

2024 USC CULTURE SURVEY

Early Findings

Community Update on USC's Culture Journey

In 2019, our Trojan community participated in a poll to define six Unifying Values that form the basis for our ethical behaviors and decision-making. These values—Excellence; Integrity; Diversity, Equity and Inclusion; Well-Being; Open Communication; and Accountability—serve as the foundation upon which together we build the university culture we desire. USC is committed to making consistent progress along its Culture Journey, which involves getting regular feedback.

To this end, in early 2024 USC invited current university students, faculty and staff to participate in a Culture Survey. In this effort we were supported by ECI, a non-profit ethics research organization with expertise in helping universities and other institutions develop and measure the true impact of their values. The following information represents preliminary high-level takeaways based on the Trojan community's survey responses.

Participation Data



1 in 4

Trojans took the survey

Staff

5,980 **53%**

Faculty

2,330 **29%**

Student (Graduate)

4,116 **17%**

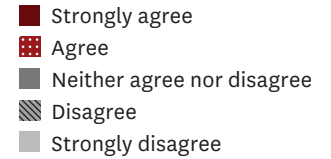
Student (Undergraduate)

2,758 **14%**

More than 15,000 students, faculty, and staff participated

Our Unifying Values

We asked participants to indicate the degree to which they see each of our Unifying Values in action at USC.

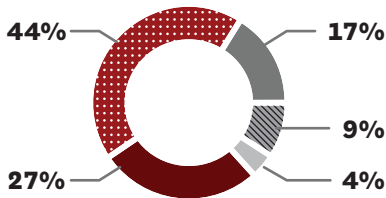


INTEGRITY

Our words, decisions and actions align with and are guided by our values, honesty and ethical principles.

+70%

AGREE OR STRONGLY AGREE

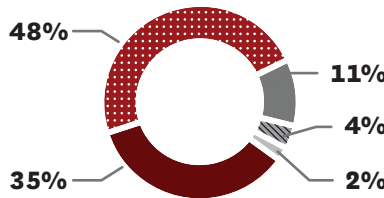


EXCELLENCE

We strive to better ourselves as a learning community, our institution and society through assessment, reflection, learning, innovation, research and collaboration.

+80%

AGREE OR STRONGLY AGREE

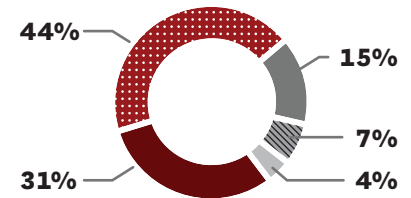


DEI

We encourage embracing diversity, leveraging differences for excellence, fostering inclusion, and ensuring a welcoming community where discrimination is not accepted.

+70%

AGREE OR STRONGLY AGREE

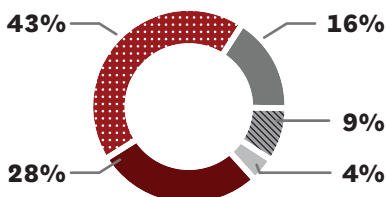


WELL-BEING

We create a caring culture that fosters our ability to thrive in mind, body and spirit as essential to the sustainable pursuit of USC's mission.

+70%

AGREE OR STRONGLY AGREE

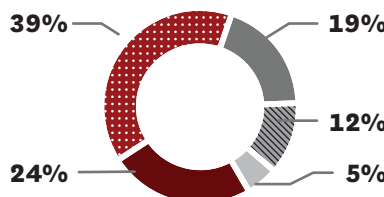


OPEN COMMUNICATION

We actively listen and communicate in a clear, honest, timely and accessible manner and provide opportunities for safe, respectful dialogue and interaction.

+60%

AGREE OR STRONGLY AGREE

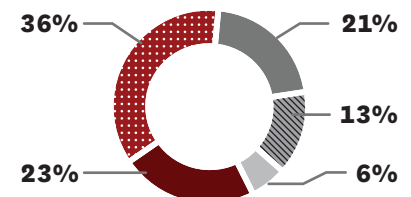


ACCOUNTABILITY

At all levels of the university, we set clear expectations and take responsibility for our actions, decisions, outcomes and consequences.

+55%

AGREE OR STRONGLY AGREE





Highest Rated Survey Questions

UNIVERSITY OVERALL

- 80%:** My peers encourage new ideas
- 83%:** USC provides resources for mental health and well-being support
- 82%:** At USC, I feel my peers support(s) my well-being
- 82%:** I am proud to be a member of USC



Lowest Rated Survey Questions

UNIVERSITY OVERALL

- 59%:** I see the unifying value of Accountability in action at USC
- 60%:** University Leadership accept(s) responsibility for their actions
- 58%:** USC encourages employees/students to speak up, even with bad news
- 57%:** At USC, University Leadership actively listen(s) and solicit(s) dialogue
- 55%:** At USC, we can raise concerns without fear of retaliation



To improve our institutional culture for all Trojans, we will use what we learn from your survey responses to inform upcoming discussion sessions at the school/unit and university levels, as well as action planning.

Next Steps

Students, faculty and staff will be invited to upcoming Culture Sessions to learn about more survey data, and help shape USC's future.

Campus-wide
report back and
discussion sessions

Dean and
leader
debriefs

School and unit
report backs and
discussion sessions

Action planning and
implementation

2024

July

August

Early September-mid December

2025

2025 and beyond