

CAMPUS CLIMATE SURVEY PRELIMINARY RESULTS

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Vice President for Inclusion and Equity

myGVSU
climate survey
—2015—



Process & Input

- Used an abridged version of the 2011 instrument (constructed by Professor Sue Rankin and a GVSU Advisory Committee)
- Supported by a 2015 GVSU Advisory Committee
- Survey opened November 11 through November 23
- Survey hosted by outside vendor (Amplitude Research, Inc.)
- Data analyzed by outside consultant (Dr. Amber Gonzalez, Sacramento State)

Dr. Amber Gonzalez, External Data Analyst

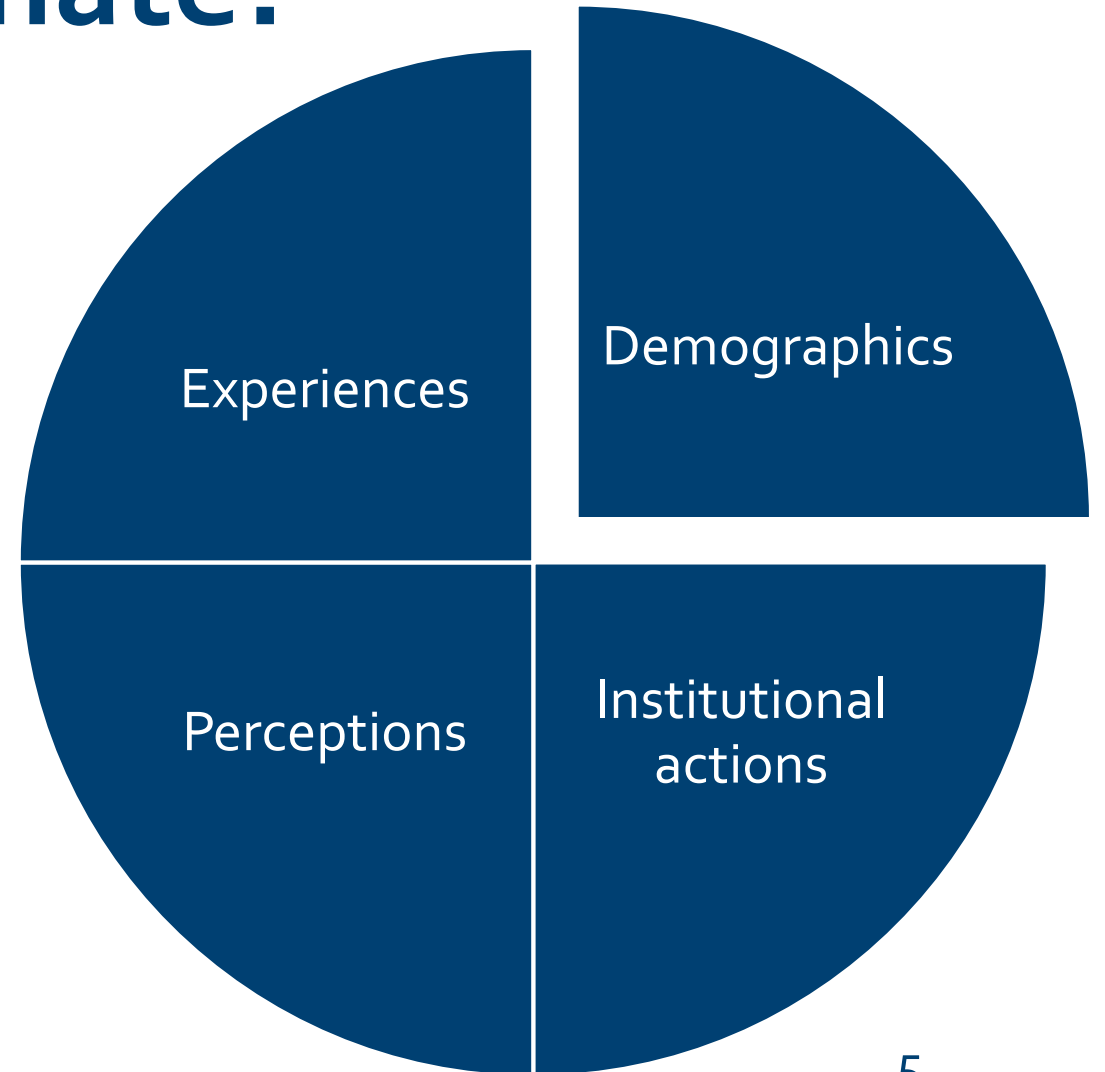
- Assistant Professor, Department of Child Development - College of Education
California State University, Sacramento (CSUS)
Email: amber.gonzalez@csus.edu
- B.A., California State University, Fullerton
Ph.D., University of California, Santa Barbara
- **Areas of Research/Scholarly Activity:** Latinas and Latinos in Higher Education; Graduate Education; College Persistence and Success; Student Perceptions and Outcomes; Campus Climate; Intersectionalities of Race, Ethnicity, and Gender in Education
- Dr. Gonzalez served as a member of the University of California Campus Climate Survey Project in 2013, and is expertly acquainted with the research instrument, project process, and conceptual framework adopted by GVSU in 2011, since both institutions utilized Rankin and Associates as a primary consultant

myGVSU 2015 Advisory Team

- **Salvatore Alaimo** Associate Professor, SPNHA (faculty)
- **Jesse Bernal** Vice President for Inclusion and Equity (Chair)
- **Chick Blue** Vice President for Enrollment Development (Admin)
- **Mackenzie Butler** Vice President for Diversity Affairs, Student Senate (student)
- **Karen Gipson** Chair, University Academic Senate & Professor of Physics (faculty)
- **Monica Johnstone** Chair, Administrative Professional Committee & CLAS (AP staff)
- **Krashawn McElveen** Alumni Relations (PSS staff)
- **Debbie Morrow** Past-Committee Member & Senior Librarian (faculty)
- **Lauren Presutti** President, Graduate Student Association (student)
- **Neal Rogness** Past Co-Chair of 2011 Climate Study Team & Professor of Statistics (faculty)

What is campus climate?

- Current attitudes, behaviors, and standards and practices of employees and students of an institution.
- Prof. Sue Rankin, Ph.D.



Overview of findings

- **Highest response rate** in GVSU history (**42%**)
 - National average is **28%**
- GVSU has a **more comfortable** and **more welcoming** climate compared to national averages
- **87%** of the campus report feeling “**very comfortable**” or “**comfortable**”
 - National average is **78%**
 - **Transgender/Other Gender** and **people of color** reported feeling less comfortable than the overall population
 - **59%** of those identifying as **transgender/other gender** reported feeling “**very comfortable**” or “**comfortable**”
 - **75%** of **people of color** reported feeling “**very comfortable**” or “**comfortable**”
- Climate was slightly less comfortable in
 - the unit/college (**84%**) for employees,
 - the classroom (**85%**) for students and faculty,
 - the living centers (**77%**) for students.

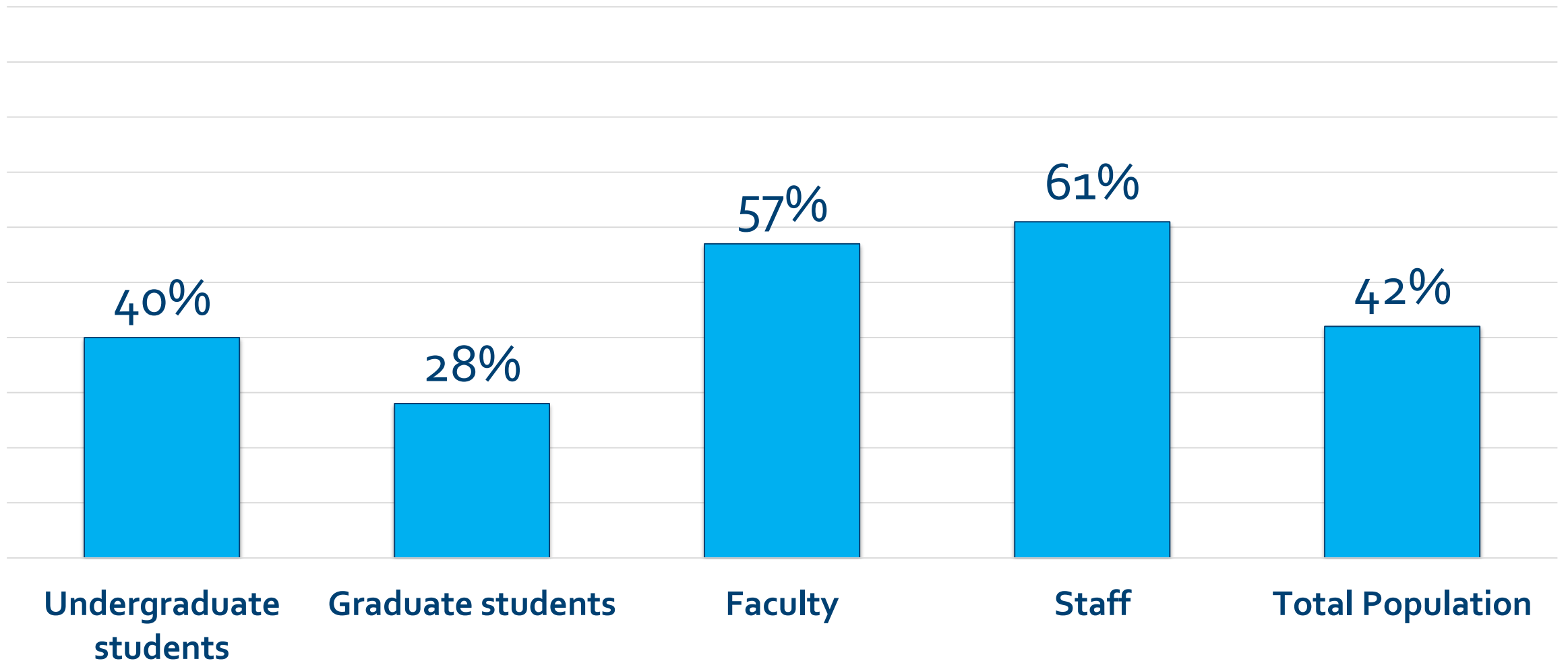
Overview of findings

- **14%** of the campus **personally experienced a negative or hostile incident** in the past year at GV
 - National average is **23%**
 - **Transgender/Other Gender, LGBTQA, people with disabilities and people of color** reported higher levels of **personal experiences with a negative or hostile incident** in the past year
 - **40%** of **Transgender/Other Gender** reported personal experiences with negative/hostile incident
 - **26%** of **LGBTQA**
 - **24%** of **people with disabilities**
 - **21%** of **people of color**
- Increase in negative experiences since 2011 (**11%**) compared to 2015 (**14%**).
- **10%** of the campus has seriously considered leaving GV in the past year, compared to national average of **18%**.
 - Transgender/Other Gender considered leaving at higher rates (25%) followed by people of color (18%), LGBTQA (17%), people with disabilities (15%)

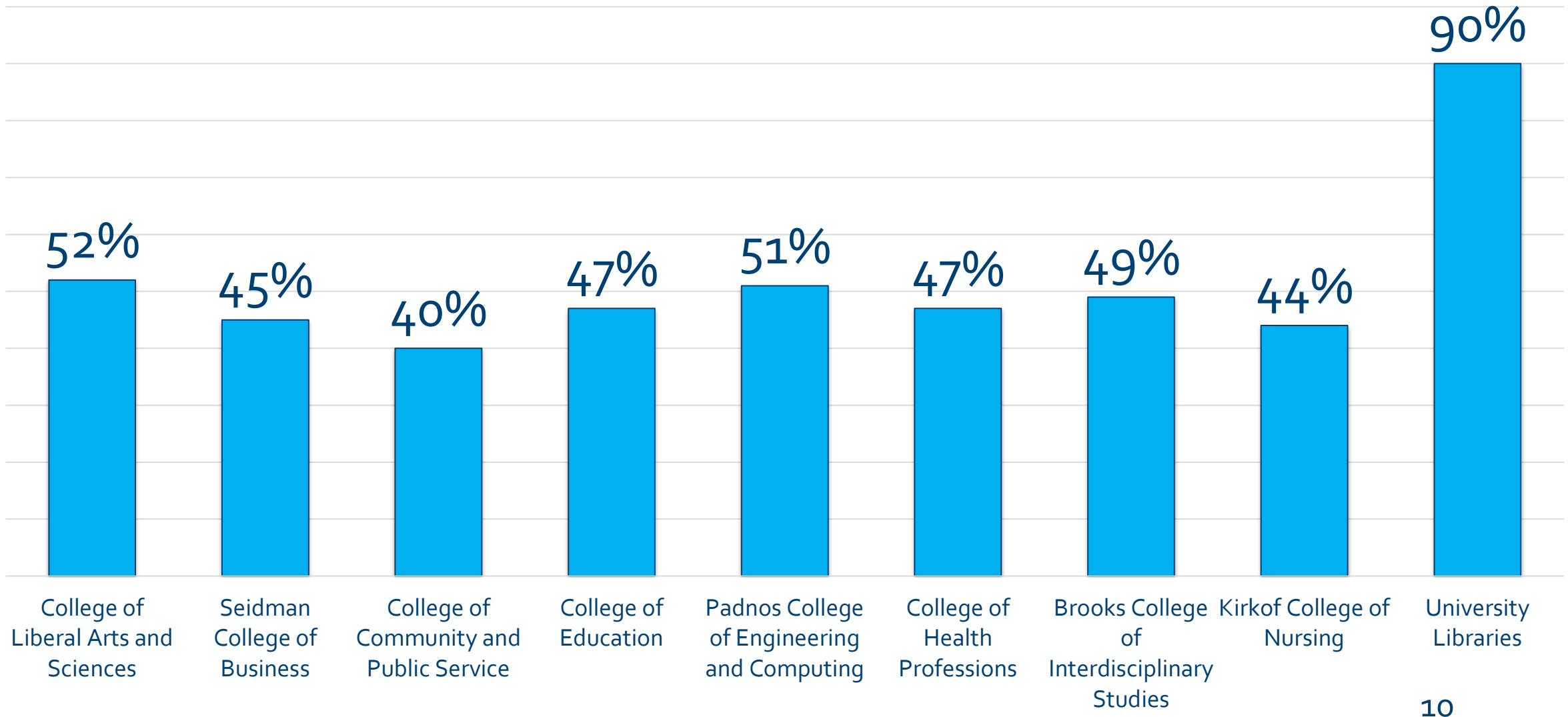
Overview of findings

- GVSU community members believed GVSU is more committed to diversity in 2015 (**70%**) than in 2005 (**62%**).
- Employees report observing less “unfair and unjust hiring practices” (**20%** in 2011 vs. **18%** in 2015).
- LGBTQA members of the community and women report **higher levels of inclusion** and **less negative experiences** compared to 2011.
- Women and members of the community with disabilities report **no disparities in experiences or perceptions** of climate compared to the overall population in 2015.

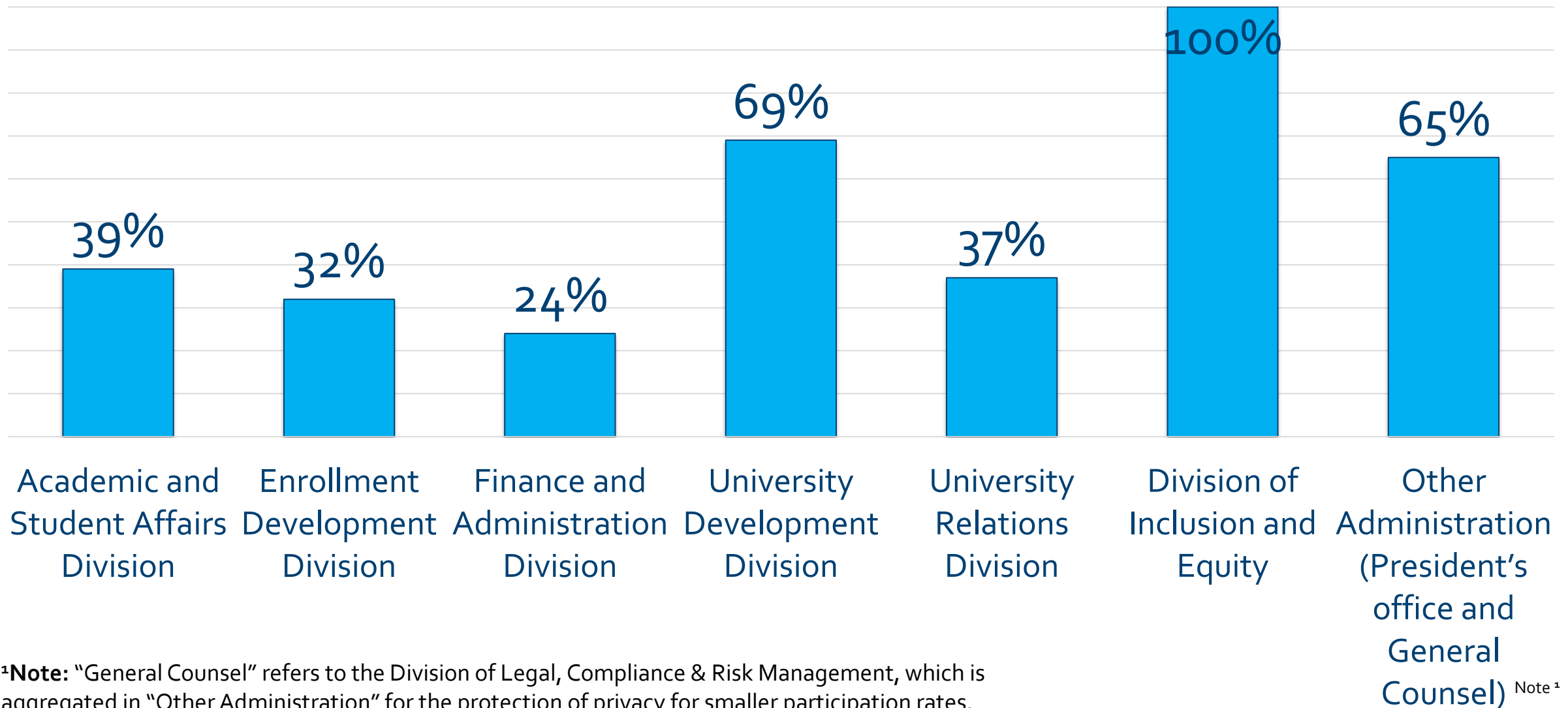
Response Rates (includes partial responses)



Response Rates: By college (faculty)



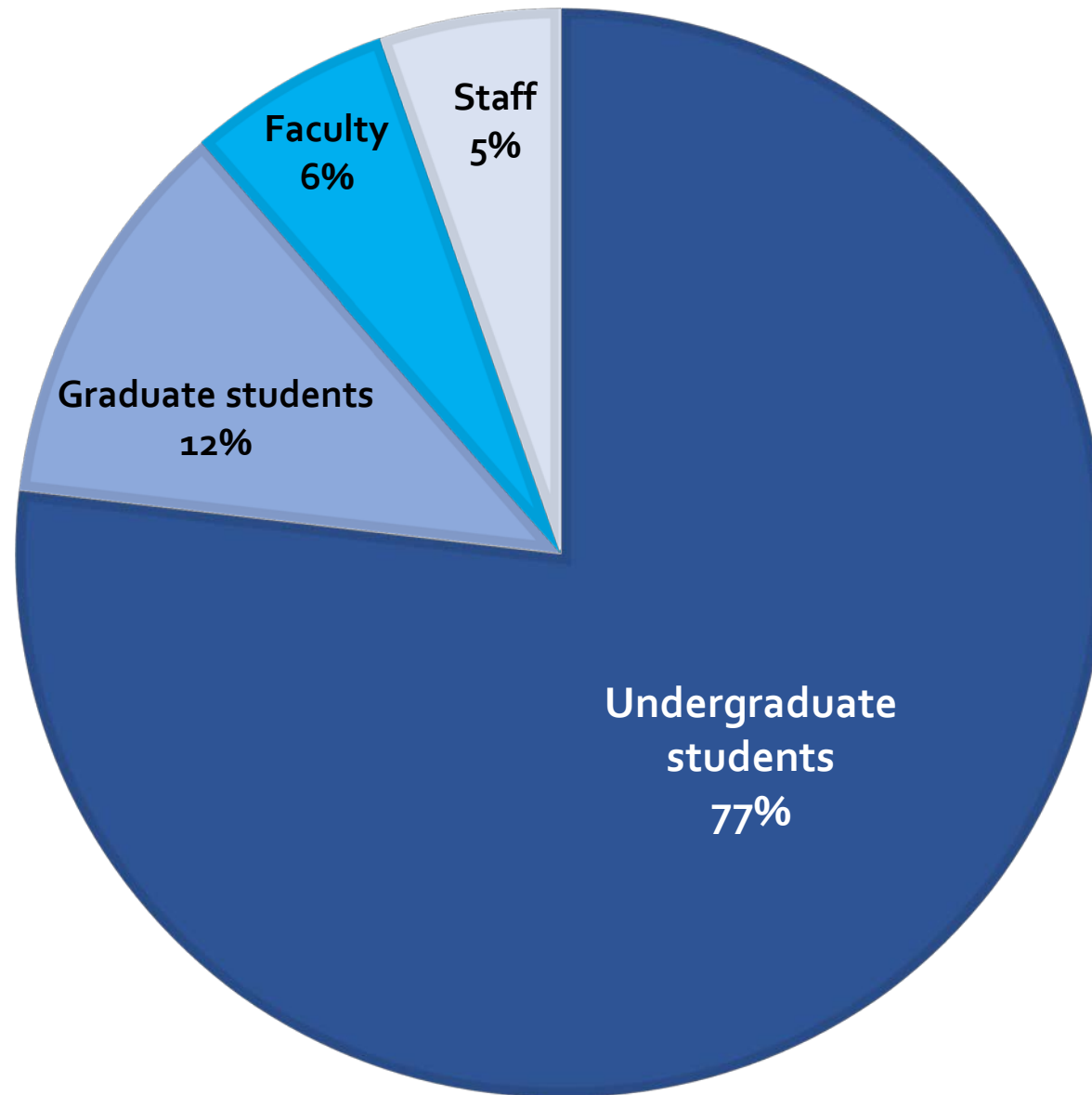
Response Rates: By administrative unit (staff)



POPULATION SAMPLE

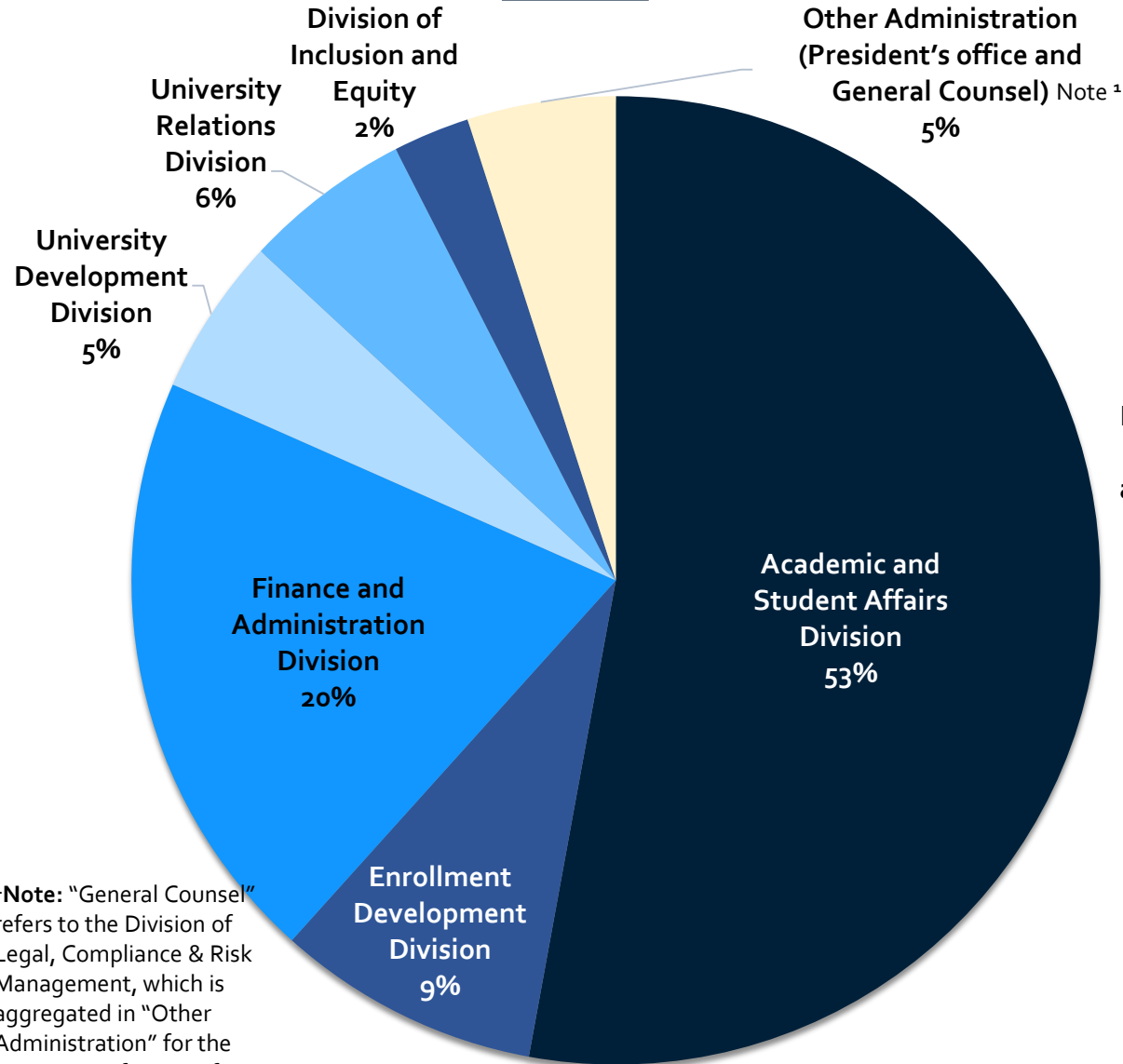
Based on response rate and population data...

Sample Population (includes partial responses)



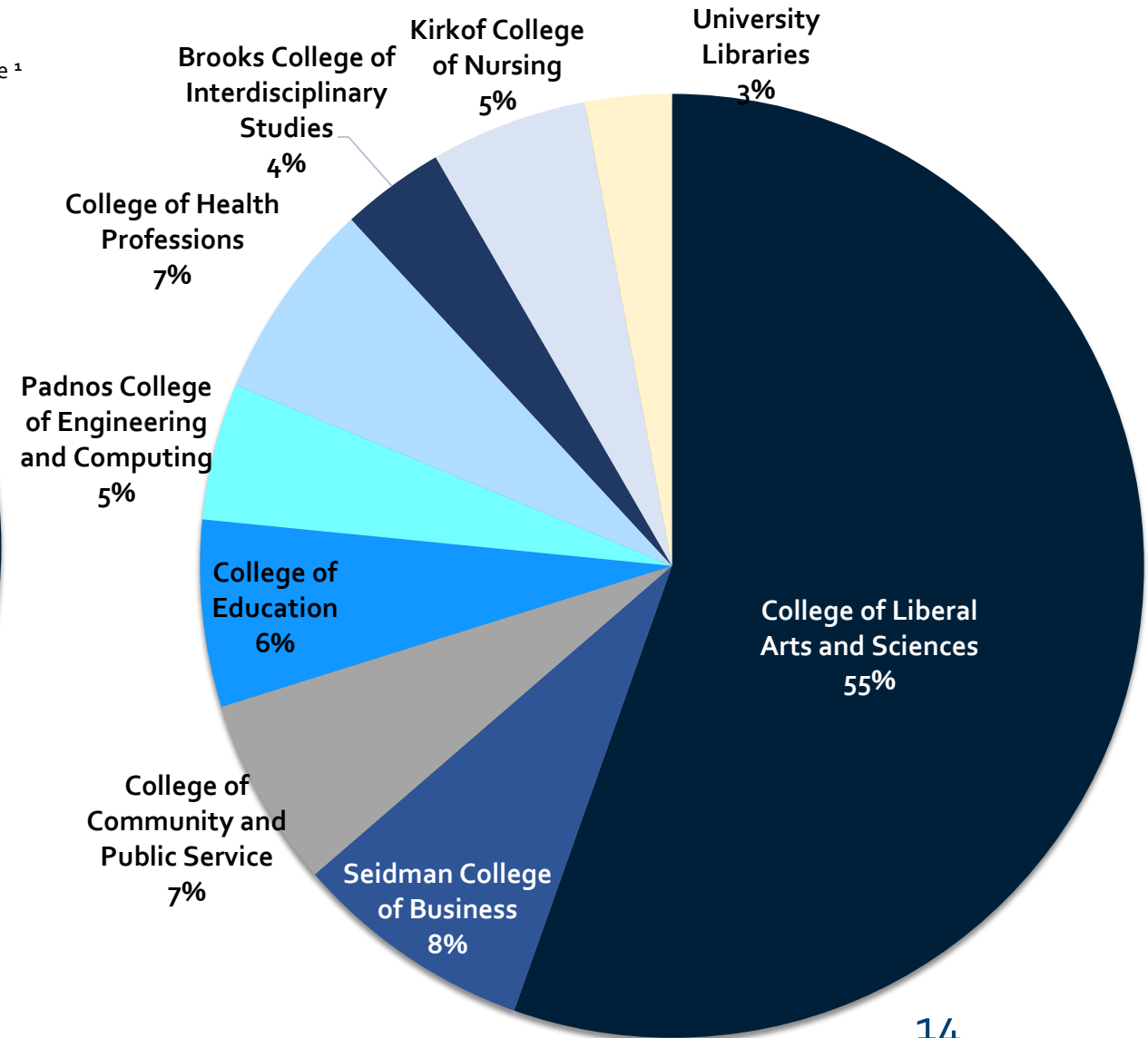
Sample Population (includes partial responses)

STAFF



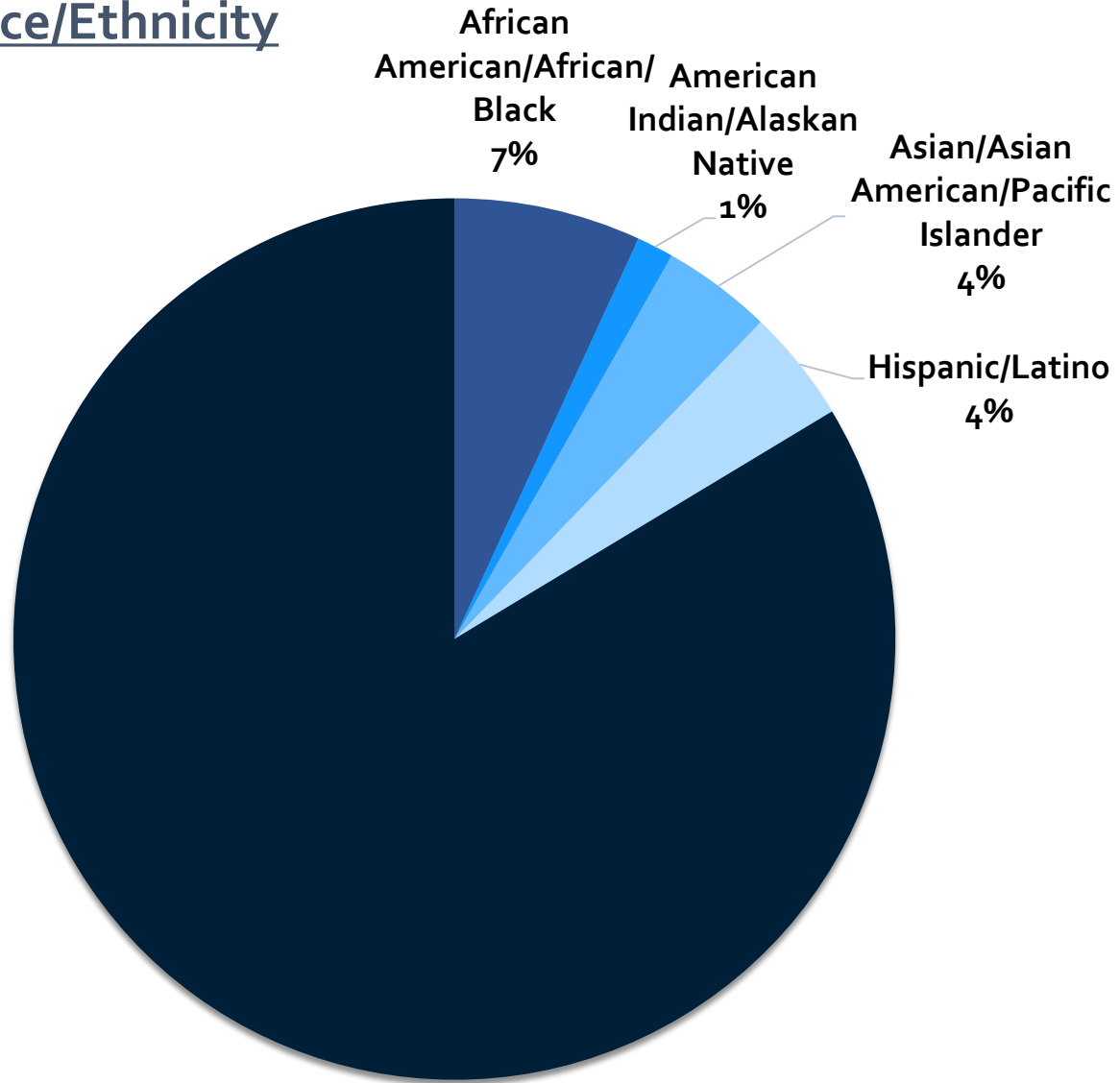
¹Note: "General Counsel" refers to the Division of Legal, Compliance & Risk Management, which is aggregated in "Other Administration" for the protection of privacy for smaller participation rates.

FACULTY

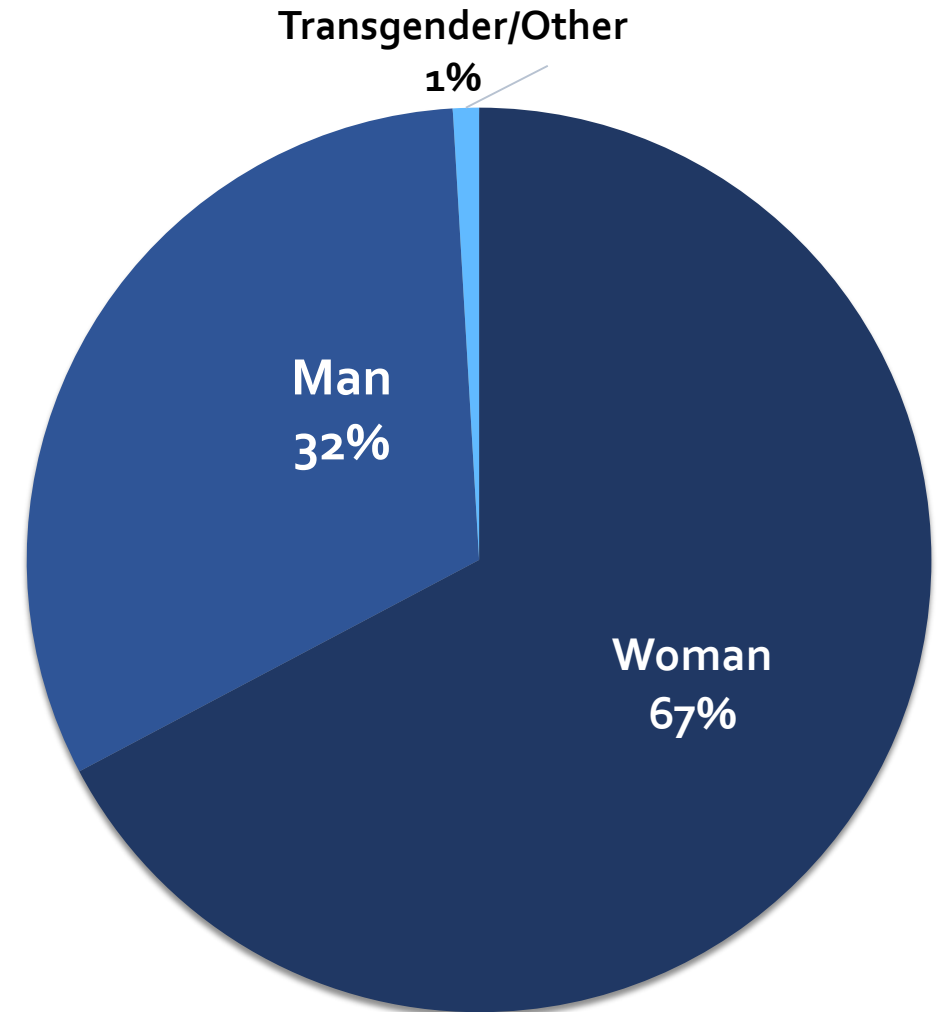


Demographics of Sample

Race/Ethnicity

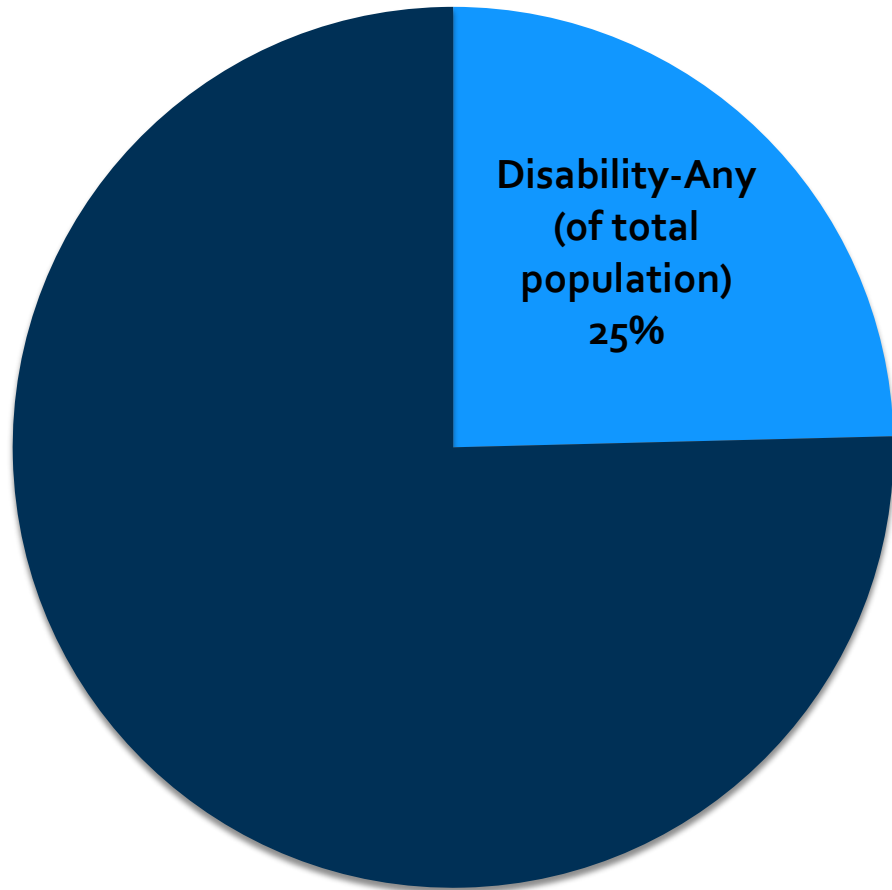


Gender Identity

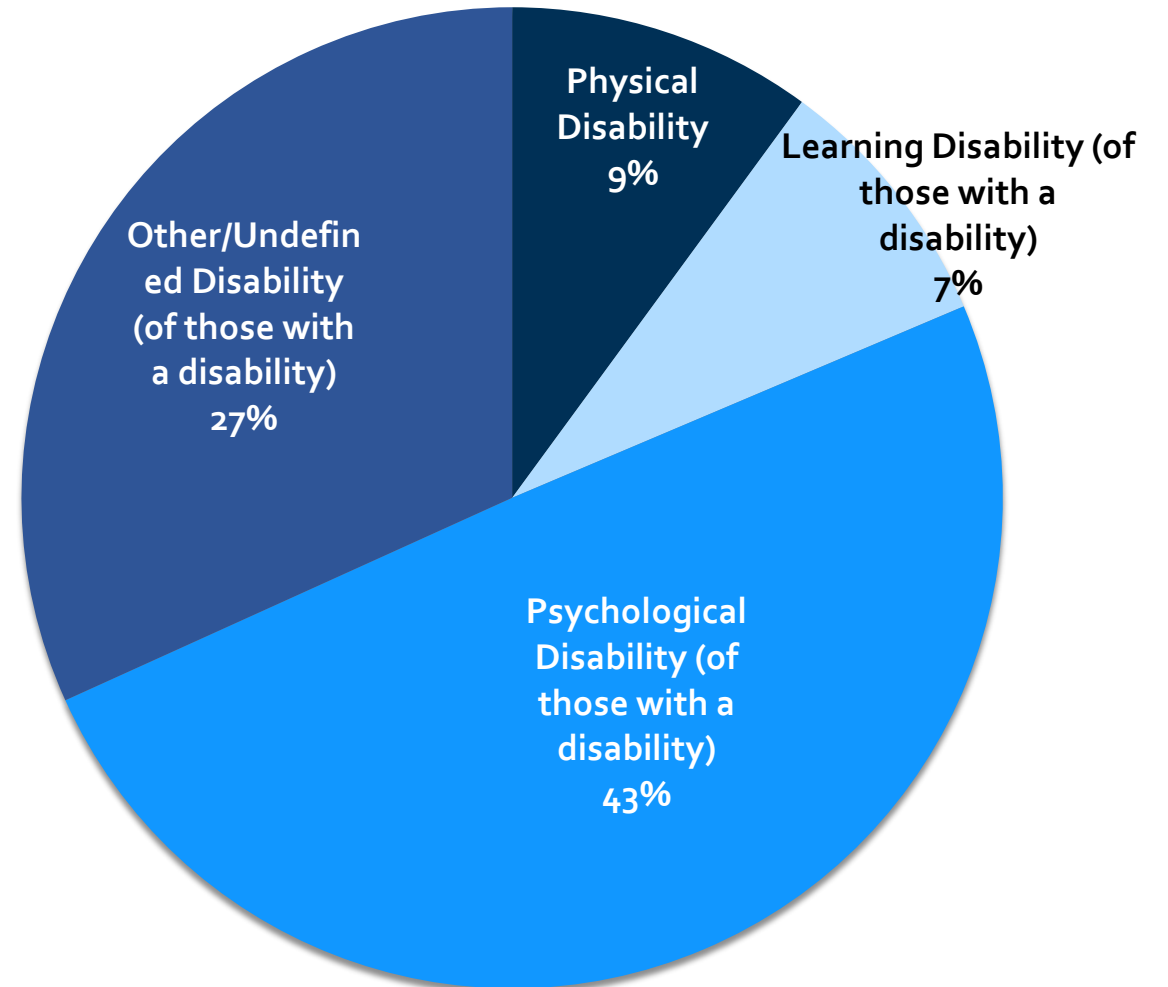


Demographics of Sample

Disability Status

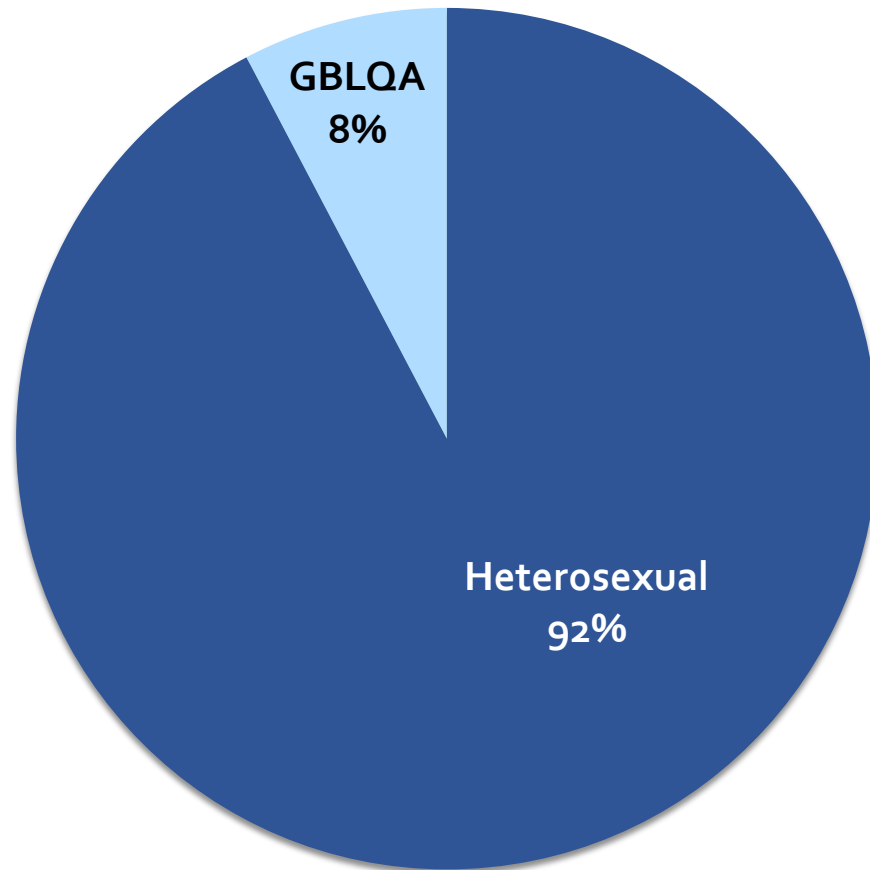


Disability Type

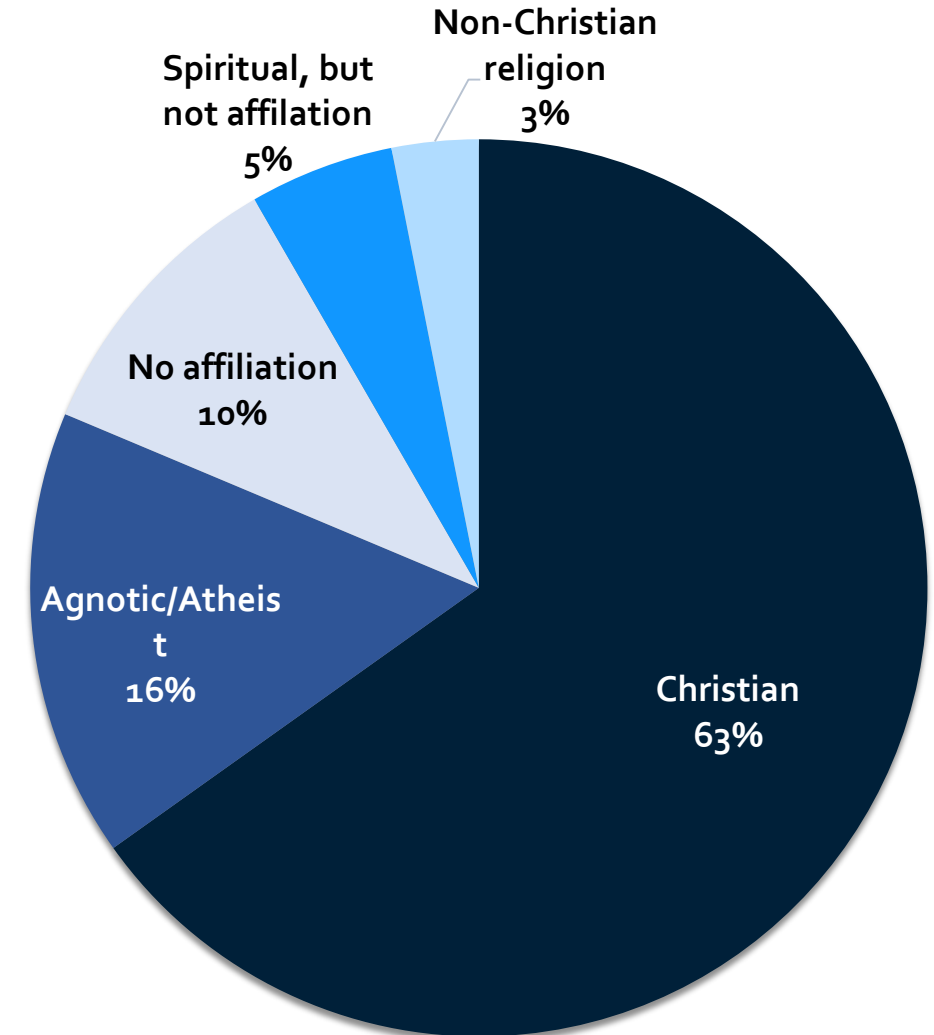


Demographics of Sample

Sexual Orientation



Religion/Spirituality

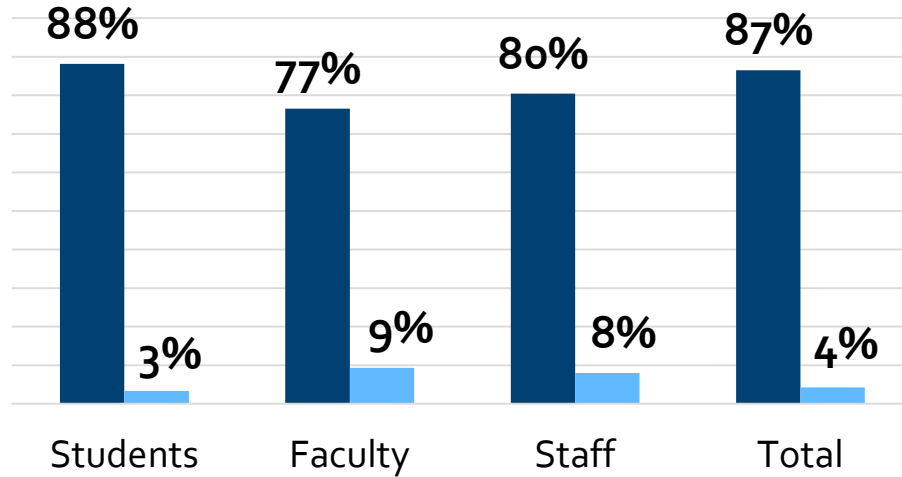


OVERALL CLIMATE

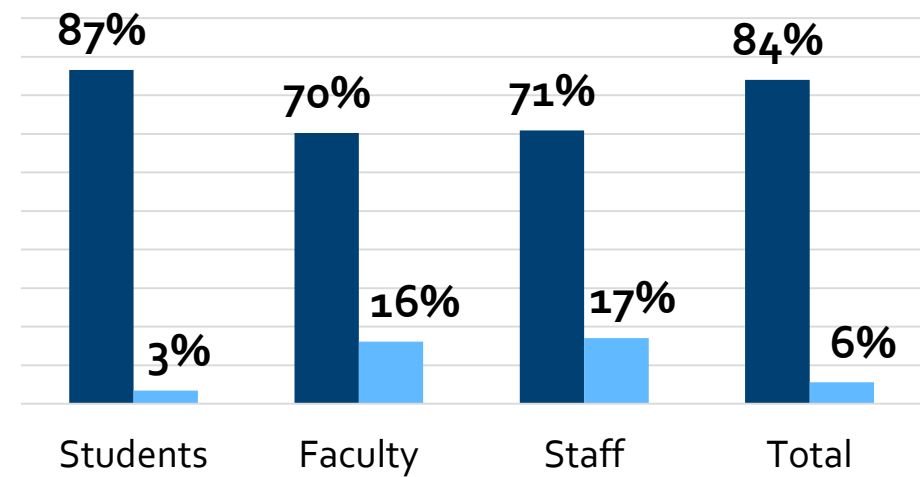
Perceptions

■ Very Comfortable/Comfortable ■ Very Uncomfortable/Uncomfortable

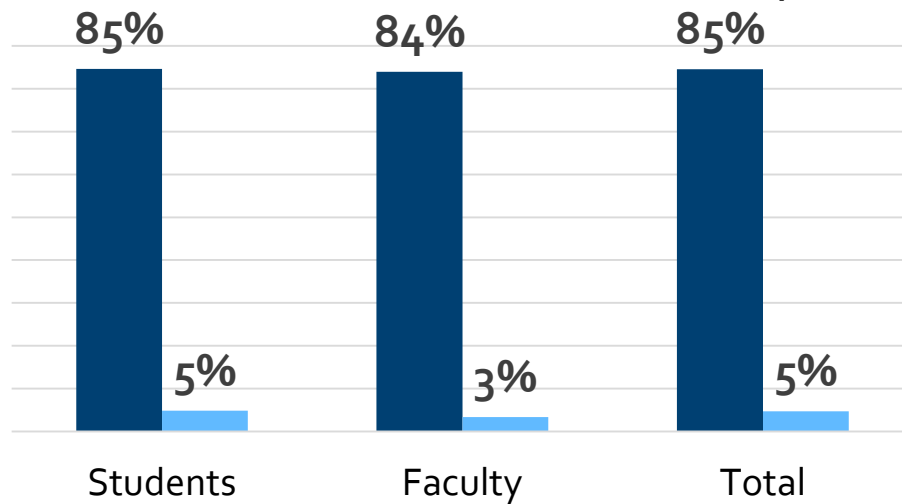
Overall Climate



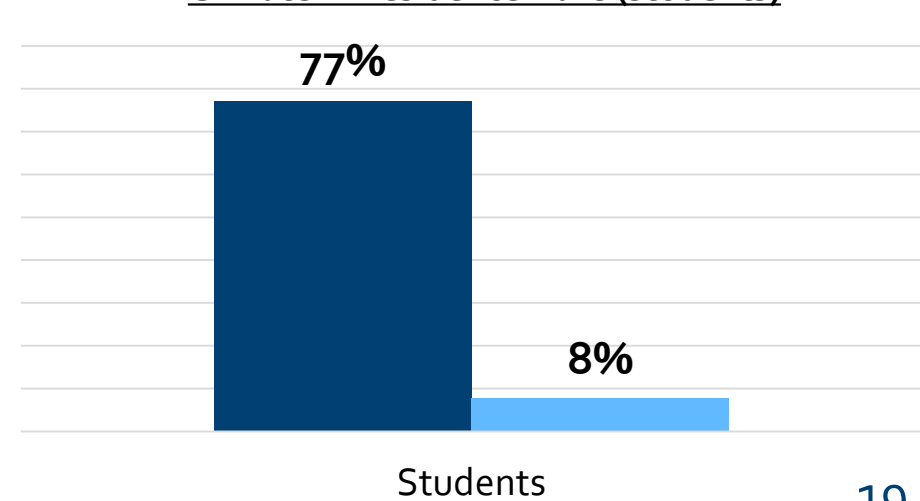
Climate in Unit



Climate in Classroom (students & faculty)



Climate in Residence Halls (students)

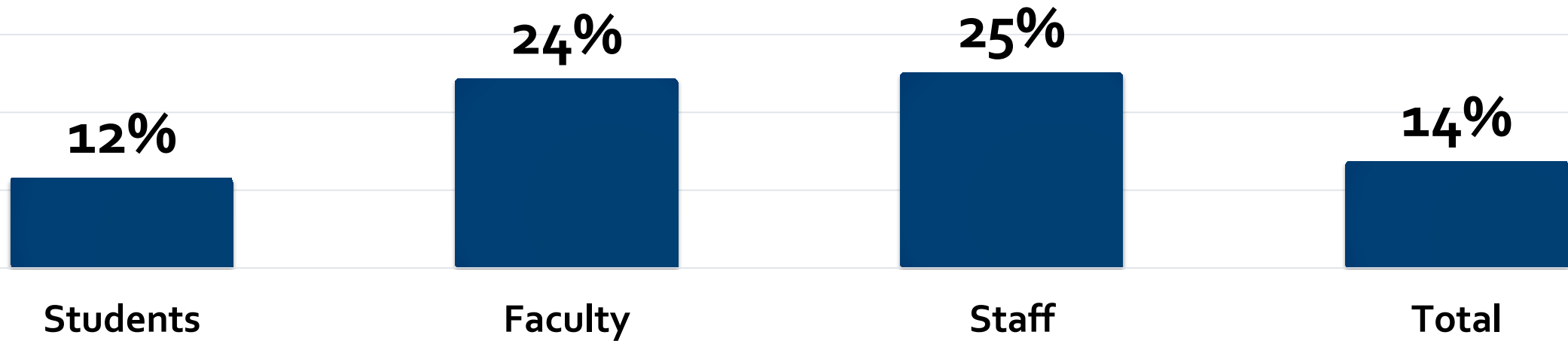


OVERALL CLIMATE

Experiences

Personal Negative Climate Experience

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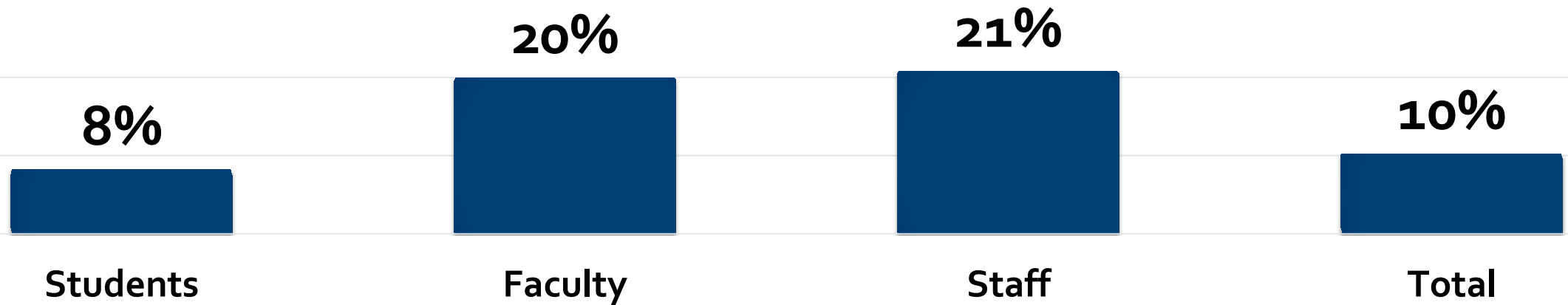


OVERALL CLIMATE

Considered leaving in the past year

Seriously Considered Leaving in Past Year

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DISPARITIES IN CLIMATE

Communities of Color

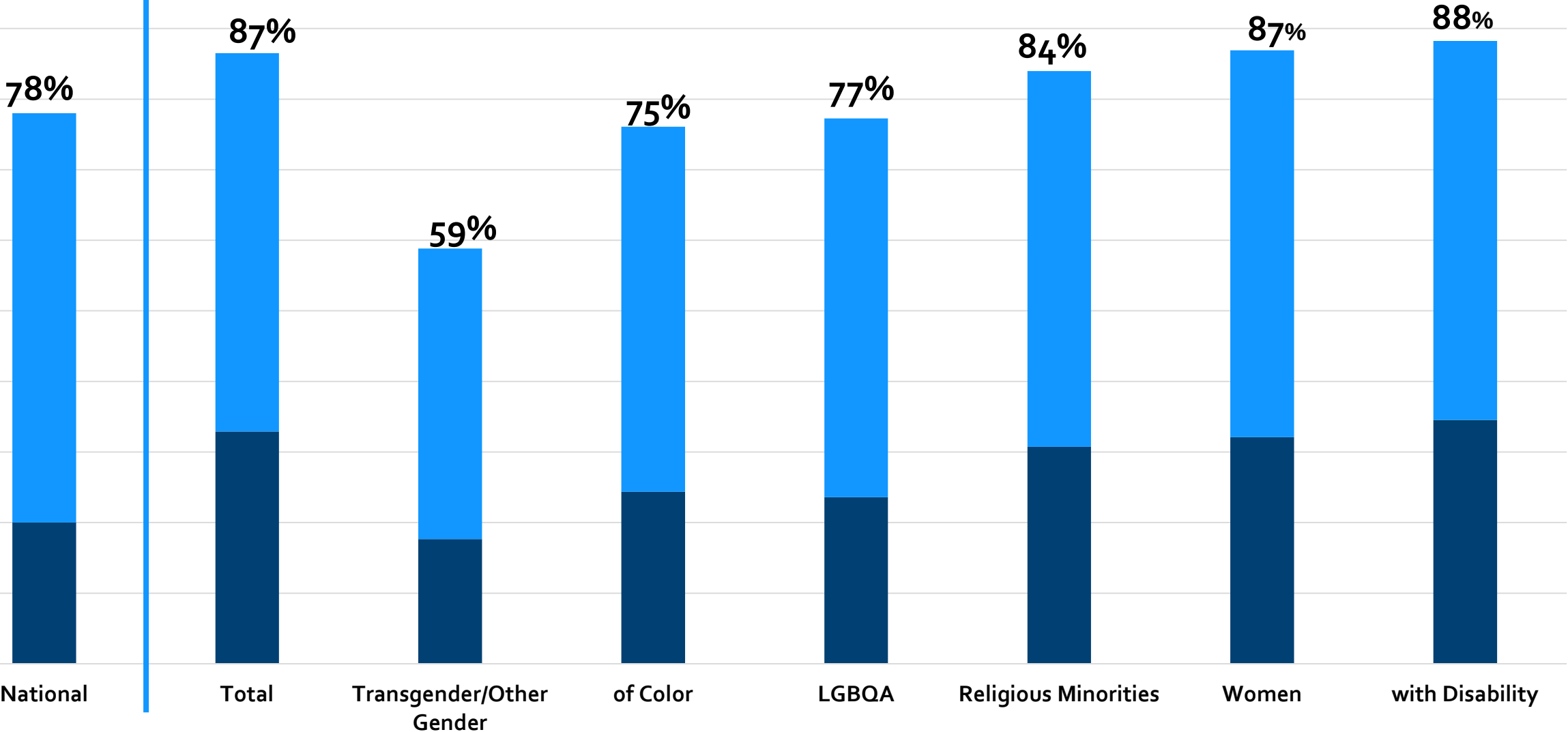
LGBQA & Transgender/Other Gender Communities

Communities with Disabilities

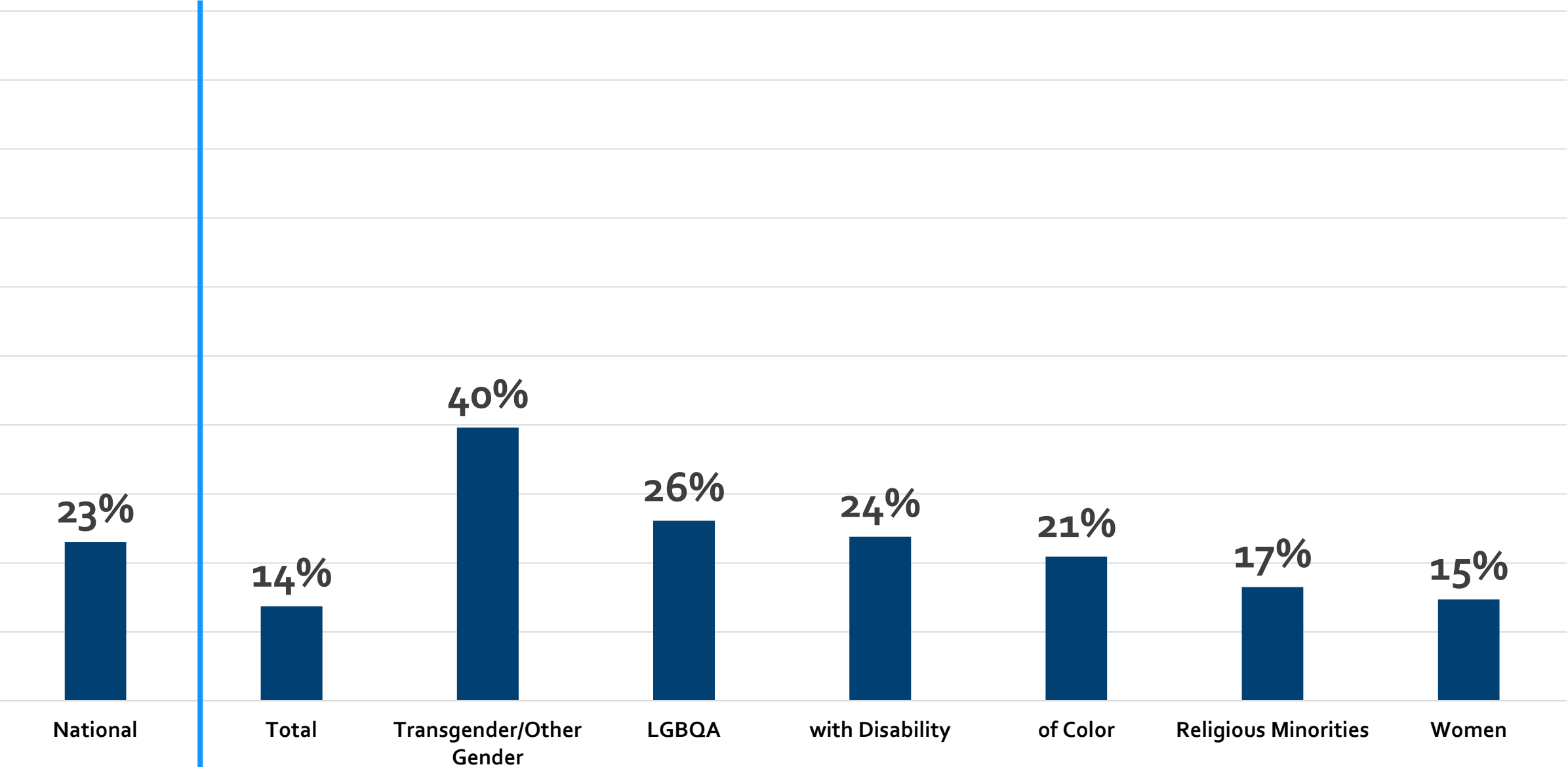
Religious Minorities

Women

Overall Climate: Very Comfortable/Comfortable

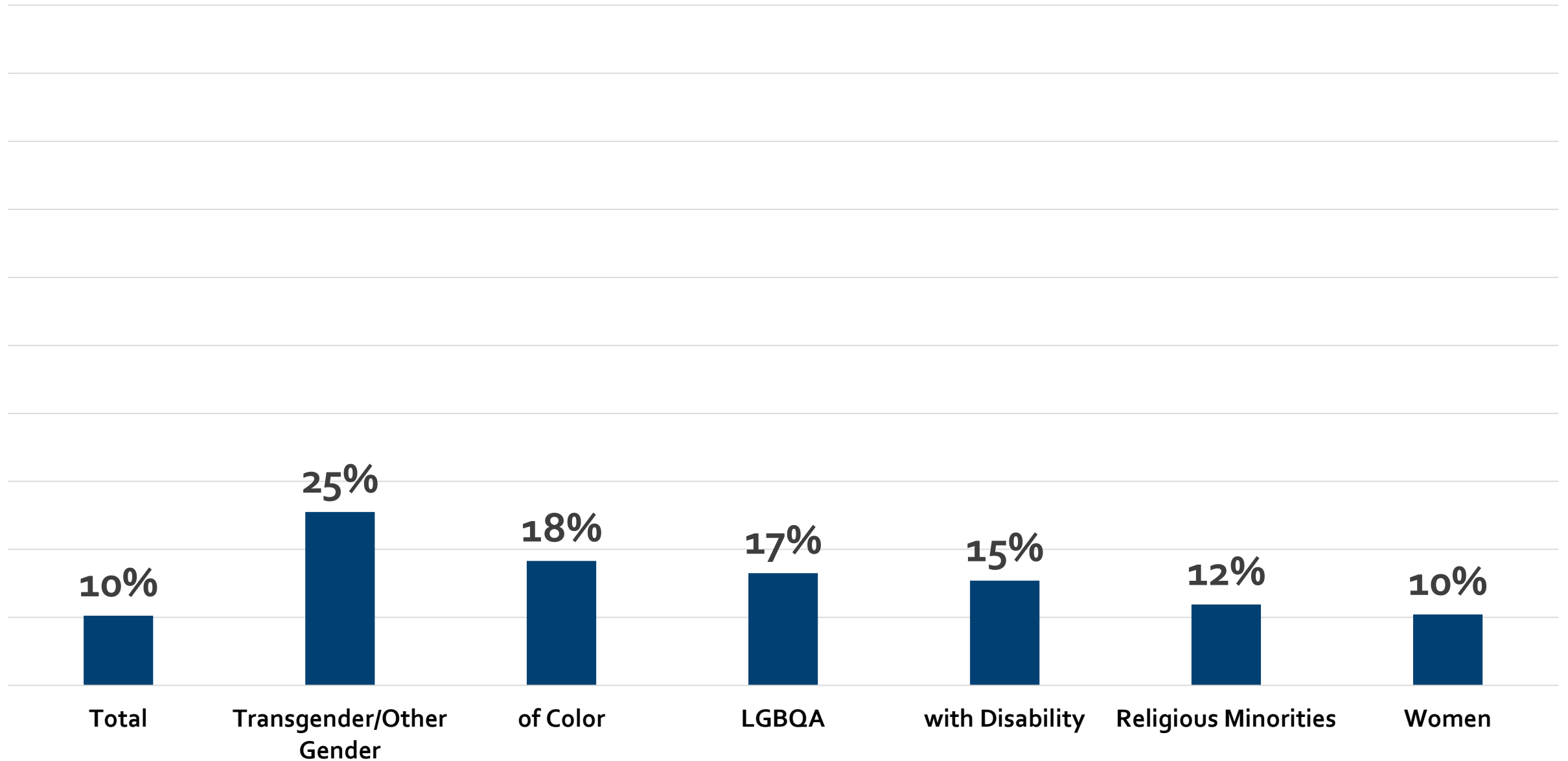


Personal Negative Climate Experience



Seriously Considered Leaving GVSU

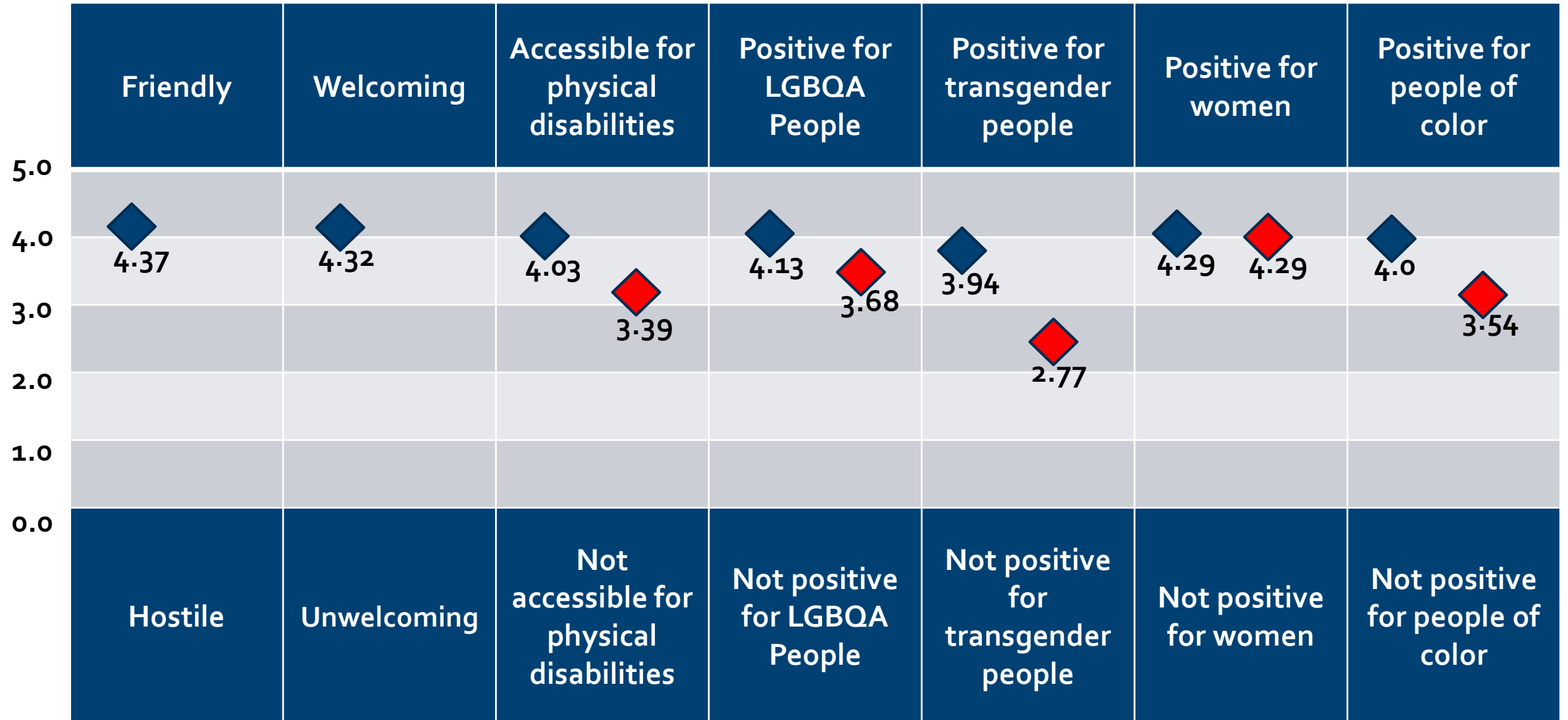
27



Overall Climate

28

◆ Total response ◆ Identity specific response

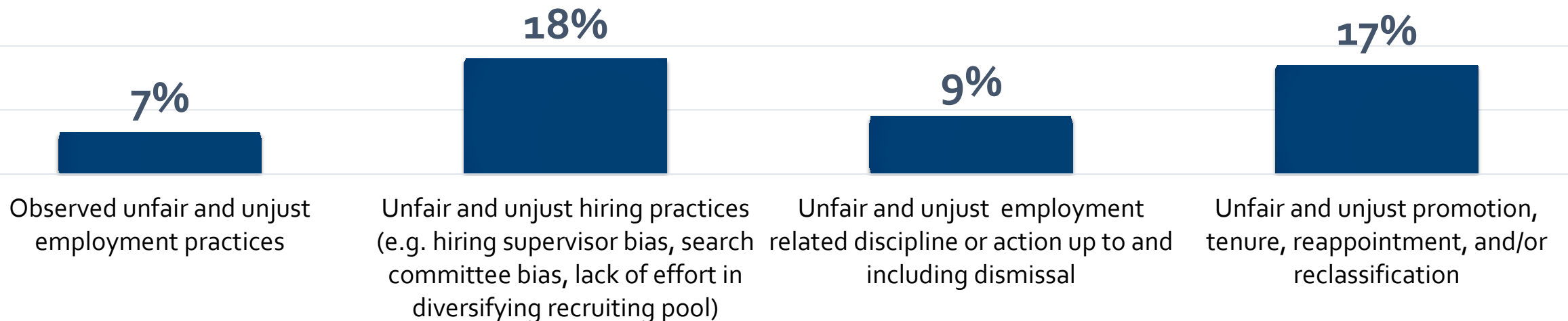


HIRING AND PROMOTION PRACTICES

Unfair and unjust experiences or observations

Hiring and Promotion Practices

30

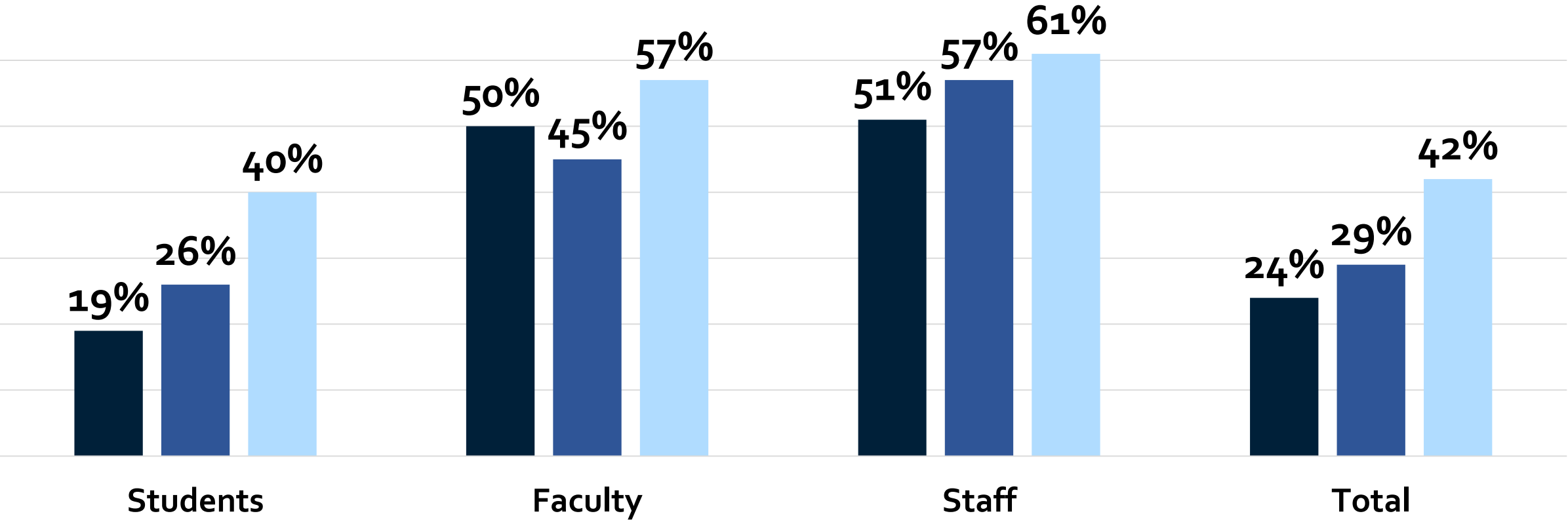


TRENDS OVER TIME

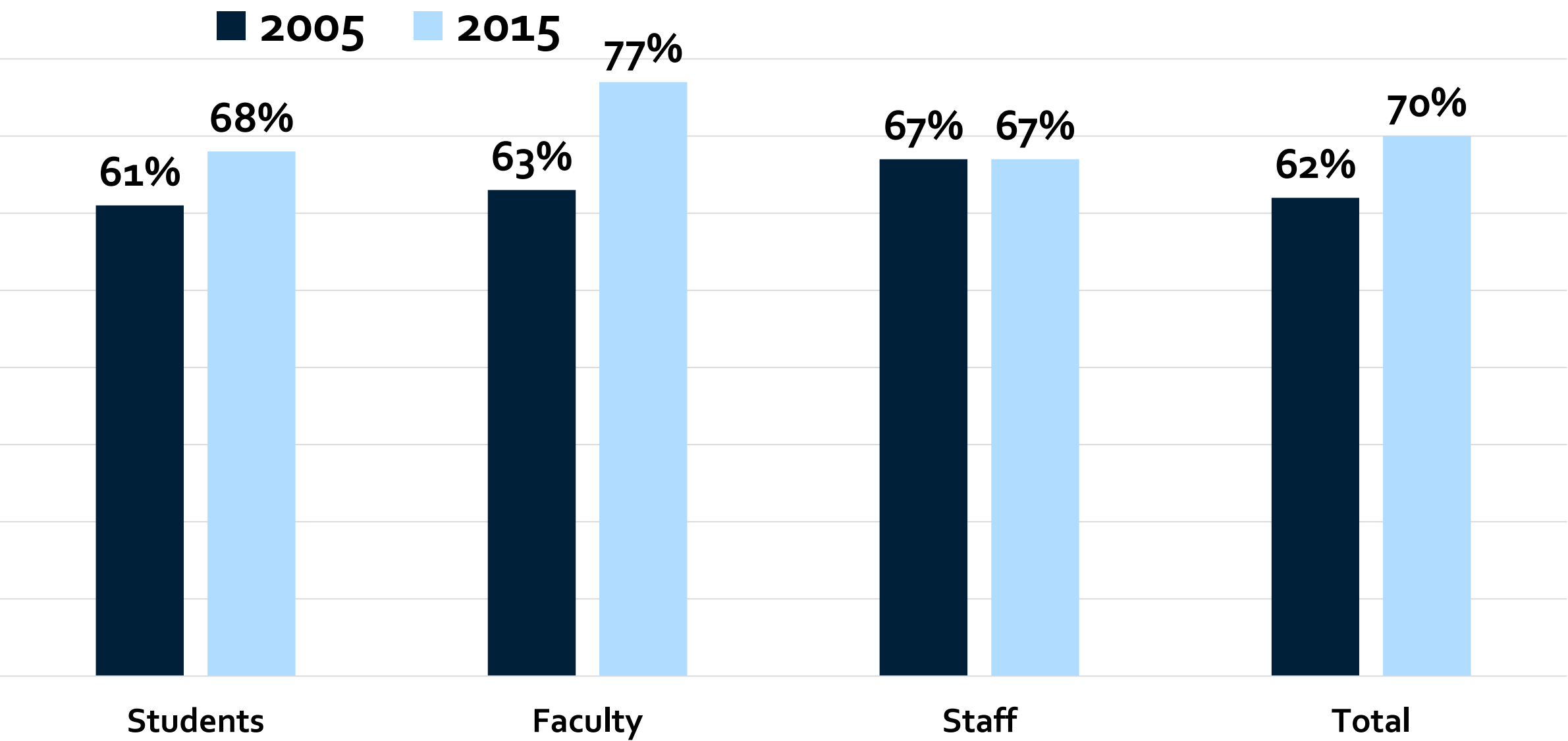
Compared to 2005 and 2011, where available

Participation Rates

■ 2005 ■ 2011 ■ 2015

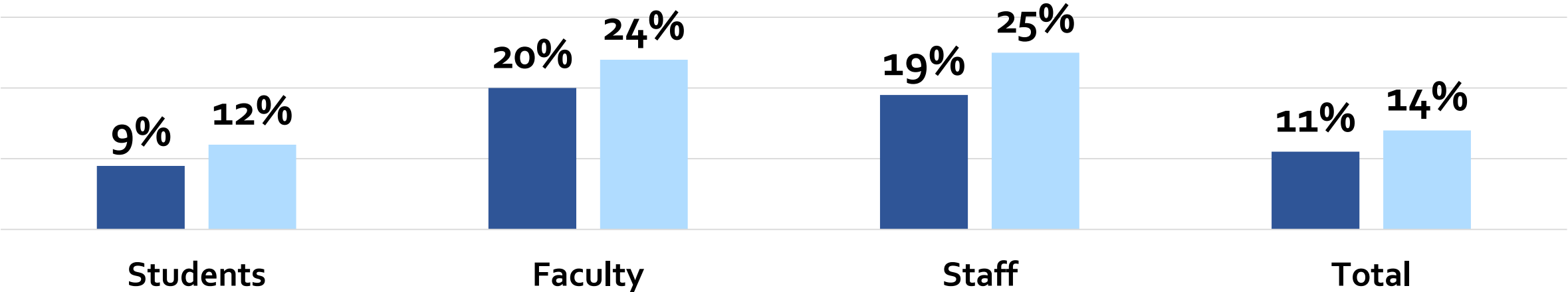


GVSU is Committed to Diversity (Highly agree/Agree)



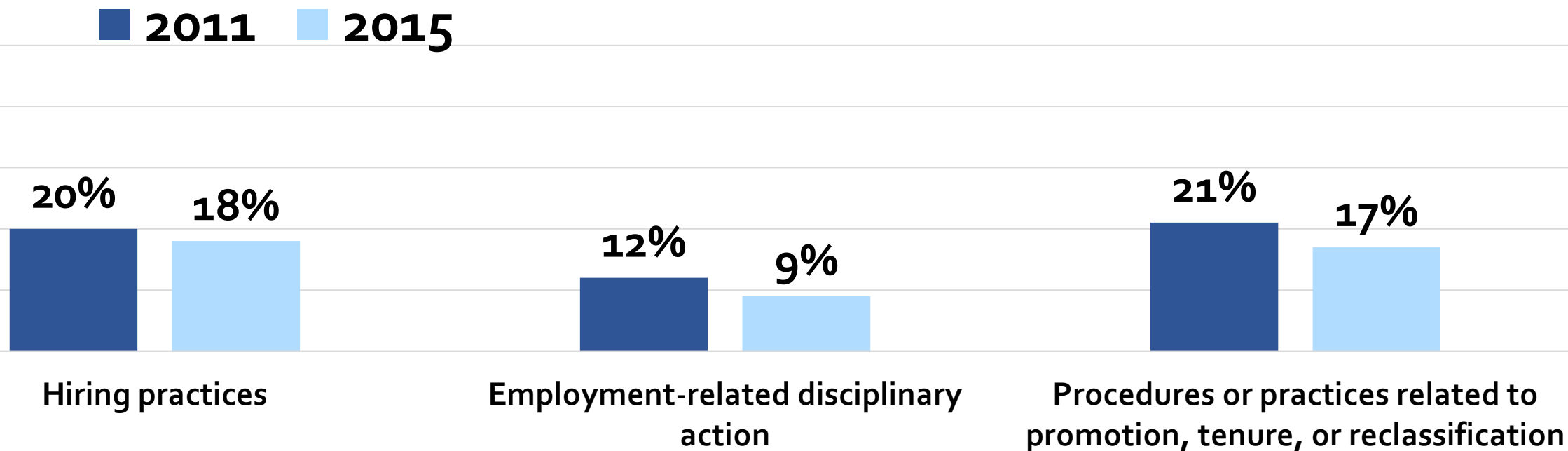
Personal Experience with Negative Climate

■ 2011 ■ 2015



Observed unfair or unjust hiring practices

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Next steps

- Timeline for full report: mid-March
- Dr. Gonzalez presentation to campus: late March
- Actions teams (volunteer online): begin in late March
- Deeper analysis of data
- Recommendations & continued analysis



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2015

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