Climate In Higher Education

Assessing Campus Climate

What is it?
• Campus Climate is a construct

Definition?
• Current attitudes, behaviors, and standards and practices of employees and students of an institution

How is it measured?
• Personal Experiences
• Perceptions
• Institutional Efforts

Rankin & Reason, 2008
How students experience their campus environment influences both learning and developmental outcomes.\textsuperscript{1}

Discriminatory environments have a negative effect on student learning.\textsuperscript{2}

Research supports the pedagogical value of a diverse student body and faculty on enhancing learning outcomes.\textsuperscript{3}

\textsuperscript{1} Pascarella & Terenzini, 1991, 2005
\textsuperscript{2} Cabrera, Nora, Terenzini, Pascarella, & Hagedron, 1999; Feagin, Vera & Imani, 1996; Pascarella & Terenzini, 2005.
The personal and professional development of employees including faculty members, administrators, and staff members are impacted by campus climate.¹

Faculty members who judge their campus climate more positively are more likely to feel personally supported and perceive their work unit as more supportive.²

Research underscores the relationships between (1) workplace discrimination and negative job/career attitudes and (2) workplace encounters with prejudice and lower health/well-being.³

¹Settles, Cortina, Malley, and Stewart, 2006
²Sears, 2002
³Silverschanz, Cortina, Konik, & Magley, 2007; Costello, 2012
Survey Limitations

- Self-selection bias
- Response rates
- Social desirability
- Caution in generalizing results for constituent groups with low response rates
Method Limitation

Data were not reported for groups of fewer than 5 individuals where identity could be compromised.

Instead, small groups were combined to eliminate possibility of identifying individuals.
Results

Response Rates
Who are the respondents?

4,433 people responded to the call to participate (18% overall response rate*)
Student Response Rates

- Undergraduate ($n = 2,598$) 14%
- Graduate ($n = 465$) 19%
Employee Response Rates

- **40%** Staff ($n = 1,071$)
- **20%** Post-Docs/Trainees ($n = 30$)
- **19%** Faculty ($n = 269$)
Results

Additional Demographic Characteristics
Respondents by Racial/Ethnic Identity (%)
(Duplicated Total)

- White: 21%
- Asian/Asian American: 16%
- Hispanic/Latino: 15%
- African American/African/Black: 3%
- Middle Eastern/Southwest Asian/North African: 2%
- American Indian/Alaskan Native: 2%
- Pacific Islander: <1%
- Other: 1%
Respondents by Racial/Ethnic Identity (%) (Unduplicated Total)

- White: 29%
- Other People of Color: 31%
- Underrepresented Minority: 36%
- Multi-Minority: 2%
Respondents by Position (%)

Graduate/Professional: 10%
Undergraduate: 59%
Post-Docs/Trainees: 1%
Faculty: 8%
Staff: 24%
Respondents by Gender Identity and Position Status (%)

Note: Responses with n’s less than 5 are not presented in the figure
Respondents by Sexual Identity and Position Status ($n$)

- **Undergraduate Students**
- **Graduate/Professional Students**
- **Staff**
- **Faculty**
- **Post-Docs/Trainees**

<table>
<thead>
<tr>
<th>Category</th>
<th>LGBQ</th>
<th>Heterosexual</th>
</tr>
</thead>
<tbody>
<tr>
<td>Undergraduate</td>
<td>212</td>
<td>2109</td>
</tr>
<tr>
<td>Graduate</td>
<td>47</td>
<td>381</td>
</tr>
<tr>
<td>Professional</td>
<td>58</td>
<td>921</td>
</tr>
<tr>
<td>Staff</td>
<td>22</td>
<td>229</td>
</tr>
<tr>
<td>Faculty</td>
<td>0</td>
<td>25</td>
</tr>
<tr>
<td>Post-Docs/Trainees</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

Note: Responses with $n$’s less than 5 are not presented in the figure
### Respondents with Conditions that Substantially Affect Major Life Activities

<table>
<thead>
<tr>
<th>Disability</th>
<th>n</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Acquired/Traumatic Brain Injury</td>
<td>16</td>
<td>0.4</td>
</tr>
<tr>
<td>Attention Deficit/Hyperactivity Disorder</td>
<td>113</td>
<td>2.5</td>
</tr>
<tr>
<td>Asperger’s/Autism Spectrum</td>
<td>15</td>
<td>0.3</td>
</tr>
<tr>
<td>Blind</td>
<td>&lt;5</td>
<td>--</td>
</tr>
<tr>
<td>Low vision</td>
<td>186</td>
<td>4.2</td>
</tr>
<tr>
<td>Deaf</td>
<td>5</td>
<td>0.1</td>
</tr>
<tr>
<td>Hard of hearing</td>
<td>73</td>
<td>1.6</td>
</tr>
<tr>
<td>Learning disability</td>
<td>47</td>
<td>1.1</td>
</tr>
<tr>
<td>Medical condition</td>
<td>167</td>
<td>3.8</td>
</tr>
<tr>
<td>Mental health/psychological condition</td>
<td>202</td>
<td>4.6</td>
</tr>
<tr>
<td>Physical/Mobility condition that affects walking</td>
<td>51</td>
<td>1.2</td>
</tr>
<tr>
<td>Physical/Mobility condition that does not affect walking</td>
<td>49</td>
<td>1.1</td>
</tr>
<tr>
<td>Speech/Communication</td>
<td>45</td>
<td>1.0</td>
</tr>
<tr>
<td>Other</td>
<td>23</td>
<td>0.5</td>
</tr>
</tbody>
</table>
Respondents by Religious/Spiritual Affiliation (%)
# Citizenship Status

<table>
<thead>
<tr>
<th>Citizenship</th>
<th>n</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>U.S. citizen</td>
<td>4,030</td>
<td>90.9</td>
</tr>
<tr>
<td>Permanent Resident</td>
<td>299</td>
<td>6.7</td>
</tr>
<tr>
<td>A visa holder (F-1, J-1, H1-B, A, L, G, E and TN)</td>
<td>162</td>
<td>3.7</td>
</tr>
<tr>
<td>Other legally documented status</td>
<td>7</td>
<td>0.2</td>
</tr>
<tr>
<td>Undocumented resident</td>
<td>16</td>
<td>0.4</td>
</tr>
</tbody>
</table>
Undergraduate Students by Current Year ($n$)

- First-Year/Freshman: 603
- Second-Year/Sophomore: 483
- Third-Year/Junior: 785
- Fourth-Year/Senior: 594
## Students’ Residence

<table>
<thead>
<tr>
<th>Residence</th>
<th>n</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Campus Housing</td>
<td>1,009</td>
<td>32.9</td>
</tr>
<tr>
<td>Non-Campus Housing</td>
<td>2,035</td>
<td>66.4</td>
</tr>
<tr>
<td>Homeless (e.g. couch surfing, sleeping in car,</td>
<td></td>
<td></td>
</tr>
<tr>
<td>sleeping in campus office/lab)</td>
<td>8</td>
<td>0.3</td>
</tr>
</tbody>
</table>

Note: Table includes undergraduate student respondents (n = 3,063).
Students’ Cumulative G.P.A. \((n)\)

- Less than 2.0: 107
- 2.0-2.49: 338
- 2.50-2.99: 767
- 3.00-3.49: 879
Findings
“Comfortable”/ “Very Comfortable” with:

- Overall Campus Climate (73%)
- Department/Work Unit Climate (75%)
- Classroom Climate (Undergraduates, 75%)
- Classroom Climate (Graduates, 77%)
- Classroom Climate (Faculty/Post-Docs, 73%)
Comfort With Overall Climate

Differences

- Faculty less comfortable than other groups by position
- Other People of Color respondents less comfortable than other groups by race
- Genderqueer respondents less comfortable than other groups by gender
- Respondents with Disabilities less comfortable than respondents with No Disabilities
Comfort With Department/Work Unit Climate

Differences

- Faculty and Staff less comfortable than other groups by position
- Multi-Minority respondents less comfortable than other groups by race
- Genderqueer respondents less comfortable than other groups by gender identity
- Respondents with Disabilities less comfortable than respondents with No Disabilities
Comfort with Classroom Climate

Differences

- Other People of Color respondents and Multi-Minority respondents less comfortable than other groups by race
- Genderqueer respondents less comfortable than other groups by gender identity
- LGBQ respondents less comfortable than heterosexual respondents
- Respondents with Disabilities less comfortable than respondents with No Disabilities
Challenges and Opportunities
Experiences with Exclusionary Conduct

23%

- 1,006 respondents indicated that they had personally experienced exclusionary (e.g., shunned, ignored), intimidating, offensive and/or hostile conduct at UCR
### Form of Experienced Exclusionary, Intimidating, Offensive or Hostile Conduct

<table>
<thead>
<tr>
<th>Type of Conduct</th>
<th>n</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Isolated or left out</td>
<td>509</td>
<td>50.6</td>
</tr>
<tr>
<td>Deliberately ignored or excluded</td>
<td>459</td>
<td>45.6</td>
</tr>
<tr>
<td>Intimidated/bullied</td>
<td>394</td>
<td>39.2</td>
</tr>
<tr>
<td>Observed others staring at me</td>
<td>212</td>
<td>21.1</td>
</tr>
<tr>
<td>Target of derogatory verbal remarks</td>
<td>201</td>
<td>20.0</td>
</tr>
</tbody>
</table>

Note: Only answered by respondents who experienced harassment (n = 1,006). Percentages do not sum to 100 due to multiple responses.
Note: Only answered by respondents who experienced harassment ($n = 1,006$). Percentages do not sum to 100 due to multiple responses.
Personal Experiences of Exclusionary, Intimidating, Offensive or Hostile Conduct Due to Position Status (%)

- Overall experienced conduct\(^1\)
- Of those who experienced exclusionary conduct, said they experienced conduct due to position status\(^2\)

Responses with n's less than 5 are not presented in the figure.

\(^1\) Percentages are based on total n split by group.
\(^2\) Percentages are based on n split by group for those who believed they had personally experienced this conduct.
Personal Experiences of Exclusionary, Intimidating, Offensive or Hostile Conduct Due to Race (%)

<table>
<thead>
<tr>
<th>Group</th>
<th>Overall Experienced Conduct</th>
<th>Of those who experienced exclusionary conduct, said they experienced conduct due to race</th>
</tr>
</thead>
<tbody>
<tr>
<td>White (n=332)¹</td>
<td>26</td>
<td>29</td>
</tr>
<tr>
<td>(n=96)²</td>
<td>(n=167)²</td>
<td></td>
</tr>
<tr>
<td>Underrepresented Minority (n=359)¹</td>
<td>23</td>
<td>47</td>
</tr>
<tr>
<td>Other People of Color (n=263)¹</td>
<td>19</td>
<td>54</td>
</tr>
<tr>
<td>Multi-Minority (n=23)¹</td>
<td>26</td>
<td>65</td>
</tr>
<tr>
<td>(n=15)²</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

¹ Percentages are based on total n split by group.
² Percentages are based on n split by group for those who believed they had personally experienced this conduct.
### Personal Experiences of Exclusionary, Intimidating, Offensive or Hostile Conduct Due to Religious/Spiritual Affiliation (%)

<table>
<thead>
<tr>
<th>Group</th>
<th>Overall Experienced Conduct¹</th>
<th>Of those who experienced exclusionary conduct, said they experienced conduct due to religious/spiritual affiliation²</th>
</tr>
</thead>
<tbody>
<tr>
<td>Christian (n=449)¹</td>
<td>23</td>
<td>39</td>
</tr>
<tr>
<td>(n=174)²</td>
<td></td>
<td>23</td>
</tr>
<tr>
<td>Muslim (n=20)¹</td>
<td>70</td>
<td>33</td>
</tr>
<tr>
<td>(n=14)²</td>
<td></td>
<td>33</td>
</tr>
<tr>
<td>Jewish (n=17)¹</td>
<td>33</td>
<td>53</td>
</tr>
<tr>
<td>(n=9)²</td>
<td></td>
<td>53</td>
</tr>
<tr>
<td>Other Religious Affiliations (n=52)¹</td>
<td>20</td>
<td>33</td>
</tr>
<tr>
<td>(n=17)²</td>
<td>20</td>
<td>33</td>
</tr>
<tr>
<td>No Affiliation (n=349)¹</td>
<td>22</td>
<td>32</td>
</tr>
<tr>
<td>(n=111)²</td>
<td>22</td>
<td>32</td>
</tr>
<tr>
<td>Multiple Affiliations (n=62)¹</td>
<td>27</td>
<td>34</td>
</tr>
<tr>
<td>(n=21)²</td>
<td>27</td>
<td>34</td>
</tr>
</tbody>
</table>

¹ Percentages are based on total n split by group.
² Percentages are based on n split by group for those who believed they had personally experienced this conduct.
# Location of Experienced Conduct

<table>
<thead>
<tr>
<th>Location</th>
<th>n</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>While working at a UCR job</td>
<td>269</td>
<td>26.7</td>
</tr>
<tr>
<td>In a meeting with a group of people</td>
<td>245</td>
<td>24.4</td>
</tr>
<tr>
<td>In a UCR office</td>
<td>239</td>
<td>23.8</td>
</tr>
<tr>
<td>In a public space at UCR</td>
<td>235</td>
<td>23.4</td>
</tr>
<tr>
<td>In a class/lab/clinical setting</td>
<td>219</td>
<td>21.8</td>
</tr>
</tbody>
</table>

Note: Only answered by respondents who experienced harassment ($n = 1,006$). Percentages do not sum to 100 due to multiple responses.
Source of Experienced Conduct by Position Status (%)

Responses with n’s less than 5 are not presented in the figure.
What did you do?

Personal responses:
- Was angry (48%)
- Felt embarrassed (37%)
- Told a friend (37%)
- Ignored it (33%)
- Told a family member (29%)

Reporting responses:
- Didn’t report it for fear the complaint wouldn’t be taken seriously (13%)
- Didn’t know who to go to (11%)
- Reported it to a UCR employee/official (10%)
- Did report it but did not feel the complaint was taken seriously (7%)
Unwanted Sexual Contact at UCR

117 respondents (3%) experienced unwanted sexual contact at UCR

| Undergraduate students (n = 105) | Women (n = 102) | Respondents with disabilities (n = 41) | LGBQ respondents (n = 19) |
Employees who Seriously Considered Leaving UCR

45% of Staff respondents ($n = 481$)

47% of Faculty respondents ($n = 125$)
Faculty and Staff Who Seriously Considered Leaving UCR

By Gender Identity
- 41% of Women
- 36% of Men

By Racial Identity
- 57% of Multi-Minority
- 42% of Underrepresented Minority
- 40% of White
- 31% of Other People of Color

By Disability Status
- 47% with disability
- 37% without disability
Why employees considered leaving …

- Respondents considered leaving the institution to pursue better career opportunities, higher salaries, more supportive work environments, career advancement, and more meaningful work.
- They also considered leaving to relocate to another geographical region, for personal reasons, to accompany a spouse/partner, move closer to family, to retire, to reduce stress, feel more appreciated, find a more rigorous academic and research climate, workload issues, working conditions, budget cuts, etc.
24% (n = 626) of Undergraduate Students Seriously Considered Leaving UCR

By Gender Identity
- 25% of Women
- 23% of Men

By Racial Identity
- 28% of Other People of Color
- 25% of Multi-Minority
- 23% of White
- 21% of Underrepresented Minority

By Disability Status
- 28% with disability
- 23% without disability
Why students considered leaving…

- A few shared the University was too expensive and they couldn’t afford to stay (e.g., tuition almost not affordable”).
- Other factors included academic reasons; family issues; issues with advisors (e.g., “advisors showed very little interest in my concerns”); lack of mentoring; "UCR was not challenging”; “departmental problems”; homesickness”; "inability to get classes that get filled up quickly”, "the surrounding area of Riverside".
Perceptions
Respondents who observed conduct or communications directed towards a person/group of people that created an exclusionary, intimidating, offensive and/or hostile working or learning environment…

19% (n = 857)
Form of Observed Exclusionary, Intimidating, Offensive, or Hostile Conduct

<table>
<thead>
<tr>
<th>Form of Conduct</th>
<th>n</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Derogatory remarks</td>
<td>429</td>
<td>50.1</td>
</tr>
<tr>
<td>Deliberately ignored or excluded</td>
<td>298</td>
<td>34.8</td>
</tr>
<tr>
<td>Isolated or left out</td>
<td>257</td>
<td>30.0</td>
</tr>
<tr>
<td>Intimidated/bullied</td>
<td>246</td>
<td>28.7</td>
</tr>
<tr>
<td>Assumption that someone was admitted/hired/promoted based on his/her identity</td>
<td>150</td>
<td>17.5</td>
</tr>
<tr>
<td>Racial/ethnic profiling</td>
<td>149</td>
<td>17.4</td>
</tr>
</tbody>
</table>

Note: Only answered by respondents who observed harassment (n = 857). Percentages do not sum to 100 due to multiple responses.
Observed Exclusionary, Intimidating, Offensive, or Hostile Conduct Based on…(%)
### Location of Observed Exclusionary, Intimidating, Offensive, or Hostile Conduct

<table>
<thead>
<tr>
<th>Location</th>
<th>Percentage</th>
<th>Respondents (n)</th>
</tr>
</thead>
<tbody>
<tr>
<td>In a public space at UCR</td>
<td>32%</td>
<td>274</td>
</tr>
<tr>
<td>In a UCR Office</td>
<td>22%</td>
<td>191</td>
</tr>
<tr>
<td>In a meeting with a group of people</td>
<td>20%</td>
<td>174</td>
</tr>
<tr>
<td>While working at a UCR job</td>
<td>20%</td>
<td>174</td>
</tr>
</tbody>
</table>

Note: Only answered by respondents who observed harassment (n = 857). Percentages do not sum to 100 due to multiple responses.
Discriminatory Employment Practices

- Hiring Practices
  - 19% of Staff
  - 12% of Faculty

- Employment-Related Disciplinary Actions
  - 12% of Staff
  - 9% of Faculty

- Employment Practices Related to Promotion
  - 24% of Staff
  - 25% of Faculty
Personal relationships, position, and race/ethnicity were offered by respondents as the most common bases for all discriminatory employment practices.
The majority of employee respondents expressed positive attitudes about work-life issues.
Work-Life Issues

Successes

• More than half of all employees believed that they had colleagues or co-workers (76%) and supervisors (65%) who gave them career advice or guidance when they needed it.

• Most thought the college demonstrated that it values a diverse faculty (79%) and staff (83%).
## Work-Life Issues

### Challenges

- 63% reported their supervisors provided ongoing feedback to help improve their performance.
- 60% reported their supervisors provided them with resources to pursue professional development.
- 32% felt they had to work harder than they believed their colleagues do in order to achieve the same recognition.
- 32% were reluctant to bring up issues that concern them for fear that it will affect their performance evaluation.
- 20% believed their colleagues expected them to represent the “point of view” of their identities.
Welcoming Workplace Climate
Workplace Climate was Welcoming Based on Race

* Agree and strongly agree collapsed into one category.
** Disagree and strongly disagree collapsed into one category.

Responses with n’s less than 5 are not presented in the figure.
Workplace Climate was Welcoming Based on Gender

* Agree and strongly agree collapsed into one category.
** Disagree and strongly disagree collapsed into one category.

Responses with n’s less than 5 are not presented in the figure.
Workplace Climate was Welcoming Based on Sexual Orientation

* Agree and strongly agree collapsed into one category.
** Disagree and strongly disagree collapsed into one category.
Workplace Climate was Welcoming Based on Religious/Spiritual Affiliation

* Agree and strongly agree collapsed into one category.
** Disagree and strongly disagree collapsed into one category.

- Christian: Agree = 65, Disagree = 20
- Jewish: Agree = 57, Disagree = 30
- Other Religious Affiliations: Agree = 56, Disagree = 40
- No Affiliation: Agree = 73, Disagree = 12
- Multiple Affiliations: Agree = 64, Disagree = 14
Students
Perceptions of Campus Climate

Majority felt valued by faculty (79%) and other students (74%) in the classroom.

Many reported that UCR faculty (72%), staff (70%), and administrators (61%) were genuinely concerned with their welfare.

The majority had faculty (73%), staff (59%), and administrators (46%) who they perceived as role models.

44% felt faculty pre-judged their abilities based on their identities/backgrounds.
Students
Perceptions of Campus Climate

51% did not see enough faculty and staff with whom they identify.

83% had academic opportunities that were similar to those of their classmates.

80% believed the campus climate encouraged free and open discussion of difficult topics.
Institutional Actions
Campus Initiatives

Employees

Majority of employees thought the following positively affected the climate:

- Providing access to counseling for people who have experienced exclusionary conduct
- Providing mentorship for new staff
- Providing a clear and fair process to resolve conflicts
- Increasing diversity of faculty, staff, administration, & student body
Campus Initiatives
Employees

Majority of employees thought the following positively affected the climate:

- Providing diversity training for staff, faculty, & students
- Providing career development opportunities for staff
- Providing back-up family care
- Providing lactation accommodations
Campus Initiatives

Students

Majority of students thought the following positively affected the climate:

- Providing effective faculty mentorship of students
- Increasing diversity of the faculty, staff, & student body
- Incorporating issues of diversity & cross-cultural competence more effectively into the curriculum
- Increasing opportunities for cross-cultural dialogue among students; between faculty, staff & students
Summary

Strengths and Successes
Opportunities for Improvement
Although colleges and universities attempt to foster welcoming and inclusive environments, they are not immune to negative societal attitudes and discriminatory behaviors.

As a microcosm of the larger social environment, college and university campuses reflect the pervasive prejudices of society.

Classism, Racism, Sexism, Genderism, Heterosexism, etc.

Overall Strengths & Successes

- The majority of students thought very positively about their academic experiences at UCR.
- 73% of respondents were comfortable with the overall climate, and 75% with dept/work unit climate.
- The majority of employees expressed positive attitudes about work-life issues at UCR.
- 75% of Undergraduates and 77% of Graduate/Professional Students were comfortable with classroom climate.
Overall Opportunities for Improvement

- **23% (n = 1,006)** had personally **experienced** exclusionary conduct within the last year.
- **19% (n = 857)** believed that they had **observed** exclusionary conduct within the last year.
- **30% (n = 1,342)** of all respondents have seriously considered leaving UCR.
- **3% (n = 117)** believed they had experienced unwanted sexual contact while at UCR.
Next Steps

www.diversity.ucr.edu/climatesurvey
Questions