UC Riverside

EXECUTIVE SUMMARY PREPARED BY RANKIN & ASSOCIATES CONSULTING

Project Structure and Process

The UC Riverside survey contained 93 questions including several open-ended questions for respondents to provide commentary. The survey was offered in English and Spanish and distributed from February 4, 2013 through April 4, 2013 through a secure on-line portal.[ii]   Confidential paper surveys were available to those who did not have access to an Internet-connected computer or preferred a paper survey.

Description of the Sample at UCR

UCR community members completed 4,433 surveys for an overall response rate of 18%.[7] Response rates by constituent group varied: 14% for Undergraduate Students (n = 2,598), 19% for Graduate/Professional Students (n = 465), 20% for Post-Docs/Trainees (n = 30), 19% for Faculty (n = 269), and 40% for staff (n=1071).[8] Table 1 provides a summary of selected demographic characteristics of survey respondents. The percentages offered in Table 1 are based on the numbers of respondents in the sample (n) for the specific demographic characteristic.[9] Only surveys that were at least 50% completed were included in the final data set for analyses.

Key Findings - Areas of Strength

1. **High levels of comfort with the climate at UCR:**
    - 73% of all respondents (n = 3,223) were "comfortable" or "very comfortable" with the climate at UCR while 9% (n = 415) were "uncomfortable" or "very uncomfortable."
    - 75% of all respondents (n =3,301) were "comfortable" or "very comfortable" with the climate for diversity in their department/work unit/academic unit/college/school/clinical setting while 10% (n = 428) were "uncomfortable" or "very uncomfortable."
    - 77% of Graduate/Professional Students (n = 359), 75% of Undergraduate Students (n =1,956), and 73% of Faculty and Post-Docs (n = 218) were "comfortable" or "very comfortable" with the climate in their classes, while 7% of Faculty and Post-Docs (n = 21), 6% of Undergraduates (n = 163), and 5% of Graduate/Professional Students (n = 23) were "uncomfortable" or "very uncomfortable."

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7   While the initial response rate was reported at 20%, after cleaning the data and removing surveys that were less than 50% complete, the final response rate was 18%.

8   There is a participation bias for the Student and Faculty groups. The low response rates for those groups limit UCR's ability to generalize the findings. Staff, however, had a higher response rate and therefore findings can be generalized. This is discussed further in the limitations section of the report.

9   The total n for each demographic characteristic will differ due to missing data. Definitions for each demographic characteristic used for analysis purposes are provided at the conclusion of the Executive Summary.

Table 1. UC Riverside Sample Demographics

Characteristic	Subgroup	n	% of Sample
Position Status	Undergraduate Students[iv]	2,598	59%
	Graduate/Professional Students[v]	465	11%
	Faculty[vi]	269	6%
	Staff[vii]	1,071	24%
	Post-Doctoral Scholars/Trainees[viii]	30	1%
Gender Identity	Women	2,743	62%
	Men	1,648	37%
	Transgender[ix]	4	0.1%
	Genderqueer[x]	44	1%
Racial Identity	White	1,296	29%
	Underrepresented Minority[xi]	1,593	36%
	Other People of Color[xii]	1,379	31%
	Multi-Minority[xiii]	88	2%
Sexual Identity	Heterosexual	3,665	85%
	Lesbian, Gay, Bisexual, Queer	340	8%
	Questioning[xiv]	47	1%
	Asexual[xv]	240	6%
Citizenship Status	U.S. Citizen	4,251	96%
	Non-U.S. Citizen	149	3%
	Undocumented	15	<1%
Disability Status	No disability	3,386	81%
	Disability (physical, learning, mental health/ Psychological condition)	787	19%
Religious/Spiritual Affiliation	Christian affiliation[xvi]	2,005	45%
	Other Religious/Spiritual affiliation[xvii]	259	6%
	Muslim[xviii]	86	2%
	Jewish[xix]	52	1%
	No affiliation[xx]	1,605	36%
	Multiple affiliations[xxi]	231	5%
	Unknown	195	4%

Note: The total *n* for each selected demographic characteristic differs due to missing data.

2. **Faculty and Staff - Positive attitudes about work-life issues**
    - 79% of all Post-Doc, Trainee, Graduate/Professional Student, Staff, and Faculty respondents (n = 1,444) offered that UCR values a diverse faculty and 83% offered that the campus values a diverse staff (n = 1,506).
    - 60% of all Post-Doc, Trainee, Graduate/Professional Student, Staff, and Faculty (n = 1,092) respondents indicated that their supervisors provided them with resources to pursue professional development opportunities and 63% reported that their supervisors provided ongoing feedback to improve their performance (n =1,141).

3. **Students - Positive attitudes about academic experiences**
    - 68% of Undergraduate Students (n = 1,754) and 75% of Graduate/Professional Students (n = 349) were satisfied with their academic experience at UCR.
    - 61% of Undergraduate Students (n = 1,592) and 78% of Graduate/Professional Students (n = 361) reported that they were performing up to their full academic potential.

4. **Students and Trainee – A majority of respondents found the courses offered at UC included sufficient materials, perspectives, and/or experiences of people based on a variety of personal characteristics (e.g., age, ethnicity, gender identity, marital status, race, sexual orientation).**

Key Findings - Opportunities for Improvement

1. **Some members of the community experience exclusionary conduct.**
    - 23% of respondents (n = 1,006) believed that they had personally experienced exclusionary, intimidating, offensive or hostile conduct; eight percent of respondents (n = 330) indicated that the conduct interfered with their ability to work or learn.[10] The conduct was "Often" and "Very Often" based upon Ethnicity (16%, n = 145), Discipline of Study (15%, n = 133), Age (13%, n = 115), Race (13%, n = 113), etc.
    - Differences emerged based on various demographic characteristics including position status, ethnic identity, racial identity, and discipline of study. For example,
        o   A higher percentage of Staff respondents (32%, n = 340) reported experiencing this conduct as compared to Faculty (26%, n = 69), Undergraduate Students (19%, n = 484) and Graduate/Professional Students (23%, n = 107).
        o   More than twice as many genderqueer respondents (52%, n = 23) than men (19%, n = 311) and women (25%, n = 682) experienced this conduct.

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10 The literature on microaggressions is clear that this type of conduct has a negative influence on people who experience the conduct even if they feel at the time that it had no impact (Sue, 2010; Yosso, Smith, Ceja, & Solorzano, 2009).

- o Respondents with disabilities (28%, *n* = 220) were more likely to have observed exclusionary conduct than were other groups.
- o A higher percentage of LGBQ respondents (33%, *n* = 111) than heterosexual respondents (22%, *n* = 794) experienced this conduct.
- o Of those respondents who believed they had experienced the conduct, 65% of Multi-Minority respondents (*n* = 15), 54% of Other People of Color respondents (*n* = 143), and 47% of Underrepresented Minority respondents (*n* = 167) said it was based on their race.

2. **Several constituent groups indicated that they were less comfortable with the overall campus climate, workplace climate, and classroom climate**

   a. Other People of Color respondents (66%, *n* = 911) felt less comfortable than other groups with the overall climate for diversity at UCR. Multi-Minority respondents (68%, *n* = 60) felt less comfortable with the climate in their department/work unit/ academic unit/college/school/clinical setting.

   b. Genderqueer respondents (57%, *n* = 25) were less comfortable than women (77%, *n* = 2,017) and men (72%, *n* = 1,180) with the overall climate, and the climate in their department/work unit/ academic unit/college/school/clinical settings (61%, *n* = 27; 74%, *n* = 2,029; 76%, *n* = 1,243, respectively).

   c. Respondents who reported having disabilities were less comfortable with the climate on campus, in their departments/work units, and in their classes (66%, *n* = 516; 69%, *n* = 543; 41%, *n* = 112, respectively) than were respondents without disabilities (75%, *n* = 2,529; 76%, *n* = 2,580; 49%, *n* = 511, respectively).

3. **A small but meaningful percentage of respondents experienced unwanted sexual contact.**

   a. 3% of respondents (*n* = 117) believed they had experienced unwanted sexual contact while at UCR within the last five years. Subsequent analyses of the data revealed the following:

   - o 4% of Undergraduate Students (*n* = 91) and 3% of Graduate/Professional Students (*n* = 14) experienced unwanted sexual contact in the past five years.
   - o Higher percentages of women (4%, *n* = 102), genderqueer respondents (18%, *n* = 8), LGBQ respondents (6%, *n* = 19), respondents with disabilities (5%, *n* = 41), Multi-Minority respondents (7%, *n* = 6), and U.S. Citizens (3%, *n* = 114) experienced unwanted sexual contact.

Additional findings disaggregated by position and other selected demographic characteristics are provided in more detail in the full report.

UC Riverside

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Recent efforts in campus climate

- UC Riverside developed the **"UCR 2020"** Strategic Plan in 2009-10, which features diversity as one of its four pillars of excellence. The campus will continue to be guided by that planning document.

- UCR has also established a nationally recognized comprehensive diversity and education program for staff and faculty called **"The Chancellor's Making Excellence Inclusive Program."**

- In 2008, UCR became the first UC campus to receive the federal education designation of **Hispanic-Serving Institution**. Subsequently, the campus won a $3.3 million federal grant to bring more Hispanic and low-income transfer students into the STEM fields.

- UCR started the **Inland Empire Association of Women in Science** (AWIS), a chapter of AWIS – today's premiere leadership organization for women in science, technology, engineering, and mathematics.

- The campus conducts regular **Town Hall meetings** to discuss issues of importance to the campus. This Chancellor presides over this meeting. Students and the community are invited to attend to air grievances and to get clarification on University policies and procedures.

- In 2009 UC Riverside established a **Chancellor's Diversity and Inclusion Committee** that meets twice a year to provide guidance and direction to initiatives and programs both on campus and in the larger Riverside community.

- A comprehensive **diversity outreach program** with a special focus on veterans and individuals with disabilities has been developed to attract qualified, diverse candidates to fill staff positions.

- Enhancements to the UCR applicant tracking system allow hiring managers to review the diversity of applicant pools in order to conduct targeted recruiting efforts.

- In 2013 UC Riverside established the **Middle Eastern Student Center**, the first office of its kind for students in the country. This student activities office was established to highlight the many Middle Eastern cultures represented at UCR, and to provide a place for dialogue about issues relating to such issues as Palestinian and Jewish relations. This Center grew out of extensive dialogues with groups both on and off campus, but is a student-driven initiative. It will complement the other ethnic- and gender-oriented offices that are currently represented on campus.

- The **Office of Diversity, Excellence, and Equity** will work with the Undergraduate Office and the Graduate Division to provide information and opportunities to existing clubs and organizations to create a comprehensive network of clubs and organizations that will help diverse undergraduate students see the value of preparing for graduate school careers, including the professoriate.

- The **Office of the Ombuds** is a confidential, impartial, informal, and independent resource that assists UCR community members, including students, faculty, and staff, in addressing or resolving a dispute or ongoing conflict.

Process and next steps for developing actions and initiatives based on survey findings

The UC Riverside Campus Climate workgroup was established in 2013 and was responsible for the design of the campus questionnaire. The workgroup will receive the Campus Climate Survey report and forward it to the Chancellor, who will then decide whom he would like to add to the existing campus committee. The augmented committee will be responsible for reviewing the report and making recommendations to the Chancellor about how to proceed. The committee expects to be able to make recommendations by the end of the spring quarter 2014.

CONTACT
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