

***myGVSU* Climate Survey 2019**

Prepared by Qualtrics, LLC

As of July 1, 2020

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- Hiring and Promotional Practices*
- Trends Over Time

* Can also be found on the myGVSU climate survey 2019 dashboard. Write to mygvsu@gvsu.edu to request access.

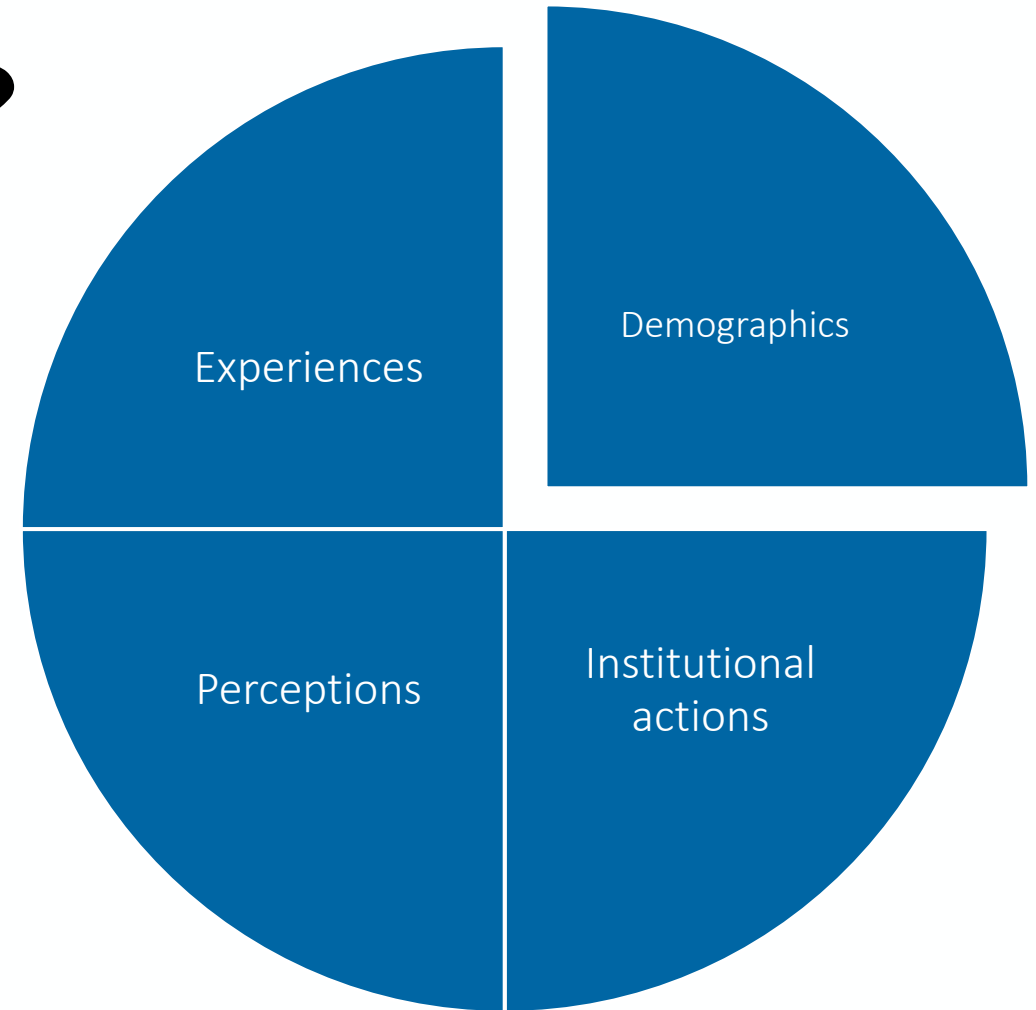
Project Background and Methodology

Survey Methodology

- ♦ SURVEY TYPE
Online Quantitative
- ♦ SURVEY FIELDDED
Nov. 10th 2019 – Dec, 5th 2019
- ♦ PARTICIPANTS
GVSU Students, Faculty, and Staff
- ♦ RESPONSES
N=9,680 (38%)
- ♦ Used an abridged version of the 2011 instrument (constructed by Professor Sue Rankin and a GVSU Advisory Committee)
- ♦ Supported by 2019 GVSU Advisory Committee
- ♦ Survey hosted by outside vendor (Qualtrics)
- ♦ Data analyzed by outside consultant (Qualtrics)

What is Campus Climate?

- ◆ **Campus Climate** refers broadly to the **quality** and **character** of campus life as reflected by the **interpersonal** interactions and **experiences** and **perceptions** of students, faculty, and staff.
- ◆ Including, current **attitudes**, **behaviors**, **standards** and **practices** of employees and students of an institution.
- ◆ Based on the research of: Bernal, Rankin & Reason, Hurtado, Chang, Ladson-Billings



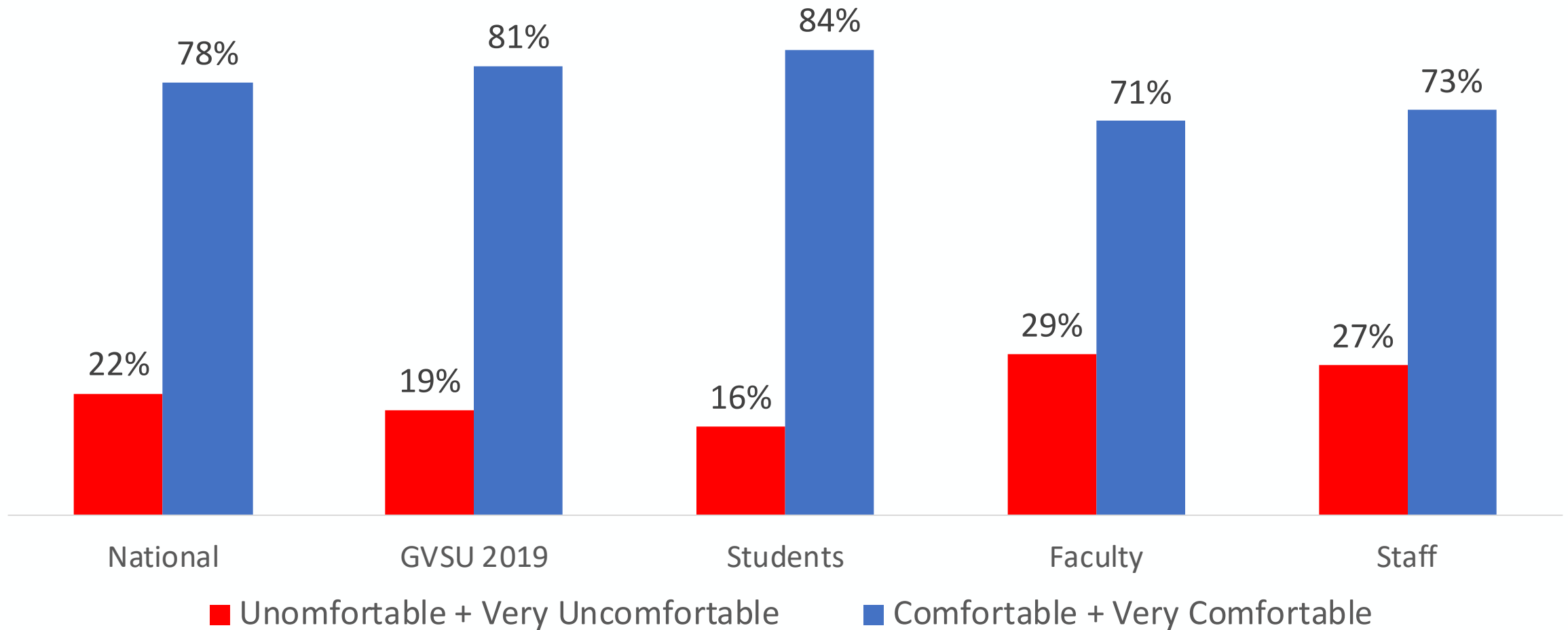
Executive Summary

In 2019, Grand Valley State University's campuses continue to report more positively overall about the climate than the national average.

Executive Summary

- GVSU continues to have a more comfortable institutional climate compared to national averages
 - ✓ **81%** of the campus reports feeling “very comfortable” or “comfortable” with the institutional climate at GVSU (National average is **78%**)
- Transgender/Other Gender and people of color report feeling less comfortable than the overall population
 - ✗ **58%** of those identifying as transgender/other gender feel “very comfortable” or “comfortable”
 - = **72%** of people of color feel “very comfortable” or “comfortable”
 - ✗ **59%** of Black feel “very comfortable” or “comfortable”

Institutional Climate



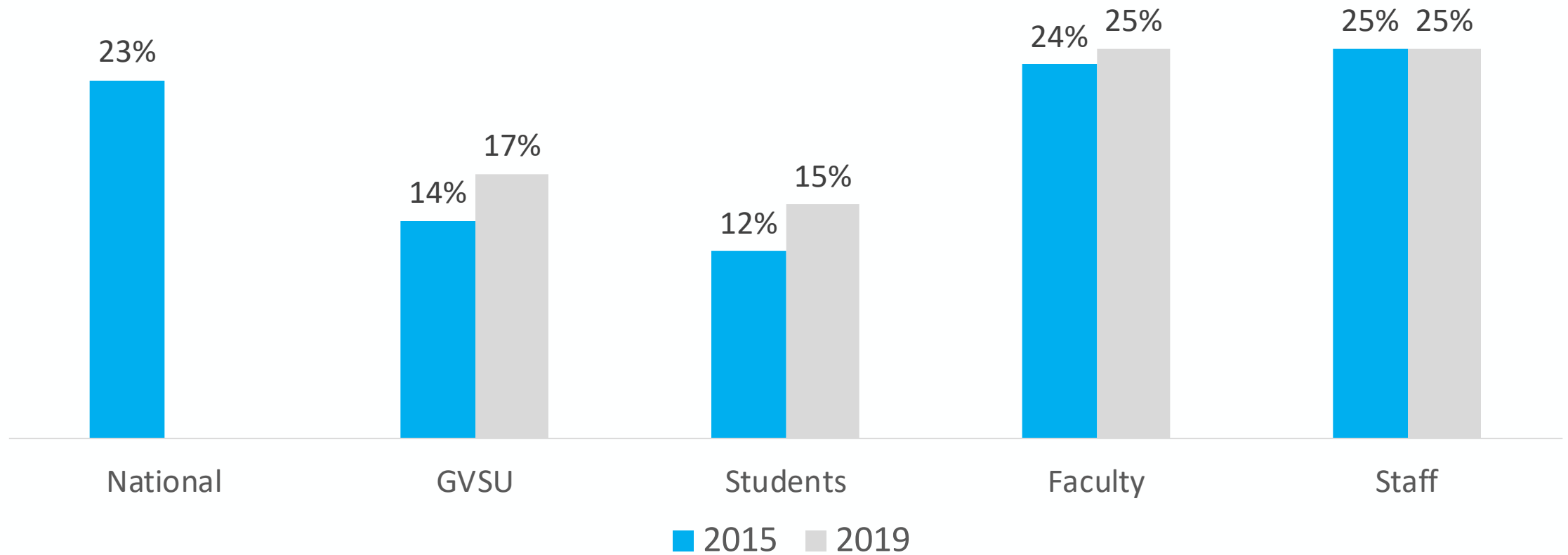
Executive Summary

- Faculty and Staff perceive the climate as less comfortable than Students across the following metrics:
 - Institutional climate (**84%** students, **71%** faculty, **73%** staff)
 - School, college, or division (**83%** students, **69%** faculty, **68%** staff)
 - Department or work unit (**79%** students, **74%** faculty, **70%** staff)

Executive Summary

- Students perceive off-campus housing (**69%**) as having a more comfortable climate compared to on-campus living centers (**59%**)
- **15%** of students personally experienced a negative or hostile incident in the past year at GV compared to **25%** for both faculty and staff
 - X Over **50%** for all groups (students, faculty, and staff) who experienced a negative or hostile incident perceive this **conduct was based on some aspect of their identity/identities**

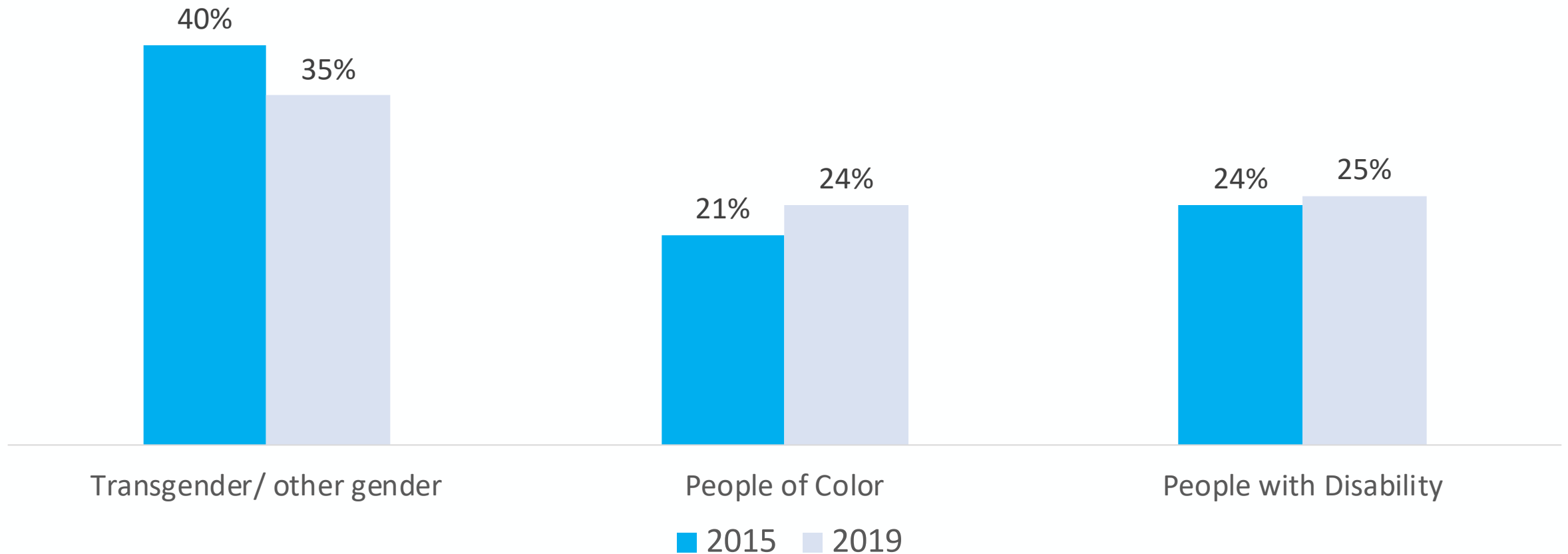
Negative Climate Experience



Executive Summary

- Transgender and “Other Gender”, people with disabilities and people of color report higher levels of personal experiences with a negative or hostile incident in the past year
 - ✗ **35%** of Transgender/Other Gender report personal experiences with negative/hostile incident
 - = **25%** of people with disabilities
 - = **24%** of people of color
 - ✗ Negative climate experiences have risen since 2011 (**11%**) and 2015 (**14%**) – 2019 increased to **17%**

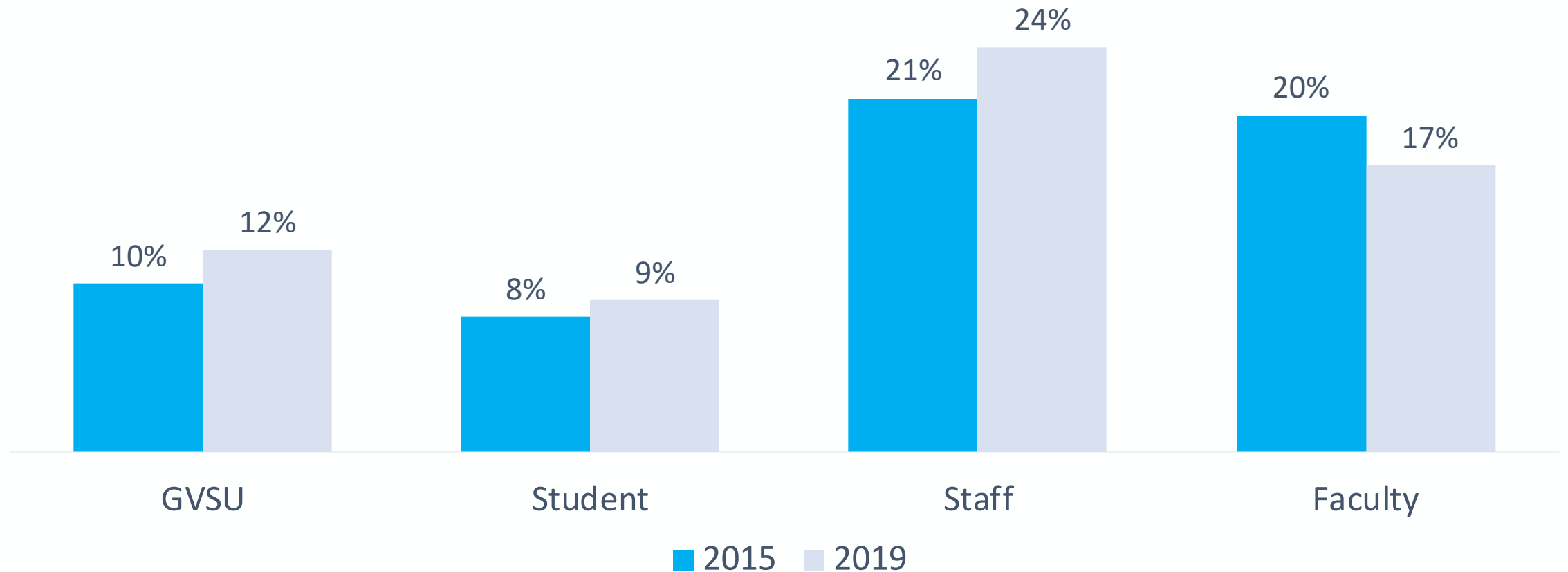
Negative Climate Experience By Identity



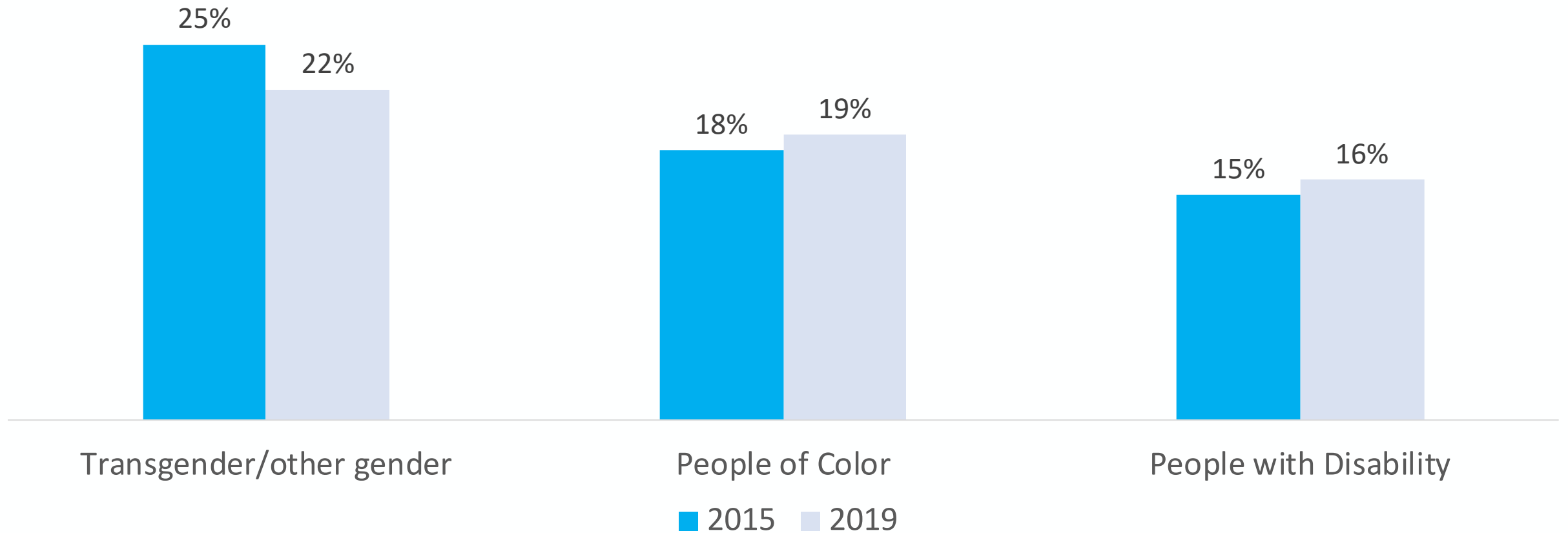
Executive Summary

- ◆ **12%** of the campus has seriously considered leaving GV in the past year, compared to national average of **18%**
- ✗ Transgender and “Other Gender” considered leaving at higher rates (**22%**) followed by people of color (**19%**), and people with disabilities (**16%**)
- ═ GVSU community members believe GVSU is about equally committed to diversity in 2019 (**69%**) as it was in 2015 (**70%**)
 - ✗ Faculty experienced a drop in agreement that GVSU is committed to diversity 2019 (**71%**) vs. 2015 (**77%**)

Considered Leaving in the Past Year



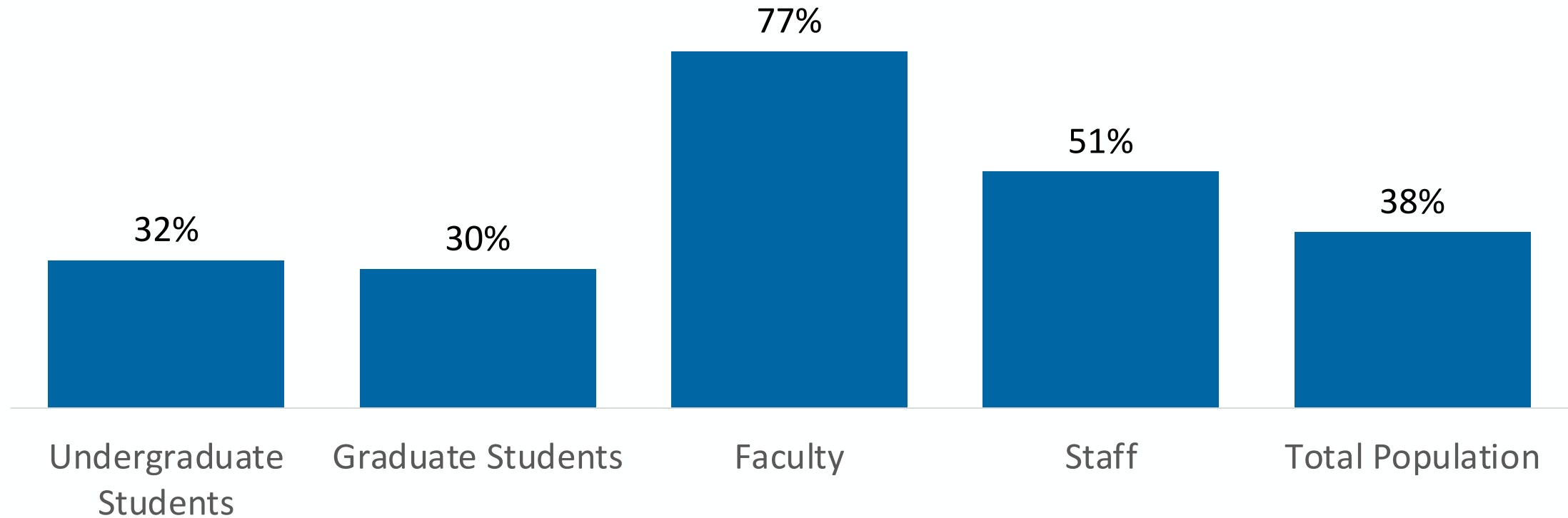
Considered leaving GVSU By Identity



Executive Summary

- ✗ Employees report observing an increase in “unfair practice related to promotion, tenure, and reclassification” (**21%** in 2011 vs. **29%** in 2015 vs. **38%** in 2019)
- ✗ Transgender and “Other Gender” members of the community feel that the GVSU climate is **less** positive for members of their identity compared to overall respondents
 - ✗ This is also true among people of color
- ✓ Women and members of the community with disabilities report little to no disparities in experiences or perceptions of climate among their identities compared to the overall population in 2019

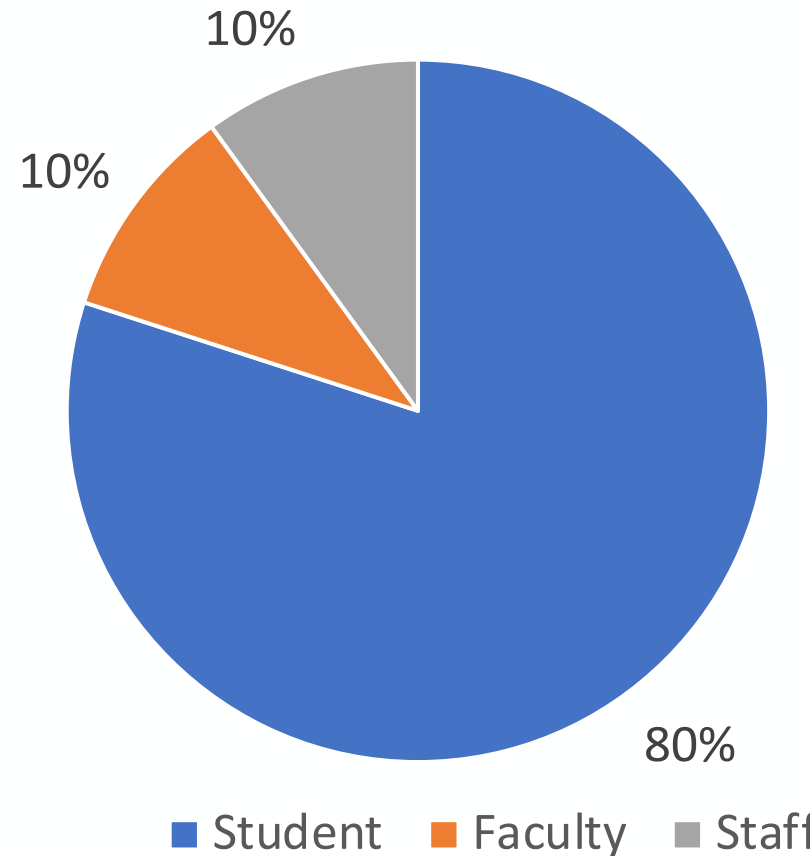
Response Rates – 2019



Sample Demographics

Sample Demographics

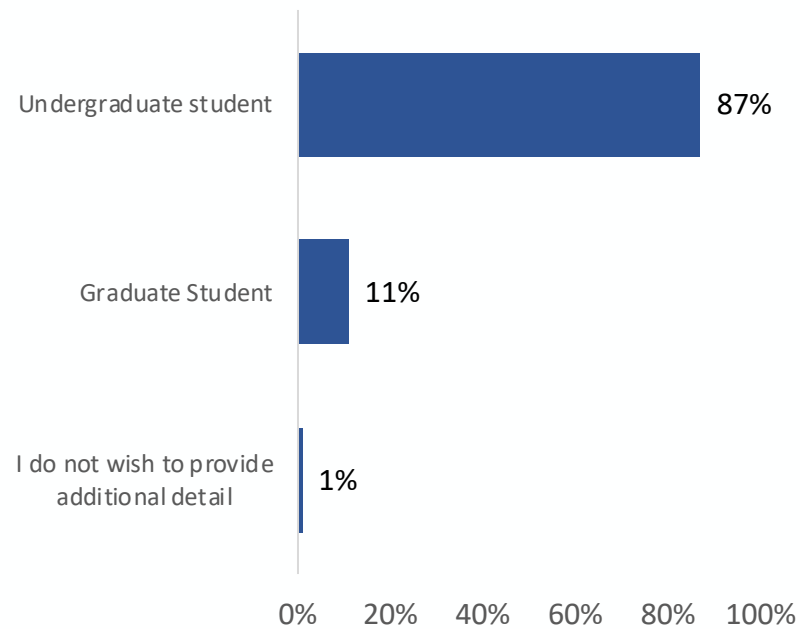
80% of respondents are students; the remaining 20% are split evenly between faculty (10%) and staff (10%)



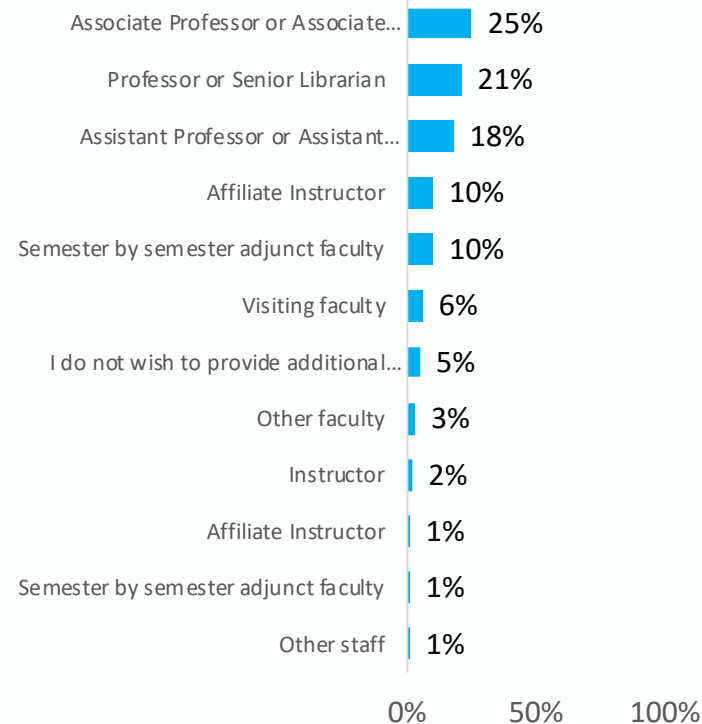
Sample Demographics

Of students, 87% are undergraduates. Over half (57%) of staff select “Executive/Administrative/Professional”

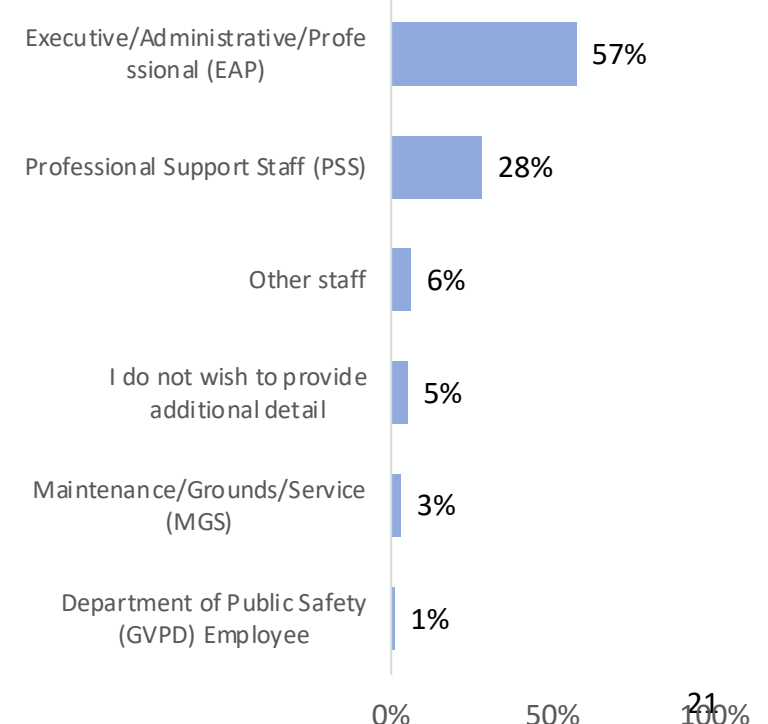
Position – Students (N=7779)



Position – Faculty (N=928)



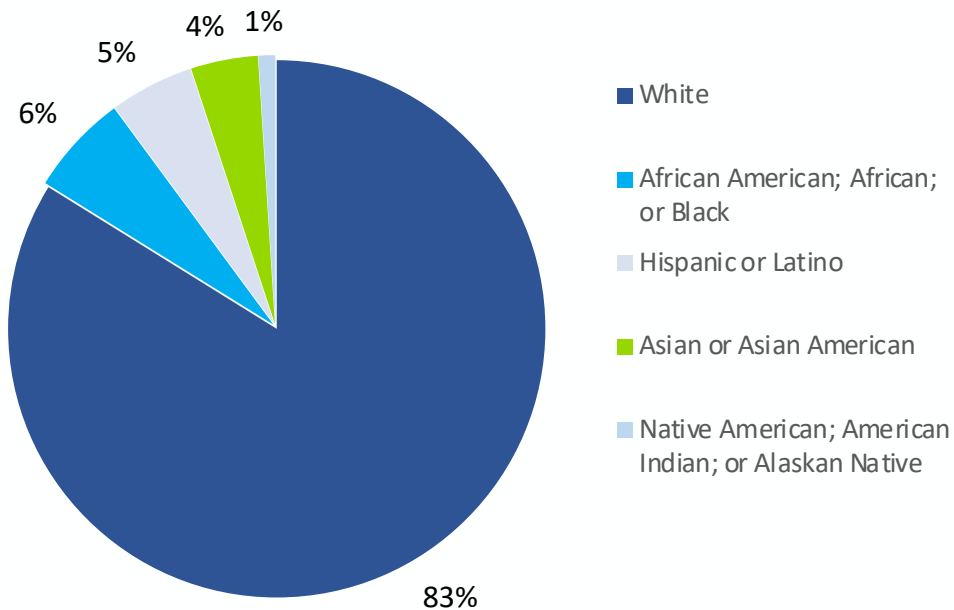
Position – Staff (N=973)



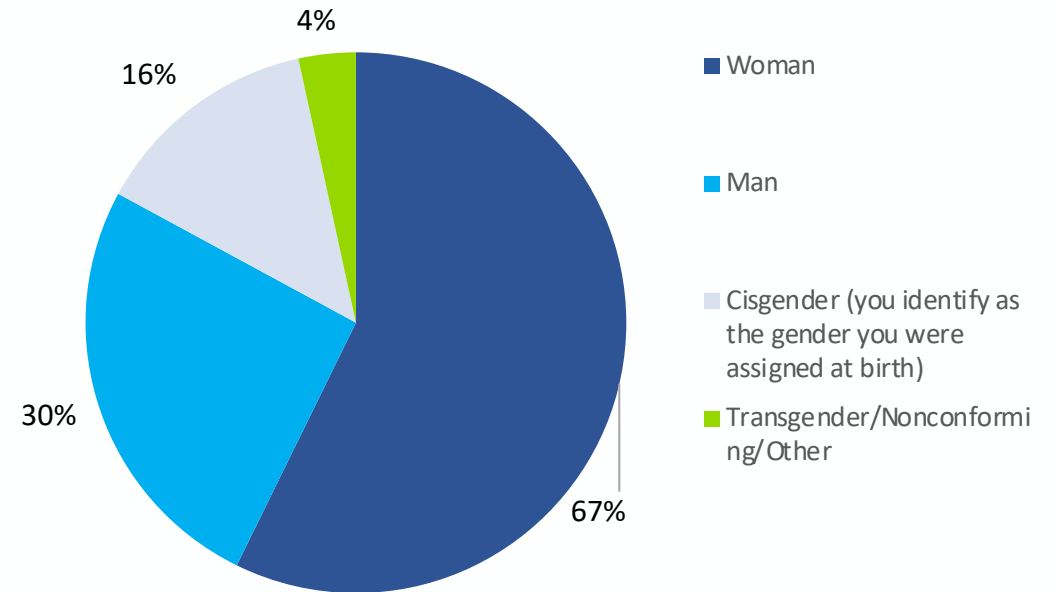
Sample Demographics

Respondents skew towards female (67%) vs. male (30%)

Race / Ethnicity



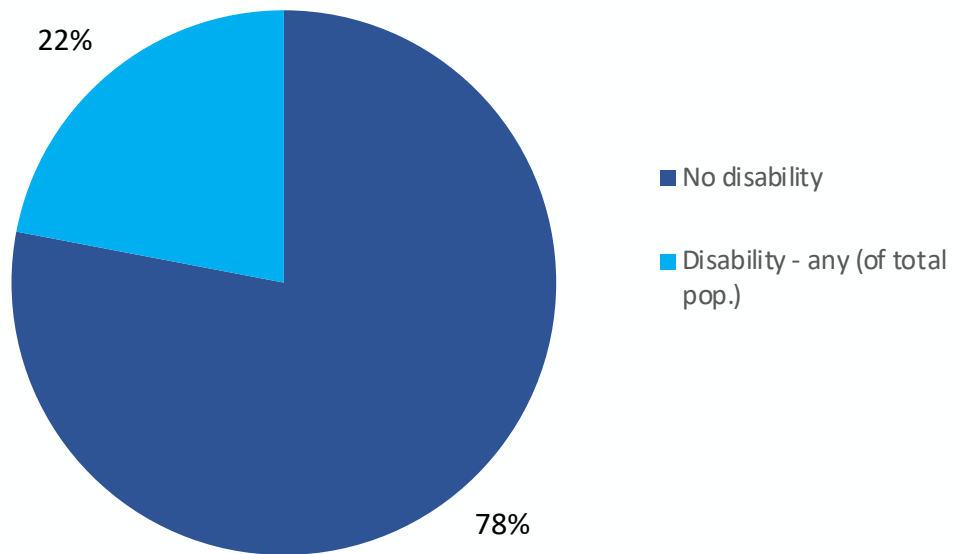
Gender Identity



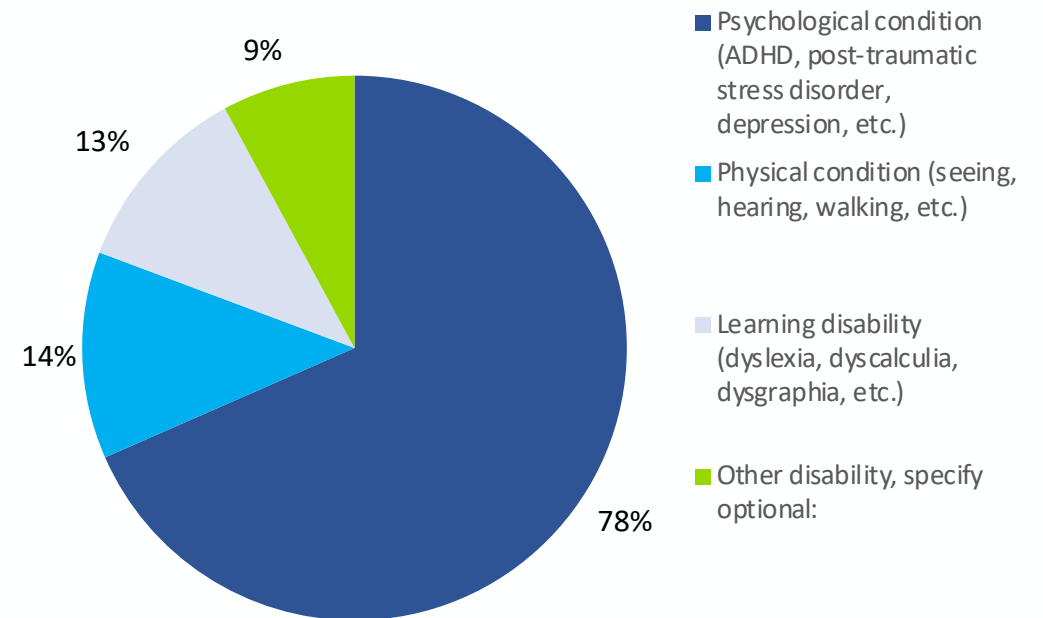
Sample Demographics

22% of respondents indicate having a disability; 78% indicate “psychological condition” as the disability type

Disability Status



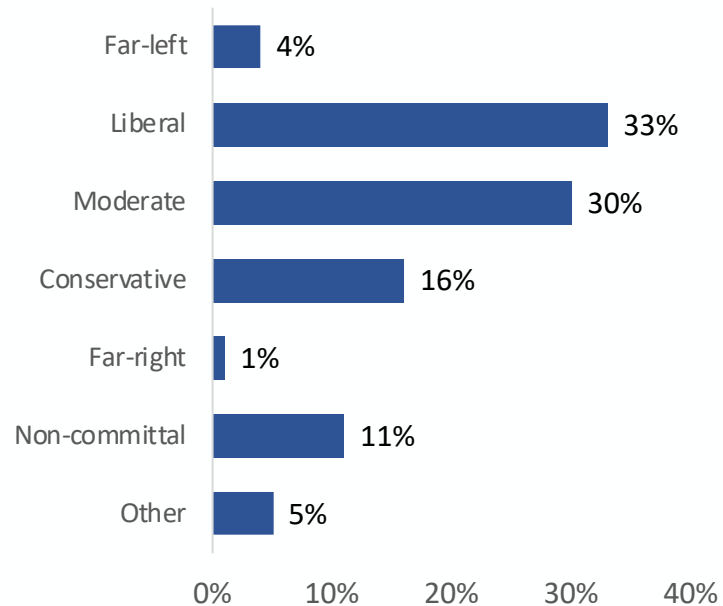
Disability Type



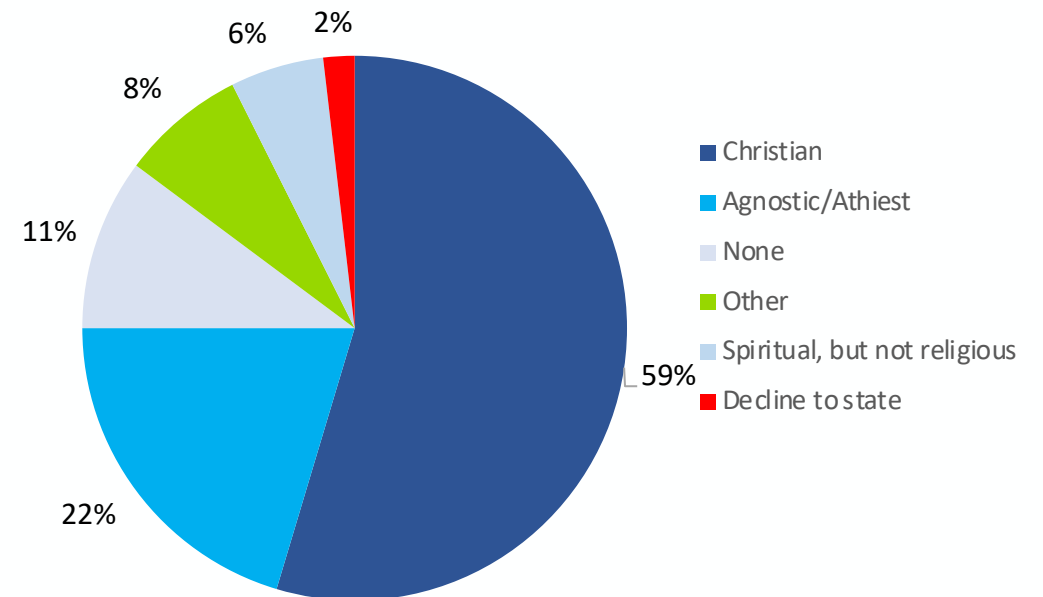
Sample Demographics

Over half (59%) of respondents are Christian; political views skew towards liberal/moderate as opposed to conservative

Political Views



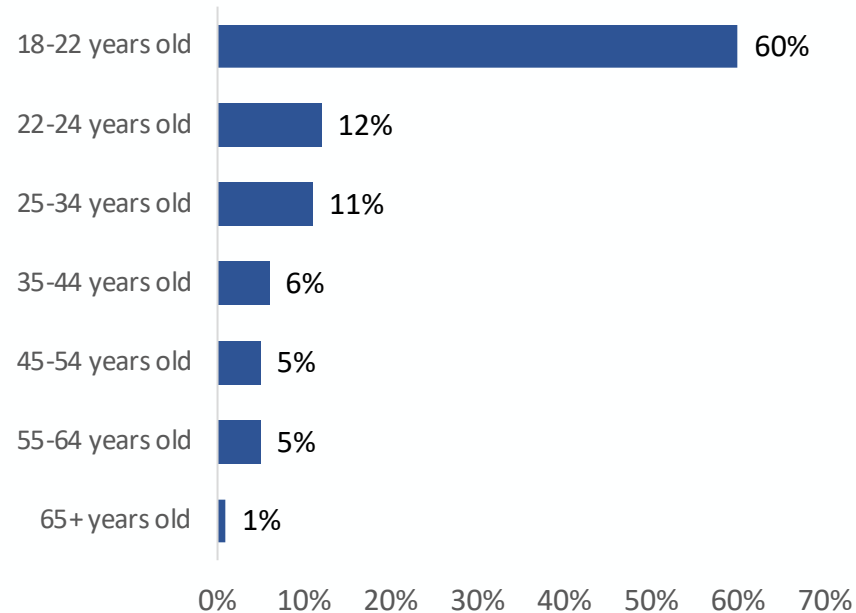
Religion / Spirituality



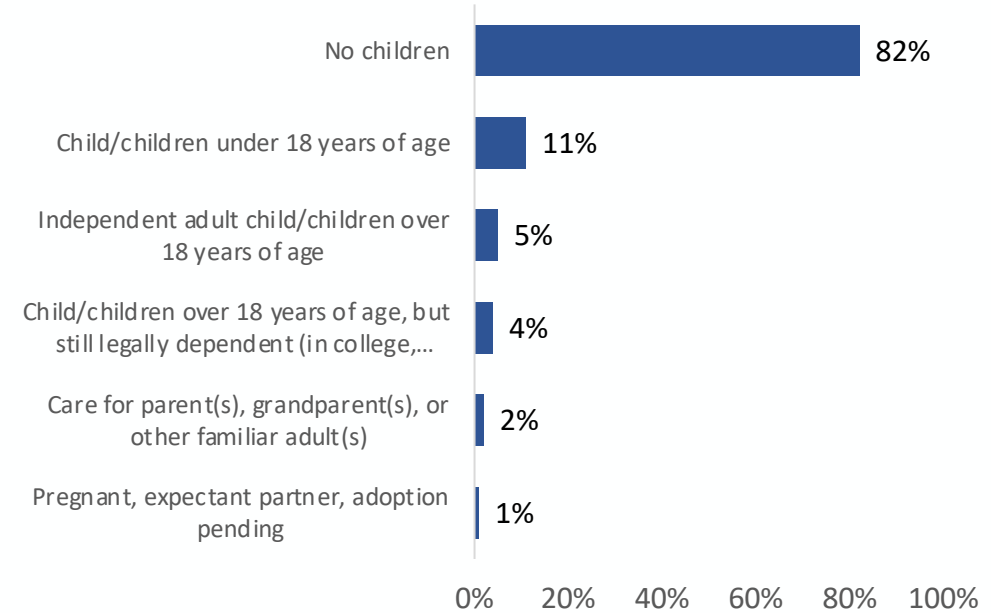
Sample Demographics

60% of respondents are below the age of 22; 18% identify as parents/caregivers to some degree

Age



Parental / Caregiving Status



Important Uncollected Data Notice

Email sent to GVSU campus community from Dr. Jesse Bernal, June 2020:

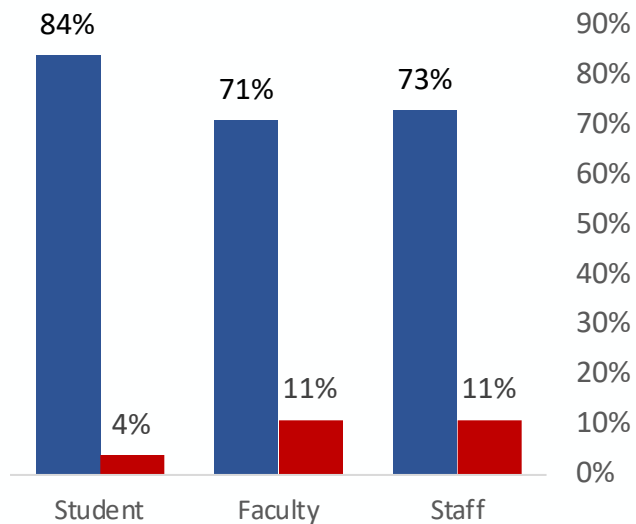
“One unfortunate piece of information to note. Upon review of the preliminary results, we found a flaw in the survey. Two questions were inadvertently left off of the final instrument, rendering the data incomplete – sexual orientation and familial status. I have met with several leadership groups representing the LGBT community, as well as the GVSU advisory committee for the survey, and there was a consensus that we need a complete and accurate picture of our campus community. Therefore, we will conduct the survey again in the next academic year when we recover from these unprecedented times surrounding COVID-19. In the meantime, focus groups are planned for the summer and fall 2020 to collect meaningful data with members of our community not currently represented in the myGVSU Climate Survey 2019. Our hope is that the focus groups will recapture the stories that were lost in the survey and help to inform the faculty, staff, and student Action Groups that will be formed in Fall 2020.”

Overall Climate Perceptions

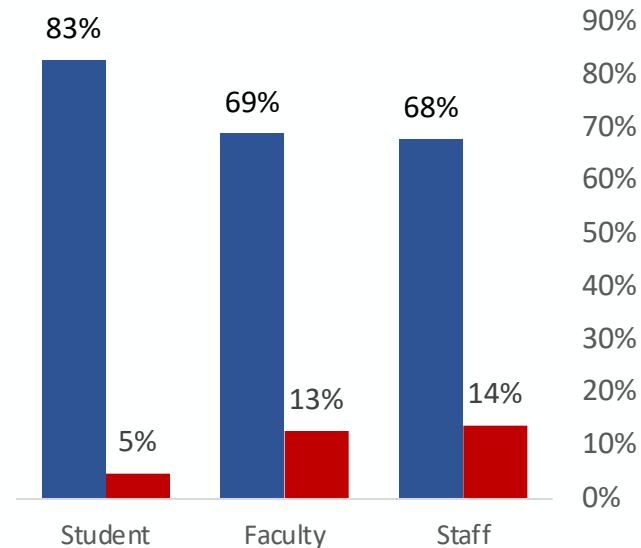
Overall Climate Perceptions

Students feel more comfortable across “Institutional climate,” “Climate in school/college/division” and “department or work unit” compared to faculty and staff

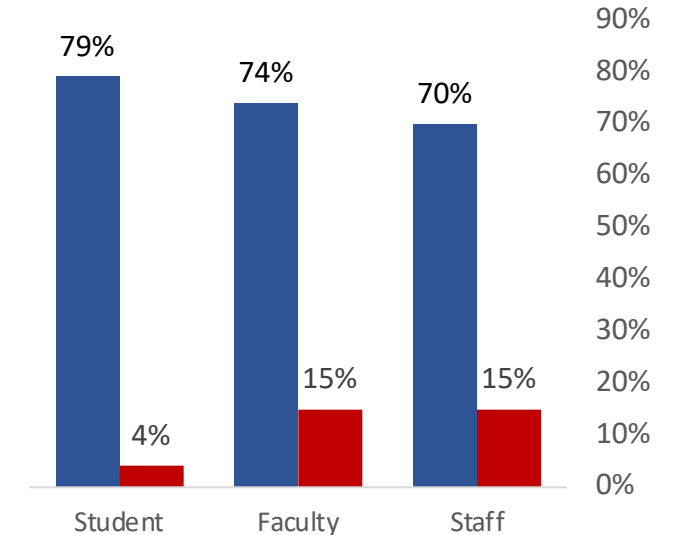
With the institutional climate at Grand Valley State University?



With the climate in your school, college, or Division?



With the climate in your department or work unit?

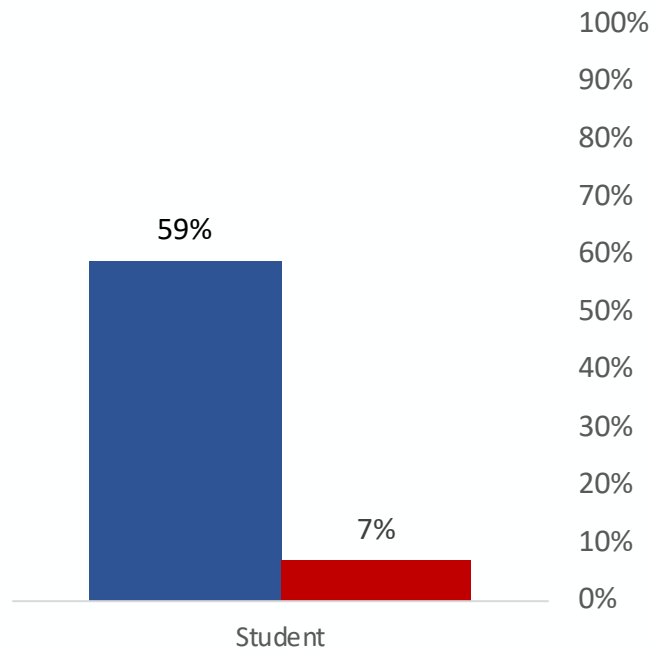


■ Very comfortable / Comfortable
■ Very uncomfortable / Uncomfortable

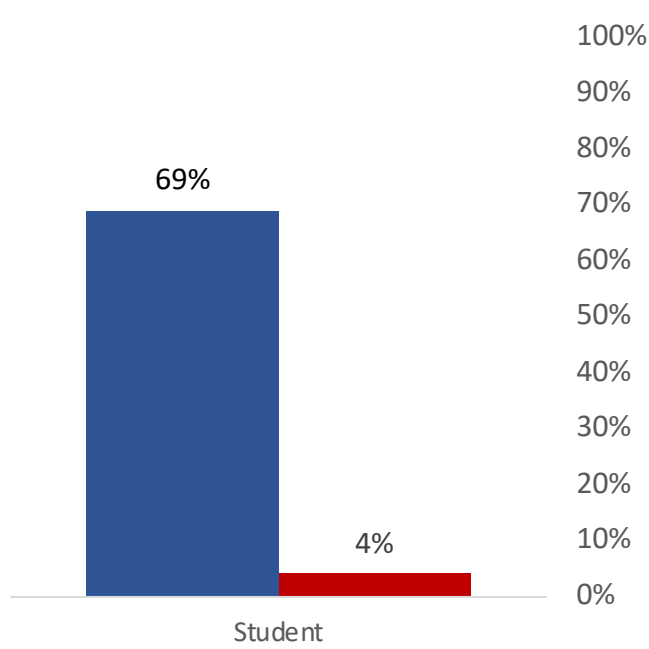
Overall Climate Perceptions

Students feel more comfortable in their off-campus housing (69%) compared to on-campus living centers (59%)

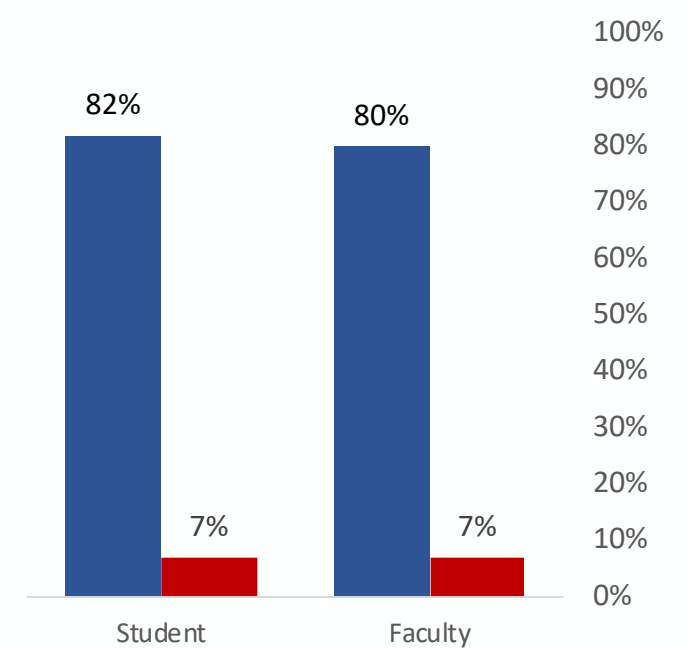
With the climate in your on-campus Living Center or Residence Hall?



With the climate at your off-campus housing?



With the climate in your classes?



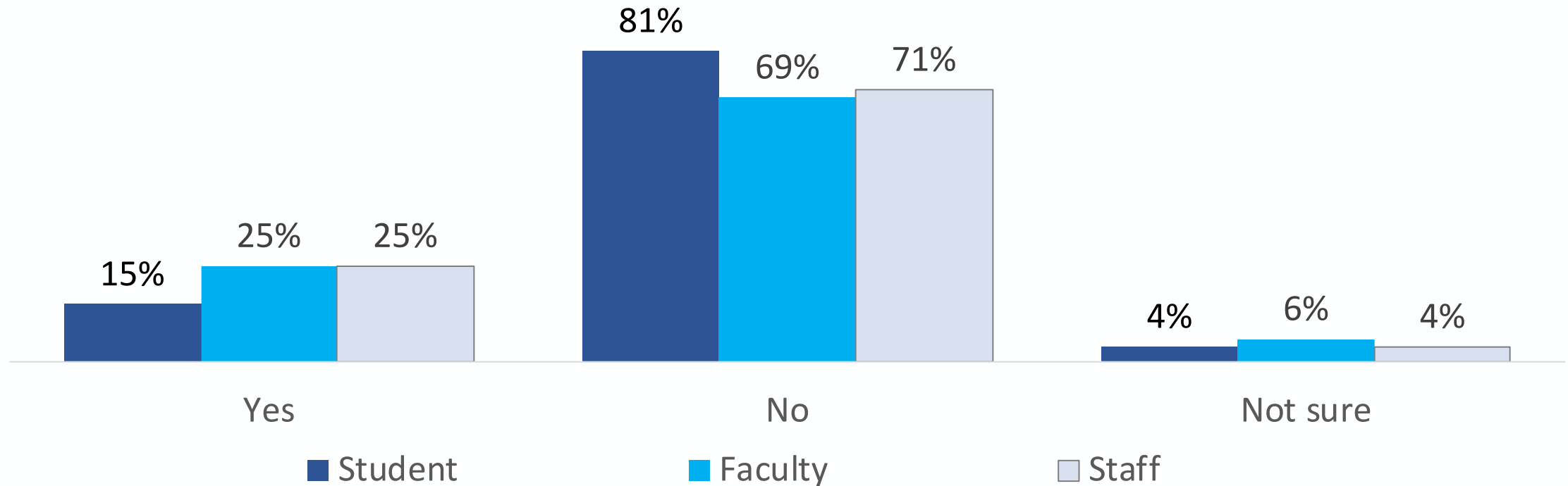
■ Very comfortable / Comfortable
■ Very uncomfortable / Uncomfortable

Overall Climate Experiences

Overall Climate Experiences

15% of students feel they have experienced a negative climate experience in the past year compared to 25% for both faculty and staff

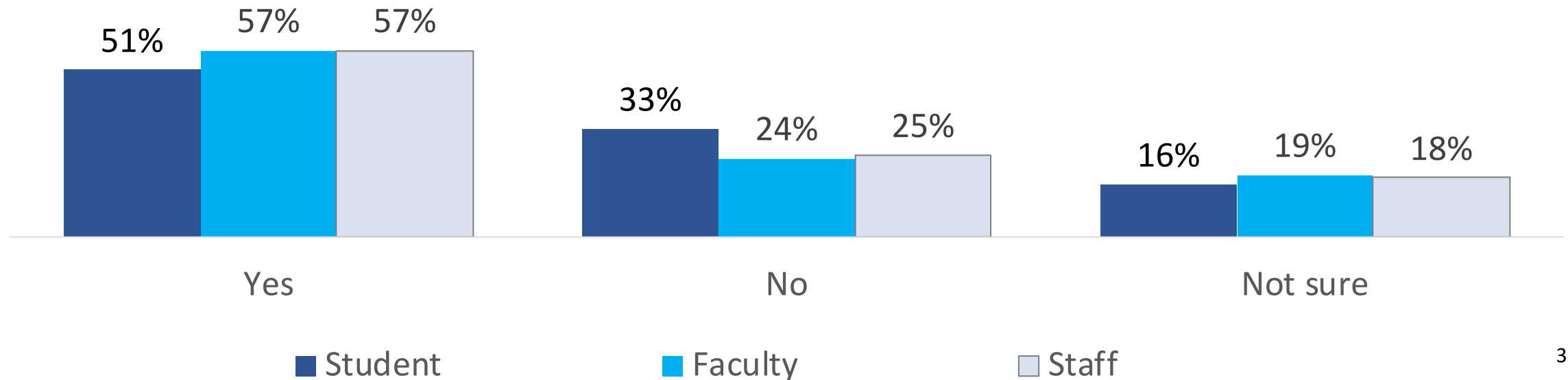
Personal Experience with Negative Climate



Overall Climate Experiences

Over 50% for all groups (students, faculty, and staff) who experienced a negative or hostile incident feel that this incident was based on some aspect of their identity/identities

Personal Experience with Negative Climate Reasons (of those who experienced negative conduct)

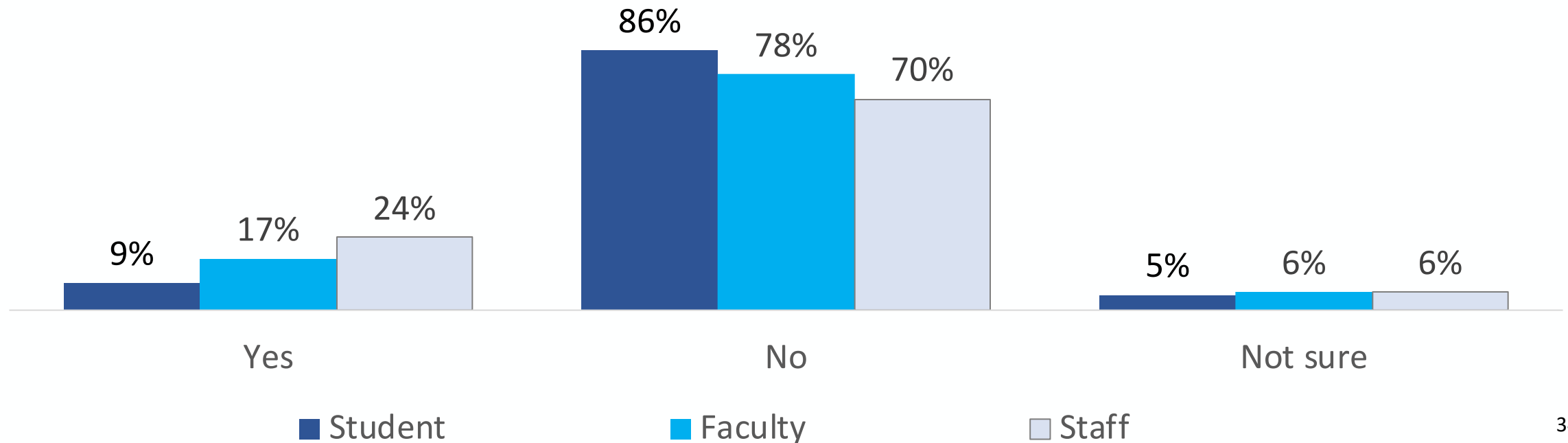


Considered Leaving in Past Year

Considered Leaving in Past Year

A higher proportion of staff members (24%) have considered leaving in the past year compared to faculty (17%) and Students (9%)

Considered Leaving Due to Institutional Climate

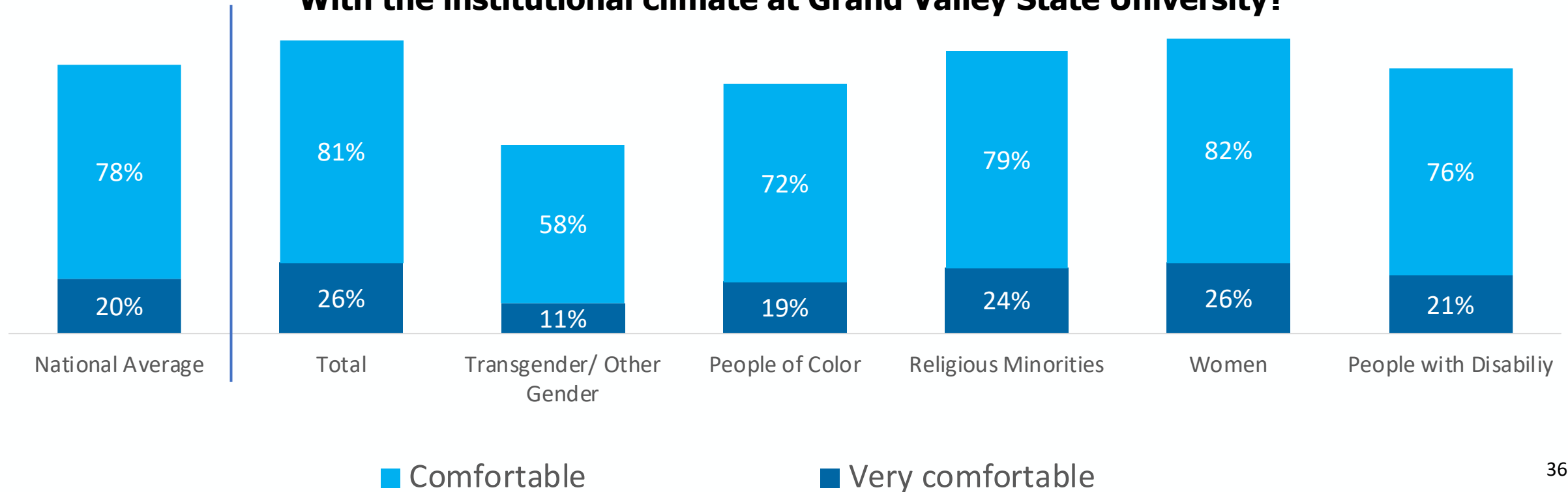


Disparities in Climate

Disparities in Climate

Transgender and “other” gender, people with disabilities and people of color report lower comfort levels with the institutional climate compared to total respondents

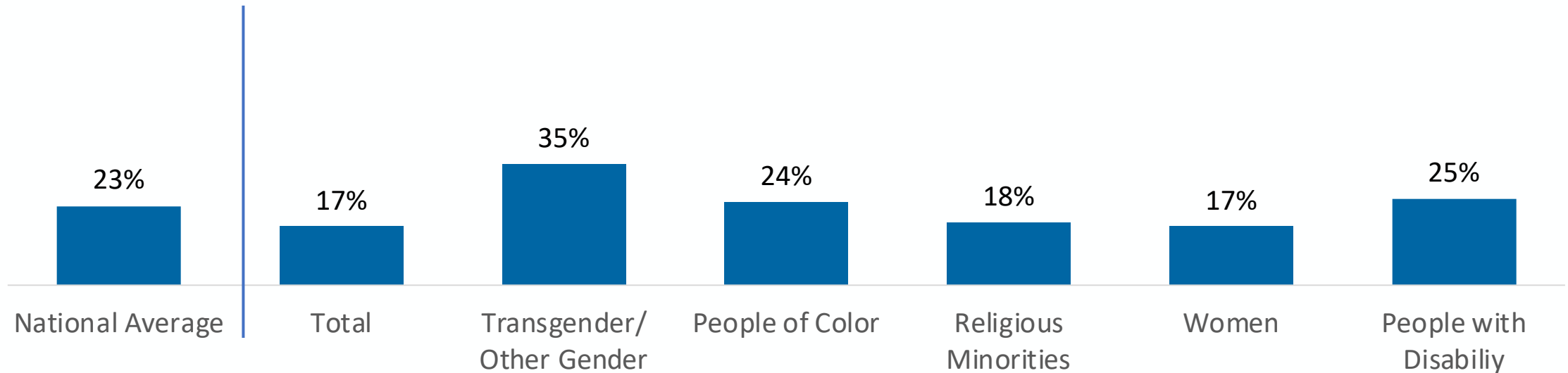
With the institutional climate at Grand Valley State University?



Disparities in Climate

A higher proportion of transgender and “other” gender, people with disabilities and people of color have experienced negative conduct compared to overall respondents

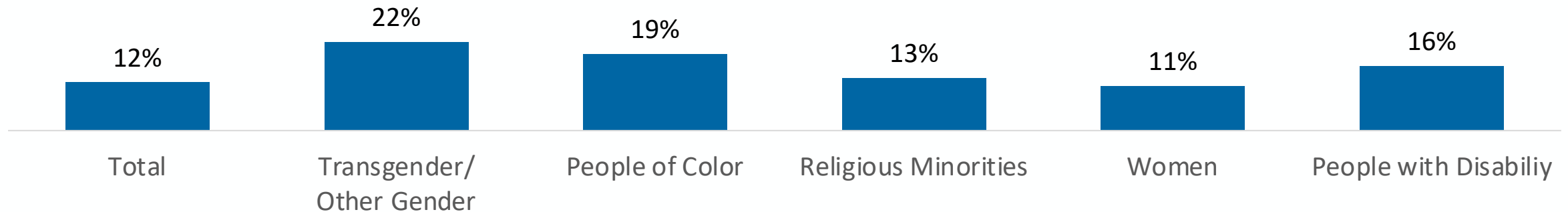
Personal Experience with Negative Climate



Disparities in Climate

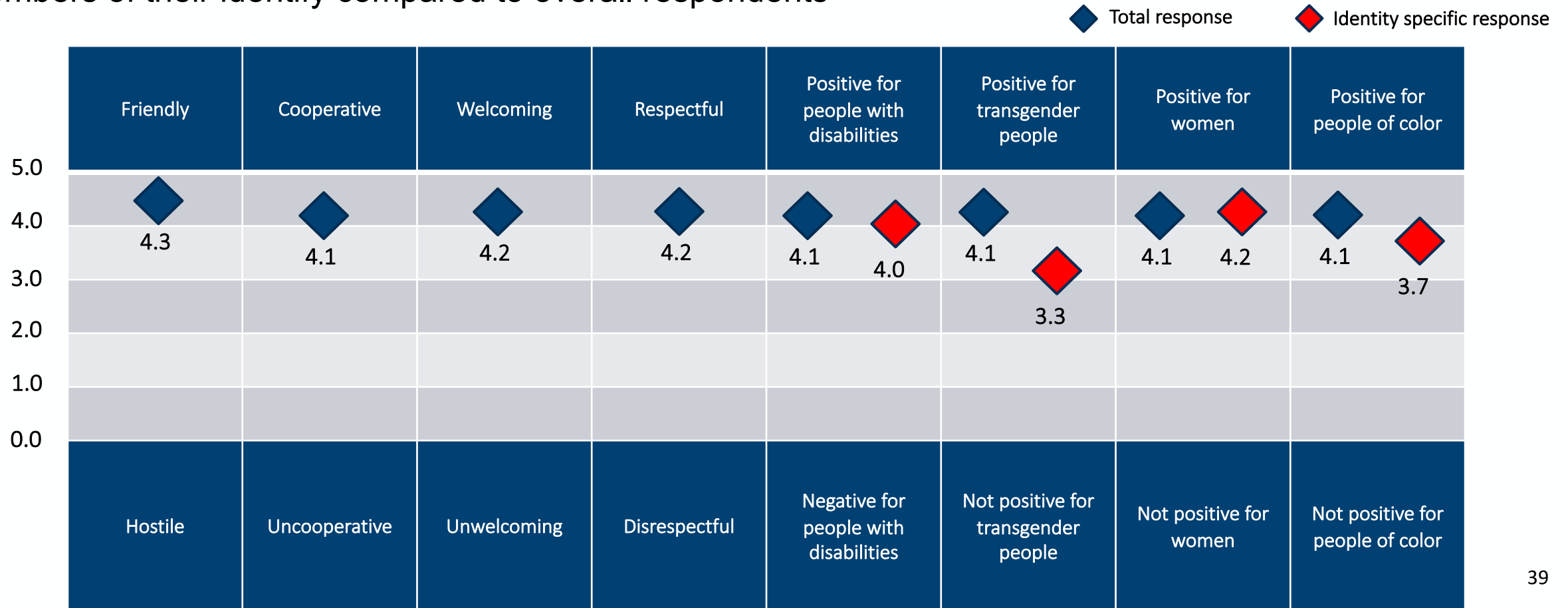
Women and religious minorities considered leaving GVSU with the same frequency as overall respondents – consideration to leave is notably higher among transgender and “other” gender and people of color

Considered Leaving Due to Institutional Climate



Disparities in Climate

Transgender/other gender respondents and people of color feel that the GVSU climate is less positive for members of their identify compared to overall respondents

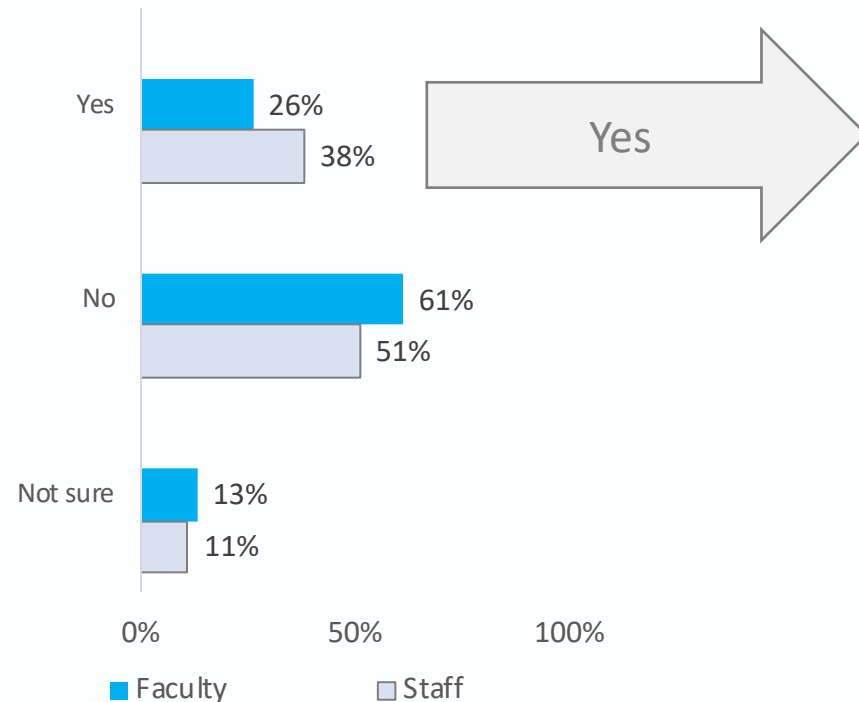


Hiring and Promotional Practices

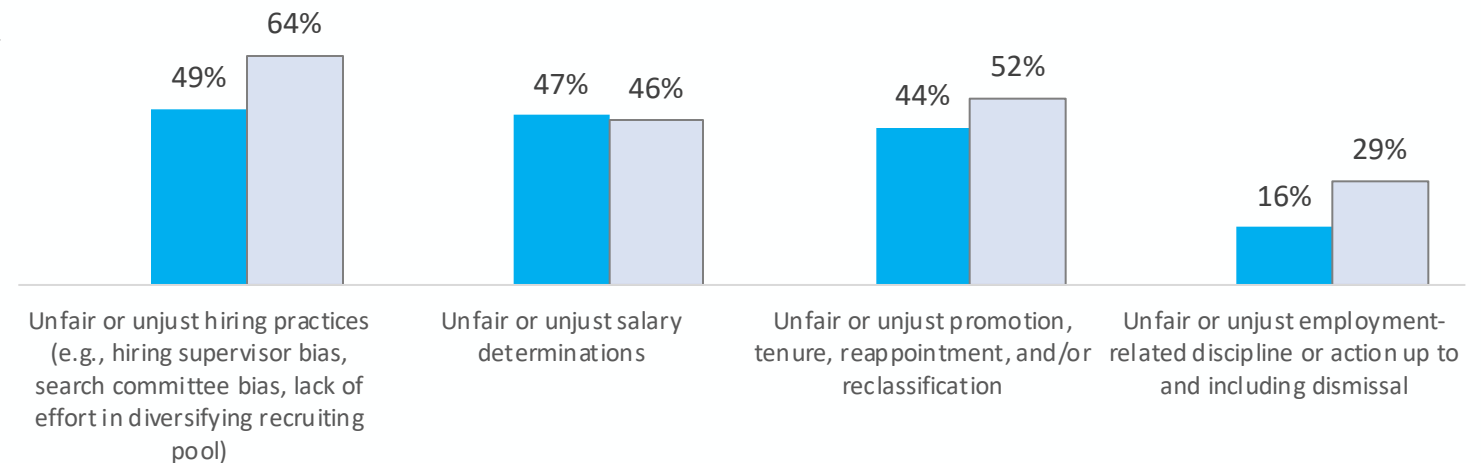
Hiring and Promotional Practices

38% of staff members report observing an unjust/unfair employment practice. Of these staff members, 64% select “hiring practices” as the practice they observed

Unfair or Unjust Employment Practices



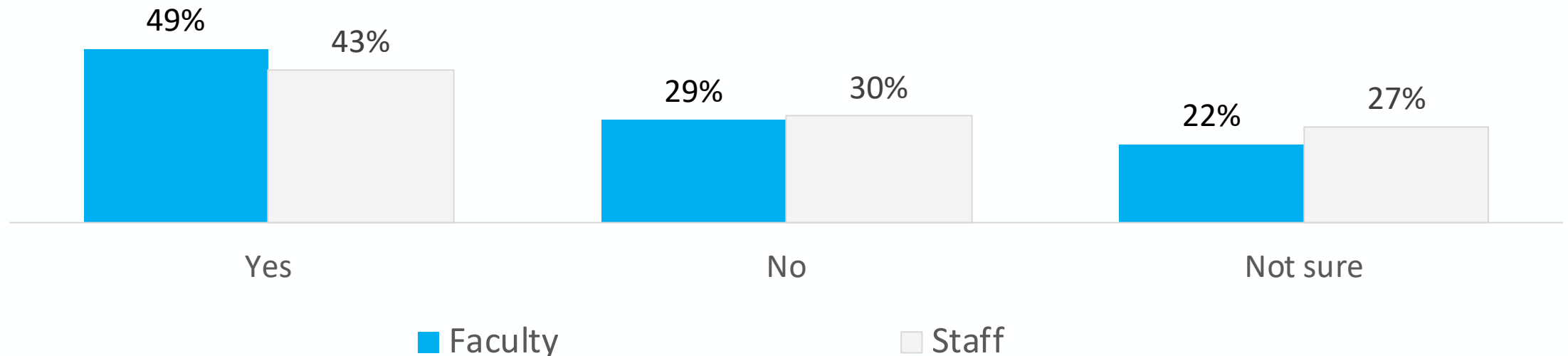
Unfair or Unjust Practices Observed



Hiring and Promotional Practices

Of those who have observed an unfair employment practice, roughly half feel that the practice they observed was based on some aspect of the identity

Identity-Based Reason for Unfair Employment Practices
(of those who observed unfair employment practices)

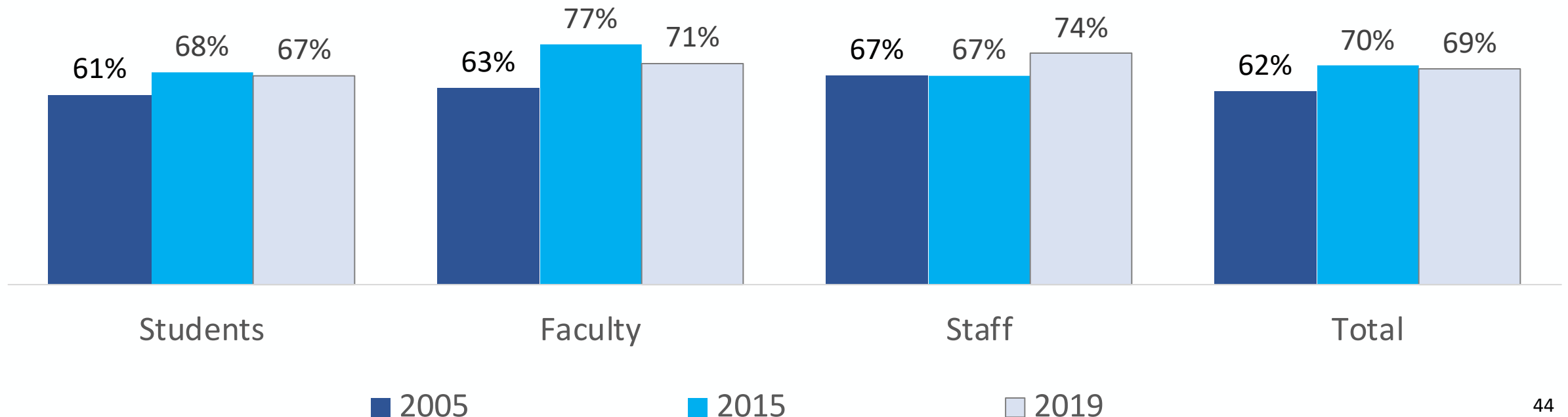


Trends Over Time

Trends Over Time

Agreement with “GVSU is committed to diversity” has risen among staff members and fallen among faculty – student and total numbers are at parity with 2015 results

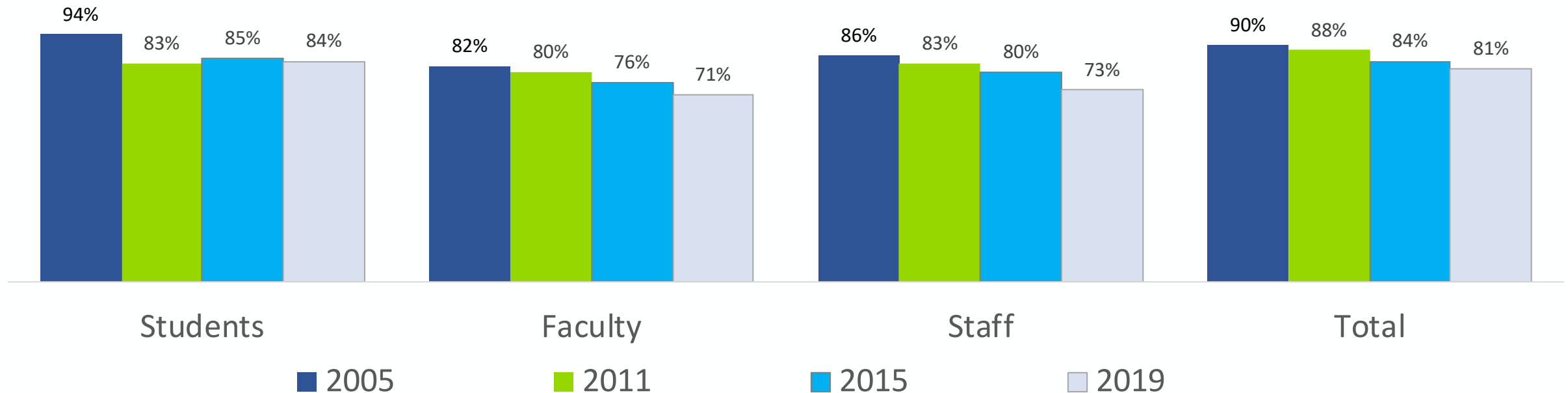
Statement Agreement – “GVSU is Committed to Diversity” (Highly agree + Agree)



Trends Over Time

Comfort levels with “the institutional climate at GVSU” have fallen each year since 2005 among faculty and staff members. Results are relatively consistent among students

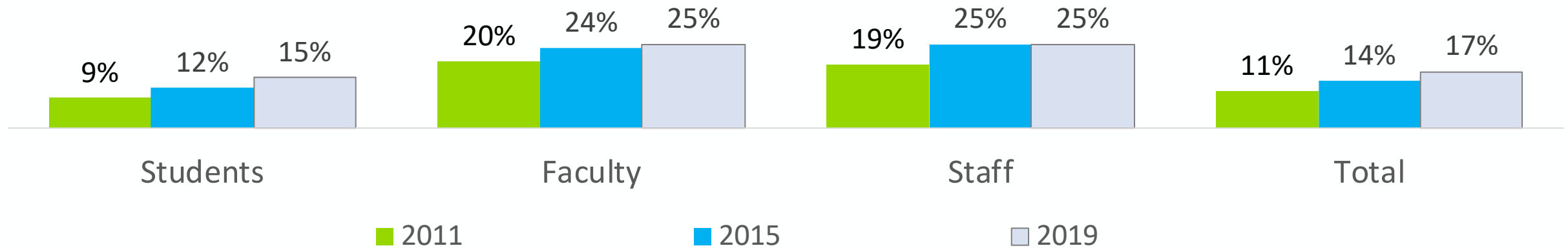
Overall Institutional Climate Comfort – Very Comfortable + Comfortable)



Trends Over Time

Negative experiences are unchanged among faculty and staff members compared to 2015 while negative experiences have risen 3 percentage points among students

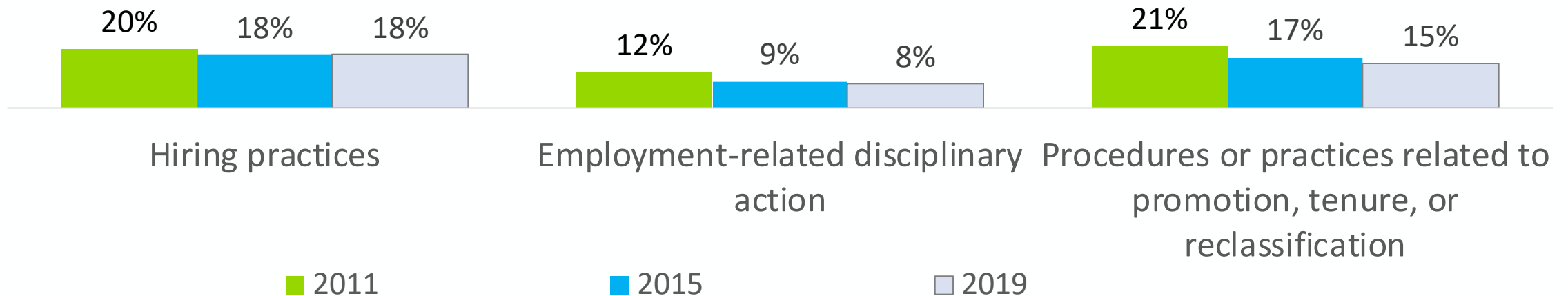
Personal Experience with Negative Climate (% yes)



Trends Over Time

Negative hiring practices are trending downwards in 2019 compared to 2015 and 2011

Unfair or Unjust Employment Practices Experienced (of total population)



***myGVSU* Climate Survey 2019**

More information available at
www.gvsu.edu/mygvsu

Questions? Email mygvsu@gvsu.edu