

How satisfied are you with the inclusiveness of these diverse groups on campus?						
Age	Very Satisfied	Satisfied	Dissatisfied	Very dissatisfied	Positive	Negative
White	46.0%	48.2%	5.1%	0.7%	94.2%	5.8%
Minority	66.7%	33.3%	0.0%	0.0%	100.0%	0.0%
Color	Very Satisfied	Satisfied	Dissatisfied	Very dissatisfied	Positive	Negative
White	38.4%	50.4%	10.5%	0.8%	88.7%	11.3%
Minority	60.0%	0.0%	40.0%	0.0%	60.0%	40.0%
Differences in dress/appearance	Very Satisfied	Satisfied	Dissatisfied	Very dissatisfied	Positive	Negative
White	41.1%	55.8%	3.1%	0.0%	96.9%	3.1%
Minority	60.0%	40.0%	0.0%	0.0%	100.0%	0.0%
Disabilities	Very Satisfied	Satisfied	Dissatisfied	Very dissatisfied	Positive	Negative
White	40.6%	54.9%	4.5%	0.0%	95.5%	4.5%
Minority	66.7%	33.3%	0.0%	0.0%	100.0%	0.0%
Gender/Gender identity	Very Satisfied	Satisfied	Dissatisfied	Very dissatisfied	Positive	Negative
White	45.0%	45.0%	7.5%	2.5%	90.0%	10.0%
Minority	50.0%	50.0%	0.0%	0.0%	100.0%	0.0%
Generational differences	Very Satisfied	Satisfied	Dissatisfied	Very dissatisfied	Positive	Negative
White	44.6%	49.6%	5.8%	0.0%	94.2%	5.8%
Minority	50.0%	50.0%	0.0%	0.0%	100.0%	0.0%
Marital status	Very Satisfied	Satisfied	Dissatisfied	Very dissatisfied	Positive	Negative
White	46.2%	52.1%	0.9%	0.9%	98.3%	1.7%
Minority	50.0%	50.0%	0.0%	0.0%	100.0%	0.0%
Non-native English speakers	Very Satisfied	Satisfied	Dissatisfied	Very dissatisfied	Positive	Negative
White	39.7%	49.6%	9.9%	0.8%	89.3%	10.8%
Minority	75.0%	25.0%	0.0%	0.0%	100.0%	0.0%
Political beliefs/affiliation	Very Satisfied	Satisfied	Dissatisfied	Very dissatisfied	Positive	Negative
White	39.3%	47.7%	11.2%	1.9%	86.9%	13.1%
Minority	50.0%	50.0%	0.0%	0.0%	100.0%	0.0%
Pregnancy/related medical conditions	Very Satisfied	Satisfied	Dissatisfied	Very dissatisfied	Positive	Negative
White	47.9%	47.9%	4.3%	0.0%	95.7%	4.3%
Minority	33.3%	66.7%	0.0%	0.0%	100.0%	0.0%
Veteran status	Very Satisfied	Satisfied	Dissatisfied	Very dissatisfied	Positive	Negative
White	45.1%	54.9%	0.0%	0.0%	100.0%	0.0%
Minority	20.0%	80.0%	0.0%	0.0%	100.0%	0.0%
National origin	Very Satisfied	Satisfied	Dissatisfied	Very dissatisfied	Positive	Negative
White	43.8%	53.6%	2.7%	0.0%	97.3%	2.7%
Minority	50.0%	50.0%	0.0%	0.0%	100.0%	0.0%
Race/ethnicity	Very Satisfied	Satisfied	Dissatisfied	Very dissatisfied	Positive	Negative
White	41.5%	48.0%	9.8%	0.8%	89.4%	10.6%
Minority	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%
Religious/spiritual beliefs	Very Satisfied	Satisfied	Dissatisfied	Very dissatisfied	Positive	Negative
White	40.0%	52.7%	7.3%	0.0%	92.7%	7.3%
Minority	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%
Sexual orientation	Very Satisfied	Satisfied	Dissatisfied	Very dissatisfied	Positive	Negative
White	44.3%	50.0%	4.7%	0.9%	94.3%	5.7%
Minority	50.0%	50.0%	0.0%	0.0%	100.0%	0.0%
Social class	Very Satisfied	Satisfied	Dissatisfied	Very dissatisfied	Positive	Negative
White	43.9%	50.0%	5.3%	0.9%	93.9%	6.1%
Minority	66.7%	33.3%	0.0%	0.0%	100.0%	0.0%

Please rate the general climate of the College in terms of diversity.	Inclusive	Somewhat inclusive	Exclusionary	Don't know/no opinion	Positive	Negative
White	50.8%	31.8%	2.8%	14.5%	82.7%	2.8%
Minority	60.0%	10.0%	10.0%	20.0%	70.0%	10.0%

Please indicate your level of satisfaction with each of the following departments/units:						
Academic Affairs	Very Satisfied	Satisfied	Dissatisfied	Very dissatisfied	Positive	Negative
White	41.1%	49.1%	9.8%	0.0%	90.2%	9.8%
Minority	42.9%	57.1%	0.0%	0.0%	100.0%	0.0%

How satisfied are you with the inclusiveness of these diverse groups on campus?						
	Very Satisfied	Satisfied	Dissatisfied	Very dissatisfied	Positive	Negative
Adult Education Programs						
White	60.0%	40.0%	0.0%	0.0%	100.0%	0.0%
Minority	40.0%	60.0%	0.0%	0.0%	100.0%	0.0%
Dual Enrollment						
White	41.1%	56.3%	2.7%	0.0%	97.3%	2.7%
Minority	33.3%	50.0%	16.7%	0.0%	83.3%	16.7%
Humanities and Social Sciences						
White	47.4%	52.6%	0.0%	0.0%	100.0%	0.0%
Minority	42.9%	57.1%	0.0%	0.0%	100.0%	0.0%
Professional Programs						
White	42.6%	52.1%	5.3%	0.0%	94.7%	5.3%
Minority	33.3%	66.7%	0.0%	0.0%	100.0%	0.0%
Science, Integrated Technology, Engineering, Math and Health						
White	42.9%	53.1%	3.1%	1.0%	95.9%	4.1%
Minority	40.0%	60.0%	0.0%	0.0%	100.0%	0.0%
Communications and Planning						
White	35.3%	45.7%	16.4%	2.6%	81.0%	19.0%
Minority	25.0%	75.0%	0.0%	0.0%	100.0%	0.0%
Educational Foundation						
White	56.1%	40.8%	2.0%	1.0%	96.9%	3.1%
Minority	40.0%	60.0%	0.0%	0.0%	100.0%	0.0%
Finance and Administrative Services						
White	49.1%	46.5%	4.4%	0.0%	95.6%	4.4%
Minority	33.3%	66.7%	0.0%	0.0%	100.0%	0.0%
Business office						
White	48.0%	46.4%	5.6%	0.0%	94.4%	5.6%
Minority	60.0%	40.0%	0.0%	0.0%	100.0%	0.0%
Instructional Design						
White	59.3%	37.0%	3.7%	0.0%	96.3%	3.7%
Minority	16.7%	83.3%	0.0%	0.0%	100.0%	0.0%
Technology Services						
White	60.1%	34.8%	3.8%	1.3%	94.9%	5.1%
Minority	42.9%	57.1%	0.0%	0.0%	100.0%	0.0%
Police and Safety						
White	69.9%	26.8%	2.6%	0.7%	96.7%	3.3%
Minority	42.9%	57.1%	0.0%	0.0%	100.0%	0.0%
Procurement & Auxiliary Services						
White	50.0%	45.8%	4.2%	0.0%	95.8%	4.2%
Minority	40.0%	60.0%	0.0%	0.0%	100.0%	0.0%
Human Resources						
White	47.4%	44.2%	6.4%	1.9%	91.7%	8.3%
Minority	28.6%	71.4%	0.0%	0.0%	100.0%	0.0%
Institutional Effectiveness (formerly PIE)						
White	46.1%	48.3%	5.6%	0.0%	94.4%	5.6%
Minority	25.0%	75.0%	0.0%	0.0%	100.0%	0.0%
President's Office						
White	60.7%	28.6%	8.6%	2.1%	89.3%	10.7%
Minority	55.6%	44.4%	0.0%	0.0%	100.0%	0.0%
Research, Analytics, and Data Systems (RADS)						
White	43.4%	47.5%	8.1%	1.0%	90.9%	9.1%
Minority	25.0%	75.0%	0.0%	0.0%	100.0%	0.0%
Student Affairs						
White	46.4%	47.3%	5.4%	0.9%	93.8%	6.3%
Minority	50.0%	50.0%	0.0%	0.0%	100.0%	0.0%
Enrollment Services (Registrar, Enrollment, and Financial Aid)						
White	53.1%	43.0%	3.1%	0.8%	96.1%	3.9%
Minority	28.6%	57.1%	14.3%	0.0%	85.7%	14.3%

How satisfied are you with the inclusiveness of these diverse groups on campus?						
	Very Satisfied	Satisfied	Dissatisfied	Very dissatisfied	Positive	Negative
Library Services						
White	73.0%	26.2%	0.0%	0.8%	99.2%	0.8%
Minority	50.0%	50.0%	0.0%	0.0%	100.0%	0.0%
Student Retention & Support (Advising, Student Life, Testing, Tutoring, TRIO, etc.)						
White	51.9%	44.2%	3.1%	0.8%	96.1%	3.9%
Minority	14.3%	85.7%	0.0%	0.0%	100.0%	0.0%
Workforce Solutions						
White	59.5%	36.0%	2.7%	1.8%	95.5%	4.5%
Minority	25.0%	75.0%	0.0%	0.0%	100.0%	0.0%

Please rate the following:						
	Very Satisfied	Satisfied	Dissatisfied	Very dissatisfied	Positive	Negative
How well LFCC meets its space needs						
White	34.3%	50.6%	13.9%	1.2%	84.9%	15.1%
Minority	37.5%	62.5%	0.0%	0.0%	100.0%	0.0%
Appearance of the Middletown campus						
White	64.2%	34.1%	1.2%	0.6%	98.3%	1.7%
Minority	62.5%	37.5%	0.0%	0.0%	100.0%	0.0%
Appearance of the Fauquier campus						
White	46.5%	44.4%	8.1%	1.0%	90.9%	9.1%
Minority	25.0%	75.0%	0.0%	0.0%	100.0%	0.0%
Appearance of the Luray-Page County Center						
White	32.2%	55.9%	10.2%	1.7%	88.1%	11.9%
Minority	0.0%	0.0%	0.0%	0.0%	na	na
Appearance of the Vint Hill Center						
White	17.5%	57.9%	17.5%	7.0%	75.4%	24.6%
Minority	50.0%	50.0%	0.0%	0.0%	100.0%	0.0%
Cleanliness of the classrooms						
White	51.3%	44.2%	2.6%	1.9%	95.5%	4.5%
Minority	50.0%	50.0%	0.0%	0.0%	100.0%	0.0%
Comfort of the classrooms						
White	37.3%	54.2%	6.3%	2.1%	91.6%	8.5%
Minority	37.5%	62.5%	0.0%	0.0%	100.0%	0.0%
Technology available in classrooms						
White	42.4%	48.3%	8.6%	0.7%	90.7%	9.3%
Minority	50.0%	37.5%	12.5%	0.0%	87.5%	12.5%
Lighting in the parking lots						
White	35.9%	54.1%	8.8%	1.3%	89.9%	10.1%
Minority	28.6%	57.1%	14.3%	0.0%	85.7%	14.3%
Lighting in buildings and hallways						
White	45.5%	51.5%	3.0%	0.0%	97.0%	3.0%
Minority	50.0%	50.0%	0.0%	0.0%	100.0%	0.0%
Accuracy and effectiveness of signs on buildings						
White	38.0%	53.8%	7.6%	0.6%	91.8%	8.2%
Minority	42.9%	57.1%	0.0%	0.0%	100.0%	0.0%
Parking						
White	44.8%	48.3%	5.2%	1.7%	93.0%	7.0%
Minority	62.5%	37.5%	0.0%	0.0%	100.0%	0.0%
WIFI internet access inside buildings						
White	48.8%	45.8%	4.2%	1.2%	94.6%	5.4%
Minority	62.5%	37.5%	0.0%	0.0%	100.0%	0.0%
WIFI Internet access in parking lots						
White	43.5%	45.9%	9.4%	1.2%	89.4%	10.6%
Minority	66.7%	33.3%	0.0%	0.0%	100.0%	0.0%
Furnishings/furniture/decor						
White	36.8%	53.6%	7.1%	2.6%	90.3%	9.7%
Minority	42.9%	57.1%	0.0%	0.0%	100.0%	0.0%

How satisfied are you with the inclusiveness of these diverse groups on campus?						
	Very Satisfied	Satisfied	Dissatisfied	Very dissatisfied	Positive	Negative
Computer hardware for office work						
White	41.6%	52.0%	4.6%	2.0%	93.5%	6.5%
Minority	42.9%	42.9%	14.3%	0.0%	85.7%	14.3%
Computer software for office work						
White	39.0%	52.6%	7.1%	1.3%	91.6%	8.4%
Minority	42.9%	42.9%	14.3%	0.0%	85.7%	14.3%

Please indicate your level of agreement with the following statements:						
	Strongly agree	Agree	Disagree	Strongly disagree	Positive	Negative
I have sufficient input on the decisions that affect me.						
White	25.0%	51.8%	20.2%	3.0%	76.8%	23.2%
Minority	25.0%	75.0%	0.0%	0.0%	100.0%	0.0%
The current governance model is efficient.						
White	20.4%	58.5%	17.6%	3.5%	78.9%	21.1%
Minority	25.0%	75.0%	0.0%	0.0%	100.0%	0.0%
The current governance model is effective.						
White	23.0%	57.6%	16.6%	2.9%	80.6%	19.4%
Minority	25.0%	75.0%	0.0%	0.0%	100.0%	0.0%
I have access to the data I need in order to make decisions.						
White	24.8%	53.7%	20.1%	1.3%	78.5%	21.5%
Minority	28.6%	71.4%	0.0%	0.0%	100.0%	0.0%
LFCC promotes a culture of caring.						
White	56.4%	39.2%	3.9%	0.6%	95.6%	4.4%
Minority	77.8%	22.2%	0.0%	0.0%	100.0%	0.0%
LFCC makes me feel like I belong here.						
White	51.7%	41.3%	6.4%	0.6%	93.0%	7.0%
Minority	66.7%	33.3%	0.0%	0.0%	100.0%	0.0%
LFCC helps me learn about different kinds of cultural experiences.						
White	34.3%	50.7%	13.0%	2.1%	84.9%	15.1%
Minority	71.4%	28.6%	0.0%	0.0%	100.0%	0.0%

	Yes	No			Positive	Negative
Q16. Do you have what you need to do your job effectively at this time?						
White	92.0%	8.1%			92.0%	8.1%
Minority	100.0%	0.0%			100.0%	0.0%
Q17. Do you have what you need to do your job effectively in the future?						
White	89.1%	10.9%			89.1%	10.9%
Minority	100.0%	0.0%			100.0%	0.0%

Faculty: Please indicate your level of satisfaction with the following:						
	Very Satisfied	Satisfied	Dissatisfied	Very dissatisfied	Positive	Negative
Number of sections taught per academic year						
White	37.0%	54.8%	8.2%	0.0%	91.8%	8.2%
Minority	33.3%	66.7%	0.0%	0.0%	100.0%	0.0%
Number of students in my classes						
White	30.7%	50.7%	16.0%	2.7%	81.3%	18.7%
Minority	50.0%	50.0%	0.0%	0.0%	100.0%	0.0%
Teaching in the classroom/face-to-face						
White	55.6%	41.3%	3.2%	0.0%	96.8%	3.2%
Minority	25.0%	75.0%	0.0%	0.0%	100.0%	0.0%
Teaching hybrid courses (mix of classroom and distance)						
White	51.9%	42.3%	5.8%	0.0%	94.2%	5.8%
Minority	33.3%	66.7%	0.0%	0.0%	100.0%	0.0%
Teaching online courses						
White	43.8%	46.6%	9.6%	0.0%	90.4%	9.6%
Minority	33.3%	66.7%	0.0%	0.0%	100.0%	0.0%
Course evaluation process						
White	28.1%	46.9%	18.8%	6.3%	75.0%	25.0%
Minority	40.0%	60.0%	0.0%	0.0%	100.0%	0.0%

How satisfied are you with the inclusiveness of these diverse groups on campus?						
Course evaluation reports	Very Satisfied	Satisfied	Dissatisfied	Very dissatisfied	Positive	Negative
White	26.2%	57.4%	11.5%	4.9%	83.6%	16.4%
Minority	40.0%	60.0%	0.0%	0.0%	100.0%	0.0%
Professional development provided by office of Instructional Technology	Very Satisfied	Satisfied	Dissatisfied	Very dissatisfied	Positive	Negative
White	56.5%	37.1%	6.5%	0.0%	93.6%	6.5%
Minority	40.0%	60.0%	0.0%	0.0%	100.0%	0.0%
Technology provided for teaching	Very Satisfied	Satisfied	Dissatisfied	Very dissatisfied	Positive	Negative
White	49.2%	44.6%	6.2%	0.0%	93.9%	6.2%
Minority	40.0%	60.0%	0.0%	0.0%	100.0%	0.0%

Please indicate your level of satisfaction with regard to LFCC and Covid 19:						
I understand LFCC's efforts to minimize health risks during the COVID 19 pandemic.	Strongly agree	Agree	Disagree	Strongly disagree	Positive	Negative
White	71.9%	27.0%	1.0%	0.0%	99.0%	1.0%
Minority	77.8%	22.2%	0.0%	0.0%	100.0%	0.0%
LFCC's response to COVID-19 has minimized stress for employees.	Strongly agree	Agree	Disagree	Strongly disagree	Positive	Negative
White	53.5%	36.9%	7.5%	2.1%	90.4%	9.6%
Minority	87.5%	0.0%	12.5%	0.0%	87.5%	12.5%
LFCC has implemented effective preventative measures on campus, such as sanitation, masks, physical distancing, etc.	Strongly agree	Agree	Disagree	Strongly disagree	Positive	Negative
White	59.2%	35.8%	3.4%	1.7%	95.0%	5.0%
Minority	83.3%	0.0%	16.7%	0.0%	83.3%	16.7%
Q8. Please indicate your level of agreement with each of the following statements. If you do not have an opinion, please leave					0.0%	0.0%
If I do not feel well, I can stay home from work without fear of negative consequences.	Strongly agree	Agree	Disagree	Strongly disagree	Positive	Negative
White	67.0%	27.7%	4.8%	0.5%	94.7%	5.3%
Minority	75.0%	25.0%	0.0%	0.0%	100.0%	0.0%
LFCC will do all it can to support job security.	Strongly agree	Agree	Disagree	Strongly disagree	Positive	Negative
White	56.0%	39.1%	4.4%	0.5%	95.1%	4.9%
Minority	87.5%	12.5%	0.0%	0.0%	100.0%	0.0%
I feel confident about my job security.	Strongly agree	Agree	Disagree	Strongly disagree	Positive	Negative
White	48.1%	41.1%	9.2%	1.6%	89.2%	10.8%
Minority	55.6%	33.3%	11.1%	0.0%	88.9%	11.1%
I feel confident about the economy (local and US).	Strongly agree	Agree	Disagree	Strongly disagree	Positive	Negative
White	14.0%	40.3%	37.1%	8.6%	54.3%	45.7%
Minority	12.5%	62.5%	12.5%	12.5%	75.0%	25.0%
I feel supported in my efforts to adapt to the changes in our work environment.	Strongly agree	Agree	Disagree	Strongly disagree	Positive	Negative
White	49.5%	45.2%	3.8%	1.6%	94.6%	5.4%
Minority	60.0%	40.0%	0.0%	0.0%	100.0%	0.0%
I stay connected with colleagues in meaningful ways.	Strongly agree	Agree	Disagree	Strongly disagree	Positive	Negative
White	35.7%	48.9%	14.8%	0.6%	84.6%	15.4%
Minority	30.0%	70.0%	0.0%	0.0%	100.0%	0.0%
Senior leaders, including President Blosser, are effectively leading LFCC through the COVID 19 pandemic.	Strongly agree	Agree	Disagree	Strongly disagree	Positive	Negative
White	62.0%	29.4%	8.0%	0.5%	91.4%	8.6%
Minority	88.9%	11.1%	0.0%	0.0%	100.0%	0.0%
LFCC is effective in supporting our students and learning during this pandemic.	Strongly agree	Agree	Disagree	Strongly disagree	Positive	Negative
White	46.9%	47.5%	4.0%	1.7%	94.4%	5.6%
Minority	88.9%	11.1%	0.0%	0.0%	100.0%	0.0%
I receive sufficient communication and direction from my departmental supervisor through the COVID 19 pandemic.	Strongly agree	Agree	Disagree	Strongly disagree	Positive	Negative
White	56.1%	29.1%	10.6%	4.2%	85.2%	14.8%
Minority	77.8%	22.2%	0.0%	0.0%	100.0%	0.0%

Please rate your level of agreement with each of the following statements. If you do not have an opinion, please leave it blank.						
My remote environment enables me to work productively.	Strongly agree	Agree	Disagree	Strongly disagree	Positive	Negative
White	60.3%	35.3%	3.8%	0.5%	95.7%	4.3%
Minority	66.7%	33.3%	0.0%	0.0%	100.0%	0.0%
I have access to reliable Wi-Fi/Broadband Internet to work remotely.	Strongly agree	Agree	Disagree	Strongly disagree	Positive	Negative
White	66.3%	30.5%	2.7%	0.5%	96.8%	3.2%
Minority	77.8%	22.2%	0.0%	0.0%	100.0%	0.0%

How satisfied are you with the inclusiveness of these diverse groups on campus?						
I have the resources and technology needed to work remotely.	Strongly agree	Agree	Disagree	Strongly disagree	Positive	Negative
White	61.3%	34.4%	3.8%	0.5%	95.7%	4.3%
Minority	66.7%	33.3%	0.0%	0.0%	100.0%	0.0%
I am satisfied with Information Technology support during remote work.	Strongly agree	Agree	Disagree	Strongly disagree	Positive	Negative
White	60.2%	33.2%	5.5%	1.1%	93.4%	6.6%
Minority	50.0%	50.0%	0.0%	0.0%	100.0%	0.0%
I would like to continue to work remotely in the future.	Strongly agree	Agree	Disagree	Strongly disagree	Positive	Negative
White	59.5%	26.0%	11.0%	3.5%	85.6%	14.5%
Minority	62.5%	12.5%	0.0%	25.0%	75.0%	25.0%

I have challenges related to childcare in returning to work.	Yes	No			No	Yes
White	20.0%	80.0%			80.0%	20.0%
Minority	11.1%	38.9%			38.9%	11.1%
I have challenges related to eldercare in returning to work.	Yes	No			No	Yes
White	12.8%	87.2%			87.2%	12.8%
Minority	5.6%	44.4%			44.4%	5.6%

IE: JM

File: LFCC Faculty-Staff 2020 Survey - Analysis - 011221.xlsx

Source: Survey Monkey survey conducted by RADS office sent to LFCC Everyone in November 2020.

Note: Based on reported race/ethnicity. 20 respondents chose not to respond to this item. The cell sizes for this items range from 2 to 10 respondents who are not white or other.