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Board of Trustees

Committee on Sustained Racial Justice

Campus Climate Survey Results

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Office Diversity and Inclusion

September 2, 2021

Diversity Equity and Inclusion Council
Campus Climate Committee

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Sequoya Hayes, Affiliate Faculty
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K. Scherrer, M.A., LCSW, Ph.D., Professor-Social Work
Jeremy VanHooser, Diversity Coordinator
Alaura Ward, Student Trustee
Steve Willich, Project Manager

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Survey Overview

INSIGHT Viewfinder® Campus Climate Surveys

4 Surveys

Administrators (President, VPs,, Dir of Athletics, Academic Deans and Associate Deans)
Faculty (All Faculty)
Staff (All Professional and Classified Staff)
Students (All Enrolled Students)

1,824 Responses

Administrators N=13 (Response Rate 61.9%)
Faculty N=412 (Response Rate 25.5%)
Staff N=387 (Response Rate 43.7%)
Students N=1,012 (Response Rate 5.8%)

19,956 Invited

Total Administrators N=21
Total Faculty N=1,617
Total Staff N=886
Total Students N=17,432

Race/Ethnicity
- BIPOC

Disability
- People with Disabilities

LGBTQIA+ Community
- Gender Identity
- Sexual Orientation

Veterans
- Veterans

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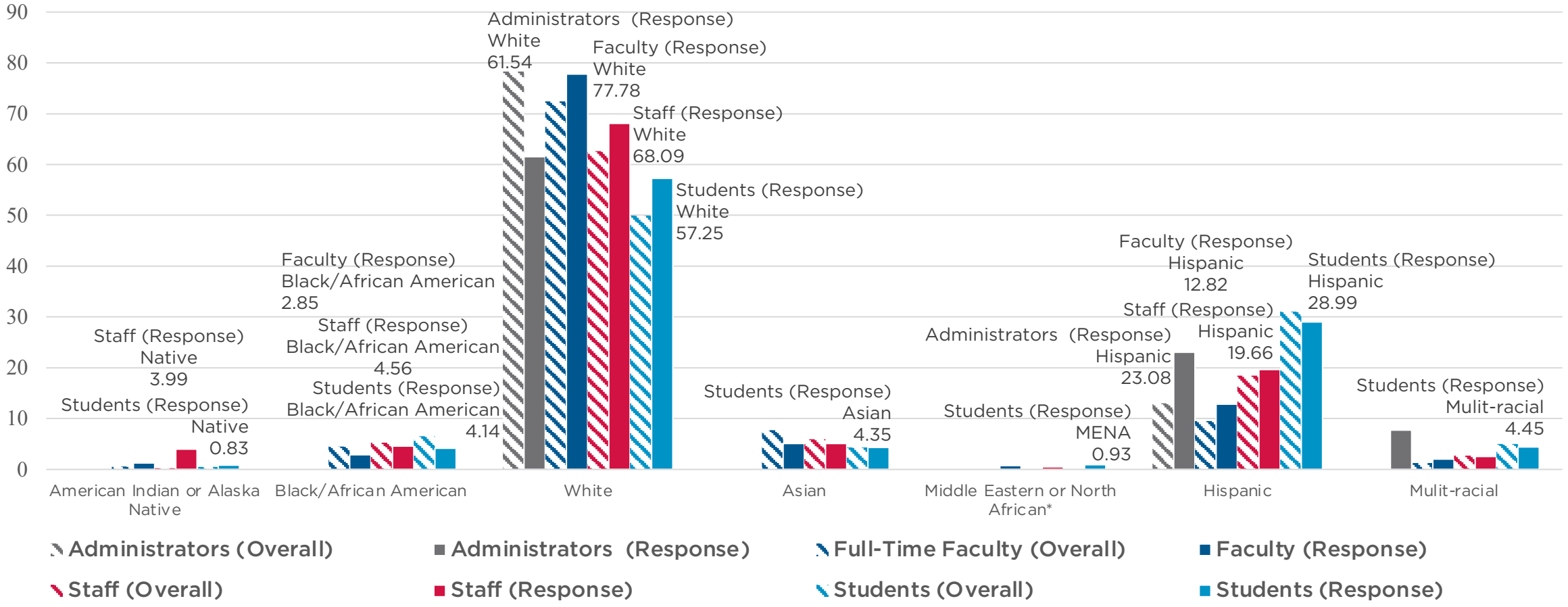
Respondents by Race/Ethnicity Compared to Campus Census



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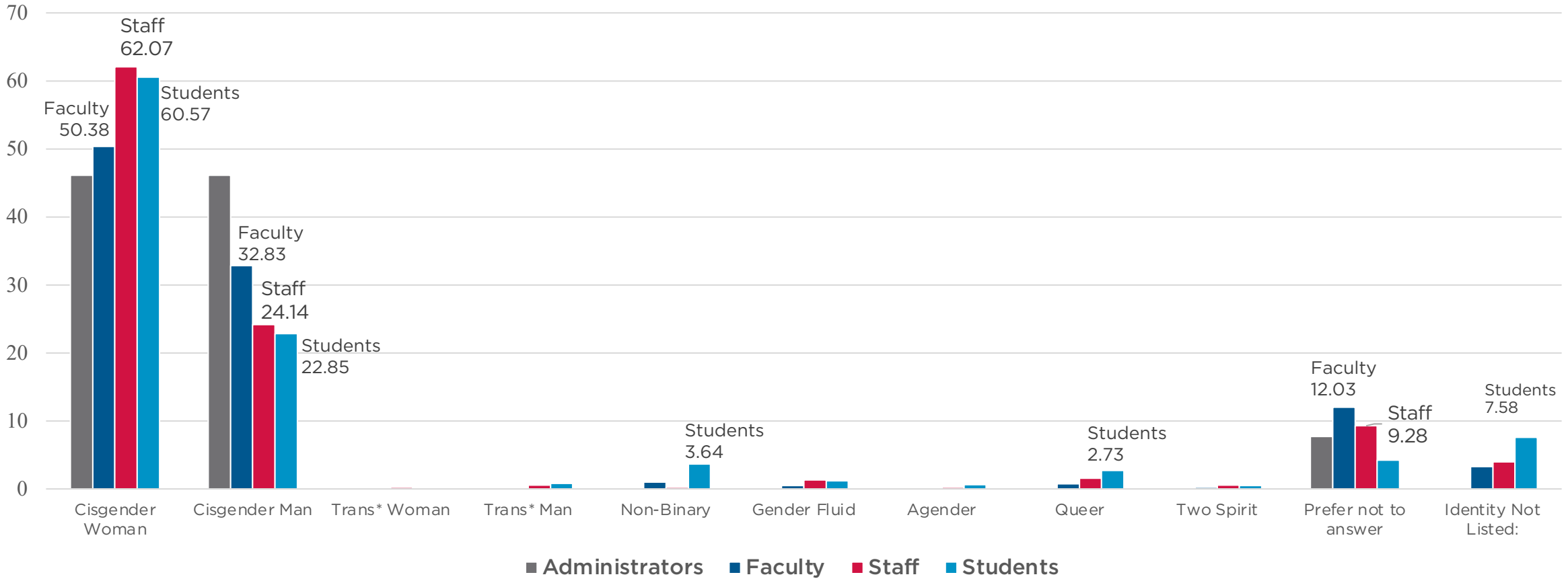
Respondents by Gender



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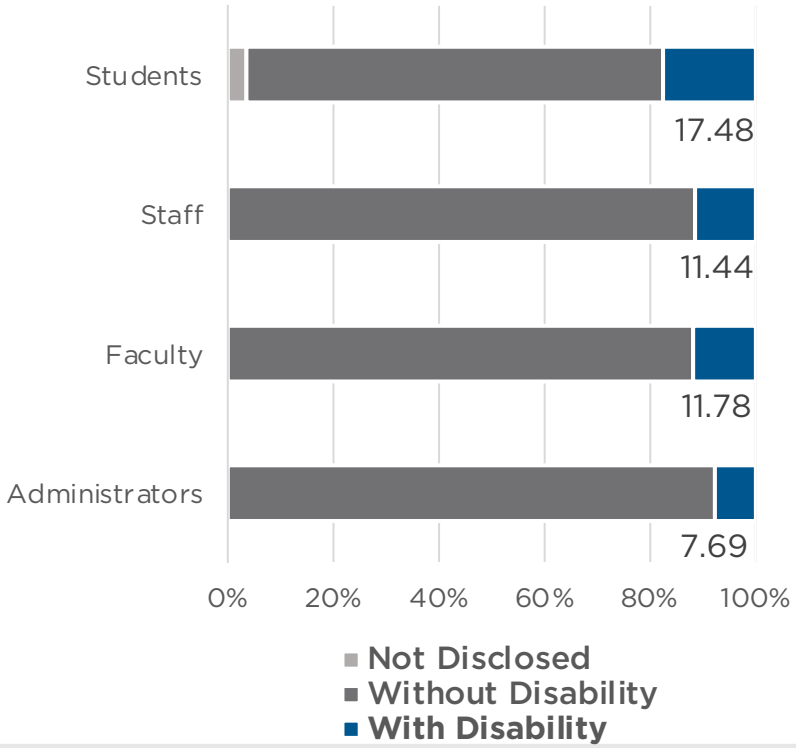
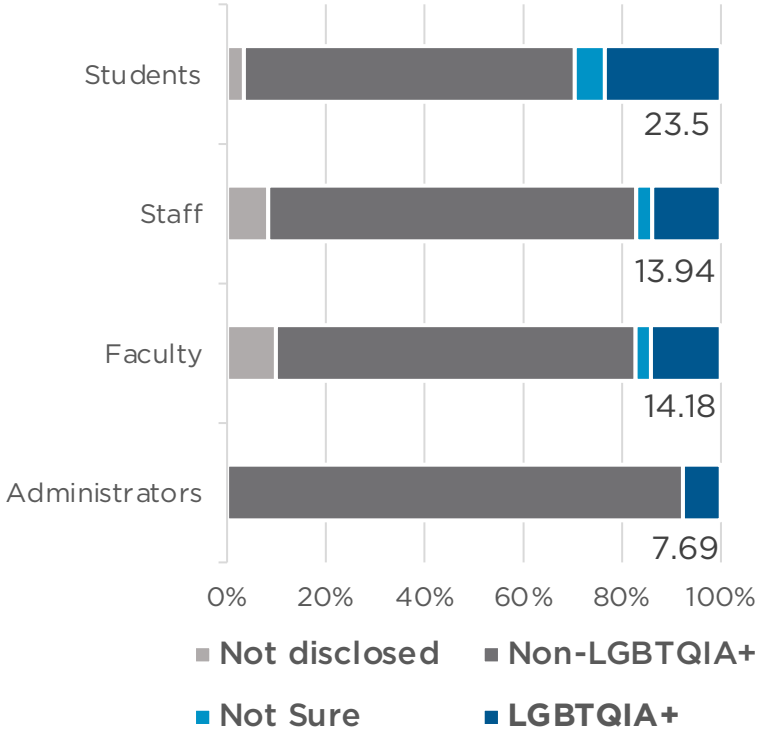
Respondents Self-Identified as Disability, LGBTQIA+, and Veterans

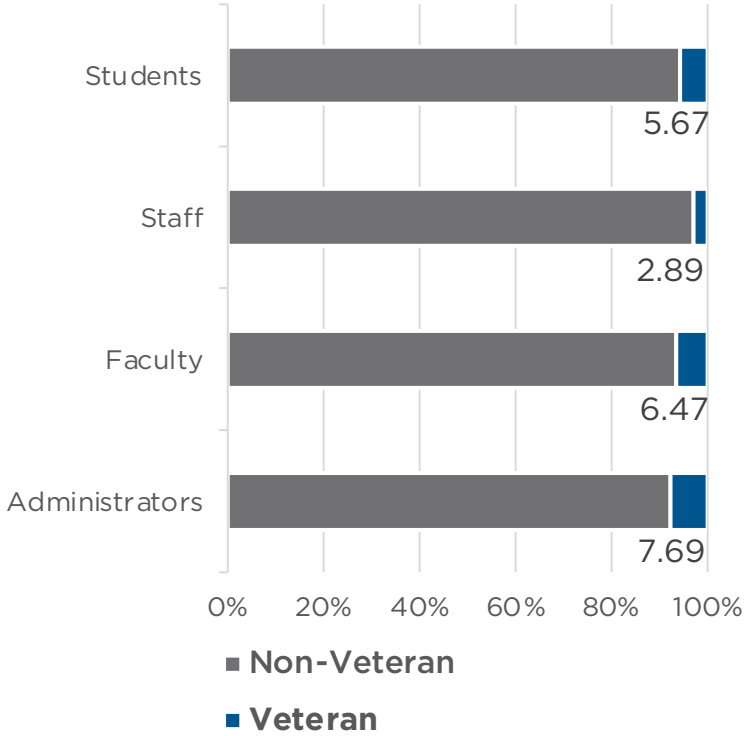
Identified as having a Disability



Identified as part of the LGBTQIA+ Community



Identified as a Veteran



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Survey Themes

- Sense of Belonging
- Commitment to and Embedding of EDI
- Navigating and Negotiating MSU Denver

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Sense of Belonging

There is a great sense of Belonging

Based on the identity (BIPOC, Veteran, Disability, LGBTQIA+):

- I feel welcome on campus.
- I feel welcome in the surrounding community.
- I am treated with respect by students, faculty, staff and administrators.
- (Identity) is well represented on our shared governance committees/groups

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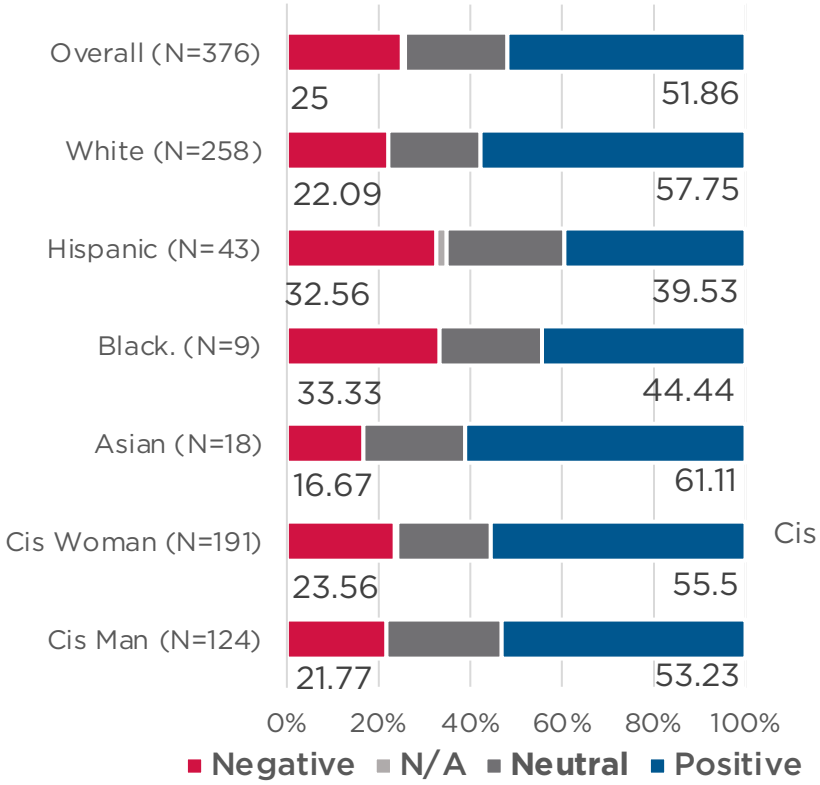
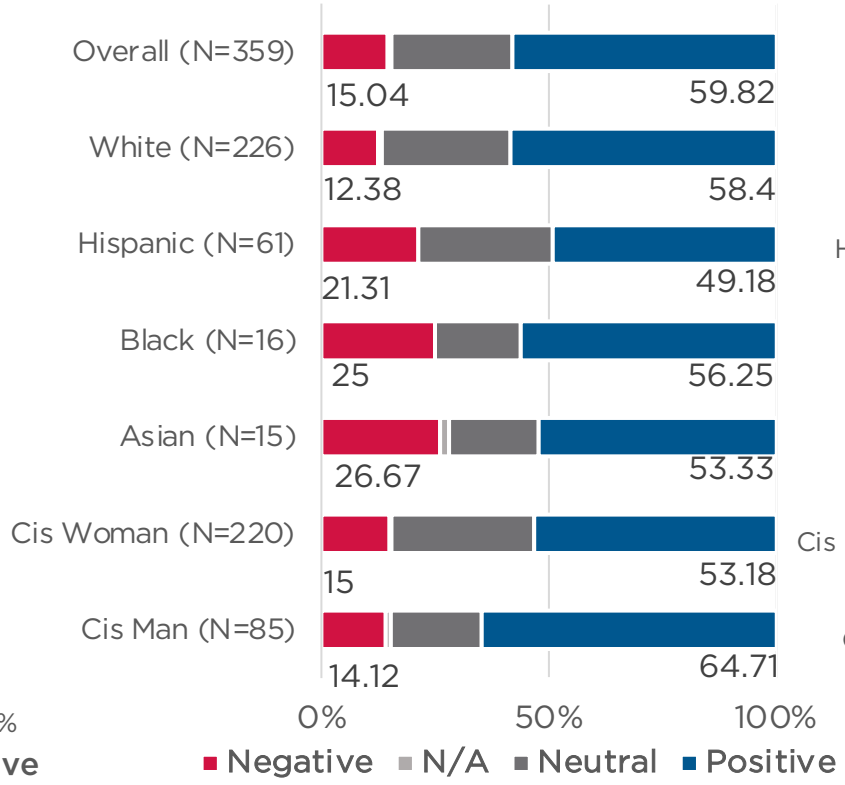
There is a great sense of belonging

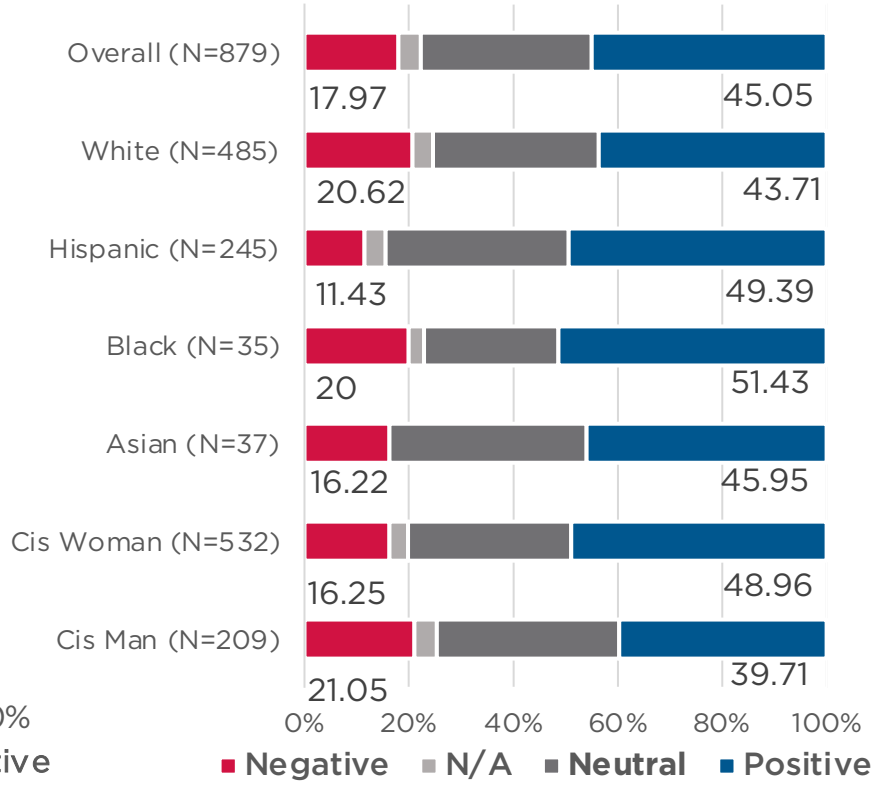
Faculty



Staff



Students



Negative Responses are Strongly Disagree and Disagree
Positive Responses are Strongly Agree and Agree

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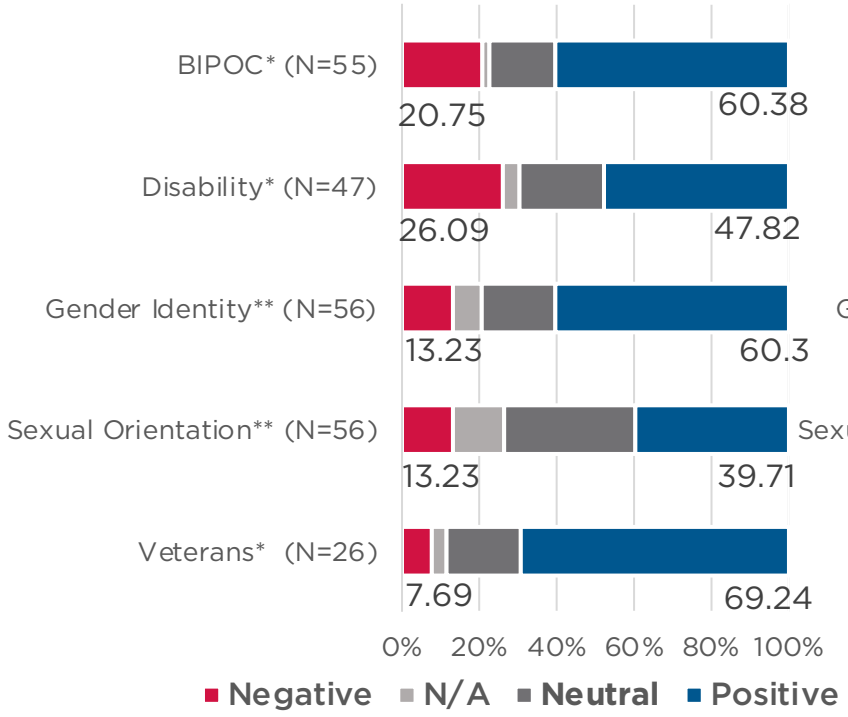
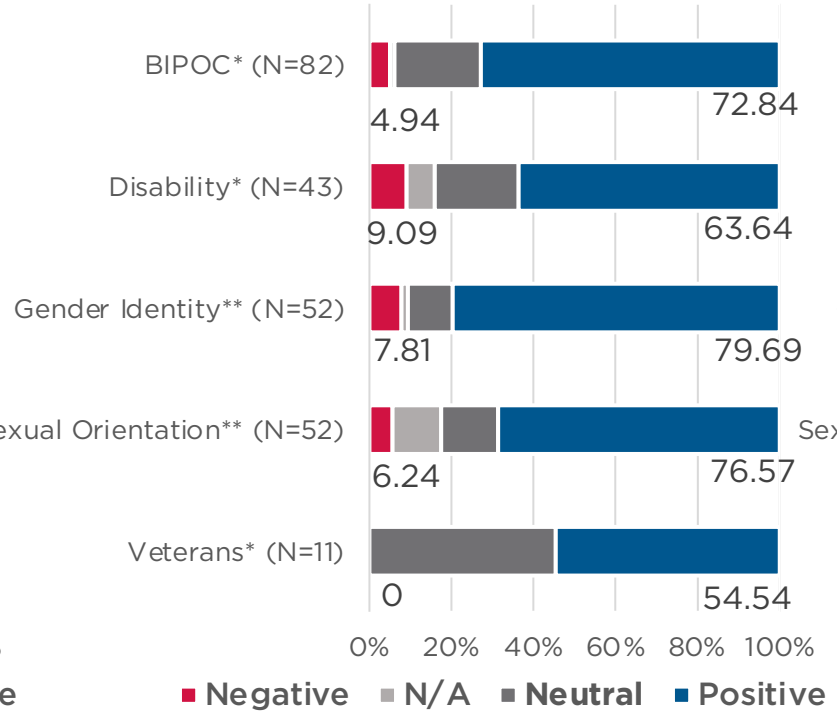
I Feel Welcome* on campus
I Can Openly Express (Identity)** on campus

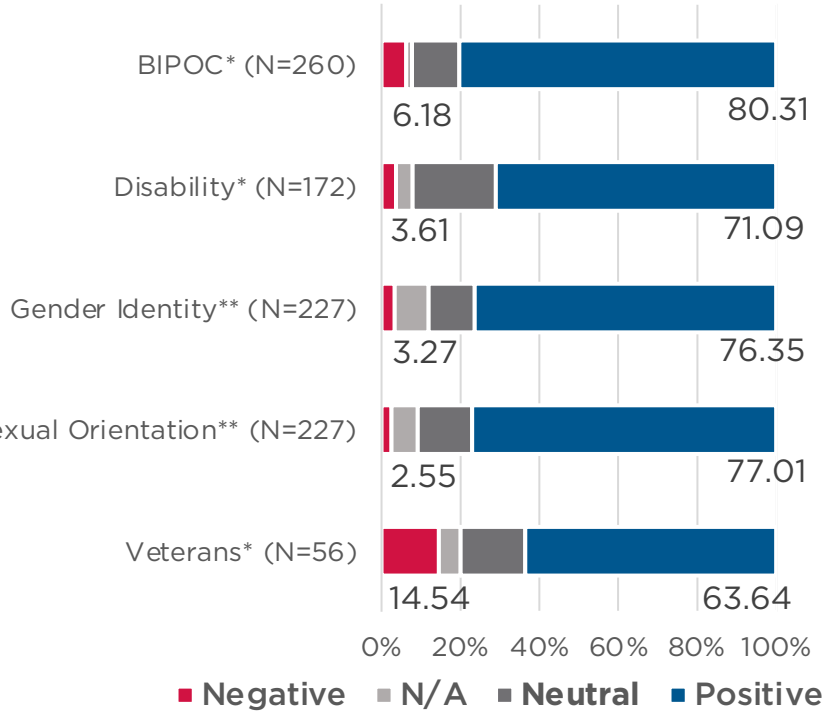
Faculty by Identity



Staff by Identity



Students by Identity



Negative Responses are Strongly Disagree and Disagree
Positive Responses are Strongly Agree and Agree

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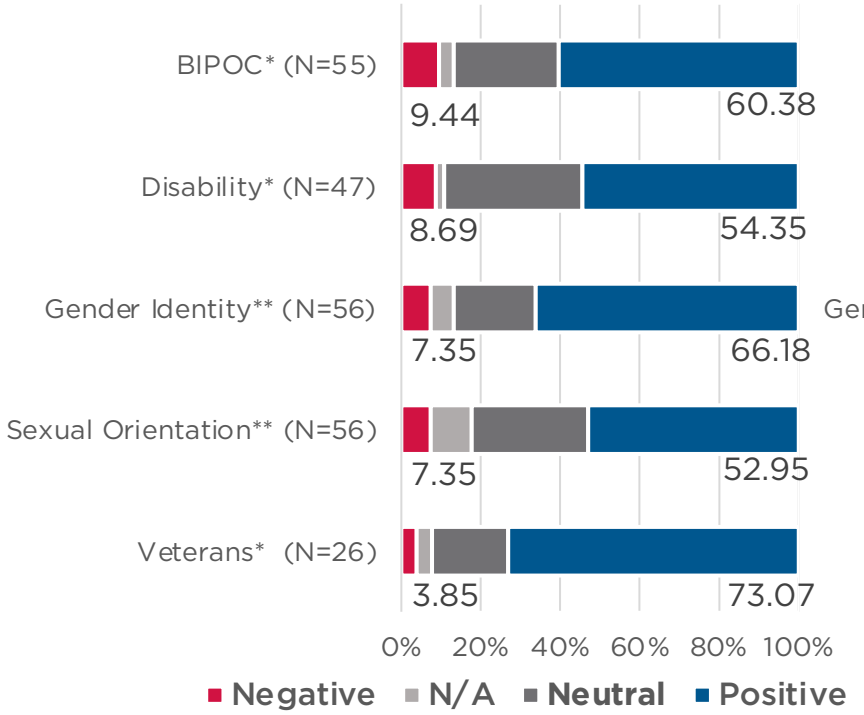
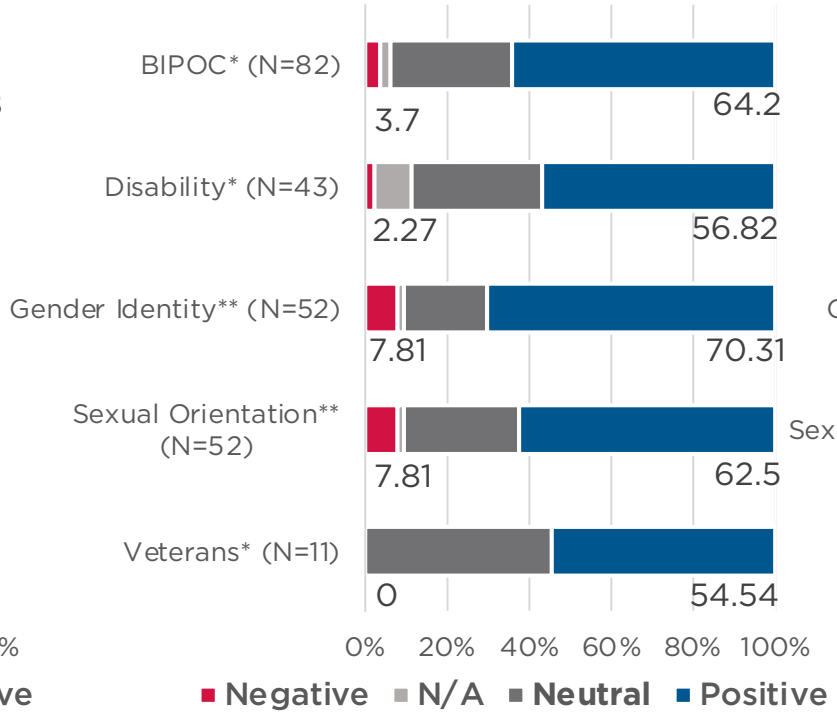
I Feel Welcome* in the community.
I Can Openly Express (Identity)** in the community.

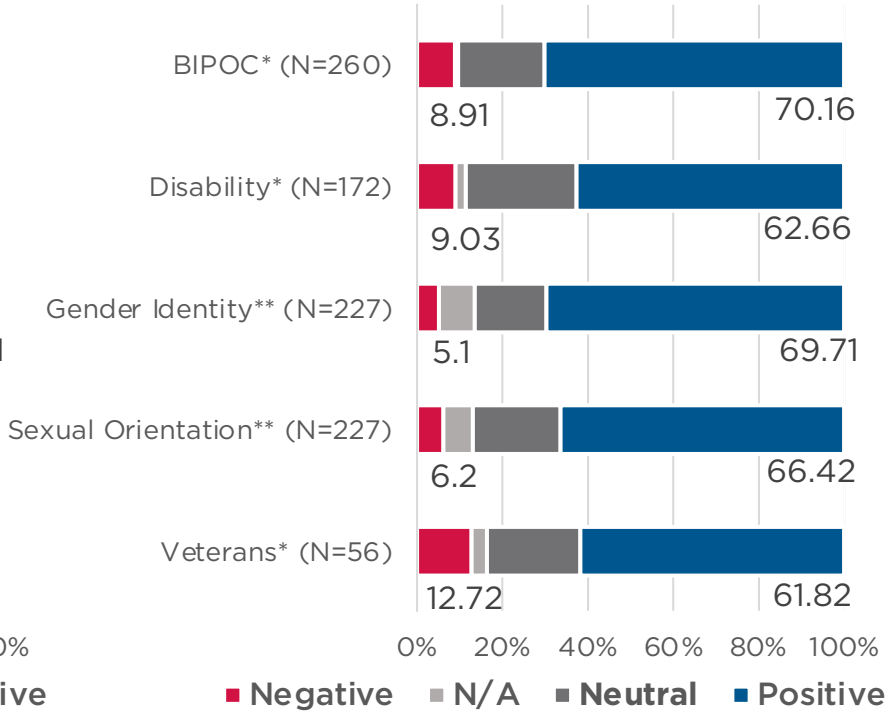
Faculty by Identity



Staff by Identity



Students by Identity



Negative Responses are Strongly Disagree and Disagree
Positive Responses are Strongly Agree and Agree

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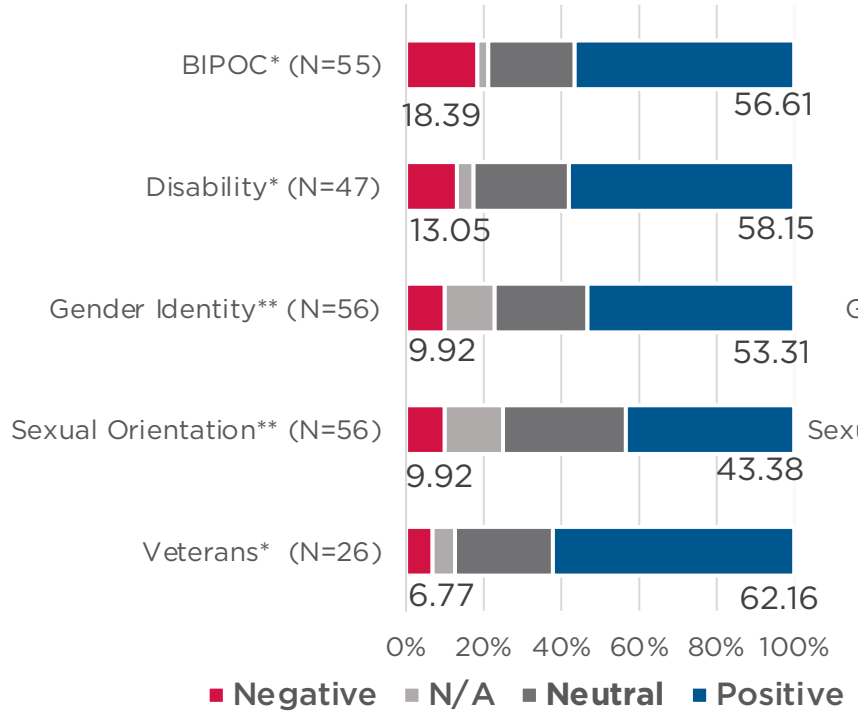
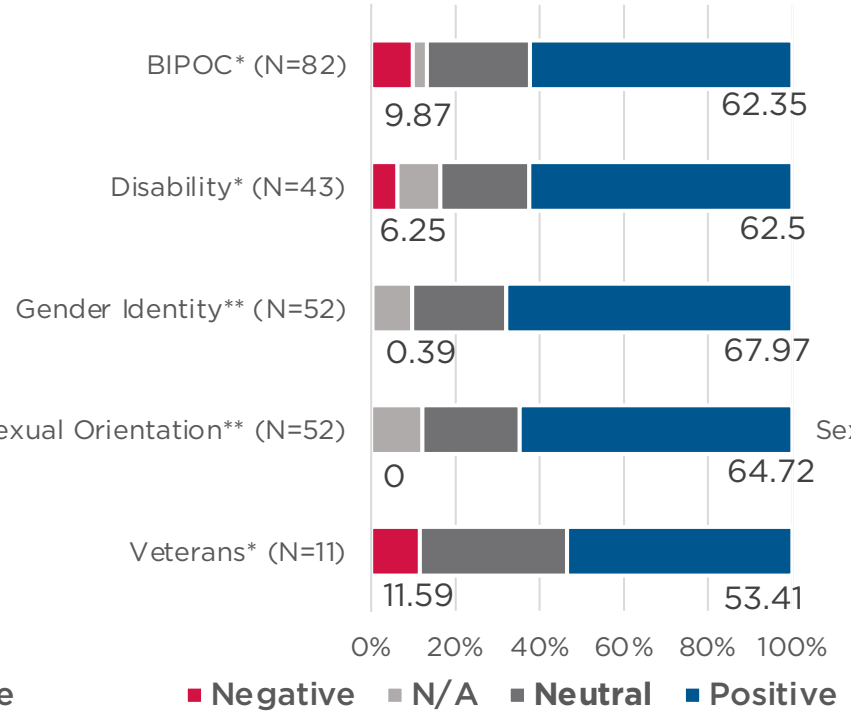
Based on my (identity) I am treated with respect

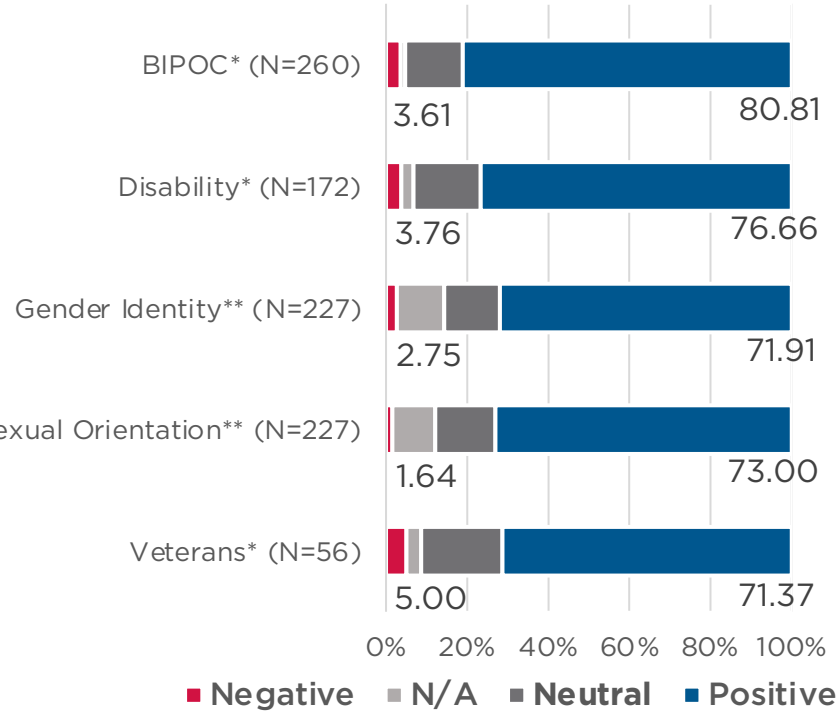
Faculty by Identity



Staff by Identity



Students by Identity



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Positive Responses are Strongly Agree and Agree

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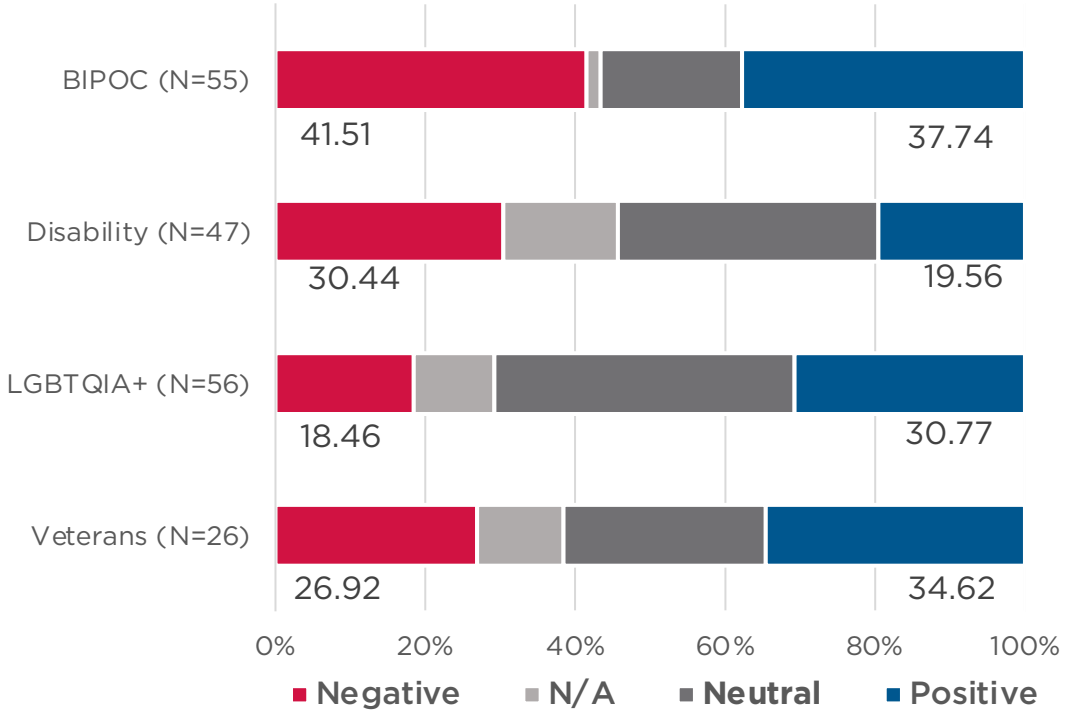
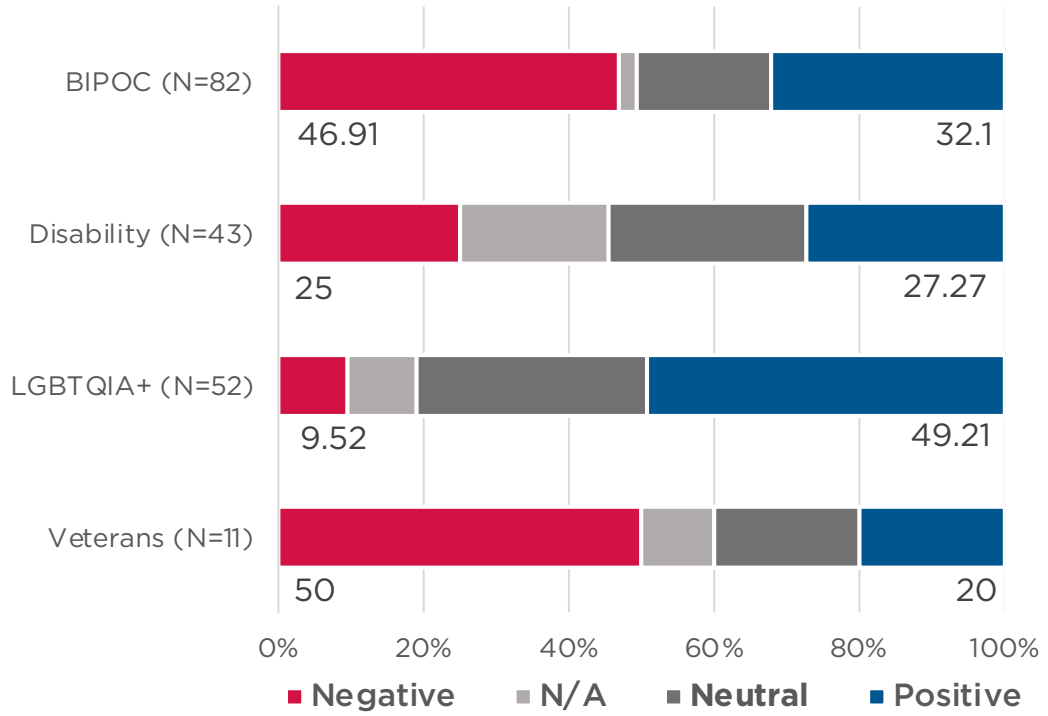
(Identity) is well represented on our shared governance committees/groups.

Faculty by Identity



Staff by Identity



Negative Responses are Strongly Disagree and Disagree
Positive Responses are Strongly Agree and Agree

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Commitment to and Embedding of EDI

- MSU Denver promotes racial/cultural interaction between different groups
- Importance of EDI to campus leadership
- Requiring diversity training
- Leadership and resources

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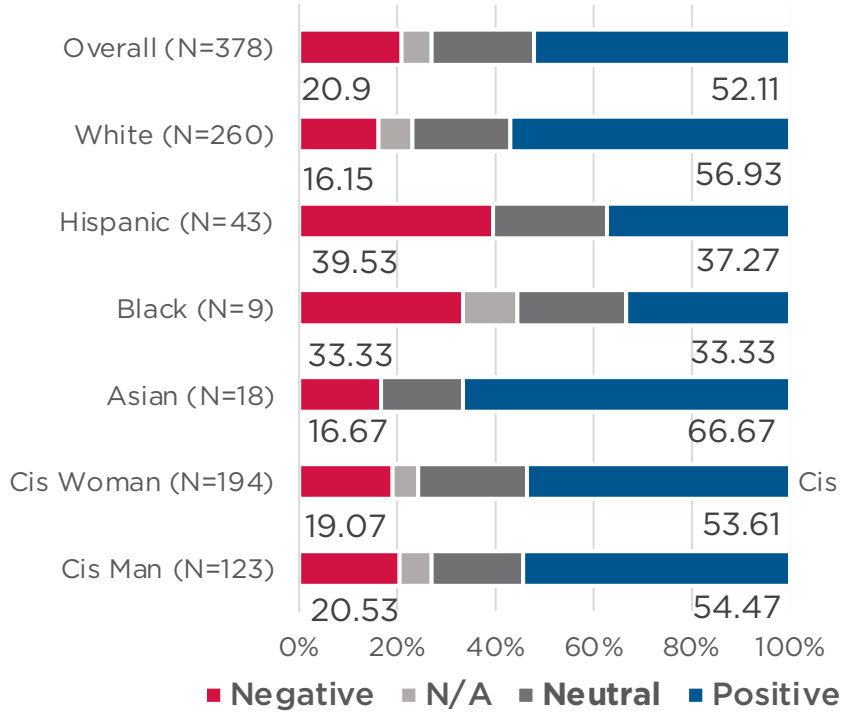
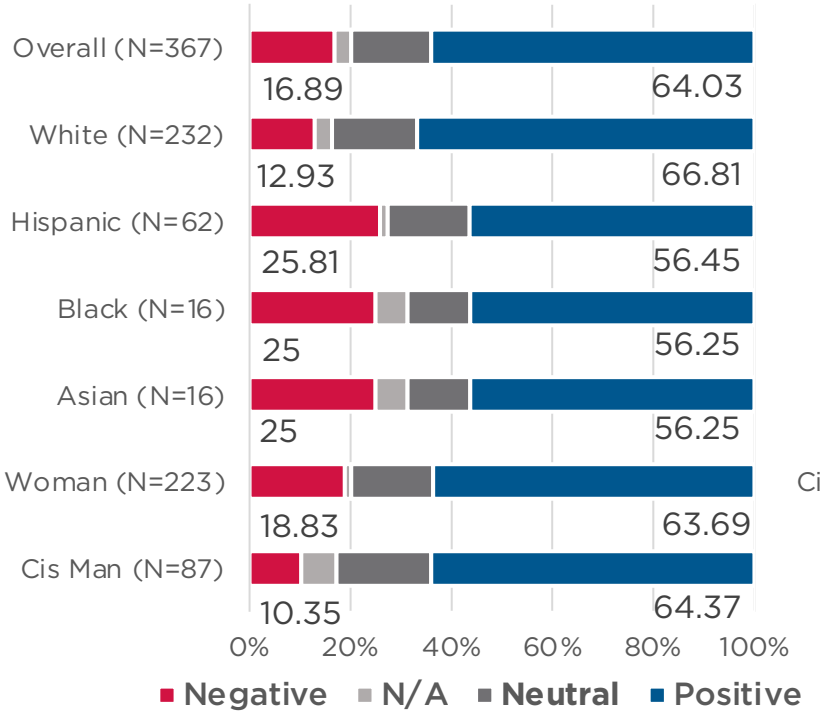
How well does our institution promote racial/ cultural interaction between different groups?

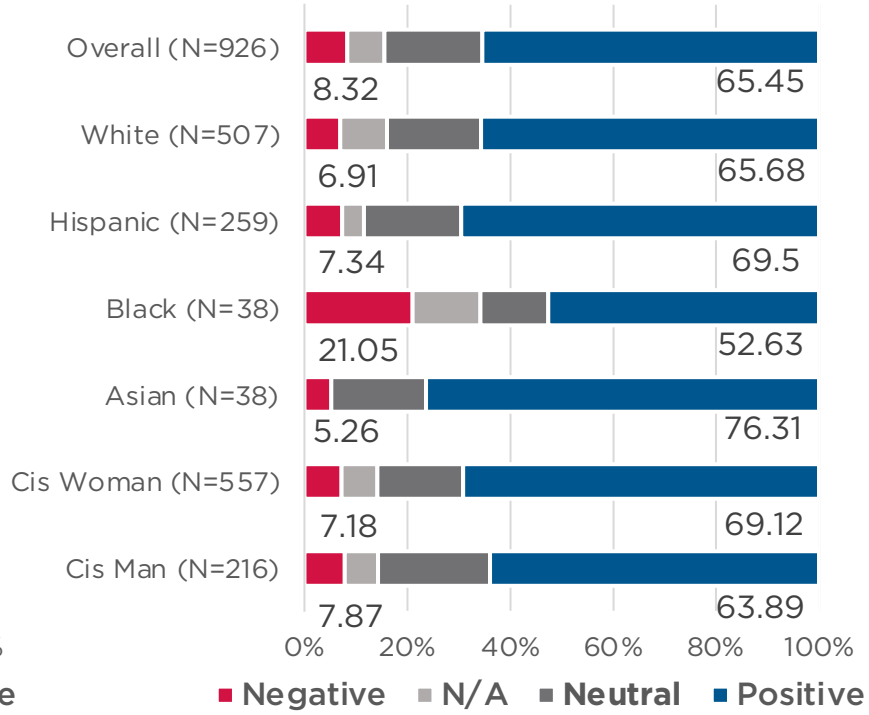
Faculty



Staff



Students



Negative Responses are Not very well and Not at all
Positive Responses are Somewhat and very well

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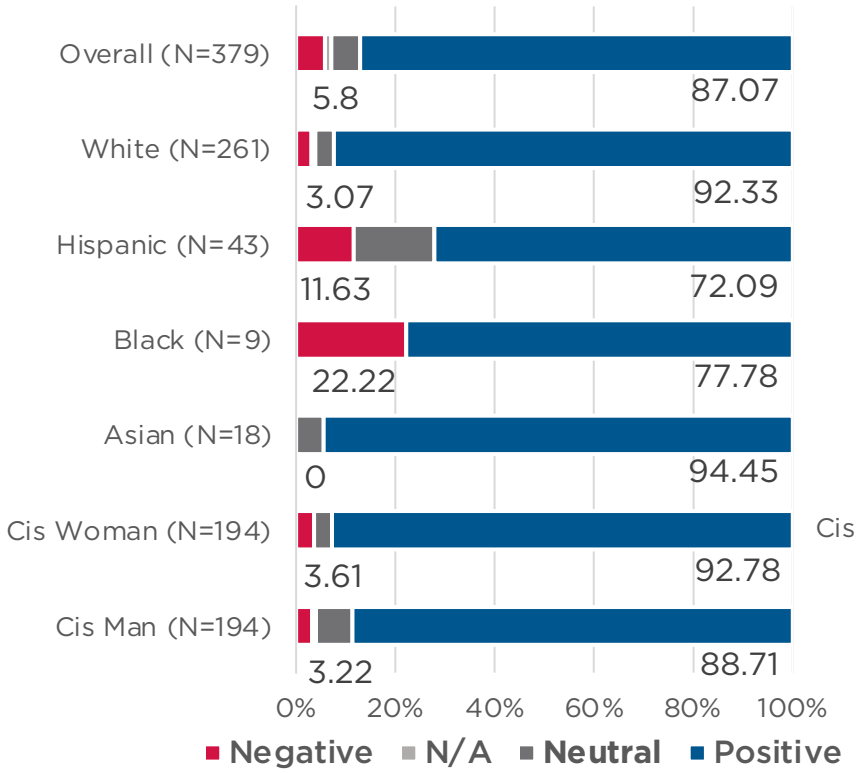
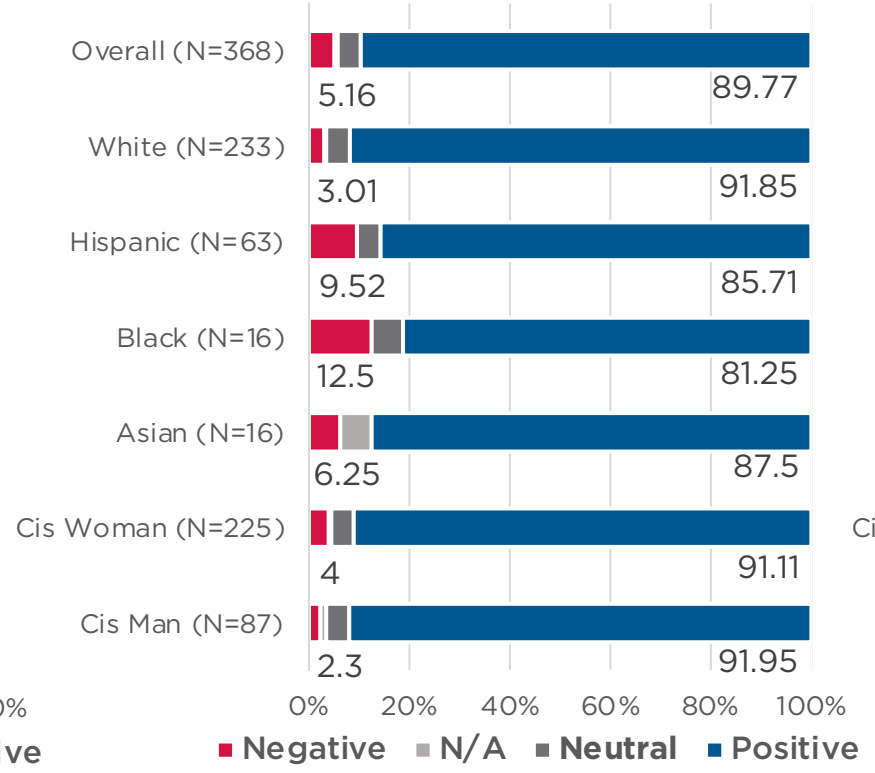
How important, in your opinion, is diversity and inclusion to the campus leadership?

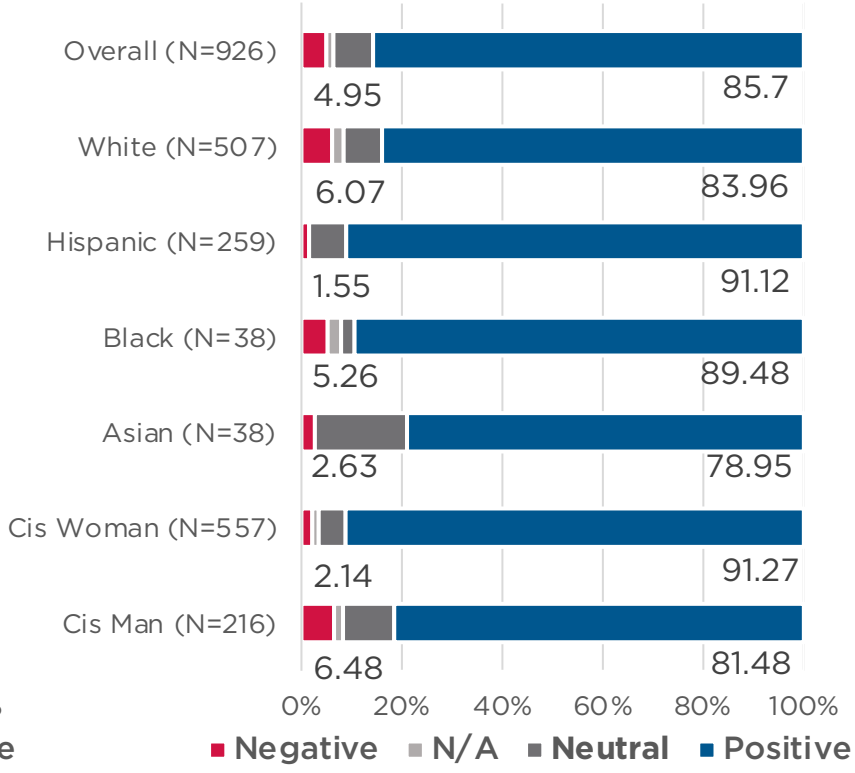
Faculty



Staff



Students



Negative Responses are Not very well and Not at all
Positive Responses are Somewhat and Very well

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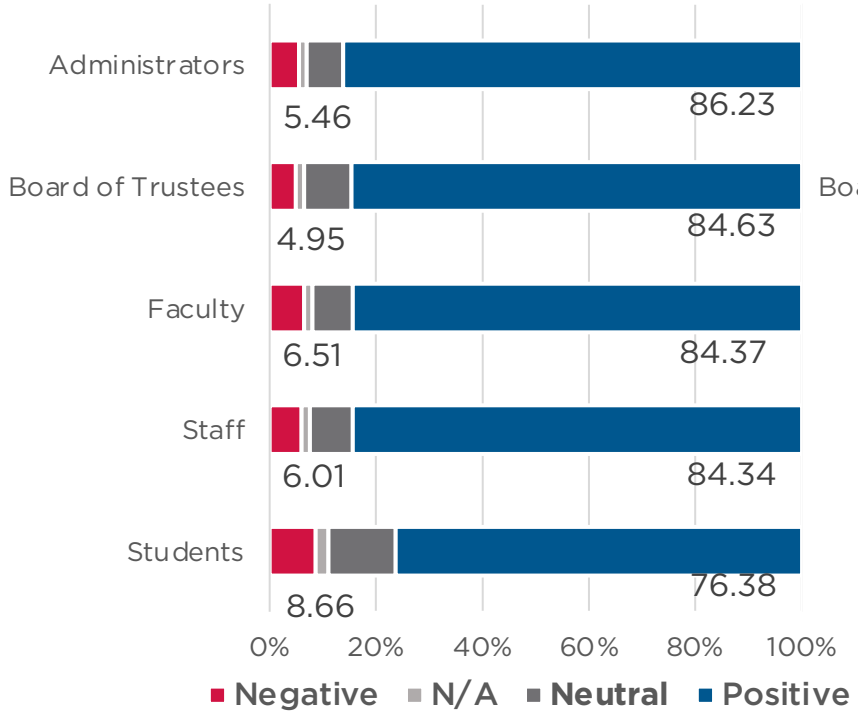
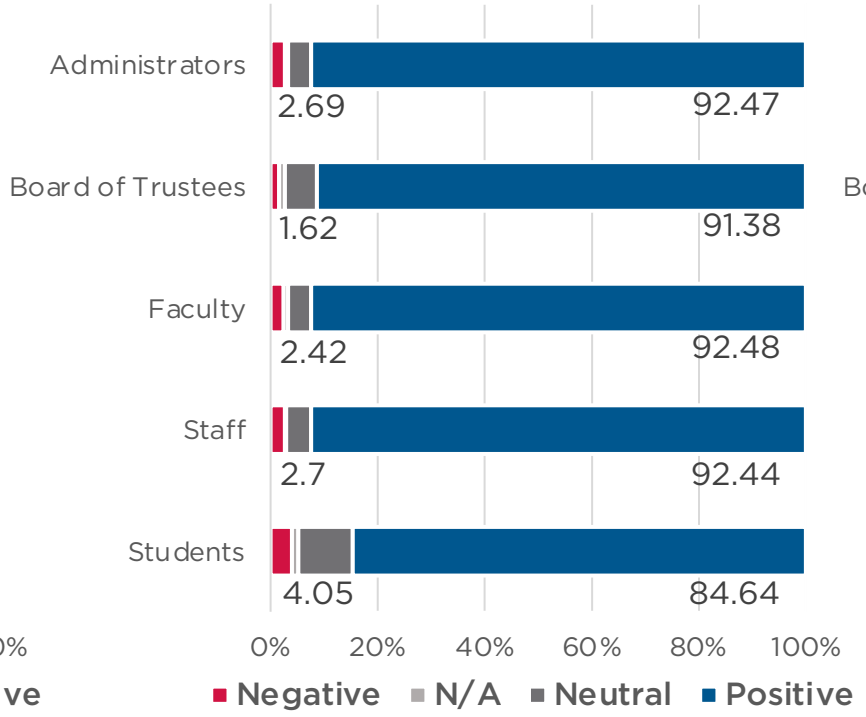
The following groups should be required to participate in diversity training.

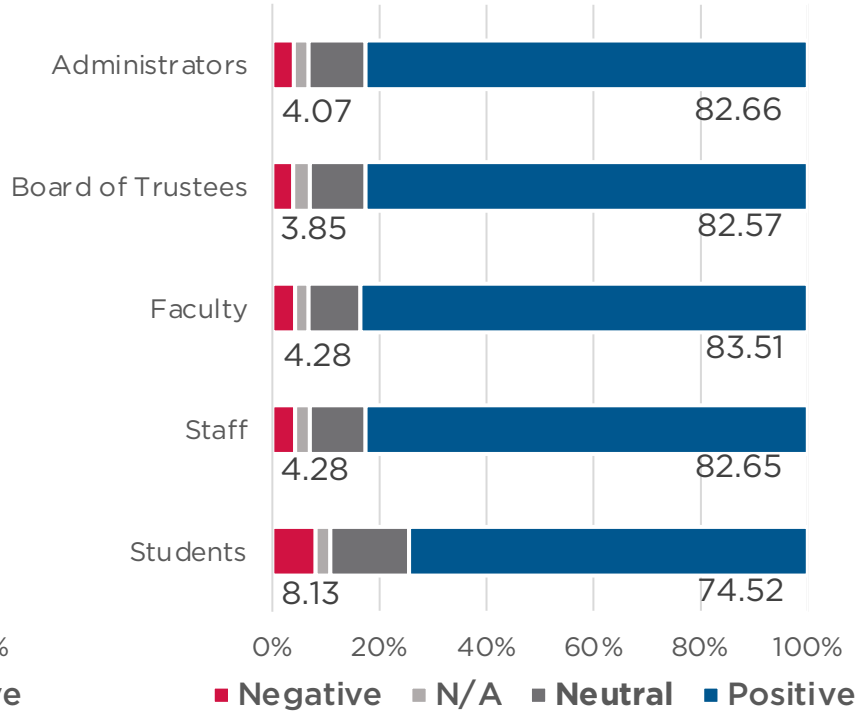
Faculty



Staff



Students



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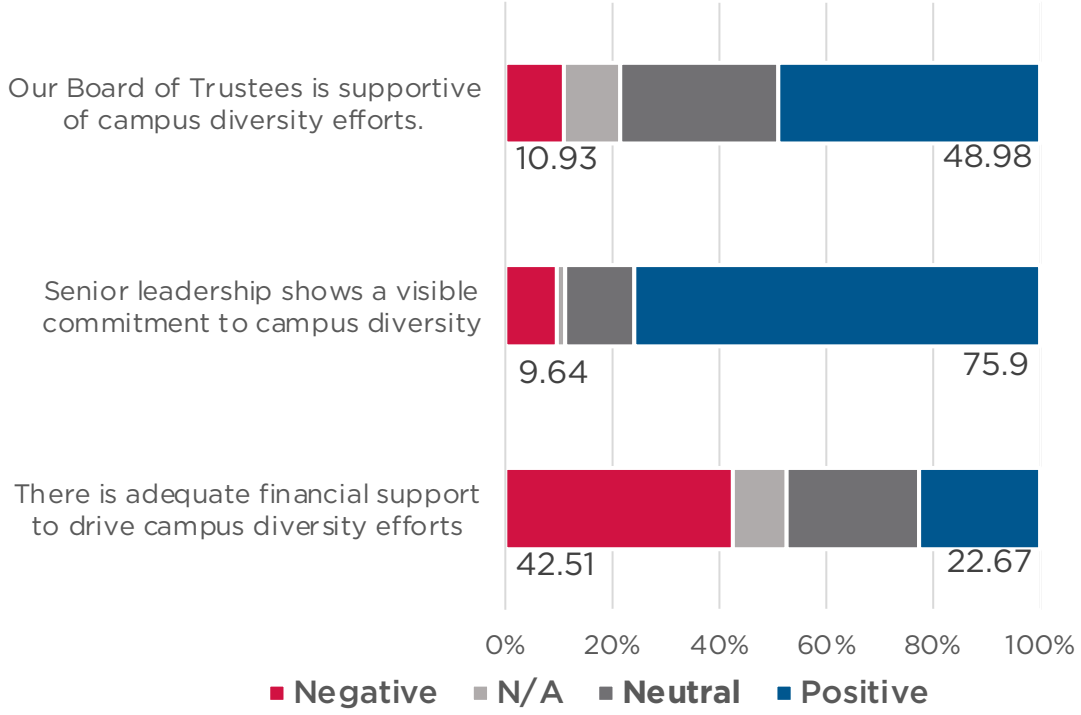
Leadership and resources to support diversity efforts

Faculty



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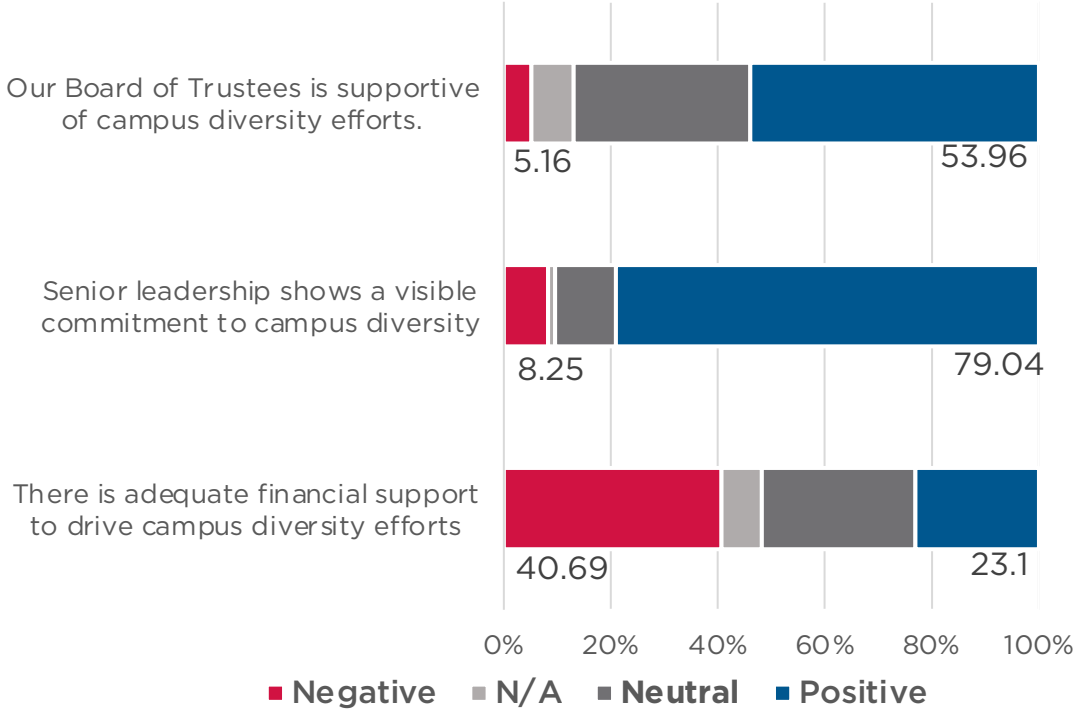

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Navigating and Negotiating MSU Denver

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Faculty Reasons for coming to MSU Denver: "Why did you choose to teach here?"

Student diversity	**53.23**	Salary	7.26
Location (close to home)	**38.98**	Community service opportunities	4.84
Campus commitment to diversity	**25.81**	Research opportunities	4.30
Work-life balance	**25.54**	Opportunity to telecommute	3.76
Surrounding community	**24.19**	Staff diversity	3.49
Size of school	17.47	Family member is an alum	2.96
Only job I was offered	15.86	Wanted to join a union	2.15
Tenure process	14.78	Employee resource/affinity groups*	1.34
Career advancement opportunities	13.71	Administrator diversity	1.08
I am an alum	12.63	On-campus child care	1.08
Faculty diversity	11.56	International reputation	1.08
Academic reputation	9.95	College sports reputation	0.54
Employee benefits	9.41	Family member works here	0.54

* Totals do not add to 100% because people selected all that apply.

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Staff Reasons for coming to MSU Denver:
"Why did you choose to work here?"

Employee benefits	**46.18**	Administrator diversity	8.5
Student diversity	**40.51**	Faculty diversity	8.22
Location (close to home)	**35.41**	Size of school	7.37
Campus commitment to diversity	**33.71**	Opportunity to telecommute	6.8
Work-life balance	**33.43**	Community service opportunities	5.38
I am an alum	**30.88**	College sports reputation	4.25
Salary	24.36	Family member is an alum	3.97
Surrounding community	23.51	Family member works here	3.4
Career advancement opportunities	21.81	Employee resource/affinity groups*	1.98
Staff diversity	15.86	Clubs/organizations that interest me	1.42
Opportunity to take classes while working	13.88	On-campus child care	1.13
Academic reputation	10.76	International reputation	0.28
Only job I was offered	10.48	Wanted to join a union	0

* Totals do not add to 100% because people selected all that apply.

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Faculty Reasons for Leaving:
"If you have ever considered leaving our institution, tell us why."

Salary/benefits are not adequate	**64.08**
Workload too heavy	**35.06**
Work not appreciated	**32.47**
Poor work-life balance	**29.89**
No career advancement opportunities	**26.44**
I have not considered leaving	24.43
Feeling of not belonging	20.98
Harassed or bullied at work	14.08
Offered a job elsewhere	12.07
Issues with supervisor	11.49
Lack of campus inclusion	7.47
Discrimination	6.03
Family relocation	5.75
No sense of belonging in the surrounding community	4.89
Lack of campus diversity	3.74

* Totals do not add to 100% because people selected all that apply.

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Staff Reasons for Leaving:

"If you have ever considered leaving our institution, tell us why."

Salary/benefits are not adequate	**60.17**
No career advancement opportunities	**45.35**
Workload too heavy	**34.88**
Work not appreciated	**32.85**
Poor work-life balance	**30.23**
Feeling of not belonging	**22.97**
I have not considered leaving	19.77

Co-worker tension	18.60
Issues with supervisor	18.60
Offered a job elsewhere	14.83
Harassed or bullied at work	12.50
Family relocation	8.72
No sense of belonging in the surrounding community	4.94
Discrimination	2.33
Insufficient childcare services on campus	1.45

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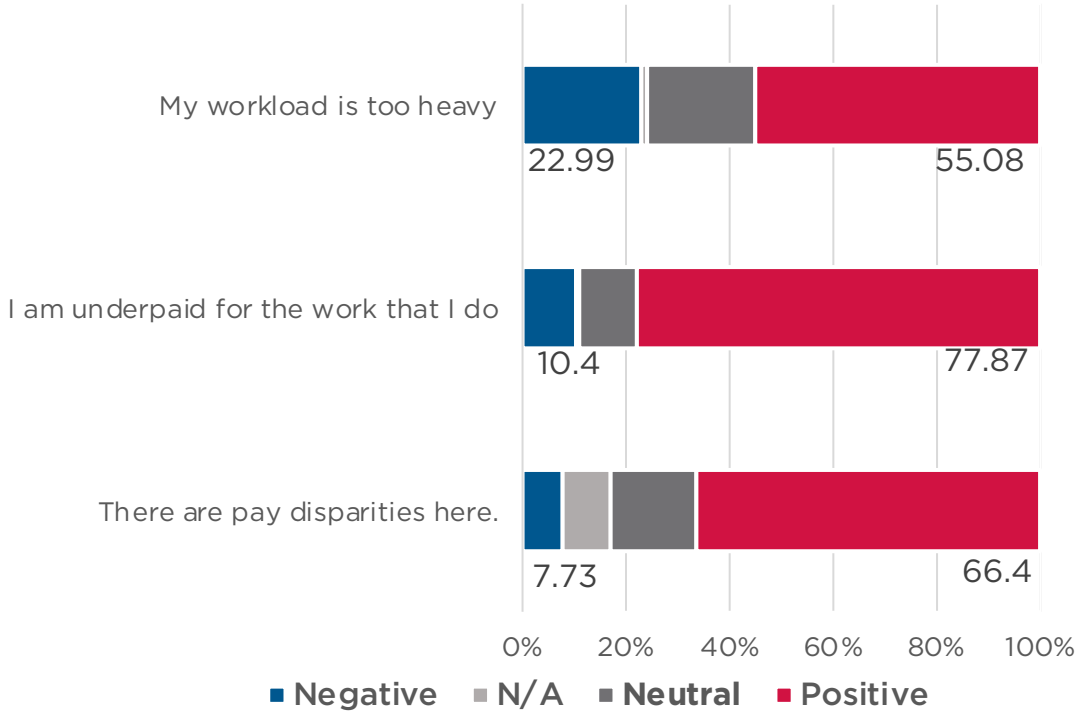
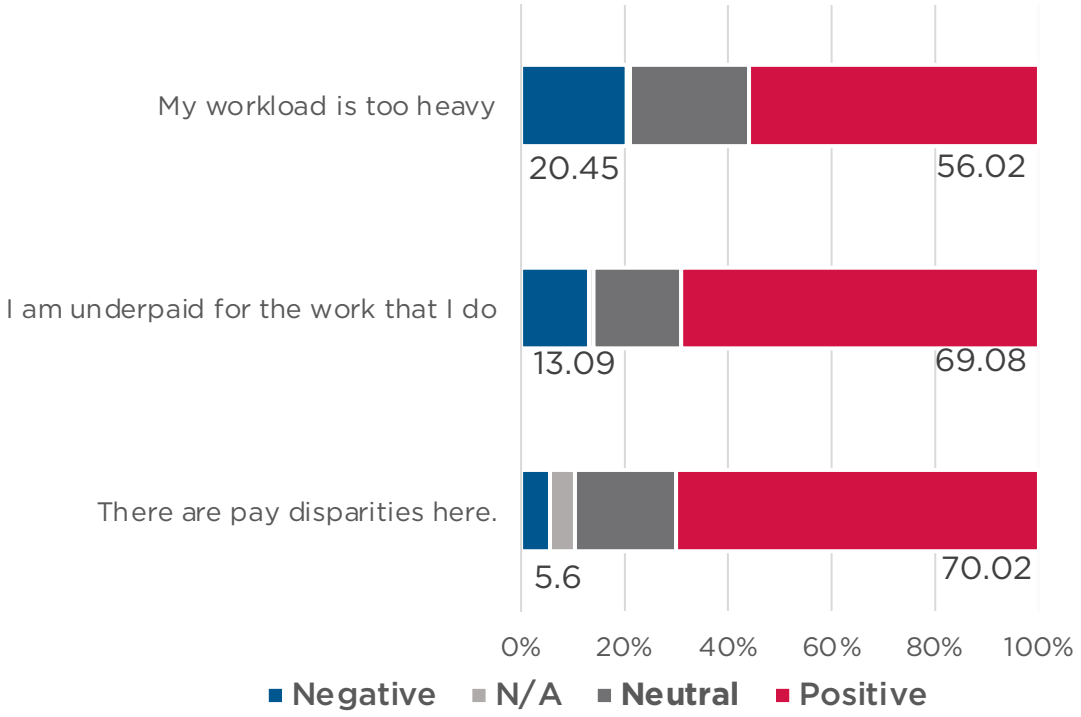
Workload and Pay Equity

Faculty



Staff



Negative Responses are Strongly Disagree and Disagree
Positive Responses are Strongly Agree and Agree

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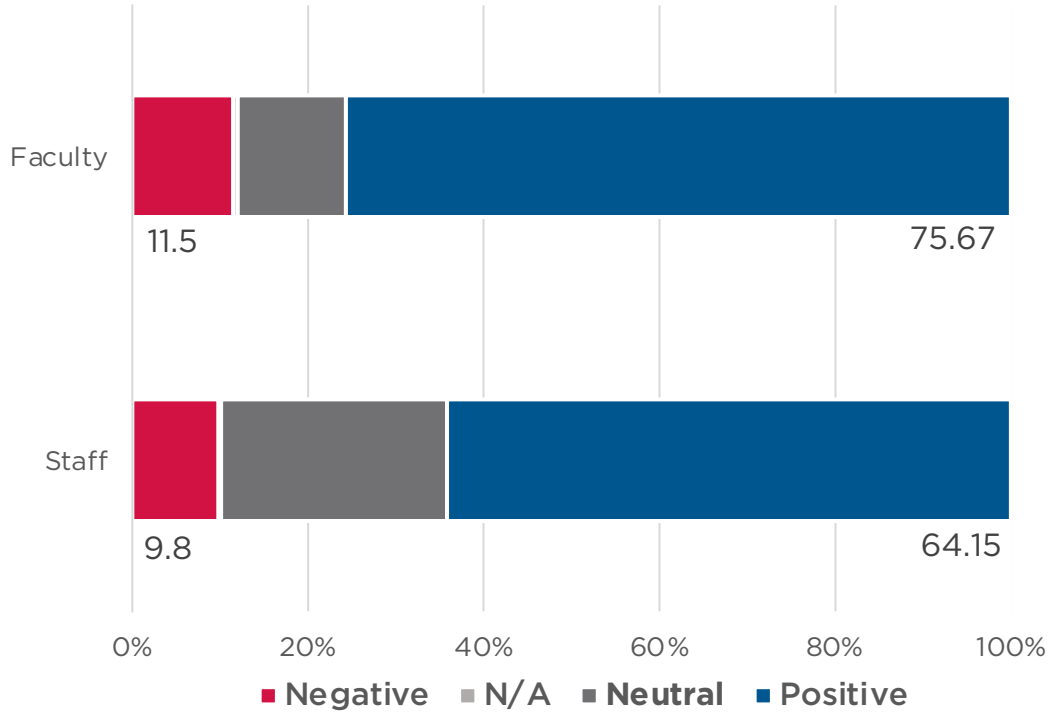
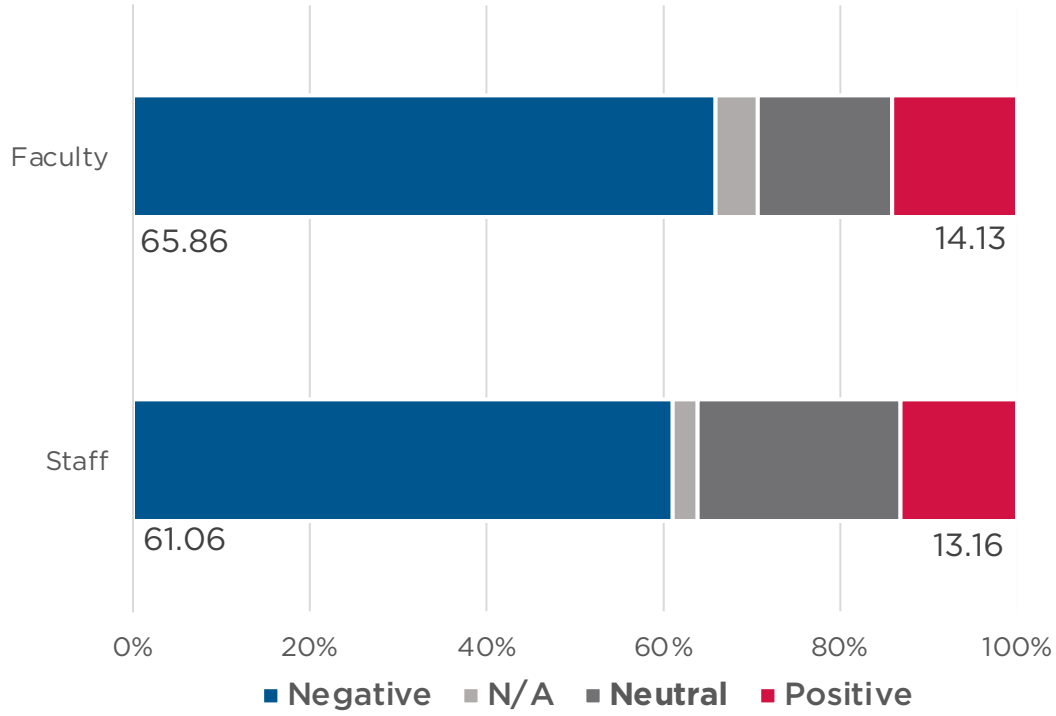
Negotiating Working at MSU Denver

I love my job.



I want to quit my job.



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Students' Reasons for Leaving:

"I want to leave this campus"

Responses Strongly Agree and Agree Responses **6.68%**

Responses Strongly Disagree and Disagree **76.89%**

Some students shared ...

- "I only want to leave this campus because I just want to graduate as I am tired of school and ready for the workforce."
- "I do not feel safe while on campus, especially on Fridays or early morning."
- "VERY expensive for online education. Would not recommend MSU because of that."
- "I honestly love MSU. It's a great school."

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Key Preliminary Findings

1. Response rates generally reflective of campus demographic composition.
2. Overall, a majority of respondents expressed 'Great Sense of Belonging', but it varies.
   - Fewer BIPOC faculty and staff report feeling welcome on campus and being treated with respect.
   - Need to be attentive to campus members with disabilities or veteran status who expressed varying perspectives on their sense of belonging.
   - Marginalized/minoritized identities report that they are not well represented on committees/groups
3. Respondents overwhelmingly indicated that MSU leadership shows a visible commitment to EDI, but noted a lack of financial support to drive campus diversity efforts.
4. Staff/Faculty generally come to work at MSU for varied reasons and enjoy working here, but many noted their workload is too heavy, they are underpaid for the work they do, and that there are pay disparities.
   - Faculty and Staff touted student diversity and location (close to home) as key factors in choosing to be at MSU.
   - Conversely, those who have considered leaving indicated that heavy workload and salary/benefits not being adequate are key factors when considering leaving MSU.

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Next Steps

- Preliminary survey results dissemination
- Articulation of additional themes that emerged from our analysis
  - Safety on Campus
  - Personal Experiences of Discrimination
- Further data analysis to reveal additional patterns that emerge, with particular attention to faculty experiences and/or to address research questions that the BOT, ODI and the campus climate DEIC committee generate
- Executive summary
- Customized reports by constituency (i.e., students, faculty, and staff)
- Collaboration with Diversity Faculty Fellows

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