

## SIMILARITIES AND DIFFERENCES IN FACULTY & STAFF PERCEPTIONS OF CAMPUS CLIMATE AT CSUN, SPRING 2011:

### A PRELIMINARY STUDY

Faculty Senate Educational Equity Committee (EEC)  
Sheila K. Grant, Ph.D., Department of Psychology  
Campus Climate Assessment Project Chair

Presented April 19, 2012 at Faculty Senate Meeting



## Overview

- **Campus Climate Defined**
- **Principle Finding**
  - **Perceptions of Campus Climate (CC)**
    - Comparisons by
      - Racial/Ethnic Minority-Majority,
      - Faculty,
      - Gender,
      - LGBQQ,
      - Colleges
    - **Personal Experiences with Harassment**
    - **Contradictions: Experiences/Perceptions of CC**
    - **Strategies That Might Improve CSUN CC**
    - **Recommendations**

Summary Report of 2011 Campus Climate Survey (4/9/12)

## Campus Climate Defined

- Campus climate *not* about local weather.
- “Climate” on college campuses = term used to discuss our environment related to the **inclusive nature of our campus**
- To simplify even more – **campus climate** – the **events, messages, symbols, core beliefs, feelings, and so, so, so much more** – which **make this a welcoming environment** – for all – *or not*

Summary Report of 2011 Campus Climate Survey (4/9/12)

## Perceptions of Campus Climate

### Faculty Comparisons:

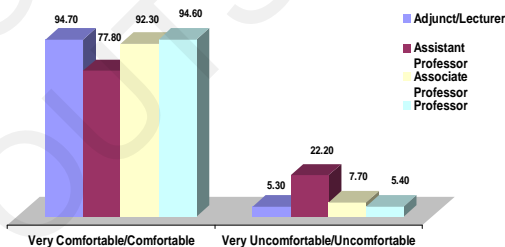
- **Assistant professors**, compared to faculty counterparts, **experience lowest level of comfort at *campus-wide, college, & department* levels**
- *However*, similar **high levels of comfort for all faculty at the class level**

\*Note: Assistant professors experience significantly LESS comfort at top three levels compared to counterparts

Summary Report of 2011 Campus Climate Survey (4/9/12)

## Perceptions of Campus Climate

Faculty Perceptions of Comfort with Overall Campus Climate (%)

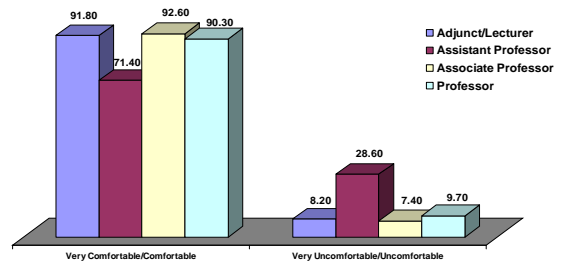


Note: Responses from faculty respondents only.

Summary Report of 2011 Campus Climate Survey (4/9/12)

## Perceptions of Campus Climate

Faculty Perceptions of Comfort with Climate in College (%)

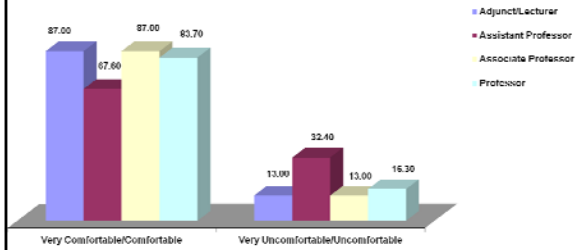


Note: Responses from faculty respondents only.

Summary Report of 2011 Campus Climate Survey (4/9/12)

## Perceptions of Campus Climate

Faculty Perceptions of Comfort with Climate in Department/Work Unit (%)

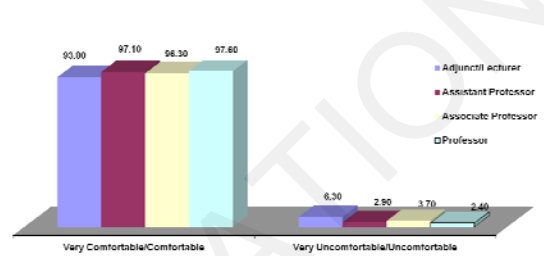


Note: Responses from faculty respondents only.

Summary Report of 2011 Campus Climate Survey (4/9/12)

## Perceptions of Campus Climate

Faculty Perceptions of Comfort with Climate in Classes (%)



Note: Responses from faculty respondents only.

Summary Report of 2011 Campus Climate Survey (4/9/12)

## Perceptions of Campus Climate

### Racial/Ethnic Min-Maj Comparisons:

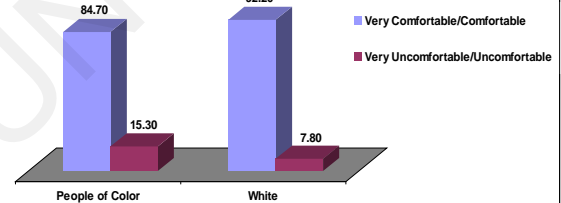
- **Faculty of color** & counterparts had similar perceptions of campus climate at campus-wide & class levels
- However, **faculty of color**, compared to counterparts, reported **LESS** comfort at **college\*** & **department\*** levels

\*Note: Faculty of Color experience significantly LESS comfort at college & department levels compared to counterparts

Summary Report of 2011 Campus Climate Survey (4/9/12)

## Perceptions of Campus Climate

Faculty Perceptions of Comfort with Climate at the College/Division level by Racial/Ethnic Minority-Majority Status (%)

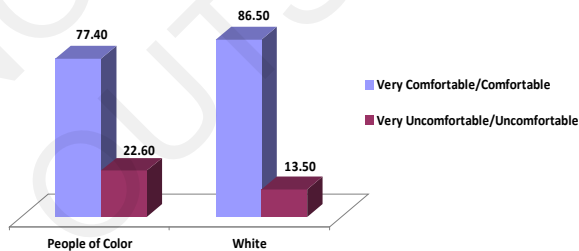


Note: Responses from all faculty respondents (lecturer, assistant, associate & professors combined).

Summary Report of 2011 Campus Climate Survey (4/9/12)

## Perceptions of Campus Climate

Faculty Perceptions of Comfort with Climate in Department/Work Unit by Racial/Ethnic Minority-Majority Status (%)



Note: Responses from all faculty respondents (lecturer, assistant, associate & professors combined).

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## Perceptions of Campus Climate

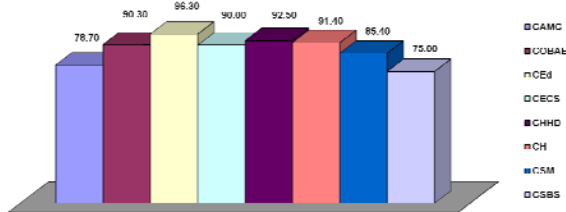
### Comparisons by Academic College:

- Respondents from **CSBS and CAMC**, compared to colleges of Education and H&HD, reported **significantly LESS** comfort at college level
- Respondents from all other colleges rated comfort between these extremes (i.e., S&M, E&CS, COBAE, & Humanities), rated comfort somewhere between these extremes

Summary Report of 2011 Campus Climate Survey (4/9/12)

## Perceptions of Campus Climate

Perceptions of Comfort with Climate at College Level (%)



Note: Responses from all faculty and staff respondents.

Summary Report of 2011 Campus Climate Survey (4/9/12)

## Perceptions of Campus Climate

### Overall CC for Particular Groups:

- Majority see overall campus climate as *respectful* of all campus groups
- But, respondents rated CC *least respectful* for
  - persons with obesity
  - lecturers
  - clerical/admin staff
  - transgender queer persons
  - non-native English speakers
  - Physically/mentally/emotionally challenged individuals

Summary Report of 2011 Campus Climate Survey (4/9/12)

## Perceptions of Campus Climate

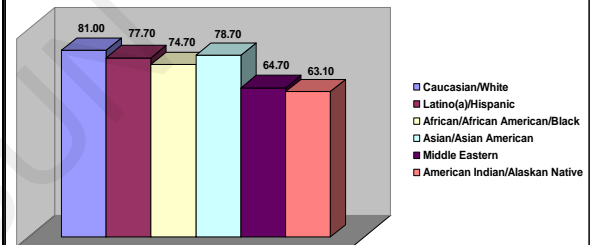
### Overall CC for Various Racial/Ethnic Groups:

- Overall CC generally viewed as *respectful* for all racial/ethnic groups
- However, compared to majority counterparts, respondents rated the climate *less respectful* for four groups:
  - Latina(o)/Hispanics
  - African/African American/Blacks
  - with the lowest ratings of respect for:
    - Middle Eastern persons
    - American Indians
- African American & Latina(o)/Hispanic perceived their group as *significantly less respected* than all other racial/ethnic groups on campus

Summary Report of 2011 Campus Climate Survey (4/9/12)

## Perceptions of Campus Climate

Perceptions of 'Respect' for Particular Racial/Ethnic Groups (%)



Note: Responses from all faculty and staff respondents.

Summary Report of 2011 Campus Climate Survey (4/9/12)

## Perceptions of Campus Climate

### Overall CC by Dimensions:

- Overall campus climate primarily viewed positively on various dimensions such as *friendly* and *welcoming*
- **Respondents of color**, compared to counterparts, viewed CC as *less respectful*, as well as *more racist and sexist*
- **Women**, compared to men, viewed CC as *more sexist*
- **LGBQQ**, compared to counterparts, viewed CC as *more homophobic*

Summary Report of 2011 Campus Climate Survey (4/9/12)

## Perceptions of Campus Climate

### CSUN Institutional Actions:

**In regards how well CSUN proactively addresses discrimination:**

- **People of color**, however, compared to counterparts, **LESS likely to believe CSUN addresses discrimination** associated with:
  - Race/Ethnicity, International Status, Non-native English speakers, Religion
- **LGBQQ individuals**, compared to counterparts, **LESS likely to believe CSUN takes actions designed to prevent discrimination** related to:
  - Sexual Orientation
- **Assistant professors**, compared to senior tenured counterparts, **LESS likely to believe CSUN addresses discrimination** associated with:
  - Age, Gender Identity, Gender Expression, Parental Status, & Sexual Orientation

Summary Report of 2011 Campus Climate Survey (4/9/12)

## Perceptions of Campus Climate

### Welcome for Students & Employees from Marginalized Grps:

- Most respondents in general, & vast majority of all faculty, agreed
  - “classroom climate welcoming for students from historically under-represented /marginalized groups”
  - “work-place climate welcoming for employees from historically under-represented /marginalized groups”
- Although no gender differences, **people of color**, compared to counterparts, **significantly LESS likely to agree** with either statement

Summary Report of 2011 Campus Climate Survey (4/9/12)

## Perceptions of Campus Climate

### Course Content & Diversity Initiatives:

- There were no differences among
  - gender
  - racial/ethnic minority-majority
  - faculty status
- With all groups similarly agreeing:
  - “Course content at CSUN includes materials, perspectives, and/or experiences of people from historically underrepresented /marginalized groups”
  - “CSUN values my involvement in diversity initiatives on campus”

Summary Report of 2011 Campus Climate Survey (4/9/12)

## Personal Experiences

- Within past year, **26%** of respondents had **personally experienced** exclusionary (e.g., shunned, ignored), intimidating, offensive and/or hostile conduct (harassing behavior) that has interfered with their ability to work campus (hereafter referred to as harassment)
- Respondents suggested that **harassment based most often on** their:
  - CSUN Status (e.g., PT Instructor)
  - Age
  - Race/Ethnicity
  - Gender
  - Educational Level

Summary Report of 2011 Campus Climate Survey (4/9/12)

## Personal Experiences

- **Form of harassment** most often experienced: **intimidation/bullying, deliberately ignored or excluded, and derogatory remarks**
- **Source of harassment** most often cited: **faculty, administrator, staff, student, supv/mgr, & dept chair/program director**
- **69%** reported **moderate to severe distress** in reaction to harassing behavior that interfered with their ability to work on campus

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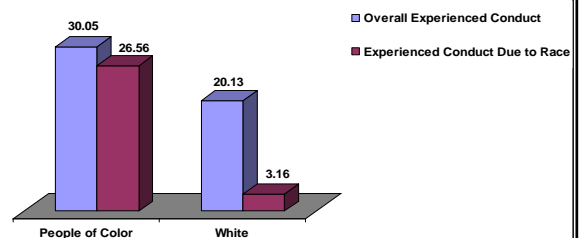
## Personal Experiences

- **Significantly more people of color** (30%), compared to 20% of white respondents, reported **personally experiencing** harassment
- **27%** reported that harassment was **due to race/ethnicity** compared to only 3% of their white counterparts

Summary Report of 2011 Campus Climate Survey (4/9/12)

## Personal Experiences

Personal Experiences of Offensive, Hostile, or Intimidating Conduct, and of that Conduct, the Percent Due to Race [by Racial/Ethnic Minority-Majority Status (%)]



Note: Responses from all faculty and staff respondents.

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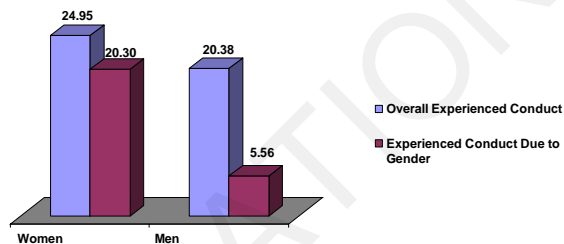
## Personal Experiences

- 25% percent of women and 20% of men reported **personally experiencing** harassment
- Substantially more women (**20%**) reported that harassment **due to gender** compared to 6% of their men counterparts

Summary Report of 2011 Campus Climate Survey (4/9/12)

## Personal Experiences

Personal Experiences of Offensive, Hostile, or Intimidating Conduct, and of that Conduct, the Percent Due to Gender [by Gender (%)]



Note: Responses from all faculty and staff respondents.

Summary Report of 2011 Campus Climate Survey (4/9/12)

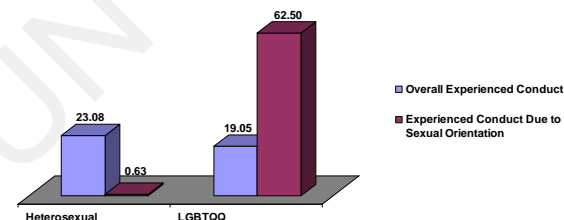
## Personal Experiences

- 19% LGBQQ persons and 23% of heterosexuals reported **personally experiencing** harassment
- **62%** LGBQQ individuals reported that harassment **due to sexual orientation** compared to < 1% of heterosexual counterparts

Summary Report of 2011 Campus Climate Survey (4/9/12)

## Personal Experiences

Personal Experiences of Offensive, Hostile, or Intimidating Conduct, and of that Conduct, the Percent Due to Sexual Orientation [by Sexual Orientation (%)]



Summary Report of 2011 Campus Climate Survey (4/9/12)

## Personal Experiences

- Within past year, **37%** of respondents had **observed or personally been aware** of conduct directed toward a person or group of people at CSUN that created a hostile working environment
- Respondents suggested these experiences **based most often on:**
  - CSUN Status (e.g., PT Instructor)
  - Age
  - Political views
  - Gender
  - Sexual orientation

Summary Report of 2011 Campus Climate Survey (4/9/12)

## Personal Experiences

- Within past year, **22%** of respondents had **observed discriminatory hiring practices** (e.g., hiring supervisor bias, search committee bias, limited recruiting pool) at CSUN
  - Significantly **more people of color (26%)**, compared to their white counterparts (16%), reported **observing discriminatory hiring practices**
  - Respondents suggested experiences **based most often on:**
    - Race/Ethnicity
    - CSUN Status (e.g., PT Instructor)
    - Age
    - Gender

Summary Report of 2011 Campus Climate Survey (4/9/12)

## Personal Experiences

- Within past year, **17%** of respondents had **observed discriminatory behavior or employment practices related to RTP for faculty or employment practices for staff and administrators** at CSUN
  - Significantly **more people of color (22%)**, compared to counterparts (13%), reported **observing discriminatory** behavior/practices
  - Respondents suggested these experiences **based most often on:**
    - CSUN Status (e.g., PT Instructor)
    - Race/ethnicity
    - Age
    - Gender

Summary Report of 2011 Campus Climate Survey (4/9/12)

## Contradictions in Perceptions of CC & Experiences

- CC Survey revealed **many positive aspects of CSUN campus** (e.g., perceptions of comfort, respect, & welcome by most respondents)
- Therefore, in general, faculty, staff & administrator **perceptions of CC are primarily positive at CSUN**
- However, there were **some disparate realities discovered** along racial/ethnic, gender, sexual orientation, faculty status, & college/division lines that **cause some concern**
- E.g., Not all respondents perceive their group as being as comfortable/respected/welcome as other groups on campus

Summary Report of 2011 Campus Climate Survey (4/9/12)

## Top 4 Strategies that Might Improve the Climate at CSUN

- Respondents rated twelve strategies that might improve the CC at CSUN for faculty & staff
- Overwhelming support (50% to 90% of respondents) for all 12 strategies with most important four as follows:
  1. **Providing a clear and fair process for addressing concerns in order to resolve conflicts**
  2. **Providing tenure clock options with more flexibility in regards to promotion/tenure for faculty/staff** (e.g., families with health & other extenuating circumstances)
  3. **Providing diversity and equity training to search and tenure committees**
  4. **Increasing funding to support campus climate change efforts**

Summary Report of 2011 Campus Climate Survey (4/9/12)

## Recommendations

### Strategic Improvement Efforts

1. **Increase funding to support EEC's Campus Climate efforts (e.g., provide release)**
2. Other colleges to **pursue similar efforts to those in CSBS** such as **forming a taskforce** (with representatives from departments in college and supported by release time to leaders of effort) to develop a comprehensive plan comprised of four phases:
  - Current Campus Climate (per EEC CC Survey Report),
  - College Climate Assessment,
  - College Transformational Interventions, and
  - Resulting Transformed College Climate
3. **Include CSUN students**, as 3rd crucial constituent group, in next iteration of campus climate survey

Summary Report of 2011 Campus Climate Survey (4/9/12)

## Recommendations

### Campus Climate Assessment Efforts

4. **Conduct CC Survey Part II** (Accessibility & Sexual Harassment Issues plus few repeat general climate questions) in Fall 2012 or Spring 2013.
5. **Conduct CC Surveys, Part I & II**, on alternate academic years in three-year cycle [with modifications based upon results of previous surveys (e.g., drop some questions & add others as dictated by CSUN climate).

### Interventions Strategies

6. **Present Campus Climate findings** at EEC Retention Workshop each Spring semester.
  - **Scheduled for Monday, April 23, 2012**
7. **Continue EEC Recruitment Workshop each Fall**
  - Held in Conjunction with Faculty Affairs & Equity & Diversity

Summary Report of 2011 Campus Climate Survey (4/9/12)

## Thank You!

- **Questions or Comments?**
- **All Feedback Welcome.**

Summary Report of 2011 Campus Climate Survey (4/9/12)