Overview

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    - Gender,
    - LGBQQ,
    - Colleges
- Personal Experiences with Harassment
- Contradictions: Experiences/Perceptions of CC
- Strategies That Might Improve CSUN CC
- Recommendations

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

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

Perceptions of Campus Climate

Faculty Perceptions of Comfort with Overall Campus Climate (%)

<table>
<thead>
<tr>
<th>Faculty Level</th>
<th>Very Comfortable/Comfortable</th>
<th>Very Uncomfortable/Uncomfortable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adjunct/Lecturer</td>
<td>94.1%</td>
<td>5.9%</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>96.8%</td>
<td>3.2%</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>94.9%</td>
<td>5.1%</td>
</tr>
<tr>
<td>Professor</td>
<td>91.8%</td>
<td>8.2%</td>
</tr>
</tbody>
</table>

Faculty Perceptions of Comfort with Climate in College (%)

<table>
<thead>
<tr>
<th>Faculty Level</th>
<th>Very Comfortable/Comfortable</th>
<th>Very Uncomfortable/Uncomfortable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adjunct/Lecturer</td>
<td>92.6%</td>
<td>7.4%</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>94.6%</td>
<td>5.4%</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>90.3%</td>
<td>9.7%</td>
</tr>
<tr>
<td>Professor</td>
<td>91.8%</td>
<td>8.2%</td>
</tr>
</tbody>
</table>
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

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 somewhere between these extremes (i.e., S&M, E&CS, COBAE, & Humanities), rated comfort
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

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.

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.

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
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

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”

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:
  - CSUN Status (e.g., PT Instructor)
  - Age
  - Race/Ethnicity
  - Gender
  - Educational Level

- 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

- 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

Note: Responses from all faculty and staff respondents.
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 of Offensive, Hostile, or Intimidating Conduct, and of that Conduct, the Percent Due to Gender (by Gender [%])

Women: 24.95%, Men: 20.30%

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

Heterosexual: 19.05%, LGBTQQ: 62.50%

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

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

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

Recommendations

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

Thank You!

- Questions or Comments?
- All Feedback Welcome.