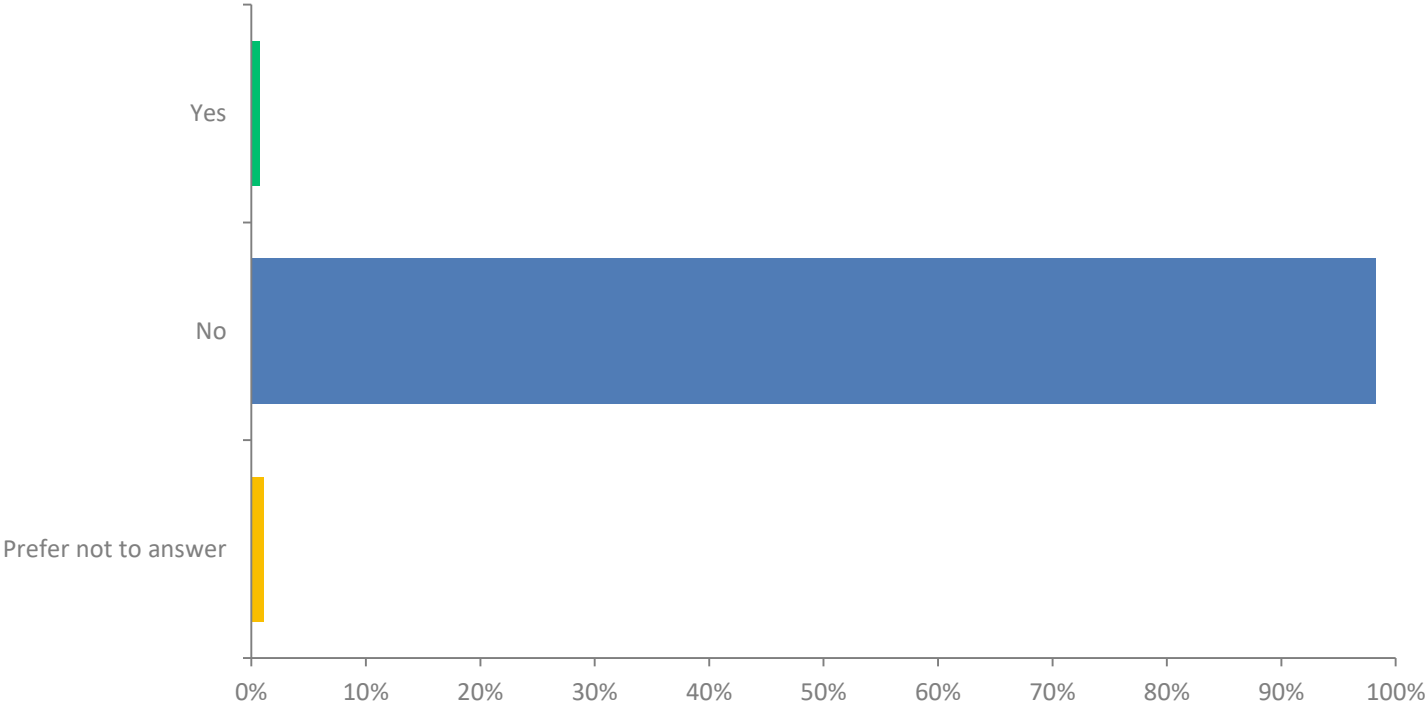
Answered: 282 Skipped: 41

<b>ANSWER CHOICES</b>	<b>RESPONSES</b>	
Yes	2.48%	7
No	95.04%	268
Prefer not to answer	2.48%	7
<b>TOTAL</b>		<b>282</b>



**Q23: Stalking refers to a pattern of behavior that makes you feel nervous, harassed, and fearful for your personal safety. It is when someone repeatedly contacts you, follows you, sends you things, talks to you when you don't want them to, or threatens you. Since 2015, have you experienced stalking related to your employment at the university?**

Answered: 281 Skipped: 42



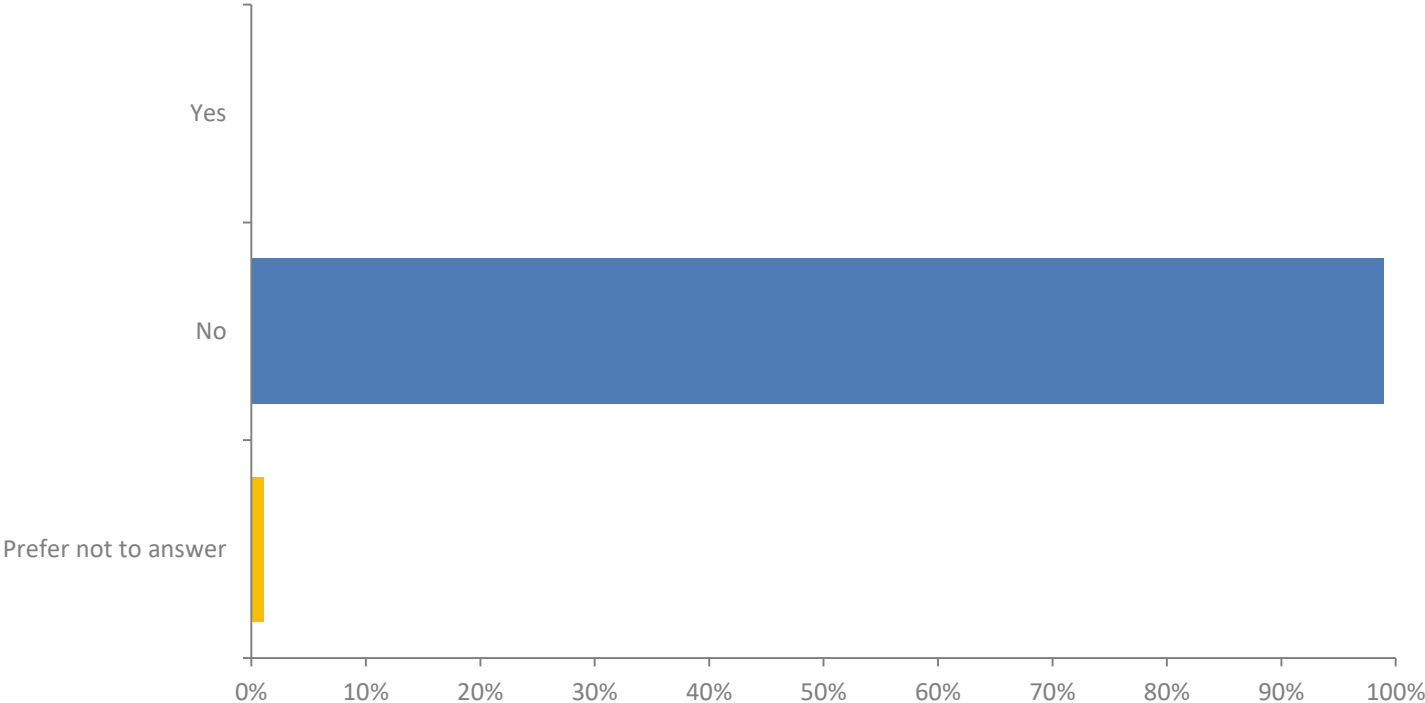
**Q23: Stalking refers to a pattern of behavior that makes you feel nervous, harassed, and fearful for your personal safety. It is when someone repeatedly contacts you, follows you, sends you things, talks to you when you don't want them to, or threatens you. Since 2015, have you experienced stalking related to your employment at the university?**

Answered: 281 Skipped: 42

<b>ANSWER CHOICES</b>	<b>RESPONSES</b>	
Yes	0.71%	2
No	98.22%	276
Prefer not to answer	1.07%	3
<b>TOTAL</b>		<b>281</b>

**Q24: Sexual contact refers to when one person kisses another, touches someone's breast/chest, crotch/groin, or buttocks, or grabs, gropes, or rubs against the other in a sexual way, even if the touching is over the other's clothes. Since 2015, have you experienced non-consensual sexual contact related to your employment at the university?**

Answered: 281 Skipped: 42



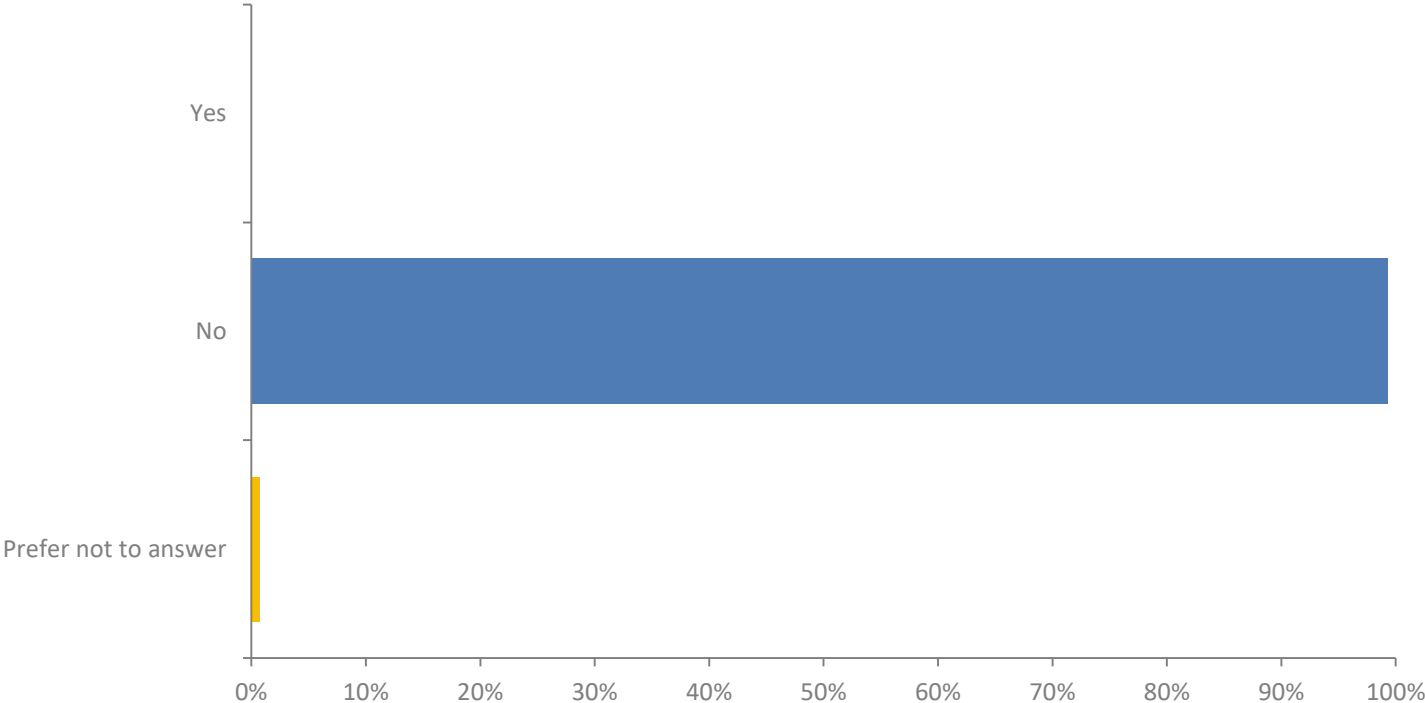
**Q24: Sexual contact refers to when one person kisses another, touches someone's breast/chest, crotch/groin, or buttocks, or grabs, gropes, or rubs against the other in a sexual way, even if the touching is over the other's clothes. Since 2015, have you experienced non-consensual sexual contact related to your employment at the university?**

Answered: 281 Skipped: 42

ANSWER CHOICES	RESPONSES	
Yes	0%	0
No	98.93%	278
Prefer not to answer	1.07%	3
<b>TOTAL</b>		<b>281</b>

**Q25: Sexual intercourse refers to sexual penetration (when one person puts a penis, finger, or object inside someone else's vagina or anus) and oral sexual contact (when someone's mouth or tongue makes contact with someone else's genitals). Since 2015, have you experienced non-consensual sexual intercourse related to your employment at the university?**

Answered: 282 Skipped: 41



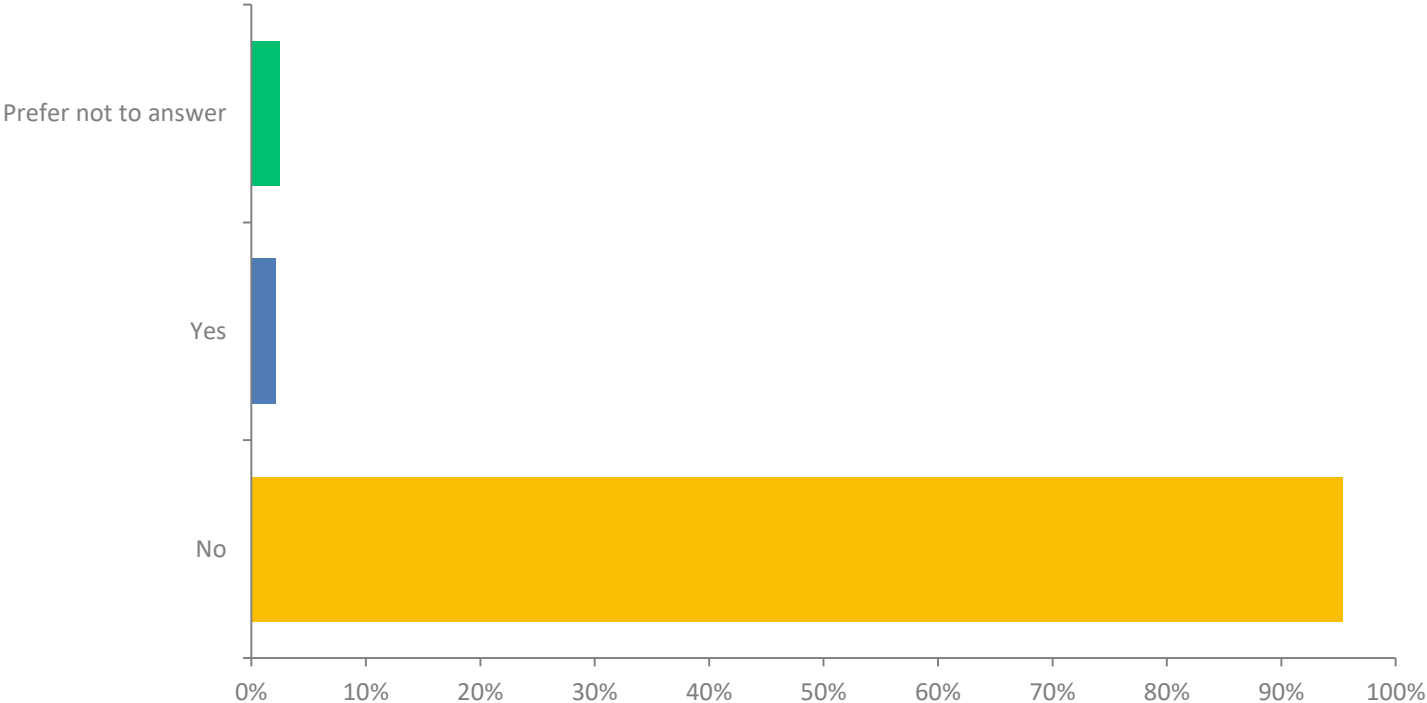
**Q25: Sexual intercourse refers to sexual penetration (when one person puts a penis, finger, or object inside someone else's vagina or anus) and oral sexual contact (when someone's mouth or tongue makes contact with someone else's genitals). Since 2015, have you experienced non-consensual sexual intercourse related to your employment at the university?**

Answered: 282 Skipped: 41

ANSWER CHOICES	RESPONSES	
Yes	0%	0
No	99.29%	280
Prefer not to answer	0.71%	2
<b>TOTAL</b>		<b>282</b>

# Q26: Since 2015, have you experienced intimate partner violence?

Answered: 281 Skipped: 42



## Q26: Since 2015, have you experienced intimate partner violence?

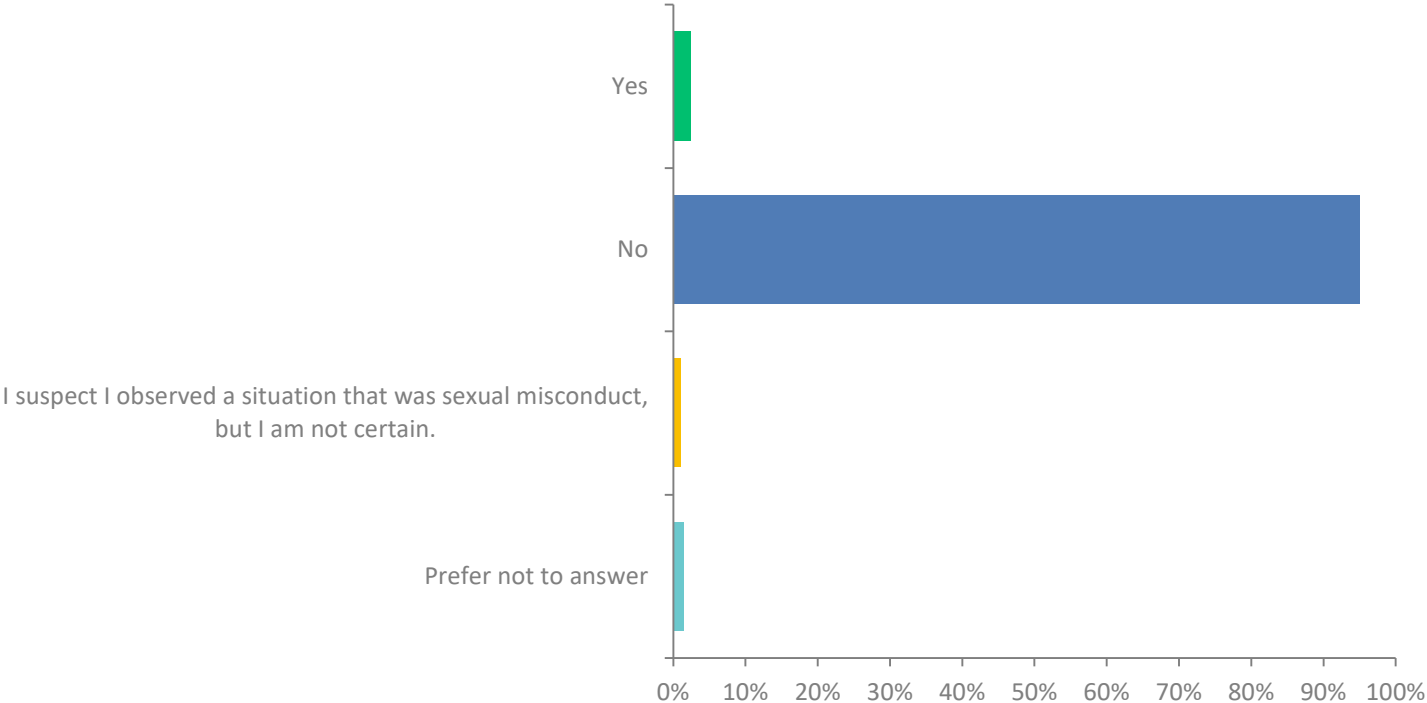
Answered: 281 Skipped: 42

ANSWER CHOICES	RESPONSES	
Prefer not to answer	2.49%	7
Yes	2.14%	6
No	95.37%	268
<b>TOTAL</b>		<b>281</b>



**Q27: Since the start of the current academic year, have you observed a situation involving others on campus that you believe was -- or could have led to -- sexual misconduct?**

Answered: 282 Skipped: 41



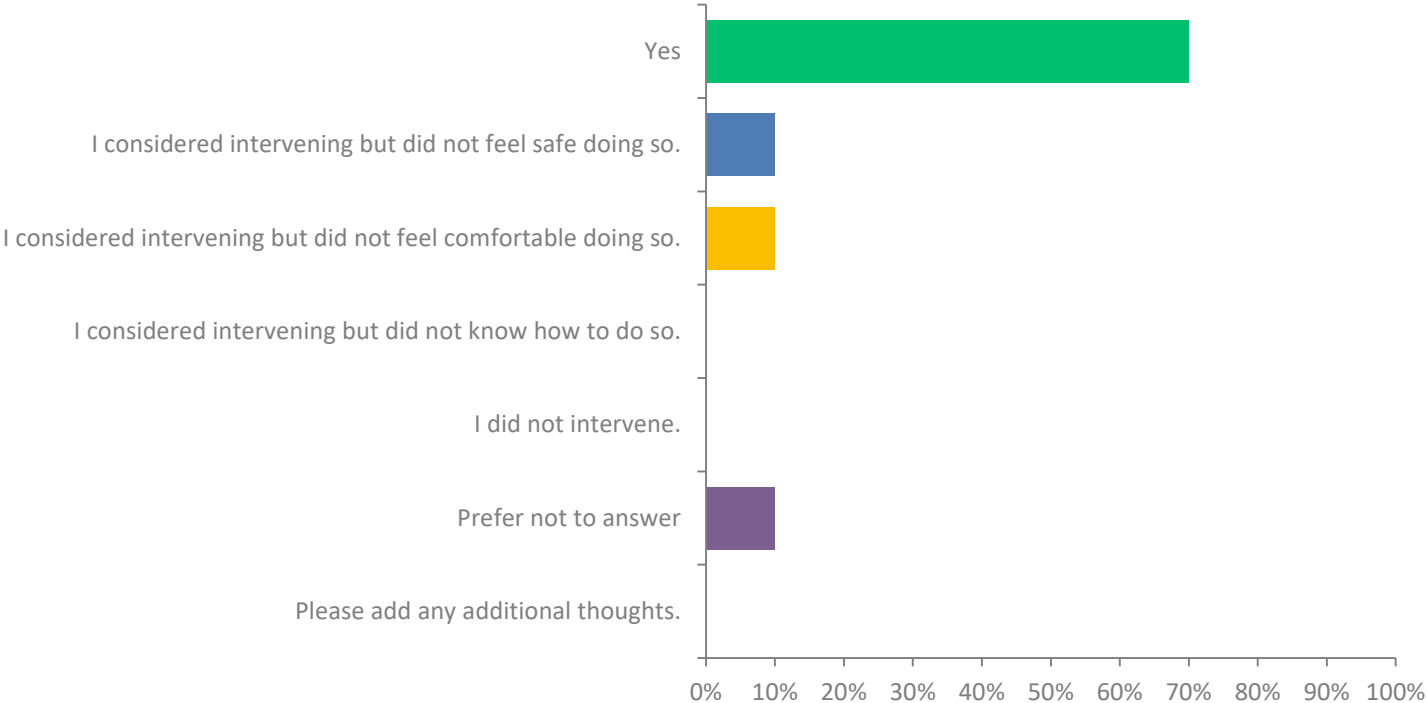
## Q27: Since the start of the current academic year, have you observed a situation involving others on campus that you believe was -- or could have led to -- sexual misconduct?

Answered: 282 Skipped: 41

ANSWER CHOICES	RESPONSES	
Yes	2.48%	7
No	95.04%	268
I suspect I observed a situation that was sexual misconduct, but I am not certain.	1.06%	3
Prefer not to answer	1.42%	4
<b>TOTAL</b>		<b>282</b>

# Q28: Did you intervene?

Answered: 10 Skipped: 313



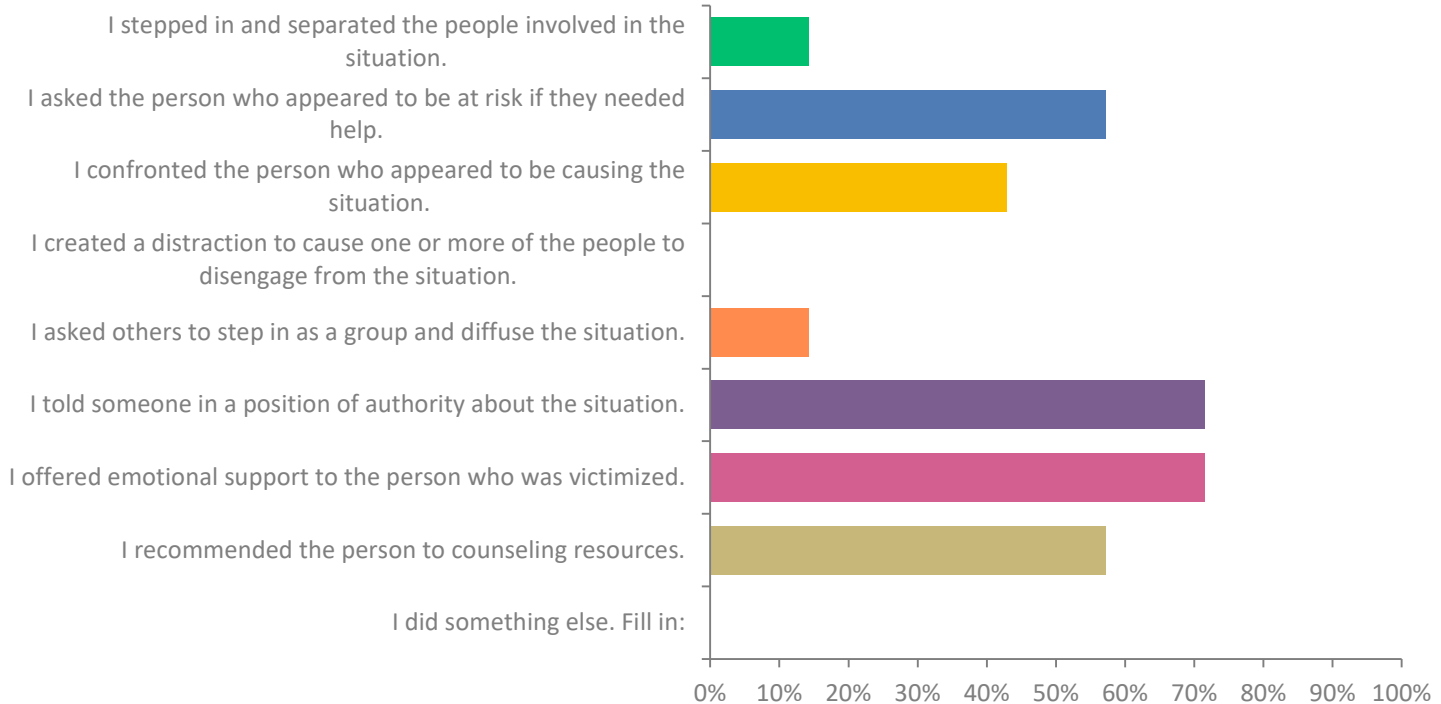
## Q28: Did you intervene?

Answered: 10 Skipped: 313

ANSWER CHOICES	RESPONSES	
Yes	70.0%	7
I considered intervening but did not feel safe doing so.	10.0%	1
I considered intervening but did not feel comfortable doing so.	10.0%	1
I considered intervening but did not know how to do so.	0%	0
I did not intervene.	0%	0
Prefer not to answer	10.0%	1
Please add any additional thoughts.	0%	0
<b>TOTAL</b>		<b>10</b>

## Q29: How did you intervene? (Check all that apply.)

Answered: 7 Skipped: 316



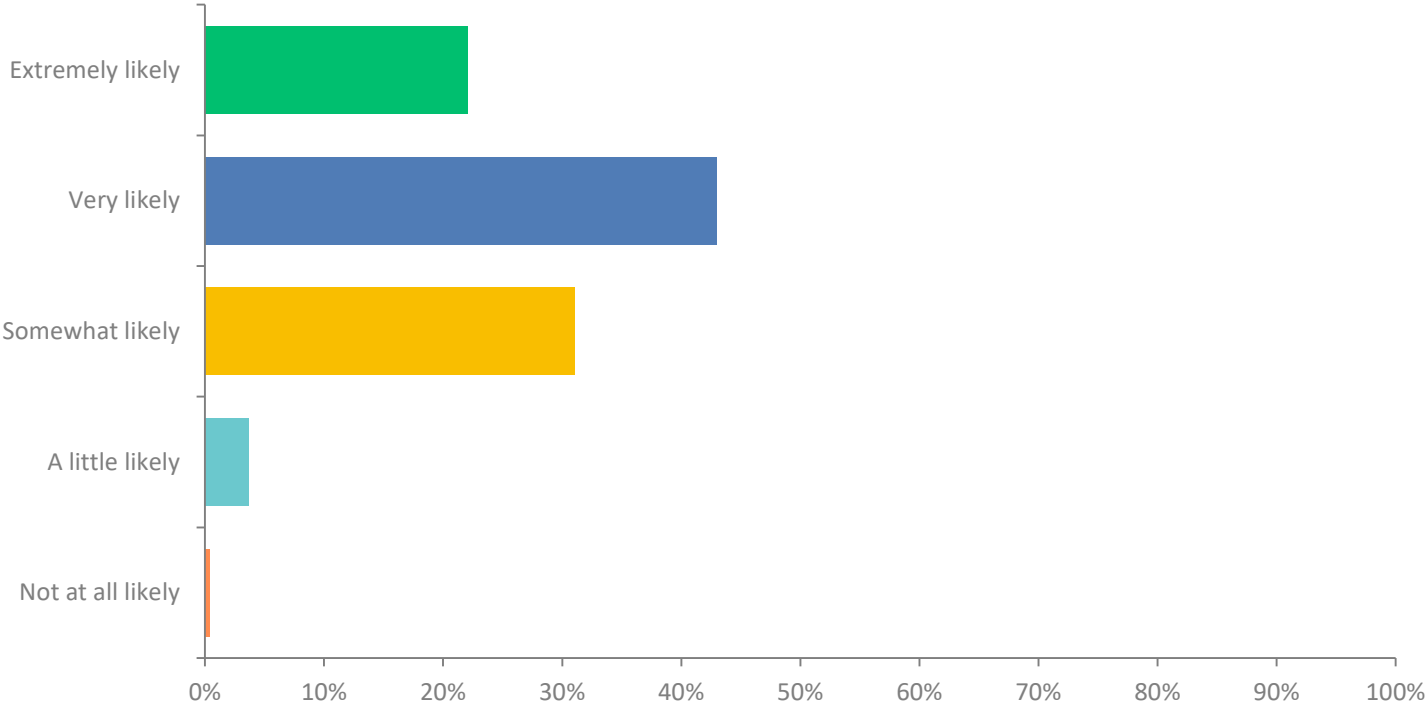
## Q29: How did you intervene? (Check all that apply.)

Answered: 7 Skipped: 316

ANSWER CHOICES	RESPONSES	
I stepped in and separated the people involved in the situation.	14.29%	1
I asked the person who appeared to be at risk if they needed help.	57.14%	4
I confronted the person who appeared to be causing the situation.	42.86%	3
I created a distraction to cause one or more of the people to disengage from the situation.	0%	0
I asked others to step in as a group and diffuse the situation.	14.29%	1
I told someone in a position of authority about the situation.	71.43%	5
I offered emotional support to the person who was victimized.	71.43%	5
I recommended the person to counseling resources.	57.14%	4
I did something else. Fill in:	0%	0
<b>TOTAL</b>		<b>23</b>

# Q30: How likely do you think it is that other employees at Ashland University would intervene if they witnessed sexual misconduct or intimate partner violence?

Answered: 277 Skipped: 46



### Q30: How likely do you think it is that other employees at Ashland University would intervene if they witnessed sexual misconduct or intimate partner violence?

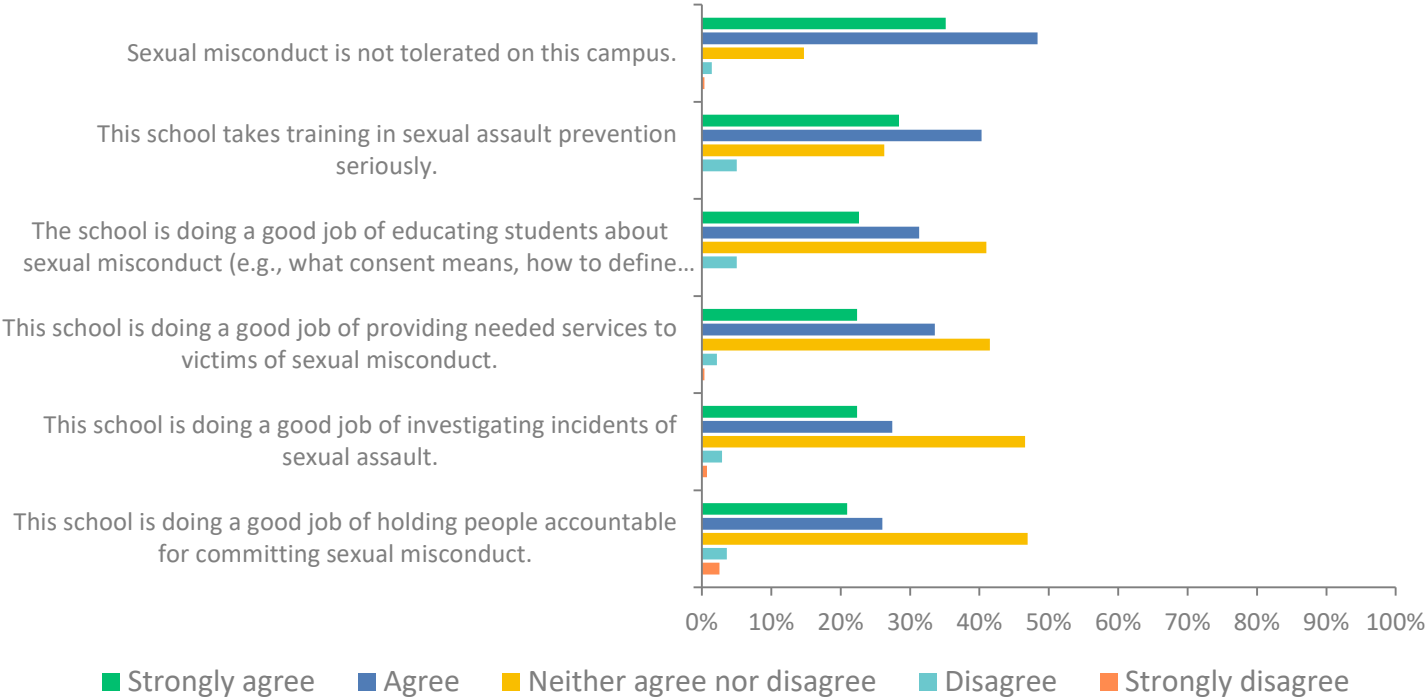
Answered: 277 Skipped: 46

ANSWER CHOICES	RESPONSES	
Extremely likely	22.02%	61
Very likely	42.96%	119
Somewhat likely	31.05%	86
A little likely	3.61%	10
Not at all likely	0.36%	1
<b>TOTAL</b>		<b>277</b>



**Q31: Please indicate how much you agree or disagree with each of the following statements. Please answer as best you can when thinking about Ashland University.**

Answered: 279 Skipped: 44



**Q31: Please indicate how much you agree or disagree with each of the following statements. Please answer as best you can when thinking about Ashland University.**

Answered: 279 Skipped: 44

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
Sexual misconduct is not tolerated on this campus.	35.13% 98	48.39% 135	14.70% 41	1.43% 4	0.36% 1	279	4.16
This school takes training in sexual assault prevention seriously.	28.42% 79	40.29% 112	26.26% 73	5.04% 14	0% 0	278	3.92
The school is doing a good job of educating students about sexual misconduct (e.g., what consent means, how to define sexual misconduct, how to look out for one another).	22.66% 63	31.29% 87	41.01% 114	5.04% 14	0% 0	278	3.72

**Q31: Please indicate how much you agree or disagree with each of the following statements. Please answer as best you can when thinking about Ashland University.**

Answered: 279 Skipped: 44

	STRONGLY AGREE	AGREE	NEITHER AGREE NOR DISAGREE	DISAGREE	STRONGLY DISAGREE	TOTAL	WEIGHTED AVERAGE
This school is doing a good job of providing needed services to victims of sexual misconduct.	22.38% 62	33.57% 93	41.52% 115	2.17% 6	0.36% 1	277	3.75
This school is doing a good job of investigating incidents of sexual assault.	22.38% 62	27.44% 76	46.57% 129	2.89% 8	0.72% 2	277	3.68
This school is doing a good job of holding people accountable for committing sexual misconduct.	20.94% 58	25.99% 72	46.93% 130	3.61% 10	2.53% 7	277	3.59